

SUPERINTENDENT Q & A

STUDENT SAFETY AT BC

Bethlehem Central High School Auditorium
November 1, 2022

Introductions

- **Jody Monroe**, Superintendent
- **David Hurst, Ph.D.**, Deputy Superintendent
- **Latisha Ellis-Williams, Ed.D.**, Chief Diversity, Equity and Inclusion Officer
- **David Doemel, Jr.**, BCHS Principal
- **Andrew Baker**, Slingerlands Principal
- **Michael Klugman, Ed.D.**, BCMS Principal
- **Erin Sheevers**, Chief Technology Officer
- **Kristen Connor**, K-12 Counseling and Social Work Supervisor
- **Michael Berben**, Detective, Bethlehem Police Department
- **Caitlyn Krage**, Detective, Bethlehem Police Department
- **Michael Whiteley**, Sergeant, Bethlehem Police Department



Agenda

- Presentation - Jody Monroe, Superintendent of Schools
 - Introductions
 - Important Contacts
 - Building Safety
 - Student Wellness
 - Online Safety
 - Diversity, Equity and Inclusion
 - Community Resources
- Q & A - Panel

How to ask questions

Audience members may submit questions using index cards that will be collected at the end of the formal part of the presentation. Questions that were submitted in advance will be part of the Q & A. Some have been edited or consolidated from the questions submitted via the Google Form and from our buildings.

Recording

This session is being recorded and will be available on the district's YouTube channel.



PRESENTATION

Jody Monroe, Superintendent of Schools



BCSD Mission

To educate and prepare all students to reach their potential, discover their purpose and be engaged community members.



BCSD core values

ACADEMICS

CHARACTER

WELLNESS



IMPORTANT CONTACTS



District Administration

Superintendent of Schools
Jody Monroe | 518-439-7098
jmonroe@bethlehemschools.org



Deputy Superintendent
David Hurst, Ph.D. | 518-439-3102
dhurst@bethlehemschools.org



Chief Business & Financial Officer
John McPhillips | 518-439-7841
jmcphillips@bethlehemschools.org



Chief Diversity, Equity & Inclusion Officer
Latisha Ellis-Williams, Ed.D. | 518-439-4921
lellis-williams@bethlehemschools.org



Chief Technology & Information Officer
Erin Sheevers | 518-439-4921
esheevers@bethlehemschools.org



Director of Special Education & Student Services
Kathleen Johnston | 518-439-8886
kjohnston@bethlehemschools.org



Assistant Director of Special Education & Student Services
Sarah Flannery | 518-439-8886
sflannery@bethlehemschools.org



School Principals

Eagle Elementary
518-694-8825
Principal Dianna Reagan
dreagan@bethlehemschools.org



Elsmere Elementary
518-439-4996
Principal Kate Kloss
kkloss@bethlehemschools.org



Glenmont Elementary
518-463-1154
Principal Laura Heffernan
lheffernan@bethlehemschools.org



School Principals continued...

Hamagrael Elementary
518-439-4905
Principal Ian Knox
iknox@bethlehemschools.org



Slingerlands Elementary
518-439-7681
Principal Andrew Baker
abaker1@bethlehemschools.org



Elementary Assistant Principal
Jennifer Szpila
518-694-8825
jszpila@bethlehemschools.org



Bethlehem Central Middle School
518-439-7460
Principal Michael Klugman, Ed.D.
mklugman@bethlehemschools.org



Assistant Principal Jacqueline Munroe
518-439-7460
jmunroe@bethlehemschools.org



Assistant Principal Mark Warford
518-439-7460
mwarford@bethlehemschools.org



Bethlehem Central High School
518-439-4921
Principal David Doemel, Jr.
ddoemel@bethlehemschools.org



Assistant Principal Nicole Conway
518-439-4921
nconway@bethlehemschools.org



Assistant Principal Heather Culnan
518-439-4921
hculnan@bethlehemschools.org



Assistant Principal James Smith
518-439-4921
jsmith@bethlehemschools.org



District Services

Director of Athletics & Wellness
Leonard Kies | 518-439-4921x2113
lkies@bethlehemschools.org



District Registrar
Melissa Haas | 518-439-2442
mhaas@bethlehemschools.org



Food Services Director
Jaclyn Adler | 518-439-8885
jadler@bethlehemschools.org



Director of Facilities & Operations
Nick Insogna | 518-439-2123
ninsogna@bethlehemschools.org



Director of Human Resources
Amy Baluch | 518-439-7481
abaluch@bethlehemschools.org



K-12 Health Services Supervisor
Jennifer Denis | 518-439-7460
jdenis@bethlehemschools.org



K-12 School Counselor Supervisor
Kristen Connor | 518-439-4921
kconnor@bethlehemschools.org



Communications Office
JoEllen Gardner | 518-439-3650
jgardner@bethlehemschools.org



Director of Student Transportation
Karim Johnson | 518-439-3830
kjohnson@bethlehemschools.org



District Supervisors

Academic supervisors oversee instruction, by subject area, in all grades K-12.

