

## New online training platform for member districts

SIA member districts will soon have access to the Public-SchoolWORKS online training platform. This robust service provides numerous trainings that meet school staff requirements. In addition to required trainings such as mandated reporter and bloodborne pathogens, school staff also can improve safety skills and workplace knowledge.

Nearly 30 percent of SIA members already participate in PSW training. To ensure that the system is ready July 1 for your district staff, we recommend signing up in



February. Once your district has established an account, you can set your mandatory trainings for designated employees with target completion dates. Then when the school year begins, everything will be ready to go.

Beginning July 1, PublicSchoolWORKS will be the only training platform SIA will support. Districts have the option of continuing with their current training

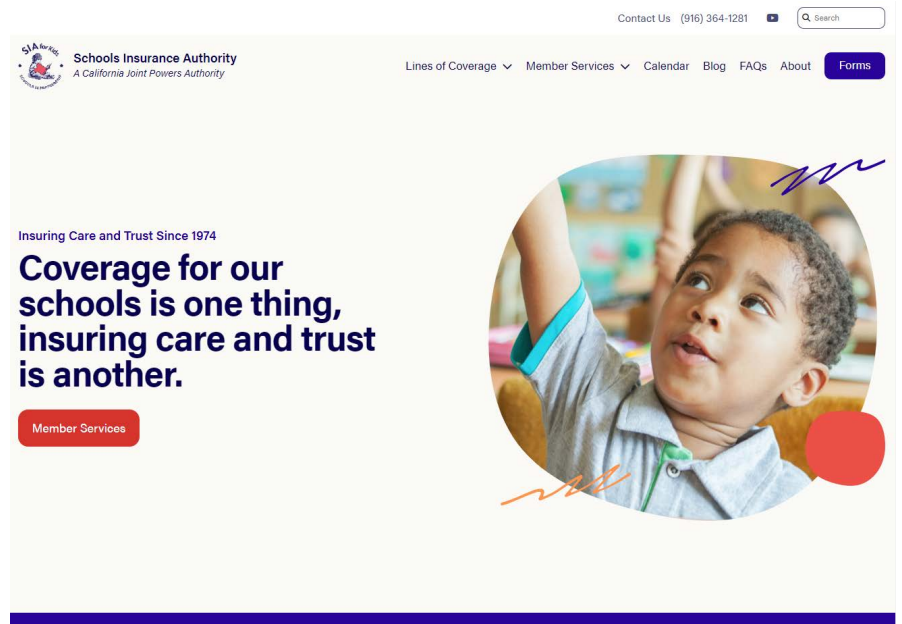
platforms but will be responsible for the costs. If you have questions, reach out to Jennifer Serran at [jserran@sia-jpa.org](mailto:jserran@sia-jpa.org).

## SIA launches updated website

SIA is pleased to announce an updated and expanded website, designed to provide our members with even more current and practical information that's simple and intuitive to search. When you visit [www.sia-jpa.org](http://www.sia-jpa.org) you can expect:

- An updated menu that makes it easier to find what you need
- A modern, refreshed look
- More easily accessible content and resources
- Access for people with all disabilities per Web Content Accessibility Guidelines (WCAG)

The site's content will be constantly evolving, so expect continually varied and updated information throughout the year. If you have any questions, direct them to [PreventionServices@sia-jpa.org](mailto:PreventionServices@sia-jpa.org).





## SIA has a new 'Conducting a Routine Playground Inspection' video

SIA recently produced a seven-minute video outlining the procedures for conducting routine playground inspections. School site staff, including custodians and playground supervisors tasked with performing regular inspections, will find this video helpful with respect to focusing their efforts.

California regulations require periodic inspections of all public playgrounds, including those at schools. A variety of factors may determine how often playgrounds need to be inspected, including weather, vandalism history, off-hours use, and the number of students who normally use the equipment. School staff should check the playground weekly for damage and dangerous materials such as broken glass. Documented inspections should be conducted at least monthly and all completed inspection reports should be filed.

Districts should maintain records related to each playground, including equipment inventory, manufacturers' paperwork, documentation related to protective surfacing, all inspection reports and any maintenance records. These documents may be requested for review following injury incidents.

We encourage you to use the new playground video as a teaching tool for staff responsible for playground maintenance. The video is currently available on [SIA's YouTube channel](#). For questions regarding playgrounds, contact us at [PreventionServices@sia-jpa.org](mailto:PreventionServices@sia-jpa.org).



## Drone use must meet FAA rules to obtain coverage

Schools often use unmanned aircraft, more commonly known as drones, for a variety of applications, including athletic events, science education and special occasions. However, member districts should know that in the current SIA Memorandum of Liability Coverage (MOLC), unmanned aircraft are not covered unless use meets Federal Aviation Administration (FAA) rules and regulations.

If a drone incident occurs that results in a claim, the district may not be covered if the FAA regulations regarding drones were not followed. It's also important to note that any private company you engage to fly a drone on your behalf must meet the FAA requirements as well.

For more information on the FAA's rules, visit their site at [www.faa.gov/uas](http://www.faa.gov/uas).



