

Evaluation Results (from previous year)

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

Outcome 1: Increase school meal participation and access to healthy foods.

Measure 1:	Increase District average daily participation (ADP) at lunch by at least 3%.
Results: District ADP for lunch during the 2023-2024 school year increased 5.98% from 59.92% in 2022-2023 up to 65.90%. The lunch menu was streamlined to focus on quality versus quantity of choices offered, including several new lunch menu options.	

Measure 2:	Increase District average daily participation (ADP) at breakfast by at least 3%.
Results: District ADP for breakfast during the 2023-2024 school year remained relatively constant at 17.10% compared to 17.53% in 2022-2023. However, some individual schools, such as Chinn Elementary, increased participation by nearly 8%. Overall, the breakfast menu has remained relatively unchanged for several years with a reliance upon limited budget friendly options. Many factors influence breakfast participation – some of which are beyond Nutrition Services control. However, this will be an area of focus in 2024-2025.	

Measure 3:	Introduce at least three new entrees and/or side dishes at the elementary, middle, and high school levels. Introduce at least one new entrée and/or side dish in early childhood.
Results: Elementary students enjoyed seven new lunch entrees, including such things as a premade Chef Salad twice weekly and Carnitas Tacos during the 2023-2024 school year. Middle School students had the opportunity to taste eight new lunch entrees including a Baked Potato Bar, Buffalo Chicken Pizza, and a hot Italian Sub Sandwich. The high school lunch menu included ten new entrees, including the same new menu items as middle school, as well as authentic Two Cheese Green Chile Tamales wrapped in husks, Smothered Beef & Cheese Burritos, Chicken Chile Colorado Burritos, and a Buffalo Chicken Pizza. High School students also appreciated the return of Nutrition Services' house-made Garden Veggie Pizza with Balsamic Glaze. Early Childhood students enjoyed two new menu items, including a Chicken Pinwheel Sandwich and fresh raw broccoli florets.	

NOTE: Average Daily Participation (ADP) is determined by dividing the Average Daily [Reimbursable] Meals (ADM) by the Average Daily Attendance (ADA). $ADM/ADA = ADP\%$. Enrollment is not a factor in Average Daily Participation.

Outcome 2: Increase daily consumption of fruits and vegetables at school.

Measure 1:	Increase daily fruit (excluding juice) and vegetable consumption by 10% as measured through [kitchen] production records.
Results: During the 2023-2024 school year, Park Hill Nutrition Services offered nearly 170,000 pounds of fresh fruits and vegetables to students – increasing the amount of fresh produce selected 6% over the previous school year. Increased offerings suggest increased consumption; however, actual consumption at school should be measured by plate waste studies planned for subsequent school years.	

Outcome 3: Recruit and retain high quality Nutrition Services team members.

Measure 1:	Recruit, hire, and train at least [net] ten (10) new kitchen team members during the 2023-2024 school year.
Results: Nutrition Services net 23 new team members that successfully onboarded, received training, and completed the 2023-2024 school year.	

Measure 2:	Reduce Year-1 Nutrition Services Kitchen Employee Turnover rate from [a 2-year average of] 24% to 15%.
Results: Nutrition Services retained 66% of new hires throughout the 2023-2024 school year who indicated intent to return to work during the 2024-2025 school year – resulting in a 34% turnover rate from August 2023 to June 2024. Employee retention/turnover rate should be determined relative to new hire start dates. Nutrition Services will continue to monitor retention/turnover with each new hire cohort.	
It should be noted that the average turnover rate between school years 2018-2019 through 2021-2022 was 44.5% - retaining slightly more than half of all Nutrition Services employees hired. During the 2022-2023 school year, Nutrition Services retained 93% of new hires with a record low turnover rate of 7%.	

