

Longview ISD

Health And Wellness Program

Michael Tubb: Board President

Dr. James Wilcox: Superintendent

Wayne Guidry: Assistant Superintendent

The background of the slide is a blurred photograph of a group of people, likely a meeting or a classroom setting. The people are out of focus, but their presence adds a sense of community and professional collaboration to the text.

Teacher Vacancy Task Force Final Report

Developing A Thriving Teacher Workforce In Texas

Recommendation 2B: Prioritize Teacher Wellbeing



Why Should districts Be Concerned With Staff Wellbeing?

- Pandemic
- Teaching Is Stressful!
- Retention
- Burnout
- Regional Health Care Cost
- 20% of Teachers Entering The Profession in 2022 Were Uncertified.

The background of the slide is a blurred photograph of a group of people, likely in a meeting or workshop setting. The people are wearing blue shirts, and the overall scene is out of focus, emphasizing the text in the foreground.

Wellbeing and Energy

- Physical Wellbeing Is About Managing Your Health So That You Have The Energy To Do All The Things You Want To Do.
- A Lack of Energy Often Results From Inactivity, Not Age.

How Does The Program Work?

- Virgin Pulse App
- 4 Level Point System
- Fit Bit

How Do Employees Earn Points?

- Daily Steps
- Working Out
- Reading Daily Cards
- Tracking: Sleep, Nutrition, Heart Rate, Weight
- Annual Physical
- Setting Wellbeing Goals
- Nutrition Webinars
- 5K
- Calorie Tracking
- Completing District Survey

Words Of Encouragement

1855 Shoutouts



Jodi Childress, Eunice Callejas

Recognized by Winifred Jackson for Curiosity on June 8, 2023 at 9:59 AM

Your curiosity is the spark of good ideas

Like Reply



Tashawna Carraway

Recognized by Samantha Chastain for Curiosity on June 7, 2023 at 3:21 PM

Your deep dive into TIL was outstanding! #SuperSmart

Like Reply



Kristine Ashley

Recognized by David Ashley for Responsibility on June 7, 2023 at 2:56 PM

Making go when I dont want to

Like Reply



Cynthia Gates

Recognized by Candice Seals for Teamwork on June 7, 2023 at 7:56 AM

Thanks for setting us up for traveling success

Like Reply

District Step Challenges

Company Results



The company has traveled a total of 1,011 miles.
That's like walking South West Coast Path National Trail

24

TEAMS

89

PLAYERS

22,721

AVG PLAYER STEPS

2,022,144

TOTAL STEPS

1,011

TOTAL COMPANY MILES

What Percentage Of Staff Members Are Participating?

- 66% of Total District Staff.
- 78% of Teachers (81% of Female Teachers).
- 48% of Non-Contractual Staff.
- 79% of Contractual Staff

Enrollment Trends By Age Among Teachers

Age Group	% Enrolled
18-29	73%
30-39	84%
40-49	79%
50-59	68%
60-69	62%
70-79	32%

Positive Results

- 83% Agreed The Program Has Improved Their Mental State of Mind.
- 89% of Participants Stated The Program Has Improved Their Performance as a LISD Employee.
- 92% Believed Their Participation has Encouraged Others To Become More Active.

Positive Results Cont.

