HEALTHY BODIES
ACTIVE MINDS
COLUMBUS CITY SCHOOLS

2018-2019

COLUMBUS CITY SCHOOLS WELLNESS INITIATIVE

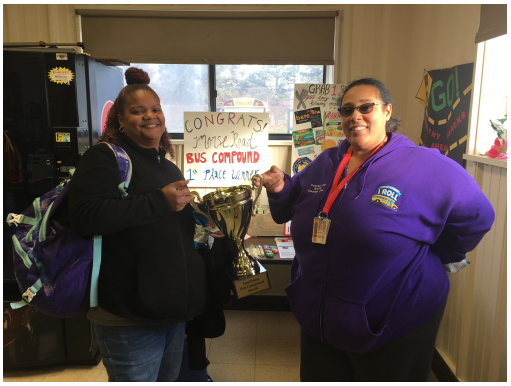
# WELLNESS PROGRAM SURVEY

## EMPLOYEE SURVEY RESULTS REPORT

## METHODOLOGY

The Wellness Program Survey was developed to receive feedback on quality metrics of programming offered through the Columbus City Schools Wellness Initiative including: biometric screenings, flu shot clinics, fitness classes, financial wellness classes, WW at Work, mindfulness based stress reduction class, presentations, Shape Fitness memberships & other corporate fitness discount programs.

- Survey had 12 items total, which included check-all-that-apply, multiple choice, Likert scale and extended response questions. All participant data was self-reported.
- Administered through Google Forms and was distributed through district-wide emails, staff wellness newsletter and Intercom newsletter to all CCS employees (N=9000) and available on the Wellness Website. All responses were kept confidential.
- Staff were entered into a drawing for completing and submitting the survey before the deadline.




## RESPONSE RATE

563

Survey Responses Received

0.063 %

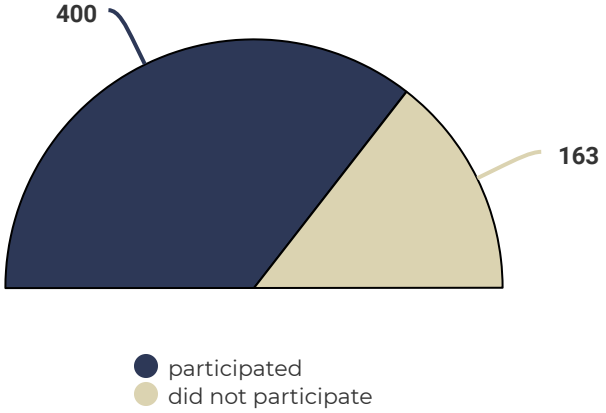
Response Rate

125

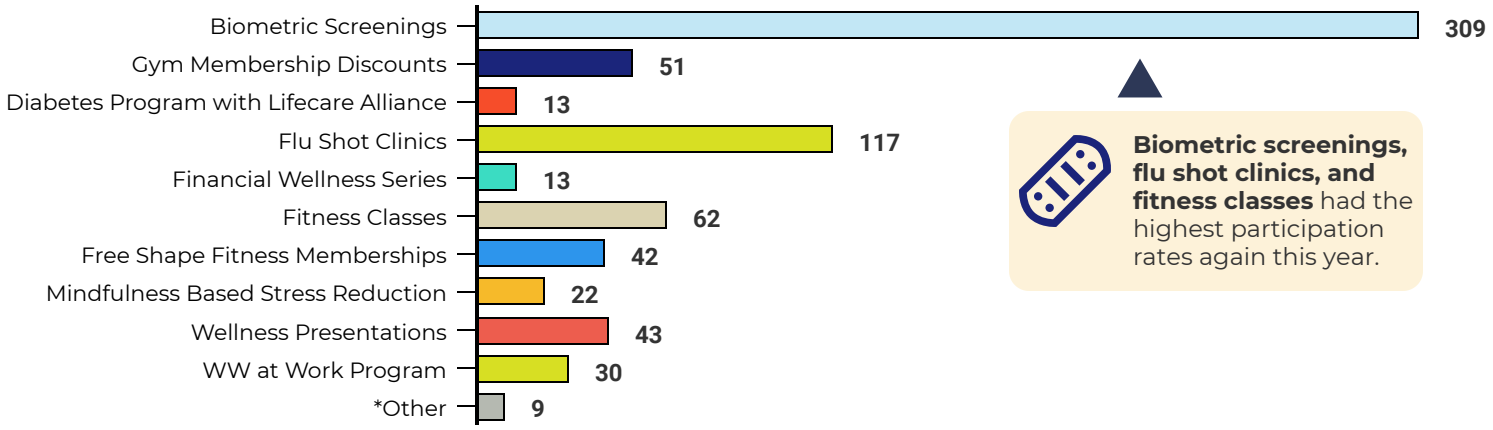
CCS locations represented including schools, administrative offices, bus compounds, food service production, warehouse, facilities maintainence buildings

