

## **Henderson County Schools**

### **TRAUMA-INFORMED CARE PLAN 2021 - 2022**

#### **INTRODUCTION**

The Henderson County Schools District began transforming into a trauma-informed school district in 2016 with support from the University of Kentucky's Center on Trauma and Children. At that time, Henderson County Schools sent a small team of District staff members to attend a multi-part Learning Collaborative on Trauma Informed Care for Schools. Since that time, we have continued our collaboration with the University of Kentucky's Center on Trauma and Children to provide ongoing trauma-informed care professional development and implementation. The movement to become a district that has trauma sensitive policies and practices was designed to enable Henderson County Schools 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. Staff at Henderson County Schools have received introductory and advanced trauma-informed professional development and consultation for the past five years. The superintendent champions this initiative and is actively supported by district leadership. This team work has positioned Henderson County Schools to move forward as a trauma-informed district, meeting and exceeding the requirements of the *Kentucky School Safety and Resiliency Act*.

#### **VISION**

Student learning at the Henderson County Schools District will be enhanced by systemic, trauma-informed practices and policies utilized by all staff to improve each student's sense of safety, caring, and belonging by the entire school community.

#### **MISSION**

To continue to evolve as a trauma-informed district where all adults recognize the impact of trauma on student learning by understanding and responding in ways that support the emotional and physical well-

being of all students.

**REMINDER: THERE ARE NO FORMATTING REQUIREMENTS**

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

**GOAL:** ALL Henderson County School's staff increase their knowledge and practice of trauma-informed practices.

**OBJECTIVE:** Build leadership opportunities to ensure that all Henderson County Schools 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. Multi-Tiered Systems of Support at each school and the District.	Superintendent/ Principals	Select district leaders	7/2021	7/2021
1.2	Establish school safety and threat assessment teams that meet monthly. School and District level teams. School teams are not limited to but should include, School Administrator (or designee) School Mental Health Counselors. School Counselors and FRYSC's and others as needed.	Superintendent/ Principals	All new HCS employees	7/2021	7/2022
1.3	Continue collaboration with the University of Kentucky Center on Trauma and Children to provide TIC for certified and classified school staff	Certified Trainer/Admin	All classified & certified staff.	7/2021	7/2022

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

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

**OBJECTIVE:** Staff will know student perceptions about school climate in their building and understand why it is important to make data-based decisions which promote the best learning environments for students.

#	Strategy	Leader(s)	Stakeholder Groups	Start Date	End Date
2.1	Conduct a district wide climate survey for grades 3-12 that includes items on inclusiveness, diversity, belonging, respect, safety, and being cared for by adults in the building. (Selected by the TARGET Trained Team)	Admin	3-12 grade students and all staff.	8/2021	10/2021
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.	District MTSS Team	Students, staff and parents.	11/2021	11/2021

### FOCUS AREA 3: Develop Trauma-Informed Discipline Policies

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

**OBJECTIVE:** Henderson County Schools 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	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 behavior code.	DPP/ Superintendent or Designee	Staff/students	7/2021	9/2021
3.2	Review KSBA policy guidelines and other supporting TIC resources and compare to current policies. Explore alternative pathways to responding to behaviors that are trauma-informed, i.e. conferencing, restorative practices.	DPP/ Superintendent or Designee	Staff/Students	8/2021	10/2021
3.1	Incorporate implementation of trauma-informed policies/disciplinary practices into School Improvement Plans and the District Improvement Plan.	Superintendent	Staff, Students	8/2021	9/2021
3.3	Convene a committee of stakeholders, including student reps for student voice and parents, to receive data reports and trauma-informed recommendations from core review team.	Superintendent	Staff, Students	9/2021	6/2022
3.4	Present findings and preliminary recommendations to stakeholder committee. Recommendations to include alternative disciplinary options that are trauma-informed (e.g., conferencing, logical consequences, restorative practices).	DPP	Staff, Students	3/2022	3/2022
3.5	Stakeholder Committee, including student reps and parents, and Core Team finalize policy revisions and submit to Board.	DPP	Staff, Students	4/2022	6/2022

**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.**

**GOAL:** Henderson County Schools will collaborate with law enforcement authorities to ensure understanding of the requirement to report student-involved trauma incidents.

**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.	DPP	Students	8/2021	8/2021
4.2	Renew Memorandum of Agreement with Sheriff's Office and City Police Department for our five (5) SROs to ensure collaboration with law enforcement.	Superintendent & School Safety Coordinator	Students	7/2021	8/2021
4.4	Investigate availability of First Responders to attend abbreviated ACEs training.	SSRO/DPP	Staff, Students	7/2021	7/2021
4.5	Continue to provide local first responders (EMS, dispatch, fire, and police) with contact numbers of administrators and district personnel who can assist students and families in a crisis. This will be done on a yearly basis.	DPP	Staff, Students	8/2021	8/2021
4.6	Continue to implement Truancy Diversion Program	DPP	Students	8/2021	6/2022

**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.**

**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 and ensure that 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.	Superintendent/ Admin	All students and staff	7/2021	9/2021
5.2	Implement Evidence Based SEL Curriculums (i.e. Sources of Strength, Second Steps and Botvin Life Skills) across the District.	Superintendent	All Student	8/2021	5/2022
5.2	Employment of District Mental Health Counselors to provider mental health services for students, conduct crisis assessments, and to help facilitate school and district Threat Assessments.	Project AWARE Director/District Mental Health	All students	7/2021	6/2022