CODMAN ACADEMY CHARTER PUBLIC SCHOOL

Wellness Policy

Supporting the whole child for academic, social, and emotional success

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CODMAN ACADEMY CHARTER PUBLIC SCHOOL
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DORCHESTER, MA 02124

This Wellness Policy is available to the public on the Codman Academy Public Charter School Website.

Reviewed annually by the Codman Academy Wellness Council

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Preamble

Understanding that physical and mental health, social-emotional well-being, and positive development are inextricably linked with academic success, Codman Academy Charter Public School is committed to fostering a school environment that supports the holistic development of every student. Recognizing the vital connection between health and learning, Codman strives to remove health-related barriers, empowering students to thrive academically, socially, and emotionally while preparing them to become leaders and advocates in their communities.

Improving overall student health is central to Codman's mission and essential for meeting the ambitious goals outlined in the school's strategic priorities. Beyond the academic imperative, we recognize the responsibility of school and community leaders to help students overcome challenges to their physical, mental, and emotional well-being. At Codman, our vision for graduates challenges us to develop young people who are not only scholars but also healthy, self-aware individuals equipped to make wise choices for lifelong wellness.

To achieve this vision, Codman Academy is committed to creating a healthy school environment where making the healthy choice is the easy choice. This Wellness Policy outlines our approach to embedding wellness initiatives throughout the school, guided by the principles of the Healthy, Hunger-Free Kids Act, Massachusetts Standards for School Wellness Advisory Committees, and the Whole School, Whole Community, Whole Child (WSCC) framework from the Centers for Disease Control and Prevention (CDC).

This policy is guided by Codman's core belief in fostering equity, inclusivity, and community engagement, and incorporates the following focus areas:

- Cultural Proficiency
- School Food and Nutrition Promotion
- Comprehensive Physical Activity
- Comprehensive Health Education
- Healthy School Environment
- Health Services
- Safe and Supportive Schools
- Staff Wellness

Codman's Wellness Council works to integrate these areas into schoolwide practices while supporting one of its ongoing goals: ensuring that every Codman graduate receives training as a community health worker. This training prepares students with the knowledge and skills to advocate for healthy choices within their communities, equipping them to navigate adulthood as well-rounded individuals committed to fostering wellness and equity for themselves and others.

This Wellness Policy provides actionable guidelines to create a school environment that promotes healthy behaviors, aligns with the school's academic goals, and ensures every student has the tools to achieve personal, academic, and social success.

Non-Discrimination Statement

Codman Academy Charter Public School does not discriminate on the basis of race, color, national origin, sex (including gender identity, sexual orientation, and pregnancy), age, disability, religion, or reprisal for prior civil rights activity in any of its programs, activities, or employment practices. This commitment extends to all aspects of the wellness initiatives described in this policy.

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 in any of its food and nutrition programs. Codman Academy is an equal opportunity provider.

School Background

Codman Academy Charter Public School is a K1–12 charter public school in Dorchester, Massachusetts. Founded in 2001 in partnership with the Codman Square Health Center, Codman has long understood that health and learning are inseparable. Our school serves approximately 345 students, the majority of whom come from Dorchester, Roxbury, and Mattapan.

Codman is an EL Education school, with a curriculum grounded in inquiry, fieldwork, and authentic learning. The integration of health and education through our long-standing partnership with Codman Square Health Center makes Codman uniquely positioned to support the whole child, every day.

Wellness Vision Statement

Codman Academy envisions a school community where every student and staff member has the knowledge, resources, and support needed to make healthy choices a daily habit. We commit to creating an environment in which:

- Every student receives nutritious, culturally responsive meals and snacks free of charge.
- Every student has daily access to physical activity, fresh drinking water, and safe outdoor space.
- Every student receives comprehensive, skills-based health education that respects their identities and experiences.
- Every student has access to school-based health and behavioral health services.
- Every staff member is supported in their own wellness as part of their work at Codman.
- Every Codman graduate leaves prepared to be a healthy, self-aware adult and an advocate for wellness in their community.

Codman Academy Wellness Council

Purpose of the Codman Academy Wellness Council

In alignment with the USDA final rule on local school wellness policies and Codman Academy's commitment to student and staff wellness, the Head of School maintains a schoolwide Wellness Council that meets at least four times per year. This advisory group develops, recommends, reviews, and oversees the implementation of school policies and programs that promote health, safety, and wellness for students and staff.

The Codman Academy Wellness Council (CAWC) supports the development, implementation, periodic review, and updates of the Local Wellness Policy (LWP). The Council reviews the Wellness Policy annually, incorporating feedback from the Codman community, current research, emerging best practices, annual report findings, and compliance with state and federal regulations.

The CAWC also creates an annual Wellness Action Plan with specific SMART goals to advance student and staff wellness for the coming school year. This plan is informed by ongoing input from Codman community stakeholders, ensuring transparency, inclusivity, and responsiveness to the diverse needs of our school community.

