

BPS EATS

2023-2024

ANNUAL REPORT







LOOKING BACK

As we closed SY 2023-2024, we recognized the extent of our progress in Food and Nutrition Services over the year, and so we take this opportunity to prepare and share our first Annual Report. We are proud to have accomplished so much and excited about opportunities that will unfold in the coming year.

This report highlights a period of solidifying foundational operating practices, stock taking, and innovation. We revisited and rewrote our Mission and Vision and defined our Strategic Priorities through development of a new five-year Strategic Plan.

We made substantial advances in the focus areas of cooking in-house, building the tools for financial stability, developing our workforce to 500+, and a plan to assure that employees feel valued; and taking initiatives to build student food literacy. We have made leaps in student and staff engagement, in offering culturally relevant foods, and in initiatives that have raised our standards for food preparation, our menu, operations management and food service.

We appreciate the involvement of the full FNS staff in our accomplishments.



Anneliese Tanner

Executive Director

Food and Nutrition Services

FNS By The Numbers 2023-2024

8.5 MILLION

meals served



- Breakfasts: 3.4 million
- Lunches 4.8 million
- Dinners: 0.4 million



44%

of students
eat breakfast



62%

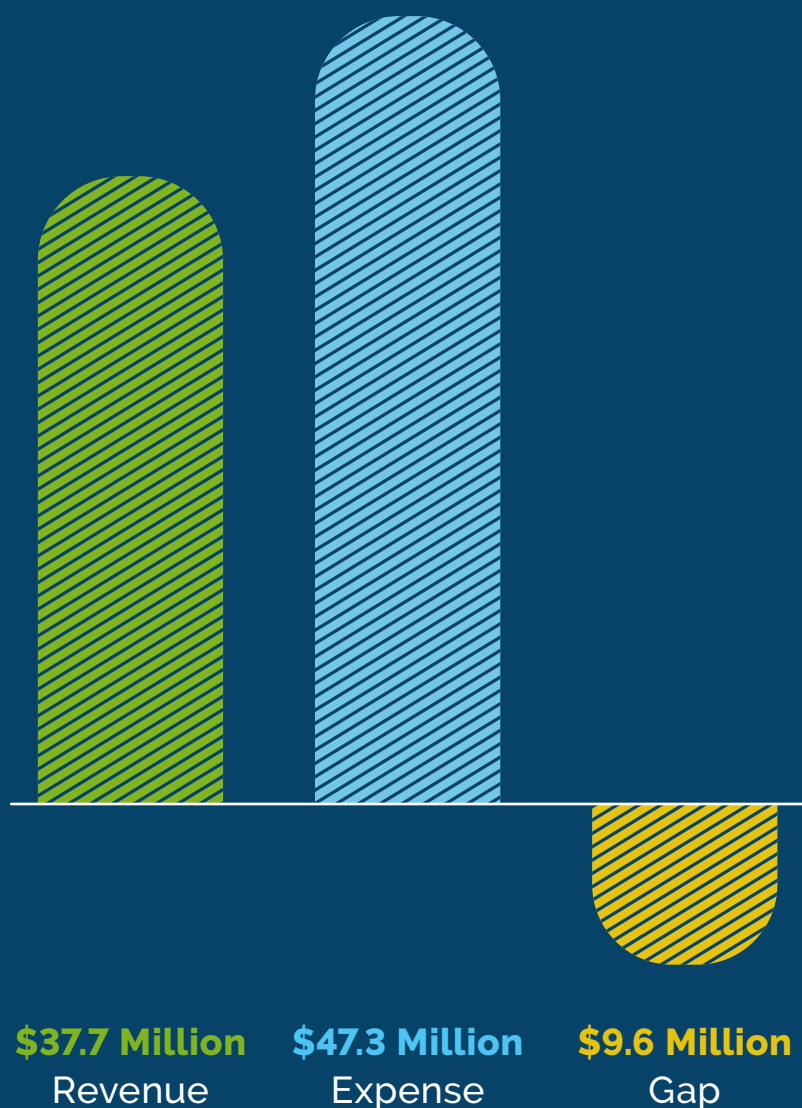
of students
eat lunch

Boston Public Schools offer
breakfast and lunch at 125
schools to more than

49,000 STUDENTS

15% OF \$21.9 MILLION FOOD BUDGET SPENT LOCALLY THE GOAL IS AT LEAST 30%

Financial



Rate for USDA
Reimbursement



**\$4.40/
LUNCH**

in SY 2023-2024

Staff Vacancy Rate Reduced

**15.2%
TO 6.3%**

from Sept. 2023-June 2024

\$370K IN GRANTS SECURED

Hydroponic Growing
**USDA Farm to School
MA FRESH**

Supply Chain Transformation
PLANTS Grant

English as Second Language
Commonwealth of Massachusetts

Equipment
**Department of Elementary
and Secondary Education**

Northeast Food for Schools
USDA



INITIATIVE MOMENTS

Fall 2023



Smoothies initiated at breakfast in SY23 in five popular flavors were offered at all cooking sites by year end, increasing meal participation by 4%.



