

School Safety and Security

“Safety is an attitude, attitude is everything.”



CONROE
INDEPENDENT
SCHOOL DISTRICT

October 1, 2019

School Safety and Security

2

“We are in this together.”

Dr. Leigh Wall, Superintendent of Santa Fe ISD



Agenda

- ▶ Planning
- ▶ Recommendations for Texas School Districts
- ▶ New Legislation
- ▶ Conroe ISD Current Practices

Big Picture Safety Questions

- 
- **What role does the board play in school safety? Before, during and after an event?**
 - **How does the Culture and Climate of a board/district/campus impact school safety?**
 - **How can the board help the community better understand school safety?**

Part One

5

Planning



Safety and Security Audit

- ▶ Safety and Security Audit required every three years with results sent to the Texas School Safety Center
- ▶ District must establish a School Safety and Security Committee—assists with emergency plans, safety and security audit and reporting
- ▶ Safety Audit is intended to be an on-going process integrating regular safety and security assessments, including planning, training, and drills for emergency procedures
- ▶ Texas School and Safety Center recommends safety and security audits be conducted by a team of stakeholders including central office administrators, teachers, school nurses, counselors, parents, law enforcement personnel, maintenance personnel, and community members

Safety and Security Audit – CISD

- ▶ Conroe ISD campus and facility audits are completed on the three year requirement.
- ▶ Conroe ISD administrators participated in school safety audits.
 - ▶ discuss safety plans and procedures already in place, and potentially make recommendations to enhance the safety of each of our campuses.
- ▶ CISD PD officers are auditing, daily, on campuses.
- ▶ Findings from the audit have been provided to campus administration for review.
- ▶ Reporting from all audits has been provided per requirement.

Multi-Hazard Emergency Operations Plan

- ▶ Districts must adopt and implement a multi-hazard emergency operations plan for facilities
- ▶ Plan to deal with multiple hazards must include:
 - ❑ Emergency prevention/mitigation, preparedness, response, and recovery
 - ❑ Employee emergency response training
 - ❑ Mandatory drills and exercises to prepare students and employees for responding to an emergency
 - ❑ Coordinate efforts with the TX Department of State Health Services, and local emergency management agencies, law enforcement, health departments, and fire departments

Four Emergency Planning Components

▶ Mitigation/Prevention

- ❑ Assessment of all potential hazards—natural or man-made

▶ Preparedness

- ❑ Conduct drills and ensure parents and first responders know protocol

▶ Response

- ❑ Good Planning = successful response

▶ Recovery

- ❑ Coordination of needed resources

Four Emergency Planning Components – CISD

- ▶ CISD administrators have taken, or are in the process of taking FEMA ICS courses for incident management.
 - ▶ IS-100 Intro to Incident Command
 - ▶ IS-200 ICS for Single Resources and Initial Action Incidents
 - ▶ IS-700 NIMS, An Intro
 - ▶ IS-800 National Response Framework, An Intro
- ▶ Campus administrative safety contacts receive Emergency Operations training.



Four Emergency Planning Components – CISD

- ▶ Dedicated Safety page in Canvas (LMS) with resources

Safety

CONROE INDEPENDENT SCHOOL DISTRICT

Safety

Contacts:

- Ethan Barton - 936-709-8201
- Steve Muir - 936-709-7848

District/Campus Safety information links:

- CISD Safety Information Website
- Campus Safety Procedures - Important Documents
- Standard Response Protocol (Posters/Parent/Teacher information)
- Discipline Code Information (33 will be removed this year)
- Expulsion/JAEP Information
- Discipline Information - (Admin Academy Presentation)
- Moorhead and Woodforest Emergency Plan

Anonymous Alerts:

- Anonymous Alerts Information - Posters, Images, Etc.
- Need to be added to Anonymous Alerts? [CLICK HERE](#)
- Need to remove someone from Anonymous Alerts? [CLICK HERE](#)

Drill Information:

- Drill Frequency Requirements
- 2019-2020 Fire Drill Form
- Fire Drill Procedures (Following these procedures will greatly reduce false alarm responses from CISD maintenance, CISD PD, and your staff.)
- 2019-2020 Fire Marshal Checklist (Use as a reference when you complete your walks and/or communicate with staff. Keep in mind the combustibles and the ceiling clearance rule)

SEE SOMETHING, SAY SOMETHING

Anonymous Alerts

1-888-Kid Chat
543-2428

Conroe Independent School District

• Monitored 24/7 by the Conroe ISD Police Department

• Download the Anonymous Alerts app

• Login: **conroeisd**

• Send reports with a screenshot, photo or video

• Monitored 24/7 by the Conroe ISD Police Department

CONROE INDEPENDENT SCHOOL DISTRICT

report threats against your school

for emergencies, call 911

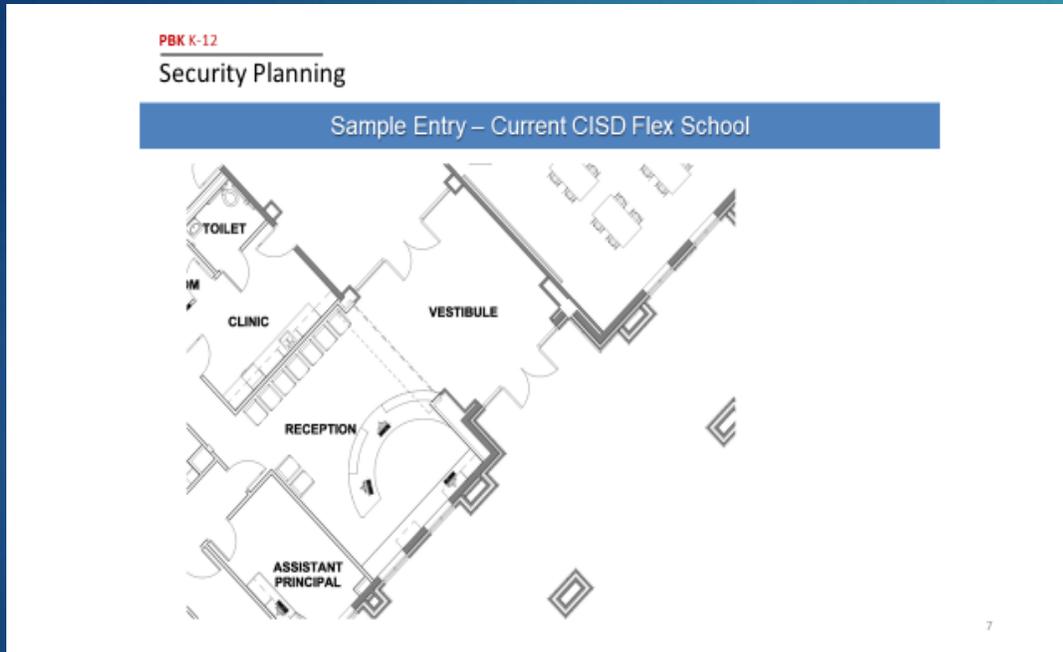
Governor's 40 Point Plan Highlights

- ▶ Increase law enforcement on campuses
- ▶ Provide active shooter and emergency response training
- ▶ TEA Review of Safety and Security Audits
- ▶ Hardening of facilities to integrate security with educational mission
- ▶ Prevention-Mental Health Training and Support
- ▶ Allow teachers to immediately remove students who assault teachers, or threaten bodily injury to self or others—DAEP
- ▶ See complete Governor's 40 Point Plan:
https://gov.texas.gov/uploads/files/press/School_Safety_Action_Plan_05302018.pdf

Governor's 40 Point Plan Highlights - CISD

- ▶ CISD PD provides C.R.A.S.E training to staff and any employee who registers for the course.

