2025 ISBE School Nutrition Training



USDA Professional Standards for School Nutrition Professionals

Emily Durbin Tim Murphy

CHILD NUTRITION PROGRAMS



USDA Professional Standards	Understand who must adhere to the Standards	
	Differentiate between job categories to determine an employee's annual training requirements	
	Gain awareness of the minimum hiring standards based on enrollment size	
	Learn how to maintain adequate records to document compliance with the professional standards	
Resources for School Nutrition Programs	Identify resources to obtain training that is relevant and job-specific	
	Learn about ISBE resources that are available to School Nutrition Program participants	

USDA Professional Standards

- Requirements established by USDA
- Effective July 1, 2015
- Applicable to all School Food Authorities (SFAs) that participate in the National School Lunch and/or School Breakfast Program

Code of Federal Regulation: 7 CFR 210.30

How Do the Professional Standards Apply to School Food Authorities?

Newly Hired Food Service Director



Education and Experience

School Nutrition Employees



Annual Training

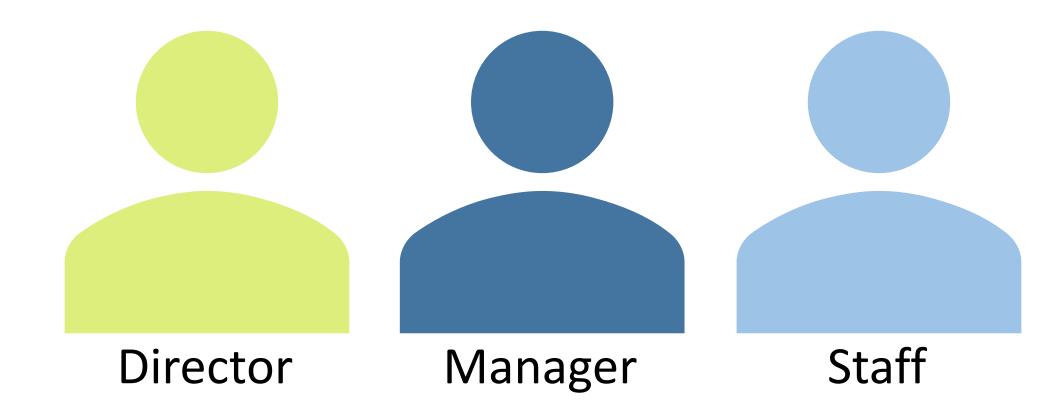
Who Must Follow the Professional Standards?

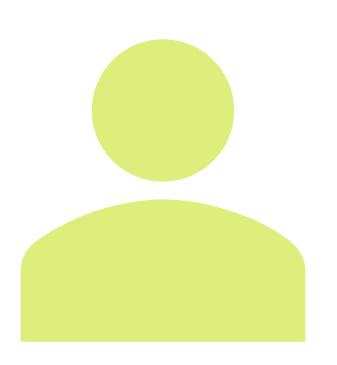
Any employee that is directly involved in the management or operation of the School Nutrition Programs on a regular basis

- District Employees
- Food Service Management Company Employees
- Full Time
- Part Time

Requirements vary based on the employee's job category

Job Categories





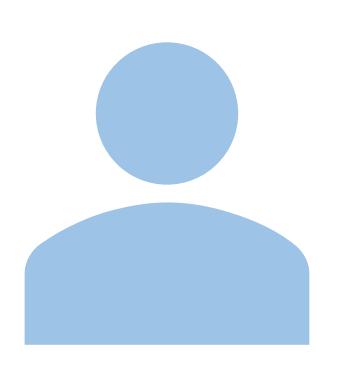
Director

Plans, administers, implements, monitors, and evaluates all district-wide aspects of school nutrition programs.



Manager

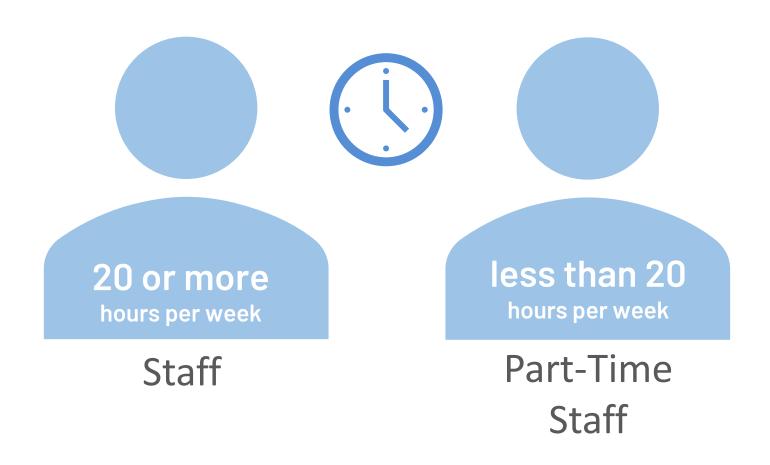
Has direct responsibility for the day-to-day school nutrition program operations at one or more schools