Membership

The CAWC includes representatives from the following groups:

- Families and students
- School instructional and operational leaders
- School food and nutrition staff
- Physical education and health education teachers
- School nurses and health professionals (e.g., counselors, social workers, and psychologists)
- Community youth-serving organizations and healthcare providers
- Representatives from the Codman Academy Board of Trustees
- Representatives from Codman Square Health Center
- Members of the general public

To the greatest extent possible, the Wellness Council's membership reflects the cultural, linguistic, and ethnic diversity of Codman Academy. Membership and attendance at Council meetings are open to all stakeholders and the general public, fostering inclusive participation in promoting health and wellness across the school.

Through its work, the Codman Academy Wellness Council aims to create a safe, supportive, and health-promoting school environment that empowers every student and staff member to thrive.

Public Communication and Transparency

Codman Academy is committed to transparency and open communication regarding the activities and initiatives of the Wellness Council. The school will fulfill the following responsibilities:

Council Membership and Action Plan

Codman Academy will publish, on the school website, the names and position titles (or relationships to the school) of individuals serving on the CAWC, including contact information for council leadership and subcommittee chairs. The annual Wellness Action Plan will also be posted on the school website to share the Council's goals and objectives for the academic year with families, staff, and the wider community.

Annual and Triennial Assessment Results

Codman Academy will make the results of annual wellness assessments available to the public and school community. The comprehensive triennial assessment of the Wellness Policy will be shared at least once every three years. Families will be actively notified about the availability of these results to ensure transparency and accountability in the implementation and impact of wellness initiatives.

Communications Lead

To ensure consistent public communication, the Wellness Council will designate a Communications Lead each year. The Communications Lead is responsible for coordinating media engagement, family-facing announcements, and partnership stories (such as the school garden, farm-to-school initiatives, and community wellness events). The Communications Lead works with the Head of School's office and the External Affairs team.

Accountability

Triennial Assessments

In accordance with the USDA final rule, Codman Academy will conduct a comprehensive assessment of the Wellness Policy at least once every three years. This assessment will evaluate:

- The extent to which the Wellness Policy meets the requirements of the USDA final rule (see Definitions).
- Progress toward the goals outlined in the annual Wellness Action Plan.
- How Codman's policy compares with model wellness policies, including the Alliance for a Healthier Generation's Model Wellness Policy.

Annual Wellness Action Plan

Codman Academy will develop and annually update a Wellness Action Plan to guide implementation of the Wellness Policy in accordance with Massachusetts DESE guidelines. The plan will:

- Identify individuals responsible for overseeing each component of the policy.
- Outline specific actions, metrics, and timelines for achieving goals and completing activities.
- Include measurable indicators in each focus area (e.g., school meal participation rates, fresh produce procurement percentages, student fitness assessment results, student survey results on safety and belonging).

School-Level Health and Wellness Assessments

Codman Academy will use evidence-based tools to evaluate health and wellness practices, including the CDC's School Health Index and the Alliance for a Healthier Generation's Healthy Schools Program Assessment. These tools will be used at least annually to identify strengths, gaps, and priorities for improvement. Findings will be incorporated into the annual Wellness Action Plan.

Alignment with Best Practices

The Codman Academy Wellness Policy aligns with the Alliance for a Healthier Generation's Model Wellness Policy and other evidence-based frameworks. All efforts to obtain federal, state, or other recognition or funding for healthy school environments will be coordinated with and complement this policy.

Evaluation and Reporting

Codman Academy will implement an evaluation plan to measure school-level implementation and student-level outcomes of the Wellness Policy components. Where feasible, metrics will align with existing school indicators, evaluation tools, and systems to ensure long-term sustainability.

Annual Assessments

- Codman will alternate between qualitative and quantitative annual assessments.
- These assessments will measure compliance with the Wellness Policy and progress made toward the goals of the previous year's Wellness Action Plan.

Annual Report

The Wellness Council will prepare an annual report that includes:

- Results of the annual assessment.
- A comparison of Codman Academy's Wellness Policy to model wellness policies.
- A summary of activities and accomplishments related to Wellness Policy implementation.
- Goals and objectives for the upcoming year.

This report will be shared with the Head of School, the Board of Trustees, and other relevant stakeholders, and will be made publicly available on the Codman Academy website.

Documentation and Public Notification

Codman Academy will maintain records to document compliance with the Wellness Policy, including:

- The written Wellness Policy.
- Documentation of compliance with community involvement requirements.
- Results of annual and triennial assessments.
- Evidence of compliance with public notification requirements.

The Wellness Council will provide regular updates and notifications to the public, including through the Codman Academy website.

Wellness Policy Leadership

The Head of School (or their designee) is responsible for ensuring Codman Academy complies with this Wellness Policy and for implementing it effectively across all grade levels. The Head of School works closely with the Wellness Council to provide guidance and support to school leaders and ensure consistency in implementation.

