SAFETY UPDATE
Cherry Creek School District

MARCH 2018
REPORT TO THE BOARD OF EDUCATION

Presented by:
Dr. Scott Siegfried, Deputy Superintendent CCSD
Representative Cole Wist, CO General Assembly
Sheriff Dave Walcher, Sheriff of Arapahoe County
1. Historical Safety Upgrades Currently in Place
   a) Columbine
   b) Sandy Hook
   c) Arapahoe
   d) Standard Response Protocol

2. Representative Cole Wist, Colorado House of Representatives

3. Sheriff David Walcher, Arapahoe County Sheriff

4. Next Steps in Planning for Physical Safety in CCSD
   a) Considerations
   b) Timeline and Process
   c) Implementation
SAFETY UPDATE
Cherry Creek School District

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HISTORICAL SAFETY UPGRADES
Safety in the Cherry Creek Schools
Basis for Planning

Continuous Process
- Learning
- Reviewing
- Planning
- Implementing
- Practicing

Committees
- Safe Schools Design Team
- Standard Response Protocol

Physical Safety
Psychological Safety

Virginia Tech
Columbine
9.11
Platte Canyon
Aurora Theater Shooting
Jessica Ridgeway
Kidnapping
Stoneman Douglas
Arapahoe
Sandy Hook
Safety in the Cherry Creek Schools
Dedicated to Excellence

Basis for Planning

CRISIS RESPONSE/RECOVERY
Steps the school community uses to respond appropriately during and after a crisis situation to return the school to a caring and supportive learning environment.

RESPONSE/INTERVENTION
Response protocols for situations/students who are at risk, in crisis, or potentially dangerous; targeted and intensive interventions for students who do not respond at the mitigation/prevention stage.

PREPAREDNESS/PLANNING
Planning and procedures that schools use to facilitate an effective response when a crisis situation occurs.

MITIGATION/PREVENTION
Assessment of potentially dangerous environmental conditions; steps taken to reduce environmental risk or hazards.

Physical Safety

Psychological Safety
CCSD READINESS & EMERGENCY MANAGEMENT FOR SCHOOLS (REMS)

Coming Attractions:
Aligning with new federal model

**Five Preparedness Missions**
- Prevention
- Mitigation
- Response
- Protection
- Recovery

Before
During
After

an incident or emergency

Cherry Creek School District
Comprehensive Safe Schools Plan
## Safe Schools Design Team

**Team Coordinator**  
Scott Siegfried

**Team Facilitators**  
Randy Councell  
Ron Lee

**Safe Schools Secretary**  
Kathy Fresques Buckner

**Bully Prevention/Positive Behavior Support**  
Marla Bonds  
Denise Srionen

**Crisis Recovery Consultation**  
Ron Lee  
Cam Short-Camilli

**Health Services**  
Suzanne Oro

**Research, Data & Assessment**  
Amy Plog

**District Administration**  
Carla Stearns  
Tracey Grant  
Chris Smith  
Tera Helmon  
Jennifer Perry

**Facility Support**  
Sheila Graham

**Food & Nutrition Services**  
Erika Edwards

**Legal Counsel**  
Sonja McKenzie

**Level/Building Representation**  
Joleta Gallozi  
Kevin Doherty  
Lisa Sprague  
Charla Rosenberry  
Linda MacCagnan

**SpEd Representation**  
Tony Poole  
Frances Woolery Jones

**Inclusive Excellence**  
Mike Giles  
Stacey Brandon

**Risk Management**  
Karen Fast, Risk Manager

**Physical Safety and Security**  
Randy Councell  
Daniel Vilkofsky

**Transportation**  
Brad Carriveau

**Wellness Coordinator**  
Janise McNally

**Law Enforcement Representation**  
Sgt. Stacy Talbert, Aurora PD  
Lt. Robert Jackson, Aurora PD  
Sgt. Steve Nelson, Grnwd.Vlg PD  
Sgt. Matt Cleveland, AC Sheriff’s Off  
Cherry Hills PD

**Fire Representation**  
Chief Jerry Rhodes, Cunningham  
Tammy Painter, Aurora
CCSD STAKEHOLDERS (AGENCIES)

- **Law Enforcement:**
  - Arapahoe County - SRO
  - City of Aurora - SRO
  - Greenwood Village - SRO
  - Cherry Hills Village - SRO
  - Glendale
  - City of Centennial
  - Colorado State Patrol
  - Cherry Creek State Park
  - District Attorney’s Office

- **Office of Emergency Management (OEM):**
  - Arapahoe County
  - City of Aurora
  - Greenwood Village
  - State of Colorado

