

FITNESS WARRIORS EVALUATION

ANNUAL REPORT

2016-2017





INTRODUCTION

The purpose of this evaluation is to assess the effectiveness of the Sports Backers Fitness Warriors program at increasing access to affordable, convenient fitness opportunities during the program year 2016-2017. The evaluation will also explore whether Fitness Warriors is successful at improving health outcomes of participants, and the effect of the program on the personal growth and development of the Warrior volunteer instructors.

The evaluation aims to answer the following four overarching questions:

1. To what extent was the Fitness Warriors program implemented as planned?
2. To what extent did the Fitness Warriors program provide opportunities for physical activity in underserved communities?
3. To what extent did the Fitness Warriors program improve the program participants' fitness levels and frequency of physical activity?
4. To what extent did the Fitness Warriors program improve the confidence, leadership skills, and philanthropic spirits of the instructors?

Both quantitative and qualitative metrics that involve all stakeholders were used to measure the success of the Fitness Warriors program.

PARTICIPANTS

1. **Pre-Participation Survey**
Warriors administered this questionnaire to all first-time participants to assess baseline health metrics.
2. **Post-Participation Survey**
Measures participant satisfaction with the Warrior program and self-reported health outcomes. Warriors administered to class participants from December 2016 - January 2017.
3. **Class Participant Attendance Data**
Tracks number of new participants and total visits. On-going collection for each Warrior's class.

PROGRAM ADMIN TEAM *SPORTS BACKERS, RCHD, FIT TO GO*

4. **Weekly Planning Meetings with Program Administrative Team**
Periodically used to assess the barriers and successes in implementing the Warrior program.

HOST SITES

5. **Host Site Feedback Survey**
Provides qualitative descriptions of the barriers to affordable physical activity opportunities as well as suggestions for program improvement. Administered via Google Forms in March 2017.

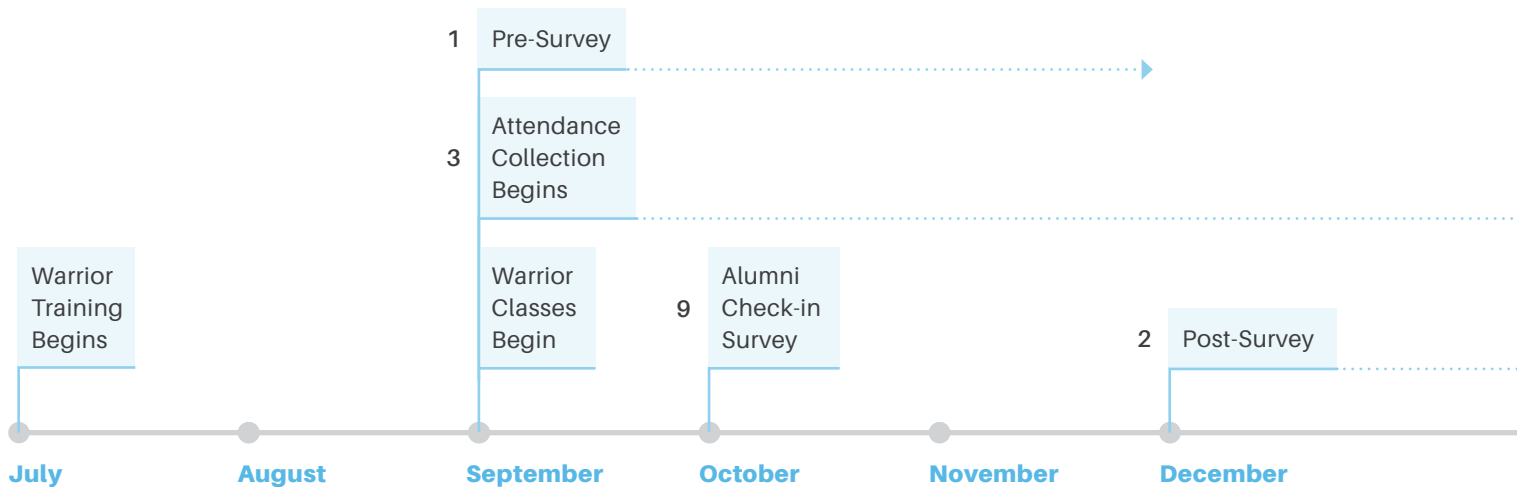
WARRIORS *CURRENT & ALUMNI*

6. **Warrior End of Year Survey**
Obtains feedback on the program and host site partnership. Administered to 3rd class Warriors via Google Forms in January 2017.
7. **Fidelity Checklist**
Measures the success of training the Warriors and the completion of the syllabus objectives for each Phase of the program. This was administered to the Warriors as a component of the Warrior End of Year Survey.
8. **Warrior Feedback Session**
Measures instructor satisfaction with the Warriors program thus far, including instructors' experiences attending training days, learning routines, recruiting participants, and teaching classes. Facilitated as a focus group with open discussion with 3rd class Warriors during a January 2017 Training Day.
9. **Alumni Check-in Survey**
Used to measure Warriors' personal development and review which instructors continue to lead free Warrior classes in the community. Administered via Google Forms in October 2016 to first and second class Warriors.

SUMMARY OF DATA COLLECTION METHODS AND INDICATORS

EVALUATION QUESTIONS	METHOD/SOURCE	INDICATORS
To what extent was the Warriors program implemented as planned?	<p>Program Staff:</p> <ul style="list-style-type: none"> (4) Weekly planning meetings <p>Warriors:</p> <ul style="list-style-type: none"> (6) Warrior End of Year Survey (8) Warrior feedback session (7) Fidelity Checklist <p>Participants:</p> <ul style="list-style-type: none"> (1) Pre-Participation Survey, (2) Post-Participation Survey 	<p>Implementation barriers</p> <p>Training and program satisfaction</p> <p>Reached target population?</p> <ul style="list-style-type: none"> % physically inactive % overweight/obese
To what extent did the Fitness Warriors program provide opportunities for physical activity in underserved communities?	<p>Program Staff:</p> <ul style="list-style-type: none"> (3) Class participant attendance data Review of marketing and promotional activities (community events, website, Facebook) <p>Host Site:</p> <ul style="list-style-type: none"> (5) Host Site Feedback Survey 	<ul style="list-style-type: none"> # of host sites location and type of host sites # of class participants # of community events # of hits to Fitness Warriors website # of Facebook likes Qualitative data from host site

EVALUATION TIMELINE



EVALUATION QUESTIONS

METHOD/SOURCE

INDICATORS

To what extent did the Fitness Warriors program improve the program participants' fitness levels and minutes of physical activity?

