# BOARD OF EDUCATION GUIDELINES FOR TRAINING ON THE PREVENTION OF TRAFFICKING OF CHILDREN

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Guidelines Developed in Response to

House Bill No. 2282

Approved by the Board of Education

(TBD)

Division of Special Education and Student Services

Virginia Department of Education

P. O. Box 2120

Richmond, Virginia 23218-2120

## Table of Contents

[Publication Information 2](#_Toc506536834)

[Acknowledgments 3](#_Toc506536835)

[Introduction 4](#_Toc506536836)

[Professional Development Framework 5](#_Toc506536837)

[Identification of Personnel 5](#_Toc506536838)

[Scope of Training 5](#_Toc506536839)

[Professional Development Phase 6](#_Toc506536840)

[Accountability 6](#_Toc506536841)

[Training Curriculum Content Requirements 8](#_Toc506536842)

[Content Requirements Resource Chart 9](#_Toc506536843)

[Appendix A: Applicable Laws 16](#_Toc506536844)

[Applicable Virginia State Law 16](#_Toc506536845)

[Applicable Federal Law 16](#_Toc506536846)

[Appendix B: Training Evaluation Template 17](#_Toc506536847)

## Publication Information

Questions or inquiries about this document should be directed to:

Virginia Department of Education

Office of Student Services

Division of Special Education and Student Services

P. O. Box 2120

Richmond, Virginia 23218-2120

(804) 225-2932

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Angella Alvernaz

Human Trafficking Prevention Specialist

Prince William County Public Schools

Vicki Dalia

Survivor and Expert

Robert Kipper

School Discipline Specialist

Virginia Department of Education

Tracy Lee

Family Engagement Specialist

Virginia Department of Education

Patrick J. McKenna

President

Virginia Beach Justice Initiative

Donna Michaelis

Manager

Virginia Center for School and Campus Safety Department of Criminal Justice Services

Rhonda R. Pedigo

School Counselor

Rockbridge County Public Schools

Maribel Saimre

School Psychology Specialist

Virginia Department of Education

Colleen Savino

English Teacher

Henrico County Public Schools

Tracy White

School Health Specialist

Virginia Department of Education

Betsy Young

School Social Work Supervisor

Prince William County Public Schools

Joseph A. Wharff

School Counseling Specialist

Virginia Department of Education

Angela Wilder

Assistant Principal

Rockbridge County High School

Jessica Willis

Executive Director

Richmond Justice Initiative (RJI)

The Prevention Project® program

## Introduction

In 2017, the Virginia General Assembly through House Bill 2282 adopted as an enactment clause the trainings of school board employees on the prevention of trafficking of children:

*The Board of Education shall develop guidelines for training for school counselors, school nurses, and other relevant school staff on the prevention of trafficking of children.*

As a response to this bill, the **Board of Education (BOE)** **Guidelines for Training on the Prevention of Trafficking of Children** were developed and approved by the Virginia Board of Education on (date to be added).

These guidelines offer recommendations and resources to assist school divisions in providing professional development to school counselors, school nurses, and other relevant school personnel on the prevention of trafficking of children.

***"Trafficking is the “face of modern-day slavery"***   
***-United States Department of State[[1]](#footnote-1)***

Human Trafficking is the trade of human beings through force, fraud, or coercion for the purpose of exploitation for labor, sexual purposes, or organs. According to U.S. law, any minor (anyone under the age of 18) who is induced to perform a commercial sex act is a victim of human trafficking, regardless of whether there is proof of force, fraud, or coercion.

Human trafficking is the fastest growing crime in the world and is rampant throughout the United States, with cases reported in every state. In 2017, the International Labor Organization and the Walk Free Foundation released a report that estimated 40.3 million people were being trafficked at any one time in 2016, throughout the world. In 2016, Polaris reported that 74 percent of trafficking victims in the United States are trafficked between childhood and age 23. Reported trafficked persons in the U.S. include males and females, adults and children, foreign nationals and U.S. citizens. The range of backgrounds in the United States is vast, as youth from low to high socio-economic regions are involved in human trafficking.

