District Safety Advisory Council May 2018

FAYETTE COUNTY PUBLIC SCHOOLS

LETTER FROM THE SUPERINTENDENT

After the tragic loss of students and staff in Marshall County, Kentucky and Parkland, Florida in early 2018, I convened the Fayette County Public Schools District Safety Advisory Council to examine best practices and develop specific and actionable recommendations to ensure that our children are safe at school, at home and in the community.

The council was comprised of students, parents, school and district employees, law enforcement representatives, city officials and community members selected for their personal experience and professional expertise in the area of safety and emergency management. Their work was informed by national, state and local experts in the areas of school safety, juvenile justice, mental health and social media, and bolstered by public input from hundreds of concerned citizens.

I thank the members of the FCPS District Safety Advisory Council for their time, commitment and hard work. You took your charge seriously, and identified clear, achievable recommendations.

The issues that put our children at risk are complex and require broad-based solutions that bridge homes and schools. Council members identified critical next steps for lawmakers, schools and districts, students, families, and our community.

Now it's up to us to act on those recommendations.

From the moment I set foot in Lexington, I have been impressed with this community's willingness to come together to make needed change. People in Fayette County are informed and passionate and recognize that making decisions for the good of our children is the best way to ensure a brighter tomorrow.

Nelson Mandela once observed, "Safety and security don't just happen, they are the result of collective consensus and public investment. We owe our children, the most vulnerable citizens in our society, a life free of violence and fear."

Today in Fayette County there are children living with violence and fear. Are we ready to make tomorrow different? Do we have the collective will to be champions for children?

I stand ready to act. I hope you will join me. When schools, homes and communities put children first, everyone is safer.

Manny Caulk, Fayette County Public Schools Superintendent

Fayette County Public Schools District Safety Advisory Council

CALL TO ACTION
May 2018

This white paper identifies four areas where immediate action is critical to ensure the safety of our children:

1. Relationship building within schools is foundational for student success and safety. Mental health professionals and law enforcement officers must now be considered essential staff members in today's schools.

2. Facility enhancements including the addition of secure vestibules, metal detectors, identified safe zones, and alarms on exterior doors must be made to ensure our schools are safe places to learn and work.

3. It is time we invest in funding Flex Focus grants and Family Resource and Youth Service Centers. SEEK dollars, while central to school funding, are not adequate to provide critical, fundamental programs and resources required to make a long-term, lasting impact on the safety and well-being of our students or our communities.

4. Kentucky has adopted an excellent blueprint for juvenile justice reform. Adequate and sustained funding to provide appropriate support and placement options for juvenile offenders is required for its successful implementation.

Fayette County Public Schools
District Safety Advisory Council

THE COURAGE TO STAND FOR CHILDREN

"Building strong connections with students is the best strategy for keeping schools safe."

-Jon Akers and Bill Modzeleski

Abstract: *No child should be afraid to go to school or walk in their neighborhood, and every child should return to a safe and loving home. All of us want to protect our children against threats of violence, whether at home, at school or in the community. Keeping our children safe will require a multi-pronged approach. We must boldly and courageously address the changing family dynamic, shift our approach to both mental health and juvenile justice and be willing to fund research-based services and programs proven to deliver positive outcomes. Working from a systemic level, engaging all stakeholders, and challenging conventional wisdom while thinking and acting differently will be the only way to make long-lasting, impactful progress.*

INTRODUCTION:

Our families are in crisis; our neighborhoods are in distress.

Whether your community is struggling with the opioid crisis in Eastern Kentucky, facing the gang problems of Louisville, recovering from the tragic school shooting in Marshall County, or grappling with the knowledge that a troubled teen had an AR-15 and 500 rounds of ammunition in his bedroom in Lexington,[1] we as Kentuckians realize that far too many of our children do not feel safe at school, at home or in their community.

Our families are hurting. Our children are hurting. Schools are a reflection of the communities they serve, so they too are hurting. Collectively, that places the future of Kentucky at risk.

