

## **Friday Update August 17, 2018**

### **Human Resources Update from Didi Peterson**

We wanted to share with you an update regarding the mandated online training program.

Each school year employees are required to complete mandated training including Child Abuse Mandated Reporting, Blood-borne Pathogens/Universal Precautions, Sexual Harassment as well as Bullying Prevention and Suicide Awareness/Prevention. In the past year we transitioned from older versions of this training to an online platform with Frontline Professional Growth.

We vetted, prior to the start of the school year, courses and accessibility with Frontline Professional Growth, who we utilized last year with some mixed results and worked with Frontline on solutions to be ready for the 2018-2019 school year. We were assured and believed that we would be problem-free and it would be much smoother sailing than our previous experience. Unfortunately, we encountered new errors and problems as courses were updated and the employee data rolled over to the new school year. Frontline was not responsive to our inquiries in a timely manner and due to the timelines that are required to complete the mandated training, we immediately searched for other options and possibilities. Frontline agreed to refund the cost of the Professional Growth platform when notified that the system failed once again. There was an immediate need and urgency to this matter. We are required to provide training and information and ensure that employees can demonstrate competence in their knowledge of the required topics within the first weeks of the start of the school year.

Neighboring districts had used and recommended Target Solutions for online training, so we contacted Target Solutions. This company provides an online platform with much improved usability and accessibility. In addition to the training topics listed above, they offer hundreds of training options and even a platform for uploading and creating online documents and resources that we can build for use in our own district. In five days, we were able to complete a full implementation with Target Solutions. They were responsive, supportive and have continued to make themselves available to us around the clock as we rolled out the new process and online training videos.

The feedback from staff has been overwhelmingly positive with comments:

“I like the new system.”

“D-O-N-E! Thank you for all of your hard work with this...It went much smoother for me this year.”

“Done. That was easy.”

Employees have shared with our HR department that they appreciated how easy the system was to access and to complete the video sessions. They also communicated to us that the quality of the video content was professional, easily understood and impactful.

The contract for Target Solutions will go to the Board for ratification on August 28, 2018. Working with the Business Department we were able to agree to a one-year contract with Target Solutions. Based on the positive performance of the company and product, we hope to continue to utilize them for our online training needs in the future.