



Office of Safety, Security & Emergency Preparedness

2021/2022 FSSAT/SSRA: Process & Recommendations

Safety, Security & Emergency Preparedness (SSEP)

Agenda

Topics Being Covered:

- State Statute Requirements
- Process & Timeline
- Our Strategic Efforts
- 2020/2021 FSSAT Activities Update
- School Hardening & Other Grants
- Status of Findings and Recommendations from 2019-2020, 2020-2021
- New Findings & Recommendations (2021-2022)
- Next Steps
- Discussion
- Appendix



State Statute Requirements

Source: FLDOE Memorandum, 08/30/19, Damien Kelly:

“Furthermore, s. 1006.07(6), F.S., requires the district’s school safety specialist provide recommendations to the district school superintendent and the district school board that identify strategies and activities the district school board should implement in order to address the assessment findings and improve school safety and security. Each district school board must receive such findings and the school safety specialist’s recommendations at a publicly noticed district school board meeting to provide the public an opportunity to hear the district school board members discuss and take action on the findings and recommendations.”



Process: District Best Practices Assessment + SSRA

District Best Practices Assessment



Florida Safe Schools Assessment Report
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School Security Risk Assessment (SSRA)



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District Individual Schools

➔ Modified FSSAT



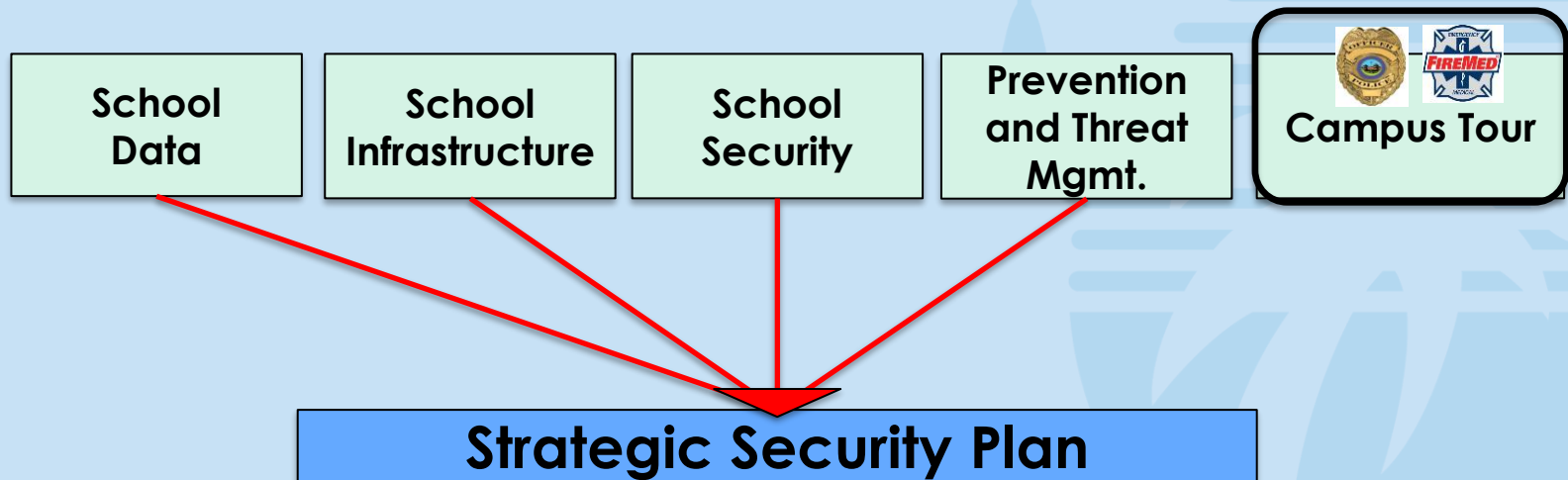
Process: Components of the School Security Risk Assessment (SSRA)

Areas Assessed:

- School Data
- School Infrastructure
- School Security
- Prevention and Threat Management
- Campus Tour
- Strategic Security Plan

Directions:

- Detailed guidance and references for each question
- References include aligned state statute, FLDOE communications, MSD Commission findings



Process: District Best Practices Assessment (FSSAT)

Areas Assessed:

Community
Collaboration

Support & Prevention

Emergency Planning

Training

Security Staffing

Physical Security

Stakeholders Involved:

Local Law Enforcement

Area Security Managers
& Security Staff

School Administrators

BCPS Cabinet Members

Subject Matter Experts

First Responders

Executive Summary:

