

Safety & Security in Cambridge Public Schools

Coordination
Communication
& Collaboration



Safety & Security in Cambridge Public Schools

Jim Maloney

Chief Operating Officer

- Facilities and Infrastructure
- Safety Protocols and Training
- Awareness and Intervention



Buildings

Across Schools

- Card Readers
- Main Entrance Cameras
- Off-hours alarm monitoring

New Construction

- Sight lines throughout building
- Interior and exterior cameras
- Card readers at transition doors
- Multiple doors between school & outside



Personnel

Safety & Security

- Stationed at CRLS & Thorndike Street
- Work with all schools
- Point of contact with public safety
- Liaison to courts
- Member of Safety Net collaborative
- Oversee drills & staff training

Facilities & Custodial

- Ensuring buildings are safe & secure
- Report issues to Security Office
- Participate in safety assessments
i.e. walk-through following a bomb threat

Administrative Response Teams (ART)

- Available in an emergency
- Know students the best



Practices & Procedures

Emergency Procedures

- Emergency Procedure booklets
- Evacuation & Reunification Procedure
- Trained staff, Informed Families
- Fire Drills 4 times per year
- Lockdown Drills 2 times per year

Safety Policies

- School Visitors Policy
- ID Badges
- Locked Doors with Limited Entrance

Rapid Emergency Response

- Building Maps on flash drives (Be Safe)
- Standard Door Numbering
- Knox boxes with key cards for fire department
- Issuing key cards to police officers

Communication & Coordination

With Police & Local Officials

- Clear communication lines between safety officials and CPS
- Introducing neighborhood police officers to school leaders
- Coordination & Debriefing Meetings

Within Schools

- Scripts for Intercom Announcements
- 2-Way radios for ARTs
- Cell phones for Principal, head custodian

With the Wider CPS Community

- Mass Messaging Software
- Communication managed centrally if school is in crisis
- Families notified of reunification sites & other emergency procedures via mail
- Detailed information online



Types of Emergencies

Evacuation

- Unsafe conditions inside the school
- Fire drills practice moving a safe distance away in case of a smaller incident
- Evacuation reunification sites are used in case of a more significant event

Shelter-In-Place

- Everyone shelters inside the building
- Protection from environmental threats

Secure & Hold

- Security threat outside the school
- Doors are secured - no one may enter
- No recess, but other activities continue as usual

Lockdown

- Security threat inside
- Locked doors
- “Silent & Invisible”



Lockdown Drill

Preparation

- Staff, Families, and community programs in the building are notified in advance
- Teachers are asked to review “Classroom Emergency Procedures” flipbook
- Class review of lockdown procedures in a matter-of-fact, non-frightening way
- Coordination between Administrative Response Team, Safety/Security, Resource Officer, and Cambridge Police
- Administrators review procedures & scripts



Lockdown Drill

During the Drill

- Principal broadcasts “This is a Drill”
- Doors are locked with drill signage on doors
- Inside classrooms, students & staff move to the least visible location
- People in hallways or open spaces (gym, cafeteria, library) go to the nearest room or hiding place
- Evaluators try to open doors, knock, look inside, ask to be let in
- Principal broadcasts the all clear

LOCKDOWN DRILL IN PROGRESS



**Occupants within this building are conducting a training drill.
Please wait patiently for the drill to end.**

Lockdown Drill

Debriefing How It Went

- How long it takes for everyone to be behind closed doors
- Whether the broadcast message was heard and followed in all areas of the building
- All doors locked, lights off, people hidden and silent
- Was anyone enticed to open a door
- Exterior was fully secure



Challenges

Older buildings were not built for current safety environment

Jointly-tenanted buildings create supervision challenges

Security requires vigilance & consistency - no shortcuts



Challenges

Our culture is welcoming, yet we need to pay attention to security

Community use of buildings brings outsiders into schools every day

We must be vigilant against the risk of criminalizing youth or mental illness

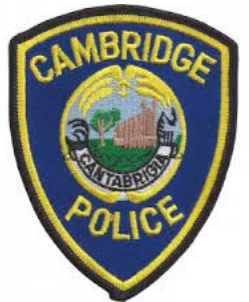


Public Safety Response to School Shootings

Steve Ahern

Deputy Superintendent
Tactical Operations

- Best Practices
- Response Procedures



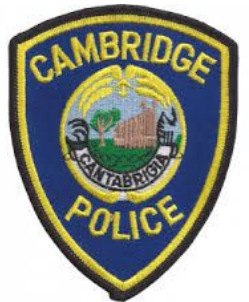
Best Practices

5 Phase Approach

- Prevention
- Protection
- Mitigation
- Response
- Recovery

Understanding the “Gap”

- 6-12 Minutes
- Reducing the Gap
- Training



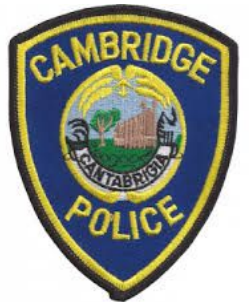
Response Procedures

Crisis Response

- Move to contact
- Coordination
- Rescue Task Force (RTF)

Recover

- Counseling
- Continuity of Operations (COOP)
- Communications



Coordinated Response to Emergencies in Cambridge

Christine Elow

Superintendent of Operations

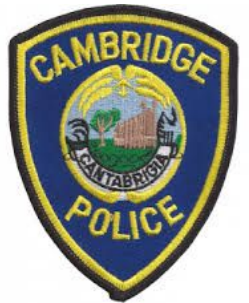
- Safety Net Collaborative
- Youth Resource Officers
- Neighborhood Policing



Safety Net Collaborative

Mission

To foster positive youth development, promote mental health, support a safe community and schools, and limit youth involvement in the juvenile justice system.



Youth Resource Officers

Roles and Responsibilities

- Collaborating with CPS
- High Risk Youth
- Interactions in school/after school



School Neighborhood Policing

How We Police

- Directed patrols around schools
- Referrals to YRO's
- Positive interactions
- Supporting CPS initiatives



Awareness Support & Intervention

- Within Schools
- In the Community

Dr. Carolyn L. Turk

Deputy Superintendent



Within Schools

Support & Intervention Staff

- Counselors & Social Workers
- Psychologists
- Guidance Counselors & Deans

Referrals & Family Support

- Principals
- Family Liaisons

Specific Programs

- Counseling
- Support Groups
- Restorative Justice
- Mediation

In the Community

Cambridge Health Alliance

- Counseling & Referrals
- Trauma Response Team

Youth & Family Supports

- Department of Human Services
- Community-Based Programs



Going Forward

Buildings

- Provide individualized solutions for the unique challenges in each building
- Be flexible to respond to newly-discovered threats or opportunities
- Communication with public safety to minimize neighborhood threats

People

- Health Alliance training for ARTs
- Reinforcing important safety habits
- Maintaining a connection with cultural competency & disability awareness
- Monitoring the impact on students

Questions?

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