

The Park Hill Wellness Program is gaining momentum with new and redefined programming in 2023-24. The scorecard has come together and is being kept current along with the Wellbeing Interest Survey. These are becoming regular components that offer a great deal of insight each year. The scorecard is in its sixth year and providing more comprehensive data than before. The Wellbeing Interest Survey is about to be launched for the fourth year and is proving a valuable tool to help with employee interests in many areas, giving the wellness program an opportunity to collaborate with other departments for an overall effect. Park Hill has also recently completed the application for Health KC employer through the KC Chamber of Commerce.

Evaluation Results

What are the results of the measures determined for each outcome last year?

Outcome 1: Achieve high employee satisfaction of wellness program.

Measure 1:	Achieve an overall employee satisfaction level of 85% with the wellness program via an annual Faculty Survey.
Results: The Fall 2023 survey indicated an overall satisfaction level of 65%, down from 72% in 2022. (Indicated "satisfied" or "very satisfied"). More onsite screenings, a wider range of challenges, new EAP programming and group classes were reinstated this year. Megan Thilges, Health Enhancement Coordinator, along with the building Health Champions are continuously working to fine tune the opportunities available for 2024-2025 and beyond with the help of the annual wellbeing interest survey.	

Outcome 2: Maintain a high-level "scorecard" for The Park Hill Wellness Program.

Measure 1:	Maintain a high-level scorecard that includes participation, engagement, wellbeing outcomes, program satisfaction, risk stratification, Screening compliance and demographics on an annual basis.
Results: Megan Thilges, HEC, has completed all data sets for this high-level scorecard to maintain an overall view of our programming on a year-to-year basis. This overview includes all programming that the Wellness Program provides, and additions are made as programs and other activities are created. Additions for 2023-24 include data on the Blue Cross Blue Shield portal for registration, condition management and (health) tracker utilization. The "A Healthier You" portal is an excellent resource for employees to find information and assistance with health and conditions they may be at risk or suffering from.	

Outcome 3: Develop and implement annual Wellbeing Interest Survey.

Measure 1:	Develop and implement an annual Wellness Program Interest Survey to continue to stay up to date on employees needs in all areas of well-being.
Results: Megan Thilges, HEC, annually works with consultant company, CBIZ, to create this comprehensive interest survey to capture the needs of our employees in terms of well-being programs. This was launched in May 2021. Last year staff were interested in getting wellness information in a newsletter format and that was implemented this 23-24 school year. Newsletters generally go out once per quarter unless there is a need for additional events, etc. The highlights for the 2023 survey: - HEC, Megan is working with Garmin due to the interest from staff purchasing/owning a wearable tracking device if made available at a reduced cost. - While 49% of employees who took the survey believed that work greatly contributes to excessive stress, they also feel like leadership supports participation in wellbeing initiatives (3.3 on a 4 point scale).	

Outcome 4: Maintain status as a Health KC certified employer through the KC Chamber of Commerce.

Measure 1:	Reach Platinum level as a Healthy KC employer through the KC Chamber of Commerce for 2024.
Results: Megan Thilges, HEC, worked with the guidelines of the Healthy KC pillars of health to maintain a well-rounded wellness program and was awarded a Gold certification for 2022 which was good for 2 years. A new application has been submitted for 2024.	

What do key stakeholders consider to be the strengths and OFIs of the program?

Strengths	• High quality educated staff. • Financial backing and subsidizing from our current health benefits carrier. • Reporting that enables us to identify where our healthcare dollars are being spent and the major risk factors of Park Hill district employees. • Health Champions to support development and implementation of programming. • Substitutes, retirees, spouses allowed to utilize the fitness center. • Promoting the Fitness Center, group exercise and programming through all aspects of employee onboarding/orientation. • Promoting the availability of individual consultation to review and set up fitness goals. Track numbers and utilization.
OFIs	• Updating Fitness Center and Group Exercise programming to include additional workout options that can be displayed or updated periodically and adding new types of exercise classes that are fun and engaging. • Utilizing EAP trainings for wellbeing topics of interest as reported on the wellbeing interest survey. • Providing fitness tracking devices at a reduced cost for employees who are interested as indicated on the 2023 wellbeing interest survey.

What do the program's staff consider to be the strengths and OFIs of the program?

Strengths	• Broad range of services at little or no extra cost to employees (fitness center, health screenings, one on one coaching, wellness seminars, flu shots, cooking demos, online services, EAP, etc.). • Multiple support routes through our current health benefits carrier, EAP, and consulting firm. • Team of Health Champions that are located throughout the workforce (each building or work group) to help communicate and carry out programming. • District pays the full contribution of the basic health benefits plan for each full-time employee who completes programming requirements (health screening, HRA, health advising call).
OFIs	• New program/service development and process improvement opportunities. • Further penetration by taking programs to different locations within the school district.

How well aligned are the program's priorities and processes with the goals of the program?

