Office of Safety, Security & Emergency Preparedness

Back to School Training:

Safety, Security & Emergency Preparedness (SSEP) – Organization Overview

2019-2020 School Year

Established 1915
BROWARD
County Public Schools

Agenda

Presenter: Shalanda Brown

"Safety and security don't just happen, they are the result of collective consensus and public investment. We owe our children, the most vulnerable citizens in our society, a life free of violence and fear."

Nelson Mandela

Topics Being Covered:

- Our Mission
- Multi-layered Approach
- New Security Approach
- The Organization
- Legislative Updates
- Next 60 Days

Welcome!

Welcome to the <u>NEW</u> Safety, Security & Emergency Preparedness (SSEP) Division!
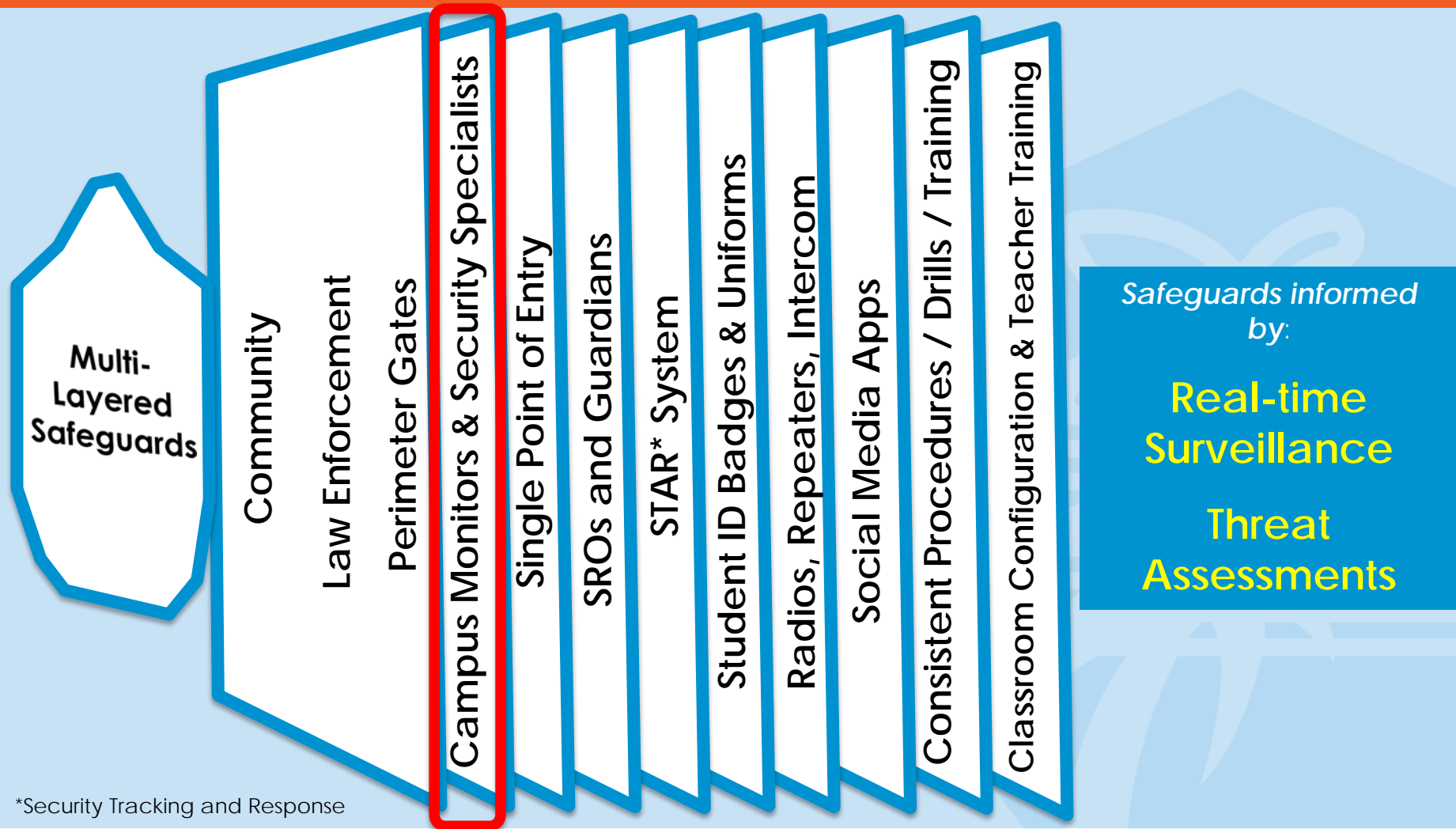

<u>Our Mission:</u>

The mission of the Safety, Security & Emergency Preparedness (SSEP) Division is to create and maintain a safer, more effective, and more resilient learning and work environment for Broward County Public Schools (BCPS), its support facilities, school buses, and special events.

The SSEP Division provides services and support to the BCPS to help plan for, mitigate, respond to, and recover from safety, security, and emergency man-made as well as naturally occurring events which threaten the District's primary mission of education of students.

