

Three Year Plan:

Reclaiming our District for Student Success



Purpose of Plan

To serve Oxford students, staff, families, and community in our recovery with these key intentions:

- Restore physical and psychological safety and well-being
- Coordinate purposeful efforts within and outside the district
- Reclaim our school, district, and community
- Create a cohesive approach to engagement with stakeholders
- Continue to learn and make ongoing revisions for growth
- Strengthen current practices and initiatives
- Include school community input

Purpose of tonight's presentation:

- Present initial, tentative plan to our school community
- Receive input and feedback and provide clarification

Future steps:

- Gather community input through in-person listening circles/forums
- Incorporate community input into the three-year plan
- In-person open houses and workshops

Collaboration

School Community Input: Spring Student, Family & Staff surveys (Safety, Mental Health, SEL, Staff Wellness), Spring Student, Family & Staff in-person forums

Review: National Center for School Safety (NCSS), Secure Education Consultants

Community Partners: Resiliency Center, EasterSeals, Oakland Schools, OCHN, Eternal Security Services, Brighton Public Schools, Oakland County Sheriff's Office, Oxford Village Police Department, Oxford Fire Department, OK2Say

Business Partners: Evolv, ZeroEyes, Gaggle, GoGuardian, Eagle Security, NightLock, Pacesetter K9, Navigate360

Advisory Schools: Parkland, Sante Fe, Columbine, Arapahoe

Measurables and Outcomes

Implementation Evidence

- Program development
- Artifacts
- Fidelity inventories

Ongoing Feedback Loop

- Surveys
- Check-ins

Impact Over Time

- Improved behavioral health (SAEBRS)
- Improved academics (FAST, MSTEP)
- Improved climate and culture- including a sense of trust and safety (Surveys, staff retention)

Safety and Security

Spring 2022

“I feel safe in Oxford High School” = 34% of students Agree or Strongly Agree;
37% Unsure; 29% disagree or strongly disagree

“My child(ren) is/are safe in Oxford Schools” = 59% Agree or Strongly Agree;
23% Unsure; 18% disagree or strongly disagree

Safety is our #1 Priority

Action Steps and Strategies

- a. Install Evolv weapons detection kiosks at three entrances at OHS - *Install scheduled for August 18*
- b. Utilize weapons detection dog for service at OHS with district handler - *Scheduled for completion in September*
- c. Secure private security company to provide trained, armed personnel in every school building - *Completed*
- d. Install digital ID readers for student entry at OHS - *Completed*
- e. Employ a second school resource officer at OMS - *Completed*
- f. ZeroEyes weapons detection software on 80-100 cameras at OHS - *Currently on 30 cameras, scheduled for completion in September*
- g. NightLock safety shades on door windows in classrooms - *Completed by first day of school*
- h. Update AED fleet and ensure ongoing staff training to maintain status as MI HeartSafe school certifications - *Completed*
- i. Maintain use of clear backpacks at secondary schools based on student survey results - *Completed*
- j. Partner with Secure Education Consultants to perform annual critical building assessments - *Completed*

Safety is our #1 Priority

Action Steps and Strategies

- a. Update staff on safety procedures and communication, visibly post four-digit emergency access code to initiate a safety concern in each building and code of PA announcements - *Scheduled for completion before first day of school*
- b. Install A/V mass notification system - *OMS and OHS Scheduled for completion by September (hallways and shared areas completed before first day of school), all elementary schools by December*
- c. Enhanced ALICE training and drills and resume fire and severe weather drills - *Ongoing*
- d. Additional Threat Assessment training - *Ongoing*
- e. Utilize electronic student monitoring software - GoGuardian & Gaggle - *Completed*
- f. Signs on interior/exterior doors for emergency response - *Scheduled for completion by first day of school*
- g. Update radio system to enhance communication between all schools - *Completed*
- h. OK2SAY awareness and student/staff reporting expectations - *Ongoing*

Safety is our #1 Priority

Additional Action Steps and Strategies

- Involve stakeholders (board members, staff, parents, students) in a committee or committees to help guide district decisions and identify measurables for overall area
- Implement listening sessions over the next three years to receive feedback on the plan and its implementation

Mental Health

Spring 2022

85% of parents and staff indicated anxiety as a *high/moderately high* behavioral need facing their student(s)

66% of parents and staff indicated accessing behavioral health resources as a *high/moderately high* behavioral need of their student(s)

64% of parents indicated increased communication as a *high/moderately high* need

Continued Support of Our Students' Mental Health

Action Steps and Strategies

- a. Refine student referral procedure for staff and support process for student interventions
- b. Develop external counseling process for identifying and accessing mental health services
- c. Increase OK2SAY awareness and student/staff safety reporting expectations
- d. Increase parent awareness and use of GoGuardian Parent
- e. Educate students on suicide prevention awareness
- f. Suicide assessment training for mental health staff
- g. Increase parent education, outreach, and workshops on mental health
- h. Utilize and further develop our capacity to deliver best practice support (PREPaRE) to students