Participants:

- (1) Pre-Participation Survey, (2) Post-Participation Survey

Warriors

- (6) Warrior End of Year Survey

Host Sites

- (5) Host Site Feedback Survey

- Self-reported BMI
- Self-reported minutes of physical activity per week
- Self-reported changes in physical fitness levels
- Self-reported changes in health outcomes

To what extent did the Warriors program improve the confidence, leadership skills, and philanthropic spirits of the instructors?

Warriors:

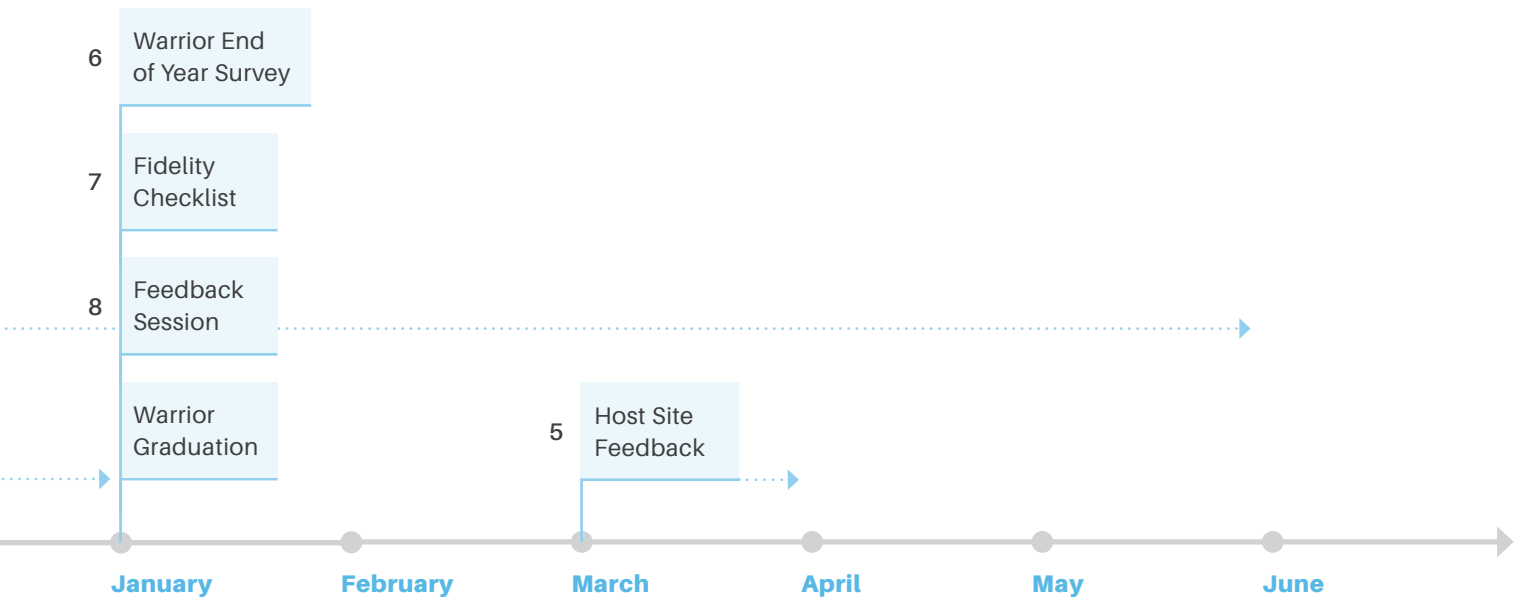
- (8) Warrior feedback session
- (6) Warrior End of Year Survey
- ACE scholarships

Alumni:

- (9) Alumni Check-in Survey

- Warriors' self-reported confidence in their ability to lead exercise classes
- Warriors' self-reported leadership skills
- Warriors' self-reported satisfaction in helping participants reach their fitness goals
- # of Warriors who participated in the ACE study cohort

(#)s correspond to evaluation tools on page 3



To what extent was the Fitness Warriors program implemented as planned?

REACHING TARGET POPULATION

Prevalence of overweight/obesity among participants*:

27.07% are Overweight

43.85% are Obese

17.1% are Morbidly obese

*of 532 who reported height and weight

Prevalence of physical activity among participants*:

80.75% of new participants are not meeting the recommended guidelines of 150 minutes of physical activity in a week

27% reported 0-30 minutes of physical activity per week

*of 722 who reported minutes of physical activity per week

Source: Pre-participation survey

TRAINING DAYS

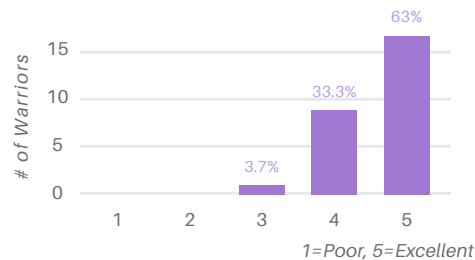
Was all training material taught as planned according to the syllabus?

100% of Warriors indicated that the following topics were covered during Phase 1 and Phase 2 Training Days:

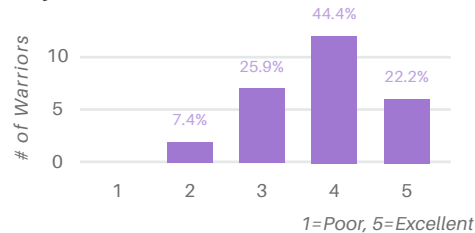
- Instruction of the Warrior routine
- How to offer modifications in class
- How to cue exercises and guide and encourage your class participants
- Troubleshooting challenges such as exercise room space, managing class participants, keeping participants motivated, paperwork collection, etc.
- Instruction of new exercise movements and techniques
- How to use new equipment for diversified routines

Source: Fidelity Checklist from Warrior End of Year Survey

How would you rate the Warrior Training Days?



How convenient are the Warrior Training Days?



Key Take-Aways: Successes

- Warriors thrive and enjoy **working with other fitness instructors** (alumni and professionals) **in a family atmosphere**
- Warriors enjoy **interaction with other Warriors** at Training Days, and especially within their Crews, **to share stories and advice** because it helps them to learn from each other and improve themselves and their classes.
- There were many opportunities for **exposure to different exercise modalities** which gave Warriors a chance to experience something different and incorporate it in their own classes.

