

**2017
2018**

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, Weight Watchers at Work, 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



1075

Survey Responses
Received



11.94 %

Response Rate



100 %

of every CCS building
location completed survey
with >= 1 respondent



135

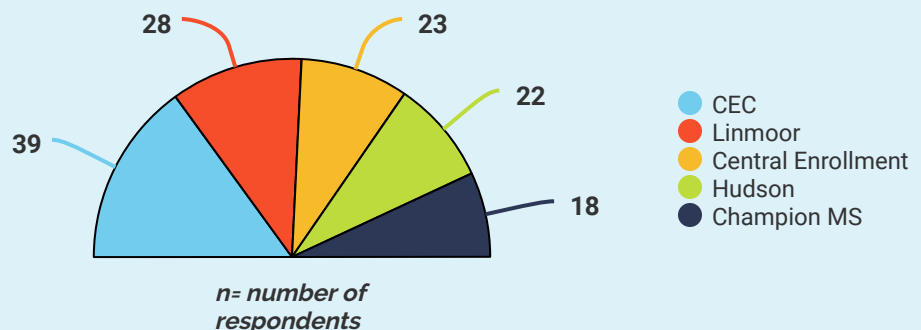
CCS locations represented.
Including all schools,
administrative buildings,
bus compounds and CEA



7.96

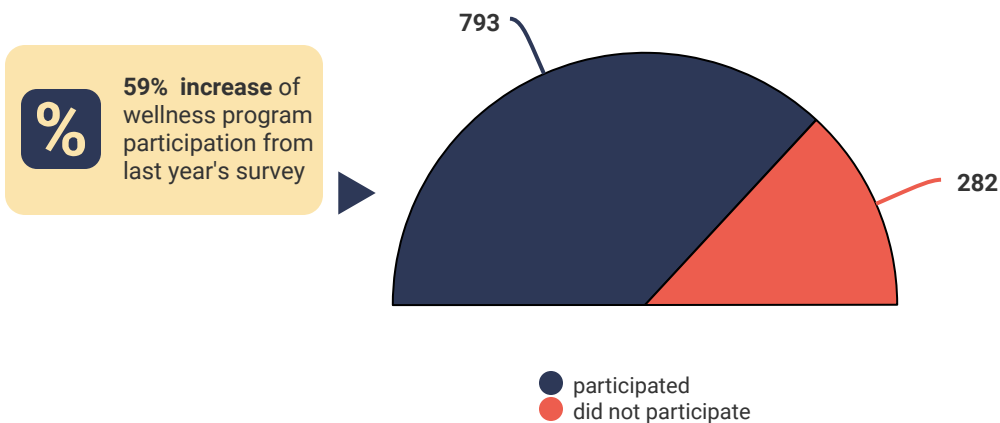
Average number of survey
respondents per all CCS
building locations

