

**Assurance of Student Learning Report
2020-2021**

College of Health & Human Services

Department of Public Health

Worksite Health Promotion Certificate 1707

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Use this page to list learning outcomes, measurements, and summarize results for your program. Detailed information must be completed in the subsequent pages.

Student Learning Outcome 1: Design a comprehensive workplace health promotion intervention to address priority health issues.

Instrument 1	Direct: PH 402 – Workplace Health Promotion Program Paper
Instrument 2	Direct: PH 402 – Workplace Health Promotion Program Presentation PowerPoint
Instrument 3	

Based on your results, check whether the program met the goal Student Learning Outcome 1. Met Not Met

Student Learning Outcome 2: Demonstrate the ability to effectively communicate the need for raising awareness of lifestyle behaviors including their benefits and consequences

Instrument 1	Direct: PH 402 – Workplace Health Promotion Newsletter
Instrument 2	Direct: PH 402 – Workplace Health Promotion Newsletter Presentation
Instrument 3	

Based on your results, check whether the program met the goal Student Learning Outcome 2. Met Not Met

Student Learning Outcome 3: Assess workplace needs and identify resources to address health issues

Instrument 1	Direct: PH 261 – Health Promotion Planning Project
Instrument 2	
Instrument 3	

Based on your results, check whether the program met the goal Student Learning Outcome 3. Met Not Met

Program Summary (Briefly summarize the action and follow up items from your detailed responses on subsequent pages.)

For SLO 1, a reflection paper discussing the company’s values and culture was required to aid in the establishment of management support for health promotion and health protection. The paper also allowed students to review the company’s environment and how it contributed to employee’s overall well-being. The students were required to have more detailed knowledge of the company’s structure and cultural environment. For SLO 2, the PH 402 – Workplace Health Promotion Newsletter required links to be part of the content of the newsletter. This skill will enhance the efficiency of the designer of the newsletter with the ability to disseminate more information in a more condense area.

Moving forward an assessment from PH 261 will no longer used as criteria for meeting SLO 3. Instead an assessment from PH 402 will replace the assessment from PH 261. The Health Promotion Planning Project in PH 261, will no longer be assessed after the Spring 2021 semester due to changes detailed above. The content in PH 402 increases the skills needed in planning interventions of health issues addressed in workplace health promotion.

Student Learning Outcome 1

Student Learning Outcome 1			
Student Learning Outcome	Design comprehensive workplace health promotion interventions to address priority health issues.		
Measurement Instrument 1	PH 402 - Workplace Health Promotion Program Paper Students will design a workplace health promotion program at a workplace of their choice. The paper will describe the processes of program design including assessment, planning, implementation and evaluation. <u>Please attach any/all rubrics used.</u>		
Criteria for Student Success	See PH 402 rubric for full credit requirements		
Program Success Target for this Measurement	90% receive an 80 or above on this project	Percent of Program Achieving Target	0% received an 80 or above on this project
Methods	Student breakdown of grades for the project will be reported by instructor of record at the end of each semester. One student was assessed. This student received a grade of 70 out of 100.		
Measurement Instrument 2	PH 402 - Workplace Health Promotion Program Presentation Students will complete a PowerPoint Presentation of their Workplace Health Promotion Project. This will include a company profile and a summary of each phase in the workplace health promotion project design process.		
Criteria for Student Success	Students should score 80 or above. See PH 402 rubric for full credit requirements		
Program Success Target for this Measurement	90% receive an 80 or above on this project	Percent of Program Achieving Target	% received an 80 or above on this project. (not included in content due to Covid)
Methods	Due to Covid, the usual in person presentation was substituted with PowerPoint Slides that summarized the project. No separate grade for presentation was assigned.		
Measurement Instrument 3			
Criteria for Student Success			
Program Success Target for this Measurement		Percent of Program Achieving Target	
Methods			

Based on your results, highlight whether the program met the goal Student Learning Outcome 1.		<input type="checkbox"/> Met	<input checked="" type="checkbox"/> Not Met
Actions (Describe the decision-making process and actions for program improvement. The actions should include a timeline.)			
The content in PH 402 has been modified to include a reflection paper discussing the company's values and culture. The paper will allow students to review the company's environment and how it can contribute to employee's well-being. This reflection paper will also discuss the connection between a company's values and culture and how those connections can support the efforts of health promotion programs and successful interventions in addressing priority health issues.			
Follow-Up (Provide your timeline for follow-up. If follow-up has occurred, describe how the actions above have resulted in program improvement.)			
The reflection paper discussing the company's values and culture require students to have more detailed knowledge of the company's working and cultural environment. This instrument will continue to be assessed.			
Next Assessment Cycle Plan (Please describe your assessment plan timetable for this outcome)			
The Workplace Health Promotion Paper and Presentation will be assessed after the 2022 Spring term. Students will complete PowerPoint Presentation of their Workplace Health Promotion Project. This will include a company profile and a summary of each phase in the workplace health promotion project design process. Future plans will require a separate in-person presentation as in pre-Covid semesters.			

