

2025

TEXAS EDITION - VERSION 3.4

HOLISTIC CARE PROGRAM FOR PK-12 SCHOOLS

# CAMPUS CHAPLAINS

[www.campuschaplains.org](http://www.campuschaplains.org)



# NSCA's Campus Chaplains Care Program

**Appendix A: pg. 9-11**  
Chaplain Job Description

**Appendix B: pg. 12-19**  
First Liberty Model  
School Chaplaincy Policy

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School Chaplain Funding



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## Let's talk about your campus chaplains.

Always available, always helpful. Providing safety, help, and hope to your staff, teachers, and students, all the time.

### Dear Presidents and Superintendents,

With the passing of the “Texas Chaplain Act” (SB763), chaplaincy programs are now available to your school district. Chaplaincy is a well-established profession that offers specialized care to accommodate the needs of each individual and people group.

School campuses consist of a unique combination of adults and underaged individuals. To adequately meet the holistic care criteria, chaplaincy programs must be specialized, which is why we have created the “Campus Chaplains Care Program.”

As your school chaplaincy advocate, we are here to help you navigate the chaplaincy landscape and find the program that best represents the needs of your ISD.

For over 25 years, our organization has helped schools through school chaplaincy, and we hope to help yours, too.

**Johnny Davis**

Chief Development Officer, NSCA

## Our Certified Campus Chaplains

# A Valuable Resource

Confidential Advisor, Emergency First Aider,  
Resource Officer, Trauma Care Provider,  
Peacemaker, Caregiver, Liaison.

**Providing religious and non-religious spiritual support and care.**

**A bridge between staff and parents.**

**Acquainted with referral agencies.**



### NSCA-Certified

Our campus chaplains are certified through our nationally accredited academic and safety course programs.

Onsite

Trained in situational awareness and risk assessment, identifying trafficking, abuse, and bullying.

Essential

Personnel



### OPTIONAL



#### Specialized Training

Specialized training for work with adults and children.



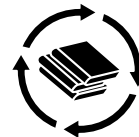
#### Safety Certifications

Resourcefully trained in three vital safety courses.



#### Board Supervision

Weekly reporting to our senior chaplain board.



#### Continued Education

Ongoing education and training programs.



#### Guardian Certification

Trained and certified to carry a firearm on school campus.



# NSCA Chaplain Attire

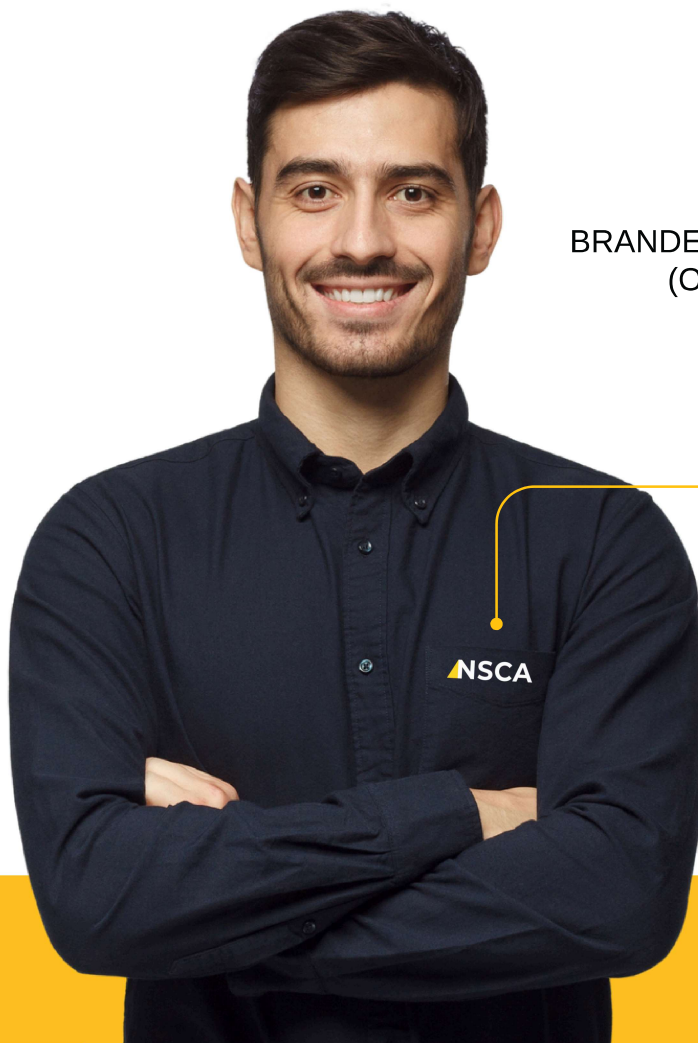
Increase school safety with easily identifiable Campus Chaplains.