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

Strengths	• STUDENTS – Still love the Pasta Bar and appreciate the Choice Bar! • PARENTS – Online pay option (SchoolCafe.com); Online Meal Benefit Application; and the communication process for safe meal accommodations at school • DISTRICT STAFF – Appreciate collaboration with NS and the new Interactive Menus that provide carbohydrate and food allergen information; Like seeing new menu options, including fresh produce • GENERAL – Student outreach/engagement; Healthy choices
OFIs	• STUDENTS – Make nutrition facts information available (complete March 2024); Improve “taste” in general • PARENTS – Bring back one-page published menu to include Breakfast & Lunch instead of separate menus; SchoolCafe.com usage instructions • DISTRICT STAFF – Separate individual menu items within nutrition facts online, ie. Spaghetti w/Meat Sauce and Breadstick; Continue to work toward removing breakfast barriers • GENERAL – Not enough time to eat breakfast

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

Strengths	• Staff involvement in development of kitchen design standards • Having a voice in program planning to support shared goals/outcomes • Intentional show of appreciation and concern for well-being of staff and program operations • Menu modifications to support continued labor shortages • Consistent cycle menus that allow improved purchase forecasting, utilization of existing inventory, and organization of storage spaces
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OFIs	• Recruit, hire and retain high-quality staff • Train new hires prior to coming to work in kitchens • Streamline kitchen site inventory processes • Improve approval process for Planned Leave Requests
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How well aligned are the program's priorities and processes with the goals of the program?

Nutrition Services program priorities are very much aligned with our goals and vision of "We Feed the Future!" NS processes continue to be more aligned with priorities by focusing on program participation, as well as increasing access and consumption of a wide variety of healthy foods.

Results of the Program Equity Audit

What were the findings of the Program Equity Audit?

The Park Hill School Nutrition Services Program has several established and some sustaining systems that support equity through participation in the USDA National School Lunch and Breakfast Programs. Federal regulations mandate school nutrition programs provide equitable access to school meals for all students. In Park Hill, no student is denied meal access regardless of program eligibility or meal account status. Nutrition Services collaborates with multiple stakeholder groups to wrap resources around families identified at risk. The program extends meal benefit access through applications translated into 49 different languages made available in print and online. Federal law requires meal accommodations for students with verified medical conditions and/or IEPs requiring diet modification. With two on staff registered dietitians, Park Hill ensures diet modifications are science-based best practices. Park Hill Nutrition Services works closely with families and staff to create safe and welcoming spaces for all students. New in 2023-2024, online menus are interactive with nutrition facts and food allergen information accessible by diverse stakeholder groups and is translated into 132 languages!

Nutrition Services is emerging into a culture of accountability that engages in courageous conversations, works hard to repair hurt/harm/damage, and learns from mistakes. When we know better, we do better. Student voice continues to arise in the program with additional opportunity for improvement by expanding reach through student surveys and taste testing. Students at Walden requested more Halal foods at school. Nutrition Services responded by reaching out to vendors and internal resources for recipe ideas and brought in products to sample. Work is underway to expand Halal menu offerings and to identify Halal food items already available in the program. Lakeview summer school students enjoyed sampling Asian potstickers (steamed dumplings) on the menu for the 2024-2025 school year.

Professional development plans for 2024-2025 include engaging in purposeful learning and conversation toward building a more inclusive community, as well as identification of how the Nutrition Services Program supports DEIB Drivers and Narratives in the Park Hill School District. There is opportunity for improvement to develop program planning and review outcomes by a more diverse group of stakeholders.

Deployment Level of Program Services: Services are well deployed, with no significant gaps.

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.)

Plan for Evaluation (for upcoming year)

Coordinator Name

Grennan Sims

Planning Team

Operations Coordinator – Kathleen Robey; Nutrition Coordinator/Registered Dietitian – Emma Montgomery; Quality Assurance & Support Managers – Vicki Woods and Kyle Stadler; Administrative Assistants – Melissa Wolf and Shellie Gilmore; Department Managers, Assistant Managers, and Nutrition Services Assistants.

Description of the Program

Research indicates that a hungry child cannot learn to the best of their ability – that a well-nourished child learns and performs better in school. The Park Hill School Nutrition Program supports learning, as well as the health and well-being of our students – one high quality nutritious meal at a time. We feed the future!

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

As a participant in the National School Lunch and Breakfast Programs, the Park Hill Nutrition Services Program is heavily regulated by the United States Department of Agriculture (USDA). The USDA establishes nutrition standards for school children in Preschool through 12th Grade based on the Dietary Guidelines for Americans. Recipes and menus are created based on these nutritional standards, as well as food preferences of our student population, USDA commodity foods available, the cost and quality of commercially available foods, and current trends in our food industry. Facilities, equipment, and available labor also play an integral role in how program services are both developed and delivered to our customers.

