

**Overview:**

In order to fulfill the PXU Promise – *Schools of Opportunity that Welcome, Love, and Inspire All Students to Go Places and Do Things that Matter* – school safety is paramount. Learning and working environments for students and staff must be safe – socially, emotionally, physically, professionally, and academically. The PXU **Next Gen Safety and Security** Plan is designed to address the growing complexities of school safety.

The primary objectives of **Next Gen Safety and Security** are the following:

- 1) Increase overall campus and community safety
- 2) Enhance campus climate, culture, and care of both students and staff, including social and emotional wellness
- 3) Improve lockdown and crisis readiness
- 4) Improve security measures through technology
- 5) Decrease reliance upon School Resource Officers as a primary source of safety
- 6) Expedite the use of Restorative Practices district-wide

There are four major categories (including 12 components) in the original Phoenix Union **Next Gen Safety and Security** plan:

- Infrastructure
- Disciplinary and Restorative Practices
- Safety and Security Personnel
- General Safety and Wellness Measures

There are four other areas, informally added to the original plan in 2019:

- Staff Wellness
- Increase Social Workers and Other Certified Support Staff
- Increase PXU Security and ESP Support Staff
- Improve Student Support Models, Including Mental Health Services

**INFRASTRUCTURE**

**Component 1: Redesign Campus Entries, Perimeter Fencing, and Facilities**

Address areas of vulnerability, specific to fencing, gates, entry locations, lighting, surveillance cameras, security alarm systems, windows, landscaping and visibility, doors and key controls. This also includes parking lot safety, specific to vehicle and pedestrian traffic.

**Component 2: Upgrade Locking Mechanisms**

Upgrade and maintain fully working locking cylinders, panic bar locks, or any other additional locks in classrooms, buildings, etc.

**Component 3: Improve Security through Technology**

Install and maintain a comprehensive integrated security and surveillance system, including visitor identification.

### **DISCIPLINARY AND RESTORATIVE PRACTICES**

#### **Component 4: Restorative Practices**

Expand the use of restorative practices in and out of the classroom. In 2020, restorative practices were integrated into our PXU Teaching & Learning Framework.

#### **Component 5: Teaching and Staff Training**

Expand professional development for teachers and all staff to enhance connections and relationships with students. This entire component is in our PXU Teaching & Learning Framework for administrators, certified, and educational support professionals.

#### **Component 6: Annual Review of Policies, Handbook, Data**

In order to ensure progress alignment, Phoenix Union will annually review the following:

- A) All Governing Board policies related to student discipline
- B) The Phoenix Union Student Handbook which provides guidance for students and staff on school rules, procedures, and discipline guidelines
- C) All major school discipline and school climate data (from suspension rates to student attendance to mandatory law enforcement notifications)

### **SAFETY AND SECURITY PERSONNEL**

#### **Component 7: School Resource Officer (SRO) Placement**

Develop a plan to reduce reliance upon law enforcement. The original plan called for a shift from school-based resource officers to community/regionally-based resource officers.

#### **Component 8: Design & Structure of School Safety Teams**

Focus on the structure and function of school security teams, from the Campus Safety Supervisor to base to entry-level roles.

#### **Component 9: Safety Personnel Training and Job Description Review**

Consider adding a district-level Safety Trainer position. Revisit and, if needed, rewrite and strengthen job descriptions and even compensation for safety personnel.

### **GENERAL SAFETY AND WELLNESS MEASURES**

#### **Component 10: Evening School Safety and Security**

Create a safety plan to ensure afterschool and evening school safety.

#### **Component 11: Community and Extra-Curricular Activity Safety**

Create a safety plan for community and extra-curricular activities such as performances, sporting events, and open houses.

#### **Component 12: Resource Centers**

Ensure that all campuses have resources for students and families, from toiletries to clothing to food to counseling services.

### **AREAS INFORMALLY ADDED IN 2019**

**Component 13: Staff Wellness**

Launch a comprehensive staff wellness program, including staff health and wellness specialists.

**Component 14: Increase Certified Support Staffing**

Revisit social worker, psychologist, and other certified support staff ratios and salaries.

**Component 15: Increase Security and ESP Support Staffing**

Revisit security, liaisons, and other ESP support personnel staffing ratios and compensation.

**Component 16: Improve Student Support Models, Including Mental Health Services**

Research and implement a comprehensive multi-tiered system of support (MTSS), including providing students access to clinical mental health services.