10/2/2019



Governor's 40 Point Plan Highlights - CISD

- ▶ ERIP (ALICE/SafePlans) has an Active Shooter e-learning course available to all campuses.
- ▶ All staff completed the Safe Schools Active Shooter course.



Active Shooter Defense Training for K-12 Schools

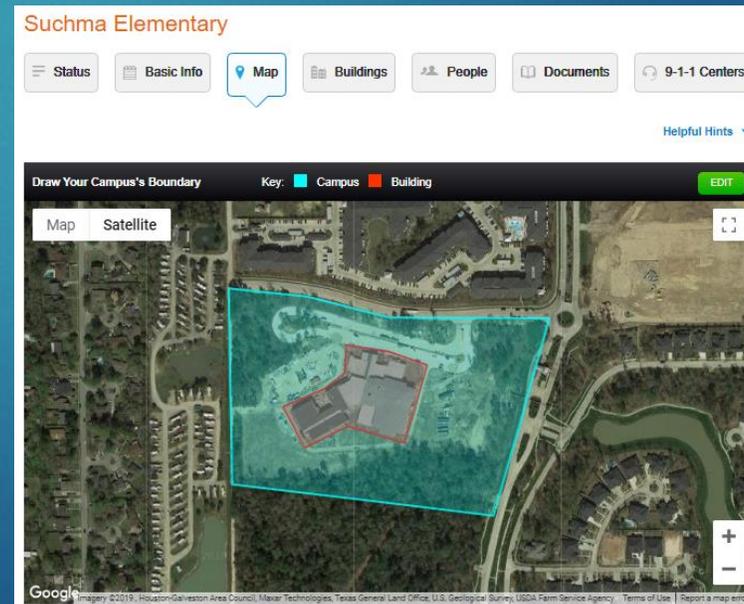
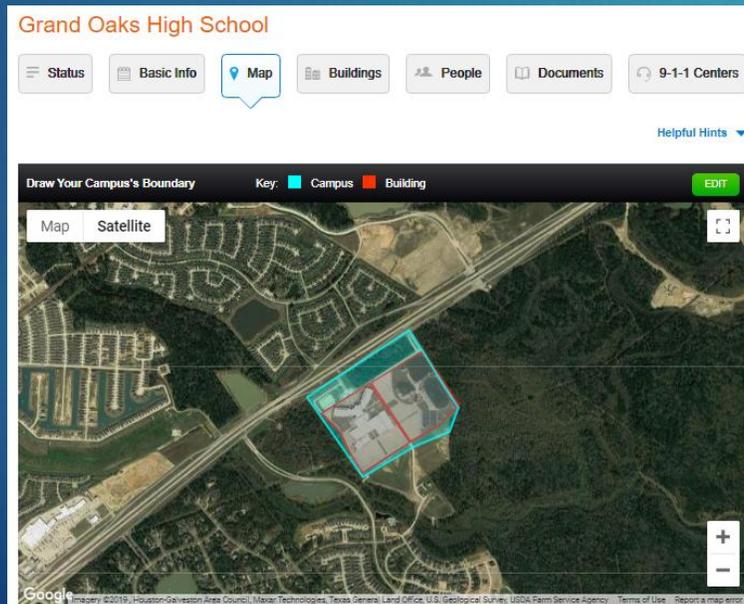


Governor's 40 Point Plan Highlights - CISD

15

- ▶ All Montgomery County emergency response entities have access to CISD campus information.
 - ▶ All campuses and facilities are in Rave Facility
 - ▶ Geo-fenced for 911 call location
 - ▶ Tied in with Montgomery County 911
 - ▶ Critical Personnel Contact Sheets for each campus
 - ▶ Montgomery County EOC has access to campus/facility EOP

10/2/2019



Governor's 40 Point Plan Highlights - CISD

16

10/2/2019

- ▶ **A.L.E.R.R.T. – Advanced Law Enforcement Rapid Response Training (Active Shooter Response)**
- ▶ CISD Police Department has multiple certified instructors who teach active shooter response to all CISD police officers as well as various other law enforcement agency officers in the greater Houston area. This training prepares an officer to respond swiftly and effectively to confront and stop an active shooter/attacker. CISD officers go through this training on a regular basis.
- ▶ **Medical Training – All CISD police officers receive training in the following:**
 - ▶ Heartsaver CPR/AED and First Aid Certification Training
 - ▶ Tactical Emergency Casualty Care
 - ▶ ALERRT First Responder Medical



Governor's 40 Point Plan Highlights - CISD

17

10/2/2019

- ▶ **Mental Health Training – All CISD police officers receive training in the following:**
 - ▶ C.I.T. (Crisis Intervention Team) is a police mental health collaborative program. The term "CIT" is often used to describe both a program and a training in law enforcement to help guide interactions between law enforcement and those living with a mental illness.
 - ▶ Mental Health Peace Officer – 40 hour certification course Includes Mental Health Peace Officer duties and training, mental disorders, indicators of mental illness, understanding mental illness, handling a person in acute phase of mental illness, the law and liability issues, documentation, safety and assessment, intervention in high and low risk situations.
 - ▶ Youth Mental Health First Aid



