

Triennial Assessment Report: Three Lakes Triennial Assessment (5/2026)

District: THREE LAKES

Introduction

The Three Lakes School District recognizes its responsibility to promote a healthy learning environment. This is achieved by supporting wellness, good nutrition and regular physical activity. Our commitment to the aforementioned supports the mission of teaching students to be productive citizens by promoting life-long wellness behaviors. Research demonstrates that healthy nutrition and regular physical activity are essential for students to achieve their full potential.

The district has recently completed a triennial assessment to compare our current policies and practices with the federal requirements. Although there are several policy components and practices that are being implemented and managed well, examination of these two areas uncovered the need to review and revise current policy as well as identifying and providing specific guidance for the administering of said practices.

The 2025-2026 assessment results showed that our current policy does not accurately reflect the established practices that are common to our wellness program. In addition, several components of current federal policy requirements are not identified in the Three Lakes School District local wellness policy. Unfortunately, many of the innovative programming enhancements that have been made over the past three school years are not captured in policy. New paths and practices have evolved and these must be established in a local policy.

The district completed the triennial assessment upon learning we were out of compliance with the required review schedule. This brought together administration including the district administrator and board policy administrative assistant, school business manager and principals, the food service director and food service coordinator administrative assistant, physical education teacher, district health and safety coordinator, a parent and a community member. A meeting of featuring the initial reading and review of the current policy was held. The past annual review of wellness policy was discussed at the administrative team meeting on 4/21/2026 and 5/5/2026. Individual members were consulted on their areas of expertise to contribute to validation of current practices and projection of potential future goals. The members contributed to the review and process during sessions held April 17-April 30. The local policy is under revision and will be presented at the May 20, 2026 school board meeting.

Strong Policies and Aligned Practices

The Three Lakes School District has been dedicated to practicing wellness at the student and staff levels. Policy goals that have been stated are met consistently. In review of current policy and practices, it was discovered that many current practices are not reflected in policy language and will be added to reflect accurate and good healthy practices that are already implemented.

The district is cognizant of the requirements of foods and beverages sold in school during the school day meeting the Smart Snack standards. For this reason, sales of such items are not permitted during the school day. Principals monitor this practice and enforce the expectations of this criteria.

All elementary, junior high and high school students receive sequential and comprehensive nutrition woven into their physical education curriculum. In addition, this is reinforced in health classes and experiential learning brought to our students in our food service program. The food service director regularly provides instruction on best nutritional choices, supported by food sampling and activities. The current food director has grown this program and it must now be reflected in our policy and practices. In summary, this is an active part of our program but it must be reflected better in our written and shared communication with our community.

The district prides itself on a strong written and practiced physical education curriculum. Our physical education teachers have developed many additional life long learning activities to promote health and wellness beyond the school years. Biking, snowshoeing, skiing, weight training, fitness gram monitoring and other wellness building skills are incorporated into our PE program.

		Policy Score	Practice Score	
FR9	Do all foods and beverages sold in school stores during the school day meet Smart Snack standards?	2	2	★
NE2	Do all elementary school students receive sequential and comprehensive nutrition education?	2	2	★
NE3	Do all middle school students receive sequential and comprehensive nutrition education?	2	2	★
NE4	Do all high school students receive sequential and comprehensive nutrition education?	2	2	★
NE5	Is nutrition education integrated into other subjects beyond health education?	2	2	★

Triennial Assessment Report: Three Lakes Triennial Assessment (5/2026)

District: THREE LAKES

PEPA1	 Does the district have a written physical education curriculum that is implemented consistently for every grade?	2	2	
PEPA2	Does the district have a written physical education curriculum that is aligned with national and/or state standards?	2	2	

Create Practice Implementation Plan

The district is fully committed to create practice implementation plans by the end of the current 2025-2026 school year. The following federal requirements will be assured:

- *FR1-The district policy has specific goals for nutrition education, but assurances that it is being practiced with consistency requires more focused monitoring. The district administrator and principals will actively monitor practices.
- *FR7-All a la carte foods and beverages are required to meet Smart Snacks standards if sold in the cafeteria. Additional choices have been restricted to adhere to these requirements. Possible exploration of expanding options while meeting the requirements should be explored.
- *FR15-The wellness policy is available in the district policy guide which is housed on the website in Board Docs. The wellness policy will be pulled out as a standalone link for quick and easy reference by our community stakeholders.

