

MEMORANDUM

June 23, 2025

TO: Rebeca Garza, Assistant Superintendent for Human Resources
Juan Contreras, Child Nutrition Administrator
Arturo De Hoyos, Coordinator Athletics Department

FROM: Sulema Solis, MSN, FNP-C, Director of Health Services

SUBJECT: Proposed Changes to Local School Wellness Policy FFA

In order to maintain compliance with the Healthy, Hunger-Free Kids Act of 2010, I would like to update our FFA – Student Welfare: Wellness and Health Services local policy. Please review the updated policy below and submit your recommendations and feedback. Child Nutrition Department and Physical Education Department you may want to add, delete or modify the goals listed.

At a minimum, the policy is required to include:

- **Specific goals** for nutrition promotion and education, physical activity, and other school-based activities that promote student wellness. LEAs are required to review and consider evidence-based strategies in determining these goals.
- **Standards and nutrition guidelines for all foods and beverages** sold to students on the school campus during the school day that are consistent with federal regulations for:
 - School meal nutrition standards, and the
 - Smart Snacks in School nutrition standards.
- **Standards for all foods and beverages provided, but not sold, to students** during the school day (e.g., in classroom parties, classroom snacks brought by parents, or other foods given as incentives).
- **Policies for food and beverage marketing** that allow marketing and advertising of foods and beverages that meet the Smart Snacks in School nutrition standards.
- **Description of public involvement, public updates, policy leadership, and evaluation plan.**
- LEAs must establish wellness policy leadership of one or more LEA and/or school official(s) who have the authority and responsibility to ensure each school complies with the policy.
- Permit participation by the general public and the school community (including parents, students, and representatives of the school food authority, teachers of physical education, school health professionals, the school board, and school administrators) in the wellness policy process.
- LEAs must conduct an assessment of the wellness policy every three years, at a minimum.

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FFA – Student Welfare: Wellness and Health Services

Development, Implementation and Review of Guidelines and Goals

The District shall support the general wellness of all students by implementing measurable goals to promote sound nutrition and student health and to reduce childhood obesity.

The local school health advisory council (SHAC), on behalf of the District, shall review and consider evidence-based strategies and techniques, and develop nutrition guidelines and wellness goals as required by law. In addition to the SHAC, parents, students, representatives of the District's food service provider, physical education teachers, school health professionals, members of the Board, school administrators, and members of the public will also have the opportunity to review and provide feedback on the local wellness plan.

Wellness Plan

The SHAC shall develop a wellness plan to implement the District's nutrition guidelines and wellness goals.

Strategies to Solicit Involvement

Federal law requires that certain stakeholders be involved in the development, implementation, and periodic review and update of the wellness policy. The District has chosen to use the local school health advisory council (SHAC) to work on behalf of the District to review and consider evidence-based strategies and techniques in order to develop and implement nutrition guidelines and wellness goals as required by federal law. The SHAC will permit the following persons to work with the SHAC on the District's wellness policy and plan: parents, students, the District's food service provider, physical education teachers, school health professionals, Board members, administrators, and members of the public.

Implementation

Each campus principal is responsible for the implementation of FFA(LOCAL) and this wellness plan at his or her campus, including the submission of necessary information to the SHAC for evaluation.

Evaluation

The Superintendent or designee is the District official responsible for the overall implementation of FFA(LOCAL), including the development of this wellness plan and any other appropriate administrative procedures, and ensuring that each campus complies with the policy and plan.

At least every three years, as required by law, the District will measure and make available to the public the results of an assessment of the implementation of the District's wellness policy, the extent to which each campus is compliant with the wellness policy, a description of the progress made in attaining the goals of the wellness policy, and the extent to which the wellness policy compares with any state- or federally designated model wellness policies. This will be referred to as the "triennial assessment."

Annually, the District will notify the public about the content and implementation of the wellness policy and plan and any updates to these materials.

The SHAC will consider evidence-based strategies when setting and evaluating goals and measurable outcomes. The SHAC may use any of the following tools for this analysis:

- The Centers for Disease Control and Prevention's School Health Index
- The District-developed FFA(EXHIBIT) Wellness Policy Checklist

Public Notification

To comply with the legal requirement to annually inform and update the public about the content and implementation of the local wellness policy, the District will create a wellness page on its website to document information and activity related to the school wellness policy, including:

1. A copy of the wellness policy [see FFA(LOCAL)]
2. A copy of this wellness plan, with dated revisions
3. Notice of any Board revisions to policy FFA(LOCAL)
4. The District official responsible for the oversight of the wellness policy and implementation of this plan:
5. Notice of any SHAC meeting at which the wellness policy or corresponding documents are scheduled to be discussed
6. The SHAC's triennial assessment
7. Any other relevant information

Records Retention

Records regarding the District's wellness policy will be retained in accordance with law and the District's records management program. Questions may be directed to the Communications Department.

