

Erlanger Elsmere SCHOOL DISTRICT TRAUMA-INFORMED CARE PLAN 2021 - 2022

INTRODUCTION

The Erlanger Elsmere School District (EES) began transforming individual schools with trauma-informed practices in 2016. In 2020, the school district with support from The University of Kentucky Center on Trauma and Children began a more district-wide focus in trauma informed practices . The transformation was designed to enable EES to utilize systemic trauma-informed practices throughout the district, encompassing not only school-based practices but informing key organizational domains which include: (a) leadership, (b) policy, (c) finance, (d) safety, (e) continuous improvement, (f) student supports, and (g) staff supports. During the fall of 2020 a baseline was established at each school. School Counselors were interviewed to determine knowledge and implementation of Trauma Informed Practices (TIP). It was determined that staff at all schools have received introductory professional development in TIP. Based on survey results 4/7 schools have conducted advanced TIP training with their staff. EES was the recipient of A five year grant called the Violence Prevention Pyramid Project in 2019. This grant has facilitated the participation of representatives from every school in the The University of Kentucky Center on Trauma and Children 2020 Trauma Informed Practices for Educators (TIPE) Learning Collaborative. This grant also includes support for multiple trauma-informed training sessions for parents and grandparents to learn self-care and ways to build resiliency in their children. The superintendent and district leadership actively support this initiative.

Vision

The Erlanger-Elsmere Schools will provide essential opportunities for all students to reach their greatest potential.

Mission

It is the mission of the Erlanger-Elsmere Schools to embrace and attend to the individual needs of our students, regardless of the obstacles.

FOCUS AREA 1: Enhance Trauma Awareness Throughout the School Community **REQUIRED**

GOAL: ALL EES Staff increase their knowledge and practice of trauma-informed practices.

OBJECTIVE: Build leadership opportunities to ensure that all EES staff receive basic and advanced training in trauma-informed practices for educational settings.

	Strategy	Leader(s)	Stakeholder Groups	Start Date#	End Date
1.1	Establish school trauma-informed teams, facilitated by a school counselor or mental health services provider. This Team will meet with the school safety and threat assessment team as part of the quarterly district PBIS meetings. REQUIRED.	Principals PBIS Coordinator	Staff and students	7/2021	7/2021
1.2	Establish school safety and threat assessment teams. These Teams will meet with the school trauma-informed team as part of the quarterly district PBIS meetings. REQUIRED.	District School Safety Coordinator, PBIS Coordinator	Staff and students	7/2021	7/2021
1.3	Establish District Trauma-informed team to oversee the implementation of the District Trauma Plan and school level teams	Superintendent PBIS Coordinator District Program Coordinator	staff and students	7/2021	7/2021
1.4	Select participants from the 2020 TIPE Learning Collaborative will be invited to participate in the UK Collaborative TIPE Train the Trainer Program and become certified trauma-informed trainers to deliver training to district employees each year.	Superintendent Project Prevent Coordinator	Select district leaders	7/2021	7/2021

1.5	ALL new district employees will receive training which includes indicators of trauma. New instructional personnel will also receive training which includes interventions and strategies to support the learning needs of students who have experienced trauma.	Superintendent Principals Counselors	All new ESD employees	8/2021	8/2021
1.6	Conduct Community informational events for caregivers around ACES and the impact of trauma on the brain and body.	Superintendent Project Prevent Coordinator	Pre-School staff and parents	10/2021	10/2021
1.7	All instructional staff and leaders will receive advanced training on trauma-informed practices from district personnel trained by Center on Trauma and Children	School Principals Counselors	ESD teachers & leaders	8/2021	8/2021

FOCUS AREA 2: Assess School Climate, Including, But Not Limited to Inclusiveness and Respect for Diversity
REQUIRED

GOAL: All students, regardless of race or other differences, report feeling cared for, treated fairly, and safe in their schools.

OBJECTIVE: Staff will administer climate surveys and analyze results to inform school practices that promote the best learning environments for all students

#	Strategy	Leader(s)	Stakeholder Groups	Start Date	End Date
2.1	Students grades 3 – 12 will complete climate surveys that includes items on inclusiveness, diversity, belonging, respect, safety, and being cared for by adults in the building. REQUIRED https://files.pbisapps.org/pub/pdf/School-Climate-Survey-Suite-Manual.pdf (SAMPLE)	Asst. Superintendent PBIS Coordinator Director District-wide Program	Students, Staff	1/2022	2/2022
2.2	Student climate survey data reports will be shared with district and school stakeholders. Areas of strengths and opportunities for improvements will be identified, discussed, and addressed by district leadership.	Assistant Superintendent PBIS Coordinator	Students, Staff	2/2022	3/2022
2.3	Schools will administer PASS 2x a year. Reports provide insights into nine factors, so schools can clearly identify reasons for disengagement, future risk of chronic absenteeism, and potential barriers to learning	School Principals District Program Coordinator PBIS Coordinator	Students, Staff	3/2022	4/2022

FOCUS AREA 3: Develop Trauma-Informed Discipline Policies **REQUIRED**

GOAL: Trauma-informed disciplinary policies will be practiced district-wide for ALL students.