SSRA Results

Recommendations

Strategic Actions to be
Taken

Fiscal Impacts

Timelines

Board Actions



Timeline & Process

✓ - Complete 🟡 - In Progress

	May '21	Jun '21	Jul '21	Aug '21	Sep '21	Oct '21	Nov '21
FLDOE	05/01: SB7030 - FSSAT assessment & tool released					10/15: FLDOE Deadline for SSRA Certification Publicly-noticed meeting	11/1: District Best Practice Assessment Due to FLDOE
SCHOOLS & CHARTERS	5/01: FSSAT assessment released by FLDOE			8/01-8/18: 1:1 Reviews for District Schools		10/01: All District & Charters schools submit SSRA ✓ 10/15: District confirms SSRAs complete via Supt memo to FLDOE ✓	
DISTRICT	05/01 – 06/11: District prepares supporting data for SSRA responses			6/11-10/31: District Best Practices Assessment working draft (pre & post 10/19 workshop)		10/19: Board WS (public meeting) ✓ 10/19: Closed-door session (detailed) 10/19: Special School Board Meeting (Board Approval)	11/1: District Best Practice Assessment Submission and Final approval of all SSRAs
	5/13: Principals Operational Mtg.			8/03: Reminder Sent to Charter School Principals	9/15: Charter School Principals Meeting Reminder		
	5/15: PIVOT memo with supporting docs + reminders sent to schools & Charters			6/18: District Guidance shared with Schools			



Our Strategic Efforts Focus Revisited

Preparedness/ Prevention:

- ❖ School “hardening”
- ❖ Enhancing threat assessment process
- ❖ Developing consistent policies and procedures
- ❖ Improve technology usage and implementation
- ❖ Focusing on mental health & violence prevention efforts
- ❖ Expanding role-based training

Practice & Implementation:

- ❖ Implementation of policies that take into account risks and threats with consideration of scale
- ❖ Turning policies into usable procedures and guidance
- ❖ Creating a positive security environment
- ❖ After-incident reviews for improvement opportunities and recognition
- ❖ Whole-location buy-in regarding safety, security and emergency preparedness
- ❖ Moving toward a positive state of learning and training

Response/ Recovery:

- ❖ Improving internal and external response to incidents to mitigate impact and once concluded, effectively help the community recover from it.
- ❖ Returning to operations in a predictable manner, better prepared for the next event



2020-2021 FSSAT Activities - Complete

Technology:

- ✓ Launched Navigate360 EMS School Safety Portal
- ✓ Transitioned school-based security staff to Kronos
- ✓ Raptor Volunteer and Visitor Management System Implementation
- ✓ Identified Social Media Monitoring vendor

Infrastructure:

- ✓ Developed structure for implementation of Enterprise Risk Management framework

Personnel:

- ✓ School and District hiring nearing completion

Communications:

- ✓ Development of Crisis Communications Plan
- ✓ Development of Reunification Plan
- ✓ Begin migration to plain language emergency codes
- ✓ Established systems to get relevant info to stakeholders with urgency through enhanced DSOC communications

Training:

- ✓ Finalized and pushed out Role-specific protocols
- ✓ Improved training for staff & students on safety and security procedures and protocols



Safety and Security Projects

● On Target
 ● Behind
 ● Off Track
 ✓ Complete

	PROJECT	DATE OF COMPLETION	OVERALL STATUS	SCOPE	ON SCHEDULE	COST
1	District Security Operations Center	September 2020	✓	✓	✓	✓
2	SSRA – Campus Tours, Assessments, Findings	September 2020	✓	✓	✓	✓
3	FSSAT	October 2020	✓	✓	✓	✓
4	Safety and Security Administrative Building (Phase II)	November 2020	✓	✓	✓	✓
5	Enterprise Risk Management Infrastructure Build	January 2021	✓	✓	●	✓
6	COVID-19 Health and Safety Procedural Manual	March 2021	✓	✓	✓	✓
7	Role Specific Emergency Protocols Pilot Program	May 2021	✓	✓	✓	✓
8	Navigate360 School Safety Portal Roll Out	May 2021	✓	✓	●	✓
9	SB70 Alyssa's Alert – Mobile Panic Alarms	August 2021	✓	✓	✓	✓
10	Transportation and Bus/Bus Terminal Security	August 2021	✓	✓	✓	✓
11	Role Specific Emergency Protocols Roll Out	August 2021	✓	✓	✓	✓
12	Enhanced Crisis Communications Plan	September 2021	✓	✓	✓	✓
13	Incident Management Process & System	December 2021	●	●	●	●
14	Reunification Plan Training	December 2021	●	●	●	●
15	Single Point of Entry Enhancements	March 2022	●	●	●	●



