

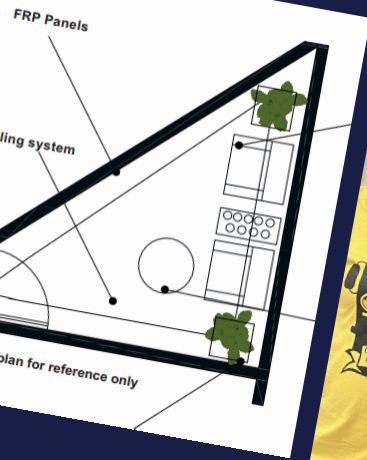


**HEALTHY BODIES
ACTIVE MINDS**
COLUMBUS CITY SCHOOLS

**CCS STAFF
WELLNESS INITIATIVE**

ANNUAL REPORT

JULY 2021 - JUNE 2022



HEALTHY WORKPLACE PLATINUM AWARD WINNER

For the second year in a row, Columbus City Schools' Staff Wellness Initiative received the highest award, a Platinum Award, from the Healthy Business Council of Ohio for its comprehensive worksite health promotion and wellness programs. The award acknowledges efforts made to improve overall employee health, enhance productivity and ensure a healthy work environment. CCS was one of 31 Ohio employers recognized at the Platinum level.



OVERVIEW

Cumulative Participation

 **6,644**

excludes Real Appeal

Unique Participants

 **3,847**

excludes Real Appeal

New Participants

+ 1,399

Returning Participants

 **2,556**

252

Different job roles
represented

49

Average age of
participants

45%

of staff participated in at least
one wellness activity
throughout the year

100%

of work locations had at least
one staff member participate
in Wellness programming

2021 - 2022 PROGRAM OFFERINGS

The CCS Staff Wellness Initiative offered a variety of activities and programs in the 2021-2022 school year, including educational workshops, group fitness classes, a flu shot challenge, and more. All programming was offered in a virtual or offsite format due to the COVID-19 pandemic.

OHIOHEALTH VIRTUAL GROUP FITNESS CLASSES

Partnered with Ohio Health to offer virtual live and on-demand classes held Monday - Friday. A variety of classes were offered to staff including a 10-minute "get up and move" break twice a day.

669	Cumulative participation	Most popular	10 min break		1 Average participants per class
38	Unique participants	↑	mind/body		
1,359	Classes offered	Least popular	cardio strength		

URBAN ZEN INTEGRATIVE THERAPY

Offered 30-minute Urban Zen classes meant to guide staff through gentle movements, restorative postures, body awareness and breath observations to address the symptoms of everyday life.

455	Cumulative participation	Most attended	December 2021		3 Average participants per class
18	Unique participants		January 2022		
132	Classes offered	Least attended	April 2022 May 2022		

WELLNESS PRESENTATIONS

Wellness worked with CCS medical insurance carrier, UnitedHealthcare (UHC), and Employee Assistance Program (EAP) provider, Health Advocate, to educate staff on the benefits and resources available to them.

19	Total presentations given
12	Wellness focus
6	EAP focus
4	EAP Behavioral health focus
5	Other Vendor



FINANCIAL WELLNESS COACHING

Partnered with Enlighten Angle to sponsor staff members in a 12-week financial wellness series in the Fall of 2021.

25	Unique participants
-----------	---------------------

YOUTH YOGA PROJECT PROGRAMMING

Partnership with Youth Yoga Project to offer various programming to staff.

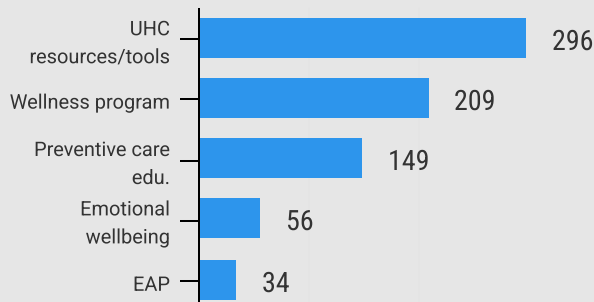
8	Unique participants in yoga classes
9	Unique participants in Social-Emotional Learning (SEL) training

HEALTH COACHING @ BUS COMPOUNDS

One-on-one coaching was conducted at all of the bus compounds by UHC Nurse Liaison, Stacy Hohman. Coaching was conducted at each compound one day per week from September - November 2021.