- **Fire/EMS:**
  - South Metro Fire Authority
  - Cunningham Fire Protection District
  - Aurora Fire Department
  - Denver Fire Department
  - Denver Medical Ambulance
  - Action Care Ambulance
  - Mutual Aid – Littleton Fire and Englewood Fire
  - Hazard Materials Team – Arapahoe/Douglas County

- **911 Center:**
  - Arapahoe County
  - Aurora
  - Greenwood Village
  - Glendale
  - Denver
  - Littleton
PHYSICAL SAFETY: CCSD DISTRICT SECURITY

- **Randy Councell**
  - Director, District Safety and Security, and Emergency Planning

- **Dana Maudlin**
- **Dan Vilkofsky**
- School District Investigators

- **Kathy Fresques Buckner**
  - Admin. Secretary, District Security

**Responsible for:**
- Security, cameras, radio’s, cards/badges, emergency planning, liaison to first responders/stakeholders, CARE-line, CPI, 911, Night Rovers
PSYCHOLOGICAL WELLNESS AND SAFETY TEAM

- **Marla Bonds and Denise Sironen**
  - Bullying Prevention, PBIS, MTSS Interventions
- **Janise McNally**
  - Wellness
- **Amy Plog**
  - Research and Data
- **Ronald Lee and Cam Short**
  - Mental Health
- **Denise Sironen**
  - Mental Health Tier II Needs

**Responsible for:**
- Psychological Prevention, Crises Response
- Climate Survey, Wellness, Data and Research, Recovery, Training
HEALTH SERVICES

- Suzanne Oro
  - Director of Health Services

- Patti Rojec (Secondary)
- Michelle Weinraub (Elementary)
- Jennifer Ellerbroek (Title)
  - School Resource Nurses

- Michelle Ricketts
  - Insurance Outreach
- Ann Weber & Debbie Newton
  - Medicaid Specialist

Responsible for:
- Health & safety of school communities
EMERGENCY PLAN FLIPBOOK

• For every classroom
• Emergency Codes and other universal procedures
• To be distributed to each school
THE FOUR LEVELS OF CRISIS PLANNING

Phase I: Mitigation

Phase II: Preparedness

Phase III: Response

Phase IV: Recovery
Key Points:

- **Physical** safety includes measures such as visitor check-in and identification badges, video surveillance, preparedness planning, and practice drills to prepare for a variety of potential incidents. We are aligned with NIMS.

- **Psychological** safety provides for the social-emotional well being of students and works to create positive school climates through measures such as psychological wellness, bullying prevention, positive behavior supports, and early identification and intervention for at-risk students.

- **Health & Medical** A growing presence. Increasingly students are presenting to school with health conditions requiring interventions and supports during the school day. School nurses keep students healthy, safe and ready to learn.

- **Major components of the district Comprehensive Safe Schools Plan** are recommended by the US Department of Education (2004). These components are
  - Mitigation/Prevention
  - Preparedness/Planning
  - Intervention/Response
  - Crisis response/Recovery
Key Points:

- Every Cherry Creek school or program has a functioning school safety team that coordinates and monitors the school’s psychological and physical safety efforts in order to build individual and social competence, equity, and academic excellence.

- Focus includes mitigation and prevention, preparedness and planning, response and intervention, and crisis response and recovery.

- Each building team executes and implements safety procedures based on current district standards of practice and performance.
VULNERABILITY ASSESSMENTS

A vulnerability assessment focuses on a particular school’s susceptibility to specific threats or hazards and how those weaknesses or threats might be mitigated through emergency management.

- Utilizing a team assessment approach

- Ensuring that schools consider all potential hazards that might affect the school and surrounding community

- Understanding and inventory of not only vulnerabilities but also the existing resources and capabilities available

- Conducting a walk-through of school grounds and facilities, surveying the school population and community about potential hazards, and looking at existing crime and school incidence data

- Reporting on the findings identified in the assessment, developing corrective actions and accountabilities, and using the findings to inform and update emergency management plans

REMS 1.5
PBIS is designed to assist schools in their efforts to establish and maintain **safe and effective school environments** by teaching and reinforcing positive behavior, while discouraging negative behavior.

