

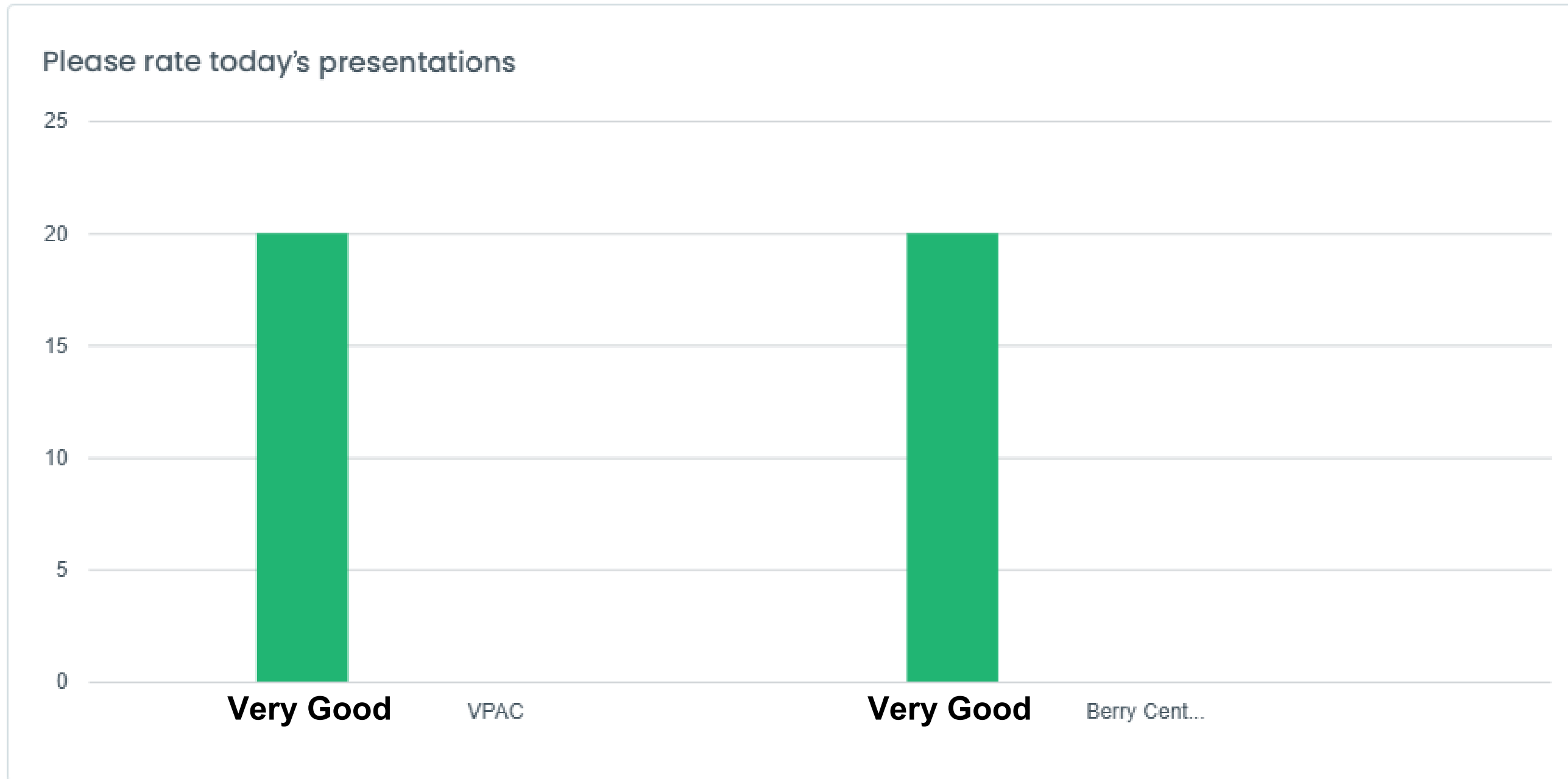


Leadership CFISD

November 19, 2025



Feedback Form Results



Unanswered Questions



Safe and Supportive Schools

TX SB11 (86th) became Tex. Educ. Code §37.115, wide-ranging school safety legislation that establishes Texas's *Safe and Supportive Schools Program (SSSP)*.

