HEALTHY BODIES
ACTIVE MINDS
COLUMBUS CITY SCHOOLS

COLUMBUS CITY SCHOOLS

STAFF WELLNESS INITIATIVE SURVEY

RESULTS REPORT

METHODOLOGY

This survey was developed to receive feedback on quality metrics of programming and benefits offered through the Columbus City Schools Wellness Initiative in the 2020-2021 school year.

- Survey had 22 items total, which included check-all-that-apply, multiple choice, Likert scale and extended response questions. All participant data was self-reported.
- Survey items included benefits and communications questions to gather feedback on best methods to reach staff
- Administered through Google Forms and was distributed through district-wide emails.
- Staff were entered into a drawing for completing and submitting the survey before the deadline.

RESPONSE RATE

763

survey responses received

8.5%

response rate

127

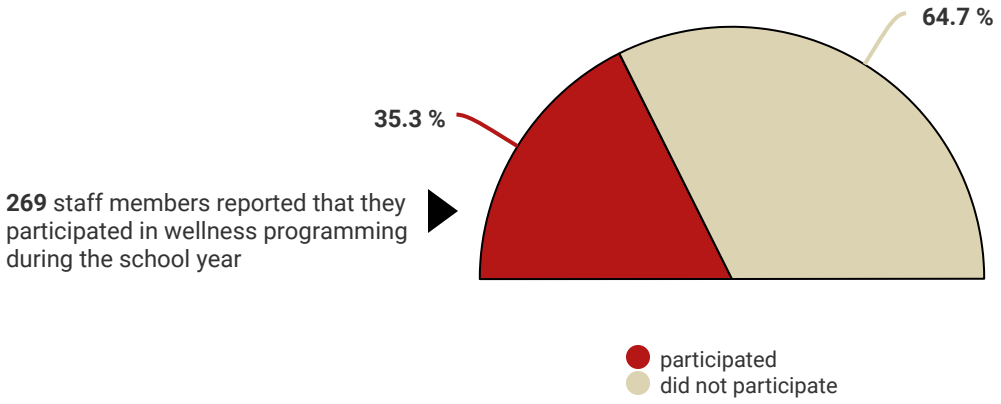
CCS locations represented

