AGENDA
BOARD WORKSHOP
WEDNESDAY, MARCH 28, 2023
*5:00 P.M. (OPEN SESSION)

*DESIGNATED TIMES ARE ESTIMATES.

For the safety of all who attend Fresno Unified Board Meetings, everyone entering the Board Room is subject to metal detector scanning. The use of metal detectors is approved under Board Policy 5145.12. The following items will not be permitted: alcohol, illegal drugs, knives, or firearms.

In compliance with the Americans with Disabilities Act, those requiring special assistance to access the Board meeting room, to access written documents being discussed at the Board meeting, or to otherwise participate at Board meetings, please contact the Board President or Board Office at 457-3727. Notification at least 48 hours prior to the meeting will enable the district to make reasonable arrangements to ensure accessibility to the Board meeting and to provide any required accommodations, auxiliary aids, or services.

Any member of the public who wishes to address the Board shall submit a speaker card specifying the item(s) they wish to address. The card must be submitted before the Board President announces the specific agenda item.

Public materials are available for public inspection at our website at: board.fresnounified.org

TRANSLATION SERVICES: Available in Spanish and Hmong in the meeting room upon request.
*5:00 P.M.
CALL Meeting to Order

PLEDGE OF ALLEGIANCE
A member of staff will lead the flag salute.

PRESENT and DISCUSS Overview of Districtwide Safety
Staff will present an overview of districtwide safety including the safety plan, information related to multi-tiered safety supports, and current Safety Office deployment, roles and responsibilities. Additionally, staff will provide information related to Campus Safety Assistant training, stakeholder input and emergency response data and highlight the proposed redesign. Fiscal impact: There is no fiscal impact to the district at this time. Contact person: Deputy Superintendent Misty Her, telephone 457-3633.

UNSCHEDULED ORAL COMMUNICATIONS
Individuals who wish to address the Board on topics within the Board’s subject matter jurisdiction, but not listed on this agenda may do so at this time. If you wish to address the Board on a specific item that is listed on the agenda, you should do so when that specific item is called. Individuals shall submit a speaker card specifying the topic they wish to address. The card must be submitted before the Board President announces unscheduled oral communications.

While time limitations are at the discretion of the Board President, generally members of the public will be limited to a maximum of three (3) minutes per speaker for a total of thirty (30) minutes of public comment as designated on this agenda. The Board recognizes that individuals may ask the Board to answer questions or respond to statements made during unscheduled oral communications and in accordance with Board Bylaw 9323, the Board shall take no action or discussion on any item not appearing on the posted agenda, except as authorized by law.

Members of the public with questions on school district issues may submit them in writing. The Board will automatically refer to the Superintendent any formal requests that are brought before them at this time. The appropriate staff member will furnish answers to questions.

ADJOURNMENT

NEXT REGULAR MEETING
WEDNESDAY, APRIL 12, 2023
AGENDA ITEM 1

TITLE AND SUBJECT: PRESENT and DISCUSS Overview of the Safety Office

ITEM DESCRIPTION: Staff will present an overview of the Safety plan, provide information around multi-tiered layers of safety support, share current Safety Office deployment, communicate roles and responsibilities, offer glimpse into campus safety assistant training, review data-stakeholder input and emergency response data and highlight our proposed path forward.

FINANCIAL SUMMARY: There is no fiscal impact to the district at this time.

PREPARED BY: Misty Her,
Deputy Superintendent

DIVISION: Instructional Division
PHONE NUMBER: (559) 457-3633

CABINET APPROVAL: Misty Her,
Deputy Superintendent

SUPERINTENDENT APPROVAL:

[Signatures]
Safety is EVERYONE
Outcomes

• Provide Information Around Multi-Tiered Layers of Safety Support
  • Social Emotional Learning, School Climate & Culture, and Physical Safety
• Communicate Roles and Responsibilities
• Share Stakeholder Input and Emergency Response Data
• Share 2023/24 Priorities
What Is Safety?