Guideline and Goals

The following provisions describe the District's nutrition guidelines and activities and objectives chosen by the SHAC to implement the Board-adopted wellness goals in policy FFA(LOCAL)

Nutrition Guidelines

All District campuses participate in the U.S. Department of Agriculture's (USDA's) child nutrition programs, including the National School Lunch Program (NSLP) and the School Breakfast Program (SBP). Federal law requires that the District establish nutrition guidelines for foods and beverages sold to students during the school day on each campus that promote student health and reduce childhood obesity.

The District's nutrition guidelines are to ensure all food and beverages sold or marketed to students during the school day adhere to all federal regulations and guidance and are designed to promote student health and reduce childhood obesity.

Food and Beverages Sold

The District will comply with federal requirements for reimbursable meals. For other foods and beverages sold to students during the school day, the District will comply with the federal requirements for competitive foods. Competitive foods and beverages are not part of the regular meal programs and occur through sales such as a la carte options or vending machines. For purposes of this plan, these requirements will be referred to as "Smart Snacks" standards or requirements. The following have information regarding meal and Smart Snacks requirements:

- Nutrition Standard

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- Smart Snack Calculator
(<https://foodplanner.healthiergeneration.org/calculator/>)
- Square Meals (see the Administrator Reference Manual [ARM], Section 20, Competitive Foods)

The District has also incorporated the following stricter standard that is not prohibited by federal or state law:

- No preparation of food by deep fat frying.

Exception – Fundraisers	State rules adopted by the Texas Department of Agriculture (TDA) allow an exemption to the Smart Snacks requirements for up to six days per year per campus when a food or beverage is sold as part of a District fundraiser.
Foods and Beverages Provided	There are no federal or state restrictions for foods or beverages provided, but not sold, to students during the school day. However, each school district must set its own standards. The District will comply with state law, which allows a parent or grandparent to provide a food product of his or her choice to classmates of the person's child or grandchild on the occasion of the student's birthday or to children at a school-designated function.

In addition, the district has established the following standards for foods and beverages made available to students:

- Competitive foods are food and beverages sold to students that compete with the school's operation of the National School Lunch Program (NSLP) and School Breakfast Program (SBP).
- If students are given food or beverage items free of charge (no payment, donation, or contribution is exchanged). These items are not subject to the Competitive Food Nutrition Standards.
- A school day is defined as the period from midnight before the beginning of the official instructional day to 30 minutes after the end of the official instructional day.
- Food sales must be located away from any area where school meals are served during the school day, and must be approved by the Smart Snacks School Product Calculator. No food or beverages may be sold during meal service times.
- There is no limit on the number of student food sale fundraisers if conducted before or after the school day and food items do not have to meet nutritional standards.

Measuring Compliance	The District will measure compliance with the nutrition guidelines by reviewing meal reimbursement submissions from the child nutrition department to the TDA, reviewing items sold as part of approved District fundraisers, and monitoring the types of foods and beverages made available to students during the school day.
Nutrition Promotion	Federal law requires that the District establish goals for nutrition promotion in its wellness policy. The District's nutrition promotion activities will encourage

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participation in the NSLP, the SBP, and any supplemental food and nutrition programs offered by the District.

The District will ensure that any food and beverage advertisements marketed to students during the school day meet the Smart Snacks standard.

The SHAC will monitor this by:

1. Recommending the continued use of FFA - Wellness Policy Checklist, at all campuses to be completed by the principal and parent representative; and
2. Reviewing and evaluating FFA - Wellness Policy Checklist data.

Although the District is not required to immediately remove or replace food and beverage advertisements on items such as menu boards or other food service equipment, or on scoreboards or gymnasiums, the SHAC will periodically monitor these and make recommendations when replacements or new contracts are considered.

In accordance with FFA(LOCAL), the District has established the following goal(s) for nutrition promotion.

Goal: The district's child nutrition staff and other District personnel shall consistently promote healthy nutrition messages at the campus level.

Objective 1: Communicate healthy nutrition messages in the cafeteria and school community.

Action Steps

- Cafeteria staff will post healthful food messages in dining and service areas.
- Cafeteria staff will post visual cues in cafeteria and other areas where students gather.

