



Mercer County Schools Trauma-Informed Plan

Mission Statement

Mercer County Schools promote excellence in an academic environment where all are safe and respected.

Beliefs:

- All Students Can Be Successful
- Collaboration is essential for learning
- Communication, Creativity, Problem Solving, and Critical Thinking Are Essential for Future Success.
- Learning Begins at Home and Continues at School and in the Community
- Family Engagement is Beneficial to Student Success
- Learning is a life-long process

Vision:

Students will possess life-long skills, which will prepare them to be constant learners who are successful in continuing education, pursuing career options, and transitioning to adult life.

District Objective: Mercer County schools will provide a safe and respectful environment for students and staff that enables students to build caring relationships with adults and peers, self-regulates their emotions and behaviors, and succeed academically, while supporting their health and well-being.

STRATEGIES:

Mercer County Schools will provide professional learning opportunities to staff, as needed, that will prepare them to better recognize, understand, and address the learning needs of students, and to foster a learning environment where all students can be safe, successful, and well-known by at least one (1) adult in the school setting.

Mercer County Schools will collaborate with the Kentucky State Police and our local emergency responders to maintain a safe working and learning environment for all students and staff.

Mercer County Schools will conduct an assessment of the school climate, including but not limited to inclusiveness and respect for diversity

Mercer County Schools will maintain trauma-informed discipline policies

Mercer County Schools will provide services and programs designed to reduce the negative impact of trauma, support critical learning, and foster a positive and safe school environment for every student

STRATEGY: Mercer County Schools will provide professional learning opportunities to staff that will prepare them to better recognize, understand, and address the learning needs of students and to foster a learning environment where all students can be safe, successful, and well-known by at least one (1) adult in the school setting.

OBJECTIVE:	Cost	Responsible Person(s)	MONITORING TOOL
Professional learning to enhancing trauma awareness throughout the school community: School administrators, teachers and staff will be trained each year to recognize the symptoms of trauma in students and how to utilize interventions and strategies to support the learning needs of those students	\$0 provided by school counselors/mental health providers this year	School counselors School-Based Mental Health Providers	Sign-in Sheets Professional Development logs
Professional Learning on Emergency Procedures/Response: Prior to the arrival of students in the building, the school principal will train their staff on the emergency plan and procedures for their building.	\$0	School Principals	Safe School Report
Professional Learning on At-Risk Assessment Tool: Yearly, the safe school's coordinator will train the school administrators on the at-risk assessment requirements	\$0	Safe Schools Coordinator School Principals	At-Risk Assessment
Professional Learning on Threat Assessment Tool: Members of the school's threat assessment teams, that have not been trained on the Virginia Threat Assessment Model, will receive training on this tool.	\$ ~250-300 per member	School Principal School Threat Assessment Team Safe Schools Coordinator	Professional Development Log
Required Training for Staff: <ul style="list-style-type: none"> • Suicide Prevention Training and Program • Blood-borne pathogens training • Seizure/Epilepsy training • Confidentiality training • Seclusion and Restraint • Recognizing and Reporting Child Abuse 	\$0	Professional Development Coordinator	Professional Development Log

STRATEGY: Mercer County Schools will collaborate with the Kentucky State Police and our local emergency responders to maintain a safe working and learning environment for all students and staff.

“Handle with Care” is an online reporting system that is used by the KY state police and our local police to provide information to our school mental health providers/counselors. Once our mental health providers are notified, they notify the child’s teachers so they can “handle with care”	\$0	KY State Police Local HPD/Mercer Sheriff Safe School Coordinator School Counselors School Mental Health Providers Teachers	At Risk Assessment
School Resource Officer (SRO): The Mercer County School Board will continue to designate funds from the Safe Schools grant and Title to fund SROs. However, at this time, HPD is not able to provide us with an SRO. We will continue to work collaboratively with HPD to develop our emergency plan, conduct security checks(including conducting sweeps using the drug dogs), and implement our drills. Mercer County Sheriff Office provides 2 officers each morning to assist with traffic and monitor the safety of the schools.	Approximately \$30,000 per SRO	Harrodsburg Police Dept. Mercer Co. Board of Education Safe Schools Coordinator	At Risk Assessment
School Emergency plans: Each building will have a school emergency plan that will address emergencies that may affect its building. These plans are reviewed by our local emergency responders and approved by the SBDM for each building and shared with the Mercer Co. Board of Education for review. Staff will be trained on the implementation of this plan, by the School Administrators, prior to the first day of instruction.	\$0	School Principal Mercer Co. BOE Mercer Co. Emergency Responders	At Risk Assessment
District Plans: 1. District Emergency Plan: A district emergency plan will be created and maintained based upon the National Incident Management System (NIMS). The plan will address situations that may be district-wide or community-wide emergencies. The plans will be shared with our local emergency responders and revised based upon their input. 2. District Crisis Recovery Response Plan The district crisis response plan will include details on our crisis response and recovery efforts for various situations that the district may encounter.	\$0	Safe Schools Coordinator School Principals Superintendent Mercer Co. BOE Mercer Co. Emergency Responders	At Risk Assessment
Emergency Drills: Each school conducts emergency drills as required.	\$0	School Principal Mercer Co. Emergency Responders Safe Schools Coordinator	At Risk Assessment Fire Marshall Observations
STRATEGY: Mercer County Schools will assess the school climate, including but not limited to inclusiveness and respect for diversity.			
School Climate Assessment:	\$0	Superintendent	PD log