- Absence of Harm or Injury
- Behavioral Structures and Classroom Management
- Student and Staff Participation
- Sense of Belonging and Inclusion
- Physical and Emotional Safety
- Social Emotional Wellbeing
- Parent and Community Perception
Working in Tandem: School Site and District Safety Supports

School:
- SEL Support Staff
- Threat Assessments
- Safety Protocols
- Drills
- Restorative Practices
- Behavioral Interventions

District:
- Safety & Emergency Response Team
- Monthly Principal PL
- Student Resource Officers (SROs)
- Gaggle
- Security Cameras
- Raptor Visitor Management

Fresno Unified School District
Achieving our Greatest Potential!
# Gaggle Notifications August 2022 – March 3, 2023

## Incidents by Category & Type

<table>
<thead>
<tr>
<th>Incident Category</th>
<th>PSS</th>
<th>QCON</th>
<th>Grand Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Drugs &amp; Alcohol</td>
<td>40</td>
<td>465</td>
<td>505</td>
</tr>
<tr>
<td>Harassment</td>
<td></td>
<td>1,741</td>
<td>1,741</td>
</tr>
<tr>
<td>Multiple Categories</td>
<td>22</td>
<td>199</td>
<td>221</td>
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<tr>
<td>Nudity</td>
<td>22</td>
<td>246</td>
<td>268</td>
</tr>
<tr>
<td>Other Inappropriate Cont..</td>
<td>2</td>
<td>84</td>
<td>86</td>
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<tr>
<td>Self-Harm</td>
<td>22</td>
<td>654</td>
<td>676</td>
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<tr>
<td>Sexual Content</td>
<td>2</td>
<td>210</td>
<td>212</td>
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<tr>
<td>Suicide</td>
<td>377</td>
<td>1,799</td>
<td>2,176</td>
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<tr>
<td>Violence Towards Others</td>
<td>229</td>
<td>4,303</td>
<td>4,532</td>
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<tr>
<td>Grand Total</td>
<td>716</td>
<td>9,701</td>
<td>10,417</td>
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</tbody>
</table>

## Incidents by Category

- **Drugs & Alcohol**: 505 incidents (40 PSS, 465 QCON)
- **Harassment**: 1,741 incidents (1,741 QCON)
- **Multiple Categories**: 225 incidents (22 PSS, 199 QCON)
- **Nudity**: 268 incidents (22 PSS, 246 QCON)
- **Other Inappropriate Cont..**: 86 incidents (2 PSS, 84 QCON)
- **Self-Harm**: 676 incidents (22 PSS, 654 QCON)
- **Sexual Content**: 212 incidents (2 PSS, 210 QCON)
- **Suicide**: 2,176 incidents (377 PSS, 1,799 QCON)
- **Violence Towards Others**: 4,532 incidents (229 PSS, 4,303 QCON)
- **Grand Total**: 10,417 incidents (716 PSS, 9,701 QCON)
<table>
<thead>
<tr>
<th></th>
<th>2015/16</th>
<th>2018/19</th>
<th>2021/22</th>
<th>2022/23</th>
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<tr>
<td>FTE</td>
<td>77</td>
<td>157</td>
<td>260</td>
<td>263</td>
</tr>
</tbody>
</table>

**2012/13** $5.8 million  
**2022/23** $40 million

Increased Social Emotional Supports

- Clinical School Social Workers - Secondary and Alt. Ed
- Intensive Behavior Supports PK-4th
- Tier II Intervention Supports - Elementary and Middle
- Expansion of Restorative Practice Counselors
Launched September 2022
Requires visitors to scan a state issued ID with picture or:
  • Present Passport
  • Consulate ID
Streamlines visitors district wide, identifies anyone who might be on national sex offender list; custodial order alerts
In the event of an emergency, quick tool for identifying who is on your campus and where
District Active Assailant Response Team

- Emergency Response Team
- Communications and Parent University
- Health Services
- Psych Support
- IT/ATLAS/Equity and Access
- Operations—Transportation, Nutrition Services and Maintenance

