

GOVERNOR'S STATEWIDE SCHOOL SAFETY TASK FORCE

Student Well Being Workgroup

JUNE 1, 2018 10:00 AM

Meeting Locations:

Office	Address	City	Meeting Room
Department of Education	9890 S. Maryland Pkwy	Las Vegas	Bristle Cone Conference Room
Department of Education	700 E. Fifth St.	Carson City	Silver Ore Conference Room

SUMMARY MINUTES OF THE REGULAR MEETING

(Video Conferenced)

Agenda Item I: Call to Order; Pledge of Allegiance

- Chair Jill Tolles called the Meeting to Order
- Member Tolles led the Pledge of Allegiance

Agenda Item II: Roll Call

Task Force Members in Attendance:

In Las Vegas:

- Dr. Leon Ravin - Dept. Health and Human Services
- Derek Krallman - Teacher Mack Middle School

In Carson City:

- Jill Tolles, Vice Chair - State Assemblywoman
- Pat Hickey - Charter School Association
- Katherine Loudon - Health Care Professional
- Bridget Peterson - School Board Trustee
- Caryn Swobe - Parent

Video Conference:

- Zach Robbins - Principal, Cheyenne High School

DEPARTMENT STAFF PRESENT:

In Carson City

- Christi McGill, Director Office of Safe and Respectful Learning

LEGAL STAFF PRESENT:

In Las Vegas

- David Gardner

AUDIENCE IN ATTENDANCE:

In Las Vegas:

- Rosemary Virtuoso
- Paula Kevish
- Alison Clark
- Holly Ebere

Carson City:

- Paige Beckwith
- Crisy Perkins
- Emma Dickinson
- Andy Haycatt
- Andrew Clingar

Video Conference:

- Frank Staub
- Jaclyn Schildkraut

Agenda Item III: Public Comment #1

- Chair Tolles asks for Public Comment
 - Carson City:
 - Emma Dickinson, President Elect of NVASP highlighted the importance of school psychologists and asked that the Working Group recommend more funding for school psychologists.
 - Andy Haycatt (sp?), a school psychologist with Washoe County Schools, noted that school psychologists play many different roles within schools and stated that more school psychologists would help ensure a safe school environment.
 - Member Hickey asked a question about FERPA and if it was an obstacle to reporting information. Chair Tolles responded.
 - Las Vegas
 - Alison Clark, school psychologist, reminded the workgroup members that skilled educators can create strong connections with students. MTSS is the way to go along with more school psychologists. MTSS relies on proactive practices that can be modified to a variety of institutions.
 - Paula Kevish, school counselor, noted that many counselors are used for discipline or non-counseling related purposes, and there are not enough of them in CCSD. Single-point entry would also give students and parents peace of mind.
 - Rosemary Virtuoso, retired school psychologist, noted that notes that CCSD has spent a great deal of money to solve this problem. Tiered systems can be quite useful. Seed money through grants is great, but there needs to be a continuation of funds. Systemic changes to training of teachers, school curriculum, training and education of councilors, and other issues are mentioned.
 - Chair Tolles thanked everyone for their public comments

Agenda Item IV: Introductory Remarks and Working Group Members

- Chair Tolles thanked everyone for coming to the Working Group, expressed trepidation about the task ahead, and provided some context for herself and her concerns as a parent. She reflected on the changes in the mining industry due to changes that were made to ensure safety. The same opportunity for change exists at this point in time

