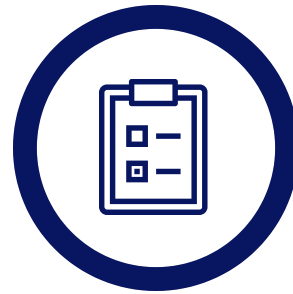


Staff Wellness Initiative Survey Report

This survey was developed in the 2024-2025 school year by the Columbus City Schools Staff Wellness Initiative to gain insight and feedback on what staff value in a wellness program, how to support staff well-being, the best ways to connect with staff and more.

- 41 items total (check-all-that-apply, multiple choice, Likert scale, Cantril's Self-Anchoring Striving scale, extended response questions).
- Wellness programming, benefits, communications questions.
- Created on Google Forms, and distributed through districtwide emails and Wellness website.
- Staff were entered into a drawing for submitting the survey before the deadline. 100 staff received a \$25.00 gift card from Wellness.



1,198

survey responses
received



13.2%

survey response rate



100%

all CCS locations
represented



Top 5 CCS locations with the highest response rate*:

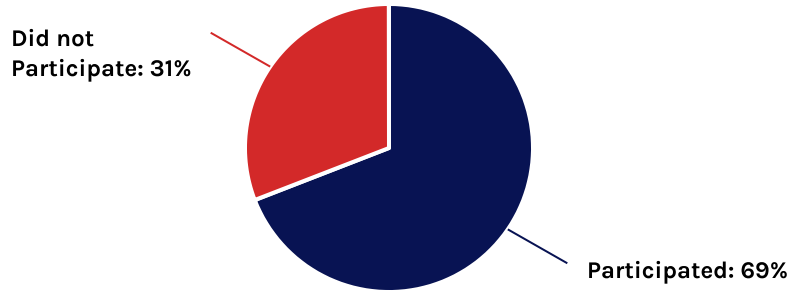
- . Southland Center (n=54)
- . Central Enrollment (n=42)
- . Other (n=27)
- . Whetstone HS (n=21)
- . Hudson Distribution Center (n=20)

*Location data was self-reported by respondents. Top CCS locations are based on 1,081 responses.

Wellness Program Participation

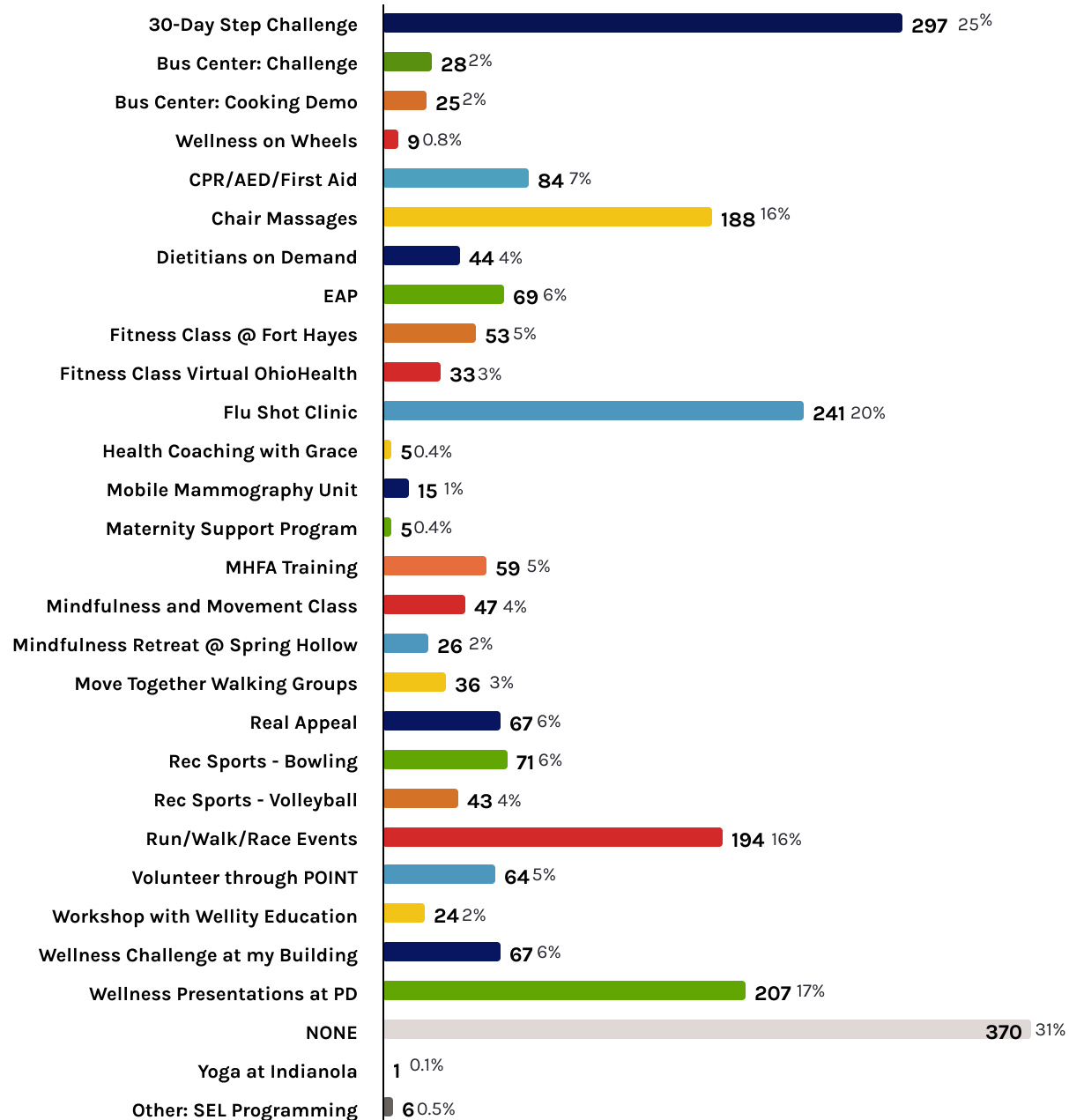
1

- 1 Percentage of staff who participated in any Wellness programming in the 2024-2025 school year: (n=1,198)

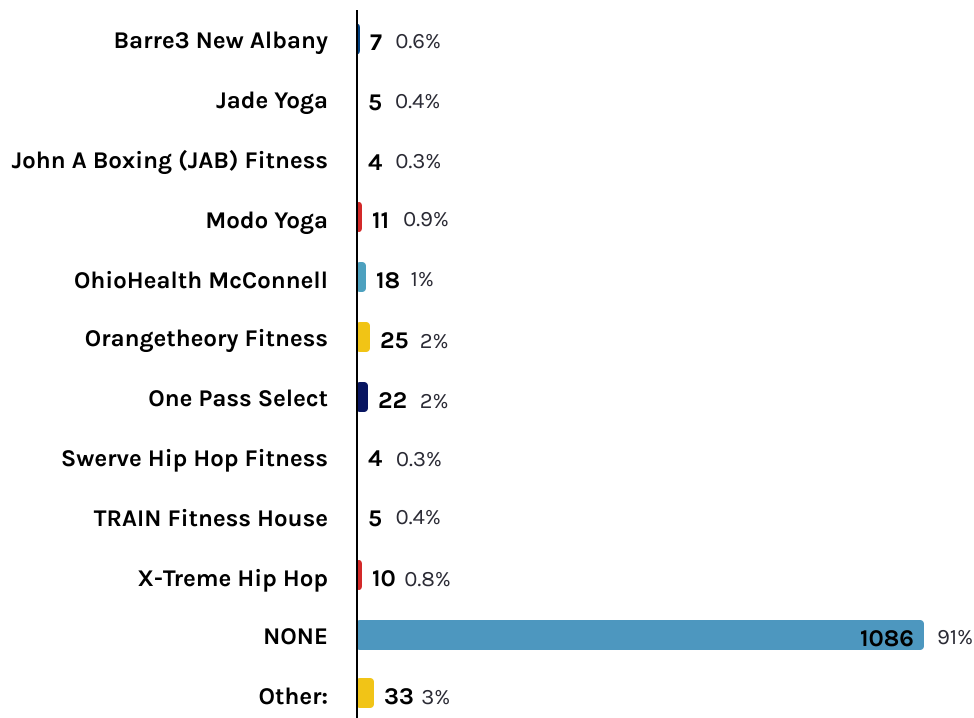


Response	Count (n)	Percent (%)
Participated	828	69%
Did not participate	370	31%

- 2 Types of Wellness offerings staff participated in: (n= 1,198)



3 Fitness discounts that staff utilized: (n=1,198)



Comments about Fitness Discounts: (n=1086)

- "Man, I didn't know you all offered so many things. I will certainly participate in more the upcoming year. I would love to check out the fitness discounts and I definitely signed up for summer kickball!"
- "I don't remember seeing some of the fitness discounts before and will be looking for them next school year!"
- "The gym membership discounts are still a little cost prohibitive/far for me. It would be great to have a few more choices that are cheaper."
- "The majority of places you have garnered a discount are on the East side and those of us on the west or northwest side do not have access to discounts."
- "I would love to take advantage of the wellness discounts but the locations were not near enough to take advantage."

