

Noblesville Schools Safety & Mental Health Initiatives

May 2018–May 2019

Safety and Security (\$1.75 million from referendum)

Safety Staffing

- Doubled the number of Noblesville Police Department school resource officers (SROs) in our schools this school year. By August 2019 will be triple the original number with dedicated officers in each school. SROs have been assigned to buildings and will participate in training this summer
- Increased police presence for after-hour/large event security
- New full-time district safety director hired
- New full-time AV/camera technician hired
- Hiring of additional teaching staff for middle/high school in process due to large class sizes and facility capacity

Safety Facilities/Equipment/Systems

- Enhanced emergency communication systems
- Enhanced Google-Suite online safety monitoring system
- Enhanced safety technology tools, including streamlined online monitoring for flagged keywords
- Increased facility lockdown tools for 10 schools
- Hardening of doors and windows
- Enhanced security cameras (entryways)
- Visitor entry process moved outside of school buildings
- Additional police radios in buildings
- Enhanced video systems on 100+ buses
- Additional security camera equipment for 10 schools, increased camera monitoring and additional SROs to manage security surveillance
- Elimination of portable classrooms
- Applied for and received state-issued metal detector wands used in cases where reasonable suspicion exists and for random screens
- Research and evaluation of gun detection dogs
- Currently researching electronic lockdown tools (alarms/locks)
- Researching door barricading products for 1,500 classrooms and offices

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Safety Processes/Procedures

- Increased level background checks for all visitors to have access to students
- Increased bus security and bus driver professional development for 100+ buses/drivers
- Limited student entry into school buildings in the mornings
- Backpacks to stay in lockers during the school day
- Limited student and adult visitor access to hallways
- Enhanced monitoring of secondary student identification
- Launched student safety committee, 11 representatives meet quarterly
- Meetings with safety experts and local law enforcement to analyze May 25
- Ongoing safety review meetings with local enforcement and safety experts
- Meeting with parents, vendors, community organizations
- Researching and evaluating new ideas and products, including cost estimates and quotes
- Developing new safety processes/procedures
- Providing parents, community and media with safety updates including live meeting
- Gun safety education, including distribution of hundreds of gun safety locks to community
- Applying for safety grants
- Community outreach and collaboration
- Safety office days with safety director
- Increased safety training for school personnel developed and will be implemented next school year

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Mental Health (\$1.57 million from referendum)

Mental Health Resources

- Counseling coordinator hired
- Mental health coordinator hired
- Enhanced collaboration with mental health organizations, including new partnership with Community Health to significantly enhance access to mental health resources
- Ten clinically-trained social workers to provide onsite, focused professional services to kids highest in need. Interviewing in process as of April 2019
- Deans at middle school level hiring in process as of April 2019
- Two additional elementary school counselors hiring in process as of April 2019
- Three additional teachers for English language learners hiring in process.

Mental Health Initiatives

- Ongoing counseling services and support for parents, staff and students
- Student therapy groups on site
- Additional social emotional supports for students facing adversity
- Expanded use and education of confidential reporting with SpeakUp app
- Enhanced student education and use of social emotional coping strategies
- Social emotional learning training for students and staff in all schools
- Enhanced staff training and protocol for suicide prevention
- Enhanced staff training on brain neuroscience/emotional support
- Implemented approximately 60 different initiatives related to diversity, equity and inclusion
- Met with Hamilton County trauma therapists and psychologists to hear their expertise and suggestions for school administrators and counselors regarding mental health supports
- Awarded Lilly grant for increased mental health services
- Middle school mentoring program to begin in August
- Salary increase planned for fall 2019 to retain top quality staff and maintain strong relationships with students
- Researching mental health screening tools