Art
Melanie Painter | 518-439-4921x2048
mpainter@bethlehemschools.org



Career & Business Education, Social Studies
Nick Petraccione | 518-439-4921x2048
npetraccione@bethlehemschools.org



ELA (English Language Arts)
Daniel Hash | 518-439-4921x2048
dhash@bethlehemschools.org



FACS (Family & Consumer Sciences), Health & Physical Education
Zachary Tacelli | 518-439-4921x2048
ztacelli@bethlehemschools.org



Mathematics and Computer Science
William Clairmont | 518-439-4921x2048
wclairmont@bethlehemschools.org



Music
David Norman | 518-439-4921x2048
dnorman@bethlehemschools.org



Science and Technology
Jennifer Gonyea | 518-439-4921x2048
jgonyea@bethlehemschools.org



World Languages & ENL (English as a New Language)
Luis Avilés | 518-439-4921x2048
laviles@bethlehemschools.org



District Mission

To educate and prepare all students to reach their potential, discover their purpose, and be engaged members of the community.

HANDOUT AVAILABLE

Questions/Concerns	Grades	1st level	2nd level	3rd level	4th level	5th level
Academics						
Curriculum Instructional materials Classroom concerns	All	Teacher	Academic Subject Supervisor	Principal	Deputy Superintendent	Superintendent
Discipline	All	Teacher	Principal or Assistant Principal	Deputy Superintendent	Superintendent	
Scheduling	K-5	Teacher	Principal	Deputy Superintendent	Superintendent	
	6-8	Teacher	Counselor	Principal	Deputy Superintendent	Superintendent
	9-12	Teacher	Counselor	Principal	Deputy Superintendent	Superintendent
Athletics	All	Coach	Athletic Director	Principal	Deputy Superintendent	Superintendent
Attendance	All	Main Office or School Nurse	Principal	Deputy Superintendent	Superintendent	
School Policy	All	Director/Principal	Deputy Superintendent	Superintendent	Board of Education	
Building Use	K-12 Classrooms	School Main Office	Principal	Chief Business Officer	Superintendent	
	Athletic areas	Main Office	Athletics Director	Chief Business Officer	Superintendent	
Food Service	All	Food Services Director	Principal	Chief Business Officer	Superintendent	
Health/Medical Issues	All	School Nurse	K-12 Health Services Supervisor	Principal	Superintendent	
Special Education	All	Special Education Teacher/CSE Chair	Asst. Director of Special Ed & Student Services	Director of Special Ed & Student Services	Deputy Superintendent	Superintendent
Transportation	All	Transportation Dispatcher	Assistant Transportation Director	Transportation Director	Chief Business Officer	Superintendent
Aspen/Parent Portal	All	School Main Office	Technology Office			
Registration/Moving	All	District Registrar	School Main Office	Deputy Superintendent	Superintendent	
School Safety	All	School Resource Officer	Principal	Superintendent		

24/7 Confidential Tip Line

518-439-1503

A resource for reporting:

- dangerous behavior, including self-harm, or harm to others;
- threatening statements;
- actions that are out of the ordinary; or
- statements that are out of the ordinary.

SEE SOMETHING, SAY SOMETHING

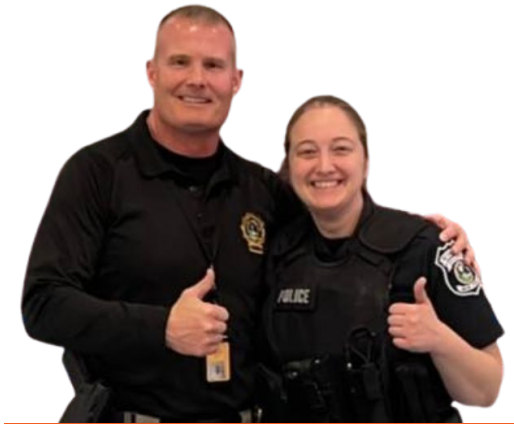
The screenshot shows the Bethlehem Central website. At the top, there is a navigation bar with links for CALENDAR, CONTACT US, DIRECTIONS, and STAFF RESOURCES. Below this is a search bar and a language selector set to English. The main navigation menu includes links for EAGLE ELEMENTARY, ELSMERE ELEMENTARY, GLENMONT ELEMENTARY, HAMAGRAEL ELEMENTARY, SLINGERLANDS ELEMENTARY, BETHLEHEM MIDDLE SCHOOL, and BETHLEHEM HIGH SCHOOL. Below the navigation is a 'HOME ABOUT US ACADEMICS BOARD OF EDUCATION DEPARTMENTS & SERVICES' bar. The main content area features a 'NEWS HEADLINES' section with several articles, including 'BC Spirit Run Event to take place November 11', 'BCMS PTA Party lunch honors 48 students with character awards', 'Girls tennis team wins Section II championship', 'BC student artwork to be featured at statewide convention', 'Nov. 1: Superintendent Q & A on Student Safety at BC', and 'Support BC gardens with Thursday dinners at Garden Blatte'. Below the news is a 'HIGHLIGHTS' section with several featured articles. One article, 'CONFIDENTIAL TIP LINE 518-439-1503', is circled in pink. The article text reads: 'Confidential Tip Line - If you see something or hear something, say something. Call 518-439-1503 to report suspicious behavior or threatening statements, and help keep our community safe.' Below the highlights is a 'FEATURED LINKS' section with a list of links: ATHLETICS, ASPEN, CONFIDENTIAL TIP LINE (circled in pink), DIVERSITY, EQUITY AND INCLUSION, FOOD SERVICE MENUS, GREEN TEAM, EMPLOYMENT, and REGISTER FOR SCHOOL. To the right of the featured links is a 'CALENDAR' section with a list of events: OCTOBER 20, 2022 (Hamagrael PTA Meeting), OCTOBER 21, 2022 (Dinners Family Photos), and OCTOBER 24, 2022 (ACT Exam at BCMS).