Support from Key Staff and Departments

Codman Academy staff and departments collaborate to support implementation and monitoring of specific components of the Wellness Policy, including:

- School Leaders
- Behavioral Health Professionals
- Facilities and Operations Staff
- Food and Nutrition Services Staff
- Physical Education and Health Education Teachers
- School Nurses and other Health Services Staff

Codman Academy is committed to maintaining transparency, accountability, and continuous improvement to create a school environment where students and staff can thrive physically, mentally, and emotionally.

Nutrition Services

School Meals at Codman Academy

Codman Academy is dedicated to fostering lifelong healthy eating habits for all students and staff by creating a vibrant and supportive school food environment. Recognizing that children consume as many as half of their daily calories at school, we strive to provide nutritious, culturally responsive meals while shaping positive eating habits that promote growth, development, and academic success.

Through participation in USDA Child Nutrition Programs — including the National School Lunch Program (NSLP), the School Breakfast Program (SBP), and the Community Eligibility Provision (CEP) — Codman Academy works to improve student health, reduce hunger, and model healthy eating practices. These programs provide meals rich in fruits, vegetables, whole grains, and low-fat or fat-free dairy products, and low in sodium and added fats. Codman Academy also actively accommodates cultural food preferences and special dietary needs to support the development of lifelong healthy eating patterns.

Farm-to-School Focus

Codman Academy is committed to connecting students with locally grown and sourced food through robust farm-to-school initiatives. Our programs emphasize:

Local and Seasonal Sourcing

- Incorporating fresh, local, and regional foods into school meals to improve nutrition and support local farmers.
- Maintaining a Codman Farm-to-School Team — including the school food service team — that develops and implements a plan to integrate local and regionally grown foods (fruits, vegetables, grains, meat, and seafood) into the school meals program.
- Creating cycle menus that accommodate the seasonality of local and regional agriculture based on availability from local farms and urban food sources.
- Coordinating school food service menus with seasonal production from local farms so that meals reflect seasonality and local agriculture.

School Kitchen Procurement Report

The school nutrition team and farm-to-school team will create a School Kitchen Procurement Report, updated every two years. This report will assess the source of all food being purchased and serve as a baseline for Codman's commitment to increase local and regional procurement to at least 33% of all food purchased.

Salad Bars

Codman Academy will maintain a salad bar at both school buildings to increase the availability of fresh fruits and vegetables and provide opportunities for offering seasonal fresh produce.

School Garden and Urban Farm

- Highlighting the school garden and urban farm as integral parts of the food system, offering hands-on learning opportunities to cultivate awareness of food origins and healthy eating.
- Organizing seasonal field trips to local farms and community-supported agriculture programs and partners.
- Infusing agriculture and nutrition education into the curriculum to deepen understanding and appreciation of sustainable food systems.
- Encouraging, supporting, and training teachers to use the school community garden and integrate farm-to-school lesson plans into their curriculum across academic subjects (food, nutrition, mathematics, science, language arts, and the environment).
- Using the Farm-to-School program to promote awareness of how food choices affect our health, communities, and environment.

Community Engagement and Innovation

- Promoting events such as tastings, farm-to-table promotions, and harvest celebrations to engage students in the excitement of eating fresh, local foods.
- Offering students opportunities to participate in school community garden programs that connect food justice, urban farming, environmental science, and the interdependence of local and regional food sources.
- Providing regular professional development to teachers and food service staff on basic nutrition, nutrition education, and the benefits of sustainable agriculture.
- Supporting programs that promote technical education and training on indoor growing systems — for example, integrating vertical farming and hydroponics into school enrichment and AP Environmental Science programs to teach modern food production, environmental conservation, and sustainable agriculture. These programs also serve as opportunities for science educators to promote real-world applications of STEM concepts, including data collection and analysis, problem-solving, and critical thinking.

School Meal Standards

Codman Academy will ensure that all meals provided through USDA Child Nutrition Programs meet the following standards:

- A variety of fruits and vegetables, including subgroups such as dark green; red and orange; beans, peas, and legumes.
- Whole grain–rich products.
- Meats or meat alternates.
- Fat-free and low-fat (1%) milk options.
- Access to free drinking water throughout the school day.

Accessibility and Inclusion

- Meals will be accessible to all students, including those with special dietary needs or food allergies, in accordance with federal regulations and Codman's Special Meal Modifications SOP (FNS-05).
- A team of qualified nutrition professionals — meeting or exceeding USDA Professional Standards for Child Nutrition Professionals — will oversee school meal programs.
- Codman Academy will utilize universal free breakfast and lunch through CEP, along with grab-and-go options, to ensure that students' eligibility for free or reduced-price meals remains confidential.

