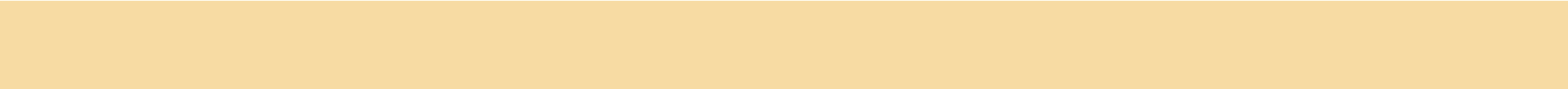
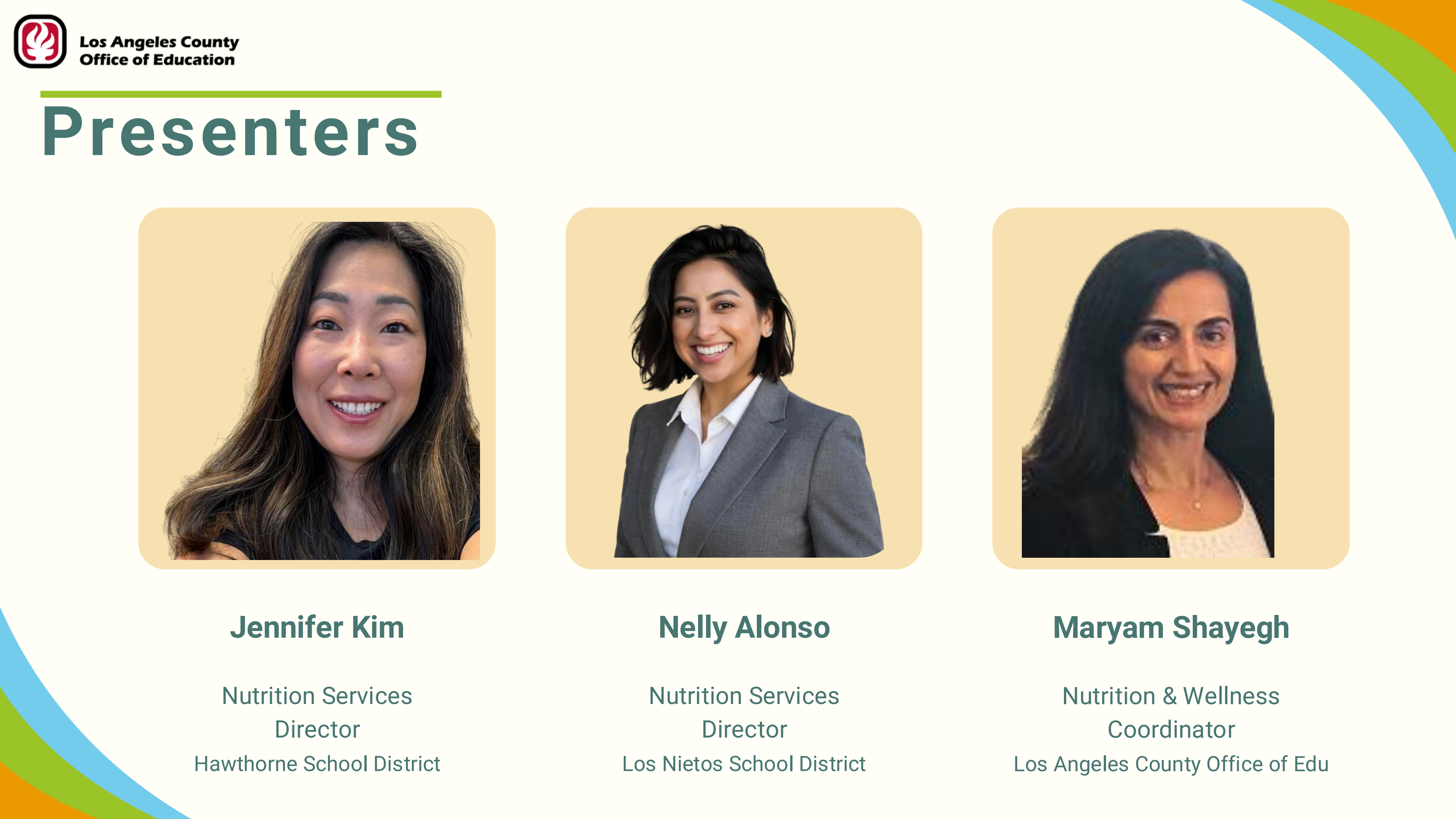

Powering LEA and School Professionals

Strengthening Staff Wellness
for Healthier Schools

Presented by:
LACOE Thriving Schools Project





Los Angeles County
Office of Education

Presenters



Jennifer Kim

Nutrition Services
Director
Hawthorne School District



Nelly Alonso

Nutrition Services
Director
Los Nietos School District



Maryam Shayegh

Nutrition & Wellness
Coordinator
Los Angeles County Office of Edu



Learning Objectives:

Participants will be able to:

- | | |
|---|--|
| <p>1 Describe how staff wellness efforts contribute to positive school environments that supports student health & learning.</p> | <p>3 Apply the Healthier Generation 6-Step Process to identify opportunities for continuous improvement in school wellness.</p> |
| <p>2 Identify evidence-based strategies that promote staff wellbring and a healthy school culture.</p> | <p>4 Explore Healthier Generation's TSIA and resources to support wellness efforts.</p> |



Mindful Minute: Let's Reset Together

1. Get comfortable: sit with both feet on the floor, relax your shoulders, and rest your hands comfortably in your lap.
2. Take a deep breath: breathe in slowly through your nose for a count of 4...Hold for a moment...Exhale slowly for a count of 4. Repeat one more time.
3. Ground yourself....by noticing what is around you:
 - 3 things you can see
 - 2 things you can hear
 - 1 thing you appreciate in this moment
4. Set an intention by asking yourself quietly:
 - "What is one thing I want to be present for during this session?"
5. Take one more deep breath and bring your attention back to the meeting.



*Thank you for taking a moment to pause, reset and be present.
Is this something you can practice with your team?*



The Case for Staff Wellness

Understanding the School Workforce Today

Challenges, stressors, and the
opportunity in front of us

Why Wellness Matters Now

- Educators rate job-related stress and burnout higher than other working adults.
- Workload and job demands are the top dissatisfaction driver, ahead of pay.
- Stress, burnout, and dissatisfaction are linked to turnover.



In CA, 40% of educators are considering leaving education in the next few years.



Nationwide, an estimated 35% of teachers plan to leave the profession in the next decade.

The School Nutrition Workforce: Recognizing Diverse Roles and Wellness Needs

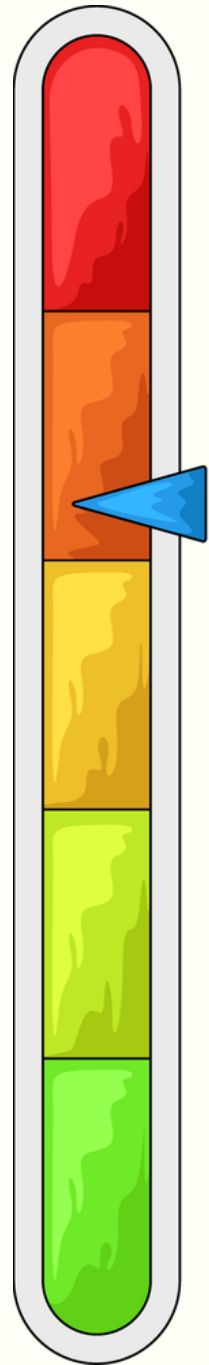
- Operating in a high-volume, fast-paced environment.
- Positions are typically part-time and hourly, often lacking benefits or paid leave.
- The workforce mainly consists of women, many of whom are caregivers at home.
- There is a notable presence of staff aged 50 and older, facing physical demands.
- Annual turnover rates in numerous districts range from 20% to 40% (SNA Trends Report).
- Hiring pipelines are contracting, and training resources are becoming increasingly limited.



