



**HEALTHY BODIES
ACTIVE MINDS**
COLUMBUS CITY SCHOOLS

2024 - 2025 ANNUAL REPORT



ccsoh.us/wellness

EXECUTIVE SUMMARY

At Columbus City Schools, staff wellness is a strategic investment in the health, stability, and success of the entire district community. Throughout the 2024–2025 school year, the CCS Staff Wellness Initiative continued to strengthen its impact, engaging thousands of employees through preventive health programs, mental health training, stress-management programs, and district-wide wellness challenges.

Research consistently demonstrates that investing in wellness produces a measurable return, with every \$1 spent yielding \$3–\$6 in reduced healthcare costs through fewer chronic conditions, lower absenteeism, and decreased insurance claims. Healthier employees experience fewer chronic conditions, take fewer sick days, and file fewer insurance claims, resulting in measurable savings and improved operational stability across the district.

A strong culture of wellness also leads to reduced absenteeism, higher productivity, and improved staff retention. When educators and staff are physically and mentally well, they are more engaged, consistent, and effective in their work. Fewer absences mean less disruption to classroom instruction and fewer costs associated with substitute coverage, while improved morale and job satisfaction reduce turnover—saving thousands per employee in recruitment, onboarding, and training expenses. Beyond cost savings, wellness directly impacts the quality of education: healthy, supported staff create positive classroom environments, model well-being for students, and foster stronger academic and emotional outcomes.

Ultimately, staff wellness aligns directly with CCS’s strategic priorities of equity, engagement, and student success. Through its ongoing commitment to building a culture of care, the CCS Staff Wellness Initiative continues to strengthen the foundation on which thriving schools are built—affirming that healthy staff lead to healthy learners, and together, they create a stronger Columbus City Schools community.

OUR MISSION AND VISION

Mission: To become a national school district model for health and wellness.

Vision: Because we know that the social, emotional, and physical wellness of students and staff is vital to student success, the CCS organizational culture will support wellness, and our district will serve as a national school district model for health and wellness.

HEALTHY WORKPLACE PLATINUM AWARD WINNER AND CANCER EXCELLENCE AWARD WINNER

Our Staff Wellness Initiative not only received the 2024 Healthy Worksite Platinum Level Award distinction from the Healthy Business Council of Ohio (HBCO) in recognition of its healthy worksite practices, but was also recognized by the Ohio Department of Health (ODH) with the Cancer Screening Excellence Award seal.

These prestigious awards not only recognize our dedication to providing comprehensive wellness programs, but also serve as a powerful motivator for us to continue prioritizing the health of our staff.



OVERVIEW

Category	Current (2024-2025)	% Change from 2023-2024
Cumulative Participation	11,397	0.7% increase
Unique Participants*	4,305	22.9% increase
New Participants*	2,408	15.4% increase
Returning Participants*	1,897	13.3% increase
Average Age*	47	No change

*Data excludes programs where individual participation was not tracked. This includes Real Appeal, Dietitians on Demand, health coaching sessions with Nurse Grace, mobile mammography visits, missing chair massage or professional development attendance sheets, and OhioHealth fitness classes.

46.1 %

Nearly half of all CCS employees participated in Wellness programming.

100 %

Percentage of all CCS buildings who had at least one staff member participate.

1

Employees participated an average of one time throughout the school year.

Total Vendors

42

Total number of unique vendors partnered with to host Wellness programming.

Local & Small Business Partners

55%

Percentage of total vendors identified as small business, local, or LEDE vendors.