IT Safety and Security Projects

● On Target
 ● Behind
 ● Off Track
 ✓ Complete

	PROJECT	DATE OF COMPLETION	OVERALL STATUS	SCOPE	ON SCHEDULE	COST
1	Radio Migration – Repeaters	August 2020	✓	✓	✓	✓
2	Video Surveillance (Phase II)	January 2020	✓	✓	✓	✓
3	Cops Grant 2018 – 2019	March 2020	✓	✓	✓	✓
4	Visitor & Volunteer Management	June 2020	✓	✓	✓	✓
5	Kronos for School Based Security Staff	August 2020	✓	✓	●	✓
6	Intercoms	March 2021	●	●	●	●
7	School Hardening (SPOE)	January 2022	●	●	●	●
8	School Hardening (BDAs)	January 2022	●	●	●	●
9	Video Surveillance (E-Rate)		●	●	●	●



Single Point of Entry Enhancements

- **\$4.8 Million – School Hardening Grants from FLDOE**
- **Enhancements include:**
 - **Video Intercom System**
 - **Fixed Duress Button**
 - **One Standard Secondary Door**
- **10 Phases Total**
 - **Anticipated Project Completion: March 2022***



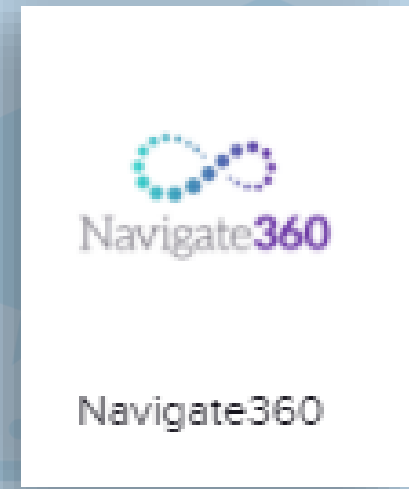
Will integrate with Mobile Panic Alert System required by Alyssa's Alert

**Schools with complicated Secondary Door configurations will be addressed in a future project once scope is fully understood.*



Navigate360

- New Centralized School Safety Portal
- Web & Mobile Application Now Live
- Offers access to:
 - Enhanced School Safety Plan Template
 - Drill Scheduling & Reminders
 - Drill Tracking and Certification
 - Site Maps
 - Role Specific Emergency Protocols
- Law Enforcement access anticipated Fall 2021



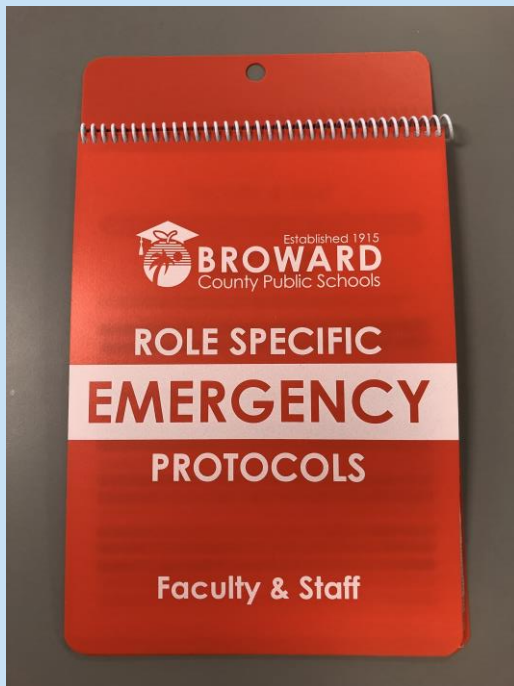
All emergency drills (fire & active assailant) are tracked in the Navigate 360 School Safety Portal.