Wellness is important across ALL employee classifications!



Unique Stressors in School-Based Work



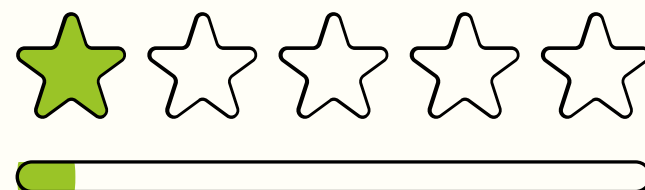
- **Workload:** Too much to do, too little time
- **Student needs & behavior:** Managing complex academic, behavioral, and emotional needs
- **Staffing shortages:** Absences, vacancies, and additional responsibilities
- **Emotional demands:** Supporting students while managing our own emotions
- **Limited recovery time:** Few opportunities to pause, reset, or recharge
- **Changing expectations:** New initiatives, policies, and competing priorities
- **Communication & support:** Unclear expectations or limited workplace support
- **Feeling undervalued:** Compensation, recognition, and financial pressures



How Stress Shows Up in Our Operations

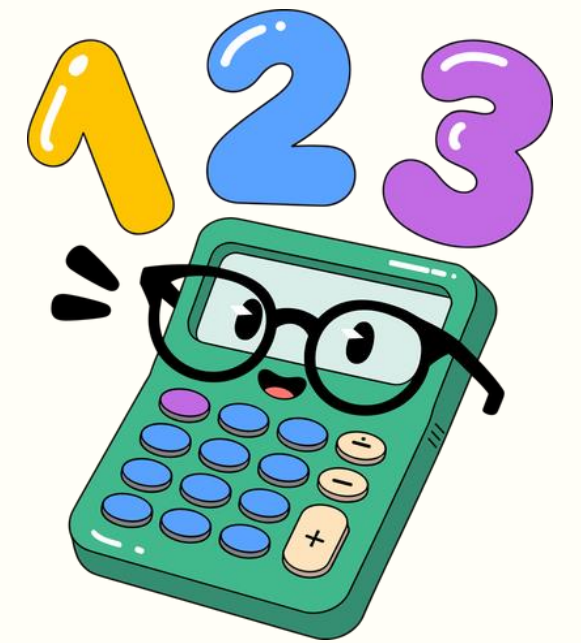
- Increased absenteeism and last-minute call-outs.
- Conflict and tension
- Miscommunication and reduced team coordination
- Lower engagement and participation
- Increased errors, incidents, and safety concerns
- Emotional and physical exhaustion

**When staff aren't well,
students aren't well.**



Wellness is an Administrative Strategy

- **Retention:** replacing an employee can be costly! Turnover costs range from 50% to 200% of an employee's annual salary.
- **Attendance and Reliability:** poor employee health contribute to absenteeism, which increases labor costs, disrupts operations, and require overtime and substitute staffing.
- **Program Quality:** consistent, engaged staff help create more reliable service, stronger customer relationships, and a more positive experience for students.
- **Safety and Compliance:** supported and well-trained are better equipped to consistently follow safety procedures and organizational protocols.
- **Equity:** every employee deserves access to a healthy, safe and supportive work environment!



Every employee contributes to the student experience!



What can be done?

- Reduce Stress & Burnout: Addressing workplace stress and burnout can support staff retention and reduce turnover.
- Strengthen Workplace Relationships: Positive, productive relationships and supportive work environments help foster engagement and staff retention.
- Support Employee Health: Employees who actively engage in their health and well-being are better positioned to manage health challenges and maintain overall well-being.





