



Policy: Siembra Leadership High School Wellness Policy

Approved by Governing Council: June 4, 2025

Purpose

At Siembra Leadership High School, we believe that wellness forms the foundation upon which academic excellence and entrepreneurial leadership are built. This Wellness Policy represents our commitment to nurturing the whole student. Mind, body, and spirit. In an environment that honors our diverse community and empowers young people to thrive.

We recognize that our students cannot reach their full potential as innovators, leaders, and change-makers without attending to their comprehensive wellbeing. Our entrepreneurship-focused educational model demands students who are not only intellectually engaged but also physically healthy, emotionally resilient, and socially connected.

Through this policy, we establish a framework that integrates wellness into every aspect of school life, from the foods we serve to the physical activities we encourage, from the support services we provide to the community partnerships we foster. We are dedicated to creating a school culture where healthy choices become lifelong habits, where social-emotional wellbeing is prioritized alongside academic achievement, and where every student develops the wellness practices that will sustain them through the challenges of entrepreneurship and leadership.

This policy reflects our core belief that wellness is not separate from our educational mission but integral to it. By supporting the health and wellbeing of our students and staff, we are fulfilling our promise to prepare academically underinvested young people for entrepreneurial careers that meet the needs of the Albuquerque community and beyond.

Scope

This policy applies to all activities, programs, and services provided at or sponsored by Siembra Leadership High School, including all school facilities, grounds, school-sponsored events, and any location where school staff have supervisory responsibility for students.

General Provisions

Siembra Leadership High School is committed to fostering a comprehensive wellness environment that empowers students to develop as entrepreneurial leaders and engaged citizens. Our holistic approach integrates wellness into every aspect of the school experience, recognizing





that physical, mental, emotional, and social health are inseparable from academic excellence and entrepreneurial development.

The entrepreneurial mindset we cultivate in our students requires energy, resilience, creative thinking, and collaborative skills—all of which are enhanced through positive wellness practices. By addressing wellness needs, we remove barriers to learning and create conditions where innovation and leadership can flourish. When students feel physically well, emotionally supported, and socially connected, they are better equipped to take risks, learn from failures, and persist through the challenges inherent in entrepreneurship.

Our commitment to wellness reflects our understanding of the unique needs of our diverse student population. We honor the cultural traditions, family values, and community perspectives that shape our students' approaches to health and wellbeing. These diverse perspectives enrich our wellness initiatives and ensure they are relevant, accessible, and meaningful to all members of our school community.

Our wellness approach is designed to:

- Support the development of the whole student as an entrepreneur, leader, and agent of social change
- Remove barriers to learning by addressing fundamental health and wellness needs
- Provide students with the knowledge and skills to make informed decisions about their own wellbeing
- Create a school culture where healthy choices are valued, modeled, and accessible to all
- Engage families and community partners in collaborative wellness initiatives
- Foster resilience, adaptability, and problem-solving skills that are vital for entrepreneurial success
- Promote social justice by ensuring equitable access to wellness resources and opportunities
- Integrate wellness practices into project-based learning and entrepreneurship education
- Build students' capacity to maintain wellness through life transitions and professional challenges
- Demonstrate the connection between personal wellbeing and sustainable business practices





Siembra Leadership High School prohibits racialized aggression and is committed to an environment free from racism and discrimination, which is essential to student wellness. We recognize that psychological safety is a prerequisite for learning, creativity, and healthy development. By actively cultivating an inclusive community where all identities are valued and respected, we create the conditions necessary for students to explore their potential as entrepreneurs and leaders.

School Health Advisory Council (SHAC)

The Siembra Leadership High School Health Advisory Council (SHAC) serves as the cornerstone of our wellness initiatives, bringing together diverse voices from across our community to guide policy development and implementation. This collaborative body ensures that our wellness approach reflects the needs, values, and aspirations of all stakeholders in our educational mission.

