



ISANA Wellness Policy 2025-2028

I. Purpose

ISANA Academies (ISANA) is committed to cultivating school environments where the health, well-being, and humanity of every student are protected, nurtured, and celebrated. We believe that learning cannot fully occur unless students are nourished—physically, emotionally, culturally, and spiritually. Wellness is not an add-on to education; it is the ground from which meaningful learning, critical consciousness, and joy can grow.

At ISANA, wellness is an expression of love and justice. We recognize that historically marginalized communities, particularly Black, Brown, multilingual, LGBTQ+, low-income, foster, and unhoused students, have too often been denied access to conditions that support health and healing. As an equity-centered educational organization, we affirm that access to wellness is a right, not a privilege, and we are committed to dismantling the barriers that prevent our students and staff from experiencing wholeness.

ISANA embraces a whole-child, whole-community approach to wellness that centers belonging, cultural affirmation, inclusive practice, and radical care. Our Wellness Policy is grounded in the belief that policies are not simply procedural tools. They are moral commitments. As such, this policy reflects our intention to co-create learning spaces where nourishment is dignified, physical movement is joyful, emotional wellness is prioritized, and all community members feel seen, held, and honored.

To this end, ISANA engages with students, parents and caregivers, educators, food service professionals, mental health practitioners, community partners, and health equity advocates in the ongoing development, implementation, monitoring, and revision of its wellness policies and practices.

This Wellness Policy is aligned with United States Department of Agriculture (USDA) regulations and guidance, California Department of Education (CDE) guidance, and ISANA's mission to uplift children and communities through culturally responsive, anti-bias education that prepares young people to thrive academically and live with purpose.

We believe that to be well is not just to be healthy. It is to be seen, heard, valued, and empowered. This policy reflects our commitment to making that vision real in every classroom, meal zone, office, playground, and hallway at ISANA Academies.

II. School Wellness Committees

Each ISANA school will establish a School Wellness Committee (SWC) to support the implementation and monitoring of the ISANA Wellness Policy. Rather than developing individual school policies, each SWC will ensure their school's full compliance with this centralized Wellness Policy. The SWC will serve as a site-based team responsible for promoting wellness initiatives, identifying barriers to implementation, and coordinating with key educational partners, including:

- Students
- Parent/Caregivers
- Educators
- Food Service Staff
- Community Partners

To foster a school environment that prioritizes health, equity, and belonging, the SWC will also gather feedback from their school communities to inform ISANA-wide wellness planning and continuous improvement efforts.

In alignment with ISANA's core values, the SWC will:

- Foster environments where belonging is intentionally cultivated and every student feels seen, valued, and safe
- Champion wellness practices that are grounded in love, radical inclusion, and affirming relationships
- Promote culturally responsive teaching and learning that honors students' identities, experiences, and heritage
- Address health disparities by centering equity and advocating for systems that eliminate barriers to access and participation
- Support anti-bias approaches to schoolwide learning, where physical, emotional, and spiritual wellness are interconnected and reflected in policy and practice

Each school site will designate a Wellness Policy Lead who will serve as the primary contact for school-level implementation. This person will coordinate site-based activities, ensure policy alignment, and serve as a liaison to the Director of Pupil Services. The Wellness Policy Lead shall be responsible for documenting compliance and engaging key stakeholders, such as students, caregivers, teachers, and food service staff, in the continued refinement of wellness practices.

Through this lens, the SWC becomes a space where policy meets purpose, where the wellbeing of students and staff is held as sacred, and where community voice shapes every dimension of implementation.

III. Nutritional Quality of Foods and Beverages Sold and Served on Campus

At ISANA Academies, food is more than fuel, it is culture, care, community, and curriculum. The meals and snacks we offer are opportunities to affirm student identity, restore dignity, and promote holistic health. We believe that every child deserves access to nourishing, high-quality food served with respect and rooted in love. Our approach to nutrition aligns not only with USDA and CDE standards but with our broader justice-driven commitment to equity and anti-bias education, as well as our desire to promote well-rounded student health and reduce child obesity.

Nutrition is a key component of ISANA’s vision for whole-child development. By ensuring that all food-related practices reflect our values of inclusion, belonging, and well-being, we strive to create school environments where students feel safe, seen, and sustained.