District Profile



Hawthorne School District

LACOE + Hawthorne School District Partnership

Urban TK–12 district: 7 ES, 3 MS, 1 Charter HS

6,700 Students served

9,500 Meals daily

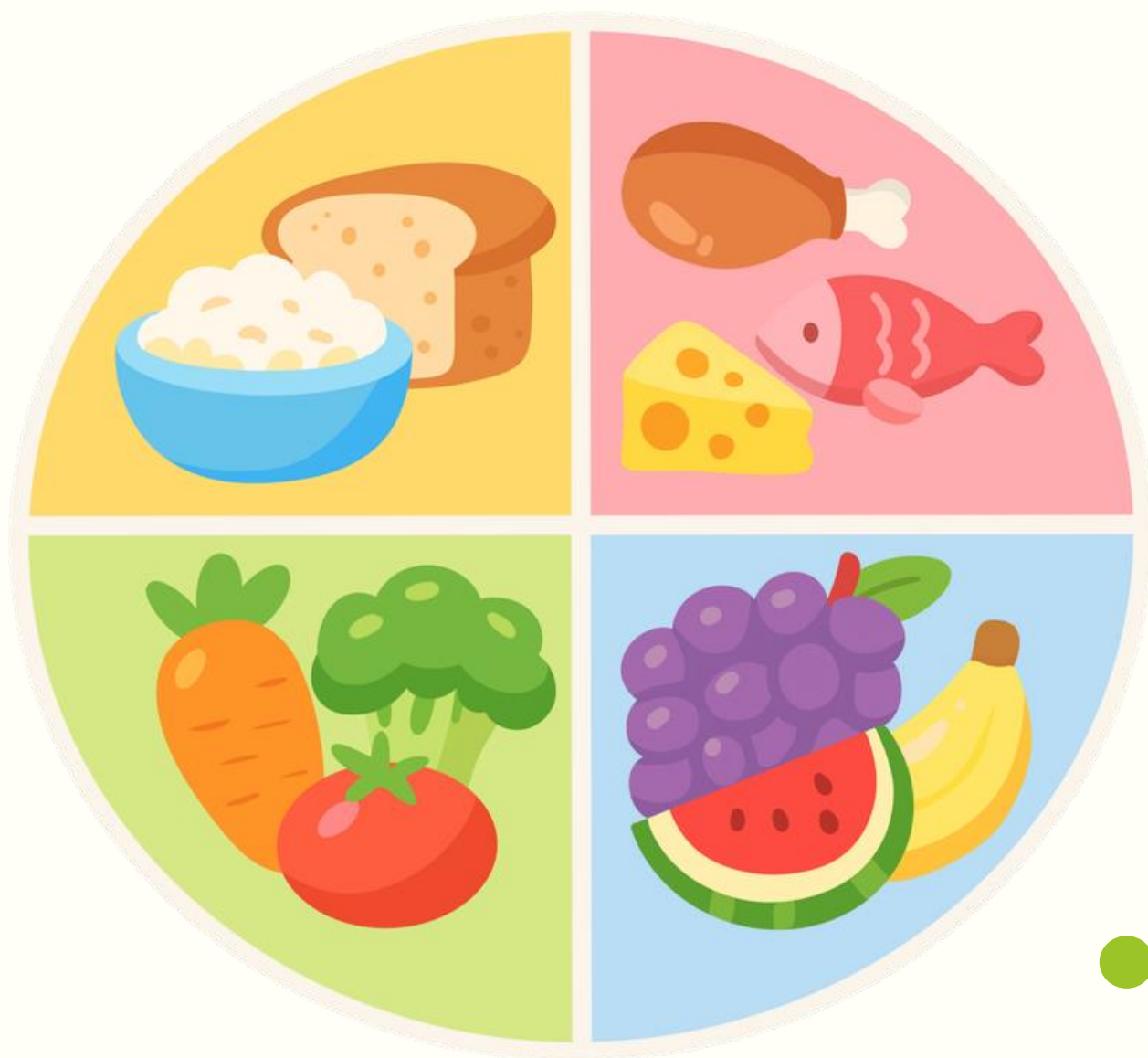
95 Nutrition Services staff



= magical and nutritious meals



District Profile



Los Nietos School District

LACOE + Los Nietos School District Partnership

Urban TK–8 district: 3 ES, 1 MS

1,200 Students served

2,500 Meals daily

14 Nutrition Services staff



= magical and nutritious meals



LACOE Grant-funded Projects:

USDA Team Nutrition & Kaiser Thriving Schools

Our Shared Goals:

- Expand opportunities for nutrition education, school nutrition promotion and physical activity
- Strengthen school wellness policy implementation to foster healthy school environments
- Cultivate staff wellbeing as a key driver of program improvement
- Increase staff engagement and participation through relevant professional learning that improves confidence and skills
- Develop a replicable model that can be adopted by LEAs





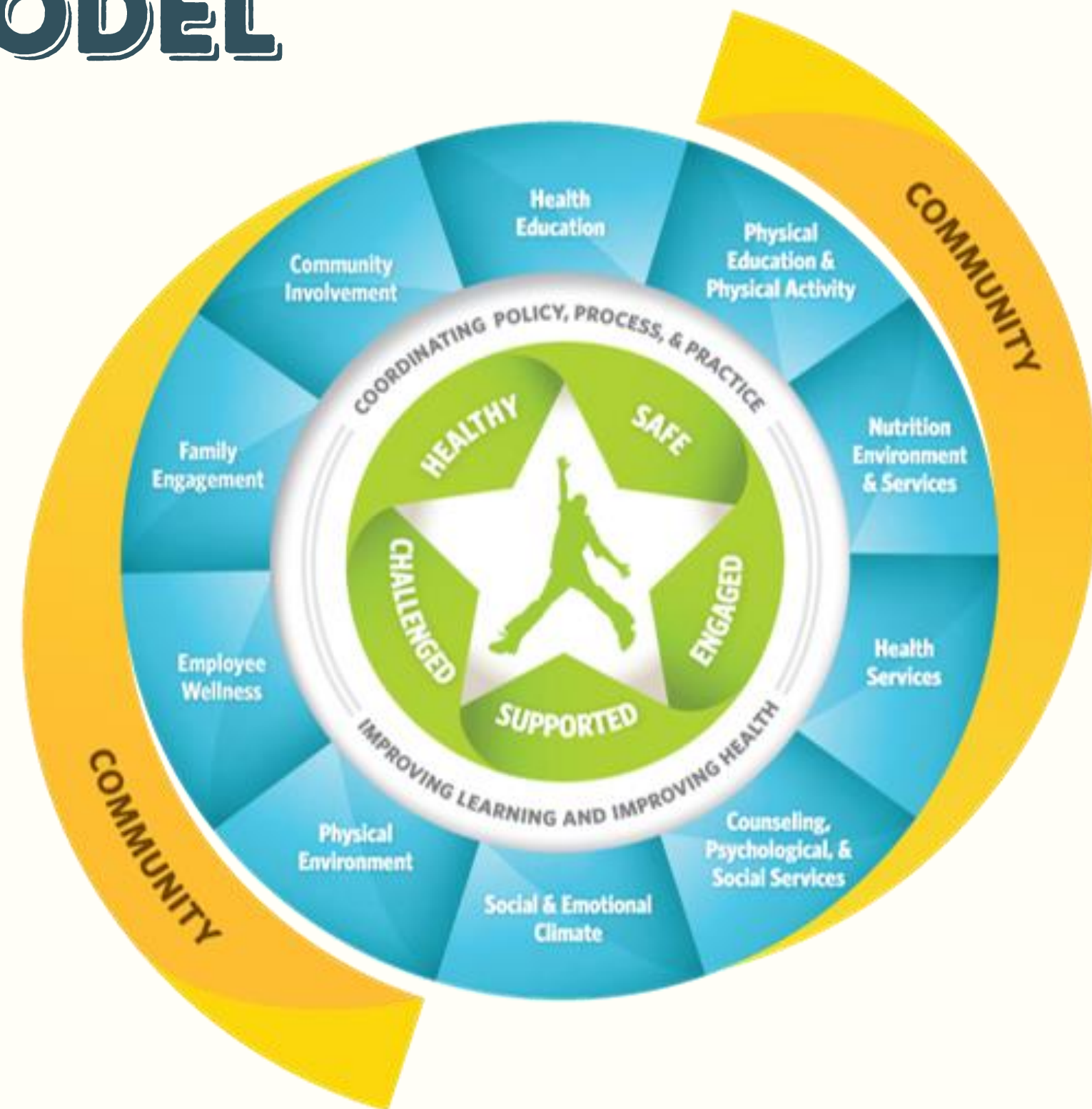
Our Framework: WSCC MODEL

WHOLE

★ **S**CHOOL,

★ **C**OMMUNITY,

★ **C**HILD





Work is Guided by the 6-Step Process



- 1 Engage various partners
- 2 Use standardized tools to determine gaps and opportunities
- 3 Alignment and integration
- 4 Landscape analysis
- 5 Accountability and ongoing improvement
- 6 Recognize the value of evidence-based strategies



Thriving Schools Integrated Assessment (TSIA)

THRIVING SCHOOLS INTEGRATED ASSESSMENT SCHOOL GUIDE



- FREE Alliance for a Healthier Generation self-assessment tool
- District and school-site version
- Helps to identify strengths and opportunities for wellness improvement
- Evidence-based strategies to support the well-being of students, families and staff



Topics in the Thriving Schools Integrated Assessment



Advancing Core Policies & Practices



Increasing Family & Community Engagement



Improving Nutrition & Food Access



Enriching Health Education



Implementing Local School Wellness Policy



Bolstering Physical Education & Activity



Strengthening Social-Emotional Health



Cultivating Staff Well-Being



Promoting Tobacco-Free Schools



Supporting School Health Services



Reducing Chronic Absenteeism



Addressing School Discipline



Fostering Positive School Climate & Culture



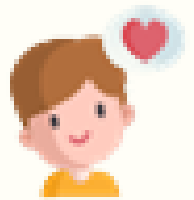
Building Staff Capacity



Which topic areas will your school team be recognized for?



Increasing Family & Community Engagement, *presented by Kohl's*



Strengthening Social-Emotional Health & Learning, *presented by Kaiser Permanente*



Cultivating Staff Well-Being, *presented by Kaiser Permanente*



Improving Nutrition & Food Access *presented by Del Monte Foods*



Implementing Local School Wellness Policy



Enriching Health Education



Promoting Tobacco-Free Schools



Supporting School Health Services



Bolstering Physical Education & Activity

Step ① : Build Support

Diverse Representation
Matters!



