

Noblesville Schools Referendum Initiatives

December 2023 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.
- 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 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
- Noblesville Schools is approximately halfway through equipping each of our school buses with stop-arm cameras
- 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
- Phone signage installed on phones in all schools so staff members know how to make 911 calls, make an all page to entire school, or call for medical assistance
- *Stop the Bleed* safety kits now in all buildings
- Emergency "Go Bags" now in all classrooms
- School safety dogs program launched in August 2019 with three safety dogs/handlers covering all buildings. Safety dogs detect both guns and narcotics.
- Vape detection devices installed in October 2019 at NHS, NWMS, NEMS

- Radio-to-Intercom bridge installed in all elementary schools to allow administrators to make an intercom announcement from anywhere in their building.
- Installation of door barricading devices for approximately 1,000 classrooms and offices throughout the district
- Installation of window shades for each classroom door window and/or sidelight window next to doors that can be pulled down in the event of an emergency/crisis.

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
- Developed *Safety Patrol Program* for elementary schools
- Implemented new alert safety levels in order to have clearer verbiage, as well as have common language among all Hamilton County Schools
- Created Safety Drill Scripts for all schools so that there is consistency among our buildings with drills, as well as blend practicing safety procedures while keeping the *mental health safety* of our students in mind
- Implemented safety/threat assessment process to investigate student threats of violence toward others

- Vulnerability Assessments are completed annually to identify and evaluate potential risks and areas of weakness within the physical security components of our buildings.

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
- Three additional elementary school counselors hired
- Three additional teachers for English language learners hired
- One additional social worker at the Miller Success Academy-NHS

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
- Mental health 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 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 fall of 2021
- Integrated comprehensive student support teams, consisting of counselor, social worker, and Community Health Network therapist, at each school

building

- Increased access to resources that meet student and family needs
- Increased individual, group, and classroom services provided by counseling and social work staff
- Implementation of climate survey, including data disaggregation and support based on data
- Increased ability to identify and support students and families experiencing homelessness or housing instability
- Received a \$70,000 grant from United Way to support mental health and well being by assisting staff and students with co-payments for therapy services.
- Ongoing professional development around trauma informed practices in schools
- Ten staff members fully trained in the PrePare model of mental health crisis intervention

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 brought the largest pay increase for Noblesville teachers in approximately 40 years.
- That contract delivered an average 9.75% increase in its first year and an additional 4.15% average increase the second year.
- In 2021, teachers received another two-year contract with average raises of 8.7% for the first year and 3.7% for the second year.
- In 2023, teachers received a new two-year contract that will bring starting salaries to \$48,000/year over the life of the contract, as well as increases for veteran teachers.
- These increases for teachers were made possible thanks to referendum funds intended to address the disparity between Noblesville's teacher pay and that of surrounding districts.
- Noblesville Schools continues to focus on competitive teacher compensation in order to attract and retain strong educators in the midst of a national teacher shortage.
- The promised increases have helped address key pay gaps.
- With these increases, Noblesville teachers are more competitively placed relative to other Hamilton County teachers.
- The district also spent 100% of the estimated savings from the 2019 reduced state pension obligation on teachers.
- Per state law, districts can't begin bargaining contracts with teachers until the fall, but salary increases are retroactive to the beginning of their contracts in July.