A. School Meals

Meals served through ISANA’s participation in federal school meal programs will:

- Be appealing, attractive, and reflective of the cultural foodways of our students
- Be served in clean, welcoming, and socially affirming environments
- Meet or exceed nutrition requirements established by USDA and CDE, state and federal law, and as recommended by the Dietary Guidelines for Americans (2005)
- Offer a variety of fresh fruits and vegetables daily, with rotating seasonal and culturally significant options
- To the extent possible, offer at least one non-fried vegetable and one fruit option each day, and offer five different fruits and five different vegetables over the course of a week
- Source fresh fruits and vegetables from local farmers when practicable to support regional food systems and increase access to seasonal produce
- Serve only low-fat (1%) and fat-free milk, with non-dairy options available to meet dietary and cultural needs
- Ensure that at least 50% of served grains are whole grain-rich, meaning products labeled as “whole” grain or listing a whole grain as the primary grain ingredient (e.g., whole wheat flour, cracked wheat, brown rice, oatmeal)
- Avoid stigmatizing language or practices related to free, reduced-price, or paid meals—It is against the law to make others in the cafeteria aware of the eligibility status of children for any meal program

ISANA’s school meals will be grounded in the belief that healthy food supports academic success, cognitive development, and social-emotional well-being. Menu development will involve student input where possible and will reflect the cultural diversity and preferences of the school community.

B. Meal Times and Scheduling

To support positive eating experiences and equitable access to nutrition, ISANA schools will:

- Schedule breakfast between 7:00 a.m. and 8:00 a.m. to ensure students begin their day nourished and ready to learn
- Offer a Second Chance Breakfast opportunity during morning recess to serve students who missed the early breakfast window
- Provide at least 10 minutes to sit and eat breakfast in a calm and supervised environment
- Schedule lunch periods between 11:00 a.m. and 1:00 p.m. to reflect optimal meal timing for physical and cognitive performance
- Ensure that students have at least 20 minutes to eat after being seated, promoting relaxed, unrushed meals that honor both nutritional needs and social interaction
- Provide access to handwashing or hand-sanitizing stations before meals to support hygiene and student dignity
- Allow flexible seating or inclusive lunch practices where possible, so students can connect and feel a sense of community during mealtime

- Prohibit withholding meals or limiting access to food as a form of discipline or behavior management, consistent with trauma-informed and equity-centered practices

We recognize that the social environment of mealtimes contributes to a child's sense of belonging, safety, and inclusion. ISANA is committed to fostering mealtime spaces that are restorative, relational, and affirming—where every student experiences food as a source of nourishment, connection, and care.

C. Qualifications of School Food Service Staff

Food service personnel play a vital role in advancing ISANA's vision of wellness, equity, and care. All staff responsible for meal preparation and service will:

- Meet state and local hiring and certification standards
- Participate in annual training in food safety, culturally responsive nutrition practices, and trauma-informed student interactions
- Be valued as members of the wellness team and supported in professional development that affirms the importance of their role in student well-being

We honor the labor and leadership of our food service teams as essential to building schools where all students thrive.

D. Competitive Foods and Fundraising

To support student health and ensure consistency with ISANA's wellness values, all foods and beverages sold outside of the school meal programs (including vending machines, student stores, snack bars, and school events) will:

- Comply with USDA Smart Snacks in School and 7 CFR § 210.11 nutrition standards
- Avoid excessive sugar, sodium, and processed ingredients
- Be clearly labeled and approved by site administration when sold during school hours

All food-based fundraisers occurring during the instructional day will meet Smart Snacks guidelines.

ISANA encourages the use of:

- Non-food fundraisers (e.g., spirit gear, art shows, read-a-thons, walk-a-thons) that promote creativity, collaboration, and movement
- Food-centered fundraisers and celebrations that honor the cultural traditions of our students and families while also prioritizing health, balance, and informed choice

To ensure consistency with wellness values, ISANA will provide guidance to staff and families about acceptable foods and beverages for classroom celebrations, events, and student rewards. Foods provided outside of school meal programs during the school day, including classroom parties and incentive systems, shall meet USDA Smart Snacks standards. ISANA encourages the use of non-food-based rewards and celebration alternatives that foster community and student voice.

IV. Nutrition Education

ISANA Academies aims to teach, model, and reinforce healthy eating through classroom instruction, hands-on experiences, and coordinated programming. Nutrition education shall be offered at each grade level as part of a sequential, comprehensive standards-based health education program designed to provide students with the knowledge and skills necessary to promote and protect their health.

Nutrition education shall be integrated into other subject areas, including science, math, language arts, and social sciences, and, where possible, connected to broader themes of environmental justice, food equity, and community wellness. Students shall receive consistent, affirming nutrition messages throughout school campuses, classrooms, cafeterias, and school-home communications.

At ISANA, nutrition education is not simply about what students consume, it is also about what nourishes identity, restores agency, and affirms belonging. We understand that food is deeply cultural, deeply communal, and deeply connected to how students experience love and care in educational spaces. Our nutrition programming reflects our broader commitment to culturally responsive teaching and learning, anti-bias education, and holistic well-being.