School Resource Officers (SROs)

- **Education:** Teach students about safety and crime prevention
- **Counseling:** Available to talk with students about issues they may be facing
- **Law enforcement:** Investigate criminal activity and protect school community

SRO role is very different from the disciplinary role of a school administrator.



SROs at BCSD

- Detective Mike Berben and Detective Caitlyn Krage
- Agreement with the Town of Bethlehem
- SRO services began in 1986 at BCMS



Get to know our SROs


2022-23 SRO SERIES



Detective Mike Berben
SCHOOL RESOURCE OFFICER

BETHLEHEM

Detective Mike Berben
SCHOOL RESOURCE OFFICER



BUILDING: HIGH SCHOOL
COLLEGE: SUNY ALBANY, BA & MA
HOBBIES: FISHING & FOOTBALL

QUESTION & ANSWER

WHAT WAS YOUR FAVORITE SUBJECT IN SCHOOL? BIOLOGY

WHAT WOULD YOU SING AT KARAOKE NIGHT? VANILLA ICE, "ICE ICE BABY"

WHO IS YOUR HERO? MY FATHER

FUN FACT
I always wanted to be a Physical Education teacher.

BETHLEHEM

Providing curriculum & supports at BCHS

- Emergency preparedness training & assessment of school
 - SRO's drive inter-agency cooperation
- Home Visits
- Parking Lot assistance
- Faculty meetings - issues related to social media, drugs/vapes, etc.
- BPD union provides financial support for Backpack Program, guest speakers
- Crisis intervention outside of school hours

Also assigned to Eagle, Slingerlands and St. Thomas.

Get to know our SROs

2022-23 SRO SERIES




Detective Caitlyn Krage

SCHOOL RESOURCE OFFICER

BETHLEHEM

Detective Caitlyn Krage




SCHOOL RESOURCE OFFICER

BUILDING: MIDDLE SCHOOL
COLLEGE: RCS, HVCC, SUNY PLATTSBURGH
HOBBIES: 2007 HARLEY DAVIDSON & 1990 FORD BRONCO

QUESTION & ANSWER

WHAT WAS YOUR FAVORITE SUBJECT IN SCHOOL?	CHEMISTRY/ FORENSICS
WHAT WOULD YOU SING AT KARAOKE NIGHT?	HUMBLE AND KIND - TIM MCGRAW
WHO IS YOUR HERO?	MY FAMILY

FUN FACT
I compete in Antique Tractor Pulls.



BETHLEHEM

Providing curriculum & supports at BCMS

- Emergency preparedness training & assessment of school
- Assists with parking lot every morning
- Partnership w/MS Admin to develop & deliver “Cell Phone Informational Course” for students & their parents
- MS receives requests from parents for SRO counsel every week

Also assigned to Elsmere and Hamagrael and Glenmont elementary schools.

BUILDING SAFETY



Building Security

- All schools have a locked single point of entry during the school day
- All staff must wear photo ID badges
- All visitors must sign in and wear a visitor badge
- Visitor IDs are scanned through Raptor Visitor Management System
- Buildings have interior/exterior burglar alarms

Raptor system at each building

- Universal screening process across all seven buildings
- No one can enter during the school day without Raptor screening
- Government issued photo ID is required
- Raptor provides real-time information by checking:
 - Sex Offender Registry
 - Parental restrictions or custody issues





Security cameras

- 450 security cameras at all buildings; 25 additional in bond project
- Interior and exterior
- Police have real-time access to BC system if needed

Ongoing building security improvements

- Entrance hardening measures
- Every classroom door districtwide has been retrofitted so there is an immediate shut & lock
- Security badge upgrades to offer more control & access
- Integrated camera and badge system
- Maintenance response system prioritizes issues with window and doors for immediate attention



Building security – Technology upgrades

- One button dialing of 911 from all classroom phones
- 911 automatic alerts
 - When 911 is called from anywhere in district, safety team is alerted immediately
- Lockdown automatic alerts



Safety Trainings

- CPR/AED/First Aid certification
- Stop the Bleed training conducted by Bethlehem Police Department
- SROs are issued Narcan (naloxone) to respond to drug overdose, if needed
- Incident command training for administration

All BCSD staff trained annually

(Vector Solutions – Utica National Insurance)

- Emergency Planning, Violence Prevention, Mental Health Awareness SAVE Training
- Cybersecurity – EdLaw 2d
- BCSD Diversity, Equity & Inclusion Training
- Ethics Training
- Workplace Conduct
- Child Abuse Identification and Intervention
- Hazard Communication: Right to Understand