***“Training on risk factors for vulnerable children, the signs and indicators of exploitation and trafficking, and the victim-centered approach should be provided to all staff working with students.”***   
 ***-United States Department of Education[[2]](#footnote-2)***

Human trafficking in the United States is often under-recognized and under-reported because there is a lack of education about human trafficking facts, figures, and methods to identify, prevent, intercept, and intervene both safely and effectively. This document presents the critical guidelines on the necessary components of effective human trafficking education for school counselors, school nurses, and other relevant school staff. As school divisions seek assistance in equipping their teams with human trafficking training, this document encourages a thorough review of human trafficking in the United States; the different types of trafficking that are facing our youth population today; and how school counselors, school nurses, and other relevant school staff may effectively, carefully, and safely help their students.

## Professional Development Framework

School divisions may develop original professional development activities or seek support from outside agencies and community resources to provide training in the prevention of trafficking of children to school counselors, school nurses, and other relevant personnel. These guidelines are intended to assist school divisions in designing, implementing, and evaluating the training required to build the knowledge and skill-base of school counselors, schools nurses, other student services personnel, and other relevant school personnel to recognize and appropriately respond to signs of children who may be victims of trafficking.

## Identification of Personnel

School divisions should designate personnel to oversee and coordinate training efforts. The designee(s) will identify the personnel that are required to receive training. A designee may be a central office administrator (such as a Director of Student Support Services or Counseling Director), building administrator, or lead student services personnel. The personnel to be involved in participating in the training activities should include school counselors, school nurses, other student support services personnel, and other relevant school personnel. Examples of building-based student support personnel may include, but are not limited to, student assistance coordinators, intervention specialists, school psychologists, and school social workers.

## Scope of Training

Once personnel are identified, the designee(s) are to determine the breadth and scope of training needs based on the *Content Requirements,* presented on page 8,and the selected personnel’s job responsibilities. During the design period and prior to training implementation, designee(s) should identify the method for monitoring and tracking of training efforts, as well as any measures used to evaluate the effectiveness of the training.

## Professional Development Phase

School divisions have the autonomy to choose and implement the training strategies that will be most effective in addressing individual needs and that will be appropriate for the selected professionals based on role, length of employment, as well as past trainings and current skills. School divisions should consider the following suggestions when developing training materials or selecting training materials from outside sources.

* Trainings should include research-based activities such as discussion, demonstration, or role playing that leads to skill enhancement.
* Training activities should be delivered by qualified personnel who are familiar with the *Content Requirements.* Trainers may include Specialized Instructional Support Personnel (SISP), school resource officers (SROs), educational specialists, or outside community personnel with expertise in the areas of human trafficking and child development.
* The training course should continue until mastery of required content is demonstrated.

Professional development activities will vary based upon the needs of each school division. Training may include the following approaches, or any combination thereof, or be based upon unique methodologies determined by the school division:

* *Cohorts:* School divisions may coordinate professional development leave for professionals who require training at a specified time during the school year. These individuals may attend regularly scheduled training activities in a designated location, as members of a learning community or cohort. Cohorts may complete computer-based modules with trainer support or participate in specialist-led live training activities.
* *Individualized Training:* Professionals may independently complete professional development activities that meet school division requirements. Professionals must submit evidence that all the required training components have been addressed. It is the responsibility of the professional to provide proof of completion to the school division. Individual training activities may include, but are not limited to, multi-day presentations, online courses, and school division-approved trainings provided internally or by outside organizations or institutes.
* *Train the trainer:* Specialists from outside organizations, within a school division, or school divisions working collaboratively may train licensed professionals to deliver this training. Train-the-trainer materials may be developed by specialists within a division or the division may utilize outside resources after obtaining permissions and agreeing to possible terms and conditions.

## Accountability

It is the responsibility of the school division to identify the professionals who require training in the prevention of trafficking of children, determine how and when such training will be conducted, and track the completion of all training activities.

When the professional has received training, it is recommended that the school division require documentation of completion. Certificates of completion from live or online training activities, event logs, or other appropriate items are suitable mechanisms for accountability documentation. It is the responsibility of the school division to track and monitor compliance with training completion and content requirements. Training documentation should include at a minimum:

* Instructor’s name
* Title of the training
* Participants’ name
* Hours of training
* Date of training

Appendix B provides a sample training evaluation template to assist school divisions in ensuring that the training meets content requirements.