Role Specific Emergency Protocols

Goal: Better prepare staff to respond to a variety of emergency situations

- Quick Reference Guides
 - One hard copy provided for each of the following roles in every school:



- **Principal/ Building Administrator**
 - **Faculty and Staff**
 - **Front Office Staff**
 - **Facility Service Personnel**
 - **Food-Nutrition Staff**
 - **School Guardians**
 - **Security Team**
 - **After Hours Users**
 - **Individuals with access and Functional Needs**
- Electronic copies posted to Navigate360
 - **Campus Security Managers are currently facilitating ongoing table-top training exercises to help staff become more familiar with the protocols and expectations.**
 - Migration to Plain Language – No more color codes



SB70 – Alyssa's Alert

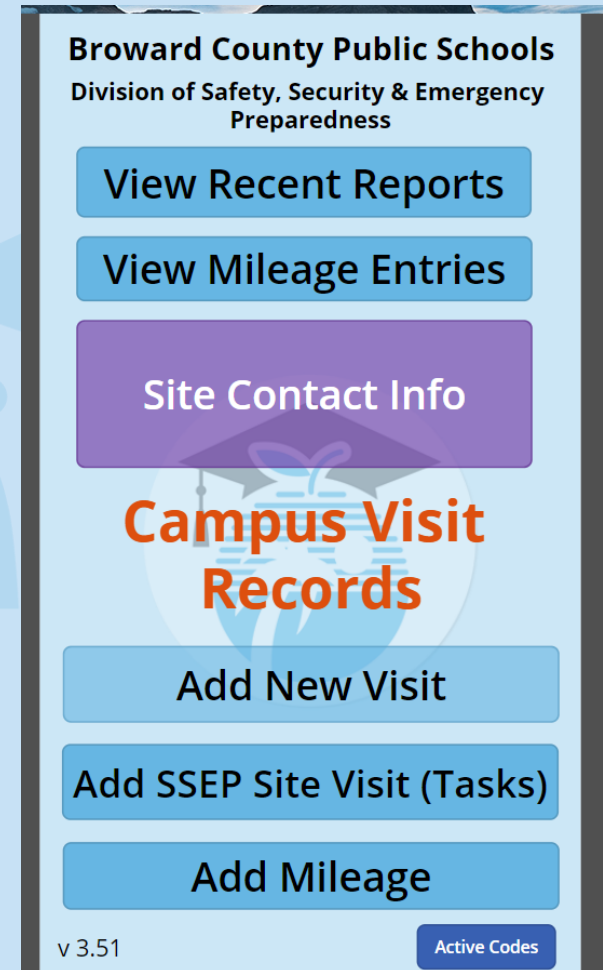
Alert Systems in Public Schools

- BCPS evaluated vendors and selected Motorola/SaferWatch in May 2021
 - Provides mobile and wireless panic buttons that can be assigned to school staff and administrators;
 - Public safety emergency operation centers are immediately notified of the situation;
 - Alerts and detailed information including user profile, location coordinates and supporting videos or pictures, which provides 9-1-1 operators and first responders with real-time intelligence and a unified operational view of events.
- Tested during summer 2021
- Launched at start of the 2021-2022 School Year
- Motorola working on integration of hard duress buttons
- Aggressive marketing campaign to increase downloads and registration



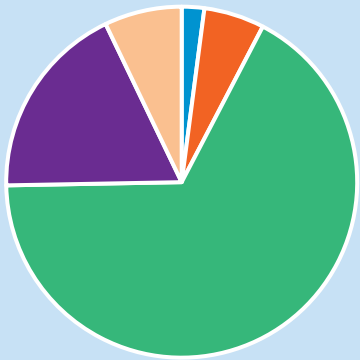
School Visit Tracking App

- **Mobile App Deployed for Area Security Managers to Track Visits**
- **4,539 site visits logged during 2020-2021 school year**
- **1,000 site visits logged since start of 2021-2022 school year**
- **Visits Logged by Categories:**
 - COVID-19 Setup
 - Physical Security Observation (gates locked, SPOE observed, Video Management System in working condition, etc.)
 - Meeting
 - Distributions (ID cards, PPE, uniforms, etc.)
 - Performance Management (address security staff performance issues)
 - Follow-up
 - Phone Call/Virtual Meeting
 - Equipment Support/Verification (ensuring equipment is functioning and identifying any in need of repair)
 - Comprehensive (documenting a list of observations during the visit including security staff in proper uniform, and students/staff/visitors consistently wearing ID)



