



The North Carolina Resilience & Learning Project Program & Training Options for Schools and Districts

Tier One: Introductory Training and Professional Development

We highly recommend using this option as an intro into the field of trauma-informed schools with the hopes of becoming a part of one of the more intensive options listed later on to ensure change occurs beyond awareness. This option includes a half-day or full-day training with one of our staff who will conduct training on-site at a school or district office. Training can be done at the individual school level for all staff at one school or can be done at the district level to include groups such as administrators or student services staff all together. Training content will include an overview of trauma and toxic stress, review of the Adverse Childhood Experiences study, introduction to the brain science behind the stress response system, how trauma impacts schools and students related to learning and behavior, and how to shift to a mindset of building resilience for students with concrete trauma-informed strategies and tools for schools.

CEUs can be provided through the local Area Health Education Center (AHEC) upon request and for additional cost to training.

Cost structure for introductory training:

- Half-day: includes four hours of training with breaks plus printed materials - \$500 plus travel expenses
- Full-day: includes an eight hour training day with breaks plus printed materials - \$1,000 plus travel expenses (allows for more activities, discussion, and strategy brainstorming time)

****Depending on number of attendees, more than one Project staff may be required – this would require additional cost*

Tier Two: Customized Training with Site Visit and Consultation

With this option, school or district staff are given a readiness assessment in advance of the training to complete to share information about their student population, the biggest challenges they face, any barriers they recognize that are preventing change, and specific areas they would like to focus on related to trauma-informed strategies to implement within their school or district. Project staff will review assessment results with school or district leaders to create customized training content. This option also goes one step beyond general training and provides one site visit by Project staff to conduct a climate walk and meet with individual staff as well as up to four consultation calls or in-person meetings to provide coaching and action planning advising to school or district leaders.

CEUs can be provided through the local Area Health Education Center (AHEC) upon request and for additional cost to training.

Cost structure for customized training with site visit and consultation calls:

- Half-day customized training option with site visit and four consultation calls/meetings: \$1,500 plus travel expenses for training, site visit, and in-person consultation with written findings and recommendations provided
- Full-day customized training option with site visit and four consultation calls/meetings: \$2,000 plus travel expenses for training, site visit, and in-person consultation with written findings and recommendations provided

****Depending on number of training attendees, more than one Project staff may be required – this would require additional cost*



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Tier Three: Online Training Course Modules with Site Visit and Ongoing Consultation

Project staff have worked closely with consultants at Duke University's Center for Child and Family Policy and the Trauma and Learning Policy Initiative at Harvard Law School to create a set of online training modules to help school staff learn about trauma. The online content is paired with school-level consultation to support school staff to understand the process of becoming a trauma-informed school and develop an action plan for moving forward. The modules would ideally be done with a small, core group of staff and before beginning the online courses, a Project staff will lead an introductory overview with your staff to introduce the training topics and show you how to use the modules. Using our first online course, this is an eight-week process with one of our Project staff that begins with the introductory overview and walks with staff through five individual modules.

CEUs can be provided through the local Area Health Education Center (AHEC) upon request and for additional cost to training. Participants will also receive a course completion badge.

Cost structure for online course modules with site visits and ongoing consultation:

- Access to course modules and ongoing coaching and consultation over an eight-week process: \$2,500 plus travel expenses for all site/school visits and in-person meetings.

Tier Four: Full program implementation including ongoing training and bi-monthly in-person coaching and consultation for one year

Our full Project model is our most intensive level of training and support and while it is the most time intensive, we also believe it is the option most likely to lead to true culture change and strategy implementation with positive outcomes. The full Project model includes ongoing whole staff training and ongoing coaching with a core team (called a Resilience Team) meeting bi-weekly throughout the entire school year. The coach provides ongoing consultation, helps the team identify their school's greatest challenges and set goals, works with the team through an action-planning process for strategy implementation, and assists with outcome measuring. The Project coach will be present in the school for these meetings twice a month and will spend additional time in the school conducting climate walks and meeting individually with staff.

The full program implementation option includes the following:

- Ongoing professional development and training with all staff and with Resilience Team – initial introductory training plus training in Professional Learning Communities (PLCs) and other settings throughout the year
- Resilience Team meetings led by Project coach twice a month for goal-setting, action planning, and outcome monitoring
- Site visits with observations and climate walks (feedback provided to Resilience Team)
- Program evaluation using staff surveys related to views of trauma-informed care and school climate and collection of administrative data around discipline, attendance, and test scores
- Assigned Project coach to provide support and consultation for one full year
- Small financial assistance with one specific new strategy or program covering material costs to implement school-wide

Cost structure for full program implementation:

- Ongoing training and coaching with one assigned Project staff for a year: Full program requires a more formal proposal and MOU; please reach out to discuss partnership costs and options.