Methods for Measuring Implementation

Baseline or benchmark data points:

- Annual Wellness Policy Checklist data

Resources needed:

- Staff access to various media that promotes healthful food choices,
- Professional development for Child Nutrition staff.

Obstacles:

- Access to resources, and
- Staff attrition.

Goal: The District shall share educational nutrition information with families and the general public to

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promote healthy nutrition choices and positively influence the health of students.

Objective 1: Provide resources and information to families that positively influence their nutritional habits.

Action Steps

- Cafeteria staff will ensure a monthly menu is available to students and families.
- Campus administration will provide information about birthday celebrations.
- Cafeteria staff will post the monthly menu in the district website.

Methods for Measuring Implementation

Baseline or benchmark data points:

- Annual Wellness Policy Checklist data

Resources needed:

- Child Nutrition website,
- Professional development for Child Nutrition staff and Wellness teams, and

Obstacles:

- Access to resources, and
- Staff attrition

Objective 2: Provide resources and information to community members that positively influence their nutritional habits.

Action Steps

- Campus Wellness team will incorporate healthy nutritional messaging at applicable campus-based events.
- Campus Wellness team will promote school-based health fairs or wellness events on the community board or campus marquee.
- Campus Wellness Team will encourage community members to attend school-based health fairs or wellness events

Methods for Measuring Implementation

Baseline or benchmark data points:

- Annual Wellness Policy Checklist data

Resources needed:

- Staff access to various media that promotes healthful food choices,

Obstacles:

- Access to resources, and
- Staff attrition

Goal: The District shall ensure that food and beverage advertisements are accessible to students during school hours on District property contain only products that meet the federal guidelines for competitive foods

Objective 1: Vending machines will only display marketing messages for food and beverage items identified by the USDA's Smart Snacks guidelines.

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Action Steps

- Campus administration will identify vending machines currently not in compliance.
- Campus administration will request any advertisements that do not meet the federal guidelines be transitioned out as inappropriate.

Methods for Measuring Implementation

Baseline or benchmark data points:

- Annual Wellness Policy Checklist data

Resources needed:

- Access to USDA's federal requirements, and
- USDA's Smart Snacks guidelines.

Obstacles:

- Access to resources, and
- Staff attrition

Objective 2: Future contracts for vending services to include federal requirements for advertising of competitive foods.

Action Steps

- Food and Child Nutrition Services staff to notify that all future Request for Bids (RFPs) for vending services include the federal guidelines for advertisements of competitive foods.

Methods for Measuring Implementation

Baseline or benchmark data points:

- Annual Wellness Policy Checklist data

Resources needed:

- Access to USDA federal requirements, and
- Procurement Services support.

Obstacles:

- Access to resources, and
- Staff attrition.

Nutritional Education

Federal law requires that the District establish goals for nutrition education in its wellness policy. State law also requires that the District implement a coordinated health program with a nutrition services and health education component at the elementary and middle school levels.

In accordance with FFA(LOCAL), the District has established the following goal(s) for nutrition education.

Goal: The District shall deliver nutrition education that fosters the adoption and maintenance of healthy eating behaviors.

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Objective 1: Deliver nutrition education through coordinated services and activities.

Action Steps

- Physical Education staff will use the District's Bienestar program to support nutrition education for students in kindergarten through grade 8.
- Campus Wellness teams will meet four to six times per year to plan specific nutrition education initiatives.
- Campus faculty and staff will utilize available resources and events to deliver nutrition education as appropriate.
- Cafeteria supervisors will ensure media and static displays in the dining room and serving lines provide appropriate nutrition education messages.
- Cafeteria supervisors will provide classroom visits and other interactive learning options to be supported by Food and Child Nutrition Services staff.

Methods for Measuring Implementation

Baseline or benchmark data points:

- Annual Wellness Policy Checklist data

Resources needed:

- Curriculum website,
- Professional development for Child Nutrition staff,
- Staff access to Bienestar, and

Obstacles:

- Access to resources, and
- Staff attrition.

Objective 2: Integrate nutrition education into other areas of the curriculum, as appropriate.

Action

- Physical Education staff will provide staff development to support the delivery of the Bienestar curriculum and wellness initiatives.
- Physical Education staff will be incorporating lessons on healthy eating habits, hydration, and overall wellness.

Methods for Measuring Implementation

Baseline or benchmark data points:

- Annual Wellness Policy Checklist data

Resources needed:

- Curriculum website,
- Professional development for coordinated school health education delivery,
- Staff access to Bienestar, and

Obstacles:

- Access to resources, and
- Staff attrition.

