



Safety & Security Mental Health Updates

September 13, 2022

Board Ends & Alignment

Safe, Positive Culture and Climate

- A purposeful focus on creating a caring, safe, fun, supportive, and positive learning and working environment for all students, district employees, parents, and community is manifest throughout the district.
- There is clear evidence and a common understanding of the shared belief that all students can succeed when given a **safe and caring learning environment**. To that end:
 - **District employees, parents, and community work collaboratively, proactively and responsibly to ensure the psychological wellbeing of all students.**
 - **A focused level of teamwork and professional development is ongoing among district employees, community, and law enforcement agencies to ensure the physical safety of students, district employees and visitors.**
- Behavior Expectations are clearly articulated, supported, and taught.
- Multiple communication systems are available and used by students, district employees, parents, and community to ensure all voices are heard.

Strategic Plan Alignment

Strategic Theme #1:

Health, safety, and social-emotional supports for students

Objective 1: Enhance physical and psychological safety and security for students and staff.

Objective 2: Increase physical, social-emotional, behavioral, and mental health competency through prevention and intervention efforts.

System Goals and Priority Alignment

Superintendent Goal 2: Climate and Culture

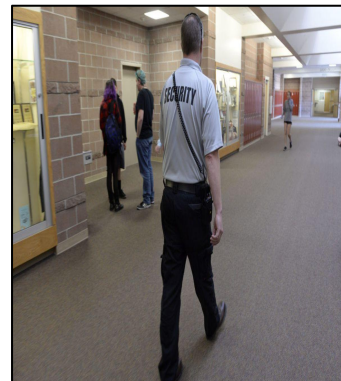
System Priority: Essential Skills for Success

Monitoring Report - Safe, Positive Climate and Culture (Second Semester 2023)

- Indicator 1 - Teaching and Learning Conditions Colorado - Managing Student Conduct
- Indicator 2 - Healthy Kids Colorado Survey - Health Topic - School
- Indicator 3 - Safety and Security Training
- Indicator 4 - Mental Health Training
- Indicator 5 - Safety and Security Continuous Improvement

Safety and Security

- Director of Security
- Deputy Director
- Security Managers (2)
- Patrol (4)
- Dispatch (9)
- Security System Specialist (2)
- Campus Security Specialist (60)



Agency Partnerships



Safety & Security Mission

Protect the Educational Environment

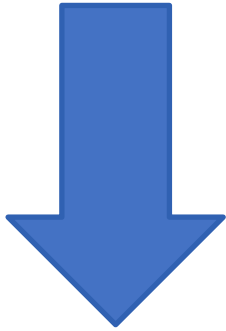
- Student, Staff and Visitor Protection
- Emergency Preparedness and Planning
- Physical Plant Protection



