

# Back to School Trainings (or Throughout the Year)

All trainings listed below are offered to your school district or charter at no additional cost.

## HIGHLIGHTED TRAININGS

### **HB128 School Personnel Background and Training**

In recent years, New Mexico has seen a number of high-profile cases of sexual abuse in schools with students victimized by school employees, some of whom have a long history of such misconduct. To combat the issue of sexual and ethical misconduct in schools, the New Mexico Legislature passed HB128 School Personnel Background & Training, which makes changes to reporting requirements, expanded background questions for employers and applicants, makes allowances for the disclosure of termination decisions, adds training requirements for school personnel, and adds requirements for cross-agency communication among PED and law enforcement.

*Please contact Julie Garcia at [jgarcia@pomsassoc.com](mailto:jgarcia@pomsassoc.com) or Tamie Pargas at [tpargas@pomsassoc.com](mailto:tpargas@pomsassoc.com) for more information or to schedule training.*

### **Active Shooter**

The Active Shooter/Violent Threat Response training program is designed for school staff to gain insight and awareness about the dynamics of an unfolding violent event. The program addresses the need for emergency preparedness planning to prevent and mitigate loss of life. During the training program various practical scenarios will be discussed.

*Please contact James Vautier at [jvautier@pomsassoc.com](mailto:jvautier@pomsassoc.com) or Darron Walter at [dwalter@pomsassoc.com](mailto:dwalter@pomsassoc.com) for more information or to schedule training.*

### **Restorative Justice**

Using approaches such as dialogues, peace circles, conferencing, and peer-led mediation, restorative practices get to the root cause of student behavior, which often relates to adult behavior. A restorative culture seeks to address the missing piece of teaching social-emotional and conflict-resolution skills by turning behaviors into learning opportunities. Accepting responsibility for behaviors and making right what has been wronged is the goal of the learning opportunity. The ultimate goal in addressing all behaviors is to ensure a supportive and stable educational environment while encouraging growth towards self-discipline, accepting responsibility, and appreciating the rights of others. When fully implemented, restorative practices improve school climate, increase academic achievement, and reduce disparities in school discipline.

*Please contact Darron Walter at [dwalter@pomsassoc.com](mailto:dwalter@pomsassoc.com) for more information or to schedule training.*

### **Youth Mental Health First Aid**

Youth Mental Health First Aid teaches you how to identify, understand, and respond to signs of mental illnesses and substance use disorders. This 8-hour training gives adults who work with youth the skills they need to reach out and provide initial support to adolescents (ages 12-18) who may be developing a mental health or substance use problem and help connect them to the appropriate care.

*Please contact Brenda Barela at [bbarela@pomsassoc.com](mailto:bbarela@pomsassoc.com) or Tamie Pargas at [tpargas@pomsassoc.com](mailto:tpargas@pomsassoc.com) for more information or to schedule training.*

## Back to School Trainings (Continued)

### **Question, Persuade, Refer (QPR)**

This 2-hour training will provide school employees with the 3 simple steps anyone can learn to help save a life from suicide. According to the Surgeon General's National Strategy for Suicide Prevention (2001), a Gatekeeper is someone in a position with the training to recognize a crisis and the warning signs that someone may be contemplating suicide, and how to respond.

*Please contact Tamie Pargas at [tpargas@pomsassoc.com](mailto:tpargas@pomsassoc.com), James Vautier at [jvautier@pomsassoc.com](mailto:jvautier@pomsassoc.com), or Darron Walter at [dwalter@pomsassoc.com](mailto:dwalter@pomsassoc.com) for more information or to schedule training.*

### **Cultural Sensitivity, Awareness, and Diversity**

This 90-minute training meets the requirements outline in House Bill 43. It covers cultural awareness, discrimination and racism, students' motivation and needs, learning environments, microaggressions, organizational responsibility, and more.

*Please contact Tamie Pargas at [tpargas@pomsassoc.com](mailto:tpargas@pomsassoc.com) for more information or to schedule training.*

### **Ergonomics**

Approximately one-third of all worker injuries are related to musculoskeletal disorders such as back strains and carpal tunnel syndrome. Preventing these injuries before they occur is the cornerstone of a safe workplace, and the Poms & Associates team is here to help. Whether for new employees, specific job groups, or as part of your annual requirements, our trainers can help provide the members of your organization with the knowledge and tools they need to perform their job duties in a safe, effective manner.

