

---

## **Fostering a Safe and Inclusive School Environment**

Board Presentation  
March 11, 2025

*Empowering Potential, Building Community, Inspiring Excellence*



## AUSD Mission Statement

The mission of Albany Unified School District is to provide excellent public education that empowers all to achieve their fullest potential as productive citizens. AUSD is committed to creating comprehensive learning opportunities in a safe, supportive, and collaborative environment, addressing the individual needs of each student.

## Executive Summary

- Understand How Safety Impacts Learning
- Identify How Facility Assessments Inform and Support Safety Improvements
- Review Top Safety Priorities and Facilities
- Overview of ongoing projects and improvements in safety measures
- Share plans for future actions to enhance school safety and align with district goals

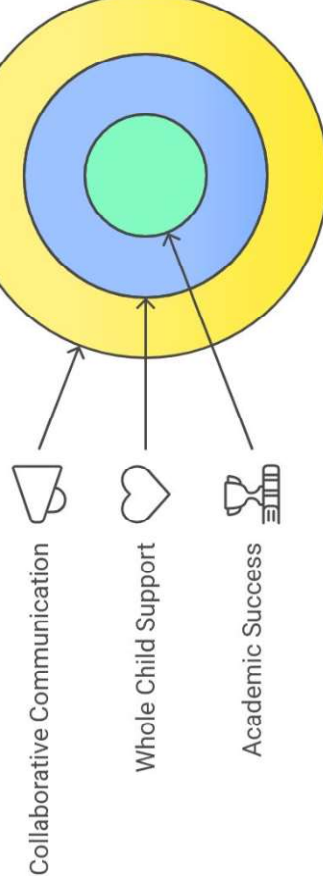
# Current Strategic Plan Objectives

**Objective 1: Assess and Increase  
Academic Success**

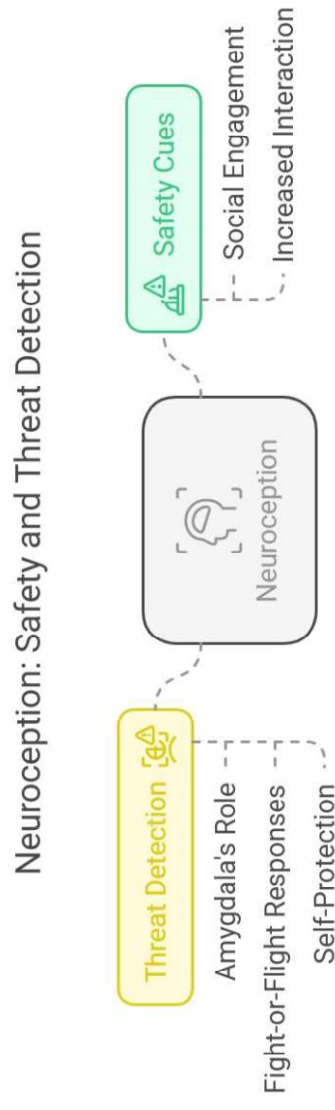
**Objective 2: Support the Whole Child**