1. West HS
2. Central Enrollment
3. Hudson Street Warehouse
4. 3700 S High Street
5. Parsons ES

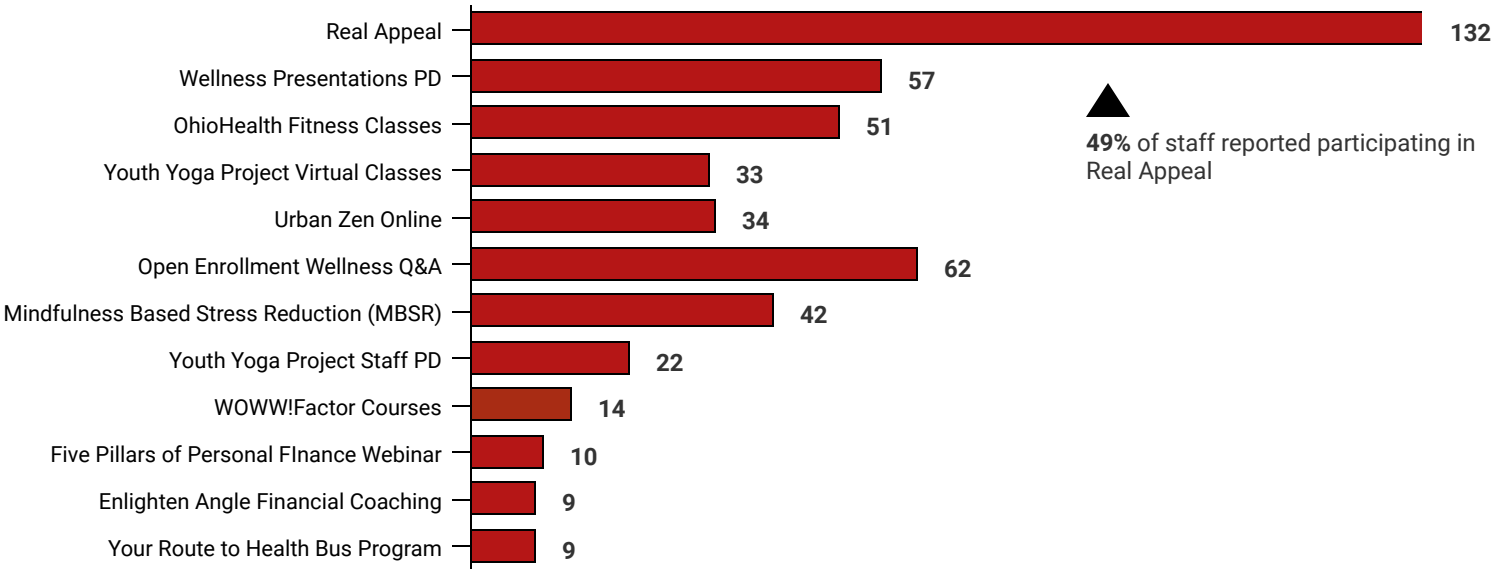
top 5 participating locations

PROGRAM PARTICIPATION

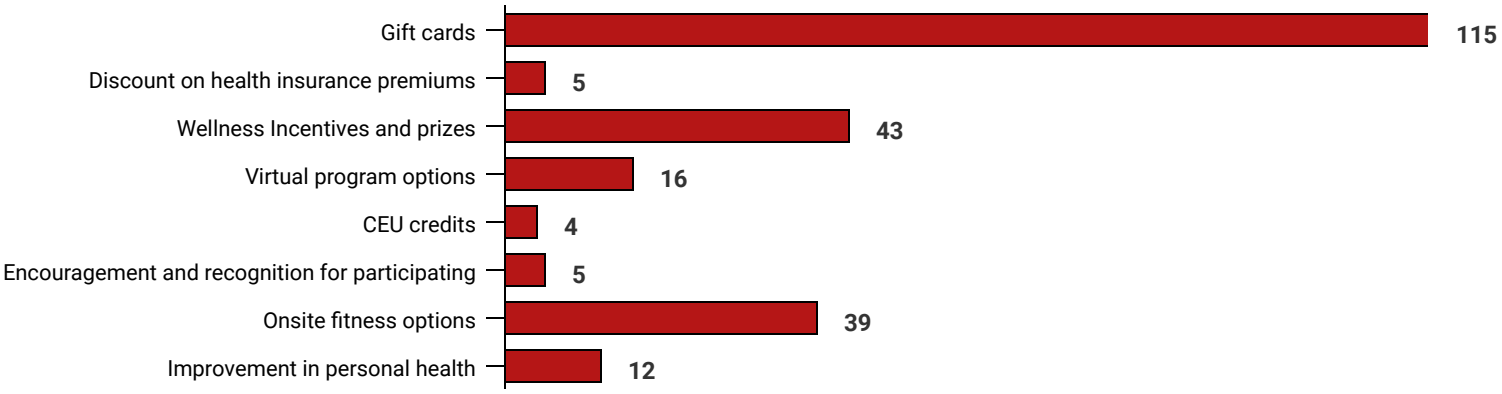
1 Percentage of staff who participated in wellness programming in the 2020-2021 school year: (n=763)



2 Types of wellness programming that staff participated in for the 20-21 school year: (n=269)

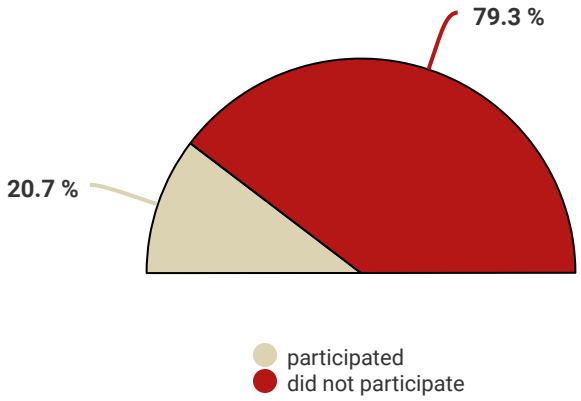


3 Types of incentives that would motivate staff to continue participating in wellness programming (n=239)

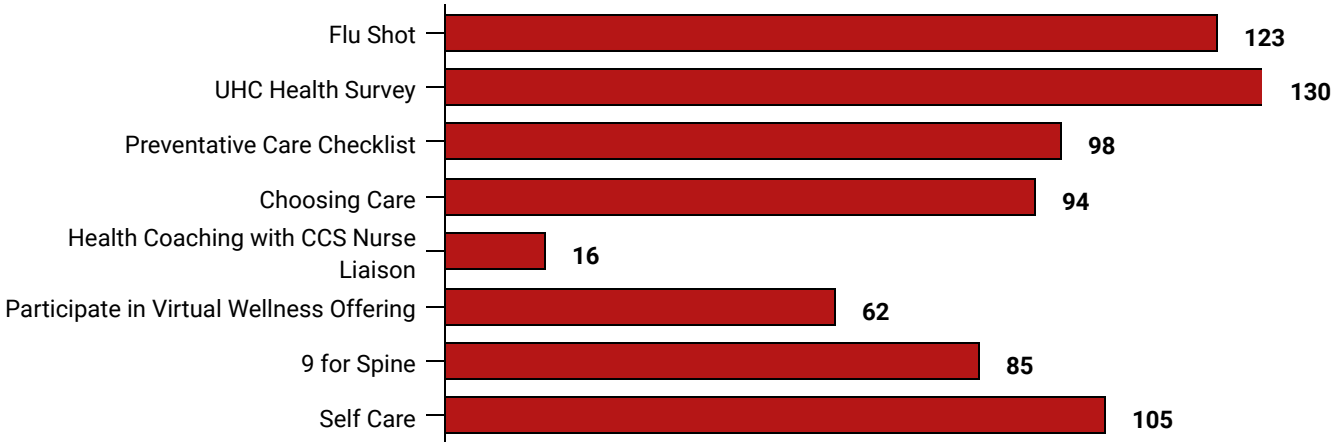


WELLNESS CHALLENGE

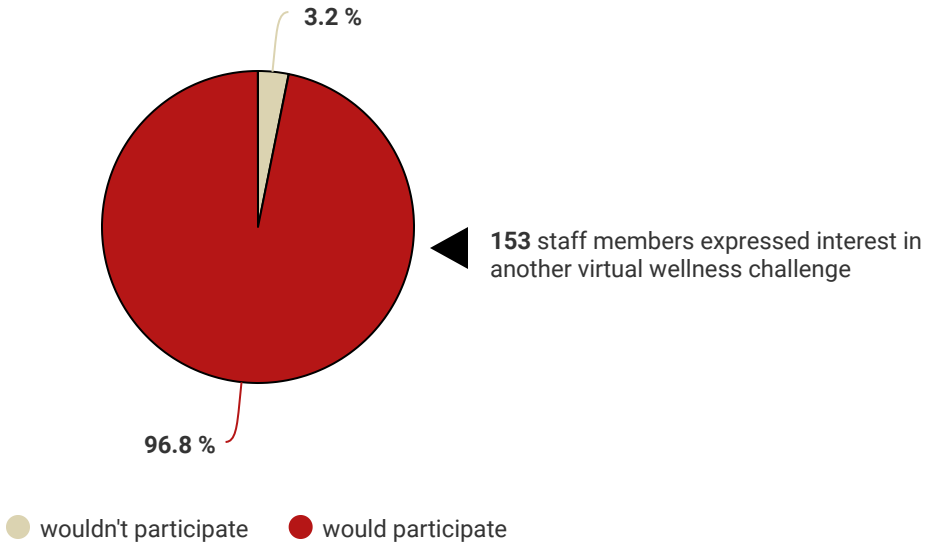
4 **Percentage of staff who participated or were currently participating in the CCS Wellness Challenge (n=763)**



5 **Wellness Challenge activities that staff completed or planned to complete before the deadline (n=158)**