NSCA ID (Front)



NSCA ID (Back)



BRANDED UNIFORMS  
(Optional)

CAMPUS CHAPLAINS  
BADGE (Optional)



# Onboarding Your Dedicated Caregiver.

## Model Policy

Establishing the role of a chaplain on your campus is easier than ever. Model policies and procedures have been created by leading institutions, that can easily be adapted to your ISD's preferences.

» First Liberty Institute - Model School Chaplaincy Policy. See Appendix B. pg. 10

## Onsite Orientation

Let's meet your staff, the first step to building a relationship.

## Agency of Presence

Informal onsite visits; voluntary, permission-based, confidential.

## Dedicated Caregiving

Onsite with students, or offsite care sessions with teachers, staff, parents, and guardians.

## 24/7 Chaplain Access

For school administration and staff - receive your chaplain's phone number for anytime access.



## CEUs & Accountability

NSCA-certified campus chaplains report to a Senior Chaplain Board and participate in continued education training for new and updated caregiving strategies.



## Campus Environments

# Staff & Teacher Care



### Common Conversation Topics Among Adults

Stress and mental well-being, parenting, marriage and relationships, finances, addiction, aging parents, health concerns.

### Staff Support

**89% of principals**

say that chaplains are important to school community and more peaceful environments.

### Direct Benefits of Hiring a Campus Chaplain

Hiring a chaplain at your school directly impacts the lives of students, staff, educators, and communities through increased school safety, better teacher retention, and enhanced mental health support.

- Greater personalized attention
- Higher employee productivity
- Increased job satisfaction
- Lower absenteeism
- Lower turnover

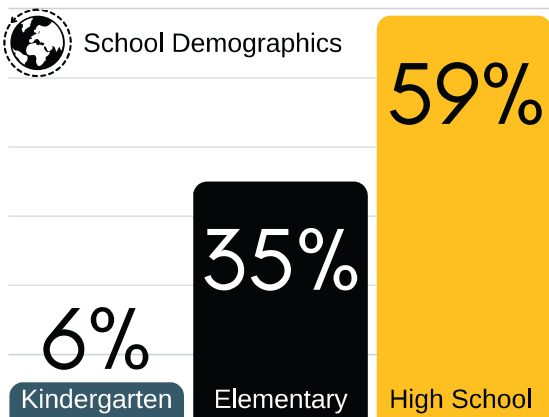


NSCA-certified Results

# Our Campus Chaplains Care Program



School Demographics



**25** Years Experience



## Certified

For School Campus Environments

### Global Presence

Argentina, Bolivia, Brazil, Chile, Columbia, Costa Rica, Cuba, Dominican Republic, Ecuador, El Salvador, Equatorial Guinea, Guatemala, Honduras, Mexico, Nicaragua, Panama, Paraguay, Peru, Puerto Rico, Spain, Uruguay, Venezuela, USA

### Results\*

**37%**

**INCREASE in**  
H.S. Graduations

**80%**

**DECREASE in**  
Teen Pregnancies

**ZERO**

**REPORTED**  
Suicides

### Improved

- Motivation and Goal Setting
- Inter-student Relationships
- Student-Teacher Relations
- Respect for Authorities
- Problem-solving
- School Safety
- Self-respect
- Confidence
- Grades

### Decreased

- Alcohol & Drug Consumption
- Discipline Issues
- School Violence
- Bullying

*Schools reported these results after two years on the campus chaplains care program.\**





# Campus Chaplains Care **Your Trusted Provider**

## **Let's understand your needs.**

As the leader in confidential support for teachers, staff, and students, our goal is to create the care program that works best for you.

We understand each school within your district will have unique needs; we can help by better understanding your plans through an initial phone call or virtual meeting.



## **01. Schedule a call**

Please send us an email or give us a call and ask to speak with one of our development professionals. We will coordinate an introductory call to better understand your goals and planning.

- 405.831.3299 ext. 704
- [info@campuschaplains.org](mailto:info@campuschaplains.org)

## **02. Schedule a virtual meeting**

If you prefer a virtual introduction, click the link below and select the date and time that works best for you.

**CLICK HERE**



Campus Chaplains  
**Holistic care for everyone.**





# Full-Time Campus Chaplain

## Position Summary

School Chaplains are not just frontline staff but also key contributors to the school district's success. They fulfill the mission of NSCA to share God's love in school environments by providing campus chaplain care services. School chaplains use their gifts and talents to serve the district's students, faculty, staff, and immediate families' spiritual needs. They become messengers and conveyors of faith, mission, and purpose to support the district's goals, directives, and standards.