## Training Curriculum Content Requirements

The training curriculum content requirements are designed to provide school personnel such as school counselors and school nurses with the basic knowledge and skills necessary to prevent, recognize, and respond to the signs of child trafficking. The content requirements identify four key areas that must be addressed to provide a comprehensive training. Mastery of a key content area is achieved when training participants meet the learning intentions for each area.

| **Key Area:** | **Learning Intentions** |
| --- | --- |
| 1. **Overview of human trafficking** | Participants will:   1. Articulate the Virginia definition of human trafficking. 2. Understand how human trafficking impacts schools, communities, states, nation, and the world. 3. Identify the different types of trafficking. |
| 1. **Risk factors and indicators** | Participants will:   1. Recognize the signs of a victim. 2. Recognize the signs of a trafficker. 3. Identify and understand the common stages of grooming. |
| 1. **Responding to suspected incidences** | Participants will:   1. Learn strategies to assess suspected cases of trafficking. 2. Understand local reporting procedures for suspected cases. 3. Identify local procedures to provide supports to victims. |
| 1. **Support Services and Referral Resources** | Participants will:   1. Identify available prevention resources for training. 2. Identify local providers to support at-risk youth. 3. Understand which community and/or school resources to access for victim treatment. |

## Content Requirements Resource Chart

**The Resource Chart below aligns the training resources with key content areas required for a comprehensive training. Various resource formats; online, books/publications, and additional resources allow each school division to develop training for individuals or groups based on the need of each locality. Mastery of a key content area is achieved when training participants meet the learning intentions for each area.**

### Online and Face-to-Face Training:

| **Key Content Area Addressed** | **A Overview** | **B Risk Factors** | **C Response** | **D Resources** |
| --- | --- | --- | --- | --- |
| [Richmond Justice Initiative (RJI)](http://richmondjusticeinitiative.com/resources/" \o "Richmond Justice Initiative Web site)  **Face to Face, Online Video, and**  **Teleconference training options available** | Yes | Yes | Yes | Yes |
| The [Prevention Project® program](http://www.prevention-project.org/) Developed by Richmond Justice Initiative.  **Face to Face, Online Video, and**  **Teleconference training options available** | Yes | Yes | Yes | Yes |
| [Virginia Department of Criminal Justice](https://www.dcjs.virginia.gov/victims-services/human-trafficking/human-traffickingresources-victims)  [Services](https://www.dcjs.virginia.gov/victims-services/human-trafficking/human-traffickingresources-victims) – **Online and Face to Face Training** | Yes | Yes | Yes | Yes |
| [Virginia Department of Social Services, Sex Trafficking Training](http://www.dss.virginia.gov/family/trafficking/index.cgi) – **Online Training** | Yes | Yes | Yes | Yes |
| [Human Trafficking, U.S. Homeland Security](https://www.dhs.gov/topic/human-trafficking)  **Online Training and Resources** | Yes | Yes | No | Yes |
| [Exploited Crimes](http://www.exploitedcrimes.com/) – **Online Training** | Yes | Yes | Yes | No |
| [Million Kids, Trainings, & Preventive Education](http://www.millionkids.org/) – **Online Training** | Yes | Yes | Yes | No |
| [Indicators of Human Trafficking - Blue Campaign](https://www.dhs.gov/blue-campaign/indicators-human-trafficking)(DHS) – **Online Training** | Yes | Yes | No | No |
| [ImPACT Virginia, Trainings, Legislation, VA Resources, Events, Advocacy](http://www.impactvirginia.org/) – **Online Resources and Face-to-Face Training Events** | Yes | Yes | No | Yes |
| [Trauma & Hope, LLC, Specialized Mental Health Provider & Training](https://traumaandhope.com/) - **Online and Face-to-Face Training and Consultations** | No | No | Yes | Yes |
| [Virginia Department of Social Services, Mandated Reporting Training & Resources](http://www.dss.virginia.gov/abuse/mr.cgi) – **Online Training** | No | No | Yes | Yes |
| [Look Beneath the Surface](https://www.acf.hhs.gov/otip/partnerships/look-beneath-the-surface)*,*Office on Trafficking in Persons – **Online Training** | Yes | No | No | Yes |
| What is Human Trafficking?  The [United States Department of Justice](https://www.justice.gov/humantrafficking/what-is-human-trafficking) – **Online Training** | Yes | Yes | No | No |
| [Human Trafficking: The Reality, the Scope, and the Consequences](https://www.youtube.com/watch?v=qE9b6Lq5nYI)*,* United States Court of Appeals for the Ninth Circuit – **Online Training** | Yes | Yes | No | No |
| [Indicators of Human Trafficking - Blue Campaign](https://www.dhs.gov/blue-campaign/indicators-human-trafficking)–Blue Campaign (DHS) – **Online Training** | Yes | Yes | No | No |