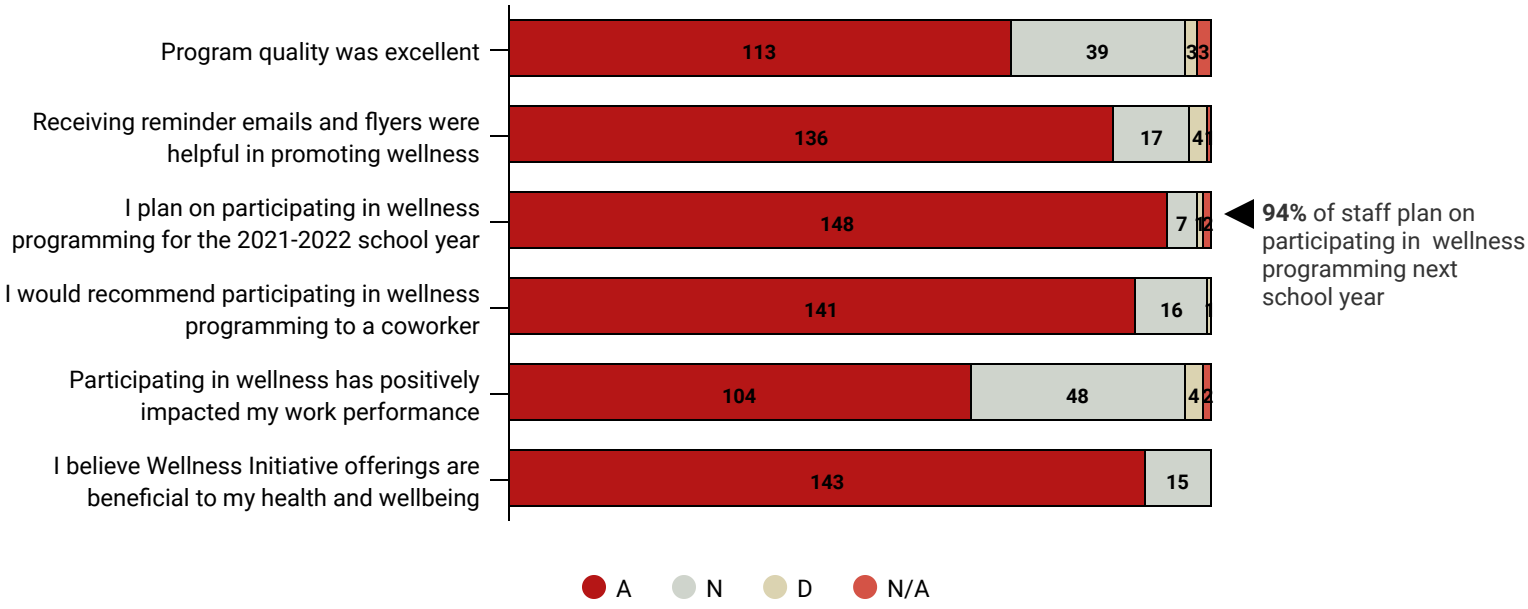


6 **Percentage of staff who would participate in another virtual wellness challenge if it were offered to them (n=158)**



PROGRAM SATISFACTION

7 Staff indicated whether they agreed (A), were neutral (N), disagreed (D), or not applicable (N/A) with the following statements: (n= 158)