A MESSAGE TO OUR LAWMAKERS

At the state level, our lawmakers, and business and civic leaders must understand how they can ensure each student in Kentucky has the opportunity to learn in a safe environment. Four specific actions the Kentucky General Assembly can take to make our schools safer for students are:

1. Provide appropriate and sustained funding for KRS 600, which was revised in 2014. KRS Chapter 635, included in KRS 600 obligates us to "promote the best interests of the child through providing treatment and sanctions to reduce recidivism and assist in making the child a productive citizen by involving the family, as appropriate, and by advancing the principles of personal responsibility, accountability, and reformation, while maintaining public safety and seeking restitution and reparation [.]" The vision put forward by lawmakers in KRS 600 has not been realized because appropriate supports and placement options for juvenile offenders have not been funded.

2. Amend KRS 610.340 to allow and encourage appropriate, confidential professional communication across agencies. This is vital to allow early conversation and potential intervention. Currently, various state agencies and professionals work to improve the welfare of children and families along parallel tracks, yet operate in a vacuum, prohibited from sharing information that would produce better outcomes.

3. Fund Flex Focus and Family Resource Youth Service Center grants at significantly higher levels. While the General Assembly has been diligent in protecting funding for K-12 schools provided through the Support Education Excellence in Kentucky (SEEK) program, the money allocated through this per-pupil formula basically covers the costs of paying teachers and "keeping the lights on." Meanwhile, funding for Family Resource and Youth Service Centers has been gutted. For example, at one school where 80% of students qualify for free or reduced meals, the budget was slashed from $12,500 six years ago to $244 in 2017.[2] The 2018 state budget left funding for Family Resource and Youth Service Centers flat.

   With good intentions of protecting K-12 education, lawmakers have worked hard to preserve and grow SEEK funding, potentially unaware that SEEK dollars are not allocated for the critical, foundational resources required to make long-term and long-lasting impacts. Flex focus and other grant resources are used to fund community education, afterschool help for struggling learners, professional development, early childhood initiatives, textbooks and Family Resource and Youth Service Centers.

4. Enact responsible, proactive gun control. This would include banning bump stocks, raising the legal age to purchase a gun to 21 and creating a waiting period of three days, or until the background check is completed. Other states where school shootings have occurred have been aggressive in their approach, so should Kentucky![3]

BACKGROUND

Although school shootings brought us to the table; they are not the biggest risk to our children.

The purpose of this white paper is to provide a compelling case for action.

In response to incidents in Marshall County, Kentucky and Parkland, Florida, Superintendent Manny Caulk of the Fayette County Public Schools established a District Safety Advisory Council consisting of 28 individuals selected because of their experience and expertise. (A complete list of Council Members is on page 14.) Their charge was to examine best practices in school safety and develop specific recommendations to ensure our schools are safe places to learn and work.

The Council met throughout March 2018 with special facilitated sessions and heard from expert professionals on the following topics: National and State Trends in School Safety, Juvenile Justice, Mental Health, and Social Media. In addition, a panel of high school students shared their input with the Council. The final session was a facilitated discussion of recommendations. (A full meeting schedule and list of speakers in on pages 15-16.)

Throughout the process, an online audience engagement tool was used to allow the community to participate and a dedicated email address was created to provide another means of public input. In total, hundreds of people attended the Council work sessions and roughly 140 emails were received. A summary of all input can be found at www.FCPS.net/advisorycouncil.

The message across the board and loud and clear from the professional presenters, community and students was: The issues children face go far beyond the scope of schools. They are on all levels, including home, schools and community.

SAFETY AT HOME

In the words of sociologist Matthew Desmond, "Home is where children find safety and security, where we find our identities, where citizenship starts." Unfortunately for Kentucky's children, the changing complexity of family dynamics over the past 60 years has led to a host of negative behavioral outcomes.

Data confirms traumatic events known as Adverse Childhood Experiences have skyrocketed and continue to escalate, increasing juvenile delinquency, drug use and mental health issues.[4]

Researchers at the University of Kentucky studied families in the Commonwealth and found "poor family dynamics may be associated with increased rates of high risk behaviors among teenagers. Among these behaviors are drug use, sexual activity, and depression." They noted that rural Kentucky in particular has high rates of non-traditional family composition and concluded that improvement in the familial environment may decrease the prevalence of high risk behaviors among teenagers.[5]

According to the Kentucky Department for Public Health, 59% of Kentucky residents have had adverse childhood experiences. Of that number, 64% have had two or more.[6] That means 2.6 million Kentuckians have had an Adverse Childhood Experience and 1.7 million citizens have had two or more.

