

# Springfield School District RE-4 COMPREHENSIVE HEALTH & WELLNESS PLAN



2019-2024

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| DVSSFOU!QSB0UJDFT!X F!XJMM!LFFQ!JO!QMBDF                        | 20        |
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| D I BNQJPOT   | 25        |
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| Sfdpowfojoh!L fz!Tub l f i pme fst!up!Vqebuf!u i f!Qmbo         | 29        |

bl

# BACKGROUND

## PLANNING GRANT FROM THE COLORADO HEALTH FOUNDATION

æ" %&+!dj gYñigXi ñeVgcZgZY¹ ¹] ñ] Z¹8ZciZg[dgGj gVáHX] dda= ZVá] ñfi: Yj XVI ðc ð8GH=: ñid VXXZhh¹]j cY¹c¹ [gdb ¹ ] Z¹8dadgYd¹= ZVá] ñ; dj cYVi ðc¹ð 8=: ñid¹XgZViZ¹V¹8db egZ] Zch¹kZ¹= ZVá] VcY¹L ZæcZhh¹Eá/c#L Z¹gZXZ¹kZY¹]j cY¹c¹ [gdb ¹ 8=: ñVcY¹dj gYñigXi ñhiVgZY¹] Z¹6-B "MA¹egðXZhh¹c¹] Z¹Váid¹" %&- #

## SUPPORT FROM CENTER FOR RURAL SCHOOL HEALTH & EDUCATION

I ] Z¹8ZciZg[dgGj gVáHX] dda= ZVá] ñfi: Yj XVI ðc ð8GH=: ñVi¹] Z¹B dg¹gY¹Z¹8dadZ¹Z¹d¹: Yj XVI ðc! J c¹kZgh¹ñ¹d¹[¹9ZckZg¹egdk¹YZY¹hZkZgVáZkZ¹ñ¹d¹[¹hj eedg¹dc¹] ñZ¹[[dg¹¹c¹Xj Y¹c¹\

- <g¹ci¹ g¹c¹ ñVcY¹[¹c¹VcX¹VáVYb¹c¹ñig¹i¹kZ¹Vhh¹hiVcXZ
- ; VX¹ñ¹Vi¹ðc¹] g¹j \ ] ñ] Z¹6-B "MA¹egðXZhh
- I ] Z¹8db egZ] Zch¹kZ¹= ZVá] ñVcY¹L ZæcZhh¹Eá/c¹Zb eá/iZ
- L ZæcZhh¹8ddg¹c¹Vidg¹g¹c¹c¹\h
- I ZX] c¹XVáVhh¹hiVcXZ¹] g¹j \ ] dj i¹] Z¹eá/cc¹c¹\¹egðXZhh

## AIM-XL (Assess. Identify. Make it Happen.)

6-B "MA¹ñ¹Vñig¹ViZ¹X¹eá/cc¹c¹\¹egðXZhh¹YZkZæ¹eZY¹Vñ¹] Z¹8ZciZg[dgGj gVáHX] dda= ZVá] ñfi : Yj XVI ðc ðVi¹] Z¹B dg¹gY¹Z¹8dadZ¹Z¹d¹: Yj XVI ðc! J c¹kZgh¹ñ¹d¹[¹9ZckZg¹] g¹j \ ] ¹6-B "MA¹! Z Veed¹ciZY¹V¹ ZæcZhh¹Xddg¹c¹Vidg¹VcY¹XdckZcZY¹V¹ñig¹Xi¹Vh¹ [dg¹Z¹d¹[¹Zñ¹hiV¹Z] dá¹Zgh¹[¹gdb i] Z¹hX] ddaYñig¹Xi ñVcY¹Xdb b j c¹ñ¹# ] g¹j \ ] ñ] Z¹egðXZhh¹! Z¹VhhZhhZY¹ñij YZci¹] ZVá] ñc¹] Z Yñig¹Xi!¹YZci¹[¹ZY¹ñij YZci¹] ZVá] ñegðVá¹b h¹VcY¹Zk¹YZcXZ¹WñhZY¹eg¹Xi¹XZñ¹id¹c¹Xj YZ¹c¹dj g¹eá/c¹ VcY¹XgZViZY¹V¹Xdb egZ] Zch¹kZ¹] ZVá] ñVcY¹ ZæcZhh¹eá/c¹#D] g¹iVh¹ [dg¹X¹b Zi¹[dg¹] g¹Z¹b ZZi¹c¹\h [VX¹ñ¹ViZY¹Vñ¹8GH=: ñVcY¹ dg¹ZY¹dj ih¹YZ¹] ZhZ¹b ZZi¹c¹\h¹id¹hdaX¹VcY¹c¹Xdg¹dg¹ViZ¹ñij YZci¹VcY¹ Xdb b j c¹ñ¹eZgheZXi¹kZh¹#

I ] Z¹6-B "MA¹egðXZhh¹g¹hj áZY¹c¹] Z¹[¹dad¹ c¹\¹YViV¹Yg¹kZc¹!¹Xdb b j c¹ñ¹"¹c¹[dg¹ ZY¹Xdb egZ] Zch¹kZ ] ZVá] ñVcY¹ ZæcZhh¹eá/c¹# ] Z¹iVh¹ [dg¹X¹VcY¹ ZæcZhh¹Xddg¹c¹Vidg¹XgZViZY¹] ñ¹eá/c¹¹ ¹] iZX] c¹XVáñj eedg¹[¹gdb ¹8GH=: #

- .
- .
- .

