



AN **nsba** PROGRAM

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NSBA Center For Safe Schools  
November 14, 2019

## Mark Williams

- 30+ years in the industry
- Partner Alliance for Safer Schools – Vice Chairman
- Secure Schools Alliance – Advisor
- NFPA 3000 ASHER (Active Shooter/Hostile Event Response) – Technical Committee
- Code Instructor – State of Michigan – 15 years
- Security and Safety Industry
  - Vice President, Architectural and Construction Services
  - Project Based Business Team Leader
  - Regional Director
  - General Sales Manager
  - Architectural Consultant



# Agenda

- Who is PASS – Vision and Mission
- Defining K12 Challenges
- PASS Guidelines and Tools
- Concept of:
  - Layered Security
  - Components
  - TIER(s)
- Where to Start

Log in to [passk12.org](https://passk12.org) to register your PASS Guideline



# Partner Alliance for Safer Schools (PASS)

A not for profit coalition of organizations and individuals from the **education, public safety** and **industry** communities, brought together to develop and support **best practice recommendations** for school safety and security across multiple disciplines.





# PASS Steering Committee

- Industry Associations
- Safe Schools Organization Leaders
- Parents
- K12 Security Directors
- Security Consultant
- School Architect (Principal, Education Studio)
- Model Code Committee Member (NFPA)
- Security/Systems Integrator Consultants
- Security Product Manufacturer Consultants



# Our Mission

To provide school administrators, school boards, public safety and security officials with a **roadmap and guidelines** for implementing a **layered and tiered** approach to enhancing the safety and security of their school environments. The PASS Guidelines and Checklist tools help stakeholders to answer two questions:

- ***What should we do?***
- ***How do we prioritize?***



# The Center for Safe Schools



## Infrastructure

The physical aspects of school buildings and facilities designed to safeguard against attacks and potential threats.



## Crisis and Emergency Management

The detection, prevention and management of critical events and emergencies. By working together, schools and community partners can focus on crisis and emergency preparedness including efforts to build a positive, prevention based, school culture.



## Whole Child Health

A child's physical, mental and social and emotional well-being essential for them to achieve positive outcomes in their academic, professional and personal lives. Everyday life experiences can impact the abilities of all students and these experiences can have lasting effects and present barriers to the well-being of the whole child.



## Cyber Security

The body of technologies, processes and practices designed to protect personal information and to support students, families and communities in the cyber domain. The rapid pace of technological change is leading to schools facing new challenges in identifying threats, protecting personal information, and promoting the positive and responsible use of technology by staff and students.





# Needs Identified by Educational Community

- A means to measure current facility security with best practices despite the general lack of standards and legislative or regulatory requirements
- Identification of specific actions that can be taken to raise the baseline of security
- Information on vetted security practices specific to K-12 environments
- **How to distinguish between needed /effective solutions and sales pitches**
- Identification of multiple options for addressing security needs, based on available resources