LEDE Spend

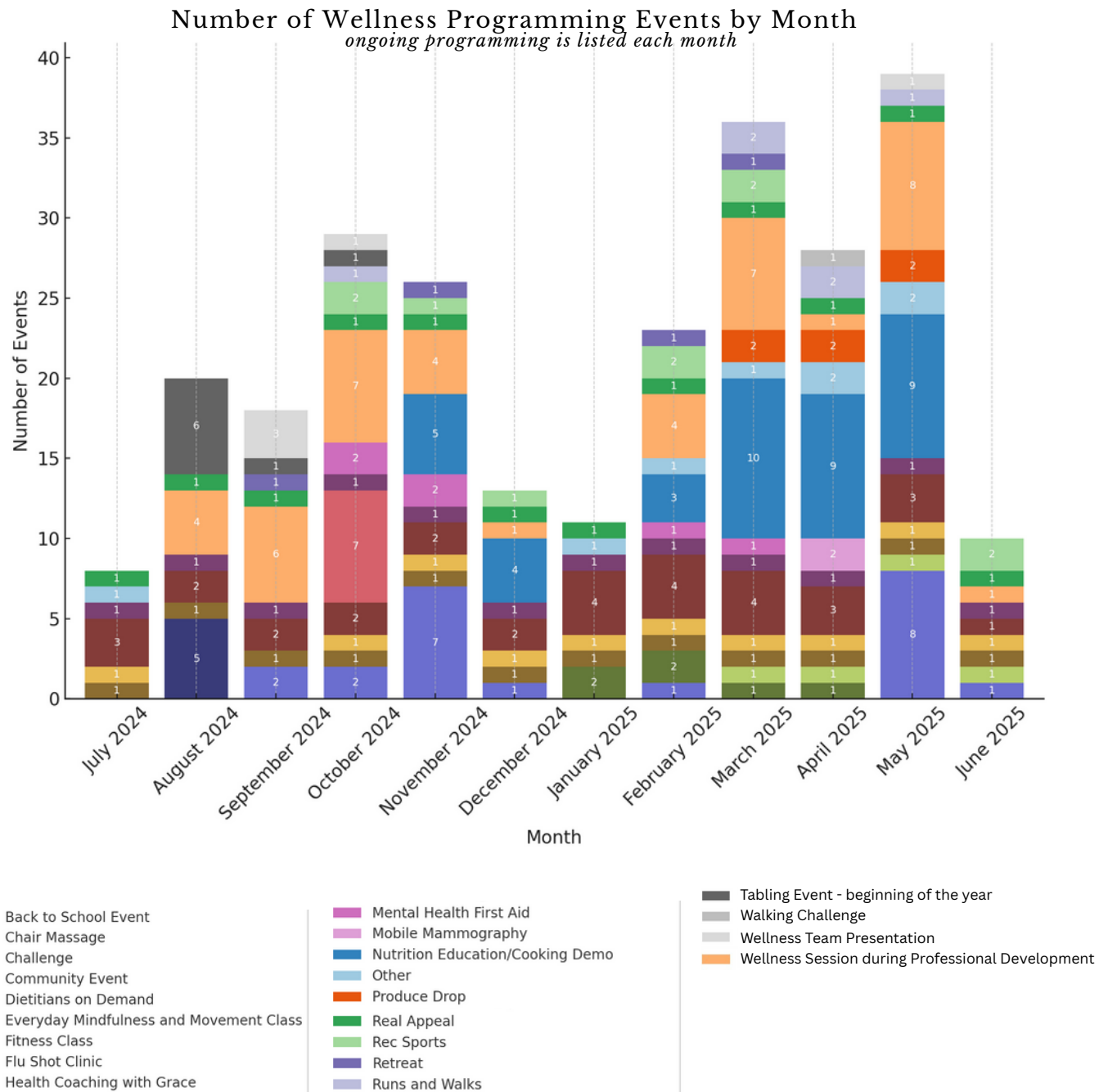
53%

Percentage of total Wellness budget spent solely with LEDE vendors.



Look for this icon to identify key insights and takeaways within the report.

OVERVIEW



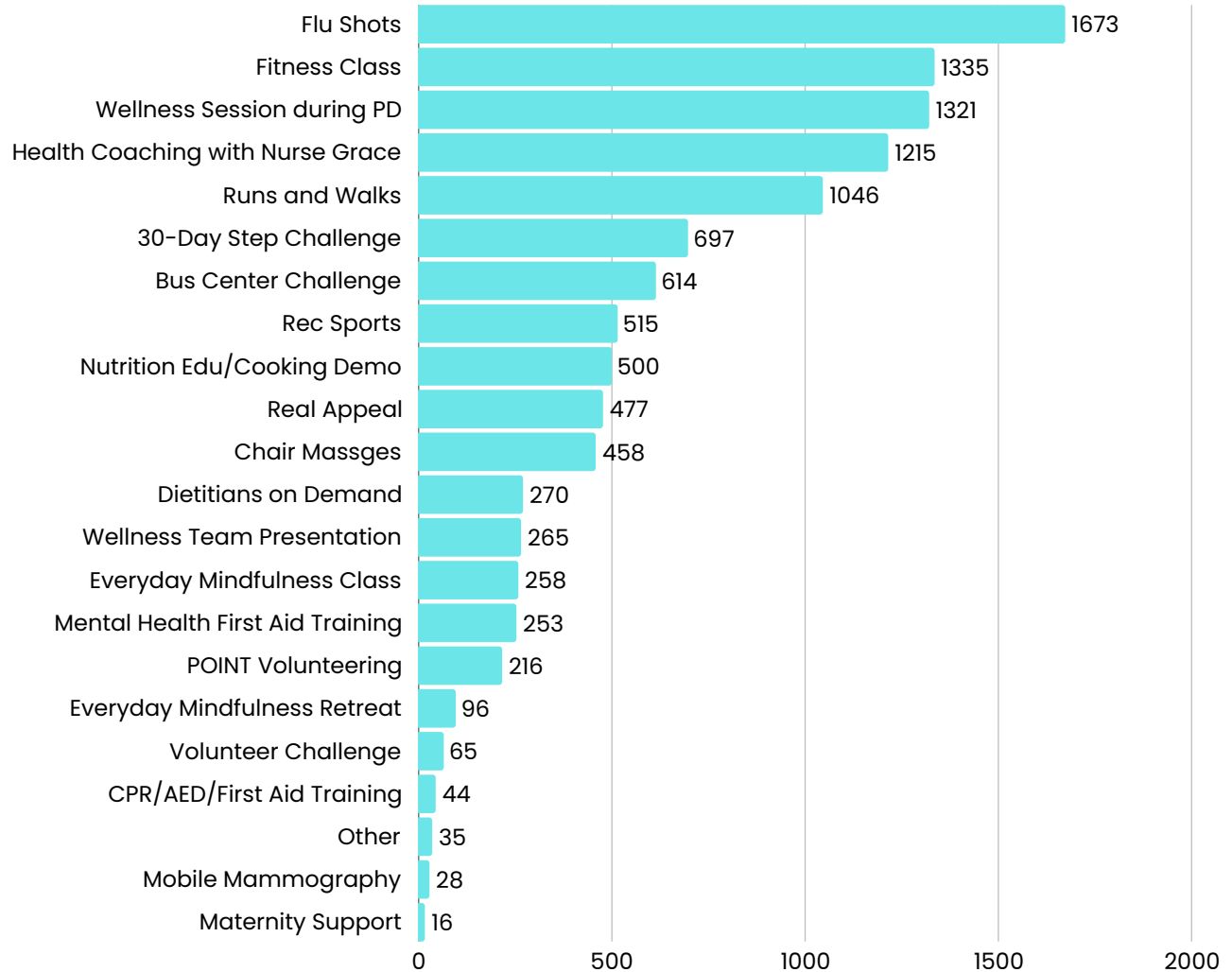
October, March, and May were the most busy times for Wellness programming.



