



CCS Wellness Initiative 2015-2016 Onsite Wellness Programming Satisfaction Survey

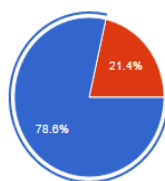
Survey Results

- **Background:** CCS Wellness team designed the 2015-2016 onsite wellness programming satisfaction survey to receive feedback on our quality metrics of programming offered through the Wellness Initiative including: Cooking Demonstrations, Stress Less sessions, Fitness classes, Biometric Screenings and Flu-Shot Clinics. It was a main priority for the wellness team to receive feedback on the quality of programming from the 2015-2016 school year, as we are committed to continuous improvement of the CCS Wellness Initiative.
- **Survey Method:** The paper survey had six items total, which included check-all-that-apply, multiple choice, Likert scale, and extended response questions. Survey respondents were able to skip questions that were not applicable. The satisfaction survey was distributed to school nurses during the End-of-the-Year Nurses meeting. In addition to other school staff, school nurses are the main wellness champions who request onsite programming, actively participate in, and engage their fellow staff members in our wellness programming. There were 92 staff members who attended the meeting, **70** staff members submitted the survey, yielding a **76% survey response rate**. Satisfaction survey is available on paper or electronically, and can be administered to staff for further data collection.
- **Survey Highlights:**
 - **79%** of respondents hosted onsite wellness programming (cooking demos, stress less sessions, fitness classes, biometric screenings, flu-shot clinics) for staff during the 2015-2016 school year
 - **89%** of respondents indicated that the quality of onsite wellness programming that they attended this year was excellent
 - **88%** of respondents indicated that receiving reminder emails and promotional flyers was helpful in promoting onsite wellness programming to staff
 - **81%** of respondents plan on requesting onsite wellness programming for the 2016-2017 school year
 - **Biometric Screenings, Flu-Shot Clinics, and Stress Less sessions** were the most requested by school nurses among all onsite wellness programming for the 2015-2016 school year
 - **Flu-Shot Clinics, Biometric Screenings and Stress Less sessions** had the highest participation rates among all onsite wellness programming for the 2015-2016 school year
 - **Low staff interest** in wellness program was identified as a main barrier for school nurses' hosting onsite programming at their sites
- **Recommendations:** Many of the suggestions for areas of improvement will be addressed through the integration of the Wellness portal with our wellness program. Survey respondents are interested in a streamlined requesting process for onsite programming, email reminders sent a day before a scheduled wellness event, and various ways to promote wellness programming to their staff members. The Wellness Portal includes features such as email reminders, onsite registrations for programming, and a robust webpage to promote events to staff members throughout the district- which will enhance our methods of communication, program reach and overall efficiency. A complete report of survey results and analysis is attached.

2015-2016 CCS Onsite Wellness Programming- satisfaction survey results per item

Q1: Did you host any onsite wellness programming (cooking demos, stress less sessions, fitness classes, biometric screenings, flu shot clinics) for your staff in the 2015-2016 school year?

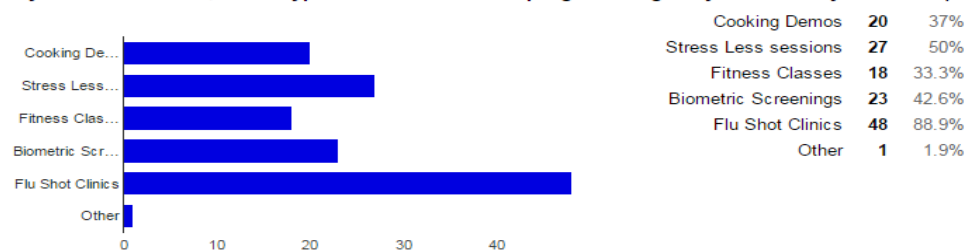
Did you host any onsite wellness programming (cooking demos, stress less sessions, fitness classes, biometric screenings, flu shot clinics) for your staff in the 2015-2016 school year?



