

SAFETY AND SECURITY UPDATES

On February 14, 2018, our community suffered a horrific tragedy at Marjory Stoneman Douglas High School. Immediately following the incident, the District accelerated existing safety and security projects and enhanced our existing protocols. We also initiated an independent review of our safety and security programs with a focus on improvement and continued to add additional security measures.

BCPS HIRED SECURITY CONSULTANT

In March 2018, Broward County Public Schools (BCPS) initiated a competitive solicitation to engage the services of an independent security consulting firm to conduct a comprehensive risk assessment of all schools and to review all of the District's policies, procedures, training, and staffing relative to safety and security. The process resulted in the engagement of Safe Havens International, an internationally renowned expert in providing security and risk assessment services in the K-12 education industry. This work resulted in a comprehensive report, outlining more than 100 recommendations to enhance safety and security at all District schools. These recommendations were formulated into immediate priority and long-range strategies. Included within the immediate strategies were **four priority safety and security investments** which the School Board funded in September 2018.

SCHOOL SECURITY RISK ASSESSMENTS

In March 2018, the Governor signed into law the Marjory Stoneman Douglas High School Public Safety Act (SB 7026). Included within this legislation was the requirement for all school districts to conduct a security risk assessment of all schools, utilizing the School Security Risk Assessment (SSRA) online tool. The SSRA is an online security risk assessment tool produced by the Florida Department of Education for conducting security assessments by school officials at each public school site in the state in order to help school officials to identify threats, vulnerabilities and appropriate safety controls for the schools that they supervise. The District completed 250 SSRAs in the summer of 2018, with the assistance of school-based teams, District personnel and first responder agencies within the respective municipal jurisdictions. These assessments were done in addition to those performed by the District's independent security consulting firm, Safe Havens International. The information contained within the SSRAs, when aggregated, also identified opportunities to enhance the safety and security at all District schools. Many of these opportunities directly aligned with the **four priority safety and security investments**.








FOUR PRIORITY SAFETY AND SECURITY INVESTMENTS

In August 2018, Safe Havens International published its preliminary report following the first phase of physical assessments of schools. Included within this preliminary report, were priority recommendations to systemically enhance safety and security at all schools. These recommendations aligned with the findings resulting from the completion and aggregation of the SSRAs. The School Board immediately authorized nearly \$31 million in investments to address the top four priorities identified. A summary of these four investments is identified below.

1. **Expansion of Video Surveillance** – On July 24, 2018, the School Board authorized the expansion of the District's video surveillance system. In July 2018, the District completed Phase I of the video surveillance project. In Phase I, all schools video surveillance systems were upgraded to a standard, digital platform, which now provides the ability to centrally monitor the District's complete inventory of approximately 10,000 cameras. This new capability allowed the District to enter into a formal agreement with the Broward Sheriff's Office on January 15, 2019, to provide live, real-time access of all the District's cameras. This agreement was authorized to improve law enforcement and fire safety personnel response to emergencies at District schools or facilities when active circumstances present an immediate need for law enforcement or fire safety personnel to respond. The District is now actively working to develop similar agreements with other law enforcement agencies within Broward to provide them with similar access. The video surveillance expansion project provides \$6.2 million to install approximately 2,500 new analytic and digital cameras throughout all schools in priority areas on campuses identified by Safe Havens International. It is anticipated this expansion will be completed prior to the start of the 2019-2020 school year.
2. **Radio System Migration and Enhancement** – This project includes two distinct work streams. The first phase migrates the District's bus and other non-emergency radio traffic off of Broward County's existing public safety radio system and on to the newly developed local government radio system. This will reduce the capacity load on the existing public safety system, as the County continues its work to replace the existing system by the end of 2019 and dedicate its usage to public safety workers and first responders. The migration of the District's bus radios will begin in April and be fully completed prior to the start of the 2019-2020 school year. The second phase of this project is to purchase additional radios and repeaters to enhance the existing local radio networks at all schools. In total, the School Board authorized \$4.5 million for this critical project.
3. **Upgrade of Intercom Systems** – The School Board also authorized \$17 million

to upgrade the intercom systems at all high schools, technical colleges, centers, and secondary combination schools. This project will improve the emergency communications within schools. It will upgrade the intercom system to a digital platform, allowing school administration to pre-record emergency messages and initiate them remotely; and incorporate additional speakers throughout the campuses, particularly in common areas outside of buildings. The District anticipates selecting a business partner to accomplish this work in April 2019, with a significant amount of the work being implemented during the summer of 2019.