Requirements under Tex. Educ. Code §37.115 include:

- Behavioral threat assessments conducted by multidisciplinary teams,
- Safety-related data collection and reporting, and
- Mental health and behavioral training for staff.

TEA's SSSP Components

<https://tea.texas.gov/texas-schools/health-safety-discipline/safe-and-supportive-schools>



Positive School
Climate



Multi-Tiered Systems
of Support



Behavior Threat
Assessments



Staff Training –
Mental Health,
Safety



Safety-Related Data
Collection



Emergency Planning
and Execution

CFISD SSSP Committee Members

- Teresa Hull – Chief of Staff
- Marney Collins Sims – General Counsel
- Eric Mendez – Chief of Police
- Matthew Morgan - Chief Operations Officer
- Irene Ruiz - Chief Officer for School Leadership
- Leslie Francis – Asst. Supt. Comm. & Comm. Relations
- Vivian Bennett – Asst. Supt. Curric. & Instruction
- Chairita Franklin – Asst. Supt. Human Resources
- Kenneth Henry – Asst. Supt. School Leadership
- Chris Hecker – Asst. Supt. School Leadership
- Stacie Everson - Asst. Supt. School Leadership
- Ana Martin - Asst. Supt. School Leadership
- Ify Ogwumike – Asst. Supt. Student Svcs
- Charles Franklin – Asst. Supt. Technology & Info Svcs
- Marchelle Peters – Asst. Supt. Educational Support Svcs
- Ashley Clayburn – Asst. Supt. District Improv. & Account.
- Traci Schluter – Director of Psychological Svcs
- Franklin Sampson – Director of Guid. & Counseling
- Scott Hudson – Director of Emergency Mgmt
- Grant Burnett – Coordinator of Emergency Mgmt
- Glenda Horner – Director of Professional Learning
- Joel Weckerly – Director of Communication
- Melinda Hood - Director of Health Services
- Wes Baker – MHIT Psychologist
- Michelle Pastorek – MHIT Psychologist

