

Agenda

December 2, 2019

10:00 a.m. – 12:00 p.m.

Anne Arundel County Public Schools, Board Room

2644 Riva Rd, Annapolis, MD 21401

- Welcome of the Advisory Board – *Chair, Dr. George Arlotto*
 - Declaration of Quorum
 - Additions to the Agenda (if needed)
- Approval of Prior Meeting Minutes
 - October 7, 2019 - Meeting Minutes
- Maryland Center for School Safety Updates – *Kate Hession*
- Discussion – Impact of Emergency Drills/Exercises on Students/Staff
 - **Topic:** School Emergency Operation Plan Drills and Exercises
 - **Outcome:** Considerations of impact to students/staff
- 2020 Meeting Schedule and Work Plan
 - **Topic:** 2020 Schedule
 - **Outcome:** Draft 2020 Meeting Schedule and Work Plan
- Closing – *Dr. Arlotto*
 - Next Meeting – TBD
 - Adjournment

Please be advised that the Advisory Board may move into a closed session, if needed, pursuant to Maryland Code, § 3-305 of the General Provisions Article.

Meeting Minutes - December 2, 2019

The meeting of the Maryland School Safety Advisory Board was held on December 2, 2019 at Anne Arundel County Public Schools, Board Room: 2644 Riva Road, Annapolis, MD 21401

Dr. George Arlotto, the Advisory Board Chair, called the meeting to order at approximately 10:03 a.m., and provided opening comments, noting that a quorum was not present and no official actions could take place until at least 13 members were present.

The following Advisory Board members were in attendance:

- Chair - Dr. George Arlotto, Superintendent, Anne Arundel County Public Schools
- Andrew Tress, designee (non-voting) for Sam Abed, Secretary of the Department of Juvenile Services
- Sheriff Scott Adams, Cecil County Sheriff's Office (Maryland Sheriff's Association)
- Thomas E. Alban, Director of Risk Management for the Archdiocese of Baltimore
- JF Flemings, designee (non-voting) for Chief Tim Altomare, Anne Arundel County Police Department
- James T. Bell, Head Football Coach at Great Mills High School (Parent of a Public School Student)
- Megan Berger, Attorney
- Dr. Chanta' M. Booker, Principal, New Era Academy (School Principal)
- Jon Carrier, SRO Anne Arundel County Public Schools (President, Maryland Association of School Resource Officers)
- Eric Ebersole, Delegate, District 12
- Rachael Faulkner, Policy Consultant, Maryland Assembly on School-Based health Care
- Pamela Gaddy (Maryland State Education Association / TABCCO)
- Captain Patrick D. Herring, Parent of a Child with Disabilities
- Jill Bohenkamp, designee (non-voting) for Sharon Hoover, Co-Director, National Center for School Mental Health
- Evan Richards, designee (non-voting) for Katherine Klausmeier, Senator
- Sam Deschenaux, designee (non-voting) for Katherine Klausmeier, Senator
- Laurel Moody, MS (Maryland Institute for Emergency Medical Services Systems)
- Lourdes Padilla, Secretary Department of Human Services (MDHS)
- Manfred Reek, Representative School Bus Drivers
- Nicholas Shockney, Special Education Administrator, Carroll County Public Schools
- Jayshree Srinivasan, Student, Mount Hebron High School

The following Maryland Center for School Safety (MCSS) members were in attendance:

- Kate Hession, Executive Director
- Joseph Dino Pignataro, Deputy Director
- Dawn P. O'Croinin, Assistant Attorney General
- Christian Cymek, Special Assistant

- Emily Allen Lucht, Communication Specialist
- Jeyan Jabaraj, Data and Policy Analyst
- Jesika McNeil, Executive Assistant

Other meeting attendees:

- Zachary Hands, Special Projects Assistant to the State Superintendent of Schools

Other representatives of State agencies were also in attendance.

Maryland Center for School Safety (MCSS) Updates:

Ms. O’Croinin informed the Board and attendees of the rules of engagement for a public body and the purpose of the open meetings act in order to take official action there must be a quorum present, which would be 13 since there are 24 named members to the board. She further notified everyone that anything done would be of public record and any members of the public may attend and listen in but not speak.

