

Vermont School Safety

Senate Committee on Education

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Introductions

Robert L. Evans

School Safety Liaison Officer

revans@margolishealy.com

Mobile: 802-839-0448

Office: 802-861-1357

Emily M. Harris

Northeast Regional Coordinator

Division of Emergency Management
and Homeland Security

emily.harris@vermont.gov

Mobile: 802-585-4092

Office: 802-241-5385



Overview

School Safety Center

- Established in 2016
- Department of Public Safety & Agency of Education
- Collaboration on state, regional and federal school safety initiatives
- Oversees School Crisis Planning Team

School Crisis Planning Team

- Informally established 1999, Formally recognized in 2016
- Provides policy, best practice & operational guidance to School Safety Center
- Members act as liaison back to their organization

<https://schoolsafety.vermont.gov>


VERMONT OFFICIAL STATE WEBSITE

DEPARTMENT OF PUBLIC SAFETY

Vermont School Safety Center

SEARCH

CONTACT



School Safety Exercises
How do you know a plan works? You test it with a School Safety Exercise

- Home
- About Us/Contact
- Planning
- Training
- Exercises
- Resources
- Calendar

From emergency medical issues to school bus accidents to bomb threats, schools must be prepared to respond to all hazards. Being prepared means knowing what hazards you are at risk for, creating a plan to address those hazards, training on the plan, and testing the effectiveness of those plans.

The Vermont School Safety Center offers best practices and recommendations on how to keep your school safe. For assistance with School Safety, please email the [Vermont School Safety Liaison Rob Evans](#), or call (866) 817-5817

Latest News

- 08 MARCH 2017**
What if Wednesday
- 27 FEBRUARY 2017**
FEMA Youth Preparedness Council Application Period is open
- 17 FEBRUARY 2017**
Webinar: Emergency Management Virtual Toolkit
- 17 FEBRUARY 2017**
Intruder Facilitated Dialogue

Tweets by @VTED_SafeSchool

Celebrating #WHM2017 we salute VT's highest ranking female law enforcement agent, State Police Captain Ingrid Jonas [ow.ly/Fg9s309j0GK](#)

#GirlScoutWeek focuses on being a GIRL (G-getter, I-nnovator, R-risk-

Planning



219 North Main Street, Suite 402, Barre, VT 05641
(p) 802-479-1030 | (f) 802-479-1835

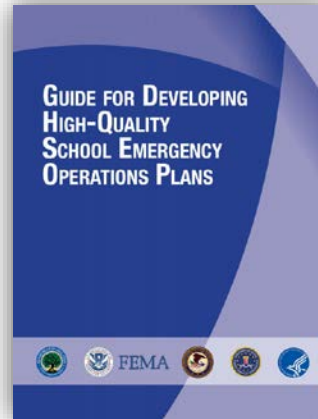
Best Practices for Schools Regarding Local Implementation of SBE Rules 4101 and 4102 - "Student Safety"

All Vermont School Districts should develop and maintain a "school specific" Emergency Operations Plan (EOP) that conforms to the principles of the National Incident Management System, and as applicable, that is aligned with the [Vermont School Crisis Planning Guide](#). This plan should be reviewed and updated annually by school leadership and should include the essential procedures, operations and assignments that are required to plan, prepare, mitigate, respond and recover from an emergency/disaster.

Districts are also encouraged to work with their emergency first response community and local/regional emergency management officials to assist in the development of the school's EOP. Please refer to the Vermont School Crisis Planning Guide for more information on how to best identify these emergency response offices.

Each School Crisis Team should work with its local first response community and local/regional emergency management partners to determine the threats and vulnerabilities that are specific to each school. As explained in the Vermont School Crisis Planning Guide, these threats and vulnerabilities shall include but are not limited to: fire, power outage, bomb threat, active shooter, hazardous materials release, flooding, and other weather related events.

In the absence of a fully developed EOP, each school should utilize the Vermont School Crisis Planning Guide as their school's EOP.