New, authentic, culturally relevant choices were introduced, with an initial entree of pastelon, a plantain-based dish with Puerto Rican and Dominican roots.



A hydroponic grow tower program at six schools was launched with an event to connect the growing of fresh and hyperlocal greens with harvesting and offering these lettuces on self-service salad bars.



The fall holiday meal highlighted local ingredients: butternut squash, cranberries, and East Coast apple crisp.

Winter 2024



Kitchen Cabinet revitalized to engage cafeteria managers, by neighborhood, with Department Culinary Program leads for feedback about what kids want to eat and what could be improved.



Salad bars advanced to self-service with choices of familiar and new ingredients for entrée or side salad options at all cooking cafeterias.



Site visits program initiated for Central Office staff to regularly visit cafeterias, with focus on menus, recipes, production records, sanitation & safety; 75 sites were visited during the school year.

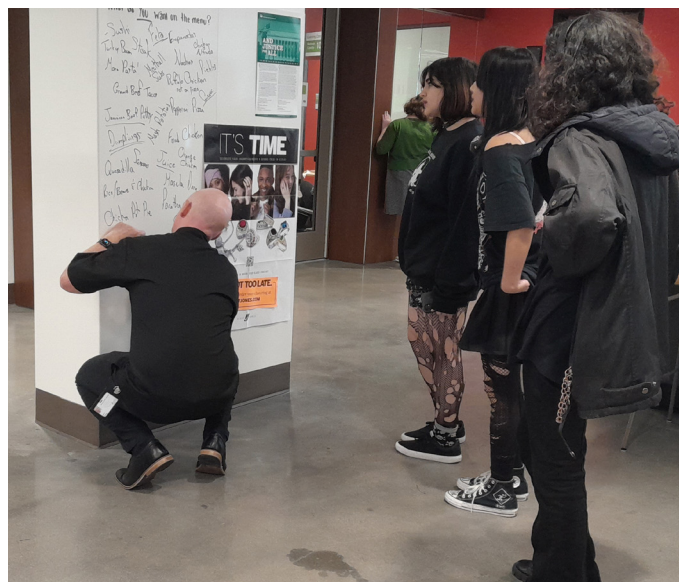
Spring 2024



Rollout of halal and kosher meals was the successful result of listening to the community, extensive product sourcing, solicitation of family/student interest, and staff training. The offering of halal and kosher choices meant that 200 additional students at 41 schools could participate in school meals.



On-site cooking goal was proudly achieved at 101 schools, up from 85 schools at year start.



Student Global Menu Choice Days were initiated with entrée sampling and then student voting at all schools. Top vote-getter entrées, by school, are to be offered in fall SY 24-25.



Employee Recognition Program was initiated with input from all cafeteria managers at June monthly meeting. Ideas are the basis for program development and rollout in SY 2024-25.

UPCOMING ACTIONS



In the year ahead, we are ambitious about building out each of our three Strategic Priorities. Here are examples of our plans.

STRATEGIC PRIORITY 1

Prepare and serve healthy, scratch-cooked, locally sourced, culturally relevant meals that provide students with a welcoming dining experience

- Implement special menus program of: a) Global Food Choice Menu Days driven by student votes — school by school; b) four Heritage Menu Days, beginning with Hispanic Heritage Month locally-procured empanadas in September; and c) Harvest Days to commence in November with a traditional meal including an Indigenous people entree option.
- Meet valued based procurement goals by purchasing more food from local vendors who identify as Black, Indigenous, and people of color.

STRATEGIC PRIORITY 2

Operate a financially stable program aligned with our aspirations

- Generate and share monthly customized profit and loss statements by cafeteria, teaching staff how to use this tool for business management.

