

# Forsyth County Schools

## 2022-2027 Strategic Planning

### Goal Area: Social & Emotional Health

**Performance Objective A:** Foster healthy digital interactions

**Cabinet Leader:** Mike Evans

**Initiative #1:**

- Increase appropriate technology usage and digital citizenship for all students.

**Performance Measures:**

- Establish baseline for the number of technology-related behavioral referrals; decrease in future.

#### Checkpoints

December	March
The data collected mid-year to establish baseline behavior-related events has identified five key areas of focus: Inappropriate Use, Cheating, Classroom Use, Bullying, and Damage. Inappropriate Use is three times higher than any other category and includes instances such as inappropriate social media use, Internet search violations, unauthorized image/video taking, etc. These key areas will be used to redefine the Digital Citizenship Plan for the upcoming school years.	Through the month of March, year-long technology related behavior referrals accounted for 7% of the overall referral database. These referrals focused on five key areas: Inappropriate Use, Cheating, Classroom Use, Bullying, and Damage. Inappropriate use was the highest area, around 41%. Cheating and Classroom Usage each were around 22%. Bullying and Damage were the lowest percentages.

#### Year-end Results

Not much changed from the March data, other than a consistent increase in the number of technology related behavior incidences during the last month(s) of school. When viewing the results across the entire year, technology

Category % breakdown for each level	ES	MS	HS	Total
<b>Bullying</b>	0%	14%	8%	10%
<b>Cheating</b>	0%	11%	31%	21%
<b>Damage</b>	37%	3%	1%	5%
<b>Inappropriate Use</b>	61%	50%	30%	40%
<b>Usage</b>	2%	23%	29%	25%
<b>% of Total Technology Incidences</b>	7%	38%	55%	
<b>% of ALL Behavior Incidences</b>	4%	11%	9%	9%

related incidences accounted for 9% of the total number of discipline events entered in Infinite Campus. The overall breakdown across all grade levels consisted of 40% for Inappropriate Use, 25% for Classroom Use (using technology when not allowed or for off-task usage), 21% for Cheating, 10% for Bullying, and 5% for intentional Damaging of equipment.

**Reflection on Results:**

As baseline data, this information provided insight into the areas of focus for updating the Digital Citizenship Plan. At the high school level, Cheating saw the highest percentage at 31%. There was a marked increase in semester 2 which also coincided with the introduction of Chat GPT. For this upcoming school year, we are updating the student handbook to talk about academic honesty and appropriate use of Artificial Intelligence tools. Close behind were Inappropriate Use and Classroom Usage at 30% and 29%, respectively.

Middle school saw Inappropriate Use as their highest category at 50%. Most of these use cases involved social media. During the upcoming school year, we will be revisiting the BYOT program to weigh the benefits vs challenges of allowing cell phones in schools/classrooms.

Elementary school also saw Inappropriate Use as the highest category, at 61%. Inappropriate internet search attempts and using Google tools in an unapproved manner made up the bulk of the incidences. Incidences involving personal mobile devices at the ES level was limited.

# Forsyth County Schools

## 2022-2027 Strategic Planning

### Goal Area: Social & Emotional Health

**Performance Objective A:** Foster healthy digital interactions

**Cabinet Leader:** Mike Evans

**Initiative #2:**

- Increase opportunities for adult stakeholders to learn how to foster positive healthy digital interactions.

**Performance Measures:**

- Parent participation in sessions (in person or virtual) on digital awareness (new baseline); increase in future.

**Checkpoints**

December	March
We are still in the middle of collecting attendance data from schools for parent informational nights focusing on internet safety and digital citizenship. However, after reviewing each school's Digital Citizenship Plan, it is clear that a greater emphasis on parent nights is needed. Only 13 schools identified that they inform parents through a Parent Night. All other schools rely on newsletters, social media posts and website information.	Approximately half the schools held an individual or combined parent engagement night which included sessions on digital citizenship / internet safety topics. Most, but not all schools, also communicated information on these topics through newsletters, social media and web posts, and parent emails.
<b>Year-end Results</b> <p>Upon completion of the school year, 24 of the 43 schools (56%) hosted either a face to face and/or virtual event(s) for their families that had informational sessions around topics of internet safety and digital citizenship. Some of the events were combined within vertical teams, representing multiple schools. Others were individual school-based events. Regardless, parent turnout was extremely low, with less than 600 attending.</p> <p>33 schools (77%) provided information around internet safety, digital citizenship, or technology awareness through social media posts, school and class newsletters, Campus Messenger, and the school website. Some schools shared information monthly while others were more random. Total number of overall communication pieces shared were approximately 106 times.</p>	

**Reflection on Results:**

Overall, better communication and planning needs to take place to involve more parents in the informational sessions on topics related to internet safety and digital citizenship. Additionally, it is noteworthy that some schools collaborated within vertical teams, indicating a coordinated effort to reach a wider audience. However, the low parent turnout, with less than 600 attendees, raises concerns about the effectiveness of these events in engaging parents and guardians. The reasons for this low turnout will be explored further to identify potential barriers and find solutions to increase participation in the future.