33	Total bus compound visits
355	Total 1:1 Individual sessions completed
307	Unique 1:1 individual sessions

Top Coaching Focuses



UHC Nurse Recommendations:

- ✓ Continue education on preventive medicine
- ✓ Promote/educate on having a Primary Care Provider (PCP)
- ✓ Educate on where to go for care
- ✓ Stress remains high and biggest concern. Stems from multiple sources including hostile parents, non-compliant students, and general overwhelm. Focus on EAP.
- ✓ Find avenues to show appreciation/gratitude for the staff

FLU SHOT CAMPAIGN

Wellness offered staff a \$25 gift card for receiving their flu shot offsite. No flu shots were held onsite.

3,088	Total employees received their flu shot
32.6 %	of total staff who received their flu shot during the 2021-2022 school year
1.9 ↓ %	Decrease in participation from 2020-2021 school year
29 %	of staff who received a flu shot redeemed a gift card for participating



FIGHT FLU
AND EARN A \$25.00 GIFT CARD*

YOGA @ INDIANOLA INFORMAL

Yoga led by CCS vendor, Anne Comrada.

15	Total participants
6	Unique participants



Fort Hayes Special had the greatest percentage of staff receive a flu shot this school year and won the "Healthiest Bus Compound" Trophy (pictured above). This is a reoccurring competition between the bus compounds each school year.

UHC HEALTH SURVEY

A questionnaire from UnitedHealthcare asking general questions about your health found on myuhc.com.

266	Total completed surveys
------------	-------------------------

NEW FOR 2021-2022

The CCS Staff Wellness Initiative launched new, never before programming during the 2021-2022 school year. New programming was created from staff testimonials, surveys, new partnerships and UHC/EAP data.

SEL + MINDFULNESS INSTITUTE

Through the support of the Martha Holden Jennings Foundation Grant and the Youth Yoga Project, CCS Wellness was able to provide a year-long institute to guide CCS staff to learn movement, mindfulness, and mindset strategies to teach social-emotional skills to themselves and their students.

- 51** Unique participants
- 20** Hours of professional development completed
- 1,530** Students have learned practical, research-based Mindful Tools to manage their stress

Before Youth Yoga Project*

From August to December 2019
(the last time students were in school full time), there were . . .

143 Discipline Referrals

After Youth Yoga Project*

From August to December 2021
(after implementing YYP curriculum), there were . . .

6 Discipline Referrals

*data is reflected of only individuals who participated in this program

“Working with Youth Yoga Project gave me the opportunity to center myself each month. I noticed a difference as the year went on. It helped me shift into a different mindset.”

The sessions gave me a chance to learn how to instruct breathing, movement, and relaxation techniques by allowing me to try them out first. I loved being able to disconnect and concentrate myself to help me manage my stress.”

RUNS AND RACES

Partnering with Central Ohio community organizations, CCS Wellness was able to offer free registration for Staff to attend the Capital City Half Marathon and the Race for the Cure events. Both events were held in Downtown Columbus.

576 Total registrations **67** Staff attended both



347

Total registrations

277

CCS employees

40

Spouses/dependents

229

Total registrations

189

CCS employees

40

Spouses/dependents



T-8 SUPPORT / YOUR ROUTE TO HEALTH CHALLENGE

Wellness partnered with CCS Transportation Management and Health Services to encourage transportation staff to complete their T-8 appointment. Staff were able to earn a \$50 gift card from Wellness for completing their T-8. Wellness also provided staff the opportunity to meet with a "Health Navigator" after their appointment. "Health Navigators" offered staff support and resources to manage any health concerns that came up after their T-8 exam.

72% of transportation staff completed their T-8 physical in May-June 2022

42% of employees met with a Health Navigator after their T-8 exam

10 Employees requested a follow-up from UHC Nurse



MATERNITY SUPPORT

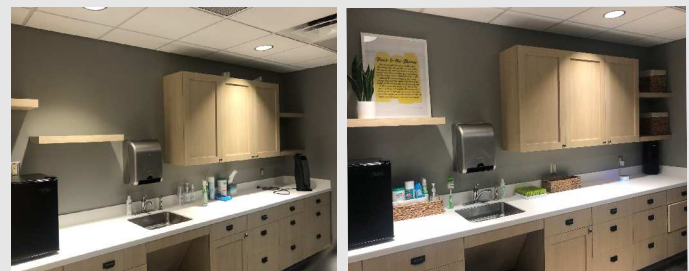
Wellness partnered with Total Rewards to expand maternity support initiatives within the district. A new Maternity Support program was created that highlights resources and benefits available to all CCS employees surrounding pregnancy. Also, as part of enhancing maternity support, the first official lactation room was designated at Southland Center.