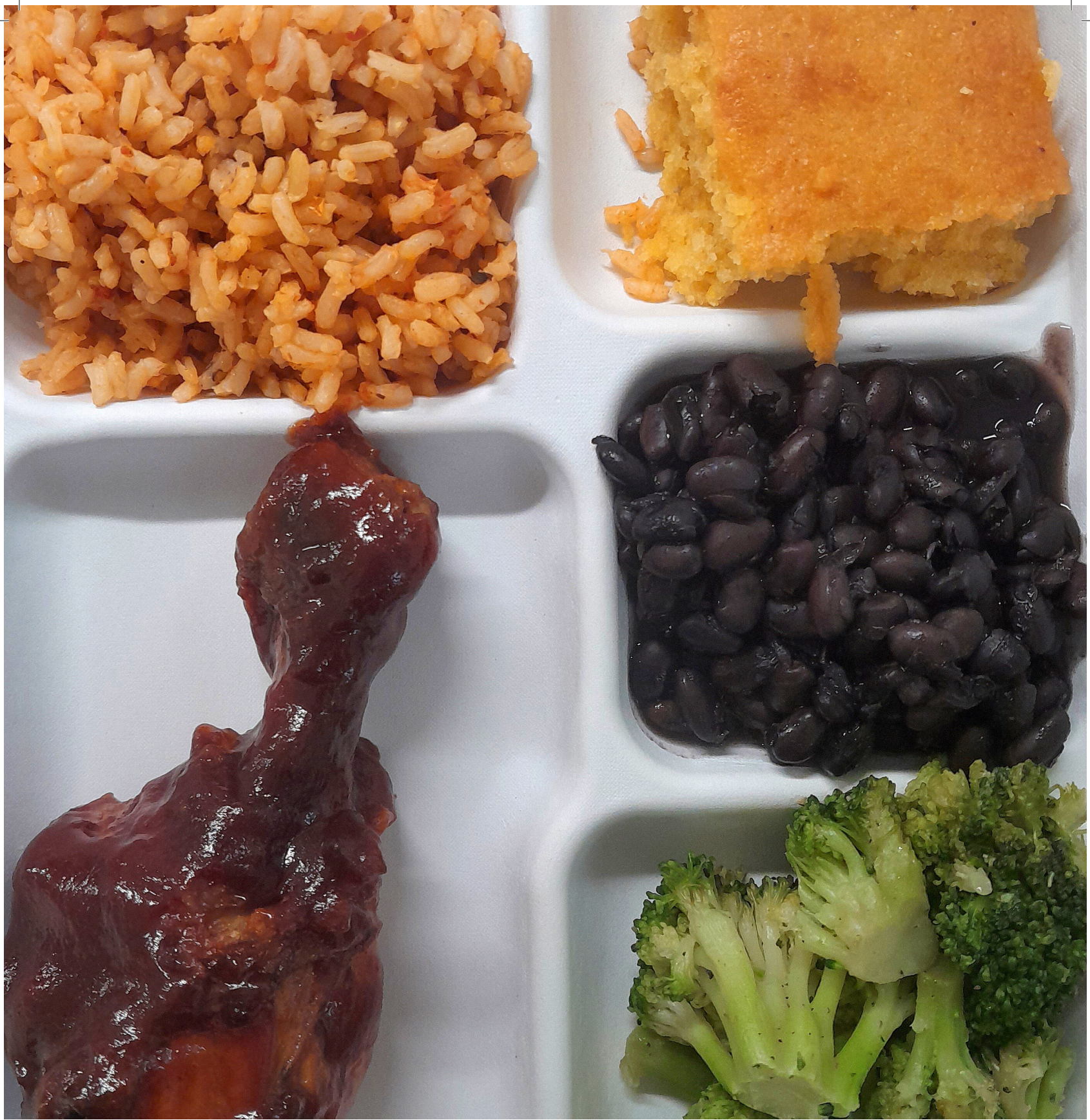
- Concentrate on best practices through management tools such as production records and inventory controls.
- Meet zero-waste kitchen goal with 22 cafeteria sites composting in kitchens at the SY start, and a goal of at least 60% of our kitchens composting by SY end. In dining rooms, we will restart our Share Table program so that children can return whole food or beverages for selection by fellow students.

STRATEGIC PRIORITY 3

Manage a team where employees have opportunities and feel valued

- Staff efficiently to support operations, which means having a full team in place in all cafeterias, plus trained standby staff available.
- Establish a robust onboarding program for each role and develop an annual training program.
- Offer ESL (English as a Second Language) classes, after hours, for staff members who wish to participate, through a grant-supported program.

The year ahead is promising given our solid foundation and successful initiative development. We thank the City of Boston and Boston Public Schools leadership as well as the families and students we serve. We appreciate the remarkable Food and Nutrition Services staff that creates the delicious meals that our diverse students enjoy.



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