Strategic Plan
Information and Advocacy Report

TO: Board of Education

FROM: Brian Johnson, Director of Student Services

DATE: May 21, 2020

RE: Information and Advocacy Report – Well-Being

OVERVIEW

Board Goal II: Well-Being- We will provide support systems for students and staff.
Objective D: Improve School Safety

- Indicator 1: Improve the practices and policies related to school safety.
- Indicator 2: Improve confidence and knowledge of school safety.

INTRODUCTION

The safety and security of our students and staff are a top priority in our District. We are always working to improve our processes and procedures.

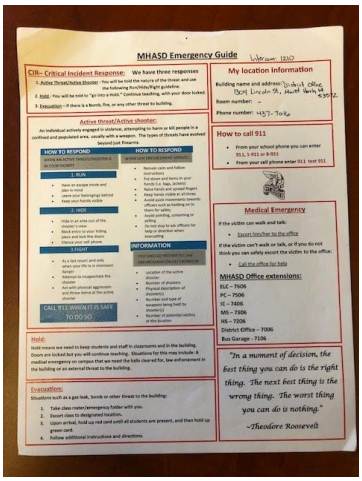
The District's focus on school safety is primarily centered around preventative work. The objective of improving school safety is deliberately under the heading of well-being. The first and most important component of school safety is the mental wellness of students and staff. The work that is being accomplished around mental wellness has been shared in previous Information and Advocacy Reports as well as school goals.

This report will primarily focus on the areas of active threats, practices, and policies related to school safety, and professional development and training around school safety.

INDICATORS

Indicator 1: Improve the practices and policies related to school safety.

District and School Safety Plans


MHASD Emergency Guide

CIR– Critical Incident Response: We have three responses

1. Active Threat/Active Shooter - You will be told the nature of the threat and use the following Run/Hide/Fight guideline.
2. Hold - You will be told to "go into a Hold." Continue teaching, with your door locked.
3. Evacuation – If there is a bomb, fire, or any other threat to building.

Active threat/Active shooter:

An individual actively engaged in violence, attempting to harm or kill people in a confined and populated area, usually with a weapon. The types of threats have evolved beyond just Firearms

HOW TO RESPOND

SAFETY AND ACTIVE THREATS/SHOOTING IN YOUR VICINITY

1. RUN
- Have an escape route and plan in mind
- Leave your belongings behind
- Keep your hands visible

2. HIDE
- Hide in an area out of the shooter's view
- Block entry to your hiding place and lock the doors
- Silence your cell phone

3. FIGHT
- As a last resort and only when your life is in imminent danger
- Attempt to incapacitate the shooter
- Act with physical aggression and throw items at the active shooter

CALL 911 WHEN IT IS SAFE TO DO SO

HOW TO RESPOND

WHEN CONFRONTED BY SHOOTER

- Remain calm and follow instructions
- Put down and items in your hands (i.e. bags, jacket)
- Make eye contact and keep hands visible at all times
- Avoid quick movements towards officers and ask before reaching in to them for safety
- Avoid pointing, screaming or yelling
- Do not stop to ask officers for help or direction when evacuating

INFORMATION

YOU SHOULD NEED BE TO LAW ENFORCEMENT 911 DISPATCHER

- Location of the active shooter
- Number of shooters
- Physical description of shooter(s)
- Number and type of weapons being held by shooter(s)
- Number of potential victims at the location

Hold:

Hold means we need to keep students and staff in classrooms and in the building. Doors are locked but you will continue teaching. Situations for this may include: A medical emergency on campus that we need the halls cleared for, law enforcement in the building or an external threat to the building.

Evacuation:

Situations such as a gas leak, bomb or other threat to the building:

1. Take class roster/emergency folder with you.
2. Escort class to designated location.
3. Upon arrival, hold up red card until all students are present, and then hold up green card.
4. Follow additional instructions and directions.

