



School Safety & Security

Florida School Finance Officers Association
Summer 2019
Office of School Safety

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School Safety





School Safety

Look at school safety from a different lens

- Law Enforcement (patrol, general assignment investigation, major crimes investigation, domestic security, watch commander, and specialized services)
- Executive Finance Management
- Tactical (SWAT, sniper, team leader)
- Emergency Management (High-Risk Incident Commander, EM Executive Team)
- Flight/Combat Medic
- Education / Professor
- K-12 School Administration



School Safety

Seminole County

66 schools, 68,000 students, 8000 employees, A rated school district

Inherited

Low Cost / No cost initiatives

The only person that could lockdown a school was the principals

No school safety technology

Schools are not built for safety/aging infrastructure (30years average age)

Limited resources

Outdated ERP (flip charts, no holistic view)

No procedures/policies for school safety

No innovation, leadership, or direction

+ **Proactive Superintendent, School Board, and Sheriff**



School Safety

What makes Seminole County different now?

- Trained School Resource Officer/Deputy assigned to each school (FIRST FL.)
- Sheriff's Office responsible for school safety / Executive assigned to SCPS (FIRST FL.)
- Threat Assessment Teams
- School Safety Technology
- Initiative School Safety Programs-Focus on Safety, Comfort K9s, Digital Citizenship
- Years ahead / No knee-jerk reactions
- Proactive School Board, Superintendent, Sheriff and Community
- Aggressive Safe School Campaign (Capital Projects, Education, PSA)
- Priority on bullying, mental health, threats, suicide
- Unmatched collaboration
- School safety is a 24/7 that we take very seriously
- Student and Citizen Advisory Committees
- We were doing school safety before it was a "buzz word" (locking door, drills, threat, etc.)



School Safety

Tomorrows News Video.mp4



School Safety

What is a safe school?



School Safety

A safe school is a place where students can learn, and teachers can teach in a welcoming environment, free of intimidation and fear. It is a setting where the educational climate fosters a spirit of acceptance and care for all students.

Where behavior expectations are clearly communicated, consistently enforced, and fairly applied. A safe school is also one that is prepared to respond to the unthinkable crisis.

No greater challenge exists today than creating safe schools or restoring schools to tranquil and safe places of learning. The challenge requires a major strategic commitment and involves placing school safety at the top of the educational agenda.



School Safety

Despite the horror experienced in United States schools, they remain one of the safest places for children.

School shootings are an extremely rare, but highly significant, component of the problem of school violence.

As safe as the school setting is, the number of school shootings and acts of violence are increasing.

Two realities remain apparent

1. Violent incidents continue to take place in school settings across the country
2. There is a need to further shift the focus to prevent violent incidents



School Safety

Legislation Changes SB 7030 Highlights

- Ensure the school's website, newsletters, publications, and student devices have the anonymous tip reporting information (FortifyFL)
- **School Environment Safety Incident Reporting (SESIR) mandates and *strict accountability***
- Three-day requirement for the school to transfer verified reports of serious or recurrent behavior patterns (includes threat assessments, intervention services, and psychological evaluations/treatment plans/progress notes)
- FSSAT due October 1 (we will push out SRO, Principal, Facilities, Office of School Safety questions that need to be answered)
- SRO must be consulted with any concerning behaviors, delinquent acts, and crime
- The Principal **shall** notify all school personnel as to their responsibilities regarding incident reporting on acts which pose a threat to school safety



School Safety

- Threat follow-up time restraints
- **Funding for SRO, Mental Health and Facilities Grant**
- DOE compliance oversight with severe consequences for non-compliance
- State workgroups (School Hardening/harm Mitigation, FSSAT, Threat)
- Clear and concise language on Charter School compliance
- Drills in accordance with developmentally appropriate and age-appropriate procedures
- Schools must certify that all school personnel have received active threat response procedures and training
- Requirement (**shall**) for schools to utilize the Threat Assessment process

School Safety

- School's TAT shall ensure any intervention service provided to a student remain in place during school transfer until the TAT of the receiving school independently determines the need for intervention services
- Students identified at risk for mental health disorders must have school-based mental health service and must be initiated within 15 days