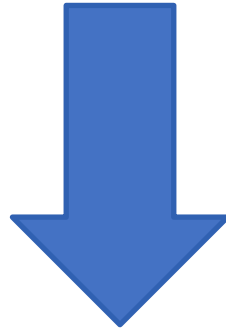
Safety & Security Mission

Protect the Educational Environment

- Student, Staff and Visitor Protection



Prevention



Hardening

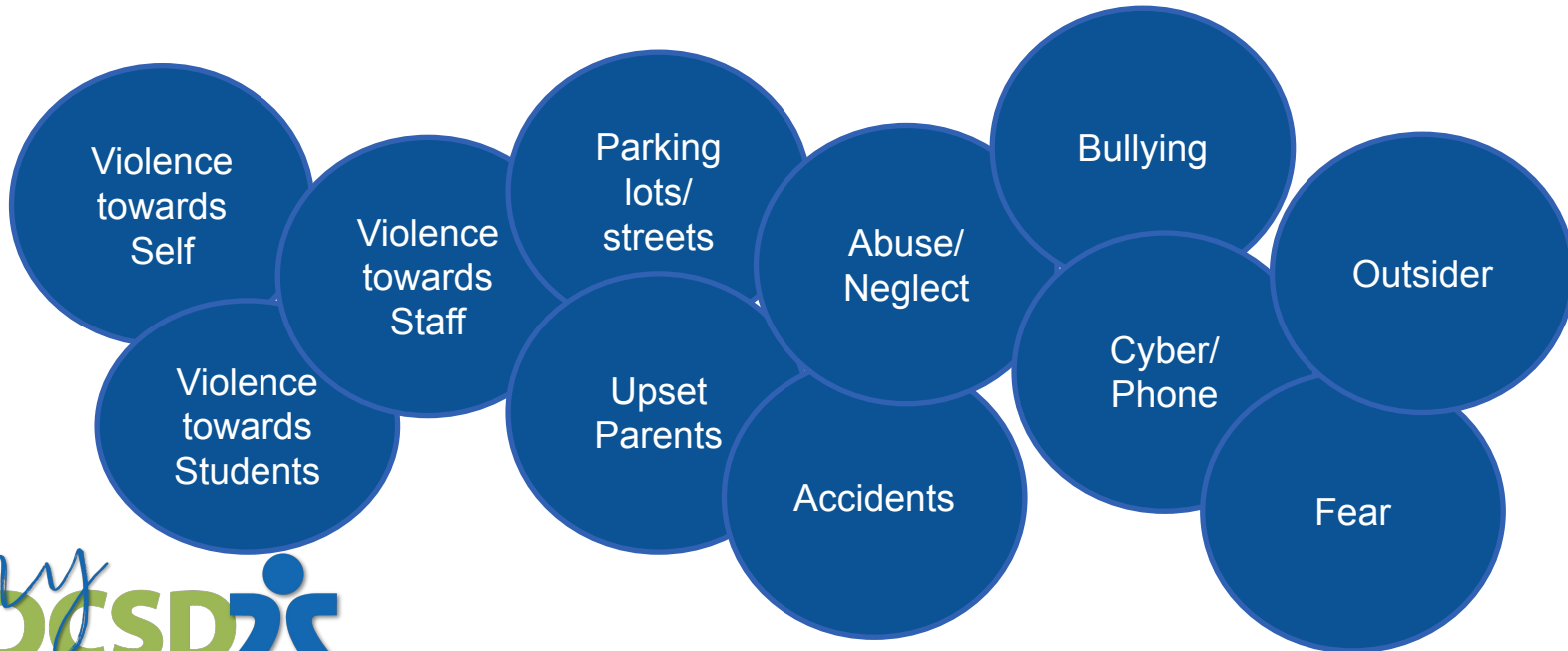


Response

Safety & Security Mission

Protect the Educational Environment

- Student, Staff and Visitor Protection



Applicable Lenses



Safety Research



COLORADO

School Safety Resource Center

Department of Public Safety



The **NEW ENGLAND**
JOURNAL of MEDICINE



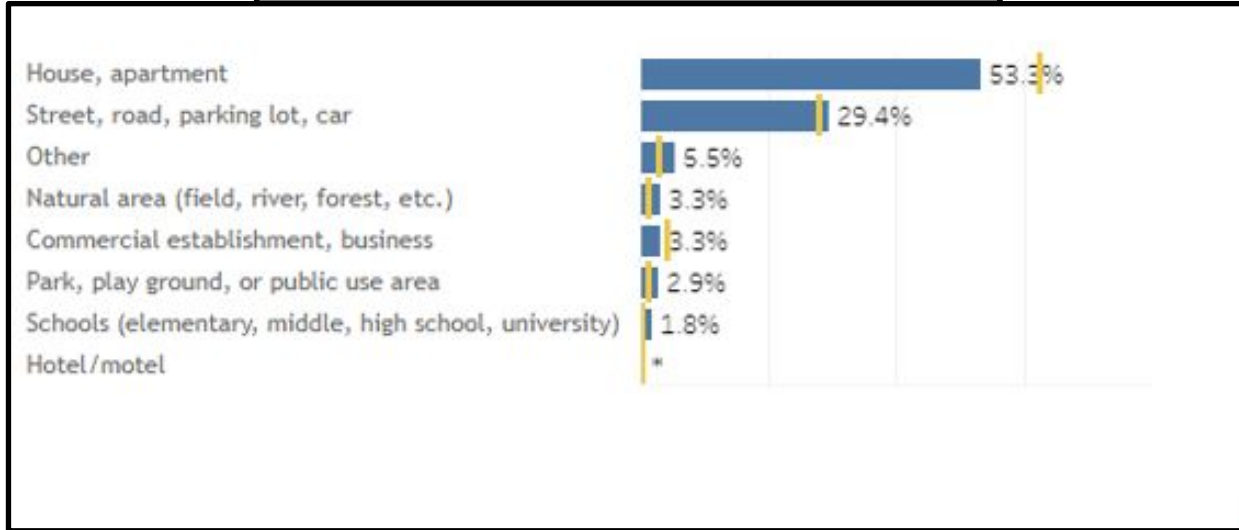
COLORADO

**Center for Health
& Environmental Data**

Department of Public Health & Environment



Where are our Students Safe?



