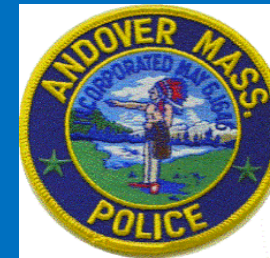
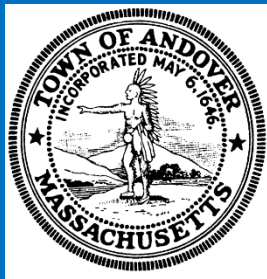


# Overview of Andover Public Schools Security



# Emergency Management Working Group

THE EMERGENCY MANAGEMENT WORKING GROUP (EMWG) coordinates the Town of Andover emergency management program to prepare, prevent, plan, respond, recover and secure from all-hazard events. The EMWG develops and makes recommendations to, maintain and implement the ability to direct, control, manage and coordinate emergency operations in cooperation with local, State and Federal governmental and private sector agencies.

Created in 2013 by the EMD

# Emergency Management Working Group

- Police
- Fire
- Public Health
- DPW
- Plant and Facilities
- IT
- Schools
- Library
- Community Services
- Town Managers' Office

Directors/Deputy Directors are at the meetings to make decisions, decisions are not made in “silos”

# Emergency Management Working Group

School Security

Initiatives Implemented

Proactive

Reactive

# Proactive Implemented Initiatives

- APS Emergency Response Plan (NEMLEC STARS)
- ALICE Drills- All Town and School employees and students have participated in the ALICE Program.
- <http://www.aps1.net/1750/Alice-training-video> for new hires
- Homeland Security Training for employees. (Senior Officials Workshop)
- Vestibules- Designed, Constructed and in Place (One Controlled Entry Point)
- Security check-ins, Badges, CORI, Video, Alarms at Entry Point
- E911 Initiative- We have moved from building based alerting to zone based alerting so a first responder can identify the source of the call. Dispatch is then provided an on-going connection.

## Proactive Implemented Initiatives

- VOIP Phone Deployment- Phones are now deployed in the majority of classrooms.
- Informacast Digital Speaker System- Implemented emergency notification system that can provide unified alerting to phones, speakers, digital signage and to mobile devices. Can be operated by emergency responders in real time.
- Digital Cameras- We are upgrading all of our surveillance cameras from analog to digital. These cameras can be viewed from both inside and outside the building and provide real time feeds (unlike the Parkland cameras that had a 30 minute delay)

## Proactive Implemented Initiatives

- BDA (Di-directional Amplifier) Systems in buildings to improve responder radio communication.
- Portable Radio- direct connect to public safety. (in-process)
- BeSafe Technologies... BeSafe compiles detailed information about a facility including floor plans, unique building features, linked digital photos and can include occupant information. During an emergency first responders have this information readily available as they prepare to approach a scene, This helps first responders save time and make critical life saving decisions.
- School Resource Officer at High School, SME for Emergency Response, Trainer and Visual Deterrent.

# Reactive Implemented Initiatives

- Police specialized training for incident response to include active shooter or similar threat.
- Updated annually on new tactics and techniques for response.
  - Officers are trained to engage the threat immediately.
- Officers are issued and trained on additional weapons beyond service pistol to include Lethal and Non lethal.
- ALERRT Training (Advanced Law Enforcement Rapid Response Training) Which is the best active shooter response training in the nation. Train the Trainer model Dept. Homeland Security course.



# Reactive Implemented Initiatives

- Officers and EMT Firefighters attending the Rescue Task Force tactics course in annually. That's Police working with Fire to bring EMS to an active scene quickly efficiently and safely.
- **NEMLEC** community. Member agencies are committed to sharing assets and ensuring that communities are prepared for unplanned special occurrences.
  - SWAT Team
  - Negotiators
  - RRT
  - Search and Rescue
  - K9
  - NEMLEC –STARS (School Threat and Response System) Team

## Reactive Implemented Initiatives

- CIT- Crisis Intervention Training, large percentage of officers are CIT trained. This is special training that teaches officers to identify someone who is struggling with mental illness. It also teaches tactics and techniques on de-escalating the situation.
- Social Workers and Psychologists in every school. NEMLEC STARS can be used to augment Social Workers and Psychologists from NEMLEC Communities after a traumatic incident.

# Next Steps to Enhance School Safety

## School Security Assessment

- Services obtained through a Request for Proposals (RFP)
  - Assessment of existing security systems
  - Review security policies and procedures
  - Vulnerability assessment/weaknesses
  - Risk reduction recommendations
  - Assist the school district in prioritizing the recommendations
  - Receive input from public safety, school administrators, facilities and other relevant constituents

# School Security Assessment Timeline

- Late August - Request for proposals advertised
- September 8th - Pre-bid conference to answer vendor questions
- September 15th - Deadline for proposal submission
  - 5 vendors submit proposals
- September 25th - Initial selection and vetting
  - 3 vendors selected for interviews, 2 do not meet qualifications
- October 3rd - Finalist interviews
  - 2 vendors interviewed, 1 withdraws from process
- Vendor selected

# School Security Assessment

- Recommended Vendor
  - Guidepost Solutions LLC
    - Unanimous choice by committee
    - Boston based firm and team
    - Similar projects locally and nationally
    - Work to commence this fall / early winter
    - Cost: \$63,800
- Recommendation to award contract to Guidepost

# Go Kits for Emergency Situations

Emergency kits to be provided for each physical space students and staff use

- Classroom Level
  - Classrooms, music rooms, art rooms, cafeterias, offices, etc.
- Nurse Level
- School Main Office Level
- Central Office Level

Estimated 600 kits needed District wide

# Go Kit Sample List - Classroom

- Backpack
- First aid kit
- Class List with emergency contacts
- Trash bags
- Large towel
- Skittles and granola bar
- Hand sanitizer
- Pen or pencil
- Scissors
- Toilet paper
- Tissues
- Glowsticks
- Whistle
- Feminine hygiene products
- Phone number list

# Go Kit Sample List

## School Main Office

- Air Horn
- Reunification forms
- Reunification signs
- Clipboard
- Class lists
- Pencils
- Whistles
- Floor plans
- Operations manual
- Duct tape
- Phone charger
- Lined pads of paper
- Flashlight and batteries
- District phone numbers
- Duffel bag with wheels
- Reflective vests
- Teacher schedules
- Staff emergency information
- Trash and biohazard bags

## School Nurse

- BP Cuff & Stethoscope
- Thermal blankets
- Instant heat packs
- Penlights
- Instant Ice Packs
- Gloves various sizes
- Gauze Pads
- Band Aids
- Chewable Baby Aspirin
- CPR Mask
- Pen/Pad Paper
- Splint board if possible
- Hand sanitizer (tube not pump)
- Tourniquet Kit
- Skittles and granola bars
- Bandages
- Tape for bandages
- Narcan
- Stock Epipen
- Glucose Gel
- Save a Tooth
- ABD pad
- Safety goggles
- Sling
- Tampons/Sanitary pads
- Scissors
- Safety pins
- Dental rolls
- Emergency Bag