**Objective 3: Communicate and Lead  
Together**

Educational Objectives Framework



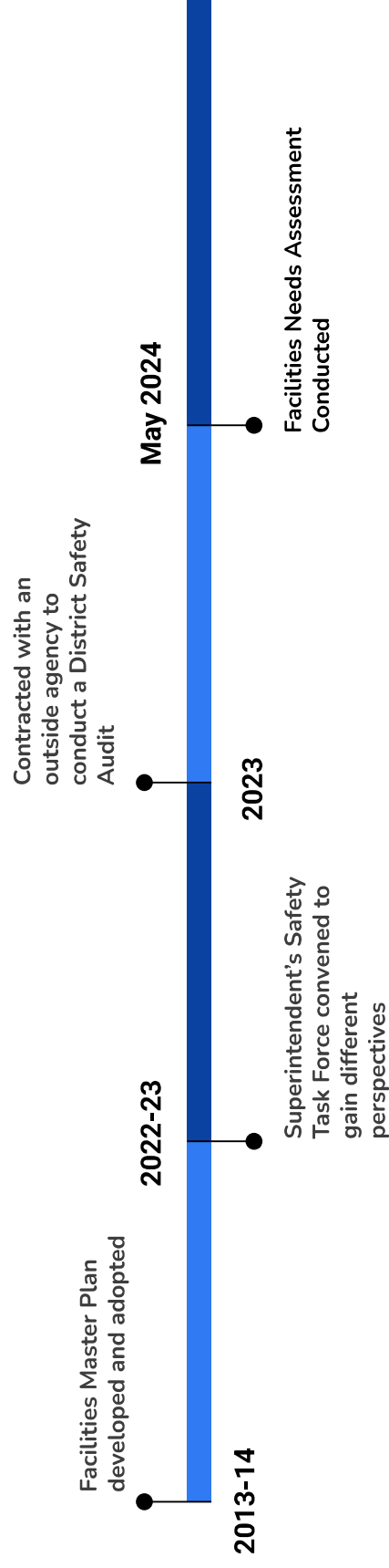
# How Safety Impacts Learning



- Neuroception refers to the brain's continuous scanning for safety cues in people and environments.
- When the brain perceives safety, social engagement increases.
- When it perceives danger, self-protection takes priority, leading to fight-or-flight responses.
- Thus, the brain's perception of safety impacts learning.

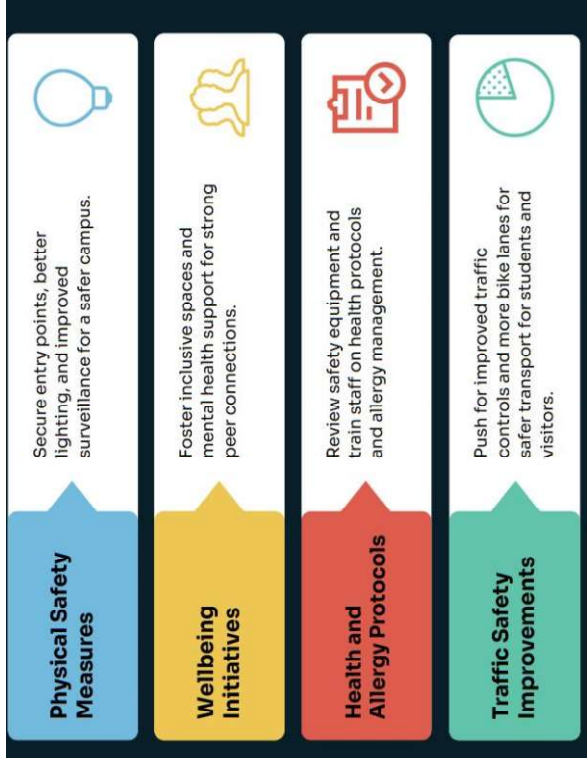
*Empowering Potential, Building Community, Inspiring Excellence*

# AUSD Safety And Facilities Audits Timeline



*Empowering Potential, Building Community, Inspiring Excellence*

# Status From 2023 Safety Audit



Empowering Potential, Building Community, Inspiring Excellence

Status	
<ul style="list-style-type: none"> <li>AMS to revise entrance way for greater access control</li> <li>Exterior lighting at all campuses functioning and fitted with LED</li> <li>Camera upgrade at AHS and AMS moving forward</li> <li>Privacy screens installed at AMS and Marin</li> <li>Gate lock schedule instituted at AMS</li> <li>Need Buzzer at Marin</li> </ul>	
<ul style="list-style-type: none"> <li>All campuses have gender neutral restrooms</li> <li>At AMS, gender neutral locker room was created, No gender neutral restroom upstairs</li> <li>S3 at AHS and AMS, need those type of spaces at other schools</li> <li>Risk and Suicide assessment protocols standardized</li> </ul>	
<ul style="list-style-type: none"> <li>AEDs at all sites</li> <li>Staff trained at NARCAN on all sites</li> <li>Standardized Nut protocols at each site</li> </ul>	
<p>This is an area of focus moving forward</p> <p>Director of M&amp;O sits on the Albany Active Transportation Plan Technical Advisory Committee</p>	

