

MONROE SCHOOL DISTRICT

# #WeAreMSD

SPECIAL SAFETY EDITION



**MONROE**  
SCHOOL DISTRICT

SPRING 2018 PUBLICATION



# MESSAGE FROM THE BOARD AND SUPERINTENDENT

The recent school tragedies across the country have sparked national and local conversations around **school safety**. To say these incidents are tragic is an understatement and it is deeply unfortunate that our work in education now must include a heightened level of preparedness for such events.

As educators, we assume full responsibility for the care of the students entrusted to us every day. Families and children should feel confident that the experiences that happen at school are filled with joy, friendships and learning. While we are always vigilant about student safety, we have been more deliberate in preparing for school emergencies and are continuously working to ensure that we have strong proactive practices in place to prevent tragedies from happening in any of our Monroe schools.

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Part of that work has included **conversations with our community** surrounding school safety here in Monroe. One of those

conversations was a Community Safety meeting in partnership with the Monroe Community Coalition and the City of Monroe that was well attended and provided a forum for sharing information and asking questions. It is our desire that together, as a community, we will **build resistance to the violence** that has become far too common and continue to work together to protect our students.

We are so fortunate to be part of such a caring and supportive community who are willing to take action in doing what is best for our students. In addition to our community's willingness to participate in conversations and the active involvement in our schools, our community recently supported the replacement of our School Program & Operations levy, which helps fund safety and security measures throughout our school district. For your continued support, we thank you from the bottom of our hearts.

In this issue of #WeAreMSD, we would like to continue to share with our community the **proactive strategies and preventative supports** we have in place for our students and staff members.



We believe that the best approach is to equip everyone within our schools to be confident with a plan to respond to any incident that may arise. Our schools are filled with thoughtful, caring adults who have actively participated in training and are taking proactive actions to maintain **safe schools**. We are truly centered on educating our youth and are committed to doing so in a safe and healthy learning environment.

**Dr. Fredrika Smith**  
Superintendent

Safe  
Schools

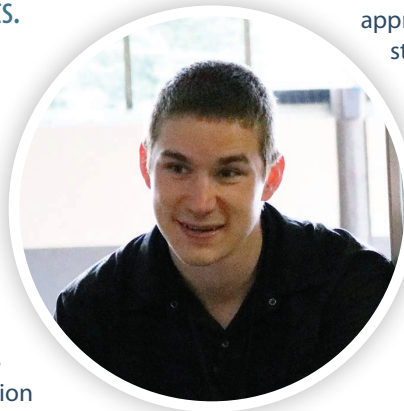
*Our community recently supported the replacement of our School Program & Operations levy, which helps fund safety and security measures throughout our school district. For your continued support, we thank you from the bottom of our hearts.*



# MOVE » EVADE » DEFEND

In partnership with local emergency services, our district is constantly working to establish a culture of safety and security that provides a safe learning environment for all students.

Monroe School District Safety and Risk Department plans, organizes, coordinates, and directs the District's Risk Management functions. Led by Safety and Risk Officer Greg Burns (right), the department is committed to preparing and empowering our schools to respond to security risks, incidents and emergencies confidently and effectively.



philosophy in light of modern research regarding school violence. The open-ended response structure is designed to empower our teachers, staff and students in preparation for a critical event. The Safety and Security department works with each school to ensure information provided to students is age appropriate. Our schools have been educating students on reporting concerns to staff, following staff instructions, and what it might look like to evacuate or evade a violent individual.

The MED plan is being implemented throughout the entire Monroe School District in the 2017-18 school year at all grade levels. Once our students have received MED instruction, drills will be incorporated into the district's regular drill schedule.

This school year one of the major focuses of the Safety and Risk Department is the implementation the Move/Evade/Defend (MED) program throughout the district. MED is a strategy for violent intruder procedures and is recommended by the Department of Homeland Security, the Office of Superintendent of Public Instruction and the International Association of Chiefs of Police. The MED procedure is an addition to our existing emergency preparedness program and is intended as a response to violent intruders:

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**MOVE »** Depending on the circumstances, moving away from a violent person might be the safest option. This may include any reasonable measure to escape a violent person.

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**EVADE »** Depending on the circumstances, moving may not be a safe option. Evade includes lockdowns (barricading classrooms), lockouts (a threat is off-campus: closing all exterior gates, doors, and windows) and hiding as appropriate to the situation.

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**DEFEND »** When move and evade are not a viable option, defending yourself might be an appropriate option if confronted by a violent intruder.