The SHAC embodies our commitment to community-driven solutions and shared leadership. By including representatives from all constituencies—staff, families, students, and community members—we ensure that multiple perspectives inform our wellness initiatives. This inclusive approach leads to more effective, culturally responsive policies and programs that resonate with our diverse school community. Membership on the SHAC reflects the rich cultural diversity of Siembra Leadership High

School, with particular attention to including traditionally underrepresented voices. The council includes:

- At least one Board of Education member who brings governance perspective
- Family members and parents who offer insight into home-based wellness practices and needs
- Representatives from Food and Nutrition Services who contribute expertise on nutritional standards
- School administrators who oversee policy implementation
- Staff members from various departments who implement wellness initiatives daily
- Students who provide vital perspective as the primary beneficiaries of wellness programs
- Community members who offer connections to local resources and support systems





- Representatives from each component of the coordinated school health approach who bring specialized knowledge

The SHAC meets at least twice per school year, with additional meetings scheduled as needed to address emerging wellness concerns. During these gatherings, council members review wellness initiatives, analyze implementation data, identify areas for improvement, and develop strategic recommendations. This regular meeting schedule ensures continuous attention to wellness priorities throughout the academic year.

The Principal designates at least one person to serve as the Wellness Policy Coordinator, ensuring consistent implementation and compliance across all areas of school operations. This coordinator acts as a liaison between the SHAC and school leadership, facilitating communication and accountability for wellness initiatives.

In the spirit of transparency and community engagement, the Wellness Policy is made available to the public through the school website and other accessible channels. This public access reflects our belief that wellness is a shared responsibility that extends beyond school walls into the broader community.

Community and Family Engagement

Siembra Leadership High School recognizes that meaningful wellness initiatives require strong partnerships between the school, families, and the broader community. These collaborative relationships create a supportive ecosystem that reinforces healthy behaviors and provides comprehensive resources for student wellbeing across all environments where students live, learn, and grow.

Our approach to community and family engagement in wellness initiatives is rooted in respect for the diverse cultural traditions, family structures, and community values represented in our school. We acknowledge families as the primary influence in students' lives and the first teachers of health habits and wellness practices. By honoring this role, we create partnerships that amplify rather than undermine family influences.

Family engagement in wellness takes many forms at Siembra Leadership High School:





- Regular communication about wellness initiatives through multiple channels and languages
- Family wellness workshops that build knowledge and skills in nutrition, physical activity, and mental health
- Opportunities for families to contribute cultural perspectives on health and wellness
- Family representation on the School Health Advisory Council
- Family fitness events that promote intergenerational physical activity
- Collaborative goal-setting for student wellness between families and school staff
- Parent-led wellness initiatives that leverage family expertise and interests
- Regular feedback mechanisms to assess family satisfaction with wellness programs

Community partnerships extend our wellness resources beyond school capacity:

- Collaboration with local health providers for services and education
- Relationships with local farmers and food producers to enhance nutrition education
- Partnerships with community recreation centers for expanded physical activity opportunities
- Engagement with mental health organizations for additional support services
- Connections with local entrepreneurs who model healthy work-life balance
- Involvement of community elders who share cultural wellness traditions
- Coordination with community social service agencies to address barriers to wellness

All School Educational Plans for Student Success include specific family engagement activities targeted toward student wellness within each component of the Coordinated School Health approach. These planned activities ensure consistent attention to family engagement across all wellness domains and provide accountability for meaningful family involvement.

Our community and family engagement efforts reflect our understanding that wellness is not just an individual responsibility but a collective one. By creating strong connections between school, home, and community, we develop a comprehensive support system that empowers students to establish lifelong wellness practices that will sustain them in their entrepreneurial journeys and beyond.





Nutrition

Siembra Leadership High School shall integrate programs that provide access to nutritious, appealing meals and snacks, nutrition education, and an environment that promotes healthy eating behaviors. The school will meet or exceed all local, state and federal nutrition requirements.

Standards for Foods and Beverages:

- Food and beverage sales during the school day must meet Smart Snack Standards in compliance with 6.12.5.8 NMAC Competitive Foods Standards.
- Classroom parties are limited to four per year with healthy options encouraged.
- Parent-provided shared snacks must be commercially prepared.
- Food shall not be used as a reward or incentive.
- School fundraisers involving food must occur outside school hours or meet Smart Snack standards. Fundraisers that do not meet competitive food standards are limited to no more than two occasions per semester and may not be conducted during meal service or in the food service area.
- Food and beverage marketing is limited to items that meet Smart Snacks in School nutrition standards.
- Free, safe drinking water is available throughout the school day, including in places where meals are served.
- The school maintains procedures for addressing food allergies.