Other programming included individual building-level support (e.g. Treasurer's Office Bingo, Africentric Wellness Challenge).

PARTICIPATION BY PROGRAMMING

Cumulative Participation per Activity/Event



WELLNESS SESSIONS DURING PD DAYS

Total Sessions

52

Between August 2024 and June 2025, CCS Wellness delivered 52 PD sessions across the district.

Total Hours

79

Total time delivered across all sessions equated to 79 total hours of staff learning and engagement.

Total Individuals

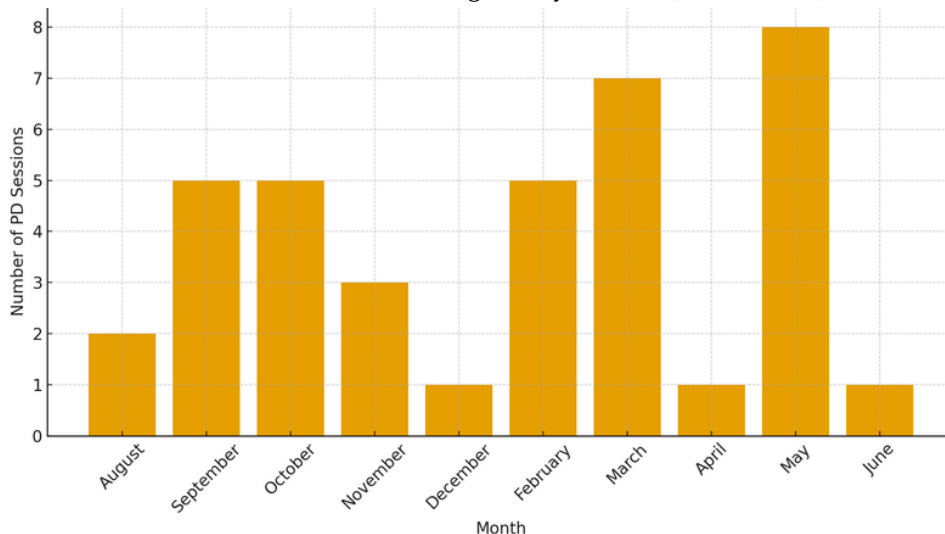
1,116

A total of 1,116 unique CCS staff members participated in at least one PD session during the 2024–2025 school year.

List of Wellness Topics (# of sessions)

- Everyday Mindfulness and Movement for Stress Relief (12)
- Stress Management (5)
- Mental Health First Aid (3)
- Blue Zones Approach to Wellbeing (2)
- Gratitude Can Change Your Attitude (2)
- Take a Break: Learn how to take small breaks during the workday to increase your wellbeing (2)
- Creating Your Personal Stress Management Plan (2)
- Digital Distractions (2)
- Regulating Emotions at School (2)
- Healthy Eating on a Budget (1)
- Meditation Immersion Experience (1)
- Facing Uncertainty with Resilience and Hope (1)
- Work-Life Balance (1)
- De-escalation Techniques (1)
- Stretch it Out (1)
- Developing your Personal Wellness Plan (1)
- Eating Healthy on the Go (1)
- Seasonal Affective Disorder (1)
- The Science of Strength Training (1)
- Flow into Summer: Blue Zones Secrets for a Refreshing Reset (1)
- Mindful Eating Basics (1)
- The Power of Being SEEN: Strengthening Connection, Resilience and Joy in School Nursing (1)
- Bus-A-Move Brain Break (1)
- Laugh,Thrive, Repeat: Building Positive Habits for Wellbeing (1)
- The 411 on Stretching (1)
- Overnight Oats Cooking Demo (1)
- Restorative Practices (1)
- Resilience for Staff and Students (1)
- Eating Healthy During the Holidays (1)

Wellness Sessions during PD by Month (2024-2025)



Emotional regulation and mental wellbeing themes dominate PD (70%), highlighting strong demand for stress relief, mindfulness, and resilience education.

