Consider approval of the District Staff Development Plan for required trainings.

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), Awareness for issues regarding abuse and trafficking, Trauma-Informed care, and Administration of Epinephrine auto-injectors. In addition, a schedule of required professional development and deadlines for completing the training sessions 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 training sessions. The committee was assigned the task to ensure that our current Safe Schools and professional development met or exceeded the requirements from the state and that we had a method to ensure the completion of these trainings. Southwest ISD exceeds the required training sessions and includes additional components to ensure safety in our schools, including additional professional development for Student Mental Health Awareness, Students Experiencing Homelessness, Stop the Bleed, Seizure Training, Parent Engagement, Cybersecuand Mandatory Reporting for Child Abuse.

3. Fiscal Impact:
   Annually the district pays about $13,100 for the online training sessions for all employees and onsite professional learning. These are paid through local funds.

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

5. Required:
   Board action.