“
The moment where we all look around the room and are in love with where we are in that exact moment in time.
3rd Class Warrior
”

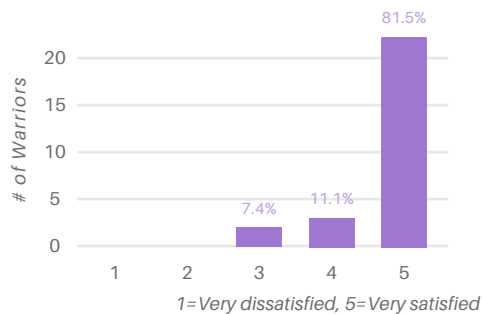
Key Take-Aways: Improvements

- **Time** of Training Days was inconvenient (12:30-4:30 on Saturday and Sunday)
- Warriors sometimes **feel rushed** if prior conversations/demos go past scheduled time

Source: Warrior End of Year Survey and Feedback Sessions

PROGRAM ADMINISTRATION SUPPORT

Rate your satisfaction with support from program administrators (Ricky, Jacki, Ruth, Jessie) throughout the program.



Key Take-Aways

- Over 80% of Warriors were **very satisfied with support** from program administrators
- Expectations from program admin were clear, but **some obligations (attendance) became an obstacle, and burden**

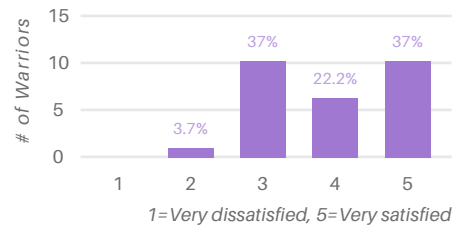
Source: Warrior End of Year Survey and Feedback Sessions

“
Every opportunity they had to go the extra mile for us, in any way, they did it. They firmly held high expectations, but always treated us with loving kindness and respect. They also modeled the importance of this work as being about the body, but almost meaningless without the mind and Spirit.
3rd Class Warrior
”



MENTORS

Rate your satisfaction with the mentoring support throughout the program.



Key Take-Aways

- Some Warriors **felt discouraged when no mentors came** to visit/support their class
- Some Warriors **never met** their mentors

Source: Warrior End of Year Survey and Feedback Sessions

18 ALUMNI SERVED AS MENTORS



PROGRAM IMPLEMENTATION BARRIERS

Class Implementation

- Lack of Warrior retention, commitment, and engagement after graduation resulting in classes not being held year round
- Some classes are not reaching target population or enough people (ex: One Warrior's class of 2-3 participants who are her friends)
- Lack of communication between Warriors and Admin Team about class cancellations

Training Days

- Heavy training burden on program admin with heavy focus on classroom based learning
- Not enough experiential learning opportunities

Source: Program Admin Strategic Planning Meetings

OVERALL PROGRAM SATISFACTION

92.6% of Warriors would recommend the Fitness Warriors Training Program to others

Source: Warrior End of Year Survey and Feedback Sessions

“ Meeting all of the other fitness warriors and going through this program has flipped my perspective completely! Health is a mindset and strength comes in all shapes and sizes and capabilities. Each warrior has so much to offer and I have really enjoyed getting to grow and learn from them.
3rd Class Warrior ”

CONCLUSION

The Fitness Warriors program was implemented as planned in nearly every indicator. The Warrior classes reached target populations of communities with high rates of obesity and low levels of physical activity. Warriors were satisfied with Training Days, prepared with all training materials, and felt supported from the program administration.

Warriors were the least satisfied with the mentoring support – a flaw apparent to the program administration team. Other major concerns from the program administration team include lack of Warrior retention, commitment, and engagement after graduation. In fact, only six Warriors from 2nd class (program year 2015-16) of 27 graduates continued teaching as of April 2017. These concerns about the program implementation resulted in the decision to change the program structure from a centralized model to a distributive leadership model (discussed further in the Conclusion section) to be implemented in July 2017.

To what extent did the Fitness Warriors program *provide opportunities for physical activity in underserved communities?*

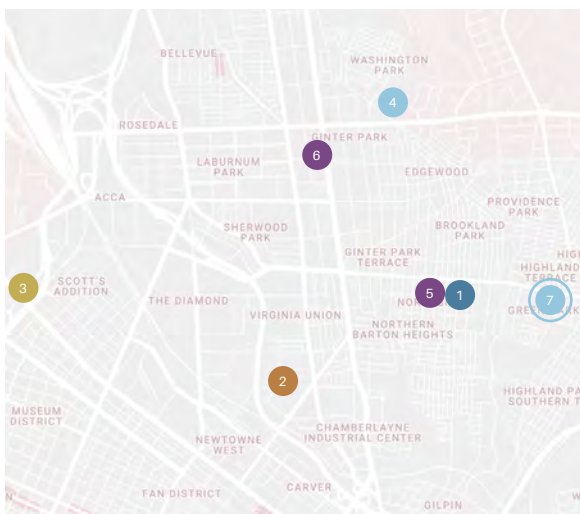
KEY

- Host Site
- Average attendance >8
- Church/Faith-based
- Educational Institution
- Library
- Community Building/ Parks & Rec Center
- Non-profit/Social Program Center
- Healthcare Facility
- Senior Center
- Training Center/Gym

ACCESSIBILITY AND IMPACT OF HOST SITE LOCATIONS

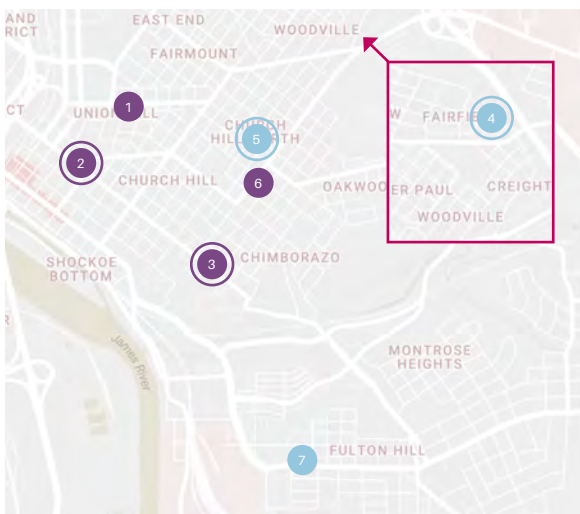
Between September 2016 and April 2017, 40 locations hosted Warriors classes. Average attendance follows Host Sites in parentheses.