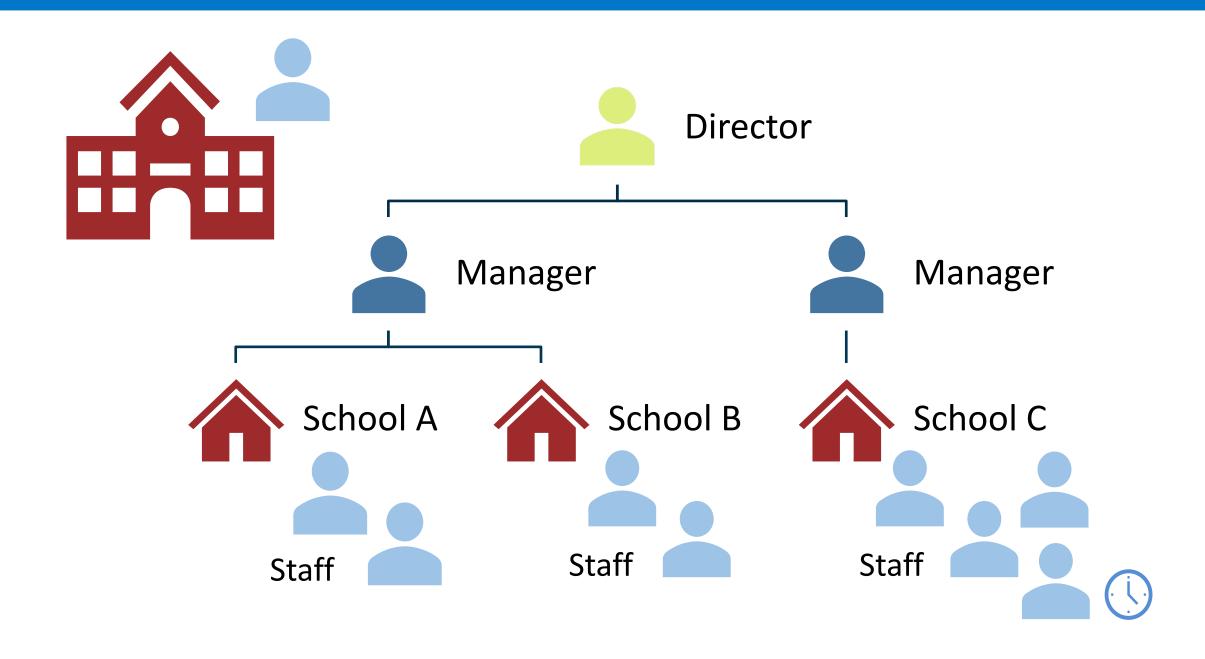


Staff

Prepare and serve meals, process transactions at point of service, and review the free/reduced price applications, along with other routine work.

Staff vs. Part-Time Staff





Required Minimum Annual Training Hours

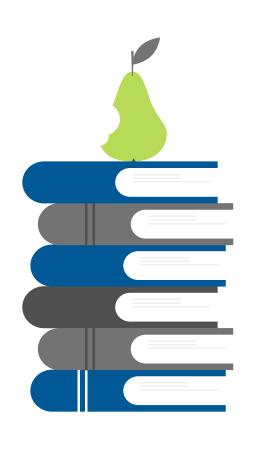
for School Nutrition Employees

Job Category Annual Training F	Requirements * rough June 30
Director	12 hours
Manager	10 hours
All other Staff (working 20 hours or more per week)	6 hours
Part-Time Staff (working less than 20 hours per week)	4 hours

* Mid-year hires (January 1 or later) in any job category are only required to complete one-half of the required number of hours in the year of hire



What Kinds of Training Do I Need?



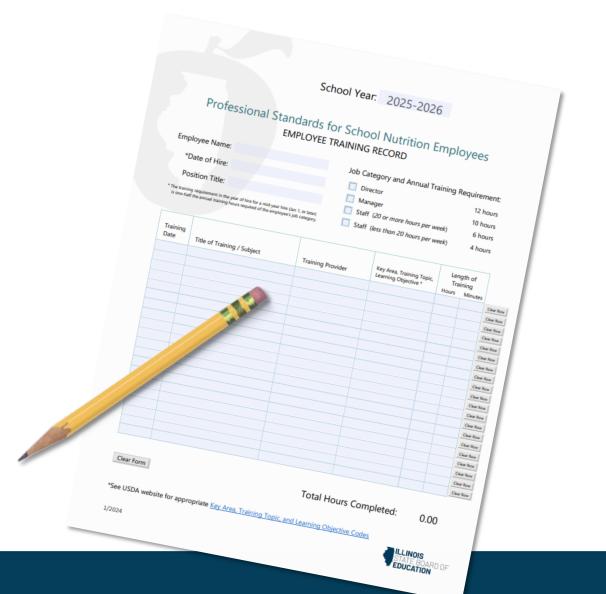
- Consider individual employee needs
- Focus on the day-to-day management and operation of the school nutrition programs
- Must be job-specific and intended to help perform well in the duties of the job
- Align with USDA Professional Standards Learning Objectives and Training Topics

Training Topics by Key Areas

Key Areas	Training Topics
Nutrition – 1000	Menu Planning (1100) Nutrition Education (1200) General Nutrition (1300)
Operations – 2000	Food Production (2100) Serving Food (2200) Cashier and Point of Service (2300) Purchasing/Procurement (2400) Receiving and Storage (2500) Food Safety and HACCP (2600)
Administration – 3000	Free and Reduced-Price Meal Benefits (3100) Program Management (3200) Financial Management (3300) Human Resources and Staff Training (3400) Facilities and Equipment Planning (3500)
Communications and Marketing – 4000	Communications and Marketing (4100)

What Kind of Records Do I Need to Keep?

