

The logo of Folsom Cordova Unified School District is a circular seal. It features a central mountain range with a sun rising behind it. The words "FOLSOM CORDOVA" are written in an arc above the mountain, and "UNIFIED SCHOOL DISTRICT" is written in an arc below it. The entire seal is surrounded by a dotted border.

# **FCUSD School Safety Steering Committee: Addressing Physical and Emotional Safety**

**11-18-21**

**Presentation by:**

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**Peter Maroon, *Director of Athletics***

**Kate Hazarian, *Coordinator of Social Emotional Academic Development***

# Our Charge

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Provide at least two options to Superintendent Koligian and our Board of Education, for how to best meet the safety needs of our students and staff.



# Safety Committee Norms



- Keep kids at the center
- Be willing to look at things through multiple perspectives
- Listen to understand
- Assume positive intent
- Acknowledge ideas and contributions, even if you disagree with them

# What is the challenge we are trying to solve?



- Ensure emotional and physical safety for all students.
- Decrease racial disproportionality in District.
- Shift to restorative model to improve behavior and repair harm.
- Consistency in Law Enforcement interactions with students.
- Support staff as they work with high conflict situations.
- Improve communication between interested groups around safety practices and School Resource Officer (SRO) responsibilities.
- Is investing in SROs the most effective use of taxpayer funds to make our schools emotionally and physically safe for students?

# Safety Steering Committee Overview

30 members representing parents and students from each region, site administrators, classified staff, labor representatives, law enforcement, Cabinet members and Board of Trustees.

<b>Sept. 14, 2021</b>	<b>Oct. 5, 2021</b>	<b>Oct. 12, 2021</b>	<b>Oct. 26, 2021</b>	<b>Nov. 9, 2021,</b>
<b>What is safety?  Committee Charge</b>	<b>Expert presentations: Fairfield-Suisun, San Juan and Sac City USD</b>	<b>FCUSD Student Support Panel</b>	<b>Spring 2021 Survey Results</b>	<b>Prototype review</b>
<b>Current Data</b>	<b>Input on qualities of Safety Coordinator</b>	<b>Empathy Gathering</b>	<b>Student Fishbowl/Listening Circle</b>	<b>Consensus Building</b>
<b>Current Safety Model</b>	<b>Empathy gathering overview</b>		<b>Prototype Development</b>	

# What is Safety?

National research has shown that these elements need to be present in order for students to learn.

## Engagement

Cultural and linguistic competence

Relationship

School participation

## Safety

Emotional safety

Physical safety

Bullying/cyberbullying

Substance abuse

Emergency readiness/management

## Environment

Physical environment

Instructional environment

Physical health

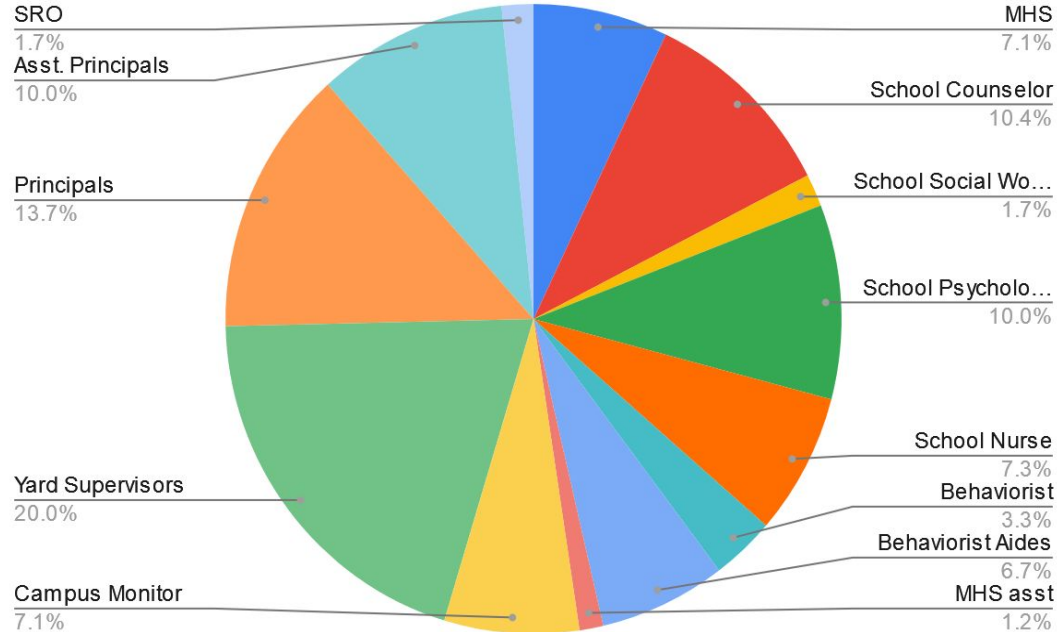
Mental health

Discipline

National Center for Safe and Supportive Learning Environments:  
<https://safesupportivelearning.ed.gov/school-climate-improvement>