IMPLEMENTATION/IMPROVEMENT OF PRACTICES

Improvement of practice implementation will be assured by consistently meeting on an annual or more basis to review and revise policy and practices as warranted. Active participation by the members of the team will be encouraged and considered an ongoing committee rather than an annual check in. The creation of the practice implementation plan will fall under the district administrator, assisted by the principals and other team members. The food service director and principals will take a lead role in the process. The timeline for improving the practices and implementation plan will be completed by the end of April 2026. The updated policy and procedures will be approved at the May school board meeting and in place and administered as of June 2026 with a heavy emphasis on implementation during the 2026-2027 school year. A mid-year review will be scheduled in January to determine the success of implementation and identify any potential barriers to the process.

		Policy Score	Practice Score	
FR1	Does the district have specific goals for nutrition education designed to promote student wellness?	2	1	
FR7	Do all a la carte foods and beverages sold in the cafeteria meet Smart Snacks standards?	2	1	
FR15	How is the wellness policy made available to the public?	2	1	

Update Policies

In review of the current policy, we have identified two areas of concern. First, the current policy is either vague or missing language specific to the current practices already in place. This requires a more concerted effort to describe the expectations and link to the practices. Second, there are sound practices being implemented that do not have specific language cited in the policy. Both of these situations have led to a downgrading of the scorecard and the effectiveness of policy implementation. In addition, there are areas under Nutrition Environment and Services and Physical Education and Physical Activities that will be prioritized through specific policy language. The Three Lakes School District has updated current policy to include all federally required criteria and incorporated additional best practices that have evolved over the past three years.

FEDERAL REQUIREMENTS

TLSD has diligently followed all federal standards for meal patterns, nutrient levels and calorie requirements (FR2). Currently assessed policy language is vague and will be updated in the new policy Rule 458. Similarly, we take painstaking measures to assure the privacy of all students, specifically our free and reduced-price meal populations (FR3). This is a practice that is reflected in other policy---, but not in the Wellness Policy as required. Drinking water is available by pitchers and cups (FR4) It is not reflected in current policy and will be updated. Our Food Service Director completes all required training and does additional coursework. In addition, our food service staff is also compliant with all required training (FR5). Food and beverages sold during the school day is compliant in practice and utilizes the Smart Snacks requirements (FR6). The current language needs to be more specific. The policy will be updated. There are not fundraisers that sell food or beverages during the school day (FR10) (other than the exemptions) but it is not reflected in policy. The language must be revised and updated. There is not food and beverage marketing during the school day (FR12) and current policy has been updated to reflect such

Triennial Assessment Report: Three Lakes Triennial Assessment (5/2026)

District: THREE LAKES

language. Policy states that a multi-disciplinary advisory team will be appointed by the District Administrator (FR13). The goal of the district is to open up participation to many more stakeholders to be included in the Wellness committee. A diligent effort to include all named members will be made and reflected in the Wellness Policy and Committee review practice and the Triennial Assessment. The Triennial Assessment is scheduled and reflected in policy language, but did not meet compliance this past three-year period. It has now been addressed and will be routinely completed as required. The Triennial Assessment will be comprehensive and report the current status of policy, the practices in place, and the activities being held to support the district in meeting our wellness goals.