Site
# Model for Safety and Emergency Response

<table>
<thead>
<tr>
<th>Drill</th>
<th>Elementary</th>
<th>Middle</th>
<th>High School</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fire</td>
<td>Monthly</td>
<td>Monthly</td>
<td>3 times a year</td>
</tr>
<tr>
<td>Lockdown</td>
<td>4 times a year</td>
<td>4 times a year</td>
<td>4 times a year</td>
</tr>
<tr>
<td></td>
<td>Before/after school, lunch and instructional time</td>
<td>Before/after school, lunch and instructional time</td>
<td>Before/after school, lunch and instructional time</td>
</tr>
<tr>
<td>Earthquake (duck and cover)</td>
<td>Once a quarter</td>
<td>Once a quarter</td>
<td>2 times a year</td>
</tr>
<tr>
<td>Reunification</td>
<td>2 times a year</td>
<td>2 times a year</td>
<td>2 times a year</td>
</tr>
</tbody>
</table>
Campus Safety Assistants: Roles, Responsibilities, and Expectations

- Mobility/Visibility
- Observe, Report, Respond, Support
- Connect, Direct, Follow Up
### Campus Safety Assistants: Current Training 2022/23

#### SB 1626 (3 Days/24 Hours)
- Role and Responsibility of School Security Officers
- Law and Liability
- Security Awareness in the Educational Environment
- Mediation/Conflict Resolution
- Disasters and Emergencies
- Dynamics of Student Behavior

#### August Buyback (4 hours)
- Active Assailant
- Policy/Procedures
- Search and Seizure
- Vaping/Edibles
- Medal Detector Wanding

#### Four Quarterly CSA Meetings (2 hours)
- Narcan/AED Use
- Stop the Bleed
- Gang Awareness
- Incident Reporting
- De-escalation Review
- Team Building
- Human Trafficking
- CSA Roles/Expectations
Crisis Response Data: Reported Calls for August 2022-February 2023

CRISIS CALLS:

- Took more than 1,270 crisis calls, including:
  - 177 MEDICAL EMERGENCIES
  - 170 CALLS TO PD
  - 132 STUDENT 5585/5150
  - 64 MISSING/RUNAWAY STUDENT
  - 61 LOCKDOWNS
  - 77 THREATS
  - 42 WEAPONS ON CAMPUS
  - 17 STUDENTS HIT BY A CAR
  - 24 ARRESTS
  - 8 DEATHS
## Crisis Calls Comparison

### 2019/20 Crisis Calls
- We took more **957 calls**
  - 180 Medical Emergencies
  - 46 Calls to PD
  - 111 Student 5585/5150
  - 55 Missing/Runaway Student
  - 50 Lockdowns
  - 34 Threats
  - 11 Weapons on Campus
  - 1 Arrest
  - 4 Deaths

### 2021/22 Crisis Calls
- We took more than **690 calls**
  - 113 Medical Emergencies
  - 63 Calls to PD
  - 81 Student 5585/5150
  - 40 Missing/Runaway Student
  - 35 Lockdowns
  - 17 Threats
  - 15 Weapons on Campus
  - 4 Students Hit by Cars
  - 2 Arrests
  - 14 Deaths

### 2022/23 Crisis Calls
- We took more than **1,270 calls**
  - 177 Medical Emergencies
  - 170 Calls to PD
  - 132 Student 5585/5150
  - 64 Missing/Runaway Student
  - 61 Lockdowns
  - 77 Threats
  - 42 Weapons
  - 17 Students Hit by Cars
  - 24 Arrests
  - 8 Deaths
“Suspension, including supervised suspension…shall be imposed only when other means of correction fail to bring about proper conduct…however, a pupil…may be suspended for… a first offense…of subdivision (a)(b)(c)(d)(e) or … the pupil's presence causes a danger to persons.
Other Means of Correction

When the situation and school safety allow, schools are encouraged to utilize other means of correction before imposing a suspension. Alternatives include:

- Loss of Privilege
- Detention
- On Campus Suspension/Transition
- Restitution/ Community Service
- Restorative Justice/Conflict Mediation
- Youth Court
- SST, Referral for Counseling Services
Ed Code §48915 (c) Mandatory Expulsion

- Possession, selling, or furnishing a firearm (c)(1)
- Brandishing a knife (c)(2)
- Selling a controlled substance (c)(3)
- Sexual Battery/Sexual Assault (c)(4)
- Possession of an explosive (c)(5)
## Q3 Suspension by Year and School Level