Goal: The District shall provide comprehensive health education for at least one semester in grades 7 or 8, and one semester in high school. [See EHAC]

Objective 1: Provide comprehensive health education instructional resources and support to campus-based health teachers.

Action Steps

- Physical Education staff will follow Bienestar health curriculum guidance for standards-based instruction for middle schools
- Health teachers will follow health curriculum documents for standards-based instruction in high schools

Methods for Measuring Implementation

Baseline or benchmark data points:

- Staff have access to the district-Coordinated School Health Curriculum, Bienestar
- Annual Wellness Policy Checklist data

Resources needed:

- Curriculum website, and
- Professional development for comprehensive health education delivery.
- Staff have access to the district-Coordinated School Health Curriculum, Bienestar

Obstacles:

- Access to resources, and
- Staff attrition.

Objective 2: Provide comprehensive health education instruction to students enrolled in a health course.

Action Steps**Methods for Measuring Implementation**

Baseline or benchmark data points:

- Annual Wellness Policy Checklist data

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- Health teachers will deliver comprehensive health education to include physical, social, and emotional health.

Resources needed:

- Certified staff to teach health education course, and
- Curriculum resources for staff and students.

Obstacles:

- Access to resources, and
- Staff attrition.

Goal: The District shall support school gardens and farm-to-school programs.

Objective 1: Provide resources and support partnerships for campus-based school gardens.

Action Steps

- The District will develop resources to support implementation of school gardens at the campus level as appropriate.
- The District will collaborate with Facility Services to encourage consistent and sustainable school gardens.
- The District will cultivate partnerships for funding and direct services to support campus school gardens.

Methods for Measuring Implementation

Baseline or benchmark data points:

- Annual Wellness Policy Checklist data

Resources needed:

- Volunteer and partnership agreements, and
- Access to school garden resources.

Obstacles:

- Access to resources,
- Staff attrition, and
- Variability of school gardens and available spaces.

Objective 2: Provide resources and support partnerships for farm-to-school programs.

Action Steps

- The District will cultivate resources and relationships to support current and future farm-to-school programs.

Methods

Baseline or benchmark data points:

- Annual Wellness Policy Checklist data

Resources needed:

- Volunteer and partnership agreements, and

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- Access to farm-to-school partners.

Obstacles:

- Limited access to farm-to-school programs, and
- Staff attrition.

Physical Activity

The District will implement, in accordance with law, a coordinated health program with physical education and physical activity components and will offer at least the required amount of physical activity for all grades. [See BDF, EHAA, EHAB, and EHAC]

The following addresses how the District will meet the required amount of physical activity:

- Students in prekindergarten–grade 5 participate in moderate or vigorous daily physical activity for at least 30 minutes daily or 135 minutes weekly as part of the District's physical education program.
- Each elementary school provides 15 to 20 minutes of recess on a daily basis.
- Students in grades 6–8 participate in moderate or vigorous daily physical activity for at least 30 minutes for at least four semesters for at least 225 minutes during each period of two school weeks as part of the District's physical education program.
- Students in grade 9–12 are required to complete 1 credit of physical education, or an approved substitution, as part of the District's physical education program. Federal law requires that the District establish goals for physical activity in its wellness policy.

In accordance with FFA(LOCAL), the District has established the following goals for physical activity.

Goal: The District shall provide an environment that fosters safe and developmentally appropriate fitness activities for all students participating in physical education classes.

Objective 1: Physical education is based on standards-based instruction.

Action Steps

- Physical education staff will deliver age-appropriate, standards-based lessons and provide curriculum guidance to support instruction.
- Physical Education staff will offer professional development training to ensure teachers maintain CPR/AED

Methods for Measuring Implementation

Baseline or benchmark data points:

- Annual Wellness Policy Checklist data

Resources needed:

- Staff access to professional development on instructional delivery that is age and developmentally appropriate,

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certification (SB 865).

- Physical education teachers will not withhold physical activity or use it as punishment.

- Staff access to physical education curriculum, and
- Staff will have access to professional development opportunities for CPR/AED certification.

Obstacles:

- Access to resources,
- Staff attrition, and

Objective 2: Health-related fitness assessment will be conducted and reported annually.

Action Steps

- Physical Education teachers will annually assess health-related fitness components for students in grade 3 through 12.
- Physical Education staff will share fitness results and submit data to TEA as required.
- Physical Education staff will conduct professional development sessions centered on data analysis to promote ongoing student improvement.

Methods for Measuring Implementation

Baseline or benchmark data points:

- Annual Wellness Policy Checklist data

Resources needed:

- Staff access to fitness assessment files, and
- Staff access to professional development on the fitness education process.