Toxic levels of stress – prolonged activation of stress response systems in the absence of protective

relationships – is a byproduct of Adverse Childhood Experiences, which leads to social, emotional and cognitive impairment, adoption of health-risk behaviors, disease, disability and social problems that cause early death.

Beyond the personal cost, there is an economic impact to the increase in Adverse Childhood Experiences. Individuals will earn less, which results in lower tax revenue, while driving increases in physical and mental health care expenses, special education costs and rising rates of incarceration. The economic impact of Adverse Childhood Experiences for the state of Kentucky is approximately $3.4 billion.[7]

Kentucky faces a severe lack of available mental health facilities and services. Most families have neither the ability nor the resources to provide the help and support their children require. "Finding a psychiatrist is like finding a unicorn," according to Tara Stansfield with HealthFirst Bluegrass. Additionally, many psychiatrists do not take insurance and an initial hour-long intake visit alone can cost approximately $600.

According to the Kentucky Department for Behavioral Health, there are 10 residential psychiatric treatment centers in the state and each of them has 10 beds. In Kentucky there are 261 psychiatrists: one for every 17,066 residents.

SAFETY IN SCHOOLS

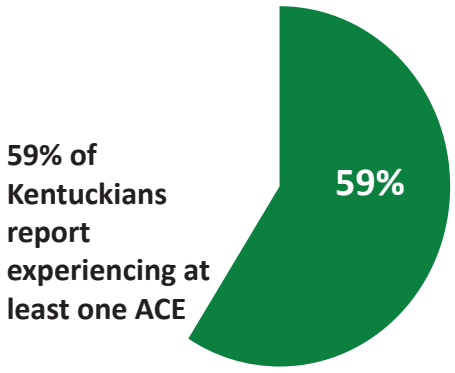
That shortage extends to our schools.

Velva Reed-Barker, a licensed clinical social worker who retired in October with 27 years of mental health experience in the Fayette County Public Schools, urged the council to recommend fully staffing schools with one counselor, social worker and psychologist for every 250 students. Achieving that would require hiring 321 more mental health professionals.

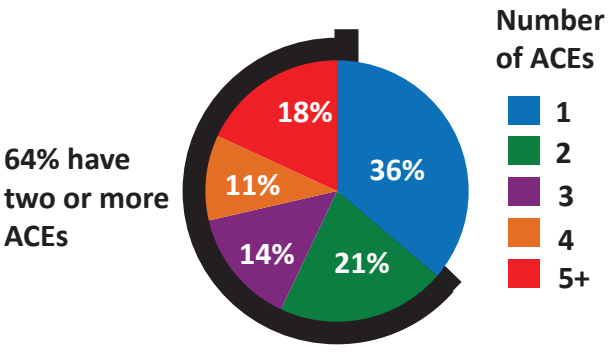
Existing ratios make it difficult to expect these professionals to form and maintain meaningful relationships. Fayette County's 67 schools and programs serve a total of 41,676 students. Currently, there is one social worker for every 1,097 students and one psychologist for every 1,226 students.

Adverse Childhood Experiences (ACEs) in Kentucky

Prevalence of ACEs in Kentucky



Distribution of ACEs
among those with at least one ACE



The guidance counselor ratio is 1 to 568 elementary students, 1 to 341 middle school students and 1 to 258 high school students. Increased testing requirements have left guidance counselors busy with administrative support and assessment coordination, with little time to do the job of counseling.

Using the state average of 59% of Kentucky residents experiencing an Adverse Childhood Experience, 24,588 of our FCPS students would benefit from additional mental health services.

In order to provide quality intervention services, the individual, family and school should be in communication with one another and create trusting relationships, according to Catherine Martin, M.D. a child and adolescent psychiatrist with the University of Kentucky Department of Psychiatry.