Homicides in Colorado 2004-2020 ages 5-18 n=272

Staff Safety

MOST DANGEROUS JOBS?



70 PER 100,000

LEAST DANGEROUS JOBS?



.24 PER 100,000



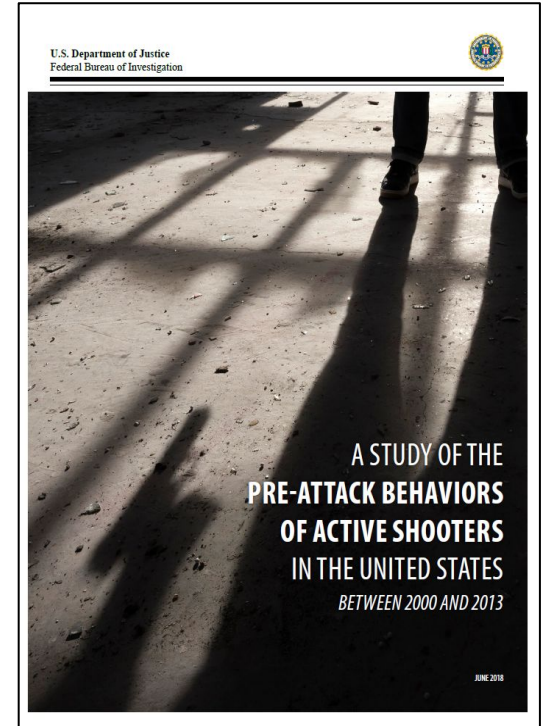
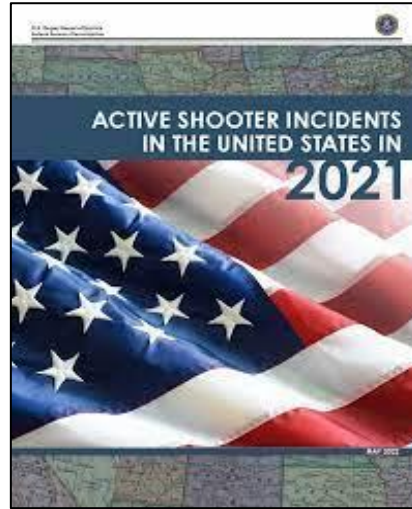
.34 PER 100,000

5. Douglas County, Colorado

- 5-yr. population change: +12.0%
- Nov. unemployment rate: 2.5%
- Poverty rate: 3.8%
- Life expectancy at birth: 83.7 years

Best
Counties
to Live in

Prevention Methods



Findings: A Multidisciplinary Threat Assessment Team is the most effective prevention method.

Layered Approach



Douglas County High School
Douglas County High School



Prevention

Hardening

Meet an SRO School Resource Officer

PROTECTOR – MENTOR – EDUCATOR

An SRO is a law enforcement officer who is trained to work in collaboration with one or more schools. SROs are assigned to their respective police beats to bring a police presence to the schools, commonly known as the "school security guard." An SRO is a sworn law enforcement officer with the authority to issue an arrest.

- An SRO is a **first responder** who is prepared with a direct emergency planning.
- An SRO can be a **mentor or counselor** for students.
- An SRO is the **first line of defense** in a school. Most SROs are armed.
- An SRO is a **sworn police officer** with authority to investigate and make arrests.
- An SRO is an **informal educator** who can help provide important information to students, parents and staff.
- An SRO can seek and monitor a **crisis student** to keep students and school employees safe before potential law enforcement arrive.
- An SRO doesn't sit behind a desk. They are present to **subvise and supervise** to interact with students and build relationships in the school community.

As of 2017, there were **less than 200 SROs** in New York. This number is on the rise as active duty officers in response to increased threats of school violence and the number of daily incidents reported across the nation.

Response

The FBI has shown that no attacker has ever breached an interior locked door during an attack. Side windows have been broken, but a locked door works.