- **3 to 5 positively stated expectations** for all students
- Procedures for **teaching these expectations** to students
- A **continuum of procedures** for encouraging the teaching, demonstration & maintenance of these expectations
- Procedures for monitoring and evaluating the **effectiveness of the discipline system** on a regular & frequent basis (data-based decisions)
**DEVELOPING A SAFETY PREPAREDNESS PLAN**

- The **REMS Template** must be completed at the beginning of each school year. *(Due by Friday after Labor Day)*
- Please enter all information; get consultation as needed from **District Security or Executive Director**.
- Discuss with your staff the **Incident Command System (ICS) Coordinator roles**,
  be trained in the roles.
- **Assign a designee(s)** to act as ICS leader in your absence.
INCIDENT COMMAND SYSTEM (ICS)

Traditionally used to centralize, organize, and coordinate emergency response to any incident regardless of size or type, or school event(s). **Now required by schools to use (SB 08-181 & SB 11-173).**

- Can also use to structure school crisis team activities (prevention, preparedness, & recovery)
- Premise is that every crisis has certain major elements requiring clear lines of **command** and **control**
INCIDENT COMMAND CRISIS TEAM STRUCTURE

School Incident Commander (Principal or Site Administrator)

District Public Information Officer

School Safety Coordinator/ Public Safety Liaison (SRO, School Security or Designee)

Operations Team Leader (Assistant Principal)

Emergency Medical Coordinator (School Nurse)

Student & Staff Communication Coordinator (Assistant Principal, Mental Health)

Student Care & Recovery Coordinator

Student Supervision Coordinator (Assistant Principal, Dean, Security, Teacher)

Student/Parent Reunion Coordinator (Office Personnel)

Logistics Team Leader (Assistant Principal)

Facilities Coordinator (Building Engineer)

Supplies & Equipment Coordinator (Office Personnel)

Transportation Coordinator (Assistant Principal)

Food & Water Coordinator (Office Personnel, Cafeteria Staff)

Unified Command

REMS 2.5
EMERGENCY DRILLS

- Evacuation*
- Secure Perimeter
- Shelter & Place
- Lockdown*
- Threats
- Return to Normal Condition

*Color cards are still used for evacuation, but no longer used for lockdown.
THREATS/WEAPONS

**Threat/Weapon** – If you have been threatened verbally or with a weapon, see a weapon, inform someone has a weapon or someone is acting violently, do the following:

- Call 9-911 If you are in personal danger and cannot get help
- Take **All** threats seriously and notify administrator immediately
- Report any suspicious person, vehicle or object to the administrator immediately
- Notify the main office immediately
- Gather students or occupants in room
- Exit room or office and proceed to safe area
- Take attendance – Report using colored cards
- Return to room or building only when given an “All Clear”
- Wait for further instructions from administrator or law enforcement
SUSPICIOUS PACKAGE

A school may receive suspicious packages in the mail or via hand delivery. School personnel may also find suspicious packages on school grounds.

Indicators that a package may contain an explosive device include any of the following:

- Lumps, bulges or protrusions.
- Lopsided or heavy-sided appearance.
- Handwritten addresses or labels from companies with incorrect information or address components. Check to see if the mailing company exists and if they sent a package or letter to your building.
- Excess postage on a small package or letter indicates that the object was not weighed by the Post Office.
- No postage or non-canceled postage.
- No return of address, or partial address information
- Handwritten notes, such as: "To be opened in the privacy of."
- Improper spelling of common names, places or titles.
- Generic or incorrect titles.
- Any type of sounds coming from the package
- Leaks of liquid or powder, any type of stains or protruding wires, string, tape, etc.
BOMB THREATS

- Use Video: Interactive Planning Tool for Schools
  - use as a table top exercise
- Train your office staff and others
- Use Bomb Threat Report Form – located next to phones
- Notify District Security and Executive Director
- Assess the threat and determine response
- Evacuation is NOT the only or the best response in every case
- Caution against reactivity
TRANSPORTATION ACCIDENTS

- Lost or Missing student
- Bus Accident ... injury vs. non-injury
- Bus breakdown
- Bus behavioral incidents
- Bus criminal incidents
- Medical emergencies
- Field trip
- Bus referrals

- Found Property
- Bus cameras
- Bus panic button
- Bus GPS system

Chapter Three, 3.8.8
NATURAL DISASTERS

- Flash Flooding
- Snowstorm
- Thunderstorm
- Tornado
EMERGENCY GO-KITS. FIRST AID BAG, TRAUMA BAG
Safety in the Cherry Creek Schools

Report to the Board of Education
March 11, 2013
Physical & Psychological Safety Enhancements

Recommendations
2013
Safety in the Cherry Creek Schools

Guidance - SSDT

Create a meaningful, thoughtful, coordinated and aligned approach to necessary physical and psychological safety enhancements as a result of the tragedy at Sandy Hook.

➤ Safety cannot be more, less or different for students and staff at different sites.

➤ If we believe an enhancement is appropriate, it will be done at all schools and for the school.