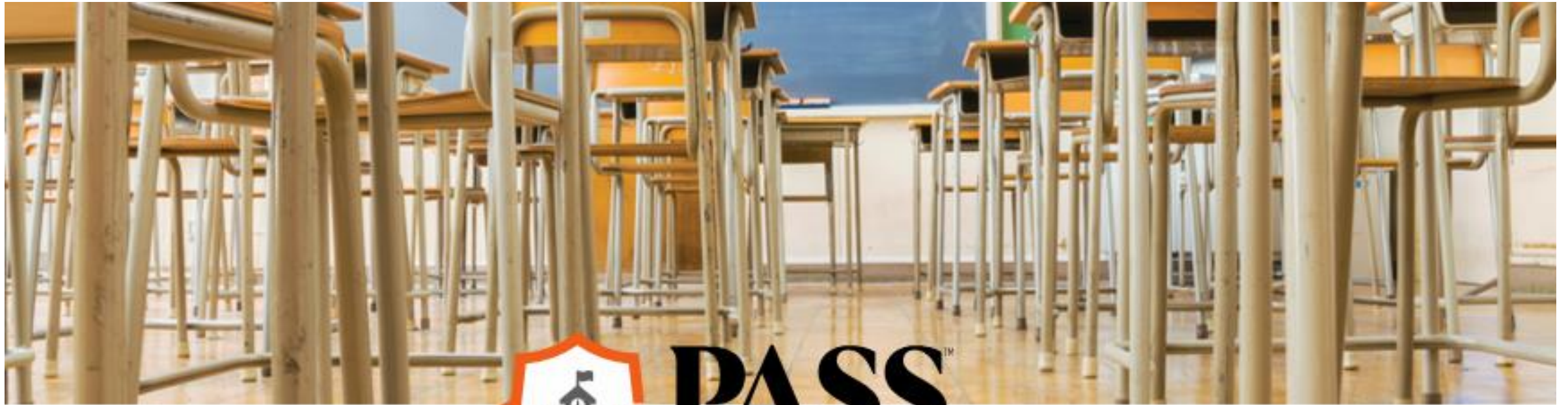
Assess current state

Options

Best practices

Tiered Approach

# School Safety - Current State



# Defining Violence in the K-12 Market



Sources: National Center for Educational Statistics, 2018

# Safe2Tell Statistics

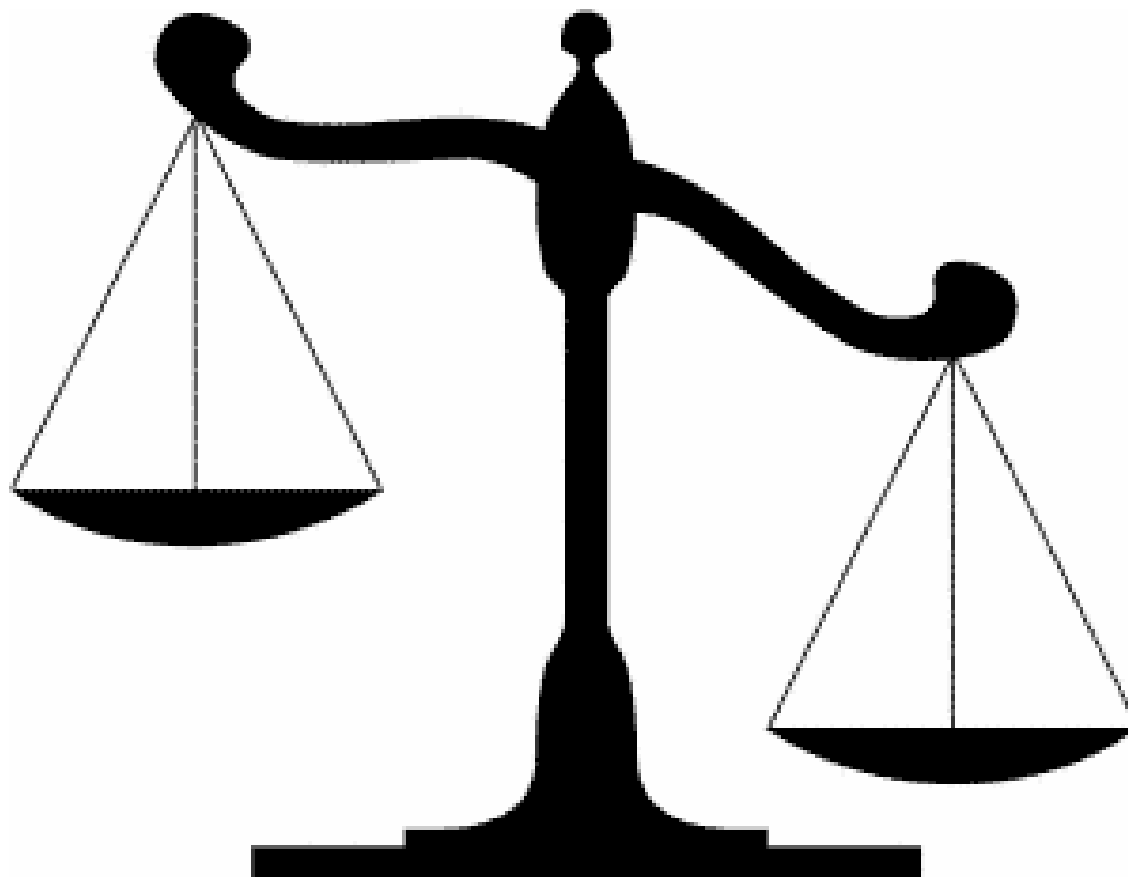
528 Safe2Tell Reports 2018-2019 School Year			
Alcohol	13	Knives	4
Anger Issues	2	Misuse of Safe2Tell	4
Assaults	7	Planned Parties	5
Bullying	34	Planned School Attack	13
Child Abuse	12	Prank Call	1
Crime Stoppers	3	School Complaint	20
Cutting	26	Self-Harm	4
Cyber Bullying	13	Sexting	7
Dating Violence	1	Sexual Assault	8
Depression	22	Sexual misconduct	8
Discrimination	2	Tobacco	27
Ditching	2	Suicide Threats	143
Drugs	59	Theft	1
Duplicate Report	33	Threats	17
Eating Disorder	3	Transportation Complaint	1
Fighting	3	Unsafe Driving	2
Guns	8	Weapons	3
Harassment	5	Welfare Check	12

# Barriers to Implementation

- Can't Happen Here
- Not in the Budget
- Don't Want Schools to Feel Like Prisons