Two thirds of youth perpetrators of school violence had experience with weapons and firearms were available through their family, many were bullied or persecuted, many suffer from depression and had suicidal ideation, only a few had had a mental health evaluation, attacks were not impulsive: they were planned, and most had shared their plan in advance with a peer, Martin said.

SAFETY IN OUR COMMUNITY

In 2012, Kentucky had the 4th highest juvenile incarceration rate in the nation, according to Fayette County Family Court Judge Libby Messer. In 2014, the Kentucky General Assembly passed Senate Bill 200 aimed at reducing Kentucky's juvenile detention population by boosting diversion or second chance programs.

The bi-partisan reform prompted by Senate Bill 200 shifted courts and police into incarcerating as few youths as possible. As a result, Kentucky's juvenile offenders can break the law four times without ever seeing a judge. They can be charged with three misdemeanors and a felony and still be eligible for diversion, which is little more than a plan and promise not to do it again.[8]

Youth offenders no longer fear the Juvenile Justice System because it lacks the discretion to tailor the intensity of supervision and wrap around services to match youth's risk level. Without the ability to hold offenders accountable for non-compliant behaviors through expedited response and tiered placements, Kentucky is now seeing the criminal activity of some teens escalating with few options for officials to intervene and correct the behavior. The result is a system that fails to meet the needs of children, families and the community.

The Department of Juvenile Justice must have the tools to take responsibility for assessing the needs of youth and collaborating with their families, school, and support systems to coordinate services aimed at addressing the factors that contributed to delinquency. Each community must have a spectrum of creative and relevant placement and service options, including front-end intervention, youth advocate programs, day treatment, evening reporting centers, alternatives to detention, secure care treatment, leveled residential programs and aftercare case management.

Models can be found in other states where there are tiered systems for residential placement. Alternatives should be designed to advance the principles of personal responsibility, accountability and reformation. The goal must be to reduce recidivism and promote positive outcomes.

SOCIAL MEDIA: WHERE HOME, SCHOOL AND COMMUNITY INTERSECT

With the onslaught of social media, our children are growing up in a "Glass Bowl." When asked to describe their relationship with social media, one student's response was critically important and telling: "It is life!"

Social media is attractive to teens, experts said, because it gives them a voice, allows them to quickly share and receive information, gives them access to experts and resources, and connects them to one another.

Most young people have multiple social media accounts on the same platforms and are using multiple texting apps in addition to the texting feature on their phone. The reliance on electronic communication makes face-to-face communication more intimidating, because they are used to being able to edit and perfect posts before sharing.

Among the downsides of social media is the "fear of missing out" (FOMO) phenomenon, which can add to feelings of isolation, anxiety and depression. The ability to be constantly connected also enables teens to know when they are being ignored, which can make them feel more alone.

Research also suggests that teens who spend more than two hours a day on social media are more likely to have poor mental health and negative body images, the panelists said, and numerous studies have shown that increased social media use is also linked with poor quality sleep.

The three main dangers of social media law enforcement agencies deal with are cyber-bullying, sex crimes and school violence, including fights and threats, according to Lexington Police Detective Tyson Carroll. In the most extreme cases, cyber-bullying can lead to suicide. Sex crimes usually begin with someone taking an inappropriate picture and sharing it. Once shared, naked pictures of minors become child pornography, he said. Sometimes those in possession of nude photos use it to intimidate, threaten, bully or extort the subject of the picture.

By reviewing publicly available social media posts, it is possible to see patterns in photos and comments to identify threats or dangerous activity and alert school and law enforcement officials, said Heather Harer, Vice President of Business Development & Education with Social Sentinel.

"We need as adults to get on board with the new way of communicating," she said. "It is going to take us to educate ourselves, instead of trying to change it, we need to adapt."

LISTENING TO OUR STUDENTS

A panel of 12 high school students representing schools and special programs in Fayette County was assembled to discuss safety from their viewpoint. They asked for a comprehensive approach to safety, one which includes both the seen (metal detectors and law enforcement officers) and the unseen (relationships, school culture and community support).

"School safety is more than a secure building," one student said.