Top 5 CCS building locations of staff
members who completed survey

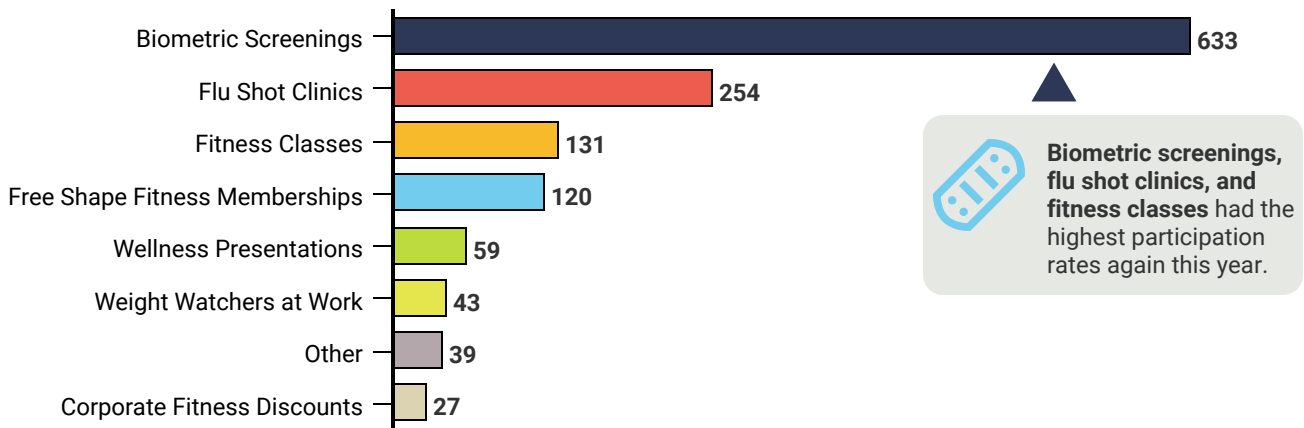


PROGRAM PARTICIPATION

1 Number of staff who participated in wellness programming: (n=1075)

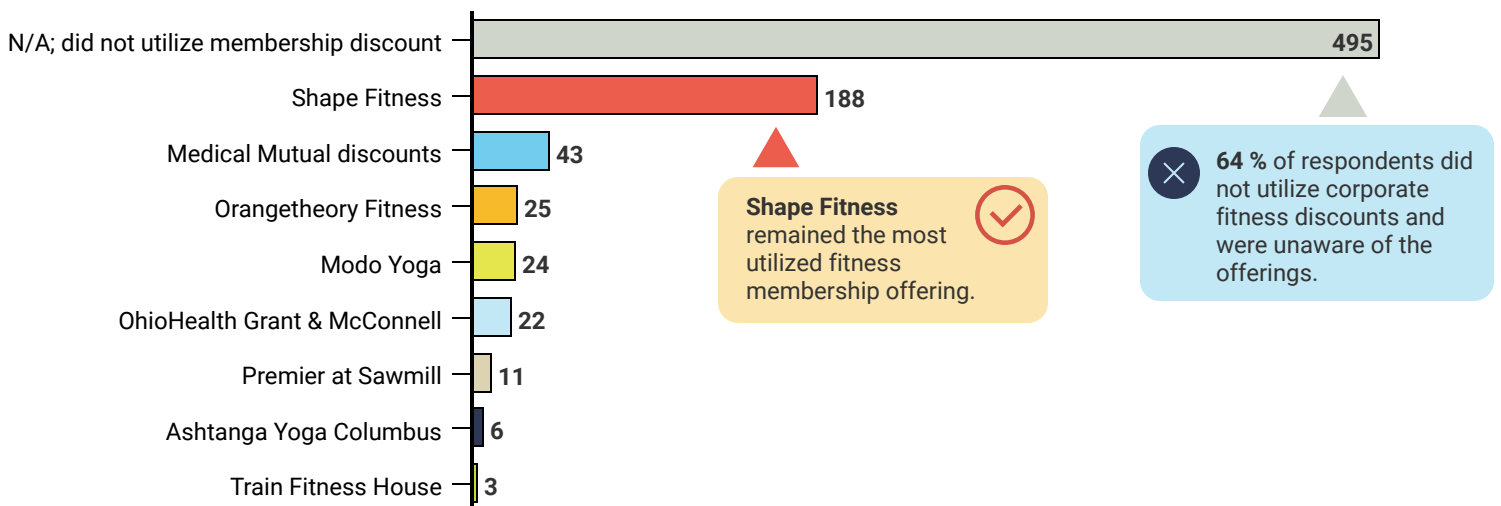


2 Types of wellness programming that staff participated in for the 17-18 school year: (n=791)



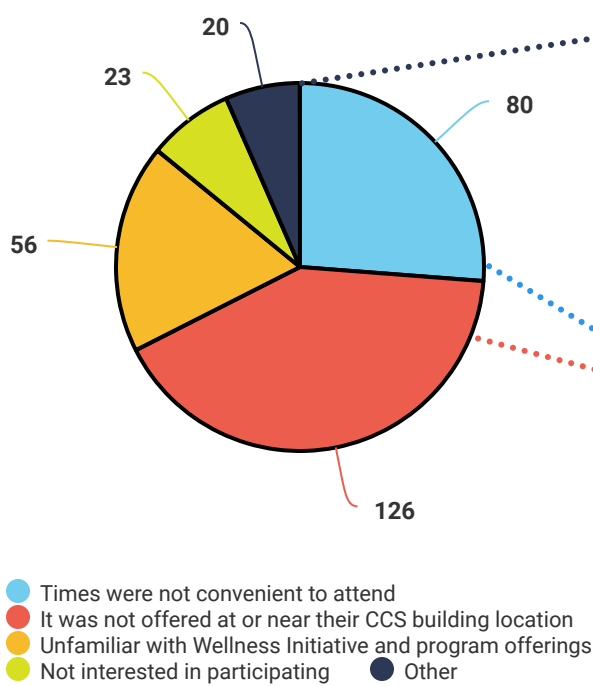
*Other: Mindfulness Based Stress Reduction, Diabetes Education Series, Biggest Loser, Challenges, Walking Clubs

3 Types of corporate fitness membership offerings staff participated in this year: (n=768)