NUTRITION ENVIRONMENT AND SERVICES

The following areas have been prioritized due to the fact that although in practice, policy language was vague or missing. The district offers breakfast every day to all students (NES1) but it is not stated in the wellness policy. It has been updated. Specific district policy to address feeding students with unpaid meal balances without stigmatizing them, but it is reflected elsewhere and not in the Wellness policy. Policy has been updated. The district provides a wealth of information to parents/families about applying for and qualifying for free and reduced food benefits. It is available in the school offices, on the website and mailed/electronically emailed to families each year. It is in full practice but was not reflected in the Wellness Policy and has been revised. The district actively strategizes to increase participation in school breakfast and lunch programs (NES4). Several additional opportunities have been added in practice but was not reflected in past policy. The district provides more than the required time of 10 minutes for breakfast and 20 minutes for lunch as stated by federal requirements (NES6). It has been a common practice in place for several years. The policy has been revised. The food service director works diligently to procure locally grown foods (NES7). Although it may be cost prohibitive, the food service director is always working in partnerships to grow this beneficial arrangement. The food service team and administration are very familiar on how to access the nutritional guidelines under Smart Snacks (NES8). Students have free and easy access to water throughout the day (NES14). There are multiple water fountains and water bottle fill stations throughout the schools of the district. Students are encouraged to carry water bottles with them and fill as needed.

PHYSICAL EDUCATION AND PHYSICAL ACTIVITIES

In review of past policy, we found that we far exceeded by practice but did not reflect what is taking place in programming in the language. The current policy has been revised and updated. The Three Lakes School District takes great pride in its physical educational programming. It has an emphasis on promoting a physically active lifestyle (PEPA3) for years as a student and beyond. Some examples include bike riding, snow shoeing, roller skating and skiing. In review of policy, we find that we far exceed by practice but do not reflect what is taking place in programming. Policy is vague and must be updated to include this focus. Every elementary student is guaranteed a minimum of 90 minutes a week in a physical education class, and well over 200 minutes in recess/outdoor activity, as well as teacher led classroom physical activities. The staff is dedicated to keeping our students moving and healthy. All PE classes are taught by a state certified and licensed teacher (PEPA7). Additional activities are taught by classroom teachers and support staff under the guidance of the PE teacher, such as activities at recess and in the classroom. Current policy does reflect the license requirements of the PE teacher but not in the wellness policy. Teachers are required to engage in and attend professional development activities specific to their content area on an annual basis (PEPA8). Almost all students participate and under 5% are estimated to not take PE each year due to exemptions or substitutions (PEPA9,10). There are multiple opportunities offered to students and their families (PEPA11) to participate in school facilities. This is available year-round. The gyms, track and fields are available for use when not being secured for student activities. Daily recess is provided to all elementary students 5 days a week (PEPA13). Teachers provide regular physical and movement breaks (PEPA14) throughout the school day. Teachers are encouraged to use physical activity as a reward IN ADDITION to regular routines (PEPA17). Physical activity is never a punishment (PEPA18) nor would it be withheld as a classroom management strategy (PEPA19) as this would violate other district policy.

		Policy Score	Practice Score	
FR2	Do your National School Lunch Program meals (and, if applicable, School Breakfast Program meals) meet all federal standards for meal patterns, nutrient levels, and calorie requirements for the grade levels served?	1	2	
FR3	Does your school take steps to protect the privacy of students who qualify for free or reduced-price meals?	0	2	
FR4	Is free (i.e., no cost to students) drinking water available to students during meals?	0	2	
FR5	Do all school nutrition program directors, managers, and staff meet or exceed the annual continuing education/training hours required by the USDA's Professional Standards requirements?	0	2	
FR6	Do all competitive foods and beverages sold to students during the school day meet or exceed the USDA's nutrition standards, commonly called Smart Snacks?	1	2	
FR10	Are there fundraisers that sell foods or beverages to be consumed during the school day? If yes, do the foods and beverages sold meet Smart Snacks standards?	1	2	

Triennial Assessment Report: Three Lakes Triennial Assessment (5/2026)