The need for increased communication and trusting relationships between and among students, teachers, administrators and families was a recurring area of focus, as was the call for improved school culture and climate.

"There has to be a way for us to talk to someone honestly," said one student. "Too many kids are not getting access to things they need."

Students said they need:

- Education regarding danger signs and how best to report concerns.
- Help to eliminate the stigma of "snitching."
- More information and time to practice emergency drills so they would know what to do if something happened before or after school, during class changes or during lunch.
- Mentoring programs between adults and students and between students of different ages.
- Afterschool programming, community-building activities and outreach.
- Adults to address social media threats and rumors.

"Our schools should be a place where student voices are heard, making everyone feel like they matter," said one student. "I fully believe inclusion creates safe environments."

WE ALL SHARE IN THE SOLUTION

Addressing the safety of our children at home, at school and in our communities will require a commitment to a holistic, multi-dimensional approach. The subject is complex, and the solution will require action on many fronts.

The District Safety Advisory Council found four common themes:

- **Relationship-building.** Building trust and relationships are some of the most impactful and difficult first steps to a lasting solution. Accomplishing that will take love, time and resources.

More specifically it requires:

- Allowing guidance counselors to be guidance counselors.
- Normalizing mental health by screening students annually and encouraging open and honest dialogue.
- Incorporating integrative health care models in each Kentucky school.
- Increasing Law Enforcement involvement and engagement in all schools by adding more officers.
- Providing adequate and sustained funding for KRS 600.

- **Communication.** The ability for the many professionals working with families and children to legally communicate across agencies is critical to identifying and understanding the magnitude of the situation and addressing the root cause.

- **Consequences and alternatives.** Today, our legal system has two placement options for juvenile offenders – diversion (which has become no more than "a promise and a pledge") or jail. Teens know the rules and work the system – ultimately developing a criminal mindset and escalating behavior, which has created a juvenile justice to prison pipeline. Breaking the cycle will require we evaluate existing programs and services, identify the gaps and create appropriate and relevant alternatives and supports.

- **Enhanced security features.** Suggestions included metal detectors, clear backpacks, identifying lanyards for students and staff, marked safe zones in every classroom and consistent visitor procedures. Almost unanimously, students, family members, employees, and the community expressed opposition to arming teachers.

RECOMMENDATIONS

Ensuring the safety of children at home, at school and in the community will require immediate action by lawmakers, schools and districts, families, students, and the community at large. Some of the solutions we propose are dependent on funding. Others can be accomplished for little or no cost. All are necessary to keep our children safe.

The recommendations identified by the Fayette County Public Schools District Safety Advisory Council are organized by each "audience" that must be involved in making the needed changes. Although the council was comprised of individuals from Fayette County, their focus was to develop overarching recommendations that would be applicable in communities across the Commonwealth. Safety shouldn't be dependent on where you live. Putting children first requires concerted and significant action with a sense of urgency.

Lawmakers:

High Impact Investments:

- Fund additional placement, supervision, and service options within the Department of Juvenile Justice to include front-end intervention, youth advocate programs, day treatment, evening reporting centers, alternatives to detention, secure care treatment, leveled residential programs and aftercare case management.
- Hold the Department of Juvenile Justice accountable for assessing the needs of youth and collaborating with their families, schools, and support systems to coordinate services aimed at addressing the factors that contributed to delinquency.
- Increase funding for the number of mental health professionals.
- Increase funding for the presence of law enforcement professionals in schools.
- Fund full-day kindergarten.
- Expand early childhood education.
- Increase funding for Family Resource and Youth Service Centers.
- Place a CDW (Court Designated Worker) in every secondary school.
- Open more seats in law enforcement academies to meet the demand for more officers in schools.
- Earmark funding to enhance safety and security measures in school buildings.

High Impact, No Cost:

- Change laws to enable the appropriate sharing of information across agencies.
- Significantly improve the diversion program to provide increased support for juvenile offenders by tailoring the intensity of supervision and wrap around services to match their risk level and hold them accountable for non-compliant behaviors through expedited response and tiered placements.
- Ban Bump Stocks.
- Raise the legal age to purchase a gun to 21.
- Require a 3-day waiting period/or a completed background check prior to the purchase of a gun.