### Books and Publications:

| **Key Content Area Addressed** | **A Overview** | **B Risk Factors** | **C Response** | **D Resources** |
| --- | --- | --- | --- | --- |
| Virginia Department of Criminal Justice Services, [Report on the Human Trafficking Services Needs Assessment Survey](https://www.dcjs.virginia.gov/sites/dcjs.virginia.gov/files/publications/victims/human-trafficking-services-needs-assessment-survey.pdf) | Yes | Yes | Yes | Yes |
| Seduced, The Grooming of America’s Teenagers, Xulon Press, **Book**  [MillionKids](http://www.millionkids.us/) | Yes | Yes | Yes | No |
| *Not in My Town: Exposing and Ending Human Trafficking & Modern Day Slavery* by Dillon Burroughs and Charles Powell (2011) New Hope Publishers, **Book** | Yes | Yes | No | Yes |
| *Human Trafficking Around the World:  Hidden in Plain Sight* by Stephanie Hepburn and Rita J. Simon (2013) Columbia University Press, **Book** | Yes | Yes | No | Yes |
| [Identify and Assist a Trafficking Victim](https://www.state.gov/j/tip/id/)*,* U.S. Department of State, Bureau of Public Affairs – **Online Publication** | Yes | Yes | No | Yes |
| [Human Trafficking of Children in the United States: A Fact Sheet for Schools](https://www2.ed.gov/about/offices/list/oese/oshs/factsheet.html)*,* US Department of Education – **Fact Sheet** | Yes | Yes | Yes | No |
| National Center for Homeless Education: [Sex Trafficking of Minors: What Schools Need to Know to Recognize and Respond to the Trafficking of Students](https://nche.ed.gov/ibt/trafficking.php)  – **Online Publication** | Yes | Yes | No | Yes |
| [The Typology of Modern Slavery: Defining Sex and Labor Trafficking in the United States](http://polarisproject.org/sites/default/files/Polaris-Typology-of-Modern-Slavery.pdf)*,* Polaris Project Publication – **Online Publication** | Yes | Yes | No | No |
| *The Battered Child*: Mary Edna Hefler, Ruth S. Kempe, and Richard D. Krugman  5th edition ISBN: 9780226326238 – **Book** | Yes | Yes | No | No |

