# USDA Child Nutrition Programs Administrative Review Summary Report

School Food Authority: Right Step, Inc.

Agency Code: 401530

School(s) Reviewed: Right Step, Inc.

Review Date(s): 12/12/18

Review Team: TCB Reviewer Date of Exit Conference: 12/12/18

State agencies (SA) are required to conduct administrative reviews to assess School Food Authority (SFA)'s administration of the National School Lunch Program (NSLP), School Breakfast Program (SBP), and other school nutrition programs. The objectives of the Administrative Reviews are to:

- Determine whether the SFA meets program regulations,
- Provide technical assistance,
- Secure needed corrective action,
- Assess fiscal action, and when applicable, recover improperly paid funds.

## **General Program Reminders/Updates:**

- The Department of Public Instruction (DPI) School Nutrition Team (SNT) conducts School Nutrition Skills Development Courses (SNSDC) each summer in various locations around the state. Courses cover many areas of the school nutrition programs including administrative responsibilities, program basics, meal pattern requirements and menu planning, financial management, meal benefit determination process, professional standards, procurement, and many other topics. More information along with other upcoming trainings and webinars can be found on the Wisconsin DPI <a href="School Nutrition Training">School Nutrition Training</a> webpage (dpi.wi.gov/school-nutrition/training).
- SFA staff are encouraged to pursue GOALS Certification. GOALS stands for Goal Oriented Achievement Learning Skills. This is a certificate endorsed by the DPI and is obtained by completing training in nutrition, program administration and operations, or communications and marketing. For more information go to the Wisconsin DPI <u>School Nutrition Training</u> webpage (dpi.wi.gov/school-nutrition/training/goal-oriented-achievement-learning-skills).
- The US Department of Agriculture (USDA) has a toolkit of resources to assist schools in meeting
  the nutrition standards on their <u>Healthier School Day: The School Day Just Got Healthier</u> webpage.
  The topics covered include Smart Snacks, offering fruits and vegetables, reducing sodium, and
  serving whole grain-rich products (http://www.fns.USDA.gov/healthierschoolday).

• The Smarter Lunchrooms Movement encourages schools to implement low-cost and no-cost lunchroom solutions to help students select healthier meal options (http://smarterlunchrooms.org). Smarter Lunchroom techniques are easy to begin implementing and help encourage student consumption of fruits, vegetables, legumes, non-flavored milk, and other healthful choices. These strategies are effective and research-based. Consider trying the Smarter Lunchroom techniques for increasing consumption of white milk.

## Appreciation/Commendations/Noteworthy Initiatives:

Thank you to the staff at Right Step, Inc., for the courtesies extended to us during the on-site review and for being available to answer questions and provide additional information. All were very receptive to recommendations and guidance. In addition, thank you for taking the time to respond to the off-site questions and requests, as well as pulling records for the on-site portion of the review.

The TCB and DPI review team appreciates the eagerness of the staff at Right Step, Inc., for their willingness to make changes to meet school nutrition program regulations. The staff is concerned for the nutritional well-being of their students as evidenced through food safety, menu, service, local wellness, and overall responsiveness to recommendations made while on site. We were impressed at the overall cleanliness of the kitchen and the courteousness of staff toward students.

The review team is confident that Right Step, Inc., will continue to improve their knowledge and operation of child nutrition programs.

#### **REVIEW AREAS**

1. MEAL ACCESS AND REIMBURSEMENT

#### CERTIFICATION AND BENEFIT ISSUANCE

Commendations/Comments/Technical Assistance (TA)/Compliance Reminders

Not Applicable (Sponsor is non-pricing, CEP)

## **VERIFICATION**

Commendations/Comments/Technical Assistance (TA)/Compliance Reminders

Note Applicable (Sponsor is non-pricing, CEP)

## MEAL COUNTING AND CLAIMING

## Commendations/Comments/Technical Assistance (TA)/Compliance Reminders

- The meal counting and claim for the Review Month was conducted correctly.
- Meals must be offered to all students each day school is in session a full day, so DPI has created <u>Field Trip meal resources</u> to help schools offer student meals (https://dpi.wi.gov/schoolnutrition/national-school-lunch-program/menu-planning).
- Please note that SFAs may claim visiting students in the paid category or the individual's category with documentation, unless they are from a CEP school.
- Reminder: when entering the claim it is necessary to use the edit check to calculate your reimbursable meals by site for claim submission. The Edit Check was implemented and used correctly prior to the day of on-site.
- Technical Assistance: At one point during breakfast, a student went through the point of service with only a fruit and a cereal bar (this is a non-reimbursable meal as the cereal bar was not 1 oz eq. grain and the fruit was only 1 component). This was caught and corrected by the point of service person, but only after asking a leading question. During lunch, a similar situation occurred a student went through the point of service without a fruit. Neither meal was claimed, but these two occurrences demonstrate the need for additional OVS training. In addition, the reviewer recommends an additional, third person, be trained to conduct OVS in the case when like on the day of review there are extenuating circumstances necessitating the need for the primary cashier to step away, leaving counting to the staff serving meals. With a backup staff member trained, the possibility of nonreimbursable meals making their way through the point of service drops greatly.

