

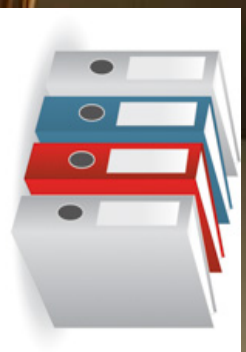
# A Safety Plan

What it is

What it isn't

What it can be

**A plan in a notebook on a shelf  
*Is just another earthquake hazard***



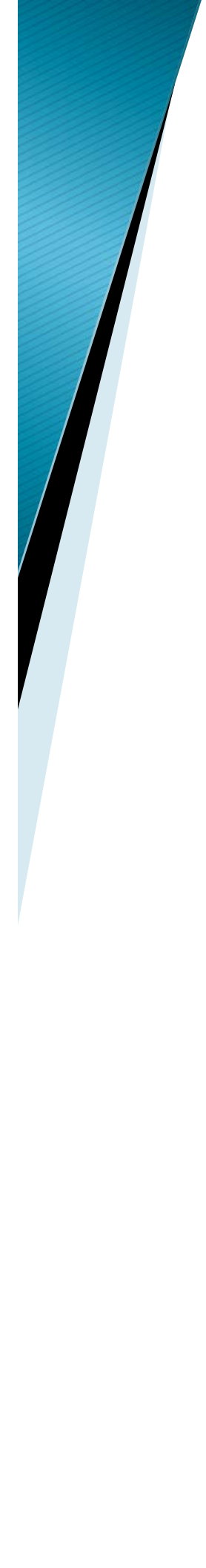
# School Safety Planning

What makes Safety difficult?

- ▶ Complex
- ▶ Expensive
- ▶ Overwhelming
- ▶ Challenging
- ▶ Time consuming
- ▶ Necessary

# Remember when.....

- ▶ School plans were primarily about fire evacuation
- ▶ School doors were always open when school was in session
- ▶ What else was different?



# So, What Happened?

- ▶ 1989 Earthquake -
  - Game 5 world series
  - First televised earthquake
- ▶ 1996 School Shooting in Moses Lake, WA
  - Frontier MS – Shooter, age 14, fatally shot 2 students and 1 teacher & held his classmates hostage for over an hour
- ▶ 1998 Westside Middle School Shooting
  - Shooters were ages 14 & 16. They pulled the fire alarm and fatally shot 4 students & 1 teacher during the evacuation
- ▶ 1999 Columbine High School Massacre
  - 12 students and one teacher. They injured 21 additional people, and three more were injured while attempting to escape the school

# What drives the evolution of school plans?

- ▶ Current Events
- ▶ Media
- ▶ Expectations – Both realistic and unrealistic
- ▶ Rules & Regulations – RCW 28A.320.125
- ▶ Fear

**Let's get back to basics**





# Definitions

- ▶ **Policy** – a set of guidelines or rules that determine a course of action
- ▶ **Procedure** – an action or series of actions for doing or accomplishing something
- ▶ **Plans** – a method or scheme of acting, doing, or arranging



# Policies

- ▶ **Policy** – a set of guidelines or rules that determine a course of action
  - Harassment, intimidation or bullying of any student is prohibited
  - All staff and volunteers must undergo a criminal background check before hiring
  - In an unusual release of school, students must be released to someone authorized by the parents or guardians as identified on the emergency release form.

# Procedures

- ▶ **Procedure** – an action or series of actions for doing or accomplishing something
  - Lockdown
  - Bomb Threat
  - Shelter in place
  - Fire evacuation
  - Earthquake safety
  - Active Shooter

