

From our Assistant Director, Professional Development:

We have SCM trainers here that have been conducting online training in the theory portion only - we are not teaching the physical (are not allowed to as per JKM). I have attached their guidance which we sought at the beginning of the pandemic to inform us on adapting in-person training to virtual. Also are some summary bullets that I shared with exec team about SCM when we were in the beginning stages:

- We can train the theory portion using JKM's online materials without having to pay for the online course. They are allowing organizations to temporarily access the instructor PPT and show it as a video to staff using whatever platform the organization has (Hangouts, Zoom, Skype, etc.)
- We cannot use video to skill out the physical portion of the training. We could show the videos, but staff would still need to be seen in-person for the test/skill out. We are not going in that direction due to the continued call for social distancing and the close physical contact that is required for the physical skill out.

For TCI, we have conducted one semi-virtual training in theory only (no physical). The instructor was virtual; staff already working in the sites were together, with the necessary PPE and distancing. Cornell has not provided distinct guidance (unlike JKM). They do **not** plan to adapt their in-person training to a virtual format, but they have plans to offer suggestions on topics in the TCI curriculum that lend themselves to virtual teaching. They also promised to offer strategies on how to best teach the curriculum virtually for agencies that are doing this. On their website they have a notice to TCI Trainers which sums up their recommendations. It's a long message but for ease of reference in one document I am pasting it here for you:

Notice for TCI Trainers

The Residential Child Care Project (RCCP) realizes that you all are working under extraordinary circumstances and we hope you are managing well in these constantly changing times.

We have been receiving many inquiries from TCI trainers regarding how to conduct refreshers and direct training during this COVID-19 crisis. Regarding questions about whether or not you need to maintain your regular schedule for TCI refreshers and

certification requirements, please contact your licensing entity for guidance so that you continue to meet their requirements.

We recognize that these extraordinary times require us all to be flexible in our thinking about TCI training. The following are some training adaptations that we recommend during this crisis:

- temporarily use e-learning strategies to refresh and discuss content for the skills and strategies of prevention and de-escalation. Keep in mind that staff need to be able to use these skills with the children so they will need opportunities to practice and receive feedback.
- conduct training with smaller groups, adjust seating in the room so that there is more space, and maintain the basic precaution of frequent hand washing.
- focus on the safety issues related to restraint. Consider the impact that corona virus might have on both children and staff—upper respiratory concerns will be something to be extra concerned about when considering the use of restraint.
- consider what physical skills are absolutely necessary and only certifying staff in those skills.
- use the physical restraint demonstration videos and reduce the number of live demonstrations when training staff.
- require fewer repetitions of the skills if staff can demonstrate competency.

We hope that TCI is helpful during this time of increased stress and anxiety. Creating a therapeutic milieu for children and staff is essential, especially now. The conditions are set for more stress and pain-based behavior due to everyone's heightened worry and all the change that is happening hour by hour. Focusing on engaging and fun activities

with the children and young people can help relieve stress and anxiety for both staff and children.

We are sending our hopes that you will all stay strong and continue to be able to serve the children and staff in your organizations. If we can be of any assistance, please let us know how we can help.

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