PROGRAM PARTICIPATION cont'd

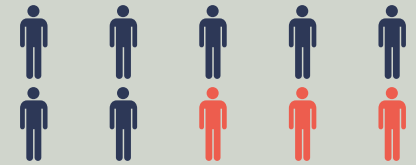
4 Reasons why staff chose not to participate in wellness programming this year: (n=277)



! 40% of staff who chose "Other" cited that they were unaware they were allowed to participate in programming because they were part-time, retired or work at NPSS locations.

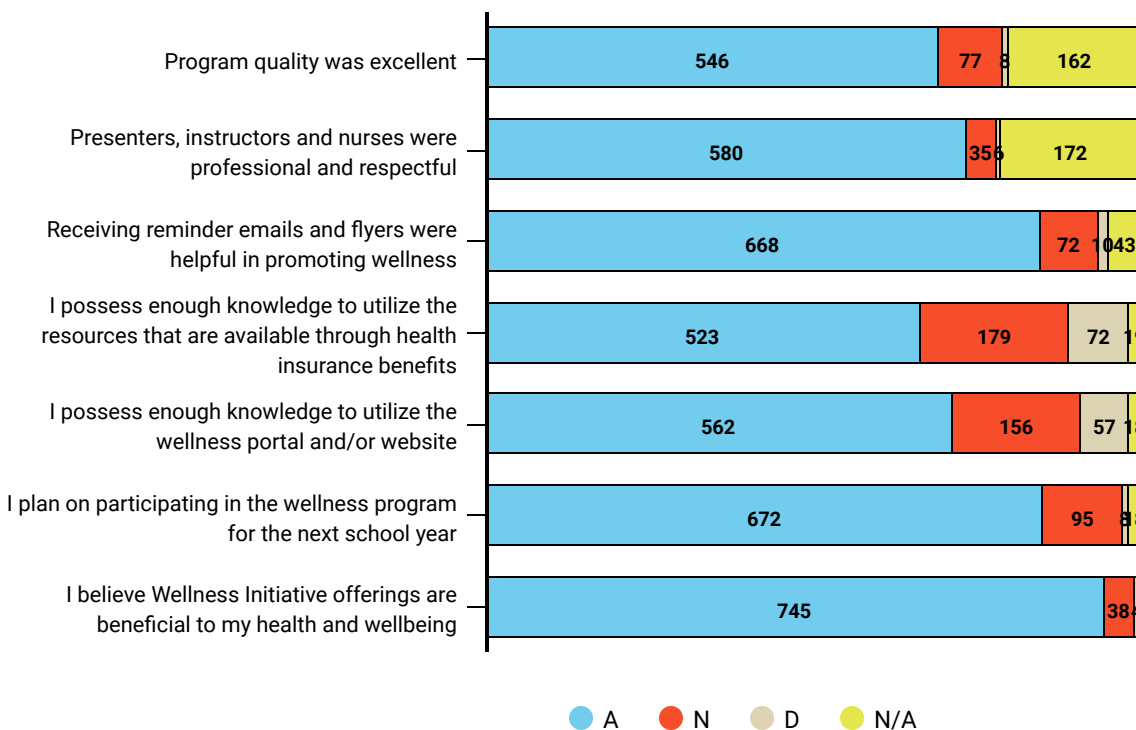
Other reasons: Staff were new hires, require childcare in order to participate, or attend fitness/wellness programming elsewhere.