District will analyze the information from the 21-22 School Climate Assessment Survey for opportunities and improvement in the key areas addressed: Shared Mission and Vision, Commitment to Equality, and District-wide Professional Learning		Superintendent advisory groups	Future surveys
Safe Schools Audits: Continue to participate in the yearly safe school audits conducted by Kentucky Center for School Safety: Mercer Elementary School will be audited this year. Data received from the audit will be used to identify areas in need of improvement and those areas that need immediate attention.	\$0	Principal Safe School Coordinator	Report provided by Kentucky Center for School Safety
At-Risk Assessment: (related to school safety) Data received from the audit will be used to identify areas in need of improvement and those areas that need immediate attention.	\$0	Office of State School Security Marshall Safe Schools Coordinator	At-Risk Assessment Report School Safety Report

STRATEGY: Mercer County Schools will maintain trauma-informed discipline policies.			
Code of Conduct Review: Mercer County Code of Conduct will be reviewed by a committee yearly to ensure that Mercer County School Districts discipline	\$0	Mercer Co. School Board Members	Code of Conduct

practices and policies are aligned with positive behavioral intervention practices, as well as, trauma-informed practices		Safe Schools Coordinator Principals Representative from the school's mental health providers MTSS District Team	Mercer Co. School Board Policies/procedures
Multi-Tiered Systems of Support Implementation of school-wide/districtwide MTSS teams to review current school and district practices and policies	\$0	MTSS District team members School-level PBIS team members	MTSS district committee minutes PBIS school committee minutes
<p>STRATEGY: Mercer County Schools will provide services and programs designed to reduce the negative impact of trauma, support critical learning, and foster a positive and safe school environment for every student.</p>			
Mental Health Providers: Each building will remain in compliance with the state requirement of 1 mental health provider for every 250 students.	Based upon salary chart	Mercer Co. Board of Education School Principal	At Risk Assessment Tool

Each school has 2 school counselors and they must spend at least 60% of their time providing counseling and related services directly to students.		School Counselors	Superintendent Report to KDE
Dropout Prevention Coordinator: The Mercer County School District has committed to providing a Dropout Prevention Coordinator for the students in Mercer County.	Based upon salary chart	Mercer Co. Board of Education Dropout Prevention Coordinator	Dropout Prevention Coordinator's data/report
MTSS/Trauma-Informed Teams: Each school will have a team that will identify and implement SEL procedures and processes that include school-wide SEL instruction, tiered SEL interventions, universal SEL assessments, etc.	\$0 for teams Trainings to implement requirements may vary by building based upon the needs of the staff SEL programs will vary in cost. Universal Screener (SEL): ~\$20,000	School Counselors School Mental Health Providers PBIS/Trauma Team Members Principals Safe Schools Coordinator	PBIS minutes Counselor log of time SEL data Team meeting minutes
MCS Diversity, Equity, and Inclusion Team(DEI): Mercer County has developed a DEI team to create: <ul style="list-style-type: none"> measurable goal implementing Professional Development training, strategies, and tactics for all faculty and staff of Mercer County Schools. measurable goal outlining our efforts to encourage, promote, and communicate MCS as a diverse, equitable, and inclusive district both curricular and extra-curricular. measurable goal outlining our efforts to continue to increase and retain diverse staff members. 	See Attached MCS Diversity, Equity, and Inclusion Plan		