District Level Safety Plan

- Updated annually, required by law
- Provides framework for the Building-Level Emergency Response Plans
- Identifies Districtwide Safety Team and Building Level Emergency Response Teams (BLERTs)
- District works with New York State Police, Albany County Sheriff's Department, Bethlehem Police Department, local fire departments and town officials to identify potential emergency situations on school property and off school property that could have an impact students/staff

Available to the public at
www.bethlehemschools.org



Building Level Safety Plan

First level of response is always at the building level

- Detailed plans for each building are confidential but are shared with local police and other emergency response teams annually
- Plans include:
 - Building maps
 - Emergency procedures
 - Contact information and roles (incident commander, liaison, scribe, public information officer, safety officer, etc.)
 - Incident guides for more than 30 different scenarios
 - Evacuation protocols and locations
 - Reunification plans
- One-page incident guides within the plan provide detailed, easy-to-read response action steps and a list individuals who are responsible for each step

Confidential – Not available to the public but shared with law enforcement



District prepares for all kinds of emergencies

Active shooter	Electrical system failure	Loss of building use	School bus accident
Air pollution	Epidemic/pandemic	Loss of transportation fleet	Severe weather emergency
Biological threat	Explosion	Multiple casualty incident	Threats of suicide or violence
Aviation crash	Fire and alarm activation	Medical emergencies	Toxic exposure
Building structural failure	Flooding	Natural gas or propane leak	Water emergency
Bomb or explosive threat	Hazardous materials incident	Power failure	
Carbon monoxide	Heating system failure	Radiological incident	
Civil disturbance	Hostage situation	Roof failure or leak	
Earthquake	Intruder		



Severe Weather Emergency

RESOURCES

School District	Community
Crisis Response Plan Community Notification/Media Plans School Cancellation/Go Home Plan Sheltering Plans Weather Radio	Town/County Emergency Coordinator Local Fire Department Local Rescue Squad County/Local DPW Local & State Police

Sample guide – Steps the district follows in a weather emergency (i.e. tornado warning)

Response Action Guidelines	Authority
1. Upon notification of a National Weather Service severe weather advisory, notify the Superintendent.	Principal
2. Contact members of the school incident command team and implement ICS. Establish a command post. Assign someone to monitor weather conditions and report back to the IC on a regular basis.	Superintendent and/or Incident Commander
3. Consult with the Town/County Emergency Coordinator to determine whether to implement the School Cancellation Plan or Sheltering Plans as appropriate.	Incident Commander
4. Heed the advice of the National Weather Service regarding the type of precautions and sheltering needed to prevent or minimize injury or property damage. Cease all outdoor activity and take shelter inside the building. Keep occupants away from doors and windows. Take shelter in hallways at the lowest level of the building. Do not shelter in large expansive rooms, such as cafeterias and gyms if high force damaging wind is in the forecast.	Liaison Officer and/or Incident Commander
5. Determine whether to activate the Crisis Response Team to handle emotional trauma and needs of occupants.	Incident Commander Planning & Intelligence
6. After the severe weather has subsided, assess the extent of damage or injuries, refer to "Structural Failure" or "Multiple Casualty" procedures in the Building Level Safety Plan.	Incident Commander, Safety Officer, Planning & Intelligence
7. Contact the Town/County Emergency Coordinator and determine whether the school will be utilized as a Red Cross Community Shelter.	Liaison Officer
8. Initiate Aftermath Planning and prepare to resume normal operations as soon as possible.	Superintendent and/or Principal

Know the drill

Don't be scared, be prepared

Drills are an important first step in keeping Bethlehem schools, students and staff safe. District staff follow strict, detailed safety protocols during emergency drills. With good training and practice, everyone involved will be better able to react appropriately in the event of an actual emergency. Drills allow administrators, staff and students to mitigate, prepare for and recover from a variety of incidents. We want our families to have a better understanding of the different drills we practice throughout the year, and the safety terms we use, so you can help your student feel prepared and safe.



EVACUATION

What most people remember as fire drills are now known as evacuation drills. New York State law requires they be practiced

8x a year

When an alarm sounds or an announcement is made from the main office, everyone in classrooms and all building areas must evacuate along a designated route. Students remain quiet, there is no cell phone use and attendance is taken at the evacuation location. Students return to class once building leaders give the OK.

LOCKOUT

A lockout secures the outer perimeter of the building. Students who are outdoors are brought inside. All exterior doors are locked and windows are closed and locked. In a lockout, there is

NO CLASSROOM DISRUPTION

Anyone wishing to enter or leave the building must first be cleared by building administrator and/or police.

MASS EVACUATION/ RELOCATION

A mass evacuation drill tests protocols necessary to safely relocate students to an off-site location in the event of a real emergency. Students evacuate the school, accompanied by teachers and staff, and together move to an off-site location where they take shelter. Students travel on foot or are transported by bus depending on the distance from the designated off-site shelter area to the school.

LOCKDOWN

A lockdown occurs when there may be an imminent threat **INSIDE** the school. State law requires lockdown drills to be practiced

4x a year

All movement within the school is restricted. All students, staff and visitors must report immediately to the nearest classroom, gym or cafeteria. All doors are locked and secured. All cell phones are silenced. Everyone remains silent. Rooms remain locked until unlocked by police.