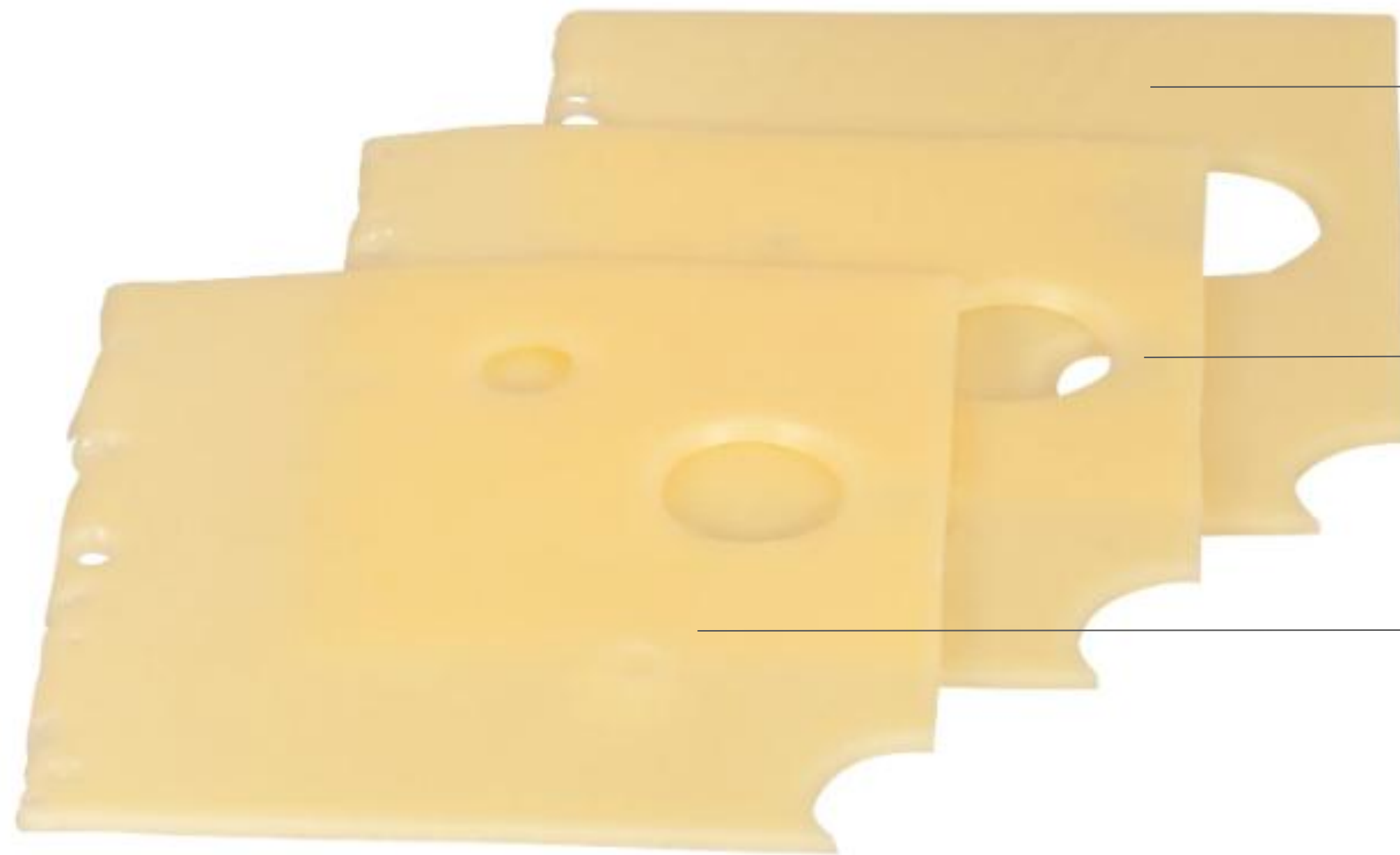
Strategic Plan

PREVENTION

IDENTIFICATION & INTERVENTION

RESPONSE & RECOVERY

Swiss Cheese Analogy



Prevention

Identification &
Intervention

Response &
Recovery

PREVENTION



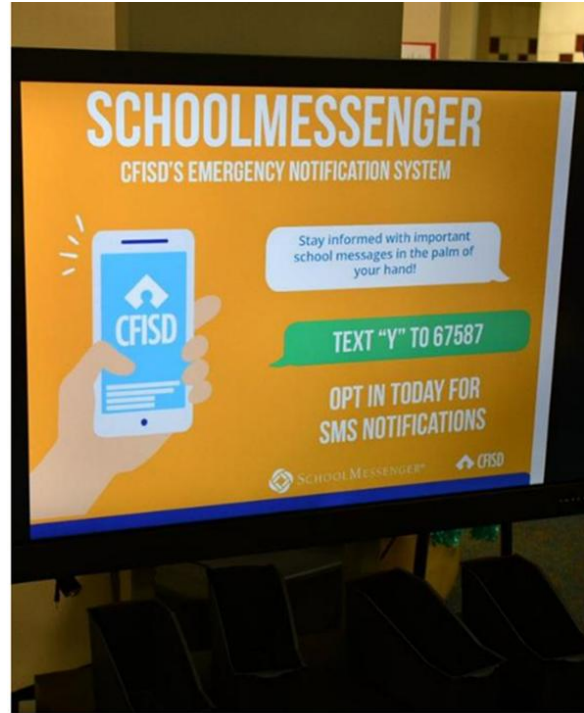
- CFISD Police Department
- Secure facilities: fencing, limited access points, vestibules
- Panic buttons
- ID badges
- Clear backpacks
- Student & staff training