23 Employees completed an initial phone screening with a Nurse

7 Employees completed an outcome assessment after their baby was born



BEFORE → AFTER



PARTNERSHIP WITH TRAINING & DEVELOPMENT

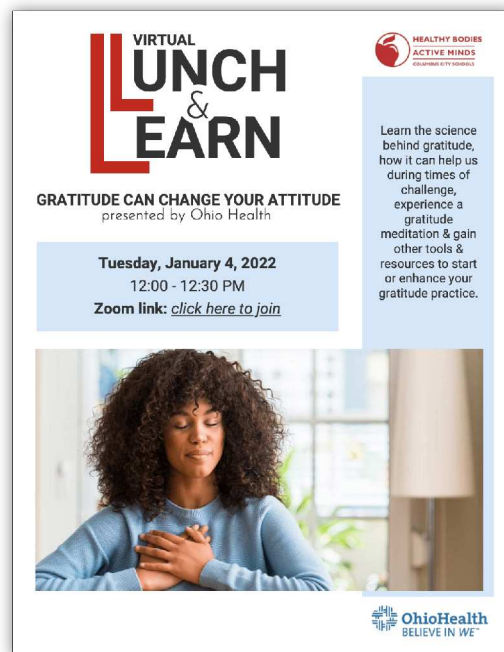
CCS Wellness partnered with the Training and Development department to offer classified staff a range of professional development opportunities surrounding health and wellbeing during Extended Professional Learning Opportunities (EPLO) and Lunch & Learns. Sessions were offered multiple times per month.

17 Wellness sessions held

419 Total participation

236 Unique participants

EPLO		LUNCH & LEARN	
11	Sessions held	6	Sessions held
280	Total participants	139	Total participants
157	Unique participants	101	Unique participants
25	Average participants per session	23	Average participants per session



VIRTUAL LUNCH & LEARN

GRATITUDE CAN CHANGE YOUR ATTITUDE
presented by Ohio Health

Tuesday, January 4, 2022
12:00 - 12:30 PM
Zoom link: [click here to join](#)

Learn the science behind gratitude, how it can help us during times of challenge, experience a gratitude meditation & gain other tools & resources to start or enhance your gratitude practice.

OhioHealth
BELIEVE IN WE™

100% of session participants shared that they were Satisfied or Very satisfied with Wellness offerings.

94% of session participants stated that the content provided by the Wellness Initiative was Useful or Very useful to their jobs.

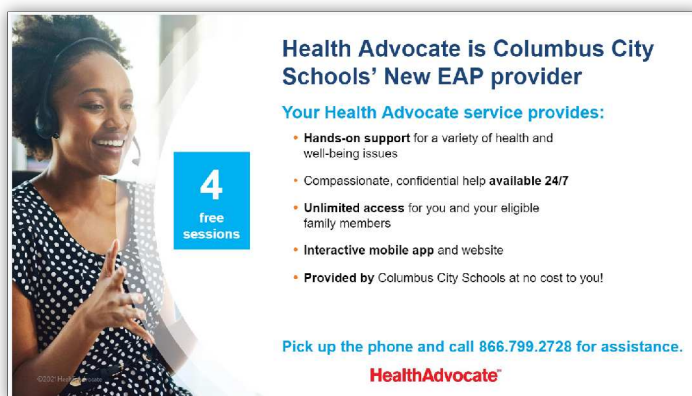
EAP PROVIDER: HEALTH ADVOCATE

Effective July 1, 2021, CCS partnered with a new EAP provider, Health Advocate. The CCS Wellness team made a concerted effort to promote Health Advocate to district employees.

CCS Wellness used the following methods to promote Health Advocate in the 2021-2022 school year:

- Highlighting EAP offerings in Wellness presentations
- Flyers delivered to each CCS building
- Wellness Website
- Beginning of the year meetings

9,021 Employees enrolled



Health Advocate is Columbus City Schools' New EAP provider

Your Health Advocate service provides:

- **Hands-on support** for a variety of health and well-being issues
- Compassionate, confidential help **available 24/7**
- **Unlimited access** for you and your eligible family members
- **Interactive mobile app** and website
- **Provided by Columbus City Schools at no cost to you!**

4 free sessions

Pick up the phone and call 866.799.2728 for assistance.

