



Ethos Academy
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Ethos Academy Wellness Policy: Updated July 2025

Ethos Academy reserves the right to make changes to the Ethos Academy Wellness Policy at any time and without notice.

Preamble:

Ethos Academy is committed to the well-being, optimal development, and achievement of positive educational outcomes for each student. Ethos promotes positive, safe, and health-promoting learning environments throughout the school year for students to achieve personal, academic, developmental, and social success.

Ethos Academy will involve students, parents, teachers, food service professionals, health professionals, and other interested community members in developing, implementing, monitoring, and reviewing Ethos Academy's nutrition and physical activity policies.

Ethos Academy is committed to serving nutritious meals to children, including fruits, vegetables, whole grains, lean protein, and fat-free or low-fat dairy products. These products have no trans-fat in them, and they meet schoolchildren's nutritional needs while staying within their calorie needs. School meal programs aim to improve students' diets and health, help reduce obesity in children, model healthy eating patterns to support the development of lifelong healthy eating patterns, and support healthy choices while accommodating cultural food preferences and special dietary needs.

- All school nutrition program directors, managers, and staff will meet or exceed the hiring and annual continuing education/training requirements in the USDA Professional Standards for Child Nutrition Professionals.
- Ethos Academy will participate in available federal school meal programs (including the School Breakfast Program and the National School Lunch Program [including after-school snacks]) to the greatest extent possible.

Ethos Academy will provide nutrition education and physical education to foster lifelong habits of healthy eating and physical activity and will establish the connection between health education, school meal programs, and related community service.

- All Ethos Academy students in grades K-8 will have opportunities, support, and encouragement to be physically active regularly.

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To Achieve These Policy Goals:

I. Ethos School Health Council (ESHC)

Ethos Academy will create, strengthen, or work within the existing school health council to develop, implement, monitor, review, and, as necessary, revise school nutrition and physical activity policies. The council also serves as a resource to Ethos Academy for implementing those policies.

At least twice a year, a representative wellness council will be constituted. Members of the Ethos Health Council are parents or caregivers who are also teachers, school administrators, nutrition staff, PE teachers, and community partners when possible. They work together to keep students healthy.

The public will be notified of their ability to participate in the LWP process.

The designated ESHC leadership will convene and facilitate the development of and updates to the wellness policy, and ensure compliance works under the supervision of the School Director. The designee is Jazmyn Morris, NSLP Coordinator, jmorris@ethosacademy.school

Other committee members include the following:

Director of School - Tamara Garcia

Director of Operations - Krystal Morris

II. Nutritional Quality of Foods and Beverages Served on Campus

School Meals: Ethos Academy is committed to providing students with nutritious meals that include a variety of fruits and vegetables, whole grains, fat-free and low-fat milk, moderate sodium, low fat, and no trans-fat per serving.

Meals served through the National School Lunch and Breakfast Programs (K–8) will :

- Meals will be accessible to all students.
- Meals will be appealing to students.
- Meals will be served in a clean and healthy setting.
- All reimbursable school meals will adhere to applicable local, state, and federal regulations.
- Meals will be served at reasonable and appropriate times of the day
- Lunch will follow recess to better support learning and healthy eating
- Ethos prohibits the use of food as a reward or the withholding of food as a punishment. ● Ethos Academy will strive to accommodate students with special needs with appropriate medical professional guidance.
- Students will have access to free, safe, and fresh drinking water throughout the school day.
- The school does not sell competitive foods
- Menus will be available on the Ethos website, in each classroom, and at the front office.

We are on the CEP (Community Eligibility Program) through NSLP, where all students eat breakfast and lunch for free.

Breakfast: To ensure that all children eat breakfast, either at home or at school, to meet their nutritional needs and to improve their academic performance:

- Ethos will, to the extent possible, operate the School Breakfast Program.
- Ethos will, to the extent possible, utilize methods to serve school breakfasts that encourage participation, including serving breakfast in the classroom or “grab-and-go” breakfast.
- Ethos (if breakfast is served) will notify parents and students of the availability of the School Breakfast Program.
- Ethos will encourage parents to provide a healthy breakfast for their children through newsletter articles, take-home materials, or other means.

Ethos Second Chance Breakfast: Breakfast is served later in the morning, usually following the conclusion of the first period or following the announcement. It provides a nutritious morning break for students who may not be hungry initially and allows students who arrive late to participate.