Build support



TSIA Question: Professional learning on staff well-being



Scan QR code to register for a
free Healthier Generation
account

To what extent does your district offer professional learning on staff well-being?

FULLY IN PLACE

Our district provides continuous professional learning that is all the following:

- ☐ Inclusive of content related to self-care, boundaries, and stress management
- ☐ Available for all staff (including non-instructional staff) at least once per year
- ☐ Aligned with school improvement efforts
- ☐ Job-embedded, with coaching supports

☐ MOSTLY IN PLACE

☒ PARTIALLY IN PLACE

NOT IN PLACE

- ☐ Our district does not offer professional learning on staff well-being.



TSIA Question: Space for staff breaks



Scan QR code to register for a
free Healthier Generation
account

To what extent does your district have spaces for staff to take breaks?

FULLY IN PLACE

Our district has space(s) with all the following:

- Provide easily accessible space(s) for all staff (including non-instructional staff) to take breaks
- ☐ • Encourage relaxation
- Foster positive staff interactions
- Allow for acute stress-management

Note: These functions may occur in one space or be distributed throughout multiple spaces.

☐ MOSTLY IN PLACE

☒ PARTIALLY IN PLACE

NOT IN PLACE

- ☐ Our district does not have any spaces for staff to engage in such activities.



What Hawthorne SD's Baseline Data Revealed

- **9 Initiatives “Fully in Place”**- Areas of strength: Providing professional learning opportunities on the importance of gratitude to all staff; Conducting Districtwide surveys assessing staff preferred gratitude styles
- **1 Initiative “Mostly in Place”**- Areas near completion providing EASE, Care Solace for district staff.
- **8 Initiatives “Partially in Place”**- Areas for Future Growth: Resource mapping all programs, services, and resources that promote or support staff well being.



What Los Nietos SD's Baseline Data Revealed

- **9 Areas “Fully in Place”:** Los Nietos excels in core supports. This includes the Employee Assistance Program (EAP), staff health assessments, conflict resolution, and cultivating a positive work culture.
- **3 Areas “Mostly in Place”:** Strong foundations are already built. The district is nearly finished setting up resource mapping, dedicated staff break spaces, and trauma-informed professional learning.
- **6 Areas “Partially in Place”:** Next steps are clearly identified. The district will focus on expanding staff physical activities, setting healthy meeting standards, and gathering more direct staff input.



Interactive Movement Poll:

What is the Loudest Stressor on Your Team?

Stand up if the biggest source of stress on your team is...

- Physical strain and safety (repetitive tasks, injuries, fatigue)
- Workload and scheduling (staffing shortages, time pressures)
- Recognition and respect (feeling valued, communication)
- Compensation and advancement (pay, benefits)
- Staff dynamics (conflict, morale, teamwork)
- Something else — share in open response



Step **2** :

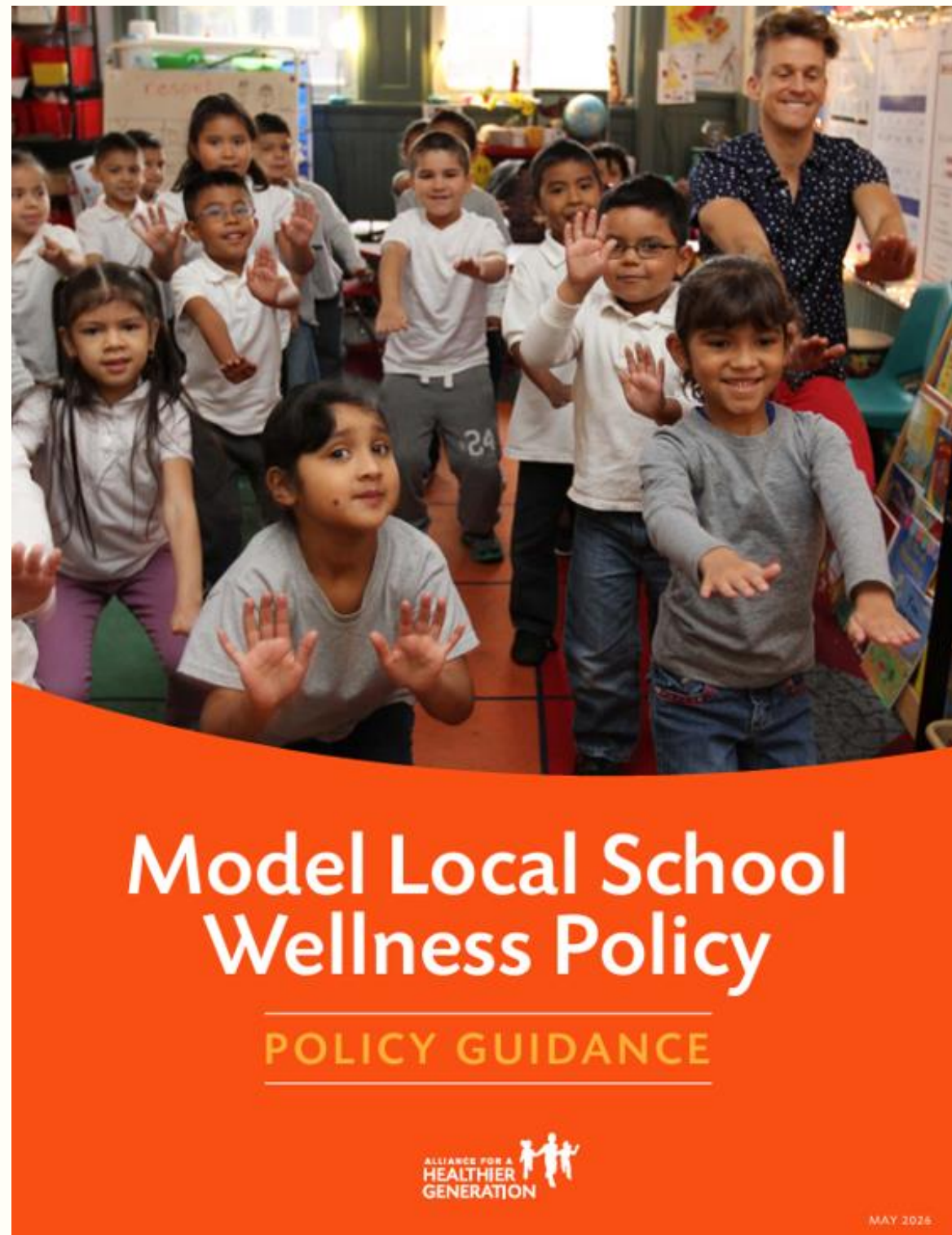
Assess Policies and Practices

Use standardized tools to determine gaps and opportunities



Assess policies
& practices

Model Staff Well-Being Policy



MODEL LOCAL SCHOOL WELLNESS POLICY

30

Staff Well-Being

Schools are worksites as well as places of learning. Ensuring that district employees' physical, social-emotional, and mental health needs are met is pivotal to their well-being and to students' academic success. The Surgeon General's Framework for Workplace Mental Health and Well-Being is a strong guide to implementing this work, as it focuses on policy, systems, and environmental changes that can create sustainable changes for the district rather than focusing on individual wellness.