Priorities are aligned well, specifically targeting the major health risk factors of our population as indicated by our healthcare plan and biometric screening events.

Processes of the program are consistently evaluated for additional data and opportunity to impact our employee population. For example, physical health was the top priority on the wellbeing interest survey, so the Wellness Program updated and extended information and services on the fitness and group exercise programming. Also, 32% of the population is interested in a reduced cost fitness tracking device, so the Wellness program is purchasing devices at cost to pass on the savings to employees.

Results of the Program Equity Audit

What were the findings of the Program Equity Audit?

Please see attached for Program Equity Audit and findings.

The Program Equity Audit further supports that the Park Hill Wellness Program provides adequate equity through representative planning, cultural conflict proactivity, responsiveness, and professional development, the use of surveys, instructional strategies with language accommodations and outcome equity. The Health Enhancement Coordinator work closely with Human Resources to implement strategies across the district in a culturally responsible way. Surveys are utilized for continuous feedback and improvement strategies.

Deployment Level of Program Services: Services are well deployed, although deployment may vary in some areas or schools.

Evaluation Implications

General Recommendation Resulting from the Evaluation

Select from the following possible recommendations resulting from the evaluation:

- ☐ Continue the program as is. It is meeting or exceeding all expected outcomes.
- ☒ Expand the program, replicating effective components.
- ☒ Streamline, refine, or consolidate elements of the program.
- ☐ Redesign the program.
- ☐ Reevaluate the purpose and/or goals of the program.
- ☐ Discontinue ineffective or nonessential program components.
- ☐ Discontinue the program.
- ☐ Other (Specify.)

Action Plan

The action plan calls for the Wellness Program to use and address any feedback and program evaluation data to continue to streamline and improve our processes making it easier and more beneficial for our employees to utilize our programming and make better healthcare choices whether it is medical or lifestyle. In 2023 we were able to introduce a new Employee Assistance Program that, in its first year, had a 44% utilization rate aligning with the wellbeing interest of mental/emotional and financial wellness, two of our top wellbeing priorities.

Cost and Funding Source

- Annual reimbursement from health benefits provider (BCBS) in the amount of \$100,000 for wellness programming. This includes staffing fees, supplies, incentives and more.
- Fitness membership income (~\$10,000/year) to maintain fitness facilities and pay for staffing.
- Small income of about \$8,000 per year to fund (and breakeven) for group exercise classes.

Plan for Evaluation

Coordinator Name

Megan Thilges

Planning Team

The planning team includes a representative from each building (Health Champion), the Assistant Superintendent of HR, the Director of HR, and representatives from BHS, BCBS and CBIZ.

Description of the Program

The Park Hill employee Wellness Program offers an array of screenings, educational programs, and health services to employees. Programs are offered based on the primary health risks of staff as identified by the annual health screenings and health risk assessment, direct feedback from the employees, and proven methods to promote positive behavior change.

Description of How the Program's Services are Developed and Delivered

The planning team develops strategies to improve employee culture and satisfaction, increase awareness of health status and behavior, and provide guidance and resources for individuals to improve health and wellbeing. Employees that are satisfied and of good health are more productive and better able to positively engage the students at Park Hill School District. Program information is delivered via building Health Champions, the Park Hill intranet, bulletin boards in each building, all staff emails, staff meetings, promotion within the Park Hill Fitness Center and on an individual basis with the Health Enhancement Coordinator.

Key Program Stakeholder Groups

☐ Students

☐ Parents

☒ Staff

☒ Administrators

☐ Board of Education

☐ Taxpayers

☐ Other (Specify.)

Student and/or Stakeholder Needs Addressed by the Program

The Wellness Program addresses the universal need to enhance and maintain employee culture and provide the tools necessary to improve productivity and promote work-life balance. Programs such as this aid in combatting increasing incidence of diabetes, obesity, heart disease, and cancer. Cost avoidance and student engagement are achieved with a productive workforce and effective disease prevention and management.

Outcomes of the Program

Outcome 1: Maintain EAP utilization rates above the industry standard.

Outcome 2: Building the Park Hill Fitness Center and Group Exercise Program utilization.

Outcome 3: Update equipment in the Park Hill Fitness Center.

Measures

Industry standard utilization rate is 30%.

Increase fitness center membership by 15 members annually.

Increase group exercise class attendance by 5% annually.

Replace two pieces of equipment annually.

Evaluation Questions

- What is the status of the program's progress toward meeting outcomes?
- What do students and other stakeholders consider to be the strengths and weaknesses of the program?
- What do staff consider to be the strengths and weaknesses of the program?
- How does the program's actual implementation compare with the program's design?
- How should priorities be changed to put more focus on achieving the goals?
- How should outcomes be changed? Any added or removed?

Data Collection Methods

- ☒ Surveys and questionnaires
- ☐ Interviews
- ☐ Document reviews
- ☒ Observations
- ☒ Focus groups
- ☐ Case studies
- ☒ Assessments
- ☐ Other (Specify)