# PROGRAM PARTICIPATION

## 1 Number of staff who participated in wellness programming: (n=563)



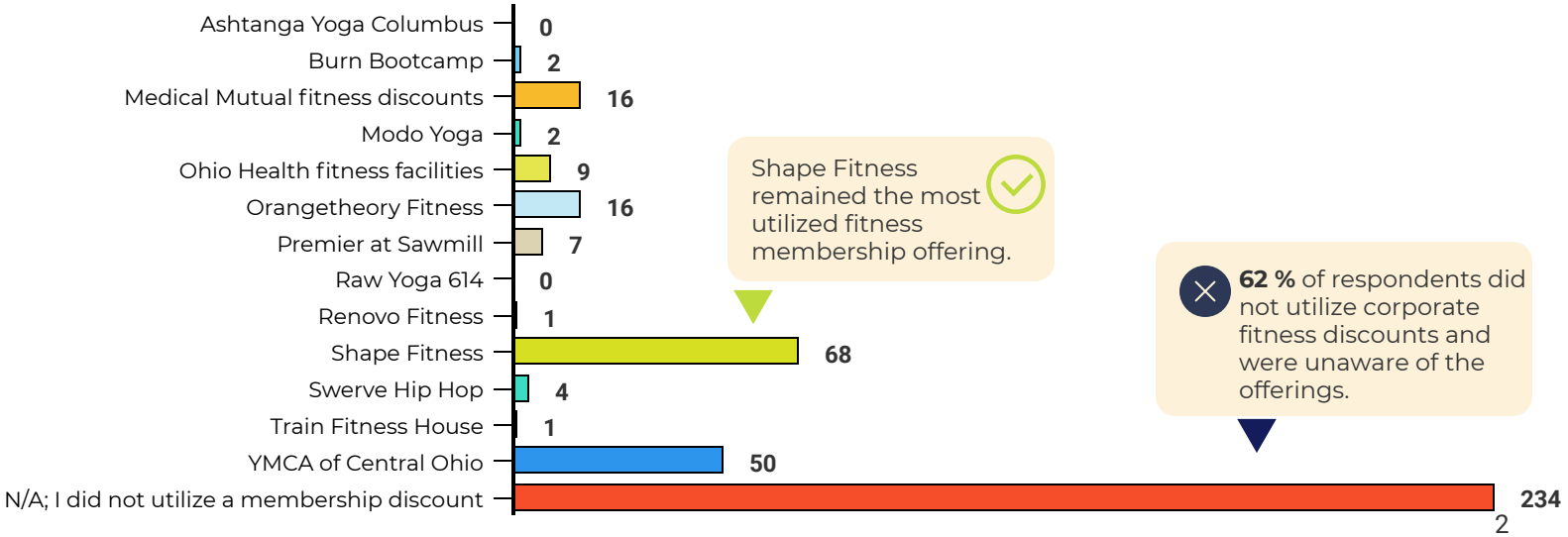

## 2 Types of wellness programming that staff participated in for the 18-19 school year: (n=400)




**Biometric screenings, flu shot clinics, and fitness classes** had the highest participation rates again this year.

*Other: Walking Clubs, Chair Massages, Other Gym Membership Discounts

## 3 Types of corporate fitness membership offerings staff participated in this year: (n=375)

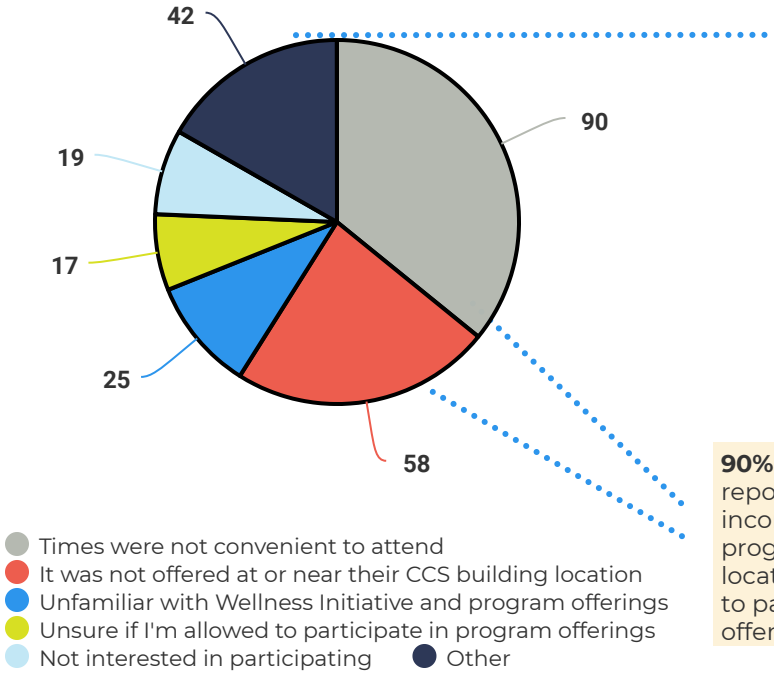