# Findings and Corrective Action Needed: Meal Counting and Claiming

	Finding: None.
Co	r <mark>rective Action Needed:</mark> None

# 2. MEAL PATTERN AND NUTRITIONAL QUALITY / OFFER VS. SERVE / DIETARY SPECIFICATIONS & NUTRIENT ANALYSIS

## Commendations/Comments/Technical Assistance (TA)/Compliance Reminders

- Great job incorporating the breakfast and lunch "Today's Breakfast/Lunch Choices" signs with written menu items in all categories!
- Because the sponsor worked with the reviewer prior to the week of review menu being served during the month of review, all components were offered and served in their minimum required quantities great job!
- The School Nutrition Team (SNT) conducts School Nutrition Skills Development Courses (SNSDC) each summer in various locations around the state at no charge. Travel and meal expenses are allowable food service expenses and may be reimbursed through the school's food service fund. Courses cover many areas of the school nutrition programs including administrative responsibilities, menu planning, and recipe analysis. Information on the dates and locations of these trainings is posted on the SNT website at https://dpi.wi.gov/school-nutrition/training. It is encouraged that any staff involved in the operation of the school nutrition programs attend these courses whenever possible in order to stay informed of the most current regulations and common practices.
- Ongoing training is essential to staying informed of school meal requirements. We strongly
  recommend utilizing the SNT website for resources, including training webcasts that can be
  watched at your convenience. A list of all available training webcasts can be found on our
  Webcast webpage (https://dpi.wi.gov/school-nutrition/training/webcasts).
- Reviewer discussed the following information needed in order for the menu planner to properly
  credit food items to meet meal pattern and minimum quantity requirements: USDA Food Buying
  Guide (online and phone application), USDA Food Facts Sheets, USDA Wholegrain Resource, CN
  Labels, Production Formulation statements, analyzing/updating standardized recipes, sourcing
  compliant products.
- **Technical Assistance:** It is recommended, as much as possible, to differentiate the menu between the K-8 and 9-12 grades at lunch. Consider sending 9-12 grades near or at the end of lunch meal service in order to provide the appropriately sized components to that grade range, rather than offering the larger sized components to all grade ranges.
- **Technical Assistance:** Review of the week of review production records showed many days when the left-over column was left blank or recorded "O" leftovers remaining. Upon day of review observation, it was learned that the reason for this is due to insufficient storage space to store left-overs, and because the products used are not temperature controlled during service. It is recommended that food quantities thrown out/wasted, are recorded in the leftover column as waste, or discard.

## Findings and Corrective Action Needed: Meal Pattern and Nutritional Quality

#### **Day of Observation: Breakfast**

□ **Finding #1:** Grain products observed on the day of review were not whole grain rich, nor 100% whole grain. This included noodles at lunch, a breakfast bar at breakfast, bread for toast and buns for sandwiches (to be served on other days).

**Corrective Action Needed:** Provide nutrition labels, CN labels, and/or production formulation statements for products that meet the whole-grain rich requirements for all items offered and served. [**Note:** this was corrected by December 17, 2018. Staff sent the reviewer multiple labels of newly sourced items that meet the wholegrain-rich requirements.]

□ **Finding #2:** The Nature Valley granola bar offered at breakfast (16 g whole grain per serving) did not meet the 1 oz eq. grain requirement it was crediting for on the production record; it counts only for ¼ cup creditable grain. However, because of the way in which OVS was being conducted, none of the meals served and claimed were less than 4 creditable items per meal. [See OVS finding.]

**Corrective Action Needed:** This was corrected on the day of review; the sponsor will no longer serve this specific cereal bar. [no further action needed]

□ **Finding #3:** Offer vs. Serve was not being properly implemented, which is required to be implemented for grades 9-12, but is optional for the other grades being served. Right Step's Students at times expressed confusion about the meal pattern, unaware that they could decline meal components. Additionally, during discussion in the off-site, it was found that the sponsor did not realize milk was not a required component. Technical Assistance for improperly implemented OVS was provided during the prior review but is now listed as a finding for this review.

Corrective Action Needed: OVS is a requirement for 9-12 age/grade group for lunch. While it is optional for all grade levels at breakfast, OVS is highly encouraged because it helps reduce food waste and allows students to make choices about which foods they are more likely to consume. The DPI Menu Planning website (https://dpi.wi.gov/school-nutrition/national-school-lunch-program/menu-planning) provides multiple resources to help sponsors better understand and implement OVS. Please provide a plan to retrain food service staff in OVS as well as a written statement regarding which age/grade groups will be conducted as an OVS style service at breakfast and at lunch.

#### NONPROFIT SCHOOL FOOD SERVICE ACCOUNT

# Commendations/Comments/Technical Assistance (TA)/Compliance Reminders

- The agency's Child Nutrition Program report may be obtained online, and provides you with a
  compilation of meals claimed, your reported revenues and expenditures, amount of federal
  reimbursement received and per meal costs for lunch and breakfast.
- The Aids Register shows the amount deducted from reimbursement to pay for shipping, handling
  and processing costs of USDA Foods and to track all program deposits made to the agency's
  account. Both resources are accessible from our <u>Online Services</u> webpage
  (dpi.wi.gov/nutrition/online-services).
- SFAs must limit the net cash resources in order to not exceed three months average expenditures.

# Annual Financial Report (AFR)

- All revenues (reimbursements and student payments) and expenses (including food, labor, equipment, purchased services, and the other category) need to be separated into each program; this will aid the school in calculating its "yearly" reference period for nonprogram food compliance which is highly recommended. The new 16-17 Annual Financial Report instructions are located on the DPI website (https://dpi.wi.gov/sites/default/files/imce/school-nutrition/pdf/annual-financial-report-instructions.pdf).
- When a student deposits funds in their lunch account which will be used for meal purchases, the amount received is not treated as revenue until the meal has actually been served to the student. The amount of funds on hand in student accounts is treated as a deposit or liability account in either the foodservice fund (Fund 50) or the general fund (Fund 10) until the meal is served, at which point the deposit account is converted to revenue. This amount should not be recorded as revenue or part of the fund balance on your Annual Financial Report.
- The ending balance on June 30 from the previous year needs to be the beginning balance on July 1 for the current year.
- The ending balance, on June 30, can never be a negative balance. A transfer must be made from the non-federal funds to bring the ending balance to \$0.00.
- The school food service fund may not have an ending fund balance in excess of three-month operating
  expenses, as this is considered "Excess Cash Balance". While we commend your staff for the fiscal
  viability of the child nutrition programs, federal regulations limit net cash resources to an amount not
  to exceed a three-month average of operating expenses to remain in compliance with a non-profit
  status.
- These categories of the AFR that should be addressed when tracking revenues and expenditures include:
  - Expenses for paper supplies, chemicals, thermometers, etc., should be reported under "Other". Only expenses for edible food items and beverages should be reported under "Food".
  - o "Equipment" should reflect major purchases of equipment. Utensils, pans, smaller equipment such as a cart, etc., should be reported under "Other".

- Under "Purchases Services" report any time you pay someone for services provides such as equipment repair and health inspections.
- Under "nonprogram foods", report the expenses for any food items served to students that are not claimed as part of the reimbursable meal. Revenues and expenses from adult meals, a la carte, and caterings would also be included here.
- When revenues are recorded from the federal reimbursement payments, make sure that you are recording the full reimbursement based on the printed claim form and not what is actually deposited into your account. As you will note on the claim, there may be money deducted from shipping, handling and processing fees for USDA Foods. The amount deducted from your revenue should be reported as an NSLP food expenditure for private schools and a purchased service for public schools.