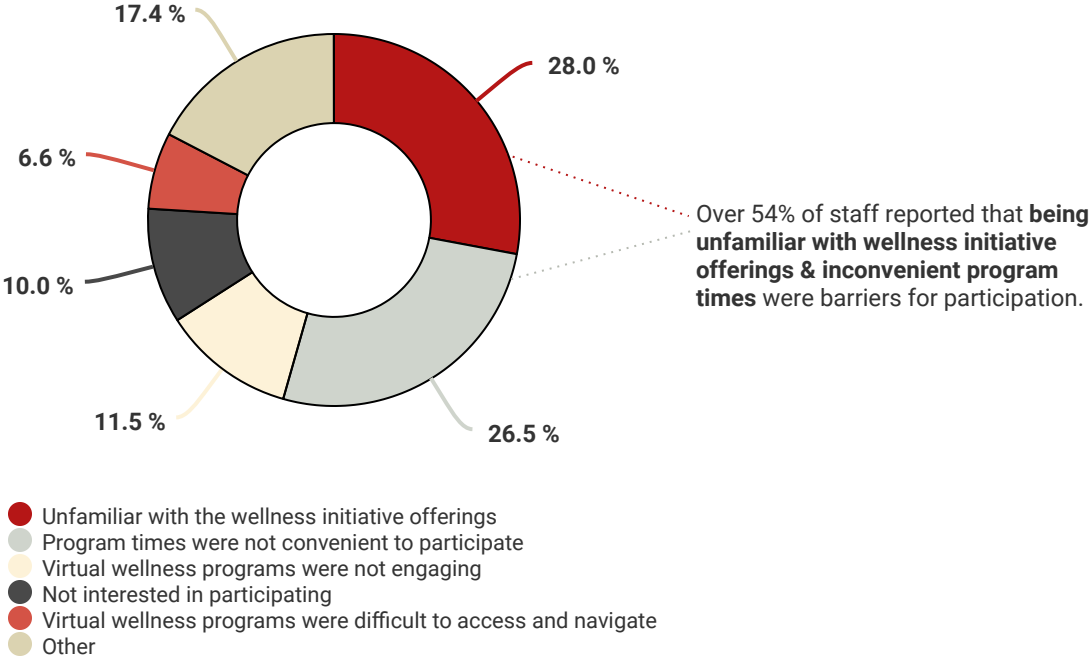


8 Additional comments on program satisfaction (n=46)

- *"Teaching is an extremely stressful occupation. I have taught for 21 years. Urban education with at-risk youth has additional challenges and stresses. In this my first year with CCS, I appreciate the efforts the Wellness Team has made on our behalf. It does make a difference & I hope you all will continue to support the physical, emotional & psychological wellness of teachers and staff! Thank you!"*
- *"I tried to participate in the wellness challenge, however it was unclear how to keep track of the programs I had completed and "enter" them into some type of system. Was unclear about how to track this or who to notify. If that process was easier and explained better I may participate again. I felt like I tried to do some of the challenges, but then didn't know who/where to post this???"*
- *"I think a running or step counting program would be good. Also, possibly at home workouts using hand weights and body weight that people could do and log. Discounts on fitness trackers."*
- *"Please keep the Real Appeal program through UHC..."*
- *"I really appreciated the the reminder notices sent because teaching and life get hectic - especially this year! The Real Appeal helped to keep me focused on eating well, moving more, and taking time for myself."*
- *"I found involvement very difficult during the all virtual part of the year."*
- *"Your Ohio Health exercise classes helped get me through the pandemic. I felt energized and positive after each class. They contributed to my resiliency..."*
- *"LOVED the challenge, it allowed me to better my self and self-love and growth. please continue for next year please!!!"*
- *"The pandemic limited my participation - I do much better with in-person workshops, programs, clinics. We'd all be a lot healthier is self-motivation was in great supply. Reminders and check-ins help me put self-care back on top of my pile of things to do!"*
- *"Doing the Wellness program was a little harder than usual, but I understood the times we are in with COVID communication was a little harder but we made it because it is very important to maintain great health."*

PARTICIPATION BARRIERS

9 Reasons why staff chose not to participate in wellness programming this year (n=605)

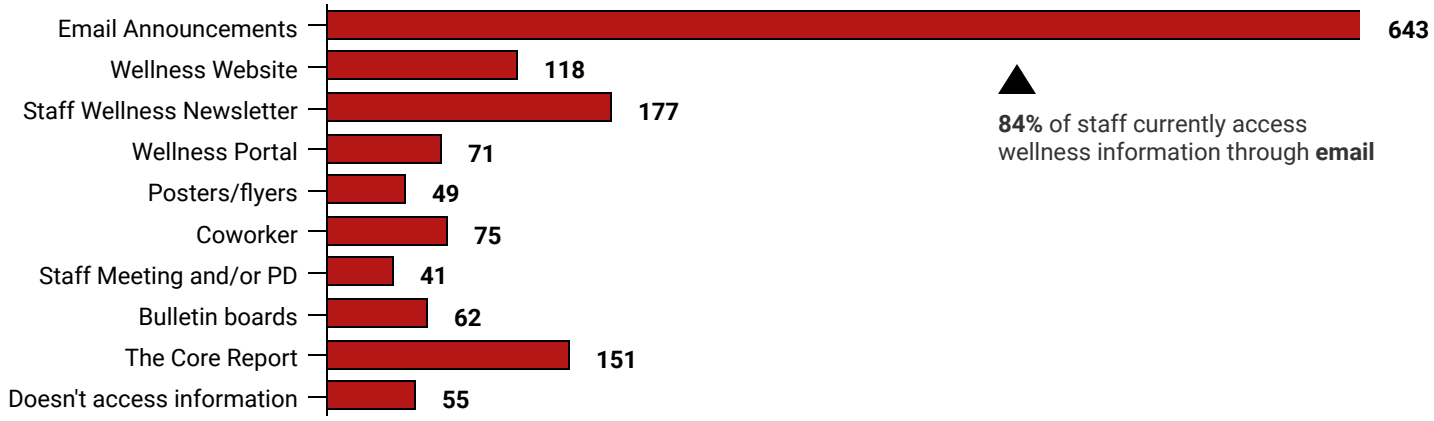


10 Feedback/suggestions that would help staff consider participating in the future (n=276)

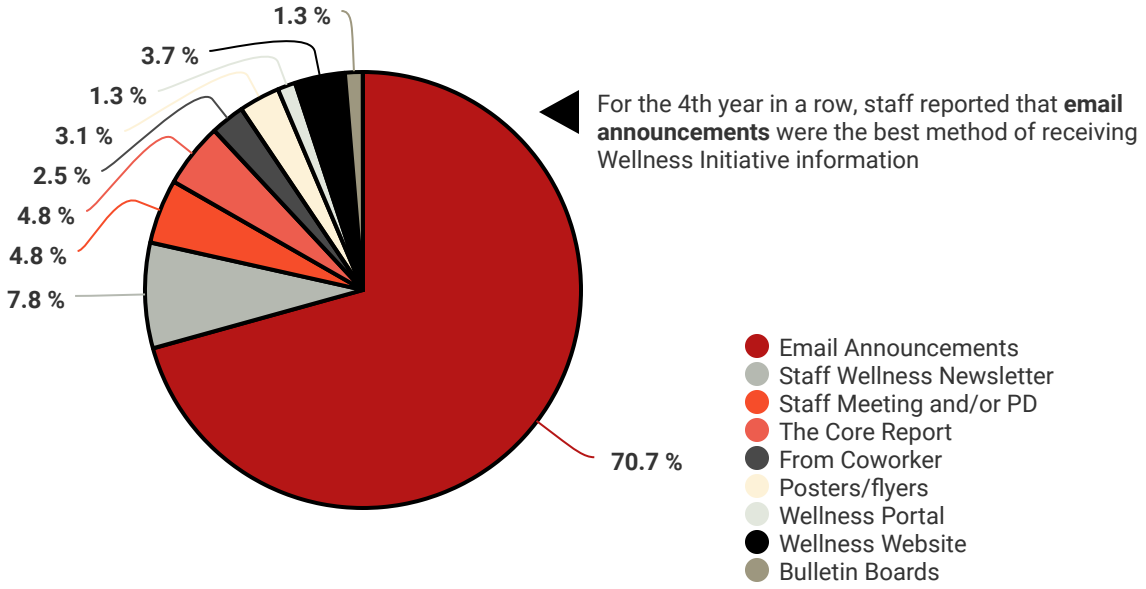
- *"I will be more willing when we are "live" again, just too tired of zoom"*
- *"Wellness does seem to be too much of an afterthought when it's up to individuals in departments to figure out things on their own when no adequate space is provided, especially for inclement weather or winter."*
- *"Since this was only my second year with CCS, I was in the dark about offerings. Once Covid hit, I was a bit overwhelmed. But I wish to participate next year."*
- *"I didn't know anything about it. Maybe, send us brighter more attention grabbing emails?"*
- *"I do check out your newsletters and even research some of the links, hoping to be able to participate, but some days, it just isn't convenient . Hopefully, next year my schedule will be a little better and I'll be able to participate. Keep doing what you are doing, I know others, who really enjoy participating."*
- *"I wanted to participate, but because of the nature of this unusual year, I was inundated with virtual links, programs, and meetings. Doing that which was required for my employment and my own family had to be first."*
- *"I was a sub was not aware I could participate"*
- *"I'm new to the district, so I didn't necessarily know where to look or what to look for. Maybe emailing us with the different programs that you have and giving us directions as to where to find them or to research them to see if we're interested in those programs."*
- *"I am of no help when it comes to suggestions for increasing member participation. That's a tough one. These programs often involve a change in lifestyles - and that's difficult for people to consider and take on. Maybe communication about overcoming your resistance or fears of participating would help. Something in general, not program specific, might help members see the link between the programs in general and their health."*
- *"Why cant we stick with the biometrics whether we upload our info from our docs or get the check up via nurses like before? I thought with the activities I did participate in that I would have qualified for a gift card, but it was difficult trying to figure out where and how to submit info to get credit."*
- *"Flyers posted in staff work space areas, maybe communicate into to CEA & OAPSE faculty reps to encourage us to support the programs"*

