Safe and Nurturing Schools and Community
January 8 and 14, 2013

What's Working?	What Do We Need to Improve?
• Anti-bullying stand – Board members involved (includes social media) upstander vs. bystander √√√	• Any way to block usage of personal technology during school? √√
• Sensitivity to the issue √	• Address mental health of bullying √
• Lots of communication √√√	• Help children understand why we are making changes to security, etc. √
• Lunch Bunch Friendship Skills/Development	• More intensive training on mental health for staff and social disabilities √√
• Character lessons laying the foundation-Guidance √	• More training for parents to help their children feel responsible for building relationships with all students-including all students in social groups √√√
• Response to anti-bullying is good-quick	• Taking students comments seriously at all 3 levels
• Not letting fear (situation @ Sandy Hook) being explicitly told to elementary students	• Improved communication with parents – students in office several times as being bullied – no one called home √
• "My Neighborhood" website	• Senior students form working group that knows social scene of students to help advise proactive response – concerned groups; not informants
• Positive Behavioral Intervention and Supports (PBIS) – Relationships – Incentives √√√√ √√√ √√ (*4)	• Ensure social inclusion of all students… especially outsiders
• Sometimes students identify issues with other kids	• Ensure PTA is actively involved and aware
• Pupil Personnel Worker	• Parents as additional security
• Guidance counselor in every school √√√√	• Continue to have quarterly community forums on this topic √
• Welcoming front office √	• Post sexual predators list where children are in school to inform faculty and staff
• Some schools are good about communicating when there is a bullying incident	• Mental health screening of middle/high students

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• Outdoor Ed-does it check backgrounds of those spending the night with students? (*1)	• Where do students go to reveal their concerns about another student?

• Teacher Development Liaison (TDL) presentations
  - student
  - engagement
	• Expand affordable access to extra-curricular activities (*1)

• Bullying Resources, curriculum & support of school counselor, school is responsive √√	• Identify points of accountability in each school (*1)
•	• Continue efforts
• Student Support Team – to identify students in need of support and provide supports	• Concerns about staff ever having fire arms (*2)
• Schools can recommend supports for families (*1)	• Need all staff certified in CPR and first aid
• "Reporting" anonymously √	• Need to keep doors locked
• Mental health incorporated into the curriculum early – elementary, middle, high √√ (*2)	• Consistency throughout every school is lacking – some are very diligent and others are not
• Addressing cyber-bullying (when it takes place off school) (*2)	• Need more cultural acceptance – students not interacting (could lead to bullying)
• Positive reinforcement (*1)	• Bullying – no follow up
• Kids seem comfortable and happy (*1)	• Do schools know if they have students who are having mental issues (maybe serious) (*2)
• Small class size- kids known and greeted by name (*1)	• Pro-active supports for students who may need assistance – pro-activity intern √√
• Parents welcomed in the school (*2)	• Education/reinforce with students the need to report concerns/threats/students in need of support. Provide pro-active intervention and supports for students at risk. √√√
• Quality mental health personnel (*1)	• Continued/enhanced training for staff to identify students with mental health issues. (*1)
• Strong Anti-bullying system (make system – check daily)	• Consistency across all grade levels
• Peer Mentors	• Parks & Rec Activities – Intramurals at all schools (*1)

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• Protocol for recognizing At-Risk (*2)	• Video of the safety plan – consistency (*1)
• Security Resource Officer (SRO's) √√√√	• Developing safe reporting mechanisms (*1)
• Confidential way to approach/deal with difficult situations	• Need to talk about gun control in our community (*3)
• Discussion about bullying with counselor for parents at all levels	• Cyber support – for positive messages (*1)
• Bullying efforts good start but need to be ongoing	• Translated information and materials (*2)
• Anti-bullying campaign √	• Better linkage of mental health service in the community with schools (*3)
• Threat Assessment Protocol	• Concerned with too much over-correcting with security and procedures (*1)
• Six Middle School Pilots of SROs	• Efficient identification of best practices from the nation
• Sensitivity to the issue	• Full-time mental health staff
• Lots of communication – Schools reaching out to community √	• Safe place where students report social media concerns (*3)
• Code of Conduct	• Provide opportunity for students to build relationships with different grade levels √
• Student Services Office (Crisis Team)	• Service learning redirection
• Open Communication – Principal	• Central office security system (*2)
• Fire and safety grade level trainings (can they expand)?	• Involving students
• Student facilitation	• Make students feel comfortable with procedures and plans (reduce fear/anxiety)
• Website communication	• Prevention measures for potential risks slipping through the cracks √

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• Guidance Program	• Training for staff/students to identify at-risk youth
• Safe and Nurturing Schools and Community	• Ensure students know who to talk to
• Anti-Bullying Programs √√	• Clear communication
• Guidance Counselor activities	• Empathy with students and parents (bullying skills)- involve families
• Policy Support √	• Encourage student reporting

-Elementary School Counselor Lessons
-Technology online anti-bullying, i.e. Digital Citizenship ed.
-School Staff counselors
    a. Psychologist
    b. PPW's
    c. School nurse
	• What role could the SRO play throughout school levels?