Nutrition Promotion and Education:

Siembra Leadership High School will:

- Promote healthy food and beverage choices using evidence-based strategies.
- Display nutritional information for foods served in the cafeteria.
- Provide nutrition education activities that align with the New Mexico Health Education Content Standards with Benchmarks and Performance Standards.
- Integrate nutrition education into entrepreneurship curriculum when appropriate.
- Encourage staff to model healthy eating behaviors.





Physical Activity

Physical activity is conducted for health and wellness reasons and should not be withheld or used as punishment. In addition to Physical Education, the school provides opportunities for physical activity through:

- Brain breaks integrated into curriculum
- Safe Routes to School activities
- Family fitness events
- After-school activities

Physical activity is included as a health education topic in accordance with 6.29.9 NMAC. The school has specific goals for physical activity that promote student wellness using evidence-based strategies.

Physical Education

Siembra Leadership High School provides a planned, sequential, developmentally appropriate physical education curriculum aligned to the New Mexico Physical Education Content Standards with Benchmarks and Performance Standards (6.29.1 NMAC). One unit of PE or allowable alternative is included as a graduation requirement. Adapted physical education is available to all students where appropriate.

Health Education

Siembra Leadership High School provides a comprehensive health education curriculum aligned to New Mexico Health Education Content Standards with Benchmarks and Performance Standards (6.29.1 NMAC Standards for Excellence). Students may opt-out of sexuality components by submitting the appropriate form for approval. The school applies PED's "opt out" policy regarding the sexuality component of the health education curriculum. The school provides 0.5 credit of Health Education as a graduation requirement. The school ensures HIV instruction is provided as required by 6.12.2.10 NMAC.





Healthy and Safe Environment

Siembra Leadership High School promotes a positive school climate that focuses on the whole child, promotes healthy relationships, and provides freedom from discrimination and abuse. The school maintains a Site Safety Plan, conducts required emergency drills, and provides safety training for students and staff. All personnel complete anti-racism and racial sensitivity training.

Student Support and Social - Emotional Wellbeing

Siembra Leadership High School addresses the behavioral needs of all students in the educational process by focusing on students' social and emotional wellbeing (6.12.6.8.D.6 NMAC) and ensures support services are available to all students.

The school implements a comprehensive Student Support Tiered Services model:

Tier 1: Universal Support (preventative practices)

Schoolwide support including success coaches, social-emotional support, attendance interventions, transition planning, and professional development.

Tier 2: Targeted Support (preventative practices)

Additional support for identified students including attendance interventions, meditations, academic support, student groups, and social work services.

Tier 3: Intensive Support (intervention practices)

Individualized interventions including home visits, resource connections, case management, restorative discipline, and behavior intervention plans.

Tier 4: Critical Need (intervention practices)

Crisis response including suicide assessments, safety plans, and mental health training.

The school maintains an active Health and Wellness Team to address student needs. School staff members are trained in child abuse and neglect detection and reporting, per Section 22-10A-32, NMSA. The school adheres to substance abuse reporting per Section 22-5-4, 4 NMSA 1978.





Health Services

Siembra Leadership High School provides health services addressing student needs in partnership with families and community.

Students with healthcare needs that may affect their school attendance and/or performance have Individualized Health Plans (IHP), which are separated from the Individualized Education Program (IEP) plan but attached to the IEP or 504 plan based on a student's needs.

The school is compliant with 6.12.2.10 NMAC in reference to students who may be diagnosed with HIV/AIDS.

The school adheres to statute 6.12.2.8 NMAC, which makes it unlawful for any student to enroll in school unless the student is properly immunized or in the process of being properly immunized and can provide satisfactory evidence of such immunization, unless the child is properly exempted (7.5.3 NMAC). Students who are identified as homeless are not prevented from entering schools, based on inability to produce records normally required for enrollment, as per the McKinney-Vento Homeless Assistance Act.