OBJECTIVE: EES disciplinary policies will be aligned with trauma-informed practices and monitoring of referrals/consequences will show adherence to those policies.

#	Strategy	Leader(s)	Stakeholder Groups	Start Date	End Date
3.1	Incorporate implementation of trauma-informed policies/disciplinary practices into leader growth plans at the district and school levels.	Superintendent	Staff, Students	8/2021	9/2021
3.2	Review/revise current Code of Conduct with trauma informed lens including review of KSBA policy guidelines and other supporting TIC resources and compare to current policies.	District TIC Team	staff,students, caregivers	8/2021	6/2022
3.2.1	Convene a committee of stakeholders, including student representatives and caregivers to receive data and trauma-informed recommendations.	District TIC Team	Staff, Students	8/2021	6/2022
3.2.2	Explore alternative pathways to responding to behaviors that are trauma-informed, i.e. conferencing, restorative practices.	District TIC Team PBIS Coaches/Teams	Staff, Students	8/2021	6/2022
3.2.3	Stakeholder Committee, including student reps and parents, and Core Team finalize policy revisions and submit to the Board.	District TIC Team	Staff, Students	4/2022	6/2022
3.3	Review disciplinary data to check alignment of behavior consequences with code of conduct - analyze consistency of consequences across and within schools; assess effectiveness of consequences to prevent repeat violations to Code of Conduct	principals PBIS Teams District TIC Team	Staff, Students	11/2021	2/2022

FOCUS AREA 4: Collaborate with the Department of Kentucky State Police, the local sheriff, and the local chief of police to create procedures for notification of trauma-exposed students. REQUIRED

GOAL: EES will collaborate with law enforcement authorities to provide TIC to students involved in traumatic events outside the school setting.

OBJECTIVE: Law enforcement entities will report student-involved trauma to district authorities using a mutually agreed upon timeline.

#	Strategy	Leader(s)	Stakeholder Groups	Start Date	End Date
4.1	Update Kentucky State Police Victim's Advocate with current contact information for the Handle With Care Program.(Yearly)	DPP	Students	8/2021	8/2021
4.2	Renew Memorandum of Agreement with City Police Department for our SROs to ensure collaboration with law enforcement. (Yearly)	Superintendent & School Safety Coordinator	Students	7/2021	8/2021
4.3	Investigate Handle with Care training for new officers	Project Prevent Coordinator & CART Grant Coordinator	Staff, Students	7/2021	9/2021
4.4	Meet with local police departments to clarify Handle with Care procedures	DPP Project Prevent Coordinator & CART Grant Coordinator	Staff, Students	8/2021	8/2021

FOCUS AREA 5: Provide Services and Programs to Reduce the Negative Impact of Trauma, Support Critical Learning, and Foster a Positive and Safe School Environment for Every Student. REQUIRED

GOAL: The learning needs of all students, including those who have experienced trauma, will be addressed and fostered in a learning environment where all students feel safe and successful.

OBJECTIVE: All schools will utilize a social-emotional learning framework that meets the needs of each student.

Also Required: All students are known well by at least one adult in the school setting.

#	Strategy	Leader(s)	Stakeholder Groups	Start Date	End Date
5.1	Monitor and report to Kentucky Department of Education the number and placement of school counselors, job duties, and approximate percent of time devoted to each duty over the course of the year, and source of funding for each position. REQUIRED	Superintendent	All Students	8/2021	11/2021
5.2	All schools shall include in their PBIS Action Plan an activity for all students to be known well by at least one adult in the school setting(REQUIRED)	principals PBIS Coaches	all students	8/2021	6/2022
5.3	All schools will select, implement and evaluate an evidence-based SEL Curriculum	Project Prevent Coordinator & CART Grant Coordinator	students. staff	8/2021	6/2022
5.4	All Schools will select, implement and evaluate an evidence-based substance prevention curriculum	CART Grant Coordinator	students.staff	8/2021	6/2022
5.5	All schools will implement Positive Behavior Interventions and Support (PBIS) Teams to foster positive and safe school environments at all three tiers	District PBIS Coordinator School PBIS TEams	students.staff	8/2021	6/2022

5.6	All schools will be trained to use District MTSS Framework and tools. Fidelity of Implementation will be monitored through PBIS Tiered Fidelity Inventory 2x/year.	Director of District Programs District PBIS Coordinator	students, staff	7/2021	6/2022.