- ☑ Employee Name
- ☑ Employer/School Name
- ✓ Training Title
- ☑ Training Topic/Objectives
- ☑ Training Source/ Provider
- ☑ Dates of Training
- **☑** Total Training Hours



USDA Training Tracker Tool

https://pstrainingtracker.fns.usda.gov

Free web-based tool for recording annual required training hours

- Maintain rosters and training records for all employees
- Generate reports
- Upload supporting documents
- Print completion certificates
- Training reward badges

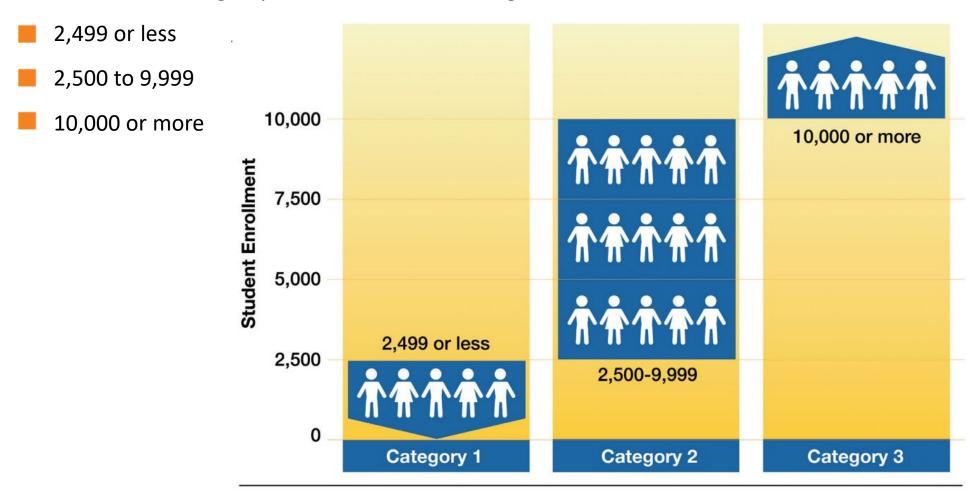


Hiring Standards for Directors

- Required minimum education and experience requirements for Directors hired on or after July 1, 2015
- Dependent on the enrollment size of the local education agency

Hiring Standards for Directors

LEA enrollments are grouped into these three categories:



Hiring Standards for Directors

Chart 3: Summary of School Nutrition Program Director Professional Standards by Local Educational Agency Size

Student Enrollment	Student Enrollment	Student Enrollment			
2,499 or less	2,500-9,999	10,000 or more			
Minimum Education Standards (required) (new directors only)					
Bachelor's degree, or equivalent educational experience*, with academic major or concentration in food and nutrition, food service management, dietetics, family and consumer sciences, nutrition education, culinary arts, business, or a related field;	Bachelor's degree, or equivalent educational experience*, with academic major or concentration in food and nutrition, food service management, dietetics, family and consumer sciences, nutrition education, culinary arts, business, or a related field; OR	Bachelor's degree, or equivalent educational experience*, with academic major or concentration in food and nutrition, food service management, dietetics, family and consumer sciences, nutrition education, culinary arts, business, or a related field; OR			
Bachelor's degree, or equivalent	Bachelor's degree, or equivalent	Bachelor's degree, or equivalent			
educational experience*, with any academic major or area of concentration, and either a State- recognized certificate for school nutrition directors or at least 1 year of relevant food service experience;	educational experience*, with any academic major or area of concentration, and a State- recognized certificate for school nutrition directors;	educational experience*, with any academic major or area of concentration, and a State- recognized certificate for school nutrition directors;			
OR ———	OR ———	OR —			
Associate's degree, or equivalent educational experience*, with academic major or concentration in food and nutrition, food service management, dietetics, family and consumer sciences, nutrition education, culinary arts, business, or a related field, and at least 1 year of relevant food service experience; OR High school diploma (or GED) and 3 years of relevant food service experience.***	Bachelor's degree in any academic major and at least 2 years of relevant school nutrition program experience; OR Associate's degree, or equivalent educational experience*, with academic major or concentration in food and nutrition, food service management, dietetics, family and consumer sciences, nutrition education, culinary arts, business, or a related field, and at least 2 years of relevant school nutrition program experience.	Bachelor's degree in any major and at least 5 years of experience in management of school nutrition programs.			

Chart 3: Summary of School Nutrition Program Director Professional Standards by Local Educational Agency Size (Continued)

Student Enrollment 2,499 or less	Student Enrollment 2,500-9,999	Student Enrollment 10,000 or more				
Minimum Education Standards (preferred) (new directors only)						
Directors hired without an associate's degree are strongly encouraged to work toward attaining an associate's degree upon hiring.	Directors hired without a bachelor's degree are strongly encouraged to work toward attaining a bachelor's degree upon hiring.	Master's degree, or willingness to work toward a master's degree, preferred.				
		At least 1 year of management experience, preferably in school nutrition, is strongly recommended. At least 3 credit hours at the university level in food service management plus at least 3 credit hours in nutritional sciences at time of hiring is strongly preferred.				
Minimum Prior Training Standards (required) (new directors only)						
At least 8 hours of food safety training is required either not more than 5 years prior to their starting date or completed within 30 calendar days of employee's starting date.						

^{*}Consult your State agency for more information about equivalent educational experience.

For LEAs with 2,499 students or fewer, a State agency can approve an SFA to use the nonprofit school food service account to pay the salary of a school nutrition program director who does not meet the hiring standards so long as the SFA is complying with a State agency-approved plan to ensure the director will meet the required professionals standards.

^{**}For LEAs with fewer than 500 students, and at the State agency's discretion, the SFA can be approved to hire a school nutrition program director who has less than the required years of food service experience, provided the applicant has the minimum education specified in the hiring standards for LEAs with 2,499 students or fewer.

