

# SAFETY SUMMIT PRESENTATION

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TOWN, PUBLIC SAFETY, AND SCHOOLS

MAY 23, 2018

## OVERVIEW OF THIS EVENING

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- School Safety
  - Highlights
  - State Requirements
  - School Security
  - School Resource Officer
  - Social Emotional Learning
  - Training
  - Looking Ahead
- Facilities Review
  - Town and School Building Security Study
- ALICE Overview
- Reading Police and Fire Active Shooter Training

## SCHOOL SAFETY HIGHLIGHTS

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- Strong collaboration with police, fire, town, RCASA
  - Belong to STARS/NEMLEC Regional Emergency System
  - MOU in place with police, District Attorney's Office
  - Monthly Community Based Justice meetings with Police, Schools, District Attorney's Office
  - School Administration and School Committee on RCASA Board
- Safety plans in place
  - Will be reviewed again this summer
- Schools participate in 6 drills per year (2 ALICE, 4 Evacuation, 1 Shelter in Place)
  - High School also may have canine search
  - Every few years we have conducted a multi-school evacuation drill

## STATE REQUIREMENTS

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- Multi-hazard evacuation plan which is reviewed each year by fire, police, and school officials
- Planning and proposed actions need to be thoroughly examined, code compliant, and continuously evaluated and communicated
- Best response is effective planning

## STATE REQUIREMENTS FIRE EVACUATION DRILLS

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- Must be conducted on a regular basis (At least four times/year and within the first three days of school)
- Should include expected and unexpected times and varying conditions to simulate conditions possibly encountered in an actual emergency
- Drills should be scheduled in advance, but notification of a drill should be limited to those personnel necessary for the successful conduct of the drill
- Questions that Staff Should be prepared to answer during drills
  - Do we leave? Or do we stay and shelter in place?
  - If we cannot escape through the primary means, what is the alternate means?
  - Are windows and other escape routes available?
  - What methods can be used to notify officials if the primary egress is blocked?

## STATE REQUIREMENTS MULTI-HAZARD EVACUATION PLAN

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- Shall encompass, but is not limited to fires, hurricanes and other hazardous storms or disasters in which serious bodily injury may occur, shootings, and other terrorists activities, and bomb threats.
- Lockdown Drills fall under this category
- There is no state requirement on the frequency of these types of drills. It may be substituted for one fire drill
- Reading Public Schools Requirement
  - 2 Lockdown Drills/Per Year
  - 1 Shelter in Place Drill/Year
- We have also conducted multi-school evacuation drills and canine searches over the past few years

## SCHOOL SECURITY

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- All schools have visitor entrance procedures in place when school is in session
  - Elementary schools have procedures in place from 7:00 a.m.-6:00 p.m. due to Extended Day programs
- All Exterior Doors are locked during the school day in all schools
- Each school has security alarm and cameras in place
- Modular classrooms have extra security measures

## FACILITIES REVIEW

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- In 2016, Facilities Department did an extensive environmental review of our exterior buildings
- Areas were addressed as a result of study
- Facilities Department has been working closely with schools to address physical plant issues and procedures
  - Door repairs
  - Key policy and procedures
  - Cameras and security alarms

## TOWN AND SCHOOL BUILDING SECURITY STUDY

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- Funded by Town Meeting, completed and Summary level reviewed with elected boards in Executive Session - Fall 2017
- Phase I – renovate Police Station Dispatch Center
  - Funded by Town Meeting – work expected through spring 2019
- Phase II and beyond
  - \$4 million capital – approved by Town Meeting spring 2018, but dates not yet scheduled
  - \$3 million may be part of state Bond Bill – summer 2018
- Summer 2018 – further staff planning on next steps, review of safety plans

## ROLE OF SCHOOL RESOURCE OFFICER

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- The School Resource Officer or SRO is responsible for all the calls for service at the Reading Schools and Austin Prep. The SRO serves as a law enforcement officer, role model, teacher, and acts as an advocate for students, families, faculty and staff. When called for assistance in the schools, the SRO works closely with school administrators to determine the best course of action. The ultimate goal of an SRO program in Reading is to maintain and improve the safety of the learning environment in the schools through the reduction and prevention of school violence and drug abuse.

## THE SCHOOL RESOURCE OFFICER IS ALSO

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- An ALICE Instructor responsible training faculty and students on ALICE protocols and assisting schools with ALICE drills.
- A member of the NEMLEC STARS (School Threat and Response System)
- A certified Youth Mental Health First Aid Instructor
- A member of the Middlesex Partnership for Youth
- Participates in the Middlesex DA's Office in Community Based Justice Program.