<table>
<thead>
<tr>
<th>School Year</th>
<th>Elementary</th>
<th>Middle</th>
<th>High</th>
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<tbody>
<tr>
<td>2018-2019</td>
<td>3,098</td>
<td>2,345</td>
<td>2,084</td>
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<tr>
<td>2019-2020</td>
<td>2,772</td>
<td>1,872</td>
<td>1,903</td>
</tr>
<tr>
<td>2021-2022</td>
<td>1,541</td>
<td>1,537</td>
<td>1,897</td>
</tr>
<tr>
<td>2022-2023</td>
<td>2,377</td>
<td>2,154</td>
<td>2,305</td>
</tr>
</tbody>
</table>
• **Surveyed**
  - Site Administrators
  - High School Student Task Force on Safety
  - Campus Safety Assistants

• **Teacher Feedback**
  - Staff and Teachers Coming to Board Meetings
  - Site Meetings

• **Questions:**
  - Top Safety Concerns
  - Needed Resources and Supports
  - Potential Training Opportunities
Survey Results

Top Three Safety Concerns

- **Campus Safety Assistants**
  - Fights
  - Vaping
  - Social Media/Threats

- **Task Force**
  - Fights
  - Vaping
  - Traffic

- **Principals**
  - Adult Civility
  - Fights
  - Vaping
  - Traffic

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3/27/2023
Survey Results

Top Three Safety Supports

Campus Safety Assistants
- Extra CAs
- Vaping Sensors
- Increased Communication

Task Force
- Added Cameras
- Added Mental Health

Principals
- Extra Admin Support
- Added Mental Health

Legend:
- Added Cameras
- Extra CAs
- Extra Admin Support
- Added Mental Health
- Vaping Sensors
- Increased Communication
4. During the first quarter, how often did you address **vaping incidents**?

- More than once a week: 16
- Once a week: 2
- A few times a month: 9
- Once a month: 23
- Never: 33

5. Since school started this year, how often have you dealt with **fights** on your campus?

- More than once a week: 8
- Once a week: 8
- A few times a month: 25
- Once a month: 29
- Never: 13
Priorities

Professional Development: Build Capacity
• District Safety Team
• Departments
• Sites
• Campus Safety Assistants
• Students

Communication: Clarity and Confidence
• District, Sites, Departments
• Families/Community

Equipment
Proposed Safety Infrastructure Changes – Pending Board Approval

- Executive Director of Safety (NEW)
  - Manager II (NEW)
    - Regional Safety Specialist (NEW)
    - Regional Safety Specialist (NEW)
    - Regional Safety Specialist (NEW)
    - Regional Safety Specialist (NEW)
    - Regional Safety Specialist (NEW)
    - Regional Safety Specialist (NEW)
    - Regional Safety Specialist (NEW)
    - Regional Safety Specialist (NEW)
  - Manager II (NEW)

- Phased in Approach
  - (NEW) A Campus Safety Assistant at every Elementary School
  - (NEW) Extra Campus Safety Assistants at Comprehensive HS
Proposed Safety Investments – Pending Board Approval

- Increased Training for CSAs, Admin, First Responder staff (2 buyback days for CSAs)
- Cameras in all Elementary Cafeteria/Multi-Purpose Rooms
- Emergency Notification Sensors for DHH Programs
  - Ahwahnee, Norseman, Hoover & Birney
- Vaping Pilot at 8 Secondary Sites – Sensors and Cameras Outdoor Bathrooms
- Safe Routes to School Assessment – 15 sites
- AED Equipment
- Electronic Hall Pass System, Positive Student Behavior Rewards
- Safety Signage, Seasonal Gear for CSAs
## Professional Learning 2023/24

### SB 1626 (3 Days/24 Hours)
- Role and Responsibility of School Security Officers
- Law and Liability
- Security Awareness in the Educational Environment
- Mediation/Conflict Resolution
- Disasters and Emergencies
- Dynamics of Student Behavior
- Stop the Bleed

### August Buyback Days (8 hr. day/4-hour day)
- Job Responsibilities/Expectations
- Active Assailant
- Lockdown/Emergency Procedures
- Policy/Procedures
- Search and Seizure
- Vaping/Edibles
- Metal Detector Wanding
- Mediation/Conflict Resolution
- CPR/First Aid/Narcan
- Safe and Civil Schools
- Understanding Discipline/Ed Code
- Applied Suicide Intervention Skills Training (ASIST)

