



Fayette County Public Schools

District Trauma Informed Education Plan

January 2025- January 2026

Ensuring that all students are known well by at least one adult in the school setting

- Collaborate with Superintendent Advisory Council to obtain District-Wide student awareness and voice around trauma informed strategies promoting resiliency and positive school experiences
- Increase access and education about the gethelp.fcps.net app to request assistance with basic needs or social, emotional or mental health questions, concerns and resources.
- Provide families with information of who to contact at the school level for information around student support and trauma informed services
- Through Professional Learning Communities, provide examples of Tier 1 relationships building activities, student support meetings, proactive/restorative meetings, classroom meetings and morning circles
- Establish access to district and community mentoring programs
- Support coordination of strengths assessment (DESSA) and communicate with students and families how to utilize this tool

Enhance trauma awareness through community.

- District Trauma Informed Care Team will meet monthly to monitor and support the district wide plan
- Provide District-Wide professional learning to increase trauma awareness for all school staff and professional learning continuum
- Provide trauma informed tips in newsletter to trauma school-based teams
- Provide support to school leadership around school-based trauma informed strategies
- Provide educational materials and sessions for families
- Provide professional learning for school police
- Establish professional awareness around staff wellness of secondary traumatic stress and how to mitigate the impact of trauma with staff

Conducting an assessment of the school climate (including but not limited to inclusiveness and respect for diversity)

- Ensure all students and families have access to surveys, strengths assessments, feedback opportunities and services.

Developing trauma-informed discipline policies

- Establish Tier 1 PBIS framework in all schools with fidelity
- Standardize the use of restorative conferencing with students, staff and families regarding behavior
- Establish standard procedure to integrate restorative practices and student support into in-school discipline as an alternative to Out of School Suspension (RESET)

Collaborating 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 (Handle with Care/HWC notification)

- Professional learning around trauma informed strategies
- Handle with Care Coordination
- School-based Crisis Response Team
- STOP Tipline System

Providing services and programs designed to reduce the negative impact of trauma, support critical learning, and foster a positive and safe school community for every students. Please identify the strategies for Tier 1, 2 and 3.

- Align SEL Standards, academic standards and college & career standards to the Portrait of a Graduate
- Each school will provide **Tier 1 Strategies** with fidelity:
 - Positive Behavior Interventions & Supports
 - Social-Emotional Learning Instruction
 - Professional Learning
 - Trauma Informed Care for students, families and staff
 - Identification of McKinney Vento students and families
- Each school will provide **Tier 2 Strategies** with fidelity:
 - Individual and Small Group Instruction (SEL Skills)
 - Mentoring (Community, School-based, Check In/Check Out, and Check & Connect)
- Each school will provide **Tier 3 Strategies** with fidelity:
 - Individual Student Support Plans (Wraparound Services, Behavior Intervention Plans, Mental Health Services and Referral)

January 2024- January 2025

Enhance trauma awareness through community.

- Continued collaboration with district leadership, community partners and families to identify opportunities and events to provide information and connect with school-based and community resources
- Increase awareness of collaborative student support that provides trauma-informed services: Mental Health, Restorative Practices, Positive Behavior Interventions and Supports (PBIS), Social Emotional Learning Curriculum, DESSA strengths assessment, Safe-Crisis Management, McKinney-Vento, Family Resource & Youth Service Centers, Juvenile Treatment Court, Extended School Services.
- The District Trauma Informed Care (TIC) Leadership Team will convene
 - Goals will be reviewed and developed
 - The team will meet quarterly
 - A FCPS trauma-informed practices training module will be developed to ensure consistency among trainers and a training of the trainer will be offered with a goal of having at least one trainer at each school by August 2024.
 - Identify tracking system and establish support for school-based teams
 - Expanded team to include FACE and Staff Wellness -District Collaborative

Conduct assessment of school climate.

- Surveys and review of data with district-wide and school-based teams as part of continuous improvement:
 - Review of discipline data
 - Student, family and staff surveys
 - DESSA
 - State-wide Climate Surveys
 - Staff Impact Survey

Develop trauma-informed discipline policies.

- Annual review of student code of conduct to include trauma-informed discipline policies
- Provide professional learning and action planning with school leadership teams to promote trauma-informed discipline policies
- Increase number of school teams trained in restorative practices and trauma-informed care
- Provide opportunities for new staff as part of onboarding activities

Collaborate with police to create procedures for notification of trauma exposed students.

- Schedule trauma-informed training opportunities
- Increase awareness and training around Handle with Care program
- Include representation of school police on student support problem solving teams
- Continue to promote collaboration among student support, school police and community resources by including school police in training and district-wide initiatives

Services and programs to reduce negative impact of trauma, support critical learning, and foster a positive and safe school environment for every student.

- Maintain mental health professionals to student ratio of 1:250 students
- Collaborate with MTSS to establish clear referral pathways for school-based and community-based supports
- Build capacity with student support professionals to provide trauma-informed interventions. Cohorts of staff will receive training in the following curricula and evidence-based interventions:
 - Motivational Interviewing
 - Mindfulness Foundations Training
 - Too Good for Drugs & Too Good for Violence curriculum training
 - JKM De-Escalation Training
 - Incredible Years (early childhood parenting education program)
 - Gang Resistance Education and Training (G.R.E.A.T.) for FCPS police
 - Sources of Strength Coaches Training
- Continue to build capacity of students, family and staff in the areas of suicide prevention, threat assessment, bullying prevention, crisis response and physical/psychological safety.
- Ensure awareness and establish tracking of School-based Trauma Informed Teams and any school-level training and school-level action plan
- Establish professional learning opportunities focusing on staff wellness and regulation strategies for students:
 - Breathe for Change sessions
 - Required Trauma Informed Trainings for ALL staff through Safe School Modules
- Continue to integrate and embed Trauma-Informed updates and training into existing systems and structures related to student support, family engagement, and employee wellness