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In past years, lockdown procedures involved staff locking their doors, moving students out of sight and quietly remaining there until the "all clear" announcement was given. The MED procedure offers a different

## What can I do at home to teach my family about emergency preparedness?



**Cultivating open communication** at home is a key factor in preparedness. Talk to your family about taking emergencies and drills seriously and encourage them to listen and follow directions during a critical event.



**Have a plan** in place at home for what your family will do during an emergency. Be specific to different hazards (fire, earthquake, burglary) and then broaden your plan to public places (in the mall, movie theater, etc).



**Practice** your plan, even if "practice" is nothing more than talking through what each person would do during a specific situation. This will translate into readiness anywhere, should a worst-case scenario occur.

# COMMUNICATION

## DURING AN EMERGENCY

We understand the importance of timely communication to families when there is a school emergency. In an emergency situation, our first priority will always be to ensure the safety of those on campus and then we will work to provide accurate information to families as quickly as possible.

Communication to families for most emergency situations will come from the district office. It is important to understand that there are many moving pieces as a school emergency unfolds. Oftentimes we are working with law enforcement and emergency personnel to provide accurate information that does not compromise student safety. We ask for your patience as we work through the appropriate procedures to communicate relevant information to families.

### District Website

During extended emergency situations, updates will typically be posted to the school and/or district website: [www.monroe.wednet.edu](http://www.monroe.wednet.edu). Please check the website frequently for the latest information.

### News Media

We actively work with news media during emergency situations to share accurate and helpful information. Please watch for OFFICIAL information from the district or first responders on news media.

### Social Media

Accurate information and updates about emerging situations will be posted on the district's official social media sites, Facebook and Twitter: @MonroeWASchools.

## In an emergency situation, families can expect to receive communication in the following ways:

### INITIAL & FOLLOW UP COMMUNICATION



PHONE  
CALL



TEXT  
MESSAGE



EMAIL



WEBSITE  
ALERT



SOCIAL  
MEDIA

### SUMMARY STATEMENT



EMAIL



**IT IS ESSENTIAL THAT YOUR CONTACT INFORMATION BE UPDATED FOR YOU TO RECEIVE THESE NOTIFICATIONS.**

If you need to update your information, please contact your school office staff.

To receive text messages, you will need to opt-in by sending a text message of "Y" or "Yes" to our district's short code number 67587. You can also opt out of these messages at any time by simply replying to one of our messages with "Stop". Our free text messaging service is compliant with the Student Privacy Pledge so you can rest assured that your information is securely stored and will never be given or sold to anyone.



# TIPS & REMINDERS

## FOR FAMILIES DURING AN EMERGENCY

- 1** Frequent rumors may surface; please rely on factual information from the school district or public safety officials.
- 2** In an emergency, it is a natural inclination to call or go to your student's school. An influx of visitors to the building can both hamper law enforcement efforts and increase the danger to everyone involved. It is imperative that families remain clear of buildings that are in crisis.
- 3** During and after an emergency, school phone lines may become overloaded. Please refrain from calling a school during or right after an emergency. If it is urgent that you get a message to the school for the safety of your student, please contact the district office at (360) 804-2500 and they will relay your message.
- 4** In some cases, we may need to evacuate the school. Reunification sites have been established, but we do not publicize those locations prior to an emergency in order to maintain student safety. We will inform families of the time and place to pick up their child through the district communication channels.

**Strict pick-up procedures will be in effect after an emergency situation.** To help reduce confusion and avoid delays, families should come to the pickup area with:



**Photo identification** - if you do not have a photo ID, your student may not be released.



**Your cell phone** - emergency situations sometimes require changes to reunification plans.



**Patience** - in most situations, there will be a large number of families who choose to pick up their student after an emergency situation.



**If you are unable to pick up your student-** they will only be released to someone on your student's emergency contact list.

# PREVENTION AND STUDENT MENTAL HEALTH

In the Monroe School District, we believe that effective prevention services are vital for the health and well-being of our students.