WELLNESS PROGRAM COMMUNICATIONS

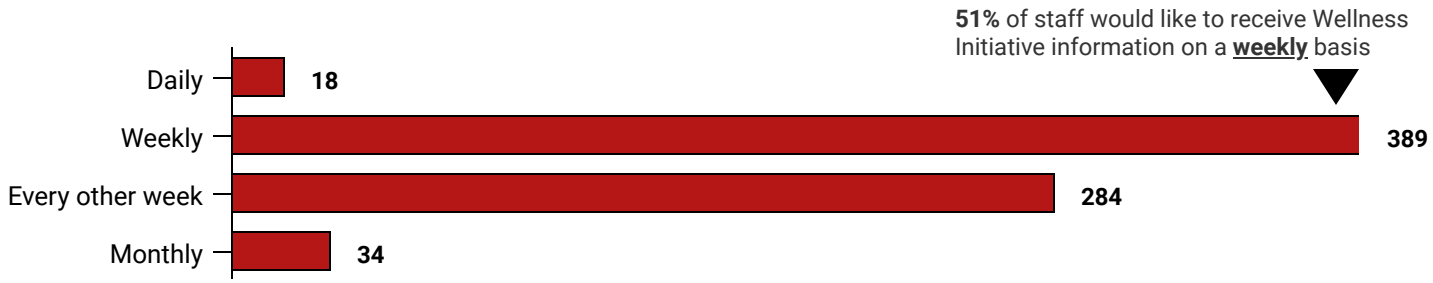
11 How staff currently access CCS Wellness Initiative information (n=763)