## SOCIAL EMOTIONAL LEARNING

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- Has been a district goal for the past three years
- Each level has social and emotional practices they have been using
  - Elementary: Open Circle, Positive Behavioral Intervention and Supports
  - Middle: *Facing History and Ourselves*, Advisory lessons, Challenge Day, A World of Difference
  - High School: Guidance Curriculum specific to grade
- Each school has at least one school psychologist available
- District has three social workers available
- District has access to mobile crisis unit services

## DATA COLLECTION

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- Youth Risk Behavior Survey
- PRIDE Survey
- Attendance
- Office Discipline Referrals
- Teacher observations
- SBIRT (Grades 9 and 11)
- Chemical Health Policy Violations
- Police Information (School Resource Officer)

## TRAINING

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- 90% of Staff Trained in Youth Mental Health First Aid
  - Prerequisite training for all new teachers
- 30 Teachers have completed Lesley Coursework on Trauma Sensitive Practices
- Several staff have attended and/or presented at workshops on social emotional learning topics
- Superintendent is member of Safe and Supportive Schools Commission enacted by State Legislature
- Police, Fire, and Schools have participated in joint training sessions conducted by NEMLEC and State
- M.A.S.S. has focused professional development activities on this topic

## LOOKING AHEAD

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- Town and School Building Security Study Implementation
  - Completed in Fall, 2017
- Review of Safety Plans in Summer
- Additional staff safety training

## QUESTIONS

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Safety Summit

May 23, 2018

# ALICE OVERVIEW

Safety Summit

May 24, 2018

## HISTORY OF ALICE IN READING

Task	Timeline
Superintendent and Police Attend ALICE Train the Trainers Training	February, 2013
Met with Internal Stakeholders (School Committee, RTA, Safety Committee, District Leadership Team)	March, April, 2013
Police Training	April, 2013
Staff Presentations	April-June, 2013
District Safety Committee Develops Protocols	Summer, 2013
Parent Workshops	October 3, 2013
Student and Staff Training	2013-14 School Year
Ongoing Training (2 ALICE Drills/Year) and New Teacher Training	Annually

## BEST PRACTICES THAT WE DO IN OUR SCHOOLS

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- Safety Plans and Procedures
- Meet with Public Safety At Least Once/Year to Plan
- School Resource Officers
- Lock Exterior Doors Prior to School Beginning
- All visitors enter through front door and must check in to main office
- Communication Options
- Mass Notification System
- Drills
- Wear Badge

## WHY IS CITIZEN PREPARATION NECESSARY?

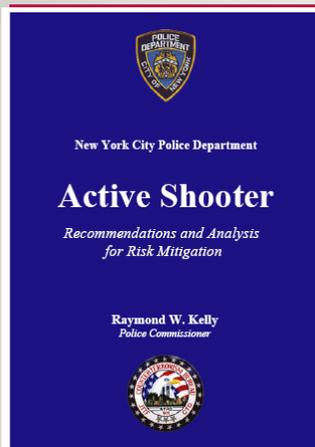
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- 25 years of Mass Shooting events have yielded a national average for the response time of Law Enforcement to an Active Killer scene.
- How long:
  - 5 to 6 minutes

