



Support and Care for the Crisis Response Team

Principal Name: Douglas E Gresham

School Name: Warrick County School Corporation

Team Members' Names:

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Background Leading to Our Inquiry (Slide 2)

Outline what led your team to this particular inquiry. Include the following:

- Need to support and care for the district Crisis Response Team (CRT)
- The Team has been called on more than typical to start 2020.

The Purpose of Our Inquiry (Slide 3)

Therefore, the purpose of our action inquiry was to . . . Provide care and support to the CRT

Our Wondering (Slide 4)

With this purpose, we wondered . . .What can I do, as the leader, to help Team members return to a good place and be better equipped in the future.

Our Actions (Slide 5)

I set up a professional development day with local professionals who came in to help our team. The two areas we focused on work equipping them with skills to be better counselors and self-care.

Data Collection (Slide 6)

Prior to setting up the PD I collected information via conversation and email about the type of PD that would be beneficial.

Our Data (Slides 7)

We spent four hours with two local experts in the area of crisis response and self-care. A buffet lunch was provided.

Our Discoveries (Slide 9)

A survey was sent to all team members asking for feedback on the day.

- The information presented by Janie Chappell met or exceeded expectations from every CRT member responding to the survey.

- The information presented by Carrie Rice met or exceeded expectations from every CRT member responding to the survey.
- Every CRT member responding to the survey thought the day was worth time away from work.

Where We Are Headed Next (Slide 11)

I have used survey responses to start planning the next PD day. I have been communicating with two other local experts regarding PD opportunities for the future.

Bibliography (Slide 12)

PROFESSIONAL DEVELOPMENT AND SELF-CARE FOR THE CRISIS RESPONSE TEAM

WARRICK COUNTY SCHOOL CORPORATION

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BACKGROUND LEADING TO THIS INQUIRY

- **IN MY NEW ROLE AS DIRECTOR OF HUMAN RESOURCES, I LEAD THE CORPORATION CRISIS RESPONSE TEAM.**
- **THE CRT USUALLY RESPONDS 1-2 TIMES A YEAR.**
- **FROM DECEMBER 26, 2019 AND FEBRUARY 26, 2020, THE CRT HAD FIVE (5) INCIDENTS.**

PURPOSE OF THIS INQUIRY

- **OUR CRT HAS BEEN INVOLVED IN FIVE HIGHLY STRESSFUL INCIDENTS OVER A SEVEN WEEK PERIOD.**
- **THE CRT HAS BEEN CALLED INTO ACTION 12 DIFFERENT DAYS IN THOSE SEVEN WEEKS.**
- **THE MENTAL AND EMOTIONAL STATE OF SOME MEMBERS IS NOT IN A GOOD PLACE.**

OUR WONDERING

- **CAN I PROVIDE PROFESSIONAL DEVELOPMENT AND SELF-CARE TO HELP TEAM MEMBERS RECOVER FROM THE DIFFICULT START TO THIS SEMESTER?**

OUR ACTIONS

- **ENLIST HELP FROM LOCAL EXPERTS FOR PROFESSIONAL DEVELOPMENT IN THE AREA OF CRISIS RESPONSE AND SELF-CARE.**
- **PROVIDE LUNCH AT A SITE OFF CAMPUS DURING THE PROFESSIONAL DEVELOPMENT DAY.**
- **PROVIDE PTO AFTER THE PROFESSIONAL DEVELOPMENT DAY FOR SELF-CARE AND REFLECTION.**

DATA COLLECTION

- **INFORMATION WAS COLLECTED FROM TEAM MEMBERS (VIA EMAIL) REGARDING THE TYPE OF PD THEY NEEDED.**

OUR DATA

- **ON FRIDAY, FEBRUARY 28 THE CRT MEET AT THE GATHERING PLACE FROM 10:00-2:00.**
 - **JANIE CHAPPELL FROM DEACONESS CROSS POINT LED A DEBRIEFING FOR AN HOUR.**
 - **BUFFET LUNCH WAS PROVIDED TO THE TEAM.**
 - **JANIE CHAPPELL THEN LED THE GROUP THROUGH SOME SELF-CARE.**

OUR DATA

- **THE LAST HOUR OF THE DAY WAS SPENT WITH CARRIE RICE, A YOGA INSTRUCTOR, LEADING THE GROUP THROUGH SELF-CARE THEY CAN DO FROM HOME OR EVEN IN THEIR OFFICES AT WORK.**
- **THE TEAM WAS DISMISSED AT 2:00 WITH INSTRUCTIONS NOT TO RETURN TO WORK.**
 - **OPTIONS WERE RUNNING ERRANDS, GOING HOME, OR SOMETHING ELSE TO MAKE THEM FEEL HAPPY.**

OUR DISCOVERIES

- **AT THE END OF THE DAY, A SURVEY WAS SENT TO ALL 16 TEAM MEMBERS. 14 RESPONDED TO THE SURVEY.**
- **SURVEY RESULTS SHOWED THAT TEAM MEMBERS FOUND THE INFORMATION FROM MRS. CHAPPELL AND MRS. RICE BENEFICIAL.**
- **RESULTS ALSO SHOWED THAT THE LUNCH AND TIME OFF WERE APPRECIATED BY THE TEAM.**

SURVEY QUESTIONS TO GUIDE NEXT STEPS

- **WHAT DO YOU FEEL YOU NEED TO HELP YOU RESPOND IN A CRISIS?**
- **WHAT DO YOU NEED TO HELP YOURSELF AFTER A CRISIS?**
- **ANY OTHER QUESTIONS OR COMMENTS?**

NEXT STEPS

- **LYNN KYLE AND LAURA KEYS ARE TWO MORE LOCAL EXPERTS WHO CAN HELP OUR TEAM.**
- **WE WILL ASK THEM TO PROVIDE PD ON ONE OF THESE TOPICS:**
 - **COMPASSION FATIGUE**
 - **TEEN SUICIDE AND COPYCAT**
 - **SUPPORTS FOR THE GRIEVING CHILD**
 - **IMPROVEMENT PLANNING FOR CRT**

BIBLIOGRAPHY

- **PD EVALUATION FORM – 2/28/2020**
- **LUDY, MARK (2005). *THE FLOWER MAN*. COPPELL, TX: SCRIBBLE & SONS.**