HealthAdvocate™

HEALTHY CAMPUS: STAFF WELLNESS ROOM PROJECT

Wellness partnered with LEDE vendor, Maraye Design Studios, to design Wellness Rooms for staff. A Wellness Room is intended to help create a relaxing environment for staff to take a brief break. Wellness is actively implementing project plans for contracting work for this project.

9 Buildings were awarded a Wellness room on a first come, first serve basis:

1. Colerain ES
2. Livingston ES
3. Linden-Mckinley STEM
4. Parsons ES
5. Duxberry ES
6. Sherwood MS
7. Hilltonia MS
8. Northland HS
9. West Mound ES



WELLNESS WEDNESDAYS: A MID-WEEK MOMENT

Wellness has partnered with Reel Hoot Productions for the creation of "Wellness Wednesdays" videos. This series is designed to encourage staff to take a few minutes every Wednesday to reset from their busy lives and to support, uplift and celebrate the incredible work that they do every day.

Wellness Wednesdays launches September 7, 2022.

15 Videos have been recorded during the 2021-2022 school year for the project



EMPLOYEE VOLUNTEER PLATFORM

Wellness, alongside the Total Rewards team, identified POINT, an all-in-one volunteer platform, to be implemented in the 2022-2023 school year.

POINT will allow staff to sign up for and attend various volunteer opportunities within the CCS and Columbus community.

POINT

REC SPORTS: VOLLEYBALL

Partnering with Rec Sports Now, CCS Wellness was able to implement a CCS staff co-ed volleyball league. Wellness offered free registration for individuals or teams to sign up.

2	Volleyball leagues
124	Total registrations
56	Signed up individually
68	Signed up as a team
19	Waitlisted
29%	of participants were Male
71%	of participants were Female
47	Different work locations represented
64	Different job roles represented



NEW VIRTUAL FITNESS CLASSES: CW WELLNESS BY DESIGN

CCS Wellness onboarded LEDE vendor, CW Wellness by Design, to provide free registration for CCS Staff to attend virtual group fitness classes. This offering was launched on July 1, 2022.



UHC NURSE LIAISON, GRACE CRAWFORD

Wellness welcomed new UHC Nurse, Grace Crawford, in May 2022. Grace will be providing many services to CCS staff some of which include: health coaching, prevention education, navigating benefits, disease management, where to get the best care, and more.



NEW HIRE WELCOME KITS

Wellness worked with CCS Vendor, Proforma, to curate custom welcome kits intended for new employees of the district. Wellness worked with the CCS Delivery Services team to send the kits to staff work locations. Contents of the welcome kit are pictured below:



SUMMARY

Least Participation

Number of unique participants per site

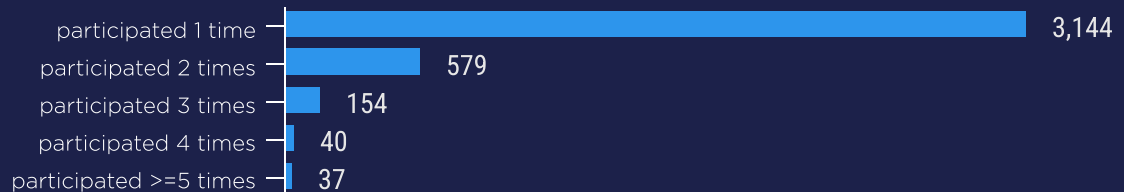
HAMILTON STEM ACADEMY	1
LINMOOR EDU CENTER	1
6TH ST ANNEX	6
CASSADY ALTERNATIVE	12
NORTHGATE INTERMEDIATE	11
WOODWARD PARK	11
COLS PREP GIRLS	12
BROADLEIGH ES	13
COLS PREP BOYS	13
EASTGATE	13

