

Morgan Hill USD Kognito and HEARD Alliance Roll Out

Timeline

Early July

Confirmed MOU with Behavior Health and Kognito

Mid-August

Met to review AB2246 and the District's policies and practices around suicide prevention (DO)

Late August

Finalized district PD calendar and Kognito roll out plan (DO)- date finalized.

September

Kognito On-boarding video conference (DO). Discuss logistics: #of sites, time frames, training, leadership teams, etc.)

Late September

Coordinator worked with Kognito to ensure all sites were included and technology settings worked. Sent out information about PD session.

Early October

5 days prior to the roll out, Kognito checked in and any final details worked out.

Coordinator shared ppt used on PD day with site leadership

Oct 5

District wide PD day and Kognito rollout

On the day

9:00-10:00 AM

Trained and modeled process and "training" to site admin to replicate in their breakout sessions.

10:00-12:00

10:00-10:30: Sites broke off and admin reviewed the ppt and assisted with login (code-no need for individual logins)

10:30-12:00 all certificated staff went through the simulation

November (2 sessions)

Kognito and Heard consultations. Leadership team met to review next steps for sites- developing crisis teams and protocol for suicide prevention.

January

90 day follow up survey sent to all certificated staff who completed the training.

Glows

1. It was so easy having the training all in one day, this way I was able to ensure all staff was trained. If they were absent that day, I was able to run a report and give those names to site admin and they would have them run through it.
2. Having the HEARD Team follow up with the site leadership was key to ensuring that process and conversations were continuing to happen and be planned (it was just a one-day thing).
3. We were able to take a proactive approach to filling in any gaps we had in our procedures.
4. The simulations allowed teachers to work at their own pace as well as see what they can/need to do with kids in crisis. It made it everyone's issue not just a counselor or admin.
5. There was virtually no "set up" need for teachers to be able to login and do the training- all they needed was internet and a laptop.

Grows

1. I would have liked to train admin a couple of days prior instead of the day of.
2. We needed to provide more time to complete the simulations.
3. I would have liked to have a second "roll out" for classified staff. Maybe not all in one day but site and DO based.
4. I would like to have a parent component and option for training.
5. Make sure you have EARPHONES
6. Based on input, would like more cultural norms addressed with this issue.
7. More time for closure and discussion.

Teacher Responses

"I appreciate the simulation because it helped me take my knowledge and better understand how to phrase particular ideas in a way that is helpful to kids."

"Kognito, with its role plays, was very effective in teaching us how to speak and connect with students that are concerning us. By making us decide the next piece of conversation - it made the experience more real. Had a presenter been hired to simply state the signs to look out for and procedures, it would not have had the same impact on the staff."

"I thought the scenario program was more engaging than previous presentation on the same topic."

Want further information or have questions about how MHUSD rolled out the suicide prevention training?

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