^{*} At the discretion of the State agency, the SFA can hire a new director with documented volunteer or unpaid relevant food service experience on an individual basis.

Reference Materials

USDA Professional Standards

https://www.fns.usda.gov/cn/professional-standards

https://www.fns.usda.gov/tn/professionalstandards/resources

ISBE Nutrition: SNP Training and Professional Standards

https://www.isbe.net/Pages/snp-training.aspx





School Nutrition Programs Resources

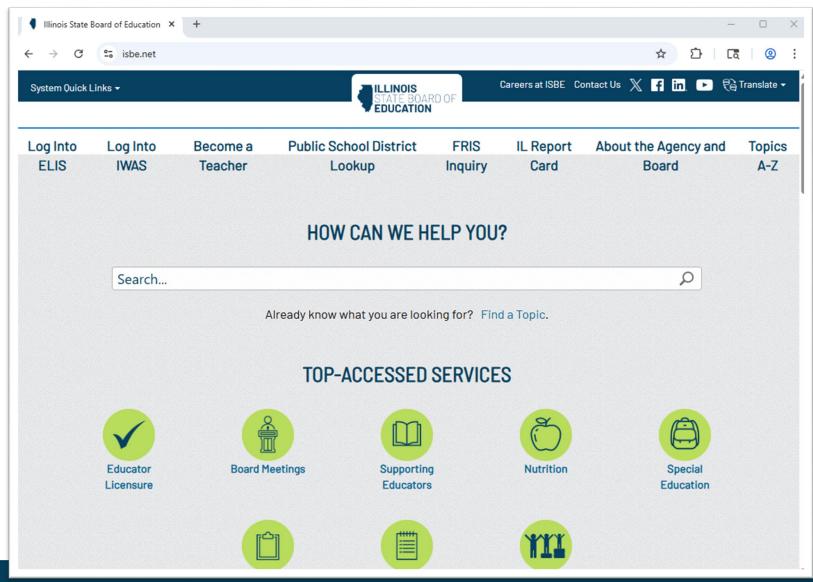


SNP Resources

- ISBE webpage
- What's New? section
- A to Z Index of School Nutrition Programs
- The Outlook newsletter
- cnp@isbe.net & www.isbe.net/subscribe
- SNP Administrative Handbook
- SNP Training & Professional Standards webpage
- Email us!
- Call us!