4. **Implementation of New Enterprise Risk Management Framework** – The District has developed a new Office of Safety, Security & Emergency Preparedness Office to implement a new Enterprise Risk Management framework. This new office will align all of the District's existing safety and security resources and an additional \$3.2 million in new resources under a Chief Safety, Security and Emergency Preparedness Officer. On February 12, 2019, the School Board approved the appointment of Brian Katz to serve as the Chief Safety, Security and Emergency Preparedness Officer. Chief Katz has nearly 20 years of public and private sector experience in physical and personnel security, as well as threat analysis and program building expertise. He served as a federal law enforcement officer with the U.S. State Department. Chief Katz led the Personnel and Protective Services division at Google for seven years. During that time, he helped build, staff and manage a 24/7 Global Security Operations Center, leveraging technology and intelligence research to monitor and respond to emergent threats worldwide to employees and facilities. This experience will be important as Katz will be asked to implement an Enterprise Risk Management (ERM) framework within the District and to develop a robust central monitoring and communication center to leverage and integrate the new technology investments focused at improving the District's identification and response to potential threats and emergency situations.

Emergency Codes	
	Code Red - Threat/Incident to the facility - Lockdown
	Code Yellow - Threat/Activate SAFE Team - Lockdown
	Code Blue - Medical Emergency Activate SAFE Team
	Code Black - Bomb Threat
	Code Orange - Evacuate
	Code Green - All Clear
	Code Brown - Threat/Incident within the facility - Shelter-in-Place

EMERGENCY CODE TRAINING AND DRILLS

BCPS has emergency protocols that have been established to inform responses to an emergency. The protocol includes seven distinct color codes that are utilized to designate a particular type of emergency situation, and more importantly, elicit designated actions from staff and students in response to the emergency. This protocol has been in place within the District for many years and training is delivered annually to all schools by the District's Special Investigative Unit. A Code Red designates a threat to the facility; and when called initiates a lockdown of the

facility and signals staff and students to take actions in an effort to promote their safety.

The Code Red protocol is the District's response to an active assailant on campus and other threats that present a risk to the occupants of a school. At times schools are placed on one of the emergency codes because of a medical emergency on campus, a reported bomb threat, or police activity in the area of a school. Thankfully, the vast majority of these situations are precautionary and the threat is determined to be unfounded.

Beginning this school year, the District conducts Code Red drills monthly at schools to comply with the new Marjory Stoneman Douglas High School Public Safety Act. This legislation requires schools to conduct active assailant drills with the frequency of other emergency drills. Recognizing the national fire code requires monthly fire drills, this is what has set the standard for the Code Red drills to be conducted monthly. To date, schools have conducted more than 1500 Code Red drills.

KEY POLICY ACTIONS

Currently, the District is in the process of adopting formal School Board policies on a variety of safety and security issues. Most will serve to codify existing procedures; while others will enhance safety and security practices. Outlined below are three such noteworthy policies.

- **Policy 2120- Emergency Codes Prevention and Preparedness** – This policy formalizes existing procedures associated with the District's emergency code protocols (see above). It serves to document the presence of such protocols, mandate all staff participate in applicable trainings, and clarify any staff member must take appropriate action(s), including placing the school on lockdown, when becoming aware of a safety or security threat impacting the campus. The School Board formally adopted this policy on February 20, 2019.
- **Policy 2130- Threat Assessment** – This new policy will also serve to document and enhance existing procedures in the District regarding threat assessments. A threat assessment is a systematic process that is designed to identify situations/persons of concern, investigate and gather information, and assess and manage the situation in order to mitigate risk. Each school is required to maintain an active threat assessment team; which shall include persons with expertise in counseling, instruction, school administration, principal, when available, and law enforcement. Persons with expertise in counseling include school counselors, school psychologists, school social workers, and family

counselors. Additional personnel with knowledge of the child or circumstances may also serve as members of the team. Each threat assessment team must respond, within 24 hours when school is in session, to any report of a threat or any patterns of behavior that may pose a threat to self or others. If school is not in session, the school principal must immediately refer the matter to law enforcement for evaluation, and the threat assessment team must meet no later than the end of the first day school is back in session to consider the matter and ensure it is resolved. The new policy also includes annual training requirements, mandates the principal sign/acknowledge the threat assessment documentation is complete, provide all such documentation to the principal's immediate supervisor for review, and initiates an annual audit process through the Chief Auditor's Office. On February 20, 2019, the School Board authorized an investment of \$606,000 to implement an electronic threat assessment module. The EdPlan Student Threat Assessment (STA) module is based on guidelines recommended by the Virginia Department of Criminal Justice Services and adheres to the process recommended by the United States Secret Service and the United States Department of Education's study for identifying, assessing and managing students who may pose a threat. The STA module will allow the District to: document a student threat incident and follow immediate and critical protocol for imminent risks, gather, share and consider data from various data sources to make informed decisions, and review key questions for assigning risk level and determining next steps for intervention. The School Board will consider formal adoption of this policy on March 5, 2019.

- **Policy 2150- Safer Spaces** - A Safer Space is a designated general location where students and staff can more effectively position themselves in a manner where they are not visible from a hallway or outside door or window, in an effort to reduce the risk associated with an active shooter. The policy outlines the manner with which Safer Spaces will be identified, those spaces will be marked with a visual designator, mandates the designated spaces remain free from objects interfering with their use in emergencies, and requires periodic inspections of the spaces to ensure compliance with the policy. The School Board formally adopted this policy on February 20, 2019.