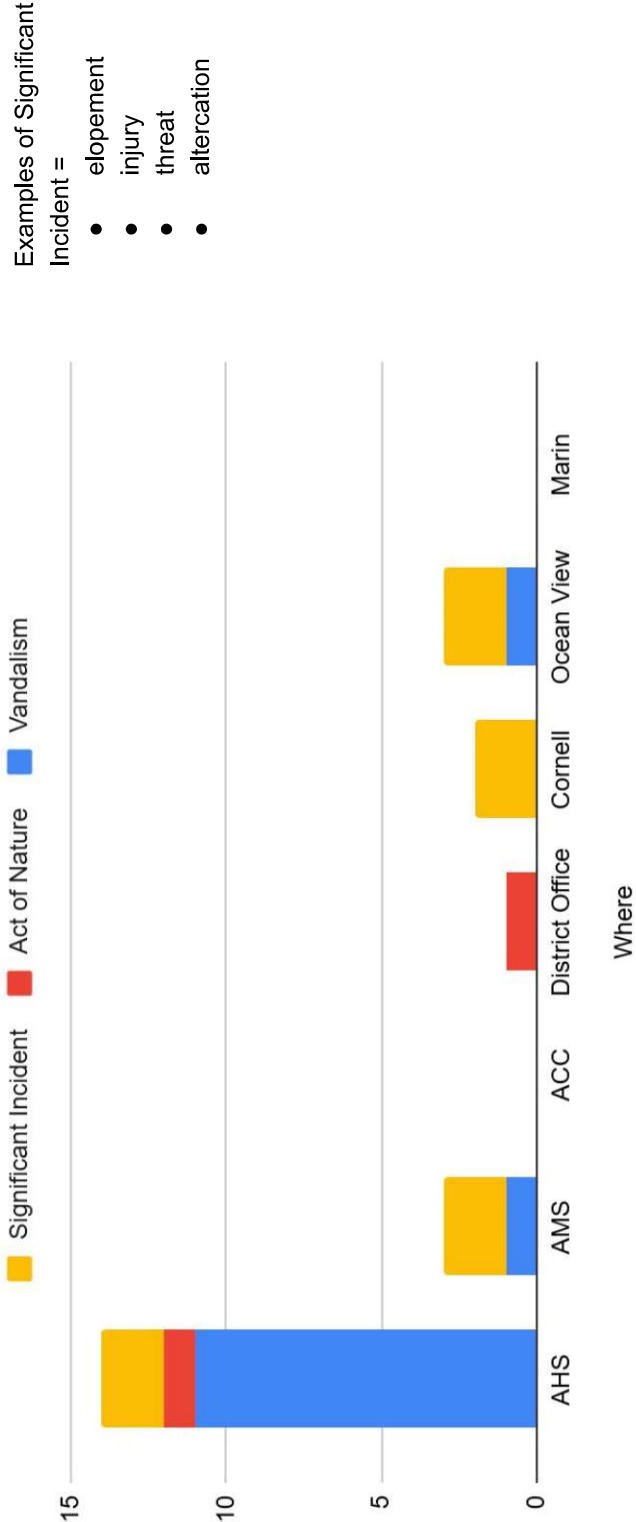
## AUSD Facilities Report for Bond May 2024

Priorities	Status
Accessibility	Cornell restroom on Board agenda for discussion and action March 11, 2025 All concrete lifting in and around Cornell eliminated
Security Cameras	On Board agenda for discussion and action March 11, 2025
HVAC Replacement	Replacing failed units with electric heat pumps; Comprehensive plan needed
Technology	Creating a Technology Planning Committee
Electrification	Gas water heaters replaced with electric heat pump water heaters (at no cost to District); Gas kitchen equipment being replaced with electric Note: Solar conversion-Two year feasibility study resulted in Board rejecting the plan. Currently all electricity purchased by the District comes from renewable sources.
Modernization	Classroom interior painting ongoing; Exterior paint at Aquatic Center; New bottle filler and fountain at Cornell; New bottle fillers and fountain at AMS and Annex in process; Roofing replacement and resurfacing at AHS, AMS, and Cornell; AHS and AMS gym floor renovations;
New Construction	Bond passed November 2024