➤ Training, accountability and vigilance to the plan are essential to success.
Safety in the Cherry Creek Schools

**Key Considerations for Planning**

a. Controlling Access

b. Time as a key concept – Slow access, Speed response

c. The 99.99% *and* the .01%

d. We must address both Physical and Psychological components of safety

e. The “human factor” is the most important factor

f. Reasonableness – not fundamentally changing the nature of schools

g. Security cannot be site-based
Safety in the Cherry Creek Schools

Recommendation Categories

Main Entry
Before and After Care Access
Mobile Classrooms
Transportation
Notification / Communication
Surveillance Systems
School Climate
Psychological Support
Coordination with First Responders
Training
Focus Area

Main Entry

Within the front vestibule

Within the front vestibule

All Schools

a. Raptor, ID check-in system
   → The Raptor system checks visitor ID’s against national, state and school databases and will be used in every school across the district.

b. Doorbell / Communication device with the main office / security
   → Allows for a welcoming and screening with visitors.

c. Surveillance system – full body view
   → Provides for a full body view of the visitor to insure appropriateness to access the school.

d. Laminate glass in access doors and side windows
   → Laminate glass prevents windows and doors from being easily broken - increasing the time and effort necessary to access the school, while providing first responders additional time to intervene.
Laminate Windows
Main Entry

a. Raptor system results and sign-in for ID badge
   → Before gaining access to the building visitor are “cleared” through the system and then proceed to sign-in and receive their visitors pass.

b. Monitor with full body view from surveillance system
   → The current surveillance system provides primarily a view “above the waist.” a full body view will provide additional “clearance” before gaining access to the building.

c. Locked door release switch
   → Once all screenings are complete the locked doors will be released to provide access.

d. Panic button
   → Each office will have a panic button that will immediately “drop” all magnetic doors and alert district security that a response is necessary.

e. “Open door” alarm panel
   → A panel that will alert staff to doors that remain open for an extended period of time.
Raptor System
Visitor Sign-in
Panic Button
Surveillance Monitors
Open Door
Alarm
Secondary Schools

**Differences at Secondary Schools:**

**Middle School**

All middle schools have security staff that manages entry to the schools and who will be responsible for the new system.

Security can manage the system from their current locations specific to each school.

**High School**

All high school have security staff that manage entry to the schools and who will be responsible for the new system.

Most high schools have requested the construction of a security office between the main double doors (e.g. CTHS)
a. Doorbell / Communication device with the main office / security
   → Allows for a welcoming and screening with visitors.

b. Surveillance system – full body view
   → Provides for a full body view of the visitor to insure appropriateness to access the school. Additional lighting is also necessary in some locations.

c. Laminate glass in access doors and side windows
   → Laminate glass prevents windows and doors from being easily broken - increasing the time and effort necessary to access the school, while providing first responders additional time to intervene.

d. Locked door release switch
   → Once all screenings are complete the locked doors will be released to provide access. Access is completed through a Wi-Fi phone. A card reader will also be provided at this access point for staff movement.

e. Panic button
   → Each office will have a panic button that will immediately “drop” all magnetic doors and alert district security that a response is necessary.
**Mobile Classrooms**

**Focus Area**

a. All visitors/student check-in/out must access the mobile through the main office.
   - Visitors may not approach a classroom without checking in.
   - This process includes all mobiles located at school sites (pre-k & KE)

b. Signage
   - Clear signage directing all visitor to the main office prior to accessing a mobile classroom & fencing to guide parents to an access point.

c. Surveillance system
   - Active surveillance of the area between the mobile classroom and building.

d. Card reader on the building door closest to the mobile
   - Allows for movement to and from the building without the door remaining unlocked.

e. Peep hole in each mobile door
   - Allows for visitor verification without opening the door.

f. Radio communication
   - In addition to the phone, each mobile building will receive a radio to communicate directly to the main office / security staff.
What we already have...

a. Global Positioning Satellite (GPS) on every school bus.
   → Provides us with the ability to locate any district vehicle at any time.

b. Panic Button
   → Each bus is equipped with a panic button which when activated
      immediately notifies transportation and district security. A response
      protocol is then followed.

c. Surveillance system
   → Buses are equipped with video and audio surveillance that is
      available to view after the bus returns to the terminal.

d. Radio
   → Each bus is outfitted with a radio that allows immediate contact with
      transportation and district security.
The purpose of surveillance systems in schools...
Over 1000 cameras are already in use...

a. To provide information in support of controlling access
   → Main Entry
   → Before and After Care
   → Mobile Classrooms

b. To review an event that occurred / Evidence
   → All cameras

c. Support active crisis response
   → All cameras
   → Creating the ability to “track” an individual’s movement through a building
School Climate / Psychological Support

the 99.99% and the .01%

→ Continue district-wide implementation of Positive Behavior and Intervention Support (PBIS) programming.