Student Learning Outcome 2			
Student Learning Outcome	Demonstrate ability to effectively communicate the need for raising awareness of lifestyle behaviors including their benefits and consequences.		
Measurement Instrument 1	PH 402 - Workplace Health Promotion Program Newsletter: Students designed a newsletter which addressed the three most concerning health issues determined by secondary data from their company. Design, layout and graphics as well as content accuracy and creativity was evaluated.		
Criteria for Student Success	See newsletter rubric for full credit requirements		
Program Success Target for this Measurement	80% will receive an 80 or above on project	Percent of Program Achieving Target	100% received and 80 or above on this project
Methods	Student breakdown of grades for the newsletter will be reported by instructor of record at the end of each semester. One student was assessed.		
Measurement Instrument 2	PH 402 – Workplace Health Promotion Program Newsletter Presentation: Student presented their company health promotion newsletter in a PowerPoint presentation, describing content and visuals as well as how this newsletter will provide health awareness and education to the workforce.		
Criteria for Student Success	See Newsletter presentation rubric for full credit requirements		
Program Success Target for this Measurement	80% will receive an 80 or above on this project	Percent of Program Achieving Target	% received an 80 or above on this project (not included in content due to Covid)
Methods	Student breakdown of grades for the newsletter presentation will be reported by instructor of record at the end of the semester. One student was assessed. Due to Covid, the usual in person Newsletter presentation was substituted with PowerPoint Slides that summarized the project. No separate grade for presentation was assigned. Future plans will require a separate in-person presentation as in pre-Covid semesters.		

Measurement Instrument 3			
Criteria for Student Success			
Program Success Target for this Measurement		Percent of Program Achieving Target	
Methods			
Based on your results, circle or highlight whether the program met the goal Student Learning Outcome 2.			<input checked="" type="checkbox"/> Met <input type="checkbox"/> Not Met
Actions (Describe the decision-making process and actions planned for program improvement. The actions should include a timeline.)			
This year brought many challenges some of the assessments were not possible with the change in mode of instruction. Future plans will require a separate in-person presentation as in pre-Covid semesters.			
Follow-Up (Provide your timeline for follow-up. If follow-up has occurred, describe how the actions above have resulted in program improvement.)			
Next Assessment Cycle Plan (Please describe your assessment plan timetable for this outcome)			
The Workplace Newsletter and Presentation of the newsletter will be assessed following the 2022 Spring Semester. Students will present their newsletter they have designed with current health information on the health issues identified as a priority for their chosen company. This newsletter will present health education and awareness to the workforce.			

Student Learning Outcome 3			
Student Learning Outcome	Assess workplace needs and identify resources to address health issues.		
Measurement Instrument 1	PH 261 – Health Promotion Planning Project: Students used a planning model to plan a health promotion to reduce or improve health outcomes for one of the following (topics was assigned by the instructor): sports injuries, poisoning, fire safety, or drowning. Planning models include PRECEDE-PROCEED, MATCH, Intervention Mapping, CDCynergy, SMART, MAPP, Generalized Model for Program Planning.		
Criteria for Student Success	See PH 261 Health Promotion Planning Project rubric for full credit requirements		
Program Success Target for this Measurement	90% will receive an 80 or above on this project	Percent of Program Achieving Target	100% received an 80 or above on this project
Methods	Student breakdown of grades for the Health Promotion Planning Project will be reported by instructor of record at the end of each semester. Two students in this course were in the Worksite Health Promotion Certificate 1707. Rubrics attached.		
Measurement Instrument 2			
Criteria for Student Success			

Program Success Target for this Measurement		Percent of Program Achieving Target	
Methods			
Measurement Instrument 3			
Criteria for Student Success			
Program Success Target for this Measurement		Percent of Program Achieving Target	
Methods			
Based on your results, circle or highlight whether the program met the goal Student Learning Outcome 3.		<input checked="" type="checkbox"/> Met	<input type="checkbox"/> Not Met
Actions (Describe the decision-making process and actions for program improvement. The actions should include a timeline.)			
Each student presented the secondary sources that they established for their company and discussed the reasons for priorities over other sources. The instructor for PH 261 has changed and the requirements for the assessment have been modified.			
Follow-Up (Provide your timeline for follow-up. If follow-up has occurred, describe how the actions above have resulted in program improvement.)			
Moving forward an assessment from PH 261 will no longer be used as criteria for meeting SLO 3. Instead an assessment from PH 402 will replace the assessment from PH 261.			
Next Assessment Cycle Plan (Please describe your assessment plan timetable for this outcome) Spring 2022 Semester			
The Health Promotion Planning Project in PH 261, will no longer be assessed after the Spring 2021 semester due to changes detailed above. The content in PH 402 increases the skills needed in planning interventions of health issues addressed in workplace health promotion.			