Continued Support of Our Students' Mental Health

Action Steps and Strategies

- a. Implement trauma-informed practices that support the learning and academic development of students
- b. Create OCS facility dog program (11 total dogs)

Additional Action Steps and Strategies

- Involve stakeholders (board members, staff, parents, students) in a committee or committees to help guide district decisions and identify measurables for overall area
- Implement listening sessions over the next three years to receive feedback on the plan and its implementation
- Additional staffing: Family School Liaisons (FSLs), School Social Worker, School Counselors, School Psychologist, Recovery Coordinator, Executive Director of Student Services and Wellness, 3rd OHS Assistant Principal

Social Emotional Learning (SEL)

Spring 2022

49% of high school students reported they cannot clearly explain how they feel

57% of high school students reported they do not follow a routine/schedule to complete their schoolwork

33% of parents reported that their student(s) does not ask for help when they need it

51% of teachers reported that students do not know how to care for themselves (eg. health, stress management, etc.)

44% of teachers reported that students do not take responsibility for their behavior/actions

Supporting the Social and Emotional Needs of Our Students

Action Steps and Strategies

- a. Elementary: Review existing SEL and anti-bullying curriculums and evaluate needs; considerations for additional/different resources; align curriculum with Early Childhood Center Preschool Programs; In the meantime, implement weekly lessons with existing curriculum resources
- b. Secondary: Create/enhance secondary-level SEL Advisory lessons, committee and resource(s) which target MDE/CASEL SEL Competencies and Standards; Create SEL Advisory Committee; Identify and review SEL resources
- c. Embed SEL competencies into classrooms
- d. Implement and enhance state-required Restorative Practices
- e. Implement and enhance current Positive Behavior Intervention and Support programs
- f. Continue to implement the Social, Academic, and Emotional Behavior Risk Screener (SAEBRS)
- g. OMS - Calm Classroom Strategies
- h. SEL Summer & After-School Activities

Supporting the Social and Emotional Needs of Our Students

Additional Action Steps and Strategies

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Staff Wellness and Retention

Spring 2022

50% of employees ranked emotional wellbeing (stress management, resiliency, positive thinking, coping skills, mindfulness, mental health) as their top priority

36% of employees ranked physical wellbeing (physical activity, nutrition, sleep, preventative exams, biometric screening) as their top priority

Our Staff Are Crucial to Our Students' Achievement

Action Steps and Strategies

- a. Create a well-being committee with representation from all buildings
- b. Identify wellbeing initiatives
- c. Research and implement an Employee Assistance Plan (EAP) aimed at addressing employee needs identified in the employee interest survey
- d. Establish future contracts aimed at providing excellent benefits and compensation packages
- e. Provide employee interest surveys and evaluate ongoing need

Our Staff Are Crucial to Our Students' Achievement

Action Steps and Strategies

- a. Integrate health education/awareness into professional development
- b. Develop a support plan with the district Recovery Coordinator

Additional Action Steps and Strategies

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Community/Government Outreach

Spring 2022

90% of parents/guardians expressed a moderate to high need for behavioral health resources

80% of parents/guardians expressed a moderate to high need for parent forums

79% of parents/guardians expressed a moderate to high need for community education presentations

86% of parents/guardians would value and participate in opportunities to help them learn more about social emotional learning development and how they can support it at home

When accessing supports, the top barriers respondents selected included being unsure of what they needed (30%), financial costs (29%), and waitlists (25%)

Partnerships Strengthen Our Schools

Action Steps and Strategies

- a. Seek opportunities to partner with outside organizations to bring physical health, mental health, and dental services to underserved students and families
- b. Partner with EasterSeals
- c. Partner with the Resiliency Center
- d. Partner with Oakland County Sheriff Department for SROs
- e. Strengthening partnerships with existing structures or organizations, such as local first responder units, local government, faith-based institutions, PTO, Boosters, community library, etc.
- f. Strengthen partner relationship with parents

Partnerships Strengthen Our Schools

Action Steps and Strategies

- a. Parent/Guardian/Student Education Workshops
- b. SEL/relationship summer activities/after-school activities

Additional Action Steps and Strategies

- Involve stakeholders (board members, staff, parents, students) in a committee or committees to help guide district decisions and identify measurables for overall area
- Implement listening sessions over the next three years to receive feedback on the plan and its implementation

Community Feedback and Input:

- Questions and answers
- Gather community input through in-person listening circles/forums
- In-person open houses and workshops
- Incorporate community input into the three-year plan

Thank you!