WELLNESS TEAM PRESENTATIONS

Each year, the CCS Staff Wellness Team makes a dedicated effort to connect directly with employees across the district, helping staff better understand and fully utilize the wellness resources, benefits, and programs available through both the CCS Staff Wellness Initiative and the district's Benefits Plan.

As part of a district-wide health literacy campaign, these presentations and tabling events equip employees with the knowledge to make informed health decisions, effectively use their benefits, and navigate care appropriately—reducing avoidable emergency room visits and strengthening overall care navigation across the district.

Throughout the year, the Wellness Team engages employees through a variety of channels including school and departmental staff meetings, new hire orientations, and beginning-of-year meetings. By maintaining a consistent presence and delivering practical, accessible education, the Wellness Team continues to foster a district-wide culture of health, engagement, and informed decision-making.

Total Events

37

The Wellness team presented 37 times at various events including staff meetings, beginning of the year meetings, and new hire orientations.

Staff Reach

- Safety and Security Professional Development Day, September 2024
- Buildings & Grounds staff meeting, October 2024
- Global Academy staff meeting, May 2025
- Columbus Online Academy staff meeting, September 2024
- New Hire Orientations meetings from July 2024 - June 2025
- Administrators Academy, August 2024
- Office Academy (Secretaries), August 2024
- New Teacher Benefits Fair, August 2024
- Food Services Staff beginning of the year meeting, August 2024
- School Nurses beginning of the year meeting, August 2024
- Custodial staff beginning of the year meeting, August 2024



Did you know CCS Wellness Initiative programming is a benefit for all CCS staff members?

Our award-winning Staff Wellness Initiative offers comprehensive wellness programming surrounding the 10 dimensions of wellness. Visit the wellness website to see the most up-to-date wellness resources and opportunities!



CCS Staff Wellness Initiative

ccsoh.us/wellness



[Visit the Wellness Website](#)

Images: New Hire Communications To engage new employees, new hires receive a "Welcome to CCS" email and a friendly Loom video from the Wellness Team, making it easy to connect with wellness resources from day one.

INCENTIVE-BASED PROGRAM

The CCS Staff Wellness Initiative is an incentive-based program that encourages employees to engage in activities that support their health and well-being. Staff who participate in wellness programs, challenges, and events have the opportunity to earn incentives such as gift cards, wellness journals, T-shirts, and other wellness-themed rewards throughout the year.

By recognizing participation in meaningful ways, the initiative motivates employees to stay active and take advantage of the many wellness resources offered by the district. This approach not only celebrates healthy choices but also helps build a positive, supportive culture of well-being across Columbus City Schools. The following images represent a selection of the incentives earned by staff during the 2024–2025 school year.

Gift Cards



As part of Wellness' preventive health incentives, staff who received their flu shot between September 1, 2024, and February 28, 2025, earned a \$25 gift card. In total, **1,046** gift cards were distributed during the 2024–2025 school year.

Desk Calendars



As part of its annual incentive program, the Wellness Initiative offers staff the opportunity to order a branded desk calendar. During the 2024–2025 school year, **1,879** desk calendars were distributed districtwide.

Sweatshirts



A custom sweatshirt incentive was created to recognize Transportation staff who completed the Check-In on Your Health Bus Center Challenge (January–March 2025).

Red Wings Voucher



Partnering with Building & Grounds, the Wellness Team offered Red Wing vouchers to staff as part of a wellness incentive program, enabling participants to purchase durable, work-appropriate boots.

Resistance Bands



As part of beginning-of-year staff meetings, the Wellness Team provided resistance bands paired with instructional flyers demonstrating stretches to promote movement and flexibility in the workplace.

First Aid Kits



In alignment with their role in promoting health and safety, school nurses who participated in wellness programming received first aid kits as an incentive.

WEBSITE VISITS

Total Visits

15,478

Total visits represents the number of separate times individuals accessed the Wellness website.