School Safety

Talking Points

- Legislation (SB7030/SB7026) Strengths and Weaknesses
- MSD Commission (subject matter experts)
- Current climate
- Future of school safety (funding, attention, wide open book)
- Accountability
- Funding / unfunded mandates
- What is school safety (hardening?)
- More complex threats
- Option based active threat response
- Technology (machine learning / artificial intelligence)



School Safety

What works

- Prevention
- Threat Assessment (recognize students who *engage in a continuum of concerning behaviors*)
- Mental health / behavioral / suicide prevention / bullying initiatives
- School safety best practices
- Digital reunification
- Holistic approach to school safety
- School safety technology (not all)
- Student led initiatives
- Positive school climate
- Option based emergency responses

**There are
always
indicators**



School Safety

What needs more work

- Current emergency drill mandates
- Fire codes
- Kicking the can down the road
- Everyone is now an expert
- The right people at the table
- We are disclosing too much about our school safety plans
- Communication during critical incidents
- Equality among school districts (small / X-large)
- Silos
- Lockdowns alone is NOT enough
- Unfunded mandates / capital projects
- **Why does it take a drop of a child's blood to hit our school's floor before we take school safety seriously?**





School Safety

Active Threat / Young Active Killers

- ✓ Violent targeted incidents at schools were rarely sudden or impulsive
- ✓ Prior to most incidents, peers knew about the attacker's plans
- ✓ Most attackers did not directly threaten their targets
- ✓ There is no useful "profile" of students who engage in school attacks
- ✓ Most attackers engage in behaviors prior to their attacks that caused others concerns or indicated a need for help
- ✓ Most attackers had difficulty coping with significant losses or personal failures
- ✓ Many attackers were bullied and ridiculed by other students
- ✓ Most attackers had access to weapons prior to their attacks
- ✓ Many incidents of school attacks, other students were involved in the attack in some capacity
- ✓ Despite prompt law enforcement response, most shootings incidents were stopped by means other than law enforcement



School Safety

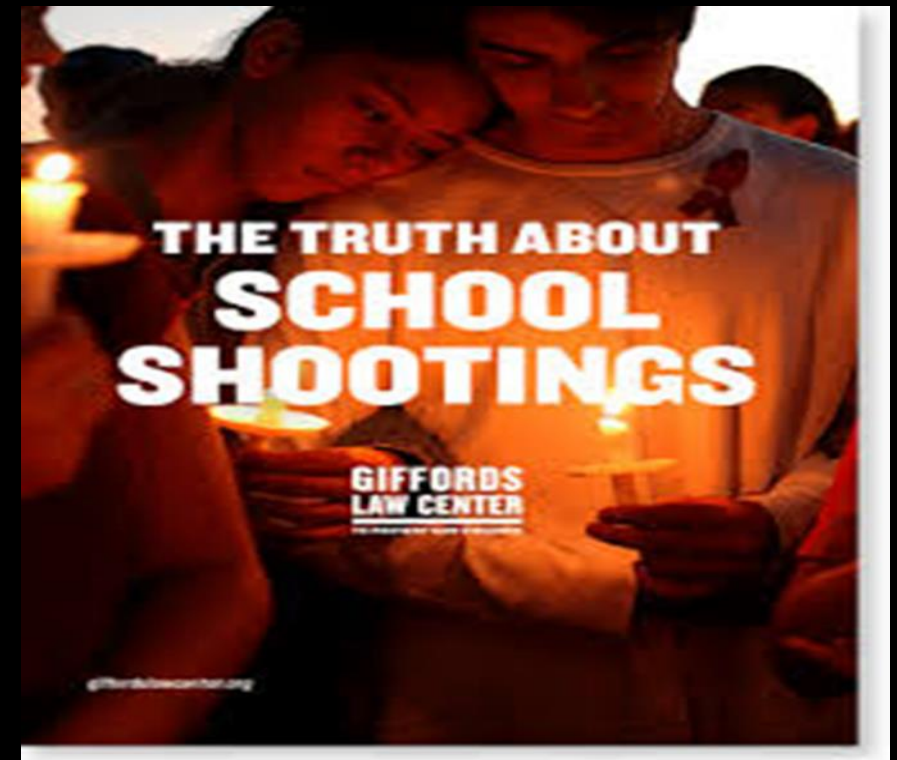
School Shootings

When did school shooting start?