Schools and district offices should create work environments that:

- Support healthy eating, physical activity, and healthy behaviors
- Address the social-emotional health of staff through explicit focus on stress management, maintaining positive relationships, self-efficacy, and support for purpose-driven work
- Are clean, safe, and modern to support employee well-being
- Provide staff access to sufficient opportunities and resources to support professional growth
- Prioritize building trusting relationships among staff, students, and families
- Establish formal gratitude practices and providing time for connection outside of academic responsibilities
- Ensure a balanced workload to sustain staff well-being and effectiveness
- Offer employee wellness programs and healthy work environments to decrease employee health insurance premiums and reduce employee absenteeism and turnover
- Prioritize families by establishing formal gratitude practices and providing time for connection outside of academic responsibilities

The district is committed to supporting the physical and mental health and well-being of all district employees. Leadership within the district will model the tenants of workplace well-being and support individual schools in their own process of prioritizing staff wellness in a school-level coordination team. While some drivers may receive greater focus at times, the district will address all five drivers to support staff well-being, aligned with the Surgeon General's Five Essentials for Workplace Mental Health & Well-Being:

Protection from Harm

- Auditing facilities and safety protocols to ensure employee well-being
- Addressing space and break time for lactation and breastfeeding
- Providing space and structured time for breaks during the workday
- Ensuring psychological safety to raise concerns without retaliation
- Adopting a trauma-informed approach to staff-wellbeing programs and policies
- Sharing clear, accessible physical and mental health information with staff
- Offering free or low-cost physical and mental health screenings
- Normalizing and supporting mental health through policy and practice
- Designating a consistent, systemic approach for employee conflict resolution

Work-Life Harmony

- Establishing and utilizing clear norms around after-hours communication
- Establishing and utilizing clear policies on work boundaries and time management
- Collecting and disaggregating job satisfaction and burnout data annually using tools like the Healthier Generation Staff Well-Being Survey
- Implementing policy, systems, and program changes needed to support well-being and to decrease burnout as indicated by annual staff data
- Auditing workload tied to wellness data



SCAN to view model policies



Step 3 : Develop your Action Plan

Alignment and Integration



Develop your
Action Plan



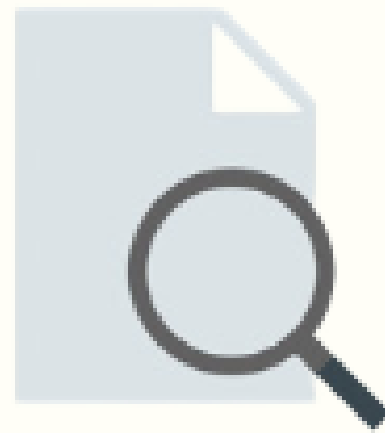
Step 3: Develop Your Action Plan

Alignment and Integration: PRIORITIZE! Pick your 1-3

- Use the baseline data to spotlight the top pain points.
- Score each candidate area on two axes: staff-reported impact and feasibility.
- Choose no more than three — ruthlessly. Focus wins.
- Hawthorne SD and Los Nietos SD chose:
Physical wellness, Recognition, and Onboarding/Retention.
- Share the “why” back to staff — transparency builds trust.

Step **4** : Explore Resources

Landscape Analysis

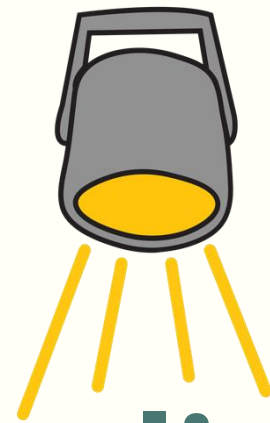


Explore resources



Step 4: Explore Evidence-Based Resources & Strategies

- Assess your current landscape
- Implement evidence-based strategies
 - **Physical wellness:** stretch breaks, ergonomic equipment (mats, keyboard/mouse, standing desk), rotation schedules.
 - **Mental/emotional:** team check-ins, EAP promotion, peer support.
 - **Workplace culture:** psychological safety, staff feedback opportunities.
 - **Recognition:** peer recognition, staff spotlights, service milestones.
 - **Onboarding & retention:** buddy system/“work bestie”, regular check-ins.



Strategy Spotlight: **Physical Wellness**

- Start every shift with a 2-minute physical activity led by a rotating FNS team member.
- Reduce strain by using anti-fatigue mats at high-use workstations.
- Rotate tasks throughout the day to minimize repetitive-motion injuries and fatigue.
- Promote hydration by increasing access to water throughout the workday.
- Partner with district health staff and local healthcare agencies for free annual wellness screenings.

Los Nietos Staff Wellness Lounges

At Los Nietos School District, staff wellness is supported through intentional spaces, resources, and opportunities that make healthy choices more accessible.



- **Staff Wellness Lounge**

- A dedicated space to pause, recharge, and connect, with complimentary coffee, ice, and hydration access



- **Employee Fitness Benefit**

- Staff have access to an exclusive EOS Fitness corporate membership, providing access to fitness facilities, group classes, recovery amenities, and other wellness resources.



Supporting the whole child also means supporting the people who serve them every day.



Physical Wellness

◦ Hawthorne School District: Wellness Challenges



WALKT-O-BER™
🕒 Starts in 7 days



Earn Leaves by Tracking Steps

Your goal is 20 leaves.