### Four Quarterly CSA Meetings (2 hours)
- Human Trafficking
- Gang Awareness
- Incident Reporting
- De-escalation Review
- School Site Safety Plan
- Social Media Threats
- School Safety Scenarios
- Building Positive Relationships/Trauma Informed Practices

### Spring Buyback Day (8 hours)
- Restorative Practices
- Cultural Proficiency

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3/27/2023
School Climate and Culture: Proactive and Preventative Approaches

• Building School Community
• Creating Norms of Kindness and Inclusion
• Building, Affirming, and Repairing Relationships
• Student Agency and Engagement
• Routines, Structures, and Procedures
• Social Emotional Learning Skills (i.e., problem solving, resolving conflict, self-regulation, communication, perspective taking)
• Active Supervision
Classroom Management: Teacher Development

Aspiring Teacher Pipeline - Teacher Preparation Sessions & Coaching

• Establishing Inclusive Learning Environments (Cultural Proficiency Modules & LBGTQ+ Training)
• Fostering a Growth Mindset in the Classroom
• Skillful Teacher - Attention, Momentum, and Routines
• Teach Like a Champion - Techniques that Promote High Expectations
• DPI Five Part Learning Series: Structuring & Organizing Classroom Management, Community Building Classroom Circles, SEL Supports (Second Step & Class Meetings), Early-Stage Interventions, CHAMPS (class management framework)

New Teacher Support & Induction Coaching

• Co-develop Classroom Management Plans
• Coaching Cycles on Classroom Management and Building Relationships
• Support Teachers to Use Safety and Classroom Management Curriculum/Resources

Teacher Leadership Courses

• National Board Certification Component - create, enrich, maintain, and alter learning environments while establishing effective ways to monitor and manage those environments and the student learning that occurs within them
• PL Column Courses: Trauma Informed Practices, Responsive Classroom Management, Disrupting the Cycle of Negative Assumptions & Labels, Building Stronger Relationships, Building Your Classroom Management Toolbox
Leadership Development

Aspiring Leaders
• School Safety addressed through Leadership Cohort coursework and guest speakers
• Fieldwork assignments require administrator shadowing, safety plan development, observation of student discipline

New Leaders
• Onboarding includes the Safety Office, Department of Prevention & Intervention
• Monthly new leader networking with department support
• Weekly Administrative Coach support for specific topics
• Monthly Skillful Leader Sessions to build capacity to support teachers in classroom management

Existing Leaders
• Monthly Co-Administrator meetings with Departments including Title IX, Department of Prevention & Intervention, and Equity and Access
School Leadership

School Site leaders
• Yearly Safety Plans
• Culture and Climate Teams
  • Improving safety, culture and student social emotional supports
  • Monthly meetings to analyze misbehavior, suspension, expulsion and other data critical to safety and overall school culture
• “Nuts & Bolts” meeting hours can be utilized for safety structures, student behaviors, etc.

School Supervisors
• Intensify work alongside site administration with increasing behavior and or safety concerns
• Side by side work with site leaders to analyze their student behavior data throughout the year to build strategies and actions to improve behaviors and overall school safety
• Sites identified by our State Dashboard as ATSI/CSI on the Suspension Domain receive specific supports with assurances to meet around decreasing suspensions
Curriculum through CIPL

• Lessons created and posted on CIPL Health website for grades PK-12

• National Safe Routes to School Program curriculum designed to address:
  • Pedestrian Safety
  • Walking Safely Near Traffic
  • Crossing Streets Safely
  • Crossing Intersections Safely
  • Parking Lot Safety
  • School Bus Safety

• Summer Academy lessons will include:
  • Water Safety
  • Fire Safety
Special Education

Behavior Supports
• Teachers, School Psychologists, and Regional Instructional Managers collaborate to support individual Individualized Education Plan teams to develop and implement Behavior Plans for students based on existing data that is negatively impacting a student’s ability to benefit from instruction
• Trauma-Informed professional learning for educators

Mental Health Supports
• Consultation with School Psychologist
• Educationally Related Mental Health Services (ERMHS)
• Collaboration with mental health providers that students access outside of the school system

Transition Planning
• Collaboration with sending and receiving school sites to ensure appropriate supports are in place for students that have behavior support needs
• Transition activities for students to prepare them for a new educational environment
QUESTIONS