School-Based Security Staff - Training Stats

2021-2022 Return to Work Training

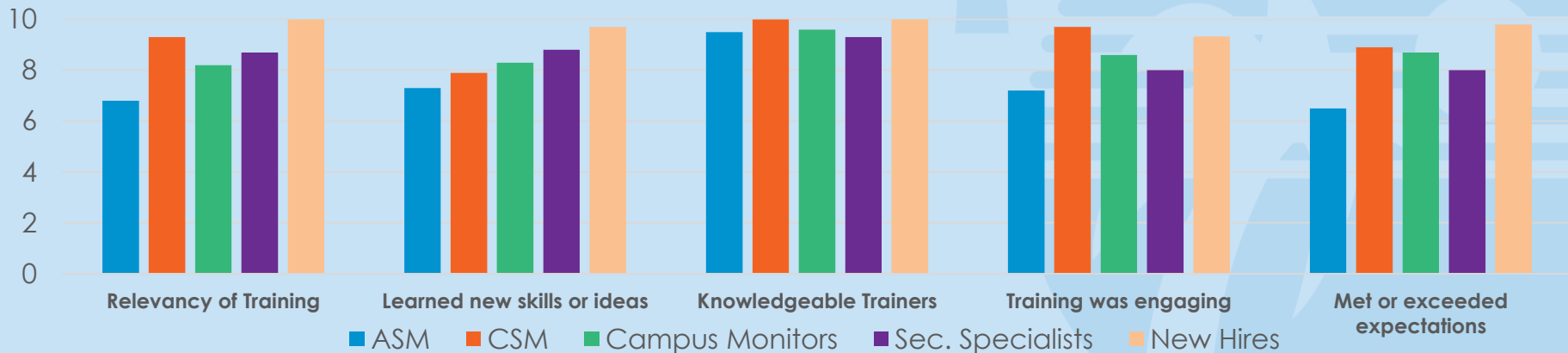


- Area Security Managers Trained - 16
- Campus Security Managers Trained - 43
- Returning Campus Monitors Trained - 517
- Returning Security Specialists Trained - 140
- New Campus Monitors Trained - 55

Additional Training

- **Mandatory Online Training – Early Release Days**
 - Student Mental Health
 - Threat Assessment
 - Active Shooter
- Active Assailant Response Protocol
- SRO Training – Diversity & Inclusion
- Role Specific Emergency Protocol Tabletop Exercises
- Navigate 360
- Alyssa's Alert
- 21st Century Campus Monitors
- BASSC Aftercare Campus Monitors

Training Feedback



FLDOE Hardening Grant Application

	Year	Purpose	District Allocation	Charters Allocation	Total Allocation
1	FY2019	Building emergency communications capacity through upgrades to bi-directional amplifier (BDA) systems at selected schools and increasing analytic surveillance camera presence.	\$7,939,680	\$1,647,440	\$9,587,129
2	FY2020	Incorporating Single Point of Entry (SPOE) enhancements at District schools to achieve a minimum standard(where feasible)that will make the use of the SPOEs easier to use, more efficient and overall safer for schools.	↓ \$3,963,903	↓ \$834,939	↓ \$4,798,842
3	FY2021	Improving classroom security through the replacement of classroom doors with auto-locking handles.	↓ \$3,272,988	↓ \$719,422	↓ \$3,992,410
4	FY2022	New FY Grant – No Application Yet	↓ \$3,160,500	↑ \$728,700	↓ \$3,889,200*

* Estimate only – Official Notification from the State not yet received



Awarded Funding and Grants

	Funding Opportunity	Funding Agency	Description	Amount	Award Date	Completion
1	BJA STOP School Violence - Threat Assessment	USDOJ	Funds to train threat assessment and intervention teams on the centralized digital threat assessment monitoring system.	\$500,000	September 2019	September 2022
2	COPS School Violence Prevention Program	USDOJ	Funds a two-year program to enhance the District's emergency communications capabilities by installing fixed duress buttons at all District-managed schools.	\$500,000	October 2019	December 2021
3	COPS School Violence Prevention Program	USDOJ	Funds a two-year program to enhance the District's emergency communications capabilities by installing analytic cameras.	\$500,000	October 2019	October 2022
4	BJA STOP School Violence	USDOJ	Funds to develop informational materials and conduct a district-wide campaign on the recognition of potential threats and steps to follow when threats are identified.	\$700,000	September 2019	September 2023
5	COPS School Violence Prevention Program	USDOJ	Funds a two-year program to enhance the District's emergency response capabilities through RAPTOR Visitor and Volunteer Management System.	\$500,000	September 2020	September 2021
			Total	\$2,700,000		



Pending Grants

	Funding Opportunity	Funding Agency	Description	Amount
1	BJA STOP School Violence - Threat Assessment	USDOJ	Funds a two-year program to replace existing external locks with storeroom locks.	\$500,000
2	School Hardening	FLDOE	Capital outlay funds to improve the physical security of school buildings based on security risk assessment.	\$3,889,200



Status of Findings & Recommendations Intended to Improve School Safety & Security from 2019-2020

Findings & Recommendations

Finding: Enhancing a consistent approach to safety and security communications

Recommendation: Enhanced crisis communication plan

Status: Ongoing. Draft Crisis Communications Plan presented to Board in September 2021. Final adjustments underway.