Schools and Districts:

High Impact Investments:

- Add law enforcement officers in every school.
- Hire additional counselors, social workers or school psychologists to reach best-practice ratios in every school.
- Establish comprehensive health clinics with mental health providers in every school.
- Contract for proactive social media monitoring to identify potential threats.
- Perform mental health screening annually at all grade levels.
- Equip all exterior school doors with emergency alarms.
- Install metal detectors in every school.
- Secure interior classroom doors.

High Impact, Low Cost:

- Incorporate a social emotional learning curriculum that includes leadership, empathy, bullying, mindfulness, mental health, self-regulation and conflict resolution.
- Identify and mark safe zones in every classroom and common area.
- Implement student and staff lanyard and ID systems with emergency instructions on the back side.
- Update training for teachers to include safety and emergency preparedness, social media, conflict resolution, restorative justice, trauma-informed practices and mental health first aid.

High Impact, No Cost:

- Implement Universal Marking System for each school.
- Develop and share emergency pre-plan schematics with police and fire personnel.
- Enforce uniform and consistent protocols for visitors across the school system.
- Require parents/guardians to attend a conferences with teachers twice a year to receive report cards.
- Hold mandatory conferences for families of incoming sixth- and ninth-graders.
- Establish inclusive school culture and climate.
- Continue efforts to address bullying.
- Raise expectations and provide feedback for families in terms of engagement.
- Create mentoring programs between older and younger students.

Families:

At School:

- Encourage your children to "see something/say something."
- Meet with your child's teachers at least twice a year.
- Participate in your child's school activities, both academic and extra-curricular—grades K though 12.
- Maintain a two-way dialogue with your child's school.
- Alert the school to issues your child is facing at home and in the neighborhood.
- Make sure the school has up-to-date contact information for you and other contacts in case of an emergency.
- Contact the school directly to report concerns rather than sharing unconfirmed information with others.
- Register for Infinite Campus and download the Fayette County Public Schools app.
- Join the PTA, PTSA or other booster organizations at your child's school.

At Home:

- Be informed about the technology your children are using, including social media, phones, and computers.
- Watch your child for signs that they need additional support and access available resources to help.
- Take advantage of workshops and classes about parenting.
- Limit screen time.
- Hold a family dinner with NO devices at least once a week.
- Know what your children are doing and with whom.
- Regularly check your child's room, phone and car.
- Regularly check your child's backpack and be sure that the things they take to school contribute to a safe learning environment.
- Keep potentially harmful substances out of reach of children of all ages.
- Teach your child to be aware of their surroundings and trust their instincts.
- Practice gun safety at home.

Students:

- Embrace the "see something/say something" approach.
- Use caution when interacting with others online.
- Be a friend to someone who needs one.
- Create a "no one sits alone" culture.
- Be open and honest with your family and adults at school.

Community:

High Impact Investments:

- Increase seats available in Day Treatment programs to meet the needs of the community.
- Expand available beds in mental health facilities.
- Broaden availability of community-based mental health services.
- Create opportunity zones to invest in low income neighborhoods.
- Move families to self-sufficiency by adopting livable wage requirements and expanding job training and placement programs aligned with the changing marketplace.
- Increase summer employment programs for youth.
- Expand existing and establish additional evening, weekend, and summer community programs for youth, including athletic leagues, open gyms.
- Expand quality early childhood education opportunities for all families.
- Partner with community based organizations to provide wrap around supports for families and children.
- Expand programs that target gang affiliation by providing intensive programming and supervision to change thinking patterns and behaviors.

High Impact, Low Cost:

- Partner with pediatricians and other providers to discuss public health, and universal trauma screening.
- Create community mentoring programs for ALL at risk children/families.
- Educate and heighten awareness of existing programs and resources.
- Strengthen family/parenting education programs.
- Educate community about trauma-informed care, conflict resolution and restorative practices.
- Allow employees to volunteer at school during work hours.
- Provide leave time for parents and caregivers to attend school conferences and activities.
- Expand adopt-a-school programs.
- Promote the Lexington Police Department's text a tip program.
- Build a common understanding in the community about the effective strategies in juvenile justice, emphasizing restorative justice principles while providing services for children and families with a goal of reducing recidivism and promoting positive outcomes.
- Develop the community's role in the juvenile justice system by promoting volunteerism, engagement, mentoring, employment, and education.