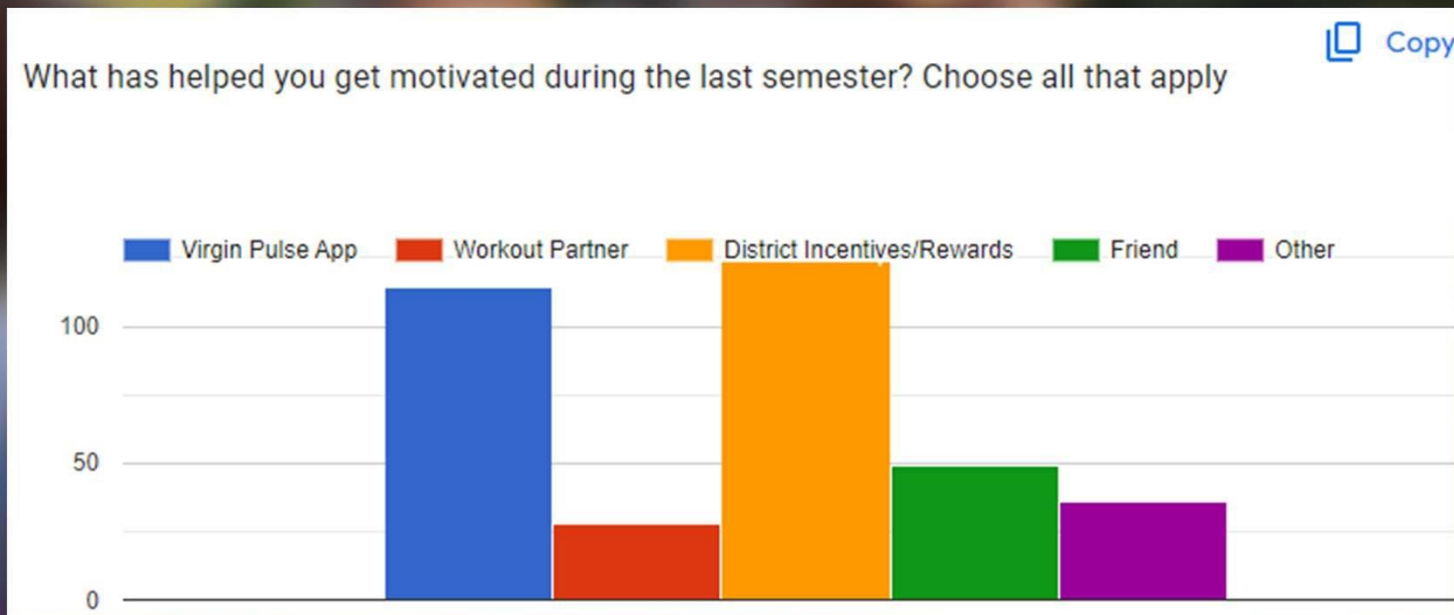
- Participants Missed 363 Less Days Last Fall While District Attendance Was Down From Previous Fall.
- 276 Employees Earned An Additional Day Off This Year. They Missed 94 less days this Year When Compared To Last Year!

A blurred background image showing a group of people, likely students or staff, wearing blue shirts. The image is out of focus, with the text overlaid on top.

Positive Results Cont.

- Decreased Number of Resignations This Year.
- Improved Campus Culture.
- Next Step Is To Analyze The Impact On Student Achievement.

Why Are So Many Staff Members Participating?



District Incentives

- Employees Can Earn Two Days Off Per Year.



5K



Before & After



Monthly Step Count

Campus Step Stats Through March 27, 2023

	Average Steps Per Day	Total Steps	Percent of Employees Enrolled
Montessori	8,799	40,229,919	72%
Ware	8,752	11,657,823	62%
Clarence W. Bailey	7,826	11,958,952	68%
Longview High School	7,685	52,246,992	59%
Foster Middle School	7,252	22,895,589	71%
Hudson Pep	7,101	15,920,577	83%
Ned Williams	6,907	10,063,745	59%
Forest Park	6,512	14,796,575	66%
El Stem Bramlette	6,456	9,916,940	50%
Johnston-McQueen	6,511	11,864,404	59%
Everhart	6,279	12,226,444	74%
Judson	6,383	19,443,650	75%



Student Pilot

- Our goal is to replicate this on the student level.

Key Takeaways

- This Initiative Requires A Financial Investment.
- Meaningful Incentives Are Key To Success.
- You Have To Have Someone Leading This Campaign Who Is Passionate About Physical Wellness.
- In Order To Reach The Students, We First Have To Support Our Staff.

Staff Testimonies

- I am active typically 5-6 days a week through CrossFit before joining this program, but I have noticed a change in coworkers through this program. It has been rewarding to share their success stories and continue to motivate them to become more active in their daily lives. I do think the incentives have helped push a lot of people to become more active just based on earning incentives alone.
- I have been on a health and fitness journey prior to this program, but it has definitely enhanced my experience!
- **I was going through a divorce, I lost 2 nephews 5 months apart, I lost a grandbaby, and almost lost my only child. Working out helped with mental clarity and allowed me to stay focused but I give GOD all the GLORY!**
- My story started well, then life happened and I stopped. Good program for people who have the time and are not overwhelmed.
- Working on my story...
- I like the challenge and I love the gear we can earn.
- I had a baby in September and the incentives and opportunities the program has provided has helped me to lose the weight faster and stay active even in a busy time for me.
- I had stopped working out, and now I have started back working out and also have a gym membership

Staff Testimonies

- I have had a peloton for almost 2 years and ride often. I simply started recording my workouts through the pulse app for points.
- The days off give a reason to keep up with health and workouts
- Working out has helped me reach my personal goal, of building muscle, and being more fit.
- I've become more cognizant of what I am doing **physically and mentally** to help myself
- This app has become a habit with my daily routine and helped me stay on track
- **The Virgin Pulse app has really helped me hold myself accountable especially during my busiest moments. It has served as a reminder for me to stick to my goals. I really like the variety of things within the app. It touches every health aspect of life the mental, physical, and even financial parts.**
- Lost weight!
- I Like competing with some of my friends