Shape Fitness remained the most utilized fitness membership offering.

**62 %** of respondents did not utilize corporate fitness discounts and were unaware of the offerings.

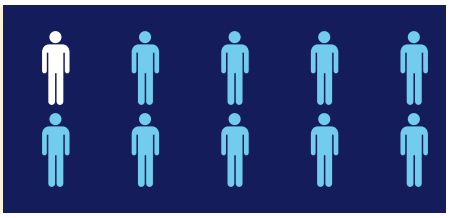
# PROGRAM PARTICIPATION cont'd

## 4 Reasons why staff chose not to participate in wellness programming this year: (n=163)



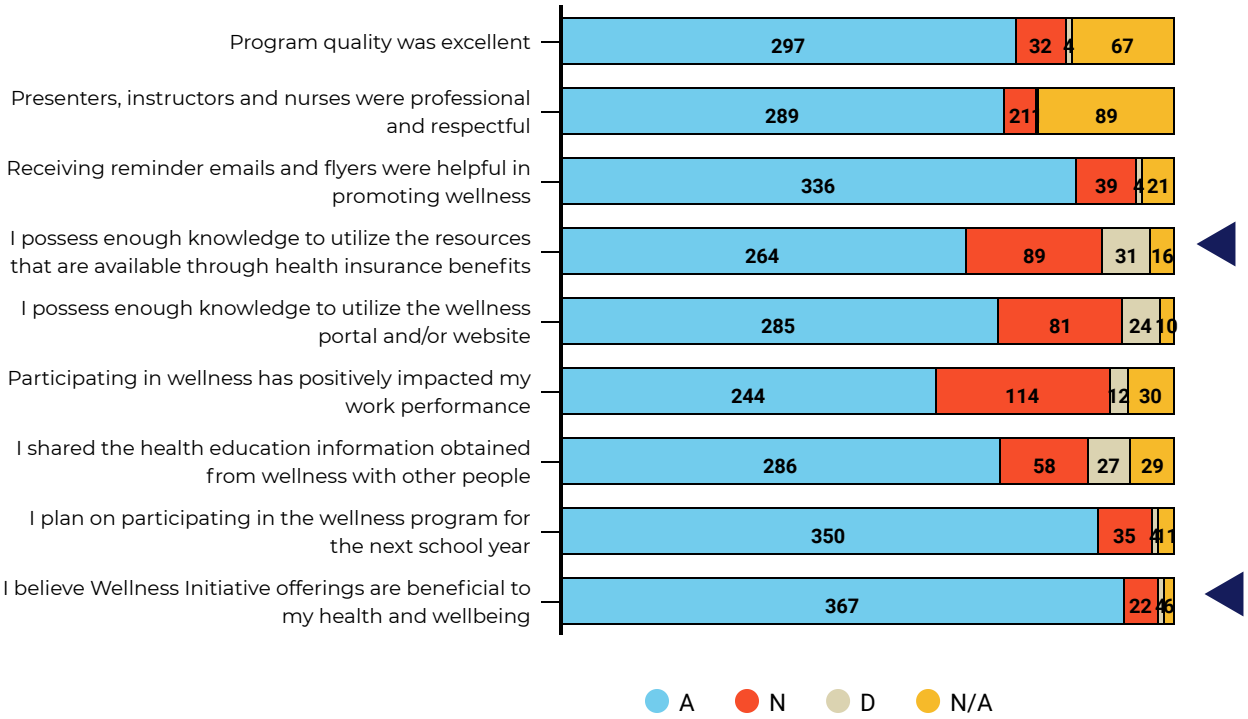

**25%** of respondents who selected "Other" shared reasons for not participating including: being new to the district, injury, and being a substitute employee.