12 Best methods for staff to receive information from the Wellness Initiative (n=763)

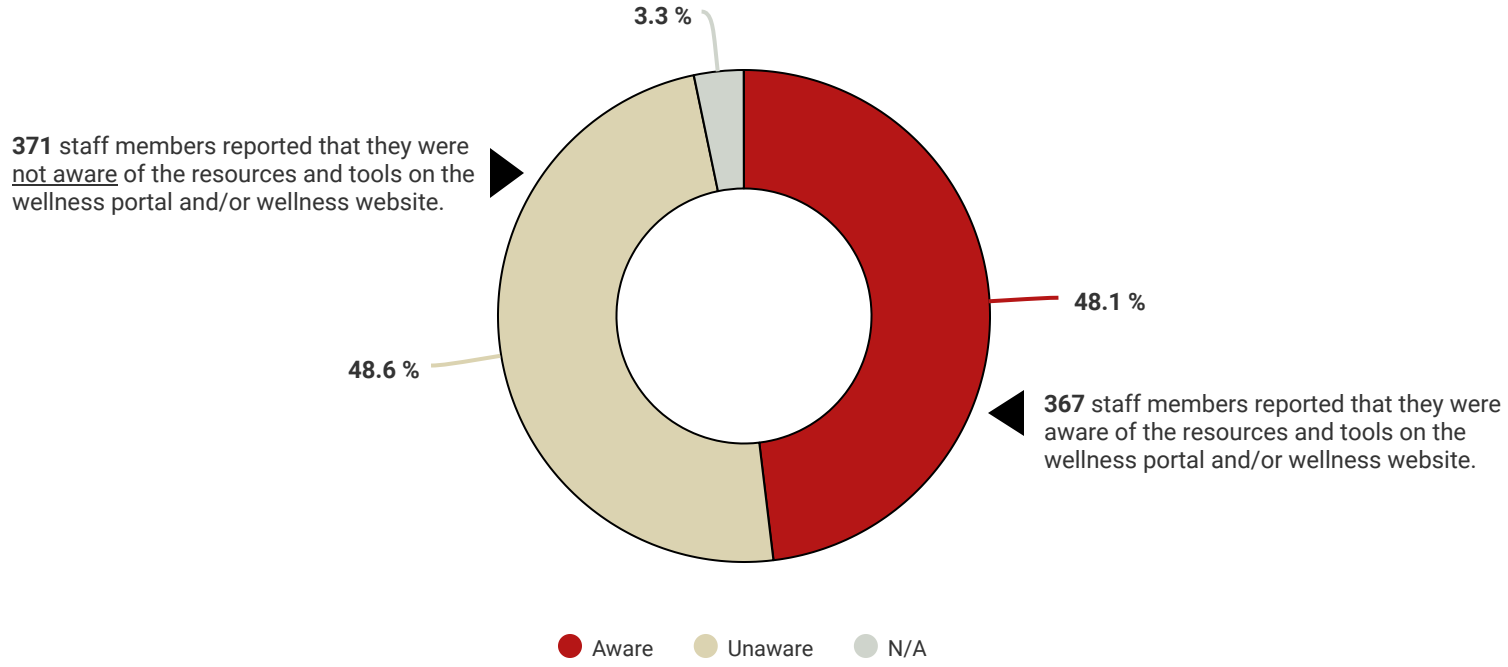


13 Frequency that staff would like to receive Wellness Initiative information (n=763)

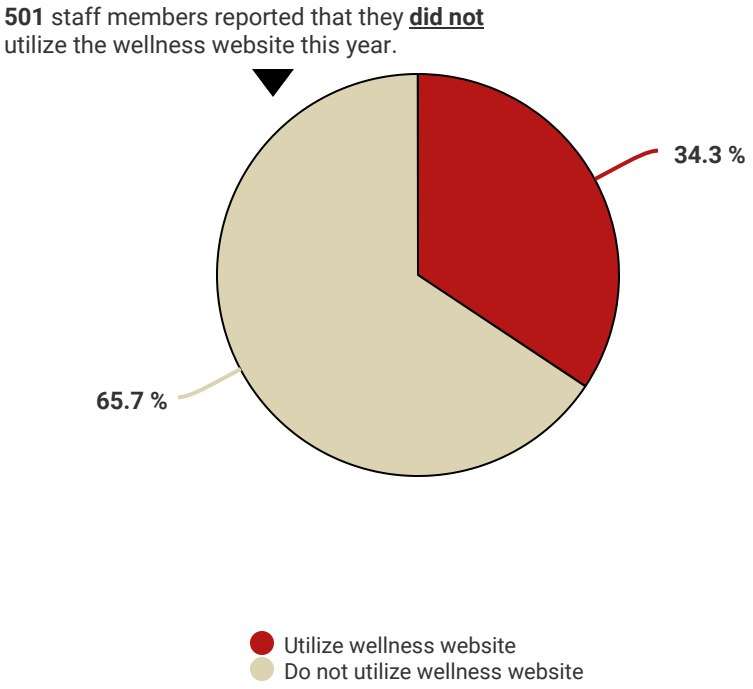


WELLNESS PROGRAM COMMUNICATIONS

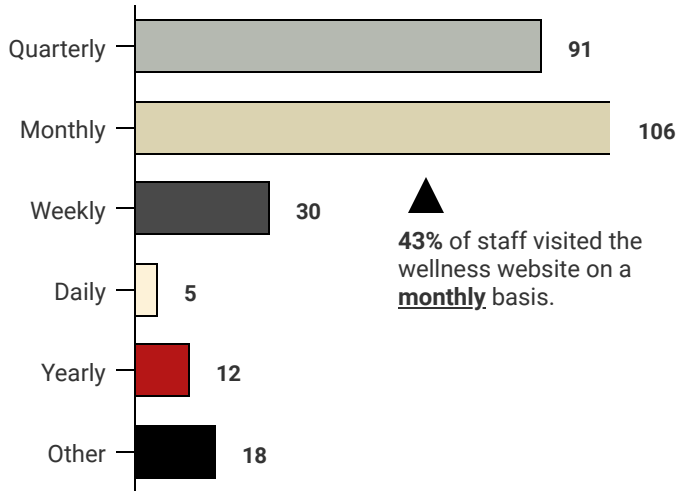
14 Percentage of staff who were aware of the resources and tools on the wellness portal and/or wellness website (n=763)