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## Essential Functions & Responsibilities

- Serve as a messenger and conveyor of faith, mission, and purpose to support the district's goals, directives, and standards.
- Interact with school district faculty, staff, students, and community in a manner that exhibits character through personal and spiritual wellness.
- Provide, as appropriate/requested, literature and other resources to assist school district faculty, staff, and students with personal issues, including family matters, divorce, serious illness, death and grief recovery, parenting, and financial stress.
- Support and assist teachers and students in navigating life's challenges while maintaining emotional stability.
- Coordinate with district administration for specialized assistance or specific needs for faculty and students.
- Express care and encouragement within the school district's community during illness, accidents, traumatic events, and grief through prayer and reflection practices.
- Partner with district leaders to make administrative and procedural decisions and judgments on sensitive and confidential issues.
- Provide referral service and acts as coordinator for specialized assistance to faculty and/or immediate family members with specific needs.
- Assist in planning, conducting, or attending funerals for faculty or immediate family members, including providing follow-up support and encouragement to them during the grief period.
- Provide an agency of presence and assist in school assemblies and various school functions.
- Support classroom engagement by identifying root causes of classroom disruptions and disciplinary issues with individual students.
- Create safe environments and assist students in regulating mood and high anxiety.
- Engage with students during free play activities to build rapport and trust while monitoring peer-to-peer interactions.
- Ensure detailed and accurate documentation according to district standards.
- Facilitate spiritual enrichment activities as a faculty-sponsored and led activity as requested.
- Respond positively and assertively to other duties and services requested by the district.

(Continued on next page)

## Full-Time Campus Chaplain (Continued)

# Training & Skills Requirements

- NSCA Certification
  - Ecclesiastical Endorsement
  - A minimum of 2,000 hours of ministerial experience.
  - Academic Chaplain Training: Nationally accredited University Partner.
  - Auxiliary Safety Certifications: Stop the Bleed, Behavioral Threat Assessment, and Active Shooter.
  - Accountability & Reporting: Spiritual oversight by the NSCA Senior Chaplain Board.
  - Continuing Education: Coursework through NSCA Academy.
  - Optional: Guardian Training as requested.
- Ability to work in an interfaith setting. Possesses the ability to accept different lifestyles, cultures, beliefs, and values with compassion and respect.
- Strong and effective listening skills and interacts with district faculty, staff, students, and community while maintaining a high regard for the dignity and worth of others.
- Extensive spiritual maturity and commitment to a Christian lifestyle. Incorporates Christian values and beliefs in day-to-day activities and job duties. Has a fundamental understanding of the Holy Bible and its proper application.
- Possess the ability to interact professionally with diplomacy, patience, and courtesy with diverse groups and establish and maintain effective and cooperative working relationships with district faculty and staff.

## School Guardian Program

Details on following page.



## School Guardian (OPTIONAL)

# Position Summary

NCSA-certified chaplains may be trained as a “Guardian.” The chaplain will provide a Texas D.P.S. Proof of Training Form. Completed courses are filed with the Texas Department of Public Safety in accordance with Texas Government Code 411.1901.

The Four core topics instructed as required by the Texas Department of Public Safety (D.P.S.) are:

- Protection of Students
- Interaction of license holders with first responders
- Tactics of denying an intruder entry into a classroom or school facility
- Methods for increasing a license holder’s accuracy with a handgun while under duress

### **Duties & Responsibilities**

1. Patrol and Surveillance:
  - a. School guardians patrol the campus and surrounding areas, including unsupervised zones.
  - b. They intervene in activities that may lead to injury and encourage students to avoid participating in such conduct.
2. Creating a Safe Environment:
  - a. Their primary duty is to provide a safe and secure environment for students, staff, and guests on campus.
  - b. They establish and maintain rapport with students, staff, and community members.
  - c. Building positive relationships with local police and fire and rescue personnel.
3. Behavior Modeling:
  - a. School guardians serve as role models for students regarding behavior, attire, and professional grooming.
  - b. They demonstrate appropriate conduct and encourage students to follow suit.
4. Emergency Preparedness:
  - a. School guardians receive training to handle emergency situations.
  - b. They may participate in drills and exercises to prepare for real-life incidents.
  - c. Notify police and emergency personnel when there is an emergency or unusual situations.
  - d. Proficient in the use of a firearm on school premises to protect the lives of school staff, students, and guests against an active shooter or other critical incident.

# More Information About Us



## Specialized campus chaplains care program

The National School Chaplain Association (NSCA) proudly serves more than 33,000 schools worldwide. Our mission is to provide the highest quality holistic care for PK-12 schools through our certified Campus Chaplains Care Program.

We believe that school environments require specialized care programs that represent the needs of all people groups involved including, staff, teachers, students, parents, and guardians. For this reason, we have established our Campus Chaplains Care Program, holistic care dedicated to school and education environments.



## Contact Us :



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