The simplest action, and one that has been extremely effective in the active shooter events studied, is to lock the door to the room. (FEMA)





Safety & Security

School Admin

Mental Health

Risk & Legal

Law Enforcement

Student & Family

Collaborative - Task Force Approach

Cross Team/Task Force Communication & Collaboration

- Safety & Security
- Mental Health
- Health, Wellness and Prevention
- School Leadership
- Operations
- IT
- Communications
- Legal and Risk



Safety & Security

Mental Health Collaboration

New Position: Psychological Safety Coordinator

Provides Coordination, Leadership, and Facilitation of:

- Safety Assessments
 - Child Abuse Reporting, Suicide and Threat Assessments
- Services & Support
 - Consultation and Coaching
- Systems Work
 - Training, Program Review, Professional Development, Safe To Tell

Psych Safety Coordinator: Safety Trainings

- ASIST-Applied Suicide Intervention Skills Training
- QPR-Question, Persuade, Refer
- Suicide Assessment Course
- Threat Assessment Initial Course
- Threat Assessment Refresher Course
- PrePare-Prevent and Prepare for Crisis, Reaffirm, Evaluate, Provide, and Respond, Examine Effectiveness

Psych Safety Coordinator Role: Data Analysis

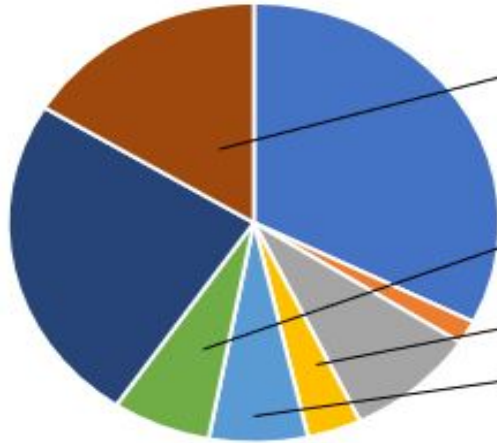
- Maintain psychological safety records
- Analyze data sets to identify needs of DCSD
- Provide training to schools and individuals to support policy and best practices;
 - Examine gaps
 - Problem solve
 - Possibly revise trainings
- Coordinate implementation of procedures and monitor fidelity to ensure safety of students and staff
- Review and oversee dissemination of At Risk students reports for each individual school and DCSD as a whole

Board of County Commissioners (BOCC) Safety Project Updates



Original BOCC Safety Plan

BOCC \$6 million



Bollards: \$923K available

Emergency Response Training: \$141K available

Door Locks: \$100K available

Defend Training: \$165K available

TOTAL = \$1.329 Million

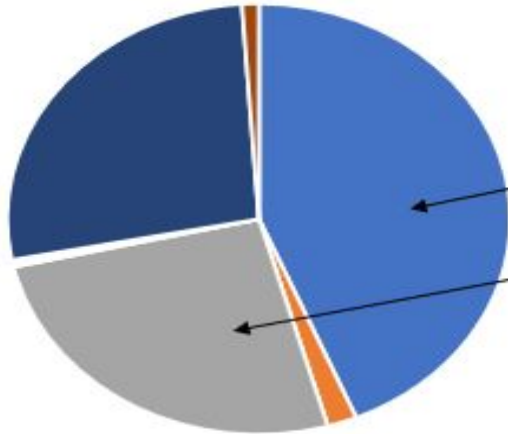
- Comm Sys
- Radios
- Door Alarms
- Door Locks
- Defend
- Emergency
- Windows
- Bollards

Reallocation of Safety BOCC Funding

- **Responsive based on current priority needs**
 - Communication Systems - ongoing
 - Door Alarms - ongoing
 - Radios and Windows - nearing completion
 - Bollards
 - Adjusted because of in-house capabilities
 - Defend Training, Door Locks, Emergency Training
 - Adjusted based on completion status

Current BOCC Safety Plan

BOCC \$6 million



- Comm Sys
- Radios
- Door Alarms
- Door Locks
- Defend
- Emergency
- Windows
- Bollards

\$1.329 Million

Comm Sys: +\$429K

Door Alarms: +\$900K

Weighing Options and Considerations



Additional Safety & Security Priorities

- Ongoing Safety Drills & Trainings
- Reunification Procedures
- District Response Team Training and Support
- Reflections and Refinement of Practices and Procedures
- Cross-Team Project Collaboration



Douglas County School District

Safety & Security Discussion and Questions



Mental Health Team

- Mental Health Director
- Psychological Safety Coordinator
- Crisis Team Specialist
- Mental Health Team Lead
- Data Specialist



