

Mandated reporter training is now available online

All districts are required to train employees annually on what they need to know to identify and report suspected cases of child abuse and neglect. Districts also must provide proof that employees received the training, which must take place within six weeks of the start of the school year.



To assist member districts with the training requirements, SIA now has a free online training program. Developed by Hour Zero, this new program addresses the specific issues and concerns of educators with regard to mandated reporting requirements. It also complies with AB 1432 and California Education Code Section 44691.

Training module topics include:

- **What the law requires of mandated reporters.**
- **How to spot indicators of possible child abuse or neglect.**
- **How to talk to children about suspected abuse.**
- **How to make a report.**
- **What happens after a report is filed.**

- **Special issues related to child abuse reporting in the school environment.**

At the conclusion of the training there is a final test. There are many benefits to using the new system, such as:

- **Trackable training**
- **Training testing**
- **Easy monitoring**
- **Compliance reporting**
- **Program management**
- **Auto-reminders**
- **Annual requirements checklist**
- **Data update reports**

To begin the process, districts need to identify staff members to serve as system administrators. Each administrator will facilitate the district program enrollment process with the provided training and guidance.

Contact Jennifer McCain at jmccain@sia-jpa.org with system administrator contact information, including name, job title, email and phone number.

Look for other required trainings to be added to the Hour Zero program in the near future.

Handle tough conversations with heart

Planning and rehearsing difficult conversations with employees is a smart idea, but those actions don't guarantee an effective exchange. While preparing for the conversation, the employee may have an unexpected emotional response. During such conversations, here are some tips that can help:

- **Begin with a question.** Lead the conversation rather than blurting out what must be said.
- **Empathize.** Try to see the situation from the other person's perspective.
- **Listen.** The conversation may not flow as expected, so adapt to what the other person is thinking and saying.

Source: *Communication Briefings*



Zika virus raises concerns about travel, transmission

Headlines about the Zika virus have prompted concerns about whether it's advisable to travel to certain tropical regions, such as Africa, Asia and the Pacific islands, where the virus has been previously identified. The virus, which is carried by the



Aedes mosquito, was identified in Brazil in May 2015. This time period coincided with an outbreak of microcephaly in Brazil, a condition in which babies are born with heads significantly smaller than those of normal newborns.

The Centers for Disease Control and Prevention (CDC) has not confirmed a link between the Zika virus and microcephaly, but has issued special recommendations for women who are pregnant or who are trying to become pregnant and plan to travel to, or are currently in, an affected area. There have also been some reports from Brazil that the Zika virus is linked to Guillain-Barré Syndrome (GBS). The CDC doesn't currently know if this is true and is investigating this potential link.

The CDC has indicated that one in five people infected with the Zika virus will likely get sick. The disease usually results in mild symptoms, including rash, fever, joint pain and red eyes. The symptoms are reported to be so mild that many people don't even realize they're infected. In addition to mosquito transmission, there also have been some documented cases where the virus has been transmitted through blood contact and from mother to child during childbirth.

There's currently no vaccine or treatment for the Zika virus. The CDC recommends that anyone affected should get plenty of rest, drink fluids to prevent dehydration, and take fever-reducing medications such as acetaminophen (but not aspirin or other anti-inflammatory medications). The CDC also recommends

The CDC recommends taking precautions against Zika when planning to travel to areas that have confirmed cases of the virus.

taking precautions against transmitting the disease to others. There have been a few cases of Zika virus in the United States, but all have been travel-related. To date, there have been no known mosquito-borne cases contracted in the U.S.

The CDC recommends taking precautions against

Zika when planning to travel to areas that have confirmed cases of the virus. Anyone planning to travel to infected areas should check the CDC's travel advisory page for Zika at <http://wwwnc.cdc.gov/travel/page/zika-information>. This site has an up-to-date list of locations with confirmed transmission of the Zika virus.