**Security**

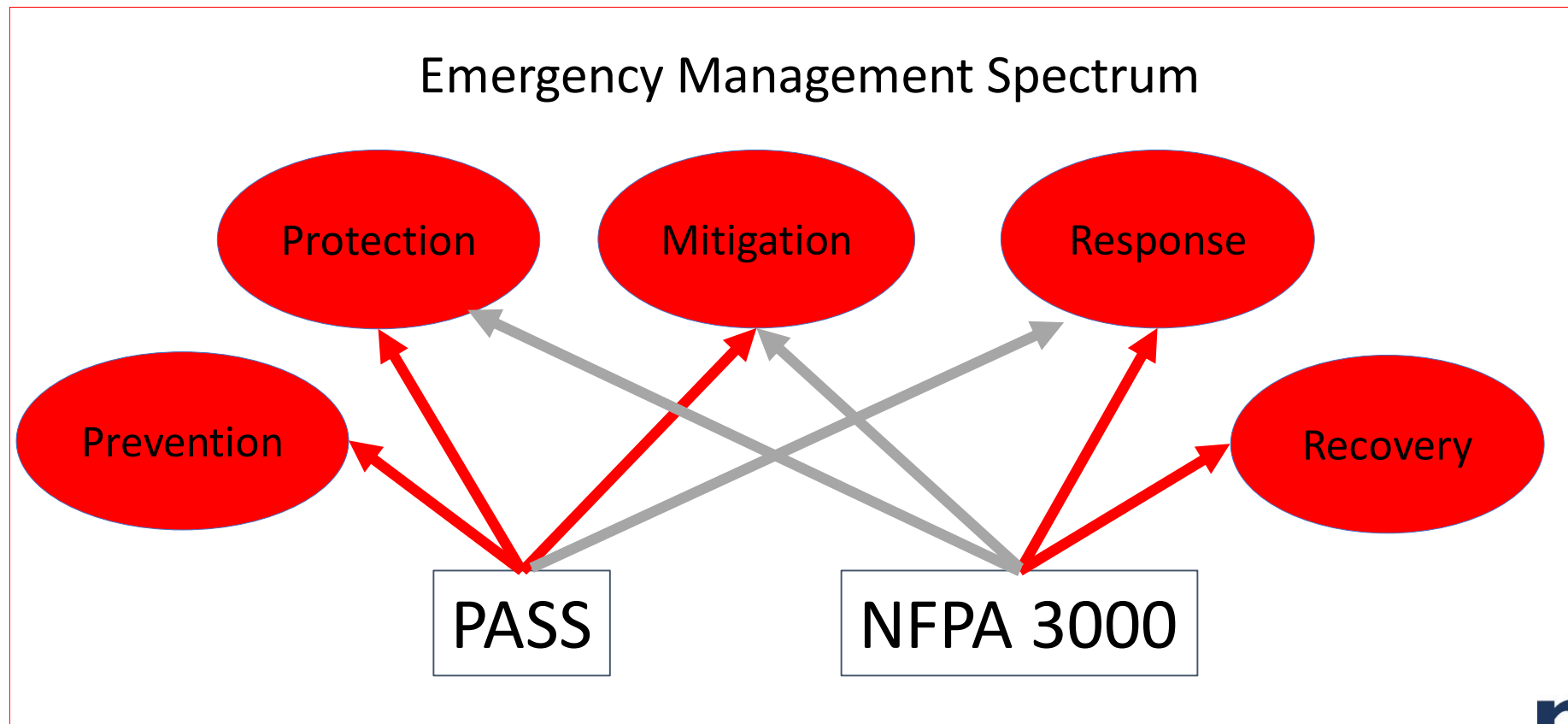


**Convenience**

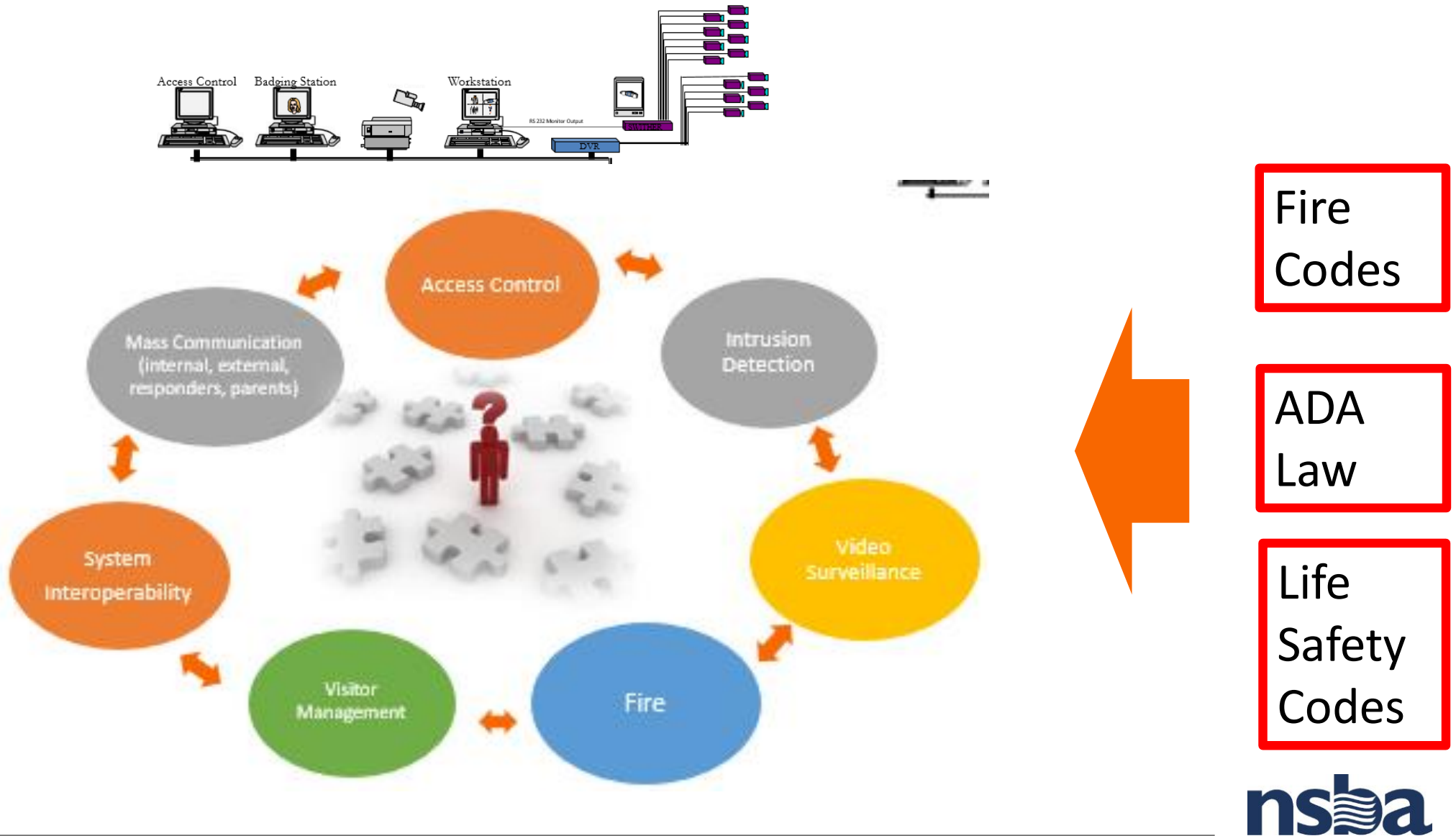


# School Safety and Security is Multifaceted and Complex

**There is no single action that that will, by itself, make our schools safe**



# Integrated Safe Schools Systems - Solution Complexity

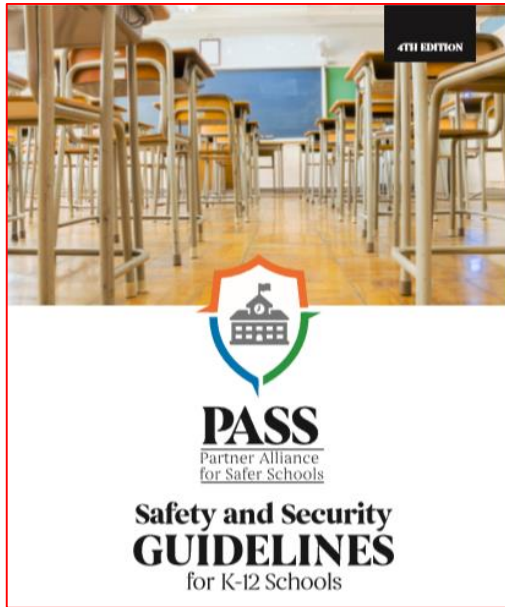


A conceptual illustration of a road. A black road with a white dashed center line winds from the bottom left towards the top right, ending in an arrowhead. In the upper left, a green circular sign with the word 'GO' in white is mounted on a silver post. The background is a solid grey.