4 Staff shared feedback and comments about program participation: (n=518)

- "Really appreciated the focus on wellness during PD at Parkmoor ES. We not only felt inspired to take better physical and mental care of ourselves, but also felt supported by admin in their respect for our self-care needs!"
- "The paid races are a game changer! Training for two races helped my mental health and my physical well-being. I think more options for gyms need to be created, because the ones on the list are not near my home nor school. The team working on this is doing a great job. Please consider how you can be represented at different PDs or staff meetings for us during the school year to be sure staff know about all the benefits available!"
- "I have been working with my Nutrition on Demand dietitian for a little over a year and I have learned so much about the balance of foods I need to fuel my body properly. I have increased my caloric intake and my body composition tests have shown an increase in muscle along with a decrease in fat. I am so grateful that my employer cares about my health and offers this opportunity to me free of cost. I am creating sustainable change - and a better version of ME!"
- "I enjoyed the programs that I was able to participate in especially the Mental Health First Aid Training. It was very informative and enlightening, strengthening some of the skills and knowledge I already do and know to do."
- "CW by Design (fitness classes) at Fort Hayes has CHANGED my life"
- "The mindfulness and wellness sessions that I participated in during PD were wonderful and I did incorporate them into our Special Education MD middle school classroom."
- "I love the wellness activities I participated in. I get to meet other staff, stay active, and connect with my colleagues outside of work. Also, I think you all did an amazing job on revamping the Fort Hayes Compound. It looks so cozy and upon visiting, staff seem to enjoy it as well."
- "I loved the blanket-making volunteer opportunity I attended with a coworker. The volunteer challenge was a good way to motivate people (me included) to volunteer. I think incentives are always important, so that was a great idea."
- "One of my biggest complaints with some of the Wellness initiatives is that several of them have been accessible only on a "first come, first served" basis, and I find this to be an inequitable way for CCS to offer Wellness programming. Some CCS staff are at their computers all day long, whereas many others are not. This means that, when a Wellness initiative comes through a mass email, those who spend all day at their computers always have the first opportunity to sign up for a given initiative, and those of us who spend a good deal of time away from our computers are almost certainly not going to have a chance to sign up before all of the slots are filled."

Program Satisfaction & Impact

Staff rated the items below on a 5-star scale from 1 (strongly disagree) to 5 (strongly agree): (n=828)

- 5 The overall quality of the Wellness programming that staff participated in was excellent: (n=828)



Average rating: 4.50

- 6 Wellness offerings support staff mental health and overall well-being: (n=828)



Average rating: 4.35

- 7 Wellness offerings had a positive impact on staff's ability to perform at work: (n=828)



Average rating: 4.17

- 8 Staff would recommend participating in Wellness to their coworkers: (n=828)

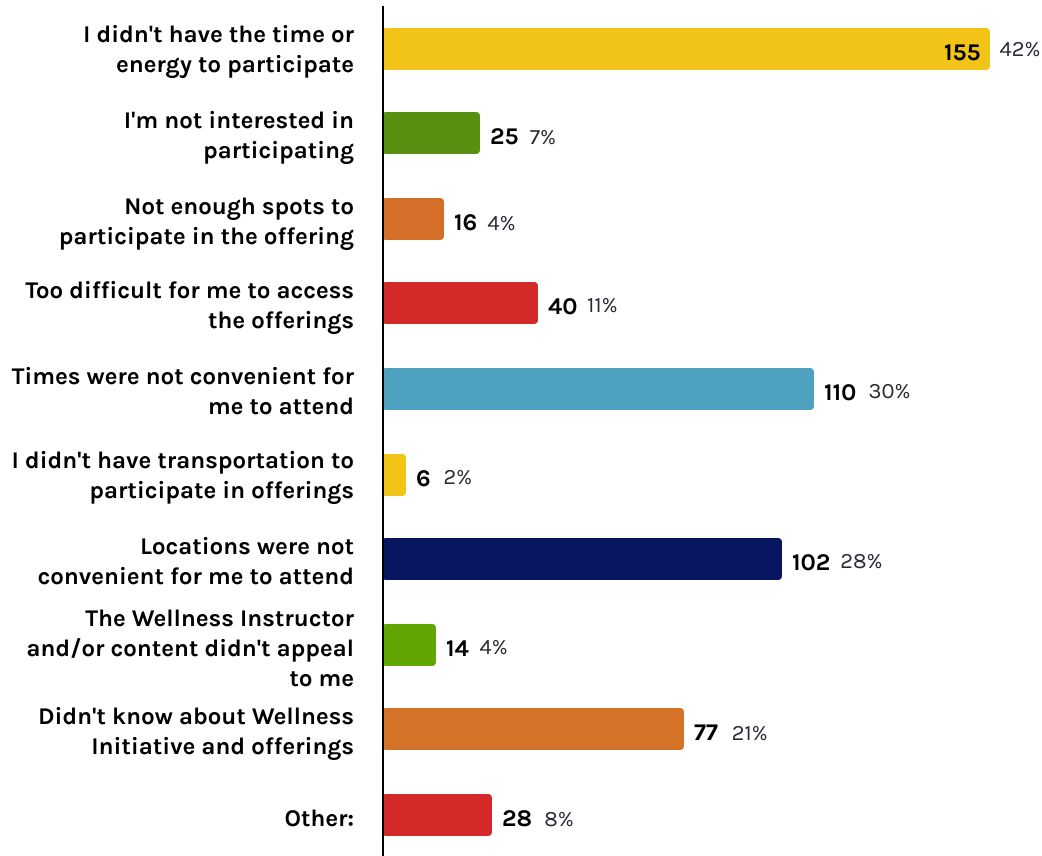


Average rating: 4.48

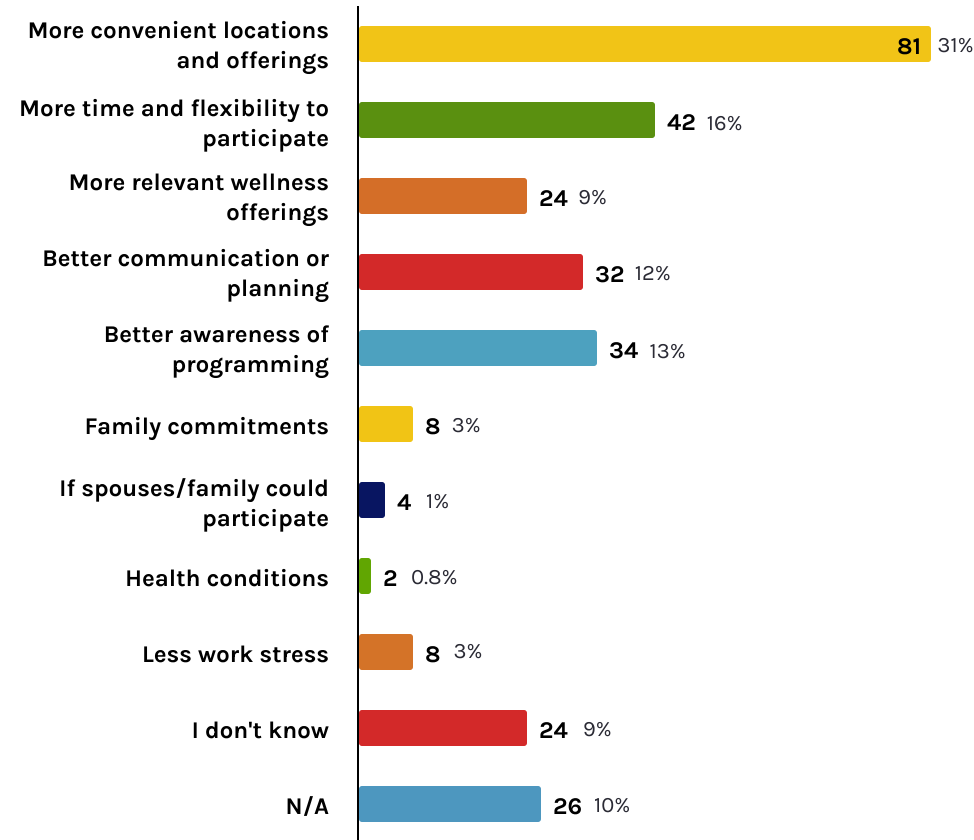
- 9 Staff shared specific feedback and comments below:

- "I was still getting acclimated to CCS in my first year, so I didn't get a chance to do many activities. Hopefully that will change!"
- "The Wellness team always makes sure to cater to our wellness needs. They answer questions and are always good at following up."
- "Met some people outside my building who were lovely and invited me to play on future teams with them. Great way to make new friends and colleagues!"
- "Some of the programs I did not know about. Would it be possible to share what is to come or a calendar at the beginning of the year in opening meetings? That might allow for more planning and participation!"
- "I love the Mindfulness and Movement class; it helps with stress and other physical ailments. I recommend it all the time to coworkers!"
- "I'm not sure how much of an impact it had on my ability to perform at work, but it was a great way to "detach" from work related stressors."
- "Absolutely LOVE that we have partnered with community running groups and running/walking events!"
- "Consider all work groups instead of simple 9-5 schedules "
- "Chair massages more frequently would be fantastic. Whether we sit a lot (in my job) or on our feet in whatever position we hold, massage is a great stress relief! Bring more to us, please!"
- "I really would like for our Wellness Department to support those of us that need water type fitness classes. Columbus Parks and Recreation have water aerobics at Hunter Aquatics during the school year. They are specific for older adults and those who have joint replacements."
- "I don't feel like the options suit me well... I'd rather have more run/walk race options and gym memberships offered."
- "The biggest thing you all could do would be to reduce our workload and stress levels by actually listening to us and having policies that help with student discipline."
- "There needs to be more widespread advertisement of offerings other than emails."
- "It does feel like the Wellness opportunities are mostly in certain areas of the city. It would be more beneficial if they were in more parts of the city since we all live in different areas."
- "Wellness programs take the "work" out of work."
- "Really helps with mental well-being regardless of your position within the district"

