

Consider approval of the District Staff Development Plan for required training sessions.

1. Background:

Per policy DMA (LOCAL), the District is required to develop a staff development plan that addresses all state-required trainings and for the board to review the State Board for Educator Certification (SBEC) Clearinghouse regarding best practice recommendations for professional development. To meet the policy requirements, the District must develop a Staff Development Plan for Required Trainings, which must be guided by the clearinghouse to include: Suicide Prevention, Strategies for Building Positive Relationships and Conflict Resolution, Bullying, Safety Training (UIL coaches and sponsors), Human Trafficking Awareness, Trauma-Informed care (Adverse Childhood Experiences), and Administration of Epinephrine auto-injectors. In addition, a schedule of required professional development and deadlines for completing the trainings will be included in the plan.

2. Process:

After receiving TASB's recommended policy updates, an ad hoc committee was assembled to address the specific areas of the SBEC Clearinghouse required trainings. The committee was assigned the task to ensure that our current Vector Solutions and professional development met or exceeded the requirements from the state and that we had a method to ensure completion of these trainings. Southwest ISD exceeds the required trainings and includes additional components to ensure safety in our schools, including additional trainings for: 2026-2027 Employee Handbook, Blood Borne Pathogens, Youth Suicide Awareness, Student Mental Health Awareness, Students Experiencing Homelessness, Health Emergencies: Life Threatening Allergies, Preventing Sexual Harrassment, Active Shooter, Stop the Bleed, Slips Trips & Falls, Ladder Safety, Seizure Training, Parent Engagement, Cybersecurity, Mandatory Reporting for Educators, Elementary Breakfast in the Classroom, Middle School Breakfast in the classroom, Supper in the Classroom, Point of Sale for School Cafe, and Civil Rights in Food Service.

3. Fiscal Impact:

Annually, the district pays \$14,290 for the online trainings for all employees. These are paid through local funds.

4. Recommendation:

That the Board approve the District Staff Development Plan for Required Trainings.

5. Required:

Board action.