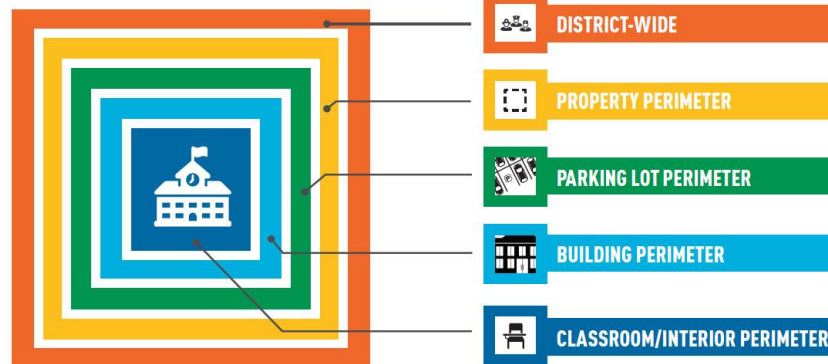
# PASS Guidelines

A Roadmap to Enhancing Safety and Security

# Path to Increasing Levels of Safety & Security



PASS Guidelines



PASS Tier  
Continuum Layers

	TIER 1	TIER 2	TIER 3	TIER 4	Our Status			
					Achieved	In Progress	Future Need	Not Required
<b>CLASSROOM/INTERIOR PERIMETER LAYER</b>								
• <b>POLICIES AND PROCEDURES</b>								
» Classroom Doors Closed and Locked When Occupied	✓	✓	✓	✓	○	○	○	○
• <b>PEOPLE (ROLES AND TRAINING)</b>					○	○	○	○
» Teachers, Staff and Substitutes Trained on Emergency Protocols	✓	✓	✓	✓	○	○	○	○
• <b>ARCHITECTURAL</b>								
» Security Film on Door Vision Panels and Sidelites	✓	✓	✓	✓	○	○	○	○
» "Narrow-Life" Style Classroom Doors with Blinds	✓	✓	✓	✓	○	○	○	○
» Compartmentalize Building with Cross-Corridor Doors	✓	✓	✓	✓	○	○	○	○
» Reinforced Walls at Shelter in Place Areas (New Construction)	✓	✓	✓	✓	○	○	○	○
» Safety/Security Optimization of Classroom Door Installation (New Construction)	✓	✓	✓	✓	○	○	○	○

PASS  
Checklist/Assessment



# Recommended Uses

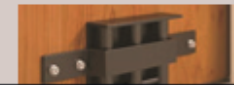
- Support Risk Assessment and Development of Comprehensive Security Plans
- Grant Proposal Development
- School Safety and Security Standards
- Avoiding Pitfalls



# Avoiding Pitfalls

## TOP 10 K-12 SAFETY AND SECURITY PITFALLS:

- 1.** Failure to assemble a planning team (see Policies and Procedures) that includes all appropriate and necessary stakeholders
- 2.** Insufficient prioritization of security based on an “it won’t happen here” mentality
- 3.** Implementation of advanced technology and/or high-cost solutions without first ensuring baseline, proven security measures are in place (such as those found in TIER 1 in the PASS Guidelines)
- 4.** Inconsistent implementation of disparate systems that do not meet security objectives identified in a comprehensive security plan or risk assessment
- 5.** Short-sighted planning or products that respond only to the latest tragedy, as opposed to supporting a long-term, holistic approach
- 6.** Choosing lowest-cost solutions above all other considerations, such as total life cycle costs
- 7.** Reliance on technology for emergency communications that is not designed for such use
- 8.** Overreliance on a single form of emergency communication or overdependence on a single type of solution or technology to address a broad range of safety and security challenges
- 9.** Failure to appropriately balance external and internal risk mitigation—Based on risk assessment, different approaches may be more appropriate, depending on the facility. With active shooter events, for example, 100 percent of such incidents targeting elementary schools have been perpetrated by intruders from outside the school communities, while approximately 75 percent of incidents at secondary schools involved students or others associated with the schools.<sup>8</sup>
- 10.** Unnecessary products that can be solutions in search of a problem. The recent proliferation of “barricade” or “secondary locking” devices is just one example. Offering no advantage over a modern lockset,<sup>9</sup> such devices are typically offered as a lowest-cost lockdown solution, in violation of fire and life safety codes and the Americans with Disabilities Act (ADA).





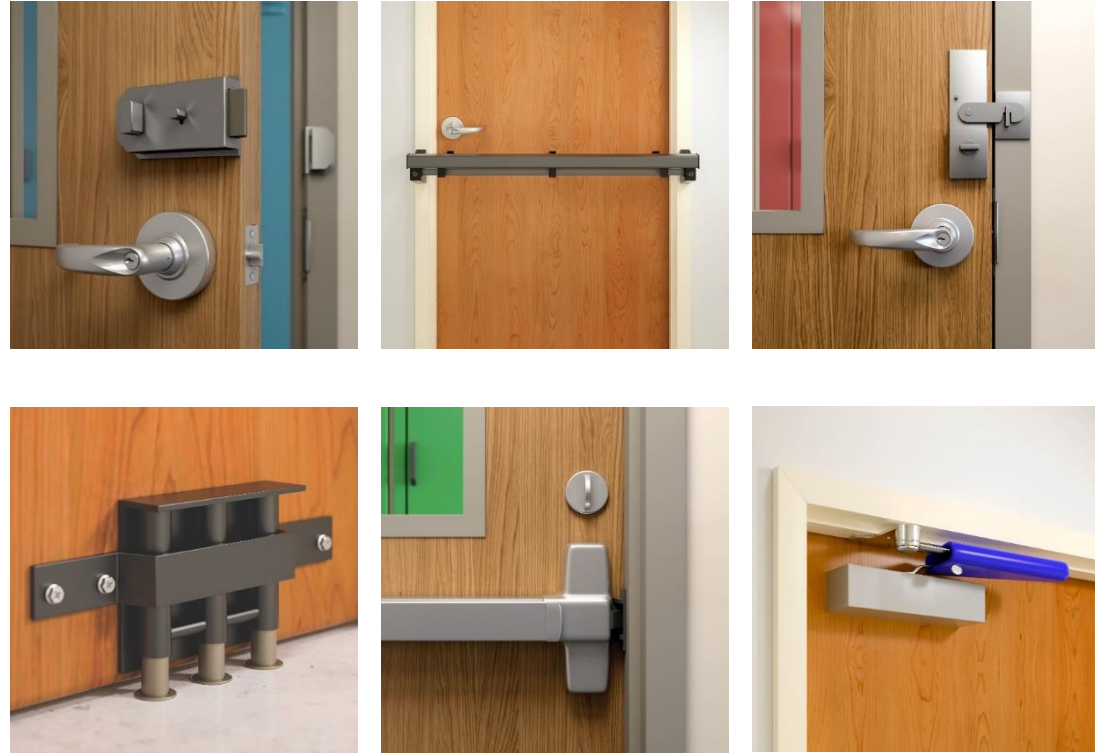
# Avoiding Pitfalls

“Decisions about whether to invest in school security technology for a school or school district are complex,” the Johns Hopkins study said. “Many choices about the technology selected, however, may be made with incomplete information or with information that is influenced more by political or reactionary consideration than by local conditions.”