Are we at a crisis point?

Are guns to blame?

Is arming teachers the right
things to do?





School Safety

Major changes in school safety

- Columbine High School
- 9/11/2001 New York City/DC
- Beltway Sniper Incident
- Sandy Hook Elementary
- Marjory Stoneman Douglas (our 9-1-1)



School Safety

School Extracurricular Events

Most frequent items found problematic during a school extracurricular events

- No event pre-planning or briefing
- Minimal or no specific special event training for faculty and staff
- Insufficient staffing levels at event
- Lack of or insufficient communication methods at special event
- Normal daily school rules are not enforced by admin (dress code)
- Insufficient entry/exit
- Lack of emergency vehicle travel route planning
- No evacuation consideration
- No collaboration with area 1st responders regarding special event
- Insufficient law enforcement staffing levels
- No money collection protocol



School Safety

Science News

from research organizations

Rapid rise in mass school shootings in the United States, study shows

Researchers call for action to address worrying increase in the number of mass school shootings in past two decades

[Mental Health](#) > [News](#) >

Study Confirms Steady Rise in School Shootings



School Safety

Despite heightened fear of school shootings, it's not a growing epidemic

Schools are safer today than they had been in previous decades

First, while multiple-victim shootings in general are on the rise, that's not the case in schools.

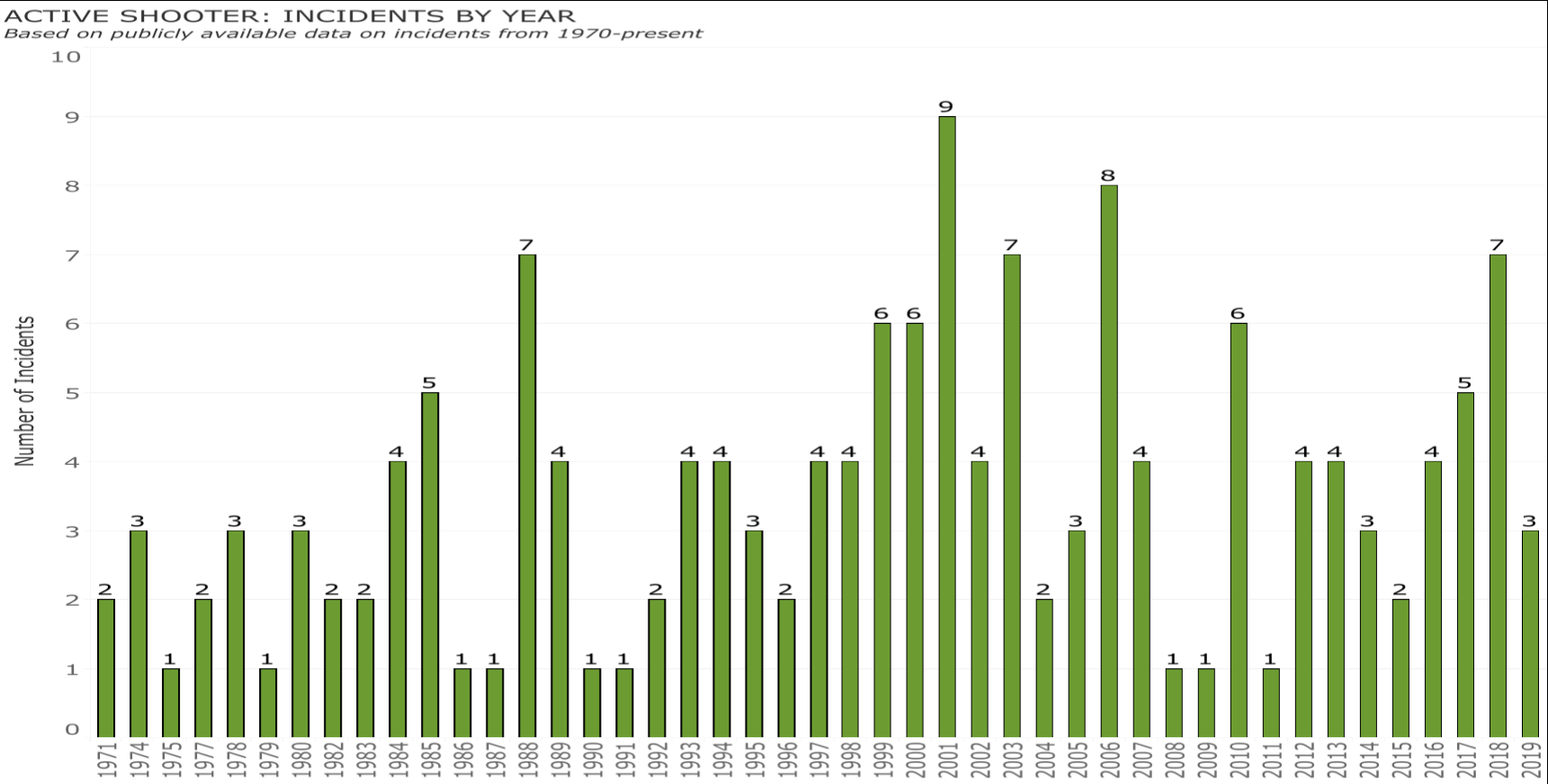
Second, the overall number of gunshot victims at schools is also down