OTHER EMERGENCY DRILLS

BUS EVACUATION

Three times a year, all students (whether or not they regularly ride a bus) practice how to exit the bus safely in the event of an emergency.

SHELTER IN PLACE

In some instances, it is safer to remain inside the building, such as during a tornado or other severe weather. Students will be instructed to move to a safe location within the school.

HOLD IN PLACE

In certain cases, such as in a power outage, an announcement to hold in place will be made. Classroom doors are closed. Students in hallways go to nearest classroom. All students and staff remain in place until further notice.



If you have questions about emergency drills, please contact your principal.

HANDOUT AVAILABLE

Emergency communications

School Messenger - Mass Notification System

- Email, text messaging and automated phone messages
- Text messages and automated phone messages are only used when time is of the essence (snow day, early school closing, etc)
- Parent/guardian contact data syncs with Aspen nightly - Check Aspen to be sure your contact info is up to date
- Changes to contact information should be sent to District Registrar Melissa Haas (mhaas@bethlehemschools.org)
- Must opt in to receive text messages. You can check NOW if you are signed up: **Text Y to 67587**



Transportation Safety

- Rigorous training for school bus drivers and attendants
- BEAT Team provides safety lessons for students/parents
- Bus safety drills for students at all schools
- Surveillance cameras on all school buses
- Installation of GPS equipment on all buses
- Held a training/information session for area fire personnel prior to the start of the school year
- New student transportation ID cards will be used to better track when/where students get on and off buses
- New stop-arm cameras to be added to school buses to deter cars passing buses
- Transition to zero-emission EV buses



Third time in a row, the BC transportation maintenance team has earned a 100% rating from the NYS DOT on its safety and maintenance inspections. Every school bus is inspected twice a year.



STUDENT WELLNESS



COVID-19, Flu and other Respiratory Illnesses

- If your child has symptoms of illness, keep them home. Children should be fever free for 24 hours without fever reducing medication and resolving symptoms before returning to school.
- If your child tests positive for COVID-19, they should stay home and isolate for five days. On days 6-10, if fever free and with resolving symptoms they may return to school wearing a well fitting mask.
- Flu season has started early. Annual flu shots for those 6 months and older are the best defense against the flu.
- Encourage frequent handwashing and good respiratory etiquette-coughing in elbow or tissue.
- If your child has any underlying respiratory or health concern, please make sure the Health Office has any medication that may be needed with a valid order from their medical provider.



2021-22 School Climate Survey Highlights – Grades 5-12

- 86% of students say they feel safe at school (90% – 2019)
- 81% of students say they are happy to be at school (80% – 2019)
- 82% of students say they feel socially accepted (84% – 2019)
- 90% say teachers are available when they need to talk to them (87% – 2019)
- 74% say they are involved in sports, clubs, and other school activities (75% – 2019)
- 24% say they know students who use/try alcohol or drugs while at school or school-sponsored events (33% – 2019)
- 39% say they know students at this school who think it is okay to smoke cigarettes or vape (52% – 2019)
- 31% say they know students at this school who think it is okay to get drunk (43% – 2019)
- 33% say they know students at this school who think it is okay to try drugs (46% – 2019)
- 32% say they know students who often spread mean rumors or lies about others at this school on the internet (35% – 2019)

School Climate Survey

- Anonymous
- 72 questions
 - School safety
 - Facilities
 - Peer relations
 - Alcohol & Drug Use
 - School Discipline
- 2021-22 survey was administered at the height of Omicron wave in mid-January



Mental Health is key to a safer environment

Relationships & Connectedness

- Better attendance & achievement
- Better choices about physical health, mental health needs
- Reduced involvement in violence

Social-Emotional Learning

- Managing strong emotions with mindfulness techniques
- Good decision making using solution circles
- Restorative practices

See something, say something

- Staff & students observant of behaviors
- Tip Line 518-439-1503

K-12 School Counseling and Student Support

- Prior to COVID, we restructured K-12 counseling program to offer breadth of services in all buildings.
- K-12, there are prevention and intervention services that support the mental, behavioral and social-emotional health of students and help promote success in the learning process with psychological, social and educational support.
- Saratoga Center for the Family services that students and families are referred to for additional support.
- Threat assessment procedures are in place for the early detection of potentially violent behaviors when deemed appropriate.



Mental Health Supports





Coordinated Care Teams (CCT)

- Every building has a Coordinated Care Team that consists of:
 - School Counselor
 - School Social Worker
 - School Psychologist
 - School Nurse
 - Principal Counseling Supervisor
- Classroom support, Small group and individual counseling, SEL lessons
- K-12 counseling referrals are a component of the MTSS framework
- PASS Universal Screener



Social-Emotional Learning

- K-5 SEL lessons delivered by School Counselors in each of our 5 elementary buildings. School Social Workers and Psychologists support the SEL curriculum.
- Middle School Counselors & Student Assistance Counselor deliver SEL lessons to grades 6-8. School Social Workers and Psychologists support the SEL curriculum.
- 9th grade SEE learning SEL curriculum delivered by 9th grade Counselors, Student Assistance Counselor and School Social Workers.
- Individual and small group school based counseling by referral.

