

# FINAL BILL REPORT

## SHB 1363

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Synopsis as Enacted

**Brief Description:** Addressing secondary trauma in the K-12 workforce.

**Sponsors:** House Committee on Education (originally sponsored by Representatives Ortiz-Self, Callan, Davis, Ramos, Simmons, Berg, Morgan, Bergquist, Harris-Talley and Pollet).

**House Committee on Education**  
**Senate Committee on Early Learning & K-12 Education**

### **Background:**

Secondary Traumatic Stress. In 2009, the Office of the Superintendent of Public Instruction (OSPI) published *The Heart of Learning and Teaching: Compassion, Resilience, and Academic Success*. This book defines secondary (or vicarious) trauma as post traumatic stress disorder behaviors and emotions resulting from internalizing the traumatic event experienced by another. The book includes background and definitions for trauma, compassion, and resilience, information about self-care, and strategies for compassionate classrooms and schools. The OSPI also designed a training tool to study, or train others on the content of, the book.

Washington State School Directors' Association. The Washington State School Directors' Association (WSSDA) is the state agency that provides advice and assistance to local school boards. The WSSDA is charged with coordinating policymaking, control, and management of the state's school districts. Among other actions, the WSSDA develops model policies and procedures, often in response to legislative directives, that school districts may adopt.

### **Summary:**

Resources. The Office of the Superintendent of Public Instruction (OSPI) must publish on its website links to resources, self-assessments, and best practices for educators and local policymakers to prevent and address secondary traumatic stress in the workforce. The OSPI

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must collaborate with the WSSDA, the educational service districts, and the School Employees' Benefits Board and provide links to any resources on secondary traumatic stress available through these organizations.

Model Policy and Procedure. The WSSDA must develop or revise, and periodically update, a model policy and procedure to prevent and address secondary traumatic stress in the workforce. The model policy and procedure must include the following elements: (1) a commitment to support mental health in the workplace; (2) promotion of a positive workplace climate with a focus on diversity and inclusion; (3) establishment of a district-wide workforce mental health committee with specified functions, for example sharing resources and reporting to the school board once per year; (4) regular assessment of policy implementation; and (5) provision of appropriate resources and training to schools and staff for continuous improvement. The model policy and procedure must be posted publicly on the WSSDA website by August 1, 2021. Updates to the model policy and procedure must be posted publicly within a reasonable time of development.

School District Policies and Procedures. By the beginning of the 2021-22 school year, each school district must adopt, or amend if necessary, policies and procedures that, at a minimum, incorporate all the elements required for the model secondary traumatic stress policy and procedure. School districts must periodically review their policies and procedures for consistency with updated versions of the model policy and procedure.

**Votes on Final Passage:**

House	58	40
Senate	28	21

**Effective:** July 25, 2021