Learning Session 2: What is our role?

Leadership Team Guide

Learning Session 2 Action Period:
Complete before Learning Session 3 (LS3):

- Use the Nemours’ Best Practices for Healthy Eating to complete the Learning Session 2: Group Discussion Worksheet.
- Collaborate with your staff to complete your Pilot Action Plan.
- Create a storyboard showing your successes and challenges.
- Bring the following items back to Learning Session 3:
  - Program Staff Worksheets;
  - Pilot Action Plan form; and
  - Storyboard.

Setting the stage

Supplies:

- Learning Session 2: Group Discussion Worksheet;
- Nemours’ Best Practices for Healthy Eating;
- Summary of 5 things your program does well/5 things to improve upon from LS1 Action Period;
- Nutrition and Movement Activity Book;
- Pilot Action Plan: Planning for Healthy Change;
- Pens or pencils for writing; and
- Rewards for participation (optional)

Environment

Tips for facilitators to create a supportive and fun environment for learning with your staff:

- Be organized. Bring all needed materials and plan ahead so you can ensure everyone in your program will get the most out of this experience;
- Be engaging. Smile, look people in the eyes, and be positive while helping them to learn;
- Share ideas and be open to suggestions. During discussions, encourage staff to participate, listen carefully to their ideas, record them on chart paper and be willing to share your ideas too; and
- Have fun! Make this a time to brainstorm, build your team and learn how to work together to make your program healthier and better.
Engaging staff in discussion

To help engage staff in discussion, try these discussion prompts and ideas:

- Encourage staff to take the lead on sharing their ideas;
- Validate their ideas by recording them on chart paper, responding positively, or offering rewards; and
- Try to use open-ended questions to encourage conversation:
  - What did you see in the Nemours’ Best Practices for Healthy Eating that was new to you?
  - What would you like to learn more about?
  - How can we use what we discussed to create change in our program?
  - How could we involve families with these activities?
Task 1: Learning Session 2 Group Discussion Worksheet

Remind staff about *Taking Steps to Healthy Success* and give them an update on your program’s progress at Learning Session 2. Let them know that their involvement is the key to making healthy changes! Tell them that you will work together to create your Pilot Action Plan at the end of the training today.

**NOTE:** Listen to the staff during this training and try to note any ideas they mention that will support the action plan or new ideas that you think will be easy to include in the plan.

**Nemours’ Best Practices for Healthy Eating**

- Introduce the *Best Practices for Healthy Eating* guide and review the first pages that cover:
  - Purpose of the guide;
  - Portions and hunger cues; and
  - Food recommendations tables for each age group.
- Let each group read the section for their classroom’s age group and discuss; and
  - As a group, answer the questions below.

- List three things from the *Best Practices for Healthy Eating* guide that you think will be easy to change:
  1. 
  2. 
  3. 

- List three things from the *Best Practices for Healthy Eating* guide that you think will be hard to change:
  1. 
  2. 
  3.
Task 2: Pilot Action Plan
Planning for Healthy Change Worksheet

What is Our Role in Making Healthy Changes?

Introduce the Pilot Action Plan and next steps:

• Based on staff’s feedback, ideas and five things the program identified in the Learning Session 1 Action Period that they can improve upon, program staff will work together to create a Pilot Action Plan;
• Record the ideas and decide together on one or two powerful healthy changes you want to make. Ask the staff to try them out, checking in with you throughout the pilot; and
• The idea is for everyone to share their ideas throughout the program as they work to make healthy changes. Ask them to take lots of photos and notes on challenges and successes as they experiment, because you will be sharing their stories of healthy change at Learning Session 3.
Step One: Think about the specific healthy changes that your staff identified.

Some possibilities to consider are:

- Nutrition activities in the classroom
- Physical activity in lesson plans
- Menu changes that include non-fat milk for children age two and older; more fruits, vegetables, and whole grains
- Eliminating or limiting screen time in your program
- Making water available at all times
- Role modeling of physical activity
- Mealtime role modeling
- Support for breastfeeding
- Involving families in healthy changes
- Special events to involve families, staff and children in healthy eating and activity

When you talk with your team about what changes to focus on, think back to your first training session and the strengths and improvement areas your team decided to work on. Think about your program’s strengths and what you would like to change.