**Procedures = immediate actions**

**It's important to always ask.....**

**AND THEN WHAT.....**



# Plans

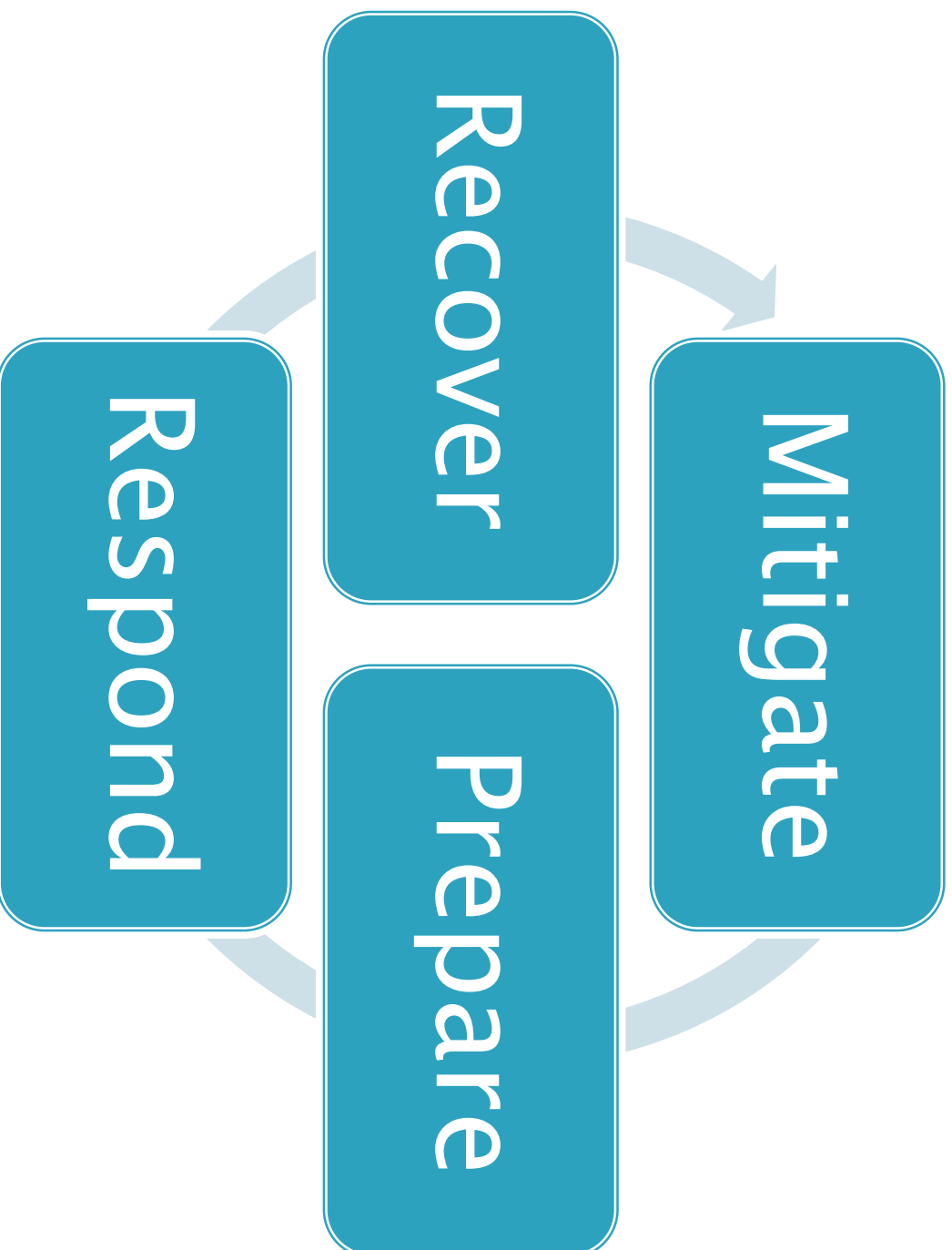
- ▶ **Plans** – a method or scheme of acting, doing, or arranging
  - Communications plan
  - Coordination plan with Professional Responders
  - Response plan

*Plans identify who does what*

# Program

- ▶ Comprehensively and holistically incorporates laws and codes into school policies
- ▶ Coordinates policies with procedures
- ▶ Implements training into school routines for staff, students, parents and professional responders
- ▶ Provides opportunities to practice the plan

# *Basic School Safety Program*



# Safety Requirements

## ◆ RCW 28A.320.125

Safe school plans—Requirements—Duties of school districts, schools, and educational service districts—Reports—Drills—Rules.

