

TRAGIC EVENT PROTOCOL

BETWEEN:



**SIX NATIONS OF THE GRAND RIVER
SOCIAL SERVICES**

**15 SUNRISE COURT, P.O. BOX 5001, OSHWEKEN, ON, N0A 1M0
(519) 445-4050**

AND



THE GRAND ERIE DISTRICT SCHOOL BOARD

**349 ERIE AVE., BRANTFORD, ON, N3T 5V3
(519) 756-6301**



**Developed with the support of
Schools and Communities Working Together, Brant-Haldimand-Norfolk
Student Support Leadership Initiative**

February, 2012

This protocol outlines the parties, purpose, guiding principles, roles, responsibilities, accountability, and dispute resolution process.

Parties: Six Nations of the Grand River Social Services and Grand Erie District School Board

Purpose: Six Nations of the Grand River Social Services* (Six Nations) and the Grand Erie District School Board (GEDSB) each has Tragic Event Response Teams to support their constituents in times of crisis. Coordination and collaboration of the two Tragic Event Response Teams is advantageous to the people and communities served. The purpose of this protocol is to formalize this coordination and collaboration.

This Tragic Event Protocol addresses:

1. Guiding Principles
2. Involving the Six Nations Tragic Event Response Team
3. Roles
4. Responsibilities
5. Consent and Confidentiality
6. Communication
7. Dispute Resolution

1. Guiding Principles

The Grand Erie District School Board and community partners share some common objectives, including a commitment to:

- Respect for diversity, equity and inclusive practices
- Partnerships that promote sharing of expertise, knowledge and resources
- Recognition of the strengths of the child/adolescent to promote positive outcomes
- Flexibility to meet the needs of the child/adolescent and family
- Value of collaboration between home, school and community partners

*Staff of Six Nations of the Grand River Social Services must have updated police checks, must wear appropriate identification, and are clinically supervised. Staff is aware that the school principal has ultimate responsibility for students, staff, visitors, and the school.

2. Involving the Six Nations Tragic Event Response Team (TERT):

The Tragic Event Response Teams of the Grand Erie District School Board are coordinated by the School Social Worker. This person is the first contact when a crisis affects a school. The principal and School Social Worker complete an initial assessment and determine the nature and level of support required. If it is determined that the Six Nations of the Grand River Tragic Event Response Team should be involved (e.g. student or family of Six Nations affected), the School Social Worker will contact the Six Nations Supervisor of the Family Support Unit (519-445-4050) who will then contact the Six Nations Supervisor of the Services Coordination Unit who leads the Six Nations Tragic Event Response Team. The School Social Worker and the Six Nations TERT supervisor will determine the most appropriate involvement of Six Nations TERT staff.

A *Tragic Event Response Team Flow Chart* is attached showing the decision making process that is followed (Appendix 1).

3. Role Definition:

Six Nations Tragic Event Response Team members have extensive training and experience in supporting the Six Nations community in times of crisis and trauma. The Six Nations TERT members are also experts in the unique needs of native students. This knowledge and expertise is critical to the delivery of culturally appropriate supports and interventions.

The Grand Erie District School Board has professional staff assigned to each school to support students, families, and staff. Each discipline has a clearly defined role in the school. The School Board staff includes Attendance Counselors, Behaviour Counselors, Child and Youth Workers, Native Counselors, Psychological Services, Social Workers, and Speech and Language professionals who have received tragic events response training. The teams are coordinated by the relevant School Social Worker.

4. Responsibilities:

One of the most critical aspects of Tragic Event response is having clear leadership and role definition on site. Schools look to the TERT team to help create order out of chaos. It is imperative that the team be well organized and present as a well coordinated team. When Six Nations TERT members are supporting students within Grand Erie schools, the Six Nations TERT members will function as part of the GEDSB Tragic Event Response Team, coordinated by the School Social Worker.

In times of crisis, communication and information sharing is an essential part of a team's functioning. Throughout the Tragic Event, information will be shared with all members of the team including the responders from Six Nations and their supervisor.

Six Nations TERT members have extensive training and experience in crisis response and should be expected to offer a full range of tragic event support including classroom interventions, group and individual support, and short-term ongoing support to students. Such services and supports are always offered with coordination by the School Social Worker and under the direction of the Principal.

5. Consent and Confidentiality:

Both GEDSB TERT members and Six Nations TERT members are knowledgeable regarding confidentiality expectations. In times of crisis, people can be very vulnerable and may disclose highly personal information. It is imperative that this information is respected and kept confidential. This practice will provide protection for the rights of the family as well as the GEDSB and Six Nations Staff.

If short-term intervention/counseling provided by Six Nations staff is recommended, appropriate informed consent will be obtained prior to the commencement of counseling.

6. Communication and Informing Schools

It is also important that the Six Nations parent community is aware that the Six Nations TERT staff may be involved at a Grand Erie School during a crisis. Six Nations Social Services will take responsibility for communicating this information to members of the reserve.

All Grand Erie District School Board principals will be informed of this protocol. The Tragic Event Protocol will be made available through the Board's Web site and will also become part of the Tragic Event Response Team Handbook for reference by both Six Nations and Grand Erie staff.

7. Accountability

Six Nations Tragic Event Response Team members are accountable to the Supervisor of the Six Nations Family Support Unit and the Director of Six Nations Social Services. Grand Erie Tragic Event Response Team members are accountable to the Executive Supervisor, Student Support Services and the appropriate Superintendent.

8. Dispute Resolution

Every effort will be made to resolve concerns or conflicts between the parties. Unresolved matters will be referred to the Superintendent of Education and the Director of Six Nations Social Services.

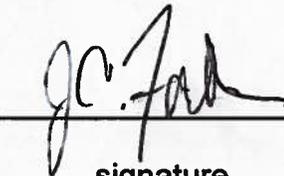
This protocol is subject to review in three years from date of signing or at any time based on the request of either party.

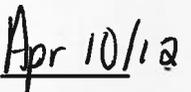
Arliss Skye, Director, Six Nations Social Services


signature


date

John Forbeck, Director of Education
Grand Erie District School Board


signature


date

APPENDIX 1 TRAGIC EVENT RESPONSE TEAM FLOW CHART

Step 1

- **Critical Incident Occurs**

Step 2

- **Principal contacts 1st TERT Coordinator (School Social Workers)**
- *Second TERT contacted as back up*

Step 3

- **TERT Coordinator contacts Executive Supervisor**

Step 4

- **Initial Assessment - Initial plan formulated**
- *Decision about number of team members needed immediately*
- *Decide if Six Nations TERT support is needed, if so contact Supervisor of the Family Support Unit at 519 445 4030*
- *Team members contacted*

Step 5

- **TERT Coordinator arrives at School**

Step 6

- **Coordinator meets with Principal or delegate to determine needs and plans**
- *Additional team members are contacted as needed*
- *Schedule for on-going communication is established*

Step 7

- **TERT team meets to formulate plans, delegate tasks and determine where the team will be located**

Step 8

- **TERT Coordinator organizes debriefing for team members and relevant school staff at the end of response**

Step 9

- **TERT Coordinator meets with Principal to determine plans for the next day**