

OUR WELLNESS JOURNEYS

I. KLAMATH FALLS CITY SCHOOLS

A. SUCCESSES

1. Number of People participating
2. Number of people who completed
3. Number of people who continued after the program was over
4. Participation with students and in the community
5. 77% want to repeat the "President's Challenge"

B. OPPORTUNITIES

1. To apply for an additional grant
2. A bonding that took place between the district and the employees
3. To build strong community partnerships
4. Trying to figure out how to meet the needs of people with varied work schedule, e.g., bus drivers

C. BARRIERS

1. The types of rewards
2. Find the time for employees to do the physical activity

D. LESSONS LEARNED

1. Be careful what you wish for
2. Not everyone gets the message

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II. GRIFFIN CREEK AND RUCH

A. SUCCESSES

1. Over 300 pounds lost
2. 100% non-smoking staff
3. Added 2 marathon runners – total 9
4. Non exercisers – exercisers
5. Fitness Fridays
6. Speakers
7. Cooking classes
8. Stress reduction activities
9. Strengthened community relationships
10. Lifestyle change

B. OPPORTUNITIES

1. Sustainability
2. Involve more district employees
3. Students have benefited from staff as role models
4. Continue to reach out, share success stories
5. Year end “Fitness and Health” Day

C. BARRIERS

1. Time
2. Child care
3. Motivating those who need it most
4. Buy in!
5. Keeping people involved
6. Helping people take responsibility for their health issues

D. LESSONS LEARNED

1. Do not use money for incentives
2. Keep positive and nonthreatening
3. Men do not participate as much as women
4. Increased camaraderie
5. Partnerships (YMCA) are crucial
6. Education is key!

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III. BAKER SD & JEFFERSON COUNTY SD

A. SUCCESSES

1. Lower sick leave
2. Increase-activity classes
3. Health screenings
4. Increased participants
5. Life quality improvement
6. Increased morale
7. Wellness champions
8. Access to resources

B. OPPORTUNITIES

1. Community resources
2. Website access
3. Utilizing staff talents
4. Information and resource sharing

C. BARRIERS

1. Difficult to engage lower level fitness participants
2. Lack of computer skills
3. Scheduling conflicts
4. Time to administer program
5. Communication challenges

D. LESSONS LEARNED

1. Employees receptive to wellness (ready)
2. Plan for more administrative time
3. Need to communicate regularly
4. Incentives to encourage participation
5. Personal touch/individual contact, i.e. face to face, phone call, etc.

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IV. JEFFERSON SD & SOUTH COAST ESD

A. SUCCESSES

1. Participation 50% JSD and SCSD
2. District Support
3. Body Age Testing
4. Accountability
5. Networking
6. OEA/Other support
7. Seeing results

B. OPPORTUNITIES

1. New "Blueprints" web-site
2. OEA tracking sheets/points
3. Body Age
4. Community influence/involvement
5. Accountability/Buddy system

C. BARRIERS

1. TIME!
2. Opportunity
3. Communication
4. Dealing with different staff scheduled
5. Sustainability

D. LESSONS LEARNED

1. Time blocking
2. Flexible scheduling for staff
3. Make program simple to start

OUR WELLNESS JOURNEYS

V. EAGLE POINT EA & CENTRAL POINT SD

A. SUCCESSES

1. Screening –Brought out health concerns
2. Retention – High percentage finished program
3. Weight Watchers Benefit – Pay for those without insurance (inclusion)
4. Employee Splits costs of some classes/services
5. Buddy system – Email, phone, etc. Accountability
6. Health Fair
7. Pear Blossom Promotion – Paid half entry fee, everyone wore district t-shirts

B. OPPORTUNITIES

1. Link to charity to gain media partnerships – “Proceeds to benefit”
2. Growth and expansion – increase conversation around wellness to shift the culture
3. Role models – Fitness leaders in the building culture
4. Employees that are in the fitness field to teach classes
5. Hire an outside consultant to promote and manage program as part of the grant
6. Health Fair
7. Pear Blossom Promotion – Paid half entry fee, everyone wore district t-shirts

C. BARRIERS

1. 9 month program – people dropped off during summer
2. Employee attendance/motivation
3. How to address higher levels - Differentiation
4. Maintaining equipment/location of equipment
5. Politics – time usage, admin concern
6. TIME – coordinator, committee, employees

D. LESSONS LEARNED

1. Make it a 12-month program
2. Kick off important – communicate program overview
3. Communicate other than email
4. Site person at each building/location - important
5. Setting goals is critical to employee commitment

OUR WELLNESS JOURNEYS

VI. CENTRAL SCHOOL DISTRICT 13J – GET FIT

A. SUCCESSES

1. Session calendars sent to all
2. Wellness Team – reps for all sites
3. ZUMBA
4. Connecting with colleagues
5. Weekly email updates
6. Assessments have opened the door to self-awareness
7. Serving 100 staff
8. Community partnerships for incentives and services

B. OPPORTUNITIES

1. District-wide serving about 25% of staff
2. Snowball Effect – the enthusiasm is catching!
3. Finding unsung leadership throughout the district
4. Averaging five fitness opportunities per week!
5. One-two Educational seminars and one district-wide fun activity per month
6. Using the data for individual and program progress

C. BARRIERS

1. Lack of overt support from some district admin.
2. Spreading out the leadership/coordinating burden
3. Arm-chair critics-giving criticism without direct participation
4. Needing to “pay” volunteer instructors
5. District budget cuts – no money from general fund for sustainability
6. Increasing male staff participation

D. LESSONS LEARNED

1. It’s a HUGE undertaking – a LOT overwhelming!
2. Learning to walk the talk = getting EVERYONE involved instead of just a small group
3. Being mindful of ALL employee groups, especially those with alternate schedules
4. DATA – Takes so much TIME!
5. Flexibility with budgeting – things do not always go as planned

OUR WELLNESS JOURNEYS

VII. OEA CHOICE TRUST

A. SUCCESSES

1. Wellness Committee
2. Participation
3. Attitude – want change
4. Communication
5. Research based approach
6. Walk-the-talk

B. OPPORTUNITIES

1. Collaboration partnership
2. Mission Statement
3. Measurement
4. Get the message out – self care
5. More resources
6. Positive influence on students
7. Reach to families

C. BARRIERS

1. Time
2. Logistics – not in the same place
3. Travel time
4. Communication
5. Value - return

D. LESSONS LEARNED

1. Mentor?
2. Used the process (followed the pilgrims)
3. On-line digital resources