# 240.5 Full Time Employees Supporting Physical and Emotional Safety

- Mental Health Specialist = 17
- School Counselor = 25
- School Social Worker = 4.0
- School Psychologist = 24
- School Nurse = 17.5
- Behaviorist = 8
- Behavior Aides = 16
- Mental Health Specialist Asst = 3
- Campus Monitor = 17
- Yard Supervisors = 48
- Principals = 33
- Assistant Principals = 24
- SROs = 4



Blue=Emotional Safety

Green and Maroon=Both Emotional and Physical Safety

\* FTE = Full Time Equivalent

# Physical & Emotional Safety Professional Development

- Equity
- Social Emotional Learning (SEL)
- Behavior Matrix
- Positive Behavioral Interventions & Supports (PBIS)
- Therapeutic Crisis Intervention (TCI)
- #iSMART, Internet Safety workshops for all 5th and 10th graders
- Applied Suicide Intervention Skills Training (ASIST)
- Crisis Response
- Police referral/arrest documentation
- Suicide Prevention Training
- Child Abuse/Mandated Reporter Training
- Restorative Practices
- Trauma Informed Schools - ACEs, Behavior and You
- Catapult Emergency Management System
- Threat Assessment
- School Safety Plans
- Active Shooter/Lockdown drills

# Perception of Student Safety

<b>Emotional Safety</b>	<b>Safe or Very Safe</b>	<b>Neutral</b>	<b>Unsafe or Very Unsafe</b>
Secondary Students	60.2% (1,675)	25.3% (704)	14.6% (406)
Parents/Guardians	65.3% (836)	24.2% (310)	10.4% (133)
Staff	60.5% (288)	30.5% (145)	9.1% (43)

<b>Physical Safety</b>	<b>Safe or Very Safe</b>	<b>Neutral</b>	<b>Unsafe or Very Unsafe</b>
Secondary Students	74.7% (2,133)	19.1% (531)	4.2% (116)
Parents/Guardians	77.8% (1,004)	17% (220)	5.3% (68)
Staff	77.7% (370)	18.9% (90)	3.3% (16)

\*\*\*Parents/guardians and staff were asked to assess **STUDENT** safety, not their own.

Data from FCUSD Spring 2021 Survey

# Committee Consensus: Key Indicators of a Safe Learning Environment

1. Physical safety
2. Emotional safety
3. Focus on restorative approach to student discipline
4. Cultural sensitivity/implicit bias training for all staff
5. Explain the “why” to parents
6. Provide mental health supports
7. Continue meetings of Safety Steering Committee throughout year



# Committee Consensus: Common Safety Improvement Areas

1. Increase fencing and security cameras
  - a. Utilize a committee to monitor through an equity lense
2. Quarterly Safety Advisory Committee Meetings
3. Increased communication with families and community about safety
4. Increase safety trainings
5. Review Social Emotional Learning Data (Panorama)
6. Improve crisis response protocol and procedures
7. Update Board Policies on roles and responsibilities of school administrators and law enforcement relative to student behavior
8. Hire Coordinator of Safe Schools

# Consensus - Hire a Coordinator and Safe Schools and Additional Training

## Hire a Coordinator of Safe Schools, Winter/early Spring 2021- 2022

- Support 34 Schools, District Office, families, students and communities with safety. Emergency response preparedness and Comprehensive Safe Schools Plans.
- Provide District-wide trainings for Catapult, crisis response, drugs and alcohol, gang awareness, etc.
- Trainings for families and students, internet safety, drug/alcohol prevention, etc.
- Liaison between FCUSD and SROs/Law Enforcement Agencies.
- Restorative response to student behavior.
- Address attendance concerns-available for home visits.
- Contact for major disruptions on campus-clarify for Administrators when to contact/utilize Law Enforcement.
- Responsible for preparing and executing the district's emergency operations center during crisis situations.