			
BLUE ZONE Sad Sick Tired Bored Moving Slowly	GREEN ZONE Happy Calm Feeling Okay Focused Ready to Learn	YELLOW ZONE Frustrated Worried Silly/Wiggly Excited Loss of Some Control	RED ZONE Mad/Angry Terrified Yelling/Hitting Elated Out of Control



ONLINE SAFETY



Online safety at school

INTERNET FILTERING

- The district uses various different tools to monitor and filter internet access throughout the network and on district-owned devices
- Our filters block known sites associated with mature or violent content and security threats such as malware. They also work to block access to social media sites, non-educational YouTube videos, and other distractions from instruction.

Safety Alerts

Using sophisticated artificial intelligence, our filter scans online documents and applications for concerning student behavior on school devices.

When warning signs such as:

- Suicide;
- Cyberbullying;
- School violence;

are detected, alerts are sent to designated staff for follow up. The district is looking to make this alert system more robust with alerts that combine combination of AI and highly trained safety specialists assessing data in real time.



Cell phone use at school

POLICIES/PRACTICES AT EACH LEVEL

Elementary

Personal mobile devices including cell phones and smart watches are prohibited from the start of the school day until the end of the regular school day. Devices must be turned off and stored in a student's backpack or locker during this time period. If students need to make a routine call during the school day, they use phones available in the main office or counseling office.

Middle School

Same as elementary.

High School

Cell phones are stored at the front of each classroom during instruction. Students are able to use phone in hallways, lunch, library, etc.



Exploring options for a more engaged learning environment

YONDR POUCHES IN USE IN MORE THAN 1,000 SCHOOLS

BCSD is seeking PRELIMINARY information from districts where phones are being secured during the school day, including Greece Central School District, Schoharie Central School District, Roosevelt Union Free School District.



At the start of the day, students put their phone in their Yondr pouch



The pouch automatically locks. Students keep the phone and pouch with them.



Teachers have an unlocking device and students unlock phones during last class.



DIVERSITY, EQUITY and INCLUSION





BETHLEHEM CENTRAL SCHOOL DISTRICT

School Climate Survey 2021-22

I feel like I am part of this school.

STUDENT SURVEY GRADES 5-12

ASIAN AMERICAN



HISPANIC



BLACK - AFRICAN AMERICAN



WHITE



■ % STRONGLY AGREE OR AGREE





BETHLEHEM CENTRAL SCHOOL DISTRICT

School Climate Survey 2021-22

Students at this school are teased or picked on about their race or ethnicity.

STUDENT SURVEY GRADES 5-12

ASIAN AMERICAN



HISPANIC



BLACK - AFRICAN AMERICAN



WHITE



■ % STRONGLY AGREE OR AGREE



Diversity, equity and inclusion is mission driven

School District Mission

To educate and prepare all students to reach their potential, discover their purpose and be engaged community members.



BCSD Diversity, Equity and Inclusion Mission

Bethlehem Central School District is committed to supporting an environment in which all members of our school community feel free to engage as their authentic selves in an atmosphere of mutual respect and civility.



Diversity, equity and inclusion is student focused



WORK OF BC's CHIEF DEI OFFICER, Dr. Latisha Ellis-Williams

- Evaluate systems, policies, and practices to ensure they meet the needs of diverse populations in the school community including students, families, and employees
- Serve as a liaison between students, families, and school personnel with an emphasis on student advocacy
- Work closely with equity-focused interest groups across the district
- Ensure equitable access and inclusion for all students and families so that our diverse student body is reflected in a wide variety of academic, extracurricular, and co-curricular settings



Dignity for All Students Act (DASA)

- NYS law enacted in 2012.
- Ensures all students have the right to attend school in an environment free from discrimination, harassment and bullying.
- DASA includes, but is not limited to, discrimination and harassment based on a student's race, color, weight, national origin, ethnic group, religion, religious practice, disability, sexual orientation, gender (defined to include gender identity or expression), or sex.
- Dignity for All Students Act Coordinators who are in all buildings are trained to address issues in areas protected by the law and is accessible to the school community.

DASA Coordinators

Nicole Conway

Bethlehem High School

Jacqueline Munroe

Bethlehem Middle School

Dianna Reagan

Eagle Elementary School

Kate Kloss

Elsmere Elementary School

Laura Heffernan

Glenmont Elementary School

Ian Knox

Hamagrael Elementary School

Andrew Baker

Slingerlands Elementary School



COMMUNITY RESOURCES



Q & A SESSION PANEL



Q. Was there a specific safety incident that prompted the forum?

No. However, concerns about student health, wellness and safety are paramount and are shared by the entire school community. While individual concerns are addressed on a case-by-case basis, we want parents to know what resources are available for students if they are ever needed. In addition, we want parents to have a better understanding of the safety procedures in our buildings so they can communicate more effectively with their children at home.



Q. I'm concerned about my child's online safety. How can I keep up with what they are doing?

There are several tools you can use at home to help keep your child safe.
Here are a few:

Common Sense Media

Tool Type: Informational and App

Resources for talking to and educating families,
parents, guardians, and children
Also contains apps and other games to help teach
about digital citizenship



Safe Home



Tool Type: Informational

Information and resources on keeping children safe in the digital age.