15 Percentage of staff who utilized the wellness website (n=763)

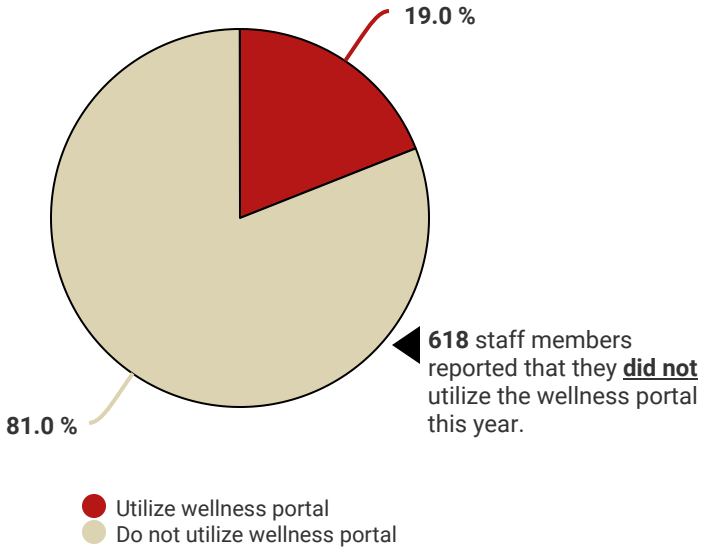


16 Frequency that staff visited the wellness website (n=244)

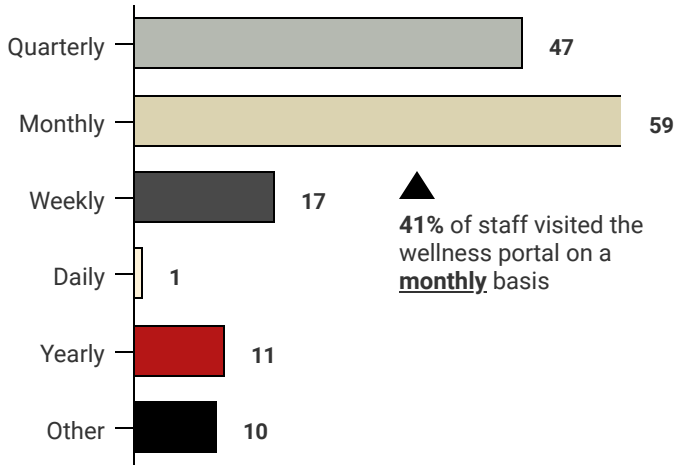


WELLNESS PROGRAM COMMUNICATIONS

17 **Percentage of staff who utilized the wellness portal (n=763)**

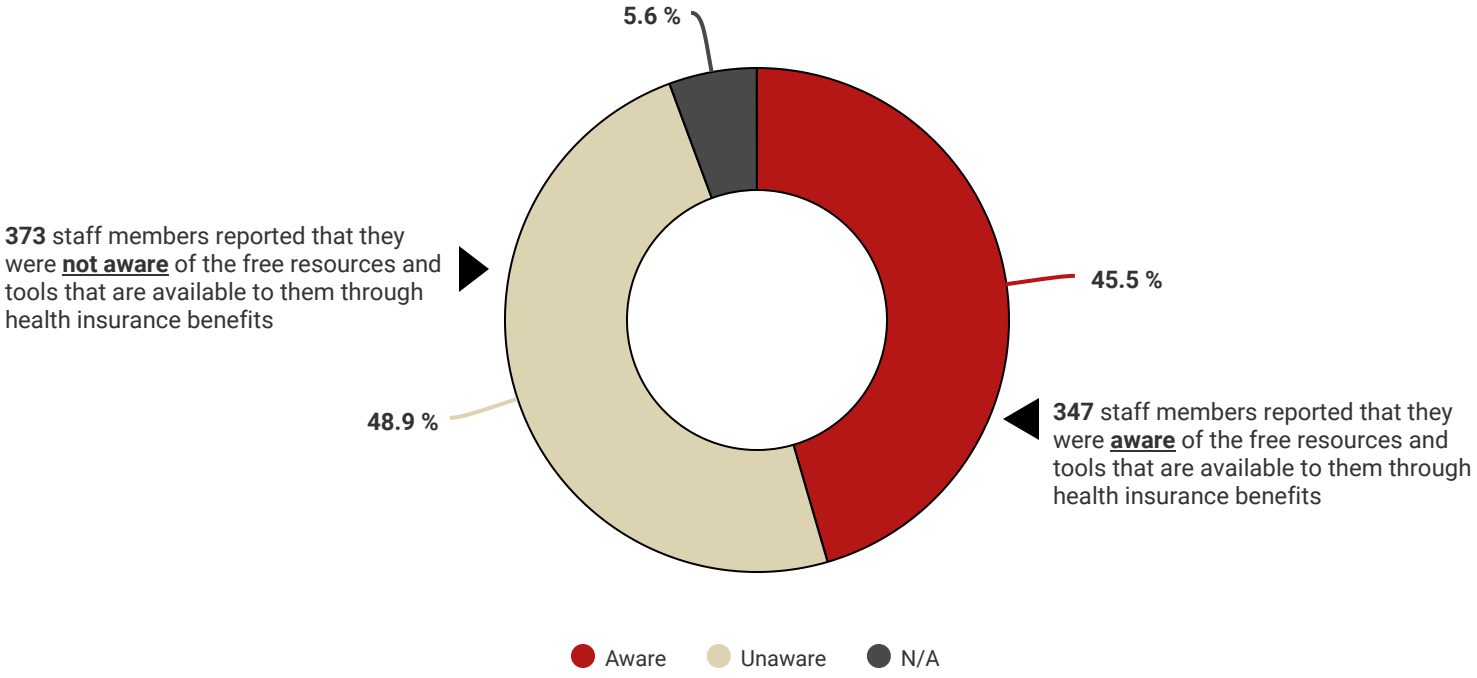


18 **Frequency that staff visited the wellness portal (n=145)**



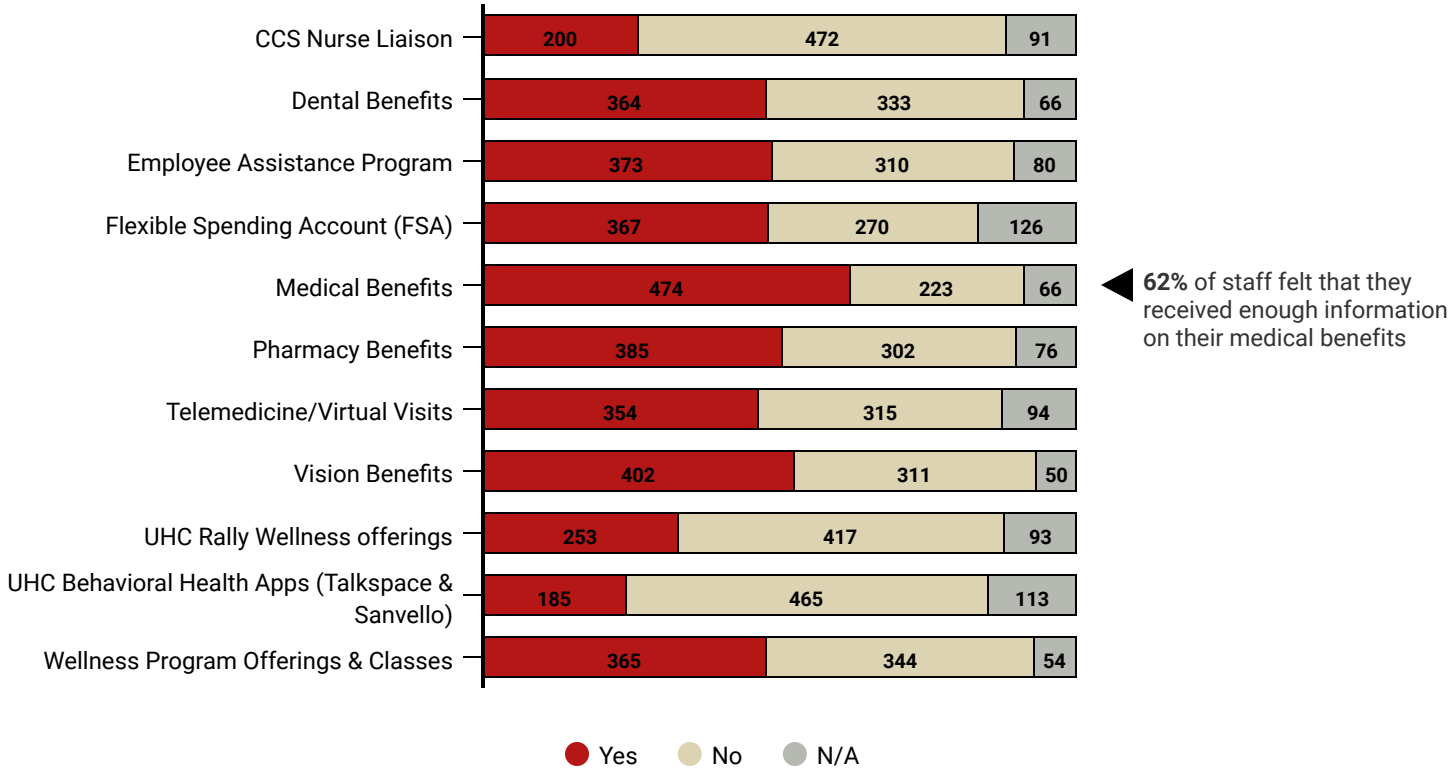
BENEFITS & RESOURCES

19 **Percentage of staff who were aware of the free resources and tools that are available to them through their health insurance benefits: (n=763)**



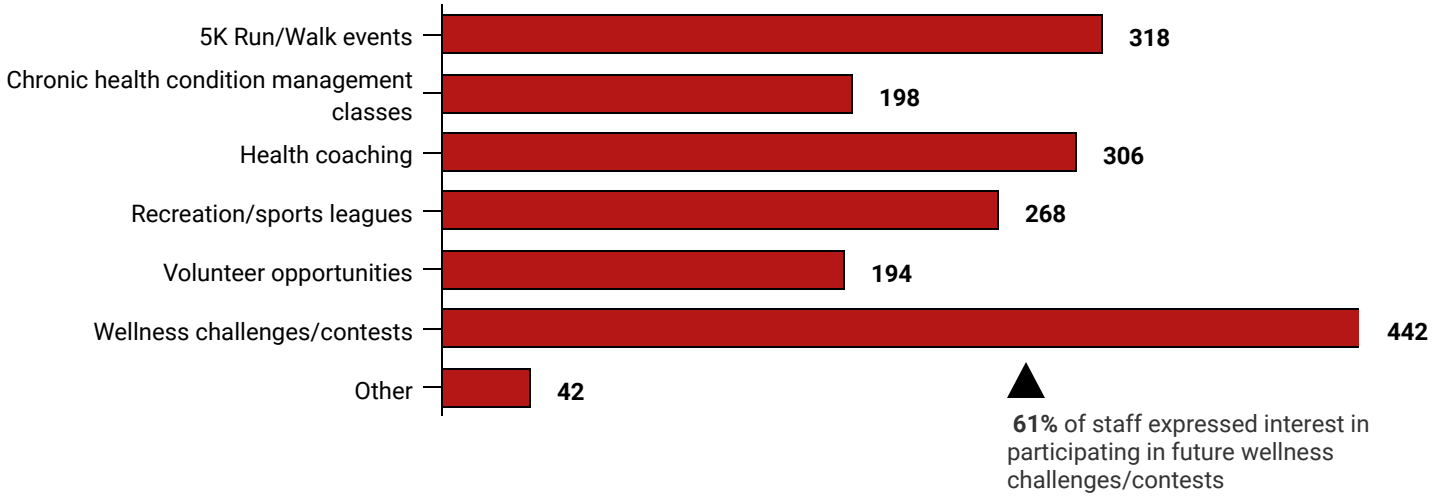
BENEFITS & RESOURCES

20 **Staff indicated whether they received enough information on the following benefits and resources with Yes, No or N/A (n=763)**



PROGRAM SUGGESTIONS

21 **Types of wellness programming staff would like to be offered to them (n=721)**



PROGRAM SUGGESTIONS

22 **Staff comments and suggestions to improve the quality of the Wellness Initiative (n=127)**

"I would love to see a walking program of some kind. Maybe give us a pedometer and have us enter the steps each day or week. Maybe even have teams or department competitions. "

"LOVED the challenge, team building exercises from other schools to boost morale of co workers after this stressful school year to get everyone participating and on track with incentive to loose weight or better themselves as a whole..."

"Increase onsite awareness and presence throughout the district once COVID is no longer a risk"

"...some programs limited to those with CCS-provided ins only - those employees with outside ins are actually SAVING the district $ by utilizing spouse (or other) ins and we should be able to still participate in those programs"

"A 2K or 3K Run/Walk events for people just starting out and want to build up to a 5K...sports league would be amazing.."

