



Dear Administrator:

Growing teacher shortages have made filling district positions increasingly difficult. For this reason, teacher retention is gaining increased attention. Two-thirds of all teachers leave the profession for reasons other than retirement, and the cost of teacher replacement can exceed \$20,000 in urban districts. Annually, 10-16% of teachers leave the profession within their first five years, with turnover rates 50% higher in Title I schools and 80% higher in special education.

One of the unexpected challenges teachers face is working with students who have experienced trauma. Although one in four public school students have experienced a potentially traumatizing event, trauma-informed instruction is not commonly included in teacher credentialing programs. Children who have experienced trauma have lost control over a major element of their lives and the desire to gain control can lead to behavioral challenges and difficulty learning in the classroom. Training your staff to work effectively with students who have experienced trauma can lead to fewer behavioral challenges, higher achievement, and staff retention.

An educator in your setting has expressed interest in taking the Trauma Informed Educator (TIE) post-graduate certification program offered through the Center for Cognitive Diversity. The TIE program is designed to address the needs of educators, administrators and mental health professionals by deepening understanding of trauma, providing strategies for supporting students, and practicing self-care in order to promote resiliency. This trainer of trainers model develops Trauma informed Specialists who become change agents in their own communities, promoting best practices, training staff, and supporting students. This 10-month program consists of 3 online courses which are available for graduate credit from Cal State University, East Bay:

1. Principles of Trauma for Educators (3 units)
2. Trauma Supportive Schools (3 units)
3. Reflective Supervision for Educators (1.5 units taken twice in a year)

This 10-month competency-based certification program was designed to produce educators who are able to infuse trauma-informed practices into their classrooms and throughout the settings in which they work. An investment in your teacher's continuing education will pay big dividends for the children, parents, and teachers within your school district. If there are any questions that are not answered in this information packet, contact the program director, Emily Santiago at emily@cogdiv.com or 510.332.1271

FAQs

Who participates in the program? The program is designed for educators who would like to promote positive change and resiliency. Administrators, general education/special education teachers, school counselors, psychologists, office managers, school resource officers, and social workers are all great candidates. Our participants model Trauma Informed strategies, provide trainings, shape policy, coach, and reduce turnover in schools impacted by trauma.

What if I work full time? Designed to meet the needs of professionals with busy schedules, our courses consist of 12 independent modules, course readings, a 2 hour live seminar 1 Saturday a month, and a 2 hour small group Trauma Informed Coaching session. Our program is fully online and available to educators everywhere.

I live outside of California. Can I still attend? The program is fully online and accessible to those that have internet access. We love having people from different parts of the country (or the world) share their perspectives. We do run classes in the Pacific Time Zone on Saturday mornings and Thursday afternoons so if you need to consider how that works with your schedule. Ideally you have access to a computer with a webcam so you can participate in live sessions using video in order to engage with members of the cohort.

How much does the program cost? Tuition for the certification program is \$2500 for the year. We offer a 10% discount for groups of 2 or more from the same employer and a 5% early bird discount for registering at least 2 weeks prior to the start date. A 10 month payment plan of \$255 is available upon request. An additional \$134 for each Semester Unit is optional if graduate credits are desired. Payment is due to CSUEB at the completion of each course. 9 Semester Units= \$1206

What are the dates of the program? We now offer cohorts on a continuing basis contingent on an enrollment of 10 or more participants. We meet twice a month for 2 hour seminars.

What if I can't make a class? All our seminars are recorded and can be accessed by participants to stream at a later date. Each participant is expected to engage in discussions and share perspectives and resources. Participants can make up Reflective Supervision at another date and can view up to 2 Recorded Seminars for credit.

What is Trauma Informed Reflective Supervision? We believe that reflective educators are responsive educators. We provide small group (max 6 participants) Trauma Informed Coaching sessions using the Reflective Supervision model, a confidential strength-based collaboration designed to build understanding and increase emotional capacity and resilience.

What textbooks are used? Our curriculum includes a reader compiled with recent research, *The Body Keeps the Score* by Bessel Van Der Kolk as well as *Trauma Stewardship* by Laura van dernoot Lipsky. In addition, participants choose their own text for the capstone project.

What is the Center for Cognitive Diversity? The Center for Cognitive Diversity was founded in 2018 with the mission to celebrate diverse ways of learning and promote healing

environments for all children. As participants in the program, you become lifetime members of the Center for Cognitive Diversity and invited to our monthly guest lecture series with inspiring educators around the globe who are working to promote cognitive diversity and compassionate education in their communities. We are cosponsored by the Educational Psychology department at Cal State East Bay in Hayward, Ca.

How do I enroll? Complete the registration form [here](#) or visit us at CogDiv.com Email: info@cogdiv.com

Testimonials:

‘I am able to take time to look at how the work affects me and have colleagues I respect show they understand and offer strategies. With the TIE program and Reflective Supervision, I have been able to continue working in a school deeply affected by trauma and have hope.’

-Andy, Special Education teacher, San Pablo, Ca

‘I leave each seminar energized and full of ideas. I recommend this program to anyone who works in schools.’

-Brooke, university instructor, Fresno, Ca

‘I was ready to leave the profession, the TIE program gave me a new way to understand my students and myself. I am now excited to continue teaching with purpose and compassion.’

-Lauren, teacher, Carquinez, Ca

‘Emily is a phenomenal presenter and the subject matter is relevant to educators, psychotherapists or anyone who works with children. Her presentations are not only relevant but fun and engaging.’

-Solo G., therapist, Emeryville, Ca

‘The TIE program has been just what I needed. As an educator, I observed certain things that I didn't have the background or language to talk about. It was happening but I didn't have the tools to handle it or strategies or even the names for it. Now I can discuss the impact of trauma appropriately. After this program I ask myself: How was I seeing the world before I knew about this? How was I reacting to situations without this lens?’

-Alison Lopez, coordinator, Prison University Project, San Quentin, CA