Additional Resources- <https://frac.org/programs/school-breakfast-program/school-breakfast-expansion-strategies>

<https://bestpractices.nokidhungry.org/programs/school-breakfast/implement-breakfast-after-the-bell>

Meal Times and Scheduling

Ethos Academy

- Will provide students with at least 10 minutes to eat after sitting down for breakfast and 20 minutes after sitting down for lunch;
- Should schedule meal periods at appropriate times. Lunch will be scheduled between 10:30 a.m. and 12:30 p.m.
- Should not schedule tutoring, club, or organizational meetings or activities during mealtimes unless students may eat during such activities;
- Will provide students with access to hand washing before they eat meals or snacks.

Sharing of Foods and Beverages. Ethos Academy should discourage students from sharing their foods or beverages during meal or snack times, given concerns about allergies and other restrictions on some children’s diets.

Food and Beverage Marketing

Foods and Beverages Sold Individually (i.e., foods sold outside of reimbursable, cafeteria a la carte [snack] lines, fundraisers, school stores, etc.)

- The school food service program will approve and provide all food and beverage sales to students in schools. Any foods and beverages marked or promoted to students in the school during the school day will align with the USDA Smart Snacks in School Standard.

- **Fundraising Activities.** To support children's health and school nutrition education efforts. School fundraising activities will not involve food or will use only foods that meet nutrition and portion size standards for foods and beverages sold individually. The school will encourage physical activity-related fundraising activities (such as walk-a-thons, dodgeball, volleyball, basketball, fun runs, and so on). The Alliance for a Healthier Generation and the USDA offer additional healthy fundraising ideas. For more information, please see <https://www.actionforhealthykids.org/>

Competitive Food and Beverages (Foods Sold and Served On-Campus)

Ethos is dedicated to ensuring that all foods and beverages available to students on the school campus during the school day promote healthy eating.

The USDA defines a school day as the period beginning at midnight the night before and ending 30 minutes after the end of the instructional day.

Food and beverages served outside the school meal programs will meet the USDA Smart Snacks in School nutrition standards.

Vending machines, ala carte items, concession stands, etc. are not used on campus.

Ethos maintains a secure campus, which means that students are not permitted to leave campus during the school day without the approval of a parent or guardian. Ethos prohibits the use of meal delivery apps or other third-party services to bring food to students. Students may bring their own lunch or have it delivered by a family member.

Celebration and Rewards

Ethos acknowledged the importance of classroom parties and celebrations as a school tradition.

To create a healthy environment, school staff and parents are encouraged to serve healthy food at school parties and events.

Ethos Academy will limit celebrations involving food during school hours to no more than one per class per month.

Foods served to students will meet or exceed the Smart Snacks in School nutrition standards, per the Arizona Nutrition Standards (ARS 15-242).

For service, only store-bought food items are permitted. No baked or prepared products from home are permitted. Food will be consumed within the celebration area and within a reasonable time period; it will be served using a serving utensil or a non-latex-gloved hand.

1. Classroom celebrations and parties (i.e. seasonal celebrations)

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<https://api.healthiergeneration.org/resource/155>

<https://www.healthiergeneration.org/take-action/schools/wellness-topics/smart-snacks/celebrations>

<https://api.healthiergeneration.org/resource/459>

2. Classroom snacks brought by parents (i.e. birthdays) Check out these resources for alternative, non-food, celebration ideas.

<https://www.healthiergeneration.org/take-action/schools/wellness-topics/nutrition-services/non-food-rewards>

<http://www.actionforhealthykids.org/game-on/find-challenges/1209>

3. Rewards and Incentives: Ethos will provide teachers and other relevant school staff with a list of alternative ways to reward children. Rewards will focus on positive behavior intervention strategies. Food and beverages will not be used as a reward or withheld as punishment for any reason. Here are some additional resources:

<http://www.actionforhealthykids.org/game-on/find-challenges/1209>

<https://www.healthiergeneration.org/take-action/schools/wellness-topics/nutrition-services/non-food-rewards>

Examples of Alternative Rewards

- Here are a few examples of alternative rewards: Verbal Applause, Sitting next to a friend, Assisting the teacher, Going first, Allowing the student to select a one-of-a-kind class activity, Adding extra recess, PE time, or a few minutes of free time; -Having lunch or breakfast in the classroom.

Staff Qualifications and Professional Development

Qualified nutrition professionals will administer the school meal programs. As part of Ethos Academy's responsibility to operate a food service program, we will provide continuing professional development for all nutrition professionals in schools.

Staff development programs should include appropriate certification and/or training for child nutrition directors, school nutrition managers, and cafeteria workers at their respective levels of responsibility.

These school nutrition personnel will refer to the USDA's Professional Standards for School Nutrition Standards website to search for training that meets their learning needs. Certifications and training records must be kept in the NSLP Coordinator's Office or the Human Resources Office of the school.