Creating a Positive Meal Experience

Codman Academy is committed to ensuring that:

- No student goes hungry during the school day.
- A variety of foods and beverages are offered that are appealing and attractive to children.
- Eating settings are clean, welcoming, and inviting.
- Students have sufficient time to enjoy their meals — at least 10 minutes for breakfast and 20 minutes for lunch, counted from the time students are seated.
- Meals are served at reasonable and appropriate times, with lunch ideally scheduled after recess to support learning and healthy eating habits.
- Practices related to unpaid meal balances do not stigmatize or embarrass students.

Promoting Healthy Eating and Local Foods

Codman Academy will actively encourage healthy eating habits by:

- Sourcing fresh ingredients from local farms and the school garden/urban farm whenever possible.
- Hosting school-based events to celebrate local and seasonal foods.
- Displaying fresh fruits and vegetables in visually appealing ways, such as in bowls, baskets, or tasting stations.
- Providing ongoing professional development for food service staff on best practices in meal preparation, cultural responsiveness, and local sourcing.

Encouraging Healthy Choices

To promote healthy food and beverage choices, Codman Academy will:

- Use creative marketing techniques, such as colorful signage, to encourage students to choose fruits and vegetables.
- Highlight alternative entrée options like salad bars or yogurt parfaits.
- Position healthier options — such as white milk and fresh produce — in accessible and visible locations.
- Train staff to encourage students to select and consume daily vegetable options.
- Conduct student surveys and taste tests to inform menu development and dining space improvements.

Water Access

Codman Academy is committed to ensuring all students have access to free, safe, and unflavored drinking water throughout the school day to promote hydration, reduce consumption of sugar-sweetened beverages, and support overall health and academic performance. Adequate hydration is vital for cognitive function, learning, and physical well-being.

Policy Requirements

- Free, safe, and unflavored drinking water will be available to all students during the school day, including mealtimes, and during extended school hours (before and after school, and during out-of-school time programs).
- In cafeterias where a drinking fountain is not available, water jugs or dispensers with disposable cups will be provided to ensure students have access to water during meals.
- Students may bring and carry approved water bottles filled with only water before, during, and after school across the school campus.
- All water sources, including drinking fountains, water jugs, hydration stations, and water jets, will be maintained regularly to meet health and safety standards.

Encouraging Hydration

- Educate students about the benefits of water consumption and its importance for health and academic performance.
- Incorporate water promotion into school activities, including physical education, health classes, and wellness initiatives.
- Encourage staff to model healthy hydration habits.

Competitive Foods and Beverages

Codman Academy requires that all foods and beverages served or offered outside of the school meal programs during the school day and extended school day (including out-of-school time programs, before and after school) meet, at a minimum, the USDA's Smart Snacks in Schools standards. These standards promote healthier food choices by limiting calories, fats, sodium, sugars, and artificial ingredients.

Celebrations and Rewards

To align with our wellness goals, Codman Academy encourages the use of non-food alternatives for school parties, celebrations, and rewards. Food should not be used as a reward or punishment, as this can promote unhealthy eating habits and contribute to diet-related health issues.

- Healthy Celebration Ideas: Codman Academy will provide a list of non-food celebration ideas for caregivers and school staff, including games, crafts, and community-building activities.
- Healthy Food Options for Celebrations: When food is used in celebrations, it must meet Smart Snacks guidelines. A list of approved foods and beverages will be made available to caregivers and staff.

Fundraising

Codman Academy is committed to ensuring that fundraising activities do not undermine our wellness initiatives. Fundraisers that occur during the school day and extended school day should focus on promoting health and wellness.

- Non-Food Fundraisers: Fundraising activities such as donation nights at restaurants, cookie dough sales, candy sales, and other food-related fundraisers must sell only non-food items or foods that meet or exceed Smart Snacks guidelines.
- Promoting Physical Activity: Codman Academy encourages fundraisers that promote physical activity, such as walk-a-thons, fun runs, or events like Jump Rope for Heart. These activities engage students in health-promoting behaviors while raising funds.
- Healthy Fundraising Ideas: A list of healthy fundraising options will be made available to caregivers and school staff.

Promoting Healthy Food and Beverage Choices

To foster lifelong healthy eating behaviors, Codman Academy will incorporate the following nutrition promotion strategies:

- Nutrition Messages in School Communications. The school will disseminate consistent nutrition messages through announcements, newsletters, and website postings to reinforce healthy eating habits and encourage participation in school meals.
- Marketing and Merchandising. Codman Academy will use evidence-based marketing techniques to encourage healthy food choices, including displaying fruits, vegetables, and other healthy foods in appealing and accessible ways and positioning healthy options where students can easily access them.
- Nutrition Education in the Curriculum. Codman Academy will integrate healthy eating messages into existing curricula, including health education, physical education, and other subjects, with school-wide promotions reinforcing the importance of consuming fruits, vegetables, whole grains, healthy fats, low-fat dairy, and water.
- Modeling Healthy Eating Behaviors. Codman Academy encourages teachers, staff, and parents to model healthy eating behaviors. School celebrations, staff meetings, and other events will align with appropriate nutritional standards.
- Food and Beverage Marketing Standards. Only food and beverage marketing that promotes healthy options will be allowed on school grounds, including items shared with students. All marketing materials will comply with Codman Academy's nutritional standards.