Program plan assignment

In this assignment, you will analyze a peer-reviewed journal article that presents a study of a public health intervention. In your analysis you will explain what health issue the intervention addresses; how and why the authors used the behavior change theory they chose; and break down the intervention by the phases of the Precede-Proceed planning model. In this explanation, you will identify the ways in which the authors incorporated the constructs of the theory they used, and through this, demonstrate your comprehension of the theory as well as the journal article. This is essentially an extended version of the virtual class activities you completed during Week 7.

You may choose from the two following articles (available as PDFs in the assignment folder on Blackboard):

Pope, Z., Lewis, B., and Gao, Z. (2015). Using the Transtheoretical Model to Examine the Effects of Exergaming on Physical Activity Among Children. *Journal of Physical Activity and Health* 12, 1205-1212.

Rinderknecht, K. and Smith, C. (2004). Social Cognitive Theory in an After-School Nutrition Intervention for Urban Native American Youth. *Journal of Nutrition Education and Behavior* 36(6).

Peer-reviewed articles that present the results of public health interventions are densely written and take time to go through. We will be doing some practice in class this week—take full advantage of this opportunity!

What you will be turning in:

One (1) Word document consisting of the following two sections:

- (A) Analysis of the journal article, including the author's use of behavior change theory (2 full pages, minimum; typed, double-spaced, size 12 font). Write this in essay format, and be sure that you address all of the following questions in your essay:
 - a. Identify the target population, the health condition of concern, and the program goal. What population, specifically, is targeted? What is the health outcome the study authors want to change? What behavior(s) lead to that outcome and are the target for the intervention?
 - b. Describe and explain the behavior change theory used. Be detailed and specific here; show me exactly how much you know about this theory!
 - c. Identify and explain all constructs used in this theory (exception: for SCT, identify and explain at least 6).
 - d. Describe how each of these constructs is employed in the study. Note: here you may need to do some reading between the lines and/or analytical thinking. Identify the constructs that different program activities support.
 - e. Describe the study as a whole: What health issue did the program address? Were they successful? What evidence do the authors present to prove success?
 - f. Explain the significance of this study to public health in general. How are the results useful in the field of health education/promotion?
- (B) An explanation of how the program or intervention fits into the Precede-Proceed planning model (1 ½-2 pages, minimum; typed, double-spaced, size 12 font). Write this section in outline

form, organized by Precede-Proceed phase. (Phase 1: Social assessment; Phase 2: Epidemiological assessment; Phase 3: Educational and ecological assessment; etc.) In each section, be sure you are doing both of the following:

- a. Explaining the purpose of each phase of the Precede-Proceed model (show me how well you understand Precede-Proceed!)
- b. Describing and explaining what the program profiled in the article does in each phase of the planning model.

Grade breakdown:

Part A Analysis of article & Behavior Change Theory: 75%

(Rubric embedded above, presence/absence of items a-f)

Part B Analysis using Precede Proceed: 25%

(Rubric embedded above, presence/absence of items a and b)

GUIDELINES and GRADING CRITERIA

PH 402

Workplace Health Promotion Program Project

Description of Assignment:

Students will select a company and design a workplace health promotion program which will focus on needed health issues within that workplace. A workplace profile (with reflection paper to be discussed in class on company's values & culture) will be required as well as a detailed program including assessment, design, implementation and evaluation. **Please reference all borrowed information: APA style.** The final report will be a **minimum of five pages. (100 points).** A ten minute presentation using PowerPoint is also required.

