

# SPOKANE REGIONAL HEALTH DISTRICT

Employees: 219

Annual Budget: \$23.7 million



# Energize Your Life Team

- **Heleen Dewey**, SRHD Physical Activity and Nutrition Coordinator and EYL Physical Activity Best Practice Expert
- **Liz Wallace**, SRHD Epidemiologist and EYL Evaluation Expert
- **Mary Holmquist**, SRHD Human Resources Specialist and Wellness Committee member
- **Linda Lillard**, SRHD Graphic Specialist and Wellness Committee Chair
- **Cindy Green**, SRHD Health Promotion Program Manager and EYL Management Liaison



energize your life!  
Eat Healthy – Be Active

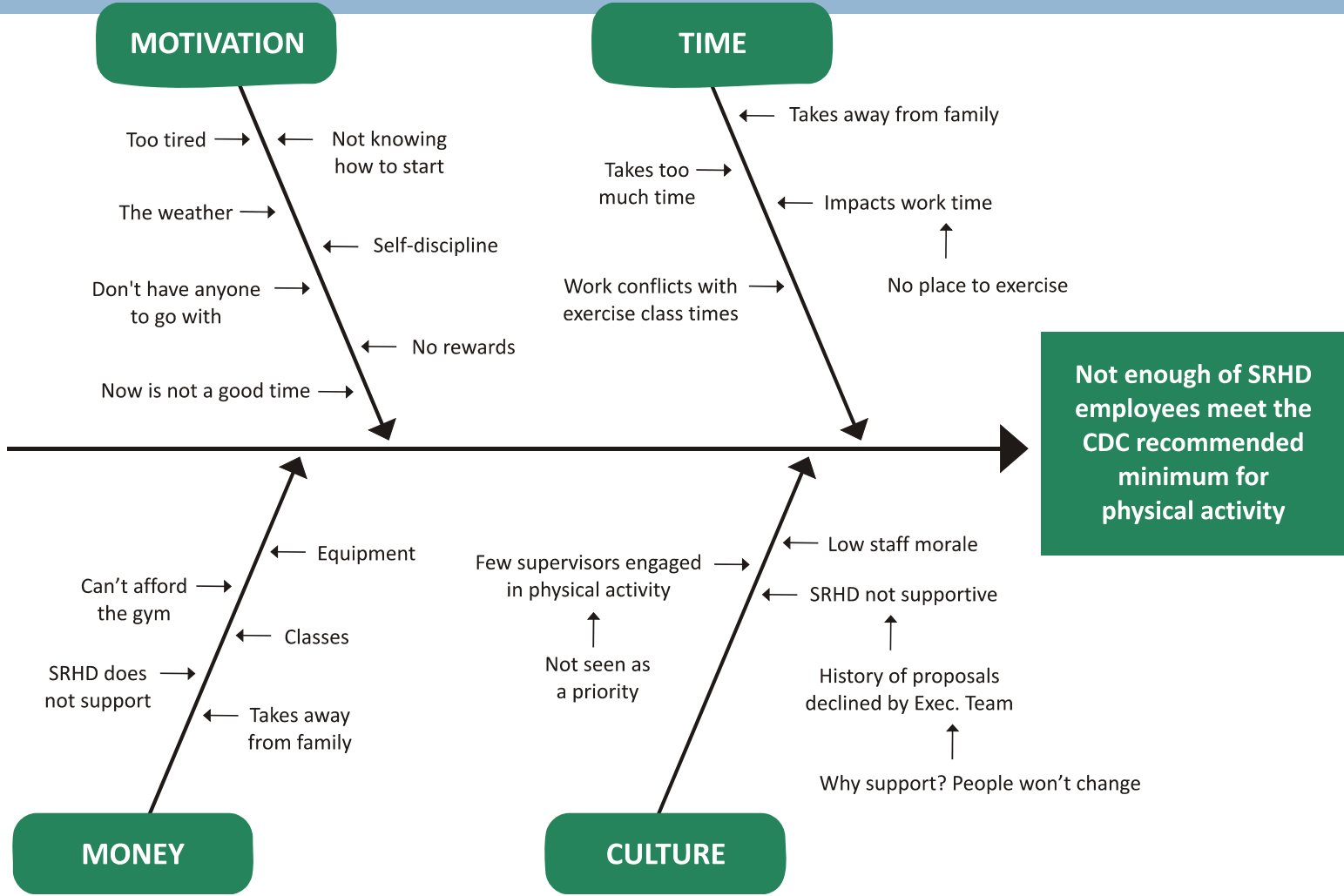


# Setting Up the QI Project

*Understand the system and select the teams*

- SRHD Wellness Committee had many years of data on health status and behaviors, and generally the “already active” participated in physical activity events such as STEPtember and WALKtober.
- Four years of Health Risk Assessments showed:
  - ▣ 50% of staff meeting the CDC minimum requirement for physical activity
  - ▣ 36% were overweight
  - ▣ 27% were obese
- Used cause and effect fishbone diagram and solutions brainstorming with literature review for best practices.

# Fishbone



# AIM Statement



## **STEP 1 – What are we trying to accomplish?**

- We are trying to increase the percentage of SRHD employees who regularly meet the CDC guidelines for minimum physical activity (150 min/wk) from 50% to 60%, by December 2009.

# AIM Statement



## **STEP 2 – How will we know that a change is an improvement?**

### **□ Short Term**

- ▣ # of people involved in physical activity programs sponsored by SRHD
- ▣ # of people who meet CDC physical activity recommendations
- ▣ % of initially sedentary workforce who are now physically active

# AIM Statement



## □ **Mid Term**

- # people experiencing weight loss of 5-20 lbs/yr
- % of workforce that is obese/overweight (BMI)
- % of workforce with high cholesterol
- % of workforce with abnormally high blood sugar levels
- % of workforce reporting depression
- % of workforce with high blood pressure

# AIM Statement



## □ Long Term

- # of employees taking insulin/diabetic medications
- # of employees on blood pressure lowering meds
- # of employees on cholesterol lowering meds
- # of sick days used/yr/employee
- overall insurance costs