District: THREE LAKES

FR12	Is there food or beverage marketing on the school campus during the school day? If yes, do the marketed items meet Smart Snacks criteria?	0	2	
FR13	Which groups are represented on the district-level wellness committee?	0	2	
FR16	Is wellness policy implementation evaluated every three years?	1	2	
FR17	What is included in the triennial assessment report to the public?	0	2	
NES1	Does the district offer breakfast every day to all students?	0	2	
NES2	Does your school take steps to address feeding students with unpaid meal balances without stigmatizing them?	0	2	
NES3	Does your school or district provide information to families about eligibility for free or reduced-price meals?	0	2	
NES4	Does your school use strategies to maximize participation in the school breakfast program and/or school lunch program?	0	2	
NES6	Do students have at least 10 minutes to eat breakfast and at least 20 minutes to eat lunch, counting from the time they are seated?	0	2	
NES7	 In your district, is it a priority to procure locally produced foods for school meals?	0	2	
NES8	Do you know where to access the USDA Smart Snacks nutrition standards to check and see if an item can be sold in school during the school day?	1	2	
NES14	Do students have consistent and easy access to free drinking water throughout the school day?	0	2	
NE6	Do school nutrition services staff members use the following methods to collaborate with teachers to reinforce nutrition education lessons taught in the classroom?	0	2	
NE7	 Does nutrition education address agriculture and the food system?	0	2	
PEPA3	How does your physical education program promote a physically active lifestyle?	1	2	
PEPA4	How many minutes per week of PE does each grade in elementary school receive?	0	2	
PEPA7	Are all physical education classes taught by state certified/licensed teachers who are endorsed to teach physical education?	0	2	

Triennial Assessment Report: Three Lakes Triennial Assessment (5/2026)

District: THREE LAKES

PEPA8	Is ongoing professional development offered every year for PE teachers that is relevant and specific to physical education?	0	2	
PEPA9	What percentage of students do you estimate do not take PE each year due to exemptions?	0	2	
PEPA10	What percentage of students do you estimate do not take PE each year due to substitutions?	0	2	
PEPA11	 Are there opportunities for families and community members to engage in physical activity at school?	1	2	
PEPA13	Is there daily recess for all grades in elementary school?	0	2	
PEPA14	 Do teachers provide regular physical activity breaks for students in the classroom?	0	2	
PEPA15	Does the district have "joint-use" or "shared-use" agreements?	0	2	
PEPA17	 Are teachers encouraged to use physical activity as a reward for students?	0	2	
PEPA18	Do teachers ever use physical activity as a punishment?	0	2	
PEPA19	Do teachers ever withhold physical activity as a classroom management tool?	0	2	
EW1	 Are there strategies used by the school to support employee wellness?	1	2	
IC1	Is there an active district-level wellness committee?	1	2	

Opportunities for Growth

This year, the Three Lakes School District has done a complete review and analysis of all current policies. We are underway in revising current and adding new policy language per the direction of our school attorney and the Policy Resource Guide. This falls into alignment with the updating of the Wellness Policy. The goal is to revise current policy to provide specific information for reference and guidance. The plan for improvement of implementation of the practices will be assured by review of policy and practice by the administrative team, to be conducted at least annually. The plan is under revision and will be finalized and presented to the Board of Education for final approval on May 20, 2026. Ongoing review and assessment will be determined by the wellness committee in collaboration with other staff and community feedback presented to the team. The district administrator is responsible for updating the policy language.

FEDERAL REQUIREMENTS

The district does provide guidelines to regulate foods and beverages served at class parties and other school celebrations in elementary schools(FR11). The building principal is responsible for the implementation and compliance with the wellness policy at the building level for each school(FR14)and the District Administrator is responsible for the overall implementation and compliance of the wellness policy at the district level. The Wellness Policy been revised based on the current triennial assessment (FR18).

NUTRITION ENVIRONMENT AND SERVICES

The district is fully confident that the state laws allowing exemptions for school sponsored fundraisers are well understood by our administrators, teachers, and food service staff. The practice is in full compliance with said laws. Foods that are served after school is not a current practice but would be required to follow federal nutrition standards, such as under the direction of Smart Snacks.