Obstacles:

- Access to resources,
- Staff attrition, and
- Access to technology.

Goal: The District shall provide appropriate staff development and encourage teachers to integrate physical activity into the classroom environment.

Objective 1: Provide research-based information and examples of integrating physical activity into the classroom as a way to prepare the brain to learn.

Action Steps

- Physical Education staff will provide age-appropriate physical activities in the classroom environment.
- The Physical Education team will offer guidance on how to conduct the activities

Methods for Measuring Implementation

Baseline or benchmark data points:

- Wellness Policy Checklist data

Resources needed:

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- Staff access to professional development on the benefits of physical activity in the classroom, and
- Staff access to District online learning website.

Obstacles:

- Access to resources, and
- Staff attrition.

Objective 2: Provide resources and strategies for integrating physical activity into the classroom.

Action Steps

- Physical Education staff will provide resources and strategies to support the integration of physical activity into the classroom.

Methods for Measuring Implementation

Baseline or benchmark data points:

- Wellness Policy Checklist data

Resources needed:

- Staff access to online physical activity resources,
- Staff access to professional development on instructional strategies to incorporate physical activity in the classroom, and
- Staff access to District online learning website.

Obstacles:

- Access to resources, and
- Staff attrition.

Goal: The District shall encourage parents to support their children's participation in physical activity and to include physical activity in family events.

Objective 1: Communicate and promote opportunities to parents that support their child's participation in physical activity outside the school day.

Action Steps

- Physical Education staff will inform parents about opportunities for their children to engage in physical activity outside the school day.

Methods for Measuring Implementation

Baseline or benchmark data points:

- Annual Wellness Policy Checklist data

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- Physical Education staff will share information about upcoming physical activity programs through announcements and social media.
- Physical Education staff will promote the importance of physical activity to families through social media outreach.

Resources needed:

- Staff access to information on local events that provide physical activity, and
- Staff access to information on out-of-school-time programs that provide physical activity.

Obstacles:

- Access to resources, and
- Staff attrition.

Objective 2: Educate parents on the importance of including physical activities in family events.

Action Steps

- Physical Education staff will educate and encourage parents to engage in daily family physical activity at home.
- Physical Education staff will inform parents about upcoming district or local events that promote wellness.

Methods for Measuring Implementation

Baseline or benchmark data points:

- Annual Wellness Policy Checklist data

Resources needed:

- Staff access to information on local events that provide physical activity,
- Staff access to information on out-of-school-time programs that provide physical activity, and
- Staff access to parent- and family-centered educational information.

Obstacles:

- Access to resources, and
- Staff attrition.

Other School-Based Activities

Federal law requires that the District establish goals for other school-based activities in its wellness policy to promote student wellness.

In accordance with FFA(LOCAL), the District has established the following goals as part of its students wellness policy to create an environment conducive to healthful eating and physical activity and to promote and express a consistent wellness message.

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Goal: The District shall allow sufficient time for students to eat meals in an environment that is clean, safe, and comfortable

Objective 1: Allow students an appropriate amount of time to eat meals in a comfortable environment.

Action Steps

- Campus administration will schedule at least 30 minutes for students to eat lunch, ten minutes to eat breakfast, and time as appropriate for other food services.
- Campus Food and Child Nutrition Services staff will ensure the lunchroom is branded and decorated in a way that reflects the student body and positive health messages.
- Campus administration will ensure all lights in the dining and meal service areas work and are turned on during mealtime.

Methods for Measuring Implementation

Baseline or benchmark data points:

- Annual Wellness Policy Checklist data

Resources needed:

- Professional development for Child Nutrition staff,
- Staff access to menu boards and positive health promotional materials, and
- Custodial personnel and appropriate lighting supplies.

Obstacles:

- Access to resources,
- Staff attrition, and
- Scheduling conflicts.

Objective 2: Provide a clean and hazard free lunchroom environment.

Action Steps

- Campus Food and Child Nutrition Services staff will ensure cleaning supplies or broken/unused equipment are not visible during meal service.
- Campus Food and Child Nutrition Services staff will ensure that any compost/recycling and trash cans to be at least five feet away from dining students.
- Custodial staff will ensure trash cans are emptied when full.
- Campus Food and Child Nutrition Services staff will ensure there is a clear traffic pattern by using signs, floor decals, or rope lines as appropriate.

Methods for Measuring Implementation

Baseline or benchmark data points:

- Annual Wellness Policy Checklist data

Resources needed:

- Staff access to professional development for Child Nutrition staff,
- Custodial personnel and appropriate lighting supplies.