# A VISION FOR HEALTH IN OUR DISTRICT

## OUR VISION STATEMENT

Every Springfield RE-4 student will be supported and guided by caring adults so they will thrive educationally. This empowers the students to become productive, community-minded adults capable of achieving their future goals, overcoming personal adversity, and making healthy choices as they strive to become the best version of themselves.

## THE WHOLE SCHOOL, WHOLE COMMUNITY, WHOLE CHILD MODEL



I ] Z`L ] dā`HX] dda`L ] dā`8db b j c`n!`L ] dā`8] `ā  
 Լ H88!`B dYZa`YZkZadeZY`W`6H89`VcY`i] Z`898!  
 egdb diZh`V`XddgY`cViZY`VeegdVX] `id`hij YZci  
 ] ZVá] `VcY`VXVYZb `X`VX] `ZkZb Zci#L Z`XVc  
 VX] `ZkZ`i] Z`dVád[`hij YZcih`l ] d`Vg`Z] ZVá] n!`hV[Z!  
 Zc`V`V`ZY!`hj eedgZY`VcY`X] VāZc`V`ZY`i] gđj `]  
 ViiZci`dc`id`&%`Xdb edcZci`Vg`Vh/] ZVá]  
 ZYj XVI`dcOe] nh`XVáZYj XVI`dc`fi`e] nh`XVáVXi`k`nO  
 cj igt`dc`Zck`gđcb Zci`fi`hZgk`XZhO] ZVá] `hZgk`XZhO  
 Xdj chZāc`!`ehnX] dā`V`Vá`fi`hdX`VāhZgk`XZhO  
 hdX`Vāfi`Zb di`dc`VāXab ViZOe] nh`XVáZck`gđcb ZciO  
 Zb eādnZZ`l Zāc`ZhhO]Vb `ān`Zc`V`V`Zb ZciO  
 Xdb b j c`n`ckdāZb Zci#

L ] n`L H884`6iizcY`c`id`X] `āgZc`h`hdX`Vā`b ZciVā`VcY`e] nh`XVá] ZVá] `XVc`āZVY`id`edh`kZ  
 VXVYZb `X`dj iXdb Zh#`ε`ij g:`X] `āgZc`l ] d`hj XXZZY`VXVYZb `XVān`VgZ`b dgZ`a` Zan`id`Zc`V`V`Z`c`  
 ] ZVá] n`VZ] Vk`dgh`VcY`ZmēZgZcXZ`edh`kZ] ZVá] `dj iXdb Zh`Vh`VYj āh#

# WHO WAS INVOLVED



!Dp n qsf i fotjwf! I fbm u i! '!X fmm of tt!Qmbou



q/!6u





## AIM-XL Taskforce

|   |  |
|---|--|
| @nZ`AVhZnl`EgcX`eVa\$EVgZci                         | I `b `6cYZghdc!`EVhidg\$EVgZci                     |
| I nZg<`Whdc!`HX] dda7dVgY`B Zb WZg\$HdX`Va HZgk`XZh | : ahhV`; dg,Znl`Ej W`X`=ZVá] \$L >8`6Yb `c`hig/ldg |
| GdWncZ`L Zhie] Va`l ZVX] Zg\$EVgZci                 | AZhaZ`HiZl Vg!`l ZVX] Zg\$EVgZci                   |
| 8] ghiV`G`X` Zg`l ZVX] Zg\$EVgZci                   | 7gd` Z`=Vg`Znl`HX] ddaHZXgZiVgn                    |
| 8] ZhZV`<dj gZnl`B ZciVa`=ZVá] `6YkdXViZ            | 8] gh`<g[(`c!`J cYZgh] Zg[(\$EVgZci                |
| G`X] VgY`=Vg`gkZ!`Hj eZgciZcYZci                    | 8] ZgnáL ZWWWL ZæcZhh`8ddgY`cVldg                  |
| 9g#6cYgZV`L `hb Vccl`B ZY`XVaEgk`YZg\$EVgZci        |  |

# WHAT WE LEARNED

## SURVEY DATA ON STUDENT HEALTH

L Z`XdcYj XiZY`V`WWhZacZ`VhhZhhb Zci`d[`hij YZci`] ZVá] `j h`c`=`ZVá] n`@Yh`8dadgYd`Hj gkZn  
 k=@8Hl#`=@8Hl` Vh`VYb `c`hiZgZ`Vh`i] Z`8dadgYd`HX] ddađ[`Ej W`X`=ZVá] `id`Vaib `YYZ`VcY  
 ] ^] `hX] ddahij YZcih`c`; Væ` %&, #`Hij YZcih`Xdb eaZiZY`i] Z`hj gkZn`kdj ciVg`n#`6[iZgZkZl `c`  
 i] `h`YViV!`i] Z`iVh` [dgXZ`] VY`i] Z`[dadl `c`iV`ZVI Vnh/  
**Edh↑kZh**  
 @Yh`VgZ`VXi kZ!`ckdkZY`c`Zmig/Xj ggXj a/gVXi k↑Zh!`VcY`i] Z`dWZh↑n`g/iZ`h`adl #  
 EgdizXi kZ`[VXidgh`VgZ`ddY#E`VgZcih!`iZVX] Zgh!`VcY`di] ZgVYj ah`VgZ`ckdkZY!  
 GZ\j a/gl ZæcZhh`X] ZX`"j eh#  
 8^VgZiiZj hZ`h`adl #  
**8dcXZgch**  
 HXgZc`i`b Z`VcY`haZZe#  
 6æd] dáj hZ!`Yg`h!`X] Zl `c`idWXXd!`VcY`kVe`c`#  
 B ZciVa`=ZVá] !`Wj æn`c`!`VcY`hZd`] Vg#  
 AVX`d[`ddY

