



MARYSVILLE SCHOOL DISTRICT NO. 25

# School Health & Safety Action Plan

2023-2025

# Overview

This action plan results from the dedication and commitment of the Superintendent's Student and Parent Advisory Councils, who served during the 2022 - 2023 school year. Contributions were also made by MSD certificated and classified staff and administrators.

The following areas of need were identified through a several-month-long process with each group:

- Drug and Alcohol Prevention and Intervention
- Safety and Security
- Accountability
- Mental Health

## KEY

G = Goal  
HR = Human Resources  
TL = Teaching + Learning  
LP = Leadership + Partnership  
CC = Climate + Culture  
AR = Accountability + Responsibility

## BACKGROUND

Each district-level council has met monthly since November, with each tasked with similar activities that encouraged sharing, relationship building, and listening through community-building circles. We listened, captured their feedback, and took steps to summarize their conversations. Through this, the councils came up with their top concerns for our students and schools.

## PURPOSE

The purpose of this action plan is to develop steps to implement in the schools and district to improve experiences for students, families, and staff by creating safe, healthy, warm, and welcoming environments where there is a sense of belonging and community.

## Safety & Security

- Increase security measures.
- Create a culture of belonging.
- Schools are free of hate, bias, and abusive language.

## Drug and Alcohol Prevention & Intervention

Increase awareness and education for students, families, and staff.

## Accountability

- Create common expectations and norms on how to be a good citizen.
- Develop consistent accountability measures for students, staff, and families.

## Mental Health

- Increase awareness around mental health and well-being.
- Increase access to safe and trusted adults for students and families.
- Create a learning environment where students want to attend school

# Drug and Alcohol Prevention & Intervention

GOALS	ACTIONS	ALIGNMENT
<p><i>Increase awareness and education for students, families, and staff about drug and alcohol use with the intent of decreasing substance abuse issues in schools.</i></p> <p><b>OBJECTIVE:</b> Decreased usage of drugs and alcohol in schools.</p> <p><b>TIMEFRAME:</b> Address in the 2023 - 2024 SY - combine with mental health - make this a priority, if possible.</p> <p><b>RESPONSIBILITY</b></p> <ul style="list-style-type: none"> <li>• Student Services + Counselors</li> <li>• School Principals</li> <li>• Community Partners</li> </ul>	<ul style="list-style-type: none"> <li>• Connect with community partners who specialize in this area and specially trained staff.</li> <li>• Student Services Team will work with Marysville Coalition Coordinator on local and in-district media campaigns for the prevention of drugs and alcohol.</li> <li>• Student Services Department will partner with Marysville Coalition and the Life Skills drug and alcohol curriculum to implement the prevention curriculum in our elementary and secondary schools.</li> <li>• Student Services Department will continue working with counselors on the alignment of drug and alcohol implementation of prevention guidance lessons.</li> <li>• Student Services Department will continue to work within all schools to identify students in need of prevention groups for students with drug and alcohol-related concerns.</li> <li>• Create a survey of students to set a baseline.</li> <li>• Adapt the health curriculum to include substance abuse and prevention.</li> <li>• Facilitate conversations with students, families, and community members about the why and how of using their voices to create a positive movement.</li> <li>• Accountable practices that address use with clear and consistent communication about consequences if drugs and alcohol are used on campus.</li> <li>• School activities for students that help engage them in healthy ways.</li> </ul>	<p><b>STRATEGIC PLAN:</b> 03: G 3 &amp; 4</p> <p><b>EQUITY ACTION PLAN:</b> 02 TL: G 1 &amp; 2 03 LP: G 2</p>