Governor's 40 Point Plan Highlights - CISD

18

10/2/2019

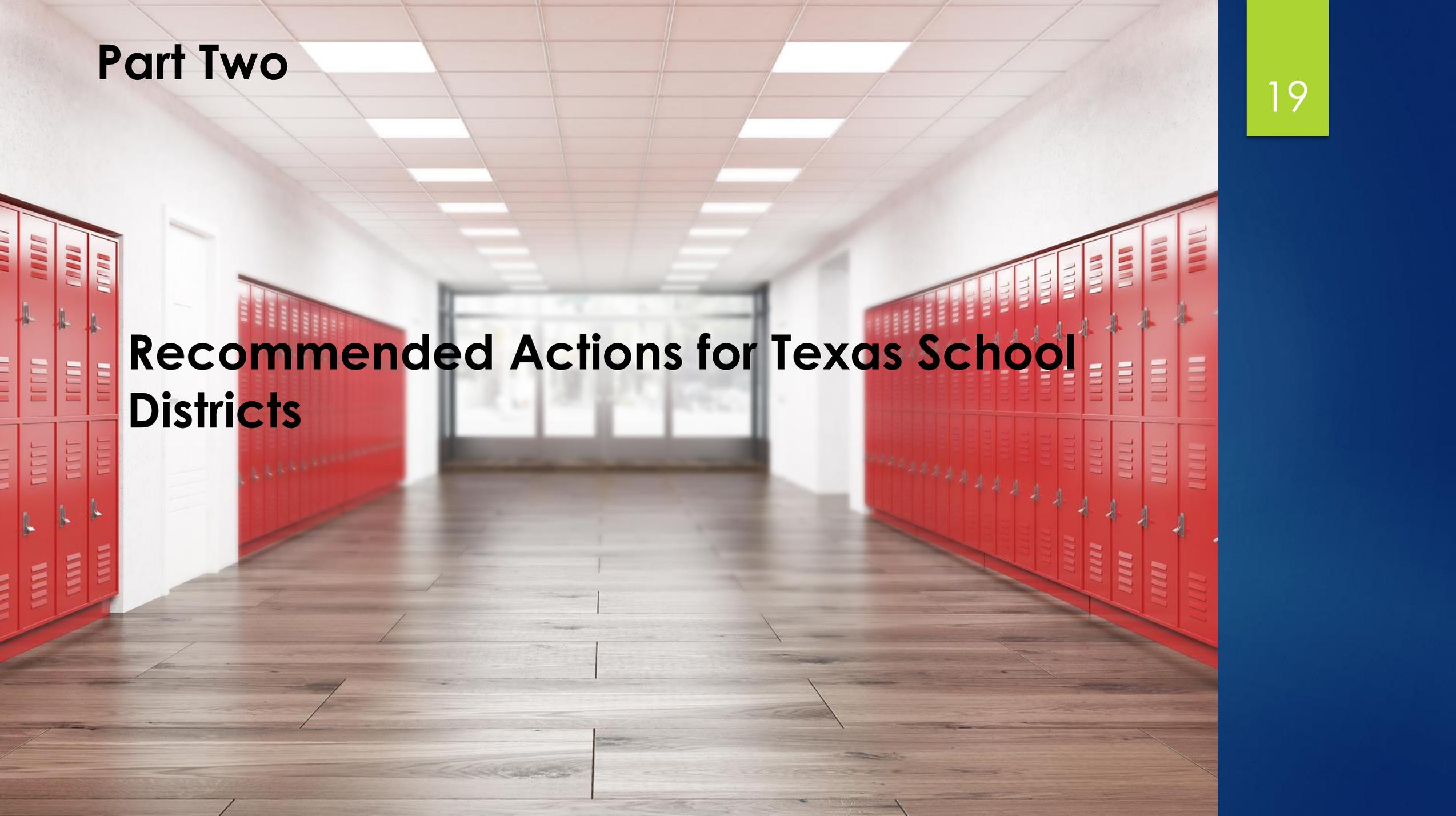
- ▶ **Montgomery County Special Threat Response Group – Chief Harness and Captain Blakelock serve as executive committee members in this group. Captain Blakelock also serves as a member in the training sub-committee**
 - ▶ The Montgomery County Special Threat Response Plan was developed to provide instructions and guidance to effectively shape the response of all agencies in Montgomery County, TX to an active shooter/violent intruder/hostile threat incident. The plan provides guidance for developing and implementing procedures in regards to response, training, and ongoing plan maintenance. The plan includes the participation of all law enforcement, fire, and EMS agencies in Montgomery County.
- ▶ CISD Transportation partnered with Homeland Security and were provided training for transportation safety.



Part Two

19

Recommended Actions for Texas School Districts



School districts should reevaluate access control and visitor management policies and procedures for ALL facilities

► Best Practices

- ❑ Limiting number of entrances
- ❑ Utilizing secure vestibules
- ❑ Monitoring all entrances/exits by security personnel
- ❑ Utilizing technology locking and monitoring systems
- ❑ Exterior doors locked from the outside
- ❑ Limiting the number of visitors & monitoring
- ❑ School facilities personnel test access control and visitor management procedures periodically and randomly

School ISD's should empower all stakeholders to be situationally aware and to report suspicious activity

- Training for situational awareness
- *See something, Say something, Do something*
- Anonymous reporting systems



School ISD's should empower all stakeholders to be situationally aware and to report suspicious activity

“ **SEE SOMETHING, SAY SOMETHING** ”



1-888-Kid Chat
543-2428

Conroe Independent School District

• Monitored 24/7 by the Conroe ISD Police Department

Anonymous Alerts[®] report it[®]



- Download the Anonymous Alerts[®] app
- Login: **conroeisd**
- Send reports with a screenshot, photo or video
- Monitored 24/7 by the Conroe ISD Police Department



report threats against your school



for emergencies, call 911



School ISD's must coordinate and collaborate with law enforcement and other first responders to develop strong school safety programs

- Local/Regional/State Resources
- TEC Code 37.108 (3) requires that district's multi-hazard emergency operations plan provides for "measures to ensure coordination with the Dept. of State Health Services and local emergency management agencies, law enforcement, health departments, and fire departments in the event of an emergency."
- Identify responders and resources in ISD's area
- Keep updated contact list
- Collaborative training and drilling
- Identify gaps and weaknesses in drilling and execution
- Develop MOU to address specific roles and needs in advance of an emergency

Establish and utilize behavioral threat assessment teams to identify students who may pose a threat to either themselves or others and provide appropriate interventions to prevent an act of violence from occurring

- Process designed to identify, investigate, evaluate and manage threats and other troubling behavior
- Set up school threat assessment teams—provides an avenue to report concerning behavior
- Can intervene with the person who is planning the act of violence and get them help
- Multidisciplinary approach—provide training

Ensure Safety and Security Committee meets regularly and has an active and ongoing role in maintaining safety and security

- TEC Chapter 37.109—school districts must form a district safety and security committee
- Develop and implement emergency plans for campus/facilities
- Ensure each site emergency plan is consistent with the district EOP
- Utilized in the safety audit process-review data before submitted
- Committee should include community members-fire and law enforcement personnel

Should adopt the Standard Response Protocol and Standard Reunification Method as protective measures that can be incorporated into the multi-hazard emergency operations plan