## SURVEY DATA ON HEALTH PROMOTING PRACTICES

L Z'j hZY Hb Vg Hdj gXZ id'zVgc'i] Z'ZniZci id'l ] X] 'Zk'YZcXZ'WWhZY'eg/Xi'XZh'Va\cZY'id'i] Z  
 L H88'b dYZal ZgZ'c'ea/XZ'c'dj ghX] dda#l ] Z'hj gZn'l Vh'Xdb eaZiZY'c'; Vaa' %&, 'Wh'V\gdj e  
 d[Y'higXi'hiV[['b Zb WZgh'i] Vi'c'Xaj YZY'ZaZb ZciVgn'VcY'hZXdcYVgn'hX] ddaegc'X'eVh'i] Z'E# #  
 iZVX] Zg'[ddY'hZgk'XZ'Y'gZ'Xidg'hX] dda'cj ghZ!'VcY'i'l d'Xa/hhgddb iZVX] Zgh#'6[iZg'gZk'Zl c'e\i] h  
 YViV'i] Z'iVh' [dgXZ'] VY'i] Z'[daadl c'e\i'V' ZVI Vnh/

Hb Vg Hdj gXZ HigZc\i] h

HX] ddaegdk'YZh'WgZV' [Vhi'VcY'aj cX]

L ViZgXdchj b ei'dc'c'hiZVY'd[hj \VgYgc' h'[dgb dhi

6WhZcXZ'd[j'c' '[ddY

E] nh'XVa: Yj XVI'dc

=ZVgc'e\ 'VcY'k'h'dc'hXgZc'e\

=ZVa] 'h'iVj \ ] i''''cdi'Wh' ZVa] iZVX] Zg

=ZVa] n'VcY'hV[Z'hX] ddaZck'g'dcb Zci

E'VgZci'VcY'Hij YZci': b Zg\ZcXn'GZj c'f'XVi'dc'ea/c'c'ea/XZ

6XXZhh'd[hX] ddaid'Xdb b j c'fn

HX] ddaXda'Wdg'ViZh'l f] 'Xdb b j c'fn'gZhdj gXZh

Hij YZci'cej i'h'kvaj ZY

Hb Vg Hdj gXZ'6gZVh'[dg'ab egdkZb Zci

8ddg'c'Vi'dc'd['] ZVa] 'Z[[dgj

Hj gZn'd[hX] ddaXab ViZ

B ZciVa] ZVa]

B c'Y[j aZhh'ij] Z'ehhX] daad\ XVaegdXZhh'd'[dXj h'e\dc'i] Z'egZhZci'b db Zci f

A< 7l F'hij YZcih

HV[Zin''''Xgdhhl Va h'i'higZih'l' ZVgc'e\'] Zab Zih'hZViVZah

E'VgZci\$]j VgY'Vc'] ZVa] 'egd\g/b 'VcY'VXi k'f'Zh

HiV[['L Zaa'VZ'c'e\



# STUDENT AND COMMUNITY INPUT

L Z`Vh` ZY`hij YZcih`VcY`Xdb b j c`n`b Zb WZgh`[dg`cej i`VWdj i`hij YZci`] ZVá] `j h`c`\`i] Z [daal` c`\`b Zi] dYh/  
I Vh` [dgXZ`\ZcZgviZY`hX] dda] ZVá] `hj gkZnh

## School Health Survey

L Z`VYb` c`hiZgZY`V`hX] dda] ZVá] `hj gkZn`id`Væhij YZcih`@`&!`VæY`higXi`hiV[[`b Zb WZgh! eVgZcih`VcY`\j VgY`Vchl`Xdb b j c`n`eVgjcZgh!`VcY`hX] dda]VdVgY`b Zb WZgh`#Hj gkZnh`l ZgZ` Xdb eãZiZY`Wh`hij YZcih`Yj g`c`\`] db Zgddb`#Hj gkZnh`l ZgZ`Zb V`æY`id`Vædi] Zg`\gdj eh# 8db b j c`n`b Zb WZgh`] VY`VXXZhh`id`hj gkZnh`Yj g`c`\`i] Z`GA`7VæVgY`Wh` ZiWæidj g`Vb Zci!`VcY i] gdj \] `Hj gkZn`B dc` Zn#L Z`XdaæXiZY`\*\*`) `hij YZci`hj gkZnh`@`&!` , `d[``. `iZVX] Zghj gkZnh! VcY`&( +`Xdb b j c`n`hj gkZnh#