→ Continue district-wide implementation of Bully Prevention 2.0

→ New Position – Director of Mental Health
  ➢ Provide administrative level coordination of mental health services for all students while responding to district-wide crisis events.

→ Additional mental health staffing to support...
  ➢ Creation of positive schools climates
  ➢ Students with the most intensive needs
  ➢ Safety planning, crisis response and recovery efforts
  ➢ Danger assessments
  ➢ Suicide risk assessments
Summer 2013

Safety Training

→ Complete safety and crisis teams
→ Two days

• Day 1 – Physical safety updates and review
• Day 2 – Positive school climate, Bully Prevention

Ongoing

Annual Training

→ Schools rotate between…

• A – Physical safety updates and review
• B – Positive school climate, Bully Prevention
Safety in the Cherry Creek Schools
Dedicated to Excellence

February 2016

Recommendations
Lessons Learned from Arapahoe High School

UPDATE May 2017
INVESTIGATIVE REPORT
ARAPAHOE HIGH SCHOOL
CASE # CT13-44545

REPORT BY: Investigator Kristin McAskill 083077
CASE TYPE: Homicide
ACTION: Closed by Exception

David C. Walcher, Sheriff

POST-INCIDENT REVIEW
Arapahoe High School
Active-Shooter Incident

REPORT ON THE
ARAPAHOE HIGH SCHOOL
SHOOTING:
Lessons Learned on Information Sharing,
Threat Assessment, and Systems Integrity

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January 18, 2016

A REVIEW OF PSYCHOLOGICAL SAFETY AND THREAT ASSESSMENT
ISSUES RELATED TO THE SHOOTING AT ARAPAHOE HIGH SCHOOL
ON
DECEMBER 13, 2013
Presented to the Littleton Public School District and Board of
Education
January 15, 2016

By
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January 18, 2016
Recommendations for the Cherry Creek Schools
Development of a Central Safe Schools Committee

In CCSD: The Safe Schools Design Team (SSDT) was formed and has been in operation since Columbine.

- Multidisciplinary
- Includes Law Enforcement and Fire
- Meets regularly
- Reviews data to make decisions

Recommendation: Maintain operation of the SSDT
In CCSD: The Safe Schools Design Team (SSDT) and school-based safety and security teams utilize data to make decisions.

- Every other year the CCSD implements the Climate, Safety and Wellness (CSW) survey to students (ES, MS, HS), staff, and parents.
- Data is utilized centrally and by schools for planning purposes.
- The CCSD School Board receives a presentation on major trends and changes over time to guide policy decisions and support programming.

Recommendation: Maintain the CSW Survey every two years, Sleep Survey, etc.
In the Cherry Creek School District

**Clarity in Training – FERPA, Threat Assessments**

In CCSD: Covered in annual REMS training, the new SB213 (Claire Davis) training, and ongoing Mental Health and Administrative training

Recommendation: Provide additional training to ensure clarity
  - More specificity in training to all levels of the organization
  - Include School Resource Officers (SRO) in training
**Weekly Review of Threat Assessments**

In CCSD: Multidisciplinary school teams conduct threat assessments (TA’s)

→ Medium and High TA’s are immediately faxed to the Director of Mental Health and the Director of Safety and Security for review

Recommendation: Schools create a bi-monthly review team

→ Multidisciplinary (including SRO when applicable) team
→ Review status and follow-up for all TA’s and Suicide Risk Assessments (SRA)
→ Assigned Point of Contact (POC) leads the update and review
→ Discussion / Outcome is documented
→ Level Directors will review the list and discuss with principals monthly
In the Cherry Creek School District

Fidelity to the Process – Discipline and Threat Assessments

In CCSD: Ongoing training exists for Mental Health employees and Middle School Deans

Recommendation:
- Create monthly training for High School Deans and Assistant Principals who supervise discipline
- Formalize training for district counselors
- Through school level reviews and central reviews of medium and high level TA’s, create a system to check for fidelity to the process
In CCSD: PowerSchool serves as the primary data base for storage and sharing of student information.

- New Incident Management System
- Centralized approach to “Where Information Resides”
- SRO’s have demographic access and universally believe that all appropriate and necessary information is shared.

Recommendation: Create additional access to information

- Allow Deans, Nurses, Mental Health Employees and Counselors to have “read only” access to one another's notes/logs to create a greater combined understanding of each student.
Formalize Information Sharing Agreements with Police

In CCSD: Positive and supportive relationships exist (SRP)
→ SRO’s are involved in conversations and information is appropriately shared

Recommendation: CCSD Legal Counsel will review current laws and make recommendations for further action.
Safety & Security
In the Cherry Creek School District

**Schools – Culture of Sharing**

In CCSD: Many formal structures exist to support a culture of sharing

- Positive Behavior and Intervention Supports
- Signs of Suicide
- CARE Line
- Review through the CSW Survey

Recommendation: Continue to provide programming to support a culture of sharing

- From students to staff – students are critical to keeping schools safe
- From staff to administration – staff must feel comfortable sharing concerns and know that they will be taken seriously.
Safety & Security
In the Cherry Creek School District

Safe 2 Tell

Care Line
720.554.2273
Help us help you.