*“The legislature hereby recognizes that private schools should be subject only to those minimum state controls necessary to insure the health and safety of all the students in the state.....”*

# School Safety & Security

## Related RCWs & WACs

- ▶ School Safety Planning
- ▶ Bullying – HIB
- ▶ Emotional or Behavioral Distress–Suicide Plans
- ▶ Firearms & Weapons on School Grounds
- ▶ Gang Activity in Schools
- ▶ Juvenile Sex Offenders in Schools
- ▶ Locker Searches
- ▶ Suicide – Troubled Youth
- ▶ Threat Assessment
- ▶ Tobacco, Alcohol, Drugs
- ▶ Transportation

*Courtesy of the School Safety Center web site*



# So what makes an Excellent Safety Program?

## 1. Foundational Policies

- Based on existing codes and requirements
- Support the procedures
- Updated routinely
- Made available to staff, and parents
- Training and awareness of the policies

## 2. Procedures

- Safety actions – Focus on your biggest threats
- Procedures that support your plan beyond safety actions
- Train staff, students & parents
- Practice regularly (required by code)

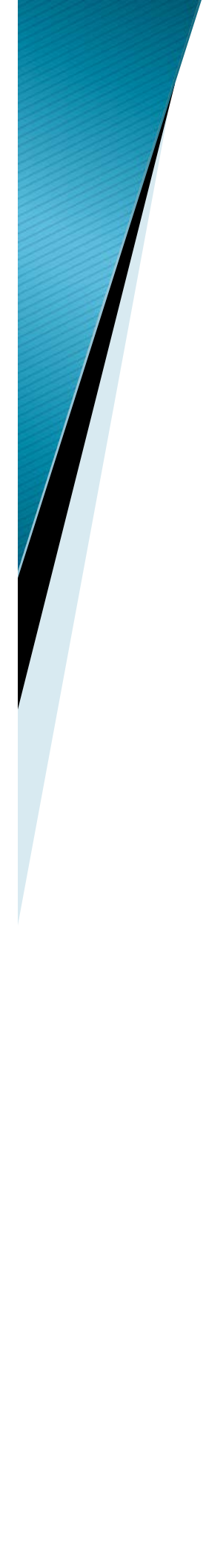
# So what makes an Excellent Safety Program?

3. **Supplies & Equipment**
  - Safety equipment first!
  - Paperwork for reunification
  - Sheltering in the classroom or overnight
  - Alternative communications
4. **Training & Education**
  - Staff
  - Students
  - Parents
5. **Practice – more than monthly fire drills!**

**AND THEN WHAT.....**

**When “it” happens....**

***The success of your school  
response will be greatly improved  
by the relationships you have built  
before the event.***



The Day of  
the prom is  
not when you  
take dance  
lessons!



# Build Strong Relationships

- ▶ Professional Responders
- ▶ Emergency Management
- ▶ Utility Companies
- ▶ Transportation Resources
- ▶ Nearby Public Schools
- ▶ Nearby Private Schools
- ▶ Local Businesses