*Please contact Karen Mestas-Harris at [kmestas@pomsassoc.com](mailto:kmestas@pomsassoc.com) for more information or to schedule training.*

### **Safe Lifts, Transfer, and Student Handling for Special Education Staff**

This training will focus on understanding general ergonomic principles when working within the school setting. Identification of risk factors in classroom and school settings will be discussed. An overview for staff training of effective setup of environment, lift strategies, understanding general terms and medical equipment will be covered. Finally, transferring and handling techniques for staff to minimize the risk of injury for those who work with students with special needs.

*Please contact Karen Mestas-Harris at [kmestas@pomsassoc.com](mailto:kmestas@pomsassoc.com) for more information or to schedule training.*

### **Cybersecurity - Hacking the Human**

Cybersecurity attacks on schools are increasing at an alarming rate. It is estimated that 95% of successful cyber-attacks are a direct result of human error. This training will expose participants to strategies that bad actors use to disrupt, jeopardize, and negatively impact the business of education. Participants will also understand their critical role in preventing cyber-attacks within their organization. This 90-minute training is tailored for all school employees (teachers, administrators, custodial, bus drivers, etc.) that have end point access to a school district's network.

*Please contact Grant Banash at [gbanash@pomsassoc.com](mailto:gbanash@pomsassoc.com) for more information or to schedule this training.*

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# Back to School Trainings (Continued)

## OTHER POMS TRAININGS

These trainings can be offered in-person through COVID-safe practices or online in webinar-style formats.

*Please contact Susan Baca-Garcia at [sbaca-garcia@pomsassoc.com](mailto:sbaca-garcia@pomsassoc.com) if you are interested in scheduling any of the following trainings.*

Safety	Security	School Administration and HR
<ul style="list-style-type: none"> <li>• Hazard Communication</li> <li>• Chemical Hygiene and Laboratory Safety</li> <li>• Bloodborne Pathogens</li> <li>• Personal Protective Equipment (PPE)</li> <li>• Ladder Safety</li> <li>• Playground Safety</li> <li>• Electrical Safety</li> <li>• NFPA Life Safety Codes</li> <li>• Lifting Techniques including Back Safety</li> <li>• First Aid/CPR/AED</li> <li>• Development of Safety Policies</li> <li>• Accident Investigation</li> <li>• Housekeeping and Storage Practices</li> <li>• OSHA 10- and 30-hour Training</li> <li>• Hazmat Response</li> <li>• Forklift Safety</li> <li>• National Safety Council Defensive Driving Course – 4 hours</li> </ul>	<ul style="list-style-type: none"> <li>• De-escalation</li> <li>• Emergency Operations</li> <li>• Incident Report Writing</li> <li>• Internet Safety</li> <li>• Safe Schools Plan Review</li> <li>• Security Assessment</li> <li>• Workplace Violence</li> <li>• Bomb Threat Response</li> <li>• Drug Physiology (Signs/Symptoms)</li> <li>• Stop The Bleed</li> <li>• Security/Vulnerability Assessment</li> <li>• Active Shooter Response                             <ul style="list-style-type: none"> <li>- Room Fortification</li> <li>- “Loud-Noise” Practicals</li> </ul> </li> <li>• Behavior Threat Assessment/Management</li> </ul>	<ul style="list-style-type: none"> <li>• ADA and The Rehabilitation Act</li> <li>• Behavioral Management</li> <li>• Bullying/Cyberbullying Prevention</li> <li>• Disciplinary Procedures</li> <li>• Drug Free Workplace</li> <li>• Fair Labor Standards Act (FLSA)</li> <li>• Family Medical Leave Act (FMLA)</li> <li>• I-9 Completion</li> <li>• Neuro-Linguistics Programming</li> <li>• Predator Identification</li> </ul>

## VECTOR SOLUTIONS FREE E-LEARNING SERIES

The New Mexico Public School Insurance Authority and Poms & Associates are excited to announce a new partnership with Vector Solutions. This partnership enables NMPSIA to provide your school or charter FREE access to grade-appropriate, short online courses concerning Child Sexual Abuse Prevention, Professional Boundaries in School as well as a variety of safety, compliance, and prevention topics.

*For more information or to get signed up, reach out to the Vector Solutions Implementation Team at [implementation.edu@vectorsolutions.com](mailto:implementation.edu@vectorsolutions.com). Be sure to mention you are a NMPSIA member to get started! You can also email Kevin McDonald at [kmcdonald@pomsassoc.com](mailto:kmcdonald@pomsassoc.com) for further assistance.*

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