Regarding online communication, it is encouraging to see multiple platforms being utilized to reach a broader audience and maintain consistent communication. Considering the total number of communication pieces shared, approximately 106 times, it appears that the schools made a conscious effort to keep the parents informed. However, it is important to assess the content and quality of these communication pieces to ensure that they effectively convey the intended messages and encourage active participation from parents and caregivers.

Enhancing parent engagement and addressing the factors contributing to low turnout at events should be a priority for this upcoming year. Additionally, evaluating the effectiveness of communication strategies and ensuring the quality of the shared information will help optimize the impact of these initiatives in fostering a safe and responsible digital environment for students and their families.



# Forsyth County Schools

## 2022-2027 Strategic Planning

### Goal Area: Social & Emotional Health

**Performance Objective B:** Expand access to mental health resources and strategies

**Cabinet Member:** Sarah Taylor

**Initiative #1:** Provide access to mental health resources and strategies.

**Performance Measures:** Increase the number of mental health services provided within the school setting

#### Checkpoints

December	March
<ul style="list-style-type: none"><li>• 10 MOUs for providers serving in our schools</li><li>• 16 Grants given for students uninsured/underinsured</li><li>• 8 schools have APEX grant providers</li><li>• 2 full-time AmeriCorps positions providing trainings around mental health</li><li>• 0 Youth Mental Health First Aid Trainings</li><li>• 0 ASIST Training</li><li>• 16 Sources of Strength Schools</li><li>• 4 Schools providing wraparound services</li></ul>	<ul style="list-style-type: none"><li>• 14 MOUs for providers in our schools</li><li>• 53 Grants given for students uninsured/underinsured</li><li>• 8 schools have APEX grant providers</li><li>• 2 full-time AmeriCorps positions providing trainings around mental health</li><li>• 1 Youth Mental Health First Aid Trainings</li><li>• 1 ASIST Trainings</li><li>• 16 Sources of Strength Schools</li><li>• 4 Schools providing wraparound services</li></ul>
Year-end Results (Baseline 2023)	
<ul style="list-style-type: none"><li>• 16 MOUs for providers in our schools</li><li>• 99 Grants given for individual students uninsured/underinsured</li><li>• 8 schools have APEX grant providers</li><li>• 2 full-time AmeriCorps positions providing trainings around mental health</li><li>• 3 Youth Mental Health First Aid Trainings (30 total participants)</li><li>• 1 ASIST Training</li><li>• 16 Sources of Strength Schools</li><li>• 4 Schools providing wraparound services</li></ul>	

#### Reflection on Results:

Over the past year, Forsyth County Schools have made significant progress in improving access to mental health resources and strategies for students and families. One notable achievement was the establishing of partnerships with 16 outside providers who signed Memorandums of Understanding (MOUs) to offer services within the schools. This initiative aims to address the transportation barrier that some families faced in accessing mental health services.

To further support students in need, the district provided 99 grants to individual students with limited funds to access necessary therapy for their overall wellbeing. These grants were made possible through the generous contributions of organizations such as the United Way, Browns Bridge Church, and additional federal grant funds.

Recognizing the importance of promoting mental health among students, 16 schools within the district implemented the Sources of Strength program. This program is designed to empower students by teaching them various strategies to enhance their mental wellbeing.

Forsyth County Schools also prioritized the training of staff and community members to better support students' mental health. Through collaborations with providers who have access to APEX grant funds, Community Connections of Forsyth, and Metro RESA, the district has been able to offer valuable training opportunities. Some of these trainings include Youth Mental Health First Aid and ASIST (Applied Suicide Intervention Skills Training), which equip participants with the knowledge and skills to identify and assist individuals experiencing mental health challenges.

Forsyth County Schools is building its knowledge and understanding to design supports that address the whole child. In doing this, we are beginning to provide wraparound supports and services in response to the growing need to address non-academic barriers to student learning. Research shows students are better able to learn and achieve when those barriers are removed. Some of the wraparound supports include counseling, tutoring, scholarships, food resources, medical services, and many more.

These accomplishments highlight Forsyth County Schools' commitment to fostering a supportive and mentally healthy environment for its students. By expanding access to mental health resources, implementing evidence-based programs, and providing essential training opportunities, the district is taking proactive steps to address the wellbeing of its students and promote positive mental health outcomes.