III. Nutrition and Physical Activity Promotion and Food Marketing

Nutrition Education and Promotion Ethos Academy aims to teach, encourage, and support healthy eating among students. Schools should provide nutrition education and engage in nutrition promotion that:

- is offered at each grade level as part of a sequential, comprehensive, standards-based program designed to provide students with the knowledge and skills necessary to promote and protect their health;
- is part of not only health education classes but also classroom instruction in subjects such as math, science, language arts, social sciences, and elective subjects;
- includes enjoyable, developmentally-appropriate, culturally-relevant, participatory activities such as contests, promotions, taste testing, farm visits, and school gardens;
- promotes fruits, vegetables, whole grain products, low-fat and fat-free dairy products, healthy food preparation methods, and health-enhancing nutrition practices;
- links with school meal programs, other school foods, and nutrition-related community services;

Specific Strategies: Students will be encouraged to participate actively in the Child Nutrition Program (school breakfast and the National School Lunch Program).

Menus for each month will be sent to each classroom, available at the front desk and posted in the serving area, and posted on the school's website.

- A Minimum of ten Smarter Lunchroom Techniques will be implemented throughout the school year
 1. Focus on eating fruits and vegetables
 2. Nutrition Trivia and Fun Facts About Menu
 3. The menu is announced daily in the morning announcement.
 4. Fruit juices placed behind the fresh fruits and vegetables
 5. Students are offered a taste test of a new entrée at least once a year
 6. Smile and Greet students at lunch services
 7. Hand washing before lunch
 8. The service line begins with milk, fruit, vegetables, juice, and entrées.
 9. Staff gently reminds students to eat foods that contribute to a well-balanced diet.

10. A Monthly menu is available at the front office, and the menu is distributed to the teachers.

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6

Integrating Physical Activity into the Classroom Setting For students to receive physical activity and for students to fully embrace regular physical activity as a personal behavior. Students need opportunities for physical activity beyond physical education class. Toward that end:

- classroom health education will complement physical education by reinforcing the knowledge and self-management skills needed to maintain a physically-active lifestyle and to reduce time spent on sedentary activities, such as watching television;
- Physical activity opportunities will be incorporated into other subject lessons, and
- classroom teachers will provide short physical activity breaks between lessons or classes, as appropriate.

Food Marketing in schools School-based marketing will be consistent with nutrition education and health promotion. Any foods and beverages marketed or promoted to students on the school campus during the school day will meet or exceed the USDA Smart Snacks in School nutrition standards, such that only those foods that comply with or exceed those nutrition standards are permitted to be marketed or promoted to students.

IV. Physical Activity Opportunities and Physical Education

Daily Physical Education (P.E.)

- All students in grades K–8, including students with disabilities, special health-care needs, and in alternative educational settings, will receive daily physical education (or its equivalent of 150 minutes per week for elementary school students and 225 minutes/week for middle and high school students) for the entire school year.
- Student involvement in other activities that involve physical activity (e.g., interscholastic or intramural sports) will not substitute for meeting the physical education requirement.
- Students will spend at least 50 percent of physical education class time participating in moderate-to-vigorous physical activity.
- PE instructional staff will participate in at least one professional development opportunity annually. • Staff and students will have access to physical activity supplies and equipment, and when necessary, the school will collaborate with community partners to ensure that there are enough supplies for as many students as possible to be active.

Daily Recess.

- Every school student will have at least 20–30 minutes of supervised recess per day. • Outdoor recess will be offered when the weather is feasible for outdoor play.
- Recess monitors or teachers will encourage students to be active and are encouraged to be role models by being physically active alongside the students whenever feasible.
- Recess is intended to supplement, not replace, physical education instruction.

- Ethos prohibits students from being excluded from recess for disciplinary reasons or poor classroom performance.
- To the extent practicable, Ethos shall ensure the safety of its grounds and facilities and the availability of equipment for all students to be active.

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7

Activity Breaks: Ethos discourages extended periods of inactivity (defined as two or more hours). Students will have regular opportunities throughout the day to be physically active or stretch on all or most of the days of a typical school week.

Additional resources for physical activity breaks in the classroom are listed below.

- <https://www.actionforhealthykids.org/activity/classroom-physical-activity-breaks/>
- <https://www.pinterest.com/act4healthykids/classroom-brain-breaks/>
- <https://www.gonoodle.com/>

Physical Activity Opportunities Before and After school All elementary and middle schools will offer extracurricular physical activity programs, such as physical activity clubs or intramural programs. All middle schools, as appropriate, will offer interscholastic sports programs. Schools will offer a range of activities that meet the needs, interests, and abilities of all students, including boys, girls, students with disabilities, and students with special healthcare needs.