74% 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= 793)



66% of staff felt they had enough knowledge to utilize the resources available to them through health insurance benefits. **This is an increase from last year's survey result which was 48%.**



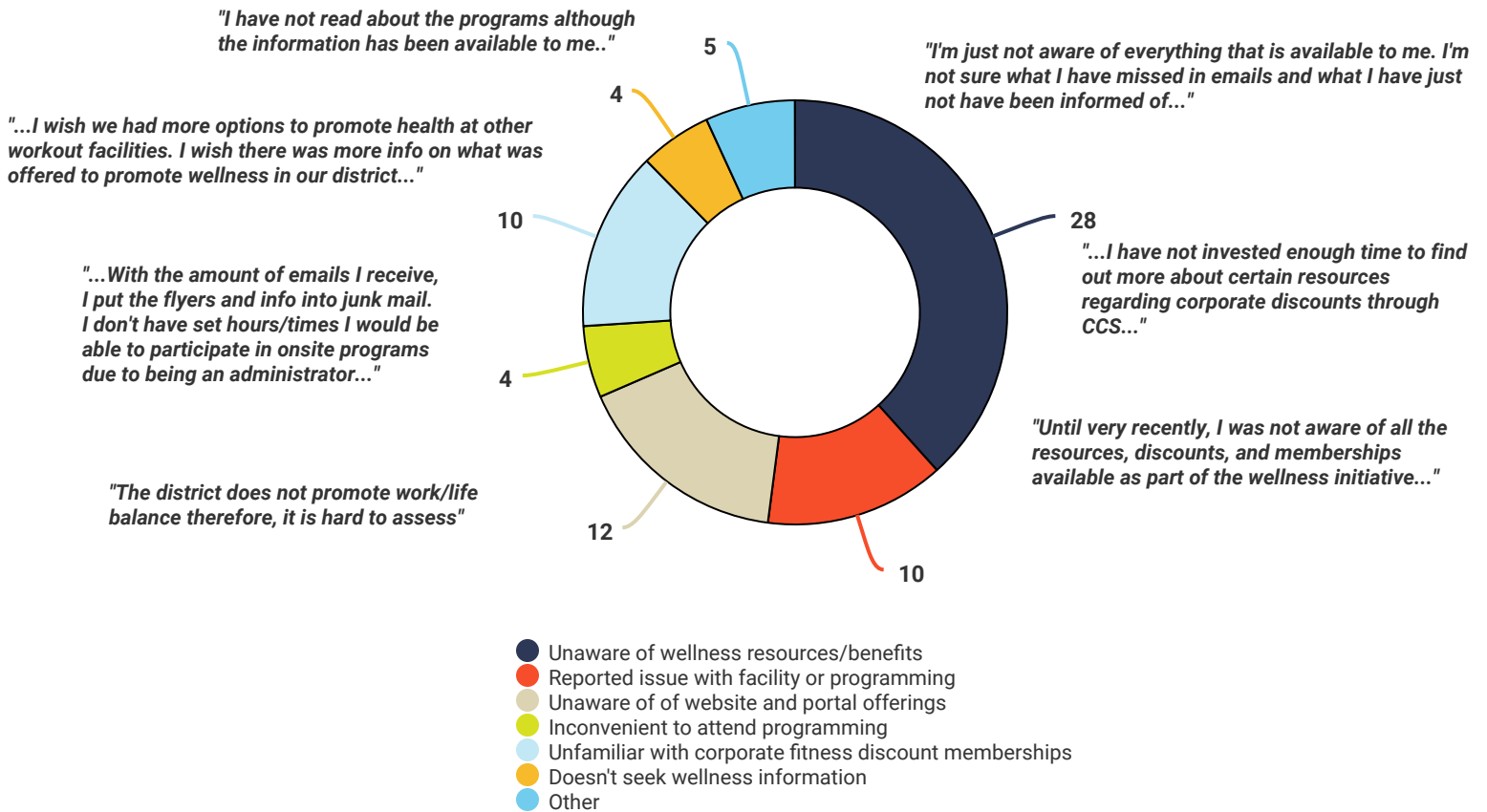
94% of staff believe Wellness Initiative offerings are beneficial to their health and wellbeing.