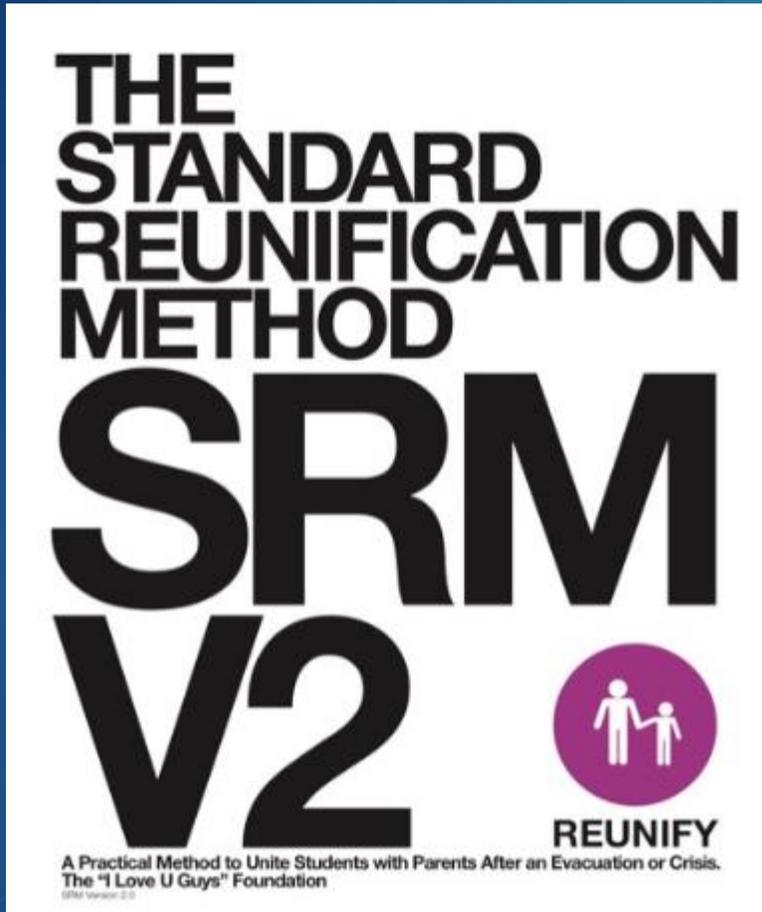
- ISD's are required by TEC 37.108 to adopt and implement a multi-hazard emergency operations plan for use in district facilities
- Address—Prevention/Mitigation, Preparedness, Response and Recovery
- Training in emergency situations
- Drills and exercises
- Coordination with state and local agencies
- Implementation of Safety and Security Audit
- Communication Protocols—Lockout, Lockdown, Evacuate, Shelter and Hold
- Shooter—Avoid, Deny, Defend

Threat Assessment Teams - CISD

- ▶ CISD and CISD PD have had threat assessment teams in place.
- ▶ Training has been developed for the formal campus threat assessment teams defined in recent legislation.
- ▶ Threat assessment documentation will be part of our Student Information System.

Threat Assessment Initial/Screening Report	
This threat assessment report is used to make a determination whether an imminent threat or danger to a school or persons within a school exists, and to determine the need for a full threat assessment investigation. This should not limit other sources of information that may be invaluable in assessing a threat.	
If the threat assessment team believes there is an imminent danger, immediately contact CISD Police or call 911, and follow established emergency operation procedures.	
Date of Threat: <input type="text"/>	Time of Threat: <input type="text"/>
Person Reporting Threat: <input type="text"/>	(Person reporting if not listed: <input type="text"/>)
Intended Targets/Victims: <input type="text"/>	
Exact wording and nature of the threat: <input type="text"/>	
Screening Questions	

Standard Response Protocol and Standard Reunification Method



Emergency Response Information Portal – Campus EOP and Drill documentation

<p>Grand Oaks HS 4800 Riley Fuzzel Rd Spring Texas 77386 2 School Admin</p>	<p>Plans/QRG</p> <ul style="list-style-type: none"> School 1Plan: Part 1 - Basic Plan And Policies 100 % School 1Plan: Part 2 - Annexes And Resources 100 % School Emergency Response Guide 100 %
<p>Grangerland Intermediate 16283 FM3083 Conroe Texas 77302 4 School Admin</p>	<p>Plans/QRG</p> <ul style="list-style-type: none"> School 1Plan: Part 1 - Basic Plan And Policies 100 % School 1Plan: Part 2 - Annexes And Resources 100 % School Emergency Response Guide 90 %
<p>Hailey Elementary 12051 Sawmill Rd Spring TX 77380 3 School Admin</p>	<p>Plans/QRG</p> <ul style="list-style-type: none"> School 1Plan: Part 1 - Basic Plan And Policies 100 % School 1Plan: Part 2 - Annexes And Resources 100 % School Emergency Response Guide 90 %

<p>Plans/QRG</p> <ul style="list-style-type: none"> School 1Plan: Part 1 - Basic Plan And Policies 100 % School 1Plan: Part 2 - Annexes And Resources 100 % School Emergency Response Guide 90 % 	<p>Assessments</p>	<p>Drills</p> <ul style="list-style-type: none"> 2 Complete
<p>Plans/QRG</p> <ul style="list-style-type: none"> School 1Plan: Part 1 - Basic Plan And Policies 100 % School 1Plan: Part 2 - Annexes And Resources 100 % School Emergency Response Guide 100 % 	<p>Assessments</p>	<p>Drills</p> <ul style="list-style-type: none"> 3 Complete
<p>Plans/QRG</p> <ul style="list-style-type: none"> School 1Plan: Part 1 - Basic Plan And Policies 100 % School 1Plan: Part 2 - Annexes And Resources 90 % School Emergency Response Guide 90 % 	<p>Assessments</p>	<p>Drills</p> <ul style="list-style-type: none"> 4 Complete

Positive Behavior Interventions and Supports (PBIS)

30

10/2/2019

- ▶ Foundations: We have 57 campuses participating school-wide. Positive Behavior Interventions & Supports are used to help campuses systematically create an implement process that are proactive, positive, and promote a climate of safety. Campus leadership teams work through this school-wide PBIS plan through Foundations. This process is principal led and the structure lays the groundwork for using individual campus data to inform decisions for developing and implementing effective behavior management and positive behavior support of all students. The process centers around maintaining and communicating high expectations for student success, building positive relationships with students, creating consistent, predictable classroom and school-wide routines, teaching students how to behave successfully, providing consistent monitoring and supervision, providing frequent positive feedback, and correcting misbehavior in a calm, consistent, and logical manner.



- ▶ CHAMPS: CISD has adopted the process of CHAMPS, which is a way of thinking about behavior management, not a scripted program with step-by-step instructions on what to do. This approach guides and empowers teachers in making research and data-based decisions on classroom management. This training gives teachers the tools to implement expectations of students, create classroom rules, structures, and strategies to deal with misbehavior. We train approximately 300 plus teachers a year in our Classroom Management process. We also provide multiple refresher sessions during our Intro to CISD for new teachers



Part Three

32

New Legislation



Law Enforcement

Senate Bill 2135

This bill expands the information a school district will receive from law enforcement when a student is arrested. The report must contain sufficient details of the arrest to enable the superintendent or superintendent's designee to determine whether it is necessary to conduct a threat assessment or prepare a safety plan related to the student.

CISD Law Enforcement

- ▶ CISD Police currently has the following staff:
 - ▶ 3rd largest police department in Montgomery County
 - ▶ 80 Full-Time and 1 Part-Time police officers
 - ▶ 3 K-9 units - (2 narcotics sniffing, 1 explosive sniffing)
 - ▶ 95 crossing guards in 120 locations
 - ▶ 23 Prevention Control Officers
- ▶ Our Police Department works with all area law enforcement agencies.