"There is so much information about Wellness and I would like to partake in more of the programs, but it sometimes is hard to navigate. I feel I need to take a good chunk of time out of day to familiarize myself with it."

"I think choice for family involvement would be helpful also; so if husband and kiddos can participate as well in activities would help build family health and be more tempting..."

"As you do an excellent job I feel more support for what you are doing. More incentives for staff to get healthy. Bonuses in pay or drawings for gift cards at the individual school level or at elem. middle or high school level. People think medicine fixes everything but it is diet and exercise and sunshine..."

"Increased communications via email and recognition and rewards for participation."

"It would help to catch 2 butterflies with one net by holding a team building event at our building with the staff for relationship building here that can help us throughout the school year."

"I loved when we had exercise classes in our building after school. I would love for those to resume post COVID!"

"....would love if you can negotiate staff discounts for gym memberships again"

SURVEY HIGHLIGHTS

8.53% survey response rate	**35.3 %** of staff participated in wellness program offerings in 20-21 school year	**Real Appeal, Open Enrollment Wellness Q&A and Wellness Presentations PDs** had the highest participation rates among staff this year	**70.7%** of staff reported that emails announcements were the best method of receiving info from Wellness
96.8% of staff would like to participate in another virtual wellness challenge if it were offered to them	**45.5%** of staff were aware of the free resources and tools that are available to them through their health insurance benefits:	**Gift cards** are the top motivator for staff to continue participating in wellness offerings	**Unfamiliarity with Wellness Initiative offerings** was the top barrier for staff to participate in programming