Physical Activity Opportunities

Commitment to Daily Physical Activity

Codman Academy is dedicated to fostering an environment where all students — including those with disabilities and special healthcare needs — engage in regular physical activity to support their overall health, academic success, and lifelong well-being.

- Students in grades K1–5 receive an average of at least 60 minutes of physical activity daily, with PE twice a week and daily recess.
- Students in grades 6–12 receive an average of at least 30 minutes of physical activity daily, in alignment with national recommendations from the CDC and the Society of Health and Physical Educators (SHAPE America) for a minimum of 60 minutes of moderate-to-vigorous activity per day across school and out-of-school settings.

The school recognizes the role of regular physical activity in enhancing cognitive function, increasing focus, and improving academic performance, while also addressing the physical and mental health needs of students. Activities will be inclusive and culturally responsive to ensure all students feel supported and engaged.

Comprehensive School Physical Activity Program (CSPAP)

Codman Academy will implement a Comprehensive School Physical Activity Program (CSPAP) to provide students with multiple opportunities to engage in physical activity throughout the day and beyond. CSPAP includes:

- Physical education (addressed in the Health and Physical Education section below).
- Classroom physical activity integrated into academic lessons or provided as movement breaks.
- Daily recess for unstructured physical activity and social engagement in grades K–5.
- Before- and after-school physical activity programs, including clubs, intramural activities, and sports.
- Promotion and support of active transportation, such as walking or biking to school, including pursuit of grant funding (e.g., Safe Routes to School) for bike racks and safe-route infrastructure.

Classroom Physical Activity

Classroom physical activity is an essential component of the school day and complements physical education and recess. Teachers are encouraged to integrate movement into academic instruction and provide physical activity breaks to support student focus, behavior, and academic performance.

- Classroom physical activity will be offered at all grade levels, in addition to physical education.
- Resources and annual training will be provided to staff to help them effectively incorporate physical activity into their lessons.
- Physical activity will never be withheld or required as a form of discipline.

Daily Recess

Recess is a vital part of the school day, offering students an opportunity to engage in free play, problem-solving, and social interaction. Codman Academy ensures the following:

- All elementary students will have at least 20 minutes of daily recess, in addition to physical education.
- Safe and accessible spaces, facilities, and equipment will be provided to support recess activities.
- Students with disabilities will have full access to recess activities through adapted resources and inclusive supervision.
- Recess will not be withheld for disciplinary reasons or academic performance.

Before- and After-School Physical Activity

Codman Academy offers a variety of physical activity opportunities before and after school, including:

- Physical activity clubs and programs.
- Intramural and interscholastic sports.
- Movement breaks during after-school care programs.

Active Transportation

The school is committed to promoting active transportation as a way for students and staff to engage in physical activity while commuting. Efforts include:

- Supporting walking and biking to school through education, encouragement, and safe infrastructure.
- Providing secure bike storage and designated routes to ensure student safety.
- Organizing events such as International Walk to School Day and National Bike to School Day.
- Collaborating with local agencies to improve walking and biking access to school.
- Providing resources and outreach to support active transportation for students with disabilities and special needs.

Prohibition on Withholding Physical Activity as Discipline

Codman Academy strictly prohibits the use of physical activity, including recess, as punishment during the school day or before- and after-school programs. The school will provide training and resources to staff on appropriate disciplinary practices that do not involve restricting physical activity opportunities.

Inclusive Practices and Equity

Codman Academy ensures that all physical activity opportunities are accessible to students with disabilities and responsive to the diverse needs, interests, and abilities of all students. The school will continuously assess and adapt programs to eliminate barriers and promote equity in physical activity opportunities.

Health and Physical Education

Health Education

Codman Academy is committed to providing comprehensive, skills-based health education that empowers students to adopt and maintain healthy behaviors.

Comprehensive Curriculum

- Codman Academy provides K1 through Grade 12 health education workshops and focused sessions that are medically accurate, age- and developmentally appropriate, culturally inclusive, and respectful, implemented in safe and supportive learning environments where ALL students feel valued.
- Codman Academy uses the Massachusetts Comprehensive Health Curriculum Frameworks and the National Health Education Standards as guiding documents to promote healthy lifestyle habits, healthy relationships, and health literacy for all students.

Qualified Educators

Health education will be taught by licensed and trained educators, medical and social-emotional staff members, and partners equipped to deliver high-quality instruction.

