



# **School Safety and Security**

*School Committee Forum  
October 3, 2022*

# Agenda

Creating a Culture of Belonging

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Emergency Operation Planning

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Physical Plant Security

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Practice and Professional Development

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Partnerships

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Questions and Answers

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# Creating a Culture of Belonging

*There is no single activity that allows us to build a culture of belonging...*



*It happens every day, a thousand times a day.*



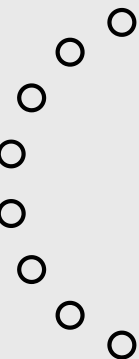
Activities



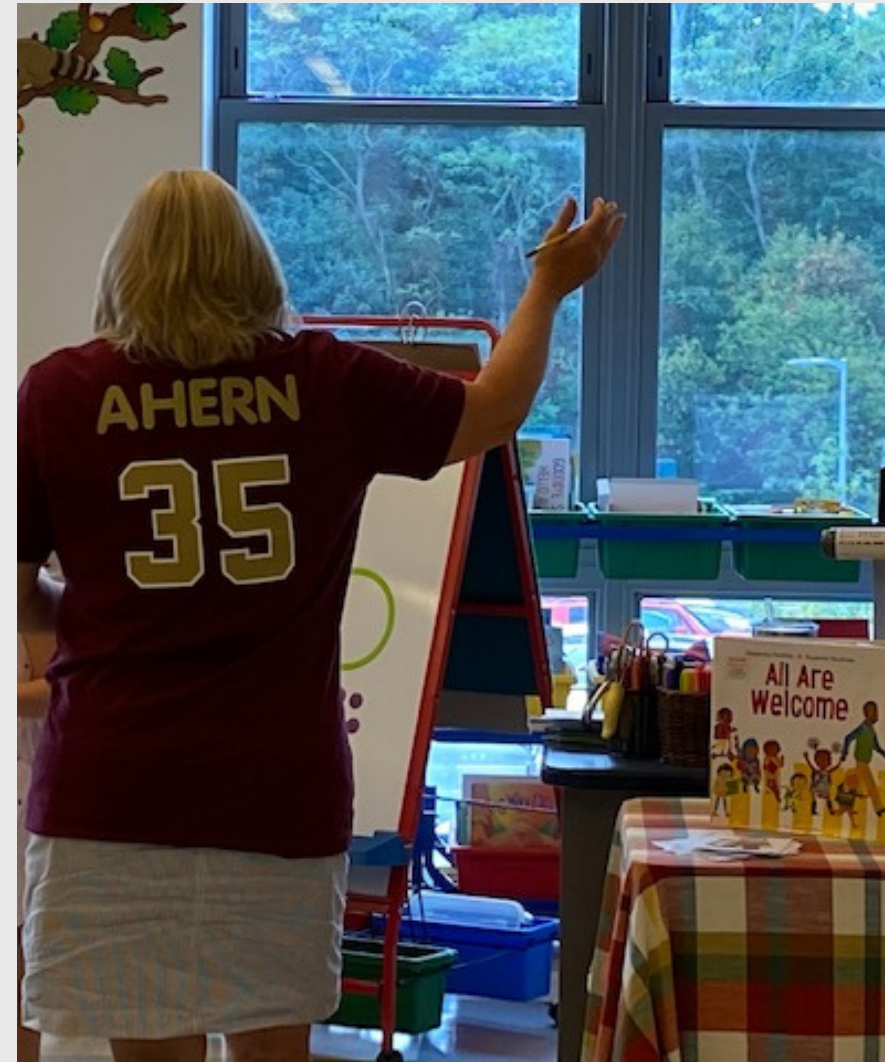
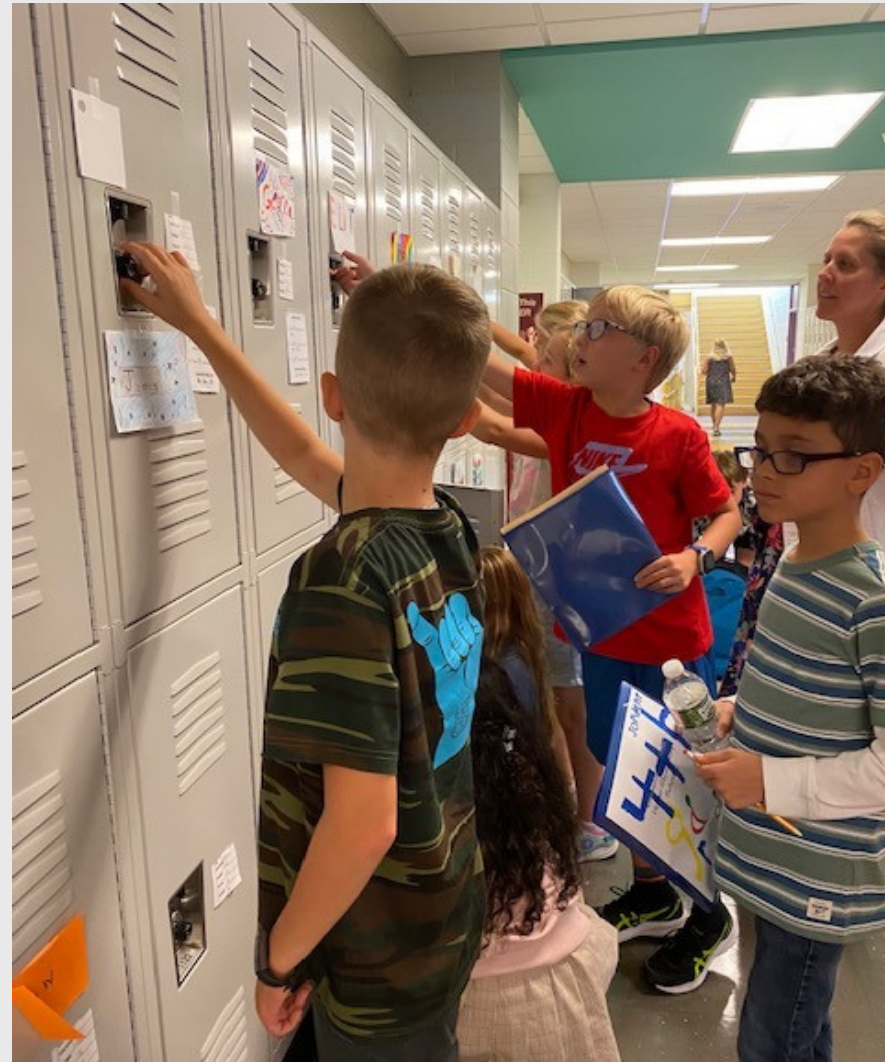
Culture