The Wellness Policy includes the provision for any student in K-12, providing authorization to carry and self-administer health care practitioner prescribed asthma treatment and anaphylaxis emergency treatment medications, as well as the right to self-management of diabetes in school settings (6.12.2.9; 6.12.8 NMAC).

At a minimum, vision screenings are administered to students enrolled in pre-K, Kindergarten, 1st and 3rd grades (7.30.11 NMAC: Vision Screening Test Standards for Students).

Staff Wellness

Siembra Leadership High School recognizes that staff wellbeing is integral to creating a positive learning environment. When educators and support personnel are physically, mentally, and emotionally well, they bring greater energy, creativity, and resilience to their work with students. Our staff wellness initiatives reflect our commitment to supporting the health of every adult in our school community. We view staff wellness not as an extra program but as an essential component of school effectiveness. Research consistently demonstrates that teacher and staff wellbeing directly impacts student outcomes, school climate, and organizational health. By





investing in staff wellness, we enhance our capacity to fulfill our educational mission and model healthy behaviors for students.

Employee Assistance Program (EAP)

The school provides access to an Employee Assistance Program (EAP) that offers confidential counseling, resources, and support services to help staff members address personal and work-related challenges. This comprehensive program includes:

- Short-term counseling for personal concerns such as stress, relationship issues, and life transitions
- Referrals to long-term mental health services when needed
- Work-life resources for childcare, elder care, financial planning, and legal assistance
- Crisis intervention services for urgent situations
- Management consultation for supervisors supporting staff through difficult circumstances
- Wellness coaching for lifestyle changes related to health improvement

Information about accessing EAP services is provided to all staff members during orientation and is available throughout the year through multiple channels. Regular reminders about these services help reduce stigma and encourage utilization when needed.

The school provides information about exercise, stress management, and nutrition through:

- Regular wellness newsletters featuring practical tips and resources
- Professional development sessions focused on stress management techniques
- Access to physical activity opportunities before or after school hours
- Healthy options at staff meetings and school functions
- Ergonomic assessments and resources for workspace optimization
- Time management and work-life balance workshops
- Annual health screenings and wellness assessments

Staff wellness initiatives address various dimensions of health:

- Physical wellness through fitness challenges, walking groups, and healthy eating resources





- Emotional wellness through stress reduction techniques and resilience building
- Social wellness through team-building activities and staff community events
- Intellectual wellness through professional growth opportunities
- Environmental wellness through attention to workplace conditions and safety

The school implements policy to ensure the right to privacy of all school employees infected with HIV, keeping these safe and confidential. We recognize that health privacy is an essential component of workplace dignity and psychological safety.

The school has created a plan to address the staff wellness needs of all school staff that minimally ensures an equitable work environment and meets the Americans with Disabilities

Act, Title III (6.12.6.8.D.9 NMAC). This plan includes:

- Regular assessment of workplace accessibility
- Responsive accommodation processes for staff with disabilities
- Equitable distribution of resources and opportunities
- Regular evaluation of policies for unintended bias or barriers
- Culturally responsive wellness programming that respects diversity

Members of the school staff are allowed to participate on the school's SHAC, as per 6.12.6.8 NMAC Section E. This representation ensures that staff perspectives inform wellness policy development and implementation, recognizing the unique insights staff bring to understanding wellness needs in the school environment.

Implementation and Assessment

Siembra Leadership High School shall participate in an annual School Wellness Profile that promotes public transparency. The Principal shall designate a committee to review the school's Wellness Progress Report, plan activities, and support wellness goals within the Educational Plan for Student Success. A plan is in place for measuring implementation and evaluation of the wellness policy. The Wellness Progress Report shall be posted on the Siembra Leadership High School website each fall for the prior school year. The local wellness policy will be available to the public at the school website.





Annual Renewal

This policy will be reviewed and renewed annually by the Director of Operations and Director of Student Support to ensure its continued relevance, compliance, and alignment with Siembra's mission and best practices.

