

# Response to November 30

## Student and Staff Support



## Immediate response to November 30

### Partnership with **Oakland County Health Division** and **Oakland Community Health Network**

- Mental health experts on site at Legacy Center, Oxford Elementary and OMS - *Dec, Jan*
- Coordinated community resources and services for students, parents and staff

### **Oakland Schools, Easterseals, Common Ground, Honor Health**

- Student gatherings- *keeping connections going*
- Clinicians on site at Oxford Elementary and OMS - *Dec, Jan*

### **Direct district contact to each family**

- Contact families of each OHS student to check in and share information/resources

### **Legacy Center Event - December 16**

- Food/snacks, Urban Air, Curling, Bowling, Billiards, Cornhole, Darts, Fowling
- Grief and Trauma therapy available on site

### **Oakland County Sheriff Department's Clinical Psychologist**

- Former Oakland Co Deputy Officer
- Oxford Middle School, Oxford Elementary School

## School Outreach

Support, guidance and ongoing communication to assist with our efforts and plans

- Arapahoe High School - *Littleton, Colorado*
- Marjory Stoneman Douglas High School - *Parkland, Florida*
- Columbine High School - *Columbine, Colorado*
- Santa Fe High School - *Santa Fe, Texas*
- Timberview High School - *Dallas, TX*

## Dr. James Henry

- Co-chair of the National Child Traumatic Stress Network
- Steering Committee for the National Child Traumatic Stress Network
- Co-founder and project director for Western Michigan University Children's Trauma Assessment Center
- Nationally recognized author and presenter with focus on developing and providing trauma-informed instruction in social work curriculum
- Secondary school trauma training - understanding the impact of secondary trauma, grief and building resiliency

## Partnership with Dr. James Henry

- Parent/Guardian Workshops - Stress, Trauma, and the Path to Resiliency
- Parent/Guardian and student town hall
- Student support groups during school
- Individual support for significantly impacted students and parents
- Presence at OHS for important school days and events
- Initial OHS staff group therapy, with collaboration from Oakland Schools and Easterseals
- Ongoing OHS staff group therapy
- OHS staff professional development on student stress and trauma
- Consultant and support with OCS and OHS Administration
- Collaboration with Oakland Schools and Easterseals

## Existing Safety Measures

- School safety committee with first responders (meets semi-annually)
- Emergency Operations Plan including Cardiac Action Plan (bi-annually submitted)
- Armed security force at OHS
  - One School Resource Officer (Oakland County Sheriff's Office)
- ALICE and other emergency response training
- Controlled access and visitor entry procedures
- Widespread camera use
- Updated AED fleet throughout our buildings
- 3M safety film on exterior entryways
- Updated emergency manual
- External door numbers (to inform first responders)
- Threat assessment policies and protocols
- OK2SAY anonymous reporting tool (Michigan State Police)
- Four-digit emergency codes for phones
- NightLock emergency door-locking devices

## Safety and Security Updates

- Secure student entrance
  - Clear backpacks and backpack checks, ID checks,
  - Instruments and athletic bag drop off; No locker use
- Increased law enforcement when available
- Third party security - Eternal Security Service
  - Controlled and secure entrance and visitor check in; student check-out process
  - Hallway, cafeteria and common space monitors;
- Hired retired school administrators
- Gaggle - web detection software for outgoing media
- GoGuardian - web detection software for incoming media
- Exterior door silent alarms to alert security
- Ongoing staff training on safety procedures and threat assessment
- Additional communication of OK2SAY anonymous reporting tool (Michigan State Police)
- Parent invitation to serve on safety committee

## Student Support During the School Day

### Easterseals and OCHN clinicians

- On site support for one-on-one and group therapy
- Easterseals referral process for continued support outside school day

### Oakland Schools staff

- Trauma informed mental health educators, including school psychologists and social workers

### Request for Support - Quick form

- Google form QR access in classrooms and hallways
- Immediate notification to Oakland Schools staff in hallways and counseling department.
- Student walked to counseling department for service from clinicians and/or counselors

### Therapy Dogs

- Mid-Michigan Therapy Dogs, Blue Water Therapy Dogs, USA Therapy Dogs, Michele Palmer & Associates, Canine Advocacy Program, Clarkston Schools
- Brighton Area Schools - 4PAWZ training 3 permanent therapy dogs assigned to OHS staff