NUTRITION EDUCATION

Triennial Assessment Report: Three Lakes Triennial Assessment (5/2026)

District: THREE LAKES

The food service director and her team regularly introduce the students to new foods and choices, primarily fruits and vegetables for their consideration. Growing of salad and vegetables is common practice in the cafeteria and school garden greenhouse. Students also incorporate classroom learning activities with nutrition education.

PHYSICAL EDUCATION AND PHYSICAL ACTIVITY

The school district highly encourages and promotes before and after school opportunities for our students. Most students are engaged in multiple athletic and activities throughout the year both before and after school. Elementary students at Sugar Camp have 20 minutes of outdoor activity/recess before the start of the school day. Due to our rural location only some students walk and ride their bikes to school, primarily in the Three Lakes campus. The district belongs to safe and healthy walk to school organizations and promote this every year.

EMPLOYEE WELLNESS

Some elementary staff eat with their students, modeling selection from the foods provided. High school staff often select from the food service menu. Teacher supervision and support is common at all grade levels.

		Policy Score	Practice Score	
FR11	Does your district regulate foods and beverages served at class parties and other school celebrations in elementary schools?	0	1	
FR14	Is there an official who is responsible for the implementation and compliance with the wellness policy at the building level for each school?	1	1	
FR18	Has the wellness policy been revised based on the previous triennial assessment?	0	0	
NES5	Are marketing strategies used to promote healthy food and beverage choices in school?	1	1	
NES9	Are you familiar with any state laws allowing exemptions for school-sponsored fundraisers during which foods and beverages do not have to meet Smart Snacks?	0	1	
NES10	Are foods or beverages containing caffeine sold at the high school level?	0	1	
NES11	Do all foods or beverages SERVED (not sold) to students after the school day on school grounds (including aftercare, clubs, and afterschool programming) meet federal nutrition standards (e.g., CACFP or Smart Snacks)?	0	1	
NES12	Do all foods or beverages SOLD (not served) to students after the school day on school grounds (including aftercare, clubs, and afterschool programming) meet federal nutrition standards (e.g., CACFP or Smart Snacks)?	0	0	
NES13	Do teachers or school staff give students food as a reward?	0	1	
NE1	Are skills-based, behavior-focused, and interactive/participatory methods used in nutrition education to develop student skills?	0	1	
PEPA5	How many minutes per week of PE does each grade in middle school receive?	0	1	
PEPA6	How many minutes per week of PE does each grade in high school receive?	0	1	

Triennial Assessment Report: Three Lakes Triennial Assessment (5/2026)

District: THREE LAKES

PEPA12	 Are there opportunities for all students to engage in physical activity before and after school?	0	1	
PEPA16	What proportion of students walk or bike to school?	0	1	
EW2	Are school staff encouraged to model healthy eating and physical activity behaviors in front of students?	0	1	
IC2	Is there an active school-level wellness committee?	1	1	

Conclusion

The Three Lakes School District recognizes its responsibility to promote a healthy learning environment. This is achieved by supporting wellness, good nutrition and regular physical activity. Our commitment to the aforementioned supports the mission of teaching students to be productive citizens by promoting life-long wellness behaviors. Research demonstrates that healthy nutrition and regular physical activity are essential for students to achieve their full potential.

The District has recently completed a triennial assessment to compare our current policies and practices with the federal requirements. Although there are several policy components and practices that are being implemented and managed well, examination of these two areas uncovered the need to review and revise current policy as well as identifying and providing specific guidance for the administering of said practices. The 2025-2026 assessment results showed that our current policy does not accurately reflect the established practices that are common to our wellness program. Many of the innovative programming enhancements that have been made over the past three school years are not captured in policy and practice. These will be reflected for future evaluation and effectiveness in supporting wellness goals.

