



# K-12 EDUCATION

## Training

### Building Confident, Capable School Leaders

Our K-12 Education attorneys regularly conduct individually crafted training sessions for administrators, managers, and teachers regarding their obligations to employees and students. We help your board, administrators, faculty, and staff navigate complex responsibilities with clarity and confidence. Our training programs are built specifically for your school community—addressing real scenarios, practical skills, and the unique dynamics of your environment.

On-site sessions create the strongest results. Being there with your team allows us to connect authentically, engage deeply, and address the situations that matter most to your school. When distance requires a virtual approach, we design interactive sessions that bring the same energy and practical value—ensuring your team leaves with tools they can use right away.

We don't just teach compliance. We help you build the proactive, positive culture where everyone thrives.



## BACK-TO-SCHOOL TRAINING: SETTING THE FOUNDATION FOR A STRONG YEAR

**Start every school year with clarity and confidence.**

### Essential back-to-school training for ALL EMPLOYEES

Back-to-school training ensures your administrators, faculty, and staff are aligned on expectations and equipped to maintain safe, respectful environments. We recommend comprehensive sessions during your first week of orientation, covering student-adult boundaries, child abuse recognition and reporting, and workplace respect.

**Why this matters.** When your entire community understands proper conduct and knows how to respond, your school becomes stronger and more vigilant. This proactive approach protects students, supports staff, and builds the culture you want.

**Length:** This program is a six-hour program. It is available as a one-day program or as a series of webinars.

We deliver comprehensive sessions covering:

**Adult/Student Interactions:** Navigate boundary scenarios, understand liability risks, and learn clear guidelines for touching, communications, texting, social media, and appropriate professional interactions.

**Harassment:** Recognize how actions impact others, avoid problematic behaviors, address concerns professionally, and understand your school's response process.

**Child Abuse:** Identify signs and symptoms, establish response procedures, and understand your state law reporting obligations.



## BACK-TO-SCHOOL TRAINING FOR ADMINISTRATORS AND MANAGERS

### Properly Managing the School's Obligations with Employees, Parents, and Students

**Length:** This program is a six-hour program.

**Part I** of this comprehensive program covers all the federal and state laws that govern the School's relationship with its faculty and staff. We discuss:

- **Hiring Phase:** Hiring documentation, interviewing, background investigations, and reference checks.
- **Employment Processes:** Harassment, discrimination, family leave laws, and disability issues.
- **Effective Documentation:** Coaching, counseling, disciplining and terminating/not renewing employees.

**Part II** covers all the federal and state laws that govern the School's relationship with its students including the Americans with Disabilities Act/Section 504 of the Rehabilitation Act, Title IX, Section 1981 (race/national origin), as well as state contract and tort claims. We cover:

- **Admissions and Enrollment:** Proper admissions procedures and enrollment contracts.
- **Documentation:** Student handbooks
- **Student Processes:** Harassment, bullying, sexual abuse, investigations and discipline, and confidentiality and privacy issues.
- **Parent Issues:** Addressing difficult parent situations, including bullying/intimidation, behavior (such alcohol, criminal background), and custody/divorce issues



## OTHER PROGRAMS AVAILABLE

- Adult Bullying
- Board Training and Governance
- Contract Issues – Enrollment and Employment Contracts
- Federal Financial Assistance: Sources and Obligations
- Managing Employee Performance, Documentation, and Evaluations
- Privacy in Its Numerous Forms in Schools
- Pay Equity Issues
- Student Programs
- Sexual Harassment; Sexual Assault
- Trustee Orientation and Governance Refresher

...and more

We can also combine programs or create specific programs tailored for the needs of your School on nearly any topic. For additional information or to schedule your training contact your Fisher Phillips attorney.

For additional information on cost and how you can schedule your Back-to-School Training or to receive information on our full menu of individually crafted training programs for schools please contact your Fisher Phillips attorney or one of the attorneys listed.

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With hundreds of attorneys across the globe, Fisher Phillips advises and advocates for employers internationally on some of the most complex and high-profile workplace matters.

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