



Staff Response to the Task Force for Creating Safer Schools in Wake County

Recommendations Approved by Task Force on May 23, 2013

CONFIDENTIAL

On Thursday, May 23, 2013, Task Force members approved the following Recommendations:

	TASK FORCE RECOMMENDATION	STATUS
1	Have a third party conduct an evaluation/needs assessment (school climate assessment) of prevention efforts, including, but not limited to, data and information pertaining to each of the recommendations below.	Immediately beginning with 2013-2014 budget cycle. Update: With its fiscal implications, this recommendation was not implemented in the recommended budget cycle. Implementation of the initiative will require identification of a funding source.
2	Institute evidence-based drug education in all middle and high schools and make substance abuse treatment available (i.e., in house or through partnerships) for all students who need it.	Will require 1-2 years for research of evidenced based program Currently, prevention is taught in Healthy Living Curriculum according to state standards Southlight Program in place for CaSS staff to refer students and families Update: Developed MOU with POE Center to add additional Drug Prevention Curriculum and Programs.
3	All schools should have safety education and training for students, staff, families, and local communities.	Implementation will begin immediately. Full implementation to be achieved for the 2014-2015 School Year. Status: Completed on schedule. Board R&P 2312 Emergency Procedures was revised/improved to include minimum levels of training for all staff. Also was revised to include requirements for all classrooms to have emergency supplies and all schools to have a critical incident response kit. Update: WCPSS has continued providing emergency operations training on an annual basis.

	TASK FORCE RECOMMENDATION	STATUS
4	<p>Drawing on evidence-based practices, each WCPSS school should have:</p> <ul style="list-style-type: none"> · Bullying prevention and social and emotional learning programs; · Access to peer mediation and alternative dispute resolution(e.g., restorative justice: programs or services; · Parent engagement initiatives (e.g., parent mentors, training, liaisons, etc.) and; · A consistent, well-utilized system to connect students and families to effective community-based service provides. 	<p>Update: Bullying resource guide currently available Second Step, Steps to Respect</p> <p>Restorative Practices:</p> <ul style="list-style-type: none"> · Circle Training · Conflict Training · Mediation Services <p>Community Resilience Model Training</p> <p>Building Resilience Training</p> <ul style="list-style-type: none"> · CopingCat (Anxiety) · Zones of Regulation · Equity & Inclusion Training <p>SRO Summit</p> <p>Parent Academy currently includes: Keeping Your Child Safe at Schools, GANG Awareness, and Bullying Awareness</p>
5	<p>Each WCPSS school should have a full-time, highly-trained (including training in use of threat assessments: staff of therapeutic professionals, including counselors, social workers, psychologists and nurses.</p> <ul style="list-style-type: none"> · These Professionals should not be taken away from their core duties to assist with administrative duties, proctoring tests, etc. · These professionals should form support teams for students who exhibit misbehavior or a propensity for violence. · The teams should include the professionals, the students, and the student's teachers, family and community supports (e.g., coach, mentor, pastor, tutor, therapist, doctor, etc.: · Support decisions that bring the ratio of student support services staff to students closer to 1:250 as recommended by the American School Counselor Association. 	<p>Update: 6-year phased plan to increase numbers of school counselors, school social workers and school psychologists, SEL trainers through SEL Expansion Case Completed-1 year plan to develop new board policy with Testing office to comply with SBE policy on protection of school counselor time 80/20 Student Services 1-2 years for RTI, PBIS, System of CARE and Child & Family Team Training</p> <p>Goal toward National Ratios: 1:250 School Counselor 1:1 School Psychologist 1:1 School Social Worker</p>

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6	Full scale risk assessment for the county by an independent resource. Security regions develop needs assessment using a tier system to provide a minimal standard of security.	WCPSS staff determined levels/standards for security for all schools. Update: WCPSS contracted to have School Safety Advisory Council (SSAC) conduct security assessments at all school and administration facilities.

7	<p>Develop a system-wide, comprehensive, all-hazard Emergency Operation and Security Master Plan of preparedness from the top down of common methodology to manage by objectives that is not site based but with some site flexibility for uniqueness.</p> <ul style="list-style-type: none"> · Based on NIMS (National Incident Management System) based communication and follow HSEP (Homeland Security Emergency Plan). · Systematic training and exercises for multiple scenarios. · Random checks on site based school box for up to date information. · Routine compliance checks by rotating independent inspectors. · Clear standards and frequency for exercising various scenarios on a routine basis should be implemented. These exercises should have post review with Improvement Plan if necessary. · The Plan should have clear duties and roles (including visitors & substitutes) defined and accountability at all levels. · Update Emergency Operations Plans to identify mental and behavioral health providers and provide for regular communication between those providers and school-based student services personnel. 	<p>Implementation will begin immediately. Full implementation to be phased but completed by 2015-2016 assuming funding is available.</p> <p>Status: Completed. District EOP was revised to align with the recommendation of the Task Force. Plan is NIMS compliant. Training is in place for all types of scenarios. Board R&P was revised to include for random checks of schools as well as routine compliance checks of schools by security administrators.</p> <p>Update: WCPSS contracted with SSAC to conduct a security assessment of all school and administration sites as well as to review the district's emergency operations plans and procedures.</p>
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8	<p>There should be high quality consistent equipment at all schools:</p> <ul style="list-style-type: none"> · Security surveillance cameras by key responders and personnel (Camera monitoring should be conducted and tiered basis based on school 	<p>Initiatives could begin soon after funding is available.</p> <p>Status: Funding of approximately \$7,000,000 was provided for this initiative. Project is currently on-going. A minimum number of IP based cameras will be placed on every school campus. Standardized proximity cards are being placed at every elementary school. An iPhone system will be placed at every school. All new schools are being assessed for the need of a BDA. A preliminary list of all schools that require a BDA has been established and additional funding will be required to address.</p>

