

FORT THOMAS INDEPENDENT SCHOOL DISTRICT TRAUMA-INFORMED CARE PLAN 2023-2024

INTRODUCTION

The Fort Thomas Independent School District (FTISD) began transforming into a trauma-informed school district in 2018 with support from the Terrace Metrics Corporation, the Children's Home of Northern Kentucky, 1N5, and The University of Kentucky Center on Trauma and Children to provide trauma-informed care professional development, implementation support, program evaluation, and progress monitoring. The transformation was designed to enable the FTISD to utilize systemic trauma-informed practices throughout the district, encompassing not only school-based practices but informing key organizational domains which include: (a) leadership, (b) policy, (c) finance, (d) safety, (e) continuous improvement, (f) student supports, and (g) staff supports. Staff at FTISD received introductory professional development during the 2020-2021 school year. This training included training concerning suicide prevention, student and staff diversity, and mental health awareness and appropriate staff intervention. Additional advanced trauma-informed professional development and consultation will continue during the 2023-2024 school year. Trauma-informed trainings will be provided to staff, parents, and other stakeholders, addressing ways to build resiliency in their children and self-care. The superintendent champions this initiative and is actively supported by district leadership. This team work has positioned FTISD to move forward as a trauma-informed district, meeting and exceeding the requirements of the *Kentucky School Safety and Resiliency Act*.

VISION

Student learning at the Fort Thomas Independent School District will be enhanced by systemic, trauma-informed practices and policies utilized by all staff to improve each student's sense of safety, caring, and belonging by the entire school community.

MISSION

To continue to evolve as a trauma-informed district where all adults recognize the impact of trauma on student learning by understanding and responding in ways that support the emotional and physical well-being of all students.

FOCUS AREA 1: Enhance Trauma Awareness Throughout the School Community **REQUIRED**

GOAL: ALL FTISD Staff will increase their knowledge and practice of trauma-informed practices.

OBJECTIVE: Build leadership opportunities to ensure that all FTIS staff receive basic and advanced training in trauma-informed practices for educational settings.

#	Strategy	Leader(s)	Stakeholder Groups	Start Date	End Date
1.1	The FTISD will establish school trauma-informed teams, facilitated by a school counselor. This Team will meet with the school safety and threat assessment team on a quarterly basis. REQUIRED.	Principals	Staff and students	7/2021	7/2024
1.2	The FTISD will establish school safety and threat assessment teams. This Team will meet with the school trauma-informed team on a quarterly basis. REQUIRED.	District School Safety Coordinator	Staff and students	7/2021	7/2024
1.3	District leaders and members of each school designated trauma-informed team will complete training concerning trauma, how to identify signs of trauma, and its impact on students each year.	Superintendent	Select district leaders	7/2021	8/2024
1.4	New district employees of all role groups will receive training which includes indicators of trauma. New instructional personnel will also receive training which includes interventions and strategies to support the learning needs of students who have experienced trauma.	Superintendent	All new ESD employees	8/2021	8/2024
1.5	All instructional staff and leaders will receive advanced training on trauma-informed practices from FTISD Trauma-Informed Team leaders and staff members of 1N5. This training will be informed by training from the UK Center for Trauma and Children, 1N5, and FTISD staff members.	School Principals	ESD teachers & leaders	8/2021	8/2024

FOCUS AREA 2: Assess School Climate, Including, But Not Limited to Inclusiveness and Respect for Diversity
REQUIRED

GOAL: All students, regardless of race or other differences, report feeling cared for, treated fairly, and feeling safe in their schools.

OBJECTIVE: Staff will know student perceptions about school climate in their building and understand why it is important to make data-based decisions which promote the best learning environments for students.

#	Strategy	Leader(s)	Stakeholder Groups	Start Date	End Date
2.1	Students grades 3 through 12 will complete a climate survey that includes items on inclusiveness, diversity, belonging, respect, safety, and being cared for by adults in the building. REQUIRED.	DPP	Students, Staff	1/2022	2/2024
2.2	Student climate survey data reports will be shared with district and school stakeholders at leadership meetings, district counselors' meetings, and local board meetings. Areas of strengths and opportunities for improvements will be identified,	DPP	Students, Staff	2/2022	3/2024
2.3	Student focus groups will be conducted by external evaluator if further clarification of climate responses is needed?	School Principals	Students, Staff	3/2022	4/2024

FOCUS AREA 3: Develop Trauma-Informed Discipline Policies **REQUIRED**

GOAL: Trauma-informed disciplinary policies will be practiced district-wide for ALL students.

OBJECTIVE: FTISD disciplinary policies will be aligned with trauma-informed practices and monitoring of referrals/consequences will show adherence to those policies.