## YOU HAVE THREE NATURAL RESPONSES

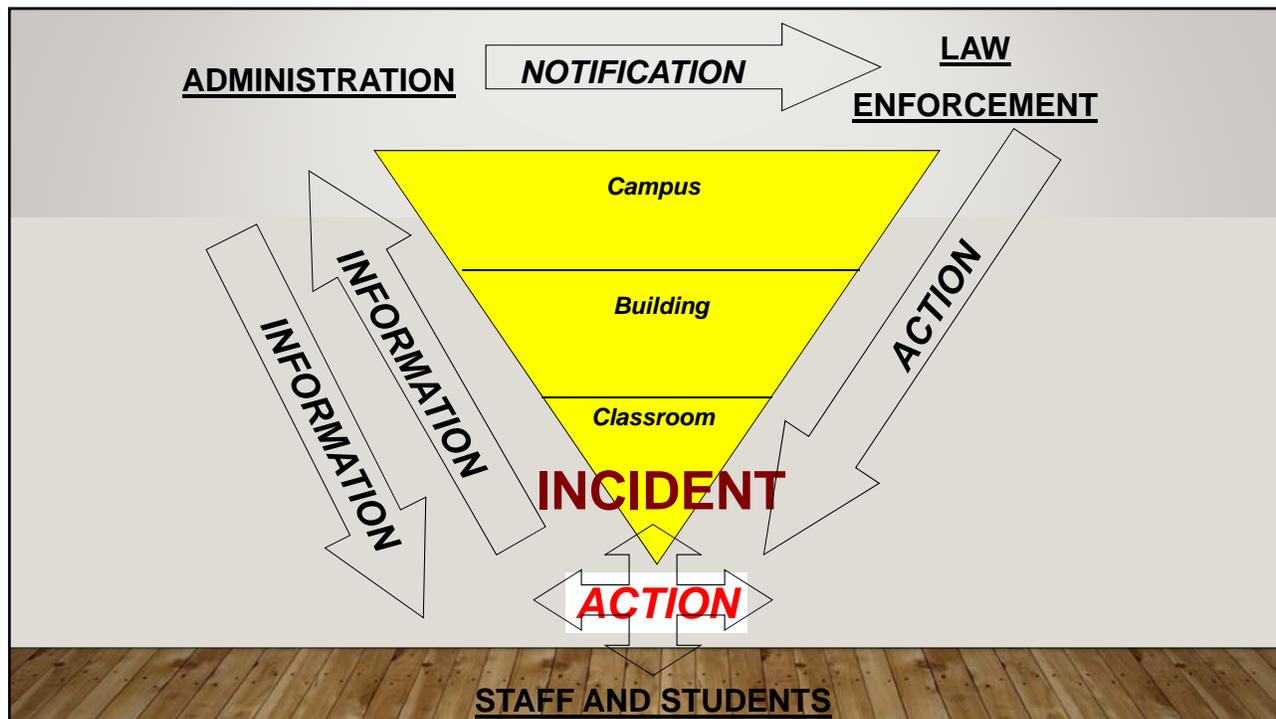
- **Fight:** Counter Strategies
- **Flight:** Evacuate
- **Freeze:** Lockdown (Secure-in-Place)

## NYPD RECOMMENDATIONS



### Training:

- Train building occupants on response options outlined by the Department of Homeland Security in "Active Shooter: How to Respond" when an active shooter is in the vicinity.<sup>8</sup>
  - Evacuate: Building occupants should evacuate the facility if safe to do so; evacuees should leave behind their belongings, visualize their entire escape route before beginning to move, and avoid using elevators or escalators.
  - Hide: If evacuating the facility is not possible, building occupants should hide in a secure area (preferably a designated shelter location), lock the door, blockade the door with heavy furniture, cover all windows, turn off all lights, silence any electronic devices, lie on the floor, and remain silent.
  - Take Action: If neither evacuating the facility nor seeking shelter is possible, building occupants should attempt to disrupt and/or incapacitate the active shooter by throwing objects, using aggressive force, and yelling.



## ALICE ADVANTAGES

1. Integrates technology with common sense human ACTION.
2. Improves communication with Law Enforcement.
3. Provides options when information is available.
4. Provides a plan of action to increase chances of survival, increase confidence, and reduce fear.
5. Vastly Diminishes odds of bad guy's success due to increased skill level required.

## WHAT IS “ALICE”?

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ALICE is an acronym for 5 steps you can utilize in order to increase your chances of surviving a surprise attack by an Active intruder.

1. Alert
2. Lockdown
3. Inform
4. Counter
5. Evacuate

**ALiCE is NOT a linear, progressive response.**

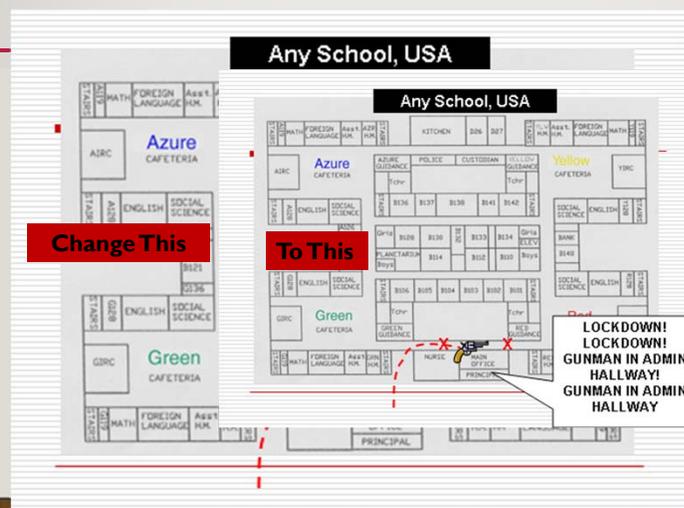
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**ALICE is not a complete procedure, it is a set of general recommendations that has to be fit to each building and grade level.**