Total Page Views

36,120

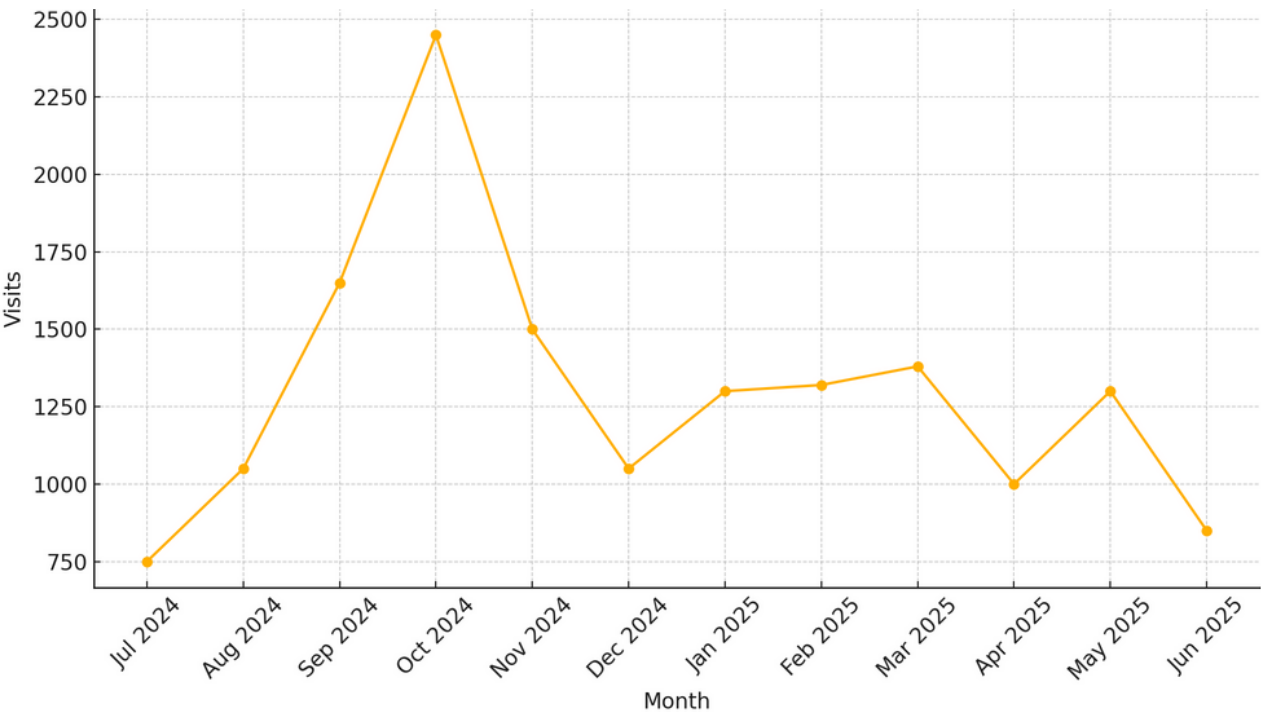
The total number of pages viewed on the Wellness website (e.g., one user clicking both the EAP and Flu Shot tabs equals two views).

Highest Traffic

OCTOBER

October 2024 saw the highest traffic (~2,450 visits).

Wellness Website Visits (ccsoh.us/wellness)



From January to May 2025, visits remained relatively stable around 1,300 before another dip in June.



Traffic dipped notably in December 2024 and April 2025, coinciding with winter and spring break.

PARTICIPATION BY JOB ROLE

Job Role <i>see Appendix A for job role reference table</i>	Total Employees <i>from all CCS employee data file</i>	Total Participants <i>unique participants in Wellness programming</i>	Participation Rate
Teachers/Educators	3,542	1,683	47.5 %
Support Staff	2,541	1,088	42.8 %
Business & Operations	1,193	481	40.3 %
Transportation	669	529	79.1 %
Admin/Leadership	446	211	47.3%
Substitute	478	86	18.0 %
Hourly/PT employees (specific job role unknown)	108	19	17.6 %
Athletics/Extracurricular	26	7	26.9%
Other	29	201	-



Transportation staff have the highest participation rate (79%) which aligns with CCS Wellness' multi-year focus on Transportation programming and engagement.



Teachers/Educators, Support Staff, and Admin/Leadership all show strong engagement around 42–48 %.



Operations staff engagement (40.3 %) presents an opportunity for targeted outreach.



Substitute and Hourly staff show the lowest rates (≈18 %). Engagement here may require alternative communication strategies such as clearly communicating eligibility, or program formats that accommodate irregular work schedules.



Other is due to participant records with niche roles or blank job role fields due to non-traditional CCS roles (family ambassadors, consultant, student teacher, etc.).

EMPLOYEE ENGAGEMENT

62%

Staff who participated in Wellness programming only **one** time.