Yes 55 78.6%
No 15 21.4%

Q1a: If you answered Yes, which types of onsite wellness programming did you host for your staff? (check all that apply)

If you answered Yes, which types of onsite wellness programming did you host for your staff? (Check all that apply)



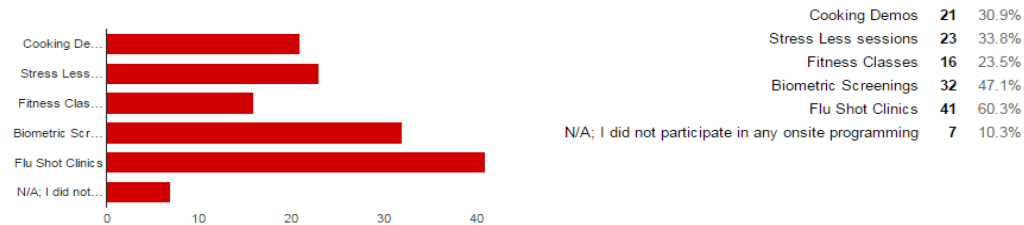
Q1b: If you answered No, why did you choose not to host onsite wellness programming for your staff? (check all that apply)

If you answered No, why did you choose not to host onsite wellness programming for your staff? (Check all that apply)



Q2: Which of the onsite wellness program offerings did you participate in this year? (check all that apply)

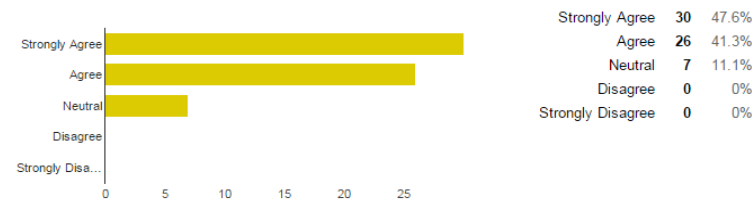
Which of the onsite wellness program offerings did you participate in this year?



Q3: For the next set of statements please check the box if you strongly agree (SA), agree (A), are neutral (N), disagree (D), or strongly disagree (SD) with the items listed below:

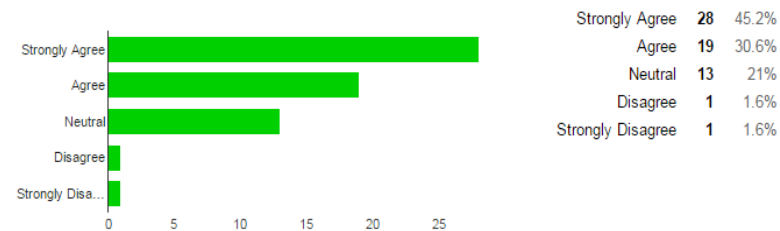
i. The quality of the onsite wellness programming that I attended this year was excellent

The quality of the onsite wellness programming that I attended this year was excellent [For the next set of statements, please check the box if you strongly agree (SA), agree (A), are neutral (N), disagree (D), or strongly disagree (SD).]



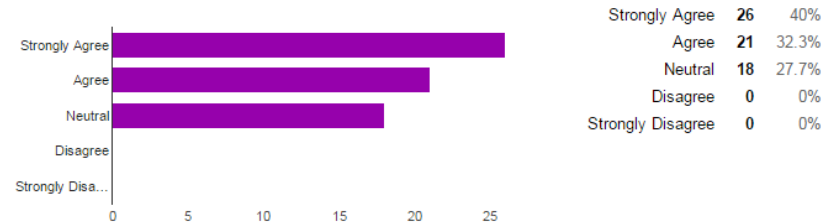
ii: The instructors (registered dietitians, licensed massage therapists, fitness instructors, nurses) showed professionalism and respect towards my staff and me

The instructors (registered dietitians, licensed massage therapists, fitness instructors, nurses) showed professionalism and respect towards my staff and me [For the next set of statements, please check the box if you strongly agree (SA), agree (A), are neutral (N), disagree (D), or strongly disagree (SD).]