2001

Safe 2 Tell
Colorado
2004

Training Under Way
Care Line calls and emails are forwarded
Mental Health Staffing

In CCSD: Mental Health staffing has been increased each of the last 3 years
→ All schools have at least one full time Mental Health Employee

Recommendation: Increase the working relationship between mental health employees and counselors
In the Cherry Creek School District

School Security – Training, Direction, Supervision

In CCSD: School Security are supervised by principals

Some centralized training exists

Recommendation: Increase the amount of training provided by the Director of Safety & Security.

Include Security and Assistant Principals who supervise security

Include SRO’s
Updated Surveillance System

In CCSD: Current Surveillance System update will be complete before May 2016

Recommendation: Add additional cameras to all sites to increase schools’ opportunity to review and respond to incidents
**External Audit of Process and Planning**

In CCSD:
- Physical safety is reviewed by the SSDT and SRP
- Psychological safety is reviewed by the SSDT

**Recommendation:**
Add external audits of Psychological safety

- Colorado School Resource Center
- North/Central like review, invite experts
Validation of the TA Tool

In CCSD: 100% aligned with SS 6 principles and 11 questions process based on SS and FBI – process and tool?

Recommendation: Add external audits of Psychological safety and TA Tool

→ Colorado School Resource Center
→ North/Central like review, invite experts
Safety & Security
In the Cherry Creek School District

FIFTEEN

Additional Items for CCSD

- 2016/2017 – Train all staff in the concept of Hide / Run / Fight
  - Add an additional Security “Investigator” – geographically located to support additional training, drills, care line and response to situations in schools
  - In conjunction with CC2021 and the recommendations to support additional counselor training and collaboration, add a central Counseling Coordinator position
  - Complete SRP recommendations – Knox Boxes, Numbering, Mapping
Standard Response Protocol
Recommendations for Action
Background
Located in the southeast Denver, Colorado metropolitan area, we educate more than 55,000 children and serve over 300,000 residents with 7,500 employees in 108 square miles that spread across eight municipalities: Cherry Hills Village, Centennial, Foxfield, Glendale, Greenwood Village and portions of Aurora, Englewood and Denver.

The Cherry Creek School District is committed to providing students and staff with the safest possible learning and teaching environment it's important that children not only are safe, but also feel safe, so they can excel. The Cherry Creek School District is committed to creating safe, secure, and caring learning environments. This emphasis has resulted in a Comprehensive Safe Schools Plan that includes a purposeful connection between physical safety/security and the "psychological safety" of students. Physical safety includes measures such as visitor check-in and identification badges, video surveillance, preparedness planning, and practice drills to prepare for a variety of potential incidents. District and school crisis plans are aligned with the recommendations of state Homeland Security, local emergency responders, and public safety officials and use the general response practices outlined in the National Incident Management System (NIMS).

Each school has a functioning school safety team that monitors the building plan for both psychological and physical safety, and a crisis response & recovery team that oversees and implements the school's crisis response plan when needed. Major components of the district Comprehensive School Safety Plans and school safety plans as recommended by the US Department of Education (2004) are conceptualized as a continuum of efforts represented by the district safety triangle.

Purpose
The Cherry Creek Schools are served by 5 police and 3 fire agencies. To insure a timely and coordinated response to potential crisis situations it is critical that all responding agencies share common language and protocols with district schools regardless of official jurisdiction. Initiated by Chief Jackson of the Greenwood Village Police Department, the group was charged with identifying and subsequently implementing a standard response protocol. When seconds matter, different language cannot be allowed to slow our response.
Expectation of All Agencies

The original meeting of the Executive Leadership group resulted in an agreement to develop and implement common language for all agency’s responding to a CCSD crisis.