## Key Takeaways from Student and Community Input

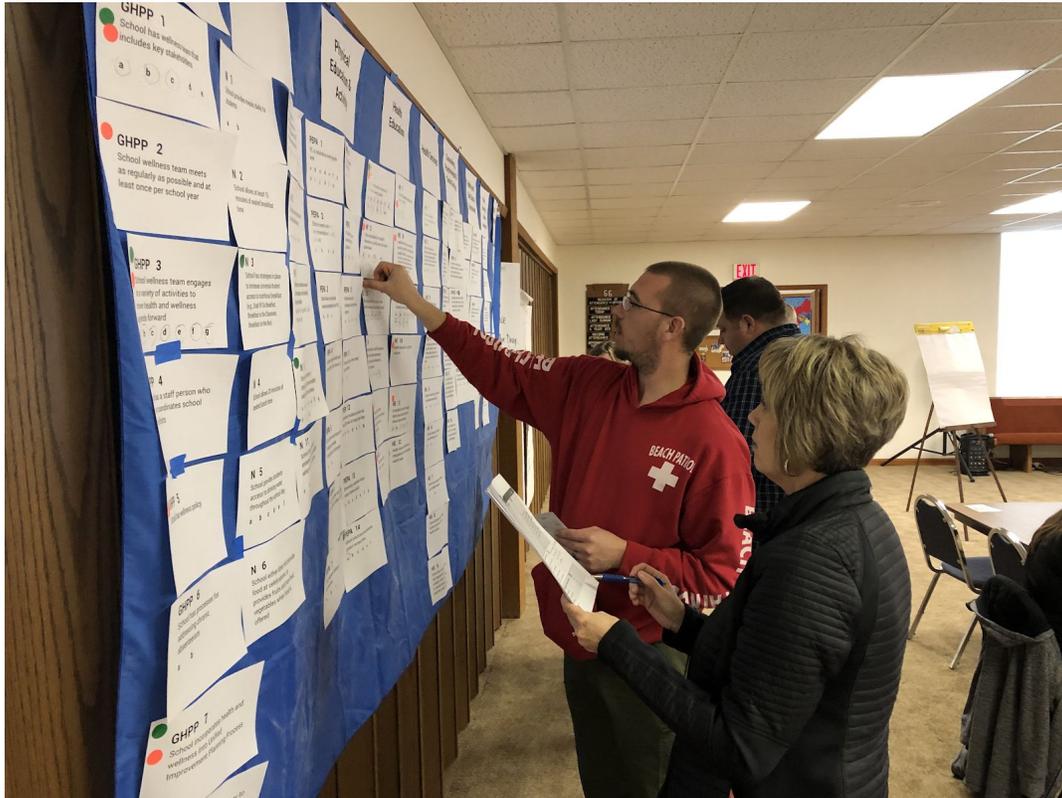
### **æbdi hUVci hGhi XYbh< YUH `DfcV`Ya g`**

- B ZciVá= ZVá]
- 7j ænc`\\$K`dæcXZ
- 6æd] da`l dWXXd!`VcY`Di] Zg`9g` \h
- = ZVá] `tHZnj` Vd`HXgZc`l` b` Z!`VcY`HV[Zin

### **æbdi hUVci h< YUH !Dfca ch]b[ `DfUWjWg`fUfYUXm]b`d`UWU`Uhgdf]b[ ZYX`GW cc`gk`**

- HX] ddaCj` ghZ
- HX] dda8dj` chZælg
- 7gZV` [Vhi`VcY`Aj` cX] `Egd`g/b
- ; #D#G`8ã` Wt;` gZcYh`d[`GVX] Zã`hij YZci`æY`Xã` W[dXj` hZY`dc`c`Xã` h`dcl
- Egdb` diZ`6Xi`k`n`tE: `!GZXZhh!`Vi]` æi`Xht

# WHAT WE WILL DO



## STUDENT HEALTH PROBLEMS WE WILL FOCUS ON

6[iZgqk'ZI c\`YViV`VWdj i`dj ghX] ddaVcY`hij YZcih!VcY`hdaX↑c\`Xdb b j c ↑n`cej i!l Z`hZaXiZY i] Z`[dadl c\`hij YZci`] ZVá] `egdVZb h`id`[dXj h`dc#

### Mental Health

- =ZVá] n`@Yh`8dadgYd`Hj gkZn`YViV`h] dl ZY`&- #/ `d[`= `hij YZcih`VcY`(' #/ `d[`=H hij YZcih`gZedgZY[ZZaè\`hVY`b dg`i] Vc` `l ZZ`h`c`V`gdI #
- =ZVá] n`@Yh`8dadgYd`Hj gkZn`YViV`h] dl ZY`&( #/ `d[`= `hij YZcih`VcY`" %#/ `d[`=H hij YZcih`] VkZ`hZgdj han`XdchYZgZY`hj `XYZ#

### Bullying/Violence

- =ZVá] n`@Yh`8dadgYd`Hj gkZn`YViV`h] dl ZY`\*\*' #/ `d[`= `hij YZcih`VcY`" ( #/ `d[`=H Hij YZcih`gZedgZY`WZ`c\`Wj aZY`dc`hX] ddaegdeZgn#
- =ZVá] n`@Yh`8dadgYd`Hj gkZn`YViV`h] dl ZY`" +#/ `d[`= `hij YZcih`VcY`" &#/ `d[`=H hij YZcih`gZedgZY`WZ`c\`Wj aZY`ZaXi gdc`XVan#

