Crete-Monee School District 201-U
Board of Education Discussion Report

Date: November 10, 2026

Title: Discussion of Revision to Board Policy 5:100 *Staff Development Program*

From: Dr. Eric Melnyczenko, Assistant Superintendent of Personnel & Culture

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Expected Outcome of the Agenda Item:
Board discussion.

Strategic Plan Alignment:
This item aligns to the following strategic plan goal: Deliver a thorough onboarding, orientation, and mentoring program for all new staff members

Background Information:
As part of our requirements from ISBE, we provide staff effectiveness and de-escalation training for all staff members that work directly with students. The District's chosen vendor for this training is Devereux. We have in-house trainers that have been trained to provide this instruction to our staff and incorporate this training into our onboarding practices. In order to satisfy requirements with ISBE and Devereux, we need to edit this policy to explicitly state the number of hours of training that someone that joins our District receives.

Analysis and Implications for Policy and Budget:

The following will be added to the currently existing policy:

> *Staff Effectiveness and Crisis Response Training*
>
> *All District employees shall complete a minimum of two (2) hours of Staff Effectiveness training upon initial employment with the District and refresher training annually thereafter. Employees identified by the District as responsible for responding to student behavioral or safety-related incidents shall complete a minimum of eight (8) additional hours of initial crisis response and safety procedures training. Designated safety personnel shall complete annual refresher training in accordance with District procedures.*

Administrative Recommendation:
There is no recommendation at this time.