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in support of the

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May 2024

Following is a list of the activities SNA proposed to take on during the 2023-2024 fiscal year in support of the Strategic Plan. This list is not intended as an exhaustive listing of all work SNA undertakes in a given year. Instead, it draws attention to the specific, measurable activities which drive toward achievement of the objectives for each Area of Focus.

Voice of School Nutrition. SNA is the voice of the school nutrition industry.

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- x Propose and execute an approach to supporting member information needs related to the
 - o USDA Nutrition Program Revisions to Meal Patterns Consistent with the 2020 Dietary Guidelines for Americans (DGA) (Final Rule)
 - f Collected and disseminated data via [61\\$.V](#) [7UHQ](#) on school nutrition directors and industry members concerns about the proposed rule,

new process would include the addition of an individual who has specific experience in child nutrition issues.

- o Government Accountability Office (GAO) USDA Foods Report
 - f* Created a subgroup of the Task Force to discuss potential next steps following the publication. The subgroup has met twice and is identifying next steps.
 - f* Convened the State Agency Advisory Council to provide input on the report and identified opportunities for SNA professional development programming to

- x Provide educational opportunities for members on how to advocate for state legislation (MV)
 - o Scheduled a 3-hour precon on State/Federal Advocacy tips at LAC 2024. Create and release a report of state reimbursement rates for school meals.
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We are universally acknowledged and recognized school nutrition experts.

- x Update Keys to Excellence
 - o The Nutrition & Research Committee has completed revisions to 61 \$ Keys to Excellence with a public rollout scheduled for Summer/Fall 2024.

Career Development and Growth. SNA supports the professional growth and career pathways of members.

We create opportunities for professional growth for members and build their capacity to lead in their schools and districts.

- x In coordination with USDA, provide training, information, and/or resources when the Final Rule is released (MV).
 - o Shared information on the Final Rule with members in April when published by USDA and have identified educational opportunities for members including briefing for SNA Patrons on June 3 with USDA FNS presenting; providing a link to USDA webinars; planning 3+ USDA education and listening sessions at ANC and more to come based on input gathered from members on [Nutrition Standards Resources and Feedback page on the Action Network](#).
- x Develop and release virtual educational programming based on ANC content
 - o Launched the [Conference Video Series](#) in October 2023. This 10 video collection features content from ANC23 focusing on DEIA and marketing efforts.
- x Revise and refresh the SNS exam preparatory materials (continuing from FY 22-23)
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- o We are piloting a moderated LinkedIn group to encourage continued networking and

- o The changes to the Industry Member of the Year award led to a very successful awards cycle. This year there were 9 valid nominations submitted by the initial deadline versus two nominations overall last year.
- x Evaluate and improve industry member contributions to SNA thought leadership
 - o Industry members continue to be featured in SNA publications as sources or authors through both editorial and paid opportunities as well as speakers at SNA meetings and webinar. However, the development of a more robust system for ongoing tracking has been postponed due to staff transitions within the MarCom department.

We influence, convene, and connect stakeholders who seek to shape the school nutrition industry.

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- o Guidance was provided to 21 states on various governance and association-management-related issues during FY24.
- x Refine the SNA DEIA strategy (continuing from FY 22-23)
 - o With the support of consultant, Sharon Newport, SNA has undertaken a two-pronged approach to our DEIA strategy with the Board focusing on increasing their awareness of and capacity to engage in dialogue about DEIA and the Work Group focusing on developing a specific set of recommendations.
 - o In January 2024, the Board and Working group met and engaged in collaborative dialogue about the culture they want to create at SNA as well as action plan which could be undertaken for the FY25 year.
 - o Both groups met separately over the spring of 2024 and will come together again in July before ANC to finalize the culture statements and action plan.

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- o Individual coaching has been conducted with several supervisors to assist them with expanding their supervisory skills.
 - o New supervisors are sent to the [Managing People](#) courses at ASAE to orient them to supervisory basics.
 - o Starting in January 2024, supervisor training sessions have been scheduled every 6 weeks to provide additional learning and development on various topics.
- x Analyze future options for the SNA office space
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