

WELLNESS PLAN	This document, referred to as the “wellness plan” (the plan), is intended to implement policy FFA(LOCAL), which has been adopted by the Board, to comply with the requirements for a school wellness policy. [Section 9A(a) of the National School Lunch Act (NSLA), 42 U.S.C. 1758b]
STRATEGIES TO SOLICIT INVOLVEMENT	<p>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. The SHAC solicits involvement and input of these other interested persons by:</p> <ol style="list-style-type: none"><li data-bbox="609 945 1404 1039">1. Posting on the District’s website the dates and times of SHAC meetings at which the wellness policy and plan are scheduled to be discussed.<li data-bbox="609 1050 1404 1144">2. Posting on the District’s website the contact information of the person(s) responsible of the oversight of the District’s wellness policy and plan.
IMPLEMENTATION	<p>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.</p> <p>The Director of Special Programs 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.</p>
EVALUATION	<p>At least every three years, as required by law, the District and SHAC takes steps to 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.”</p>

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:

- USDA Healthy Meals Resource System website
<https://healthymeals.fns.usda.gov/>
- Other as deemed appropriate

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 maintain a Nutrition and 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 name, position, and contact information of 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; and
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 Assistant Superintendent for Business & Finance, the District's designated records management officer.

GUIDELINES AND
GOALS

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

NUTRITION
GUIDELINES

All District campuses participate in the United States 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 foods and beverages sold, otherwise made available, 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.

FOODS 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 websites have information regarding meal and Smart Snacks requirements:

- <http://www.fns.usda.gov/school-meals/nutrition-standards-school-meals>
- <http://www.fns.usda.gov/healthierschoolday/tools-schools-focusing-smart-snacks>
- <http://www.squaremeals.org/Publications/Handbooks.aspx>
(see the Complete *Administrator Reference Manual [ARM]*, Section 20, Competitive Foods)

Elementary School Campuses are NOT allowed to sell any types of food items to students during the school day. Food items sold by the cafeteria are the only food sales allowable at Elementary campuses.

Middle and High School Campuses may sell food items under the following conditions:

- No Chewing Gum or Soft Drinks will be sold.
- MIDDLE SCHOOLS may NOT sell 30 minutes before or after meal periods anywhere on campus.
- HIGH SCHOOLS may NOT sell during meal periods in areas where reimbursable meals are served and/or consumed.

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. [See CO (LEGAL)]

The District will not allow exempted fundraisers; all fundraisers will include nonfood items, foods that meet the Smart Snacks standards, or foods that are not intended to be consumed at school.

FOODS AND
BEVERAGES MADE
AVAILABLE

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. [See CO(LEGAL)]

In addition, the District has established the following local guidelines on foods and beverages made available to students:

SAFETY AND SANITATION OF FOOD ITEMS: It is recommended that food items given or sold to students be prepackaged.

FOODS ITEMS GIVEN AWAY DURING THE SCHOOL DAY:

- **PARENTS:** Parents may choose the types of foods they send to school for their own child's consumption.
- **CAMPUS CELEBRATIONS:** Foods may be given to students at three (3) approved school campus parties/events. The events need to be documented before the school year begins. The campus will retain records for these approved events for local compliance.
- **STUDENT BIRTHDAY OR OTHER CELEBRATIONS:** Foods may be given to students at these types of celebrations at the discretion of the school principal. These events may not be held in the cafeteria during serving times unless the food is purchased from the cafeteria. It is highly recommended that such parties be scheduled after the end of the lunch period so that these celebrations will not replace a nutritious lunch.

FOOD ITEMS FOR INSTRUCTIONAL PURPOSES:

- Foods may be used for instructional purposes. Foods used in lab activities should not be eaten following science experiments.

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 foods and beverages that are sold in competition with the regular school meals, 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 participation in the National School Lunch Program, the School Breakfast Program, 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 standards.

The District liaisons will monitor this by discussing with principals and informing the SHAC regarding any concerns.

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 can 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.