The difference is the impression, the perception that people



School Safety

K-12 School Shootings

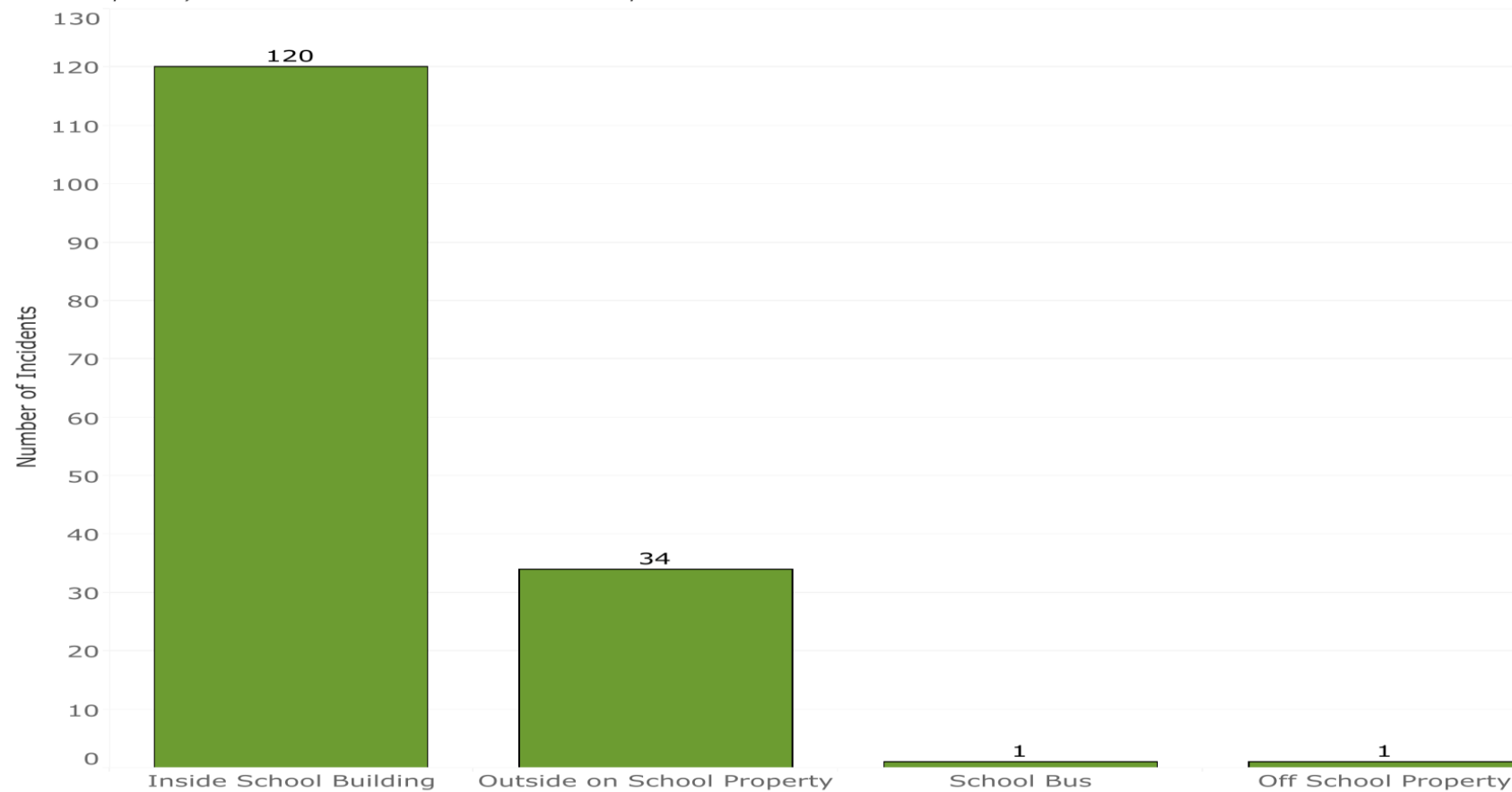




School Safety