- AdXVähj gkZn`gzhj ah`h] dl ZY`i] Z`l ZVedch`gZedgZY`hZzc`Vi`hX] ddäl Zg`edX` Zi` c`kZh l ] X] Vg`eZgþ ÆiZY`f`WÄYZ`h`zhh`i] Vc`(`cX] Zh#
- =ZVá] n`@Yh`8dædg/Yd`Hj gkZn`YViV`h] dl ZY`\*`# / `d[`= `hij YZcih`VcY`(` # / `d[`= H hij YZcih`] VY`&`ž`Ygč` h`c`i] Z`eVhi`(`%YVnh#

### Alcohol, Tobacco and Other Drugs

- =ZVá] n`@Yh`8dædg/Yd`Hj gkZn`YViV`h] dl ZY`" , # / `d[`= `hij YZcih`VcY`(` # / `d[`= H hij YZcih`] VY`&`ž`Ygč` h`c`i] Z`eVhi`(`%YVnh#
- =ZVá] n`@Yh`8dædg/Yd`Hj gkZn`YViV`h] dl ZY`\*\*`# / `d[`= H`hij YZcih`] VY`j hZY`Vc ZæXi gdc`X`kVedgëdYj Xi#
- =ZVá] n`@Yh`8dædg/Yd`Hj gkZn`YViV`h] dl ZY`&`# / `d[`= `hij YZcih`VcY`(`) #& / `d[`= H hij YZcih`] VY`i gZY`B Vg`j VcV#

### Health (Sexual, screen time, and safety)

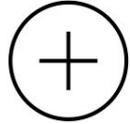
- =ZVá] n`@Yh`8dædg/Yd`Hj gkZn`YViV`h] dl ZY`) &# / `d[`= H`hij YZcih`gZedg`WZ`c`h`Zmj`Van VXi`kZ#
- =ZVá] n`@Yh`8dædg/Yd`Hj gkZn`YViV`h] dl ZY`\*\*` # / `d[`= `hij YZcih`VcY`+`# / `d[`= H hij YZcih`gZedgZY`(`ž`) dj gh`\$YVn`d`[`idi`Vah`Xg`Zc`i`b`Z`dc`Vc`V`kZg`V`Z`hX] dda`YVn#
- =ZVá] n`@Yh`8dædg/Yd`Hj gkZn`YViV`h] dl ZY`" +`# / `d[`= H`hij YZcih`] V`kZ`c`Z`k`Z`g`V`Z`n l` dg`V`h`Z`V`i`V`Z`a`l` ]` ž`g`Y`c`l`c`V`X`V`g`Y`g`k`Z`c`V`h`h`db`Z`dc`Z`Z`h`Z`#
- =ZVá] n`@Yh`8dædg/Yd`Hj gkZn`YViV`h] dl ZY`) ) #& / `d[`= H`Hij YZcih`] V`kZ`g`Y`Y`Z`c`c`V`X`V`g`Y`g`k`Z`c`V`h`h`db`Z`dc`Z`l` ]` d`] VY`W`Z`c`Y`g`c`c`l`V`X`d]`d`#
- =ZVá] n`@Yh`8dædg/Yd`Hj gkZn`YViV`h] dl ZY`\*\*`# / `d[`= H`hij YZcih`i] Vi`V`g`ž`Y`g`k`Z`g`h`] V`kZ`i`Z`m`i`Z`Y`d`g`Z`b`V`ž`Y`l` ]` ž`Y`g`k`c`l`c`i] Z`eVhi`(`%YVnh#



## CURRENT PRACTICES WE WILL KEEP IN PLACE

Dj ghX] ddá] Vh`b Vcn`Zk`YzcXZ`WWhZY`eg`Xi`XZh`Vag`VYn`c`ea`XZ`i] Vi`Xddg`c`Vi`Z`l` ↑] i] Z L`H88`B`dYZ`#`L`Z`l` ž`X`dci`čj`Z`id`h`j`eedg`i] ZhZ`eg`Xi`XZh`#`L`Z`Vg`ž`eVg`Xj`d/gm`egdj`Y`d`[`i]`Z` [dæd]`c`l`/`

E] nh`XVá: Yj`XVi`d`c`eg`d`g`/`b`  
 L`Z`] V`kZ`V`hX]`ddáj`cX]`V`cY`W`Z`V`[Vhi`eg`d`g`/`b`  
 L`Z`] V`kZ`V`hX]`ddáXdj`chZ`æg`#`  
 L`Z`] V`kZ`V`hX]`ddácj`ghZ`#`  
 L`Z`] V`kZ`V`g`Z`c`Y`h`d`[`GVX]`Z`a`X`j`W`hij`YZci`ž`Y`l` ↑]`V`[dXj`h`d`c`c`X`j`h`d`c`#`  
 :`mg`/`Xj`ggX]`d`g`VXi`k`f`n`e`Vg`X`e`Vi`d`c`g`/`i`Z`h`#`  
 Egdb`di`c`l`[gZ`e]`nh`XV`h`[dgVi]`ž`i`Z`h`#`