The attached document is designed to serve as foundational training for all involved organizations.
<table>
<thead>
<tr>
<th>Organization</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Arapahoe County Sheriff’s Office</td>
<td>Sheriff David Walcher</td>
</tr>
<tr>
<td>Aurora Fire Department</td>
<td>Fire Chief Mike Garcia</td>
</tr>
<tr>
<td>Aurora Police Department</td>
<td>Chief Daniel J. Oates</td>
</tr>
<tr>
<td>Cherry Creek Schools</td>
<td>Superintendent Dr. Harry Bull</td>
</tr>
<tr>
<td>Cherry Hills Village Police Department</td>
<td>Chief Michelle Tovrea</td>
</tr>
<tr>
<td>Cunningham Fire Department</td>
<td>Fire Chief Ira J. Rhodes</td>
</tr>
<tr>
<td>Denver Police Department</td>
<td>Deputy Chief David Quinones</td>
</tr>
<tr>
<td>Greenwood Village Police Department</td>
<td>Chief John A. Jackson*</td>
</tr>
<tr>
<td>South Metro Fire Department</td>
<td>Fire Chief Daniel Qualman</td>
</tr>
</tbody>
</table>

*Organizing Department
Primary Areas of Focus

- Establish a common response protocol
- Define access control protocols and procedures
- Establish common mapping protocols
- Establish common communication protocols and linkage
- Define emergency command center protocols and procedures
- *Ongoing collaboration and review by the established work group*
Establish a common response protocol

✓ Common language and definition for all Cherry Creek Schools and responding agencies.

✓ Training on who can initiate the SRP and who can remove a school from an increased state of security.
Establish a Common Response Protocol

Common language and definition for all Cherry Creek Schools and responding agencies

Crisis Response – Site Reaction

Secure Perimeter - A threat exists external to the school
- External doors are locked and monitored
- Outdoor activities are brought inside
- Access granted through main doors based on the threat
- Business as usual within the school
- Take attendance and prepare a list of missing students
- Only when instructed move classes out of mobile buildings
- Ignore fire alarms, evacuate only when instructed
- Wait for further instructions

Lockdown - A threat exists internal to the school
- All occupants are to seek shelter in a room or office
- Close and lock doors
- Turn off lights, close blinds on door windows only
- Keep all students sitting on the floor, away from view of doors and windows
- Be quiet – no talking – no noise – limit use of cell phones
- Take attendance, ignore fire alarms, evacuate only when instructed
- Take attendance and prepare a list of missing students
- Outside activities move away from the building
- Use caution and discretion when allowing anyone into your room – default to no
Establish a Common Response Protocol

Common language and definition for all Cherry Creek Schools and responding agencies

Crisis Response – Site Reaction

Shelter-in-Place - A dangerous event exists external to the school (Weather)
  - Stay in your room or office
  - Close the door – close window – turn off lights if directed
  - Close the blinds/curtains on door windows
  - Duck and cover in safe locations or move to safe locations
  - Outdoor activities move inside
  - Classes in mobiles move inside to predetermined areas
  - Take attendance and prepare a list of missing students
  - Wait for further instructions

Evacuate - A dangerous event exists internal to the school (Fire)
  - Gather your printed class roster and color cards (Red, Green, Yellow)
  - Organize students/occupants of room to exit
  - Exit room/office and proceed to nearest predetermined exit
  - Turn off lights and close door
  - Go to designated staging area away from the building
  - Take attendance and report using colored cards
  - Wait for further instructions
Who can call for an increased state of security – implement the SRP?

- All staff members of the Cherry Creek Schools have the authority and responsibility to place a building on an increased state of security.
- All members of a responding agency have the authority to place a building on an increased state of security.
- Students will be trained (developmentally) to identify risks and what to do in those situations.

Who can remove schools from an increased state of security?

- After consultation with the incident commander/executive leadership of the assisting agency, schools may only come out of an increased state of security with direction from the Superintendent’s Suite – Superintendent, Associate Superintendent, Executive Directors of Schools, Director of Safety and Security.
Define access control protocols and procedures

✓ SRO and responding officer equipment

✓ Police agency dedicated Knox Box
Access Control Protocols and Procedures

Standard Response Protocol

SRO and responding officer equipment

School Resource Officer (SRO)

Equipment Distributed by CCSD
• All access RF card key
• All access master key

Responding Officers

Equipment Distributed by CCSD
• All access RF card key

There will be an annual check of RF card keys each year.
Each school will be outfitted with two police agency dedicated Knox Boxes

The Knox Box will:
- Operate on the distributed RF card key
- Be monitored by the CCSD security agency (Integrated Security Systems) and with a dedicated surveillance camera
- Contain 1 Medco key, 15-30 master keys (depending on the size of the building)
- Contain internal floor plans and external site map grids. These will identify locations of external cylinders for the Medco key.
Establish common mapping protocols

✓ Ground Reference Grid
✓ Building, mobile and door numbering
✓ Parking lot and light pole markers
✓ Floor plan markers
The common Ground Referencing Grid will be developed and distributed for all CCSD sites.