**90%** of staff reported inconvenient program times & locations as barriers to participating in offerings



# PROGRAM QUALITY

## 5 Staff indicated whether they agreed (A), were neutral (N), disagreed (D), or not applicable (N/A) with the following statements: (n= 400)




**66%** of staff felt they had enough knowledge to utilize the resources available to them through health insurance benefits, similar to last year's findings.

**92%** of staff believe Wellness Initiative offerings are beneficial to their health and wellbeing.

# PROGRAM QUALITY cont'd

## 6 Staff explained the following reasons why they "disagreed" with the statements in question #5: (n=45)

"My evaluation of "neutral" is completely personal as I struggle with wanting to go home at the end of the day so my participation has not been consistent."

"The various websites with CCS have different requirements and passwords."

"...I didn't feel like the wellness offerings were well-advertised or available. I am still learning what CCS has to offer...."

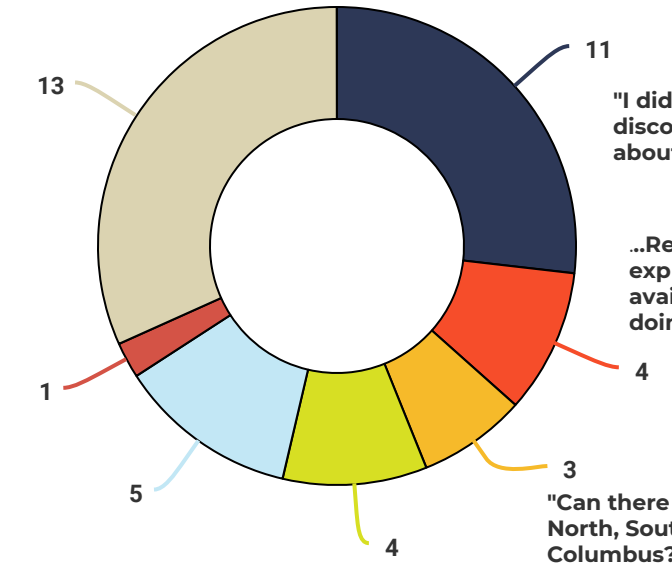
"I didn't know there were fitness discounts offered. How do I learn about those?"

"Stop doing it and lower our health insurance costs so I can afford to return to my previous wellness activities. Because I can't afford it anymore I have gained 50lbs and I am more stressed than ever..."

...Really, the onus is on me to explore all the resources that are available to me, which I plan on doing this year..."

"I don't think that knowing my health status from a biometric screening affects my work at all."

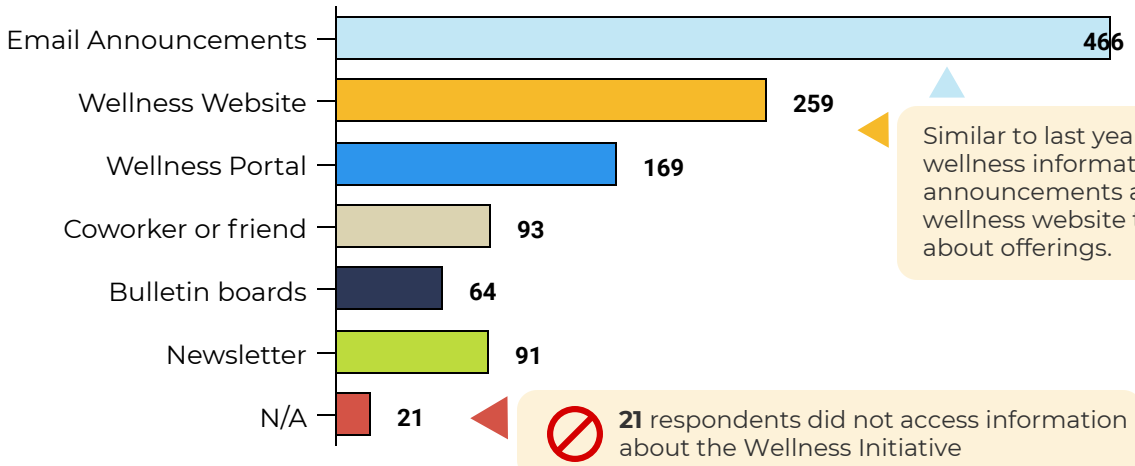
"Can there be more sites available to North, South, East West residents of Columbus? Can there be more flexible time offerings for the trainings?"




