CAMPUS SECURITY
AND STUDENT SAFETY

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IF SAFETY IS OUR TOP PRIORITY…

In 2017-2018 there were 3,659 threats and incidents of violence in K-12 schools.

Only 59% of schools reported their ability to respond to safety threats as “strong” or “somewhat strong.”

Only 59% of students in grades 5-12 say they feel safe at school.
IMPEDIMENTS TO SAFETY

- It won’t happen here. It won’t happen to us
- Lack of prioritization at the governance level
- The institution’s definition of safety
- Lack of ownership for risk management
- Culture of independent schools
- Unwillingness to address the sacred cows
- Complexities of compliance
- Fear and a sense of being overwhelmed

CAMPUS SAFETY 101

- Mitigating and Managing Risk
- Safety and Security Assessments
- Training, Drills, and Exercises
- Staffing, Infrastructure, Equipment
- Emergency Communications
- Threat Assessment Teams
- Incident Response Team

HOPE and DENIAL are not strategies
MANAGING AND MITIGATING RISK
THE FIRST STEP IS DEVELOPING AN INSTITUTION-WIDE FRAMEWORK FOR ADDRESSING RISK

• Most start with a lengthy and detailed list of threats
• Categorizing Risk – impact versus probability
• How much risk are you willing to accept?
• Who is going to own Risk Management?

Inverting the 80/20 Rule

SAFETY AND SECURITY ASSESSMENTS

• Be aware of your blind spots
• Outside consultant – lean into the process
• Identify threats, local hazards, and existing countermeasures in place
• Recommendations on staffing, planning/training, infrastructure/equipment
• Prioritize the work and repeat every 3-5 years
TRAINING, DRILLS, AND EXERCISES

• Don’t just focus on the threat of an active shooter
• Run, Hide, Fight and the ALICE protocols
• We rely on our training during critical incidents
• Understanding the 3-D’s: denial, deliberation, decisive moment
• Fire drills, evacuation drills, lockdown drills
• Tabletop Exercises
• Make sure everyone knows if they See Something, Say Something

STAFFING, INFRASTRUCTURE, AND EQUIPMENT

• Who is in charge of safety, security, risk management?
• Dedicated department or are they ancillary responsibilities
• Communication and technology
• Cameras
• Doors
• Visitor Management
• Compliance
EMERGENCY COMMUNICATIONS

- Quickly
- Multiple Modes
- Don’t downplay word of mouth
- Who is sending and how quickly can it happen?
- Communication drills

THREAT ASSESSMENT TEAMS

- Proactive prevention is the best deterrent
- Multi-disciplinary teams – Who is at the table?
- NOT JUST STUDENTS – How are you discussing/responding to red flags w/adults

85% of suspects showed signs of abnormality.
School violence is not normally impulsive
INCIDENT RESPONSE TEAM

- Incident Response Plan
- The plan should address: people, processes, technology
- Who is on the team? (keep it small)
- Provide the tools to **Deter – Detect – Delay - Respond**
- Ensure compliance and abide by best practice from NIMS / ICS

RESOURCES

- Outside consultants to conduct an assessment and develop plans
- Outside consultants to support training and teams
- CPTED – in new construction and on campus
- Leverage your current relationships (technology)
- Associations and publications
- Accreditation (NYSAIS, Sections 5/6) + Campus Safety Accreditation
- FEMA Emergency Management Institute (online trainings)
YOU ARE NOT ALONE…

• What are other schools saying about their gaps in safety planning?
  • Addressing risks before they become headlines
  • Conducting better assessments
  • Seeking funding to increase technology around safety prediction and response
  • Increasing transparency to campus community about risks and plans
  • Conducting more training for leadership and campus community
  • Simplifying response strategies

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