

School Safety Yesterday, Today and Tomorrow

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We Have a Moral and Legal Obligation to Provide a Reasonably Safe School Environment

Are you an advocate for the children?

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24

United States Department of Education Planning Model

A comprehensive school crisis plan should be an all hazards plan that includes four specific and written plan sections:

- Prevention and mitigation
- Preparedness
- Response
- Recovery

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25

Supervision of Students

- Could I steal a child from you?
- How well do you watch them?
- How spread out are they?
- Do you think about your placement?
- Do you leave children alone?
- Are you too free to grant passes?
- Can you coordinate with others?



Have Your Staff Been Trained and Motivated to Supervise Students Properly?

Supervision of students is the first and most important job of anyone who works in a school

Techniques to enhance supervision:

- Safety zones in the morning afternoon and during lunch
- Compartmentalization of the school
- Positive positioning of staff
- Security camera coverage
- Random surprise supervision
- Training of staff on how to supervise students



Respect

How do we address students:

- Words
- Tone
- Inflection
- Body language
- Listening



Key Safety Practices

- Teach with the door locked
- Enforce the dress code
- Never bully a student
- Give respect to gain it
- Get to know your students
- Don't tolerate bullying
- Watch your words and deeds



Key Safety Practices (continued)

- Be fair
- Be consistent
- Maintain good discipline
- Show you care
- Pay attention to body language as well as words of students
- Never leave student students unattended
- Check your surroundings



Dealing with Irate People

- Watch their hands
- Watch your surroundings
- Watch your tone of voice
- Watch your choice of words
- Listen
- Check what they are saying to show your interest



Alertness

Are we really paying attention to their:

- Words
- Tone
- Inflection
- Body language
- Actions



What are the Worst School Crisis Situations to Occur to Date?



Early Warning Signs

- Social withdrawal
- Excessive feelings of isolation
- Excessive feelings of rejection
- Being a victim of violence



Early Warning Signs Continued

- Feeling of being picked on/persecuted
- Low school interest & poor academics
- Expressions of violence in writing, etc.
- Uncontrolled anger
- Intolerance for differences and prejudice



Early Warning Signs Continued

- Patterns of impulsive & chronic hitting, intimidating & bullying behaviors
- History of discipline problems
- History of violent and aggressive behavior



Imminent Warning Signs

- Progressive patterns that may include:
- Serious fighting with peers and family
 - Severe destruction of property
 - Severe rage for seemingly minor reasons
 - Detailed threats of lethal violence
 - Possession/use of firearms and other weapons at school
 - Self-injurious behaviors or threats/attempts at suicide



Assessment

- Reported incidents
- Surveys of students, staff and parents
- Tactical site surveys
- Community hazard assessment



Tactical Site Surveys

Should be conducted annually by staff assisted by local public safety officials



Surveys

- Surveys of students, staff and parents
- If you don't use surveys regularly, you are guessing



Tracking and Analyzing Incidents

- You cannot correct problems that you have not identified.
- Must show need to be competitive for grant funding.
- Make efficient use of available resources.



School Safety Committee

- Community-based
- Comprehensive
- Create a school safety plan
- Update it annually



Policies

- Mandated timely reporting of all weapons incidents
- Prohibition of non law enforcement staff searching people for weapons
- Mandating annual tactical site surveys
- Mandating annual student, staff and parent safety surveys
- Prohibiting Triggering behaviors
- Clearly defining weapons



Student Code of Conduct

- Defines prohibited items and behaviors
- Outlines accountability for students, parents, and school system employees
- Should be easy to understand, apply, and defend



Dress Code

- Reduce gang indicators
- Require that shirts be tucked in at all times to reduce ease of concealing firearms
- If you do not have one – students can and will easily carry firearms in your school



Triggering Behaviors

- Fights
- Gang hand signs
- Threats to commit acts of violence
- Trespassing/Loitering in School Safety Zone
- Prosecution and disciplinary action reduce danger
- Excessive teasing
- Bullying



Consequences

- Consistent sanctions
- Firm but reasonable
- Enough to deter most without creating sympathy for violators
- Alternative prosecution programs
- The less consistency you have, the more violations you will have, the more liability you face and the time spent on discipline issues will be increased



Access Control, Visitor Sign in Procedures and Targeting Cues

- Minimize open doors
- Require photo ID
- Check contact cards
- Issue time sensitive visitor badges
- Maintain sign in book and visitor badges out of reach of visitors



Criminal Trespass Warning Slips

- Written warnings for trespassers, arrestees, suspended and expelled students and in some cases, parents who refuse to comply with campus conduct policies
- Be sure to cover athletic events and other special events
- Copy issued to the person being banned



**Criminal Trespass Warning Slips
(continued)**

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- Law enforcement officers present when warnings are issued
- Consistent prosecution of violators
- Re-warn people who are arrested for trespassing
- Cross check non students who are allowed to attend dances and other special events



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126

Acting on Tips

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- Always have an armed officer present when checking for contraband.
- Always investigate tips thoroughly.
- Be sure to consider alternate locations.
- Make it easy for students to report.
- When you find one weapon, check for more.



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132

**When you find one weapon,
there may be more**

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- Weapons violators often have more than one weapon.
- Look in student lockers, cars, bookbags, and etc. once you recover a weapon from a student.
- Think safety (remember the Springfield school shooting case).



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147

Mitigation and Response Measures

- Written protocols
- Emergency operations plans
- Training of staff
- Practice and testing of plans through the drill and exercise process



Do All Staff Know How To:

- Talk on a radio/portable phone during an emergency?
- Repeat back under stress?
- Give their location twice
- Implement functional protocols?



Written protocols

- Report of a weapons on campus
- Use of a weapon
- Hostage situation



Emergency operations plan

- Are all key staff formally trained in NIMS?
- Are your paper plans adequate?
- Do they reflect reality?
- How do your plans look in 3-D?
- Do you have job aids for different categories of employee?
- Are staff empowered? To call 911, to order a lockdown?
- Have plans been tested by a series of drills, table top, functional and full – scale exercises?



Training of staff

Have all teachers, administrators, custodians, bus drivers and other staff been trained on:

- Immediate reporting of all weapons incidents
- Not searching students for weapons
- Proper supervision of students
- Disciplinary procedures
- Access control protocols