Staff Testimonies

- This program has helped me to lose a few pounds that ultimately were causing me to be tired, sluggish and have body aches. I believe that it is because of this program that I am much more aware to get up from my desk hourly instead of sitting for long periods of time.
- I have always been athletic and enjoyed working out. This program had added an accountability piece to the part of my wellness journey that was missing.
- I walked more than I did prior to the wellness program....plus the incentives help motivate me.
- **I have loss over 56 Lbs**
- Prior to the start of the health and wellness program I had lost 30lbs. This was in part due to the classes that Sonja Jones was offering at our campus and on her own. Using the wellness programs helped me maintain my weight loss this school year.
- I am sticking to healthier diet

Staff Testimonies

- Just became a grandma on April 17, 2022. Just like that I want to take better care of myself. I have to be health so I can do everything with my beloved grandson!!!! God help me.
- This has helped my family to spend some time together and get active. The 5k walk was our first together. We look forward to completing more in the future.
- I enjoy the competition with my co-workers and my wife! It bothers me when I don't do something that day so I get some kind of exercise each day!
- I choose me which mean: I decided to get healthier and started focusing on ways to improve my lifestyle by exercising and eating healthy. I changed everything and it's a work in progress. My journey!
- I am still working on improving my health through diet and exercise. I'm not close to being where I need to be yet.
- What started as a silly competition amongst my department to see who could get the most steps, turned into me taking my health more seriously. I walked the fall 5K and am excited to walk the next 5K. I joined Planet Fitness around Thanksgiving and have been consistently working out about 5 days a week now. Y'all incentivized the program perfectly and really boosted staff morale with the personal day, shirts, jackets, etc.

Staff Testimonies

- The Virgin Pulse app is very thorough. The information is interesting and motivating. Participation in this program has motivated me to make better food choices.
- I have been consistent with my health and fitness all my life. I am currently 62 and I am really excited that I can now be rewarded for running, cycling, and working out. As a former coach I know the physical and mental benefits of exercising and staying fit. To be able to earn extra days off is awesome! I hope this program continues.
- Coming from a family with plenty of health issues, getting myself back on track not only for me but for my twin kiddos that will need me along the way.
- I started working out and eating healthy after COVID. So I got a head to start before our program started. The Health and Wellness Program has kept me going and motivated me more to keep my weight down but also work on my mental health. I have learned a lot from the daily cards and journeys on the app and I am motivated a lot by earning days off as an ultimate reward.
- I love a challenge. When this program began I almost didn't join. Then the challenge of it took over me and I had to join!!!! I'm so glad I did. EVERY day, I check my steps to make sure I am walking at least 5000 steps. **When I get 7000 or more steps in, I am so proud of myself**. This is something that has kept my interest and helps me stay motivated. Keep up the good work. PS.... I love the summer program.

Staff Testimonies

- I got back on track by being motivated about the number of points I have earned. The Virgin Pulse app also would notice when my steps were going down and give me suggestions and encouragement. Many of my colleagues would also send challenges through the app which motivated me.
- I had been wanting to do better at exercising and eating better. Doing this helps me stay motivated, set gold and track my progress. I like checking my step goals and do things on purpose to reach my goal.
- I am a health conscious individual. It is exciting to see my friends and colleagues becoming more health conscience. At 70 (almost 71) I am very active and am certain that regular exercise and healthy habits have contributed to this. I am often asked how I stay so young looking. I always say, I exercise daily and try to eat healthy. From this program, I have learned a lot more about eating healthy and other healthy habits. My downfall is sleeping, I have difficulty staying asleep because I am always considering new strategies to use with students. There are many suggestions for helping one fall asleep and stay asleep on Virgin Pulse.
- **My last health examine was the best report in a long time.**
- The program made me pay more attention to my health. How much exercise I was doing or sleeping? Also gave me tip to how to improve different areas as well.
- I broke my ankle in May and this has helped motivate me to get back in shape and strengthen my ankle.

Staff Testimonies

- -I appreciate the opportunities the district is providing with discounts on gym membership and the incentives to participate. Also really appreciated the time off in the summer to work out. Would love to do that again!
- -I'm more aware of the lack of sleep I'm getting.
- I have now committed to walking almost every night. I am also getting much better sleep.
- -This program has given me the opportunity to improve my health while improving mentally (depress) as well.
- -I am in better shape both **physically and mentally.**
- -I've lost 20lbs. I'm very proud of myself. This wellness program has been a great incentive.
- **I've lost 30 pounds since August**
- **I will admit however, even though my weight was my focus--and I had success--my mental health has benefited the most from this journey.**