- Unaware of wellness resources/benefits
- Reported issue with facility or programming
- Unaware of of website and portal offerings
- Inconvenient to attend programming
- Unfamiliar with corporate fitness discount memberships
- Doesn't seek wellness information
- Other

# PROMOTION & COMMUNICATION

## 7 Staff access information about our Wellness Initiative through: (n=563)

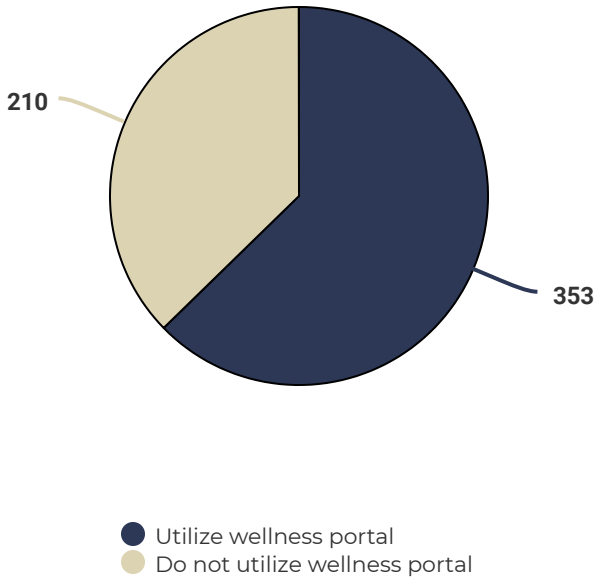



Similar to last year, **83%** of staff access wellness information through email announcements and **46%** use the wellness website to gain information about offerings.

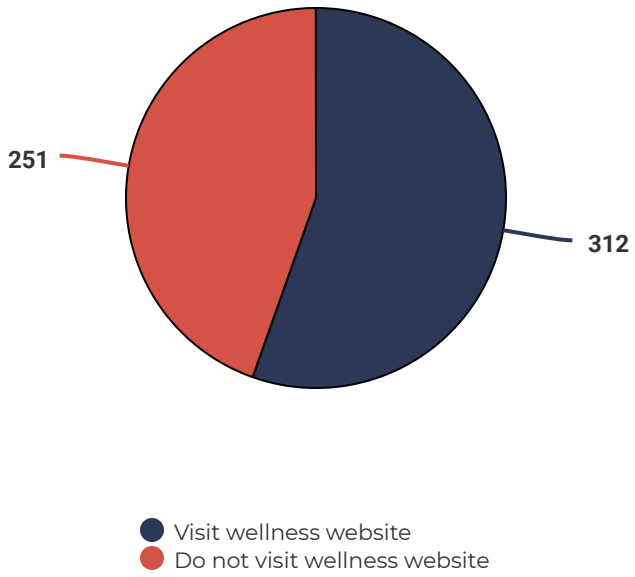
**21** respondents did not access information about the Wellness Initiative

# PROMOTION & COMMUNICATION cont'd

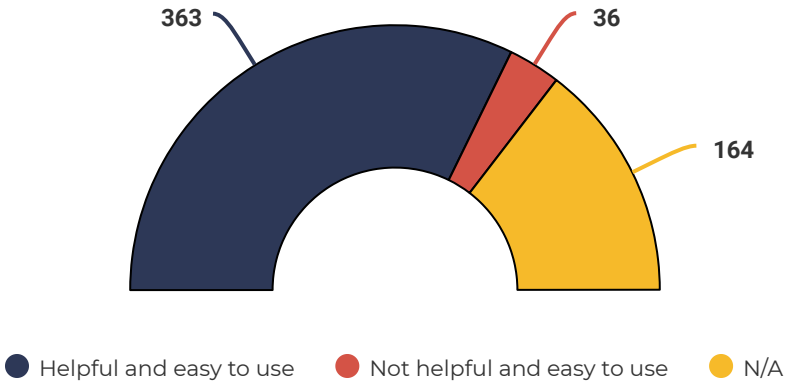
**8** **Number of staff who access the wellness portal: (n=563)**