	<p>violence data and should be able to happen immediately when there's no notification of a priority incident.)</p> <ul style="list-style-type: none"> Standardized proximity card for employees for entrance across the county. Schools supplied with high quality (800 mega hertz) communication system to coordinate with regional and central security. Installation of Bi-Directional Antennas(BDA) per site passed on the needs assessment Provide a mechanism that would permit remote access to cameras in the school facilities to first responders. 	<p>Update: WCPSS Technology Department has implemented a new enterprise camera system, badge systems have been added and updated. New school construction includes (if needed) BDAs and all existing schools are being assessed for BDA inclusion.</p>
9	<p>There needs to be an independent audit to ensure procedures and reporting is followed.</p>	<p>Implementation will begin immediately. Full implementation to be achieved for the 2014-2015 School Year.</p> <p>Status: Completed. Board R&P was revised so that security administrators conduct a security review of every campus on an annual basis.</p> <p>Update: WCPSS contracted with SSAC to conduct an independent audit of all emergency operations procedures of all school and administration sites.</p>
10	<p>Evaluate current lock-down procedures to include direct exiting evacuation. After the evaluation, perform direct exiting evacuation/lock-down drills no less than quarterly.</p>	<p>Implementation will begin immediately. Full implementation to be achieved for the 2014-2015 School Year.</p> <p>Status: Completed. A process that included a representative of every law enforcement agency reviewed district lockdown procedures. The procedures were revised based upon their feedback. At that time, Board R&P 2312 Emergency Procedures was revised to include every school being required to complete 2 lockdown drills per year as well as 1 inclement weather drill. Those requirements have since been revised to align with NC General Statute revisions (1 lockdown drill, 1 tabletop exercise, and 1 inclement weather drill).</p> <p>Update: The Security team continues to review best practices for this procedure to determine if any revisions to district procedures are necessary.</p>
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11	<p>Provide National Incident Management System (NIMS) Incident Command System (ICS) training to all employees that would be called upon during an emergency. All staff should</p>	<p>Implementation will begin immediately. Full implementation to be achieved for the 2014-2015 School Year.</p> <p>Status: Completed. Board R&P 2312 Emergency Procedures was revised to include requiring all school emergency response team members to be required to complete ICS 100 and ICS 200</p> <p>Update: Ongoing training and assessment occurs</p>

	<p>receive ICS 100 and ICS 200. Principals, Assistant Principals and any other employee assuming command and control at the system level should also take ECS 400. Classroom training versus on-line training is recommended. Also, elected officials should receive ICS training for elected officials (ICS 402).</p>	
12	<p>Pursue changes in school facility requirements at the NC Building Code Council, State Legislature, or NC Department of Public Instruction to modify building requirements for schools to offer additional egress pathways from classrooms.</p>	<p>6 months to review with NCDPI. Required resources dependent upon changes adopted to standard.</p> <p>Update: WCPSS FD&C has implemented new design standards through construction techniques to provide safer learning environments.</p>
13	<p>We recommend no one other than a certified law enforcement officer within their jurisdiction to possess a firearm at any WCPSS school.</p>	<p>October 1, 2013 Status: Adopted Board policy (Board Policy 5027/7275 Weapons and Explosives Prohibited) to align with NC General Statutes</p> <p>Update: Status remains the same as when action was taken in 2013.</p>
14	<p>Standardized and strengthen implementation of crisis management response by school-based administrators, to insure universal practice of the crisis response plan including best practices for communication with parents about emergency recovery.</p>	<p>Update: SB199 Mental Health Awareness Training for ALL staff who interact with students has been added, In addition, Keeping Your Kids Emotionally Healthy and Safe awareness training has been made available to all students and parents virtually.</p>
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15	Create a Continuity of Operations Plan (COOP) for the school system.	Update: WCPSS exercises and implements practices supportive of continuity of operations, ranging from security, technology, communications, food services, finance, transportation, facilities, among other district operations. This includes plans for responding to times of natural disaster and/or effects of inclement weather. As an example, Technology Services has a continuity of operations plan in place to address such activities as technology outages and cyber security. The most recent experience showing continuity of operations is the district's response to the COVID-19 pandemic during which the district had to pivot frequently and continue its operations.
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