



## Individual Trainings Offered

### CDE Required Trainings (Annually) for Staff:

#### Mandatory Reporting of Child Abuse

Annually, school administration is required to provide training on mandatory reporting of child abuse. This training covers all three areas of abuse and provides the guidelines to staff in legally reporting. The training is followed up with certificates of completion and ongoing support for the administration for the remainder of the school year. The certificates may be used for CDE licensing renewal requirements for certified staff.

#### Title IX Regulations and Requirements for Leadership

New legislation brought about in 2020, now requires that each school provide an annual training for their staff on federal mandates of Title IX. The training for leadership is comprehensive and covers every area and position that should be managed by leadership. **There are three options for this training:**

- Three-hour training provided by a trained and qualified HST trainer.
- Four-hour training provided by HST trainer and attorney (Note: The legislation does **not** require an attorney provide the training. Some schools ask for this but it is at a higher rate.)
- Three-hour training provided by a trained and qualified HST trainer, sample policies provided for the school board (all vetted by Colorado school attorneys), ongoing support for the school year, and an additional refresher training the following school year.

*All trainees are provided a certificate of completion with hours stated. These trainings are also available online if so desired.*

## **Title IX Regulation Reporting for Staff**

New legislation brought about in 2020, now requires that each school provide an annual training for their staff on federal mandates of Title IX. This is a “need-to-know” training for staff that will aid the leadership in the important communications in this verbose legislation. Staff must understand their requirement to report to leadership any discriminations associated with Title IX. Properly handling these incidents will keep the school and districts away from legal ramifications. The training is engaging and allows for a time of Q&A.

## **Institutional Trainings Offered**

### **Role of the School Board and Relationship with the Head of Schools**

Why are board of effective individuals often ineffective groups? A thriving and governing school board is essential for the health and growth of any academic institution. In this training, boards will understand their role and exactly “What is their job.” The board is ultimately accountable for the organization and yet there is a proper way to carry this out in order to allow the employees to function in their professional roles.

Also, the individual named as the director or head of the organization needs to have the ability to work with the board. This only comes when both parties (board members and head of school) understand their role and scope of authority. This training will assist the board and also engage board and head of schools in becoming effective for all constituents.

### **Strategic Planning for Boards and Leadership**

The trainer will skillfully guide the board and leadership into formulating their strategic plan. The plans may be set for 1, 3, or 5 years and will have measurable objectives set for each goal initiated in the strategic plan. Our trainer has extensive experience working firsthand with boards for over 25 years and has trained many school boards.

## **Instructional Trainings Offered**

### **The Essentials of Teaching Reading - What Teachers Must Know and Utilize (Designed for Preschool - Third Grade)**

There are so many trainings now available to teachers on the basics of teaching reading. The result for many and the reality is that these comprehensive programs have further confused instructors and students. This training is researched based, engaging, and practical for teachers who are teaching students how to read. It does not promote a single program; rather, focuses on effective practice proven successful. The trainer for this has authored a *Handbook for Teaching Reading* (available to public in fall of 2022), and has extensive experience in leading successful literacy programs.

### **Classroom Management**

How important is a well-managed class? What exactly is a well-managed class? Is it a classroom where all students are sitting up straight, eyes forward, and the teacher provides instruction? In this training, the elements of good classroom management will be explored. The trainer will provide examples and ideas for teachers to build their *toolbox* of excellent practices.

This training is particularly excellent for newer teachers and serves as a great refresher for seasoned teachers as well.

### **True Assessment**

How can an instructor know for certain that all of their students are understanding the concepts they are covering? Assessment is certainly not limited to tests and quizzes. If a teacher is relying solely on written assessments, many students will fail miserably.

Formative assessments are vital instructional practices that must be utilized. This training will aid teachers in understanding what assessment should be, what it looks like, and how to put into practice assessing their students. There will be many practical ideas and examples shared. The training is both engaging and informative.

### **Effective Teaching Cycle**

Whether a teacher uses a scripted curriculum or follows a specific lesson plan, they will learn that there is a cycle that should naturally occur allowing the instructor to assess their students *and* their own practices. This cycle has

proven to be the most effective tool in teaching and for administrators in observing.

When followed, the effective teaching cycle provides a framework for teachers to follow. This framework will ensure that assessment is properly utilized in the lesson plan process. It also provides the evaluators a framework to follow in their professional evaluation process. From this framework, coaching and developing teachers reaches new heights.

## **Engaging Students in their Learning**

Learning should be engaging. When an administrator walks by a classroom, it should be evident that students are enjoying the learning process. Students do not sit in perfect posture with hands folded to demonstrate they are *learning or listening*. When students are truly learning, they will engage in higher levels of understanding and synthesizing. They will be prepared to put their understanding into practices of creating (which requires critical thinking). This training will assist the instructor in getting their students past the basic levels of rote memory and launch them into an exciting learning experience.

## **Preparing the Classroom**

Classrooms should represent the grade-level concepts and accomplishments. The classroom should also represent a student's *home court advantage* where they are challenged do their very best but know they will make mistakes.

How can teachers create a safe and secure classroom? Students need to know that their basic God-given needs are met and they are loved. Teachers cannot reach their students without thinking through the basics of classroom preparation.

There are practical aspects to the classroom that should be considered. Teachers can help students succeed by preparing the classroom procedures and expectations in a manner that all understand. These instructional practices are essential for student success.

## **Making your Curriculum Come Alive**

Many educators depend upon their curriculum. Solid curriculum is essential; however, it is the guide in the process. The curriculum is only as good as the instructor who presents it. How can teachers make their curriculum come alive? This training will encourage teachers to look *in*

*between the lines* of their curriculum and create lessons that are engaging and life changing.

The trainer will demonstrate some of the poor practices often seen with scripted materials. The trainer will help and guide the teachers into stronger practices that measure student mastery.

## **Using all Modalities of Learning**

Every individual receives information and processes it differently. All are given different modes of learning. The truly great instructors will identify how each student learns and instruct accordingly. The real challenge for an instructor is to teach to all modalities rather than their own particular style.

In this training, the trainer will engage the teachers in identifying their own learning modality and challenge them to teach in different methods thus reaching their learners more effectively. The teachers will laugh and learn together in this engaging time.

The trainer will provide practical tips for reaching the different modalities of learning. The trainer will also demonstrate different characteristics of each type of learner in a manner that all teachers will relate.

***Let HST know any of the above trainings your school may desire. You will receive a breakdown of costs and a full proposal within two days of receiving requests. Call (719) 850-0911 - don't delay!***

***The trainings listed above are the most requested. Trainings are also developed based upon the needs of schools. These needs are identified through consulting with administration and evaluation of the faculty.***