

Streamlining Staff Trainings

Learning Management Systems (LMS)

CSDSIP Insight Newsletter | April 2022

In Early Spring 2020, schools and businesses across the country were forced to modify their daily operations in response to shutdowns caused by the COVID pandemic. This new remote environment presented many challenges, one of which was how to deliver required training courses to educational staff, track completion and deadlines, and enforce deadlines when in-person classes were suddenly not an option. These changes led to a quick spike in online training popularity as a user-friendly way to meet the challenges of a pandemic world.

As we begin to transition from pandemic lockdown to a more normal-looking day-to-day, online training systems, also known as Learning Management Systems (LMS), have remained relevant due to their many benefits. Including but not limited to:

- The ability to manage training across large and varied networks with one system.
- Content centralization to keep training stored together in one location.
- Increased flexibility in scheduling. Staff can be assigned training to complete as they have time.
- Re-watchability. Employees can log-in and review training information at any time.
- The ability to assign training to staff all at once and automate completion reminders when necessary.
- Tracking capabilities for progress, and performance. Keeping record of these metrics could potentially help Members both avoid and defend against liability issues, protecting your community well into the future.

What Should I Look For in an LMS?

The rise of LMS' popularity across the education industry has led to an abundance in options, making system selection difficult. Understanding the options and your community's needs is the best first step to making a sound decision. A good LMS vendor should be able to address any questions you have and show that they value every client, no matter which pricing package they choose. Make sure you understand the features and tracking each system offers, and evaluate how they meet your needs and whether they warrant your investment. You may want to avoid immediately selecting the lowest-cost option, as you could end up spending more money over time to upgrade the platform and custom tailor it to your requirements.

You may want to evaluate LMS vendors on the following areas:

- LMS Customer Experience
- Value for Money
- Support Services and Availability
- Company Track Record
- Implementation and Maintenance Costs (both time and monetary!)
- Cost and Access to Upgradable Features
- Ease-of-Use
- Available Analytics
- Community Suitability

When evaluating the features of an LMS, make sure to choose a platform solution that does more. The system should make it easy to deliver, manage, and generate reports on employee and staff training. Look for expert authored training content that will help you comply with state and federal training mandates, including OSHA, Title IX, Mandatory Reporting, FERPA, Youth Suicide Prevention, School Violence Prevention, and more. Consider a system that allows clients to customize courses with their own content, school policies or build their own courses in a system. Systems should also allow for uploading school-specific policies and allow them to be assigned to staff and students. The system should automatically document users' review and acceptance of these policies.

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Completions should be tracked in real-time and compliance reports delivered to an administrators' inbox, keeping schools in compliance with the many training requirements. Other useful features are offline training sessions and the ability to manually give credit in the event of an in-person staff training.

Can CSDSIP Help Out?

Even before the COVID-19 pandemic, CSDSIP saw the obvious benefits LMS' could offer our Members, which spurred our research into the sector. We are pleased to announce that, as of Spring 2021, all CSDSIP Members have the opportunity to join our chosen LMS, Vector Solutions by Safe Schools, as a no-additional-cost benefit of Membership. CSDSIP Members can experience all the benefits of a fully-functional LMS that comes pre-loaded with the CSDSIP training suite, as well as 26 new courses on highly-requested topics.

Though training season may seem far away, summer and fall demand for these resources can add challenges to set-up, challenges that you can avoid by signing up before the school year ends!

Ready to Get Started?

Identify a system administrator from your educational community and have them reach out to Vector Solutions at implementation.edu@vectorsolutions.com. Don't forget to identify yourself as a CSDSIP Member to access these services at no cost.