Obstacles:

- Access to resources, and
- Staff attrition.

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Goal: The District shall promote wellness for staff, students, and their families at suitable District and campus activities.

Objective 1: Provide wellness education and information to staff, students, and their families.

Action Steps

- District-designated staff will develop and post Connecting Wellness Calendar resource.

Methods for Measuring Implementation

Baseline or benchmark data points:

- Annual Wellness Policy Checklist data

Resources needed:

- National observances calendar
- local events calendar
- Wellness guidance lessons
- Approved SEL resources
- Staff professional development on SEL strategies.

Obstacles:

- Access to resources, and
- Staff attrition.

Objective 2: Promote opportunities for participation in wellness activities to staff, students, and their families

Action Steps

- Campus Wellness Team will utilize the District's Connecting Wellness Calendar to determine upcoming local events and national observances to select wellness activities to be promoted.
- Campus Wellness team will post and communicate information about upcoming wellness activities through announcements, flyers, posters, and school and District websites.
- District administrative staff will encourage Campus Wellness teams to host campus-based events, i.e., Family Wellness Nights, Staff Wellness Challenges.

Methods for Measuring Implementation

Baseline or benchmark data points:

- Annual Wellness Policy Checklist data

Resources needed:

- District Connecting Wellness Calendar,
- Flyers and posters to promote events, and
- Family Wellness Event Fit Kits (check out from Health and Physical Education Department).

Obstacles:

- Access to resources,
- Staff attrition, and

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- Funding for staff wellness activities.

Goal: The district shall provide annual vision, hearing and scoliosis screenings for 100% of eligible students.

Objective 1: By the end of each school year, 100% of eligible students will be identified, scheduled, and offered vision, hearing, and scoliosis screenings in accordance with state and district health guidelines

Action Steps:

- Health Services will coordinate with school nurses and principals to create a annual screening schedule identifying dates and locations.
- School nurse will use health records to complete an accurate list of students by grade level and age who must receive screenings.
- School nurse will conduct screenings according to health standards.
- School nurse will maintain records of students, screened, absent and those requiring rescreening or referrals.

Objective 2: The district will document and report completion rates of all mandated screenings within 30 days of the final screening date, ensuring that any students who fail or miss initial screenings are rescheduled or referred for follow-up within that same reporting period.

Action Steps:

Methods for Measuring Implementation:

Baseline or benchmark data points:

- Previous year's completion rate
- Student reenrollment/eligibility data

Resources needed:

- Screening equipment and supplies
- Trained screeners

Obstacles:

- Staff shortages or absences
- Parental Consent

Methods for Measuring Implementation:

Baseline or benchmark data points:

- Timeline for reporting
- Follow-up Compliance rate

Resources needed:

- Electronic health record for recording
- Training and technical support

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- The school nurse will input completed screening logs and summary reports to Health Services by a set deadline
- School nurse will confirm that all eligible students are accounted for and follow up with schools as needed.
- School nurse will students who did not pass screenings receive written results and referral information for further evaluation by licensed professionals.
- Health Services will conduct end-of-year review identify challenges, update procedures, and improve efficiency.

Obstacles:

- Incomplete or inaccurate data entry
- Limited follow-up response from families

Goal: The district shall ensure each campus has a current emergency health plan and conducts annual drills for medical emergencies.

Objective 1: Each campus will review, update, and approve its emergency health plan annually to ensure alignment with district policy and current best practices.

Action Steps:

- Conduct an annual review meeting with campus administrators, nurses, and safety teams to evaluate and update the Emergency Health Plan.
- Incorporate updates based on state or district health/safety policy changes, new medical guidance, and experience
- Obtain administrative approval and sign-off for each plan by the Health Services Director
- Distribute the plan to all relevant staff and ensure it is easily accessible

Methods for Measuring Implementation:

Baseline or benchmark data points:

- Percentage of campus with updated Emergency Plans
- Plan revisions made throughout the year

Resources needed:

- Emergency Response Plan template
- Meeting time with staff concerning plan

Obstacles:

- Inconsistent participation
- Time constraints due to academic and operational priorities

Methods for Measuring Implementation:

Baseline or benchmark data points:

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Objective 2: Each campus will conduct at least one annual emergency drill to practice and evaluate the effectiveness of the emergency response plan.

Action Steps:

- Schedule and coordinate annual emergency drills with Health Services
- Document all drills and submit a summary report to Health Services Director.
- Use a standardized district drill scenario to ensure consistency and alignment with emergency response procedures.
- Conduct a post-drill debriefing to identify strengths, weaknesses, and areas for improvement.