● A ● N ● D ● N/A

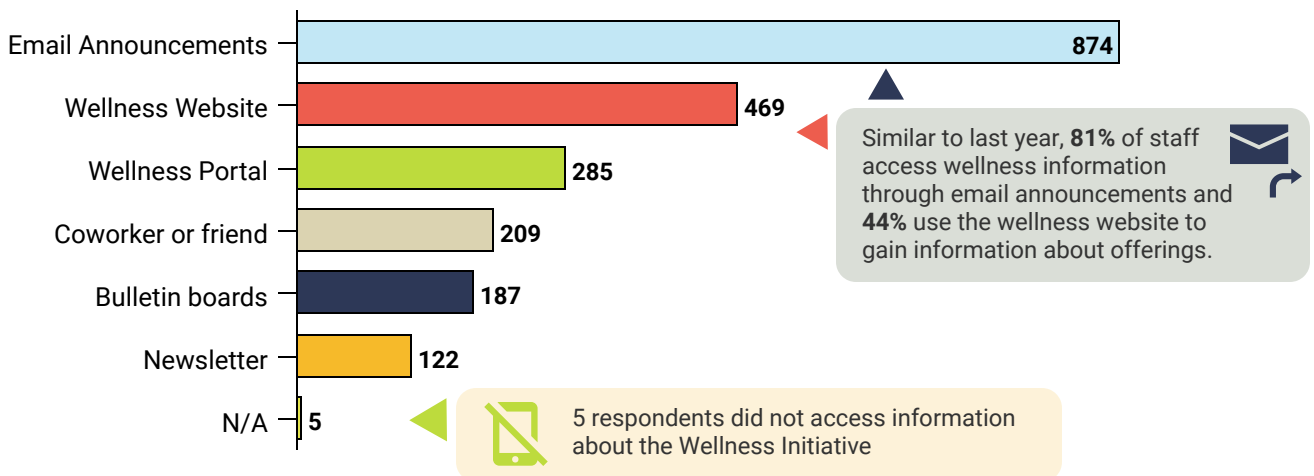
PROGRAM QUALITY cont'd

6 Staff explained the following reasons why they "disagreed" with the statements in question #5: (n=73)



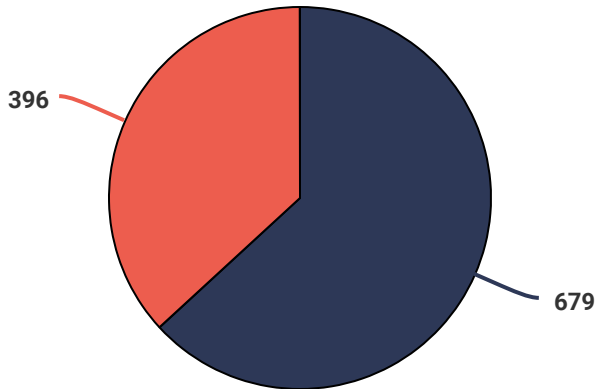
PROMOTION & COMMUNICATION

7 Staff access information about our Wellness Initiative through: (n=1075)



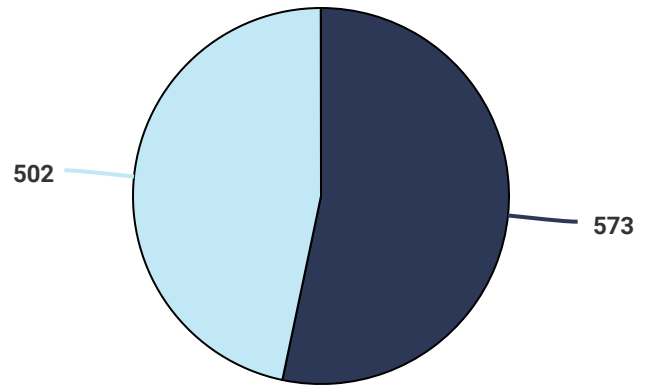
PROMOTION & COMMUNICATION cont'd

8 Number of staff who access the wellness portal: (n=1075)



● Utilize wellness portal
● Do not utilize wellness portal

9 Number of staff who access the wellness website: (n=1075)