UNTIMELY DEATH of STUDENT or SCHOOL STAFF MEMBER

KIDNAPPING

EXPLOSION

Y	TIME	ROLE	RESPONSE	INDIVIDUAL ASSIGNED TO ROLE
		PRINCIPAL OR SCHOOL CRISIS COORDINATOR	Call 911 and inform school crisis team	
		SCHOOL RESOURCE OFFICER	Verify details and family's wishes	
		SCHOOL NURSE	Notify the principal/designee	
		SCHOOL COUNSELOR	Ensure accountability of all students and staff	
		SCHOOL RESOURCE OFFICER	Obtain information from witnesses regarding the location of explosion	
		SCHOOL RESOURCE OFFICER	Delegiate roles for transport of students to Rehabilitation Site	
		SCHOOL RESOURCE OFFICER	Meet with Incident Commander at Incident Command Post and pass on information regarding accountability of staff and students, and the location of the explosion	

- #### School Public Safety Team
- Superintendent
 - Emergency Management
 - Law Enforcement
 - Fire
 - Rescue
 - Transportation
 - VDH Emergency Preparedness Specialist
 - Designated Mental Health Agency

- #### School Crisis Team
- Principal/Assistant Principal
 - Counselor/Student Assistance Person
 - School Resource Officer/Liaison Officer
 - Custodian
 - Office Secretary
 - School Nurse
 - Teachers & Staff
 - Appropriate First Responders

Trainings

School Safety Training and Awareness Calendar

August 2016	September 2016	October 2016
School In-Service Training (Review School's Emergency Operations Plan and Standard Response Protocols) 	National Preparedness Month (Fire Egress/Evacuation and Lockdown Drills)	Fire Prevention and School Bus Safety Awareness (School bus safety table top exercise delivered via AOE Weekly Field Memo/School Safety Center website)
November 2016	December 2016	January 2017
Winter Weather Awareness, Bomb Threat/Suspicious Package Awareness (Review/revise local winter weather/bomb threat/suspicious package plans, table top exercise delivered via AOE Weekly Field Memo/School Safety Center website)	School Relocation Awareness (Review/revise local plans and relocation top exercise delivered via Agency of Education Weekly Field Memo/School Safety Center website)	Family Reunification Awareness (Review/revise local plans and reunification table top exercise delivered via Agency of Education Weekly Field Memo/School Safety Center website)
February 2017	March 2017	April 2017
Threat Assessment Awareness (Review/revise local plans and threat assessment table top exercise delivered via Agency of Education Weekly Field Memo/School Safety Center website)	Intruder Awareness (Review/revise local plans and threat assessment table top exercise delivered via Agency of Education Weekly Field Memo/School Safety Center website)	Missing Student Awareness (Review/revise local plans and missing student table top exercise delivered via Agency of Education Weekly Field Memo/School Safety Center website)
May 2017	June 2017	July 2017
Media Communications And Mass Notification Awareness (Review/revise local plans and media communications/mass notification table top exercise delivered via Agency of Education Weekly Field Memo/School Safety Center website)	Multiple Casualty Incident Awareness (Review/revise local plans and media communications/mass notification table top exercise delivered via Agency of Education Weekly Field Memo/School Safety Center website)	Local First Responder Coordination (Review and revise all school emergency operations plans and procedures with local first response organizations) Fire, Police, EMS

ONLINE TRAINING

Vermont School Safety Center Online Trainings

These online trainings are created specifically for Vermont and are available for you and your team to take anytime.

- [De-Escalation and Violence Prevention](#)

This training is a collaboration with the Department of Mental Health and School Safety Liaison Officer. During this training, you will walk through the steps you can take to de-escalate situations and prevent violence.

- [Exercising for School Safety](#)

This training is a collaboration between the Division of Emergency Management and Homeland Security and School Safety Liaison Officer. During this training, you learn about the different types of emergency exercises, best practices for exercising, and how to create a training and exercise plan for your school.