NORTHSIDE RICHMOND



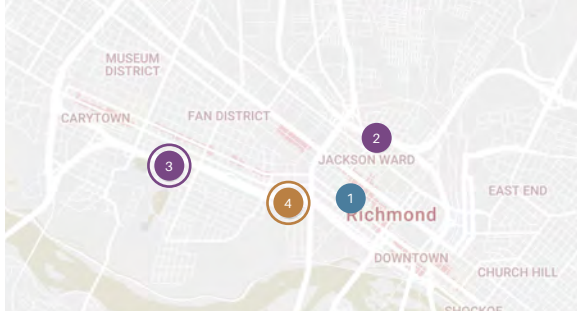
Host Site	Average Attendance
1. North Ave. Library	4
2. Virginia Union University	3
3. United Methodist Family Services*	3
4. Lincoln Mews Community Center	6
5. Saint Philip's Episcopal Church	6
6. Ginter Park Presbyterian Church	7
7. Hotchkiss Community Center	8

EAST END/CHURCH HILL



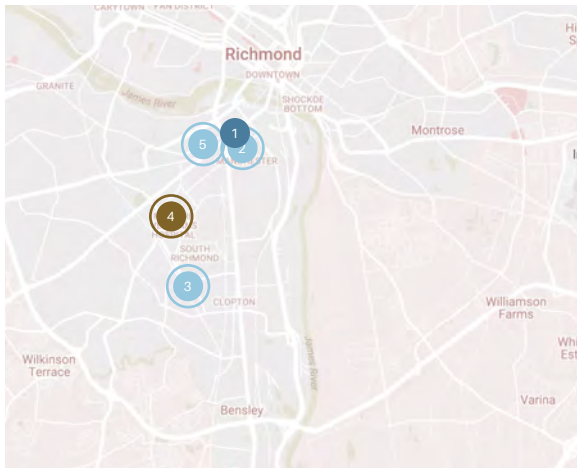
1. Great Hope Church	5
2. New Light Baptist Church	8
3. Mount Carmel Baptist Church	8
4. Fairfield Boys & Girls Club	13
5. Robinson Theater	10
6. 31st Street Baptist Church	6
7. Powhatan Hill Community Center	3

DOWNTOWN RICHMOND



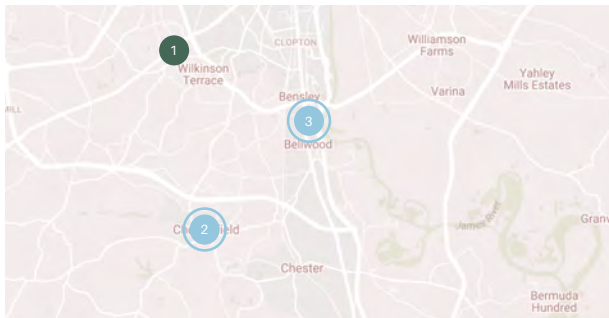
1. Richmond Public Library*	7
2. Sixth Mount Zion Baptist Church	7
3. Sixth Baptist Church	10
4. Saint Andrews	8

SOUTHSIDE RICHMOND



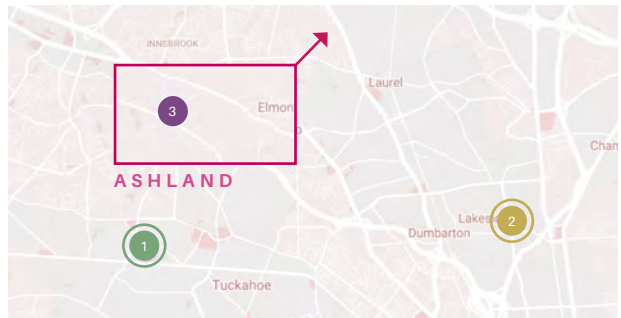
1. Hull Street Library	5
2. Blackwell Community Center	13
3. Hickory Hill Community Center	9
4. McGuire VA Medical Center*	17
5. Boys & Girls Club of Metro Richmond Southside	8

CHESTERFIELD



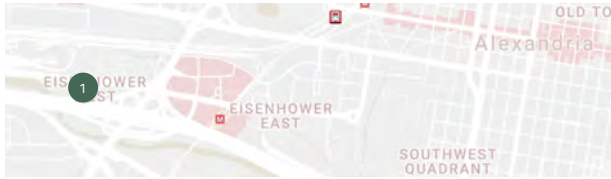
1. Endorphasm	6
2. Chesterfield Parks and Recreation Ettrick Community Building	9
3. Bensley Community Center	9

HENRICO & ASHLAND



1. Marywood Apartments	10
2. Lakeside Center*	11
3. Winns Baptist Church	7

NORTHERN VA



1. RealTraining LLC

4

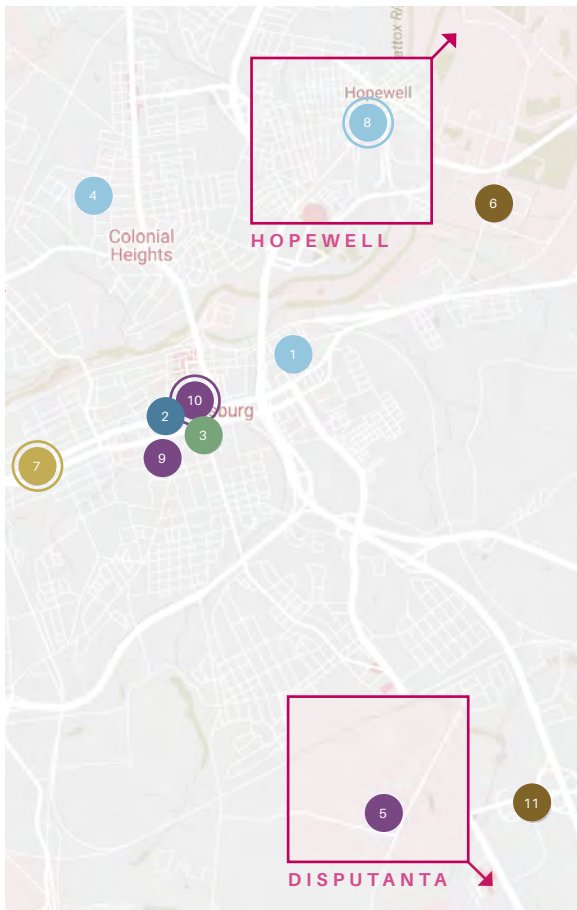
CHARLES CITY



1. Charles City Parks and Recreation's Ruthville Gymnasium

4

TRICITIES (Petersburg, Colonial Heights, Hopewell & Disputanta)