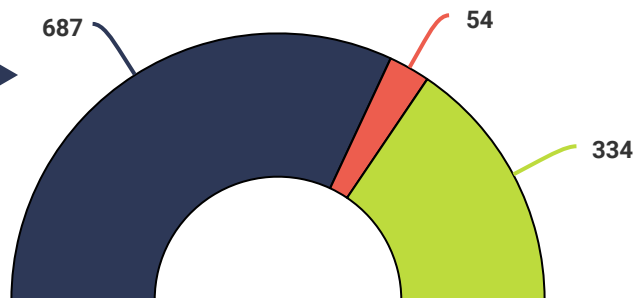


● Visit wellness website
● Do not visit wellness website

▲ The percentage of staff who reported utilizing the wellness portal has increased by **75%** from last year's survey. The percentage of staff who reported utilizing the wellness website remained at **53%** from last year's findings.

10 Number of staff who think the wellness portal and website are helpful and easy to use: (n=1075)

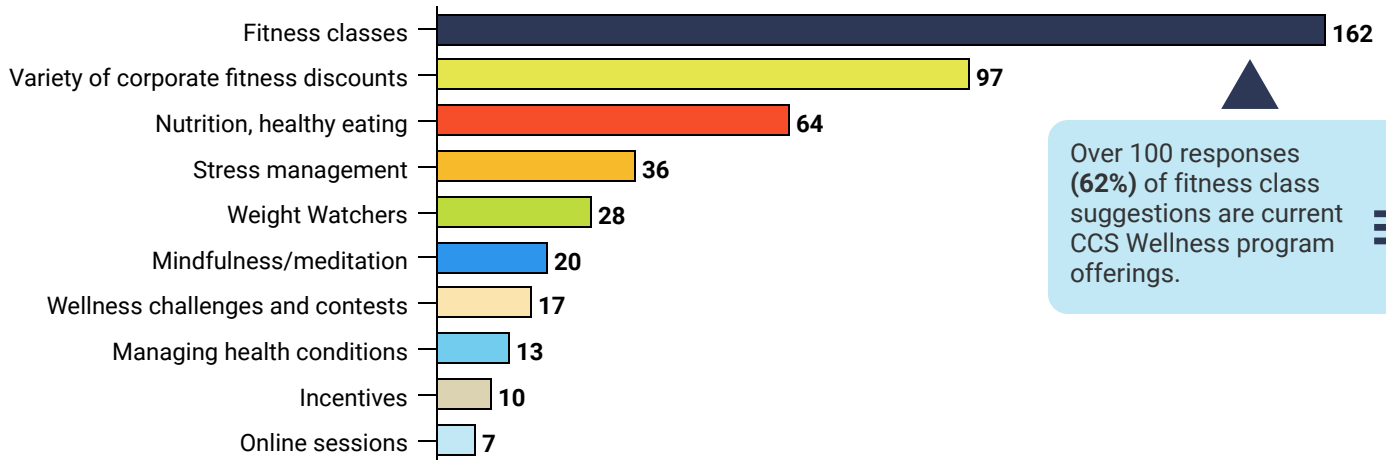
▲ **31% increase** from last year's survey, in the percentage of staff who found the wellness portal and website helpful and easy to use.