## NEW PRACTICES WE WILL IMPLEMENT

I ] Z [dædI æ\i'b ZæcZ'dj iæcZh'egVXi XZh'i Z' VkZ'X] dhZc'id' b eæb Zci'i] Z'egd\_ZXiZY'nZVgd[  
 b eæb ZciVi'dc!VcY' ] d'i æb V' Z'hj g'z'i] Z'i dg \Zih'YdcZ'X] Vb e'dcht#l ] h'i'b ZæcZ'b Vn  
 Vhd'WZ'j eYViZY'id'YdXj b Zci'i] Z'VXiJ VaYViZh'd[ b eæb ZciVi'dc#

| New practices to implement in 2019-2020                                    |   |   |                           |
|--|---|---|---------------------------|
| L H88<br>8db edcZci  | Eg/Xi XZthi   | 8] Vb e'dc                                    | 9ViZ<br>b eæb ZciZY       |
| = ZVá]<br>: Yj XVI'dc  | GZhZVgX] Xdb egZ] Zch'kZ'] ZVá] Xj gXj á b "[dg<br>ej gX] VhZ#<br>Eá/c'egd[Zhh'dcVaYZkZæleb Zci '[dgiZVX] Zgh'dc<br>cZl ' ] ZVá] Xj gXj á b #<br>Eá/c'hX] ZYj æc\ Xdch'YZg/i'dch'[dg<br>] ZVá] "gZá/iZY'Xdj ghZh'Vi'?= \$= H<br>æb eæb Zci'hij YZci'] ZVá] '[V'gh'[dg] c'dg] ^]<br>VcY'] ^] hX] dda | L ZæcZhh'i ZVb                                | ; Væ" %&.                 |
| E] nh'XVa<br>: Yj XVI'dc<br>VcY'6Xi k'fn<br>fi<br>; Vb 'an<br>: c\ \Zb Zci | CZl 'eá/n\gdj cY'Zfj 'eb Zci'VcY'dj ihYZ<br>Wh' ZiWæ\ dVh'i 'æWZ'ej gX] VhZY'VcY'c'hiVæZY#<br>6Yj á '[æcZhh'hiVi'dch'c'hiVæZY'Vi'cZl<br>eá/n\gdj cY#  | L ZæcZhh<br>8ddg'c'VidgVcY<br>Hj eZg'ciZcYZci | Hj b b Zg<br>' %&.        |
| Cj ig'gd   | CZl 'gZ[g\Zg'Vidg'haXZgl 'æWZ'ej gX] VhZY'[dg<br>XV[ZiZgV#<br>æXgZVhZ'i] Z'Wj Y\Zi'[dgi ZZ' ZcY'] ZVá] n'hcVX'<br>WX' eVX' 'egd\g/b 'æc'- fVcY'[gZ] '[g 'VcY<br>kZ\ \Z'YV'an'hcVX' 'egd\g/b 'æc'*f#<br>L ViZgWdiiæ'[æc'hiVi'dch'æ f#  | L ZæcZhh<br>8ddg'c'VidgVcY<br>Hj eZg'ciZcYZci | ; Væ" %&.<br>Hegc'\ " % % |
| : b eádnZZ<br>L ZæcZhh   | = ZVá] n'[ddY'[dghiV[[[b ZZi æ\h#<br>HiV[[[l ZæcZhh'Wdd' Xá Wh#<br>HiV[[[; 'Wth<br>: æei XVáb VX] æZ'ej gX] VhZ<br>Cj HiZe'b VX] æZ'ej gX] VhZ<br>DcæcZ'cj ig'gd'VcY'l Z\ ] i'æhh'b Vc\ \Zb Zci   | L ZæcZhh<br>8ddg'c'VidgVcY<br>Hj eZg'ciZcYZci | Hegc'\ " % %              |
| 6æ<br>8db edcZcih  | Egd[Zhh'dcVaYZkZæleb Zci  | L ZæcZhh'i ZVb                                | ; Væ" %&.<br>Hegc'\ " % % |

## New practices to implement in 2020-2021

| L H88<br>8db edcZci    | Eg/Xi XZtht  | 8] Vb e'hc                         | 9ViZ<br>'b eāzb ZciZY      |
|------------------------|--|------------------------------------|----------------------------|
| = ZVā]<br>: Yj XVi 'hc | ·b eāzb Zci 'Xdb eg] Zch'kZ'] ZVā] 'ZYj XVi 'hc<br>Xj ggXj ā b 'L@' & ' †<br>8dci 'cj Z'1 †] ' ] ZVā] '[V'gh | L ZācZhh'i ZVb<br>VcY'1 ZVX] Zgh   | ; Vāi' % %                 |
| 6ā<br>8db edcZcih      | Egd\gZhh*b dc'fdg\<br><g/ci'1 g'f'c\   | L ZācZhh<br>8ddg'c'Vidgfi<br>I ZVb | ; Vāi' % %<br>Heg'c\'' % & |

## New practices to implement in 2021-2022

| L H88<br>8db edcZci | Eg/Xi XZtht                         | 8] Vb e'hc                         | 9ViZ<br>'b eāzb ZciZY        |
|---------------------|-------------------------------------|------------------------------------|------------------------------|
| 6ā<br>8db edcZcih   | Egd\gZhh*b dc'fdg<br><g/ci'1 g'f'c\ | L ZācZhh<br>8ddg'c'Vidgfi<br>I ZVb | ; Vāi' % &<br>Heg'c\'' % ' ' |