Finding: Establish systems to get relevant info to stakeholders with urgency

Recommendation: Enhanced social media monitoring & DSOC communications

Status: Ongoing. Additional social media monitoring resources acquired. Protective Research Analysts hired.

Finding: Cultural shift needed to centralized safety and security model

Recommendation: Improved training for staff & students on safety and security procedures and protocols

Status: Ongoing

Finding: Ensuring fidelity of implementation of safety and security protocols

Recommendation: Continue with age- and developmentally-appropriate drills/training

Status: Ongoing. Situational Awareness video rolled out. New Active Assailant Response Protocol training rolled out. Additional training videos pending.

Finding: Ensure intercom announcements can be heard in hallways/common areas

Recommendation: Intercom enhancement

Status: Ongoing

Finding: Potential to reduce human error in manually locking doors

Recommendation: Improved door-locking devices

Status: Ongoing

Finding: Current SRO model not sustainable long term especially as it relates to increasing number of Safe-School-Officers (SSO)

Recommendation: Continue to review models in cooperation with municipalities to find a long-term model

Status: Sworn law enforcement job description approved by Board to augment SRO gaps



Status of Findings & Recommendations Intended to Improve School Safety & Security from 2020-2021

Findings & Recommendations

Finding: Improvement needed between law enforcement and District radios
Recommendation: Improve integration of District radios with Law Enforcement
Status: In Progress

Finding: Identify all SSRA questions that ask whether a written procedure exists for a specific process
Recommendation: Where there are “no” answers, develop a procedure to move to “yes” answer for next year’s assessment
Status: Ongoing. Guidance and sample procedures shared with schools.

Finding: District needs to enhance social media monitoring to facilitate the behavioral threat assessment process
Recommendation: Staff hired to focus on social media monitoring. Grant and other SSEP funds to be used to purchase necessary technology
Status: Social Media Monitoring vendor selected and received Board approval. Implementation in process.

Finding: Additional signage necessary to identify buildings and classrooms to facilitate law enforcement response (wayfinding)
Recommendation: Begin installing additional signage and identification in high schools in cooperation with first responders
Status: In Progress



New Findings & Recommendations Intended to Improve School Safety & Security 2021-2022

Findings & Recommendations

Finding: Potential to reduce human error in manually locking doors

Recommendation: Install storeroom locks on all external doors

Finding: Existing security cameras in need of repair

Recommendation: Upgrade aging security cameras with analytic cameras

Finding: Enhancements needed to certain portions of security fencing

Recommendation: Assess security fencing for potential vulnerabilities and make improvements where necessary

Finding: Improvement needed between law enforcement and District radios

Recommendation: Install Bidirectional Antennas (BDAs) to improve integration of District radios with Law Enforcement



2020-2021 FSSAT Activities – In Progress/Next Steps

Technology:

- Law Enforcement Access to Navigate360 EMS School Safety Portal
- Raptor Volunteer and Visitor Management System Upgrades
- Continued Surveillance Camera Evaluation & Enhancement
- Social Media Monitoring Implementation

Training:

- Continue Role Specific Protocol Table Top Training Exercises
- Continue Code/Protocol migration transition to Plain Language
- Additional Alyssa's Alert Trainings for staff
- Update existing Active Assailant training video

Personnel:

- Continue push for School and District hiring
- Floater Pool Positions Fully Staffed

Infrastructure:

- Enterprise Risk Management Phase II – Identify & Analyze Risk
- Installation of additional signage and identification in high schools to assist first responders
- Incident Management System Implementation
- Update District Emergency Manual
- Intercom Enhancements
- Improve External Door Locking Devices



Discussion

1. Public Feedback
2. Board Feedback

NEXT: Closed-door session with the Board to address more detailed SSRA information and solidify recommendations.



The School Board of Broward County, Florida

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