USDA federal procurement regulations require a competitive bid process for purchase of all necessary food and supplies to support our program, including but not limited to milk, bread, produce, groceries, chemicals, paper goods, and equipment. This process is audited by the Missouri Department of Elementary and Secondary Education (DESE) Food & Nutrition through a federal program Procurement Review.

School menus are engineered and nutritionally analyzed by two in-house registered dietitians, the Nutrition Services Director and Nutrition Services Coordinator, to ensure quality standards are met, menu planning strategies are effective, costs are controlled, and nutrition standards are compliant. Menus are further reviewed by front line staff to assess delivery barriers with final menu evaluation by our valued customers – our students. Quality Assurance & Support Managers and the Operations Coordinator monitor quality of food/services delivered and program compliance. Meals are prepared in on-site kitchens at each school unless labor shortages require off-site production and meal transport. A wide variety of breakfast items, lunch entrees, sides, and a la carte items are available to all students daily. For lunch, school meal programs must offer five menu components, including fruit, vegetables, whole grains, lean proteins, and fat-free/low-fat milk. Meals are delivered utilizing an “offer vs serve” method allowing students greater

flexibility to make individual food choices. Students are required, however, to select at least ½ cup fruit or vegetable, plus two other components at lunch.

Production records provide valuable feedback on food selections allowing us to forecast future purchases and production quantities, as well as make menu adjustments to encourage student participation. Student feedback is solicited through surveys and student nutrition advisory councils.

Hazard Analysis and Critical Control Points (HACCP) help us to keep food safe through a preventative systems approach assessing food quality and safety – including but not limited to package integrity, food temperatures, and food handling.

Monthly and annual review of key performance indicators such as program participation, revenue, and expenditures provide benchmarks to ensure we meet the needs of our customers, as well as maintain a fiscally responsible program. DESE Food & Nutrition audits our entire program through a formal Administrative Review (AR) every 3-5 years.

Key Program Stakeholder Groups

- ☒ Students
- ☒ Parents
- ☒ Staff
- ☒ Administrators

- ☐ Board of Education
- ☒ Taxpayers
- ☐ Other (Specify.)

Student and/or Stakeholder Needs Addressed by the Program

High quality nutritious foods are offered in safe and welcoming environments to support the learning process.

Outcomes of the Program

Outcome 1: Increase school meal program participation and access to healthy foods.

Measures

-- Increase district average daily participation (ADP) at lunch by at least 3% compared to previous school year.

-- Increase district ADP at breakfast by at least 3% compared to previous school year.

-- Introduce at least three new lunch entrees and/or side dishes in elementary, middle and high schools. Introduce at least two new lunch entrées and/or side dishes in early childhood.

-- Introduce at least two new breakfast entrees and/or side dishes in elementary, middle and high schools. Introduce at least one new breakfast entrées and/or side dishes in early childhood.

NOTE: Average Daily Participation (ADP) is determined by dividing Average Daily Meals (ADM) provided by the Average Daily Attendance (ADA). $ADM/ADA = ADP\%$

Outcome 2: Increase daily consumption of fresh fruits and vegetables at school.

-- Increase daily fresh fruit and vegetables offered at school by 10% as measured through school production records and vendor provided velocity reports.

-- Establish baselines of plate waste for fresh produce.

Outcome 3: Recruit and retain high quality Nutrition Services team members.

-- Recruit, hire, and train at least [net] 10 new kitchen team members for 2024-2025 school year.

-- Increase Year-1 Employee Retention rate from 66% in 2023-2024 to 70% for the 2024-2025 school year.

-- Maintain Year-2 Employee Retention rate at 85% or greater.

NOTE: Retention rate is defined as the number of employees that begin work, complete the school year, and return to work the following or subsequent school years relative to the total cohort hired.

Data Collection Methods

☒ Surveys and questionnaires

☒ Interviews

☒ Document reviews

☒ Observations

☒ Focus groups

☐ Case studies

☐ Assessments

☒ Other (Specify) - Program participation data collected from Point of Sale (POS) and processed through DESE state claims.