6000
steps



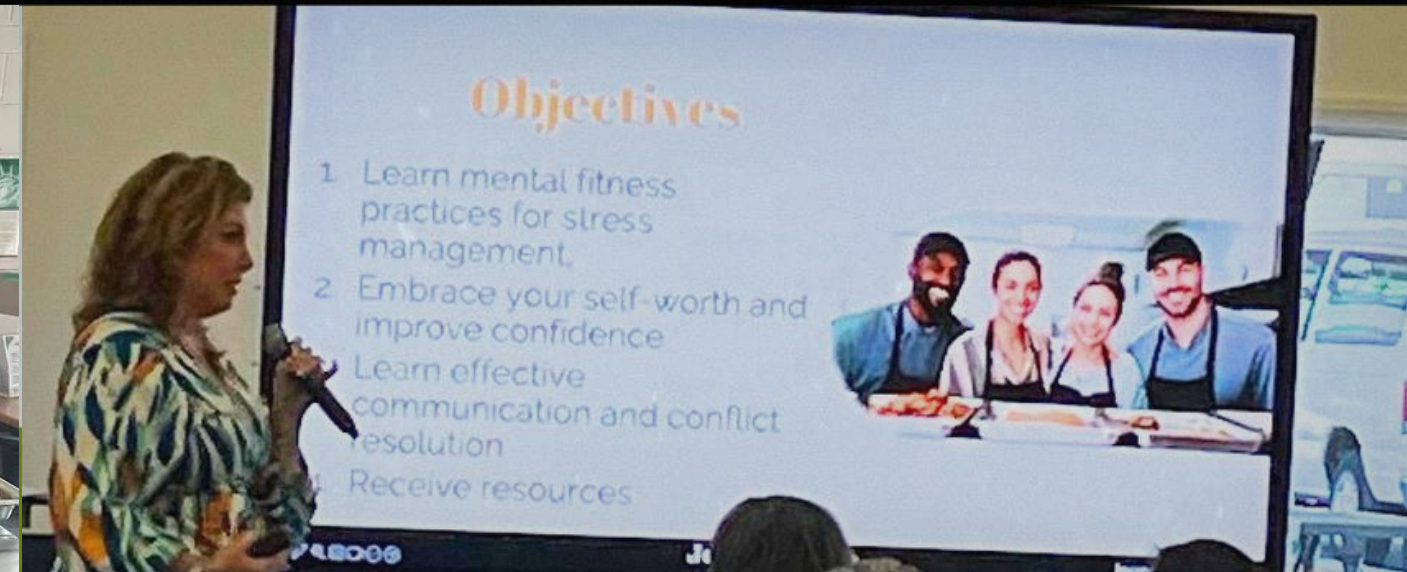
8000
steps

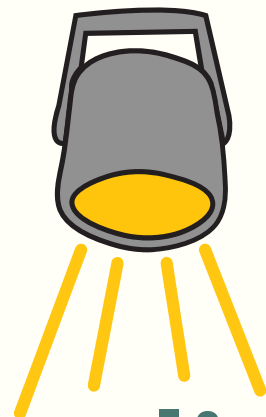


10,000+
steps



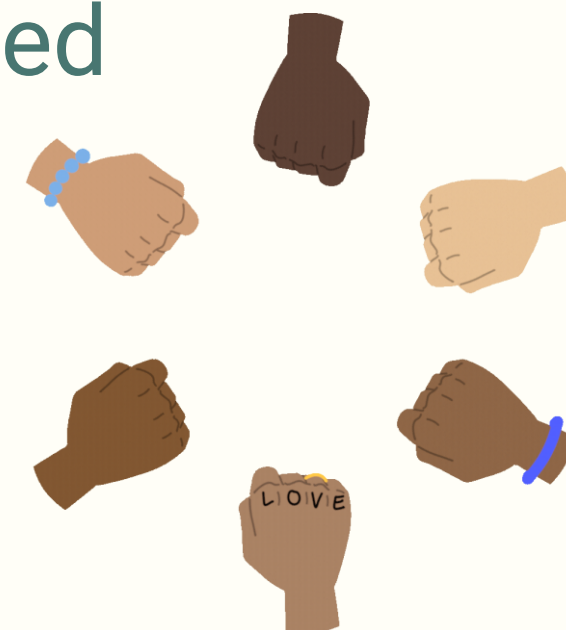
Hawthorne: Physical, Emotional, & Social Wellness

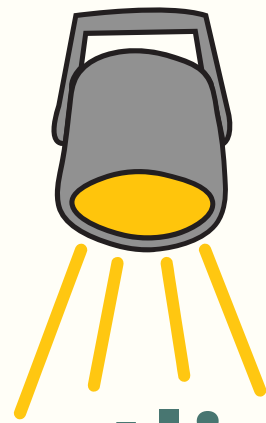




Strategy Spotlight: Mental & Emotional Wellness

- Begin the day with a brief team huddle — “e.g., rose, bud, thorn” check-in.
- Promote available staff wellness resources by displaying information in every kitchen.
- Equip managers with mental health awareness skills.
- Provide access to quiet break spaces - away from the serving line.
- Improve communication skills through ongoing professional learning.
- Encourage staff to use mental health resources and work-provided benefits (e.g., paid days off) — *leaders model this practice!!!*

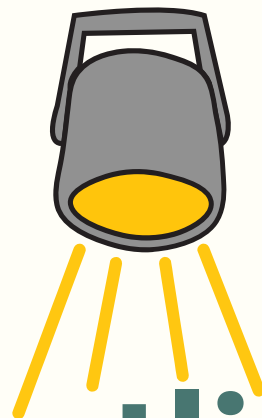




Strategy Spotlight: Mental & Emotional Wellness

◦ Hawthorne School District: Wellness Spaces





Strategy Spotlight: **Workplace Culture**

Give every voice a seat at the table.

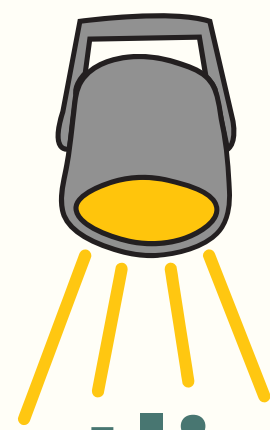
Bring the conversation to the team by hosting “Coffee/tea with the Director” listening sessions at sites, not central office.

Close the feedback loop with a simple “you said...we did!” update to show how staff ideas make a difference.

Celebrate your team’s diversity by highlighting staff stories and inviting employees to share recipes and cultural traditions.

Make communication accessible by providing important updates in the primary languages spoken by staff.



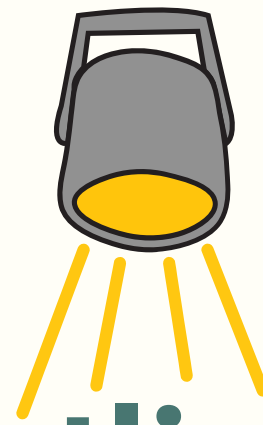


Strategy Spotlight: **Recognition That Sticks**

- Celebrate a “Nutrition Hero of the Week” with peer nominations and school-site recognition.
- Honor service milestones.
- Make appreciation personal.
- Share the impact by highlighting compliments from students, families and staff.
- Celebrate your team during National School Lunch Week internally, not just public promotions.



Build connections through fun team experiences!



Strategy Spotlight: Recognition That Sticks

◦ Hawthorne School District: Gratitude Style Preference Survey

A decorative floral border featuring various colored flowers (red, purple, green) and leaves on a light background.

Gratitude Style Preference Assessment

Feeling appreciated and showing appreciation is so important in our community. We want to make sure that we are appreciating each other in the right way.

Please help us in this by answering the questions below to share which types of gratitude you prefer.

* Indicates required question



Hawthorne School District: Celebrating Our Staff





Los Angeles County
Office of Education

Paint & Sip Sessions for Staff



Scan for article on pages 14-16





Los Angeles County
Office of Education

Paint & Sip Sessions for Staff

◦ Hawthorne School District





Policy, System & Environment (PSE) Changes

Policy Add staff wellness language to your Local School Wellness Policy.

System Embed wellness into onboarding, annual training, and evaluation.

Environment Redesign break rooms, adjust shift structures, improve workflow.

PSE Changes outlast individuals. Put wellness into the rulebook.

Equip Leaders for Success

Traditional Training

- Code of Federal Regulations
- Retail Food Code
- Standard Operating Procedures

The Leadership Support Gap

- Leadership Skills: Recognize and Resolve Conflict
- Performance Evaluations and Coaching
- Building Trust





Strategies for Frontline Staff

Showing Our Frontline Teams their Worth

- Visible schedules and predictable breaks.
- Clear paths to advancement and cross-training.
- Accessible wellness info — posters, QR codes, paper options.
- Voice in the decisions that affect their workday.