IDENTIFICATION & INTERVENTION

- Anonymous tipline with 24/7/365 monitoring
- Staff mental health training
- Suicide risk response protocols
- Behavioral threat assessment protocols
- Mental Health Intervention Team (MHIT)



RESPONSE & RECOVERY



- Emergency Operations Plans (Texas School Safety Center template)
- Standard Response Protocol, Standard Reunification Method training for all administrators
- Active shooter training for all staff
- SchoolMessenger opt-in campaign



PREVENTION

IDENTIFICATION & INTERVENTION

RESPONSE & RECOVERY

CFISD Police Department

Since 2012

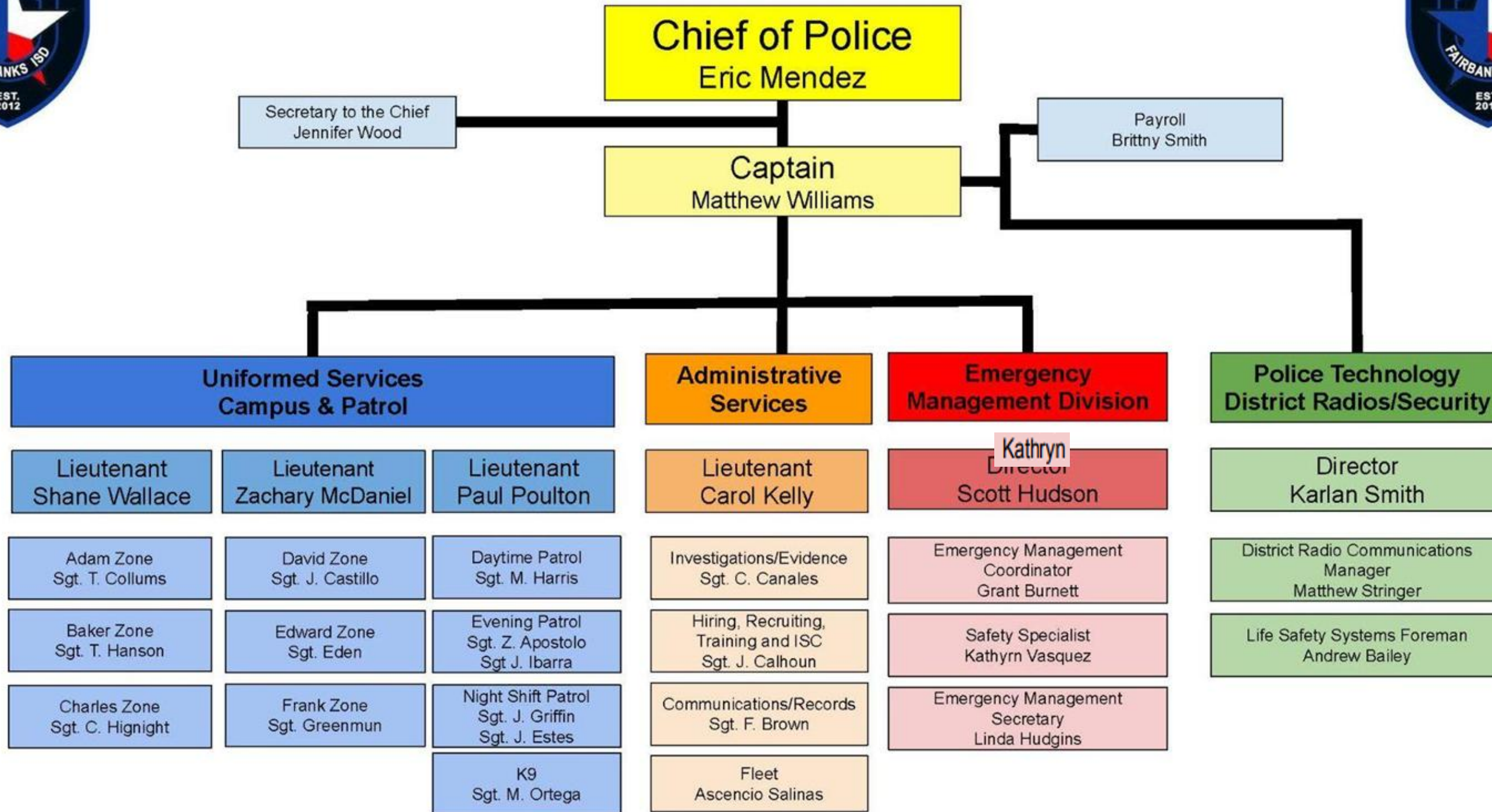


CFISD Police Dept.

- Established in 2012
- 117 officers
- 24/7 coverage
- 5 K-9s (Astra, Zeke, Koa, Loki, Vacancy)
- 7 Investigators
- 2 Mental Health Officers (MHIT)



Cypress-Fairbanks ISD Police



Districts and Zones

Assignments 25-26					
LT. WALLACE (District 1)			LT. McDANIEL (District 2)		
CHARLES - SE	ADAM - NORTH	BAKER - EAST	FRANK- WEST	EDWARD- SW	DAVID - CENTRAL
Sgt. Hignight	Sgt. Collums	Sgt. Hanson	Sgt. Greenmun	Sgt. Eden	Sgt. Castillo
CY FALLS	CY WOODS	CY CREEK	BRIDGELAND	CY SPRINGS	LANGHAM CREEK
CY RIDGE	CY-FAIR	JERSEY VILLAGE	CY-RANCH	CY-PARK	CY LAKES
LABAY	GOODSON	BRAUTIGAM CENTER	ANTHONY	ROWE	ARAGON
TRUITT	SPILLANE	ALC-E	SMITH	ALC-W	KAHLA
DEAN	ARNOLD	BLEYL	SALYARDS	HOPPER	WATKINS