## New practices to implement in 2022-2023

| L H88<br>8db edcZci | Eg/Xi XZtht                         | 8] Vb e'hc                         | 9ViZ<br>'b eāzb ZciZY        |
|---------------------|-------------------------------------|------------------------------------|------------------------------|
| 6ā<br>8db edcZcih   | Egd\gZhh*b dc'fdg<br><g/ci'1 g'f'c\ | L ZācZhh<br>8ddg'c'Vidgfi<br>I ZVb | ; Vāi' % ' '<br>Heg'c\'' % ( |

## New practices to implement in 2023-2024

| L H88<br>8db edcZci | Eg/Xi XZtht                         | 8] Vb e'hc                         | 9ViZ<br>'b eāzb ZciZY        |
|---------------------|-------------------------------------|------------------------------------|------------------------------|
| 6ā<br>8db edcZcih   | Egd\gZhh*b dc'fdg<br><g/ci'1 g'f'c\ | L ZācZhh<br>8ddg'c'Vidgfi<br>I ZVb | ; Vāi' % ( '<br>Heg'c\'' % ) |

# HOW WE WILL DO IT





## CHAMPIONS

Dj gi ZVb l æhi Vn'dg\ Vc bZY\Wh\YZh\cVi c\X] Vb e'dch'[dgZVX] X] Vc\Z#l ] Z'X] Vb e'dc h'gdz  
 h'id'b V' Z'hj g'z'i] c\h'Xdcicj Z'id'b dkZ'[dg Vg'id'Zchj g'V\kZc'X] Vc\Z'h'b eazb ZciZY'c  
 hX] ddh'l ] X] Xvc'cXaj YZ'XdckZc'c\hj eedg'iZVb h'id'Vhh'hi'l ↑] VXi'dc'ea/cc'c\VcY  
 b eazb ZciVi'dc'dkZghZZ'c'i] Z'Xdb eazi'dc'd[\*'b eazb ZciVi'dc'WZcX] b Vg hi'VcY'egdk'Y'c\  
 j eYViZh'id'hiV' Z] dāZgh#



## PARTNERS

l ] h'ea/c'l æW'z'b eazb ZciZY'l ↑] i] Z] Zæ'd[i] Z'[dædl c\evgcZgh] eh/  
 Hdj i] ZVhi'8dadg\Yd'=dhe↑Va  
 Hdj i] ZVhi'=ZVá] <gdj e  
 Hdj i] ZVhi'Ej WāX'=ZVá] 6\ZcXn  
 7VXV'8dj cin'H] Zg{[  
 H# #E #D #G# #hHegc\ [Zā'J c↑ZY'EVg'zcih'Eaj h'Di] Zgh'GVān'l d\Zi] Zg'Hegc\ [Zā'  
 : āzb ZciVgnh'EVg'zci'l ZVX] ZgDg\Vc'bv' dcl



## FUNDERS

l ] h'ea/c'l æW'z'b eazb ZciZY'l ↑] i] Z] Zæ'd[i] Z'[dædl c\j cY'c\hdj gXZh/  
 8db egz] Zch'kZ'=ZVá] : Yj XVI'dc'<g\ci''''b eazb ZciVi'dc'd[ Xdb egz] Zch'kZ'] ZVá]  
 ZYj XVI'dc'VcY'hiVcYVg'h#  
 HX] dda'=ZVá] 'Egd[Zhh'dcVh'<g\ci''''HX] dda'cj ghZh'ehhX] dā\hih!hdX'Vāi dg Zgh!  
 Xdj chZadgh#  
 8dadg\Yd'HX] dda'8ab ViZ'<g\ci''''Hj eedg'i] Z'YZkZāleb Zci'd[Vc'ciZ\g\ViZY  
 b j ā'i'ZgZY'WZ] Vk'dgVā[g\vb Zl dg 'Vi'i] Z'hiViZi'Y'higXi!VcY'hX] dda'āzkZāi] gdj \]  
 b dYZh'd[hj XXZhh[j ā'b eazb ZciVi'dc  
 Hij YZci'L ZæcZhh'Egd\g\vb ''''E] nh'XVāVXi'k↑n!'] ZVá] n'ZVi'c\!VcY'hdX'VāZb di'dcVa  
 l dg j h'c\V'L H88'VeegdVX] #  
 HX] dda'7j ān'c\ 'EgkZci'dc'VcY: Yj XVI'dc'<g\ci'Egd\g\vb ''''; j cY'c\id'gZYj XZ'i] Z  
 [g'fj ZcXn'd[Vj ān'c\ 'cXYZcih#  
 Hb Vā'Gj g\āHX] dda'6X] ZkZb Zci'<g\ci'Egd\g\vb ''''l āz'k''''eVgh'6'VcY'7#





# IMPLEMENTATION GUIDANCE

I ] h`j YVcXZ` Vh`ZmVb eZh`d[iVh` h`[dg`b eZb Zci`c`eg\Xi XZh`c`hX] ddh#L Z`l aigkZl i] ZhZ`iVh` h`id`] Zæ`j h`i] `c` `i] g`j \ ] `l ] Vi`l Z`cZZY`id`Yd`id`Wg`c`h`j hiV`c`WZ`l`b ZVc`c`l`j a X] Vc`Zh`id`dj g`Y`higXi#