#### Allowable Costs

- The nonprofit school food service account is to be used for the operation of the school meal program including food, supplies, equipment and personnel.
- The nonprofit school food service account may not be used to purchase land and/or buildings unless approved by FNS.
- Allowable costs are defined in 2 CFR 200 Subpart E and should be necessary, reasonable and allocable. More information on allowable costs can be found within the <a href="Indirect Costs guidance">Indirect Costs guidance</a> (http://dpi.wi.gov/school-nutrition/national-school-lunch-program/financial).
- Bad debt is an unallowable expense to the food service program. A transfer must be made from non-federal funds to cover student account write-offs. <u>SP23-2017 Unpaid Meal Charges guidance Q</u> & A may be found our Financial Management webpage (https://dpi.wi.gov/school-nutrition/national-school-lunch-program/financial).

<u>Unpaid Meal Charge Policy</u> Not applicable – sponsor does not sell meals.

## PAID LUNCH EQUITY (PLE)

<u>Commendations/Comments/Technical Assistance (TA)/Compliance Reminders</u> Not applicable (Sponsor is non-pricing; CEP)

## **REVENUE FROM NONPROGRAM FOODS**

## Commendations/Comments/Technical Assistance (TA)/Compliance Reminders

- Nonprogram foods include: None are sold.
- Since SFAs that sell <u>only</u> nonprogram milk and adult meals as nonprogram foods are <u>exempt</u> from completing the USDA Nonprogram Food Revenue tool, Right Step, Inc. does not need to complete the nonprogram revenue tool. (http://dpi.wi.gov/sites/default/files/imce/school-nutrition/pdf/exceptions-nonprogram-revenue.pdf).

## **Adult Meals**

- If you begin at some point to sell adult meals, please assess adult meal prices annually prior to contract submission to ensure student reimbursements are not being used to subsidize adult meals.
   The current reimbursement rates 2018-19 SY should be used to determine adult prices for the 2019-20 SY.
- Adult meals are considered non-program foods. Food service programs must price adult meals above the overall cost of the meals. Since adult meal costs can be difficult to calculate, SFAs must, at a minimum, follow the minimum pricing guidelines in Food Nutrition Services Instruction 782-5.
- A <u>Wisconsin Adult Meal Pricing Worksheet</u> has been developed to assist the SFA in pricing adult meals (http://dpi.wi.gov/sites/default/files/imce/school-nutrition/doc/wisconsin-adult-meal-pricing-guide.doc).

#### Resources

- Nonprogram Foods Revenue Rule SP-20-2016 (http://dpi.wi.gov/sites/default/files/imce/school-nutrition/pdf/sp-20-2016.pdf)
- Nonprogram Foods In a "Nutshell" (http://dpi.wi.gov/sites/default/files/imce/school-nutrition/pdf/nonprogram-foods-in-a-nutshell.pdf)

# Findings and Corrective Action Needed: Revenue from Nonprogram Foods

None - Sponsor does not sell nonprogram foods.

#### INDIRECT COSTS

## Commendations/Comments/Technical Assistance (TA)/Compliance Reminders

- DPI does not allow the annual assigned indirect cost rate to be applied to Fund 50 (Foodservice
  account within WUFAR). For both public and private schools in Wisconsin, any costs assessed to
  foodservice must be based on documented and justifiable costs for each school building as they
  pertain to your school situation rather than an indirect cost rate. This may include utilities, rent,
  printing and mailing services, administrative oversight, etc.
- Allowable Expenditures assessed to the food service fund must be supported with documentation for items such as gas, electricity, waste removal, fuel, water, etc. for the school district. Examples of supporting documentation for costs assessed to food service fund could include:
  - Rent consultation with knowledgeable resource person on appropriate charges per facility (i.e., local reality broker who has knowledge of current rates for rent of similar facilities).
  - Utility charges separately metered or current usage study by the local utility company.
  - Labor expenditures based on actual amount of time worked specifically for the purpose of school food service times the employee's wages and benefits.
  - Printing/publishing documentation of actual costs or documentation to support how these costs were prorated from the district's total costs, based on volume.
  - Waste disposal services, extermination services, and laundry services documentation of actual costs or documentation to support how these costs were prorated from the district's total.

## 4. GENERAL PROGRAM COMPLIANCE

#### **CIVIL RIGHTS**

# Commendations/Comments/Technical Assistance (TA)/Compliance Reminders

**Technical Assistance:** As a best practice, Civil Rights training should be conducted prior to the first day of service, for anyone working in food service on the first day of school. However, all staff were trained by October, well before the date of on-site.

# Nondiscrimination Statement

• When including the <u>non-discrimination statement</u> on letters, menus, website, and other documents used to convey program information, it is necessary to use the current statement which was updated in 2015 (http://dpi.wi.gov/school-nutrition/national-school-lunch-program/civil-rights).

However, when space is very limited, such as on the printed menus or low balance notices, the abbreviated statement may be used, "**This institution is an equal opportunity provider**." Either of these statements must be in the same size font as the other text in the document.

## And Justice for All Poster

As a reminder, the "And Justice for All" poster needs to be posted in public view where the program is
offered.

## Civil Rights Training

- Civil rights training had been attended by all staff in the schools and documentation was available for review.
- Civil rights training must be conducted on a yearly basis for all staff and volunteers who administer any portion of a school nutrition program.

# Civil Rights Self-Compliance Form

• The <u>Civil Rights Self-Evaluation Compliance</u> form is required to be completed by October 31 annually.

