Training Course on Trauma-Informed Leadership in Schools

Professional Development Training Course Outline

Category	Educational Leadership and Management	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In today's evolving educational landscape, school leaders must adopt trauma-informed practices to create safe, supportive, and resilient learning environments. Trauma-informed leadership in schools involves understanding the widespread impact of trauma, recognizing its signs in students and staff, and integrating this knowledge into leadership, policy-making, and daily operations. Training Course on Trauma-Informed Leadership in Schools equips school leaders with the tools, frameworks, and actionable strategies to lead with empathy, foster emotional intelligence, and implement trauma-sensitive systems. By developing trauma-responsive school cultures, administrators can significantly reduce burnout, increase staff retention, and improve student outcomes.

Designed for principals, school administrators, counselors, and aspiring educational leaders, this course bridges the gap between mental health awareness and administrative leadership. Participants will learn to embed trauma-informed practices in every layer of school operations—from discipline policies to staff wellness programs. With real-world case studies, evidence-based interventions, and leadership models, this course transforms traditional leadership into healing-centered, equity-focused educational leadership.

Programme Curriculum

Training Course on Trauma-Informed Leadership in Schools

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Course Objectives

1. Define trauma-informed leadership and its role in school transformation
2. Identify adverse childhood experiences (ACEs) and their academic impacts
3. Understand the neurobiology of trauma and its influence on behavior
4. Integrate social-emotional learning (SEL) strategies into school culture
5. Foster psychological safety for students and staff
6. Apply restorative discipline approaches in trauma-sensitive schools
7. Develop culturally responsive leadership practices
8. Implement compassion fatigue prevention and staff wellness protocols
9. Establish multi-tiered systems of support (MTSS) for trauma-affected learners
10. Evaluate school climate using trauma-informed assessment tools
11. Build partnerships with community-based trauma recovery agencies
12. Train staff in resilience-building classroom strategies
13. Promote inclusive leadership that centers equity and mental health

Target Audiences

1. School Principals and Vice Principals
2. District Administrators and Superintendents
3. School Counselors and Psychologists
4. Social Workers in School Settings
5. Teachers and Classroom Leaders
6. Education Policy Makers and Reform Advocates
7. School Board Members and Community Leaders
8. Aspiring Educational Leaders and Graduate Students

Course Duration: 5 days

Course Modules

Module 1: Foundations of Trauma-Informed Leadership

- Understanding trauma and its educational impact
- Key principles of trauma-informed practices
- Leadership mindset shift: empathy and regulation
- Systems change vs. reactive discipline
- Staff training needs and readiness
- **Case Study:** A high school principal’s shift to trauma-informed culture

Module 2: Recognizing and Responding to Student Trauma

- Common trauma signs in classroom settings
- Neurodevelopmental effects of trauma
- Behavior as communication: decoding triggers
- Role of school-wide trauma screening

- Legal/ethical considerations in trauma response
- **Case Study:** Early identification and intervention success in an urban school

Module 3: Staff Wellness and Secondary Trauma

- What is secondary traumatic stress (STS)?
- Burnout vs. compassion fatigue
- Creating a supportive staff culture
- Mindfulness and self-care for school staff
- Leadership modeling of wellness habits
- **Case Study:** Staff wellness overhaul in a rural K-8 school

Module 4: Building a Resilient School Climate

- Characteristics of resilient schools
- Promoting student voice and agency
- Conflict resolution through restorative practices
- Classroom regulation tools and break spaces
- Trauma-informed discipline frameworks
- **Case Study:** Middle school climate transformation using SEL

Module 5: Integrating Equity in Trauma-Informed Approaches

- Understanding historical and racial trauma
- Culturally relevant teaching and leadership
- Reducing discipline disparities
- Equity audits for school practices
- Community engagement strategies
- **Case Study:** Equity-centered trauma leadership in a diverse district

Module 6: Family and Community Engagement

- Family as partners in healing
- Communicating with trauma-impacted caregivers
- Culturally sensitive outreach strategies
- Building trust and consistency
- Collaborative school-community mental health partnerships
- **Case Study:** Trauma-informed parent liaisons in Title I schools

Module 7: Implementation and Systems Change

- Visioning and goal setting for trauma-informed change
- Aligning mission, policies, and practices
- Data-driven implementation frameworks
- Creating trauma-response teams
- Continuous improvement and feedback loops
- **Case Study:** District-wide trauma-informed rollout in a large city school system

Module 8: Monitoring Impact and Sustainability

- Using data to measure trauma-informed success
- Student, staff, and parent feedback systems
- Revisiting professional development plans
- Budgeting for sustainability
- Celebrating milestones and change champions
- **Case Study:** Five-year trauma-informed journey of a charter school

Training Methodology

- Interactive workshops and scenario-based learning
- Group reflection and mindfulness exercises
- Video case studies and expert interviews
- Practical toolkits and implementation templates
- Post-training coaching and action plan development

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call *+254769199797*

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training CenterANCY LD account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

Ready to enroll or request a customized program? Book online or contact us:

Register Online Now

Email: info@fineskilltrainingcenter.com | Website: www.fineskilltrainingcenter.com