Mental Health

House Bill 18

This bill adds extensive training on mental health and related issues to the **teacher preparation programs** that include suicide prevention, recognizing mental health conditions, substance abuse, strategies for positive relationships and grief and trauma-informed care.

This bill expands the **School Health Advisory Committee**'s (SHAC) role to issue several new statements including the new policies and procedures adopted to promote the physical health and mental health of students and the physical health and mental health resources available at each campus. The SHAC committee must post a statement of whether the campus has full-time nurse or full-time school counselor.

- ▶ **CISD is in the process of having all administrators, counselors, and nurses trained in Mental Health First Aid.**
- ▶ **Hundreds of staff are trained each year in non-violent crisis intervention and de-escalation strategies (CPI).**
- ▶ **We currently have four campuses that have partnered with Tri-County for Behavioral Support (Milam, Grangerland, Moorhead, and Armstrong).**
- ▶ **Our Coordinator of Guidance and Counseling regularly presents parent education sessions on suicide awareness and prevention.**
- ▶ **Our SHAC Committee meets four times annually.**



Mental Health– House Bill 18

- ▶ **Tuesday, Nov. 12th -**
- ▶ **Tony Hoffman**
 - ▶ 8am - Conroe High (boys athletics, ROTC, Band, etc.)
 - ▶ 10am - Caney Creek (boys athletics, ROTC, Band, etc.)
 - ▶ 1pm - Grand Oaks (boys athletics, ROTC, Band, etc.)
- ▶ **Hidden in Plain Sight**
 - ▶ 6pm - Conroe High School - Parents only

- ▶ **Wednesday, Nov. 13th -**
- ▶ **Tony Hoffman**
 - ▶ 8am - College Park (boys athletics, ROTC, Band, etc.)
 - ▶ 10am - The Woodlands (entire Junior Class)
 - ▶ 1pm - Oak Ridge (boys athletics, ROTC, Band, etc.)
- ▶ **Adrienne Langelier**
 - ▶ 1pm - College Park (girls athletics, cheer, drill team, etc.)
- ▶ **Hidden in Plain Sight**
 - ▶ 6:30pm - Oak Ridge - Parents only



Mental Health– House Bill 18

▶ Wednesday, Dec. 11th-

- ▶ Dr. Collier - "Marijuana, Vaping & E-Cigs - Parent Presentation
- ▶ 6pm - Grand Oaks High School
- ▶ *Open to all CISD Parents

▶ Thursday, Dec. 12th -

- ▶ Dr. Collier - "Marijuana, Vaping & E-Cigs - Student Presentations
- ▶ 9am, 10am, & 11am- York Junior High

▶ Tuesday, Jan. 14th -

- ▶ Dr. Collier - "Marijuana, Vaping & E-Cigs - Student Presentations
9:45& 10:45am - Irons Junior High
- ▶ Dr. Collier - "Marijuana, Vaping & E-Cigs - Parent Presentation
- ▶ 6pm - Oak Ridge High School
- ▶ *Open to all CISD Parents



Mental Health– House Bill 18

▶ Monday, Feb. 3rd -

- ▶ Dr. Collier - "Marijuana, Vaping & E-Cigs - Student Presentations
8:50am - Washington Junior High
- ▶ 1:30 & 2:45pm - Peet Junior High

▶ Tuesday, Feb. 4th -

- ▶ Dr. Collier - "Marijuana, Vaping & E-Cigs - Student Presentations
8:50am - Washington Junior High
- ▶ Dr. Collier - "Marijuana, Vaping & E-Cigs - Parent Presentation
6pm - Conroe High School
- ▶ *Open to all CISD Parents
- ▶ Other upcoming training topics being planned for students and parents include:
 - ▶ Positive self image, who we want to be on social media, overcoming adversity, positive body image, and developing a family code of ethics



Mental Health – CISD Presentations

Date	Location	Title	Audience	Approx. # of attendees
Wednesday, July 24, 2019	The Woodlands High School	Trauma Informed Classrooms (1.5)	Leadership Conf.	13
Wednesday, July 24, 2019	The Woodlands High School	Trauma Informed Classrooms (1.5)	Leadership Conf.	17
Friday, July 26, 2019	Administration Building	Trauma Informed Teaching (Full)	SPED Coaches	20
Wednesday, July 31, 2019	The Woodlands High School	Flipping the Switch on Anxiety	New Teachers	30
Wednesday, July 31, 2019	The Woodlands High School	Intro to Trauma Informed Teaching	New Teachers	25
Thursday, August 1, 2019	The Woodlands High School	Flipping the Switch on Anxiety	New Teachers	20
Thursday, August 1, 2019	The Woodlands High School	Intro to Trauma Informed Teaching	New Teachers	25
Friday, August 2, 2019	The Woodlands High School	Flipping the Switch on Anxiety	New Teachers	20
Friday, August 2, 2019	The Woodlands High School	Flipping the Switch on Anxiety	New Teachers	25
Tuesday, August 6, 2019	Vogel Intermediate	True Colors	Administration	5
Wednesday, August 7, 2019	Hauke Alternative	Trauma Informed Teaching #1	Staff	30
Wednesday, August 7, 2019	Bradley Elementary	True Colors	Staff	70
Thursday, August 8, 2019	Lone Star Family Health	Everyone is an Asset Builder	Counselors	150
Friday, August 9, 2019	Conroe High School	Flipping the Switch on Anxiety	Staff	25
Friday, August 9, 2019	Conroe High School	Flipping the Switch on Anxiety	Staff	25
Friday, August 9, 2019	Conroe High School	Flipping the Switch on Anxiety	Staff	25
Friday, August 9, 2019	Conroe High School	Flipping the Switch on Anxiety	Staff	25
Friday, August 9, 2019	Oak Ridge High School	Trauma Informed Teaching (1.5)	Staff	220
Monday, August 12, 2019	The Woodlands Church	Celebrate our Schools	Staff	4000
Monday, August 12, 2019	The Woodlands Church	Celebrate our Schools	Staff	4000
Tuesday, August 20, 2019	Hauke Alternative	Trauma Informed Teaching #2	Staff	30
Wednesday, August 21, 2019	Glen Loch Elementary	Trauma Informed Teaching #1	Staff	50
Thursday, August 22, 2019	York Junior High	Optimizing Your Brain's Potential	Parents	88
Wednesday, August 28, 2019	Armstrong Elementary	Trauma Informed Teaching #1	Staff	40
Wednesday, September 4, 2019	Irons Jr. High	Optimizing Your Brain's Potential	Students	130
Tuesday, September 10, 2019	Hauke Alternative	Trauma Informed Teaching #3	Staff	30
Tuesday, September 10, 2019	Bush Elementary	Optimizing Your Brain's Potential	Parents	35
Thursday, September 12, 2019	Safety Committee	Trauma Informed Care Update	Staff & Community	40
Friday, September 13, 2019	Conroe High 9th Grade	Flipping the Switch on Anxiety	Staff	80
Wednesday, September 18, 2019	Irons Jr. High	Optimizing Your Brain's Potential	Students	130
Monday, September 23, 2019	Grand Oaks High School	Optimizing Your Brain's Potential	Parents	20
Wednesday, September 25, 2019	Armstrong Elementary	Trauma Informed Teaching #2	Staff	40
	Glen Loch Elementary	Trauma Informed Teaching #2	Staff	50
	Tough Elementary	Social Threats	Students	
	Tough Elementary	Social Threats	Students	



Student Health

House Bill 496

Districts must develop a traumatic injury response protocol no later than January 2020. The protocol must provide bleeding control stations in accessible locations with specified supplies in quantities determined appropriate by the superintendent. The protocol also requires TEA approved training to peace officers and any personnel who may be reasonably expected to use the bleeding station in including similar training for students at the campus in grades 7 and higher.