My location information

Building name and address: Junior High Office 1301 Lincoln St., Mount Horeb WI 53572

Room number: –

Phone number: 437-7616

How to call 911

- From your school phone you can enter 911, 9 911 or 8-911
- From your cell phone enter 911 text 911

Medical Emergency

If the victim can walk and talk:

- Escort him/her to the office

If the victim can't walk or talk, or if you do not think you can safely escort the victim to the office:

- Call the office for help

MHASD Office extensions:

ELC – 7606
PC – 7506
IE – 7406
MS – 7306
HS – 7206
District Office – 7006
Bus Garage – 7106

"In a moment of decision, the best thing you can do is the right thing. The next best thing is the wrong thing. The worst thing you can do is nothing."
~Theodore Roosevelt

District and School Safety Plans

This past year, the District Safety Team has continued to move forward with the emergency guide that was re-written in 2018 and train students on how to respond during a critical incident. The District has defined a critical incident to include:

1. Active Threat/Active Shooter: Individuals will be told the nature of the threat and use the following Run/Hide/Fight guideline.
2. Hold: An announcement will be made "Go into a Hold." Staff will continue to teach with the door locked.
3. Evacuation: If there is a bomb, fire, or any other threat to the building.

Safety Grant

The District has been able to focus on student and staff safety thanks to the safety grant that the District received from the Wisconsin Department of Justice. These grants have included enhanced security upgrades, new safety technology, and training for staff in the areas of trauma-informed care and mental health. Specific purchases made possible through this grant have been:

- Safety Film (Shatter Resistant Film) on all main entrances, side windows, and miscellaneous side entrances in all buildings;
- Security Cameras installed at the ELC, PC, and IC. Additional Cameras installed at the MS;
- Stryker Chairs (2) bought and installed at the PC (3 storied building);
- All new locks in all buildings for classrooms (moved to push-button locks);
- Secured entrances with panic buttons at the ELC, PC, and IC;
- Numbers on outside of doors;
- Fencing built around the back door at the MS;
- Safety Vests for buildings to use as needed;
- Stop the Bleed kits purchased to go along with every AED machine;
- Mettie Spies presentation on suicide prevention; and
- Youth Frontiers program at the IC (Kindness), MS (Courage), and HS (Respect).

Safety items that are in the process of being installed:

- Safety film on additional side doors/windows;
- Upgraded PC System; and
- Additional security cameras.

Indicator 2: Improve confidence and knowledge of school safety.

Officer Steve Rosemeyer has been announced as the Mount Horeb Area School District's School Resource Officer!

The Mount Horeb Area School District continues to train and educate staff and students on the components of "Run.Hide.Fight." The administrative staff has participated in ALICE training (January 2018), parent presentations (Spring 2018), full staff training (August 2018), and student trainings (Fall 2018, Fall 2019).

A Critical Incident Report plan allows for different responses to various situations. This is the plan that allows for flexibility to meet the needs of Mount Horeb staff and students. It also allows for staff to be in control of any situation that presents itself and the ability to make exercise reasonable judgment. It also allows our responses to be age-appropriate. For example, we can still practice barricading, but it can be taught in a non-threatening way. We can talk about situations and not be scared. In so doing,we can discuss situations that have multiple correct answers.

Safety Drills

As a District, we regularly practice fire drills and tornado drills. With the change in state law, we have morphed our fire drills into "evacuation" drills. Examples of these drills might include a chemical spill during a science experiment instead of a traditional fire alarm and evacuation.

In addition to the monthly evacuation drills, schools conduct an annual CIR drill (as mandated by state law). When we conducted the CIR drills and/or training, we notified guardians in advance about the date and purpose of the event.

December 4, 2018, was our first district-wide barricading practice and we conducted another barricading exercise in the Fall of 2019. This was a practice opportunity for students and staff. These occurred in the classroom and provided an opportunity for students and staff to practice how to barricade. We informed our students that they were safe during this practice (these are not drills). We also shared with our students the reasons why we were practicing how to barricade, as well as how to best protect ourselves in the event of a critical incident.

This Fall, the ELC and PC practiced their evacuation site. This was not done as a "drill" or used as a CIR training. It was a non-threatening or anxiety-provoking exercise to do training and then practice our evacuation from the building and walking to a separate location. I met the team at the church site to monitor the situation and help support students. Members of the District Safety Team have presented the information to the MS and HS students but they did not practice the evacuation.

Per the new legislation, the Board of Education will receive a list of these drills and debriefing sessions in December.

The next step for the Safety Committee will be to finalize our reunification plan. An essential component of the school crisis response is the reunification of students with their primary guardians. The process is crucial as the reestablishment of social supports is often the only mental health crisis intervention needed and is especially important for younger children. The sooner students are reunited with their guardians, the less likely they are to exhibit traumatic stress. In addition, schools must be accountable for maintaining the chain of custody for every student during and after a crisis.