Our Pact



Tool Type: App

Works on android and iOS devices
Set screen time limits, allow certain apps, block content or apps, filter, locate family

Smart Social



Tool Type: Informational:

What does it do?
Categorizes apps for parents into green zone, gray zone, red zone, and dangerous social media challenges

Apple Screen time



Tool Type: App for Apple Devices

Set daily limits, limit certain apps, schedule downtime, enable content and privacy restrictions

Android Family Link



Family Link

Tool Type: App for Android Devices

Set daily limits, set a bedtime, lock or unlock a device

Q. What do you tell elementary students, if anything, about the reasons the school might go into a lockdown?

We reinforce to students that our main purpose in practicing all drills is to keep students safe in the event of any situation that may pose a threat to the school. Some teachers may use the example of an animal inside the school that poses a safety concern. We want students to know that we practice these drills so that we know exactly what to do in the unlikely event of a real emergency. We do not use language or scenarios that may be alarming in conversations with younger students. We have provided faculty with age appropriate language and expectations when practicing drills or in the event of a real emergency. A handout with this information is available for parents.

HANDOUT AVAILABLE



Drills: Recognizing developmental understanding

K-2 Early/Developing Awareness

Basic understanding of:

- “Get Out” or evacuate;
- “Hide Out” or stay out of sight with lights off;
- Keep Out” (i.e., that adults will lock and barricade classroom doors to keep danger out and students safe).

3-5 Developing/Practiced Awareness

- Have basic understanding; AND
- Capable of understanding why school safety drills are conducted.
- Understand all safety directions and instructions.

6-8 Proficient Awareness

- Have all Practiced Awareness Understanding; AND
- Able to distinguish probable dangers from all possible dangers.

9-12 Independent Awareness

- Have all Proficient Awareness; AND
- Have knowledge of a range of emergency safety actions and can match them to the appropriate situation (e.g., know the situations that require evacuation versus lockdown).

Q. Are there locks on the classroom doors that can be locked without keys?

Yes. All classroom doors districtwide have been retrofitted with doors that can be closed and locked immediately.



Q. My child was accused by another child of bullying but I didn't think the term was accurate. How does the school define bullying?

Harassment and bullying can include verbal and non-verbal conduct. They are defined as the creation of a hostile environment by conduct or by threats, intimidation or abuse, including cyberbullying, that have the effect of unreasonably and substantially interfering with a student's educational performance, opportunities or benefits, or mental, emotional and/or physical well-being.

Bullying generally includes two factors: an imbalance of power and repetition, where behaviors happen more than once or have the potential to happen more than once.



is it
BULLYING?

When someone says or does something
unintentionally hurtful
and they do it once, that's
RUDE.

When someone says or does something
intentionally hurtful
and they do it once, that's
MEAN.

When someone says or does something
intentionally hurtful and they *keep doing it*—
even when you tell them to stop or show
them that you're upset—that's
BULLYING.

Explaining bullying at a K-5 level

HANDOUT AVAILABLE

THE DIFFERENCE BETWEEN **BULLYING** AND **CONFLICT**

Imbalance of power, not friends

Repeated negative actions

Purposeful

Serious with threat of physical or emotional harm

Strong emotional reaction from victim and little to no emotional reaction from the individual(s) doing bullying

Attempt to gain material things or power

No remorse – blames victim

No effort to solve problem

Equal power or friends

Happens occasionally

Accidental

Equal emotional reaction

Not seeking power or attention

Not trying to get something

Remorse – will take responsibility

Effort to solve problem

**For older
students**

HANDOUT AVAILABLE

Q. My daughter is dealing with some issues outside of school. Is the school social worker available to help her?

Our social workers are in our buildings to address school-related matters. However, a social worker can do a “check-in” with your daughter as a matter of support. The school district partners with the Saratoga Center for the Family to provide families with a counseling resource on issues that may be taking place outside of school. These services are in high demand.



Q. What is the BCMS counseling staff doing to support and address mental health concerns for middle school students?

This year, at the middle school, we added a social worker to provide additional supports for students. We also added an additional social worker from the Saratoga Center for the Family to help meet the demand of family-based counseling services available through the district. As in all schools, the Coordinated Care Team (CCT) at the middle school meets regularly to review issues students are having.



Q. Why are we no longer notified about COVID-19 cases at school?

New York state no longer requires COVID case reporting in schools. The district and its nurses still monitor attendance and trends that could impact classrooms or bus cohorts.