# Barricade Devices

Many of these products not only violate current life safety code requirements, but they could also result in increased risk and liability.

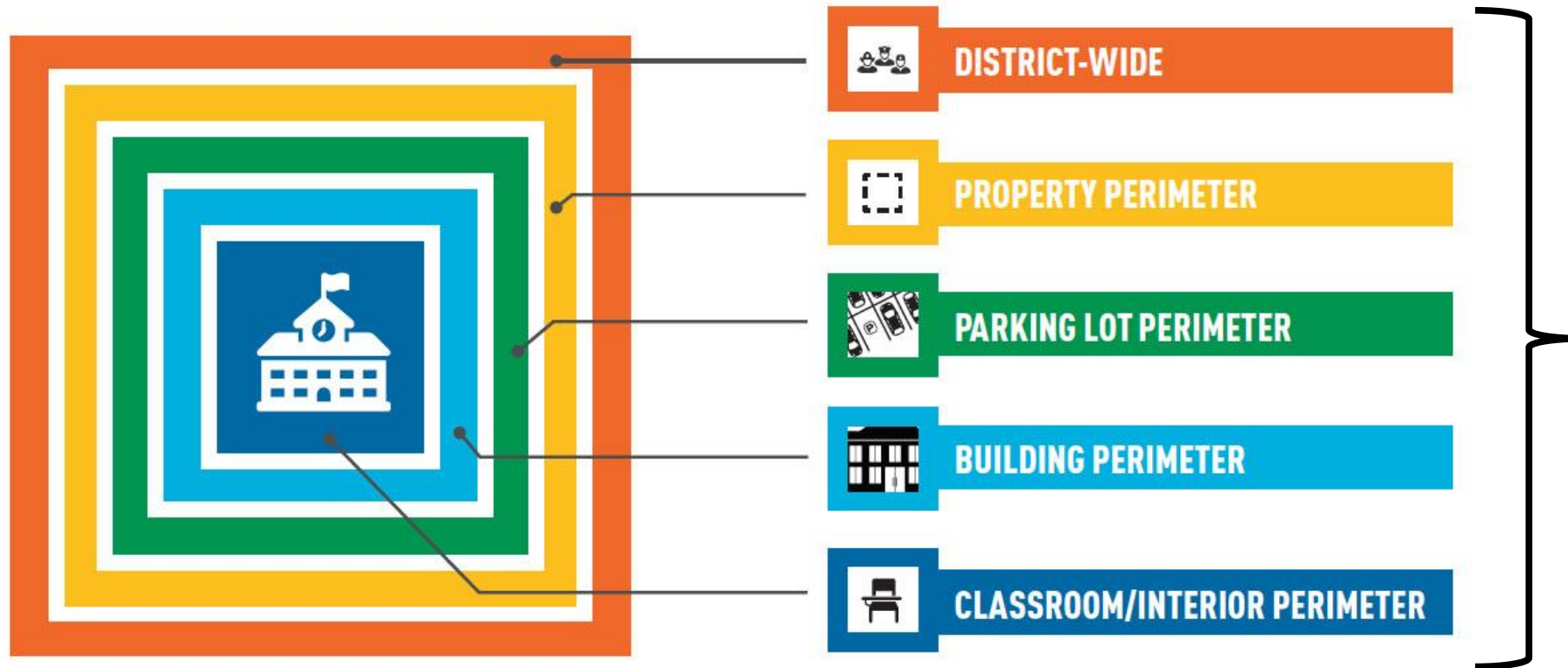


**The Sandy Hook Commission noted there are no documented instances of an active shooter breaching a locked classroom door**