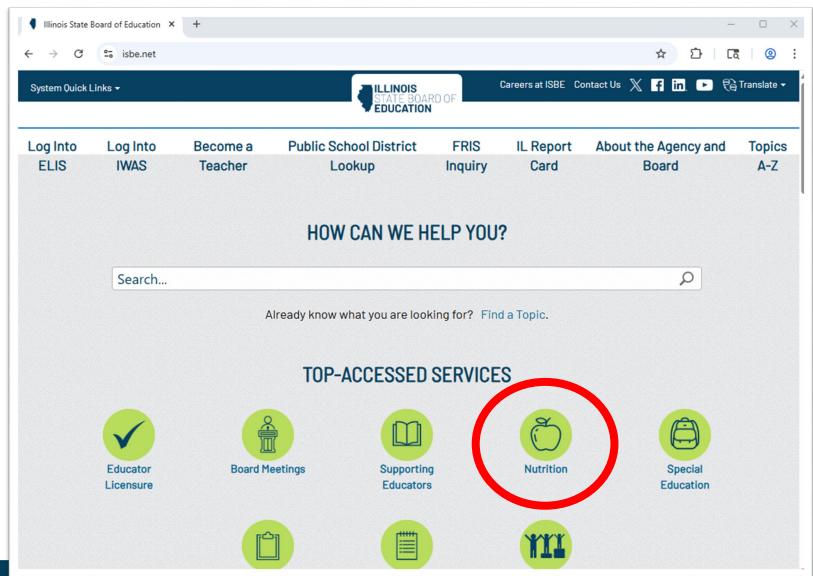


www.isbe.net

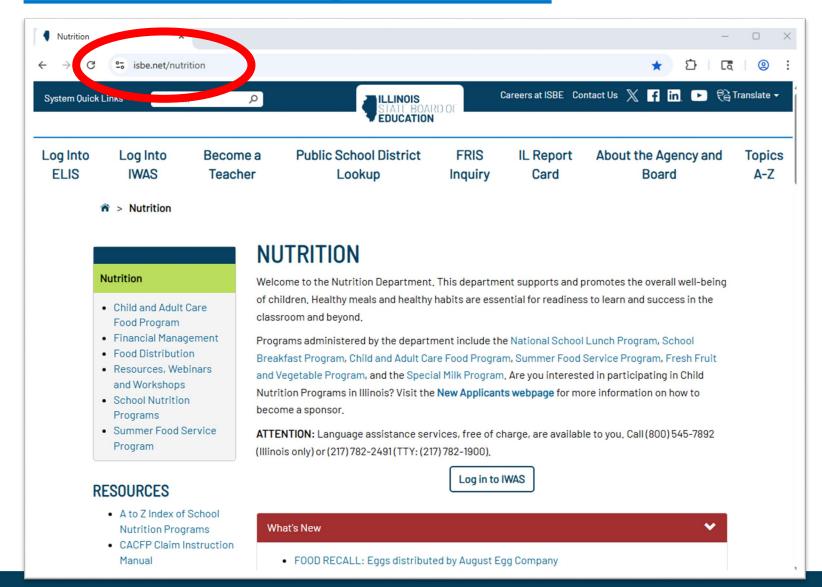




www.isbe.net









Child Nutrition Programs











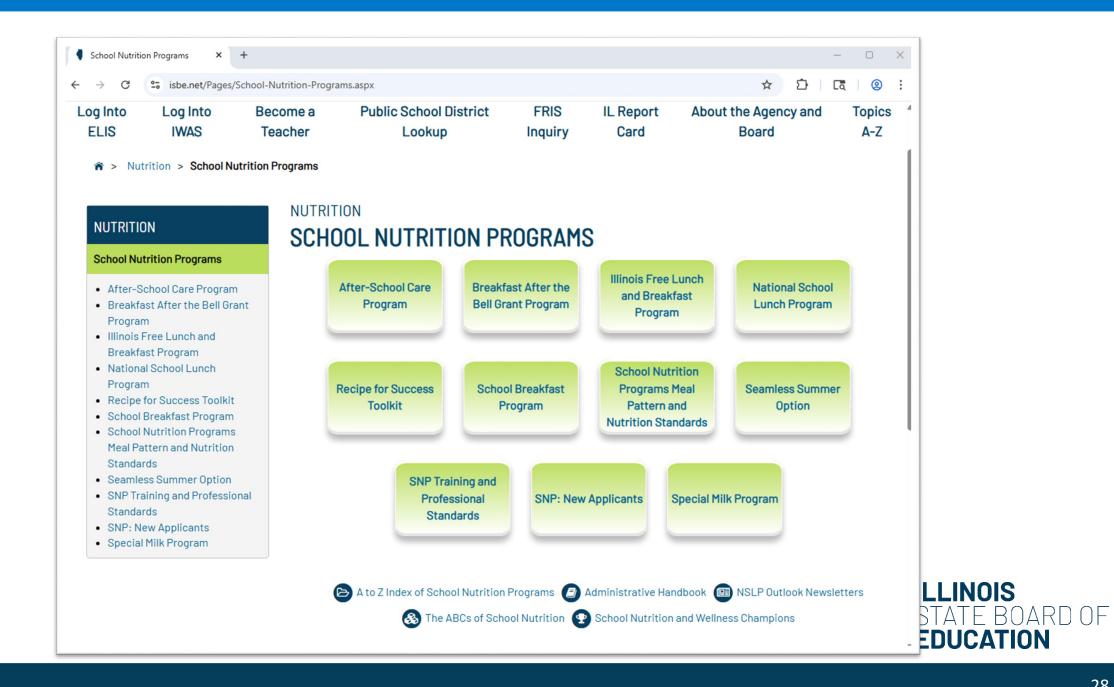




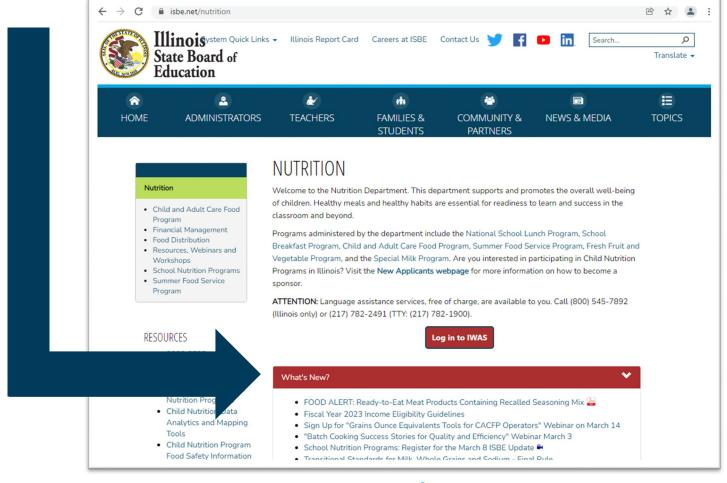
School Nutrition Programs







What's New?





What's New

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- FOOD RECALL: Eggs distributed by August Egg Company
- . FOOD RECALL: Beef Jerky/ Beef Snack Stick Products
- PUBLIC HEALTH ALERT: Possible E. Coli Contamination of Ground Beef Products
- FOOD RECALL: Chicken Coxinhas Products Shipped to Retail Locations

CHILD AND ADULT CARE FOOD PROGRAM

- CACFP 101 Webinar: "Beat the Heat With Cool Eats: Cold Food Menu Planning"
- "Family Child Care FUNdamentals: Food Allergies and Intolerances" Training June 19
- Read the Latest Issue of the Mealtime Minutes Newsletter

SCHOOL NUTRITION PROGRAMS

- Produce Safety University Webinar Series: Spec it, Check It Oh no, Recall it!
- Produce Safety University Webinar Series: Are You a Smart Buyer?
- Funding Opportunity: Learn About Local Foods for Schools
- · Paid Lunch Equity Tool for School Year 2025-26
- Summer Training Institute Offers Farm to School and Scratch Cooking Training
- Register for School Year 2025-26 ISBE SNP Update Webinars ■
- Sign Up for a Summer Learning Institute in July or August Near You!
- Deadline to Complete SNP Application for SY 25-26 is June 30
- · Deadline to Apply for CEP is June 30
- Read the Latest Issue of The Outlook Newsletter
- · Registration Open for Trainings on Direct Certification and Processing HEAs

