

Within our growing, diverse community, we sow the seeds of opportunities to raise prepared, resilient students.

**Gervais School District
Strategic Plan: 2021-2024**

Goal 1: The district will promote social and emotional growth, support the mental well-being of all, and create an environment of empathy and respect.

- **Performance Indicator 1B:** Develop a professional development suite including mandatory and elective training for all staff with a focus on trauma-informed best practices for the 2023-2024 school year.

Implementation Measure 1B: Complete the professional development calendar by September 22, 2023, and post it on the district website by October 3, 2023.

The [Mandt System](#) is intended to equip educators with concepts necessary to de-escalate conflict and deal with trauma in their education setting. Training includes De-Escalation (DE) and Crisis Prevention (CP)

Who?	DE (only), CP (only), DE+CP	Required or Optional?
Gervais Elementary School, All Staff	DE	Required
Gervais Middle School, All Staff	DE	Optional
Gervais High School, All Staff	DE	Optional
GES/GHS Functional Learning Center Staff	DE + CP	Required
Building Administrators	DE + CP	Required

[321Insight](#) helps K-12 staff meet growing student needs by providing bite-sized, relevant, and engaging job-embedded professional development specific to Social-Emotional Learning.

Who?	Topic?	Required or Optional?
Classified (C), Licensed (L), Both (B)	Adverse Childhood Experiences	Required
B	Building Resiliency	Required
L	Building Resiliency: Mastery	Optional
L	Building Resiliency: Self-Image	Optional
L	Building Resiliency: Stress Tolerance	Optional
B	Building Strong, Safe Relationships	Optional
L	Building a Trauma-Informed Classroom	Required
B	Consequences	Optional
B	Crisis Cycle	Required
B	Dealing with Outbursts	Required
L	Environment and Behavior	Optional
B	Establishing Structured Routines	Optional
B	Helping Students Regulate	Required
B	How to Deal with Challenging Behaviors	Required
L	Overview of Trauma-Informed Practices	Required
B	Pick Your Battles	Optional
B	Positive Reinforcers	Optional
B	Prompting and Confronting	Optional
B	Quick Regulation Strategies	Optional
L	Refusing to Attend Class	Optional
B	Regulation Strategies	Required

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B	Responsible Decision-Making	Optional
B	Six Key Human Needs	Optional
B	Skills and Behavior	Optional
B	Structure in the Environment	Optional
B	Student Power Struggles	Optional
B	Teaching a Skill	Required
B	Trauma and Stress Responses	Required
L	When Students Won't Do Their Work	Optional

A Video Series of All Keynote and Breakout Sessions from the "Fostering Resilient Learners: Trauma-Invested Institute 2022" (Virtual)		
Who?	Topic?	Required or Optional?
Counseling Staff	Thirty-Five different sessions, including: Kids Deserve It!, Social-Emotional Learning and Equity, Big Behaviors and Big Brains, Social-Emotional Learning and Academics, Moving from Trauma-Inducing to Trauma-Invested, and more.	Required

Counselors presenting content they've learned from the required professional development ("Fostering Resilient Learners: Trauma-Invested Institute 2022):	
Who?	Required or Optional?
Gervais Elementary School, All-Staff (Three Times/Year)	Required
Gervais Middle School, All-Staff (Three Times/Year)	Required
Gervais High School, All-Staff (Three Times/Year)	Required
Gervais Preschool, All-Staff (Twice/Year)	Required

Social-Emotional Learning Professional Development for Building Administrators	
Topic?	Required or Optional?
Book Review (Excerpts) from " Fostering Resilient Learners: Strategies for Creating a Trauma-Sensitive Classroom "	Required
"Social-Emotional Learning for Leaders" Article Reviews and Discussion (Three Times/Year)	Required
Review of policies and procedures around (a) conducting Threat Assessments and Manifestation Determination meetings, and (b) applicable laws and mandates, such as Adi's Act, Erin's Law, SB756, SB819; conversations around how these components of education intersect with the Social-Emotional Learning of Students.	Required

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