10 Reasons why staff chose not to participate in Wellness programming this year: (n=370)



11 Factors that would make it easier for staff to participate in Wellness programming: (n=259)

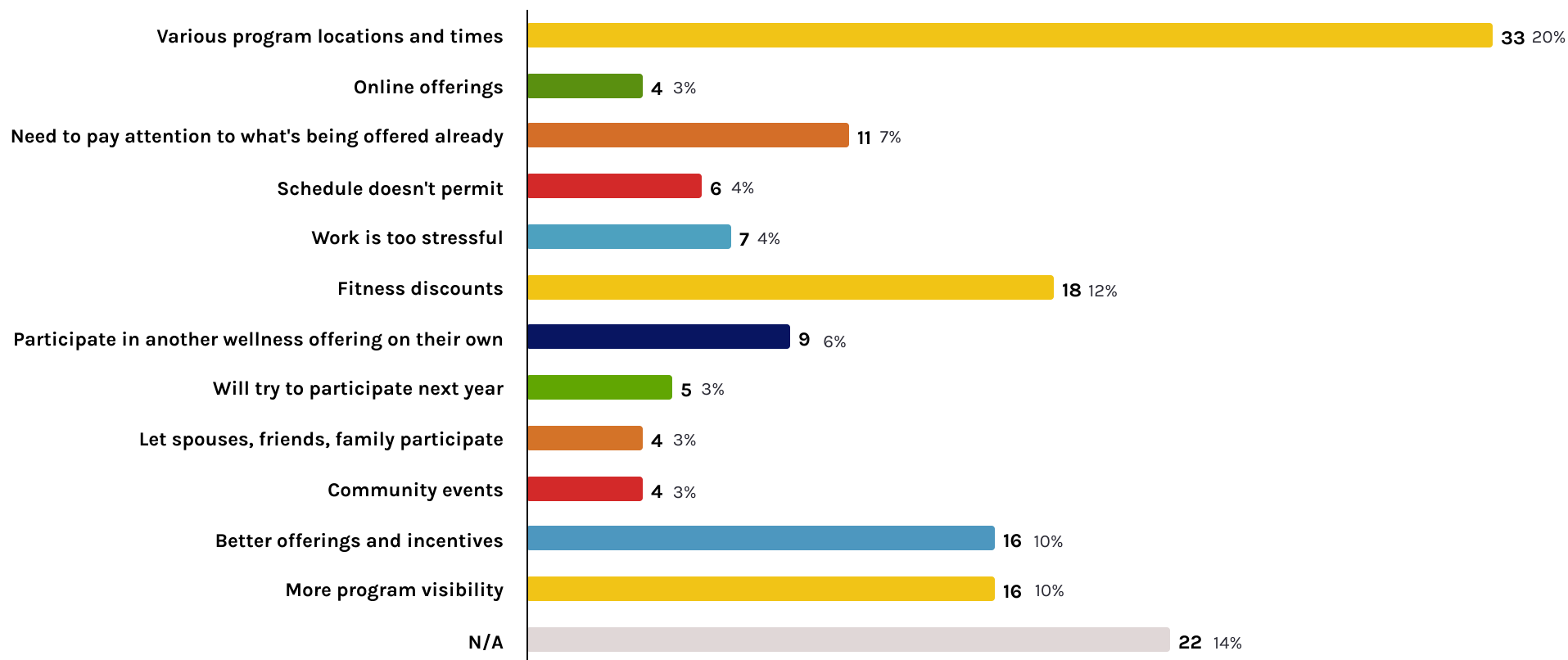


Other Comments about Participation Barriers: (n=28)

- "Employees' spouses are not included to participate."
- "I enjoy my own wellness activities on my own time."
- "I was feeling stressed from my job and wasn't opening the emails."
- "It would be easier if I didn't have to be a custodian, a counselor, a nurse and an administrator in addition to being a teacher."
- "I am a new hire and it was my first year. I will hopefully do more next year."
- "I have a health issue that makes it too difficult to participate physically in many programs offered."

12

Staff feedback/suggestions that would help them consider participating in the future (n=155)

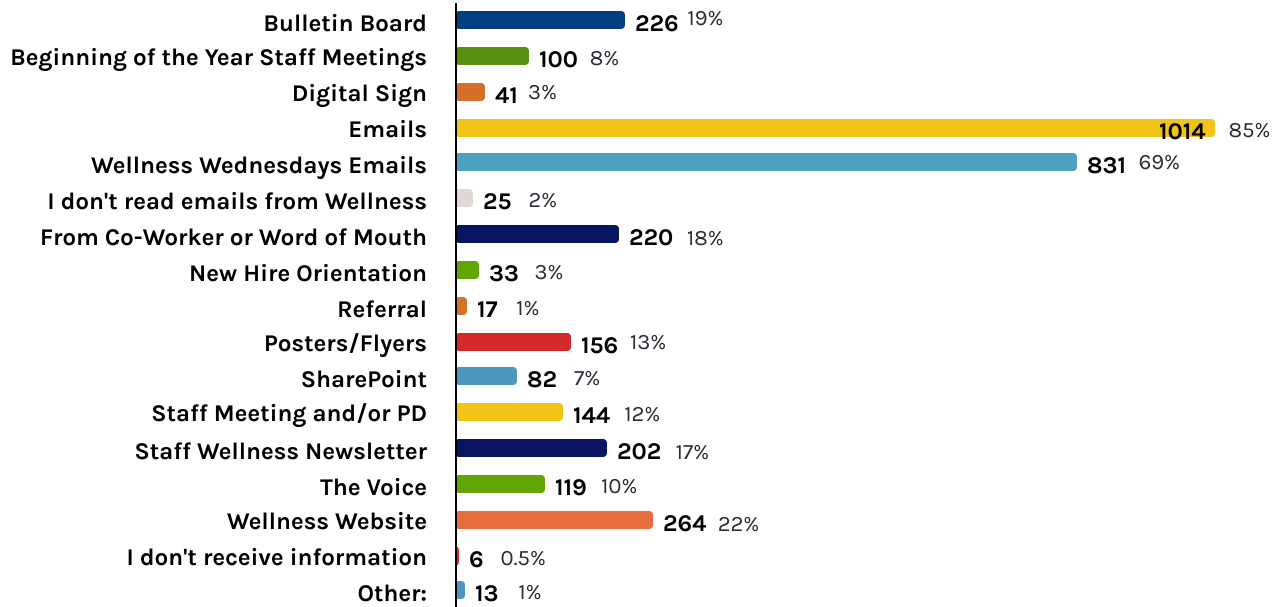


Additional Comments:

- "I take care of myself in so many other ways that take up my time. I also like to do activities with my family and friends, rather than with my colleagues."
- "I'd participate if my job was a little less stressful. The demands on teachers make thinking about anything else through the year a bit rough."
- "Not sure if this would work-- but I think anything with dogs/pets. I also think, for me, things that are offered right after work, I don't like to go home and back out again."
- "Sending out more info for the available discounts, having a CCS Wellness app would be super cool and helpful as a long term goal."
- "I do a lot of fitness things on my own and work out at home 3-5 times a week already. But I do believe in the program and hope others who don't have things already set up are utilizing it! It would be nice to see the discounts written out. I do not know what the discount is for the yoga places and have a very small budget for these sort of things. That's why I just work out at home."

Wellness Initiative Communication

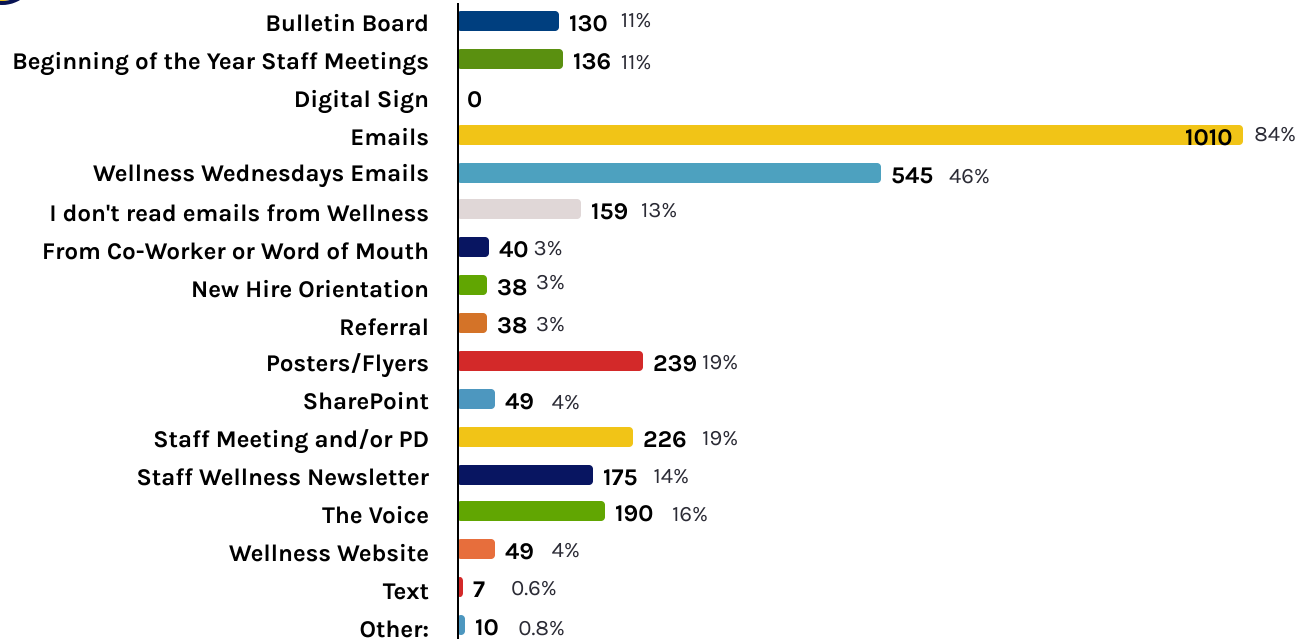
13 Where staff see information about the Wellness Initiative: (n=1,198)



Other : (n=13)

- "I learned about wellness when chair massages came to our school during appreciation week."
- "I just happened to read an email with this survey today"
- "Staff Meetings / PDs could be great opportunities to share Wellness Initiative information. Incorporate some type of wellness activity, and when food is included at meetings, healthier (healthy) food options would be great!"
- "I generally skip or skim the Wellness Wednesday emails, but read the others more thoroughly."
- "I never saw any related information"
- "I saw wellness information in our staff lounge."
- "Send more correspondence. My building is extremely busy therefore I don't always see the email right away. By the time I see offerings that interest me are full."