Staff



From the start of school when a young person is welcomed into the building to the end of the day when they ride the bus home, their experiences are building their relationship to school and to learning.



# Programs and Approaches

- **Positive Behavior Intervention**
- **Advisory Programs**
- **Extracurricular Activities**
- **Student Voice Initiatives**
- **School Counseling Services**
- **Alternative Discipline**
- **Trauma-Informed Practices**

When we normalize support for mental health and provide positive approaches to discipline, young people learn to look to adults for support.



# Planning for Emergencies

Comprehensive Emergency Operations Procedures

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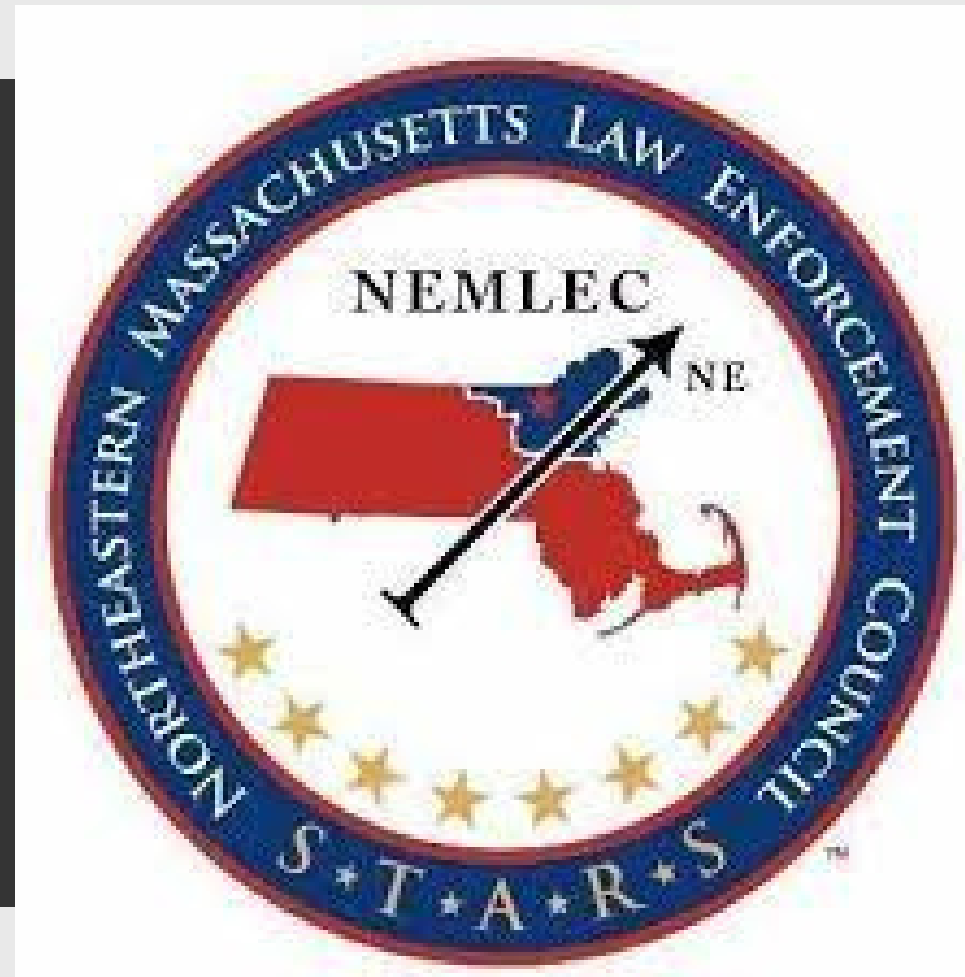
Crisis Management Teams