# Safety & Security

GOALS	ACTIONS	ALIGNMENT
<p><b>1:</b> <i>Create a culture of belonging that includes students, families, and staff to build a sense of unity and community.</i></p> <p><b>OBJECTIVE:</b> Create a sense of belonging for each individual and group.</p> <p><b>TIMEFRAME:</b> 2023 - 2024 SY</p> <p><b>RESPONSIBILITY:</b> Equity and Family Engagement + Communications, Principals, School Staff</p>	<ul style="list-style-type: none"> <li>• Host events that provide a family-like feel and build a school community.</li> <li>• Cultural events and activities, family nights, WatchDogs, etc.</li> <li>• Create community hubs in schools where resources are available to students, families, and staff.</li> <li>• Parent and Student Advisory Councils, Student Councils, Student Unions, Clubs, Affinity Groups, PTSAs, IEPC, Booster Clubs, networking with families, etc.</li> </ul>	<p><b>STRATEGIC PLAN:</b> 01: G 1.1 &amp; 1.3 04: G 4.1</p> <p><b>EQUITY ACTION PLAN:</b> 04 CC: G 1 &amp; 3</p>
<p><b>2:</b> <i>Schools that are free of hate, bias, and abusive language.</i></p> <p><b>OBJECTIVE:</b> Eradicate racism, hate speech, and bias' in our schools and workplaces.</p> <p><b>TIMEFRAME:</b> 2023 - 2024 SY</p> <p><b>RESPONSIBILITY:</b> Equity and Family Engagement + Communications, Principals, School Staff</p>	<ul style="list-style-type: none"> <li>• Administrative Guidelines for Responding to Hate and Bias Incidents.</li> <li>• Ongoing professional development opportunities will be provided for counselors and liaisons during monthly meetings to prepare and create alignment on guidance lessons for interrupting hate and bias.</li> <li>• Train students, families, and staff on the discrimination reporting process.</li> <li>• Interrupting Hate and Bias Training for students, staff, and volunteers.</li> <li>• Rights and Responsibilities Handbook that includes civility guidelines for students and adults.</li> </ul>	<p><b>STRATEGIC PLAN:</b> 01: G 1.1, 1.2, 1.3 03: G 3.4 05: G 5.1</p> <p><b>EQUITY ACTION PLAN:</b> 01 HR: G 3 05 AR: G 1</p>
<p><b>3:</b> <i>Increase security measures at school campuses.</i></p> <p><b>OBJECTIVE:</b> Ensure a safe learning environment for students, staff, and families.</p> <p><b>TIMEFRAME:</b> 2023 - 2024 SY</p> <p><b>RESPONSIBILITY:</b> Safety and Security + School Principals</p>	<ul style="list-style-type: none"> <li>• Video doorbells are installed at each campus.</li> <li>• Licensed mental health therapists will attend threat assessments and address imminent suicide-related incidents and crisis situations.</li> <li>• Student Services team will continue to train and support administrators, staff, and counselors on suicide screeners and safety plans.</li> <li>• Increase volunteerism to have more adult presence on campuses.</li> <li>• Ensure all staff are trained in safety protocols.</li> <li>• Emergency drills will be held regularly.</li> </ul>	<p><b>STRATEGIC PLAN:</b> 02: G 2.3 05: G 5.1</p> <p><b>EQUITY ACTION PLAN:</b> 01 HR: G 3 02 TL: G 2 03 LP: G 2</p>

# Accountability

GOALS	ACTIONS	ALIGNMENT
<p><b>1:</b> <i>Create common expectations and norms on how to be a good citizen.</i></p> <p><b>OBJECTIVE:</b> People treat each other with respect and dignity.</p> <p><b>TIMEFRAME:</b> 2023 - 2024 SY</p> <p><b>RESPONSIBILITY:</b> District Handbook</p>	<ul style="list-style-type: none"> <li>Communicate civility policy to students, families, and staff.</li> <li>Norms that are communicated as district-wide protocols to address students, families, and staff's negative behaviors/language</li> <li>Republish and use the Quality Service Standards.</li> </ul>	<p><b>STRATEGIC PLAN:</b> 01: G 1.1, 1.2, 1.3 02: G 2.4</p> <p><b>EQUITY ACTION PLAN:</b> 03 LP: G 2 04 CC: G 2</p>
<p><b>2:</b> <i>Develop consistent accountability measures for students, staff, and families that are aligned and used district-wide.</i></p> <p><b>OBJECTIVE:</b> Ensure expectations are clear, equitable, and consistent.</p> <p><b>TIMEFRAME:</b> 2023 - 2024 SY</p> <p><b>RESPONSIBILITY:</b> District Handbook</p>	<ul style="list-style-type: none"> <li>Clearly defined expectations that are communicated to students, staff, and families.</li> </ul>	<p><b>STRATEGIC PLAN:</b> 01: G 1.1, 1.2, 1.3 02: G 2.4</p> <p><b>EQUITY ACTION PLAN:</b> 04 CC: G 1 &amp; 2</p>



