

Student Safety and Well-Being Summary of Summer and Fall 2019 Activities

1. Community and Partnership Outreach

- a. Sought advice from other school communities who had similar experiences
- b. Identified and met with various partner organizations
 - i. **Granite State Children's Alliance** (NH's Network of Agencies Supporting Victims of Child Abuse/Neglect)
 1. Provided 3 hours of 'Know and Tell' training (focused on reporting) to all staff on several summer dates and the opening day of school.
 - ii. **NH Coalition Against Domestic and Sexual Violence**
 1. Provided trauma training on opening day to all staff
 2. Linda Douglas, Coalition's Trauma-Informed Services Specialist, is a member of the Strategic Planning group (see Section 5 below).
 3. Linda Douglas will present at the District's professional development conference in January.
 - iii. **Crisis Center of Central NH**

We are currently implementing a plan that includes:

 1. Tabling: once per quarter, staff from the Center will be at a table in the High School's Student Center (cafeteria) during lunches to connect with students and staff (first date was November 14)
 2. November 8 (PD Day) CCCNH Executive Director Jen Pierson and Program Director Gina Clairmont met with our District's school counselors, school psychologists, SAP counselors, other mental-health-connected staff.
 3. Maggie Disbrow, Education and Outreach Coordinator, will meet in December with representatives from our middle and high school health teachers to talk about curriculum resources and her potential involvement in classes in re: healthy relationships; sexual/domestic/dating violence lessons.
 4. Maggie Disbrow will present a workshop at the District's professional development conference in January.
 5. The Crisis Center anticipates that, with grant funds they have received, Concord High will have an advocate (hired by CCCNH) on site at CHS, two days per week, likely beginning in January.
 6. Maggie Disbrow will work with us to support the implementation of the *Bringing in the Bystander* curriculum at CHS. (This is a curriculum authored by researchers at UNH,

focusing on best practices in preventing and responding to sexual and interpersonal violence and harassment.)

8. Executive Director Jen Pierson and Program Director Gina Clairmont are members of our Strategic Planning group. (see Section 5)
9. Our staff will make referrals for any students (families, staff) to the Center. (Contact information now in all bathrooms at CHS, as well as posters in all schools)

iv. **UNH Prevention Innovation Research Center**

Currently discussing a contract for the Center to provide a comprehensive prevention and response plan at the high school. The work would include examining the school's current prevention and response efforts, reviewing existing data, gathering feedback from students, parents, staff, community members related to attitudes, behavior, social norms. In addition, the Center's *Bringing in the Bystander* curriculum will be implemented at Concord High.

v. **DCYF**

1. Supervisors were part of training on reporting in our opening days.
2. Supervisors have had two meetings with staff in November to discuss process/procedures for reporting and to coordinate our work together with:
 - a. District school counselors, psychologists, Substance Abuse Prevention Counselors, other mental health specialists
 - b. District Administrators
3. Melissa Vermette, DCYF Supervisor, is a member of the Strategic Planning group

vi. **Concord Police Department**

1. Chief Brad Osgood participated in summer community forums (to review MOU)
2. Chief Osgood has met with District Administrators to finalize MOU
3. Chief Osgood is a member of the Strategic Planning group
4. Chief Osgood and two members of his force (Sgt. Rob Buelte; Detective Sean Ford) have met several times with all school and district administrators to discuss procedures and to coordinator our work together

2. Training

- a. 2019-2020 opening day training for all staff on reporting, trauma, sexual harassment
- b. Ongoing fall training/follow-up with DCYF and CPD
- c. Ongoing District-led training on reporting for all new hires and volunteers
- d. January 27th PD Day, with focus on social-emotional learning, safety, self-care
- e. On-going PD from Project GROW (see below) on trauma-responsive practices

- f. Added a PD day to the start of the 2020-2021 school year; will again be providing training in a variety of safety areas: reporting, sexual harassment, bullying, suicide prevention, responding to trauma.

3. Reporting Opportunities

- a. Set up tip boxes at CHS and RMS
- b. Set up online reporting on district website
- c. Training in reporting for all students

4. Policies

- a. Invited community to review and provide feedback regarding District policies, CPD Memorandum of Understanding, as well as exemplar policies.
- b. Used information from two community sessions (about 50 people participating) to revise policies.
- c. Board reviewed and passed several new policies; others are still under review
- d. Began a process for collecting student and staff feedback on policies and practices:
 - i. Started with Employee-Staff Relations draft policy
 - ii. Staff preschool-12 provided feedback
 - iii. Students, grades 9-12 (over 1,000) provided feedback
 - iv. Feedback will be provided at Communications and Policy Committee meeting on Dec. 16th

5. Strategic Plan Development for improving student safety and well-being

- a. Invited students, staff, community members to participate as a group to develop a plan for improving student safety and well-being
- b. Twenty-five individuals agreed to serve, including 5 students, 3 parents, 8 staff members (teachers, school nurse, educational assistant, school counselor, building and district administrators), 9 community members (from Crisis Center, Coalition Against Domestic and Sexual Violence, Concord PD, DCYF, Attorney General's Office; Child Advocacy Center, Merrimack County Human Services Division)
- c. Led by outside expert facilitator
- d. First meeting (2.5 hours) on November 26
- e. At the first meeting, the group affirmed its mission and began the plan by identifying possible strategic intentions. Ultimately, group will:
 - i. identify 4-6 over-arching strategic intentions
 - ii. articulate specific action steps for achieving each intention
 - iii. agree on timelines for achieving the steps
 - iv. identify who will implement
 - v. agree on how success will be measured, and
 - vi. design a communication process to inform the district and community.

- 6. Project GROW (Generating Resilience, Outcomes, and Wellness): This is a partnership with DOE, and 5 other school districts with a mission to develop trauma-responsive schools and district, in third year of grant-funded work. Ongoing professional development and support from experts,

including Cassie Yackley, geared to CSD and other project districts. The CSD GROW team (approximately 20 staff members representing buildings/levels) also develops and implements professional learning opportunities for Concord staff across the school year. Currently working on the second annual PD conference (January 27th) focused on providing professional learning on a range of topics related to positive social-emotional teaching and learning with students, as well as self-care for staff. A wide array of experts from around the region and within the district will present over 60 workshops.

7. Concord School District is a founding partner of Concord's ACERT (Adverse Childhood Experiences Response Team). This is a response team that deploys to serve children who have been exposed to violence. The goal is to decrease the negative impacts that stressful situations can cause through connections to safe, stable and supportive adults and community services. In addition to CSD, partners include the City of Concord (PD), Merrimack Valley School District, Granite United Way, Riverbend, Merrimack County Advocacy Center, and the NH Children's Health Foundation.