Student Health – House Bill 496



A screenshot of the 'safeSCHOOLS TRAINING' web application. The header includes the 'safeSCHOOLS TRAINING' logo. The main heading is 'My Assignments' with a subtext: 'Listed below are the courses assigned to you by your administrator. Additionally, you can track your progress towards completing each assignment.' A sidebar on the left contains navigation icons for home, play, refresh, and a grid. The main content area features a large grey box with a green checkmark icon and the text 'Mandatory Training'. To the right, there are three course cards, each with a green checkmark icon in the top left corner. The first card is 'Diversity Awareness: Staff-to-Staff' (Full Course) with a description: 'The goal of this course is to provide staff with an awareness of how a diverse workforce strengthens an organization. The course examines behaviors, both unintentional and...'. The second card is 'Health Emergencies: Life-Threatening Allergies' (Full Course) with a description: 'This course is a concise tutorial designed for all staff members. Life-threatening allergies are steadily increasing, and all employees must know the basics and be ready to respon...'. The third card is 'School Violence: Identifying & Addressing' (Full Course) with a description: 'School violence is a problem many schools face on a daily basis. This course provides school staff members with an overview of school violence involving students, as well as...'. The bottom right corner of the slide features the 'CONROE' logo with a red apple icon and the text 'CONROE ISD'.

Student Health – House Bill 496

- ▶ CISD currently has 209 AED's.
 - ▶ Elementary & Intermediate: two
 - ▶ Jr. High: three to five
 - ▶ High School: six to nine (including traveling athletics)
 - ▶ Other facilities including Transportation, Maintenance, Jett Center, Administration, Assessment Center, Natatorium, Stadiums, Police Dept., and ten patrol cars.
- ▶ Each AED cabinet has one Stop the Bleed kit.
- ▶ CISD PD Officers have a stop the bleed kit.
- ▶ Each school nurse and athletic trainer have one Stop the Bleed kit.
- ▶ New order for 366 more Stop the Bleed kits to be dispersed among campuses.
- ▶ CISD provides three American Red Cross CPR Certification classes per year for identified employees.
- ▶ Stop the Bleed training is now being provided as a part of CPR classes.
- ▶ The Montgomery County Hospital District has provided multiple Stop the Bleed trainings for staff.
- ▶ 120 employees were trained during September 12, 2019 CPR class.
- ▶ All school nurses are Stop the Bleed Instructors.
- ▶ School nurses provide Stop the Bleed training for their Medical Emergency Response Teams.
- ▶ New substitute nurses are provided two days of orientation including Stop the Bleed training.
- ▶ Traumatic Injury Response Protocol draft ready for review.
- ▶ All school nurses received training this school year on Self-Harm and Suicidal Ideation during District Wide Staff Development.
- ▶ Health Services is collaborating with Texas Children's Hospital The Woodlands to provide Trauma Informed Care training to all school nurses. One-third have completed training to date.



School Safety

House Bill 2195

This bill requires every school district to include procedures for responding to an active shooter emergency in its multi hazard emergency operation plan. The Texas Commission on Law Enforcement must offer an active shooter training course and current employed peace officers and school resource officers must complete the training no later than August 31, 2020.

School Safety - House Bill 2195

- A.L.E.R.R.T Training for PD
- SafeSchools Active Shooter Training
- C.R.A.S.E Training for staff by CISD PD
- Montgomery County Special Response Protocol

Active Shooter Threat

The U.S. Department of Homeland Security (DHS) has provided this information for awareness of Active Shooter incidents and your individual response, should you become involved in an Active Shooter or other lethal weapon situation.

Please note: These are individual measures and should not be used in conflict with established protocols trained to personnel in schools or at their workplace.

Profile of an Active Shooter
An "Active Shooter" is an individual actively engaging in killing or attempting to kill people in a confined and populated area; in most cases, active shooters use firearm(s) and there is no pattern or method to their selection of victims. Active Shooter situations are unpredictable and evolve quickly. Typically, the immediate deployment of Law Enforcement is required to stop the shooting and mitigate harm to victims. Because Active Shooter incidents are often over within 5-15 minutes, before Law Enforcement arrives on the scene, individuals must be prepared both mentally and physically to deal with an active shooter situation. In addition to guns, other weapons could be used.

Good Practices for Coping with an Active Shooter Situation

- Be aware of your environment and any possible dangers.
 - Situational awareness/perceived threat
- Take note of nearest exits in any facility you visit.
- If in an office or enclosed area
 - Lockdown.
 - Close and secure doors.
- If in a hallway
 - Find a room/secure doors.
- Last-escort measures/enhanced survival
 - Attempt to engage the shooter (take down)
 - Use any measures, at hand weapons, continue to engage until no longer a threat or shooter is incapacitated.
 - Be aware of potential for multiple shooters.
- Call 911 at safest available time.

Actions to Take
Quickly determine the most reasonable way to protect your own life. Remember that students will follow the lead of employees, staff, or management during an Active Shooter situation.

- Evacuate**
If an escape route is accessible, attempt to evacuate the premises. Be sure to:
 - Have an escape route and plan in mind.
 - Evacuate regardless of others decisions to stay or follow.
 - Leave belongings behind.
 - Assist others escaping, if possible—be aware of students with limited mobility who will require additional assistance.
 - Prevent individuals from entering the area where the active shooter may be. Warn people.
 - Keep hands visible to security or law enforcement.
 - Follow first responders instructions, security, police, etc.
 - Do not attempt to move wounded individuals.
 - Call 911 when safe to do so.
- Hide out/Lockdown**



In case of emergency call the CISD Police:
936.709.8911 • 911



Emergency Operations Procedures 22 #05/17

If evacuation/escape is not possible, find a place to hide where an active shooter is less likely to find you.

Your hiding place should:

- Be out of the shooter's line of sight or view.
- Provide protection if shots are fired in your direction (i.e. closed and locked door of office or closet).
- Not trap you or restrict options for movement.

To help prevent an Active Shooter from entering your hiding place:

- Lock all doors.
- Barricade the door if possible with available items (i.e. heavy furniture, etc.).