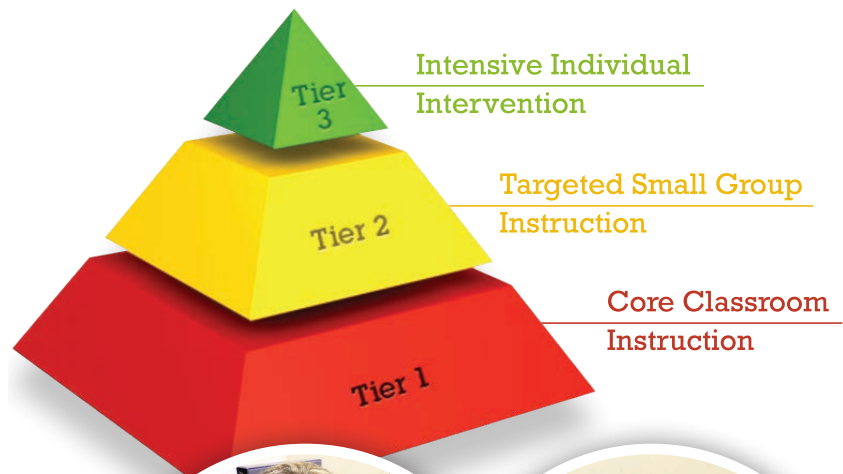
Our Behavioral Health Team works with principals, educators, students, families, and the community to address behavior and mental health challenges that impact student learning and success. Our goal is to increase readiness to learn, attendance, grades, and graduation rates!

To accomplish our goals, we work simultaneously at several different levels of prevention and intervention known as "tiers." At the first tier, we provide training and support to our building leaders and staff so they have access to research-based tools and practices necessary for managing their campus and classrooms effectively.

We also provide core classroom instruction to all students (**Tier 1**) designed to reduce their risk for engaging in substance abuse, violence, and many other problem behaviors that put them at risk for school dropout. Gone are the days of "Just Say No"

campaigns and DARE. Today's curricula and strategies are science-based and proven to keep students performing at their personal best, including: a sense of belonging, self-control, social skills, and decision-making abilities. We also address suicide prevention with yearly middle and high school implementations of the Signs of Suicide program, which empowers students to recognize signs of distress and connecting struggling peers with helping adults. We estimate that 85% of our students will not need support beyond this first level of prevention. That said, we know programs that reach all students may not be effective for all

students, so we also use more focused strategies to help groups of students who are at higher risk (**Tier 2**). This targeted small group instruction includes evidence-based programs as well as other social/emotional skills groups. This level of intervention serves about 10% of our students. Where we really stand out from other school districts is at **Tier 3**, our most intensive level of individual intervention. Monroe School District has an array of expert professionals who work 1:1 with students who are not well served by whole-school and small group interventions. We estimate this level of intensive intervention is for 3-5% of our students.



**Matt Hill**, our Co-Occurring Disorders Therapist and newest addition to the Behavioral Health Team, specializes in serving students with significant mental health and co-occurring substance abuse issues. Although stationed at Monroe High School, he has the flexibility to serve students at other schools in the district. Only two other schools in Snohomish County have a Co-Occurring Disorders Therapist on their team. Mr. Hill's position is 100% grant funded.



**Lorena Lee and Adrienne Williams** are our school-based social workers stationed at both middle and high schools, called Student Support Advocates (SSAs). The SSAs provide case management, emergency needs assistance, and wrap-around services for students and their families. They are able to provide support and connection beyond traditional K-12 hours, including making themselves available when and where families are most able to meet, even if that means early morning or evening hours, home visits or weekend meetings. Our Student Support Advocates are 100% grant funded.





## What makes us different from other school districts?

Our Behavioral Health Team is the envy of school districts across the state. Many people are surprised to learn about the team of specialists we've been able to assemble through decisions made by the School Board, partnerships facilitated by the Monroe Community Coalition and through grant funding.

## What makes us *really* different from other school districts?

Monroe is one of three communities in Snohomish County participating in the statewide Community Prevention and Wellness Initiative (CPWI). This provides the District with funding and the opportunity to engage in a unique community partnership called the Monroe Community Coalition.

The Coalition uses data to identify student and community vulnerabilities contributing to youth substance abuse, violence, juvenile delinquency, teen pregnancy, dropout, and the development of mental health disorders like depression and anxiety. Equipped with this data, they then develop targeted strategies and partnerships to reduce our vulnerability in these areas. This data-based decision making process allows the

Coalition to target resources to actual areas of risk, rather than investing in gut-feelings or best guesses.

## The result?

We can say with certainty that: Our elementary and middle school students are among the most protected in Washington State.

## *Our elementary and middle school students are among the most protected in Washington State.*

While opiate and opioid use grabs local and national headlines, our student use rates hover between just 1-3%. Our community partnerships and understanding of true needs has attracted a stunning level of expertise and investment in our community, including a virtually fully grant funded Behavioral Health Team. We are responsive to the needs of our community and proactively address them.