ACTIVE SHOOTER: INCIDENTS BY LOCATION

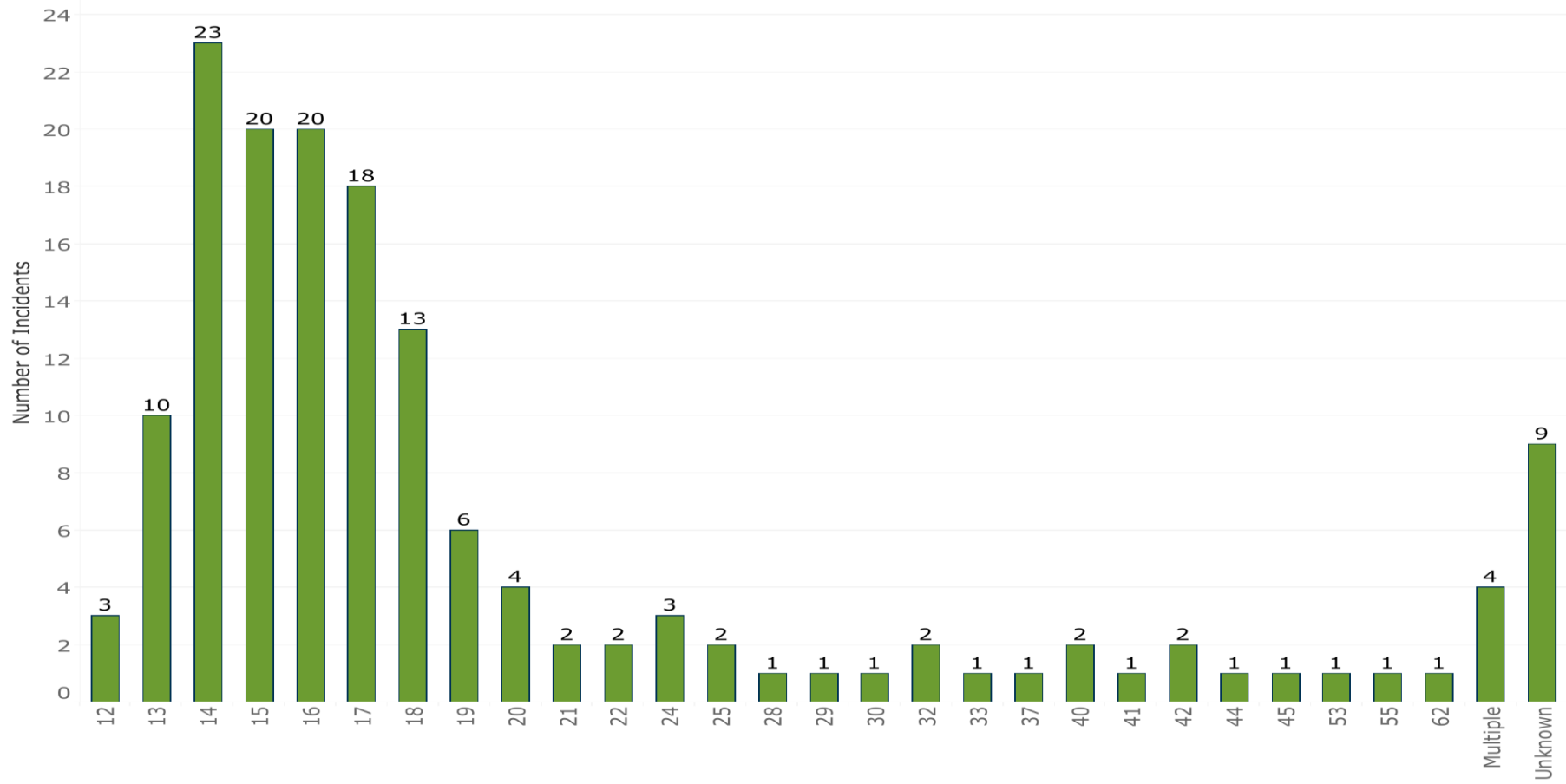
Based on publicly available data on incidents from 1970-present





