

- **Training – Boundaries and Ethical Misconduct**

- Staff
 - Online Training
 - In person Training
 - Specific NMAA training
- Students
 - Healthy Relationships (7-24)
- Parents
 - Stop it resources (1-24)

- **Reporting**

- Anonymous Reporting
 - Stop it Anonymous reporting
- Training Mandatory Reporters
 - Focused (7-24)

- **Audits**

- HB 128 compliance

Boundaries / HB 128 Training

- Vector Solutions - Online Training
 - 21 modules Total
 - Grooming
 - On site Boundaries
 - Off site Boundaries
 - Social media
 - Gift Boundaries
 - Student v Student Boundaries
 - Mandatory reporting
 - Age rated
 - Elementary (13 modules)
 - Middle and High School (13 modules)

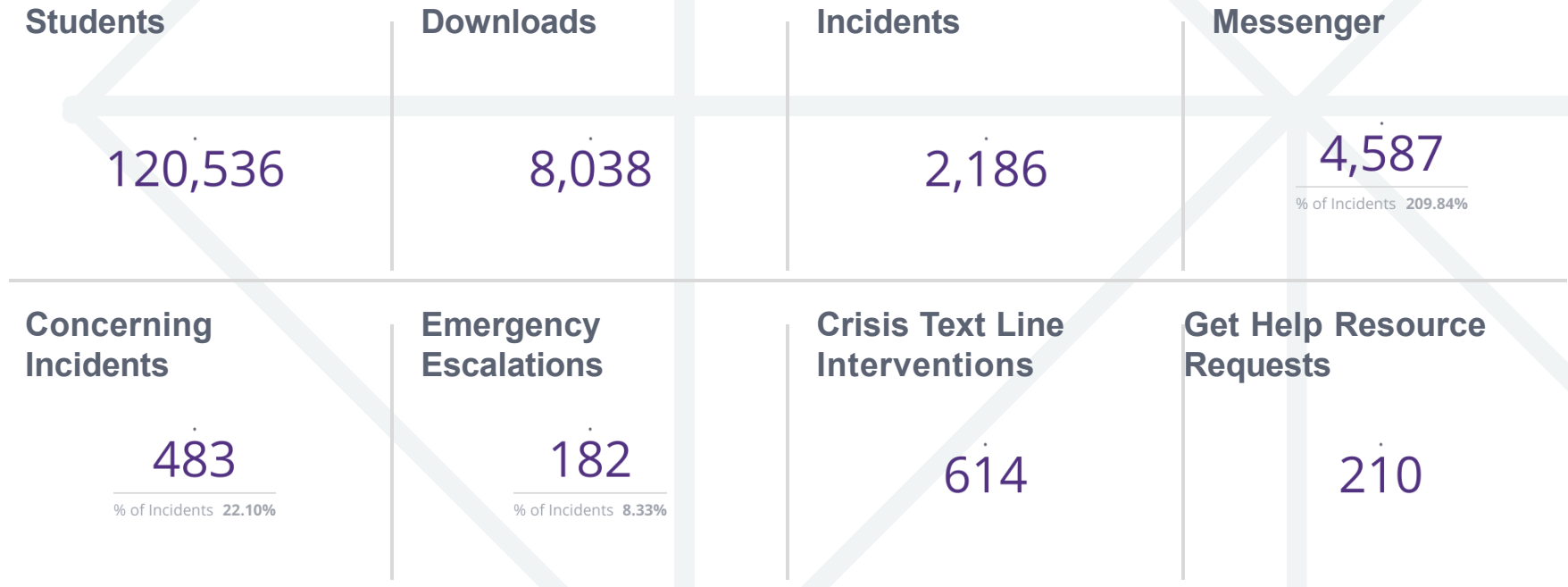
Boundaries / HB 128 Training

- Online Participation - staff
 - Approx 102,000 Child Abuse courses completed*
- In person participation – large group/ whole staff
 - Approx 78
- Student Healthy Relationships (July 24) in person
 - 4,438 students attended
- Parent Resources – Stop it Solutions Resources
 - Approx 210 **