**Example grid of the Smoky Hill campus**
Common Structure Identification Schemes for all Sites

**Buildings**
- Only applies to the CCHS campus
- West building identified as building “A” and then lettering progresses clockwise

**Mobiles**
- Numbered starting with the mobile closest to the building – M1, M2, M3…

**Doors**
- Numbered starting with “1” at the main entrance and progressing clockwise around the building.
- Standard size and materials or a contrasting color.
- Exterior doors: Main arteries = 8”, limited access = 5”, classroom/gyms/etc = 2”
- Interior doors: matching numbers at 1.5”
Establish Common Mapping Protocols

Common Structure Identification Schemes for all Sites

Parking Lots

- Identify lots based on geographical location; north, east, south, west

Light Poles

- Numbered pole “1” starting closest to the building and progress using the parking lot designation – W1, W2, W3…
Establish Common Mapping Protocols

Floor plan markers

Example...

Floor plans will be marked with common terms known to students, staff and visitors

Trophy Hall
Establish common communication protocols and linkage

- Text Alert System – High School Campuses
- Command Center Wi-Fi Access
- Response to the CCSD EOC
Establish common communication protocols and linkage

Standard Response Protocol

Communication

Command Center Wi-Fi Access

Each agency’s command center will be provided access to the district’s Wi-Fi system to support the timely flow of information

Response to the CCSD EOC

Each agency will identify staff assigned to report to the CCSD EOC when an event occurs within their jurisdiction
Define emergency command center protocols and procedures

✓ Define CCSD Response Personnel
✓ Identification and Access to the ICP
✓ School Personnel Role in the ICP and Associated Training
✓ Equipment for Responding CCSD Personnel
Insure Law Enforcement has every possible tool at their disposal to adequately respond to an active shooter.

High Schools

- Gun Safes in SRO offices
- Officers Carry Long Guns into their offices from their patrol car
Ongoing collaboration and review by the established work group

- Train the system
  - Establish joint training opportunities
- Test the system
- Establish bi-annual SRP reviews
SAFETY UPDATE
Cherry Creek School District

March 2018
Report to the Board of Education

Collaboration with Local Officials
Second Regular Session | 71st General Assembly

Colorado General Assembly

REPRESENTATIVE

Cole Wist
David C. Walcher
Sheriff
SAFETY UPDATE
Cherry Creek School District

MARCH 2018
REPORT TO THE BOARD OF EDUCATION

Next Steps in Planning for Safety in CCSD
Anticipated School Walk Outs

- Letter to the community
- School Guidance
- 10:00 am
- 17 minutes to honor the victims form Stoneman Douglas

School Planning

- Principals working with student leadership groups
- “Safe Areas”
- Adherence to the purpose

Central Coordination

- Operational EOC
- Coordination and communication with local agencies
Process for Review

Initial Idea Development and Review
Presentation 3/12/2018

Review, Revise, Recommend
Safe Schools Design Team
Standard Response Protocol Group

Decide & Fund
Board of Education, Spring 2018

Implement
School Year 2018-2019
Safety in the Cherry Creek Schools

Key Considerations for Planning

a. Controlling Access

b. Time as a key concept – Slow access, Speed response

c. The 99.99% and the .01%

d. We must address both Physical and Psychological components of safety

e. The “human factor” is the most important factor

f. Reasonableness – not fundamentally changing the nature of schools

g. Security cannot be site-based
School Resource Officers

- Working with local jurisdictions to insure SRO’s are assigned to each high school and middle school in the CCSD

- Approximately 7+/- FTE
School Security

• Centralize
  ✓ Supervision
  ✓ Training
  ✓ Expectations, job description, routine
• Train at higher levels with police partners to take on a more significant role in site security
• Support for elementary schools
Middle School Entry Buzzer

• Similar to elementary schools
• Front door remains locked and a buzzer system with a surveillance camera is installed
• Provides an additional level of security prior to entry for visitors
I.D. Badges

- Require all school personnel and students to wear their I.D. badge at all times
- Assists in identifying who belongs on the school campus, who has formally checked in and whose presence needs to be challenged
Rapid Response Emergency Systems

- IRIS - Supports communication among school staff and administration through a phone App during an emergency situation
  - Current pilot at Grandview, Liberty & Rolling Hills

- Consulting firm who can support CCSD with an outside, third party audit and evaluation of safety protocols and procedures
Culture of Safety

Access Protocol – Front Doors

- Entry process and equipment
- Fidelity to the process

Drills / Attention to Safety

- Importance of completion and attention to the process
- Situational awareness
SAFETY UPDATE
Cherry Creek School District

MARCH 2018
REPORT TO THE BOARD OF EDUCATION

Presented by:
Dr. Scott Siegfried, Deputy Superintendent CCSD
Representative Cole Wist, CO General Assembly
Sheriff Dave Walcher, Sheriff of Arapahoe County