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ACTIVE SHOOTER: SHOOTER'S AGE
Based on publicly available data on incidents from 1970-present

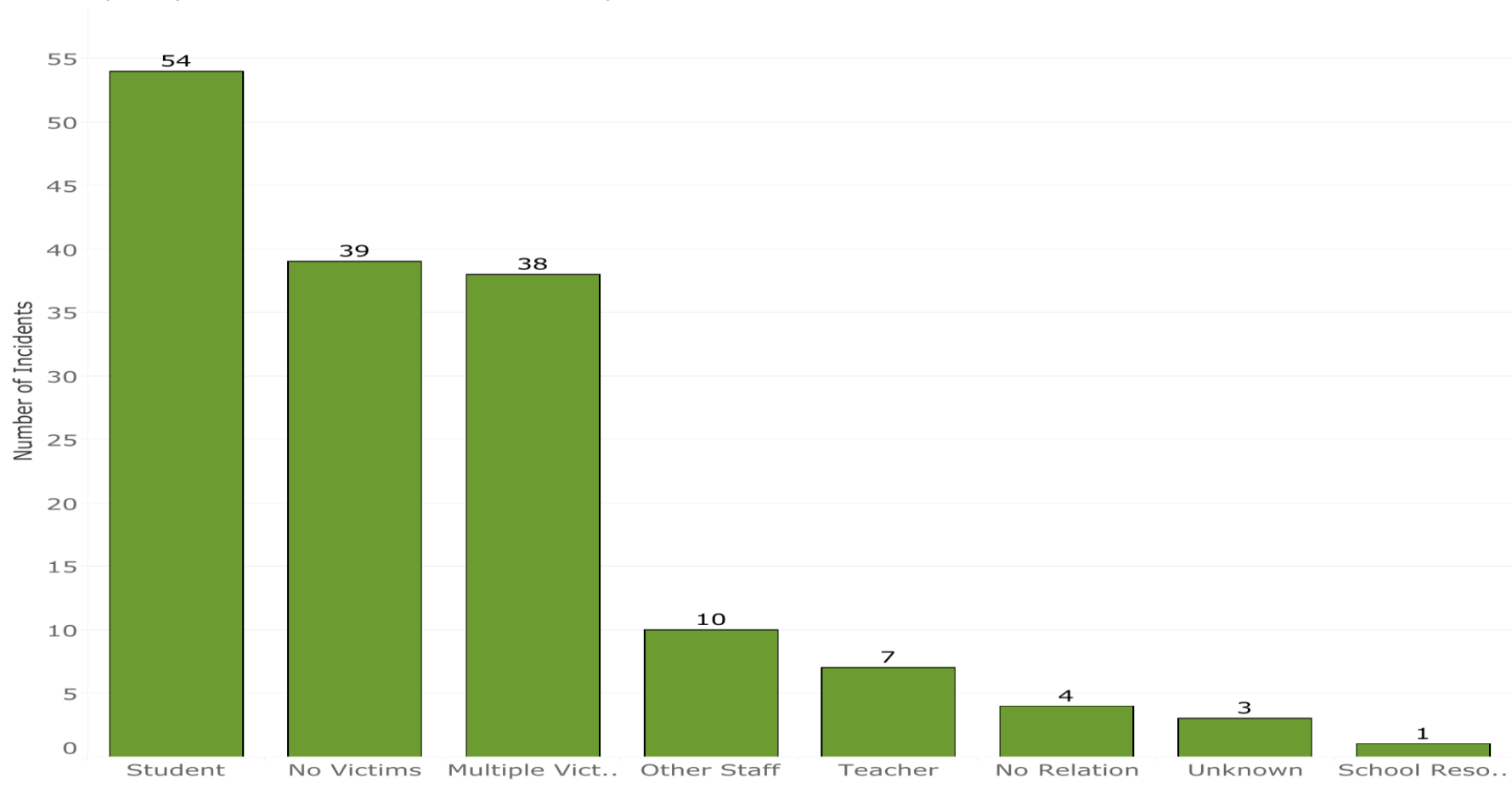




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ACTIVE SHOOTER: INCIDENTS BY VICTIM'S AFFILIATION WITH SCHOOL

Based on publicly available data on incidents from 1970-present





School Safety

Targeted Attacks and Pre-Attack Behaviors

FBI study examined the killers' demographic characteristics, why the killers committed the crime, and what warning signs the killer provided before the attack.

- **Most killers obtained their guns legally**