## GET READY

Dg\Vc`bZ`Ndj g`l ZVb

9Zh`^cViZ`V`X] Vb e`dc  
GZXg ↑V`hj eedg`iZVb  
: hiVW`h] `eVgcZgh] `eh

→ 7j `æ`Hj eedg`

9ZhXgWZ`i] Z`eg\Xi XZ`c`l` g`t`c`\  
GZhZVgX] `i] Z`WZcZ[↑h`d`[i] Z`eg\Xi XZ  
; `c`Y`dgXgZViZ`b ViZgVh`id`c`[dgb ` `Zn`hiV` Z] dāZgh  
8db b j c`XViZ`i] Z`eg\Xi XZ`id`hij YZcih!`hiV[[!`eVgZcih!`ZiX#  
<Zi`c`ej i`dc`] dl `id`b eZb Zci`i] Z`eg\Xi XZ`[gdb `hij YZcih!`hiV[[!`eVgZcih!`ZiX#

→ HZi`<g`j cYl` dg`

8dc[`t`b `VeegdkVā[gdb `Y`higXi `āVYZgh] `e  
GZhZVgX] `gZhdj gXZh!`Xj g`Xj a!`dgd`i] Z`gb ViZgVh  
6hhZhh`Zmhi`c`h`ig`Xij g`Zh`theVXZh!`hX] ZYj āh!`ZiX#`c`i] Z`hX] ddaVcY`eā/c`id  
`c`XdgedgViZ`i] Z`eg\Xi XZ`c`id`i] ZhZ`hig`Xij g`Zh  
8gZViZ`V`eā/c`id`VYYgZhh`Zfj ↑n  
8gZViZ`V`hiV[[`c`h`eā/c  
: hi`b ViZ`V`W`Y`Zi`VcY`gZhZVgX] `ediZci`Vā[j cY`c`h`dj gXZh  
Ej ghj Z`Zm`ZgcVā[j cY`c`h`

## GET SET

Dg\Vc`bZ`Ad`h`i`Xh

J hZ`hiV` Z] dāZg`c`ej i`id`[`c`VābZ`b eZb ZciVi`d`c`eā/c  
; `c`VābZ`hiV[[`c`h`eā/c  
HZāXi`VcY`ej gX] VhZ`b ViZgVh`dgZfj `eb Zci  
B dY[↑h`ig`Xij g`Zh`c`i] Z`hX] ddaZck`g`dcb Zci`theVXZh!`hX] ZYj āh!`ZiX#`id  
VXXdb b dYViZ`i] Z`eg\Xi XZ

→ E`ādi`i] Z`Eg\Xi XZ`

GZXg ↑VcY`igV`c`V`e`ādi`h`gdj e`d`b eZb ZciZgh  
E`ādi`i] Z`eg\Xi XZ`dc`V`hb VāhXVāZ  
: kVā ViZ`b eZb ZciVi`d`c`V`h`e`ādi`h`gdj e`VcY`gZk`hZ`higViZ`n`VXXdgY`c`h`an

# GO

HegZY'i] Z'L dgY

8db b j c XViZ'l ] Vi'i] Z'egYXi XZ'h'VcY'l ] n'f'h'b edgVci id'hij YZcih!eVgZcih!  
hiV[(!'VcY'di] ZghiV' Z] da'Zgh  
J eYViZ'hX] ddaVcY'Y'higXi'b ViZgVh'eZ#hX] VcYWdd` h!`dWYZhXgei'dchl  
6YkZg'hZ'i] Z'cZl `egYXi XZ'i] gaj \ `i] Z'Y'higXi'l ZWhfZ!'hdX'Vab ZY'V!'hiV[[  
b ZZi'c'h!'VcY'dgcZl haziZgh

→ AVj cX] 'i] Z'EgYXi XZ

EgdkYZ'c'f'Vai'g'c'c'\ [dghiV[[  
Ej i'VXXdj ciVWaf'n'b ZVhj g'Z'h'c'ea'XZ  
7Z\c'b eaZb ZciVi'dc

→ <Vi] Zg; ZZYWX`

<Vi] Zg[ZZYWX` 'VWdj i'b eaZb ZciVi'dc  
GZk'hZ'higYiZ'n'WhZY'dc'[ZZYWX`

→ 8ZaWgiZ

8ZaWgiZ'i] Z'b eaZb ZciVi'dc'eZ#hX] dda' YZ` X' d[('ZkZci!'Xdcizhi!'VhhZb Waf  
l ] Vc` i] Z'eZdeZ'l ] d'b VYZ'f'] VeeZc

# KEEP IT GOING

B V' Z'j'EdaXn

◆ 6YY'i] Z'egYXi XZ'id'l Z'acZhh'edaXZh

→ EgdkYZ'Dc\dc'c'\ Hj eedg

EgdkYZ'dc\dc'c'\ i'g'c'c'\ [dghiV[[  
GZeZc'h] 'dgj eYViZ'hj eeaZh'VcY'b ViZgVh  
8ZaWgiZ'VXXdb eah] b Zcih

→ : kVj ViZ': [[ZXi kZcZhh

l gX' i] Z'b eaZb ZciVi'dc'd[i] Z'egYXi XZ'Vccj Van  
l gX' 'dj iXdb Zh[dghij YZcih'dkZgi'b Z  
<Vi] Zg'dc\dc'c'\ [ZZYWX` '[gdb 'hij YZcih!eVgZcih!'VcY'hiV[[  
GZk'hZ'VcY'j eYViZ'egYXi XZ'VWhZY'dc'[ZZYWX` 'VcY'ZkVj Vi'dc

