

Safety

The safety and security of our students and staff remains our paramount priority, forming the foundation of a conducive learning environment.

We are fortunate to cultivate strong, working partnerships with the City of Obetz and the Hamilton Township Fire Department. These collaborations extend beyond routine checks; they involve joint training exercises, emergency drills, and collaborative planning sessions that enhance our collective ability to respond swiftly and effectively to any situation. Our comprehensive Emergency Operations Plan (EOP) is a living document, continually refined and updated in close coordination with these vital community partners. The EOP, which addresses various scenarios from severe weather to critical incidents, is rigorously reviewed and approved annually by the Ohio School Safety Center, an organization that works in conjunction with the Ohio Department of Public Safety and the Ohio Attorney General's office, ensuring it meets the highest state and national safety standards.

Our commitment to student safety is also reflected in our ongoing investment in advanced security infrastructure. Recent upgrades across our district include the installation of newly updated, high-definition building and bus camera systems that provide enhanced surveillance and monitoring capabilities. We have also implemented advanced building access controls, including keycard entry for staff and a secure visitor management system, alongside state-of-the-art fire monitoring systems directly linked to emergency services, ensuring immediate alerts and rapid response in the event of a fire.

School Safety Resources

School Resource Officer

In conjunction with the City of Obetz, our district employs a School Resource Officer. The SRO serves throughout our district on a daily basis. Each building also has Threat Assessment Teams. These teams are trained to investigate threats and take appropriate steps necessary if the steps are deemed viable.

Safety Drills

Each school also is required to participate in safety drills throughout the school year. These include fire drills, tornado drills and school lockdown drills. These drills help students and staff to feel prepared should an actual emergency occur.

If you have any safety concerns, please feel free to reach out to your building administration or report concerns to the [**Safer Ohio Schools Tip Line**](#).

Additional Student Safeguard Protocols

The top priority of the Hamilton Local School District is to protect and keep students safe. We have multiple policies, practices and procedures to help us achieve this goal. Here are a few examples of things done to keep students safe:

Background Checks

All employees undergo pre-employment criminal background checks from the FBI and/or Ohio Bureau of Criminal Investigation (BCI). Current employees are subject to periodic renewals, and comprehensive investigations are conducted using specialized services. The district is notified and investigates when an employee is arrested or convicted. Employees arrested for certain criminal actions are suspended from duties involving child care. Volunteers, including classroom helpers and field trip chaperones, must complete state and federal criminal records checks. Overnight trip volunteers undergo additional private background checks.

Reference and License Verification

The district confirms that each teacher holds the required educator license. Public records from prior employers, including personnel files, may be requested. The employment application requests information regarding criminal arrests, convictions, current or pending investigations, resignations, discharges, and similar information. Falsification of the employment application is grounds for termination and can be referred to law enforcement authorities for criminal prosecution.

Policy Awareness and Training

Upon hiring, employees review and agree to follow critical district policies, including those on substance abuse, student supervision and welfare, acceptable use of technology and network, and student abuse and neglect. All educators must report any knowledge of suspected child abuse and neglect, with failure to do so being a crime punishable by the judicial system. The district proactively reports educator misconduct to the Ohio Department of Education whenever possible violations of the Licensure Code of Conduct for Educators are suspected. The district utilizes a thorough and transparent progressive disciplinary process with all staff, consistent with the requirements of all contracts and Ohio law. A comprehensive evaluation process for staff is in place to both educate and evaluate employees, identifying and focusing on problem areas for improvement.

These measures collectively aim to ensure a safe and secure environment for all students within the district.