1. Petersburg Boys & Girls Club	3
2. Petersburg Public Library	5
3. Sycamore Towers	4
4. Colonial Heights Parks & Rec	4
5. Loving Union Baptist Church*	5
6. Caldwell Pediatrics and Wellness Center	6
7. Pathways Inc	9
8. Hopewell Community Center	8
9. Gillfield Baptist*	4
10. Tri-Cities Christian Youth Athletic Association*	13
11. Appomatox Area Health & Wellness Center	7

* Host site active for less than five months



COMMUNITY OUTREACH

Warriors attended 16 community events:

- | | | | |
|--|---|-----------------------------------|----------------------------------|
| 1. National Night Out (Church Hill) | 4. East End Field Day | 8. 9/11 Fundraiser Scavenger Hunt | 13. "Man Up" Community Event |
| 2. National Night Out (Bellemeade) | 5. New Light Church | 9. Cedar Street Health Fair | 14. Cheerleader Jamboree |
| 3. National Night Out (Mt. Olivet Church Petersburg) | 6. Happily Natural Day | 10. RVA B2B | 15. Let's Groove to Fight Cancer |
| | 7. SAC Community Resource Fair (Mt. Calvary Baptist - Fulton) | 11. Community Day (Gilpin Court) | 16. Hopewell parade |
| | | 12. 2nd Street Festival | |

BARRIERS AND MOTIVATORS TO PHYSICAL ACTIVITY

The Host Sites' perspectives:

"In your community what do you think prevents people from being physically active?"

- 59.3%** Cost of Gym
- 59.3%** No Time
- 55.6%** Health Conditions
- 44%** Lack of Social Support
- 40%** Lack of Outdoor Walking Space and Safe Sidewalks
- 14.8%** Not Safe to be Active or Play Outside
- Other** "Stress of Work"
"Age of participants"
"Not making it a priority"

The participants' perspectives:

"What has kept you motivated to participate in the FW classes?"

- 88%** Instructors
- 80%** It's Free
- 72%** Locations
- 65%** Times
- 53%** Participants
- 39%** Health Conditions

Note: Participants had the option to select multiple answers for this question.

Source: Post-Participation Survey, Host Site Feedback Survey

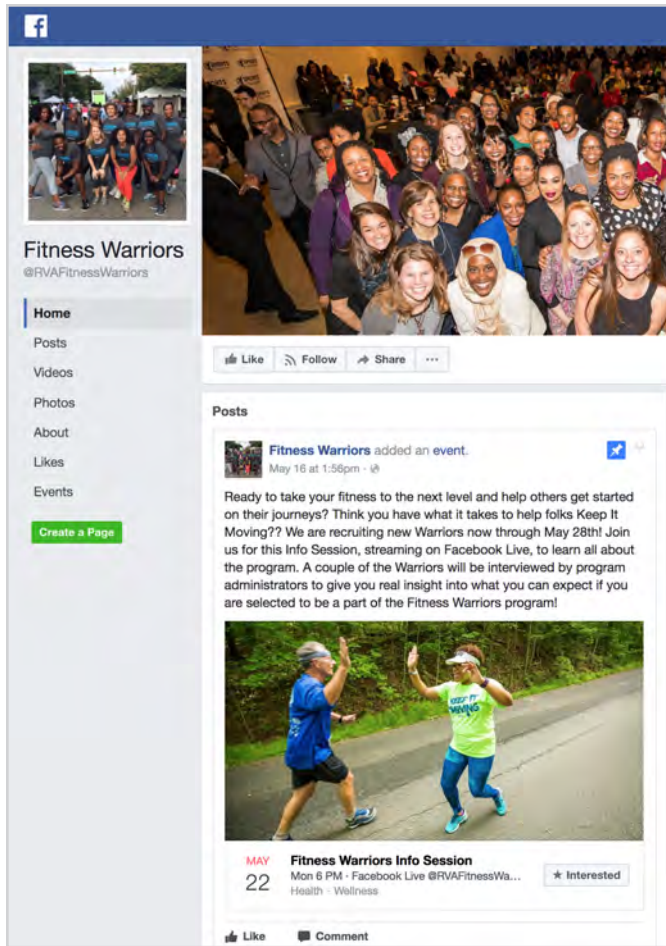
“
We are moving, exercising, and just dropping the weight. [The instructor] gets you sweating with just warming up. The class is for everyone old and young and she will work with you to help you achieve your goals.
Anonymous Participant

Seeing people who normally never exercise suddenly have the access to a free workout in a safe space feels like a big win.
Hull Street Library

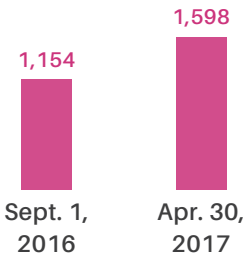
The instructor made everyone feel so comfortable that after a few classes some would stay behind to listen to a few of the class participants sing.
Anonymous Participant
 ”



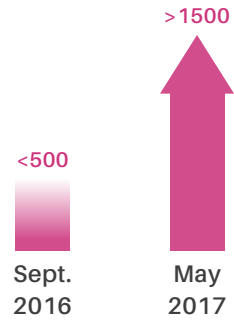
IMPACT OF SOCIAL MEDIA



Facebook
(@RVAFitnessWarriors)

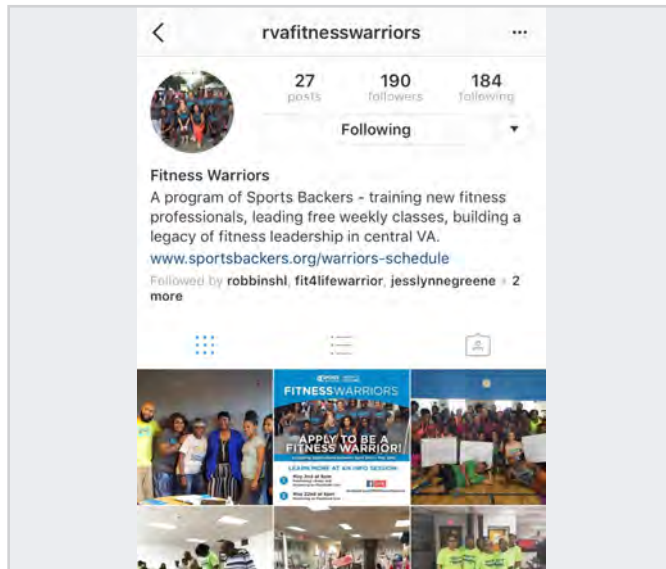


Number of Page Likes



Post Reach (# of people posts were served to)