Ms. Hession thanked the Board for their help and support over the last year. Ms. Hession informed the Board that the Subcabinet had approved the draft of the annual report, that had to be submitted to the Governor’s office and General Assembly by December 15th, and that they would receive a copy of the final version after the New Year.

Ms. Hession informed the Board that there were four grants available: Hate Crimes, SRO Adequate Coverage, Safe Schools Fund and the School Traffic Safety Grant, informing the Board that the Hate Crimes and Transportation grants were closed and awarded. Ms. Hession went on to inform the Board that the Safe Schools Fund was still in process and only a few had been finalized and awarded.

Ms. Hession notified the Board that the Center had taken their recommendation to the Subcabinet for a shortened version of the SRO training, to be made available for administrators and law enforcement supervisors. Ms. Hession stated that a half-day course would be available this summer and is titled "*Understanding the SRO*".

Dr. Arlotto questioned if the SRO training, the full 40-hour course, will be available throughout the year or is it an annual training with the different jurisdictions adding people throughout the year.

Mr. Pignataro stated that the current training plan is to offer the course the last two weeks in June and in August before school starts back but typically on an annual basis.

Ms. O'Croinin stated that the Board had reached a quorum at 10:11 AM.

Approval of Prior Meeting Minutes:

Dr. Arlotto asked if there were any changes to the October 7, 2019 minutes. Ms. Faulkner requested that the organization she represented be listed in addition to her title. Mr. Alban moved in favor to approve the minutes with the change noted and was seconded by Delegate Ebersole. The motion passed unanimously,

Dr. Arlotto asked if there were any changes or deletions to the Agenda. There were none and the motion unanimously passed to approve the Agenda.

Work Plan: Impact of Emergency Drills/Exercises on Students/Staff

Ms. Hession reminded the Board that she had forwarded some articles for them to review and think about the impact emergency drills and exercises is having on school systems faculty, staff and students and opened up the floor to the Boards' insight and recommendations.

Ms. Hession informed the board that there would be a few things coming out this week and next summer, such as the emergency planning guidelines that were due the day prior. She informed the Board that she would make sure they received copies. Additionally, Ms. Hession stated that state law requires that all school systems update their emergency plans with those guidelines in mind and as recommended by the Board and the Subcabinet the Center would be putting together a guidance document to assist with those updates.

Dr. Anderson stated that she attended a presentation that talked specifically about active shooter drills and that there was not enough hard research to say they caused trauma. Ms. Berger stated that she thought that NASRO was a good guidance and covers both law and psychological aspects.

Mr. Carrier stated that malicious intrusion by a person is broader than an active shooter, even though it has some of the same principles, and that you have to practice lockdowns to find out what's happening in the schools.

Ms. Hession asked Mr. Carrier to walk the group through one of their drills and everyone's role and what they're expected to do.

Mr. Carrier walked through an unknown intruder scenario where the intruder wears an armed vest and all staff and students are briefed about what's about to happen. Mr. Carrier stated that the first actions are to call the incident and see how everyone responds to the situation, when they go into lockdown etc. and then have a post incident discussion. Mr. Carrier further stated that he felt it was important to also train people on how to provide information that could be helpful to the responders.

Sheriff Adams informed the Board that they drill quarterly with videos and more so that they can look back on the training and see what they did wrong and make the necessary adjustments as needed.

Dr. Anderson stated that she believed trauma was when you made drills really realistic.

Mr. Carrier stated that they don't want to make children or staff drones; however, they do want to promote thought during these types of situations.

Dr. Arlotto stated that allowing people to have the autonomy to decide when to train and getting them to make good decisions and being comfortable in their space is important.

Ms. Faulkner stated that she felt this discussion was timely and that her daughter was going to be having a drill this coming Wednesday and that the principal had sent out information and set expectations allowing her, as a parent, to be part of the conversation and talk with her child prior to the drill about what to expect and that she hoped all jurisdictions had this type of model.

Ms. Srinivasan stated that as a student she thought it would be helpful if there was some sort of debriefing with the students because no one ever tells the students anything leaving them in the dark.

Mr. Bell stated that a lot of time there are outside influences where parents are calling the kids and telling them what to do instead of the kids listening to the instructions they are being given. Mr. Bell stated that he thought it was important to educate the community as well and that debriefing is important for the community as a whole.

Delegate Ebersol stated that he feels that the drills happen so frequently that they're no longer taken seriously and that when they are held they should be credible and used for instructional purposes.