If the Active Shooter is within your vicinity:

- Lock the door.
- Silence all cell phones, pagers, radios, or other devices, etc.
- Turn off sources of noise such as TVs, radios, etc.
- Conceal yourself behind large objects such as book cases, desks, etc.
- Remain silent, limit movement which creates noise.

- Take action against the active shooter**
Take last-escort measures for survival when facing imminent injury or death.
Attempt to disarm and/or incapacitate the Active Shooter by:
 - Acting aggressively towards the shooter/engaging in physical attack.
 - Throwing items or using improvised weapons.
 - Yelling.
 - Staying committed to your actions. Do not let up until shooter is incapacitated or disrupted.



In case of emergency call the CISD Police:
936.709.8911 • 911



Emergency Operations Procedures 23 #05/17

How to Respond When Law Enforcement Arrives

Arriving Law Enforcement's first priority is to engage and stop the Active Shooter as soon as possible. Officers will form up and immediately proceed to engage the Active Shooter, moving toward the sound of gunfire.

- Arriving officers may be from various agencies and have different uniforms, equipment, and other types of vehicles, some not marked.
- Officers may have various types of weapons, i.e. handguns, shotguns, and assault rifles.
- Officers may deploy tear gas or pepper spray to control the situation.
- Officers may shout commands and push people down on the ground for their safety.

- How to react when law enforcement arrives**
Your attention to Law Enforcement officers is vital for survival.
 - Remain calm, and follow officers' instructions.
 - Put down any handheld items, i.e. bags, backpacks, jackets, etc.
 - Immediately raise hands/spread fingers.
 - Keep hands visible at all times.
 - Avoid making quick movements towards officers or grabbing onto them.
 - Avoid pointing, screaming, or yelling at officers.
 - Do not stop and ask officers for directions or help when evacuating, just proceed in the direction where officers are entering.
- Information to provide law enforcement or 911 call taker**
Accurate and relevant information to law enforcement is vital for Active Shooter mitigation and can be provided to on-scene police or 911 call takers.
 - Location of the Active Shooter
 - Number of Active Shooters
 - Physical description of Active Shooter(s)
 - Clothing, height, weight, hair color, type of weapon, distinguishing characteristics, i.e. mask worn, wearing tactical equipment, etc.
 - Number of weapons and types/explosive type devices in area
 - Number of potential victims at the location.

Note: Arriving officers will not stop to help injured persons, their initial response is to stop the Active Shooter, so be compliant of this. Expect Rescue Teams comprised of additional officers and other Emergency Medical Personnel to follow the initial response officers. The Rescue Teams will treat and remove any injured persons. They may call upon able-bodied individuals to assist them in removing the wounded from the premises.

Once you have reached a safe location or an assembly point, you will likely be held in that area by Law Enforcement until the situation is under control and secure and all witnesses have been identified and questioned. Do not leave until released by Law Enforcement Authorities.



In case of emergency call the CISD Police:
936.709.8911 • 911



Emergency Operations Procedures 24 #05/17

School Safety

Senate Bill 11

Bill provides a school safety allotment of \$9.72 per student in ADA.

This bill adopts standards for new construction and renovation of existing instructional facilities to provide a secure and safe environment.

In addition to existing reasons for issuing debt in the form of bond proceeds, school districts may issue bonds for retrofitting school buses with emergency, safety or security equipment.

Commissioner may adopt rules to offer a waiver of up to 420 minutes of operation if the district offers all district educators a school safety training course approved by the School Safety Center.

School Safety

Senate Bill 11

Health Curriculum is expanded to include physical and mental health.

The School Health Advisory Committee (SHAC) is charged with recommending strategies and policies to increase parental awareness regarding early warning signs of suicide risks and behavior concerns including mental health concerns.

All school-commissioned peace officers have up to 180 days to complete training on matters related to working with the student population including child development, de-escalation skills, restorative practices and more.

Senate Bill 11 greatly expands the requirements of the Emergency Operation Plan (EOP). EOP must address training for employees, including substitutes, address communication in an emergency, plans for mandatory drills, chain of command, backup plans and safety for students in portable classrooms. Non-compliance could result in an appointed district monitor.

School Safety

Senate Bill 11

Adds numerous positions to the local school safety and security committee and committee must meet at least three times a year, fall, spring and summer.

If a district receives a bomb threat or terroristic threat involving a facility with students, a notice to parents must be provided as soon as possible.

Board of Trustees must establish a threat assessment and safe and supportive school team to serve each campus in the district. A team may serve more than one campus, but every campus must have a team.

The Texas School Safety Center is in charge in vetting the qualifications every school safety provider, providing services in Texas.

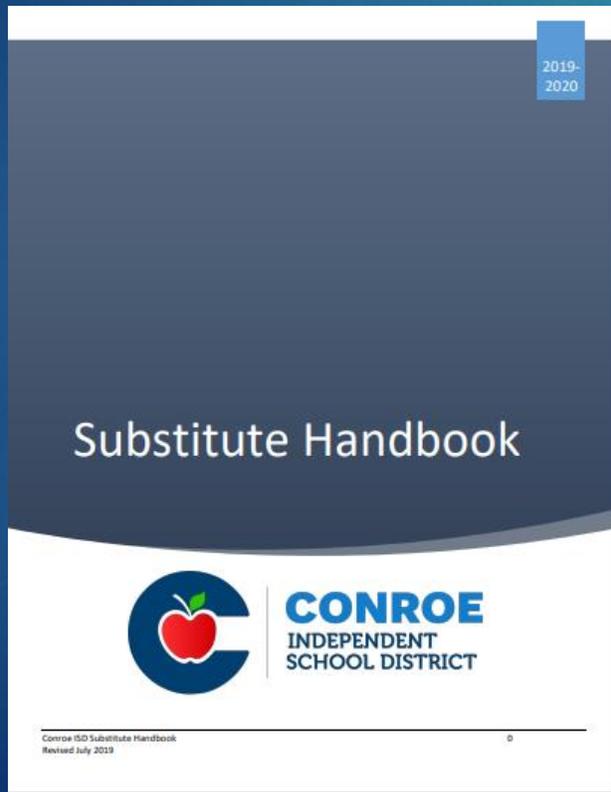
School Safety

Senate Bill 11

Each district must adopt policy on trauma-informed care and increasing staff and parent awareness of trauma-informed care.

School Safety – Senate Bill 11

- Substitutes receive SafeSchools training and Emergency Operation Procedure information through the substitute handbook.
- Additional training for substitute nurses.
- CISD PD are all trained – School Based Law Enforcement training.



Conroe ISD Emergency Operations Procedures

Intruder
During an "intruder" emergency, there are two basic responses:

- 1. Lockdown**, when all students, visitors, and staff should be assembled in secure, pre-determined locations and quietly remain there until instructed otherwise by proper authorities, and
- 2. Lockout**, when all students and staff should be brought into the main building. All exterior doors to the building should be locked and verified to the extent that it can be done safely. No one should be permitted to go outside to portables, or engage in any outside activity, but classes should continue normal activities.