Mental Health Current State

- All Elementary Schools have at least 1.0 MH FTE starting 22-23
- Animal Therapy Program
- Partnership with County for the Youth Community Response Team Expansion District-wide
- Handle With Care
- In Accreditation Process for School Psychology Internship
 - Consortium Member with University of Colorado Denver and Aurora Public School

Mental Health

Health, Wellness & Prevention Collaboration

- Behavioral Health Specialists in Secondary Schools
- Sources of Strength
- Signs of Suicide
- Expansion of District Behavior Team, Resources & Supports

Health, Wellness and Prevention

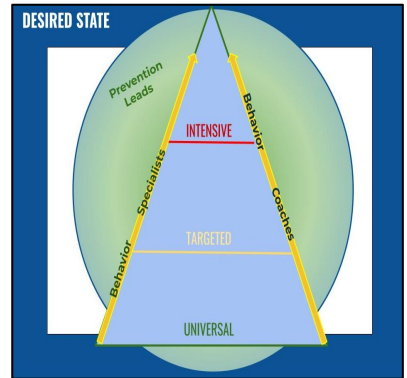
Counseling - Elementary & Secondary Leads

- DCSD Counseling Leadership Team (2 elementary, 2 middle, 2 high representatives)
 - Lead comprehensive school counseling work
- Denver Springs Partnership for In-School Short-Term Therapy
 - Skill building, alternatives to suspension
 - Referral to outside agencies
- Sources of Strength
 - Middle and High schools
 - K-6 new programming
- Signs of Suicide: Grades 7, 9 & 11

Health, Wellness and Prevention

HWP and Behavior Support Team

- Coordinator of HWP and Behavior Supports
 - Behavior Specialists
 - Behavior Technicians
 - Prevention Leads
- Purpose
 - Universal (prevention) to Intensive student supports
 - Collaborate with school teams to **create/refine systems** to **support all** students and **identify** students that need more
 - Embedded coaching with school staff on interventions to support identified students



Health, Wellness and Prevention

HWP and Behavior Support Team

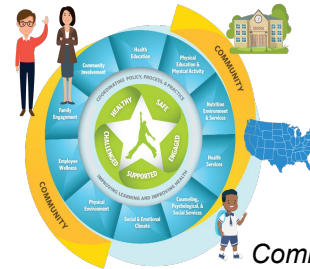
- Training on systems to support student engagement and behavior
 - Universal, Targeted, Intensive
- Baseline analysis of implementation: Positive Behavioral Interventions and Supports (PBIS), Restorative Practices, Trauma Informed Practices
- Training/Systems on Homebase/Regulation Rooms
- Behavior Technician Training



Health, Wellness and Prevention

Nursing (Mental Health IS Health) Nurse Coordinator, 4 Lead Nurses

- Youth Mental Health First Aid for Health Assistant to support mental health screenings in health rooms
- Nurses trained to conduct suicide screenings
- Healthy School Grant lead by nurses this year to support nutrition and importance of sleep (Wellness Curriculum)
- Nurses included in Problem Solving Teams
- Narcan in all buildings and staff trained
- School Emergency Triage Training (SETT)
- Student Attendance Review Board (SARB) Reports
- Coordinate student care with mental health and primary care professionals