#	Strategy	Leader(s)	Stakeholder Groups	Start Date	End Date
3.1	Trauma-informed policies/disciplinary practices will be incorporated into leader growth plans at the district and school levels.	Superintendent	Staff, Students	8/2021	8/2024
3.2	A committee of stakeholders, including student representatives for student voice and parents will be convened to receive data reports and trauma-informed recommendations from core review teams.	Superintendent	Staff, Students	9/2021	6/2024
3.2.1	Disciplinary data will be reviewed to check alignment of behavior consequences with code of conduct - analyze consistency of consequences across and within schools; assess effectiveness of consequences to prevent repeat violations to behavior code. Data will be reviewed to determine if consequences are developmentally appropriate, least restrictive, culturally sensitive, and utilize restorative discipline strategies when possible (Discipline decisions will also include input from school staff members, such as school counselors when possible).	DPP	Staff, Students	11/2021	2/2024
3.2.2	FTISD policies, KSBA policy guidelines, and other supporting TIC resources will be reviewed to determine if current FTISD policies are compliant. Alternative pathways to responding to behaviors that are trauma-informed will be explored (i.e. conferencing, restorative practices).	DPP	Staff, Students	8/2021	6/2024
3.3	Findings and preliminary recommendations will be provided to stakeholder committee. Recommendations to include alternative disciplinary options that are trauma-informed (e.g., conferencing, logical consequences, restorative practices).	DPP	Staff, Students	3/2022	3/2024
3.4	The Stakeholder Committee, including student representatives and parents, and Core Team will finalize policy revisions and submit to Board.	DPP	Staff, Students	4/2022	6/2024

FOCUS AREA 4: Collaborate with the Department of Kentucky State Police, the local sheriff, and the local chief of police to create procedures for notification of trauma-exposed students. REQUIRED

GOAL: FTISD will collaborate with law enforcement authorities to ensure understanding of the requirement to report student-involved trauma incidents.

OBJECTIVE: Law enforcement entities will report student-involved trauma to district authorities using a mutually agreed upon timeline.

#	Strategy	Leader(s)	Stakeholder Groups	Start Date	End Date
4.1	The Kentucky State Police Victim's Advocate will be updated with current contact information for the Handle With Care Program.	DPP	Students	8/2021	8/2024
4.2	The FTISD will renew Memorandum of Agreement with the Fort Thomas Police Department for SRO support to ensure collaboration with law enforcement. The FTISD will ensure communication with local law enforcement to implement the Handle with Care Program to receive Handle with Care notifications.	Superintendent & School Safety Coordinator	Students	7/2021	8/2024
4.3	FTISD administrative staff will schedule an annual safety meeting with local police department officials, local fire officials, and Fort Thomas City officials.	SSRO	Students	7/2021	8/2024
4.4	Local first responders (EMS, dispatch, fire, and police) will be provided with contact numbers of administrators, counselors, and district personnel who can assist students and families in a crisis. This will be done on a yearly basis.	DPP	Staff, Students	8/2021	8/2024
4.5	FTISD students will continue to be referred to the regional FAIR TEAM Truancy Diversion Program	DPP	Students	8/2021	6/2024

FOCUS AREA 5: Provide Services and Programs to Reduce the Negative Impact of Trauma, Support Critical Learning, and Foster a Positive and Safe School Environment for Every Student. REQUIRED

GOAL: The learning needs of all students, including those who have experienced trauma, will be addressed and fostered in a learning environment where all students feel safe and successful.

OBJECTIVE: All schools will utilize a social-emotional learning framework that meets the needs of each student.

Also Required: All students are known well by at least one adult in the school setting.

#	Strategy	Leader(s)	Stakeholder Groups	Start Date	End Date
5.1	FTISD will monitor and report to Kentucky Department of Education the number and placement of school counselors, job duties, and approximate percent of time devoted to each duty over the course of the year, and source of funding for each position. REQUIRED	Superintendent	All Student	8/2021	11/2024
5.2	FTISD will continue its relationship with the Children's Home of Northern Kentucky to provide a campus Mental Health Specialist to broker mental health services for students, conduct crisis assessments, and collaborate with school and district Threat Assessment Teams.	District Mental Health Specialist	All students	7/2021	6/2024
5.3	FTISD will continue to implement programs at the school level that will foster character building skills and 21 st century learning skills. These skills will promote a positive school climate and culture of belongingness.	Principals, guidance counselors, classroom teachers	All students	7/2021	6/2024
5.4	FTISD will continue to maintain the Advisory Program at Highlands Middle School and Highlands High School for staff to mentor students and ensure that each student has an adult at school who knows them and understands their personal needs.	Principals, guidance counselors, school resource officers	All Students	7/2021	6/2024