## A-ALERT

- Can be anything that alerts you to a possible Active Intruder.
- Plain language, No Codes
- Information should flow in all directions
- Use all available means to communicate ALERT

**ALERT needs to be of benefit to all...  
Provide info, don't issue commands.**



## L-LOCKDOWN A GOOD STARTING POINT

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- Semi-secure starting point
- Decision made to either secure the room or evacuate.
- Lock the door
- Cover any windows in the door if possible
- Barricade and/or Tie down the door

## SOME EXAMPLES OF BARRICADES



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## I-INFORM

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Use any means necessary to pass on real time information. The information:

- Should be given in plain language
- Can be derived from 911 calls, video surveillance, etc.
- Should be a who, what, where, when and how information
- May need to use email, text, or phone messages
  - As real-time information as possible will be provided by all means possible.
  - Use this information to make single or collective decisions as to the best option for survival.
- Be flexible because the situation will be dynamic and fluid

## INFORM (CONTINUED)

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- Can be used by people in the area or who may come into it to make common sense decisions
- Can be given by “Flash Alerts”, PA Announcements or Police Radio speakers
- Connect Ed System Will be Used

## C-COUNTER

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**This is only to be used when confronted by the intruder.**

- This is the use of simple, proactive techniques should you be confronted by the Active intruder. Remember:
- Anything can be a weapon
- Throw things at the intruders head to disrupt their aim
- Create as much noise as possible
- Attack in a group (swarm)