The SWC and school administrators shall work collaboratively with instructional leaders and educators to reach the following goals:

- Incorporate nutrition education that aligns with the California Health Education Content Standards and promotes food literacy
- Promote healthy nutrition through culturally relevant, anti-bias, and inclusive practices and materials that reflect the lived experiences and foodways of our students and families
- Provide opportunities for hands-on, experiential learning such as garden-based education, healthy food preparation, student-led recipe sharing, and nutrition-focused clubs
- Empower students as advocates for wellness within their schools, families, and communities, encouraging leadership around food justice, health equity, and environmental sustainability
- Create learning environments where food is understood as a pathway to joy, connection, ancestral knowledge, and collective healing

V. Physical Activity and Physical Education

At ISANA, movement is a vital expression of joy, resilience, cultural identity, and self-regulation, and it is essential to the social-emotional and academic development of every student. ISANA approaches physical activity through a wellness lens that honors the interconnectedness of body, mind, and spirit, and affirms the need for safe, inclusive environments where students can engage in movement without shame, fear, or marginalization.

Each school shall provide for and strive towards the following goals:

- A standards-based physical education program that promotes lifelong fitness, cooperative learning, and positive identity development
- A minimum of 200 minutes of PE every 10 days for elementary students

- Daily recess of at least 30 minutes on regular instructional days and at least 15 minutes on early release days for elementary students, with access to structured and unstructured play
- Brain breaks and classroom movement strategies integrated throughout the school day to support focus, emotional regulation, and whole-child well-being
- After-school physical activity opportunities that reflect students' interests, cultures, and developmental needs, such as step, dance, martial arts, or community-based sports

Physical education will not be used as punishment, nor will it be withheld for academic or behavioral reasons. Instead, ISANA affirms that movement should be restorative, celebratory, and rooted in care. Educators are supported in using trauma-informed, anti-bias approaches to physical activity that foster belonging and affirm each student's unique way of showing up in their body.

Classroom educators will be supported in integrating physical activity into academic instruction through strategies such as active learning, movement-based review games, or culturally relevant brain breaks. These activities will reflect ISANA's wellness lens, promote student engagement, and foster both cognitive development and physical health.

Through culturally responsive teaching and learning, physical education becomes a space for liberation—a space where students can build agency, experience joy, and be reminded that they are whole, powerful, and worthy of wellness.

VI. Other School-Based Activities to Promote Student Wellness

ISANA Academies will integrate wellness activities across the entire school setting, not just in the cafeteria or gymnasium. At ISANA, wellness is woven into the daily rhythm of school life, where joy, movement, nourishment, connection, and care are normalized expressions of learning and leadership. We view wellness as a communal and justice-centered practice, one that reflects our belief that all children and adults deserve to flourish in environments that see them, honor them, and support their full humanity.

The schools will coordinate and integrate initiatives related to physical activity, nutrition, social-emotional wellness, mental health, and culturally responsive instruction so that all efforts are complementary, aligned, and support student achievement, engagement, and development.

- ISANA will implement activities that promote employee wellness and involvement in the overall school wellness program, recognizing that educator wellbeing is essential to student wellbeing.
- ISANA will promote the benefits of a healthy lifestyle to students, families, and the broader community through culturally responsive, anti-bias, and identity-affirming engagement.
- Each school will offer wellness programming and health promotion events, such as wellness fairs, community health clinics, family fitness nights, mindfulness workshops, and student-led campaigns that promote proper nutrition practices and education.
- ISANA will ensure that food and beverages served at school celebrations, meetings, and events reflect healthy choices, dietary inclusivity, and cultural relevance, acknowledging that food is a sacred part of many communities' traditions and rituals.

- Wellness activities will intentionally support students who have been historically marginalized, providing safe spaces, trusted adults, and restorative practices that promote voice, belonging, and psychological safety.

Through these practices, ISANA affirms that wellness is not an event or program, but a way of being; a value system that shapes how we teach, relate, lead, and grow together.

VII. Educator Wellness

ISANA Academies values the health and well-being of all staff members and recognizes that the emotional and physical sustainability of educators, support staff, and administrators is essential to the flourishing of students and communities. An equity-centered wellness approach requires that staff are not only professionally supported but personally nourished in environments that are loving, inclusive, and responsive to their identities and lived experiences.

ISANA's commitment to educator wellness reflects our broader stance on equity, belonging, and anti-bias practices. We acknowledge the realities of burnout, secondary trauma, and systemic inequities in the education profession, particularly for educators of color. Therefore, we commit to creating workspaces where wellness is not a privilege, but a collective priority.