<p>GOAL: The District's food service staff, teachers, and other District personnel shall promote healthy nutrition messages in cafeterias, appropriate classrooms, and other appropriate settings.</p>	
<p>Objective 1: The District will involve district personnel to promote healthy nutrition messages.</p>	
Action Steps	Methods for Measuring Implementation
<p>Produce information for staff, parents, and students that provides healthy school nutrition messages to promote healthy nutrition.</p>	<p>Baseline or benchmark data points:</p> <ul style="list-style-type: none"> • The manner in which the information is provided <p>Resources needed:</p> <ul style="list-style-type: none"> • Disseminate information to all electronically and post select items on ISD website • Time and funding <p>Obstacles:</p> <ul style="list-style-type: none"> • Information does not always reach the staff or they fail to read the information
<p>Objective 2: The District will maintain participation in federal child nutrition programs throughout the school year.</p>	
Action Steps	Methods for Measuring Implementation
<p>Provide Free and Reduced Application online access to all students in the district in the first week of school to encourage participation. Provide in person assistance to those who ask or require it.</p>	<p>Baseline or benchmark data points:</p> <ul style="list-style-type: none"> • Participation rates in federal child nutrition programs throughout the school year <p>Resources needed:</p> <ul style="list-style-type: none"> • Gather, develop, and desegregate information to students and parents • Time and funding <p>Obstacles:</p> <ul style="list-style-type: none"> • Negative perceptions of school meals • Information does not always reach the parents • Parents may choose not to disclose information related to income level or family information to determine eligibility for free or reduced-priced meals

	<ul style="list-style-type: none"> Parents may not complete application timely for verification
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GOAL: The District shall **share educational nutrition information** with families and the general public to promote healthy nutrition choices and positively influence the health of students.

Objective 1: The District may inform families in the community regarding supplemental food and nutrition programs.

Action Steps	Methods for Measuring Implementation
Gather information regarding food access programs available in the community (food pantry, Food 4 Kids (backpack programs), The Needs Council, summer meal programs.	Baseline or benchmark data points: <ul style="list-style-type: none"> Identify food access programs Resources needed: <ul style="list-style-type: none"> Each Campus Principal/Counselor partners with community organizations Post applicable information on District wellness website Time and funding Obstacles: <ul style="list-style-type: none"> Limited resources and organizations

Objective 2: Provide the monthly breakfast and lunch menus along with selected nutritional information.

Action Steps	Methods for Measuring Implementation
Ensure process is in place for menus to be distributed or mounted in classroom. Post menus on district website.	Baseline or benchmark data points: <ul style="list-style-type: none"> The manner in which the menus and nutrition information are communicated Resources needed: <ul style="list-style-type: none"> District website District staff to copy and distribute the menus for elementary level students to take home and secondary staff for posting within classrooms

	<ul style="list-style-type: none"> • District staff or students to make morning announcements regarding lunch menu • Time and funding <p>Obstacles:</p> <ul style="list-style-type: none"> • All nutritional information may not be available • Not all families have internet access
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GOAL: The District shall ensure that food and beverage **advertisements** accessible to students **depict only products that meet the federal guidelines** for meals and competitive foods.

Objective 1: Advertisements of food products will be Smart Snacks compliant.

Action Steps	Methods for Measuring Implementation
The School Nutrition Director in conjunction with the school administrators will work to ensure that all advertisements hanging in the cafeterias and on vending machines meet federal compliance.	<p>Baseline or benchmark data points:</p> <ul style="list-style-type: none"> • All advertisements will be snack compliant <p>Resources needed:</p> <ul style="list-style-type: none"> • Time and funding allotted to monitor <p>Obstacles:</p> <ul style="list-style-type: none"> • Continual monitoring and communication with campus personnel

NUTRITION
 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. [See EHAA]

The District implemented the nutrition services and health education component through instruction of the TEKS related to nutrition and health and the SPARK Coordinated School Health (CSH) initiative program. This program is Texas Education Agency (TEA) approved in the District's physical and health education courses. The acronym stands for Sports, Play and Active Recreation for Kids. The program was initially designed for physical activity, but has

since been enhanced to include health, nutrition, and staff wellness programs.