**The Marjory Stoneman Douglas Commission Report also noted that the shooter never entered a classroom**

# PASS Layers and Components

## LAYERS OF PROTECTION

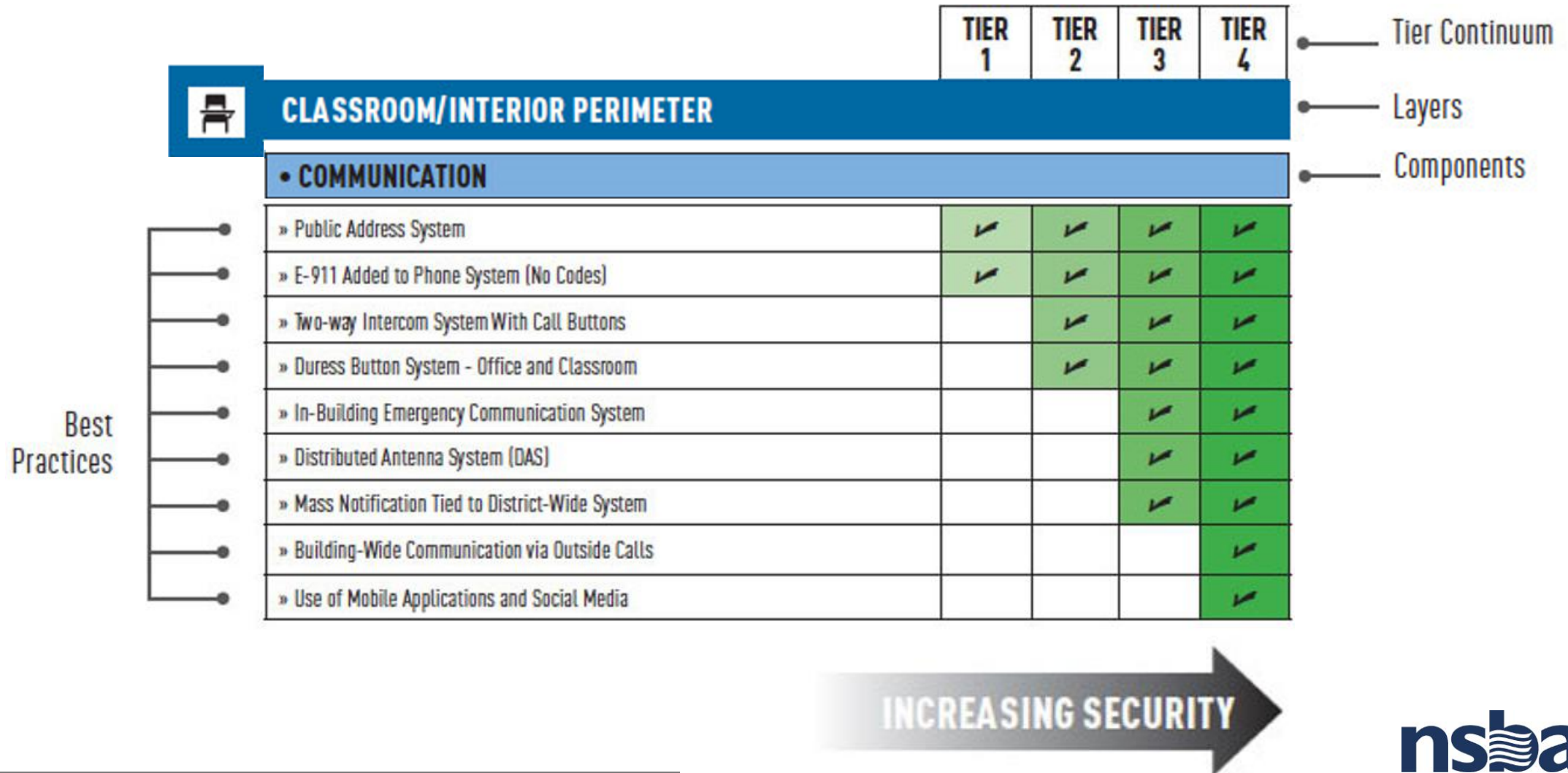


## SAFETY AND SECURITY COMPONENTS

- Policies and Procedures
- People (Roles and Training)
- Architectural
- Communication
- Access Control
- Video Surveillance
- Detection and Alarms

**Deter, Detect, Delay**

# PASS Tier Continuum, Layers, Components, Best Practices





## DISTRICT-WIDE

• PEOPLE (ROLES AND TRAINING)				
» Empower All Staff to Initiate Emergency Procedures	✓	✓	✓	✓
» Biannual All Hazard Scenario-Based Drills With Community Partners	✓	✓	✓	✓
» Empower Community to Share Concerns Through Anonymous Reporting	✓	✓	✓	✓
» Train All Staff and Volunteers on Mandated Reporting Requirements and Protocols	✓	✓	✓	✓
• COMMUNICATION				
» Memorandums of Understanding (MOUs) With Emergency Responders for Threat Information Sharing and Building Access	✓	✓	✓	✓
» MOUs With Hospitals, Religious Organizations, Community Centers and Red Cross	✓	✓	✓	✓
» Wide-Area Two-Way Radio System	✓	✓	✓	✓
» Trunked Radio System		✓	✓	✓
» Mass Notification Unified With Emergency Communications System			✓	✓
WEATHER MONITORING				
» Monitor NOAA Local Weather Information	✓	✓	✓	✓
» Weather Monitoring Service		✓	✓	✓
» Weather Monitoring Station at Central School Facility			✓	✓
» Weather Monitoring Station at School Facilities Every 10 Miles				✓



## DISTRICT-WIDE

• ACCESS CONTROL				
» Command Staff/Responder Access to Keys or Credentials for Emergency Entry	✓	✓	✓	✓
» Access Control System Equipped With Remote Door Release Capability			✓	✓
» All Command Staff Possess Keys and/or Access Credentials			✓	✓
» All Responders Possess Keys and/or Access Credentials				✓
» Electronic Access Control for IDF & MDF Rooms w/Key Override				✓
AUXILIARY BUILDINGS				
» Implement Security Plan Specific to Auxiliary Buildings	✓	✓	✓	✓
TRANSPORTATION				
» Interoperable Radio System for All Buses and School Vehicles	✓	✓	✓	✓
» GPS Tracking System for All Student Transportation Vehicles	✓	✓	✓	✓
» Bus Video Surveillance System		✓	✓	✓
» Card-Based Check-In				✓
» Biometric-Based Check-In				✓
• VIDEO SURVEILLANCE				
» Use and Data Retention Policy	✓	✓	✓	✓
» MOUs with Law Enforcement for Sharing Video Data	✓	✓	✓	✓
» Incorporation of Video Surveillance Into Emergency Response Plans	✓	✓	✓	✓
» Camera Standardization		✓	✓	✓
» Recording System Standardization			✓	✓
» Video Verification of Alarms to Monitoring Service or Security Operations Center (SOC)				✓





## DISTRICT-WIDE

### • DETECTION AND ALARMS

» Intrusion Detection System for All Buildings Centrally Monitored



» Duress Alarms Centrally Monitored



» Duress Alarms Sent to Law Enforcement



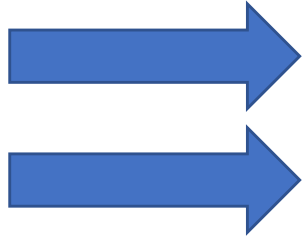
» Duress Alarms Monitored by a District-Wide SOC



» Intrusion and Duress Alarms Monitored by a District-Wide SOC



# SAFETY AND SECURITY COMPONENTS



- Policies and Procedures
- People (Roles and Training)
- Architectural
- Communication
- Access Control
- Video Surveillance
- Detection and Alarms

**Deter, Detect, Delay**

# Policies and Procedures Component

- The policies and procedures component involves a school or district's emergency operations plan (EOP) and security plans.
- Comprehensive security plans, and the policies and procedures created to implement them, **form the foundation of school safety and security.**
- Without proper policies and procedures in place, **it is impossible to successfully use security technology and other security measures, regardless of how advanced they may be.**
- Effective policies and procedures alone can mitigate risks, and there are **often no costs associated with implementing them.**
- Essential security-specific policies and processes relevant to each layer are categorized under TIER 1 as foundational best practices.