Topics Addressed

The curriculum will address a wide range of topics, including:

- Nutrition and healthy eating habits.
- Mental and emotional health.
- Substance use prevention.
- Safety and injury prevention.
- Violence prevention.
- Comprehensive sexual health education that is LGBTQ+ inclusive.

Skills-Based Learning

Students will build essential life skills, such as:

- Analyzing influences and accessing health-related information.
- Interpersonal communication, decision-making, and goal setting.
- Self-management and advocacy for personal and community health.

Ongoing Evaluation

The health education curriculum will be regularly reviewed and updated to reflect the latest health standards and best practices.

Physical Education

Codman Academy values physical education as an essential component of student health and academic success. To ensure consistent, high-quality PE instruction, the school will:

Guaranteed Access

- Elementary students, including students with disabilities, will receive a minimum of 120 minutes per week of PE.
- Middle and high school students will participate in PE during all academic years, with a minimum of 120 minutes per week per semester.

Standards-Based Curriculum

PE instruction will be aligned with state and national standards, emphasizing the development of motor skills, physical fitness, and lifelong healthy habits.

Active Engagement

Students will engage in moderate-to-vigorous physical activity (MVPA) for at least 80% of class time during most or all PE sessions.

Qualified Educators

All PE classes will be taught by certified physical education teachers who receive annual professional development.

Inclusive Practices

Accommodations and adaptive equipment will be provided to ensure all students, including those with disabilities, have equal opportunities to participate.

Assessment and Feedback

Students will participate in fitness assessments such as FitnessGram or the Presidential Youth Fitness Program, with individualized feedback to support their growth.

Limited Waivers

Waivers, exemptions, and substitutions for PE will not be permitted, except during the senior year with prior approval and active participation on a recognized athletics team. This ensures all students benefit from consistent instruction throughout their time at Codman.

Whole School, Whole Community, Whole Child

The Whole School, Whole Community, Whole Child (WSCC) model emphasizes a holistic approach to supporting student success by integrating health and education. This model centers on the school while engaging families and communities to address the needs of the whole child. The WSCC framework is built on five critical principles: every child should be healthy, safe, engaged, supported, and challenged.

The Wellness Policy serves as an ideal platform to coordinate physical, social, and mental health programs across the school. Incorporating the components of the WSCC model into the Wellness Policy ensures a comprehensive approach to student and staff wellness. The Wellness Council oversees alignment and continuously evaluates practices using tools like the WellSAT WSCC.

Social-Emotional Learning and School Climate

Codman Academy is committed to fostering a positive social-emotional climate that supports student engagement, relationships, and academic success. To achieve this, the school will:

- Conduct school climate surveys, share data with stakeholders, and use findings to improve the school environment.
- Implement anti-bullying policies, training, and strategies to prevent harassment, bullying, and cyberbullying.
- Ensure staff promote positive relationships with students and foster inclusive practices.
- Train staff on the CASEL 5 SEL competencies (self-awareness, self-management, social awareness, relationship skills, and responsible decision-making); the 3 SEL Signature Practices; Positive Behavioral Interventions and Supports (PBIS); trauma-informed practices; and social-emotional learning (SEL).

- Regularly assess and report on climate improvement initiatives, including the use of restorative practices, problem-solving, and providing resources for continuous enhancement.

Counseling, Psychological, and Social Services

Codman Academy recognizes the importance of addressing students' social-emotional, behavioral, and self-regulation needs to ensure success in learning. To support students, the school will:

- Use evidence-based processes to identify students with social-emotional and behavioral needs.
- Provide access to qualified mental health professionals in school and coordinate with community providers.
- Implement programs that promote a positive social-emotional climate and interventions for students needing additional support.
- Train staff in suicide prevention, self-regulation, executive functioning supports, and SEL/behavioral best practices.
- Engage families in addressing students' social-emotional and behavioral needs and report on school-level implementation of these practices.

Health Services

Codman's health services ensure students are healthy, engaged, safe, and academically prepared by addressing their physical, emotional, and social health needs. The school nurse plays a critical role in managing and coordinating student health services, which include:

- Case Management — supporting students with special health needs, including chronic or acute illnesses, and creating individualized health care plans.
- Medication and Medical Procedures — monitoring and administering medications and medical procedures as prescribed by students' primary care providers or specialists.
- First Aid and Emergency Care — providing immediate care for injuries and emergencies.
- Health Screenings — conducting regular screenings for height, weight, BMI, vision, hearing, postural/scoliosis, and substance use (Screening, Brief Intervention, and Referral to Treatment).
- Medical and Immunization Records — managing student medical and immunization records to ensure compliance with health requirements.
- Communicable Disease Control — identifying and managing the spread of communicable diseases within the school.
- Medical Transportation Coordination — coordinating transportation for students requiring medical appointments or emergency care.
- Dietary Accommodations — ensuring special dietary needs, including those related to allergies, are met in collaboration with food service teams (per the Special Meal Modifications SOP, FNS-05).
- Safe Environments — partnering with school-based teams to maintain safe and healthy learning environments.

