The Culture of Food Safety
School Nutrition Association
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Presenters

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Session Objectives

★ By the end of this session, participants will:

★ Raise their personal awareness of how to create a culture of food safety

★ Be able to apply strategies to engage staff in creating a culture of food safety

★ Increase their capacity to utilize resources that support a safe food environment
Quick Check

Raise your hand if:

★ You believe it is your job to employ safe food handling practices?

★ You are 100% confident that your food safety plan is effective

★ In the last 6 months, your staff have received training on or participated in a conversation about food safety in a non-punitive or reactionary way
The Good News

★ Only 3.8% of all outbreaks occur in schools (CDC data)
★ Schools are one of the safest places to eat
★ According to research*:
  ★ 80% of staff checked temperatures properly
  ★ 92% of staff did not contact ready-to-eat foods with bare hands
  ★ 78% of food contact surfaces were clean to sight and touch and sanitized before use

Research from the Center of Excellence for Food Safety Research in Child Nutrition Programs
http://cnsafefood.k-state.edu/
The Not-So-Good News*

★ 43% of staff used clean/separate wiping cloths for food and non-food surfaces
★ 75% did not wash hands after handling soiled equipment, dishes, or utensils
★ 46% of the time the sanitizing solution was being changed as needed
★ 81% of staff failed to wash their hands after touching body parts, coughing/sneezing; blowing nose; eating or drinking

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Beliefs

- Food Safety is a VALUE

- A culture of food safety happens when ALL staff take an active role in making it a priority

- A safe food environment is imperative to our success

- Regulations may define procedure, people define practice
Challenges

- Money
- Time
- Training Resources
- Staff Turnover
- Language Barriers
- Buy-in from Stakeholders
Four Focus Areas for Success

- Hand washing
- Sick Employees
- Temperature Control
- Cross-Contact
Speed Round

With a partner, discuss:

 starvation
How do we encourage staff to wash their hands more often?

  What can we do to mitigate sick employees from coming to work?

  What effective temperature control strategies should we take to ensure safety?

  What strategies do you take to prevent cross contamination?
A Focus on Culture

★ Culture is a value...not just a priority

★ Culture is created when the conditions are right, beliefs are shared, and patterns of behavior are reinforced

★ Each person must be motivated and empowered to be a part of the solution
Recipe for Change

Model for Managing Complex Change

- Vision
- Skills
- Incentives
- Resources
- Action Plan

Success =

- Vision
- Skills
- Incentives
- Resources
- Missing

False Starts =

- Vision
- Skills
- Incentives
- Missing
- Action Plan

Frustration =

- Vision
- Skills
- Missing
- Resources
- Action Plan

Resistance =

- Vision
- Missing
- Incentives
- Resources
- Action Plan

Anxiety =

- Missing
- Skills
- Incentives
- Resources
- Action Plan

Confusion =

Foundations for Behavior Change

- Having the knowledge and skills are important, but only the first step
- Self-efficacy about the change must be high
- The environment must be supportive of the change
- Management operates from a *Behavior-Based/Inclusive* approach
  - Everyone looks out for each other
  - Management supports employees taking initiative
Strategies for Staff

- Ensure all staff are trained in proper food handling
- Identify areas where safe practices are not happening and solve the problem
- Talk with other school staff about what you are doing, and how they can help
- Develop policies to support your efforts – i.e. sick employees, volunteers, etc
- Ask employees for their suggestions

http://www.foodsafeschools.org/foodservice.php
Stakeholder Support
Resources

★ Research from the Center of Excellence for Food Safety Research in Child Nutrition Programs - http://cnsafefood.k-state.edu/


Thank you!