● Helpful and easy to use ● Not helpful and easy to use ● N/A

STAFF FEEDBACK & SUGGESTIONS

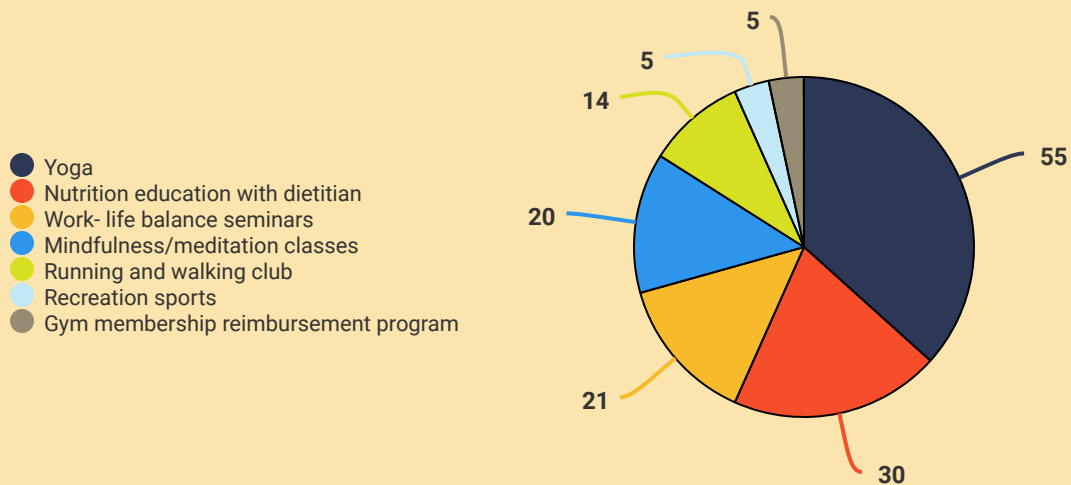
11 Types of new programming staff would like to be offered to them: (n=454)



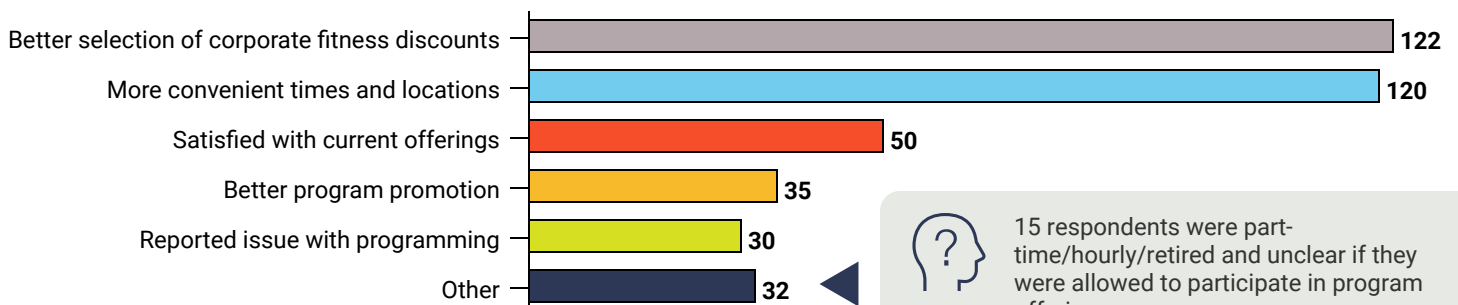
Over 100 responses (62%) of fitness class suggestions are current CCS Wellness program offerings.




