

School District of Elmbrook

School Safety Update

Tuesday, May 22, 2018





Safety is Our Highest Priority

What This Means in Elmbrook:

- By deploying facility best practices and prioritizing financial resources we will secure our schools
- Through planning and by providing regular safety training we will communicate the importance of staff and student preparedness
- By dedicating time to lead and engage, our leadership will seek to listen and build organizational capacity



Our Approach to Strengthening School Safety Practices

- Reflect on Current Practice
- Engage our Stakeholders
- Prioritize Effort and Establish Work Teams
- Develop System of Reporting and Accountability



Current Practice: Securing our Facilities

- Secured Exterior Doors with Security Vestibule at each School
- Increased Cameras in Schools
- Background Checks for Volunteers
- Panic Button in Each Location
- Internal and External Safety Audits Conducted Throughout the Year



Current Practice: Safety and Awareness Training

Staff:

- Run, Hide, Fight Training
- Safety Drills
- Active Shooter Simulation
- Crisis Prevention Intervention Training
- Youth Mental Health First Aid
- Deployed Threat Assessment Protocol

Students and Staff:

- Run, Hide, Fight Training
- Safety Drills
- Students and Staff - Signs of Suicide (SOS) Annual Review 7-12 grades

Messaging:

If you hear something, if you see something, say something.



Current Practice: Developing our Community

- Question Persuade Refer (QPR) Training for Staff and Community
- Family Programming on Resilience, Your Digital Tattoo, and Various Sessions at Elmbrook University
- 3rd-9th Grade Securly Web Search History Report Emailed Weekly to Parents
- Thriving Community Coalition for Wellness (2016)
- Convened Regional Threat Assessment Team (2018)
- Waukesha County Mental Health Action Team (CHIPP, 2018)



Stakeholder Engagement

- In March, the Superintendent and Board President:
 - ◆ Met with Middle and High School Student Leadership Groups
 - ◆ Engaged Staff at All Schools
 - ◆ Presented to Several District Parent Groups
 - ◆ Co-Presented with Local Law Enforcement at Two Community School Safety Forums



What We Heard

- Students and Staff
 - ◆ Desire for More Training and Safety Drills
 - ◆ Provide Tools and Processes to Share Information (e.g. Tipline)
- Community Sessions
 - ◆ Strengthen Approach to Visitor Management
 - ◆ Prioritize Safety on Voting Days



Performed Safety Audits

Internal Audit Recommendations

- Classroom doors should be in locked position
- Need to develop an approach to outside spaces and off-hours community access to facilities

External Audit Recommendations

- Increase staff access to PA system throughout the school
- Develop clear and consistent expectations for training and drills



Pursuit of State School Safety Grants

Primary School Safety Grant (\$35M Available)

- Entry Glass Hardening and Classroom Locks

Advanced School Safety Grants (\$65M Available, \$20,000 per School)

- Training of Staff
- Facility Security Upgrades
- Update Emergency Plans

Requirement: 3 hours of combined training on Adverse Childhood Experiences or Trauma Informed Care/Trauma Sensitive Schools for Teachers, Assistants, Admin, Stdt Services



Safety Focus: Facility Best Practices

Leadership: Kristin Sobocinski and Randy Johnston

→ Key Objectives:

- ◆ Deploy Visitor Management System and Protocols K-12 by Sept 1, 2018 (K-5 Completed Spring, 2018)
- ◆ Formalize an Internal and External Audit Process by Sept 1, 2018
- ◆ Secure Commitment to Support School Resource Officers by October 31, 2018
- ◆ Deploy Facility Security Priorities from State Grant by October 31, 2018



Safety Focus: Communications and Partnerships

Leadership: Chris Thompson & Mark Hansen

→ Outcomes

- ◆ Establish a Community Engagement Strategy on School Safety by Sept 1, 2018
- ◆ Deploy a Communications Alert System by October 31, 2018
- ◆ Expand Collaboration with Regional Law Enforcement - Ongoing
- ◆ Influence Public Policy - Ongoing



Safety Focus: Staff and Student Wellness

Leadership: Dana Monogue & Tanya Fredrich

→ Outcomes:

- ◆ Establish a plan to track students who have been expelled by Sept 1, 2018
- ◆ Deploy Threat Assessment Protocol in all schools by October 1, 2018
- ◆ By December 1, 2018:
 - Gain BOE approval of Human Growth & Development Curriculum
 - Establish a consistent approach to K-5 Social and Emotional Learning
 - Establish post-vention processes



Safety Focus: Staff and Student Training

Leadership: Brett Gruetzmacher & Cheryl Schenk

→ Outcomes:

- ◆ Develop Staff (All Employee Groups) and Student Training (K-12)
Expectations by Sept 1, 2018
- ◆ Deploy Staff and Student Training Expectations by May 1, 2019



Safety Focus: Emergency Planning and Coordination

Leadership: Safety Team Coordinator (New Part-Time Position ≤\$30,000)

→ Outcomes:

- ◆ Update and Digitize Emergency Response Plans by January 1, 2019
- ◆ Develop External Facility Safety Plan and Community Use Plan by June 1, 2019
- ◆ Coordinate District Safety Efforts Throughout the Year



Significant Milestones on the Horizon

- Board Report Shared with Community on May 25
- State Safety Grant Due June 4, 2018
- By September 1, 2018
 - ◆ Student and Staff Safety Training Plan
 - ◆ Visitor Management and Protocols
 - ◆ Primary Security Grant Objectives Complete
 - ◆ Community Engagement Strategy Developed



Reporting and Accountability

- District Leadership
 - ◆ Safety Work Monitored Monthly
 - ◆ Direct ownership of several safety objectives
- Board Committees - Updates when appropriate
 - ◆ T&L - Curriculum & Social Emotional Learning
 - ◆ F&O - Facility Improvements, Law Enforcement Partnerships, Emergency Response Plans
 - ◆ Personnel - Staff Training
- Board Updates 2x per year - Projected: November and March