## Teams work through various stages on the way to peak performance

**D**id you know that most teams go through similar stages as they develop? In a recent SIA Leadership Academy training, participants learned about the Tuckman Model of Team Development and how the stages affect team performance.



Following his research on group dynamics in 1965, Bruce Tuckman developed the model as a tool to understand how teams develop over time. He identified stages of the model as Forming,

Storming, Norming and Performing. In the Forming stage, the team may be new or a new member may be joining an existing team. As individuals learn about their roles, all members may feel uncertain and tentative. It's common for team members to avoid serious topics and feelings before becoming comfortable with each other. The team also may be unclear as to team goals and expectations. At this stage, leaders can help by identifying goals and providing clear directions and expectations.

In the Storming stage, conflicts arise among members as they try to figure out where they fall within the team dynamic. Their roles and goals may be unclear, which can lead to disagreements and arguing. The leader must work

to create mutual trust among the team members and provide conflict resolution. If these differences are not addressed early, severe problems can develop later.

As the team begins to come together and work toward common goals, patterns emerge and members have a sense of belonging. This is the Norming stage. Members become familiar with each other's strengths and weaknesses and learn how best to use them. They're also able to work out their own conflicts. At this stage, leaders can dial back on structure a bit and encourage the team to review its own goals and progress. It's also important to celebrate these positive steps.

When a team is functioning at its optimum level, it's at the Performing stage. Team members work smoothly and efficiently toward shared goals. At this stage, innovation and experimentation in problem-solving are abundant. Because the team is now interdependent, the leader can focus on planning and strategy.

Changes will occur within the team. Members may be added or leave and there can be a change in leadership. When these changes occur, the stages of the model may begin again. Understanding these stages will help you bring your team together in ways that benefit each member, and it will help the team reach common goals together.

### Upcoming Leadership Academy sessions:

**March 9 – Managing Conflict**

**April 25 – Workplace Communication**

For additional information on these sessions, please visit the SIA website [calendar](#).



## Upcoming free virtual trainings

**S**IA provides the staff of our member districts with virtual trainings on a variety of topics that apply to both your personal and professional life. To learn more

about any of the training courses listed below, please contact [tfranco@sia-jpa.org](mailto:tfranco@sia-jpa.org). You also can join our [email list](#) to learn of future events.

**02/08** [Humor for the Health of It](#) 5:30 p.m. – 6:30 p.m.

**02/23** [A Practical Guide to Managing Your Weight](#) 5:30 p.m. – 6:30 p.m.

**02/15** [Creating a Positive Attitude](#) 5:30 p.m. – 7:30 p.m.

**02/27** [Stop Taking Things Personally](#) 5:30 p.m. – 7:30 p.m.

**02/16** [When in Doubt, Veg Out](#) 5:30 p.m. – 6:30 p.m.

**02/28** [Creating a Positive Work Environment](#) 5:30 p.m. – 7:30 p.m.

**02/22** [Suicide Awareness & Prevention](#) 5:30 p.m. – 7:30 p.m.



## Certified School Risk Managers courses to begin soon

SIA continues to offer our member district staff the opportunity to increase their school risk management skills through the Certified School Risk Managers (CSRM) program. This five-class course provides participants with the in-depth knowledge, terminology and philosophy of the risk management process as it relates to schools. Participants will also learn how to better protect their schools against unplanned losses and to effectively maintain budget integrity.

**The 2023 CSRM schedule is as follows:**

**March 29** – Fundamentals of Risk Management

**May 31** – Handling School Risks

**July 19** – Measuring School Risks

**September 27** – Funding School Risks

**November 15** – Administering School Risks

All classes will be virtual.



Upon completion of the five classes and successfully passing associated exams, participants will receive the CSRM designation. If you miss a class, you can take the coursework the following year as you have three years to achieve your CSRM designation. You may also take any of the courses just for the educational benefits.

The fee for the classes is waived for SIA member district employees. For more detailed information on the courses and to register, contact [tfranco@sia-jpa.org](mailto:tfranco@sia-jpa.org).

## Special event coverage

If your school is planning a special event in the coming year, you may need to obtain special event coverage. Some potentially high-risk activities, such as fundraisers and end-of-year carnivals, may involve inherent risk that's not part of standard SIA coverage. In these instances, the district must notify SIA in advance so that the risk can be considered for outsourcing to a special events insurer. If the activity coverage is not obtained, the district may not be covered in the event of a loss. The cost of this additional coverage is just \$175.00 per event and will help protect your district and offer peace of mind.

It's necessary to allow time for request processing or risk event cancellation. To determine if your event will need this coverage, and for additional information on the coverage process, contact your district office to complete the SIA Special Events Liability Insurance Questionnaire. For additional questions, contact [fwhitten@sia-jpa.org](mailto:fwhitten@sia-jpa.org).

**You can access this and other SIA newsletters on our website at [www.sia-jpa.org/blog/](http://www.sia-jpa.org/blog/)**



### QUOTE TO NOTE

*"The pessimist complains about the wind. The optimist expects it to change. The leader adjusts the sails."*

**John Maxwell**

**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.**