F. Staff Training Evaluation

The Erika's Lighthouse All Staff Training is designed to help school professionals become trusted adults, recognize the signs and symptoms of depression and suicide, and manage mental health crisis intervention in a classroom.

Staff Training Evaluation Results Link *(if available)* *All surveys request Country, State, & School* *Please know your school may get survey results from pre-recorded workshops available online.*		Pre-Test Survey Link QR Code to Pre-Year:	Post-Test Survey Link QR Code to Pre-Year:
Questions & Responses	**Purpose**	**Interpretation**	**Specific Ideas & Tools**
I can recognize the signs and symptoms of depression and suicide in young people. ● *Strongly Agree* ● *Agree* ● *Disagree* ● *Strongly Disagree*	Increase Knowledge	There should be an increase in knowledge. However, this may be an introductory course introducing new vocabulary, so families may not know what they don't know prior to the lessons.	Warning Signs & Symptoms
I identify as being a young person's trusted adult. ● *Strongly Agree* ● *Agree* ● *Disagree* ● *Strongly Disagree*	Encourage Help-Seeking	There should be an increase in the number of adults that feel they are trusted adults. *If there is not an increase, consider a heavier focus on trusted adults.*	Intervention Language for Educators
People should talk about mental health problems ● *Strongly Agree* ● *Agree* ● *Disagree* ● *Strongly Disagree*	Reduce Stigma	There should be a increase in this response. Students should feel more open about talking about mental health. *If there is no increase, consider a heavier focus on reducing stigma.*	Primer on Depression
I feel comfortable having a conversation with a young person if I notice changes in their behavior. ● *Strongly Agree* ● *Agree* ● *Disagree* ● *Strongly Disagree*	Normalize Conversations	There should be an increase in the number of responses that are comfortable talking about mental health. *If there is no increase, consider a stronger focus on education and talking to young people.*	Intervention Language for Educators
I have tools and resources that I can use to promote good mental health habits. ● *Strongly Agree* ● *Agree* ● *Disagree* ● *Strongly Disagree*	Promote Good Mental Health	There should be an increase in this response. *If not, consider a heavier focus on positive coping mechanisms and in-home activities.*	Strategies & Tools to Support Student Mental Health
I feel close to people at my school. ● *Strongly Agree* ● *Agree* ● *Disagree* ● *Strongly Disagree*	Improve Connectedness	There should be an increase in this result. Staff actively engaging with one another will build connections.. *This is a universal question*	Mindful Meetings

		across all surveys and evaluations and based on YRBS.	
I believe my school cares about me and my mental health. ● *Strongly Agree* ● *Agree* ● *Disagree* ● *Strongly Disagree*	Inclusive Culture	There should be an increase in this result. Having difficult conversations can open up people's willingness to believe someone cares. *This is a universal question across all surveys and evaluations.*	Self-Care Stations
This program is important and helpful. ● *Strongly Agree* ● *Agree* ● *Disagree* ● *Strongly Disagree*	Program Value	We would like to see many agree or strongly agree responses on this, but it is ultimately a quality control question for Erika's Lighthouse.	

School Level Review	District Level Review	Cross-Survey Results
Data at a school level should provide interesting insights, particularly for year over year outcomes. The Pre-Test survey will help you identify particular areas of strength and challenges. Staff are a key first line defense for the identification of mental health issues among young people. The Post-Test survey will help you see any progress you may have made through the year. Have your interventions been effective? Is there more you can do?	Data at a district level can provide even greater insight. While Erika's Lighthouse does not currently support district-level data as a native option, you can certainly feed the raw numbers into a spreadsheet to determine school-by-school results and the larger districts growth. If you are using multi-level, cross-school programming, results should become more pronounced over the years.	If your school or district is using multiple survey tools, several of the goals and questions are similar. You'll be able to track student, school, and program-based growth. This is especially true for year-over-year results. A few things that could be considered: ● Do students that complete Classroom Education have better connectedness, culture and results than the baseline average? ● Do students that participate in Empowerment Clubs see better connectedness, culture and results than the baseline average? ● If your school is implementing family workshops, how different are the Pre-Year results to the Post-Year? What other interventions are you leveraging with families? ● If you implement staff training, are students identifying more trusted adults at school they would be willing to talk to? ● Does using more pillars of Erika's LIghthouse and other programs improve culture and increase success?