## Student Support During the School Day

### Established Safe Rooms

- Counseling safe space room - stress relief and trauma informed activities
- Counseling quiet room - access to comfortable room staffed by clinicians
- Restorative Care room - safe space for students to work out stress
- Quiet lunch space: PAC lobby, counseling office, courtyards

### Additional school counselor support from neighboring districts

### SEL Lessons during Advisory

- Collaboration with Easterseals and Oakland Schools
- Be the Change Activities - see others through the eyes of acceptance, love and compassion

### Outside Resources

- Support & Resources for Coping with Trauma on website and sent to parents
- CARE House of Oakland County - 10 week therapy to OHS students and parents

## Student, Staff and Parent Stress Surveys

- Survey development in collaboration with EasterSeals and Oakland Schools
- Monthly student and staff surveys - longitudinal data
- Identify current stressors (when, where); Identify significance of those stressors
- Collect feedback to determine where and how to provide better student support
- Identify building-wide trends to determine adjustments in support structures and internal systems; identify student groups within grade levels
- Inform our safety and security measures
- Guide our staff professional development and student Advisory lessons

## Professional Development and Staff Support

### Trauma Informed Instructional Training

- Changes to class structure and student interaction

### Youth Mental Health First Aid

- Led by Easterseals trained clinicians for teacher certification
- Identify student mental health signs/indicators for response and support

### Threat Assessment Training

- Administrators, OHS Staff

### PREPaRE Training

- School crisis and response training developed by the National Association of School Psychologists (NASP)
- **Prevent, Reaffirm, Evaluate, Provide** interventions, **Respond, Examine**
- Oakland Schools and National trainer

## Professional Development and Staff Support

### SEL activities and tools

- Coping strategies
- Stress management
- Emotional management

### Collaborative staff time

- Adjust curriculum and identify needs of students within course specific teams
- Support from Oakland Schools curriculum department

### Trauma Recovery Network

- Eye Movement Desensitization and Reprocessing (EMDR) Sessions

### Staff Wellness

- Ongoing therapy with Dr. Henry and clinicians
- Asynchronous Wednesdays
- Massage Therapist, massage chairs, extended catered lunches, relaxed report times
- Staff Check in

## Student and Staff Feedback

### Student groups

- Ongoing from January
- Began with Dr. Henry meeting with students most impacted; included Easterseals
- Grew into Dr. Henry and/or Mr. Wolf meeting with classes, programs and teams most impacted
- Mr. Wolf meeting with various groups, classes and programs

### Student, Staff and Parent Forums

- Discuss recovery efforts and seek input on safety and security, social emotional learning, community outreach, and mental health.
- Input gathered will help to inform the Three-Year Recovery Plan.
- 3 days of students offered
- 6 parent forums offered
- 3 staff forums offered

## Future Plans - Student Support and Mental Health

### **Community Resiliency Center- *All for Oxford***

- Managed by Common Ground and funded by the state of Michigan through the Federal Antiterrorism and Emergency Assistance Program (AEAP) Grant
- Staffed by Common Ground; located in Oxford Mills Plaza
- Long term healing, educational resources, and services to the community
- Community needs assessment by North Oakland Community Coalition (NOCC) in collaboration with Oakland County Health Network (OCHN) - *March 2022*
  - Guide the development of and access to community mental health resources

### **Executive Director of Student Services and Wellness**

- Provide effective guidance, practices, and staff professional development
- Supervision of guidance counseling, mental health and social emotional health services

### **Recovery Coordinator**

- Coordinate with community partners, NOCC, OCHN and the community resiliency center
- Connect students to outside service
- Guide student support staff at OHS & OMS

## Future Plans - Student Support and Mental Health

- Additional district mental health personnel
  - Family School Liaisons, Counselors, Social workers, School Psychologists
- Community partnerships - parent and student education and workshops
- Strengthening Advisory lessons and focus on SEL and mental health
- PBIS- Positive Behavior Intervention Support
- Calm and quiet student spaces
- Additional Staff TECIP (*Traumatic Event Crisis Intervention Plan*) Training
- Go Guardian parent
- Continued SEL, trauma and mental health staff training