14 The best ways for staff to receive information from the Wellness Initiative: (n=1,198)

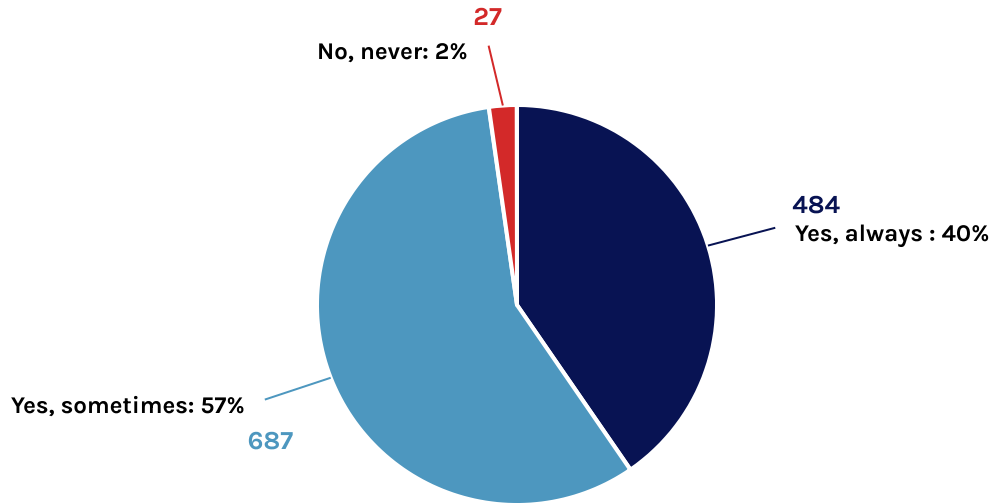


Other: (n=10)

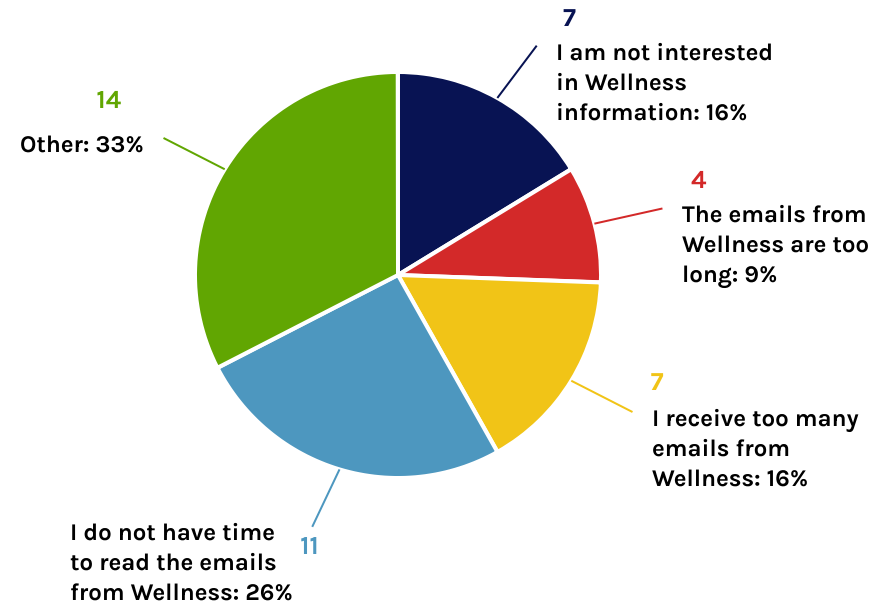
- "I want to do a better job next year, I was not aware of all of these activities. "
- "I didn't know about the Wellness Website"
- "Fewer Wellness Wednesdays and better targeting for events that apply to ME. Let me choose what I want. Better variety for locations for clinics!"
- "I prefer to opt out of receiving any information at all."
- "Something more personal than an email. Please stop sending the Wednesday Wellness emails/videos. Everyone I know deletes them immediately. They are counterproductive."
- "Use the Leaderboard to promote wellness activities."
- "Please just stop."

Wellness Emails

15 Percentage of staff who open emails from Wellness (wellness@columbus.k12.oh.us) : (n=1,198)



16 Reasons why staff do not open emails from Wellness: (n=27)

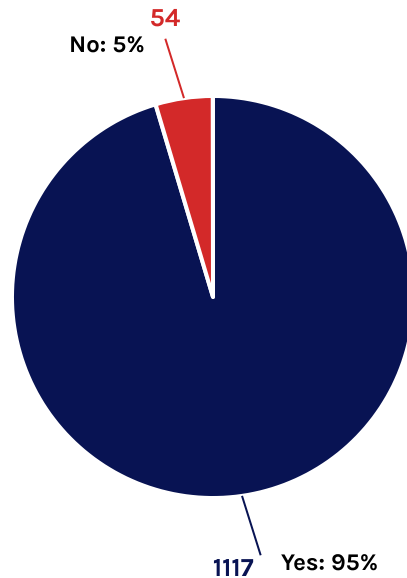


Other comments from staff on why they don't open emails: (n=14)

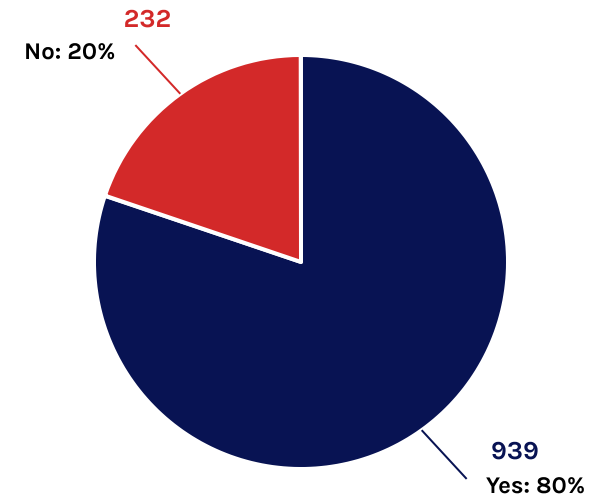
- "The emails seem focused on videos of people, rather than actual opportunities."
- "I am not interested in the options available."
- "I don't think Wellness is for me"
- "I love the idea of the wellness emails, but I do not have the time to read them"
- "Class sizes are so large most of my time is spent trying to teach each student their individual needs. If class sizes were capped around 18-22 I would have more time to look at emails."
- "It's often a lot of clicks on the wellness website to get to the info that I need."

Wellness Emails Continued

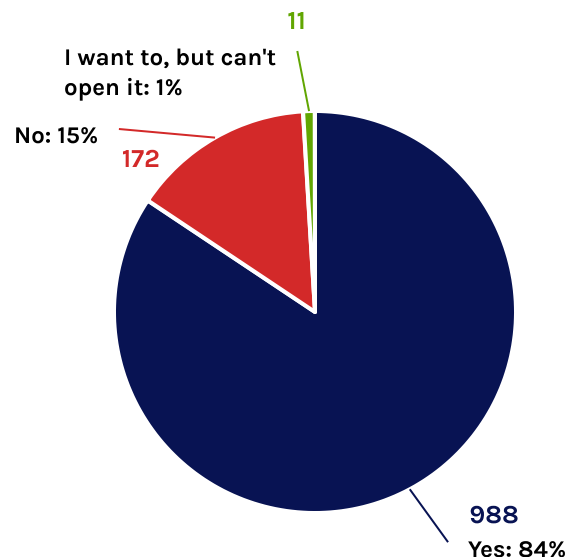
- 17 Percentage of staff who find it helpful to receive emails/flyers from Wellness: (n=1,171)



- 18 Percentage of staff who click on the link(s) embedded in the email message: (n=1,171)



- 19 Percentage of staff who open the attached flyer(s) to view the content: (n=1,171)

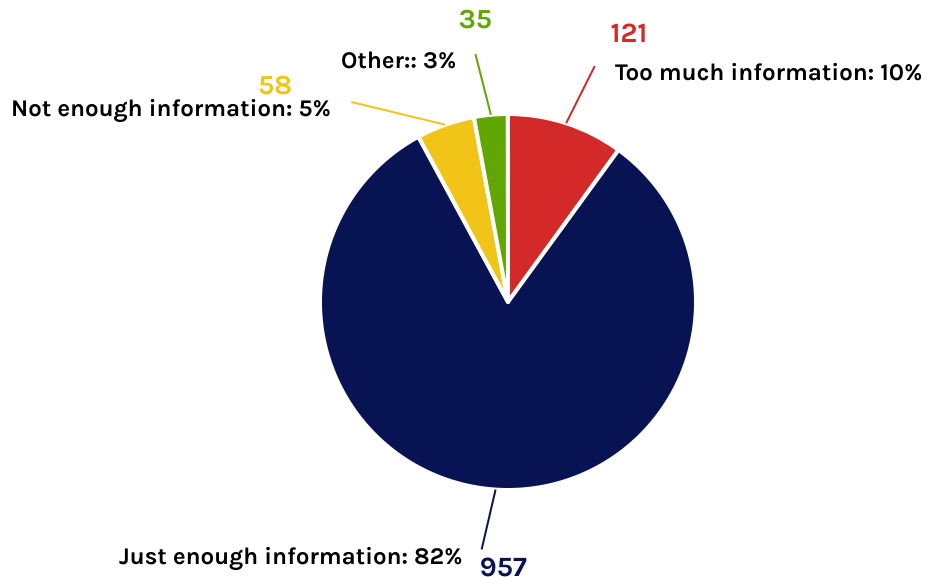


Additional Comments on Wellness Emails:

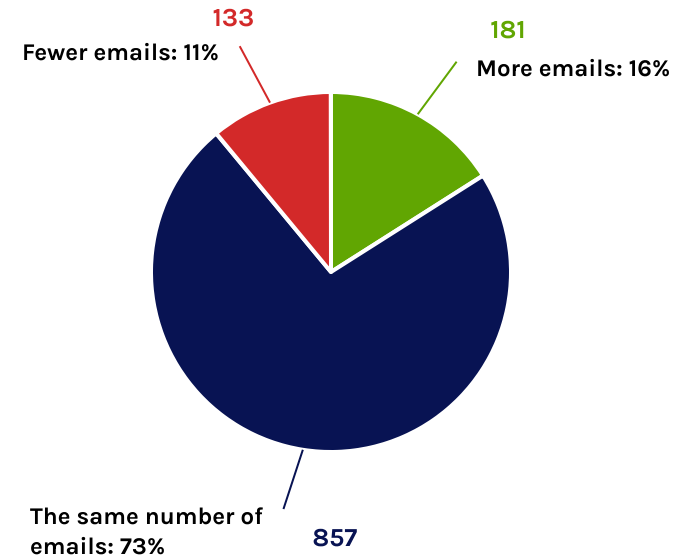
- "I think CCS Wellness goes above and beyond. You have clear communications and a plethora of offerings. There's nothing more you need to do. I just need to find the time to participate."
- "I like the short videos series that you can practice in the office to keep yourself fit while you are working."
- "I read the weekly e-mails and click on the links occasionally."
- "My work day is very busy, often not having time to eat lunch or rushing through lunch that when I get these emails I think 'who has time to do this?'. While I know my well-being is important, there isn't a moment to do any chair exercises or yoga because I am rushing from one thing to the next and neglect these moments of taking care of myself during the day."
- "I enjoy the information that is provided in emails."

Wellness Emails Continued

20 When it comes to reading Wellness emails, staff thought they receive: (n=1,171)

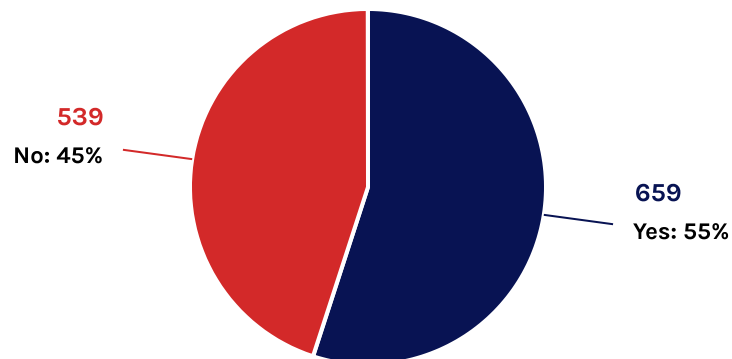


21 When it comes to receiving emails from Wellness, staff would prefer to receive: (n=1,171)

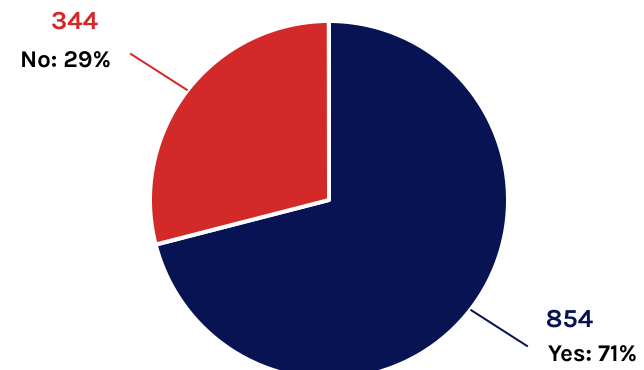


Wellness Website

22 Percentage of staff who visit the Wellness website: (n=1,198)

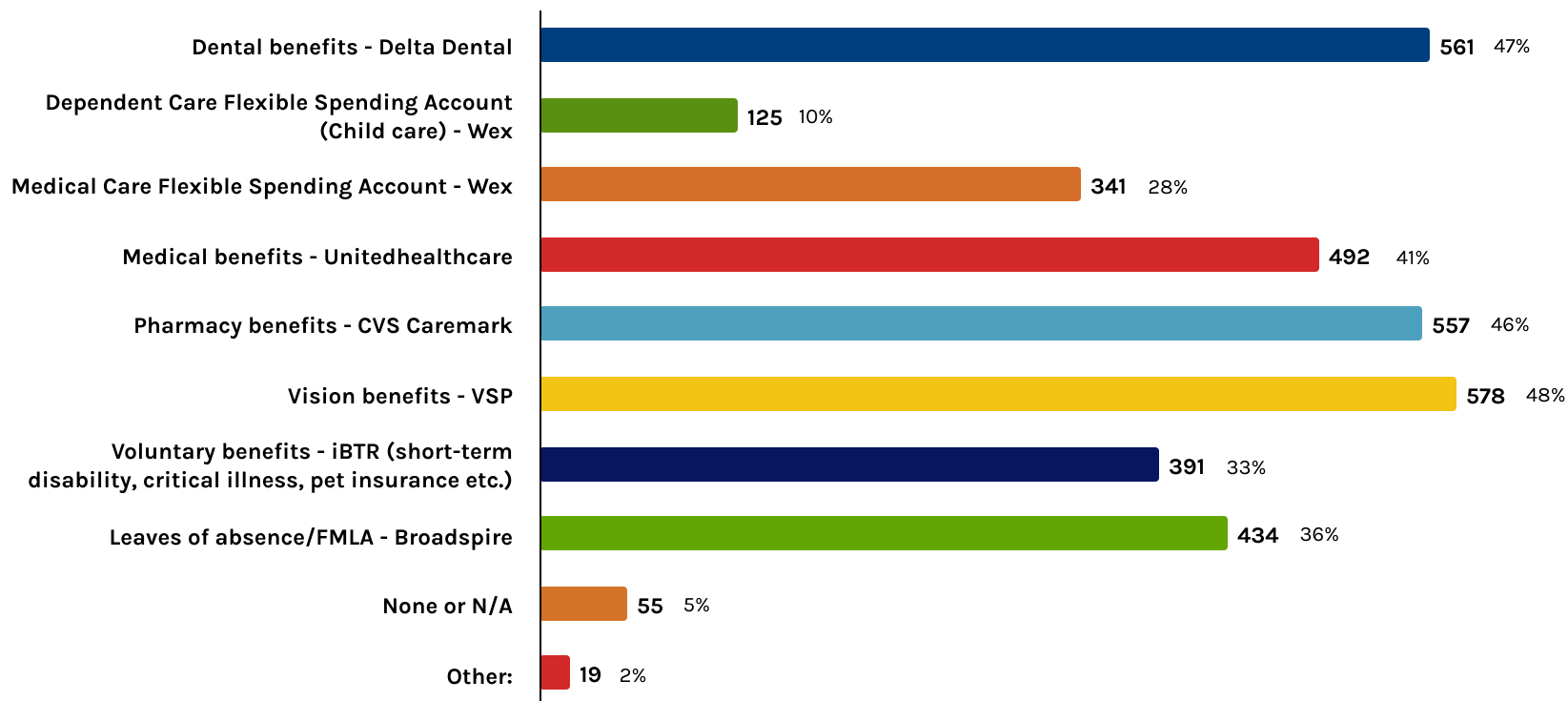


23 Percentage of staff who find the Wellness website useful: (n=1,198)



24

To best utilize their benefits, staff felt they could use more information about the following benefits below: (n=1,198)

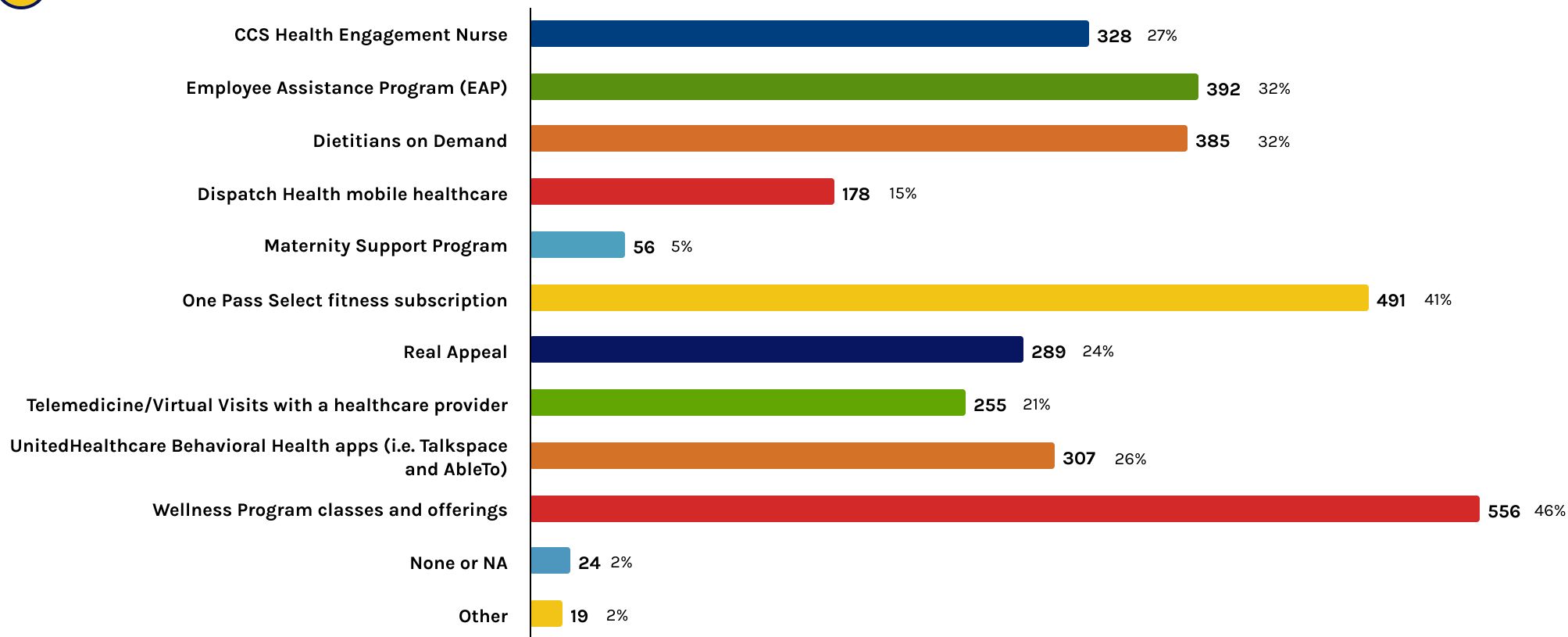


Other Comments: (n=19)