ILLINOIS STATE BOARD OF EDUCATION

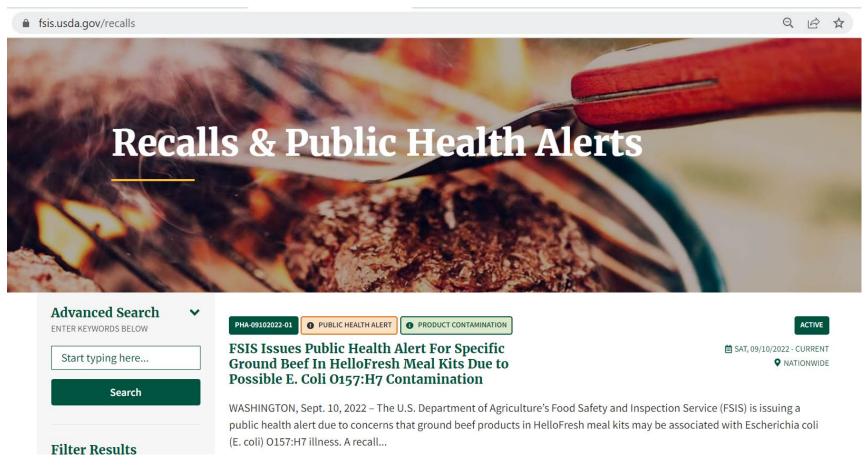
Recalls and Public Health Alerts

What's New

- FOOD RECALL: Eggs distributed by August Egg Company
- FOOD RECALL: Beef Jerky/ Beef Snack Stick Products
- PUBLIC HEALTH ALERT: Possible E, Coli Contamination of Ground Beef Products
- FOOD RECALL: Chicken Coxinhas Products Shipped to Retail Locations
- U.S. Department of Agriculture (Recalls & Public Health Alerts)
 https://www.fsis.usda.gov/recalls
- U.S. Food and Drug Administration (Recalls, Outbreaks, Safety Alerts)
 https://www.fda.gov/food







www.fsis.usda.gov/recalls



What's New

SCHOOL NUTRITION PROGRAMS

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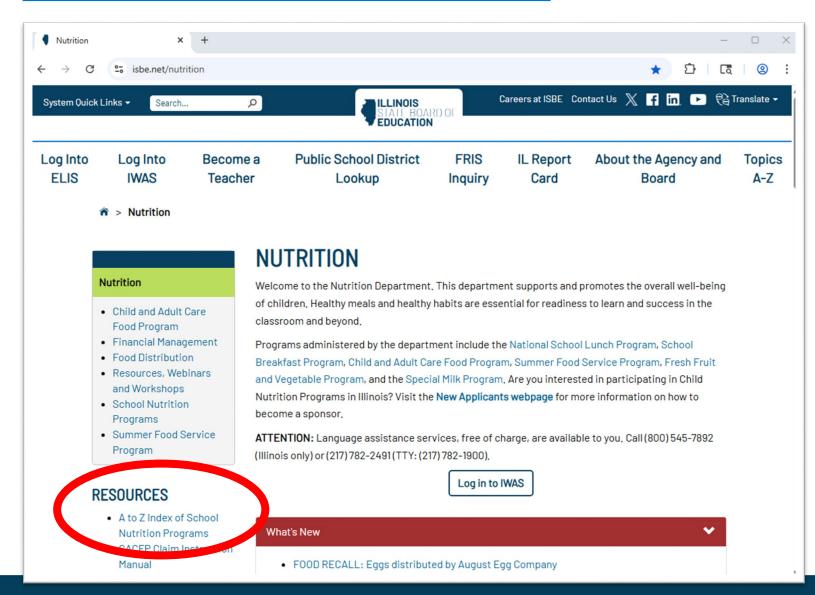
✓ Use the A to Z Index of School Nutrition Programs