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.	
Objective 1: All 8th grade students in the middle school will complete one-half credit of health education as an elective. Additionally, health education is offered as a one-half credit at the high school level.	
Action Steps	Methods for Measuring Implementation
<p>The District has determined that health education is a required course in the development of a middle school student schedule.</p> <p>Health is to be offered at the high school as an elective.</p>	<p>Baseline or benchmark data points:</p> <ul style="list-style-type: none"> • All 8th grade students will successfully complete health as an elective <p>Resources needed:</p> <ul style="list-style-type: none"> • Certified staff to teach the course • Counselors to ensure schedules are appropriately completed • Curriculum • Time and funding <p>Obstacles:</p> <ul style="list-style-type: none"> • Students may be reluctant to take a health class
Objective 2: All students in grades K – 8 will be enrolled in physical education or athletic courses where nutrition education is provided.	
Action Steps	Methods for Measuring Implementation
<p>The District has determined that physical education is a required course in the development of elementary and middle school students.</p> <p>Physical Education and courses that meet the physical education criteria are to be offered at the high school for the required 1 ½ credit and as additional electives.</p>	<p>Baseline or benchmark data points:</p> <ul style="list-style-type: none"> • All students will successfully complete the required physical education course(s) <p>Resources needed:</p> <ul style="list-style-type: none"> • Appropriate staff to teach the course • Counselors to ensure schedules are appropriately completed

	<ul style="list-style-type: none"> • Curriculum • Time and funding <p>Obstacles:</p> <ul style="list-style-type: none"> • Nutrition education is only a minimal part of the Texas Essential Knowledge and Skills (TEKS) for physical education courses
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GOAL: The District shall make nutrition education a District-wide priority and **shall integrate nutrition education into other areas of the curriculum**, as appropriate.

Objective 1: District staff will integrate nutrition education information when appropriate.

Action Steps	Methods for Measuring Implementation
<p>Identify appropriate events at which nutrition education could be promoted.</p> <p>Events include “My Plate” nutrition training for primary school students, “Balanced Food and Play” for 3rd grade elementary students, and SPARK for K – 8 elementary and middle school students.</p> <p>At Fredericksburg Middle School, students are taught how to grow and maintain a vegetable and plant garden in the “Gardening/Landscaping & Outdoor World” classes.</p>	<p>Baseline or benchmark data points:</p> <ul style="list-style-type: none"> • The names of the events during the year at which nutrition education is communicated or distributed <p>Resources needed:</p> <ul style="list-style-type: none"> • Curriculum • Materials, Supplies • Appropriate school district personnel and/or Texas A&M AgriLife Extension Service personnel • Time and funding <p>Obstacles:</p> <ul style="list-style-type: none"> • Ability to find additional time within the framework of existing required curriculum

Objective 2: All students will have access to drinking water during the school day.

Action Steps	Methods for Measuring Implementation
<p>Encourage students to carry personally owned water bottles at all times.</p> <p>Provide access to water in cafeterias and in hallways.</p>	<p>Baseline or benchmark data points:</p> <ul style="list-style-type: none"> • Documentation in the school handbook that water is allowable <p>Resources needed:</p>

	<ul style="list-style-type: none"> • Easily accessible water fountains • Signs in locations (such as near electronic devices) where water is not allowed <p>Obstacles:</p> <ul style="list-style-type: none"> • Students must be provided access to water fountains if containers are unavailable • Students need to be educated about proper cleaning of personal containers • Time and funding
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GOAL: The District shall provide **professional development** so that teachers and other staff responsible for the nutrition education program are adequately prepared to effectively deliver the program.

Objective 1: Campus administrators in conjunction with their staff determine appropriate professional development for employees responsible for nutrition education.

Action Steps	Methods for Measuring Implementation
Determine staff involved in the nutrition education program and the appropriate professional development necessary.	<p>Baseline or benchmark data points:</p> <ul style="list-style-type: none"> • Travel forms that provide information regarding training attended <p>Resources needed:</p> <ul style="list-style-type: none"> • Approved time for staff to attend professional development • Time and funding <p>Obstacles:</p> <ul style="list-style-type: none"> • Nutrition education is only one of many facets of the required professional development

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]

As required by the TEC 28.002(l) –(l-1), the District will meet the required physical activity in elementary school grades by providing at least 30 minutes per day of recess, weather permitting.

At the middle school level, the District will require students, unless exempted because of illness or disability, to be enrolled in physical education or athletics courses for at least four out of the six semesters in grades six, seven, and eight.

