

People Matter

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Training Catalog

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PEOPLE MATTER TRAINING CATALOG

Training & Consulting Division

A comprehensive catalog of professional training designed for schools, child welfare agencies, nonprofits, shelters, mental health teams, and family-serving organizations across Texas.

Each training includes structured content, real-world application, and certificate eligibility.

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SECTION 1 — TRAUMA & NEUROSCIENCE

1. Trauma-Informed Child Welfare Practice

Audience

Caseworkers, supervisors, foster parents, kinship caregivers, youth program staff.

Overview

A neuroscience-driven training that explains how chronic stress, trauma, and environmental disruption affect child development, behavior, and emotional stability. Participants learn how trauma presents in real time and how to respond without escalation.

Outcomes

- Understand the neurological impact of trauma
- Identify trauma symptoms vs behavioral defiance
- Use stabilization, grounding, and co-regulation strategies
- Support children through transitions and crises
- Communicate in trauma-reducing ways

Formats

90 minutes, half day, full day

2. Trauma-Informed Schools and Classrooms

Audience

Teachers, principals, counselors, behavioral specialists, SPED teams.

Overview

A comprehensive framework for creating trauma-aware educational environments that improve student stability, reduce behavioral escalation, and increase instructional engagement.

Outcomes

- Understand dysregulation and behavioral triggers
- Implement trauma-aware classroom routines
- Use communication that strengthens trust
- Support students without punitive escalation
- Apply simple, effective accommodations

Formats

90 minutes, half day, full day

3. Trauma-Informed Parenting for Foster, Kinship & Reunifying Families

Audience

Foster parents, kinship caregivers, biological parents working toward reunification.

Overview

This training teaches caregivers to rebuild attachment, stabilize behaviors, and support emotional healing for youth who have experienced trauma.

Outcomes

- Manage trauma loops and crises
- Build connection through structure and predictability
- Apply co-regulation strategies
- Create trauma-responsive home environments
- Prevent caregiver burnout

Formats

90 minutes, 2-hour intensive

SECTION 2 — CPS & CASEWORKER EXCELLENCE

4. CPS System Navigation

Audience

Caregivers, teachers, nonprofits, mentors, CASA programs, new caseworkers.

Overview

A detailed walkthrough of the Texas CPS system including investigations, conservatorship, court processes, service plans, permanency decisions, and youth rights.

Outcomes

- Understand how cases progress
- Know the difference between investigation vs conservatorship
- Understand parent and caregiver rights
- Navigate court expectations
- Identify documentation that matters

Formats

90 minutes, half day

5. Caseworker Professional Mastery

Audience

CPS caseworkers, supervisors, youth program staff.

Overview

A professional development module focused on skill-building for frontline child welfare workers in documentation, engagement, boundaries, and risk assessment.

Outcomes

- Strengthen documentation quality
- Improve communication with resistant or scared families
- Identify safety threats and risk patterns
- Manage high caseloads effectively
- Maintain professional boundaries

Formats

Half day, full day

6. Texas Foster Care Law & Minimum Standards

Audience

Caseworkers, caregivers, schools, shelters.

Overview

Breaks down essential Texas Family Code sections, DFPS policies, Minimum Standards, psychotropic medication rules, youth rights, and ESSA compliance.

Outcomes

- Understand legal requirements
- Recognize mandatory reporting rules

- Apply ESSA foster care mandates
- Support youth rights compliance
- Reduce agency liability

Formats

90 minutes, 3-hour intensive

SECTION 3 — EDUCATION & SPECIAL EDUCATION

7. IEP & 504 Advocacy Essentials

Audience

Parents, educators, administrators, advocates.

Overview

Training on navigating ARD meetings, interpreting evaluations, advocating for accommodations, and building individualized plans that support real student needs.

Outcomes

- Understand evaluation terminology
- Write effective parent input statements
- Identify strengths and needs
- Advocate for data-driven accommodations
- Navigate conflict professionally

Formats

2-hour session, half day

8. Behavioral Intervention & Crisis De-escalation in Schools

Audience

Teachers, SPED teams, behavioral staff, administrators.

