Massachusetts
MARC
Aggression Reduction Center
at Bridgewater State College

MARC Faculty Training Model & Costs Information

"The plan for a school district, charter school, approved private day or residential school a nd collaborative school shall include a provision for ongoing professional development to build the skills of all staff members, including, but not limited to, educators, administrators, school nurses, cafeteria workers, custodians, bus drivers, athletic coaches, advisors to extracurricular activities and paraprofessionals, to prevent, identify and respond to bullying."

Faculty training should have the following elements:

1. Initial, in-depth training of faculty and support staff;
2. Which includes the elements defined in the law; and a
3. Sustainability plan.

One very low-cost option for all schools will be to send trainers to the Train the Trainer Sessions prepared by the Massachusetts Aggression Reduction Center in consultation with the Department of Elementary & Secondary Education. These Train the Trainers will satisfy State requirements and have been developed by MARC based on our pilot Train the Trainer sessions conducted during the 2009-2010 academic year. The sessions will entail a registration fee which will be between $50 and $150 per trainer, depending upon State subsidies (which are uncertain given the current budget situation in Massachusetts).

Where can I get the $50-$150 Trainer's fee?

1. **Title IIA funds** ("Improving Educator Quality Funds") can be used for this. Every school district is given discretion on how to spend these funds, but they may be used to fund training in the MARC/DESE Train the Trainer sessions.
2. **Safe and Drug Free School funds** may potentially be used for this as well, but since the program is in transition, check with Anne Gilligan.
3. Local **Educational Foundation** funds, if available.
4. **Parent Teacher Organizations** typically are able to support training at this level of cost.

Where and when will the trainings be held?

Train the Trainer sessions will be held across the State on at least four dates during 2010-2011. This information can be found at the MARC website (www.MARCcenter.org) and at the Department of Elementary and Secondary Education's website (www.mass.gov/doe).

How do I document that my faculty has been trained?

Two steps should be documented:

1. The trainer's training will be documented by MARC and DESE through a Certificate of Attendance and PDPs at the Train the Trainer session;
2. The trainer's session, held to train his/her district colleagues, should be planned and the attendance of faculty members at this session should be documented.
    a. For smaller groups of faculty, have members sign a sign-in sheet at the training. Date the sign-in sheet and file it.
    b. For larger groups of faculty, email faculty members a "ticket" to the training event. They print their name on, and sign, the ticket and AT THE TRAINING EVENT turn it in. Keep the tickets.
    c. Hours should be documented for PDPs as well.

What if a Trainer from my school attended a MARC Train the Trainer during the 2009-2010 year?

During the 2009-2010, MARC offered two different *Train the Trainer* workshops: one for Bullying Prevention, and one for Cyberbullying Prevention. The 2010-11 MARC Train the Trainer will be full day (not half day) and will address both Bullying and Cyberbullying Prevention. It is geared to satisfy the requirements of the new law and will have content in common with the 2009-2010 trainings, however, the content will also be overhauled. Because of the low cost of the Training we recommend that you have a faculty member attend the new training regardless of their previous MARC conferences, workshops and trainings.

Will other faculty trainings satisfy the new law?

Absolutely. Any faculty training which includes the elements specified in the law is acceptable. If you are unsure, check with Anne Gilligan before scheduling training. The MARC/DESE Train the Trainer is intended as a low-cost alternative for schools to avoid requiring them to spend significant resources to satisfy the law.