Education, Counseling, and Preventive Care

In addition to direct health care services, the school nurse provides education, counseling, and preventive care by:

- Engaging in one-on-one health education and counseling with students.

- Promoting wellness through small group sessions and school-wide initiatives.
- Coordinating with medical homes or private health care providers to ensure students have access to comprehensive care.
- Collaborating with families to address health concerns and adapt to health and social stressors, including chronic conditions, adverse childhood experiences (ACEs), and social determinants of health.

Confidentiality and Adolescent Services

Codman Academy is committed to confidentiality and ensures that adolescent students may access diagnosis, treatment, and referrals for confidential services — such as substance use treatment, family planning, sexually transmitted infections (STIs), and mental health services — in accordance with Massachusetts state law.

Condom Accessibility

Consistent with Massachusetts Department of Public Health guidance, the Upper School (Grades 9–12) provides students with access to condoms and reproductive health counseling in partnership with Codman Square Health Center. This program is overseen by the school's Condom Accessibility Team (CAT), chaired by the school nurse and including additional staff members and an administrator. Parents and guardians may exempt their children from receiving condoms by notifying the school in writing; this exemption does not apply to other confidential health services as protected under Massachusetts law.

Collaborative Partnerships

Codman Academy actively partners with city agencies, medical providers, and community organizations — including its founding partner, Codman Square Health Center — to enhance access to health services and leverage resources to support student health and well-being.

Physical Environment

Codman Academy will maintain a safe and healthy physical environment to protect students and staff. This includes:

- Ensuring compliance with cleaning and maintenance standards.
- Reducing exposure to toxins and addressing air and water quality.
- Implementing safety measures such as locked doors, surveillance, and crisis preparedness plans.
- Maintaining tobacco-free school buildings and grounds.
- Conducting regular assessments of the physical environment and providing resources for improvements.

Employee Wellness

Codman Academy values the physical and mental well-being of its staff and will create a healthy work environment by:

- Promoting staff wellness programs, including screenings, stress management resources, and access to fitness programs.
- Offering professional development on social-emotional health, equity, and relationship building.

- Supporting staff through conflict resolution systems and positive workplace climate initiatives.
- Providing resources for lactation spaces and ensuring inclusive access to wellness programs.
- Engaging staff in assessing and improving wellness efforts.

Caregiver Engagement

Codman Academy recognizes the critical role of caregivers in supporting student health and academic success. To foster caregiver engagement, the school will:

- Actively recruit caregivers for the Wellness Council, ensuring diverse representation.
- Provide opportunities for two-way communication and culturally responsive engagement practices.
- Offer caregiver programs on physical activity, nutrition, and mental health topics.
- Include caregivers in the review and implementation of wellness policies and initiatives.

Community Involvement

Codman Academy is committed to partnering with community organizations to enhance student and staff well-being. The school will:

- Recruit diverse community members for the Wellness Council and other decision-making processes.
- Develop shared-use agreements for physical activity facilities and identify service-learning opportunities for students.
- Collaborate with local organizations to provide health and wellness resources.
- Assess and report on community engagement efforts and align them with school objectives.

By embedding the WSCC framework into the Wellness Policy, Codman Academy commits to fostering collaboration, alignment, and accountability to meet the needs of students, families, and staff comprehensively.

Other Activities That Promote Student Wellness

Schools play a critical role in fostering lifelong healthy habits, and the school environment provides numerous opportunities to educate students about health and wellness. Codman Academy is committed to integrating wellness practices across all aspects of the school day to support the physical, emotional, and social well-being of students and staff.

Integration of Wellness Across the School Setting

- Curriculum Integration. Wellness concepts will be incorporated into various subject areas, such as teaching nutrition concepts in mathematics or discussing mental health in health and social-emotional learning lessons. Curriculum experts will guide staff in developing and implementing these cross-disciplinary connections.
- Cafeteria and Food Venues. The school cafeteria and other food venues will serve as spaces for modeling and teaching healthy eating behaviors, including offering balanced meals that meet USDA guidelines.
- Physical Activity Facilities. Physical activity spaces, such as gymnasiums and outdoor fields, will support wellness programming that encourages movement, play, and fitness.

Cultural Inclusivity and Accessibility

- Programs will be tailored to meet the unique needs and preferences of the school community.
- Activities will be inclusive of students with disabilities and responsive to varying skill levels.

Coordinated Wellness Efforts

- Wellness activities will complement each other, avoiding duplication and working toward common objectives.
- Staff will collaborate across departments to ensure a seamless integration of wellness into school life.

Healthy School-Sponsored Events

All school-sponsored events, whether held before, during, or after school hours, will adhere to the guidelines outlined in this Wellness Policy:

- Events will include opportunities for physical activity and healthy eating whenever appropriate.
- Activities will be designed to promote health-conscious choices and align with the school's overall wellness goals.