Greatest Participation

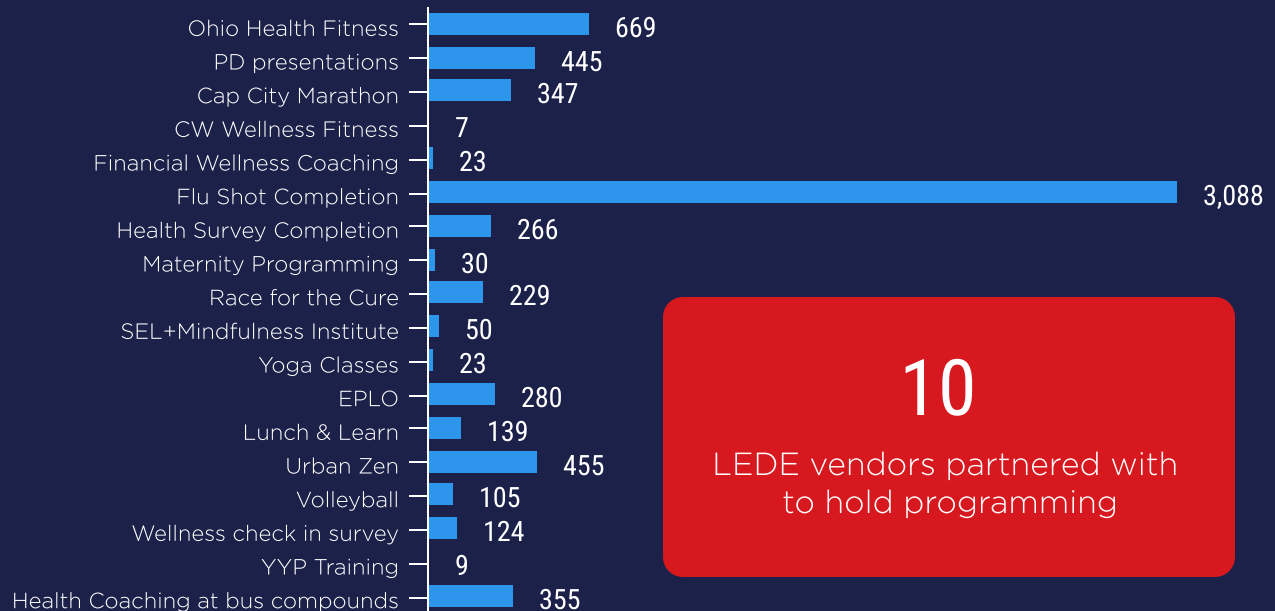
Number of unique participants per site

3700 SOUTH HIGH	171
17TH AVE	104
CENTRAL ENROLLMENT	95
HUDSON	80
COLS EDU CENTER	75
FORT HAYES SPECIAL	64
HUY/AG BELL ES	59
WHETSTONE HS	53
COLS DTHS	53
NORTHLAND HS	51

Employee Engagement



Cumulative Participation by Program



10

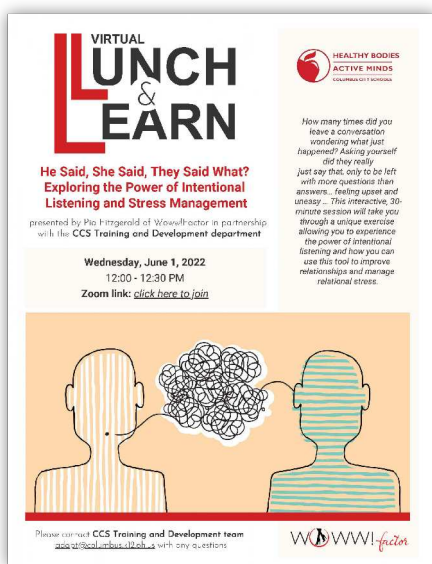
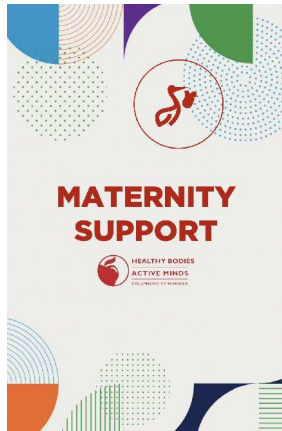
LEDE vendors partnered with
to hold programming

COMMUNICATIONS

The Wellness Team disseminated information to staff in a variety of different ways:

- Bulletin boards at every site
- Quarterly newsletters
- Digital signs
- Email announcements
- Partnership with CCS Communications Team
- Interoffice mailings
- Flyers
- CCS Wellness website ccsoh.us/wellness
- Surveys and testimonials
- In-person information tables

SAMPLE COMMUNICATIONS



WELLNESS CHECK IN SURVEY

The Wellness Team here at CCS wants to hear from you. Sharing your ideas and insights will help the team create awesome wellness programming for you.

OPTIONAL: EARN APPAREL FROM WELLNESS FOR TAKING THE SURVEY!

