Public Feedback Session: Security Staffing

March 16, 2023

The safety of
students and staff
is our highest priority.

Supports for Students

- Ongoing Character Education programming, including Sandy Hook Promise "Start With Hello" program, at all schools

- Ongoing Social Emotional Learning (SEL) programming at all schools, including annual Help Card campaign, to help students develop self-awareness, self-regulation, self-advocacy and interpersonal skills

- Transition from a Special Education to Pupil Personnel Services model in 2018 to meet the academic, social emotional and mental health needs of all students, to include:
  - School Support Teams at each school:
    - Elementary: School counselor and school psychologists at each building which include a Board Certified Behavior Analyst
    - Secondary: School counselors, school psychologists, social worker and prevention counselor at each building
  - Redesign of prevention/wellness centers at all four schools

- Positive Behavioral Intervention and Supports (PBIS) approach to school safety which promotes positive behavior and is preventative in nature

- Ongoing staff professional development and student education on Dignity for All Students Act (DASA) reporting

- Ongoing "safeTALK" suicide prevention training for staff members

- Launch of Anonymous Alerts reporting system in 2018 as an additional way for students and families to report harassment, bullying, hazing and/or discrimination

Threat Assessment and Management

- Ongoing training and development of Building Threat Assessment Teams

- Ongoing training and development of the Districtwide Threat Assessment Team

- Participation in county-wide active shooter drills

- District is working to secure a consultant to support continual improvement of the District's threat assessment procedures and process

- Board of Education policies, including Policy 8130 – School Safety Plans and Teams

Increased Vigilance and Target Hardening

- Annual revision of district and school emergency plans in consultation with local law enforcement

- Staff professional development on safety plans, tabletop drills and first aid, such as CPR and "Stop the Bleed" training

- Mandated school-wide safety drills conducted throughout the school year

- Badging requirements for staff

- Digital visitor management screening system at all schools since 2019

- Security staffing: Security guards assigned to each school and dedicated, full-time Districtwide SRO since 2018

- Security vestibules

- Silent alarms since 2010

- Security cameras

- Secured entries/door ajar alarms and student/staff training

- Districtwide exterior LED lighting

- Upgrades to public address and lockdown systems at all schools are in progress

Security enhancements to increase the level of response at all schools:

- ☑ 1. Additional cameras
- ☑ 2. Strengthen access controls
- ☑ 3. Engage safety consultant for development and evaluation of threat assessment teams
- 4. Enhance security staffing

OPTION 1 (current model)

- 1 full-time School Resource Officer to serve district-wide, based at TZHS

- 16 unarmed security guards on-site to cover all four schools

- 1 unarmed security supervisor for management and on-site coverage, as needed

OPTION 2

- 2 full-time School Resource Officers to split coverage across four schools

- 16 unarmed security guards on-site to cover all four schools

- 1 unarmed security supervisor for management and on-site coverage, as needed

OPTION 3

- 1 full-time School Resource Officer to serve district-wide, based at TZHS

- Convert four (4) existing unarmed security guard positions and the security supervisor position (1) to armed positions to provide one (1) armed security guard at each of the four schools

- 12 unarmed security guards on-site to cover all four schools

Note: Options as identified are pending negotiations with the Town and security vendor

We want to hear from you