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 goal(s) for physical activity:

GOAL: The District shall provide an environment that fosters safe, enjoyable, and developmentally appropriate fitness activities for all students, including those who are not participating in physical education classes or competitive sports.	
Objective 1: Provide crossing guards at schools where students are encouraged to safely walk or bike to school.	
Action Steps	Methods for Measuring Implementation
In conjunction with the school administrators, evaluate if additional crossing guards are needed.	Baseline or benchmark data points: <ul style="list-style-type: none"> The locations of crossing guards Resources needed: <ul style="list-style-type: none"> Staff to perform extra duties Time and funding Obstacles: <ul style="list-style-type: none"> Staff may not want to perform this duty

GOAL: The District shall provide appropriate staff development and encourage teachers to integrate physical activity into the academic curriculum where appropriate.	
Objective 1: Provide appropriate information to staff regarding the benefits of physical activity breaks for students.	
Action Steps	Methods for Measuring Implementation
Gather information to provide to campus administrators and all staff. Go Noodle is used at FPS, SES, and FES to give students physical activity breaks during classes.	Baseline or benchmark data points: <ul style="list-style-type: none"> All staff will be provided information Resources needed: <ul style="list-style-type: none"> Data regarding benefits of activity Time and funding Obstacles:

	<ul style="list-style-type: none"> • Reluctance from staff
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GOAL: The District shall make appropriate **before-school and after-school physical activity** programs available and shall encourage students to participate.

Objective 1: The District will implement a before or after school physical activity program each year.

Action Steps	Methods for Measuring Implementation
Identify campuses currently offering programs such as: Monday Mania and Walking Wednesday at FPS, Move It in the Mornings and Fitness Feat at Fredericksburg Elementary, Morning Walk at Stonewall Elementary and various extracurricular activities at Fredericksburg Middle and High Schools.	Baseline or benchmark data points: <ul style="list-style-type: none"> • Programs offered Resources needed: <ul style="list-style-type: none"> • Staff and volunteers to provide supervision • Time and funding Obstacles: <ul style="list-style-type: none"> • Staffing

GOAL: The District shall make appropriate **training and other activities available to District employees** in order to promote enjoyable, life-long physical activity for District employees and students.

Objective 1: The District offers health insurance which provides fully paid annual physicals, various health tests, and on-line health assessments.

Action Steps	Methods for Measuring Implementation
Inform employees of available health screenings and wellness opportunities.	Baseline or benchmark data points: <ul style="list-style-type: none"> • Provide information to all employees Resources needed: <ul style="list-style-type: none"> • District provided email. • Time and funding Obstacles: <ul style="list-style-type: none"> • Lack of participation

GOAL: The District shall encourage parents to support their children’s participation , to be active role models, and to include physical activity in family events.	
Objective 1: At least one campus will offer daily, weekly, or annual events that involve physical activity which includes both parents and students.	
Action Steps	Methods for Measuring Implementation
Gather information from campus administrators and identify events such as Monday Mania and Walking Wednesdays at the Fredericksburg Primary School, Before School Walking & Trunk or Treat at Stonewall Elementary, Fitness Feat and Move It in the Mornings at Fredericksburg Elementary, and the High School Band Student/Parent Marching night.	<p>Baseline or benchmark data points:</p> <ul style="list-style-type: none"> • Self-reports from campus administrators <p>Resources needed:</p> <ul style="list-style-type: none"> • Informational materials • Time and funding <p>Obstacles:</p> <ul style="list-style-type: none"> • Staff time • Participation rates

GOAL: The District shall encourage students, parents, staff, and community members to use the District’s recreational facilities , such as tracks, playgrounds, and the like, that are available for use outside of the school day.	
Objective 1: Inform the community of the facilities that are available for use outside of the school day.	
Action Steps	Methods for Measuring Implementation
Develop and share information regarding availability of District facilities for recreational use to include all school playgrounds, all school tracks, outside basketball venues, tennis courts, soccer fields, and other outside areas.	<p>Baseline or benchmark data points:</p> <ul style="list-style-type: none"> • Website postings <p>Resources needed:</p> <ul style="list-style-type: none"> • Listing of the types and locations of facilities • Time and funding <p>Obstacles:</p> <ul style="list-style-type: none"> • Availability •

Objective 2: The District’s Community Education Department will publish a flyer in the Fall, Spring and Summer listing various classes and opportunities involving physical activities available throughout the year.