#### **Special Dietary Needs**

• All food substitutions made outside of the meal pattern requirements must be supported by a signed medical statement from a licensed medical professional. SFAs may use the <u>prototype Medical Statement</u> for Special Dietary Needs posted on the DPI website, which is also available in Spanish and Hmong (http://dpi.wi.gov/school-nutrition/national-school-lunch-program/special- dietary-needs). Meals served to students with special dietary needs with the signed medical statement do not need to meet meal pattern requirements. Additional information on <u>special dietary needs</u> can be found on the DPI School Nutrition Team website (http://dpi.wi.gov/school- nutrition/national-school-lunch-program/special-dietary-needs). This <u>flow chart gives</u> guidance on special dietary needs, as well (https://dpi.wi.gov/sites/default/files/imce/school-nutrition/pdf/sdn- flowchart.pdf)

- School food service staff may make food substitutions, at their discretion, to accommodate children
  without a signed medical statement from a licensed medical practitioner. It is highly recommended
  that the SFA have a completed medical statement on file from a medical authority (which could be the
  school nurse) to support the request. These accommodations made for students *must meet the USDA meal pattern requirements* in order for the meals to be reimbursable. It is recommended that the SFA
  develop a policy for handling these types of accommodations to ensure that requests are equitable for
  everyone.
- Juice may not be substituted for fluid milk unless juice is specified as a substitution on a medical statement signed by a licensed medical practitioner. Water is available to all students, but an SFA may choose to offer lactose free milk or provide a fluid milk substitute that meets the nutritional requirements set forth by USDA. Nutrition information for a fluid milk substitute the SFA wishes to provide for students, must be approved by the SNT office. For more information on <u>fluid milk substitutes</u>, please see our Special Dietary Needs webpage (http://dpi.wi.gov/school-nutrition/national-school-lunch-program/special-dietary-needs).
- Fluid milk substitution rules apply to all federal school nutrition programs, including the National School Lunch Program, School Breakfast, and After School Snack Program, but do not apply to the Wisconsin School Day Milk Program. WSDMP allows juice as a milk substitution and is reimbursable. SFAs may offer lactose-free milk to children who have lactose intolerance without requiring DPI preapproval for use.

#### **Public Release**

- All SFAs are required to distribute a <u>Public Release</u> before the start of the school year (https://dpi.wi.gov/sites/default/files/imce/school-nutrition/doc/cep-public-release.doc). The purpose is to inform the public that meals at no cost are available. SFAs must annually distribute the Public Release to:
  - Local news media
  - Grassroots organizations (local organizations providing services to populations in need)
  - Major employers contemplating or experiencing large layoffs
  - Local Unemployment Office (as applicable)
- SFAs are not required to pay to have the public release published but must maintain documentation of whom it was sent to along with the specific materials distributed.

#### **Overt Identification**

Not applicable – Sponsor is CEP.

## **Processes for complaints**

- Schools must have a process for receiving and processing complaints alleging discrimination within the school meals program.
- All verbal or written civil rights complaints regarding the school nutrition programs that are filed
  with the district must be forwarded to the Civil Rights Division of USDA Food and Nutrition Service
  within five days. You will want to make sure that this is included in the district procedures to ensure
  compliance.

All SFAs should have procedures (written procedures preferred) in place for handling civil rights complaints in regard to discrimination in the National School Lunch Program and School Breakfast Program. A SFA may always attempt to resolve a situation that is occurring in real time. However, if an individual states that they wish to file a civil rights complaint, the SFA must provide them with the information necessary to do so and not impede an individual's right to file. Please refer to the <a href="USDA Program Discrimination Complaint Form">USDA Program Discrimination Complaint Form</a> for assistance in filing these complaints (https://www.ocio.usda.gov/sites/default/files/docs/2012/Complain\_combined\_6\_8\_12.pdf).

# Findings and Corrective Action Needed: Civil Rights

☐ **Finding #4:** The sponsor did not provide a CEP Public Release at the beginning of the year as required.

**Corrective Action needed:** Provide a plan to the reviewer indicating how the public will be informed utilizing the standard CEP Public Release available from the DPI website: https://dpi.wi.gov/sites/default/files/imce/school-nutrition/doc/cep-public-release.doc

#### **ON-SITE MONITORING**

## Commendations/Comments/Technical Assistance (TA)/Compliance Reminders

• Not applicable - Sponsor operates only 1 site.

## LOCAL WELLNESS POLICY

#### Commendations/Comments/Technical Assistance (TA)/Compliance Reminders

The local wellness policy requirement was established by the Child Nutrition and Special Supplemental Nutrition Program for Women, Infants, and Children (WIC) Reauthorization Act of 2004 and further strengthened by the Healthy, Hunger-Free Kids Act (HHFKA) of 2010. The final rule requires School Food Authorities (SFAs) to begin developing a revised local school wellness policy during School Year 2016-17 with full compliance of the final rule by June 30, 2017.

At a minimum, SFAs must 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. In addition, SFAs must designate one or more school officials to ensure the SFA complies with the policy.

#### Content of the Wellness Policy

The final Local School Wellness Policy Implementation Under the Healthy, Hunger-Free Kids Act of 2010 rule requires the SFA to retain basic records demonstrating compliance with the local school wellness (LWP) requirements. If no LWP has been developed, the SFA must establish a written policy. For assistance in the creation of a LWP, SFAs are encouraged to utilize the <u>Wisconsin Wellness: Putting Policy into Practice-School Wellness Policy Toolkit</u>. This can be accessed electronically on the <u>School Wellness</u> webpage (https://dpi.wi.gov/school-nutrition/wellness-policy). At a minimum the wellness policy must include:

• Nutrition education (Recommended goals related to nutrition education include integrating into other core subjects or offering as a stand-alone course for all grade levels.)

- Nutrition promotion (At a minimum SFAs must review smarter lunchroom tools and strategies. Additional promotional activities include contests, surveys, food demonstrations, taste testing, and farm to school programming.)
- Physical activity (Recommended that SFAs offer time for students to meet the 60 minute goal, this could include recess, classroom physical activity breaks, and opportunities for physical activity before and after school.)
- Guidelines for all foods and beverages sold on the school campus during the school day (The LWP must contain guidelines for Federal school meal requirements and competitive food standards [Smart Snacks]).
- Guidelines for all foods and beverages provided on the school campus during the school day (SFAs must develop standards for foods provided to students, this includes classroom parties, schools celebrations, food offered as rewards/incentives.)
- Guidelines for food and beverage marketing (At a minimum, SFAs must restrict marketing to food and beverages that meet competitive food standards on the school campus during the school day.)
- Public involvement and committee leadership (SFAs must invite and allow for a diverse group of stakeholders to participate in the development, implantation, review, and updating of the LWP.
   SFAs must also identify the official responsible for oversight of the LWP to ensure school compliance.)
- Implementation, assessment and update of policy (At a minimum, SFAs must notify the public about the content, implementation of, and updates to the LWP. SFAs must complete a triennial assessment to evaluate compliance with the LWP, how the LWP compares to model wellness policies, and progress made in attaining the goals of the LWP).
- **Technical Assistance:** The final *Local School Wellness Policy Implementation Under the Healthy, Hunger-Free Kids Act of 2010* rule requires the SFA to review and update the local school wellness policy on a periodic basis. The frequency of updates is based on the content and structure of the plan. It is recommended that this review occur annually. There is some evidence the SFA has reviewed and updated their policy within the past three years. It is recommended the SFA utilize better tracking of meetings which include a sign-in sheet for attendees. It is also recommended that copies of emails to stakeholders be saved either electronically or hard-copy, in the future. Documentation of meetings and discussion is kept directly in the LWP electronic file.
- **Technical Assistance:** The final Local School Wellness Policy Implementation Under the Healthy, Hunger-Free Kids Act of 2010 rule requires the SFA to assess the local school wellness policy (LWP) every three years, at a minimum. The first assessment should be completed within three years of the SFA's policy being updated, but no later than June 30, 2020 to be in compliance with this rule. The triennial assessment must evaluate compliance with the LWP, how the LWP compares to model wellness policies, and progress made in attaining the goals of the LWP. SFAs must retain