- "Information on how insurance is picked, how carriers change without members' input and how benefits/coverage (cvs caremark) can change midway through a year."
- "A better understanding on how and who is able to donate and receive donated time."
- "It would be nice to maybe have videos on each of the topics from a CCS staff member and a representative from the benefit being offered in like a PD or recording that we can go to and find out the offerings or benefits that we have and maybe did not know about. I would love to, when I have time, to be able to click on the benefit video and get more information."
- "Dental and Vision is kind of a guess where to go for information. Broadspire is kind of an off chance if you understand them."
- "A lifestyle savings account allowance, like OSU does, where employees get \$150 quarterly to spend."
- "I have the info I need in my benefits folder"
- "Wex FSA isn't as user-friendly as FSAs I've had at other jobs (American Fidelity & Health Equity)"
- "Unhappy with CVS Caremark"

25

To best utilize the offerings, staff felt they could use more information about the following programs below: (n=1,198)



Other Comments: (n=19)

- "I think people need to have knowledge about the Cancer Case Manager offered with UnitedHealthcare. They are amazing!"
- "I'd like to know what benefits are available to substitutes."
- "Wallet card with virtual visit/telemedicine info...I always have to search for it."
- "In-person counseling groups would be nice."
- "I would like it to be easier to find/access these resources online."
- "What programs are available for prevention and planning - what benefits are included/covered with our insurance to help with self-care (massage, hormone therapy, menopause counseling)"
- "I don't need more information to utilize these. I have the information. I know where to find it when I need it."
- "If we could get better resources for fertility that would be super beneficial!"

26

Staff shared additional comments about their program and benefits below: (n=90)

Communication & Program Visibility: (n=24) 27%

- "Earlier this year when I was interested in 4 free therapy sessions, I found it rather difficult to find that information on the CCS website. When I eventually found some of that information, I found it hard to follow."
- "It would be nice to immediately go to a link and understand our benefits in a nutshell."
- "A lot of the e-mails go into the promotions folder and are missed until after the event."
- "I would love if there was more description on what the programs are."
- "I would like to know more about items covered under FSA."
- "If I visited the wellness website, I'd probably be more informed!"

Staff Feedback: (n=23) 26%

- "Please be more informative regarding insurance wellness paid programs"
- "Being in the district for over 25 years, I love how the Wellness program has evolved. You are doing a great job and I look forward to more enhancements to the program."
- "I did Real Appeal in the past. That was a good program!"
- "It would be nice to hear testimonials from people who have used those services to better understand exactly how to use them and why they could be helpful in various situations."
- "I would love to do more of the 30-day walking challenges! Those were so motivating! I'd also be very interested in the dietitian consults-- I heard a little about them but was kind of overwhelmed with info this year. I also would like to do that meditation retreat!"
- "The information on this channel about the topic is very important and useful to me."

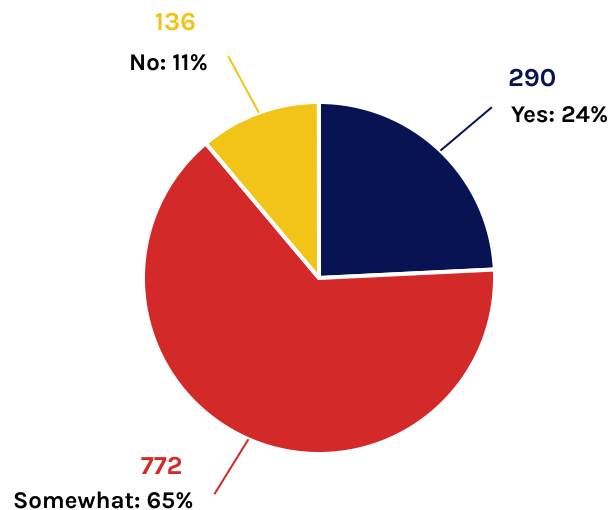
Benefits/Program Suggestions for the Future: (n=28) 31%

- "I'd like to see things associated by age and gender. Men and Women are different, physically and mentally, as we age so do our needs to improve our quality of life. Having jobs that force us to be more sedentary (office, bus drivers, etc.) throughout the day is so harmful to our bodies. Sending out more information associated to the demographics mentioned above would be very helpful."
- "It'd be great if there was a PD day or two dedicated to the EAP (i.e. time to meet with a financial planner or legal professional to establish a living will) "
- "I just appreciate that we actually have all of this programming available to us. Please consider partnering with the City of Columbus Recreation and Parks Department for discounted memberships/fees and/or free for their programming."
- "I need strengthening exercises for my core and lower back. What programs can offer that?"
- "Do we have an insurance liaison type person that would be able to walk an employee through an upcoming procedure and what to expect from benefits?"

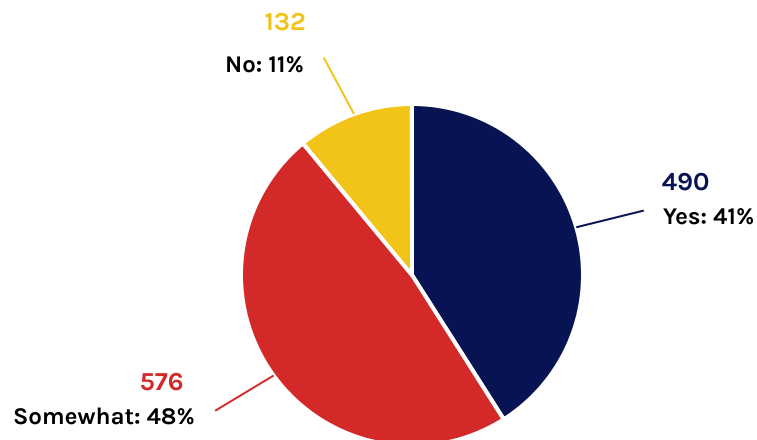
Benefits/Program Experiences: (n=15) 17%

- "I looked into the maternity support program, but it seemed to be fairly redundant to the care/information I was getting through my ob/gyn. I've learned about navigating benefits mostly from word of mouth/CEA facebook group. Maternity leave was very stressful. I called Health Advocate to see if they could help because "benefits navigation" is listed as a service, but they just referred me back to Broadspire, who referred me back to CCS HR Leaves of Absence and Payroll teams. I don't know if navigating family leave is the appropriate role for the Wellness department, but any help you might be able to provide in this area could be a real support."
- "The CCS staff benefits page is very informative and helpful when benefit questions arise.."
- It has been a painful transition for my providers because a few of the prescriptions were offered via ExpressScripts that are not via mail via CVS Caremark."
- "We have excellent benefits."

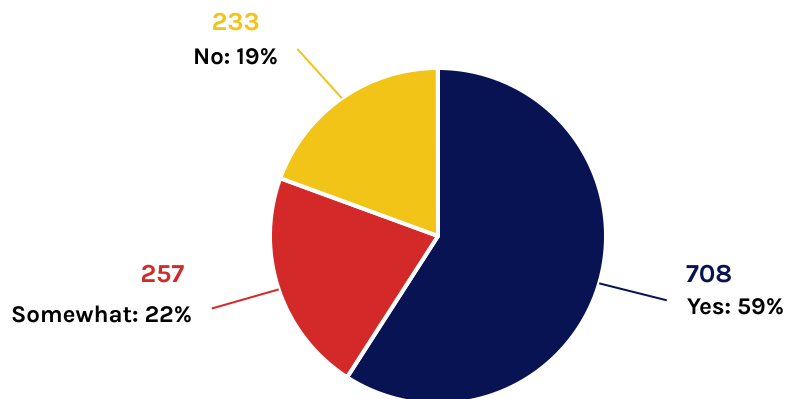
27 Percentage of staff who know what's covered under their health insurance and pharmacy benefits: (n=1,198)



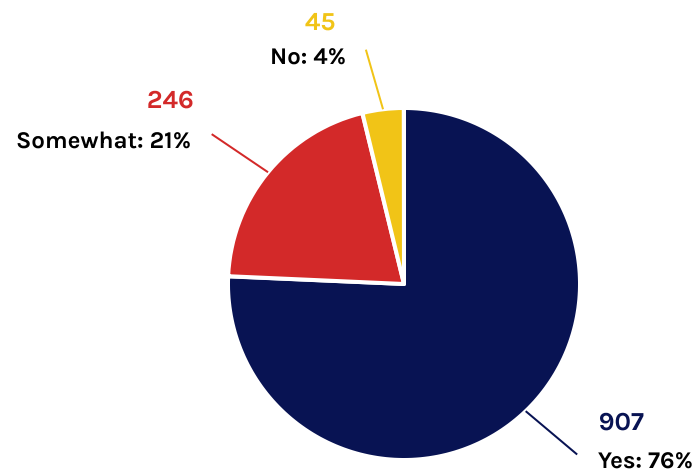
28 Percentage of staff who feel confident accessing their health insurance and pharmacy benefits to best support their health: (n=1,198)



29 Percentage of staff who would like more information on best utilizing their benefits and how to save money on healthcare: (n=1,198)