We will start with a Pilot Action Plan to practice making just one or two powerful changes in your program. The idea is to try out your ideas to see what works and what needs a different solution.

It is an experiment to discover the best approach for your program.

Next session, we will share our stories of change, learning from each other. Later in the project, you will build on your work to make more changes in the next phase! You will be creating a program to help your kids grow up healthy! To begin, move on to Step Two in the next column.

Step Two: List the specific healthy changes that your staff identified in the LS1 Action Period to focus on to make your program healthier:

1.

2.

3.

4.

5.

Step Three: Now work together to choose one OR two powerful changes for your Pilot Action Plan that your team can accomplish during the next two months.

1.

2.

Tip: Work with your staff to choose changes they are excited about making.

Step Four: Use the Action Plan Worksheet on the following page to create your Pilot Action Plan. Use your plan to get your whole team working to accomplish your goals to make your program healthier!
Pilot Action Plan: Planning for Healthy Change Worksheet (continued)

Program Name: ______________________________ Date: _______________________

Change #1: _____________________________

Change #2: _____________________________

Write out answers to the questions to help you think through the specifics of making change:

• What specifically do you want to change?
• What day do you want to kick off this change?
• How will you know if the change is a success?

• **Think about your staff:**
  – When will you meet with staff to get their ideas?
  – What will staff need from you to make changes? (e.g., information, support, training, supplies, weekly check-ins, planning time, etc.)
  – How will you get feedback from staff?
  – How will staff share their ideas with colleagues?
  – What support will staff need to involve families?
  – Other issues?

• **Think about your families:**
  – Who will engage and inform families about your commitment to healthy changes?
  – How can you learn about families’ ideas and how can you include them in planning?
  – When and how will you involve families in the process of healthy change?
  – What will families need from you in order to understand and support these changes? (e.g., conversations, letters, displays, workshops, time in classrooms, meetings, events, committees)
  – Other issues?

• **Think about your children:**
  – How will you engage children in making healthy changes?
  – How can you include the children in sharing ideas and planning for healthy changes?
  – What support will children need in order to understand and support these changes (e.g., conversations, stories, activities, materials and learning centers for exploration)
  – Other issues?

• **Think about your environment:**
  – Do you need supplies or equipment? Who will buy them?
  – When? Can you afford it?
  – Do you need to develop or change some of your learning centers?
  – Do you need to set up displays or demos?
  – Are there any policies or procedures that need to be added or changed?
  – Can someone document your changes and take photographs to record your progress?
  – Other issues?
Task 3: Storyboard

Telling Your Story of Change

Tell your story of the 1-2 healthy changes you made and the successes and challenges you may have faced. These will be shared with participants at the next Learning Session.

- Create a **storyboard to share your story of healthy change** with colleagues, staff, children, and families.
  - Your program will use a tri-fold storyboard to document and communicate the implementation of the Pilot Action Plan and the process of change in your program.
  - Create your storyboard by:
    - Describing what change(s) were made and how they did it;
    - Sharing who was involved in the process;
    - Explaining accomplishments and challenges faced;
    - Sharing photos of the implementation process;
    - Describing how participants reacted to the change(s);
    - Outlining any program policies that were updated as a result; and
    - Explaining the next steps they will take to sustain the change(s).
  - Your program can choose a variety of ways to express your story of change. This includes:
    - Photos of the process including before, during and after the change(s);
    - Anecdotes from teachers, families, children, and support staff;
    - Assessments, observations and reflections;
    - Documents including lesson plans or menus that demonstrate changes; and/or
    - Children’s art work that describe the healthy changes in the program.
  - Display the boards in your program as you are working on them so that children, families and staff can see and learn what is going on through your efforts to make your program healthier.

**Remember: Bring the storyboard to Learning Session 3!**