# Be strategic

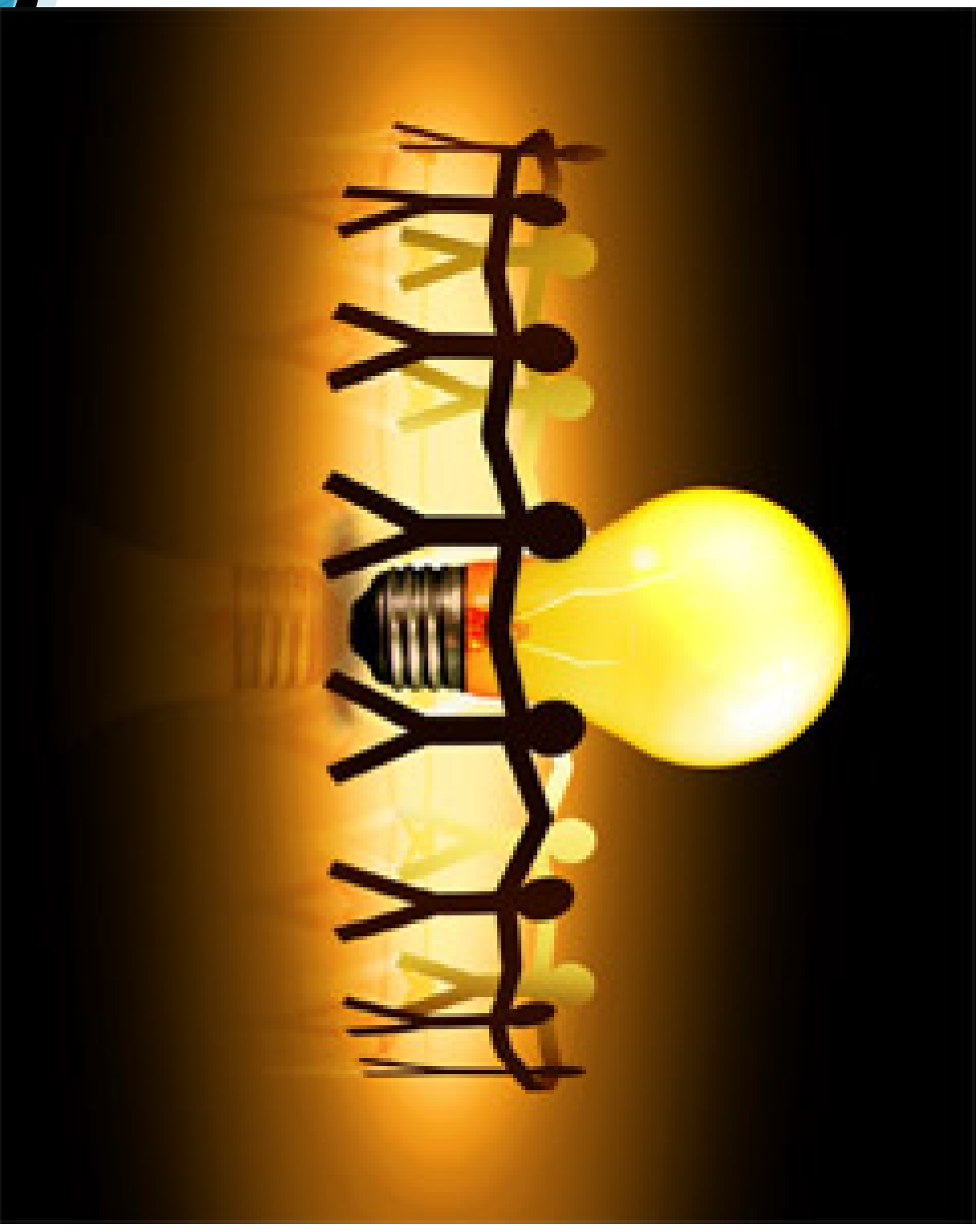
- ▶ Start with your response plan - Who does what!
- ▶ Coordinate with professional responders - AND CONTINUALLY ASK “AND THEN WHAT?”
- ▶ Teach, Practice, Evaluate, Repeat



# Be Creative!

- ▶ Incorporate Safety into routine meetings and training!
- ▶ Engage lessons from marketing to get your safety messages to your audiences
- ▶ Use your response plan for more than emergencies!
  - Training each other
  - Organizing supplies
  - Managing paperwork
  - Special events

**Involve staff, students & parents!**





**To quote an old friend.....**

**“The better you’re prepared  
The less you’re scared!”**



**It may not go as planned....**

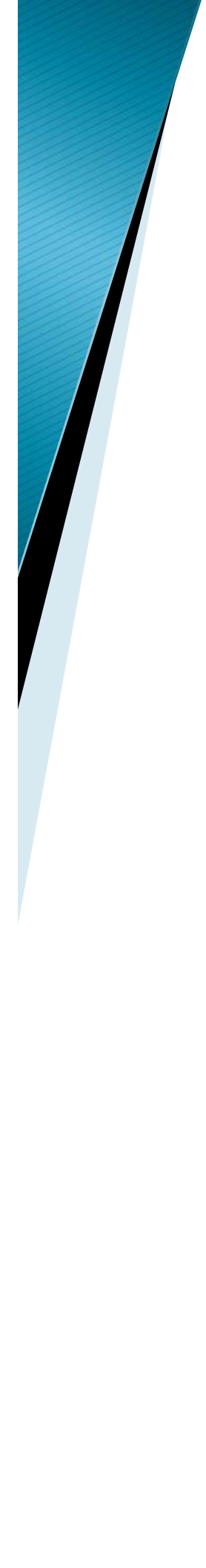
**But it will go better if  
you have a plan!**



**Because “it” will happen.....**

**We will get another episode of**

***“As the pendulum Swings.....”***



# How do you mitigate the impacts of the pendulum?

- ▶ You can't prevent the swing, but you can manage the impacts.
  - Recognize the impacts on kids, staff and parents
  - Be ready to capture the teachable moment
  - Use it as a time for evaluation of your plan
    - but don't get caught in the “knee jerk” reactions.

# A Safety Program

- ▶ What it is
  - ▶ It's Doable
- ▶ What it isn't
  - ▶ It isn't "one size fits all" & It isn't easy
- ▶ What it can be
  - ▶ Your sleeping Pill at night, knowing you are ready for anything!