Ms. Moody stated that she thought it was important to involve the students early on and that the teachers should give students the opportunity to identify where they may need additional help.

Ms. Hession asked the Board when they're planning their drills what goes into that planning and when they run exercises do you identify objectives and scenarios to test prior to running them.

Sheriff Adams stated that their planning process is multilevel between the schools, local police, state police, first responders etc. because they are looking to evaluate the decision-making process and flow should there be an emergency. Sheriff Adams stated that in addition to this they evaluate the accountability process: how quickly people get out of the building, how is the communication, is everyone accounted for etc. and that they do it this way because you do not always have someone tell you what to do and look for so they want the students and staff to be able to make sound decisions.

Ms. Hession questioned how the members of the Board determine what exercises are scheduled during the school day vs. after hours.

Mr. Carrier stated that if a full scale exercise is conducted it is conducted off hours.

Dr. Arlotto stated that they had not done a full scale exercise but had done parts during the summer when the buildings are empty and reunification exercises with volunteers on half days.

Sheriff Adams stated that their exercises usually take 20 minutes where they have drones outside evaluating and watching the kids so that they can review the footage and make improvements.

Dr. Arlotto informed the Board that they have a small team that writes scenarios for the team to review and then a detailed memo goes out to the principals to review with their crisis team and they work together to draft a letter to the parents.

Secretary Padilla stated that children know what's happening and are looking to leadership to protect them and that the Board must remember that children are coming from all different walks of life and some have had experiences where these drills bring back bad memories so we have to have resources readily available for them.

Captain Herring questioned how many of the Board members conduct table top (discussion based) exercises prior to running live drills and stated that a lot of the same objectives could be accomplished without a live drill each time or infringing upon the learning time.

Dr. Arlotto stated while he can't speak for all districts they have a team that sits down and goes over the drills before implementing them and people are identified and on record in the plan that is on file and reviewed.

Ms. Srinivasan asked the Board what is the level of accountability for the schools and crisis management teams. She further stated that it didn't appear that areas were being accounted for and that it seemed staff was documenting to check the box vs. taking the necessary measures to protect the students.

Ms. Hession stated that by next summer the LSS' will have to report to the Center instruction time lost, accountability plans and any areas of their school EOPs that may have failed/lessons learned.

Ms. Gaddy asked who determined if a drill is successful or not. Questioned if it was the administration and if you're not having a debriefing and having students tell you what happened how are you sure?

Dr. Booker stated that if everyone could get videos on the various types of drills like with the table top exercises it would be helpful because everyone would be looking at the same procedures and understand what is happening during the drill.

Ms. Hession questioned if Dr. Booker was referring to exercises/lockdowns or evacuations, to which Dr. Booker replied both. Dr. Booker stated she would like instruction videos of students with short lessons they can learn as well as on the spot training.

Ms. Berger questioned if there were any best practices on how often drills should be run.

Ms. Hession informed the Board that there were no state requirements at this time.

Dr. Arlotto stated that they run a drill once a month.

Ms. Hession asked if the private schools do anything differently.

Mr. Alban asked if the Center could possibly act as a clearing house of best practices for these drills as all school districts are limited in resources and the biggest frustration and scare is information overload.

Ms. Moody stated that teaching children to make good life decisions is important.

Ms. Faulkner made the group aware that when having these discussions, we have to remember the line of security vs. freedom.

Mr. Bell stated that there are no drills for after school programs and that the emergency plans they are required to develop a lot of times only deal with if a person is injured but not if there was an event that took place.

Mr. Bell stated that teachers know where to go during school hours but after school there are no teachers there and the people that are working the event don't know where to go or how to get out of there properly.

Ms. Hession stated that she assumed for athletic events they have emergency weather drills and questioned if they were only run during an actual event.

Dr. Arlotto stated that they have plans but that they don't actually run them and that all the coaches have communications with the trainers etc. if there is a threat inside or outside of the building.

Dr. Arlotto reminded everyone in attendance that only the members of the Board were allowed to speak during the meeting.

Ms. Hession questioned how do you teach problem solving to elementary vs. middle vs. high schoolers and if the Board members were doing things differently with each of those groups.

Dr. Arlotto confirmed that they were and that counselors were involved and that the plans were developmentally appropriate for the audience.