High Impact, No Cost:

- Implement "Handle with Care" program.
- Align data and information systems, with appropriate confidentiality agreements, to allow cross agency sharing about youth and families being served by multiple entities.
- Develop and disseminate a list of all community programs and resources.
- Bring churches together to hear the problems and opportunities.
- Partner with neighborhood associations, UK Extension programs, Public Library and Health Department.
- Bring the business community to the solution.
- Sustain the focus and awareness on issues of safety.
- Expand Experience Based Career Education sites.
- Promote gun safety education programs.

KENTUCKY DOES NOT HAVE TO REINVENT THE WHEEL

Every child deserves a safe learning environment, regardless of where they live in our Commonwealth. The future of Kentucky depends on our youth. Our Governor and lawmakers have challenged educators to bring solutions to the table and we are responding.

A safe environment is foundational for young people to learn. We also know there is more to a "learning environment" than the four walls of a school. Learning begins day one, in the home, with loving and caring families. Learning continues through community interactions and opportunities, and yes, learning takes place in and on the school campus.

The importance of creating a safe learning environment is a given. The question before us is how best do we move forward together?

The District Safety Advisory Council suggests and recommends a framework that is:

- Unified – together we can and will make a lasting, impactful difference.
- Responsible – taking measured, reasonable and practical action in the direction of relationship building and gun control.
- Proactive – before the next nightmare happens, we must work with a bias toward action and immediately address items which provide high impact with a relatively low degree of difficulty.
- Holistic – no single action got us here, and no single action will get us out of here. A comprehensive, well-thought-out approach will address mental health, juvenile justice, and cross-agency communication, while bringing student voice to the table.

There are many strengths on which we can build. School based law enforcement is working collaboratively with other agencies, anonymous tip lines are in place, and our community, administrators and school board members are motivated to make safety a top priority. Most importantly, the vast majority of students in Fayette County Public Schools report that they already have a peer or teacher with whom they feel safe.

As mentioned before, our most glaring weaknesses are inadequate mental health supports for the incredible number of young people in need and the pressing urgency to reform the existing Juvenile Justice System and expand placement alternatives.

Leveraging the opportunities of timing, engagement, energy and passion will be paramount. Keeping the momentum moving forward, understanding there is not a "quick fix" and addressing the root issues will require sustained focus and realistic funding to keep us from failing.

Our children deserve no less.

"We, as a Commonwealth, cannot afford for even one child to live in fear." – Manny Caulk, Fayette County Public Schools Superintendent

DO WE, AS KENTUCKIANS, HAVE THE COURAGE TO PUT OUR CHILDREN FIRST?

DISTRICT SAFETY ADVISORY COUNCIL MEMBERS

- Madison Alexander, Student, Paul Laurence Dunbar High (student representative)
- Steve Byars, Vice President, Moneywatch Advisors (business community representative)
- Shelley Chatfield, General Counsel, Fayette County Public Schools
- Penny Christian, Vice President, 16th District PTA (parent representative)
- Lisa Deffendall, District Spokesperson, Fayette County Public Schools
- Pat Dugger, Director, LFUCG Division of Emergency Management
- Ron Edmondson, Pastor, Immanuel Baptist Church (faith community representative)
- Chris Ford, Commissioner of Social Services, Lexington-Fayette Urban County Government
- Mike Jones, Principal, Crawford Middle (principal representative)
- Rob Larkin, Major, Lexington Fire Department, Special Operations
- Mackenzi Leachman, School Psychologist, Millcreek Elementary (mental health representative)
- Daryl Love, Board Liaison, Fayette County Board of Education
- Bob Moore, Director of Technology, Fayette County Public Schools
- Abdul Muhammad, Chair, Fayette County Public Schools Equity Council
- Kelli Parmley, Chair, Fayette County Public Schools Community Partners Leadership Team
- P.G. Peeples, CEO and President, Urban League of Lexington-Fayette County (community representative)
- Randy Peffer, High School Chief, Fayette County Public Schools
- Steven Riley, Teacher, Henry Clay High (teacher representative)
- Greg Ross, Principal, Academy for Leadership at Millcreek Elementary (principal representative)
- Martin Schafer, Director of Law Enforcement, Fayette County Public Schools
- Faith Thompson, Director of Student Support Services, Fayette County Public Schools
- Myron Thompson, Chief Operating Officer, Fayette County Public Schools
- Donte Tichenor, Behavior Coach, The Learning Center (teacher representative)
- Barry Williams, Pediatrician, (parent representative)
- DeMarius Wilson, Student, Tates Creek High and Locust Trace AgriScience Center (student representative)
- Wanda Wilson, Teacher, Yates Elementary (teacher representative)
- Kathy Witt, Sheriff, Office of the Fayette County Sheriff
- Mike Wright, Commander, Lexington Division of Police