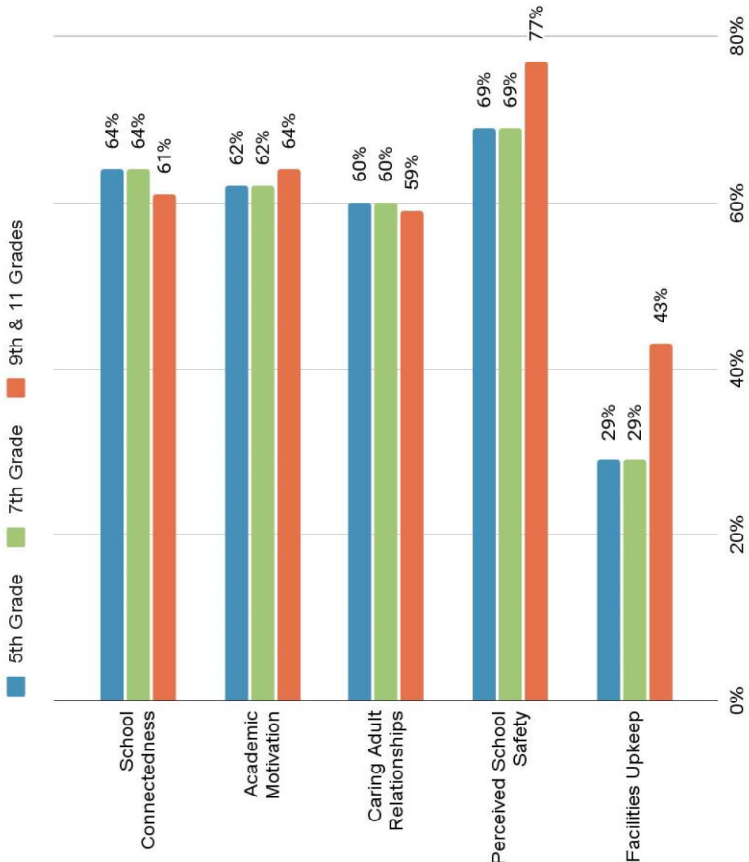
# School Safety Snapshot May 2024–November 2024

Vandalism, Act of Nature and Significant Incident



# California Healthy Kids Survey (CHKS)

School Climate Report Card Spring 2024  
% Responding “agree” or “mostly agree”



School Connectedness	I feel close to people at/from this school I am happy with/to be at this school I feel like I am part of this school The teachers at this school treat students fairly
Academic Motivation	I try hard to make sure that I am good at my schoolwork I try hard on my schoolwork because I am interested in it I work hard on homework & to try to understand new things I am always trying to do better in my schoolwork
Caring Adult Relationships	There is a teacher or some other adult from my school who really cares about me; notices when I'm not there; and listens to me when I have something to say
Perceived School Safety	I feel safe when I am at school
Facilities Upkeep	My school is usually clean and tidy

## Recommendations For Fostering A Safe & Inclusive School Environment

- Physical Safety
  - Limit unauthorized access by securing all entry points.
  - Install and maintain security cameras in key areas.
  - Implement visitor management systems with check-in protocols.
  - Increase supervision in high-traffic areas (hallways, playgrounds, parking lots).
  - Conduct regular safety drills (fire, lockdown, earthquake).
  - Improve lighting around campus to enhance visibility.
  - Ensure emergency exits are clearly marked and accessible.