Criteria	Points awarded	Full Credit	Partial Credit	No credit
Company Profile	10	<p>Company profile is complete</p> <ul style="list-style-type: none"> -name -location -type of industry / business (what does the company produce or services provided) -company mission (how can it be linked to wellness?) -CEO/management (also does management support wellness?) -workforce demographics <ul style="list-style-type: none"> number of employees gender makeup ethnic makeup average age union or nonunion -built environment -work rotation -major work activities -profit trends (last 5-10 years) -types of health promotion programs already available -1 page reflection paper on company's values & culture to be discussed in class 	Company profile does not clearly discuss the company's details	Not addressed
Assessment	20	<p>Assessment is complete</p> <p><u>-identification</u></p> <ul style="list-style-type: none"> -identifies health-related problems (ex: obesity, tobacco use, high blood pressure, joint injury, low-back pain, etc....) -list the identification strategies used, and why (ex: workforce demographic data, employee health records, health care claims and costs, workers' compensation claims and cost data, worksite environment and health risk appraisal data) <p><u>-Assessment</u></p> <ul style="list-style-type: none"> -assesses employee's interest survey -feasibility study 	Provides minimal details of the assessment process. Does not explain the company's health issue and how that issue was chosen in a comprehensive manner.	Not addressed.

		<p>5 questions for a feasibility study:</p> <ol style="list-style-type: none"> 1) What are the organization's motives for considering the development of a program? (Ex. absenteeism, aging workforce, image, productivity, etc.....) and what are the organization's goals for considering the development of a program? (Ex. lower health cost, more productive employees, etc.....) 2) Is this program cost effective for the organization? Yes or no and why. 3) What is the level of support, need, and interest among employees, middle managers and top managers? 4) Does organization have access to resources needed? 5) What are the key factors to be considered during the design of the program? 		
Design/Planning	20	<p>Review collected data in previous section to answer the following four questions:</p> <ol style="list-style-type: none"> 1) How prevalent is the problem? 2) What are the consequences of the problem? 3) What are the causes of the problem? 4) Which workers in the company are at greatest risk? <p>-Develop vision and mission statement -Develop goals and objectives (these should be specific and measurable) and activities. -Budget clearly established with justifications.</p>	<p>Minimally addresses how the health issue will affect the company and the employees. Improper vision and mission. Poor development of goals, objectives not SMART and/or activities do not tie in with goals and objectives. Budget not clearly established with justifications.</p>	Not addressed
Implementation	20	<p>-Develop a marketing strategy using the 4 Ps of marketing -Develop a promotion poster or newsletter -Describe methods to promote program adherence and recruitment of employees that do not participate and high risk employees: -verbal support -written feedback -discuss incentives -discuss how to identify employee's values, interests and readiness to participate (surveys, incentives, rewards) -Discuss how these influencing factors might affect implementation: -management support -employee support -wellness committee member's responsibility</p>	<p>Minimal marketing strategy. Newsletter poorly designed with no information and/or poor visuals as well as no links for additional resources and no social media opportunities. Minimal discussion of methods to support implementation of program.</p>	Not addressed

		-knowledge and experience of wellness director		
Evaluation	20			
		<p>-Review your program’s goals and objectives. establish a time frame, measurement intervals design.(questionnaires, health risk appraisals, health care claims data report, absenteeism logs, productivity reports, etc....)</p> <p>-Perform measurement <u>process evaluation:</u> Questionnaires designed for feedback from employees about the program to determine if changes are needed to be more effective <u>outcome evaluation:</u> Data which will determine if the program actually improves the health/lifestyles/productivity of employees. This can be obtained by health risks appraisals, healthcare claims data report, absenteeism logs, productivity reports or specific results such as fitness level, weight, etc....</p> <p>-Discuss how you will provide feedback to employee and management</p>	Evaluation strategies presented are not feasible or lack clarity	Not addressed
References APA Format & Presentation Style	10	Provides reference for the materials being reviewed. Presentation was presented with knowledge of content.	Provides link only for the materials reviewed. Presentation was presented with some reading and hesitation of knowledge.	No citation or link Read most of presentation. Did not know content.
Possible	100			
TOTAL				

Newsletter Rubric

Name: _____

Date: _____

Topic: _____

	Exceeds Standards 2.5	Meets Standards 2	Below Standards 1	Does not meet standards 0	Points Earned
Newsletter Design/Layout & Graphics	Use of fonts, font sizes, borders, backgrounds, and shading enhance aesthetics	Organized with heading, article titles, columns, pictures and credits	Poorly organized or missing one layout requirement	Poor organization and missing multiple layout requirements	
Content	Newsletter has articles beyond those required including links	Newsletter has minimum requirements for all articles	Newsletter is missing one article requirement	Newsletter is missing more than one article requirement	
Fact Accuracy	Facts are accurate and sources of information are properly cited to give credit to the authors	Facts in articles used to explain background or issues are accurately reported	One article contains inaccurate facts in its explanation	More than one article contains inaccurate facts in its explanation	
Creativity	Original to the company, good slogans with vivid visuals	Generic, but good slogans and visuals	Generic and poor slogans and visuals	No creativity and no visuals	
TOTAL (10 pts possible)					