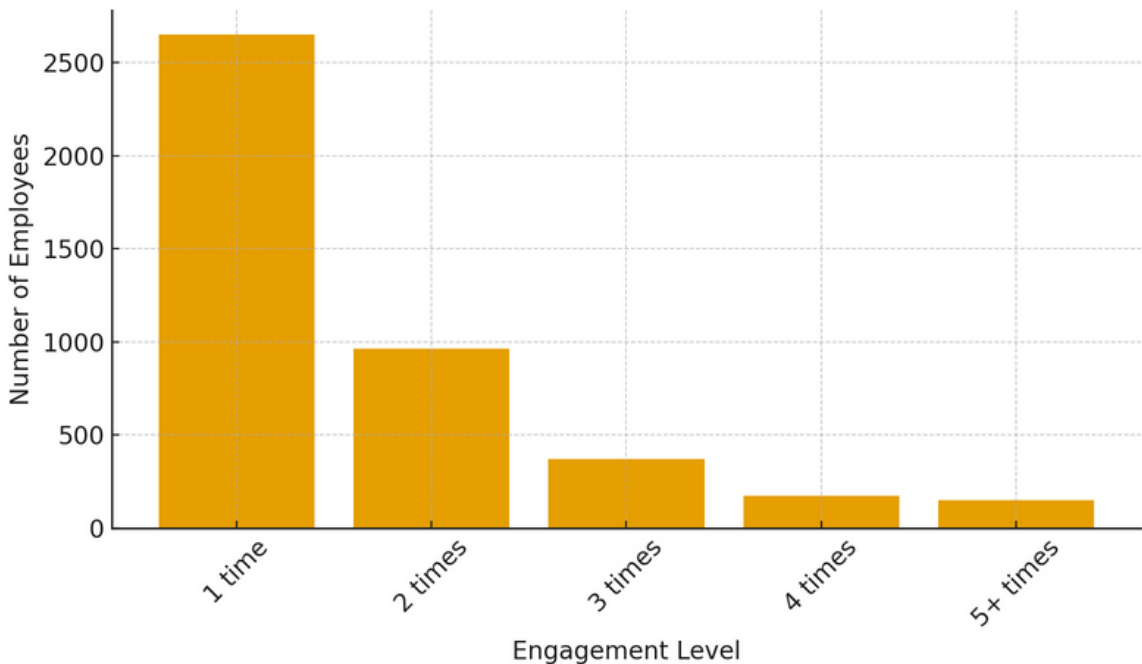
40%

Staff who participated two or more times, showing moderate engagement.

7.6%

Highly engaged employees who participated four or more times in Wellness programming.

Engagement by Number of Wellness Programs Attended



-  18% of those who attended Everyday Mindfulness and Movement **Classes** also attended the Everyday Mindfulness and Movement **Retreat**.
-  Flu Shots were the top single-entry activity, drawing over 1,000 one-time participants, about 38% of all employees who participated one time.
-  The #1 program among repeat participants was Fitness Classes. Nearly 4 in 10 repeat participants took part in at least one fitness session.
-  When combined with Runs & Walks, Challenges, and Recreational Sports, over 70% of repeat participants engaged in movement-based wellness, suggesting physical activity is the most powerful anchor for sustained engagement.
-  About one-quarter of repeat participants joined Wellness Sessions during PD, showing strong overlap between career and personal wellness interest.
-  POINT Volunteering and Mental Health First Aid Training are smaller in size but represent high-value, community- and purpose-driven engagement types. These could be expanded to cultivate deeper emotional and social connection across the district.

TOP ACTIVITIES FOR NEW PARTICIPANTS ONLY

Activity	Count <i>an employee may be counted twice</i>	% of New Participant Engagement
Flu Shot	753	17%
Bus Center Challenge	471	10.6%
30-Day Step Challenge	338	7.6%
Wellness Sessions during PD	318	7.2%
Chair Massages	240	5.4%
Bike Bootcamp Class	231	5.2%
Nutrition Edu/Cooking Demo	229	5.2%
Mat Pilates Class	201	4.5%
Wellness Team Presentation	126	2.8%
Youth Mental Health First Aid	108	2.4%
Safety and Security PD	108	2.4%
Cardio + Strength Class	100	2.3%



The Bus Center Challenge was particularly effective at bringing in new participants (471 new vs. 143 returning), suggesting strong outreach success in transportation bus centers.



Movement-based programs (Step Challenge, Pilates, Bike Bootcamp, Cardio + Strength) collectively account for ~20% of first-time engagement.



Wellness Sessions during PD, Nutrition Education/Cooking Demos, and Wellness Team Presentations make up roughly 15% of new participants.

TOP ACTIVITIES FOR RETURNING PARTICIPANTS ONLY

Activity	Count an employee may be counted twice	% of Returning Participant Engagement
Flu Shots	920	18.5%
30-Day Step Challenge	359	7.2%
Wellness Sessions during PD	313	6.3%
Bike Bootcamp Class	277	5.6%
Scioto Miles Race Series	226	4.6%
Everyday Mindfulness Class	225	4.5%
Mat Pilates	223	4.5%
Chair Massages	151	3.0%
OSU 4 Miler	144	2.9%
Bus Center Challenge	143	2.9%
Cap City Race	141	2.8%
Staff Volleyball League	141	2.8%



Movement-based programs (Bike Bootcamp, Step Challenge, Pilates, Mindfulness & Movement) are major retention anchors, collectively about 22% of all returning activity records. This shows strong retention among returning and new participants.



Everyday Mindfulness classes and races (Scioto Miles, Cap City, OSU 4 Miler) attract more returning participants than new.



Bus Center Challenge successfully reached both new and returning audiences, a good indicator of broad crossover appeal.

PARTICIPATION RATE BY LOCATION



Highest Participating Sites

1. PAR @ 17th Ave, 95.2%
2. Columbus Online Academy, 94.7%
3. Morse Road Bus Center, 85%
4. Moler Transportation Center, 83%
5. Ft Hayes Special Bus Center, 82%
6. Ft Hayes Regular Bus Center, 79%
7. Frebis Bus Center, 75.4%
8. World Language MS, 74.6%
9. Livingston ES, 71.4%
10. Duxberry ES, 71.1%



Transportation staff show strong buy-in, due to wellness challenges targeting this group.



