

Superintendent Report

MARCH 7, 2023

Critical Thinking | Collaboration | Communication | Citizenship | Creativity | Compassion



Carmel CSD Mission and Vision

Mission-

The Carmel Central School District educates the whole student through partnerships to become lifelong learners in an ever-changing world.

Vision-

We embrace individuality, provide opportunities for students to discover and pursue their passions, and ignite a desire to learn.

Critical Thinking | Collaboration | Communication | Citizenship | Creativity | Compassion



Community Forums- March 1 & March 6

Three areas to garner feedback

- Communication
- Safety
- Equity/student well being



Forum Feedback- Safety and Security

WEAKNESSES	OPPORTUNITIES FOR IMPROVEMENT
Implement ID Check at each building	Implement the "Raptor" ID System
Communicate what "parents need to know"	Communicate and update in emergency situations
Share concerns when they occur	Communicate after incidents and initial notifications and provide more details when possible
Ensure that issues are acknowledged, acted upon, & communicated	Provide parent mediation if possible
After-school security	Better monitoring of school mentions/threats on social media
Only one SRO per campus	Transparent plan for students who re-enter the school community after a suspension
No consequences for criminal behavior	Better DASA training for staff
Easy for HS students to leave campus	Zero tolerance for threats
No single point entry	Consequences for bullying



Forum Feedback- Communication

WEAKNESSES	OPPORTUNITIES FOR IMPROVEMENT
Too many emails and difficult to manage	Create a culture of communication-Make sharing information a priority
Identify type of communication and remain consistent (transportation, emergency, attendance, etc)	Administration have a full grasp of situation and SROs could help with communication
Provide detailed information to parents about the communication system and options for getting emails, texts, calls, etc.	Make clear what constitutes a threat; i.e.: hate crime, use clear language not legalese
Communicate details and share with all schools to greatest extent possible to decrease parent anxiety	Discuss with students- school climate/culture, diversity and SEL.
Follow up communication after an event	Train staff in protocols on how/what can be communicated - share a script with everyone - main office and teachers so communication is consistent
Share the procedure/protocol for communication with all families and consistently implement	Provide a parent log-in to see real time attendance
Having conversations with kids	Need uncomfortable conversations; needs to start with the kids
No real time communication	Systemic communication programs



Forum Feedback- Equity & Student Wellness

WEAKNESSES	OPPORTUNITIES FOR IMPROVEMENT
All students must be affirmed	Communicate more details regarding an incident
Ensure that issues are acknowledged, acted upon, & communicated	Provide follow up on specific incidents
Address micro aggressions	Welcome new community members
Train staff to address equity issues	Strive for a positive affirming school environment
Implement a consistent district-wide approach with equity	Reinforce routines & procedures with students
Increase diversity of staff	Antibias training/cultural competency - All Staff
Discomfort in addressing issues	Student Tip Line
Offer parent mediations	Grade Level Assembly
Consistent consequences for the same behaviors	Bridging community parents talking to parents
Outline specific action steps for different events & communicate scope of safety drills	Increase parent involvement/volunteering at all levels



Next steps

- We will share all feedback from the forums.
- We will send regular updates on the status of the improvements to the community and post them on the website.
- We will implement an anonymous alert system that enables students to anonymously report issues and concerns.
- We will ask the District Wide Safety Team will review feedback, determine changes, and provide updates to the full school community.
- We will provide more detailed information regarding incidents that may impact the safety of our students and staff.



Next steps

- We will create a communications committee comprised of students, parents, staff and communication specialists to improve ongoing communications from the district.
- We are actively engaging with agencies to provide learning experiences and encourage an environment where students feel connected and safe. Parent and community members shared programs that we will ask the District Wide Equity team to explore and possibly implement within our school buildings.
- We are asking the District Wide Equity Team will review feedback, determine changes, work with the building-level equity teams and provide updates to the full school community.