**Deter, Detect, Delay**



# People (Roles and Training) Component

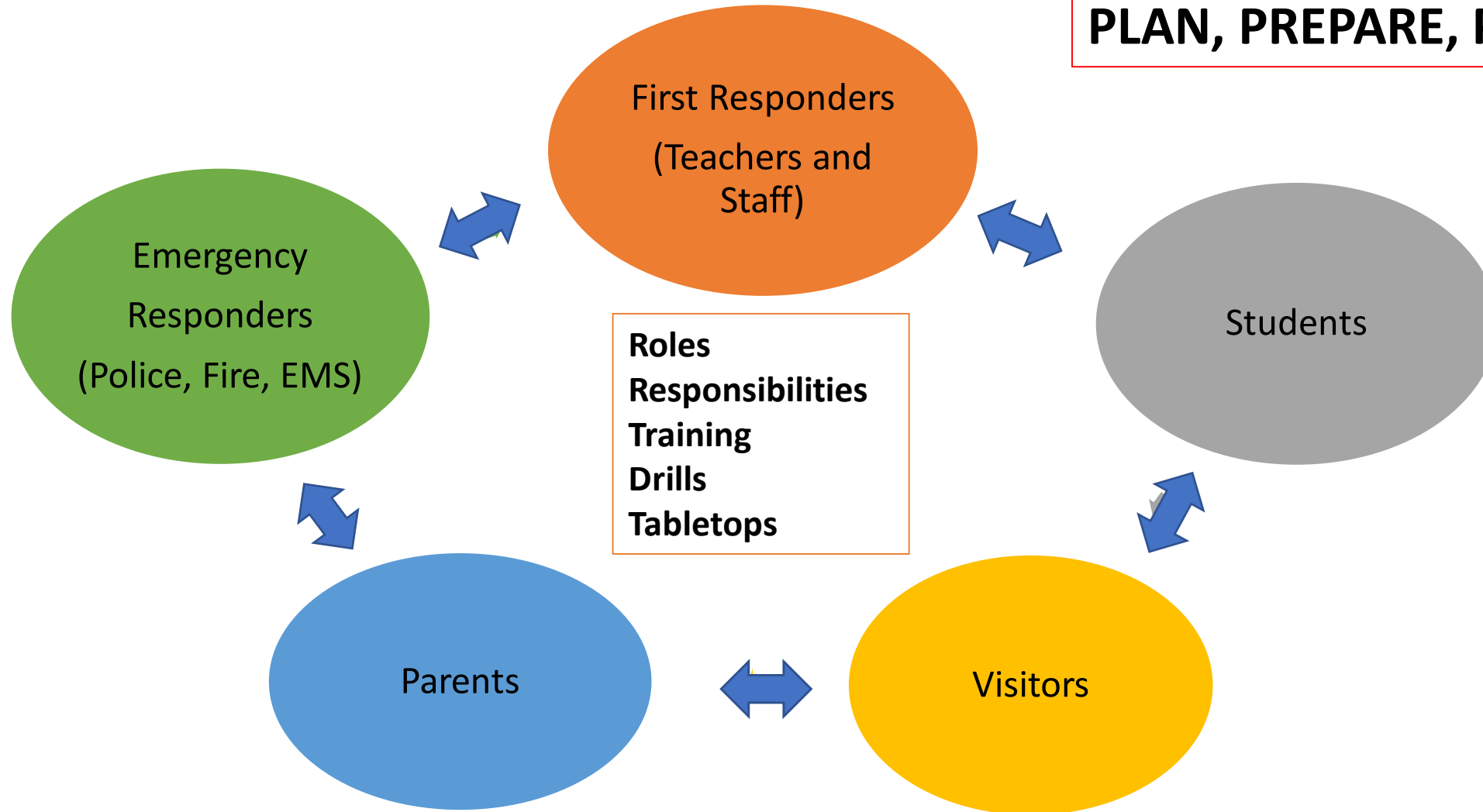
**Personnel (vigilant staff and students) make up the most important component of each layer.**

To individuals with criminal intent, such vigilance is an effective deterrent. ALL students and staff should be empowered to take effective action in emergencies and receive appropriate training and instructions relevant to a school or district's safety processes, plans, technologies and procedures.