***Please note: Per Assembly Bill 1858 all drills must be trauma informed and can not be high-intensity in nature***

*Empowering Potential, Building Community, Inspiring Excellence*

## Recommendations For Fostering A Safe & Inclusive School Environment

- Emotional Safety
  - Foster inclusive school cultures that celebrate diversity and belonging.
  - Implement peer mentorship and buddy systems to support new or struggling students.
  - Provide staff with training in trauma-informed and restorative practices.
  - Increase access to school counselors, mental health professionals, and social-emotional learning (SEL) programs.
  - Encourage student-led initiatives that promote kindness, inclusion, and conflict resolution.
  - Strengthen anti-bullying policies and intervention strategies.
  - Provide guidance for families on safe internet practices at home.

*Empowering Potential, Building Community, Inspiring Excellence*

## Recommendations For Fostering A Safe & Inclusive School Environment

- Emergency Preparedness
  - Develop clear crisis response protocols and ensure all staff are trained.
  - Partner with local law enforcement and emergency services for coordinated safety efforts.
  - Equip classrooms with emergency supplies (first aid kits, emergency communication tools).
  - Conduct routine safety audits to identify and address potential risks.
  - Implement digital alert systems for immediate communication in emergencies.

## Recommendations For Fostering A Safe & Inclusive School Environment

- Cyber Safety
  - Educate students on responsible digital citizenship and online safety.
  - Implement strong cybersecurity measures to protect student and staff data.
  - Monitor and address online bullying or threats.

# Excerpts: AUSD's Measure L Fact Sheet

## FACILITIES ASSESSMENT

In 2024 a comprehensive Facilities Needs Assessment identified over \$144 million of repair and modernization needs. A community survey identified these as the highest priority needs from the Assessment.

Albany High School:

- HVAC and Electrification
- Modernization including classrooms, roofing, restrooms, and locker room
- Renovated/New Fine Arts / MPR Building

Albany Middle School:

- Modernization of kitchen/serving area/lunch shelter and restrooms

• HVAC and Electrification

Cornell Elementary School:

- Modernization of Kindergarten playground, restrooms, classrooms, and offices
- New Classroom and Administration buildings, replacing portables

- (Note that an HVAC system has now been installed at Cornell.)

Other projects include limited modernization of remaining older classrooms at Marin Elementary, the gym/multipurpose room at Ocean View Elementary (a holdover from when it was originally built as a middle school), repairs at the Albany Aquatic Center, and much-needed structural work at Albany Children's Center.



## PROP 2-STATEWIDE SCHOOL BOND MEASURE

AUSD strongly supports the passage of Proposition 2, a statewide school bond measure designed to help schools throughout the state modernize aging infrastructure and other needs. It is critically important since there has been no new state bond funding since 2016. If Prop 2 passes and Measure L passes, AUSD would be poised to apply for matching funds. In most circumstances, districts must raise local funds to qualify to receive matching state funds.

# A New Facilities Master Plan

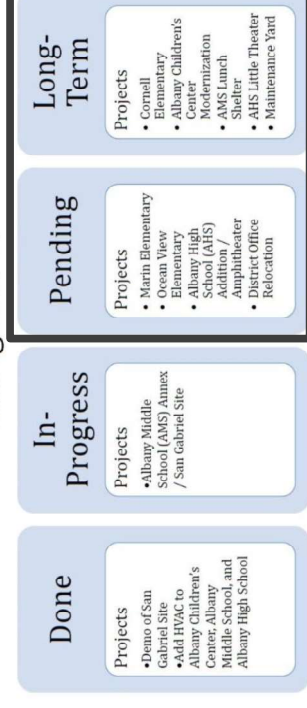
## Facilities Master Plan (FMP) Overview

- An FMP helps school boards and communities make informed decisions about school facilities.
- It is a working document, formally adopted by the board after a public hearing, requiring ongoing updates.

### Purpose & Benefits

1. Facility Assessment – Evaluates the condition and capacity of school buildings to guide construction and bond measures.
2. Educational Alignment – Ensures facilities support programs like visual/performing arts and project-based learning.
3. Long-Term Planning – Establishes a system for maintaining safety and funding school facilities.
4. Community Collaboration – Coordinates with local agencies (cities, counties, parks) for shared planning.
5. Policy Integration – Collects guidelines on enrollment, site size, transportation, and community use.