• After school activities √√	• Could there be a sharing on the elementary level regarding SROs (age appropriate)
• Parent involvement - monitor the buses √	• Mental Health planning across the board
• Resource for parents/students –implement a way to leave an anonymous tip electronically √ (*3)	• How does mental health information get to the counselor?
• HCPD (Howard County Police Department) identifies potential threats and takes action before reaches the media	• What is done with the information about bullying given?
• All schools should have full time guidance counselors	• Any possible information nights to give information countywide?
• Awareness of autism in students- teachers need training techniques/awareness	• Communication to parents of missing students
• • iWatch HCPD app – send to HCPSS and make all aware of the app •	• What do we need to improve
• Put safe-to-school in all schools	• Any way to block usage of technology during school?
• Increase awareness of whistle blower line available for students? (*1)	• Address mental health of bullying (*1)

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• Positive bus programs and communication systems on buses √	• Help children understand why we are making changes to security, etc.
• Crisis team available during various situations √√√	• "Violent" students staying in a school due to an IEP (*1)

• Teacher Development Liaison (TDL) presentations
     - student engagement
     - welcoming environment
	• Anti-bullying film – Adult only 18+

• Guidance curriculum √
     - bullying
     - stress management
	• Communication by system to events in community

• Staff/student relationships √	• Most Important Topic
• Teachers are working √ (*2)	• Community Feeling

• Student services √
   - concern for students
   - solid school system
   - climate surveys
   - bullying lessons
   - mentoring programs
   - relationship building (*1)
	• Update Website Communication (*1)
	     -Share information with student/parent
	     -Lack of communication to transfer students

• Community support and collaboration (*1)	• Manuel to students
	     -PTA Resource
	     -Mentor Program

• FARMS and breakfast program	• Transition grade levels
• Programs-Big Buddy-inclusion has helped improve climate – has gone beyond student with special needs	• Improve dialogue regarding mental health
• Building relationships with kids – it really happens-authentic relationships	• Forms and kinds of bullying
• Some educational sites are beneficial-teach appropriate methods - profiles	• Communication to community on how anti-bullying messages are taught
• Tech office working on curriculum that is timely and effective	• Community Collaboration

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• County firewall-effective?	• Engage community in mental health resources
• Policy use of social media being developed	• Improve access and awareness of mental health services

• Employee Assistance Program (EAP) √	• Change stigma of reporting concerns (*2)
	        -online
	        -phone call
	        -equitable practices

• Task Forces (bullying/mental health)	• Review how redistricting impacts students mental health (*2)
• Wearing ID badges	• Hire more guidance counselors (*1) - utilize the personnel
• PTSA meetings	• Well done video for new families to the county
• Police assemblies in building - Police/HCPSS collaboration	• Students/parents afraid to go to school administration about threats

• Staff recognizes student names	• 2X survey students (ESP, MS) (*1)
	      - Re: Safety – how are things at home?
	      - are you feeling safe at school?

• Students familiar with staff	• Tolerance
• Suicide awareness	• School safety vs. bus safety – define protocol and community awareness
• Get rid of regular ED programs –put in home schools (*2)	• Give training – techniques/awareness (involve parents)

• Out of school electronics (*1)
    - disciplined in school if dealing with school students/ social media
	• No monitoring on bus (*1)
	      - had bus driver that took weeks to get addressed
	      - student afraid to speak up

• Anti-bullying measure – creating culture where it is not accepted	• How are bus drivers vetted?
	      - follow-up to ensure all is well
	      - able to interface with children
	      - add surveillance camera – parents able to log on √ (*1)

• Making sure community partners are involved	• Age appropriate conversations - how to help teach empathy
• Superintendent's message included tips for parents; signs to look for; reminding parents to take care of self	• Work with neighbors to help watch school (private property) – report suspicious behavior

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•	• Who to call when potential problem arises
•	• Send out resources available to families/students
•	• More cameras on buses (different contractors) √ (*2)
•	• More feedback from students as to ways they would feel safer (*1)
•	• Crisis phone-tree run-throughs
•	• Include lunch/recess monitors in PD @ bullying, crisis management, etc.
•	• Concern about students being dropped off early and unsupervised
•	• Keep building safe with the changes without feeling like a "prison"
•	• More emergency supplies; specifically…a blanket for every child
•	• Identify troubled students √ (*2)
•	• Faster removal from the classroom to appropriate alternative ed placement (*1)
•	• Increasing the understanding of normal conflict and bullying (*2)
•	• Need direct instruction on social etiquette – occurs outside of school – comes into buildings (*1)
•	• How to get more stakeholders involved?
•	• Are out-of-school emergency procedures known (field trips, etc.)
•	• More proper funding for mental health programs

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•	• Is there a consistent plan for police support/presence in school communities?
•	• Admin. transparency when events occur and police were involved
•	• Consistent standards and expectations for after-school - Difficulty "reigning in " bullying behaviors during after School programs
•	• Zoning related to school districts
•	• Aware of cross walks (students crossing where it is convenient) (*1)
•	• More stranger awareness
•	• Security Resource Officer (SRO) in all elementary schools (*1)
•	• Increased awareness against gang activities
•	• Class size (overcrowding) (*1)
•	• Manners/Morals
•	• School system do more research on ant-depressant drugs (*3)
•	• Teachers have an awareness who are on certain prescription drugs
•	• Make sure all visitors are "challenged" at ALL TIMES (show ID, establish purpose for visit, protocol always followed) (*2)

•	• Cyber security/social media (*3)
	    - how do we use it?
	    - monitor it?
	    - checks/balances

•	• Make resources available to parents that don't know where to go (school, community, etc.) what to do (*4)

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