

Tecumseh Public Schools

Community Meeting Priorities Results

OVERVIEW OF PROCESS

At the Tecumseh Public Schools Community Meeting on November 3, 2025, attendees discussed the five main priorities from the Family and Employee Safety Survey.

Groups reviewed short-term, long-term, and funding needs. A full spreadsheet of the small group ranked priorities is available on the TPS website.

Below are the top three priorities in each category and budget allocation is listed for each of the three priorities.

SHORT TERM PRIORITIES (Top 3)

1. Partnering with Local Law Enforcement

- **Consensus:** 7 groups ranked this #1 (68% participation)
- **Why it's critical:** This received the most #1 votes and is FREE (as groups noted)
- **Budget allocation:** Minimal to none - primarily requires coordination and relationship building

2. Reinforce Safety Protocols in Place

- **Consensus:** Strong support with 3 groups at #1, distributed voting (68% participation)
- **Why it's critical:** Maximizes existing investments and ensures current measures are effective
- **Budget allocation:** Low - mainly training refreshers and communication materials

3. Limit Entry Points at School Sites

- **Consensus:** 6 groups ranked this #3 (68% participation)
- **Why it's critical:** Immediate physical security improvement, addresses TMS concerns about multiple entry points
- **Budget allocation:** Low to moderate - may require door hardware, signage, and minor modifications

Note: "Reinforce visitor check-in procedures" was very close (67% participation, 2 groups at #1)

LONG TERM PRIORITIES (Top 3)

1. School Resource Officers (SROs)

- **Consensus:** 5 groups ranked this #1 (71% participation)
- **Why it's critical:** Highest #1 ranking, addresses multiple concerns (events, training, visible presence)
- **Budget allocation: HIGHEST** - Requires ongoing salary/benefits. Groups suggested: ½ cent sales tax, city cost-sharing, or cutting staff positions to fund

2. Increase Mental Health Supports

- **Consensus:** 7 groups ranked this #2 (67% participation)
- **Why it's critical:** Preventative approach, strong consistent ranking
- **Budget allocation: HIGH** - Requires licensed professionals. Groups suggested: grants, OBO student interns, continuing Avedis/Project Respect partnerships

3. Increase Training for Staff

- **Consensus:** Tied with Mental Health for #2 votes, slightly higher participation (72%)
- **Why it's critical:** Enhances all other security measures, empowers existing staff
- **Budget allocation: MODERATE** - One-time and recurring costs for hands-on scenario-based training, ALICE renewal

Note: Metal detectors (74% participation) and grants (69% participation) had strong support but mixed rankings

BUDGET ALLOCATION STRATEGY

Short Term (Immediate - Year 1)

- Low cost, high impact approach
- Law enforcement partnerships: \$0 (FREE - as groups noted)
- Protocol reinforcement: Minimal (can use existing PD days)
- Entry point modifications: To be determined (hardware, signage, locks)

Long Term Funding Needs

Priority 1 - School Resource Officers (2 positions)

- Annual cost: \$100,000 (\$50,000 × 2)
- Funding recommendation: ½ cent sales tax (sustainable, recurring revenue)
- This provides the stable, long-term funding needed for ongoing salaries

Priority 2 - Mental Health Supports (1+ position)

- Annual cost: \$65,000-75,000 per counselor
- Funding recommendation: Combination approach
 - Grants for initial launch/pilot programs
 - Bond or general fund for permanent positions once grants expire
 - Consider OBO student intern partnerships to supplement

Priority 3 - Staff Training

- Annual cost: Variable (depends on # of employees, substitute needs)
- Funding recommendation:
 - Utilize existing PD days when possible (minimal cost)
 - Grants for specialized training programs (ALICE, scenario-based)
 - Small portion of bond for ongoing training budget

Recommended Funding Strategy

Sustainable Funding Sources:

1. ½ cent sales tax → Dedicated to SRO positions (ongoing, predictable)
2. Bond issue → Capital improvements (entry points, metal detectors at THS/TMS, technology/cameras)

Supplemental/Short-term Funding:

1. Grants → Training programs, mental health pilots, equipment (pursue aggressively but don't rely on for permanent positions)
2. Partnerships → Tribal, city cost-sharing on one SRO, community volunteers for events

This approach addresses the community's concern about sustainability while ensuring the most critical ongoing costs (SROs, mental health) have dedicated, reliable funding streams.

Recommended Funding Approach:

1. **Immediate:** Pursue grants for safety resources (69% support)
2. **Near-term:** Run bond for permanent infrastructure (metal detectors at THS/TMS)
3. **Ongoing:** Establish dedicated funding stream (sales tax) for SRO positions
4. **Partnerships:** Leverage tribal, city cost-sharing, and community volunteers

NEXT STEPS

District leaders will assess the results of the priorities and make a decision, utilizing them as a guide for moving forward and implementation.

It is also important to note that just because a safety solution is not mentioned in the results below, doesn't mean that it will not be considered.