## E-EVACUATE

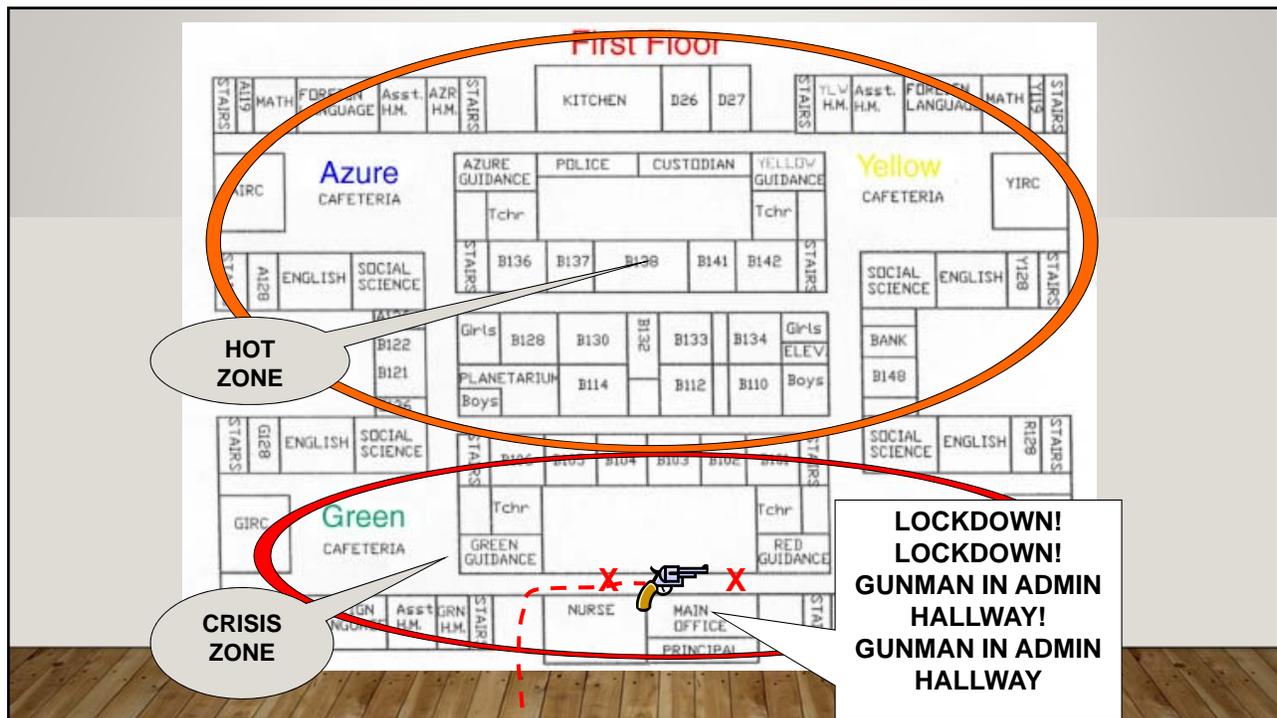
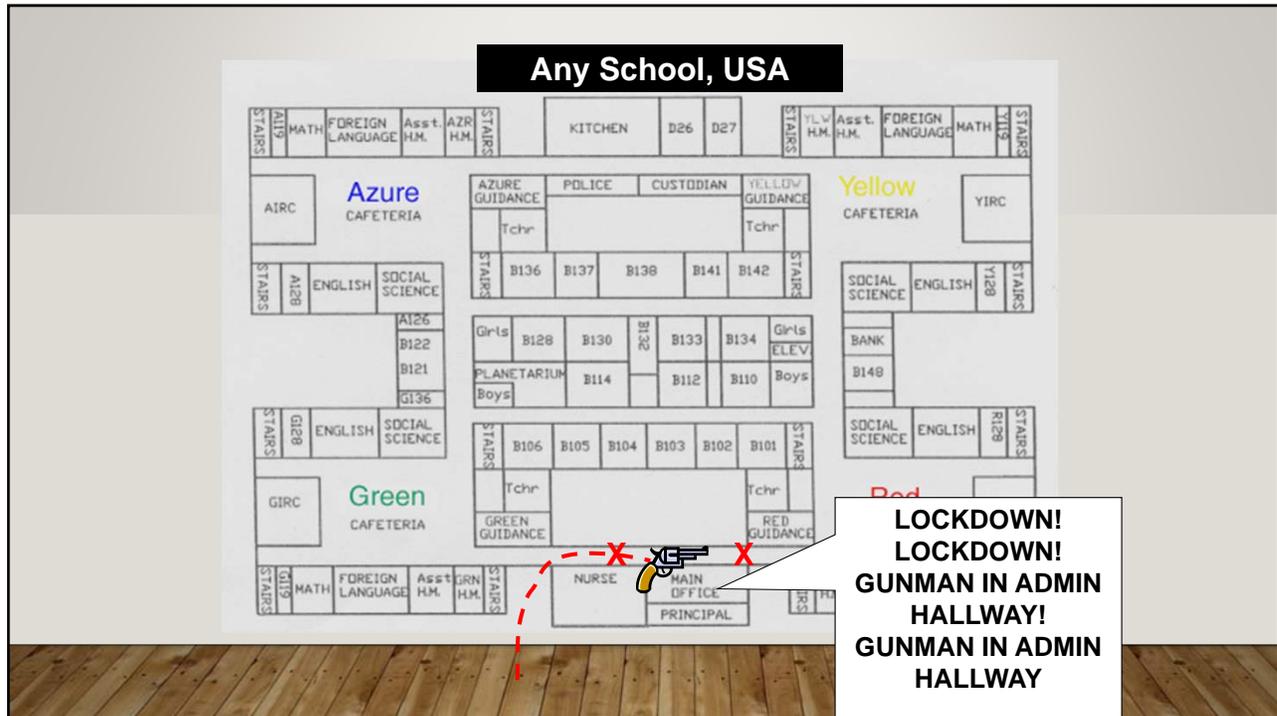
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Is this the best option? In most cases...Yes!

Only 2% of the violent intruders have been by more than one person

Remove yourself from the danger zone as quickly as possible.

- Decide if you can safely evacuate
- If the intruder is inside, you get outside!
- Run in a zigzag pattern as fast as you can
- Do not stop running until you are far away from the area
- Bring something to throw with you in case you would encounter the Active intruder



## REMEMBER

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- “ALICE” does not follow a set of actions you “shall, must, will” do when confronted with an Active intruder.
- You may use only 1 or 2 parts of the plan or all 5 parts.
- Deal with known information and don’t worry about unknowns.

## KEYS TO SUCCESS

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- Out Of Sight, Out Of Mind
- Communication
  - Phone Chain, Email and Cell Phone
- Be Confident and Reassure Students
- Attempt to Keep Students off Cell Phones
- Use Common Sense
- No Code Name for “Lock Down”
- Drills, with and without students
  - 0 Students Killed in fires between 1990-2006 (U.S.)

