



GROUP STAFF TRAINING PLAN & IMPLEMENTATION

Erika's Lighthouse offers resources to help you lead a Staff Training to equip staff to support student mental health and be prepared to be a trusted adult. This training is intended to be completed by districts or schools in a group setting.



THE PLAN

1

Prior to leading the Staff Training

- Decide which parts you will include in the Staff Training
- Read through the Facilitator's Guide(s) and review the slideshows
- Review the resources intended for small group engagement

2

Host the Staff Training - using any or all parts

Please have participants complete the [Pre-Training Test](#) and [Post-Training Test](#) if completing two or more parts of the Staff Training

- **Welcome to the Erika's Lighthouse Staff Training (optional)**
 - Erika's Lighthouse Core Messages & Programming Focus
 - Erika's Lighthouse Free Programs
- **Part 1: Signs & Symptoms of Depression & Suicide**
 - Current Statistics on Youth Mental Health
 - Signs & Symptoms of Depression
 - Signs & Symptoms of Suicide
 - Shared Risk Factors & Warning Signs
- **Part 2: Helping a Student**
 - Being Sensitive & Trauma-Informed
 - Being a Trusted Adult
 - Intervention Language
 - Following School Policy
 - Protective Factors
- **Part 3: Crisis Intervention**
 - What is a Crisis?
 - De-Escalation Strategies
 - Assessing Suicide Risk
 - Self-Care & Wellness

3

Complete the required Erika's Lighthouse [Report on Impact Form](#) letting Erika's Lighthouse know how many staff members participated in this staff training.



Erika's Lighthouse Recommendations for Leading a Group Staff Training

Have all participants complete the Pre-Training Test

Begin the Staff Training with the “Stand Up/Sit Down Stigma Activity” (5 mins)

This activity is designed to be an icebreaker revealing the concept of stigma as it relates to mental health and depression.

Following the activity, you can present the “Welcome to the Erika's Lighthouse Staff Training” slides while using the Facilitator's Guide as a script (5 mins) or can go directly to Part 1: Signs & Symptoms.

Continue on with Parts 1, 2 and/or 3 of the Staff Training. Finish with the Post-Training Test

PART

1

Present the “Signs & Symptoms of Depression & Suicide” slides while using the Facilitator's Guide as a script. (20 mins)

Use these Erika's Lighthouse resources for small group discussions: (20 mins)

1.5

- A Primer on Depression
- Mental Health Checklist
- Jeopardy-Style Mental Health Game: English | Instructions

PART

2

Present the “Helping a Student” slides while using the Facilitator's Guide as the script. (20 mins)

Use these Erika's Lighthouse resources for small group discussions: (20 mins)

2.5

- Overcoming Barriers to Asking for Help
- Intervention Language & Being the Trusted Adult
- Strategies & Tools to Support a Student's Mental Health
- When to Reach out to a School Mental Health Professional

PART

3

Present the “Crisis Intervention” slides while using the Facilitator's Guide as a script. (15 mins)

Use these Erika's Lighthouse resources for small group discussions: (20 mins)

3.5

- Sample Immediate Intervention
- Model School District Policy on Suicide Prevention
- Self Care Guide

Reminder: Complete the required Erika's Lighthouse Report on Impact Form letting Erika's Lighthouse know how many staff members participated in this staff training.