**Deter, Detect, Delay**

# District Wide – Policies and Procedures – People Roles & Training

**PLAN, PREPARE, PRACTICE**



# Drills And Practice Save Lives



Marjory Stoneman Douglas – First Floor



# Drills And Practice Save Lives

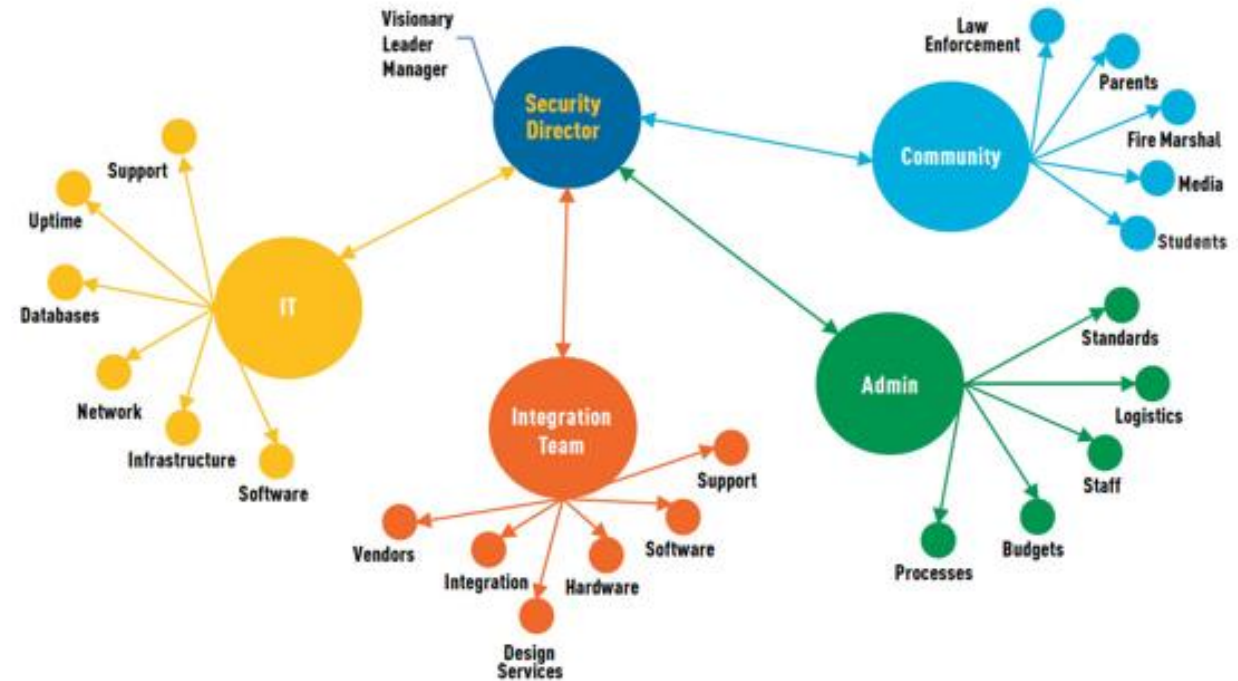


Marjory Stoneman Douglas – Third Floor

# PASS Guidelines - Formulate a Comprehensive Plan – Step by Step

## Step 1 – Assemble a Team

- Security Director
- School Administrator
- Security Consultant
- IT Director
- Local Police and Fire



# PASS Guidelines - Formulate a Comprehensive Plan – Step by Step

## **Step 2 – Risk Assessment**

- Most buildings across the district will have unique risk profiles


Free Risk Assessments available from number of sources:

- Local Police and Fire
- DHS
- Independent Consultants
- Security Design Consultants
- Internal Assessment using free tools
- Assessments by local SME's

# PASS Guidelines - Formulate a Comprehensive Plan Step by Step

## Step 3 – Building Assessment by Layer

- Use PASS Checklist by building and by layer
  - District Wide Layer
  - Property Perimeter Layer
  - Parking Lot Layer
  - Building Perimeter Layer
  - Classroom/Interior Perimeter Layer

	TIER 1	TIER 2	TIER 3	TIER 4	Our Status			
 <b>CLASSROOM/INTERIOR PERIMETER LAYER</b>					Achieved	In Progress	Future Need	Not Required
• <b>POLICIES AND PROCEDURES</b>								
» Classroom Doors Closed and Locked When Occupied	✓	✓	✓	✓	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
• <b>PEOPLE (ROLES AND TRAINING)</b>								
» Teachers, Staff and Substitutes Trained on Emergency Protocols	✓	✓	✓	✓	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
• <b>ARCHITECTURAL</b>								
» Security Film on Door Vision Panels and Sidelites	✓	✓	✓	✓	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» "Narrow-Lite" Style Classroom Doors with Blinds	✓	✓	✓	✓	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Compartmentalize Building with Cross-Corridor Doors	✓	✓	✓	✓	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Reinforced Walls at Shelter in Place Areas (New Construction)	✓	✓	✓	✓	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Safety/Security Optimization of Classroom Door Installation (New Construction)	✓	✓	✓	✓	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

# Building Checklist/Assessment



## CLASSROOM/INTERIOR PERIMETER LAYER

### • POLICIES AND PROCEDURES

» Classroom Doors Closed and Locked When Occupied

### • PEOPLE (ROLES AND TRAINING)

» Teachers, Staff and Substitutes Trained on Emergency Protocols

### • ARCHITECTURAL

» Security Film on Door Vision Panels and Sidelites

» "Narrow-Lite" Style Classroom Doors with Blinds

» Compartmentalize Building with Cross-Corridor Doors


» Reinforced Walls at Shelter in Place Areas (New Construction)

» Safety/Security Optimization of Classroom Door Installation (New Construction)

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» Safety/Security Optimization of Classroom Door Installation (New Construction)	✓	✓	✓	✓	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

# PASS Guidelines - Formulate a Comprehensive Plan Step by Step

## Step 4 – Establish Documents and Budgets Based on Checklist Selections

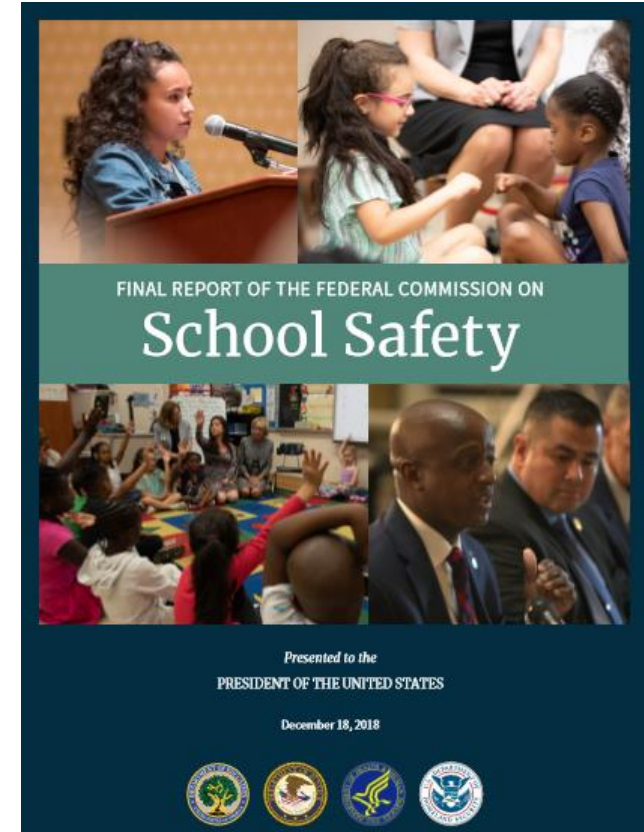
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» Safety/Security Optimization of Classroom Door Installation (New Construction)	✓	✓	✓	✓	○	○	⊙	○



# PASS Guidelines Recognized

- Recommended
  - Marjory Stoneman Douglas High School Commission Report – pg. 84  
<http://www.fdle.state.fl.us/MSDHS/CommissionReport.pdf>
  - State of Ohio School Security Report & Recommendations – PASS Checklist/Assessment tool included in Appendix
- Referenced
  - National School Board Association – “Center for Safer Schools”
  - NFPA 3000 – Active Shooter and Hostile Event Response (ASHER) – Chapter 5 & 9
  - Federal Commission on School Safety – pg. 122

<https://www2.ed.gov/documents/school-safety/school-safety-report.pdf>



**Over 3000 downloads of the Guidelines and Checklist Assessment Tools since December 2018**







# Questions