## ALICE TRAINING

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- 2 Times Per Year
- Developmentally Appropriate
- K-5 use social stories to discuss the training
- Training Drill involves SRO and possibly Fire Department

## ALICE TRAINING VIDEO FOR ELEMENTARY STUDENTS

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## MIDDLE SCHOOL TRAINING VIDEO

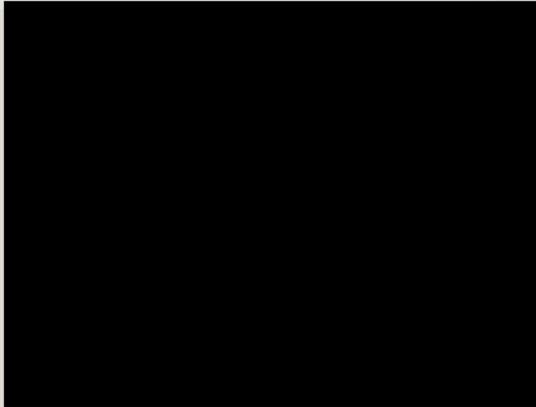
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Active Shooter Response Training with  
A.L.I.C.E.



## ALICE TRAINING VIDEO WALTHAM PUBLIC SCHOOLS

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## VIDEOS

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### Wilmington Public Schools

- <https://docs.google.com/file/d/0B2RysslKeN7Tb0NTdVV3eTNna0k/edit?usp=sharing>

Alice (Middle School Version)

- <http://www.youtube.com/watch?v=k6ksnSzy6M>

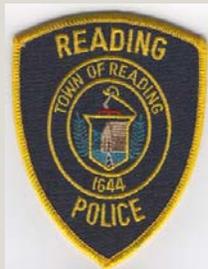
Auburn University Video

- <http://www.youtube.com/watch?v=5lvbpCbZpnM>

## QUESTIONS

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## READING POLICE AND FIRE ACTIVE SHOOTER JOINT TRAINING



## JOINT TRAINING POLICE MISSION

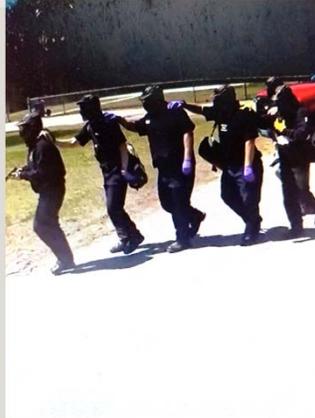
To train & prepare Reading Police Officers in best practices when there is an active shooter situation within the Town of Reading.

### Goals

- End the active shooting as soon as possible.
- Save as many lives as possible by evacuating casualties to medical care and escorting medical personnel into begin treatment on patients.

## POLICE ESCORT THREE FIRE FIGHTERS INTO THE SCENE TO BEGIN CASUALTY CARE

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## JOINT TRAINING FIRE MISSION

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To train & prepare Reading Fire Fighters in best practices when there is an active shooter situation within the Town of Reading.

### Goals

- To provide Tactical Emergency Medical Care to casualties.
- To prepare ambulatory services and coordinate with hospitals.

# HOW WE PREPARE

JOINT TRAINING TEAM:

CAPTAIN RICK NELSON -FD

LIEUTENANT GARRETT ANTANAVICA- FD

LIEUTENANT CHRISTINE AMENDOLA- PD

SERGEANT PATRICK SILVA- PD

SERGEANT JUSTIN MARTEL- PD

OFFICER IAN NELSON- PD

ARMORER PATRICK DAWLEY- PD

SUPERVISORS FROM THE POLICE AND FIRE TRAIN TOGETHER ON BEST PRACTICES TO HANDLE EMERGENCY SITUATIONS IN TOWN.



## HOW WE PREPARE

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- We begin to prepare for each yearly training event by having monthly/bi-monthly meetings.
- Each year we study recent trends of real life active shootings to decide what our main training priorities will be.
- We choose different types of locations to train at. In the past we have trained at schools, Camp Curtis, and office buildings.

## POLICE TRAIN ON SKILLS FOR A CLOSE QUARTER BATTLE SCENARIO

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## TRAINING DAY

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- We conduct 2-3 large scale training exercises of an active shooter scenario with both Police and Fire Departments.
- This year's training will be conducted at the Killam Elementary School.
- We will focus on police contact movements, police and fire rescue task forces, the school's reunification process.

## TRAINING DAY

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- This years training will involve live actors playing the role of students, victims, and suspects.
- The school department will also be involved and will be given the opportunity to practice their student/parent reunification process.
- After each training scenario we conduct an after action review of the situation to learn what went well and what we could improve upon.

# QUESTIONS

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