

From: Special Education Advisory Committee (SEAC), Poudre School District

Date: November 12, 2025

RE: Trauma-Informed Training in PSD

On Wednesday, November 12, 2025, the PSD Special Education Advisory Committee (SEAC) was joined by Kelly Glick, Student Services Coordinator, and Tricia Van Horssen, Integrated Services Social Worker. Kelly and Tricia provided an overview of Trauma-Informed Practices in PSD. SEAC members then discussed the information presented and offered feedback and recommendations for trauma-informed practices in PSD.

Ways to improve PSD's trauma-informed practices and ensure sustainability:

- 1) Align with the Neurosequential Model in Education (NME) for general universal practice.
- 2) Institute mandatory and paid professional development for staff, including paraprofessionals, family liaisons, etc. Offer paraprofessional training during teacher workdays.
- 3) Create administration buy-in to support staff, have committee leads for access and support within schools, and include parents with experience in this area.
- 4) Create a PSD requirement that one re-licensure credit be around brain-based practices.

Training or resources that would be helpful for staff/families/students:

- 1) Offer cultural-specific spaces, trainers, and mentors with different gender and age dynamics.
- 2) Create student training for support and appropriate response (i.e. students practice the skills to identify, support, and respond to others who may be dysregulated similar to the way they practice fire drills and lock-down drills).
- 3) Provide experiential learning to include different modalities, such as modeling and role-playing, and continue to provide this learning experience from elementary to middle school and into high school.
- 4) Provide consistent Tier 1 intervention and normalize the conversation.
- 5) Add this training to new teacher orientation within the onboarding process.
- 6) Provide a "crisis line" for support during in-the-moment situations.

SEAC recommendations to PSD leadership regarding trauma-informed practices:

- 1) Make trauma-informed training mandatory, compensated, and embedded in school cultures.
- 2) Create measurable outcomes (i.e. questions on the connection survey)
- 3) Foster administration buy-in
 - a. Provide administration-specific training
 - b. Develop a district committee to support brain-based practices
- 4) Train staff from the top down (staff need the support of their administration and the administration needs to buy-in to provide that support).
- 5) Partner with the community to include students, parents, community members, and agencies.

Thank you for bringing this topic to SEAC for feedback and consideration.