**9** **Number of staff who access the wellness website: (n=563)**

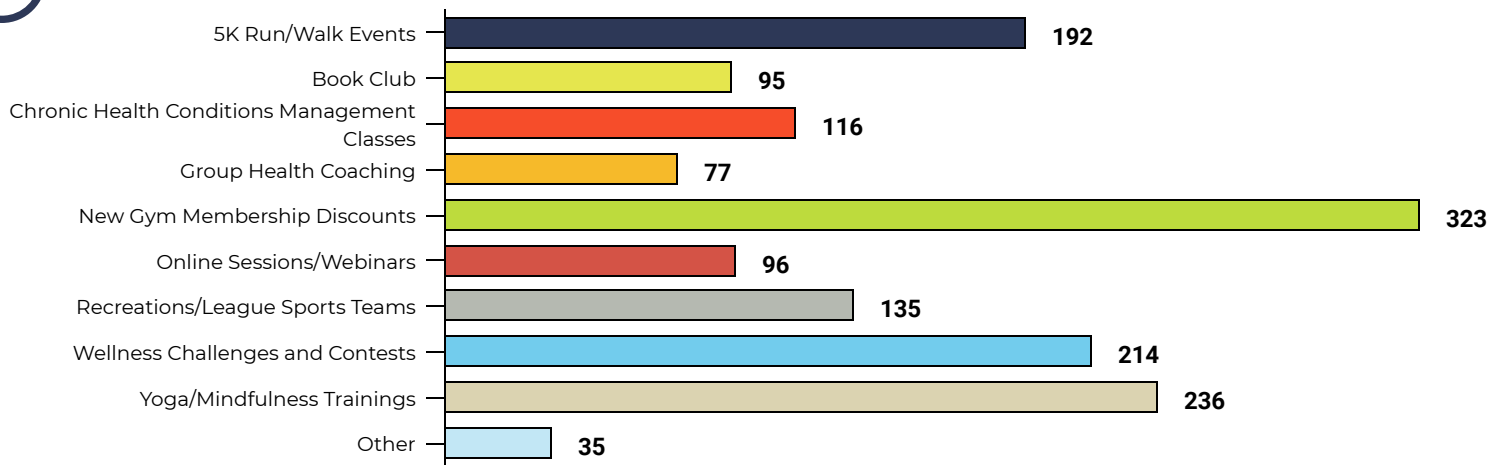



**10** **Number of staff who think the wellness portal and website are helpful and easy to use: (n=563)**



# STAFF FEEDBACK & SUGGESTIONS

**11** **Types of new programming staff would like to be offered to them: (n=454)**




- *"Have something for school secretaries where they "take a walk", we deal with alot of stress and just to get up for 15 mins and walk would be a way to help relieve it. we should have "take a walk" reminders something cute, make it like a club for secretaries to join."*
- *" I would like to participate in a book club and yoga sounds amazing and a great way to de stress!."*
- *" Stress reduction programming would be great!!!."*
- *" I would in general prefer to be connected with existing groups rather than one specifically for CCS employees."*
- *"Involve a greater range of fitness options...SNAP Fitness, LA Fitness, Go Fitness. Incorporating gyms with numerous citywide locations will increase the availability and participation of CCS employees."*
- *"I like the online weight watchers discount! that has been great :):*
- *"I would love to have rec teams for sports like softball and flag football"*
- *"I like the challenges because I can walk, exercise, practice yoga on my own time. The challenges help remind me about eating fruits and vegetables."*
- *"Yoga twice a week. Yin yoga maybe."*
- *"Have more prizes/ incentives, send a wellness coordinator to each school at least once a year."*