- **Active killers spend a long time planning their attacks**
- **Only 25% of killers had been previously diagnosed with a mental illness**
- **Shooters generally displayed recognizable warning signs before the attack**
- **At least one person in every event studied noted concerning behavior on the part of the suspect before the attack**
- **Most of the active killer attacks happened in “gun free zones.” Seventy-nine percent of the killers were acting on an actual or perceived grievance**



School Safety

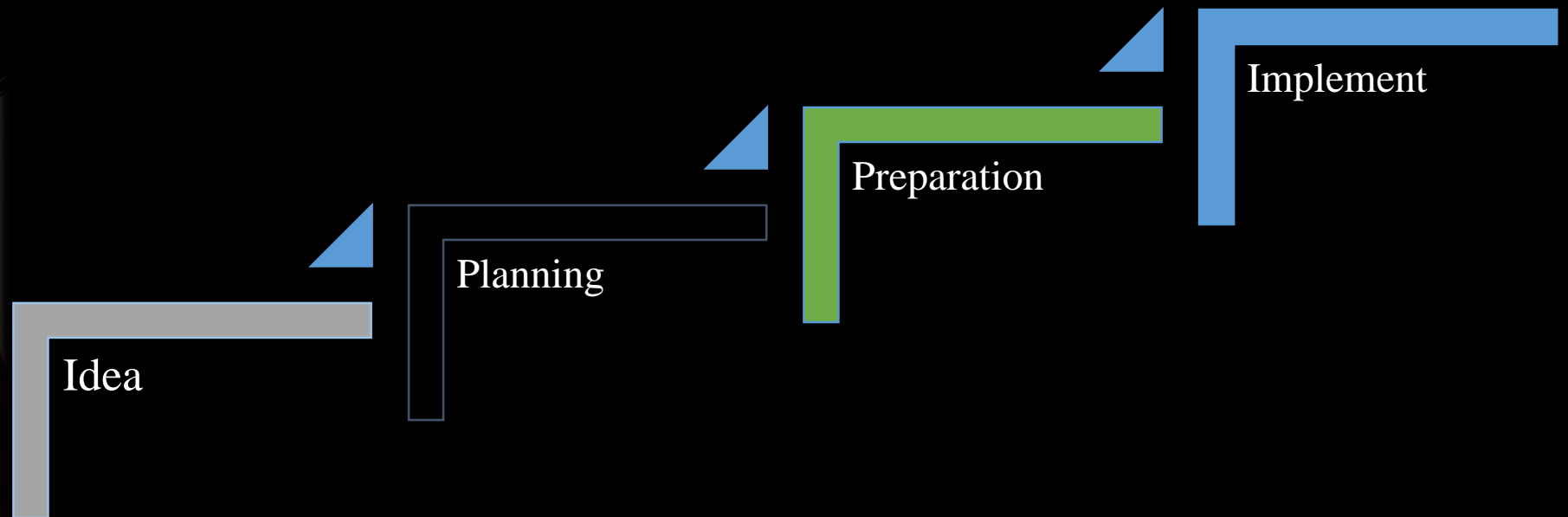
FBI Study of Active Shooter Incidents United States