COOK	HAMILTON	CAMPBELL	SPRAGUE	THORNTON	
		COOK			
LT Poulton					
DAY PATROL	DAY PATROL/K-9	EVENING PATROL	EVENING PATROL	NIGHT PATROL	NIGHT PATROL
Sgt. Harris	Sgt. Ortega	Sgt. Apostolo	Sgt. Ibarra	Sgt. Griffin	Sgt. Estes
BANE	A. ROBISON	BANG	AULT	ANDRE	BIRKES
EMMOTT	ADAM	FRANCONE	KEITH	DURYEY	COPELAND
FIEST	BLACK	FRAZIER	McGOWAN	EMERY	HOLMSLEY
HAIRGROVE	DANISH	GLEASON	POPE	HEMMENWAY	LIEDER
HOLBROOK	FARNEY	HANCOCK	POSTMA	HOOVER	LOWERY
HORNE	HAMILTON	MATZKE	RENNEL	JOWELL	METCALF
KIRK	LAMKIN	MOORE	SWENKE	M. ROBINSON	MCFEE
LEE	MILSAP	POST	WARNER	SHERIDAN	TIPPS
OWENS	SAMPSON	REED	WELLS	WALKER	WILSON
		WILBERN	WOODARD		
		YEAGER			

Emergency Management

Scott Hudson, Director of Emergency Management

- Grant Burnett, Emergency Management Coordinator
 - Kathryn Vasquez, Safety Specialist
 - Linda Hudgins, Secretary

Police IT Systems

Karlan Smith, Director of Police IT Systems

- Andrew Bailey, Life Safety Systems Foreman
- Matthew Stringer, District Radio Communications Manager





PREVENTION

IDENTIFICATION & INTERVENTION

RESPONSE & RECOVERY

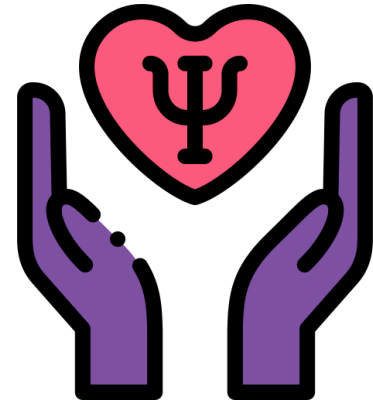
Mental Health Intervention Team

Since 2018



Mental Health Intervention Team

- Established in 2018
- 4 Licensed Professional Counselors
- 2 Licensed Psychologists
- 2 Mental Health Officers
- 1 Administrative Assistant