# Forsyth County Schools

## 2022-2027 Strategic Planning

### Goal Area: Social & Emotional Health

**Performance Objective B:** Expand access to mental health resources and strategies

**Cabinet Member:** Sarah Taylor

**Initiative #2:** Increase knowledge of total wellness strategies for students, staff, and community.

**Performance Measures:** Decrease the number of mental health-related behavioral referrals and increase community awareness.

#### Checkpoints

December	March
<ul style="list-style-type: none"><li>2022-2023<ul style="list-style-type: none"><li>Mental Health Referrals = NA</li><li>DFCS reports = 122</li><li>Threat Assessments = 124</li><li>Suicide Ideation Assessments = 221</li><li>Number of Community Mentors = 357</li></ul></li></ul>	<ul style="list-style-type: none"><li>2022-2023<ul style="list-style-type: none"><li>Mental Health Referrals = NA</li><li>DFCS reports = 240</li><li>Threat Assessments = 244</li><li>Suicide Ideation Assessments = 325</li><li>Number of Community Mentors = 417</li></ul></li></ul>
<b>Year-end Results (Baseline 2023)</b> <ul style="list-style-type: none"><li>2022-2023<ul style="list-style-type: none"><li>Mental Health Referrals = 900 (1.66%)</li><li>DFCS reports = 437 (.81%)</li><li>Threat Assessments = 313 (.58%)</li><li>Suicide Ideation Assessments = 522 (.97%)</li><li>Number of Community Mentors Trained = 417</li></ul></li></ul> <p><b>% Based on total student enrollment during October</b></p>	

#### Reflection on Results:

Forsyth County Schools implemented a comprehensive Total Wellness Collaborative to enhance the knowledge and application of wellness strategies among students, staff, and the wider community. The goal was to support the growth and success of all learners in leading balanced and successful lives. To measure the impact of these efforts, baseline data was collected in key areas including mental health referrals, reports to the Department of Family and Children Services (DFCS), threat assessments, and suicide identification assessments.

The Total Wellness Collaborative encompassed a comprehensive approach, covering eight vital dimensions: cultural, emotional, environmental, financial, intellectual, occupational, physical, and relational/social. By addressing each of these areas, the initiative aimed to create a well-rounded and thriving community. In the upcoming school years, the school district intends to measure the number of mentors and community wellness sessions which will encompass social and emotional health.

In terms of mental health, the district implemented a comprehensive referral system to identify students who required additional support. The district also collaborates closely with DFCS to ensure early intervention and support for students facing challenging circumstances.



To promote a safe and secure learning environment, Forsyth County Schools established a thorough threat assessment process. Working closely with the Forsyth County Sheriff's office, we can quickly address high-risk threat assessments to maintain a safe environment for all students and staff.

Additionally, the district implemented suicide identification assessments and Signs of Suicide program to identify students at risk and provide them with appropriate interventions and resources. Our Student Advocacy Specialists (SAS) and School Counselors build positive relationships with students and families to provide an extra layer of support to students who are at risk for suicide ideation.

The success of the Total Wellness Collaborative relied on community engagement and involvement. The district actively mobilized the community of Forsyth County to support the growth and well-being of all learners. In the fall of 2023, Forsyth County Schools will begin a free birth to age 5 program (SPARK!) for Forsyth County children and their parent/guardian to attend together as well as parent/guardian resources and training. The 90-minute weekly sessions will offer supportive interactive play to prepare children for school. This collaborative effort fosters a sense of collective responsibility and shared commitment to promoting wellness throughout the community.

Forsyth County Schools aims to measure the impact of the total wellness of our community by gathering baseline data and tracking indicators such as mental health referrals, DFCS reports, threat assessments, suicide identification assessments, and community involvement. Through this comprehensive approach and community engagement, the district strived to enhance knowledge, support, and resources related to wellness strategies for students, staff, and the broader community, creating a nurturing environment conducive to the overall well-being and success of all learners.

# Forsyth County Schools

## 2022-2027 Strategic Planning

### Goal Area: Social & Emotional Health

**Performance Objective C:** Promote respect, wellness, and balance for staff and students

**Cabinet Member:** Sarah Taylor

**Initiative #1:** Establish a safe and supportive learning environment.

**Performance Measures:** Decrease the number of behavioral referrals and increase the number of schoolwide positive behavior programs.

#### Checkpoints

December	March
2022- 2023: <ul style="list-style-type: none"><li>• 4045 behavior referrals</li><li>• 28 PBIS Schools</li><li>• 1 Restorative Practice School</li></ul>	2022- 2023: <ul style="list-style-type: none"><li>• 8091 behavior referrals</li><li>• 28 PBIS Schools</li><li>• 1 Restorative Practice School</li></ul>
Year-end Results (Baseline 2023)	
2022- 2023: <ul style="list-style-type: none"><li>• 9334 (17.26%) behavior referrals</li><li>• 28 PBIS Schools</li><li>• 1 Restorative Practices School</li></ul>	
% Based on total student enrollment during October	

#### Reflection on Results:

Forsyth County Schools has made significant efforts to establish a safe and supportive learning environment that fosters respect, wellness, and balance for both staff and students. Recognizing the importance of promoting positive behaviors and ensuring school safety, the district has implemented the Positive Behavioral Interventions and Supports (PBIS) approach in 28 of its 42 schools.