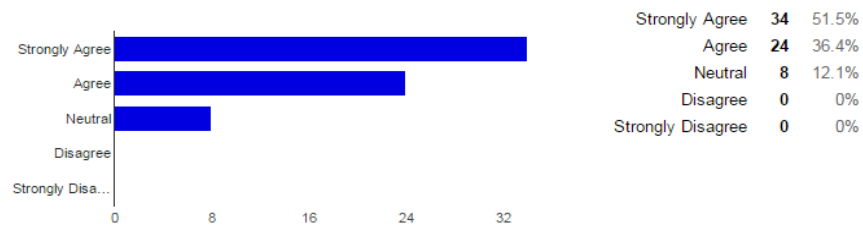
iii: Obtaining request forms and submitting them to scheduled onsite wellness programming was an easy process

Obtaining request forms and submitting them to scheduled onsite wellness programming was an easy process [For the next set of statements, please check the box if you strongly agree (SA), agree (A), are neutral (N), disagree (D), or strongly disagree (SD).]



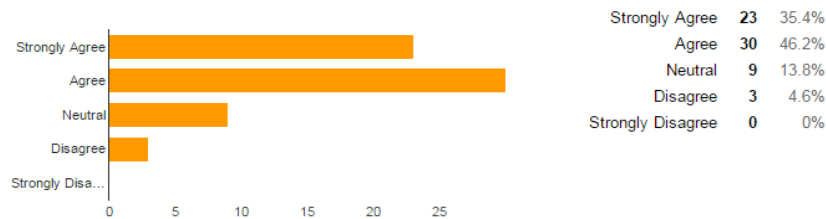
iv: Receiving reminder email and promotional flyers was helpful in promoting onsite wellness programming to staff

Receiving reminder emails and promotional flyers was helpful in promoting onsite wellness programming to staff. [For the next set of statements, please check the box if you strongly agree (SA), agree (A), are neutral (N), disagree (D), or strongly disagree (SD).]



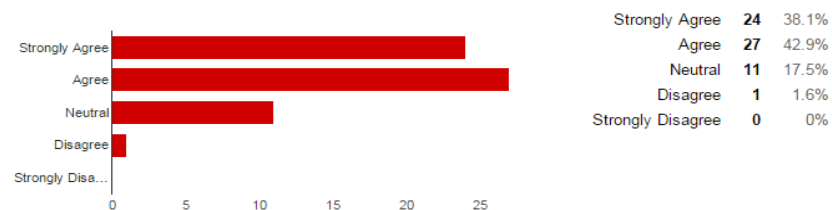
v. I possess enough knowledge to help staff utilize the resources that are available to them through their benefits package

I possess enough knowledge to help staff utilize the resources that are available to them through their benefits package [For the next set of statements, please check the box if you strongly agree (SA), agree (A), are neutral (N), disagree (D), or strongly disagree (SD).]



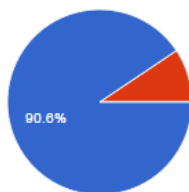
vi. I plan on requesting onsite programming for the 2016-2017 school year

I plan on requesting onsite programming for the 2016-2017 school year. [For the next set of statements, please check the box if you strongly agree (SA), agree (A), are neutral (N), disagree (D), or strongly disagree (SD).]



Q4: Do you have a wellness bulletin board in your building?

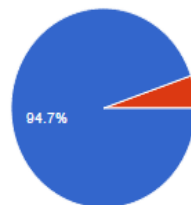
Do you have a wellness bulletin board in your building?



Yes	58	90.6%
No	6	9.4%

Q4a. If you answered Yes, do you post the information you receive through interoffice mail each month?

If you answered Yes, do you post the information you receive through interoffice mail each month?