documentation of the results of the triennial assessment and when it took place. To assist SFAs with evaluating compliance with their LWP, a report card has been developed and is available at <a href="School Nutrition Team's Wellness Policy webpage">School Nutrition Team's Wellness Policy webpage</a> (https://dpi.wi.gov/school-nutrition/wellness-policy). A sample model wellness policy is available at the <a href="USDA Wellness Policy webpage">USDA Wellness Policy webpage</a> (<a href="http://www.fns.usda.gov/tn/implementation-tools-and-resources">http://www.fns.usda.gov/tn/implementation-tools-and-resources</a>). Public School Districts that participated in the Wisconsin Obesity Prevention's Wellness Policy project, in SY16-17, have received a copy of a report comparing their policy to a model policy (reports were sent in August, 2017). Additional information about interpreting your school's report is available at the <a href="Wisconsin Health Atlas webpage">Wisconsin Health Atlas webpage</a> (https://www.wihealthatlas.org/lwp/). Schools are encouraged to establish an account with the Rudd Center for Food Policy and Obesity to access the Wellness School Assessment Tool (WellSAT) for assistance in assessing the LWP.

#### Additional Resources:

- Please refer to the USDA <u>summary of the requirements</u> for local school wellness policies (http://www.fns.usda.gov/sites/default/files/tn/LWPsummary\_finalrule.pdf).
- USDA Food and Nutrition Service has information on the <u>local school wellness policy</u> process and wellness policy elements (https://healthymeals.nal.usda.gov/school-wellness-resources).
- Wisconsin Team Nutrition has several <u>wellness policy resources</u> available, including a toolkit, a
  wellness policy builder, and wellness policy report card (http://dpi.wi.gov/schoolnutrition/wellness-policy).

	<b>Findings and</b>	Corrective	Action	Needed: I	Local Wel	Iness Policy
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	Finding: None
Со	rrective Action needed: None

## SMART SNACKS IN SCHOOLS

Commendations/Comments/Technical Assistance (TA)/Compliance Reminders

Not Applicable – Sponsor does not sell Smart Snacks

# PROFESSIONAL STANDARDS

# Commendations/Comments/Technical Assistance (TA)/Compliance Reminders

Professional Standards: New Food Service Director Hiring Requirements

• The Professional Standards regulations in 7 CFR 210.30 established hiring standards for new school nutrition program directors, hired on or after July 1, 2015, that manage and operate the National School Lunch and School Breakfast Programs. In addition, the regulations established annual training standards for all school nutrition program directors, managers, and staff which must be tracked.

- Each SFA must designate at least one staff member as a program "director". A program "director" is
  the person designated to perform or oversee the majority of the program duties such as sanitation,
  food safety, nutrition and menu planning, food production, procurement, financial management,
  record keeping, customer service, nutrition education, and general day-to-day program management.
- The <u>hiring standards for SFA directors</u> are based on the size of the SFA and includes education, school nutrition experience and food safety training requirements
   (http://dpi.wi.gov/sites/default/files/imce/school-: nutrition/pdf/professional-standards-hiring-chart-by-district-size.pdf).
- Per SP 38-2016, any School Food Service Director hired after July 1, 2015 that does not meet the minimum education requirements cannot use the nonprofit school food service account to pay their salary; this would be an unallowable cost and the SFA's general fund may be used to pay the salary of a new director who is actively pursuing the minimum education requirements.

## <u>Professional Standards: Training Requirements</u>

- Annual training must be job-specific and intended to help employees perform their duties well. The
  required annual training hours vary according to the employee's role in the management and
  operation of the school nutrition program.
- Trainings can be provided in a variety of formats (online, in person, webinars) and through various providers (DPI, USDA, in-house, etc.).
- SFAs should clearly document all required training information and maintain that file including the
  name of staff person, date hired, title/position, brief list of core duties/responsibilities, status (full,
  part-time, substitute, volunteer, etc.), professional standards position (director, manager or staff).
  Learning codes are not required, but encouraged. A template tracking tool is posted to our
  Professional Standards webpage (http://dpi.wi.gov/school-nutrition/training/professionalstandards).

# Annual Training Requirements for All Staff

- Directors: 12 hours
- Managers: 10 hours
- Other Staff (20 hours or more per week): 6 hours
- Part Time Staff (under 20 hours per week): 4 hours
- If hired January 1 or later, only half of the training hours are required during the first school year of employment.

# Findings and Corrective Action: Professional Standards

□ Finding #5: Staff have not completed the required training hours for the current school year and were unable to provide a training plan for the current school year.
 Corrective Action Needed: Provide a training plan for meeting the required training hours for the program director (person with oversight over the food service program), the manager (person responsible for the day-to-day operations of the program, and the 3<sup>rd</sup> person to be trained in aspects

of cashiering (for purposes of operating as a back-up cashier).

☐ **Finding #6:**Training is not being monitored on a tracking tool.

**Corrective Action Needed:** Include all current training hours for each food service employee on the DPI tracking tool and submit as part of corrective action.

## **WATER**

#### Commendations/Comments/Technical Assistance (TA)/Compliance Reminders

Water is required to be available at no charge to students during the lunch and breakfast meal services. Schools can provide free water in a variety of ways, such as water pitchers and cups on lunch tables, a water fountain, or a faucet that allows students to fill their own bottles or cups.

For more information and resources on the water requirement, see our <u>Water Availability webpage</u> (https://dpi.wi.gov/school-nutrition/national-school-lunch-program/water-availability).

