

Maryland Public School

Critical Life-Threatening Incident

After-Action Summary

On September 2, 2022 there was an incident of physical harm to an employee involving a school within Baltimore County Public Schools (BCPS) that met the criteria to be considered a *Critical Life-Threatening Incident* pursuant to Md. Ed. Art. § 7-1510 (g) and COMAR 14.40.05.

Notification [COMAR 14.40.05.04A]

On September 3, 2022, the BCPS School Security Coordinator (SSC) notified the Maryland Center for School Safety of the incident.

After-Action Meeting [COMAR 14.40.05.04B]

On October 4, 2022, an after-action meeting was held involving school representatives, law enforcement, and a representative from MCSS.

After-Action Report [COMAR 14.40.05.04C]

On October 13, 2022, BCPS submitted an after-action report to MCSS.

Lessons Learned

Based upon the after-action review led by the BCPS, the following lessons learned were identified by individuals from BCPS participating in the after-action meeting:

1. Employees working past normal business hours should find another employee to exit the building with from the start of their shift to the end. Employees need to be aware of their surroundings at all times and when working past normal business hours remain hypervigilant.

School Safety Recommendations

1. Building leaders should lead monthly discussions reviewing safety precautions with all employees. Reiterating safety expectations and procedures will build muscle memory that staff can draw upon in times of emergency.
2. School level administrators need to have a clear understanding of what their role is during an after-hours emergency. Each school should develop

a safety plan to use in the event of an after school hours emergency. This plan should include all details that are required to be managed and covered if an incident takes place on school property outside of typical school hours.

3. System and school level leaders should engage in messaging to ensure all employees know how to access the Employee Assistance Programs, specifically regarding mental health services and personal safety.
4. System and school administrators should continuously review the state and local system Behavioral Threat Assessment Policy and resources for familiarity with responses to different types of threats, workplace violence being one example. When a staff member is involved in a violent incident at the workplace, an assessment should be conducted to ensure the threat has been mitigated and continued threats appropriately addressed.