Source: Facebook Insights



Instagram
(RVA Fitness Warriors Instagram Page)

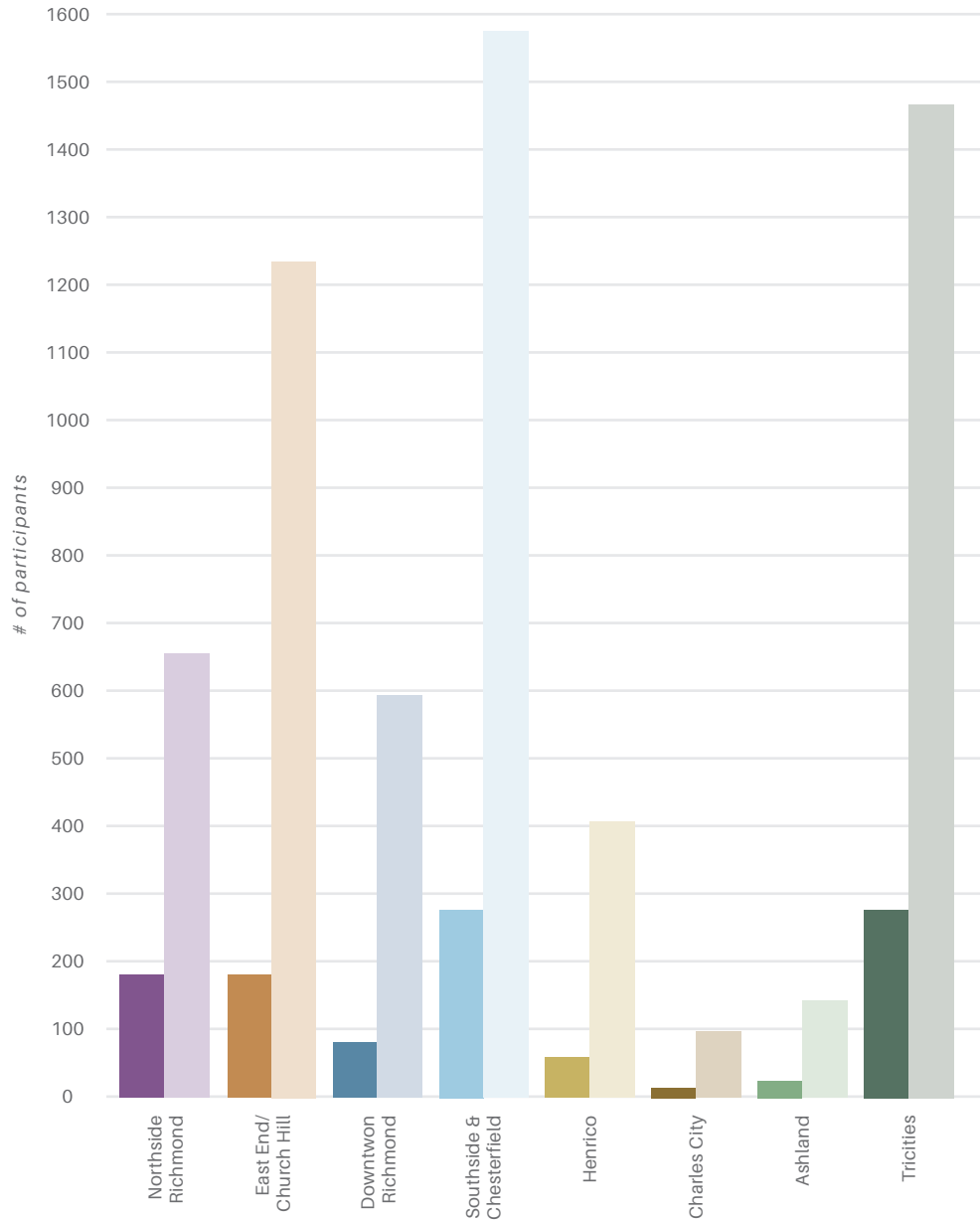
Fitness Warriors created an Instagram in October 2016.

RESULTS

■ Unique Participants
 ■ Total Visits

FITNESS WARRIOR CLASS ATTENDANCE BY LOCATION

Between September 2016 and April 2017.



Northside Richmond
 Unique: 153 Total: 656

East End/Church Hill
 Unique: 182 Total: 1235

Downtown Richmond
 Unique: 82 Total: 594

Southside & Chesterfield
 Unique: 278 Total: 1575

Henrico
 Unique: 60 Total: 408

Charles City
 Unique: 15 Total: 98

Ashland
 Unique: 25 Total: 143

Tricities (Petersburg, Colonial Heights, Hopewell & Disputanta)
 Unique: 278 Total: 1467

All Locations

Unique: 1073 Total: 6176



CONCLUSION

Fitness Warrior classes were hosted throughout the Greater Richmond region at 40 various community sites (between September 2016 and April 2017) that were vetted to ensure they were located in low-income communities that often lack access to common physical activity resources such as parks, playgrounds, and walking paths. Host Sites are strategically located to address commonly perceived barriers to physical activity including convenience, cost, and environmental factors. In addition, Fitness Warrior instructors provide social support (another barrier to physical activity) within their communities. The program aims to expand classes in Chesterfield (especially North Chesterfield) and the Tri-cities, as well as reach the Latino population (especially in Southside Richmond).

Class attendance varies by instructor and location, however 7 participants attend a single Fitness Warriors class on average, while Warriors bring in 155 new participants on average each month. To increase the impact within their communities, Warriors need to hold classes consistently and be diligent about communicating class cancellations with the program admin team. To improve on this issue, the new program structure of the distributive leadership model will help to hold crews and squads accountable for one another. The program admin team will continue to discuss action plans to hold Warriors liable for cancelled classes.