SEEN



HEARD



VALUED

Hawthorne School District Celebrates Local Produce

EAT
LOCAL



FREE SAMPLE

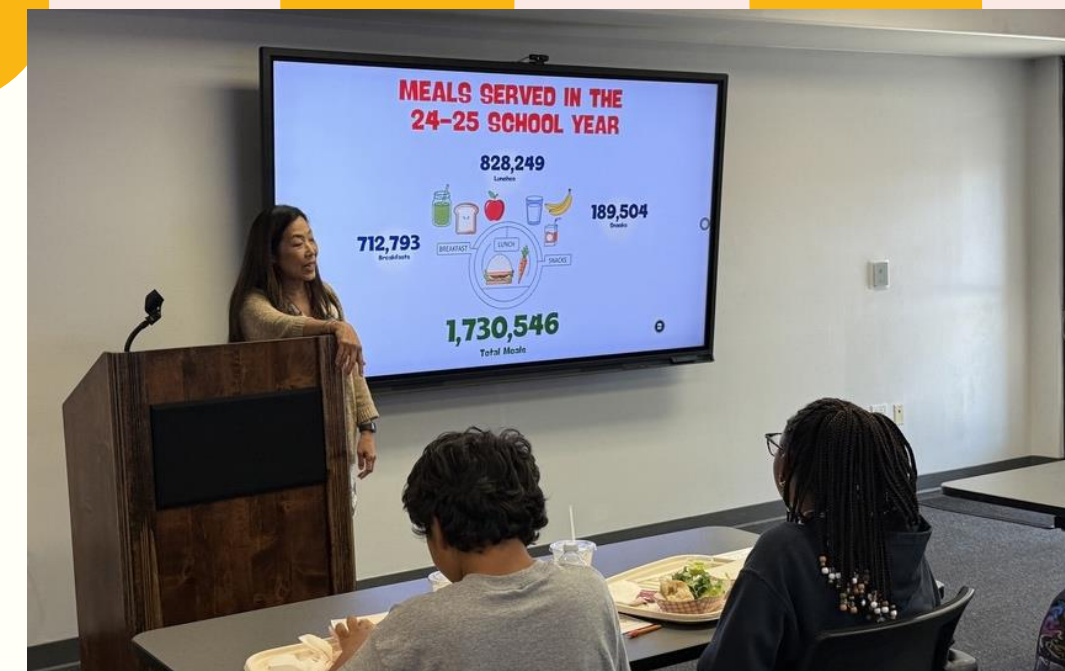
Banh Miga
with
Escabeche



Lomo
Saltado
with
Aji verde



K-BBQ Taco
with
Tomatillo
Salsa



Professional Development: Growing Together

◦ A Friendly Start

- Pair new hires with established staff for relationship building and cross-training.
- A 30-day buddy is there to help new hire find their footing and feel right at home from day one

◦ Their Journey Matters

- Check in at 30, 60, and 90 days to support their growth and ensure they have everything they need

◦ Map a visible advancement path

- helper → cook → lead → manager.

◦ Exit interviews become stay interviews

- ask why people stay.







Ms. Nelly's NEW Lemon Pepper Chicken Survey!

Hey there, superstar student! We've been cookin' up something new in the cafeteria — Ms. Nelly's famous **Lemon Pepper Chicken**! We want to know what you think. Your voice helps shape our school menu!

1 How would you rate the Lemon Pepper Chicken?
(1 = Ew, no thanks! | 5 = YUMMMM)

2 What did you like most about it?
(Check all that apply)

☒ The flavor	☒ The juiciness	☒ It reminded me of El Pollo Loco
☒ The seasoning	☒ The smell	☐ I didn't like it

3 Should we keep Lemon Pepper Chicken on the school menu?

☒ YES, absolutely! More please!

☐ Meh, I'd eat it again, but it's not my fave.

☐ Nah, I'd vote it off the menu island. 🙅

4 What would make it better?

Keeping it with rice add pinto beans.

5 Anything else you wanna tell Ms. Nelly or the kitchen team?

It taste delicious

Thanks for keeping it 100 and helping make your lunch extra delicious. 🍴



LEADING WITH VULNERABILITY:

BREAKING BARRIERS TO BUILD TRUST

◦ 2021 Vision

- Arrived aiming for high student satisfaction and national health and meal awards.

◦ The Broken Foundation

- Found lunch lady team carrying decades of feeling invisible and undervalued.

◦ Leading with Vulnerability

- On day one, I shared my personal WHY instead of a handbook to build immediate psychological safety.

◦ Reclaiming the "Why":

- Breaking those walls helped them remember their deep purpose...their own kids, grandkids, nieces, and nephews...these aren't just staff members, they are the moms, grandmas, of our community, cooking with love

◦ Earned Trust:

- Today's awards and thriving culture exist because they are finally respected. Support the hands that feed the children, and anything is possible.



Step **5**: Take Action

Accountability and ongoing
improvement



Take action



Step 5: TAKE ACTION!

Accountability and Ongoing Improvement

- Measure - Process Indicators:

- How many staff participated in each wellness activity?
- How many sites completed the Thriving Schools Integrated Assessment?
- How many managers completed Mental Health First Aid?
- How many policy/handbook updates were adopted?
- How many staff voice sessions held — and how many changes resulted?

Action Plan Template

S

STRATEGIC



M

MEASURABLE



A

AMBITIOUS



R

REALISTIC



T

TIME-BOUND



I

INCLUSIVE



E

EQUITABLE



Scan QR Code for
Action Plan Template



SAMPLE LEA Action Plan Template

TSIA Topic/ Priority Area	Action Steps to Address Priorities	Responsible Parties	Parties Involved	Timeline (Start and End Dates)	Status of Completion (Supporting Documents)	Progress to Date (Successes and Challenges)	Resources Needed	Grant budget Allocated
SWB-D4 District-level professional learning on staff well-being	1. Identify staff needs via survey 2. Select workshop topics and facilitators 3. Develop schedule and promotion plan 4. Host 3 professional learning sessions 5. Collect post-session feedback and impact stories	TS Project Manager, HR, wellness committee members, LACOE staff	HR, CBO, Local Hospital	1/5/25- 4/30/25	In progress: 2 of 3 sessions completed (sign-in sheet attached)	Session 1: 25 participants Session 2: 30 participants	LACOE presenters PA supplies	\$500 per session

Common Barriers (and How to Push Through)

- “We have no budget” — start with the free and low-cost strategies.
- “We have no time” — embed wellness into existing meetings and huddles.
- “Our staff don’t want this” — let data, not assumptions, decide.
- “HR owns this” — partner, don’t punt.
- “Leadership turnover” — lock it into policy and onboarding.



Wellness Gallery Walk

Move to Four Flipcharts Posted around the Room (4 minutes):

1. One low-cost idea I will try in 30 days.
2. One system I need to change.
3. One barrier I need help with.
4. One thing I celebrate about my team.

Write a sticky note on each. Read what others wrote.



Step 6 : Celebrate Success

Recognize the value of evidence-based strategies



Celebrate
success

Step 6: Celebrate Success!

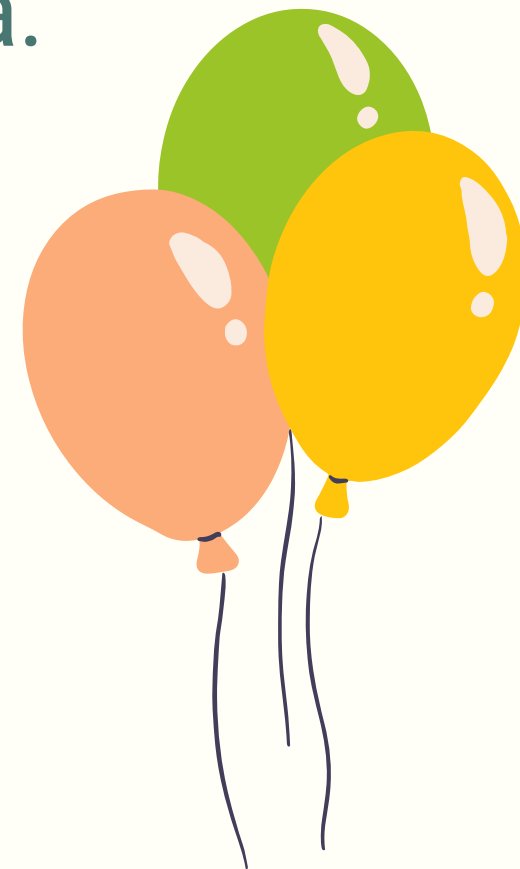


Recognize and Sustain Evidence-based Strategies and Build Them into the System:

- Name a Staff Wellness Lead with protected time.
- Put wellness on every monthly director/manager meeting agenda.
- Report wellness metrics to the school board annually.
- Bake wellness language into your Local School Wellness Policy.
- Budget for wellness in every fiscal year — not just year one.