# AIM Statement



## **Step 3 – What changes can we make that will result in an improvement?**

- We identified this opportunity by looking at trends from the Health Status Awareness Survey SRHD conducted over previous year and by looking at health insurance costs. Physical inactivity is connected with many diseases and conditions. Increasing physical activity should decrease health care costs.

# PDSA

*Select and develop a theory for improvement*



		Jun	Jul	Aug	Sep
<b>Cycle 8</b>	<b>Biggest Improver Challenge</b>				
P	Research levels of health including physical activity to monitor. Conduct initial baseline health assessments	Heleen	x x		
D	Implement program of self monitoring over 3 month period of time.	Liz	x x	x x x x	x x x x x
S	Check health assessments and compare to baseline.	Liz		x	x
A	Reward team and individual winners. Plan for next year.	Mary			x

# Results



- 103 of 219 employees participating on 19 teams
- Those participating increased physical activity by an average of 305 min/wk
- Increased the number of participants who met the CDC's minimum recommended amount of physical activity from 66% to 92% (wk #6)
- 3 injuries but otherwise no dropouts
- Lots of positive energy around it

# Lessons Learned



## **Worked well**

- Teams of 4-7 people keep everyone motivated
- Prizes are desired
- Stories about connecting with kids, weight loss, having more energy, etc.
- Large impact- reached many people

## **Didn't Work Well**

- Suspicion of cheating
- Reporting in lunchroom and top 10 e-mailed list not adequate for offsite

# Next Steps



- Complete Biggest Improver Challenge
- Will use CT1 units from StayHealthy to monitor the top 5 teams and individuals
- Will survey participants to assess gains, overall success of challenge and things to improve on
- Need to determine lasting impact
- Plan next programs based on this success
- Assess how to engage other 53% of workforce



# PDSA

Select and develop a theory for improvement

			May	Jun	Jul	Aug
Cycle 11	<b>Sponsor Physical Activity Teams (Softball, Volleyball, Dodgeball, etc.)</b>	<b>Mary</b>				
P	Research feasibility, recruit captains	<b>Heleen/Liz</b>	x			
D	Start one team	<b>Mary</b>	x x x	x x x x	x x	
	After season evaluate participation, successes.	<b>Liz</b>				
S	Start another season team or scratch based on outcomes.	<b>Linda C.</b>			x x	
A					x x	x x x



**Thank You**  
**RWJF and NNPHI**  
**for the tools to make a difference**