Lockdown Procedures
During a "LOCKDOWN", classroom instruction should stop until the threat is cleared or reduced to a level of a "SECURITY ALERT". An announcement will be made "All personnel, lockdown the building".

- Remain calm. Do not panic.
- Immediately direct all students, visitors, and staff into the nearest classroom or secured space.
- Classes that are outside of the building should not enter the building unless directed to do so.
- Move outside classes to the primary evacuation site if safe to do so.
- Do not lock exterior doors.
- Verify classroom door is locked and closed securely.
- Cover the door windows.
- Move people away from the windows and doors. Keep all students sitting on the floor, and turn off the lights.
- Have students remain quiet.
- Make a list of the students who are present but not on your class roster.
- Make a list of the students who are not present but who are on your class roster and where these students are.
- Do not use classroom phone except for emergencies. Do not allow the use of cell phones unless to contact 911 or emergency providers.
- When or if students are moved out of the classroom, assist them in moving as quietly and quickly as possible. Be mindful of students who may require assistance.
- Do not use the campus radio except for emergencies.
- Do not answer the door. Authorized persons will have keys to enter if necessary.
- Disable bells. Move on announcement only.
- If the fire alarm is activated during a Lockdown, use caution before evacuating.
- Remain in this mode until "All Clear" or "Lockout" signal is given.

Lockout Procedures
All students and staff should be brought into a secure area. All exterior doors to the building should be locked and verified to the extent that it can be done safely. Class changes, if applicable, should be allowed only within the main building. No one should be permitted to go outside to portables, or engage in any outside activity. An announcement will be made "All personnel, we are under a Lockout".

- Remain calm. Do not panic.
- Designated person(s) will lock, or verify locked, assigned exterior doors.
- Clear all hallways, restrooms, and other rooms that cannot be secured.
- Verify classroom door is locked and closed securely.

Emergency Operations Procedures

Emergencies, disasters, accidents, injuries, and crimes can occur without warning at any time. Being physically and psychologically prepared to handle unexpected emergencies is an individual and an organizational responsibility.

This **Emergency Operations Procedures** notebook has been developed to assist in minimizing the negative effects from such events. Please read this guide thoroughly before an emergency occurs. Become acquainted with the contents, and keep this notebook available in your office or at your desk for immediate reference. **Do not file this document!** Being familiar with this document will assist in your preparation to protect students, staff, and yourself.

If you have questions concerning a unique situation not covered in this reference or need additional emergency information, please contact the Conroe ISD Chief of Police, William J. Harness
 Conroe ISD Police Department
 wharness@conroeisd.net or 936-709-8905.

In case of emergency call the CISD Police:
 936-709-8911 or 911

Secure and cover classroom windows if appropriate.

- Be sure classroom phone is set to ring.
- Make a list of the students who are present but not on your class roster.
- Make a list of the students who are not present but who are on your class roster and where these students are.
- Check school email regularly.
- Do not use classroom phone except for emergencies.
- Do not allow the use of cell phones.
- Do not use the campus radio except for emergencies.
- Monitor the exterior doors, and only admit authorized personnel.
- Disable bells, if appropriate. Move on announcement only.
- Continue class instruction.
- Remain in this mode until "all clear" signal is given.

Shelter-In-Place
 A Shelter-in-Place order occurs when the outside environment is not safe to enter. All students, staff, and visitors must immediately report inside and be prepared to stay inside until the area is clear. The air handlers will be turned off and buildings must be sealed if a toxic environment exists outside.

When the announcement is made:

- Students are to be cleared from the halls immediately and report to assigned classrooms.
- Close and lunge all windows and doors and seal the gaps between bottom of the door and floor.
- Take attendance and report according to student accounting and

Bad Weather
 The District may close schools because of bad weather or emergency conditions. When such conditions exist, the Superintendent will make the official decision concerning the closing of the District's facilities. When it becomes necessary to open late, to release students early, or to cancel school, District officials will post a notice on the District's website, as well as the District's Facebook and Twitter accounts, and notify the following television and radio stations:

Television:
 2 (NBC); 11 (CBS); 13 (ABC); 26 (FOX); 51 (KXWS); 39 (CW)

Radio:
 KTRH (740 AM) KICJ (880 AM) KILT (100.3 FM)
 KRFX (95.7 FM) KVST (99.7 FM) KSBH (89.3 FM)

www.conroeisd.net

Identification Badges
 Employees will be issued an identification (ID) badge at no cost to the employee. Each employee must wear the ID badge at all times while on District property when conducting District business. The badge must be clearly visible, except in cases where the type of work does not permit the display. Contact the Substitute Office to schedule an appointment to obtain a replacement ID badge.

IN AN EMERGENCY WHEN YOU HEAR IT. DO IT.

LOCKDOWN! LOCKS, LIGHTS, OUT OF SIGHT.

STUDENTS Move away from sight Maintain silence Do not open the door	TEACHERS Lock interior doors Turn out the lights Move away from sight Do not open the door Maintain silence Take attendance
-------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------------

LOCKOUT! SECURE THE PERIMETER.

STUDENTS Return inside Business as usual	TEACHERS Bring emergency indoors Lock perimeter doors Increase observational awareness Business as usual Take attendance
-------------------------------------------------------	------------------------------------------------------------------------------------------------------------------------------------------------

EVACUATE! TO ANNOUNCED LOCATION.

STUDENTS Bring your phone Leave your stuff behind Follow instructions	TEACHERS Lead evacuation to location Take attendance Notify finishing, exits or injured students
---------------------------------------------------------------------------------------	------------------------------------------------------------------------------------------------------------------

SHELTER! HAZARD AND SAFETY STRATEGY.

STUDENTS Hazard Safety Strategy Tornado: Duck under shelter areas Earthquake: Drop, cover and hold Tsunami: Get to high ground	TEACHERS Lead safety strategy Take attendance
---------------------------------------------------------------------------------------------------------------------------------------------------	------------------------------------------------------------



CISD

- ▶ We will need to have our District safety meeting sometime this semester. Expect an information item at the next scheduled meeting.
- ▶ We currently have a School Safety Advisory Committee.
- ▶ We have 2 crisis counselors and 1 mental health specialist.
- ▶ We added 1.5 social workers, 5.5 counselors, 5 behavior support teachers, and we converted 4 part-time clinic aides in to full-time positions with the Hurricane Restart Grant, which ends this year.
- ▶ Our facility designs include exterior door sensors, alarms, cameras, sprinklers, door hardware, digital radios, controlled access, and Raptor visitor systems, to list only a few features.
- ▶ There are \$44,472,000.00 worth of safety-related improvements in the upcoming bond referendum including repeaters for first responders (BDA) and voice-evac fire alarms at locations where we complete major work.





Thank You

ESC 6 Field Service

John Conley

979-877-8616

jconley@esc6.net

Brian Zemlicka

936-697-5052

bzemlicka@esc6.net

Steve Pierce

936-661-9780

spierce@esc6.net

Suzie McWilliams

903-253-8107

smcwilliams@esc6.net