- [Mass Casualty Response to a Critical Incident](#)

This training is offered by the Vermont Department of Health Emergency Medical Services Office. During this training, you will gain an understanding of the Vermont Emergency Medical Services System and how


ICS-402 Incident Command System (ICS) Overview for Executives/ Senior Officials



ICS-402 – October 2013
ICS Overview for Executives/Senior Officials


DE-ESCALATION TECHNIQUES

- **Validate the feeling**
 "I understand how this is frustrating to you" *****(carefull)
- **Match the intensity of volume**
 Use similar tone to match and bring it down...
 think crowded restaurant



DEVELOPING EMERGENCY OPERATIONS PLANS (EOPs) K-12 101 TRAIN-THE-EDUCATOR (TtE) TRAINING

Presented by the
Readiness and Emergency
Management for Schools (REMS)
Technical Assistance (TA) Center



Exercises

NEW SCHOOL EGRESS (EVACUATION) AND LOCKDOWN DRILL SCHEDULE

Month	Egress (Evacuation) Drill	Lockdown Drill
September	1	1
October	1	
November		1
December	1	
January		1
February	1	
March		1
April	1	
May		1
June	1	

- Egress (evacuation) drills shall result in complete evacuation of the school.
- The first two egress drills shall result in the complete evacuation of the school.
- The remaining four (4) egress drills may alternate between a relocation drill and an egress drill.

EXERCISES

"What If" Wednesday

The "What if Wednesday" school safety initiative is designed to stimulate a conversation about school emergency preparedness. Participants should read the summary of the "fictional" school safety incident and then answer the multiple choice question with the appropriate response action to be taken for the specific emergency.

Video Exercises

These exercises are designed to walk your School Crisis Team through an emergency based scenario and discuss the policy, plans and procedures that your school would use to address the situation. Throughout the exercise, you will be presented with questions that your School Crisis Team should answer prior to proceeding.

- [Armed Home Invasion](#)

Scenario: A home invasion occurs about 1.5 miles away from your school and the suspect flees the scene with a handgun.

- [Bomb Threat](#)

Scenario: A threatening note is discovered in the bathroom.

What supervisory union or school district do you represent? *

Choose

At 10:30 a.m., your front office receives a call from the father of one of your students informing your staff that he was coming to pick up his daughter at your school. You know this father has a Restraining Order and is not suppose to be within 500 feet or have any contact with this child. Which of the emergency actions should you take?

- Lockdown
- Lockout
- Shelter
- Evacuate



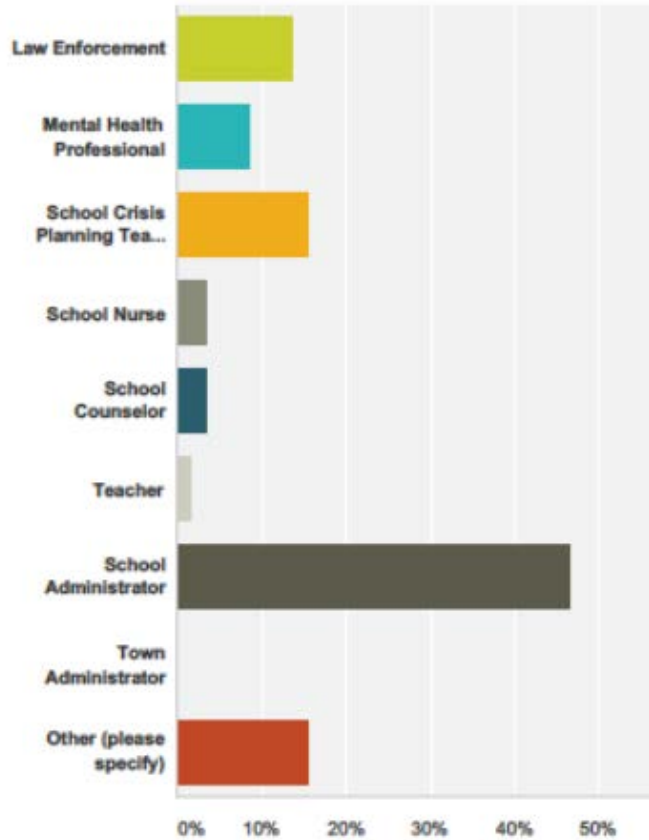
At 11:00 am.