Mr. Alban stated that some jurisdictions were focused on having every child sign a release and given the option to opt out of an exercises and others have accommodations for those students on the autism scale which is his concern, that nothing is consistent when it comes to the rules of engagement on who has to drill and it is those types of standards that he finds himself struggling with. Mr. Alban stated that having standard best practices with wording etc. is important to him.

Ms. O'Croinin questioned if these students were allowed to opt out of other drills as well or just these types of exercises?

Mr. Alban stated that only had issues with these types of drills; however, he has had parents ask about opting out of fire drills because of the alarms but they provide the students with ear plugs to accommodate them.

Ms. Hession stated from this open conversation she pulled out the following key areas of importance: communicating what the threat is, teaching everyone to make good decisions, determining how people

are being held accountable – lessons learned not just checking the box and that emergency planning guidelines should be used as a starting point.

Dr. Arlotto stated the next area of discussion would be the 2020 Work Plan.

Ms. Hession stated that the Center would be going to the Subcabinet in a few weeks with topics for approval and one topic for next year would be cybersecurity and how it relates to school systems. Ms. Hession then opened the floor for other topic suggestions.

Delegate Ebersole suggested staff safety and how it relates to students assaulting teachers and other staff members where it's a school safety issue not just focused on students.

Dr. Booker suggested real life situations where students have their cell phones and are going live and face timing with parents etc. causing security issues that could put a child in danger.

Ms. Hession suggested a conversation about messaging for parents, identifying things that the Board or Subcabinet could come up with to help get the message out.

Ms. Gaddy questioned the status of the PSAs that were discussed last year.

Ms. Hession informed the Board that the Center has a few PSAs that are going to be released in 2020 and two videos that were released in 2019.

Ms. Moody asked if there's a representative of the MD PTA on the Advisory Board or Subcabinet.

Ms. Hession confirmed there was not.

Ms. Moody questioned if the Board did not think that was an important representative.

Dr. Arlotto informed Ms. Moody that it was not up to the Advisory Board.

Ms. Hession informed the Board that there are two parent representatives appointed to provide input.

Ms. Berger stated she would like to revisit the role of the SRO once there's more data to see if there's an increase or decrease in the number of school based arrests and use of force etc. after a year of increased presence.

Mr. Carrier stated he would like to discuss the vaping epidemic and the changing laws as of October 1 regarding TCH and field tests.

Ms. Faulkner stated she would like more information and data around the hotline. Specifically calls that are self-harm and mental health crisis. What's happening to the calls? Are students being identified as needing mental health services. What services are they getting/not getting and are the gaps being addressed.

Mr. Alban suggested developing standards around visitor control systems so that when he meets with vendors he has some parameters to compare.

Mr. Alban questioned if this was part of the IAC and their recommendations for school construction.

Ms. Hession deferred to Mr. Hands for a response.

Mr. Hands stated that the school safety grant program managed by the IAC collects data and it could probably be presented in a manner to assist with Mr. Alban's request but it would not be standards.

Mr. Herring questioned if the Center had standing contracts with any vendors to provide recommendations. Ms. Hession stated that there were no state contracts that she was aware of.

Secretary Padilla suggested a discussion around bullying and prevention plans in addition to both cyber bullying and face-to-face bullying.

Mr. Bell suggested more discussions around prevention and programs to educate and help students get involved in the school and community to keep out of trouble. Especially problems where students aren't getting a good meal or meals after school that could be affecting their ability to learn.

Ms. Srinivasan suggested ways to fortify connections between the SROs and Administrators as the more connected students feel the less likely are to get in trouble and more likely to feel good about coming to school.

Mr. Alban questioned what the next meeting dates would be going into the new year.

Ms. Hession asked the Board if they wanted to stick to the first Monday of the month during the year and no meetings during the summer in June, July and August.

The Board confirmed this schedule and that they will still have monthly meetings as appropriate and if not then every other month.

Dr. Arlotto stated that the Board did not want to meet just for the sake of meeting but the plan is to set the schedule for the first Monday of each month and send out a notice on an as-needed basis should anything change.

Closing:

Dr. Arlotto thanked everyone for their input and asked if there were any other items.

A motion was made to adjourn the meeting by Mr. Alban, which was seconded by Delegate Ebersole. The motion was unanimously approved. The meeting concluded at 11:33 a.m.