02

**Licensed Psychologist/
LSSP**



02

**Mental Health Police
Officer**

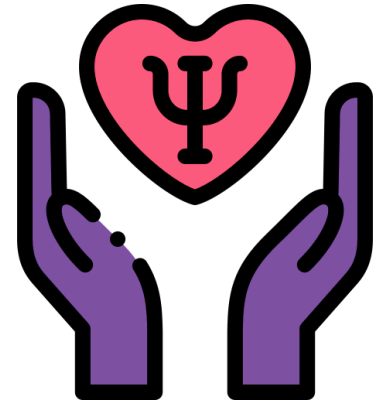


04

**Mental Health Intervention
Counselors (LPCs)**

Director: Traci Schluter, Ph.D.

- Conduct mental health-related research, program development, and trainings.
- Support CFISD Crisis Response Team following campus/district crisis.
- Consult with campuses, primarily during threat-related incidents.
- Conduct Mental Health/Safety Evaluations, with parent consent.
- Special Education supports.



02

**Licensed Psychologist/
LSSP**



02

**Mental Health Police
Officer**

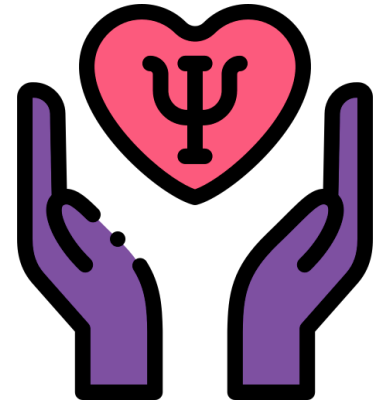


04

**Mental Health Intervention
Counselors (LPCs)**

Chief: Eric Mendez

- Respond (with LPCs) to mental health crises occurring on campuses/homes.
- Consult with campus SROs during Suicide Risk and Threat responses.
- Facilitate transportation to mental health facility during critical incident responses.
- Provide training to officers, campus staff.
- Support Law Enforcement/Mental Health community initiatives.