30 Percentage of staff who feel comfortable speaking up about their health and well-being concerns with a Healthcare Professional: (n=1,198)

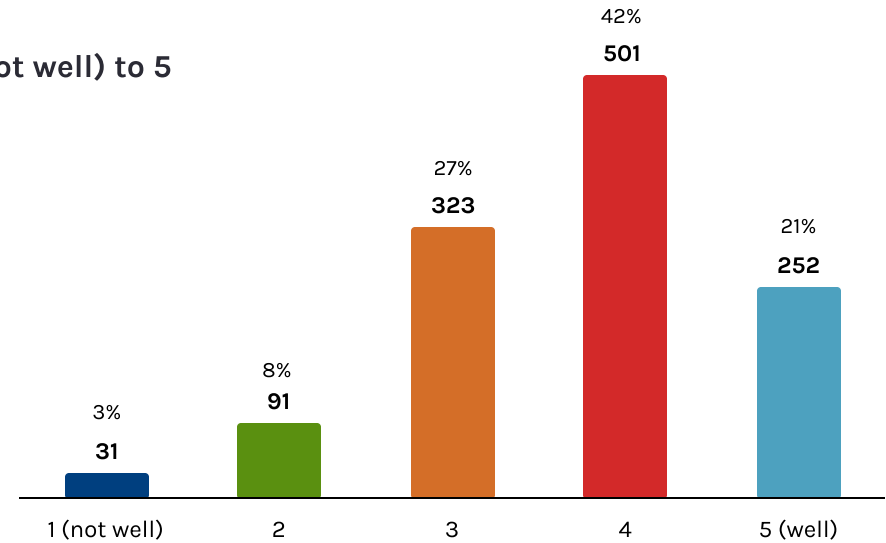


- 31 Staff rated their overall well-being at work on a scale of 1 star (not well) to 5 stars (well): (n=1,198)

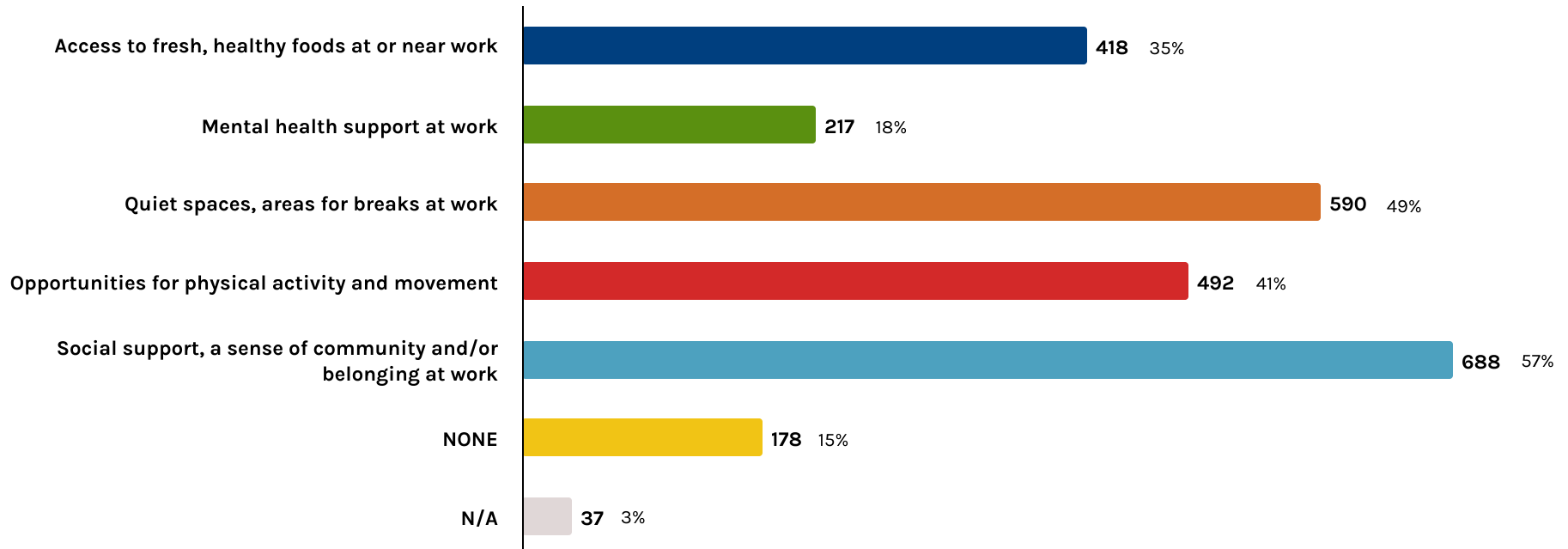
74.2%



Average rating: 3.71



- 32 During the workday, staff shared that they have access to the following opportunities: (n=1,198)



Present and Future Well-being

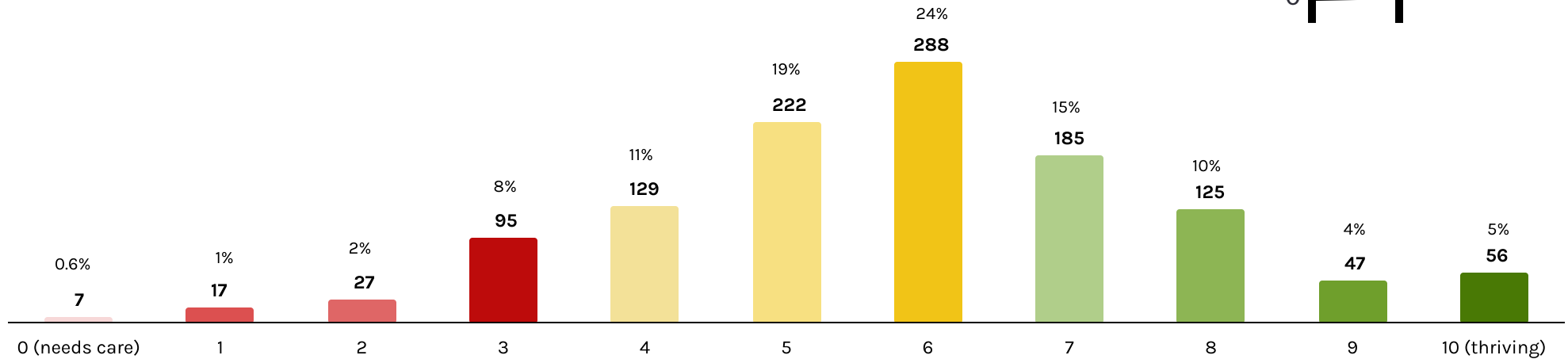
We asked staff to think of the steps of a ladder from 0 to 10 (shown in Figure 1).

The top steps (7-10) represents **thriving and the best overall well-being they can imagine** in their life, the middle steps (4-6) represents **finding balance** and the bottom steps (0-3) represents **needing care** in well-being or satisfaction.

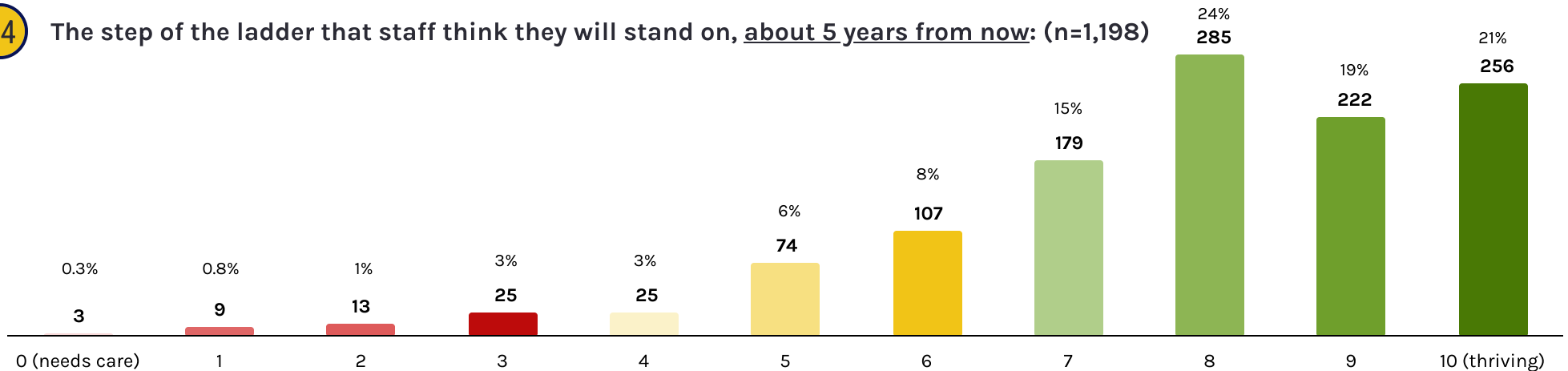
Figure 1: Cantril's Self Anchoring Striving Scale



33 The step of the ladder that staff would personally stand on, at this time: (n=1,198)



34 The step of the ladder that staff think they will stand on, about 5 years from now: (n=1,198)



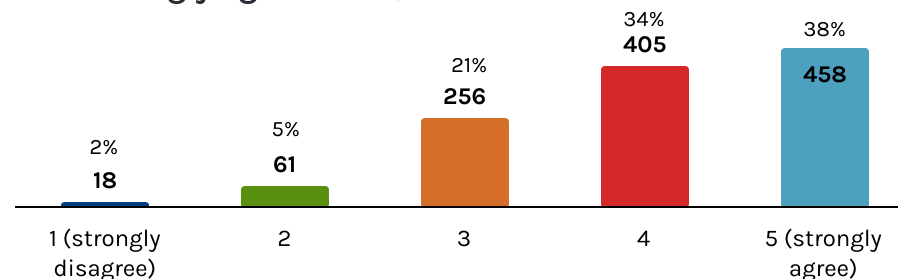
Staff rated the items below on a 5-star scale from 1 (strongly disagree) to 5 (strongly agree): (n=1,198)