Top suggestions for new wellness programming: (n=150)



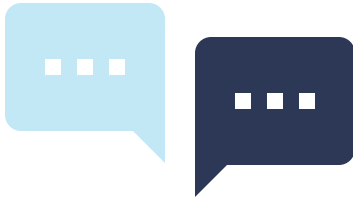
12 Staff comments and suggestions: (n=389)



15 respondents were part-time/hourly/retired and unclear if they were allowed to participate in program offerings.



ADDITIONAL COMMENTS



"The Wellness team has done an amazing job linking health and wellness to CCS employees. Thank you"

"I really value the corporate fitness discounts. My level of stress has been greatly reduced & my health and wellness greatly improved by my relationship with Modo Yoga..."



"I usually utilize more programming but have had health concerns this year. I appreciate biometric screenings and flu shot clinics"

"I did acquire more knowledge of the benefits associated with Medical Mutual of Ohio but I think there is more to know. I also think the majority of staff are unaware of the benefits available."

"I was bummed that fitness classes ended in March this year. Why? It should go all year, even in the summer. We especially need to be well in spring and actually have more time in summer. Keep it going!"

"Lower premiums for employees who make healthy lifestyle choices (ex: do not smoke, do not drink alcohol, exercise etc.) and meet optimal health ranges on the biometric screenings. This would be a great motivator to make and maintain healthy lifestyle choices.."

"Even though I could not participate, I found myself reading all the email and believe the program would have been worth my efforts. If there was a way to get it for all CCS employees that would be great"

"You need more programs for beginners- I know programs say go at your own speed however, it's not inspiring to be the slowest person or the first one to drop out...."

"It would be very helpful to me and my coworkers if we had some kind of fitbit device to monitor daily movement. We could challenge and support eachother through a phone app"

"My biggest suggestion is to make services more convenient by hosting them at schools instead of having everything at Hudson or Central Enrollment..."

"Great program- do not keep it a secret! Staff and principals can promote it more"

"It would be nice to be able to turn in receipts from other fitness programs /gyms for a reimbursement...."



"I wish we had a treadmill/elliptical on site in our buildings to use before/after work or on our lunch breaks...."

"Most onsite fitness/exercise classes are geared towards teachers, understandable as majority of employees are likely teachers, but those of us in support and admin roles are still working when many of those are offered."

SURVEY HIGHLIGHTS

<p>11.73 %</p> <p>survey response rate. 68.5% increase of survey participation from last year's survey.</p>	<p>74 %</p> <p>of respondents participated in 17-18 wellness program offerings</p>	<p>BIOMETRIC SCREENINGS, FLU SHOT CLINICS & FITNESS CLASSES</p> <p>had the highest participation rates among staff this year</p>	<p>63%</p> <p>accessed the wellness portal and 53% utilized the wellness website</p>
<p>81 %</p> <p>indicated that receiving reminder emails and flyers were helpful in promoting wellness to staff</p>	<p>EMAIL ANNOUNCEMENTS & WELLNESS WEBSITE</p> <p>were the top methods of communication for staff to access info about the Wellness Initiative</p>	<p>66%</p> <p>of staff felt they had enough knowledge to utilize resources and health insurance benefits. Increase from last year's survey.</p>	<p>INCONVENIENT PROGRAM TIMES & LOCATIONS</p> <p>were the top barriers for staff to participate in programming</p>