Agenda Item V: Presentation by Jaclyn Schildkraut

- Chair Tolles introduced Dr. Jaclyn Schildkraut from the State University of New York-Oswego.
 - Dr. Schildkraut’s presentation started with images of Parkland Shooting victims in order to highlight the loss rather than the shooter. Dr. Schildkraut stated that shootings can be prevented, and discussed threat assessment practices and protocols that need to be developed prior to a shooting in order to address handling threats and the long-term recovery. Perpetrators don’t snap, they decide to shoot. Individuals have grievances that cause them to fantasize about violence, research, prepare, warn individuals, and then move to the final act of violence. This is a constant escalation, but individuals can be de-escalated. Dr. Schildkraut argued that profiling is useless, but we can prepare. Safety Plans are necessary. The Standard Response Protocol (SRP) was developed out of the Platte Canyon High School incident on September 27th, 2006. The parents of the student victim have helped develop. Schools need to be able to create lockouts, lockdowns, evacuations, or shelters.
 - Member Tolles reminded individuals about the need for ADA Accessible presentations and expressed her hope that these could be placed on the NDE website.
 - Dr. Schildkraut resumed the presentation by discussing how clear directions can help individuals know what to do. SRP provides clear actions that can be easily understood by parents and students quite rapidly. Security Devices are a rapidly developing market, but they are expensive and not evidence based. What does evidence tell us? Locked doors are very effective, and door locks can save lives, particularly when they lock from the inside. Threat assessment is very important, and evidence-based practices are necessary since acting via fear is not effective.
- Chair Tolles asked for questions.
 - Member Ravin asked about an approach that could separate transitory threats from highly credible threats and references a 2004 study published by Dr. Dewey Cornell. Dr. Schildkraut stated that, while all threats need to be taken seriously, there really needs to be a tiered system in every school.
 - Member Loudon commented on de-escalation and how to report the possibilities of violence. Dr. Schildkraut mentioned that having students come forward in safe spaces is one of the best ways to prevent violence.
 - Member Tolles asked about suggested interventions. Dr. Schildkraut responded that she is uncomfortable providing suggestions but suggested other contacts.
 - Member Hickey asked about preparation, and he wondered if there is only so much that can be done to prevent violence on a physical level. He also asked about social/emotional interventions. Dr. Schildkraut stated that, when people are determined, they will do what they can to breach barriers. Thus, prevention and interventions are necessary.

Agenda Item VI: Presentation and Discussion by Frank Staub of the Police Foundation

- Chair Tolles introduced Frank Staub of the Police Foundation.
 - Mr. Staub provided some background for himself (state department, NCIS, and his work in youth-violence prevention / police-mental health practitioners coordination). The police foundation has received money to create a database of cases of averted school violence, and he wanted to share his thoughts on 51 cases of averted school violence contained in that database. Mr. Staub encouraged the task-force to support that database in order to expand it to.
 - Member Tolles asked for clarification on “support”. Mr. Staub asked for anonymous reports of averted violence that would be scrubbed of all identifying materials.
 - Mr. Staub stated that 48 were public school, 2 faith-based, 1 in a charter school. Most were in large, suburban high schools. The vast majority of schools had security officers and school psychologists present. None of them had metal detectors. Most were single individuals, but in a limited number of cases there were up to 4 individuals. 48 were

male. Average age was 18. 22 were Caucasian/non-Hispanic. 76% of the cases were current students, 13% were former students. Mr. Staub stated that there were significant warning signs: depressed mood, social withdrawal, and talking with others (particularly peers) about the plot were particularly apparent. Some peers were unwilling to report suspected shooters; Mr. Staub argued that it is necessary to create a safe environment for individuals to report and be reported on. Mr. Staub stated that his organization was working toward a comprehensive model. Threat assessments, emergency response plans, and coordination/collaboration between interdisciplinary, school-based need to be developed and taken seriously. This is how a safe environment will be created. It's necessary to pay attention to physical infrastructure (doors that lock and single-point entry that is manned by an individual who can serve as a first layer of defense), but it needs to help create a safe, non-fortress like environment. References to counseling/evaluation can be damaging and needs to be done delicately and followed up on. Firearms were the most commonly used weapon.

- Chair Tolles asked for questions.
 - Chair Tolles asked about the lack of follow up in interventions to see if individuals came back to try again. Mr. Staub stated that a criminal justice response is what he sees in these cases and that confidentiality rules mean that he did not see much evidence of what happens when individuals enter counseling. Chair Tolles asked if the interventions that are seen in these cases could have been used in actual attacks or if those actual attacks were unique in some way. Mr. Staub responded that he saw a lot of commonalities between averted and non-averted attacks. It is important to be connected to student groups but that not all shooters are students, so being aware and having security measures in place are necessary. The main difference that he saw was between targeted attacks where there are no warnings and mass attacks where there was a warning posted on social media.
 - Member Hickey asked about FERPA being a barrier to reporting by school officials. Mr. Staub stated that there were ways to follow FERPA and HIPAA but still report threats. Sharing information between mental health professionals and police sees similar difficulties. However, agreements around confidentiality among groups can be arranged.
 - Member Swobe asked for a school district that has implemented these recommendations. Mr. Staub mentioned his work with Sandy Hook Promise and stated that they are looking for funding to create a comprehensive model. He will try to find an example of a school that comes close.
 - Member Krallman asked about the role of security/resource officers. What type of training did those individuals have? Is there a correlation between training and averted violence? Were acts reported to adults, and what type of training did they receive? Mr. Staub stated that he worked closely with the National Association of School Resource Officers. The individuals trained by that organization are quite successful. Empathy and engagement are key necessary characteristics. Trust between security officers and students is key and aids credibility.
 - Member Ravin wondered if it was insufficient to examine cases that were averted right before an attack and if it was necessary to think more broadly about firearms and guns. He asked if gun safety laws (or smart guns) helped in preventing school shootings and mentions that HIPAA does require reporting to third parties in cases of imminent attacks. Mr. Staub said that he was interested in students/adolescents more generally and in intervening with individuals who are challenged by reality. Prevention is very important to help individuals succeed in the long term rather than just intervening at the last moment. He did not know details about gun safety research, but he did state that there is a great deal of access to firearms. Gun education, security of firearms in homes, and preventing individuals carrying guns into schools are all issues that need to be addressed.
 - Chair Tolles asked about his notes and specific details.

