



**The Board of Education of  
School District No.5 (Southeast Kootenay)  
AGENDA - STUDENT SERVICES MEETING**

April 25, 2023, 11:00 a.m.

Cranbrook Board Office

Members

Trina Ayling  
Sarah Madsen  
Alysha Clarke  
Chris Johns

**Pages**

**1. COMMENCEMENT OF MEETING**

**1.1 Call to Order**

**1.2 Approval of the Agenda**

**1.3 Approval of the Minutes**

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Approval of the minutes from February 27, 2023.

**2. BUSINESS ARISING FROM PREVIOUS MINUTES**

**3. PRESENTATIONS**

**4. REPORTS**

**5. NEW BUSINESS**

**5.1 MANDT Training**

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**6. ACTION ITEMS FOR FUTURE MEETINGS**

**7. CORRESPONDENCE**

**8. ADJOURNMENT**



**The Board of Education of  
School District No.5 (Southeast Kootenay)**

**MINUTES - STUDENT SERVICES COMMITTEE MEETING**

**February 27, 2023, 11:00 a.m.  
Kootenay Learning Campus - Fernie**

Committee Members in Attendance: Co-Chair Trustee Trina Ayling  
Co-Chair Trustee Sarah Madsen  
Trustee Chris Johns

Regrets: Trustee Alysha Clarke

Board/District Staff in Attendance: Chairperson Doug McPhee  
Trustee Bev Bellina (virtually)  
Trustee Irene Bischler  
Trustee Nicole Heckendorf  
Trustee Wendy Turner (virtually)  
Superintendent Viveka Johnson  
Secretary Treasurer Nick Taylor  
Director of Student Learning and Innovation Diane Casault  
Director of Student Learning and Indigenous Education Jason Tichauer  
District Principal of Student Services Darcy Verbeurgt  
District Principal of Transformative Learning Jennifer Roberts (virtually)  
Executive Assistant Amanda Skene (recorder)

**1. COMMENCEMENT OF MEETING**

**1.1 Call to Order**

Co-Chair Trustee Madsen called the Student Services Committee meeting of February 27, 2023, to order at 1:10 p.m.

**1.2 Approval of the Agenda**

Addition: 3.1 Speech Language Pathologists Trip to New Orleans

Moved/Seconded by: Johns/Ayling

THAT the agenda for the Student Services Committee meeting of February 27, 2023, be approved as amended.

**1.3 Approval of the Minutes**

Moved/Seconded by: Johns/Ayling

THAT the minutes of the Student Services Committee meeting of January 26, 2023, be approved as circulated.

**2. BUSINESS ARISING FROM PREVIOUS MINUTES**

**2.1 Speech Pathologist Reconfiguration Update**

District Principal Verbeurgt reported on our district's current staffing levels of Speech Language Pathologists. The District is staffing at 70% capacity of where it should be compared to the province. The current contract language will be reviewed for areas that can attract applicants.

Moved/Seconded: Johns/Ayling

**RECOMMENDATION A:**

**THAT Trustee Ayling will write a letter to the provincial authorities and BCPSEA expressing concerns about the deficit of Speech Language Pathologists in rural areas.**

**3. PRESENTATIONS**

**3.1 Speech Language Pathologists Trip to New Orleans**

Speech Language Pathologists Lesley Runzer, Collette Tovee, Adele Minto and Carolyn Norton gave a reflective presentation about the American Speech and Hearing Conference (ASHA) trip they attended in November 2022.

**4. REPORTS – NIL**

**5. NEW BUSINESS – NIL**

**6. ACTION ITEMS FOR FUTURE MEETINGS – NIL**

**7. CORRESPONDENCE – NIL**

**8. ADJOURNMENT**

Moved/Seconded by: Johns/Ayling

THAT the February 27, 2023, Student Services Committee meeting be adjourned at 1:55 p.m.

*Have we effectively addressed the needs of our most vulnerable students and their families?*

DRAFT

**What is The Mandt System ® 2017?**

- The Mandt System is a healthy relationship-based learning & development platform that promotes prevention, de-escalation, and intervention approaches. They provide train-the-trainer programs to decrease workplace violence.
- Established in 1975
- Holistic, evidence-based training to reduce workplace violence.
- Approach to preventing, de-escalating, and, *if necessary*, intervening.
- The focus is on building healthy relationships.
- Create a culture that provides emotional, psychological, and physical safety.
- Based on “*Putting People First*” & “*Supporting People, Not Just Their Behaviours™*”
- Safety First. An independent evaluation found that The Mandt System’s advanced physical skills and crisis prevention services maintain as much safety as possible for everyone involved, individuals served and staff.
- Updated in 2022

**The Mandt Training content**

- Relational Chapters:
  - Mandt training program begins with a focus on building healthy relationships between people to promote workplace safety. We require this as an aspect of our further training programs. We do this because the benefits of relationships when de-escalating crisis situations are unmatched.
    - 1. Building Healthy Relationships,
    - 2. Healthy Communication,
    - 3. Healthy Conflict Management Skills
- Conceptual Chapters:
  - Staff learn more about trauma-informed care and positive behaviour supports needed to maintain workplace safety. This training allows you to take a crisis approach that keeps everyone involved safe and risk-free.
    - 4. Trauma-Informed Services (developed by Dr. Bruce Perry; aligned with Applied Educational Neuroscience approaches)
    - 5. Positive Behaviour Interventions & Supports (PBIS),
    - 6. Regulatory & Legal Issues
- Technical Chapters:
  - In instances where physical intervention is absolutely necessary for the safety of everyone involved, it is imperative to maintain the dignity and respect of the persons being supported.
    - 7. Assisting and Supporting,
    - 8. Separating,
    - 9. Restraining

**Does The Mandt System teach restraint?**

The Mandt System includes using restraint only within the context of a larger restraint reduction methodology. Prevention is the primary strategy for managing aggression in the workplace, followed by de-escalation tactics. If preventative efforts and de-escalation have proven insufficient, staff members, as a last resort, may need to utilize a restrictive skill along with their de-escalation skills. A restrictive skill can only temporarily interrupt dangerous behaviour, as restraint does not address the root cause of dangerous behaviour. The most dangerous behaviour's root cause is addressed by meeting people's basic needs and positive behaviour supports applied within a trauma-informed culture.

**How long does it take to complete The Mandt System training?**

The following is an example of approximate training times:

- Train the Trainer Training: 2 to 4 days.
- Staff Training: ½ to 2 days.

Role	# of staff trained
Student Services Teachers & Teachers	49
Education Assistants	207
PVP	17
IESW	12
Counsellors	6
YCW	17
Itinerants, including SLPs and SLAs	9
<b>Total trained in 2022/23</b>	<b>317</b>

Covid had changed the training delivery – The Relational Chapters were only offered online. Chapters 7&8 (the technical chapters) are in person.

Yearly certification for EAs and Student Services Teachers; other staff trained at 3-year intervals.

School Teams do not often refer to or support the development of the skills Mandt has woven into the Relational chapters. Some school-based teams practice physical skills at monthly training.

**Is The Mandt System training effective? Does it meet the needs of school staff?**

Four crisis intervention/de-escalation programs are in use in British Columbia school districts. The most common, according to BCPSEA, are Mandt Training and Crisis Prevention Institute, with about equal representation.

The trainers collect an anonymous evaluation form after each Mandt Systems training session. They review the ratings for content, event location and presentation on a scale of 1 to 5, where 5 is the highest rating. All aspects of the training received a 4 or 5. We have also received very few low evaluation scores. The trainers review the ratings and the comments and adjust their approach.