# School Emergency Operations Plan

## Background

- Northeastern Massachusetts Law Enforcement Council (NEMLEC) Template
- Order of succession and crisis management structure



## Purpose

Information on how to respond to an emergency by outlining responsibilities and duties of the district, school, employees and students.



# Emergency Operations Plan Content

- **Building Information**

911 access, contact information, school population, and more

- **Organizational Roles and Responsibilities**

From administrative to secretarial, roles are defined.

For example, what role might a nurse have in an evacuation?

- **Functional Content-What to do in the event of...**

- Natural Disasters
- Medical Emergencies
- Fire
- Evacuation
- Death of a Staff Member or Student
- Violence in School
- Threat of Violence
- School Intruder
- Utility Malfunction
- and many more...



## Crisis Teams

- **District Level Emergency Management Team**

- Superintendent
- Assistant Superintendent
- Director of Student Services
- Director of Communications
- Director of Nursing
- Building Principals
- Director of Facilities
- City Marshal (or designee)
- Fire Chief (or designee)

- **Building-based Emergency Management Teams**

- Principal and Assistant Principal
- Guidance Staff
- Lead Nurse
- School Secretary
- School Resource Officer
- Teacher Leaders
- Lead Custodian



# Physical Plant Security

Building Access

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Building Monitoring

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# Building Access Control

- **Locked Doors**

All doors are locked after arrival and monitored throughout the day by maintenance and administrative staff.

- **Video Intercom**

All guests are asked to identify self and who they are coming to see before entering the building.

- **Staff FOB system**

All staff use a FOB to enter and exit buildings, protecting access and providing us with an ongoing record of who is in the building.

- **Raptor System**

All guests will sign in and out using a picture ID. Raptor System runs a quick background check then prints a visitor badge with photo. Guests also check out through the system.



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TECHNOLOGIES



# Building Monitoring

- **Video Camera Systems**  
All buildings have video camera systems overseen by the Director of Facilities.
- **Walkie-talkies**  
Administrators and designated staff have high quality walkie-talkies.
- **Staff Monitoring**  
All staff are responsible for making sure doors stay locked at all times--this is part of our culture of safety.
- **Newburyport Police Campus Monitoring**  
Our School Resource Officer and patrolling officers monitor all campuses throughout the day.



# Practice and Professional Development

Drills

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Staff Training

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ALICE Training is a list of options that can be used to stay safe in the event of a violent intruder. Some may choose to **Evacuate** and some may choose to **Lockdown** and barricade.

Others may choose to **Counter** if an armed intruder is able to enter the space they are in.

ALICE Training® is about options. Not every situation is the same. **Alert** and **Inform** are critical communication pieces that will aid those who have to make life saving decisions.

# Drills

- **Fire Evacuation**

- 4 times a year in collaboration with NFD

- **ALICE**

- Annual online staff workshop
- 3 building-based drills in collaboration with NPD
- Ongoing district level review

# ALICE Student Practice



## **Developmentally Appropriate**

Administrators and teachers work collaboratively to create student lessons that are age-appropriate.

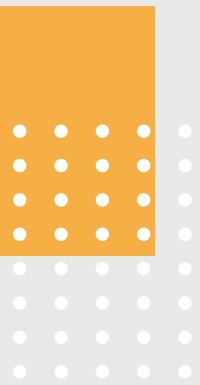
## **"I am not scared, I am prepared"**

Using this theme and a small group discussion approach, students hear an empowering message and are able to ask questions and share feelings in a supportive environment.

## **Reinforce "see something, say something" culture**

The ALICE trainings reinforce the overall approach to creating a culture of belonging. If a student is concerned about their own or another person's safety and security, we encourage them to reach out to a trusted adult.





# Partners

## Massachusetts State Organizations

- NEMLEC Stars
- North East Homeland Security Regional Advisory Council (NERAC)
- Essex County District Attorney
- Massachusetts Emergency Management Agency (MEMA)



**Newburyport  
Police  
Department**



**Newburyport  
Fire  
Department**