




NORTH SLOPE BOROUGH SCHOOL DISTRICT
MEMORANDUM

TO: John Hopson Jr., President
Members of the Board

THROUGH: David Vadiveloo, Superintendent 

FROM: Michael Hautala, Director of Student Services

DATE: November 20, 2024

SUBJECT: Crisis Prevention Intervention Training (CPI)

Memo No. SB25-103
(Informational)

NSBSD Strategic Plan:

5.0 Student Social & Emotional Wellbeing: Facilitate and maintain culturally, emotionally, and physically safe learning environments.

NSBSD Policy:

BP 5142.3, Restraint and Seclusion: The Board believes that a safe educational environment is necessary for learning and understands there are times when student behavior may impact on the safety of that student or others. To the maximum extent appropriate, the safety and welfare of students and staff should be secured through positive behavioral interventions. The use of physical restraint is prohibited unless the student's behavior poses an imminent danger of physical injury to the student or others. Restraint may be administered only by staff trained in crisis intervention, de-escalation, and safe restraint, unless a trained person is not immediately available.


The Superintendent or designee shall provide for periodic crisis intervention training for a sufficient number of school staff members to meet the needs of the school population. Training should include evidence-based techniques effective at preventing restraint; evidence-based skills related to positive behavior supports, conflict prevention and management techniques, skills to de-escalate student behavior.

BP 4131, Certificated Staff Development: AS 14.33.127 and 4 AAC 06.177 require that the School Board ensure that a sufficient number of school employees receive periodic training in an approved crisis intervention training program, to meet the needs of the student population. Crisis intervention programs must meet all legal requirements. The Department of Education and Early Development will maintain a list of approved crisis intervention training programs.

Issue Summary:

On October 15-18 under the directive of the Superintendent, North Slope Borough School District employees Michael Hautala, Josh Stein, Clayton Moose, Shirley Hautala, and Dr. Neville Boone attended instructor training at CO2 in Utqiagvik held by an instructor from Crisis Prevention Institute.

CPI is a State of Alaska approved vendor for crisis prevention programs. The main focus of CPI training is to raise staff's ability to recognize when a student is in the beginning stages of dysregulation to prevent an escalation of behaviors. Crisis Prevention Institute training is a program that teaches people how to safely de-escalate potentially dangerous situations. CPI training focuses on:

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- De-escalation techniques
 - Recognizing, preventing, and responding to crises
 - Safe physical intervention strategies
 - Preventing anxious, hostile, or violent behavior
 - Reducing the risk of injury

CPI training can help:

- Ensure the safety of students and staff
- Reduce challenging behavior
- Help students learn to regulate their own behaviors and feelings

Staff Turnover left the NSBSD without the capacity to train staff in CPI without the necessity of bring in an outside trainer or sending staff to expensive off-site training. To build training capacity across the district the first group trained as trainers consist of building and district leadership, subsequent trainer training will consist of personnel from villages including classified staff with the goal of building a robust training team. For the remainder of this school year, it will be necessary to begin training a majority of district staff in CPI. A challenge will be holding multi-day trainings with the limited number of professional development days remaining on the school calendars. A plan to utilize weekend or after school time is being discussed currently. Thank you for supporting the training necessary to provide safe environments for students and staff.

Recommendations:

This memo is informational only and no action is required.