While trying to coordinate for the transportation to your relocation site, you are informed by your bus company that they are unable to contact some of their drivers and that their response to your location might be delayed for a period of time.



2:20 / 4:40

Governor's Annual School Safety Conference



Best Practices in School Threat Assessment: Building Teams and a Process in Vermont Schools

SIGMA Threat Management Associates
www.SigmaTMA.com

Threat Assessment

One written, practical, social media, or any longer directed to the school community.

This Threat Assessment process was developed by SIGMA. This assessment is based on findings from the largest formal study of school shootings in the US. This study was a collaboration between the US Secret Service and US Department of Education which reviewed 37 school and 41 shooters. Key findings include: **Warning or operational observation - what should be identified and coded.** Threat assessment process starts in this section of a planning to identify. Using a team for the primary method for gathering and evaluating information, and preparing if necessary. Threat assessment and case management is not an adversarial process. Engagement with a school of concern can be critical to prevention.

Implementation

Identify → **Plan** → **Assess** → **Implement**

Refer to the attack, often usually know of student behavior. Most students did not threaten their targets directly prior to the attack. There is no excuse or valid profile of the school shooter. Most students had history of previous acts in their lives prior to the attack. Most students had significant situations with family or friends. Most were isolated. Many had behavior, discipline, or mental health issues prior to the attack. Most students had access to weapons, and had used weapons, prior to the attack. In many cases, other students were involved in some capacity. Detailed (and) law enforcement response. Most incidents were stopped by means other than law enforcement intervention. Most were very brief in duration.

References:
- Vestberg, G., Paul, M., Alamy, M., Brown, R., & Haddock, M. (2010). *Final Report and Findings of the Salt Spring Island Threat Assessment*. Altonburg, EC: U.S. Secret Service & U.S. Department of Education.
- Davidson, K., Reynolds, M., Chubb, C., & Snelgrove, J. (2008). *The Handbook for Campus Threat Assessment & Management Teams*. Storrs, VT: Sigma Threat Management, Inc.

INDICATORS OF SCHOOL SHOOTING RISK OR PREPARATION

Information about a student's risk or plans for violence can be observed or discovered before harm can occur. But information available is likely to be scattered and fragmented. Information about a student's risk or plans for violence can be observed or discovered before harm can occur. But information available is likely to be scattered and fragmented. Information about a student's risk or plans for violence can be observed or discovered before harm can occur. But information available is likely to be scattered and fragmented.

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- Davidson, K., Reynolds, M., Chubb, C., & Snelgrove, J. (2008). *The Handbook for Campus Threat Assessment & Management Teams*. Storrs, VT: Sigma Threat Management, Inc.

What is School Threat Assessment?

A systematic process that is designed to:

- Identify warning signs and indicators
- Assess student risk and conduct
- Manage the incident / situation

These assessment is fact based and objective.

Process: Identify → Assess → Manage



Standard Response Protocol

IN AN EMERGENCY WHEN YOU HEAR IT. DO IT.

LOCKDOWN! LOCKS, LIGHTS, OUT OF SIGHT.

STUDENTS

Move away from sight
Maintain silence
Do not open the door

TEACHER

Lock interior doors
Turn out the lights
Move away from sight
Do not open the door
Maintain silence
Take attendance



LOCKOUT! SECURE THE PERIMETER.

STUDENTS

Return inside
Business as usual

TEACHER

Bring everyone indoors
Lock perimeter doors
Increase situational awareness
Business as usual
Take attendance



EVACUATE! TO ANNOUNCED LOCATION.

STUDENTS

Bring your phone
Leave your stuff behind
Follow instructions

TEACHER

Lead evacuation to location
Take attendance
Notify if missing, extra or injured students



SHELTER! HAZARD AND SAFETY STRATEGY.