After-school child care and enrichment programs will provide and encourage, verbally and through the provision of space, equipment, and activities, daily periods of moderate to vigorous physical activity for all participants.

Safe Routes to School: Ethos Academy will assess and, if necessary and to the extent possible, make needed improvements to make it safer and easier for students to walk or bike to school. When appropriate, Ethos Academy will work together with local public works, public safety, and/or police departments in those efforts. Ethos Academy will explore the availability of federal “safe routes to school” funds, administered by the state department of transportation, to finance such improvements.

School Health Services-Ethos has a counselor on staff to promote students' mental and emotional health by providing campus-based school check-ins for their needs.

Communication with Parents

1. Ethos will encourage families and students to participate in school meal programs. This information may be shared via the student handbook, Ethos social media, press releases, school newsletters, and the Ethos website; school menu promotions; school nutrition events, school nutrition activities; and word of mouth.

2. Ethos will promote to families and the general community the benefits of and approaches to healthy eating and physical activity throughout the school year.

3. Menus can be found on the school's website in an electronic format that includes nutrition information.

V. Monitoring and Policy Review

Monitoring

The school director or designee shall be accountable for the Ethos Academy Wellness Guideline's implementation, monitoring, and compliance.

School food service staff at the school will ensure compliance with nutrition policies within school food service areas and will report on this matter to the school director.

Policy Review. To help with the initial development of the Ethos Academy wellness policy, the school will conduct a baseline assessment of the existing nutrition and physical activity environment. The results of those assessments will be compiled at the school to identify and prioritize Ethos Academy's needs.

Assessments will be repeated every three years to help review policy compliance, assess progress, and determine areas in need of improvement. As part of that review, Ethos Academy will review its nutrition and physical activity policies, the provision of an environment that supports healthy eating and physical activity, nutrition and physical education policies, and program elements. Ethos Academy will, as necessary, revise the wellness policies and develop work plans to facilitate their implementation.

Communication and Outreach: The policy's content, any modifications, and its implementation status will be shared with families and the general public annually via the school's website.

- The parents will be informed of the following:
 - o Improvements to the standard of school meals
 - o Policy updates and evaluations
 - o Information regarding Smart Snacks in school nutrition standards

Record Keeping

- The NSLP Coordinator's office will maintain the following documentation:
- A written wellness policy; and documentation of efforts to review and update the policy.
- The most recent evaluation of the policy's implementation
- Documentation demonstrating that the policy and the most recent assessment of implementation were made available to the public per the annual public notification requirement.

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9

Ethos Academy Nutrition & Hydration Pledge

I pledge to drink and hydrate with WATER because it is the BEST option.

I pledge to eat breakfast every day.

I pledge to seek sugar from natural food sources and do my best to eliminate other forms of sugar.

I pledge to avoid red dye in my food.

I pledge to develop healthy habits.

---I am an Ethos Owl.

In accordance with federal civil rights law and U.S. Department of Agriculture (USDA) civil rights regulations and policies, this institution is prohibited from discriminating on the basis of race, color, national origin, sex (including gender identity and sexual orientation), disability, age, or reprisal or retaliation for prior civil rights activity.

Program information may be made available in languages other than English. Persons with disabilities who require alternative means of communication to obtain program information (e.g., Braille, large print, audiotape, American Sign Language), should contact the responsible state or local agency that administers the program or USDA's TARGET Center at (202) 720-2600 (voice and TTY) or contact USDA through the Federal Relay Service at (800) 877-8339.

To file a program discrimination complaint, a Complainant should complete a Form AD-3027, USDA Program Discrimination Complaint Form which can be obtained online at:

<https://www.usda.gov/sites/default/files/documents/USDA-OASCR%20P-Complaint-Form-0508-0002-508-11-28-17Fax2Mail.pdf>, from any USDA office, by calling (866) 632-9992, or by writing a letter addressed to USDA. The letter must contain the complainant's name, address, telephone number, and a written description of the alleged discriminatory action in sufficient detail to inform the Assistant Secretary for Civil Rights (ASCR) about the nature and date of an alleged civil rights violation. The completed AD-3027 form or letter must be submitted to USDA by:

*1. mail: U.S. Department of Agriculture Office of the Assistant Secretary for Civil Rights
1400 Independence Avenue, SW*

- Washington, D.C. 20250-9410;*
2. *fax: (202) 690-7442; or*
3. *email: program.intake@usda.gov.*

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