



Multi-Year Professional Learning

Four Oaks Education prides itself in providing the highest quality Trauma-Informed Education Services in the state. We've developed multi-year options to fit the needs of any district. Truly transformative systemic SEBH learning and implementation is not a "one and done" workshop. It's a continuous process of learning, adapting, and evaluating. We offer a unique and supportive collaborative process that strives to meet the specific needs of each district.

Year 1

Our first priority when working with a district on their SEBH needs is to build a foundation for sustainable change aligned with their district goals. While unique to each district, Year 1 work would include Intro to Trauma-Informed Care Principles, Introduction to Developmental Trauma and ACEs, Basics of Community Building, and customized coaching and consultation services.

Year 2

Year 2 builds on the foundational skills from Year 1 while also deepening the application. It focuses on strengthening adult SEBH and capacity and then shifts to more focused student SEBH. Topics may include Trauma 2.0, Intro to Restorative Practices, Facilitating Circles, Embedded SEL, Crisis Co-Regulation, and Post-Processing Dysregulation.

Year 3

The focus of Year 3 is to dive into the data regarding district SEBH processes, practices, and efficacy. This information will be used to build professional learning topics and specific coaching. Year 3 is a culmination of district efforts and commitment to continuous SEBH improvement and sustainability.

Four Oaks Family and Children's Services

5400 KIRKWOOD BLVD. SW | CEDAR RAPIDS, IA
319-364-0259 | FOUROAKS.ORG | @FOUROAKSTODAY

For more information on one, two, or three year plans, contact Megan Isenberg, Education Director:
misenberg@fouroaks.org

Typical Year 1*:

- Needs Assessment half-day
- Monthly Learning/Support for Leadership Team
- 5 Flexible Professional Learning Days
- 10 Flexible Coaching/Consultation Days
- Customized Trauma/SEBH Champion Team
- Book Study Network Member

Typical Year 2*:

- Monthly Learning/Support for Leadership Team
- 5 Flexible Professional Learning Days
- 10 Flexible Coaching/Consultation Days
- Cohort 2 - Customized Trauma/SEBH Champion Team
- Book Study Network Member
- Restorative Practices Training

Typical Year 3*:

- District-Wide Survey and Data Analysis
- Quarterly Support for Leadership Team
- 3 Flexible Professional Learning Days
- 5 Flexible Coaching/Consultation Days
- Cohort 3 - Customized Trauma/SEBH Champion Team
- Book Study Network Member
- Cohort 2 of Restorative Practices Training

***Note:** These are typical examples of what multi-year plans can look like; however, we specifically customize and adjust plans and timing to meet the needs and goals of each individual district.

Our professional learning packages have slight price range variances based on travel time/mileage, average group size, and date of service (i.e. August pre-service and Fridays are "high demand" days).

Services & Descriptions

Needs Assessment Half-Day - on site visit; discussion and inventory with strengths-based approach and needs identification to inform custom partnership plan

Professional Development Day - highly engaging workshop-style sessions customized and aligned with needs and goals of district/schools. Includes travel time, mileage, materials, and pre-planning (including calls/virtual meetings with leadership)

Coaching/Consultation Days - direct application of trauma informed, restorative, SEL, and SEBH practices for individuals or teams; non-evaluative observations and debriefing; long-term planning and goal-setting with leadership teams, consulting with administration on SEBH systems, etc.

Trauma/SEBH Champion Team - monthly learning focused on all SEBH topics following Dr. Bruce Perry's Neurosequential Model, including biology of toxic stress, regulation/dysregulation, proactive relationship-building skills, crisis co-regulation, Restorative Practices, and post processing; These meetings are highly focused on practical classroom implementation strategies.

Book Study Network Member - optional quarterly book studies meet weekly for approx. 6-8 weeks; books are chosen based on latest and most practical trauma-informed and SEBH research. We blend content and structured opportunities for small and large group discussions with Iowa educators and tap into the "wisdom in the room" for deep learning and problem-solving

Restorative Practices Training - 2-day, in-person training with certified trainers in International Institute for Restorative Practices; includes introduction and how to facilitate circles effectively