

EMPOWER95

GOAL AREA	STUDENTS
STRATEGY	Develop and implement additional plans to address district safety/improvements and maximize stakeholders' sense of psychological safety
RATIONALE	Student and staff psychological safety is critical to work and learner performance
ACTION PLAN TITLE	School Safety
ACTION PLAN STEPS	<ul style="list-style-type: none"> • Implement double-entry system across all school buildings to increase main entrance security • Develop communication to all stakeholders regarding safety improvements • Provide additional training on the operation of new main entry systems • Develop targeted plans via the School Improvement Planning (SIP) process to increase student/staff feelings of safety in identified buildings <p>*Feelings of <i>psychological safety</i> results from both physical changes to school/district buildings, as well as school practices (i.e., using trauma-informed practices when conducting safety drills, identifying areas of need for a particular building and implementing action steps to address reported concerns), and can be measured by self-reported feelings of safety (such as those reported on the 5Essentials or other survey measures)</p>
TIMELINE	The anticipated date of completion is scheduled for Spring/Summer 2024
PROGRESS MONITORING STEPS	<ul style="list-style-type: none"> • Facilities & Business Operations Meetings – status updates on double-entry system (monthly checkpoints) • Principal Meetings – status updates on communications shared with stakeholders, training on how to implement the double-entry system, and other related items (to be integrated as a monthly checkpoint) • Exit Slip Data Collection – conducted at the conclusion of scheduled trainings regarding the system; data used to inform further trainings/questions to be answered (potential updates to the already created Safety FAQ document for staff) • School Improvement Plan (SIP) Meetings – status updates for schools with targeted safety school improvement goals (occur three times/year);

	additional progress monitoring to occur at the building level in consultation with the Assistant Superintendent for Student Services using formalized District checkpoints
INDICATORS OF SUCCESS	<ul style="list-style-type: none"> • Implementation of double-entry system in all D95 buildings by Spring 2024 date • Delivery of communication to all stakeholders and follow-up responses provided to all questions • Exit slips following training on how to execute double-entry system • Increase in 5 Essentials Data (select buildings identified through school improvement data analysis)
POTENTIAL RESOURCES	<ul style="list-style-type: none"> • Director of Safety & Security • Executive Director of Facilities • Lake Zurich Police Department Representatives • Lake Zurich Fire Department Representatives • Assistant Superintendent for Student Services • Superintendent
POTENTIAL COSTS	Costs associated with installing hardware and related technology have already been integrated into the budget (\$400,564); all other professional learning and/or targeted plans do not currently have anticipated costs