02

**Licensed Psychologist/
LSSP**



02

**Mental Health Police
Officer**



04

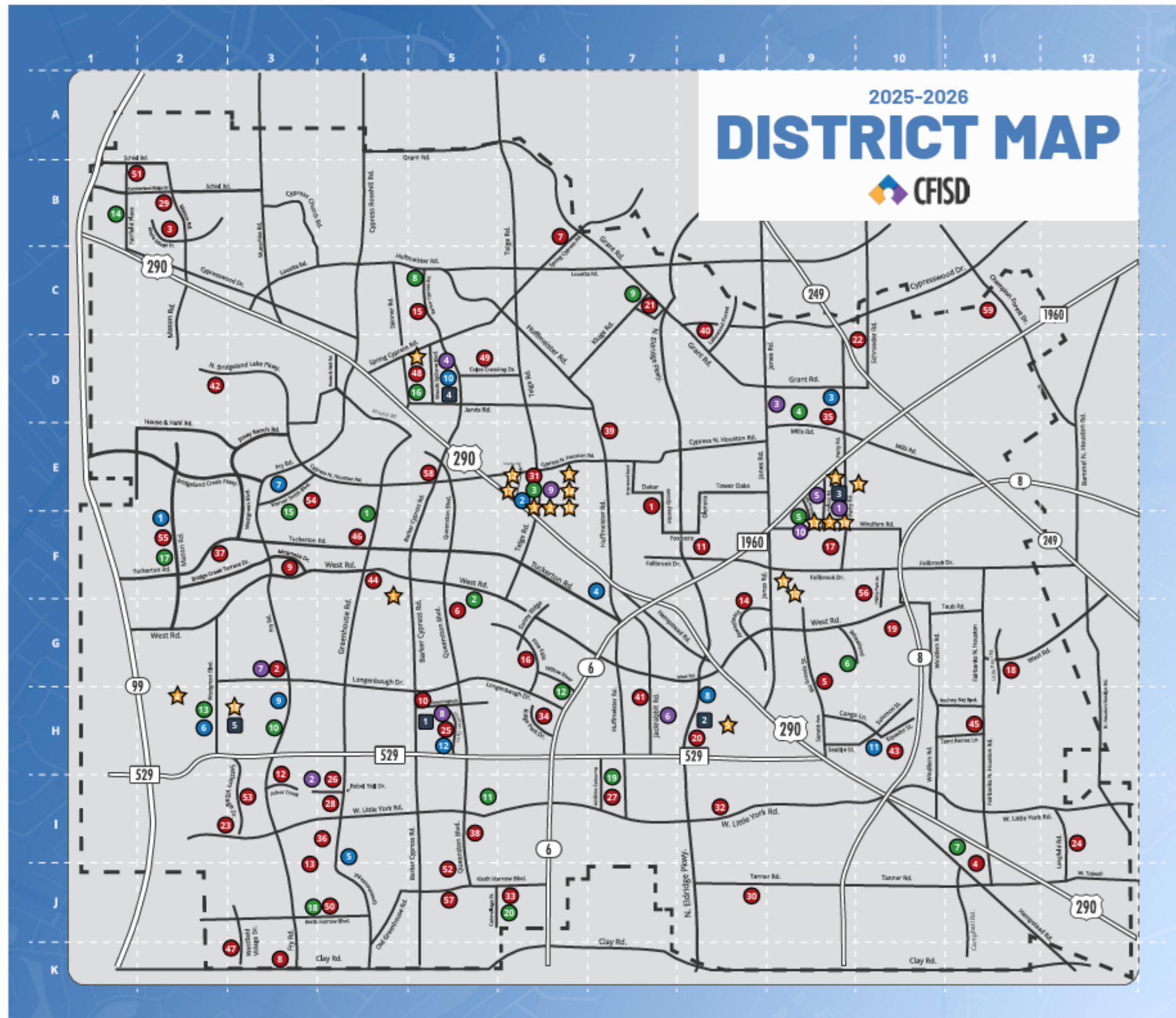
**Mental Health Intervention
Counselors (LPCs)**

Director: Franklin Sampson

- Support students/families in crisis by providing resources and information.
- Triage student crises through direct campus/home visits, staff consultation.
- Train district staff and parents/guardians on a variety of mental health topics.
- Spearhead mental health awareness initiatives throughout the district.

To promote and support the mental health and well-being of CFISD students, families, staff members, and community through prevention, intervention, and safety.

MHIT Mission Statement



CFISD At-a-Glance

- 21st largest district in the US
- 3rd largest district in Texas
- 114,820 students
- 96 Campuses
 - 59 Elementary
 - 20 Middle
 - 12 High
 - 5 Special Programs Facilities

A Tiered Approach



**Suicide
Risk Response**



**Threat
Assessment**



Core Focus Areas

**General
Mental Health**



**Crisis
Response**





Suicide Risk Response



Universal Prevention

School staff are trained to

- Recognize warning signs - behaviors and characteristics that might indicate elevated risk.
- Respond to these warning signs by immediately alerting appropriate staff to support the student.

Individual Crisis Response

Trained staff screen for suicide risk.

Staff notify parent/guardian and provide recommendations.

MHIT support in high-need cases.

MHIT follow-up with parent/guardian to see if resources are needed.

Suicide Prevention Training

Train members of school staff in:

- Suicide Risk Response Procedures including screening and intervention
- Advanced Trainings focusing on Safety Planning Interventions and Means Restriction
- Transition Planning



Threat Assessment



Universal Prevention

Staff and students are trained to

- Report observed warning signs immediately to staff on the threat assessment team.
- Monitor anonymous Tipline reports and investigate as needed.