LET'S
CELEBRATE



America's Healthiest Schools!

Hawthorne SD

1. Hawthorne MS
2. Washington ES
3. Prairie Vista MS
4. Hawthorne Math & Science Academy
5. Kornblum ES

Los Nietos SD

1. Aeolian ES
2. Ada S. Nelson ES
3. Rancho Santa Gertrudes ES
4. Los Nietos MS



America's Healthiest Schools Awarded to:

LACOE Thriving Schools-Funded LEAs:

- Azusa USD: 10
- El Monte Union HSD: 2
- Hawthorne SD: 5
- Inglewood USD: 1
- Los Nietos SD: 4
- Palmdale SD: 16
- Rosemead SD: 4





Recognition Through Collective Impact

Our CSBA Golden Bell — Local School Wellness Award and Action for Healthy Kids — Healthy Meals Incentives (HMI) Recognition Award reflects what is possible when school wellness becomes a shared responsibility. ●

- Through the Whole School, Whole Community, Whole Child (WSCC) model, Nutrition Services, educators, administrators, families, and community partners work together to create environments where students can be healthy, supported, and ready to learn.



When we work together for the whole child wellness becomes part of the school culture, not just a program.

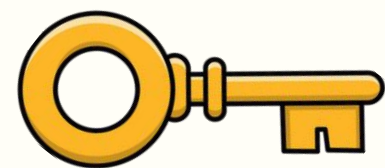


In the next 30 days

1. Share one data point with your supervisor.
2. Launch a 2-minute pre-service huddle at one site.
3. Explore the Thriving Schools Integrated Assessment and resources.

Days 31–120

1. Name a Wellness Lead and form the team.
2. Pick your top 1–3 priorities from the data.
3. Pilot one recognition strategy district/school-wide.



Key Takeaways

Five Things to Remember

1. Wellness is a workforce strategy, not a perk.
2. Start with data from the people doing the work.
3. Pick 1 or 2 priorities — focus wins.
4. Measure process AND outcomes.
5. Make it policy, not a personality.

“The Power of School Meals starts with the power of the people making them.”



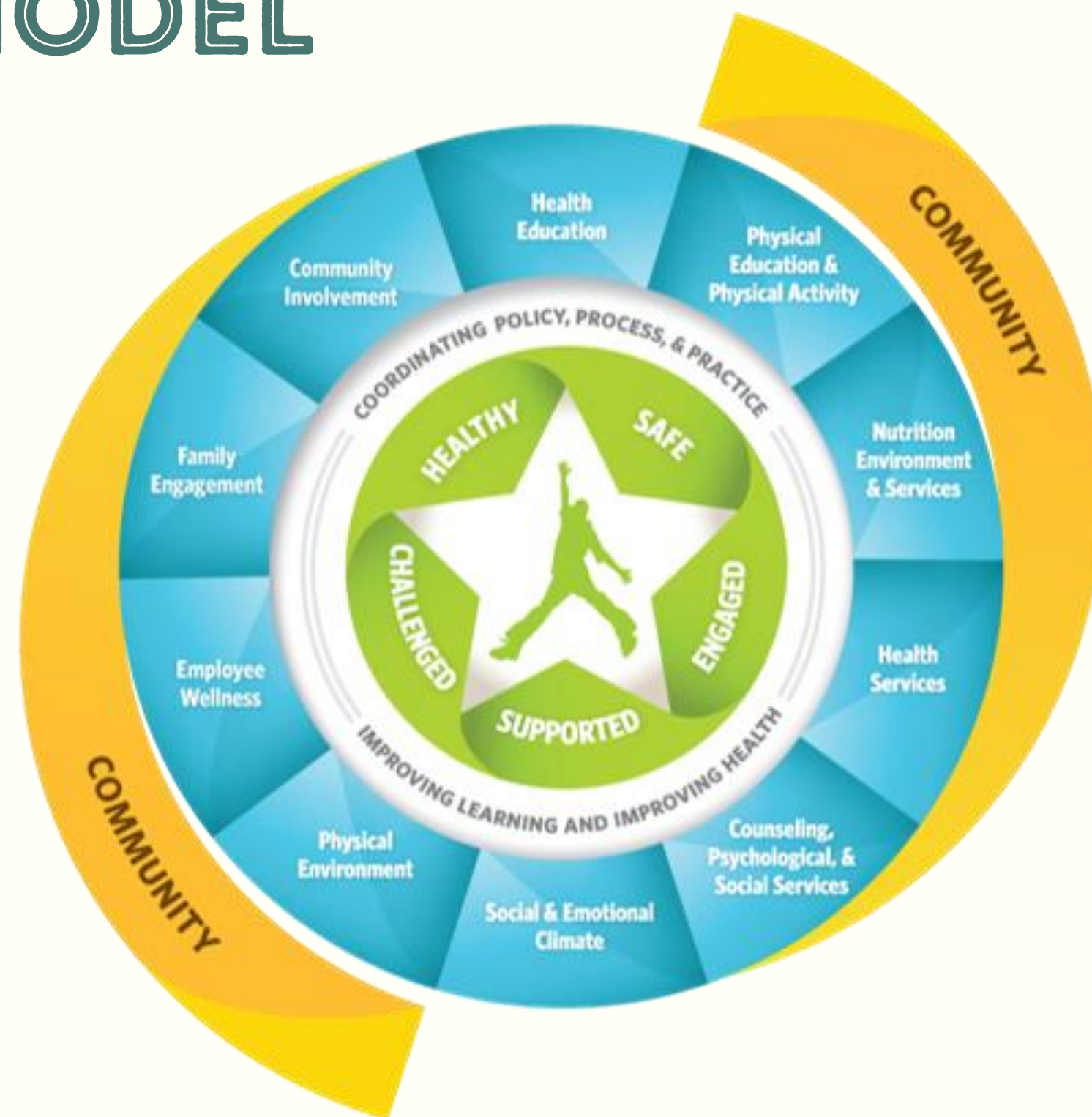
Our Framework: WSCC MODEL

WHOLE

★ **S**CHOOL,

★ **C**OMMUNITY,

★ **C**HILD



Resources & Further Reading

- [Alliance for a Healthier Generation:](#)
6-Step Process & TSIA
- [USDA Local School Wellness Policy](#) guidance
- [Kaiser Permanente Thriving Schools](#)
- [CDC Workplace Health Promotion](#)
- [NIOSH Total Worker Health®](#)
- [Mental Health First Aid for the Workplace](#)





Questions?

Send follow-up questions to:

Nelly_Alonso@Insd.net

JKim@hawthorne.k12.ca.us

Shayegh_Maryam@lacoed.edu

Share insights, questions, and success stories!