Action Steps	Methods for Measuring Implementation
Create and disseminate to the community a brochure outlining various wellness and physical classes such as: Little Diggers Volleyball, Hill Country Karate, Yoga for All, Adult Basketball for Men, Fun & Fitness Exercise, Chair Massage, Little Dribblers Basketball, Little Billies Basketball, Battlin’ Billies Cheer Clinic, Billies Baseball Camp, Lady Billies Softball Camp, Hill Country Softball League, FTA/Quickstart Tennis Camp, Lone Star Hoops, Speed & Strength Camp, Line Dancing, Red-Hot Dance Team, Twirling, Put the go in BINGO.	Baseline or benchmark data points: <ul style="list-style-type: none"> • Community brochures distributed Resources needed: <ul style="list-style-type: none"> • Computer Program for design layout • Local Printing Company • Time and funding Obstacles: <ul style="list-style-type: none"> • Not all families can afford the fees

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 goal(s) as part of its student wellness policy to create an environment conducive to healthful eating and physical activity and to promote and express a consistent wellness message.

GOAL: The District shall allow sufficient time for students to eat meals in cafeteria facilities that are clean, safe, and comfortable.

Objective 1: All campuses will build their master schedules to allow for at least a 30- minute lunch period. Breakfast is provided prior to the morning bell.

Action Steps	Methods for Measuring Implementation
Work with campus administrators to ensure timeframes meet this objective. Custodians are provided to clean the dining areas and school nutrition employees clean the kitchen facilities. Administrators and teachers will provide supervision during meal times.	Baseline or benchmark data points: <ul style="list-style-type: none"> • All campuses will provide ample time Resources needed: <ul style="list-style-type: none"> • Time and funding Obstacles: <ul style="list-style-type: none"> • Master schedules incorporate the entire day including lunch • Staff may be reluctant to perform duty

GOAL: The District shall promote wellness for students and their families at suitable District and campus activities.	
Objective 1: The District will provide funding for Smart Snack compliance during the first administration of the state mandated assessments as well as the Bilingual Summer School program in the summer.	
Action Steps	Methods for Measuring Implementation
<p>Provide a list of snacks and funding amounts to each campus administrator and the Director of Special Programs so they can order the compliant snacks for testing and the summer program.</p> <p>The District provides afternoon snacks to the students in the pre-k Head Start program at the Primary School.</p>	<p>Baseline or benchmark data points:</p> <ul style="list-style-type: none"> • Adherence to the Smart Snacks criteria <p>Resources needed:</p> <ul style="list-style-type: none"> • Time and funding <p>Obstacles:</p> <ul style="list-style-type: none"> • Coordinating all the desired snacks in a timely manner
Objective 2: Campus and classroom celebrations are allowed but are encouraged to be held after the designated lunch time.	
Action Steps	Methods for Measuring Implementation
<p>Campus administrators should be cognizant of such celebrations and encourage afternoon celebrations so that students have already consumed a healthy meal.</p>	<p>Baseline or benchmark data points:</p> <ul style="list-style-type: none"> • Staff/faculty buy-in <p>Resources needed:</p> <ul style="list-style-type: none"> • Time and funding. <p>Obstacles:</p> <ul style="list-style-type: none"> • Awareness of all celebrations

GOAL: The District shall promote **employee wellness activities** and involvement at suitable District and campus activities.

Objective 1: The District will utilize its health insurance provider to encourage wellness by communicating the preventive services and wellness information.

Action Steps	Methods for Measuring Implementation
<p>Develop and distribute materials via emails to all employees regarding wellness.</p> <p>District employees were encouraged to participate in TRS Active Care health activities online which contain healthier eating habits and exercising with daily reporting.</p>	<p>Baseline or benchmark data points:</p> <ul style="list-style-type: none"> • Emails to all employees <p>Resources needed:</p> <ul style="list-style-type: none"> • Email addresses for all employees • Emails • Time and funding. <p>Obstacles:</p> <ul style="list-style-type: none"> • Not all employees have coverage, benefits • Participation rates