Individual Crisis Response

Trained staff investigate warning signs and behavior.

If a threat assessment is warranted, staff notify parent/guardian and provide opportunity for input.

MHIT support high-need cases.

Campus staff follow up with parent/guardian regarding outcome.

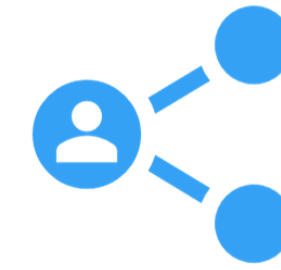
Threat Assessment Training

Train members of school staff in

- Behavior Threat Assessment and Management procedures
- Advanced Trainings on campuses focusing on tabletop exercises



Crisis Response



Wide-Scale Crisis Response

Primarily supported by Crisis Response Team (distinct from MHIT).

CRT comprised of:

- Guidance & Counseling
- Psychological Services
- Youth Services Specialists
- Campus-assigned mental health providers
- MHIT as needed

Individual Crisis Response

Co-responder units comprised of MHIT Counselor and Mental Health Officer.

Attend CFISD critical incident calls at student's campus or home, as needed.

Service the highest-risk calls, most often related to suicidal ideation.

Crisis Response Training

Train members of Crisis Response Team and LSSPs in:

- National Association of School Psychologists (NASP) PREPaRE
- National Organization for Victim Assistance (NOVA) Community Crisis Response
- Psychological First Aid for Schools (PFA-S)



General Mental Health



Community

Mental Health and Wellness Fair
Mental Health Minute
Parent Nights
Parent Portal
Networking

Staff

Employee Assistance Program
Employee Wellness Line
Recharge Station
Counselor Clinics

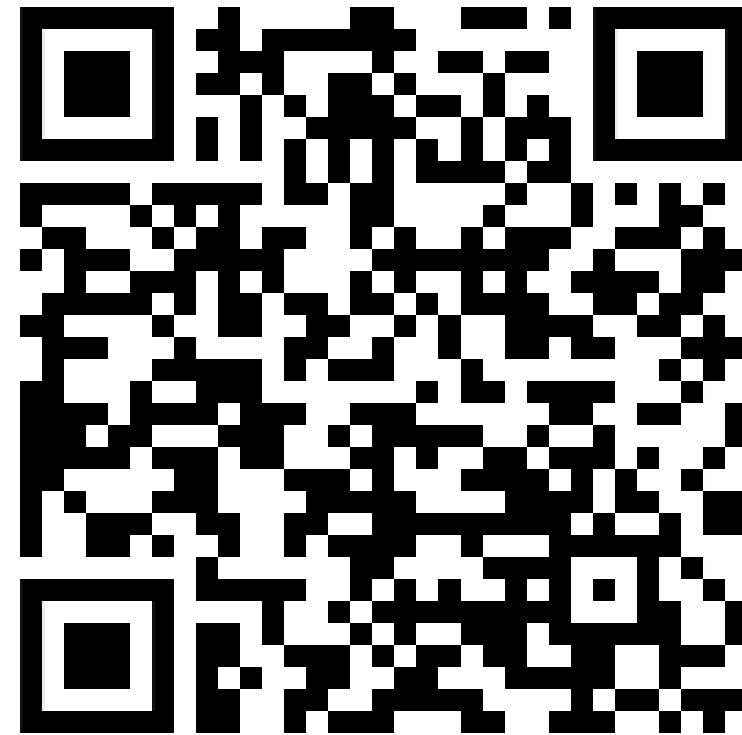
Students

Student Mental Health Alliances
May Mental Health Awareness
activities
Individual campus Public Service
Announcements
Individual campus Mental Health
Fairs and Awareness Walks

Mental Health Newsletters



Mental Health Minute



Suicide Prevention



Drug Free: Redefined

**What would
you like to
know?**



Next meeting

Wednesday, Jan. 21