

Training Committee

January 2025

Agenda	Discussion	Action
Announcements	<ol style="list-style-type: none"> 1. Emergent leaders start today; New leaders have already started. The name changed to HSOLC Leadership Academy. 2. In February Dr Amy King is returning. 3. Welcome Kim Jennings, EXD Teacher to the committee. 4. Grand St is planning a STEM Family night on Thursday, January 30, 5:00-6:30. 5. Make Parenting a Pleasure is a 12-week workshop starting in February. An alternative plan is going to be offered for rural locations. 	December notes approved.
Beyond Onboarding	MM Reynolds had planned to start in January. The content is under review.	
Committee Update	<ol style="list-style-type: none"> 1. TI-DEIB – Charleen attended to say TI-DEIB is still vested in being a TI-DEIB agency. 2. New signs saying, “Everyone is welcome here.” will be placed at all HSOLC locations. 3. A new charter was approved. 4. The workplan is being updated. 5. The family TI DEIB survey will go out soon. <p>Curriculum</p> <ol style="list-style-type: none"> 1. 2025-2026 school calendars are drafted. 2. New Lakeshore products were shared with the committee. 3. A PC member is interested in joining. <p>ERSEA</p> <ol style="list-style-type: none"> 1. The attendance campaign starts in February-March. Awards are given out for 85% or higher attendance, improved attendance and excellent parent communication; many children have less than 40% attendance. On a positive note, December's attendance was better than normal. 2. Enrollment applications continue to flow in. 3. Staff support is needed for community events. 	The new charter will be shared with Sami to update on the website.
Bilingual Group	<ol style="list-style-type: none"> 1. There was a suggestion not to purchase as many curriculum books and use the money for classroom supplies and equipment since many books seem to not be used. <ol style="list-style-type: none"> a. Is this a training need for the curriculum or is it children are not interested at this time? 	

CPR	<ol style="list-style-type: none"> At least 2 staff are needed (1 English / 1 Spanish) to be trained as CPR instructors for the agency to keep its train-the-trainer role. The deadline is June to sign up. Family CPR classes have been offered in the past – follow-up with families is lacking. There is a cost to the agency (\$15/each). Do we keep offering the class? 	<p>#1 – Kim Jennings is interested. She will follow up with Jorjie.</p> <p>#2 – Discussion moves to FSC and HV meetings.</p>
Soft skill training: Communication / Motivational Interviewing	<ol style="list-style-type: none"> When looking at the first people children and families have contact with, do they have strong communication skills? 	#1 – Add it as a continuing training.
Family Service Credential	<ol style="list-style-type: none"> If a test is failed, stop at the 2nd attempt to avoid being locked out. An alternative training track is needed for that person to earn the credential. 	
Quality Dollars	<ol style="list-style-type: none"> \$10,660 has been approved. New requests <ol style="list-style-type: none"> Tier I: K Jennings. \$1,304.70 for winter term. Tier V: A. Zoll. \$2,006.89 for winter term. Approximately \$11,000 remains. Reimbursement requests need to be submitted by June 15. 	Both requests are approved.
Budget	<ol style="list-style-type: none"> The training budget is on track except for costs for outside trainers. The training request form will be reviewed at a future meeting for edits and process. 	
Training Survey Results	<ol style="list-style-type: none"> The results from the December Teacher training was shared. <ol style="list-style-type: none"> Productive Conversation <ol style="list-style-type: none"> The timing was good; it could have gone longer for practice time. Content was a refresher for most people. The training level was about right – not too basic or advanced. Staff were neutral on having a different trainer while others wanted to continue with Cascade. This may be a personalized session for individuals with Cascade. Staff felt it was an important training course for all staff. Staff felt it was important to their jobs. Staff felt engaged with the training. Staff would like to have scenario sessions to work through. 	<p>Add a question about what other training would be helpful based on what was heard.</p> <p>Offer a second course on productive conversations.</p> <p>Use the same QR code for every training survey.</p>
March 21 All Staff	<ol style="list-style-type: none"> Venue 252 is reserved; food will be in the same meeting space. A family success story will be scheduled. 	<p>#2 – Mary G will follow up with Chava.</p> <p>Discussion continues at the next meeting.</p>
Next meeting	Friday, Feb 28	