### Online Information and Resources:

| **Key Content Area Addressed** | **A Overview** | **B Risk Factors** | **C Response** | **D Resources** |
| --- | --- | --- | --- | --- |
| The [National Center for Missing & Exploited Children](http://www.missingkids.com/) is the clearinghouse and comprehensive reporting center for all issues related to the prevention of and recovery from child victimization. **Resources and Training** | Yes | Yes | Yes | Yes |
| [Safe Homes: Anti Child Trafficking](http://www.facebook.com/SafeHomesAntiChildTrafficking/)*:* Trainings, Preventive Education, Consultation by Survivor Expert – **Facebook Page** | Yes | Yes | Yes | No |
| [Shared Hope International: Policy Research and Resources](https://sharedhope.org/resources/). **Resources and Training** | Yes | Yes | Yes | No |
| [The Facts: What is Sex Trafficking and How Widespread Is It?](http://www.focusonthefamily.com/socialissues/family/sex-trafficking/sex-trafficking-the-facts)Focus on the Family **– Online Information/Resources** | Yes | No | Yes | Yes |
| [Trafficking of Women and Children for Sexual Exploitation in the Americas Women, Health and Development Program Pan-American Health Organization](https://www.oas.org/en/cim/docs/Trafficking-Paper%5BEN%5D.pdf), Alison Phinney **– Online Publication** | Yes | Yes | No | No |
| [Virginia Office of the Attorney General: Human Trafficking](https://www.oag.state.va.us/programs-initiatives/human-trafficking) | Yes | Yes | No | No |
| [*Internet Safety*](http://sovaicac.org/index.php?option=com_weblinks&view=category&id=28&Itemid=214)*,* Southern Virginia Internet Crimes Against Children – **Online Resources** | Yes | Yes | No | No |
| [Project Safe Childhood](https://www.justice.gov/psc)*,* US Department of Justice – **Online Resources** | Yes | No | No | Yes |
| [Virginia Department of Health Locator](http://www.vdh.virginia.gov/local-health-districts/), Victim Services Resource – **Information Directory** | No | No | No | Yes |
| [Southern Virginia Internet Crimes Against Children](http://sovaicac.org/index.php?option=com_content&view=featured&Itemid=101)–  **Online Information/Resources** | No | No | No | Yes |
| [STREET Ransom In the News](https://streetransom.com/in-the-news/)*,* StraightStreet Ministry – Religious – **Online Information/Resources** | No | No | No | Yes |
| *Labor and Sex Trafficking Among Homeless Youth,* [Covenant House](https://www.covenanthouse.org/homeless-issues/human-trafficking) – **Online Information/Resources** | Yes | No | No | No |
| FAIR Federation for American Immigration Reform: [Human Trafficking: Exploitation of Illegal Aliens](https://www.fairus.org/issue/illegal-immigration/human-trafficking-exploitation-illegal-aliens) – **Online Information/Resources** | Yes | No | No | No |
| ***Human Trafficking - The Facts,*** [United Nations Global Impact](https://www.unglobalcompact.org/library/88) – **Online Information/Resources** | Yes | No | No | No |
| National Human Trafficking Hotline – **Online**  **Information/Resources** | No | No | No | Yes |

## Appendix A: Applicable Laws

### Applicable Virginia State Law

The [Office of the Attorney General of Virginia website](https://www.oag.state.va.us/) contains a comprehensive list of [Virginia’s human trafficking law](https://www.oag.state.va.us/files/HumanTraffLaws.pdf).

### Applicable Federal Law

The federal *Victims of Trafficking and Violence Protection Act* defines human trafficking, in part, as the recruitment, harboring, transportation, provision or obtaining of a person for the purposes of commercial sex acts or labor services through the use of force, fraud, or coercion. Please visit the [Human Trafficking Laws and Regulations](https://www.dhs.gov/human-trafficking-laws-regulations) website.

## Appendix B: Training Evaluation Template

Training Date:

Trainer:

Thank you for completing the training on the Prevention of Trafficking of Children. Please rate your level of agreement with each statement below. Your responses will help evaluate how well this training session met the intended learning outcomes.

As a result of this training, I am able to (please circle one for each question):

| Articulate the Virginia definition of human trafficking. | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| --- | --- | --- | --- | --- | --- |
| Understand how human trafficking impacts schools, communities, states, nation, and the world. | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| Identify the different types of trafficking. | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| Recognize the signs of a human trafficking victim. | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| Recognize the signs of a trafficker. | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| Identify and understand the common stages of grooming. | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| Know strategies to assess suspected cases of trafficking. | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| Understand local reporting procedures for identified cases. | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| Identify local procedures to provide supports to victims. | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| Identify available prevention resources for training. | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |
| Identify local providers to support at-risk youth. | Strongly  Disagree | Disagree | Neutral | Agree | Strongly Agree |
| Understand which community and/or school resources to access for victim treatment. | Strongly Disagree | Disagree | Neutral | Agree | Strongly Agree |

1. 2017 TIP Report: <https://www.state.gov/documents/organization/271340.pdf> [↑](#footnote-ref-1)
2. Human Trafficking in America's Schools: <https://safesupportivelearning.ed.gov/sites/default/files/HumanTraffickinginAmericasSchools.pdf> [↑](#footnote-ref-2)