- Current percentage of campuses completing annual emergency drills
- Average drill performance evaluation scores or feedback ratings

Resources needed:

- Updated campus and district emergency response plans
- Trained emergency response teams and staff

Obstacles:

- Scheduling conflicts and instructional time constraints
- Staff turnover or inconsistent training

Goal: The district shall strive to achieve 100% compliance with state immunizations requirements across all campuses.

Objective 1: Ensure up-to-date immunization records for all enrolled students.

Action Steps:

- Conduct district-wide audits of all student immunization records at the start and midpoint of each school year
- Require campuses and their nurses to verify immunization documentation during enrollment and registration periods.
- Assign health staff to assist campus nurse reconcile immunization documentation.
- Run monthly immunization reports to keep campuses up-to-date with their percentages.

Methods for Measuring Implementation:

Baseline or benchmark data points:

- Current district-wide immunization compliance rate.
- Number of students with incomplete or missing immunization records.

Resources needed:

- Nursing staff to audit records, enter data and perform parent follow up.
- Partnership with health vendor to help implement mobile vaccine clinics.

Obstacles:

- Parent/guardian non-responsiveness or vaccine hesitancy delaying compliance.
- Limited access to healthcare services for families with transportation or financial barriers.

Methods for Measuring Implementation:

Baseline or benchmark data points:

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Objective 2: Implement consistent communication and follow-up procedures with families regarding missing or expiring immunizations.

Action Steps:

- Develop standardized district templates (letters, emails) to notify parents of required immunizations.
- Establish a communication timeline for follow-ups—initial, second, and final notification before exclusion.
- Use automated messaging through communications to send reminders about upcoming deadlines.
- Designate a health service staff member or nurse at each campus to provide one-on-one assistance to families needing guidance or referrals.

- Average number of communication attempts per non-compliant student
- Response rate to parent notifications.

Resources needed:

- Parent communication platforms and templates and communication material
- Campus nurses to assist with calls and communication

Obstacles:

- Inaccurate or outdated contact information in student records.
- Language and literacy barriers that limit family understanding of immunization requirements or deadlines.

Goal: The district shall provide ongoing professional development for health staff on best practices and legal updates

Objective 1: Increase health staff knowledge and competency in current nursing and health best practices.

Action Steps:

- Partner with local health agencies and hospitals to provide expert-led workshops and continuing education sessions.
- Maintain an online library of training resources accessible to all health staff.
- Incorporate simulation-based training (e.g., mock emergency drills, health scenarios) to reinforce practical skills.
- Create a CPR certification incentive program to encourage completion of specialized trainings

Methods for Measuring Implementation:

Baseline or benchmark data points:

- Percentage of health staff completing annual professional development hours.
- Number of professional development sessions offered annually

Resources needed:

- Partnerships with health organizations or experts
- Dedicated funding for training

Obstacles:

- Limited time for training.
- Budget constraints and variability in staff experience.

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Objective 2: Ensure all health staff are informed and compliant with current federal, state and local health laws and regulations.

Action Steps:

- Disseminate monthly “Health Law Updates” summarizing relevant policy impacting school health services.
- Schedule annual legal update sessions in collaboration with the health department
- Integrate mandatory compliance modules (e.g., FERPA, HIPAA, immunization law, medication administration) into annual professional development requirements.
- Establish a compliance tracking system to document staff completion of required trainings and certifications.

Goal: The district shall promote staff wellness by offering health workshops, stress management resources and mental health support.

Objective 1: Encourage healthy lifestyle choices through preventative health education and activities.

Action Steps:

- Organize annual health screenings (blood pressure, BMI, cholesterol, glucose) throughout the district.
- Offer fitness and nutrition programs, such as walking challenges, healthy cooking demonstrations, or group exercise sessions.
- Collaborate with district insurance providers to share wellness incentives

Methods for Measuring Implementation:

Baseline or benchmark data points:

- Current compliance training completion rate.
- Number of legal update communications distributed annually.

Resources needed:

- Access to legal and regulatory expertise
- Professional development materials and legal update bulletins.

Obstacles:

- Frequent legislative and policy changes
- Inconsistent understanding of legal terminology and application.

Methods for Measuring Implementation:

Baseline or benchmark data points:

- Current compliance training completion rate.
- Number of legal update communications distributed annually.

Resources needed:

- Access to legal and regulatory expertise
- Professional development materials and legal update bulletins.

Obstacles:

- Frequent legislative and policy changes
- Inconsistent understanding of legal terminology and application.

- Provide educational workshops on topics such as sleep hygiene, chronic disease prevention, and healthy meal planning.