MEETING SCHEDULE AND LIST OF SPEAKERS/PANELISTS

March 1, 2018 – Paul Laurence Dunbar High School
Topic: National and State Trends in School Safety

Presenters:
- Jon Akers, executive director of the Kentucky Center for School Safety, former principal of Bryan Station and Dunbar high schools
- William "Bill" Modzeleski, senior consultant with several groups specializing in school safety, threat assessment, emergency management, and homeland security, and co-author with staff from U.S. Secret Service on the Safe School Initiative. Modzeleski recently retired after serving more than 40 years at the departments of Justice and Education

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March 8, 2018 – Tates Creek High School
Topic: Juvenile Justice

Presenters:
- From the Department of Family & Juvenile Services: Rachel Bingham, Executive Officer, Elton Terry, Regional Supervisor
- From the Fayette County Attorney's Office: Heather Matics, Assistant County Attorney
- From the Fayette County Family Court: Judge Elizabeth "Libby" Green Messer

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March 15, 2018 – Bryan Station High School
Topic: Mental Health

Presenters:
- Bluegrass Community Mental Health: Bethany Langdon, Don Rogers, Erin Rooks
- CHES Solutions Group: Rashmi Adi Brown
- HealthFirst Bluegrass: Ashley Ritchie, RN, Tara Stanfield
- UK Department of Psychiatry: Dr. Catherine Martin
- UK Heathcare Adolescent Medicine: Jennifer Perry, LCSW
- Offices of Paul Dalton: Velva Reed Barker, LCSW, Geoff Wilson, LCSW
- The Ridge: Brittany Thompson
- Our Lady of Peace: Jessica Campbell

MEETING SCHEDULE AND LIST OF SPEAKERS/PANELISTS

March 20, 2018 – Lafayette High School
Topic: Student Panel

Presenters:

- Lauren Chatfield, Henry Clay High School, 11th grade
- Eden Fox, STEAM Academy, 10th grade
- Taleah Gipson, Lafayette High School, 12th grade
- Maliya Homer, Lafayette High School, 12th grade
- LaMargaret Johnson, Bryan Station High School, 10th grade
- Katie Moorhead, Tates Creek High School, 12th grade
- Caleb Robinson, Bryan Station High School, 10th grade
- Drew Rodriguez, Frederick Douglass High School, 10th grade
- Reagan Smith, Henry Clay High School, 12th grade
- Sierra Stewart, Lafayette High School, 12th grade
- Zion Walker, Carter G. Woodson Academy, 12th grade
- Abigail Wheatley, Paul Laurence Dunbar High School, 11th grade

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March 22, 2018 – Frederick Douglass High School
Topic: Social Media

Presenters:

- Tyson Carroll, Detective, Lexington Division of Police
- Heather Eppley, Bryan Station High School Academy Coach
- Heather Harer, Social Sentinel, Vice President, Business Development & Educational Partnerships
- Jaiven Smith, Bryan Station High School, 12th grade

March 29, 2018 – Henry Clay High School
Topic: Facilitated Discussion of Recommendations

RESOURCES

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