For additional resources and information, visit the CDC website at <http://www.cdc.gov/zika/index.html>

Source: Scott Rhymes, Wells Fargo Insurance



When morale on the job is high, so is productivity

How long has it been since you gauged the mood of your workplace? Not knowing how your employees are feeling can create problems. High morale usually equals higher productivity, while the opposite is true for organizations with low morale levels. Following are some tried-and-true tactics for keeping morale – and productivity – in the positive zone:

- **Ask for input.** Allow employees to have a say in making decisions that affect their roles.
- **Respond promptly.** The worst thing an employer/manager can do is ignore employees' requests or questions. If they care enough to communicate about an issue, the respectful thing to do is acknowledge them.
- **Open your door wider.** Employees need to feel that their ideas are worthwhile. Create an open-door policy if there isn't one already. Encourage employees to use it and find small ways to reward them for doing so.
- **Bite the bullet.** If you need to enact unpopular policies, such as cost-cutting measures, be up front about it. Don't insulate employees from business realities and speak honestly about the need to change. Act swiftly, rather than dragging changes out, and whenever possible, explain that challenges are temporary. Share plans for a brighter future with the team.

Source: Communication Briefings

Changing the workplace culture can improve behavior and relationships

By implementing behavior-management training as part of a comprehensive crisis-prevention/intervention plan, challenging and disruptive behavior can be curbed before incidents escalate into crisis situations. Positively managing an organization's culture, adult professional behavior and staff relationships can have positive outcomes for both service users and stakeholders. These can include:

- **Reducing the risk of injury** by decreasing the number of physical interventions.
- **Improving communication among staff** by establishing a common language.
- **Boosting staff confidence** to intervene both verbally and physically.
- **Alleviating the stress/anxiety** associated with confusion or uncertainty in crisis moments.
- **Feeling safe at work again.**
- **Minimizing the risk** of potential workplace liability.
- **Improving staff retention** by providing the skills necessary to manage difficult situations.
- **Complying with legislative mandates** and regulatory/accreditation guidelines.
- **Creating and maintaining a safe, caring and respectful environment** for staff and others.
- **Demonstrating the organization's commitment** and contribution to a safer community.
- **Interacting with positive role models** who are well-equipped to manage difficult situations.
- **Becoming an active participant** in the debriefing process and learning new coping skills.
- **Receiving staff guidance** about making positive behavior choices in the future.
- **Feeling supported by staff** who are empathetic, compassionate and respectful.

For more information about how to implement a behavior-management training program on campus, contact Jennifer McCain at jmccain@sia-jpa.org.





Remember WeTip as summer approaches

Summer is a time when school-based crimes escalate. Enlist the help of students, families and neighbors with protecting neighborhood schools during the summer holiday, when campuses are vacant and vandalism is high. Remind them about the WeTip program by distributing brochures, letters and magnets.

All SIA district members have access to the WeTip crime-reporting service at no charge. The anonymous hotline is both a prevention tool and a crime-curbing tool. By promoting the WeTip program among students, staff and neighbors, schools declare that they will not tolerate crimes on their campuses and that their sites are being watched.

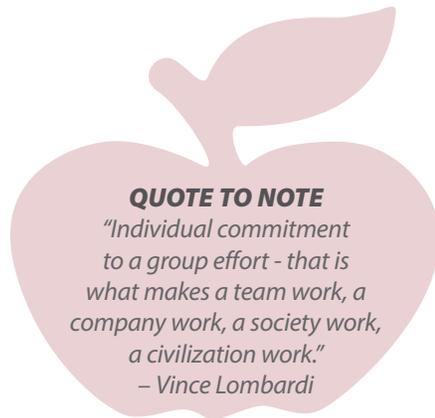
The WeTip hotline system is available 24 hours a day, 365 days a year, with trained operators taking tips and immediately relaying that information to school officials and local law enforcement.

All materials are free and available from district WeTip liaisons or by contacting Teresa Franco at (916) 364-1281 or at tfranco@sia-jpa.org.



Hold on to those permission forms

Although the school year is coming to a close, don't throw away all those permission forms collected during the school year. All permission and activity forms should be kept for at least one year after the conclusion of the current school year. Don't get caught without the right documentation!



QUOTE TO NOTE

"Individual commitment to a group effort - that is what makes a team work, a company work, a society work, a civilization work."

- Vince Lombardi

The material in this newsletter should be part of your Injury and Illness Prevention Plan (IIPP).

Keep a copy of this newsletter in your IIPP binder.



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