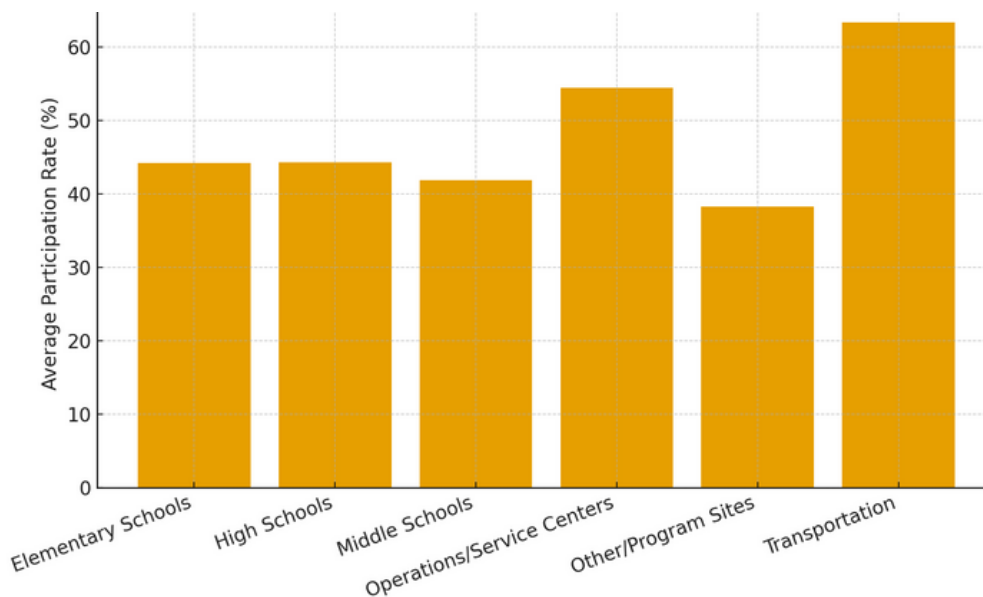
Lowest Participating Sites

1. Valley Forge ES, 18.6%
2. North Linden ES, 19.4%
3. WCBE, 20%
4. Hudson Community Edu, 20.8%
5. Innis ES, 21.9%
6. Winterset ES, 23.9%
7. Substitute (no location), 24.5%
8. Cassady ES, 25%
9. Yorktown MS, 25%
10. Fairmoor ES, 25.4%



Elementary schools dominate the low-engagement list, with most under 30% participation.

Average Wellness Participation Rate by Building Type
categories in Appendix B



Transportation and Operations/Service Centers continue to outperform other buildings, showing how location, targeted communication, and access to information influence participation.

NEW PROGRAMMING FOR 2024-2025



Mental Health First Aid

The Wellness Team is leading efforts to expand Mental Health First Aid (MHFA) training across the district, empowering staff to create a more supportive and responsive workplace culture. This evidence-based program equips employees with the skills to recognize, understand, and respond to signs of mental health and substance use challenges among colleagues, students, and community members. During the 2024–2025 school year, 253 staff members completed the training, strengthening the district’s commitment to mental health awareness and early intervention.



Move Together Community Walking Group

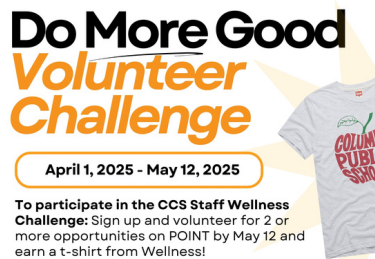
In partnership with Fleet Feet, Brooks, and Miles for Justice, the Wellness Team hosted Move Together walking groups at four CCS buildings throughout the year. These events encouraged staff to get active, connect with colleagues, and explore new ways to prioritize movement and well-being. Each gathering combined fitness, community, and fun, offering music, raffles, and opportunities to build camaraderie while promoting a culture of health across the district.



CPR/AED/First Aid Training

In partnership with OhioHealth, the Wellness Team provided free CPR/AED/First Aid training to staff with limited or no medical background. This hands-on program equipped participants with the confidence and skills to respond effectively in emergency situations, including adult and child CPR, AED use, choking response, opioid-related emergencies, and first aid fundamentals. During the 2024–2025 school year, 44 staff members completed the training, enhancing the district’s capacity to ensure safety and preparedness across schools and departments.

NEW PROGRAMMING FOR 2024-2025



POINT +

Volunteer Challenge

Wellness hosted a district-wide Volunteer Challenge through the POINT platform, inspiring staff to give back and strengthen connections within the Columbus community. Between April 1 and May 19, 2025, 121 staff members participated, collectively contributing 661.65 hours of service across a wide range of local organizations and causes. The initiative showcased the positive impact CCS staff continue to make beyond the classroom and workplace.



Addressing Food Insecurity

In partnership with Local Matters, fresh produce was delivered twice a month to all bus center locations, increasing access to healthy food options for transportation staff. Complementing these deliveries, LifeCare Alliance provided interactive nutrition education sessions focused on seasonal cooking, meal planning, and healthy eating on a budget. Together, these efforts aimed to make healthy food more accessible while empowering staff with practical tools to support long-term wellness.



