

Appendix A- COMPARISION OF STAR to E-STAR

COMPONENTS	STAR	E-STAR	MAJOR DIFFERENCES
Overall	A one-year training program for school nutrition managers that focuses on Meal Preparation and Service, Procurement and Inventory Management, and Nutrition and Menu Management. Numbers of participants limited per State to 60 managers.	An enhanced two-year version of the STAR Training program that focuses on school meal quality. Numbers of participants not limited and structured to ensure adequate power and sample size to identify intervention impacts. Grantees should plan to have a minimum of 120 School Food Authorities (SFAs) to participate and complete the grant. And, plan to choose one manager from each SFA to participate in E-STAR, who supervises a minimum of three frontline staff (based out of one location) to which ongoing E-STAR training can be provided.	Content focus, intensity, reach, length of program, and rigor of evaluation.
Participant Recruitment	ICN receives requests from State agencies to participate in the STAR Training. State agencies promote the training opportunity to school nutrition managers and encourage them to apply for the training. The manager's application to apply must be approved by the School Nutrition Director.	Grantees will recruit School Food Authorities to participate and submit a Memorandum of Understanding (MOU) to the State agency. Managers will either participate in E-STAR or serve as a part of a control group (does not receive E-STAR). Grantees should plan for attrition and manager turnover when determining the total	More manager participants and the use of a control group with E-STAR to examine intervention impacts. The study sample will be structured to ensure adequate power and sample sizes

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		number of SFAs that need to be recruited.	
Sub-Grants SFA/Schools of Managers	None	Sub-grants provided to support implementation of strategies that promote meal quality, such as the procurement of small equipment. Grantees should structure sub-grants to aid in minimal SFA/manager attrition and timely data collection and reporting throughout the grant.	Schools of participating managers will receive sub-grants in E-STAR.
Consultant Trainers	ICN hires and trains Consultant Trainers (CTs). Maximum ratio of CTs to managers is 1:20. ICN's CTs also function as ICN trainers, leading Manager Workshops and VILTs.	Grantees hire and manage the Mentors. ICN trains the Mentors. Grantees provide oversight throughout the grant period to Mentors. Maximum ratio of Mentors to managers is 1:10	The term "mentor" is used in E-STAR for the CT's in STAR. Since ICN CTs have greater experience in their roles, the number of managers to CTs is higher in STAR. Interaction and follow-up is longer in duration in E-STAR.
E-Learning Portal	Managers use ICN's eLearning portal to access online courses, resources, webinars, etc. The portal provides a forum where managers can post questions for discussion. This is moderated by	Managers use ICN's eLearning portal to access online courses, resources, etc. The portal provides a forum where managers can post questions for discussion. This is	E-STAR and STAR will have separate portal interfaces and discussion forums, with content customized to each training program.

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	ICN/consultant trainers.	moderated by ICN, and monitored by the Mentors.	
Pre-Workshop On-line Courses ✓ Effective facilitation techniques ✓ Effective Goal Setting - Using SMART Goals	CTs complete prior to Orientation. Managers complete prior to Workshop.	Mentors complete prior to Orientation. Managers complete prior to Workshop.	No difference
Consultant Trainer Orientation	This training is conducted by and takes place at ICN.	This Mentor training is conducted by ICN and takes place at a location arranged by the Grantee.	Location of the orientation.
Managers' Workshop- In person training (2.5 days).	CTs coordinate and conduct the workshop for managers. Content of the workshop focuses on Meal Preparation and Service, Procurement and Inventory Management, Nutrition and Menu Management. Only one workshop is conducted per State, with a maximum of 60 managers. Managers develop SMART* Goals and action plans for each of the content areas mentioned above.	Grantees coordinate all of the logistics for the E-STAR trainings. An ICN trainer conducts the workshop(s) for managers. Mentors lead breakout sessions. Content of the workshop focuses on meal quality, and includes a hands- on culinary component. More than one workshop may be conducted to accommodate more managers. Managers develop one SMART*	Grantee coordinate all of the logistics for the E-STAR trainings. Content of the workshop is more focused in E-STAR and includes culinary training. Mentors lead breakout sessions. More workshops are conducted in E-STAR, training a greater number of managers.

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		goal and an action plan to improve meal quality at one of the schools they oversee.	Goal and action plan is focused on meal quality only.
Mentoring Sessions (one-on-one calls/meeting between a CT and a manager)	CTs provide three mentoring sessions to managers (3,6, and 12 months) over the course of one year to: • Discuss progress on their action plan goals • Work through any identified challenges • Share successes	Mentors provides a minimum of eight mentoring sessions (virtually or in person) over the course of two years to: • Discuss progress on their action plan goal. • Work through any identified challenges • Share successes The first mentoring session will occur within one month after the completion of the workshop to review and discuss SFA administrations feedback/changes on their action plan goal.	E-STAR has more mentoring sessions over a longer period. Mentors have smaller cohorts to manage which will allow them to provide more focused technical assistance and support.
Virtual Instructor-Led Trainings (VILT)- interactive webinars with live discussions	Four interactive webinars provided by CTs to managers over a one year period.	Eight interactive webinars provided by ICN to managers over a two year period that focus on meal quality.	Number of VILTs and timeframe.
Live Monthly Webinars available to the public and on a variety of topics related to school foodservice.	Managers are encouraged to join these open webinars.	Managers are <u>not</u> encouraged to participate in these open webinars.	Since the webinars are not focused on meal quality, they are not included as part of E-STAR.

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Frontline Staff Training	Managers provide four 15-minute trainings to frontline staff over the course of one year. Managers may choose any training topics from ICN's Manager's Corner series.	Managers provide sixteen, 15-minute trainings to frontline staff over the course of two years. Managers train frontline staff at the school where they are implementing their meal quality goal and action plan (developed during the workshop and reviewed and approved by SFA Administration). Managers provide trainings using ICN's Manager's Corner trainings that focus only on meal quality.	E-Star provides more frontline staff trainings over a longer period. All trainings relate to meal quality and the managers SMART goal and action plan.
Exclusive Certificate and Designation	An incentive and special recognition for those participants completing all components of the initiative, their action plan goals, and conducting a set number of trainings for their staff.	An incentive and special recognition for those participants completing all components of the initiative, their action plan goals, and conducting a set number of trainings for their staff.	None.
Professional Standards Training Hours	Provides 38 Professional Standards Training hours for Participants.	Provides 53 Professional Standards Training hours for SFA managers who actively participate in E-STAR (49 hours for training and 4 hours for planning/conducting the frontline training).	Professional Standards Training hours are provided for SFA frontline staff.

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		Provides four Professional Standard Training hours for SFA frontline staff actively participating in E-STAR No Professional Standards Training hours are provided for control group members of E-STAR. Mentors have the opportunity to earn at least thirty-seven Professional Standards Training hours.	E-STAR provides additional Professional Standards Training hours for managers.
Evaluation	Pre/Post-tests given before and during the Managers Workshop.	Comprehensive quasi-experimental or randomized evaluation that looks at the entire training program over the 2 year period.	Rigor of the evaluation.

*A **S.M.A.R.T. goal** is defined as one that is specific, measurable, achievable, results-focused, and time-bound.