



NORTH SLOPE BOROUGH SCHOOL DISTRICT

MEMORANDUM

TO: Robyn Burke, President
Members of the School Board

THROUGH: David Vadiveloo, Superintendent DSV

FROM: Lori Roth, Director of Student Services LR

DATE: April 17, 2024

SUBJECT: Crisis Prevention Institute (CPI): Crisis Prevention **Memo No. SB24-153**
Verbal De-escalation Training with Safety Interventions

NSBSD Strategic Plan Goal / Pedagogy Implementation

Family & Community Collaboration, Student Social & Emotional Well-Being, Culturally Responsive Instruction

1.7 Student Well-Being: Support the physical, nutritional, mental, and social-emotional health of all students.

2.0 Community Engagement: Foster collective responsibility, commitment and trust between the school and community.

Staff Support & Professional Development

3.0 Staff Success: Strengthen the recruitment and retention of highly effective staff and inspire more Iñupiaq teachers and administrators.

3.3 Retention: Support and retain quality teachers, administrators and staff.

Issue Summary:

This is an update for the Board on the implementation and training of Crisis Prevention and Intervention (CPI) training and the use of Safety Interventions in a trauma-saturated environment.

Due to increased concerns for student behavior and staff safety, the Student Services Office is bringing Board Policy 5411 and 5142.3 to the Board as a refresher. The last time this policy was presented to the Board was 2017.

This memo is not requesting a change or a revision to any current Board policy, only a review of current Board policy on Safety Interventions and a discussion paper on how the current policy is being implemented. Recommendations are presented and the Board may wish to act on these at a later date.

Background:

House Bill 210 was passed on May 2, 2013, and requires crisis intervention training for school personnel. This law is intended to ensure that staff have the skills to handle disruptive and violent student behavior in a way that is as safe as possible for both students and staff.

The Department of Education and Early Development selected CPI as an Alaska-approved crisis prevention intervention model. CPI aligns with the Iñupiaq Values and is based on the care, welfare, safety, and security of all. The range of interventions in CPI include verbal de-escalation and progress up to and including Safety interventions which require physical interventions in situations in which the student's behavior poses an imminent danger of physical injury to the student or another person. Safety Intervention is to be used as a last resort after other interventions have failed.

In 2013, the NSBSD implemented CPI across the district using certified trainers. The training included Units 1-9 (verbal de-escalation through Safety Interventions) and Unit 12 (Coping Model).

Up until 2017, NSBSD followed statutory requirements and Board Policy 5411 and 5142.3 by offering less restrictive verbal de-escalation training to all staff and offering Safety Intervention training to critical staff. Safety intervention training included staff responses to a bite, hair pull, hit, and kick. Safety Intervention was previously known as the “basket wrap”. As noted earlier, HB 210 limits the use of physical restraint to situations in which the student's behavior poses an imminent danger of physical injury to the student or another person. Safety Intervention is to be used as a last resort after other interventions have failed.

In 2017, the School Board determined that Safety Interventions as described above were no longer to be trained. Since 2017, the NSBSD has continued to meet statutory requirements by offering Crisis Prevention Intervention: Verbal de-escalation training to all staff. This training provides tools to verbally de-escalate a situation but limits the staff's ability to manage/intervene safely in physical situations that can cause harm to staff or students.

In 2023 and 2024 there have been several incidents involving students that have resulted in injury and the threat of serious injury to staff and students. NSBSD buildings currently do not have any staff trained with the skills to manage/intervene safely in physical situations that can cause harm to staff or students.

Board Policy 5411 and 5142.3 is attached.

Recommendation:

1. Crisis Intervention Training should be viewed as a tiered approach for all staff training.
2. The NSBSD should determine critical staff to be trained in verbal de-escalation progressing through to Safety Interventions.
3. Due to the nature of Safety Intervention implementation during a crisis, each building should have a plan in place. The Plan should include:
 - a. A schedule for training in CPI interventions
 - b. A list of who is trained in verbal de-escalation techniques.
 - c. A list of critical staff who would be trained in Safety intervention techniques.
 - d. Guidelines on how physical interventions would be implemented during the 1-year certification.
 - e. How verbal de-escalation training could be provided to temporary/substitute teachers.
4. All other staff, including bus drivers and M&O, should be trained in verbal de-escalation and skills.
5. The NSBSD should build local capacity of CPI certificated trainers.
6. The NSBSD will need to determine how Safety Interventions will be documented.
 - a. For special education students, Safety Interventions will need to be documented in individual IEPs and behavior Plans and signed off by the parent.
 - b. NSBSD will need to put Safety Interventions in the Student Handbook and Behavior Matrix. CPI is currently on the NSBSD website.
7. NSBSD should create an information sheet on CPI and ranges of interventions and make this available to community members as requested.

Signature: DS Vadiveloo
DS Vadiveloo (Apr 23, 2024 15:17 AKDT)

Email: david.vadiveloo@nsbsd.org

Signature: Lori Roth
Lori Roth (Apr 23, 2024 15:06 AKDT)

Email: lori.roth@nsbsd.org