Modeling Healthy Behaviors

- Healthy Eating. School and out-of-school-time staff will not bring or consume personal food or beverages in front of students if those items do not meet the Wellness Policy guidelines.
- Physical Activity. Staff are encouraged to participate in physical activities alongside students, demonstrating the value of an active lifestyle.

Definitions

USDA Final Rule (Local School Wellness Policy Implementation, 7 CFR § 210.31)

Federal regulation requiring local educational agencies participating in the National School Lunch Program or School Breakfast Program to establish a local school wellness policy. The rule specifies content, public involvement, triennial assessment, and public notification requirements.

Local Wellness Policy (LWP)

The written wellness policy adopted by a school or district. At Codman Academy, this is referred to as the Wellness Policy.

CSPAP (Comprehensive School Physical Activity Program)

A multi-component approach by which schools use opportunities for students to be physically active before, during, and after school.

WSCC (Whole School, Whole Community, Whole Child)

A CDC framework that aligns education, public health, and school health into a single, collaborative model focused on the whole child.

MVPA (Moderate-to-Vigorous Physical Activity)

Physical activity that requires moderate to high effort, increasing heart rate and breathing.

Smart Snacks in Schools

USDA standards governing all foods and beverages sold to students on the school campus during the school day, outside of the federal reimbursable school meal programs.

CEP (Community Eligibility Provision)

A USDA option allowing high-need schools to serve free breakfast and lunch to all enrolled students at no charge.

ACEs (Adverse Childhood Experiences)

Potentially traumatic events that occur in childhood and can affect lifelong health and well-being.

CASEL 5

The five core competencies of social-emotional learning defined by the Collaborative for Academic, Social, and Emotional Learning: self-awareness, self-management, social awareness, relationship skills, and responsible decision-making.

Index of Federal, State, and Codman Wellness-Related Policies

The following federal, Massachusetts, and Codman Academy policies inform and complement this Wellness Policy:

Federal

- Healthy, Hunger-Free Kids Act of 2010 (Public Law 111-296).
- USDA Final Rule on Local School Wellness Policy Implementation (7 CFR § 210.31).
- USDA Smart Snacks in Schools Standards.
- Title VI of the Civil Rights Act of 1964; Title IX of the Education Amendments of 1972; Section 504 of the Rehabilitation Act of 1973; Title II of the Americans with Disabilities Act of 1990.
- Elementary and Secondary Education Act of 1965, as amended.

Massachusetts

- M.G.L. c. 71, § 3 — Physical Education.
- 105 CMR 225 — Nutrition Standards for Competitive Foods and Beverages in Public Schools.
- M.G.L. c. 71, § 57 and 105 CMR 200.000 — School Health and Screenings.
- Massachusetts School Wellness Advisory Committee Guidelines.
- M.G.L. c. 71, § 37O — Bullying Prevention and Intervention.
- M.G.L. c. 76, § 5 — An Act Relative to Gender Identity.
- M.G.L. c. 269, §§ 17–19 — Anti-Hazing.
- Massachusetts Comprehensive Health Curriculum Frameworks.

Codman Academy Policies and SOPs

- FNS-01 Food Services Policy.
- FNS-02 Menu and Ingredient Guidelines.
- FNS-03 After-School Snack SOP.
- FNS-04 Classroom & Fieldwork Meal Service SOP.
- FNS-05 Special Meal Modifications SOP.
- FNS-06 Morning Lunch Count Collection SOP.
- Water Access Policy.
- Tobacco-Free Environment Policy.
- Integrated Pest Management Policy.
- Bullying Prevention and Intervention Plan.
- Comprehensive Health Education Policy.
- Athletics — Prevention and Management of Sports-Related Head Injuries.

References

- Centers for Disease Control and Prevention. Whole School, Whole Community, Whole Child (WSCC) Model. cdc.gov/healthyschools/wscc
- Centers for Disease Control and Prevention. School Health Index. cdc.gov/healthyschools/shi
- Alliance for a Healthier Generation. Model Wellness Policy and Healthy Schools Program Assessment. healthiergeneration.org
- Collaborative for Academic, Social, and Emotional Learning (CASEL). casel.org
- Massachusetts Department of Elementary and Secondary Education. Office for Food and Nutrition Programs.
- Massachusetts Department of Public Health. Healthy Students, Healthy Schools.
- Society of Health and Physical Educators (SHAPE America). Physical Activity Guidelines for Children and Adolescents.
- U.S. Department of Agriculture, Food and Nutrition Service. Local School Wellness Policy resources.
- U.S. Department of Education. Office for Civil Rights guidance on Title IX, Section 504, and Title II.

This Wellness Policy is adopted by the Codman Academy Board of Trustees and reviewed annually by the Codman Academy Wellness Council. Codman Academy is an equal opportunity provider.