To what extent did the Fitness Warriors program *improve the program participants' fitness levels and minutes of physical activity?*

BASELINE DATA

Reported BMI (of adults)*	
Underweight	0.6%
Healthy	11%
Overweight	27%
Obese	44%
Morbidly Obese	17%

*of 532 who reported height and weight

Source: Pre-Participation Survey September 2016 - December 2016

Reported minutes of physical activity per week*	
0-30 minutes	27%
30-60 minutes	20%
60-90 minutes	11%
90-120 minutes	12%
120-150 minutes	11%
150+ minutes**	19%

*of 722 who reported it

**meets the CDC's recommendation

“ [I] don't fear working out in front of people anymore.
Anonymous Participant ”

POST-PARTICIPATION HEALTH OUTCOMES

Reported BMI (of adults)*	
Underweight	0%
Healthy	5%
Overweight	24%
Obese	57%
Morbidly Obese	12%

*of 98 who reported it

Source: Post-Participation Survey

Reported minutes of physical activity per week*	
0-30 minutes	5%
30-60 minutes	15%
60-90 minutes	19%
90-120 minutes	16%
120-150 minutes	17%
150+ minutes**	28%

*of 115 who reported it

**meets the CDC's recommendation



“
I’ve lost 25 pounds! Yay! Thanks to [my instructor]! The weight loss allows me to be more active in my day.
 Anonymous Participant
 ”

Participant self-reported health outcomes after participating in Warriors Classes from September 2016-January 2017	
Weight loss	40%
Reduced medications	9%
Reduced stress and improved mood	52%
Improved ability to function in daily activities/tasks	55%
Increased energy level	75%
Increased flexibility	56%
Increased strength	52%
Increased cardio endurance	60%

Source: Post-participation survey*
 *of 117 who completed the survey and attended at least 4 Fitness Warrior classes

REPORTED HEALTH OUTCOMES OF WARRIORS

Warriors health outcomes after participating in the Training Phases	
Weight loss	52%
Reduced medications	0%
Reduced stress and improved mood	61%
Improved ability to function in daily activities/tasks	57%
Increased energy level	96%
Increased flexibility	65%
Increased strength	83%
Increased cardio endurance	83%

Source: Warrior's End of Year Survey

Reported minutes of physical activity per week	
0-30 minutes	0%
30-60 minutes	0%
60-90 minutes	9%
90-120 minutes	9%
120-150 minutes	12%
150+ minutes*	71%

*meets the CDC's recommendation

“ It's improved my amount of energy and motivation to try new exercises and increased my stability. My knee pain is also decreasing. David Ray, 3rd Class Warrior ”

CONCLUSION

The Fitness Warriors program strives to increase the amount of people who are inactive because individuals and communities who do not get enough physical activity (at least 150 minutes of moderate aerobic activity each week) have an increased chance of developing chronic diseases, including obesity and diabetes. Although baseline data was collected from every new participant to a Fitness Warriors class, we were unable to track participants from the beginning of the program year to the finish, so we cannot conclude that any changes occurred for individuals. Furthermore, a limited number of people took the post-participation survey (or did not come back to a Warriors class) compared to the number who took the pre-participation survey.

However, based off of self-reported data taken at the end of the program year, Warriors improved the health and physical fitness levels of their participants. Most notably, 70% reported increased energy levels, and over 50% reported increases in cardio endurance, flexibility, and strength. Over 50% reported reduced stress and improved function in daily activities, while 40% reported weight loss. Furthermore, Warriors reported improvements in their own health underlining the importance of recruiting Warriors from the high-risk communities that the program serves.

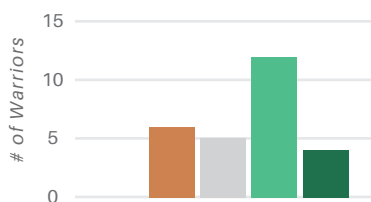


To what extent did the Fitness Warriors program *improve the confidence, leadership skills, and philanthropic spirits of the instructors?*

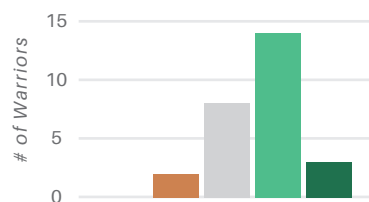
CONFIDENCE IN ABILITY TO LEAD GROUP FITNESS CLASS

Rate your experience:

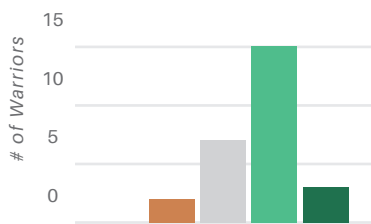
Very difficult Neutral Easy
 Somewhat difficult Somewhat easy



Designing your class format and getting prepared to teach.



Teaching and leading your class participants, cueing exercises, feeling confident about your routine.



Managing your class participants (and observers if you have them), adapting the routine to your class.

Source: Warrior End of Year Surveys and Feedback Sessions

“ Now, I feel extremely confident designing my class format and teaching and leading it. I am also better at observing my class and changing my routine on the spot if I find that it is not working for that particular group that night. I have continuously asked my regulars for feedback and believe I have designed a format that works well for me as an instructor and them as a class.
 3rd Class Warrior ”



LEADERSHIP SKILLS

Many Warriors utilize the skills they built through the Fitness Warriors program in other community leadership roles.

- 8K and 10K Training Team Coaches
- Weekly walking group leader
- Kids Run Club Volunteers
- Unofficial Fitness Warrior program advocates (ex. Participation in city council meetings, leaders and role models for all Warriors, catalyze expansion of the program into new communities and neighborhoods)
- Black Girls Run

Source: Alumni - Warrior 1st and 2nd Class - Check-in Survey

Leadership skills built during the Fitness Warriors training have translated into professional opportunities for Warriors.

Warrior owned businesses or projects:
LiveFit, Esoteric Wellness, Diesel Fitness, Fit n Fine Boot Camp

Organizations who have hired Warriors for fitness opportunities:

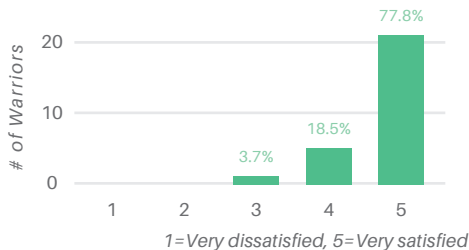
Crunch Gym, Sports Backers Next Up Program, Richmond City Parks and Recreation, Hopewell City Public Schools, Trinity Family Life Center, Sky Zone, One Body One Life, Tuckahoe Family YMCA, SwimRVA, Gold's Gym, Northside YMCA, Downtown YMCA, You Fit

15 Warriors from 3rd class received scholarships to participate in an ACE Group Fitness Instructor study cohort and sit for the ACE GFI Certification exam.

“ *Since joining the program, I've broken some of barriers that prevented me from asserting myself as a leader. Public speaking, networking, just the all around confidence needed to take charge has been cultivated during my time with the Fitness Warriors. This program is about more than fitness.*
Charles Holland, 2nd Class Warrior ”

WARRIORS' SATISFACTION IN HELPING PARTICIPANTS REACH THEIR FITNESS GOALS

Please rate your overall satisfaction with the Fitness Warriors program.



