

D. Food & Nutrition Services Leadership Academy

Program Overview:

1. Internship Program:

- o Duration: One year
- o Eligibility:
 - Must be an internal FNS employee
 - High School diploma or GED required
 - At least one year of food service experience
 - Letter of recommendation from current supervisor
- o Selection Process:
 - Applicants are interviewed. There is no external mechanism (not through enterprise).
 - Up to 4 interns are selected per school year
- o Curriculum:
 - Interns rotate every six weeks through various school types: high school, middle school, K8, and elementary
 - Focus on learning all facets of food service management
 - Set curriculum designed to cover key aspects of leadership, operations, and management

2. Completion/Graduation of Internship:

- o Outcome for Successful Interns:
 - Interns who successfully complete the program are moved to a **Lead Associate** position within FNS.
 - They become eligible for internal promotion opportunities, such as applying for management roles or Lead Associate training positions.
 - ❖ Interns who do not successfully complete the academy are returned to their original position and salary within FNS.

3. Lead Associate Training Position:

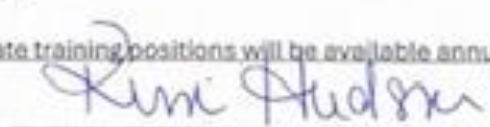
- o Eligibility:
 - Successful completion of the Leadership Academy internship
 - Applicants are interviewed. There is no external mechanism (not through enterprise).
- o Goal:
 - The primary goal of this role is to provide a career pathway into FNS management positions.
 - Additionally, it focuses on improving morale and retention within the department by fostering personal and professional growth, as well as developing internal leadership.
- o Position Limitation:
 - A maximum of 4 Lead Associate training positions will be available annually.



For the Board

4/22/2026

Date



For the Union

4/22/26

Date