Wellness efforts will include:

- Access to robust Employee Assistance Programs (EAP) that offer mental health counseling, wellness coaching, and referrals for personal support
- Wellness challenges that foster community, movement, mindfulness, and joy among staff across sites
- Healthy food options at professional learning events that honor dietary needs and cultural preferences
- Staff surveys and listening sessions to inform well-being strategies and adapt supports throughout the year
- Training on trauma-informed, healing-centered, and equity-centered self-care practices that empower staff to regulate, reflect, and recover
- Designated time and space within the school year for rest, reconnection, and restoration, modeled by leadership as a sustainable professional norm

At ISANA, we believe that when staff are well, students are better served. We believe that when love, justice, and humanity guide how we care for each other, our schools become spaces of transformation, not just instruction.

VIII. Food and Beverage Marketing Policy

ISANA Academies recognizes the powerful influence that food and beverage marketing can have on students' choices, behaviors, and health. In alignment with USDA regulations for Local School Wellness Policies and CDE guidelines, ISANA commits to ensuring that only nutritious, high-quality food and beverage items are marketed and promoted to students on school campuses during the instructional day.

This policy reinforces ISANA's mission to support the academic, emotional, and physical wellness of all students, particularly those in historically underserved communities, by

cultivating environments that uphold health equity, informed decision-making, and student dignity.

This policy applies to all ISANA campuses, including classrooms, hallways, school grounds, and all spaces where students are present from midnight before to 30 minutes after the end of the school day.

It applies to all:

- Printed and digital materials
- Vending machines and equipment
- Sponsored school supplies, uniforms, and apparel
- Food-related promotions, incentives, and events

Approved Food and Beverage Marketing Practices

To foster healthy choices and align with USDA Smart Snacks in School standards, ISANA permits marketing only for foods and beverages that meet or exceed these standards. Permitted marketing includes:

- Posters, flyers, or digital content promoting Smart Snack-compliant items
- Vending machine branding that reflects compliant products
- Sponsored giveaways or rewards that meet nutrition standards
- Displays at school events during the school day that promote healthy eating habits

Prohibited Food and Beverage Marketing Practices

ISANA prohibits the marketing, promotion, or display of non-compliant food or beverage products, including but not limited to:

- Sugar-sweetened beverages, candy, fast food, and energy drinks
- Branded merchandise (e.g., notebooks, pens, water bottles) featuring non-compliant product logos
- Signage on school property promoting non-compliant products
- Sponsored materials, coupons, or incentives that promote unhealthy food choices

Fundraisers, Incentives, and Celebrations

- All food-related fundraisers occurring during the school day must feature items that meet Smart Snack standards.
- Foods and beverages used as student incentives or rewards must comply with these standards.
- ISANA encourages the use of non-food rewards and celebrations that focus on community, achievement, and wellness.

Accountability and Oversight

- The Director of Pupil Services, or a designated Wellness Policy Lead, will oversee the implementation and enforcement of this policy across ISANA schools.
- Principals are responsible for ensuring compliance at the site level and educating staff, vendors, and school partners about marketing guidelines.
- Annual monitoring of school environments and marketing materials will be conducted, and any discrepancies will result in corrective action planning and stakeholder education.

IX. Implementation, Monitoring, and Policy Review

Oversight

At ISANA Academies, implementation of the Wellness Policy is more than an operational requirement, it is an act of care and collective accountability. The Director of Pupil Services or their designee will ensure that this policy is upheld with integrity and responsiveness across the network. Each school site will identify a Wellness Policy Lead who will guide implementation efforts in a manner that reflects ISANA's deep commitment to equity, student voice, cultural responsiveness, and inclusive excellence.

These Wellness Policy Leads are not simply monitors of compliance, they are facilitators of school-wide wellness cultures that center belonging, love, and justice. They will ensure wellness initiatives are accessible, community-informed, and reflective of each school's unique student body.

Wellness Policy implementation will be documented and supported through a culturally responsive, strengths-based approach. ISANA will provide opportunities for parents, students, teachers of physical education, school health professionals, the Board of Directors, school administrators, and the general public to participate in the development, implementation, monitoring and review of the Wellness Policy.

Each ISANA school will:

- Complete an annual wellness checklist that includes practices related to physical health, social-emotional learning, and culturally affirming care
- Track meeting minutes, stakeholder participation, and student input from the SWC and other feedback loops
- Submit an annual narrative and data-informed report to network leadership that highlights outcomes and growth areas

This monitoring process is designed to help schools tell the story of their wellness journey—not just what was done, but how it supported students in feeling seen, safe, and supported.