## How can families and community members get involved?

We provide many opportunities for families and community members to make a difference for Monroe. You can host or attend an evidence-based parenting seminar called Parenting Wisely. You can volunteer to be a mentor, or nominate your child to be a mentee, in our new community-based mentoring program. You can host or attend one of our many trainings on trauma-informed practices, suicide prevention, youth mental health first aid and more. You can have a voice at the table by attending monthly Monroe Community Coalition meetings, or at least stay in the loop about goings-on by joining our mailing list. You can join us for community screenings of important films like *Paper Tigers*, *Screenagers*, *Resilience*, or *Angst*. You can even help just by spreading the word about the District and Coalition's efforts to improve the health, wellness and long-term success of our kids.

## Do you want to get involved or learn more?

Reach out to:

**Joe Neigel**

Prevention Services Coordinator  
[neigelj@monroe.wednet.edu](mailto:neigelj@monroe.wednet.edu)



**Chris Jury** is our Substance Abuse Prevention & Intervention Specialist who offers individual and group counseling for students at Monroe High School. Mr. Jury also leads the MHS Prevention Club and is an adult leader for Sources of Strength, an evidence-based suicide prevention program that builds connections to trusted adults. 80% of Mr. Jury's position is paid for by Educational Service District #189.



**John Campbell** is a licensed Child and Family Therapist who provides ongoing mental health treatment to students at Monroe High School. The school district recognized that living five miles away from a community mental health provider is the same as living 500 miles away for some of our most impacted students and families, so we entered into an agreement with Sea Mar Behavioral Health to address this barrier. Sea Mar Behavioral Health pays for 100% of Mr. Campbell's time at Monroe High School.



**Erin Wood** serves the entire District as our Behavioral Health Specialist. She's a Licensed Mental Health Counselor who provides crisis intervention for our students who struggle with self-harm behavior, thoughts of suicide or other serious symptoms of depression and anxiety. Ms. Wood works to stabilize students before connecting them with providers who can provide long-term support. She also leads the District's Suicide Prevention Advisory Group. The School District funds Ms. Wood's position.



## Monroe School District

200 E. Fremont St.  
Monroe, WA 98272

T 360.804.2500  
[www.monroe.wednet.edu](http://www.monroe.wednet.edu)

## POSTAL CUSTOMER ECRWSS

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Permit #20

# REPORT A CONCERN

Did you know that you can easily report tips of threats, bullying, harassment, drugs, vandalism or any other safety concern to our administration via phone, text, email or web through our Safe Schools Alert system?

We encourage students, families, volunteers, community members, and staff to report all safety concerns to any of our staff members or through the Safe Schools Alert system. Every concern that is reported in the system immediately notifies our administrators so they can investigate and take appropriate action. Reports may be filed anonymously; however, the more information we are provided with, the easier it is for us to address concerns in a timely manner.

It is absolutely critical that our community understands that reporting a suspicious circumstance doesn't automatically get someone in trouble. In fact, it could save a life. Breaking the 'code of silence' around school violence and drug use is key.



**REPORT VIA TEXT**  
360.799.5419



**REPORT VIA EMAIL**  
1003@alert1.us



**REPORT VIA PHONE**  
360.799.5419



**REPORT VIA WEB**  
<https://monroe-wa.safeschoolsalert.com>



### Notice of Non-Discrimination

The Monroe School District does not discriminate on the basis of sex, race, creed, religion, color, national origin, age, honorably discharged veteran or military status, sexual orientation including gender expression or identity, the presence of any sensory, mental, or physical disability, or the use of a trained dog guide or service animal by a person with a disability in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following employees have been designated to handle questions and complaints of alleged discrimination:

#### Title IX Coordinator

Joanne Dickinson:  
200 E Fremont, Monroe, WA 98272  
360.804.2539  
[dickinsonj@monroe.wednet.edu](mailto:dickinsonj@monroe.wednet.edu)

#### Section 504/ADA Coordinator

David Paratore:  
200 E Fremont, Monroe, WA 98272  
360.804.2603  
[paratored@monroe.wednet.edu](mailto:paratored@monroe.wednet.edu)

#### Compliance Coordinator for 28A.640 and 28A.642 RCW

Joanne Dickinson:  
200 E Fremont, Monroe, WA 98272  
360.804.2539  
[dickinsonj@monroe.wednet.edu](mailto:dickinsonj@monroe.wednet.edu)

The Monroe School District will also take steps to assure that national origin persons who lack English language skills can participate in all education programs, services and activities. For information regarding translation services or transitional bilingual education programs, contact Ginnie Ayres at 360.804.2558.



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