



Recovery Plan Update 2022-23: Ongoing Recovery Efforts

July 25, 2023

Purpose: to serve Oxford students, staff, families and community in our recovery with these key intentions

- Restore physical and psychological safety and well-being
- Coordinate purposeful efforts within and outside the district
- Reclaim our school, district, and community
- Create a cohesive approach to engagement with stakeholders
- Continue to learn and make ongoing revisions for growth
- Strengthen current practices and initiatives

SAFETY AND SECURITY (pages 2-7):

- Installation of various surveillance systems, training to use those systems, and communication about them all completed
- Enhanced training on ALICE, Threat Assessments, Suicide Assessments, OK2SAY, and safety procedures completed and ongoing
- Added School Resource Officer and highly trained security staff
- Building Safety Assessments completed 2021/22 by SEC and 2022/23 by Oxford Safety Administrators who will do these annually
- Electronic student safety software GoGuardian and Gaggle in use
- District Safety Committee and Parent Sub-Committee in place/met

SAFETY AND SECURITY – IN PROCESS:

- Mass notification system installation at all buildings being completed with training to follow this fall
- Weapons detection dog, Daisy, used at OHS last year and will be used district-wide this coming year
- Emergency and safety signage being completed for all buildings this summer
- Guidepost recommendations implementation is ongoing with 7/24 weapons detection system being installed this summer
- District Safety Committee and Parent Sub-committee will be reconstituted
- Parent University will be an avenue for parents to learn more about this area

MENTAL HEALTH (pages 8-14):

- Refined/expanded use of Multi-Tiered Systems of Support for student interventions, staff training in MTSS and communications to parents on how to access supports - completed/ongoing (pg. 8)
- External counseling services connected to schools and families through Easter Seals, Resiliency Center and others
- Workshops/training for students, parents and staff on anxiety, suicide prevention, PREPaRE, trauma informed practices, OK2SAY, GoGuardian
- Therapy dogs trained and provided to all schools; handbook developed
- Added staff: Family School Liaisons, School Social Workers, School Counselors, School Psychologists, and Recovery staff
- Mental Health Committee formed, met, gave feedback – will continue

MENTAL HEALTH – IN PROCESS:

- MTSS will continue to be refined and expanded with data collected and reviewed to evaluate fidelity of implementation across all buildings
- External partnerships with community resources for student support and counseling will continue and be expanded to meet needs
- PREPaRE, Suicide Awareness, Trauma Informed Practice training will continue and expand to staff, parents, and students; Parent University will be a vehicle for parent education in some of these areas
- Mental Health Committee will be reconstituted
- Expenditures in the area of mental health will be evaluated, along with all district expenditures, given the loss of one-time special funding

SOCIAL EMOTIONAL LEARNING (pages 15-20):

- SEL and anti-bullying curricula evaluated and expanded; weekly lessons at the elementary and advisory lessons at secondary implemented; SEL aligned to IB; SAEBRS scores: elementary improved, OMS slight decline, and OHS stable. (pgs. 15, 16)
- Training and implementation across district for Restorative Practices, PBIS, SAEBRS, and SEL curricula continue toward implementation with fidelity across the district
- Committees and subcommittees formed, met and gave feedback; listen and learn forums were held fall 2022; student, parent and staff surveys done with items relevant to SEL status in district.

SOCIAL EMOTIONAL LEARNING – IN PROCESS:

- Second Step and Bully Prevention unit added for 2023/24; with parent communication to go out prior to instruction
- Restorative practice training will continue; other disciplinary practices will be evaluated given Culture Survey feedback
- PBIS at elementary, OMS and Bridges will continue, OHS is getting ready to launch; spring Tiered Fidelity data to be reported this fall
- Areas of strength and need in SEL will be identified from each building's Climate Survey done spring 2023 which will be redone 2024
- SEL Youth Advisory will be established 2023/24
- Parent University will be an avenue for parents to learn more about SEL

STAFF WELLNESS AND RETENTION (PG 21-25):

- Wellness committee representing all buildings and departments established, met, launched activities March – June; surveyed staff, identified initiatives for next year; published tHRive newsletter
- Employee Assistance Plan launched along with other supports such as mental health days, extended leaves, counseling resources
- Integrated health awareness into PD activities: yoga, mindfulness, listening circles, PD at the Resiliency Center, and others
- Evaluated benefits and compensation packages to determine competitive status to attract and retain employees; revised exit interview to gather more specific data; developed recruitment video

STAFF WELLNESS & RETENTION – IN PROCESS:

- Well-being Committee will continue; Champions for well-being at each building will bring focused microlearning opportunities to building level PDs (mindfulness, breathing, journaling)
- Continue work with Recovery experts to anticipate, prepare for and provide support during events that are potential stressors for staff
- Continue to gather data on market salaries and benefits; evaluate current health benefit services and plans; expand recruitment effort
- Continue to upgrade and expand staff information and education such as onboarding videos (Added: bullying, suicide awareness, threat assessments)

COMMUNITY/GOVERNMENT OUTREACH (pages 26-30):

- Bringing in an outside agency for physical health, mental health and dental services to underserved students was studied and not implemented as community support was mixed and the agency withdrew its offerings
- Partnership with EasterSeals expanded for student therapy; partnership with Resiliency Center continues to serve many with therapy, training and counseling; others (15) see chart on pg. 28
- Parent involvement via district committees (5), volunteer opportunities at buildings, new special education parent advisory
- Parent workshops: suicide prevention, trauma education, OK2SAY, SEL education/strategies, previewing curricula

COMMUNITY/GOVERNMENT OUTREACH - IN PROCESS:

- Youth Advisory added to SEL work; Superintendent Student Advisory formed Fall 2023; student surveys (bullying, climate, PBIS) continue
- District Committees continue for Safety, Health, Special Education, Mental Health; Parent Universities offered for parent education
- Culture surveys being evaluated as to strengths and areas for improvement; these will become part of district and school improvement plans; district will continue this survey with parents, staff and students to gather feedback annually and trend data
- First responders will continue to provide advice and input to District EOP; District and Parent Safety Committee will provide feedback