## July 31, 2017 Facilities Master Plan Realignment





## Next Steps

- Citizen's Bond Oversight Committee (CBOC) — March
- Facilities Master Planning Committee application
- Technology Master Planning Committee application
- Plan Active Shooter training that is trauma informed and not high intensity
- Convening Facilities Master Planning Team — April
- Convening Technology Master Planning Team — April
- Board report of Technology Safety (Internet, Phones, etc.) — May

**Thank you!**



*Empowering Potential, Building Community, Inspiring Excellence*

---

# Appendix

*Empowering Potential, Building Community, Inspiring Excellence*



### **Facilities**

- Purchased door gadgets to allow for the quick closing/locking of classroom doors for all elementary schools
- Middle school gate replaced with one with a panic bar so it can remain closed & locked, and locking schedule developed for all gates
- Cornell gates and main door now locked with doorbell added
- Ocean View's and Marin's new campuses are closed off
- Added gender neutral locker room at AMS

### **Traffic Mitigation**

- Rainbow Crosswalks added at Cornell

### **Personnel- Related**

- Active Threat Training (2 part) provided to all staff
- Increased Campus Supervisors: AMS 1 to 2, AHS 1 to 3, added Campus Supervisor at OV
- Automated External Defibrillator (AED) locations and conditions being updated
- Attained Narcan & then training provided to all staff
- Restorative practices training provided at the elementary level

### **Communication**

- Updated ability to text staff through Parent Square during emergencies
- Updated ability text parents/guardians through Parent Square during emergencies
- Collaborating with the city around traffic safety

- **Regularly revisit our areas of growth- continuous cycle of improvement**
- Upgrade security cameras, prioritizing AMS
- Researching adding additional gender neutral bathrooms on AMS and AHS campuses
- Creating a Nut Allergy Board Policy and Administrative Regulation
- Plans to add double bike lane at AMS (city collaboration)
- Plans to add rainbow crosswalk at Brighton and San Gabriel (city collaboration)
- Advocating & collaborating with the city for speed humps on Key Route in front of AHS



## 2024 Facilities Needs Assessment

### ALBANY HIGH SCHOOL

---

#### High Priority Needs:

- Security
- HVAC
- Technology
- Electrification
- Modernization
- New Construction

Estimated cost to address  
High Priority needs:

**\$62,530,000**



## 2024 Facilities Needs Assessment

# ALBANY MIDDLE SCHOOL

### High Priority Needs:

- Accessibility
- Security
- HVAC
- Technology
- Electrification
- Modernization

Estimated cost to address  
High Priority needs:  
**\$8,060,000**





## 2024 Facilities Needs Assessment

# CORNELL ELEMENTARY SCHOOL

### High Priority Needs:

- Accessibility
- Security
- Technology
- Modernization
- New Construction

Estimated cost to address  
High Priority needs:  
**\$40,570,000**



## 2024 Facilities Needs Assessment

# MARIN ELEMENTARY SCHOOL

---

### High Priority Needs:

- Security
- Modernization

Estimated cost to address  
High Priority needs:  
**\$560,000**



## 2024 Facilities Needs Assessment

# OCEAN VIEW ELEMENTARY SCHOOL

### High Priority Needs:

- Security
- Modernization
- New Construction

Estimated cost to address  
High Priority needs:  
**\$14,710,000**





## ALBANY CHILDREN'S CENTER

### High Priority Needs:

- Accessibility
- Security
- HVAC
- Technology
- Electrification
- Modernization
- New Construction

Estimated cost to address  
High Priority needs:  
**\$17,410,000**



## 2024 Facilities Needs Assessment

# ALBANY AQUATIC CENTER

### High Priority Needs:

- Security
- Modernization

Estimated cost to address  
High Priority needs:  
**\$450,000**