Kingswood Healthy Campus Project

As part of the ongoing Healthy Campus Initiative, the Wellness Team collaborated with Kingswood staff and LEDE vendor Miracle Makeover Designs to design and implement renovations at Kingswood Data Center. The project included a revitalization of the Rocky Fork Conference Room and the creation of a dedicated lactation space, providing staff with functional, supportive environments that reflect the district's commitment to workplace wellness and equity.

NEW PROGRAMMING FOR 2024-2025



Bus Center Celebration

In collaboration with Human Resources and Transportation Management, the Wellness Team hosted Back-to-School Celebrations and ribbon-cutting events at all Bus Center locations to unveil renovations completed in June 2024. The events recognized the dedication and hard work of transportation staff, while fostering connection, appreciation, and excitement for the year ahead.



Expanded Onsite Fitness Schedule

Partnering with CCS alumna Christina Wilson of CW Wellness by Design, the Wellness Team expanded onsite fitness offerings at Fort Hayes Health Science Building in response to the popularity of the Bike Bootcamp class. The schedule now features three weekly classes (Bike Bootcamp, Mat Pilates, and Strength + Cardio) providing staff with diverse opportunities to improve fitness, reduce stress, and build community through movement. This expansion reflects Wellness's ongoing commitment to creating accessible, high-quality wellness experiences for all employees.



Kickball League

In response to staff feedback, Wellness expanded rec sports offerings to include a summer kickball league for staff, held in partnership with Columbus Recreation and Parks. Building on the success of the volleyball and bowling leagues, this addition continues to grow and diversify year-round engagement opportunities. The league drew strong participation from multiple departments, fostering camaraderie, physical activity, and team spirit among staff during the summer months.

APPENDIX A: JOB ROLES

Teachers/Educators

Roles directly involved in instruction, classroom support, or related services. Includes patterns and specific titles such as:

- Teacher (all grade levels: ES, MS, HS, including abbreviations like ld/dh, es-kdg, ms-grade 6, tchr).
- Subject-specific titles: english as a second lang, hs-english, ms-mathematics, hs-social studies, hs-science, french, spanish, japanese, chinese, es/hs-art, es/ms-instrumental music, es/ms-vocal music, drama-sec, adapted phys ed, home ec-vocational, agrict-vocational, es-dance, hs-dance, american sign language.

Support Staff

Roles supporting instruction and student services, typically non-instructional but essential staff.

- Secretaries, clerks, paraprofessionals, aides, school nurses, child care attendants, social workers, occupational therapist, intervention aide, coordinators, psychologist, counselors, food services staff.

Business & Operations

Roles focused on IT, facilities, maintenance, logistics, or back-end operations. Includes:

- IT & data: computer specialist, technical support analyst, applications developer, media technologies specialist, network analyst, network administrator, student data specialist/assistant, desktop support technician.
- HR/Business: enrollment specialist, human resources assistant I/II, human resources generalist, payroll clerk, procurement specialist, receptionist, public relations specialist, accountant.
- Facilities & Trades: maintenance, custodian, painter, roofer, carpenter, locksmith, hvac technician, hvac service worker, laborer, insul/asbestos abatement tech, tree trimmer, storekeeper, fleet services mechanic.

Admin/Leadership

Roles with supervisory, administrative, or leadership responsibilities.

- Titles with: Supervisor, Director, Board Member, Principal, Assistant Principal, Area Superintendent, Administrative professional titles: professional I / II / III - SERS, leadership interns, chief officer - strs, chief officer - sers, senior chief - sers.

Hourly/PT Employees

Deliberate separate bucket for hourly and part-time instruction or service roles that don't fit standard categories since specific job roles are unknown. Includes:

- Pt hourly - lli ≥ 12 hrs/wk, pt hrly - other ≥ 12 hrs/wk, pt hourly - home instruction, full-time hourly, pt hrly - adult ≥ 12 hrs/wk

Athletics/ Extracurricular

Roles supporting sports, clubs, and extracurricular programs. Includes:

- Coaches, advisors, latchkey program staff, extracurricular activity leaders, and athletic coordinators.

Other

This contains truly blank or ultra-unique titles in non-traditional CCS roles (Family Ambassadors, Consultants, Family in Transition, etc.).

APPENDIX B: BUILDING TYPES

Operations/Service Centers

These include central offices, service hubs, and specialized facilities typically tied to operations, HR, or district support including:

- 17th Ave, 3700, Hudson Warehouse, Print Shop, Kingswood Data Center, Central Enrollment, Columbus Education Center.

Other/Program Sites

This group includes specialized educational programs, smaller offices, and partner sites not categorized as traditional schools or operations/service hubs.

- Options for Success, Health Family and Community Svs, WCBE, Pre-K Program, Substitute, Adult & Community Education, Substitute, Hudson Community Education Center, etc.

Transportation

This group includes CCS bus center sites.

- Fort Hayes (Special and Regular), Frebis, Moler Transportation Center, and Morse Road.



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THANK YOU!