STUDENTS

Hazard	Safety Strategy
Tornado	Evacuate to shelter area
Hazmat	Seal the room
Earthquake	Drop, cover and hold
Tsunami	Get to high ground

TEACHER

Lead safety strategy
Take attendance



Emergency Response Actions

EMERGENCY RESPONSE ACTIONS

IN AN EMERGENCY DIAL 9-1-1

EMERGENCY PROTOCOLS



LOCKOUT

Secure the Perimeter

- Students Return to inside of building(s)
- Continue with classes as scheduled
- Take attendance and account for students

LOCKDOWN

"Locks, Lights and Out of Sight"

- Lock the classroom/office door
- Turn off lights
- Move to a safe place and get out of sight
- Silence cell phones
- Account for students
- Wait for emergency responders

EVACUATE

- Leave things behind
- Form single-file lines
- Move calmly to exits
- Follow instructions of school officials
- Faculty/Staff lead students to evacuation location
- Account for all students/staff

SHELTER

- Seek shelter if outside
- Turn off all fans and air conditioners if possible
- Stay inside until informed it is safe to leave
- Follow instruction of emergency personnel

BOMB THREAT OR SUSPICIOUS OBJECT

- Do NOT touch or attempt to move any suspicious object
- Scan area for other suspicious objects
- Do NOT use cellular phone near object
- Immediately leave the area
- Report information to your school administrator
- If safe to do so, advise others to avoid the area
- Listen to instructions of emergency personnel

MEDICAL EMERGENCY

- Immediately call 9-1-1
- Notify school nurse
- Do not attempt to move injured person(s)
- Provide as much information as possible to operator
- Follow instructions of the 9-1-1 operator
- Provide the care you are competent or trained to provide
- Stay with the victim until assistance arrives

VIOLENT INTRUDER ACTIVE SHOOTER

- Quickly assess the situation and immediately inform others of the threat
- Determine your response actions
- If the school is placed in "lockdown" find a safe place to hide
- Once in a safe location and only if safe to do so, contact 9-1-1 and follow instructions
- If in a "lockdown" do not leave your position until emergency personnel or your school administrator gives the all clear
- Depending on the situation and the location of the threat, consider evacuating the building

MISSING STUDENT

- Verify student attendance or missing status
- Notify school administrator
- Overhead announce for student to report to main office
- Call 911
- Establish perimeter confinement of school grounds
- Conduct a rapid ground search by school staff
- Determine who last saw missing student and try to protect location from contamination
- Have physical/description and photo available for first responders

POWER OUTAGE

- Be aware of downed electrical wires
- Follow instructions of your school administrator or emergency personnel
- Unplug any voltage sensitive equipment
- If instructed to evacuate, move cautiously towards illuminated exit signs
- Do not use elevators

SUSPICIOUS ACTIVITY

- If you witness a suspicious person or activity, immediately call your school administrator or dial 9-1-1
- Provide as much detail as possible (location, description)
- Do not confront anyone
- Maintain a safe distance from individual(s)

EARTHQUAKE

- If inside, stand in a doorway or under sturdy furniture
- Avoid windows, hanging objects or tall furniture which can topple over
- Stay where you are until shaking stops
- When shaking stops, evacuate building. Do NOT use elevators
- If outside, move to a clear area away from trees, poles or buildings



Options-Based Response to an Active Shooter

- No one-size response action fits every situation
- Individual life-saving options
- The importance of situational awareness