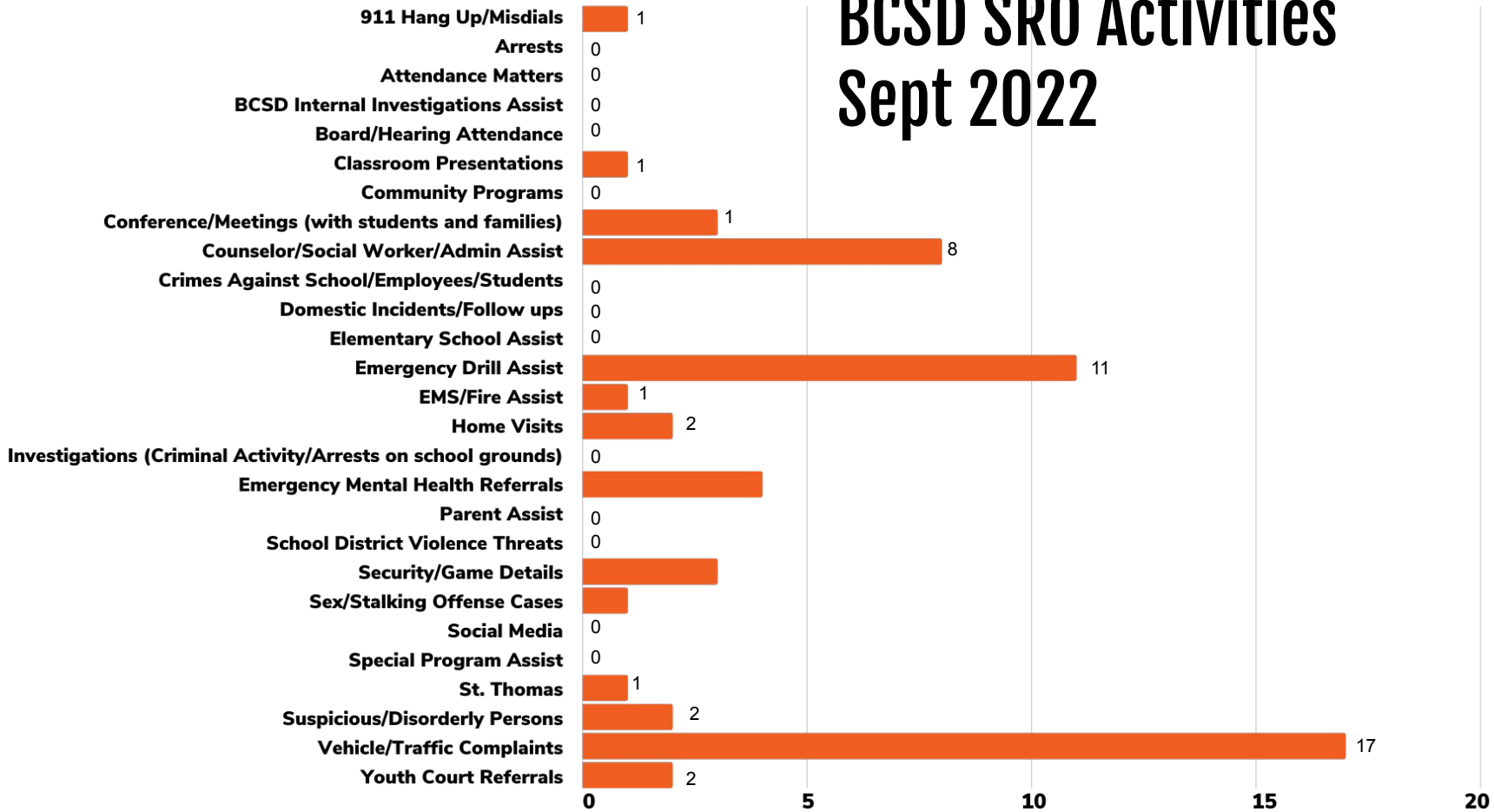


Q. What is the district doing in response to concerns about the lack of clear goals and evaluation metrics for the SRO program?

Goals and duties of the School Resource Officers are clearly outlined in the agreement the district has with the town of Bethlehem. The SRO agreement is posted to the district website. The SROs keep logs of their activities each day.



BCSD SRO Activities Sept 2022



Q. Has the district met with and discussed a response plan (in the event of an active shooter incident, etc.) with local/state/federal law enforcement authorities?

Yes. Safety meetings, trainings, plans, procedures and precautions include representatives from:

- **Bethlehem Police Department**
- **Albany County Sheriff's Office**
- **New York State Police**

These partnerships are outlined in our Districtwide Safety Plan that is available for review on the district website. Building-Level Safety Plans are kept confidential, but are shared annually with our partners in law enforcement.



Q. If there is an incident at a school that requires a lockdown, how does law enforcement know the layout of the school?

The Bethlehem Police Department has maps of all schools in the district. In addition, the department has access to all security cameras as needed. Classrooms in the district are all clearly marked from the outside with visible room numbers.



Q. Does the Bethlehem Police Department train according to current national standards regarding school violence threats?

Yes, all SROs and department personnel are fully trained on immediate response, eliminating the threat, medical care, school clearing/evacuation and reunification in the event there is a school violence incident. Specific training from the State of New York Police Juvenile Officers Association includes:

- Basic School Resource Officers Course
- Advanced School Resources Officers Course
- Basic Juvenile Officer Course
- Advanced Juvenile Officer Course
- Community Resource Officer



Q. What are some preventative mental health measures being put in place or being planned for at the high school to assist students?

This year, there are social-emotional lessons for grade 9 students to discuss emotional regulation, increasing connectivity with peers, coping strategies for moments of stress/anxiety. In addition, there are three parent informational sessions being held for Grade 9 parents to provide an open forum to discuss topics of student mental health, engagement with school, study habits etc.

We have a Student Assistance Counselor available for all high school students in grades 9-12. Our high school Mental Health Committee, Coordinated Care Team, and Pupil Study Team all meet monthly to discuss supports for students.