Triennial Assessment

Every three years, ISANA will conduct a network-wide assessment of the Wellness Policy using validated tools and a suite of educational partner engagement surveys. This process will:

- Evaluate compliance across all required dimensions of the Wellness Policy
- Assess the extent to which the Wellness Policy compares to model local school wellness policies
- Examine alignment with ISANA's equity and justice-centered vision
- Amplify student, family, and staff voices to determine what wellness feels like—not just what it looks like on paper

Assessment findings will be shared to the public via the ISANA website, presented to the Board of Directors, and disseminated to school sites and community partners through accessible formats.

Policy Review and Updates

The Wellness Policy will be reviewed and revised not only in response to federal or state changes, but as part of ISANA's ongoing learning, reflection, and evolution as a justice-driven educational organization. Every revision will ask:

- Does this policy reflect the lived realities of our students, staff, and families?
- Does it protect the most vulnerable among us?
- Does it move us closer to environments where love, learning, and liberation are possible for all?

In compliance with USDA requirements, ISANA will periodically compare its Wellness Policy against a recognized model policy, such as that provided by the Alliance for a Healthier Generation or the California School Boards Association. This comparison will help identify areas of strength, opportunities for alignment, and needed updates to reflect best practices.

ISANA will maintain documentation of:

- School-level wellness activities and meeting notes
- Stakeholder invitations and participation
- Compliance with Smart Snacks guidelines for all food sold or provided on campus
- Copies of marketing materials and branded items on campuses
- Triennial assessment results and policy comparisons

Through this approach, implementation becomes a practice of care, and policy becomes a mirror of our deepest commitments.

X. Communication and Public Engagement

ISANA Academies affirms that transparency, participation, and relational trust are the foundation of equity-centered implementation. Communication around wellness is not simply about compliance—it is about connection. It is about ensuring that families, staff, and students not only have access to information, but also feel welcomed into the work of shaping a culture of care.

In alignment with our values of justice, belonging, and radical inclusion, ISANA will ensure that all wellness-related communication is linguistically accessible, culturally responsive, and reflective of the diversity of the communities we serve.

ISANA will:

- Post the full Wellness Policy and all future revisions on [www.isana.org], alongside student- and family-friendly summaries available in all major home languages spoken across our network
- Share regular wellness updates through school newsletters, social media campaigns, and community events, highlighting student leadership, staff wellness efforts, and inclusive practices in action
- Translate all key wellness communications to ensure families can engage meaningfully in their preferred language, honoring the cultural and linguistic assets of our communities
- Host public engagement opportunities such as annual Virtual Town Halls, Wellness Spotlights at SSC, ELAC, and other parent meetings, and focus groups with students and caregivers to gather feedback and deepen shared ownership

- Highlight stories of impact and transformation, how wellness has shown up in classrooms, on playgrounds, and in the lives of students and staff, and use those narratives to drive authentic connection and improvement
- Ensure all stakeholders, especially those historically marginalized or underrepresented, are actively invited into the conversation, with intentional strategies for inclusion of Black, Brown, multilingual, neurodivergent, LGBTQ+, foster, and unhoused students and families

In accordance with USDA regulations, ISANA will ensure the following are posted to its website and available upon request in accessible formats:

- The full Wellness Policy
- The most recent Triennial Assessment of the Wellness Policy
- Documentation of policy implementation and comparison to model policies
- Summaries and reports in all major home languages of families across the network

Through these approaches, ISANA does not just communicate about wellness. We practice it in how we listen, honor, and co-create. Every conversation about wellness is an opportunity to affirm dignity, deepen trust, and move as one community toward healing and justice.

The ISANA Wellness Policy is not simply a framework for nutrition, physical activity, and emotional support. It is a declaration of who we are and who we dare to become. It affirms that every child, every educator, every family member deserves to learn, lead, and live in spaces that honor their full humanity. Through this policy, we hold ourselves accountable to a vision of education where wellness is not compartmentalized or conditional, but cultural and collective.

We understand that systems built without justice must be reshaped with intention. Our commitment to wellness is one of transformation, not just compliance. It is about reimagining school as a place where the body is nourished, the mind is engaged, the spirit is affirmed, and the community is whole.

At ISANA Academies, we believe that to be well is to be seen, to be safe, to be empowered, and to belong. This policy is a living document, animated by the voices of our students, educators, families, and partners. As we continue to evolve, we do so with one shared promise: to make wellness not only possible, but also palpable, in every hallway, every lesson, every meal, and every act of care.

Because at ISANA, wellness is not a goal. It is how we practice love in public.