Overview

Training on understanding the escalation cycle, applying trauma-informed discipline, and maintaining safety.

Outcomes

- Identify early warning signs of escalation
- Use non-escalatory communication
- Implement tiered interventions
- Manage high-intensity behaviors
- Reduce campus restraint rates

Formats

Half day, full day

9. Foster Youth Supports in Schools

Audience

District liaisons, counselors, administrators, teachers.

Overview

Focused on ESSA foster care protections, enrollment procedures, transportation rights, and school stability requirements.

Outcomes

- Ensure legal compliance
- Support academic continuity

- Navigate custody and enrollment challenges
- Improve communication with CPS

Formats

90 minutes

SECTION 4 — YOUTH MENTAL HEALTH & CRISIS RESPONSE

10. Youth Mental Health First Response

Audience

School staff, shelters, nonprofits, youth programs.

Overview

A crisis-aligned training on identifying mental health needs, responding to youth in distress, and preventing escalation.

Outcomes

- Recognize early signs of crisis
- Respond to suicidal ideation safely
- Communicate effectively in crisis
- Utilize appropriate referral pathways

Formats

2 hours

11. Understanding Youth Neuropsychology

Audience

Educators, mental health teams, caseworkers.

Overview

Explains ADHD, trauma, depression, anxiety, and behavioral disorders in youth and how they appear in day-to-day functioning.

Outcomes

- Distinguish trauma from neurodevelopmental disorders
- Understand internalizing vs externalizing behaviors
- Use developmentally aligned support strategies

Formats

90 minutes

12. Shelter & Group Home Staff Development

Audience

Shelter staff, TLP programs, group home workers.

Overview

A practical training for staff managing high-intensity youth, focusing on risk, safety, rapport, structure, and boundaries.

Outcomes

- Manage daily structure
- Support dysregulated youth
- Maintain professional boundaries
- Respond to crisis situations

Formats

Half day, full day

SECTION 5 — FOSTER, KINSHIP & PARENT TRAININGS

13. Parenting with CPS Involvement

Audience

Biological parents with open cases.

Overview

A stabilization and coaching training focused on meeting court expectations and rebuilding family structure.

Outcomes

- Understand service plan requirements
- Demonstrate measurable progress
- Navigate supervised visits
- Prepare for reunification

Formats

2-hour session

14. Kinship Care Training

Audience

Relative caregivers, fictive kin, new kinship placements.

Overview

Guidance for kin families navigating trauma, new household dynamics, and system expectations.

Outcomes

- Build structured routines
- Manage emotional spillover
- Navigate DFPS processes
- Access financial supports

Formats

2 hours

15. Family Systems & Conflict Management

Audience

Parents, caregivers, mentors, youth program staff.

Overview

A practical training on understanding family dynamics, trauma, communication breakdowns, and conflict cycles.

Outcomes

- De-escalate family conflict
- Strengthen communication
- Identify generational trauma patterns

- Build healthy family structure

Formats

2 hours

SECTION 6 — ORGANIZATIONAL CONSULTING & SYSTEM REFORM

16. Program Evaluation

Audience

Agencies seeking assessment or performance review.

Overview

A structured analysis of operations, staffing, compliance, and program impact.

Deliverables

- Needs assessment
 - Strengths and weaknesses report
 - Compliance risk review
 - Implementation plan
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17. Systems Redesign & Policy Development

Audience

Organizations needing structural or policy changes.

Overview

Full-scope consulting to redesign operations, rewrite policy, and implement trauma-aligned workflows.

Deliverables

- Policy rewrite
 - Program redesign
 - Training implementation
 - Leadership guidance
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18. Leadership & Supervisor Development

Audience

Supervisors, managers, team leads.

Overview

Professional coaching focusing on decision-making, communication, boundaries, staff development, and navigating agency stressors.

Outcomes

- Strengthen supervisor confidence
 - Improve team culture
 - Build consistent accountability
 - Reduce turnover
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