Agenda Item VII: Presentation and Discussion by Andrew Clinger, Senior Advisor to Governor Sandoval

- Chair Tolles introduced Andrew Clinger, Senior Advisor to Governor Sandoval, and addresses upcoming deadlines (short term recommendations by August 1st and long term by November 30th).
 - Mr. Clinger introduces himself, thanks the members of the task force, and goes over the deadlines. These items could overlap somewhat. The Governor has 110 Bill Draft Requests that he can present to the legislature. The deadline for that is August 1st. Any statutory changes need to be submitted by then. Budgetary requests are needed as well since the Governor has committed resources to the Working Group. Submitting those by August 1st will allow those requests to get into the January budget. If there are any immediate programs or policy changes recommended by the working group, it is possible to do that. It is difficult to get programs implement before the legislative session, but it is possible if it is important enough.
- Chair Tolles asked for questions. There are none.
 - Chair Tolles asked if there would be opportunities for asking for help when determining what would fall into short term or long term solutions. Mr. Clinger said that it is not necessary to have all requests or recommendations fleshed out by August 1st, but general outlines would be ideal and the specifics can be fleshed out further in the process of drafting bills that will last through November.

Agenda Item VIII: Presentation and Discussion regarding Current Student Well Being Programs from Christy McGill from the Office of Safe and Respectful Learning Environments

- Chair Tolles introduced Christi McGill and asked her to highlight elements of her previous presentation that relate to the task of this workgroup.
 - Director McGill talked about how to build on what has already been done in Nevada. Director McGill's presentation is available for download at the [Nevada Department of Education's webpage](#). A teamwork approach, as the other presenters talked about, is ideal. Playing the blame game is not a good path since it does not build strong teams. One piece would be to increase the health and wellness of staff and students. More social work staff and funding can be a great way to do that. Short term steps include increasing Medicaid billing for behavioral health professionals. Another short and long-term solution would be to create links between community health organizations and schools. It's important to create evidence-based practices for School Safety and Behavioral Health interventions. Increasing state dollars for mental health (an additional \$20 million) would be ideal. Director McGill asked for questions or comments.
 - Member Peterson remarked that she appreciated Director McGill's recognition that there is a limited supply of individuals with social worker and other degrees, and thus the need to be creative within our limitations.
 - Member Swobe asked if a full \$20 million is necessary or if that number would go down when combined with Medicaid dollars. Director McGill stated that the \$20 million would be in addition to Medicaid dollars. Member Swobe asked if that \$20 million would include training. Director McGill said no, but there were additional dollars for training. Creating flexibility for schools was a part of the plan. Member Loudon stated that training on how health care professionals are supposed to work together and follow up with students is important.
 - Rosemary Virtuoso commented on the lack of pay for individuals and the need to get the best social workers. Director McGill stated that the median pay was \$66,000.
 - Chair Tolles called on Member Hickey to talk about the role of grant money in charter schools. He responded that it is difficult for charter schools to gain access to grant money.