SAFE-SCHOOL OFFICERS

For the beginning of the 2019-2020 school year, the District assigned a safe-school officer at every school throughout the county. The legislation provides three ways for Districts to comply. These include:

- 1) Establish school resource officer programs, through a cooperative agreement

- with law enforcement agencies;
- 2) Commission one or more school safety officers;
 - 3) At the school district's discretion, participate in the Aaron Feis Guardian Program.

The first two options require the safe-school officer to be a certified law enforcement officer. Participating in the Coach Aaron Feis Guardian Program requires individuals to successfully participate in 132 hours of comprehensive firearm safety and proficiency training, pass a psychological evaluation administered by a psychologist licensed under Florida law and designated by the Department of Law Enforcement, submit to and pass an initial drug test and subsequent random drug tests, and complete ongoing training, weapon inspection, and firearm qualification on at least an annual basis. Successful completion of at least 12 hours of a certified nationally recognized diversity training program is also required.

BCPS's preference was to provide a safe-school officer at every school through the expansion of the District's School Resource Officer (SRO) Program. However, it became necessary to participate in the guardian program to ensure a safe-school officer on every campus. In July 2018, the District initiated its first cohort of guardian training, working with the Broward Sheriff's Office. In addition to the state required qualifications to participate as a guardian, the School Board required all applicants to serve as guardians have a minimum of two years of law enforcement, military, or correction officer experience. To date, four cohorts of guardians have successfully completed all facets of training, and 43 guardians have been assigned to school campuses.

In August 2018, the community approved a referendum to increase local millage by ½ mil for a period of four years, beginning in the 2019-2020 school year. Although the primary focus of the referendum proceeds will focus on teacher and school staff compensation, up to 20% of the funds will be designated for safety. These funds will serve to increase the number of safe-school officers on campuses to achieve a ratio of one safe-school officer for every 1,000 students in a school. Additionally, referendum proceeds will be utilized to ensure a security specialist and campus monitor are funded at every school. An additional 8% of the referendum funds will pay for additional guidance counselors, social workers, and behavior specialists.

THREAT REPORTING APPLICATIONS

BCPS has expanded its utilization of opportunities for parents and students to report suspicious or potentially threatening behavior/activity. For years, the District has maintained an anonymous tip line to report potential school threats or other school-

related safety and security concerns. Parents and students can report tips via:

- Call 754-321-0911
- Text SBBC with a tip to 274637 (CRIMES)
- Email a concern to schools911@browardschools.com
- Submit an electronic tip at <https://www.browardschools.com/Anonymous-Tips>



This year the District has also partnered with SaferWatch and the Broward Sheriff's Office (BSO) to provide opportunities for students, parents, and teachers to send non-emergency text, photo, video, and audio tips from a smartphone to the District and BSO.

A third opportunity to report suspicious activity is through the FortifyFL. FortifyFL allows individuals to instantly report suspicious activity to appropriate law enforcement agencies and school officials. This smartphone app is supported by the Florida Department of Education and reports are forwarded to school districts and schools as appropriate. Both FortifyFL and SaferWatch can be downloaded at the Apple App Store and Google Play.



It is important to note that all of these reporting opportunities are not intended to replace 911. In a true emergency all individuals should call 911. As always, IF YOU SEE SOMETHING, SAY SOMETHING!

ENFORCEMENT OF EXISTING SECURITY PROTOCOLS

Since the tragedy, BCPS leadership has stressed the necessity of adhering to existing safety and security protocols. Outlined below are several examples of these important protocols.

- **School Safety Plans** – must be regularly reviewed and updated with input from appropriate District personnel, local law enforcement and fire officials. Safety plans must be implemented with all students, staff, and stakeholder groups. All plans must updated and complete by August 31st each school year.
- **Classroom Doors** – all classroom doors must be locked at all times.
- **Perimeter Gates** – must be locked once the school day begins except for one gate to allow for parent and visitor access to the school. This gate must be monitored at all times. If personnel are not available to dedicate to this post, the gate must remain locked and visitors to the campus must call the school's office to gain entry to the campus. As schools prepare for dismissal, perimeter gates will have to be open for normal flow of traffic. All open gates must be

monitored by a staff member with a functioning radio.

- **Security Tracking and Response (STAR) System** – all visitors must be processed through the STAR system. Schools must use manual sign-in and out processes if the STAR system is temporarily inoperable. An official photo ID must be provided. The individual's name, date of visit, time of arrival, purpose for visit and time of departure documented in a visitor's log that is maintained at the single point of entry or office where visitors report when they arrive on campus.
- **Student and Staff ID Badges** – all schools must have identification badges produced for students and staff members. Principals are required to maintain and communicate a well-developed process for ensuring that the badges are worn at all times, with ongoing monitoring for compliance. All visitors must wear some form of identification badge that is visible while on campus.