35 Staff's overall satisfaction of the Staff Wellness Initiative: (n=1,198)

80.4%



Average rating: 4.02

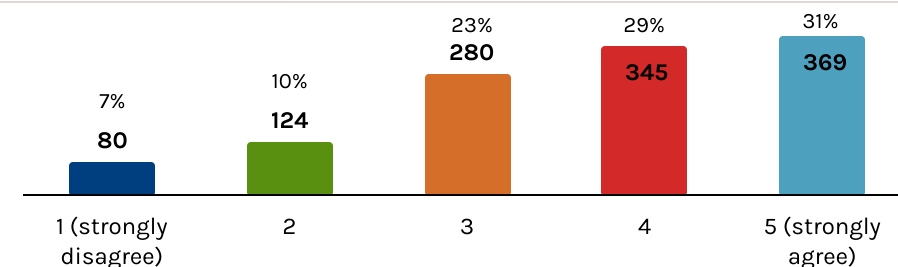


36 Staff feel like their employer supports their health and well-being: (n=1,198)

73.4%



Average rating: 3.67

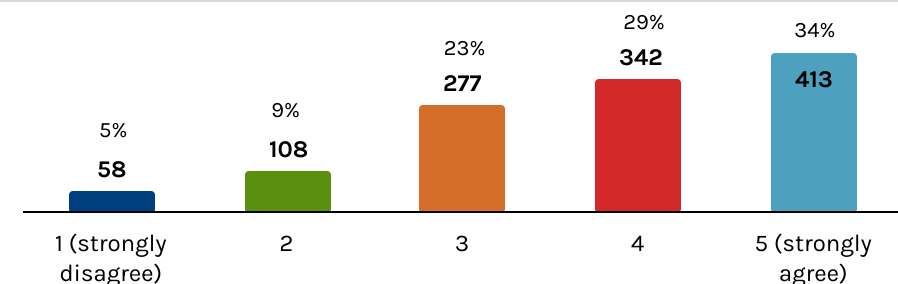


37 Staff feel like they have enough opportunities to participate in Wellness offerings: (n=1,198)

75.8%



Average rating: 3.79

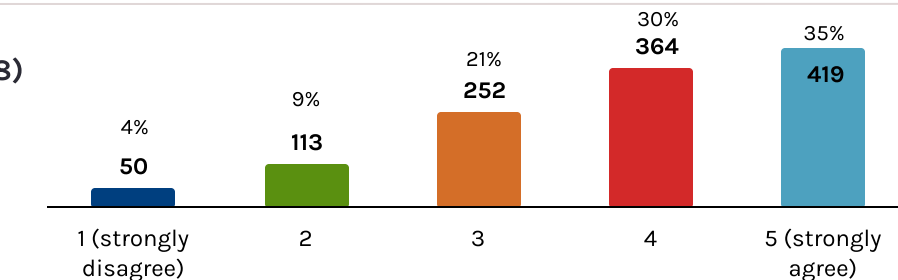


38 Staff feel like Wellness programming is accessible to them: (n=1,198)

76.6%



Average rating: 3.83

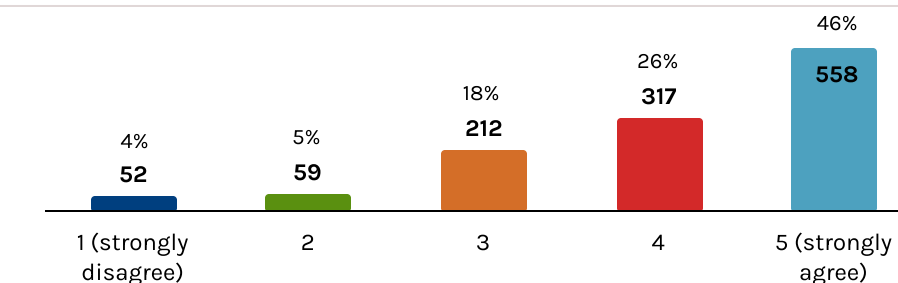


39 Staff plan on participating in Wellness programming for the 2025-2026 school year: (n=1,198)

81.2%



Average rating: 4.06



40 A summary of the types of Wellness programming that staff would like to be offered to them:



GROUP AND COMMUNITY WELLNESS

- "Opportunities for fitness plus social interactions are always good."
- "Breast cancer support groups"
- "Affinity groups where we could talk about our health and well-being."
- "My first year - just trying to survive in the district! I would like to see more programming where I can access things in my own community."
- "I would love to see an opportunity for a sound bath or meditation sessions"
- "More recreational sports like soccer and pickleball"
- 60 plus programs for senior adults in the workforce!"
- "I was curious if there is room for more mental-health based options, specifically group art therapy or individual creative activities (ceramics classes, painting, coloring, etc.)"



NEW PROGRAM SUGGESTIONS

- "Exercises for those with medical issues (back, knee, hip surgeries). We need to strengthen our bodies."
- "Programming about becoming a caregiver for parent(s)"
- "I would love if we could partner with a boxing gym or martial arts for fitness and self-defense as well."
- "Class or support for perimenopausal/menopausal women would be EXCELLENT!"
- "Coaching & support for health condition management (IBD/Diabetes/Autoimmune Disorder/etc)"
- "I think that we need to educate our teachers and staff about healthy nutritional practices and encourage them to implement better practices in a school setting."
- "Offerings for those with limited mobility issues and dealing with chronic pain."



MENTAL HEALTH SUPPORT AT WORK

- "Opportunities for staff to share feelings about negative things happening in their work environments without it being dismissed or not addressed. Opportunities for staff to share how working in certain environments does affect them negatively and given an opportunity to leave and go to another school instead of being forced to stay until the end of the year."
- "Trauma Informed Leadership/Practices Training for all staff including district leaders and all staff are held accountable for utilizing these practices with all staff but especially those with disabilities."
- "I didn't know about Mental Health First Aid and I want to take advantage of it next time it's offered."
- "More opportunities for mental and emotional support and well-being, as well as help with burnout."
- "During PD days more time for wellness should be planned."
- "Mental health offerings during PD days."



OPPORTUNITIES FOR RUNS/WALKS

- "A walking club that meets after school."
- "More running events. Sometimes do not see the sign up quick enough. But, was put on wait list and your team called me ASAP and I was able to get into an additional run... THANK YOU"
- "Quarterly walking opportunities (not challenges, we do not need to compete all the time) to develop a regimen and perhaps train for 5ks."
- "More 30-day walking challenges."
- "Runs and walks for mental health support"
- "I like the options that enforce a sense of community and competition like the walking challenges, access to races etc."
- "More races? Possibly throughout the summer."
- "A hiking club!"
- "I like the step challenge or other challenges like that that we can fit in to our own time"

41 Staff shared additional comments or suggestions to improve the quality of the Staff Wellness Initiative: (n=296)

First, thank you for making none of these programs, weight-loss based. So many school districts still do that. Also, I had NO IDEA some of this programming existed! I am due for my first ever mammogram and could also have used the help of a dietitian and I was unaware I could maybe take care of those things through the district.

Just having a simplified overview of the programs all in one page like on the first page of the survey, with info about when they will occur throughout the year, so I can plan ahead for next year.

The emails from Wellness and the people who share this are wonderful and so helpful!
Thank you!

The wellness program reminds me to take care of my body, which enables me to have more energy and be a better teacher.

I am happy that we have a Wellness Department in our District. Your members are insightful and very helpful, any time I have had a question or request. You are doing a great job!!

I believe the Staff Wellness Team Members are doing an amazing job offering several wellness initiatives that assist staff in being the best people we can be! Thank you for all of your hard work!

You all do a wonderful job! Thank you for organizing so much and efficiently communicating all that the district has to offer to keep us healthy.

Thank you for all of the work that you all do! I know that I was a little critical in my survey responses, but that is mostly because I appreciate the Wellness initiatives and want them to be as good as possible. CCS offers a wide range of health and wellness opportunities, and that is much appreciated.

I love that you support the emotional, physical and psychological aspects of our well-being.

I really appreciate all that the Wellness group is doing to get us up and running and moving about our whole being, not focused on the work that we do, but prepping us on how to take care of ourselves and not make the work be our focus, but ourselves being the focus so we can come in and do our work to best of our ability. That is living a full life in this world. Again, thank you all for supporting the WHOLE BEING!!!

THANK YOU, THANK YOU, THANK YOU!! Your offerings have been life-changing for me and I truly appreciate it and all of YOU!!

Jackie and her team are amazing!

13%

Wellness Survey
response rate

69%

of survey respondents
participated in Wellness

**30 DAY STEP CHALLENGE,
FLU SHOT CLINICS &
WELLNESS PD OFFERINGS**

had the highest participation
rates among staff who
completed the Wellness Survey

100%

of CCS building locations
represented in Wellness Survey

83%

of staff reported that
Wellness offerings had a
positive impact on their
ability to perform at work

**NO TIME &
ENERGY**

was the top-rated barrier
for staff participating in
Wellness programming

85%

of staff get their Wellness
information from emails

95%

of staff find it helpful to
receive emails/flyers
from Wellness

**ONE PASS SELECT
& WELLNESS
OFFERINGS**

are the top resources
that staff want more
information about

90%

of staff thought the quality
of Wellness programming
they participated in was
excellent

57%

of staff report feeling social
support, sense of belonging
and community at work

76%

of staff feel comfortable speaking up
about their health and well-being
concerns with a Healthcare
Professional

80%

of staff reported feeling
overall satisfaction with
Wellness Initiative offerings

53%

of staff reported "finding
balance" for their overall
health and well-being at
this current time

79%

of staff reported that they can
see themselves "thriving" in their
overall health and well-being
about 5 years from now

**DENTAL, VISION
& PHARMACY**

are the top benefit offerings
that staff want more
information about