- Member Loudon stated that licensed social workers are on a similar pay-scale as teachers. Pay is based on licensure and qualifications, at least in Washoe County. Washoe County has included district charters in grant applications.
- Member Tolles asked Director McGill if funds would be available for charter schools, and Director McGill responded in the affirmative.
- Member Swobe asked what the end goal of this money is, and Director McGill responded that it would be 947 individuals spread across the state; one behavioral health professional per 500 students.
- Director McGill resumed the presentation by talking about climate and staff. Staff need to be surveyed as well; this is something that Washoe County schools does. This includes the SafeVoice program. Bullying and suicide are the biggest issues being reported at the moment. There are glitches still to be worked out due to FERPA issues.
 - Member Loudon mentioned that the process of finding information in Infinite Campus creates a delay.
 - Member Hickey echoed the need to make sure that staff are taken care of as well.
 - Member Tolles stated that the next meeting would provide a further opportunity to discuss the recommendations of NDE and others in detail.
- Director McGill resumed by discussing the medium term solution by developing a school climate and equity framework. There is a need to increase data to make people safe but also prevent more arrests. Threat assessment protocols need to be developed and included alongside other emergency plans to ensure that schools and emergency responders work together. Prevention is key, and districts that empower adults and students through SEAD (Social, Emotional, and Academic Development) reduce incidents of discipline. Director McGill proposed putting \$2.5 million toward the Great Teaching and Learning Fund to support SEAD education opportunities for teachers.
 - Member Swobe asked if \$2.5 million is enough to put into this. Member Loudon stated that this program is essential and that it might be necessary to secure more funds. Director McGill commented that some additional funds could be brought in using funds from a variety of other sources.
- Director McGill resumed by talking about integrated and equitable multi-tiered systems of support. This provides a framework for integrating systems and practices together. Multi-Tiered Systems of Support (MTSS) and PBIS are some of the ways to do that, and so continuing to train individuals in those tools is a strong next step.
 - Member Krallman asked if there was anything in place at the administrator level to standardize the approach? Director McGill responded that there was not.
- Director McGill concluded by mentioning re-opening the anti-Bullying law, writing a BDR for SafeVoice, adding school based violence/risk assessments in a BDR, looking at student discipline, disaggregating student data in a BDR, and looking at common definitions of chronic absenteeism so that interventions can be put into place.

Agenda Item IX: Group Members Research Tasks and Recommendation Process

- Chair Tolles moved to Agenda Item IX. The next meeting will be June 26th; in that meeting the group should have a complete list of short and long-term recommendations. Short-term recommendations are most important at this point in time. The Student Well-Being element of the Workgroup was defined by the Task Force Chair as social/emotional development, mental/behavioral health resources, school-based personnel, training of staff, community programs, and supporting the role of the family. Chair Tolles asked for volunteers who could focus on specific portions of these duties.
 - Member Swobe social and emotional learning and proper funding
 - Member Ravin, mental health resources and role of the family (or role of health care providers in family)
 - Member Krallman, training of staff
 - Member Peterson, training of staff, community programs, and family/parent involvement
 - Member Loudon, mental health and training (of staff and students)

- Member Hickey, supporting the role of the family
- Member Robbins, school based mental and behavioral health interventions
- Chair Tolles addressed the sharing of research. Please submit everything to Sylvia Verdugo who will put them on an NDE tab dedicated to the Working Group. Some resources have already been submitted. Members should identify sources and get them in as soon as possible. Director McGill recommended that all submissions be ADA compliant, and links be provided if members are unsure about their materials.
 - Member Peterson moved to approve this process.
 - Member Ravin seconded
- Chair Tolles stated that the next working group meeting would be at 9:00 AM on June 26th. The Chair proposed that all recommendations be submitted by next Friday (June 8th). An Excel spreadsheet will be provided to organize these recommendations. Chair Tolles went through the columns of the spreadsheet.
 - Member Ravin asked for the absolutely final deadline for providing submissions. Member Tolles responded that the last possible day would be June 19th.
- Chair Tolles reminded the Task Force members that all comments and suggestions will be made public. Chair Tolles stated that it was an aggressive schedule, but a necessary one.
 - Member Swobe motioned to approve the timeline and data collection scheme.
 - Member Peterson seconded.
- Chair Tolles asked for votes on the two motions.
 - Both motions are approved unanimously.

Agenda Item X: Next Meeting, Future Meeting Agenda Items, and Resource Recommendation.

- Chair Tolles reminded Members of a 3 hour meeting (9-12) on June 26th to discuss short and long-term recommendations for the July 13th Task Force Meeting.
 - Member Swobe asked about future meetings, and Chair Tolles provided clarification. Member Swobe asked if it was necessary to ask experts about possible recommendations, and Chair Tolles responded.
 - Member Ravin asked about clarification of short and long-term recommendations, and Chair Tolles responded.
- Member Peterson moved to approve the proposed timeline (final comments by June 19th and a meeting on June 26th).
 - Member Krallman seconded
 - It is unanimously approved

Agenda Item XI: Public Comment #2

- Chair Tolles asked for public comment. There is none.

Agenda Item XII: Adjourn

- Chair Tolles moved to adjourn.