- Approximately one incident occurred each month in America
- 60% of the incidents ended before the police arrived
- Of the 160 active shooter incidents, all but 2 were lone shooters
- Of the 160 active shooter incidents, 6 shooters were female
- Educational environments accounted for approximately 25% of the shootings
- Of the 39 attacks at schools, all but 2 were carried out by current students at the school
- Most of the school attacks occurred on Monday



School Safety

Pathway to Violence





School Safety

Response to Active Threats

Role of SRD/SRO

Single Response

Killer / Hunter

Seal Team 6

OODO Loop

Critical response / Supervisor

Where are the threat coming from? Primary level /
Secondary level





School Safety

Best Practices in School Safety

- Trained SRO/SRD on campus during the instructional time
- An app-based panic solution with multi-media interoperability
- Single Point Entry
- Closed Campus
- A front door buzzer system
- Locked doors/gates (zero tolerance)
- Access Control
- IP Cameras / video management system
- Hardwired panic buttons (front desk area)
- Ballistic film (front entry door/glass)
- Exterior and interior fencing
- Effective communication (ensuring message is getting to the lowest level)
- Ensure first responder radio operability in all school locations



School Safety

- Safe School Campaign (all stakeholders)
- Effective Emergency Operation Plans (all-hazard)
- Threat Assessment Teams- multi-disciplinary
- Strict visitor controls
- Trained emergency response teams
- Student Lead Safety Initiatives
- Student & Citizen Advisory Committees
- Mass communication capability
- Social media “school threat” monitoring
- Feed first responders
- Be prepared for multiple hazards & threats in a complex environment (e.g., HS football games)
- Proper Risk mitigation / School Assessments / Vulnerability ID
- Informed stakeholders
- Advanced school safety technology
- Empowered staff to declare an emergency and react accordingly



School Safety

- Bullying / Mental / Threat / Self Harm -Suicide/ priorities
- The anonymous tip reporting system
- Systems that talk (interoperability) NO silos
- Understand the THREAT (from within)
- Mobile reunification technology
- Effective safety-related campaigns
- Trained staff (all levels- substitute, dividends, teachers, admin, etc.)
- Collaboration (LEO, Fire, EMS, EM, School, etc.)
- Centralized command and control for school incidents
- Best practices/lesson learned (adverted incidents as well)
- Stop the Bleed Campaign
- Effective emergency drills and training
- Layered security measures
- Hard corner / Safe spots
- Transportation safety (bus-GPS, video, mass communication, training)



School Safety

Have YOU done all you can to protect your school?





School Safety

Public & Legal Scrutiny

Do you?

- ✓ Push soft panic app participation
- ✓ Have an aggressive **zero tolerance** on unlocked doors/gates
- ✓ Push our anonymous tip reporting system
- ✓ Have an aggressive visitor controls practice
- ✓ Have staff present during class change
- ✓ Have a positive school climate
- ✓ Open communication with all stakeholders
- ✓ Fair and concise discipline practices
- ✓ Immediately address threatening behavior
- ✓ Test your Safe Team
- ✓ Address the real school safety areas of concern – Behavior, Mental Health, Threat, Suicide & Bullying)





School Safety

Are you ready?

Your body can't go where your mind hasn't been





School Safety

When in doubt lock it down





School Safety

*ANY
QUESTIONS*

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School Safety

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