# Consensus - Hire a Coordinator and Safe Schools and Additional Training

Coordinator of Safe Schools will facilitate or provide training for all campus monitors, yard supervisors and other specific staff in:

- Culturally responsive relationship building with students, staff, families and community
- Restorative conflict resolution
- Impact of trauma/chronic stress on behaviors and de-escalation strategies
- Mental health and suicide prevention
- Active supervision

## Salary:

- Classified** – Community Safety Specialist Coordinator Step 29 Range D =  
\$9,617.00 x 12 months = \$115,404, Benefits = \$52,726  
1. Total Salary & Benefits = \$168,130
- Certificated** – Community Safety Specialist Coordinator Step AD7, Range 7 =  
\$125,692.00 yearly, Benefits = \$40,913  
1. Total Salary & Benefits = \$166,605



**Safety Steering Committee**  
September to November 2021

## Recommendation A - Modification of SRO Model

- Keep current SRO model with additional training
- Adopt Board Policy for when SROs/Law Enforcement engage with students
- 2021/22 cost for FCUSD  
portion of 4 SROs = \$500,340

## Gradients of Agreement

3	1 = Wholehearted endorsement
5	2 = Agreement w/minor pt. of contention
4	3 = Support with reservations
3	4 = Abstain
0	5 = More discussion needed
0	6 = Don't like, but will support
4	7 = Serious disagreement
0	8 = Veto

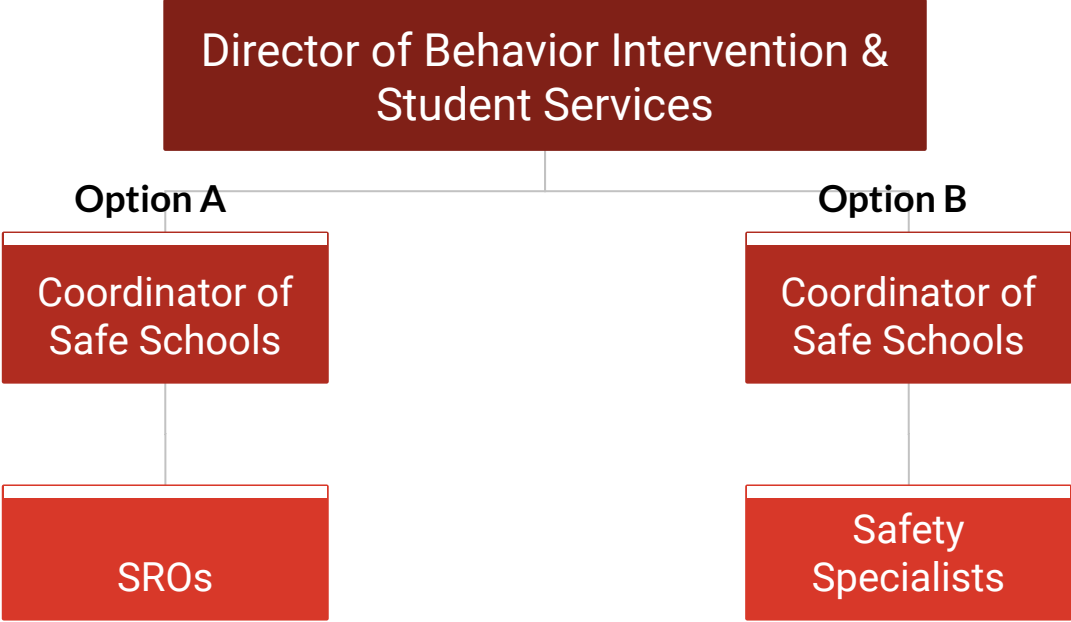
## Recommendation B - Safety Specialist Model

- Eliminate use of SRO model
- Hire full-time Safety Specialists to support campuses (San Juan USD model)
- Cost per each Safety Specialist position
  - Salary
    - Step 35 Range D =  $\$34.63 \times 8 \text{ hrs} \times 196 \text{ days} = \$54,299.84$
    - Benefits =  $\$33,119$
    - Sal & Ben =  $\$87,418.84$
  - One time cost for training, laptop, vehicle, handheld radio, and uniforms:  $\$35,000$  per specialist.
  - Vehicle maintenance, gas, insurance will be an ongoing cost.

### Gradients of Agreement

1	1 = Wholehearted endorsement
3	2 = Agreement w/minor pt. of contention
2	3 = Support with reservations
3	4 = Abstain
8	5 = More discussion needed
2	6 = Don't like, but will support
1	7 = Serious disagreement
0	8 = Veto

# Safety Organizational Chart



# Proposal Timeline

## Spring 2022 (or sooner)

- A & B- Safety Steering Committee holds an additional meeting to evaluate risks of each model and a possible 3rd hybrid.
- A & B- Hire Coordinator of Safe Schools
- B- Create job description- School Safety Specialists
- A & B- Provide training for staff involved with safety
- A & B- Draft and Adopt Board Policy (BP) for roles and responsibilities of Site Administration, Safety Specialists, and SROs
- A & B- Determine staffing needs (School Safety Specialists and SROs)

## Summer-Fall 2022

- A & B- Committee meet to evaluate Implementation
- B- Hire Community Safety Specialists
- B- Provide Training for Specialists
- A & B- Draft and Adopt Administrative Regulations (AR) for roles and responsibilities of Admin, Safety Specialists, and SROs