#### Findings and Corrective Action: Water

☐ Finding: None

**Corrective Action Needed:** None

#### **FOOD SAFETY AND STORAGE**

#### Commendations/Comments/Technical Assistance (TA)/Compliance Reminders

Technical Assistance: Regarding items like heat-and-serve chili, please be sure to include these
items on the HACP Chart of menu items that are heat and serve. This would identify the process
category, and help ensure that proper HACCP processes are followed.

<u>A Flash of Food Safety</u> is a video series designed to help school nutrition professionals understand and apply safe food practices (www.fns.usda.gov/ofs/food-safety-flashes). The <u>Office of Food Safety</u> website (www.fns.usda.gov/ofs/food-safety) includes food safety resources.

## **Food Safety Inspections**

- Every school operating USDA School Child Nutrition Programs must have two food safety inspections during each school year: including food safety inspection and a review of the site's Food Safety Plan.
- Food safety inspection reports must be posted in public view. Posting the food safety inspection report in the same location as the "And Justice For All" poster can be a convenient way to have both items publicly visible.

#### **Temperatures**

 All cooling equipment must have internal temperatures taken and recorded daily on temperature logs. Posting them directly on the equipment makes recording convenient and a regular part of daily routines.

## **Food Safety Plans**

- All portions of the Food Safety Plan were available for review on a clip-board.
- All schools must have a comprehensive, site-specific food safety plan on-site which includes all process 1, 2, and 3 items, all applicable standard operating procedures (SOP), all equipment, and a listing of food service staff at that site. The food safety plan must be reviewed annually. A prototype food safety plan template as well as template SOPs may be found on the <u>SNT Food Safety</u> webpage. (https://dpi.wi.gov/school-nutrition/food-safety)
- SFAs are required to update food safety programs based on Hazard Analysis Critical Control Point (HACCP) principles to cover any facility where food is stored, prepared, or served for the purposes of the NSLP, SBP, or other FNS programs. This means the food safety program should contain standard operating procedures (SOP) for safe food handling on school buses, in hallways, school courtyards, kiosks, classrooms, or other locations outside the cafeteria.

# Food Employee Reporting Agreements

- All food service employees must have a signed <u>Food Employee Reporting Agreement</u> on file (https://datcp.wi.gov/Documents/foodemployeereportingagreementsupplement.pdf).
- Employees must sign a new Food Employee Reporting Agreement form if changes are made to the
  document. While there are no requirements as to how frequently food service employees must sign a
  Food Employee Reporting Agreement form, it is the best practice for each food service employee to
  annually review and sign an agreement to reinforce the information contained in the document.

#### <u>Storage</u>

- The on-site and/or off-site storage areas were reviewed, including freezers, refrigerators, dry good storage rooms and other areas. Not all products that were open (dressings) nor products out of their original containers/boxes were labeled and dated. Please ensure that all products are labeled and dated with the date of receipt. In part, this is due to the fact that most of the food products utilized are purchased within a day or two of being used due to storage constraints.
- SFAs are required to ensure that facilities for the handling, storage, and distribution of purchased and donated foods are properly safeguarded against theft, spoilage, and other loss (7 CFR 210.13(d)).

<u>Time/Temperature Control for Safety (TCS) Food</u>
Milk and dairy products
Shell eggs
Meat (beef, pork, and lamb)
Poultry

Fish Shellfish and crustaceans Baked potatoes Heat-treated plant food, such as cooked rice, beans, and vegetables Tofu or other soy protein Sprouts and seed sprouts Sliced melons Cut tomatoes
Cut leafy greens
Untreated garlic-and-oil mixtures
Synthetic ingredients, such as textured soy
protein in meat alternatives

#### Time as Public Health Control

- When using "Time as a Public Health Control:"
  - o The internal temperature must be at or below 41 degrees Fahrenheit (°F) at the beginning of the holding period for cold time/temperature control for safety (TCS) food.
  - TCS food can be held up to 6 hours at an internal temperature between 41°F and 70°F under monitored conditions. Provisions must be made to discard product if the 6 hour time limit is exceeded, the temperature of the cold TCS food rises above 70°F, or the food is removed from service
  - Hot TCS foods can be held up to 4 hours at an internal temperature greater than 70°F. Provisions
    must be made to discard product if the 4 hour time limit is exceeded, the temperature of the hot TCS
    food falls to 70°F, or the food is removed from service.
  - There can be no leftovers and no reuse of the items covered under this plan. Thus, if any TCS food is held without mechanical refrigeration during service, including TCS foods on garden bars, all leftover TCS food must be discarded.

# Sharing and No Thank You Tables

Both Sharing Tables and No Thank You Tables are permitted in Wisconsin. Definitions, considerations, and guidance for safe and responsible implementation for each type of table is outlined below.

- Sharing Table: A sharing table is a designated table for items students do not intend to consume. Students may pick up items from the sharing table during the meal period. Items must be prepackaged and unopened. A designated food service worker or trained individual must monitor the sharing table throughout meal service, inspecting items for wholesomeness. The table should not be located immediately after the point of service/sale.
- **No Thank You Table:** A no thank you table is a designated table placed after the point of service for items students do not intend to consume. Students may not pick up items from this table during the meal period. At the end of meal service, a designated worker or trained individual must inspect the items for wholesomeness.

Sharing or no thank you tables are appropriate for students in first grade and up. Preschool, prekindergarten, and kindergarten students are considered a susceptible population at greater risk for foodborne illness.

#### **Considerations**

- 1. School food authorities (SFA) are making a conscientious effort to be good stewards of federal and state funding and USDA Foods received for the school meal and afterschool snack programs.
- 2. Offer versus Serve is effectively implemented. This includes training and supervising food service employees, informing students they may turn down up to two components at lunch and one food item at breakfast, and providing age appropriate signage.
- 3. The legal entity (e.g. school board, administrator) stated, in writing, sharing or no thank you tables are allowed at specific serving locations and accepts liability in the event of foodborne illness or injury.
- 4. Parents will be informed in writing.
- 5. The food safety plan for the specific serving locations where sharing or no thank you tables are allowed includes a standard operating procedure (SOP). Please work with the sanitarian and/or local regulatory authority before, during, and after the development of the SOP. Any changes required by the sanitarian will be made.
- 6. Items on the sharing or no thank you table are limited to school meal or snack components. Food items brought from home are excluded.
- 7. Fruits and vegetables with edible peels must be washed and wrapped or packaged for meal service.
- 8. Food on sharing or no thank you tables is not for adults (e.g. food service staff, aides, teachers, custodians).