# Mental Health

GOALS	ACTIONS	ALIGNMENT
<p><i>1: Increase student, family, staff, and community awareness around mental health and well-being.</i></p> <p><b>OBJECTIVE:</b> Educate about mental health and well-being so resources and supports can be identified for students.</p> <p><b>TIMEFRAME:</b> 2023 - 2024 SY</p> <p><b>RESPONSIBILITY:</b> Student Services + Counselors, Liaison, Teachers</p>	<ul style="list-style-type: none"> <li>Resources accessible to families</li> <li>Life Lines Suicide Prevention Curriculum and mental health training for administrators, staff, and students.</li> <li>Add the mental health resource list developed by the student services team to the district and school websites.</li> <li>Student Services staff will continue to provide videos to families, students, and staff focusing on mental health and wellness.</li> <li>Mental Health First Aid training provided to families and staff.</li> <li>Partnerships with community mental health professionals and programs.</li> <li>Student Services will continue to host monthly community collaborators meetings to include local mental health agencies, ESD, Tulalip Tribes, liaisons, medical professionals, and the county.</li> <li>Create clear expectations, systems, and procedures related to safety, health, and wellness across the district.</li> <li>Implement and use the state-mandated Comprehensive School Counseling School Program Plan to align systems and procedures in partnership with administrators, counselors, and staff.</li> <li>Provide opportunities for student, family, and staff training.</li> <li>Develop an action plan for training sessions around mental health and well-being, including Mental Health First Aid.</li> <li>Peer mentoring programs in schools.</li> </ul>	<p><b>STRATEGIC PLAN:</b></p> <p>02: G 2.2, 2.3, 2.4</p> <p>03</p> <p>04</p> <p>05: 5.1</p> <p><b>EQUITY ACTION PLAN:</b></p> <p>01 HR: G 1</p> <p>03 LP: G 2</p> <p>04 CC: G 2</p>
<p><i>2: Increase access to safe and trusted adults for students and families to connect with in the school.</i></p> <p><b>OBJECTIVE:</b> Build relationships and increase a sense of belonging.</p> <p><b>TIMEFRAME:</b> 2023 - 2024 SY</p> <p><b>RESPONSIBILITY:</b> Elementary and Secondary District and School Administration + Equity and Family Engagement, Counselors, Liaisons, Student Services, Human Resources</p>	<ul style="list-style-type: none"> <li>Develop a school system of support for students that is accessible as needed.</li> <li>Counselors, teachers, and administrators know their students.</li> <li>Increased check-ins with students and families on their mental health and well-being.</li> <li>Provide students with tools/strategies on how to check on each other.</li> <li>Parent safety patrols.</li> <li>Volunteer Program, Family Engagement</li> <li>Utilize specific skills and talents of students, families, and staff.</li> </ul>	<p><b>STRATEGIC PLAN:</b></p> <p>01: G 1.1, 1.2, 1.3</p> <p>02: 2.4</p> <p>03: G 3.1, 3.2, 3.3, 3.4</p> <p><b>EQUITY ACTION PLAN:</b></p> <p>03 LP: G 2 &amp; 4</p> <p>04 CC: G 1 &amp; 3</p>

**3:** *Create a learning environment where students want to attend school and be a part of their educational journey.*

**OBJECTIVE:** Regular on-time attendance.

**TIMEFRAME:** If we act on Mental Health, this may happen organically.

**RESPONSIBILITY:** Equity and Family Engagement + Teaching and Learning, Truancy, Counselors, Liaisons, Human Resources

- Sharing programs and opportunities that are accessible to students, i.e., CTE, choir, band, affinity groups, clubs, and other extra-curricular activities.
- Align SEL practices and lessons for elementary and secondary schools.
- Learn why students are not attending school/Identify the barriers keeping students from school.
- School and district marketing of offerings, opportunities, events, and activities.

**STRATEGIC PLAN:**

01: G 1.1, 1.2, 1.3

02: 2.4

03: G 3.1, 3.2, 3.3, 3.4

**EQUITY ACTION PLAN:**

03 LP: G 1 & 2

04 CC: G 1

05 AR: G 2



# Non-Discrimination Statement

Marysville School District does not discriminate in any programs or activities on the basis of sex, race, creed, religion, color, national origin, age, veteran or military status, sexual orientation, gender expression or identity, disability, or the use of a trained dog guide or service animal and provides equal access to the Boy Scouts and other designated youth groups.

The following Marysville School District employees/departments are designated to address questions and complaints of discrimination:

- Civil Rights: Executive Director of Equity and Family Engagement
- Gender Inclusivity: Executive Director of Equity and Family Engagement
- Harassment, Intimidation, & Bullying
  - Employees: Executive Director of Human Resources
  - Students: Director of Student Safety and Security
- Title IX: Executive Director of Human Resources
- Section 504 and ADA: Executive Director of Special Education and Student Services

Discrimination and discriminatory harassment may be reported to any school staff member or the district employee/department listed above by phone at (360) 965-0000. You also have the right to file a written complaint. Address: 4220 80th Street NE, Marysville, WA 98270.

Policies that address these issues are 3210 “Non-Discrimination,” 5010 “Non-Discrimination and Affirmative Action,” 3205 “Sexual Harassment of Students Prohibited,” 3207 “Prohibition of Harassment Intimidation and Bullying,” 3211 “Gender-Inclusive Schools” and 2162 “Education of Students with Disabilities Under Section 504 of the Rehabilitation Act of 1973”. These Policies are available online at [www.msd25.org](http://www.msd25.org) at your school or the District’s Educational Service Center at 4220 80th Street NE, Marysville, WA, 98270.