*Whole School, Whole
Community, Whole Child Model*

BOCC Mental Health Funds

Curriculum Resources and Supports

- Second Step
- MindUp
- *SMARTS*

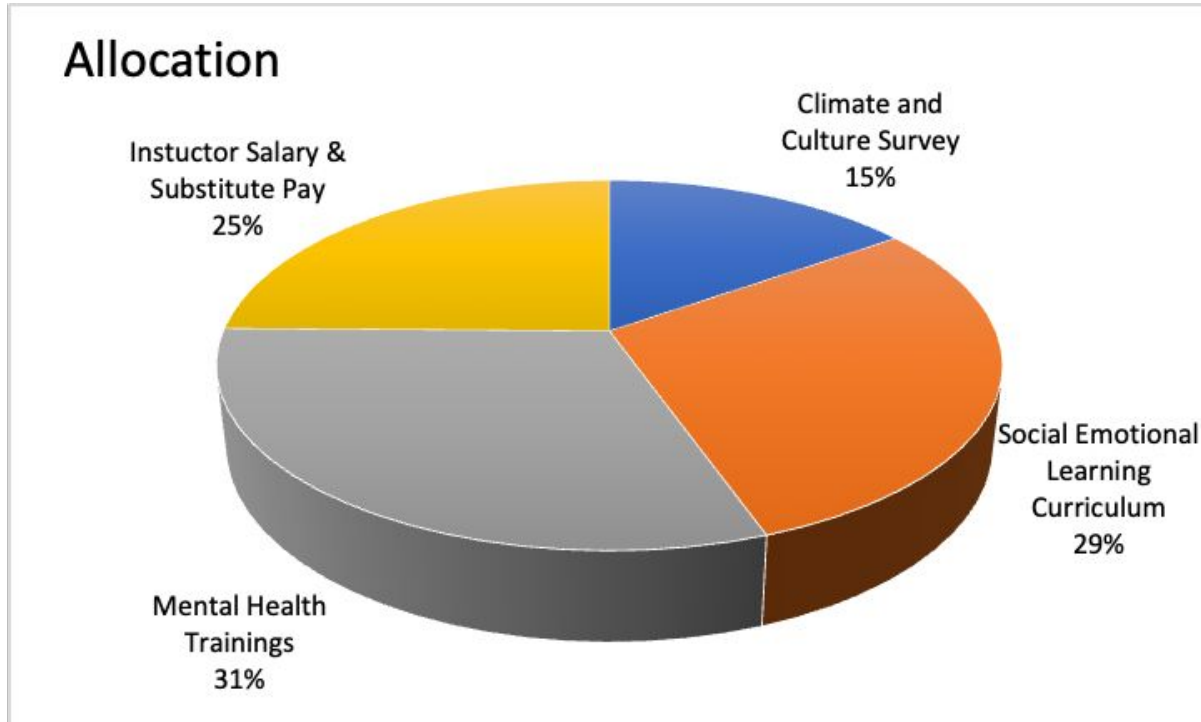
Suicide Prevention

- Signs of Suicide
- Question, Persuade, Refer (QPR)

