

# Noblesville Schools Referendum Initiatives

May 2020 Update

## **Safety and Security (\$1.75 million from referendum)**

### *Safety Staffing*

- Tripled the number of school resource officers (SROs) with dedicated officers in each school. SROs have been assigned to buildings and have participated 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
- "Stop the Bleed" safety kits now in all buildings
- Emergency "Go Bags" now in all classrooms
- School safety dog pilot launched August 2019 with three safety dogs/handlers covering all buildings
- Vape detection device pilot launched October 2019 at NHS, NWMS, NEMS
- Currently researching electronic lockdown tools (alarms/locks)
- Installation of door barricading devices for approximately 1,000 classrooms and offices throughout the district
- Installation of new communication technology which provides real-time communications from every classroom in district to NPD

### *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 with 24 representatives that meet quarterly
- Meetings with safety experts and local law enforcement to analyze May 25
- Ongoing safety review meetings with local enforcement and safety experts
- Meetings 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 meetings
- Implementation of Project Truth curriculum by School Resource Officers which includes gun safety education
- Distribution of hundreds of gun safety locks to community
- Applying for safety grants
- Community outreach and collaboration
- Developed reunification plan and established emergency shelter locations for all schools
- Developed increased safety training for school personnel that 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 most in need.
- Deans at middle school level hired
- Two additional elementary school counselors hired
- Three additional teachers for English language learners hired

### *Mental Health Initiatives*

- Ongoing counseling services and support for parents/staff/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
- Launched a social emotional climate survey for grades 3-12 to gather data on student needs
- Social workers providing new child abuse curriculum for students K-12
- Implemented a new mental health framework to better target support for students and staff following crisis events
- Piloting middle school teams to train others on behavior modification practices
- School-based mentoring program scheduled to begin August 2020

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## **Teacher Compensation (\$2.93 million from referendum)**

- Noblesville Schools reached agreement with the Noblesville Teachers' Forum in October 2019 on a new two-year teacher contract that brings the largest pay increase for Noblesville teachers in approximately 40 years.
- The contract promises an average 9.75% increase in its first year and an additional 4.15% average increase the second year.
- The increase for teachers was made possible thanks to referendum funds intended to address the growing disparity between Noblesville's teacher pay and that of surrounding districts.
- The promised increases will address key pay gaps, especially for mid-career teachers whose salary has been hardest hit by reductions in state education funding.
- With this increase, Noblesville teachers are more competitively placed relative to other Hamilton County teachers.
- The district also spent 100% of the estimated savings from their recently reduced state pension obligation on teachers.
- Per state law, the district could not begin bargaining the contract with teachers until September 2019, but salary increases will be retroactive to July 30, 2019.