Emerging Response Trends/Training



ALERRT
TEXAS STATE



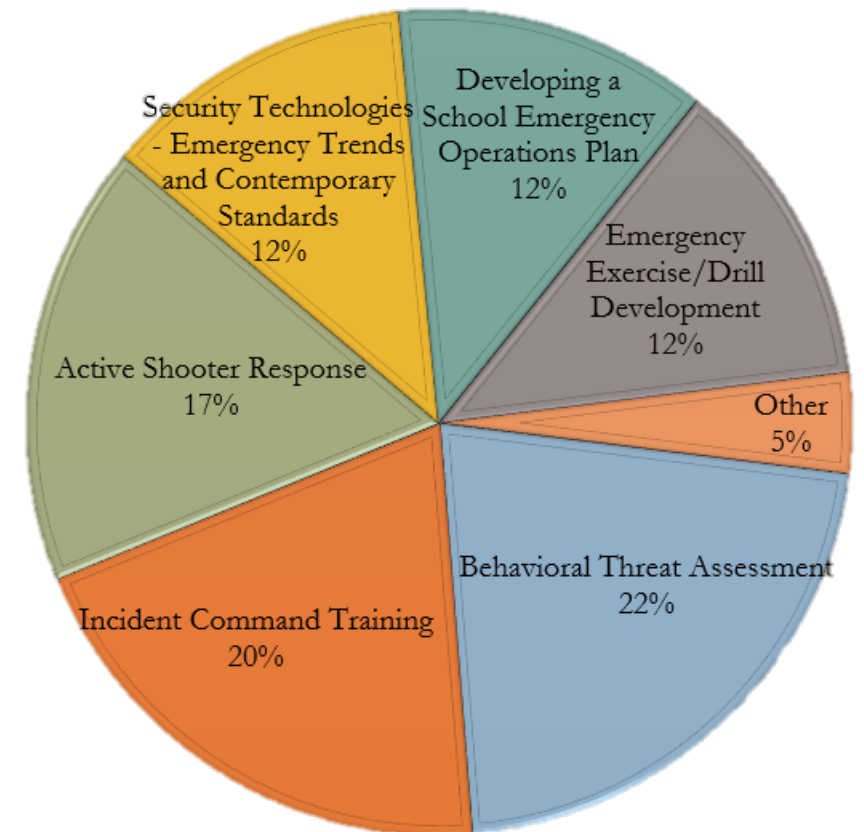
FEMA



Through Kindness, We Change the World™

2016 School Safety Survey

- Assessment of where schools are and requested initiatives
- 82% of Supervisory Unions responded
- Biggest takeaways:
 - 37% of school leadership have Incident Command System training
 - 34% of schools have a Behavioral Threat Assessment Team
 - 33% of schools have a family re-unification plan
 - 8% were aware of the School Safety Center website
 - 5% of School Public Safety Teams have representation from Mental Health



Upcoming Initiatives to Address Gaps

- Incident Command System

- If Supervisory Union can get minimum, training will be scheduled
- Spring ICS 402 offerings (dual purpose)

- Reunification

- 2 recent Table Top Exercises
- Vermont School Crisis Planning Team working on template

- Website

- Directing traffic (Weekly Field Memo, DEMHS & AOE websites, event emails)
- Advertising at all meetings

- Mental Health

- Behavioral Threat Assessment – Public Safety Team membership
- Educate stakeholders on importance of participation



Questions?

SCHOOL CRISIS PLANNING TEAM

Formally recognized by the Department of Public Safety and Agency of Education in 2016, the Vermont School Crisis Planning Team works with its designated membership to provide policy, best practice and operational guidance and recommendations to the Vermont School Safety Center to enhance the level of emergency preparedness in Vermont's pre K-12 Schools.

Current Membership

- [Steve Earley](#), Chair (802-338-5316)
- [Rob Evans](#), Vice Chair, representing Vermont Agency of Education (802-839-0448)
- [Emily Harris](#), Vice Chair, representing Vermont Division of Emergency Management and Homeland Security (802-241-5398)
- [Martha Allen](#), representing Vermont - National Education Association
- [Daniel Batsie](#), representing Vermont Department of Health Emergency Medical Services
- [William Brown](#), representing Vermont Division of Fire Safety
- [Tim Clouatre](#), representing Vermont State Police
- [Bob Costantino](#), representing Vermont Agency of Human Services
- [Tony Facos](#), representing Vermont Chiefs of Police
- [Winton Goodrich](#), representing Vermont Superintendent Association
- [Suzanne Gruendling](#), representing Vermont Principals Association
- [Dan Lavillette](#), representing American Red Cross
- [Charlotte McCorkel](#) from the Howard Center, representing Vermont Department of Mental Health
- [Patrick McManamon](#), representing Vermont Department of Motor Vehicles
- [Mary Ellen Mendl](#), representing Vermont 2-1-1
- [Mark Moody](#), representing Vermont School Boards Insurance Trust
- [Leo Nadeau](#), Public Representative
- [Emily Simmons](#), representing Vermont School Boards Association
- [Sharon Lee Trefry](#), representing Vermont Department of Health School Nurses

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