Yes	54	94.7%
No	3	5.3%

Q5: Please provide any comments or suggestions to improve the quality of the Wellness Initiative below:

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(15 responses)

longer time for chair massages to take advantage of all 3 lunch times.
have had good feedback from staff from the cooking demos this year :)
stress less sessions need to be at least 10-15 min per client
Could the requesting process be made easier or quicker? that would help
I'd like more info about mental health programs offered by the district. Is it easy to access? Have people been satisfied with their experience?
registration for programming: use a system with each school's info programmed in, select a school, a program, a date/time then comments
You are doing an awesome job!
We are available to host biometric screenings in the fall at Columbus Scioto 6-12! Many of the staff did not like the change to group screenings and I told them to be patient and roll with it! :)
reminders sent the day before instead of day of because some teachers check at end of the day only
would love 2 challenges every year for staff to compete in
thanks!
would be nice to schedule cooking demos for the year versus every month
I wish I had time to promote wellness more!
If dates of scheduled events could come in a more timely manner, would be able to increase staff opportunities to attend
Thanks for so much! It is one small way to take care of my staff

Q6: Please provide additional feedback from any of the onsite programming you hosted or participated in from the 205-2016 school year:

Please provide additional feedback from any of the onsite wellness programming you hosted or participated in from the 2015-2016 school year

(8 responses)

send a picture of what each month's bulletin board should look like.
thank you for all you do for us- I love the programs we offer to our staff :)
:)
all went well
the yoga instructor at Duxberry was top-notch. I hope to see her back! The food demo person who did May's demos at Medina/Duxberry was another top notch
the few staff that participated in Yoga class really liked it! The instructor was great in tailoring classes to us and challenging us
the cooking demo and bulletin board info are great!
missed having challenges throughout the year organized by the wellness group. Thanks!

- **Additional comments on survey responses:** Three survey respondents noted on question 3i that they were highly dissatisfied with the professionalism of the licensed massage therapists from Stress Less sessions. We are working with our vendor to improve the quality of all components of the Stress Less sessions for the 2016-2017 school year, including the interaction between the licensed massage therapists and staff members. Two survey respondents suggested we extend the timing of the chair massages for Stress Less sessions from 5 minutes to 10-15 minutes. Additionally, during onsite visits to these events, staff have expressed this same sentiment. We plan to explore the feasibility of extending the chair massage times.
- Two survey respondents suggested that the Wellness Initiative offer at least two district-wide challenges per year. Previous challenges such as, LOL Stress Reduction, Fitness Finale and 5-2-1-0 had active participation and completion rates of 19%, 29%, and 22%, respectively. By industry standards, an ideal active participation and completion rate for a wellness challenge for a large employer organization (10,000+ employees) is approximately 50%, when an incentive is provided for challenge completion¹. Though past challenges have not yielded the level of participation we would like, we recognize that offering challenges for staff are an important component of wellness programming. Well-run challenges, in the form of gaming, competitions and encouraging the formation of social networks can drive up participation and engagement significantly. Moving forward, we will work on developing and offering challenges that support increased engagement.
- A major focus of wellness programming for the upcoming year will be educating staff about health literacy and consumerism. Health literacy is the degree to which individuals obtain, process and understand basic health information and services in order to make health decisions². Health literacy is an essential part of understanding the relationship between lifestyle factors such as diet and exercise, and health outcomes. Individuals with high levels of health literacy are able to navigate the healthcare system and more likely to utilize preventive health services. We want staff to take full advantage of the benefits that are available to them. On question 3v, 72% of survey respondents had enough knowledge to help staff navigate their available resources and employee benefits. With a greater focus on health literacy and consumerism in our onsite wellness programming, we hope to address this important need by encouraging staff to become proactive about their health decisions.
- **Conclusion:** Overall, the responses from the satisfaction survey were favorable in the areas of quality of onsite wellness programming, respondent participation and engagement levels, class instructor satisfaction, and future plans of requesting onsite programming for the 2016-2017 school year. We identified a main barrier to requesting onsite wellness programming as low staff interest in wellness. As we build our initiative, we will continue to develop innovative ways to engage staff through incentivizing participation, increasing awareness of available resources, and promoting a wellness culture throughout the district. The data collected for this survey will be used to plan programming to meet the health needs of our staff members and to make informed decisions to improve quality of the CCS Wellness Initiative.

¹ Gallup, 2015

² Centers for Disease Control and Prevention, 2016