Source: Warrior End of Year Survey and Post-Participation Survey (designed for Participants, but Warriors took themselves as well during survey training)

“*Witnessing my participants progress week to week was my most memorable moment. In addition to that, their feedback about how much weight they’ve lost, increase and energy are all high points.*
Shelby Walker, 3rd Class Warrior

The program is great for the community. To put a program in place that offers free fitness opportunities to those who cannot afford a traditional gym is a blessing.
3rd Class Warrior”

AWARDS AND RECOGNITIONS

Raymond D Patterson Award (2017)
 Lakeisha Allen

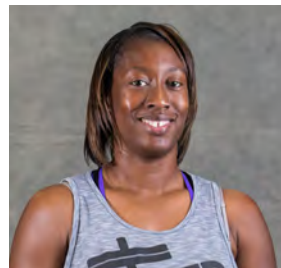
Keep it Moving Volunteer of the Year (2016)
 Charles Holland

CONCLUSION

The Fitness Warriors program improved the personal growth and development of the Warriors themselves in un-quantifiable ways. Warriors’ accounts of their own stories and personal experiences demonstrate their growth greater than any number could.

While Warriors felt that leading their classes was difficult and nerve-racking in the beginning, the majority felt prepared for all components of leading the class and became more confident with time. In order to expedite this process however, Warriors suggested that Recruits (Warriors in Training) attend Warrior classes prior to teaching their own because it would be helpful to see the practices in action before being on their own. This idea will be implemented into the new structure of the program starting in July 2017.

3RD CLASS WARRIORS



92.6% of Warriors would recommend the Fitness Warriors Training program to others.



Source: Warrior End of Year Survey

99% of participants would recommend the Fitness Warriors classes to others.



NEW PROGRAM STRUCTURE

The results of the evaluation efforts and conversations generated by them, in conjunction with the Sports Backers strategic plan to grow fitness classes from 40 to 120 per week, resulted in the decision to change the program structure from a centralized model to a distributive leadership model. This new program structure will utilize existing, ACE certified or eligible Warriors (Warrior Captains) to train new Warrior Recruits with a heavy focus on experiential learning. The effects of this new structure will support the program's goals of:

- Hosting year round classes
- Increasing the number of classes held per week and the number participants reached
- Increasing Warrior retention (keep Warriors teaching their classes after graduation)
- Decreasing centralized training burden on program admin team and increasing experiential learning through Warriors Captains

CHANGES TO THE EVALUATION PLAN

The Evaluation Plan and timeline will be updated in order to accommodate for having two cohorts of Warrior Recruits per year. Details of this new plan and

timeline are to be decided. However, we do anticipate streamlining the evaluation plan in order to maximize the analysis of the evaluation tools to produce the most useful and strong data. Some pieces of the evaluation did not have as much utility as others (specifically certain questions on certain surveys). The Evaluation Team plans to analyze the evaluation tools and eliminate questions that did not produce quality information depending on discussions with Sports Backers.

RCHD will discuss with Sports Backers their goals and priorities for the evaluation. Questions for discussion include:

- Which evaluation questions should be focused on?
- Which data pieces are the most useful?
- Are there questions that do not need to be asked every year because the answers have been consistent over the years?
- Is there any missing information?

LIMITATIONS & DISCUSSION

We recognize that this evaluation has weaknesses and we are working to strengthen them moving forward. Most notably, although pre-participation and post-participation data was collected from Warrior class participants, we were unable to track participants from the



“ Meeting all of the other Fitness Warriors and going through this program has flipped my perspective completely! Health is a mindset and strength comes in all shapes and sizes and capabilities. Each warrior has so much to offer and I have really enjoyed getting to grow and learn from them.
3rd Class Warrior ”

beginning of the program year to the finish. Therefore, we cannot conclude that any changes occurred for individuals. For the next evaluation, we will plan to track participants. Furthermore, the data that was collected is limited. Many tools rely on self-reported data which lends itself to self-reporting bias and inaccurate data. In addition, many participants did not complete every question (especially height and weight).

We recognize that proving changes in health outcomes is challenging because chronic diseases are a complex issue impacted by many different factors across various societal levels. We recognize that no single program can decrease the incidence of obesity or diabetes (for example) over the course of 6 months. However we do know that Fitness Warriors can create attitude, knowledge, and behavior changes in a short period of time, which ultimately lead to changes in health

outcomes and influence a community's levels of physical activity. Moving forward, we will incorporate specific, measurable health-related behaviors and attitudes questions into the evaluation. For example:

- I feel comfortable working out with Fitness Warriors
- I am confident exercising in front of others
- I am knowledgeable about physical fitness

We ask readers of this evaluation report to recognize that the Evaluation Team is also involved in the planning and implementation of the program. Often the immediate needs of the program take priority, and we are always working to find the balance between the demands of the program and producing a quality evaluation of the program.

FITNESS WARRIORS FIND HOMES ACROSS THE REGION



North Ave.
Library



Virginia Union
University



United
Methodist
Family Services



Lincoln Mews
Community
Center



Saint Philip's
Episcopal
Church



Ginter Park
Presbyterian
Church



Hotchkiss
Community
Center



Great Hope
Church



New Light
Baptist Church



Mount Carmel
Baptist Church



Fairfield Boys &
Girls Club



Robinson
Theater



31st Street
Baptist Church



Powhatan Hill
Community
Center



Richmond
Public Library



Sixth Mount
Zion Baptist
Church



Sixth Baptist
Church



Saint Andrews



Hull Street
Library



Bensely
Community
Center



Blackwell
Community
Center



Hickory Hill
Community
Center



McGuire VA
Medical Center



Boys & Girls
Club of Metro
Richmond
Southside



Endorphasm



Chesterfield
Parks and
Recreation
Ettrick
Community
Center



Marywood
Apartments



Lakeside Center



Real Training
LLC



Charles City
Parks and
Recreation's
Ruthville
Gymnasium



Winns Baptist
Church



Petersburg Boys
& Girls Club



Petersburg
Public Library



Sycamore
Towers



Colonial
Heights Parks &
Recreation



Loving Union
Baptist Church



Pathways Inc



Caldwell
Pediatrics and
Wellness Center



Hopewell
Community
Center



Gillfield Baptist



Tri-Cities
Christian
Youth Athletic
Association



Appomatox
Area Health &
Wellness Center