 Link is under "Resources" at www.isbe.net/nutrition

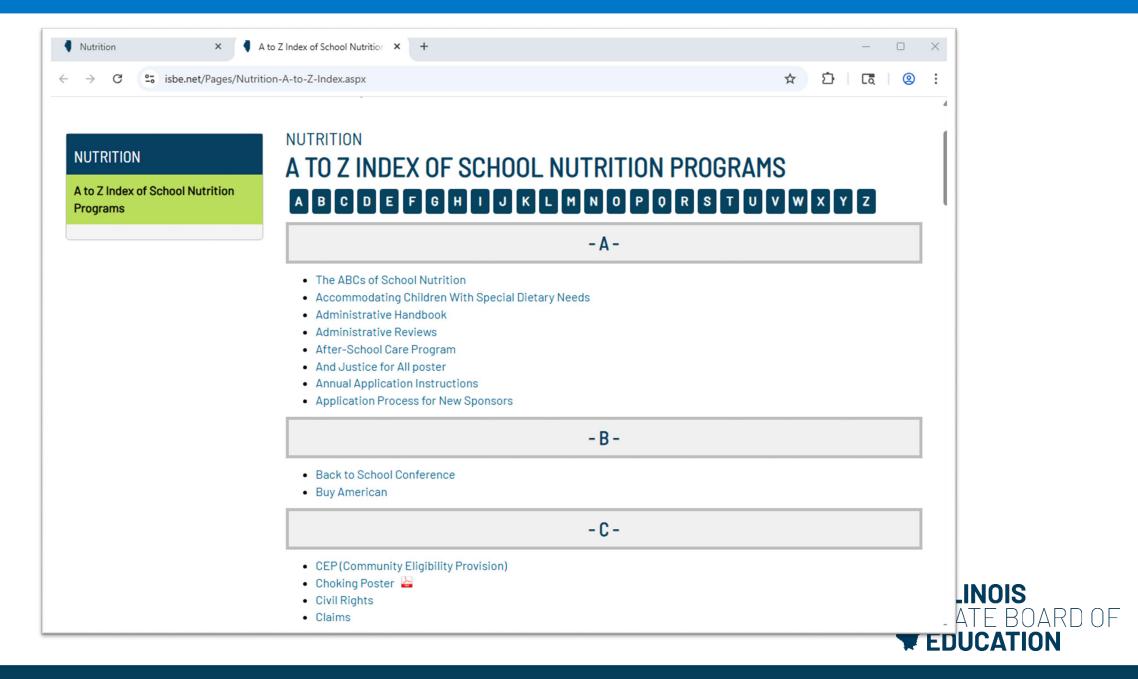
Search alphabetically by topic

https://www.isbe.net/Pages/Nutrition-A-to-Z-Index.aspx









The Outlook

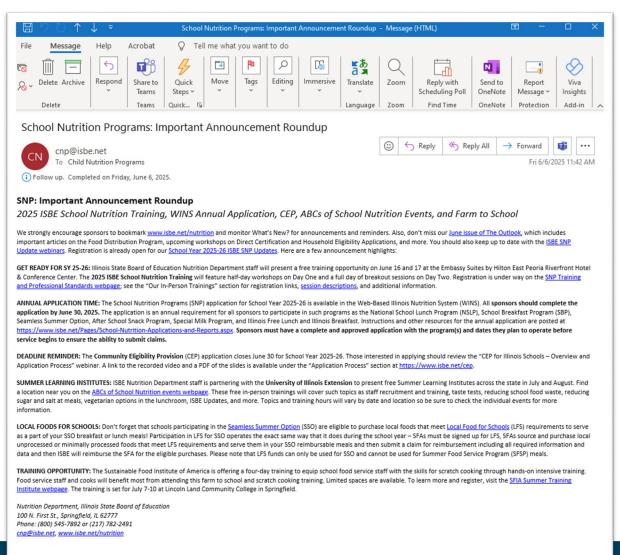
Keep your WINS contacts up-to-date



 Others can sign up at www.isbe.net/subscribe

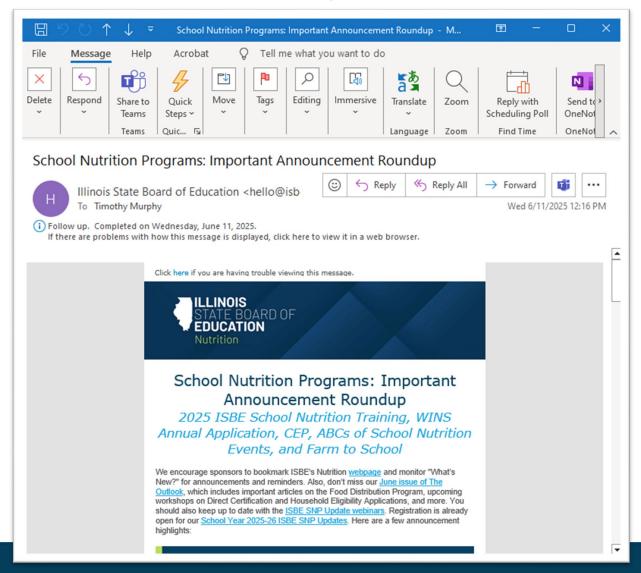


cnp@isbe.net via WINS



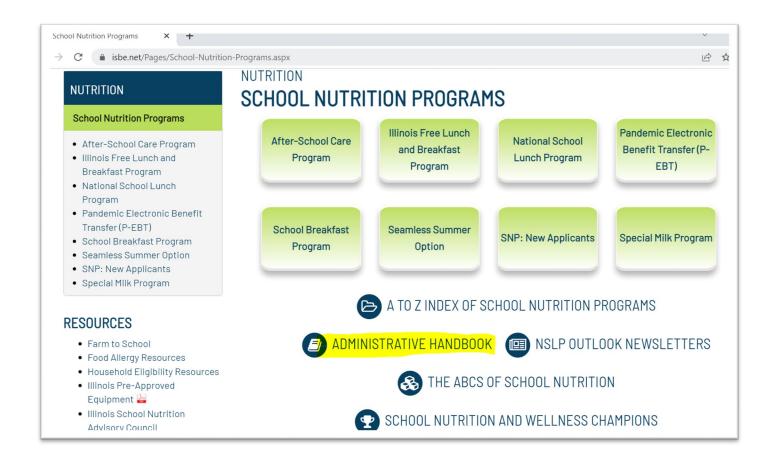


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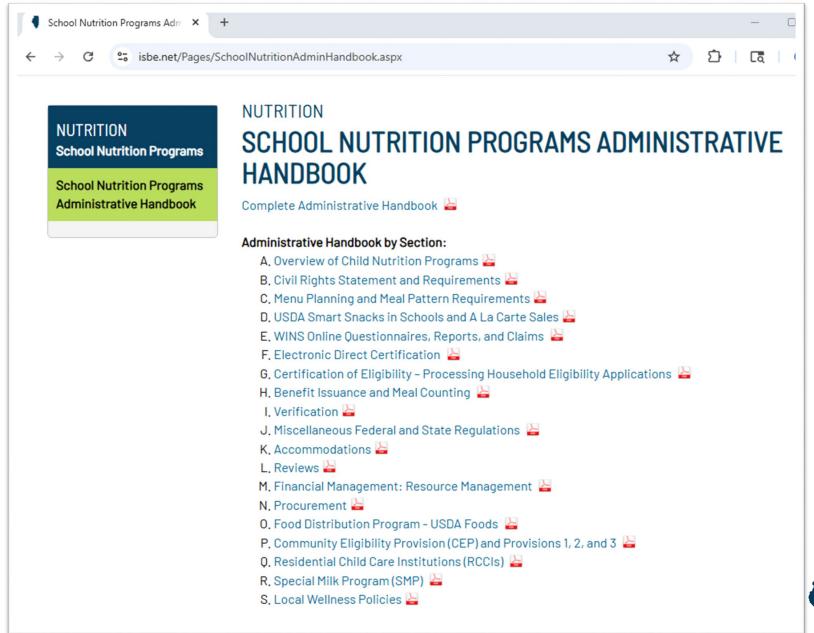