#### Wholesome Leftovers

Wholesome leftovers may be re-served; given away to students during the same meal period (sharing tables) or later part of or subsequent school day (no thank you tables); given to the school nurse for students with medications or complaints of hunger; donated; or composted. "Wholesome" must be defined by the SFA as part of the SOP.

Only non-time/temperature control for safety (TCS) food items may be re-served and sold in child nutrition programs by the school food authority. TCS foods include milk, cheese, and yogurt, among many other food items.

Food safety decisions surrounding sharing and no thank you tables are at the discretion of the sanitarian and/or local regulatory authority. Implementation may vary across the state.

## **Monitoring Log**

Consider using a monitoring log for items left the sharing table or no thank you table. List prepackaged items and fruits with a non-edible peel or wrapper. At the end of meal service, count the items placed on the table. The employee who initials this log must check all leftover items for wholesomeness. No open items may be re-served. Use data to inform future menu planning and purchasing decisions. A template is available on the <u>Food Safety</u> webpage (https://dpi.wi.gov/school-nutrition/food-safety).

## **Findings and Corrective Action: Food Safety**

☐ **Finding #7**: An annual food safety plan review was not available for review.

**Corrective Action Needed**: Review entire food safety plan and update as needed. Document date and name of reviewer on the Food Safety Plan Review page. Submit completed Food Safety Plan Review page as an attachment to assigned Nutrition Consultant (Reviewer) via email.

☐ **Finding #8**: Most recent food safety inspection report was not posted in a publicly visible location.

**Corrective Action Needed**: Post most recent food safety inspection report in location visible to public.

• Completed on-site. No further action required.

#### **BUY AMERICAN**

# Commendations/Comments/Technical Assistance (TA)/Compliance Reminders

No products were observed in violation of the Buy American Provision. Discussion with the manager indicated familiarity with the requirement – she purchases all groceries from local vendors and pays attention to Buy American requirements.

The USDA requires that an SFA purchase, to the maximum extent practicable, domestic commodities or products. Using food products from local sources supports the local economy, small local farmers and provides healthy choices for children in the school meal programs. The Buy American provision is required whether food products are purchased by SFAs or entities that are purchasing on their behalf.

The Buy American provision should be included in solicitations, contracts, and product specifications. A reply offer to comply with Buy American terms in a solicitation ensures contractors are aware of Buy American requirements. Furthermore, bidder assurance of the Buy American provision ensures that the bidder is responsive and responsible to the solicitation.

SFAs must monitor contractor performance as required in 2 CFR Part 200.318(b), formerly in 7 CFR Part 3016.36(b)(2), to ensure that contractors perform in accordance with the terms, conditions, and specifications of their contracts or purchase orders.

- The following products may be exceptions to Buy American provisions: pineapples, mandarin oranges, olives, tuna, bananas and coffee.
- If no country of origin is identified on the label, then SFA must get certification from the distributor or supplier stating: "We certify that (insert product name) was processed in the U.S. and contains over 51% of its agricultural food component, by weight or volume, from the U.S.," This can accepted within an email.
- What is acceptable to determine compliance on a label? Label should indicate if the product is grown, processed and packed in the continental U.S. and any U.S. Territories. If the label indicates

- that product is distributed or packed in the U.S, but the country of origin is not listed, this product requires the distributor's certification as mentioned above.
- Any substitution of a non-domestic product for a domestic product (which was originally a part of the RFP), must be approved, in writing, by the food service director, prior to the delivery of the product to the school.
- Any non-domestic product delivered to the school, without the prior, written approval of the Food Service Director, will be rejected. Should non-domestic substitutes that were not pre-approved in writing by the food service director be delivered to and rejected by the school, selected distributor(s) shall be held accountable for all over-claims that result from failure to meet the school's required meal pattern.
- Agricultural products which are processed and produced outside of the U.S. may be accepted with proof from the manufacturer that poor market conditions exist (weather, and/or supply availability of market); this requirement applies to private labels as well as other labels.
- The SFA should maintain written procedures to ensure product received and inventory is compliant with the Buy American procedure. Sample written procurement contract management procedures and Buy American monitoring procedures can be found in the <a href="Contract Management">Contract Management</a> chapter of the <a href="Introduction to the Procurement Policy and Procedures Handbook">Introduction to the Procurement Policy and Procedures Handbook</a> (https://dpi.wi.gov/school-nutrition/procurement/contract-procedures/contract-management). Additional Buy American monitoring procedures can be found on the <a href="Buy American Provision">Buy American Provision</a> webpage (https://dpi.wi.gov/school-nutrition/procurement/buy-american/monitoring).

There are limited exceptions to the Buy American provision which allow for the purchase of products not meeting the "domestic" standard as described above ("non-domestic") in circumstances when use of domestic products is truly not practicable. Refer to SP 24-2016 for more information on the Buy American provision and limited exceptions.

More information on this new requirement, including a tool to assist with tracking noncompliant products, can be found on the SNT <u>Procurement</u> webpage (http://dpi.wi.gov/school-nutrition/procurement/buy-american).

# NOTE: When product label does not identify country of origin:

In USDA Memo SP 38 -2017, any product that does not identify the country of origin now requires certification from the manufacturer or distributor. See the TA notes above for sample certification language. This will be treated as TA for the 2018-19 school year but work with your distributor/supplier to move toward compliance.

<u>Fin</u>	dings and Corrective Action Needed: Buy American
	Finding: None
Coı	rective Action Needed: None

#### REPORTING AND RECORDKEEPING

## Commendations/Comments/Technical Assistance (TA)/Compliance Reminders

- Thank you for completing the required USDA and DPI reports and maintaining the paperwork.
- There are additional record retention rules for CEP. "LEAs/schools must retain records used in the development of the ISP (e.g., records for the initial approval year and all records from the year any updates are made to the ISP) during the entire period CEP is in effect. In addition documentation must be retained for five years after the submission of the final claim for reimbursement for the last fiscal year of CEP." Documents would also need to be maintained longer if there were an open audit issue needing to be resolved.