The District has established a wellness advisory committee. All stakeholders are welcome for consideration of selection on the committee. The District Administrator will appoint a multi-disciplinary advisory committee to review, analyze, and implement protocols for administering the wellness policy. The advisory team may include principals, staff, parents, students, food service, and other medical or health professionals as deemed appropriate.

A focus on strong policies relating to aligned practices will be highlighted in communication with our public. Federal requirements have been met consistently. Policy language has been updated to provide specific and clear guidance for expectations to meet compliance. This was the result of the past policy review that peeled back some areas of either vague or missing language.

To promote the health and well-being of District students the following priority areas will be our focus:

Physical Activity Goals: These goals are intended to help students develop their knowledge, experience and interest in specific physical activities and to obtain and appreciate the short-term and long-term benefits of personal fitness. These include a focus on directly engaging in physical movement and exercise which will support and supplement the comprehensive physical education curriculum. Some of these activities include biking, snowshoeing, weight lifting and monitoring personal health and activity goals. Physical activity is also integrated across curricula throughout the school day. Students are encouraged to engage in moderate to rigorous physical activity during recess. In addition, teachers work physical movement into the daily classroom routines. The District will continue to encourage and attempt to increase the participation rate of 6th-12th grade students in school sponsored co-curricular activities.

Nutrition Education Goals: These goals are intended to support and supplement state-mandated curricular elements that relate to health and nutrition for the purpose of providing students with the knowledge and skills to appreciate the benefits of and make sound decisions related to eating habits.

Implementation of nutrition education from 4-K through secondary school as a part of a sequential, comprehensive school health education curriculum designed to help students adopt healthy eating behaviors. Teachers shall integrate nutrition education into other subject areas.

Nutrition Promotion Goals: The District intends to provide resources and opportunities for students, staff, and others that will help students to recognize, develop and practice healthy eating habits within the school environment, at home, and or in other community settings. The food service program will promote nutrition by utilizing a variety of Smarter Lunchroom techniques each year. During the annual school open house, information on nutrition and activity will be made available.

Other School-Based Activity Goals: Wellness policy goals should be considered in planning all school-based activities (such as school events, field trips, SCO/PTO functions, dances social events and fund-raising activities).

Nutrition Guidelines: Decisions made in all school programming need to reflect and encourage positive nutrition messages and healthy food choices.

Nutrition guidelines will be made available for all foods available on each school campus in the district during the school day with the objective of promoting student healthy and reducing childhood obesity. This will include all foods and beverages sold outside of the school meal program shall meet the standards established in the USDA's Nutrition Standards for All Foods sold in schools (Smart Snack) rule. The District encourages food offered on the school campus meet or exceed the USDA's Smart Snack nutrition program standards including those provided at celebrations and parties and classroom snacks. The District will limit marketing of products, during the school day, to those that meet the Smart Snacks rule.

In summary, as we completed the triennial assessment, it was assessed with scrutiny and harsher consideration of compliance than perhaps in former years. The updating project of all policy in the school district afforded us the time to look closely and reset our priority focus goals. This included updating old

Triennial Assessment Report: Three Lakes Triennial Assessment (5/2026)

District: THREE LAKES

language, incorporating new language, and deep consideration of current practices. Especially important, the policy will be easily accessible for public view on the district website and have a dedicated area for quick reference and contact information.

Key



Strong Policies and Aligned Practices - District has a strong policy and is fully implementing practices that align with the policy



Create Practice Implementation Plan - District has a strong or weak policy, but practice implementation is either absent or limited



Update Policies Update Policies - District is fully implementing a practice but there is no or only weak language in the written policy, or the district is partially implementing practices and there is no language in the policy



Opportunities for Growth - District has either not addressed the topic in policy or practice; or has only addressed the topic in a very limited way

For more resources, visit: wellsat.org/resources

Triennial Assessment Report: Three Lakes Triennial Assessment (5/2026)

District: THREE LAKES

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