Reference the Handbook



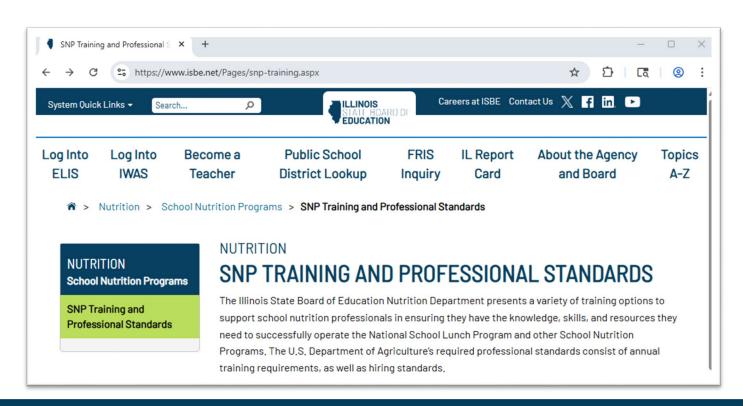






SNP Training and Professional Standards webpage

https://www.isbe.net/Pages/snp-training.aspx





Training Partners



Visit our What's New? section to view and register for upcoming trainings and webinars and to link to recent recordings from the ISBE Nutrition Department and our training partners.

- ABCs of School Nutrition: The ISBE Nutrition Department partners with the University of Illinois
 Extension to provide resources and training to support school nutrition programs in Illinois.
 View recorded trainings and watch for upcoming in-person trainings and live webinars.
- Institute of Child Nutrition: ICN is a federally funded national center dedicated to applied research, education and training, and technical assistance for Child Nutrition Programs.
 Register for upcoming live trainings and access recorded trainings and other resources.
- USDA Professional Standards Training Database: This database allows school nutrition
 professionals to search for training that meets their learning needs in one easy-to-use website.
 Trainings are available in a variety of formats and most trainings are free.











Upcoming Trainings

Our In-Person Trainings



- •2025 Direct Certification and Household Eligibility Application Workshops: ISBE Nutrition Department staff will host free, half-day trainings in Grayslake (May 7), Collinsville (May 8), Normal (Aug. 13), and Naperville (Aug. 14). Register online by clicking here.
- •2025 Summer Learning Institutes: ISBE Nutrition Department staff is partnering with the University of Illinois Extension to present Summer Learning Institutes across the state in July and August. Find a location near you on the ABCs of School Nutrition events webpage.



SNP Training and Professional Standards webpage

Recorded Trainings

ISBE On-Demand Trainings & Resources



- WINS Annual Application Instructions
- · Meal Patterns and Nutrition Standards
 - - Presentation
- Local Wellness Policy Trainings
 - Local Wellness Policy Content Requirements ➡
 - Presentation
 - Local Wellness Policies: Completing the Triennial Assessment ➡
 - Presentation
- ISBE School Nutrition Programs Updates
 - May 2025 ➡
 - Presentation \(\begin{align*}{ll} \\ \ \ \ \ \ \end{align*}
 -



SNP Training and Professional Standards webpage

Professional Standards

Professional Standards For All School Nutrition Programs Employees



Professional Standards For All School Nutrition Programs Employees



The USDA Food and Nutrition Service (FNS) released the Professional Standards for State and Local School Nutrition Programs Personnel final rule on March 2, 2015. This USDA final rule establishes professional standards for state and local school nutrition programs personnel for hiring new school nutrition programs directors and establishes required annual training hours for all school nutrition programs employees. The final rule was effective July 1, 2015.

- Individual Employee Annual Training Requirement Tracker 😓
- Federal Register Final Rule, published March 2, 2015
- Q&As Regarding Professional Standards for State and Local School Nutrition Program Personnel
- USDA's Professional Standards Online Training Database
- USDA Guide to Professional Standards for School Nutrition Programs



Call (800) 545-7892
 or (217) 782-2491



• Email cnp@isbe.net



 Include your RCDT/Agreement Number



- Summer Food Service Program: summermeals@isbe.net
- ISBE Procurement staff: <u>nutritionprocurement@isbe.net</u>
- Summer EBT: sebt@isbe.net
- Food Distribution Program: fdp@isbe.net
- Local Food for Schools funding: localfoods@isbe.net



Funding and Disbursements

https://www.isbe.net/Pages/Funding-and-Disbursements.aspx

- **(217) 782-5256**
- Reimbursement claims and payment information

IWAS

https://www.isbe.net/Pages/Funding-and-Disbursements.aspx

- **(217) 558-3600**
- For help with logins and passwords



Entity Profile System

https://www.isbe.net/Documents/eps-guide.pdf

- (312) 814-9192, epschange@isbe.net
- For updating official school records in EPS. This includes school name, address, main phone and fax, and administrator information.

GATA (Grant Accountability and Transparency Act)

https://www.isbe.net/gata

– gata@isbe.net