PBIS is a framework that schools can adopt to create a positive school climate and culture. It emphasizes proactive strategies to prevent behavioral problems, teach appropriate behaviors, and reinforce positive actions. By implementing PBIS in a substantial number of schools, Forsyth County Schools has demonstrated its commitment to providing students with a nurturing and supportive educational experience.

One of the key goals of Forsyth County Schools' PBIS implementation is to track the effectiveness of their efforts by monitoring behavioral referrals. By measuring and analyzing the number of behavioral referrals throughout the school year, the district aims to assess the impact of their strategies and interventions. The ultimate objective is to observe a consistent decrease in the percentage of behavioral referrals each year, indicating a positive shift in student behavior and overall school climate.

By focusing on PBIS and tracking behavioral referrals, Forsyth County Schools emphasizes a proactive and preventative approach to behavioral issues. Rather than solely reacting to negative behaviors, the district aims to address the underlying causes and provide students with the necessary tools and support to make positive choices.

Starting the 2023-2024 school year, Forsyth County Schools will have an increased focus to support behaviors within the classroom setting with additional trainings and interventions through the Multi-Tiered System of Supports (MTSS). Additional schools will go through the restorative practices training that focuses on fostering a sense of

community within classrooms to prevent conflict, encourage students to accept responsibility, and rebuild relationships.

Through the establishment of a safe and supportive learning environment, Forsyth County Schools seeks to foster a sense of respect, wellness, and balance among both students and staff. By prioritizing positive behaviors, the district cultivates a culture of empathy, understanding, and mutual respect, which enhances the overall educational experience for everyone involved.



**Forsyth County Schools**  
**2022-2027 Strategic Planning**

**Goal Area: Social & Emotional Health**

**Performance Objective C:** Promote respect, wellness, and balance for staff and students

**Cabinet Member:** Sarah Taylor

**Initiative #2:** Implement strategies to support staff morale and dimensions of total wellness.

**Performance Measures:** Increase the percentage of retained staff by 3% of the gap until reaching a maintenance rate of 95% and increasing the number of staff that participated in wellness trainings.

**Checkpoints**

<b>December</b>	<b>March</b>
Baseline 2022: 91.49 Goal 2023: 91.75  300 staff trained in Mindfulness	Baseline 2022: 91.49 Goal 2023: 91.75  351 staff trained in Mindfulness
<b>Year-end Results</b>	
Baseline 2022: 91.49 Goal 2023: 91.75  Final Retained Rate for 2023 = 92.97%  400 staff trained in Mindfulness during the 2022-2023 school year 178 staff trained in Crucial Conversations during the 2022-2023 school year	

**Reflection on Results:**

Forsyth County Schools has implemented several strategies to enhance staff morale and wellness, with a focus on utilizing mindfulness practices and open communication. Over 400 of our 8,000 staff members have received mindfulness training, which serves a dual purpose of benefiting both students in the classroom and the staff's personal wellbeing. Recognizing the positive impact of this training, the district plans to expand its mindfulness program by hiring an additional mindfulness trainer for the upcoming 2023-2024 school year.

To evaluate the effectiveness of these initiatives and gauge staff satisfaction, Forsyth County Schools has been monitoring the retention rates of their employees. The retention rate among staff who attended the mindfulness training was an impressive 97.24%. This figure stands in contrast to the district-wide retention rate of 92.97% indicating a significant positive impact on staff morale and commitment.

Crucial conversation training plays a vital role in supporting staff morale and wellness. By providing teachers and leaders with the necessary skills and tools to engage in open and honest dialogue, this training fosters a culture of effective communication, trust, and respect. When individuals feel comfortable expressing their thoughts, concerns, and ideas in a safe and non-judgmental environment, it leads to improved morale and overall well-being. Crucial conversation training equips staff members with strategies to address challenging or sensitive topics constructively, reducing conflict and promoting understanding. This not only strengthens relationships among team members but also helps to prevent stress, anxiety, and other negative emotions that can arise from unresolved issues.

By prioritizing mindfulness and crucial conversation training and incorporating it into the overall staff wellness strategy, Forsyth County Schools has demonstrated their commitment to fostering a positive and supportive work environment. The high retention rates among trained staff members highlight the effectiveness of these efforts and suggest that mindfulness practices and effective communication skills play a crucial role in maintaining staff satisfaction and wellbeing. With plans to expand additional training, the district is poised to continue nurturing a positive and resilient staff community.