# SURVEY HIGHLIGHTS

| | | | |
|---|---|---|---|
| **0.063%** survey response rate | **71 %** of respondents participated in 18-19 wellness program offerings | **BIOMETRIC SCREENINGS, FLU SHOT CLINICS & FITNESS CLASSES** had the highest participation rates among staff this year | **63%** accessed the wellness portal and 55% utilized the wellness website |
| **83%** indicated that receiving reminder emails and flyers were helpful in promoting wellness to staff | **EMAIL ANNOUNCEMENTS & WELLNESS WEBSITE** were the top methods of communication for staff to access info about the Wellness Initiative | **66%** of staff felt they had enough knowledge to utilize resources and health insurance benefits | **INCONVENIENT PROGRAM TIMES & LOCATIONS** were the top barriers for staff to participate in programming |

# ADDITIONAL COMMENTS

## 12 Staff suggestions to improve the quality of the Wellness Initiative: (n=82)

*" Please add gyms you can attend with your kids or fitness classes like mom and me for older kids ages 7 and up....."*

*"We need to be more visible in the community at the Columbus Marathon, the Capital City Half, the parades (other than Pride), and smaller things like the local Y's when they have events..."*

*"The majority of my benefits are confusing at best. I'm not sure how to access what the best choices are for me or what exactly I'm paying for or why I'm charged for various things.."*

*" I think that having a "one-sheeter" pdf of all of the benefits, including discounts and free classes for ALL resources would be great....."*

*" I am so confused about health insurance in general, including who I talk to to ask questions! I feel like we should have a health insurance helpline....."*

*" The volume of emails about the biometric screenings is so great that people tend to ignore them. A coworker who is a new hire assumed that since he was getting so many emails about it, they were spam. There should be fewer emails, limited to maybe one a week. Today was also the first time I learned about many of the corporate partnerships we have. I would have liked to have a membership at some places but I did not know the discount existed. I have only ever used the Wellness Portal to schedule a biometric screening. I do not know what else is on it, or why I would access it if I am not joining Weight Watchers.."*

*" I did not know all the things I had available to me. We are get so many emails that I don't always open things that I don't know what they are."*

*"I could not find actvities to attend that fit my schedule. Being a mother and a wife. Gym memberships offered were either to far, didn't offer childcare at the gym, or childcare hours weren't conducive to my schedule."*

*"The various websites with CCS have different requirements and passwords. If Wellness could be absorbed into ESS, it would be clearer, in one location, and be easier to access for staff."*

*"Also, i would like to participate in activities focused on wellness as a district, for what ever reason our building says its going to participate or bring these things to the building but it never happens.."*

*"Incorporating gyms with numerous citywide locations will increase the availability and participation of CCS employees. I live in Short North and none of the gyms in my area participate in offering discounts to CCS employees. It was not convenient for me to attend classes or purchase membership at the CCS associated locations due to their distance from my home.."*

*"It would be nice to be able to get a discount at any gym. I faithfully go to a specific gym and I would like to be able to turn in receipts for a partial refund or discount on any gym I would like to go to.."*

*"To be honest, I look at the events, but because they are not at my school or later in the evening, I could not attend. I am single and have no one to take care of my dog after school, for me to need to travel to another school before going home. On-line, weekend, or later in the evening work best for me, but I know not many others. It would be nice to be paired up, maybe with someone with the same goals, to work on getting/staying healthy together. I know I do better when I have someone to go with or meet. Plus, an added benefit would be getting to know co-workers. Thanks for keeping us healthy!.."*

*"More yoga, in all parts of city, not all on same days, at times directly after secondary teachers dismiss. This time the yoga classes were all much later, so I couldn't fit it in before picking my kids up from their school. When times are earlier, I can usually work something out to pick them up just a bit late rather than 1 hour plus late. Also make the website less convoluted. It is a pain to log in to, then it often looks like information should be there but is missing. Just make it cut and dry, all info in one place..."*

*"Some ideas coming to mind in the moment are: If there's a way to bring Compassionate Communication resources/experiences to our staff that could then be shared with students and their families, that'd be great! Any "green," environmental or sustainability information/practices/training could help foster even healthier environments for everyone. There are some activities and programs already taking place at individual buildings, and it seems like our district could be even more aware, considerate and consistent with sharing, implementing and practicing "green" measures relating to recycling, gardening, food waste, building environment (including lighting, color, sound, temperature, air quality), etc. Partnering with health-food vendors to provide healthy food choices for staff at building sites. One-on-one health coaching (other than that provided at fitness facilities). Thank you for asking and for your dedicated service!.."*

*"I think your offerings are great !"*