Objective 2: Strengthen collaboration between district departments to build a culture of holistic staff wellness.

Action Steps:

- Form a district wellness committee that includes nurses, counselors, teachers and administrators to coordinate wellness initiatives.
- Collaborate with the nutrition, PE, and counseling departments to design holistic wellness programs
- Develop a shared communication plan where nurses and other departments provide updates, share resources, and promote wellness initiatives
- Schedule quarterly wellness planning meetings led by the nursing department to review current programs, plan upcoming activities

Goal: The district shall promote and support the mental and emotional wellness of all students.

Objective 1: Support students mental and emotional well-being through preventative counseling programs and social emotional learning.

Action Steps:

- Campus Counselors will implement classroom lessons focused on self-awareness, self-management, relationship skills, and responsible decision-making.

Methods for Measuring Implementation:

Baseline or benchmark data points:

- Current cross-department wellness initiatives
- Staff awareness of district wellness initiatives

Resources needed:

- Dedicated staff time for collaboration
- Support from district leadership

Obstacles:

- Sustainability of programs
- Scheduling and coordination difficulties

Methods for Measuring Implementation:

Baseline or benchmark data points:

- Counseling Logs- Track the number of individual, group and classroom counseling sessions.
- Documentation in Counseling Management System – SEL Dashboard, SB179 tracking tool, Case Management Portal
- Student Climate & SEL Survey
- Keep count - Integrate SEL themes into schoolwide activities (Red Ribbon Week, Kindness Campaign, etc.)

Resources needed:

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- Provide small group counseling sessions for targeted needs (e.g., stress management, friendship, grief, coping skills).
- SEL Team and campus counselors will offer individual counseling and crisis intervention for students demonstrating emotional distress.
- SEL Team and campus counselors provide district wellness initiatives, such as suicide prevention, bullying prevention, and trauma-informed practices.
- Partner with mental health community agencies for additional support services.

- PSJA Counseling and Guidance Curriculum
- Data Tracking Tools
- Casel Competencies Chart

Obstacles:

- Staff shortages or absences
- Parental Consent

Goal: The district will increase access to mental health resources by expanding available programs, services, and partnerships during the school year.

Objective 1: Ensure students and families know and can access available mental health and wellness services.

Action Steps:

- Counseling and Guidance Department will maintain a list of local and virtual mental health resources on the department website.
- SEL Team and campus counselors will distribute brochures and host parent informational sessions on mental wellness and community support.
- Counseling and Guidance Department will coordinate with district outside agency partners to expand access to counseling or clinical services.
- The district SEL Team will coordinate the annual district's Mental Health Fair for students, staff, and families.

Methods for Measuring Implementation:**Baseline or benchmark data points:**

- Resource accessibility tracking- update lists of mental health resources
- Track attendance and participation at parent sessions
- Exit surveys at parent sessions to measure awareness of topics
- Referral Logs for counseling services

Resources needed:

- PSJA Wraparound and Mental Health Resource Guide
- Counselor Café for Parent PowerPoint Presentations

Obstacles:

- Parent attendance
- Parent Consent Forms

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Goal: The district shall strengthen school-wide wellness initiatives to promote the physical, mental, and emotional well-being of all students and staff.

Objective 1: Enhance the overall climate of wellness by integrating counseling services into health and wellness programming.

Action Steps:

- Campus counselors serve as members of the campus committee to advocate for mental and emotional health supports.
- Campus Counselors collaborate with the school nurse and PE staff to promote balanced physical and emotional health.
- SEL Team and Campus counselors provide professional development for staff on recognizing signs of stress, anxiety, or trauma in students.
- SEL Team and campus counselors offer training on “Calm Rooms” for students or staff needing emotional regulation time.
- SEL Team conducts staff wellness check-ins and self-care activities during faculty meetings.

Methods for Measuring Implementation:

Baseline or benchmark data points:

- Number of professional development trainings offered annually
- Monitor Agendas, and attendance
- Staff Climate and SEL Surveys

Resources needed:

- Counselor Café for Teacher PowerPoint Presentations
- SEL Calm Room Materials for Centers
- Department Timeline and Year at a Glance Calendar of Trainings

Obstacles:

- Inconsistent participation / absences
- Time constraints due to operational priorities
- Coordination of scheduling



PHARR-SAN JUAN-ALAMO ISD

Health Services

Sulema Solis, MSN, FNP-C, Director of Health Services

Thank you for your leadership, guidance, and assistance in this matter. I look forward to our correspondence or any questions you may have.

Thank you,

Sulema Solis, MSN, FNP-C

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