# Findings and Corrective Action: Reporting and Recordkeeping

☐ Finding: None

**Corrective Action Needed:** None

## SCHOOL BREAKFAST PROGRAM (SBP) & SUMMER FOOD SERVICE PROGRAM (SFSP) OUTREACH

# Commendations/Comments/Technical Assistance (TA)/Compliance Reminders

 At the beginning of the school year, the SFA must notify families of the availability of breakfast and schools should send reminders regarding the availability of the SBP multiple times throughout the school year. Based upon discussion, the use of the *Bright Arrow* email system sounds like a great method of contact.

# **Breakfast Promotion**

The breakfast participation in Right Step, Inc., is comparable to participation at lunch. If you are interested in additional potential breakfast service models as well as financial models, these can be found in the Serving up a Successful School Breakfast Program guide (http://dpi.wi.gov/school-nutrition/school-breakfast-program). A Breakfast in the Classroom Toolkit is also available if that option is considered (https://dpi.wi.gov/school-nutrition/school-breakfast-program/resources).

Parents play an important role in School Breakfast Program participation. A video was developed to help show parents the benefits that the School Breakfast Program provides for them and their children. This video along with a brochure can be found on our <u>Resources for the School Breakfast Program</u> webpage, in the Marketing Breakfast section (https://dpi.wi.gov/school-nutrition/school-breakfast-program/resources).

For more ideas on breakfast menus, visit our On, Wisconsin! Cycle Menu or look up menus for other schools in Wisconsin.

- <u>Cycle Menu Resources</u> (http://dpi.wi.gov/school-nutrition/national-school-lunch-program/menuplanning/cycle-menu)
- <u>School Breakfast Menus on the Web</u> (http://dpi.wi.gov/sites/default/files/imce/school-nutrition/pdf/school-breakfast-menus-on-the-web.pdf)

National School Breakfast Week is in the spring each year. This is a great time to promote your breakfast program, try new recipes, incorporate activities, etc. to increase participation.

- School Breakfast is promoted in the Back-to-School newsletter, monthly menus and throughout the year in the newsletter.
- Continue to promote participation in the School Breakfast Program with fun menus or promotions.

#### Summer Meals

Sponsor does not participate.

A goal of USDA Child Nutrition Programs is to ensure all students have access to healthy and nutritious meals year-round. As a reminder, USDA requires **all SFAs** to inform families of where their students can receive a free meal in the summer months. SFAs can inform families of summer meals via the following methods:

- Promotion of the <u>summer meals locator</u> on the DPI Summer Meals webpage (https://dpi.wi.gov/community-nutrition/sfsp/find-summer-meals-site)
- Promotion of calling 211 to locate meals in the area
- Promotion of the ability to text 'food' to 877-877 to locate meals in the area
- Promotion of the USDA <u>Summer Food</u> website (http://www.fns.usda.gov/summerfoodrocks)

#### Resources:

- To access an inclusive map of all potential participating sites in your area, see the <u>interactive</u> map on the SFSP website (http://www.fns.usda.gov/capacitybuilder).
- For more information on Summer Feeding option contact:
   Amy J. Kolano, RD, CD, Summer Food Service Program Coordinator Phone: 608.266.7124; e-mail: amy.kolano@dpi.wi.gov

## Findings and Corrective Action: SBP and SFSP Outreach

☐ **Finding #9**: Sponsor did not make available information to the community regarding the availability of summer meals (a requirement, even when not participating in SFSP).

**Corrective Action Needed**: Please provide a plan to inform the community/families of where their students can receive a free meal in the summer months. In your plan, reference one or more of the methods/resources listed above.

# 5. OTHER FEDERAL PROGRAMS REVIEWS

#### AFTERSCHOOL SNACKS

## Commendations/Comments/Technical Assistance/Compliance Reminders

Sponsor does not participate in the Afterschool Snack program.

## FRESH FRUIT AND VEGETABLE PROGRAM (FFVP)

# Commendations/Comments/Technical Assistance (TA)/Compliance Reminders

Not applicable – Sponsor does not participate in FFVP.

# SPECIAL MILK PROGRAM

# Commendations/Comments/Technical Assistance (TA)/Compliance Reminders

Not applicable - Sponsor does not participate in SMP.

## WISCONSIN SCHOOL DAY MILK PROGRAM (WSDMP)

# Commendations/Comments/Technical Assistance (TA)/Compliance Reminders

Not applicable – sponsor does not participate in WSDMP.

# **ELDERLY NUTRITION PROGRAM (EN)**

# Commendations/Comments/Technical Assistance (TA)/Compliance Reminders

Not applicable – sponsor does not participate in EN.

# 6. COMMUNITY ELIGIBILITY PROVISION (CEP)

## Commendations/Comments/Technical Assistance (TA)/Compliance Reminders

- It is necessary to maintain all certification documents supporting participation in CEP. REMINDER: the current identified student percentage (ISP) and claiming percentages are approved through the 2019-20 School Year (the 4<sup>th</sup> year of a 4-year cycle). CEP participating schools will need to inform the SNT annually of the intent to continue participating in CEP, or of any changes to participation (i.e. withdrawal, change of participating schools, groups or requested increases to percentages).
- USDA Community Eligibility Provision guidance has been expanded in memo SP 54-2016 (www.fns.usda.gov/community-eligibility-provision-guidance-and-updated-qas-1) to allow for the use of one form for both meal eligibility and as an alternative household form to be used in CEP schools. This may alleviate confusion among households and administrative staff at a mixed district. This memo clearly outlines the requirement to cost-allocate expenses back to the district for processing and distributing forms in CEP schools. CEP applications and labor hours involved with processing them cannot be paid for from the nonprofit school food service account.
- There must also be a method to accurately distinguish between forms from students in CEP versus non-CEP households. CEP applications are not subject to verification, independent review of applications, and the certification and benefit issuance portion of the AR review, nor do these students carry individual meal eligibilities that can extend benefit to other students.

☐ Finding: None

Corrective Action Needed: None

The State Superintendent of Wisconsin Department of Public Instruction shares a vision that every student will graduate prepared for college and career. His goals are for students to have the knowledge, skills, and habits that will allow them to succeed in life after high school. Access to quality nutrition plays a major role in developing those life-long habits.

The School Nutrition Team believes that what school nutrition programs do every day plays a very important part in the success of every child being able to graduate. We all know that well-nourished children are ready to learn. Thank you for all you do to ensure student success.

For more information on this initiative, please visit the Wisconsin DPI Every Child a Graduate webpage (dpi.wi.gov/statesupt/agenda-2017).



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