Mental Health Trainings

- PREPaRE

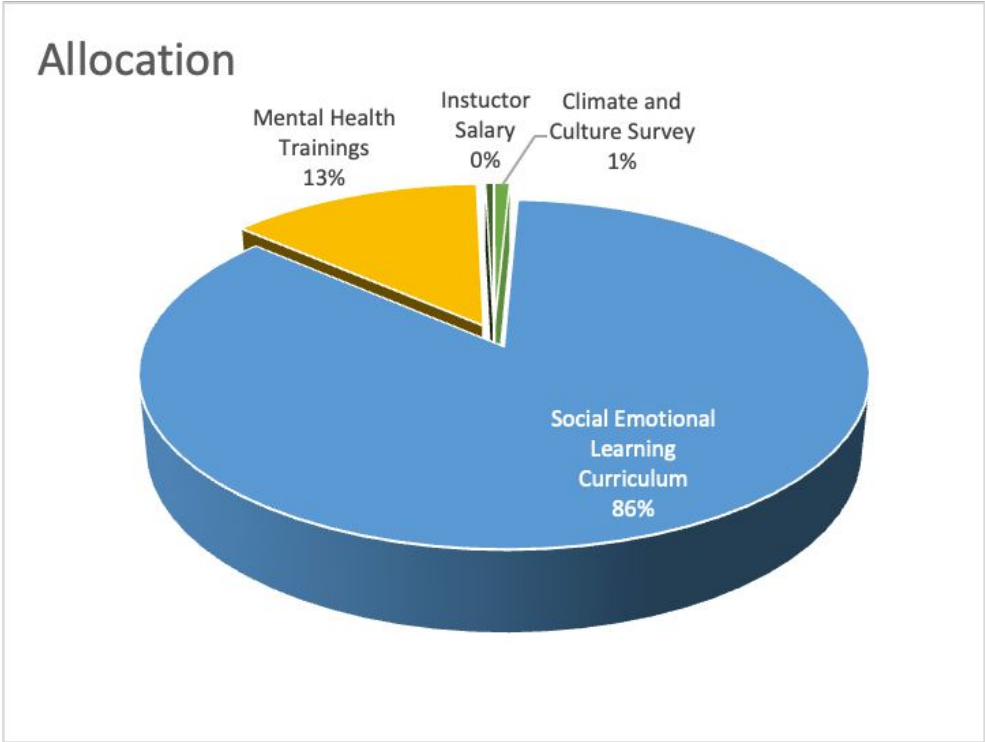
Original BOCC Mental Health Plan



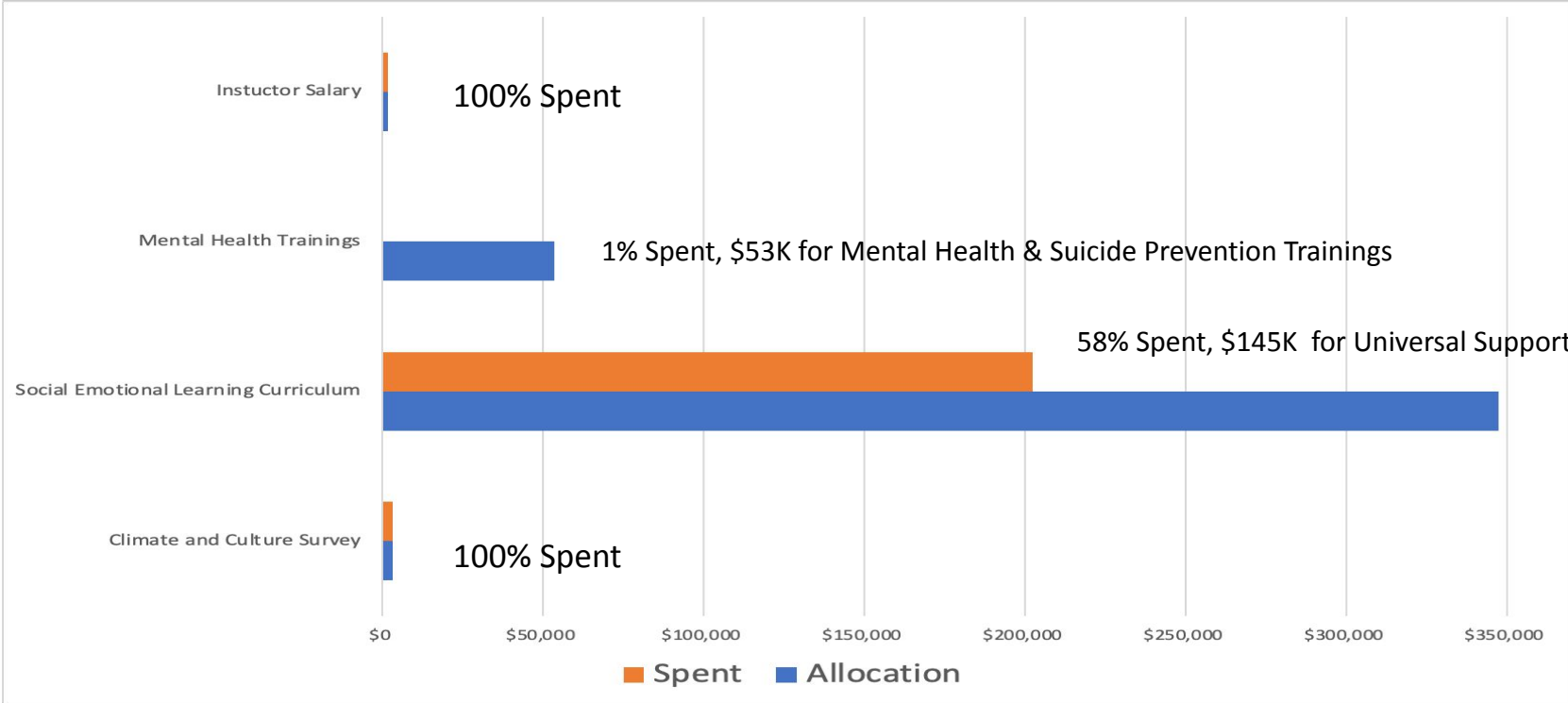
Reallocation of BOCC Mental Health Funding

- **Prioritized Youth Community Response Team Expansion**
 - Climate and Culture Survey
 - Focused on our Resiliency In School Environments (RISE) grant schools
 - Social Emotional Learning Curriculum
 - Adjusted to reflect current costs
 - Mental Health Trainings
 - Adjusted to reflect change in programs
 - Instructor Pay and Substitute Pay
 - Focus on embedded PD

Current BOCC Mental Health Funds



Current BOCC Mental Health Funds



Suicide Prevention and Awareness



If you or someone you know
needs support now,
CALL OR TEXT: 988
CHAT: 988lifeline.org





Mental Health Discussion and Questions