*May include group views

** Total number not by specific topic

Anonymous Reporting - Stop It Data



Anonymous Reporting Stop it Data

Incident Type	Total Incidents
Cutting / Self-Harm	55
Threat or Planned Attack	66
Suicide ideation	31
Bullying / Cyberbullying	540
Weapons	22
Violence	53
Depression / Anxiety	28
Other	366
Abuse	81
Harassment / Intimidation	177
Domestic Violence	15
Drugs / Alcohol / Vaping	350
Suicide Risk	3
Anger Issue	67
Inappropriate Conduct	114
Hate Crime / Discrimination	42
Sexual Assault	43
Weapons Possession	1

HR Audits and Training for Districts and Charters – with a focus on HB 128 (2021) requirements

- **Board Policies and Employee Handbooks** – a discussion and review of expectations for Board Policies and Staff Handbooks regarding Professional Boundaries, Child Abuse, and Ethical Misconduct.
- **Staff Training** – a discussion and review of required Child Abuse and Ethical Misconduct training – who, how, when, etc. – training must be attended (not just offered) and documented (by the district/charter), for all “staff” – including substitutes, volunteers, coaches, and contracted employees.
- **Applications, Background, and Reference Checks** – a discussion and review of the requirements involving what must occur before offering a position or access to students (for all “staff” – including substitutes, volunteers, coaches, and contracted employees) – including the specifics of HB128 (2021).
- **Hiring Practices** – including interviews, waivers, required misconduct questions, handling “hits/events” on a background or reference check, documentation, and virtual checks of applicants (social media, Google, etc.)
- **Duty to Report and Investigations** – including statutes, NMAC, NMPED Rules, Title IX, additional reporting if the alleged perpetrator works or volunteers for the school, when to let NMPSIA know.

HR Training and HR Audits

HR/Admin Staff HB 128 Training:

- Roswell January 4, 2022
- Ruidoso July 24, 2023
- Aldo Leopold October 13, 2023
- Central Cons. December 28, 2023
- Corona January 15, 2024
- Alamogordo February 26, 2024
- Los Alamos March 18, 2024
- Mora April 2, 2024
- Hagerman April 19, 2024
- Raton April 22, 2024
- Las Vegas City May 28, 2024
- Turquoise Trail October 4, 2024
- Animas October 9, 2024
- Dexter October 30, 2024
- Santa Fe February 12, 2025

HR Audits:

- Pecos January 24, 2023
- Bloomfield February 28, 2023
- Ruidoso April 18, 2023
- Raton March 11, 2024
- Espanola January 16, 2024

- HR/Admin Staff Training is based on what the audit will cover, a “prep/pre-audit,” so to speak.
- We decided to offer these, as well as the actual audits, to help districts/charters better understand HB 128 requirements.
- There have also been countless phone calls and emails to assist with HB 128 questions, issues, and concerns.

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HR and HB 128

Training and Audit Findings

- Reference Checks
 - Generally not to standards
 - Past employers do not respond
 - Schools do not have adequate staffing to conduct or follow-up
 - Time to process vs. Need to hire
 - Recommendation
 - NMPSIA or other agency provide refence check services for School Districts
- Inadequate investigation
 - Lack of trained investigators
 - Lack of understanding of “Ethical misconduct” vs. Criminal Conduct
 - Recommendation
 - Assignment of State Agency to assist schools with proper investigations
 - Review of Penalties for Inappropriate conduct, child abuse and neglect for school employees

HR and HB 128

Training and Audit Findings

- Inadequate Reporting
 - Lack of willingness of part of employees to report
- Recommendation
 - Renewed focus on training for Mandatory Reporters
 - Renewed review of penalties and enforcement of penalties for failure to report
 - Review of Penalties for inappropriate conduct, child abuse and neglect penalties for school employees