Multi-layered Safeguards for Protecting Students, Staff & Visitors

Multi-Layered Safeguards

- Community
- Law Enforcement
- Perimeter Gates
- Campus Monitors & Security Specialists
- Single Point of Entry
- SROs and Guardians
- STAR* System
- Student ID Badges & Uniforms
- Radios, Repeaters, Intercom
- Social Media Apps
- Consistent Procedures / Drills / Training
- Classroom Configuration & Teacher Training

*Security Tracking and Response

Safeguards informed by:

Real-time Surveillance

Threat Assessments

Future State School-Based Security Model

Our NEW Security Approach:

- Focus on replicating and scaling existing best practices

- Develop procedures and training to clarify role expectations and performance management for security staff

- Budget for security staffing to move to District managed (food services model)

- Build a cohesive security team as part of a cohesive school team

- Allocate District resources to supplement school-based staff

School-based Security Model
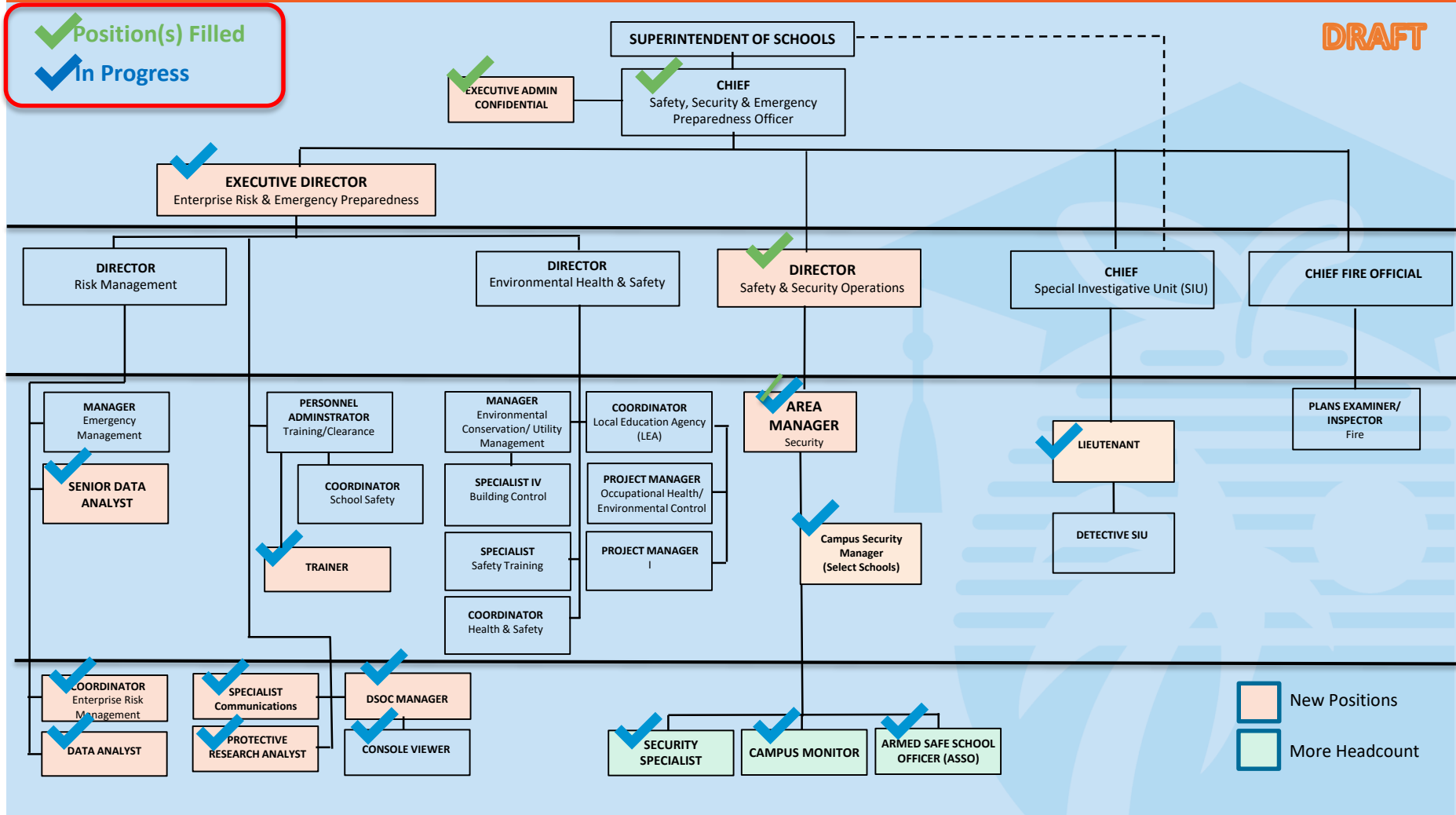
NEW Additional Supports & Services:

- District pre-screens and recruits for school-based security staff

- Administrators choose from qualified/screened pool of employees

- Training on standardized processes/procedures provided by the District to school-based personnel

- Expanded training department to scale train-the-trainer

- NEW Area Security Manager, Campus Security Manager and Director roles to ensure fidelity of implementation

Safety, Security & Emergency Preparedness Org: Status
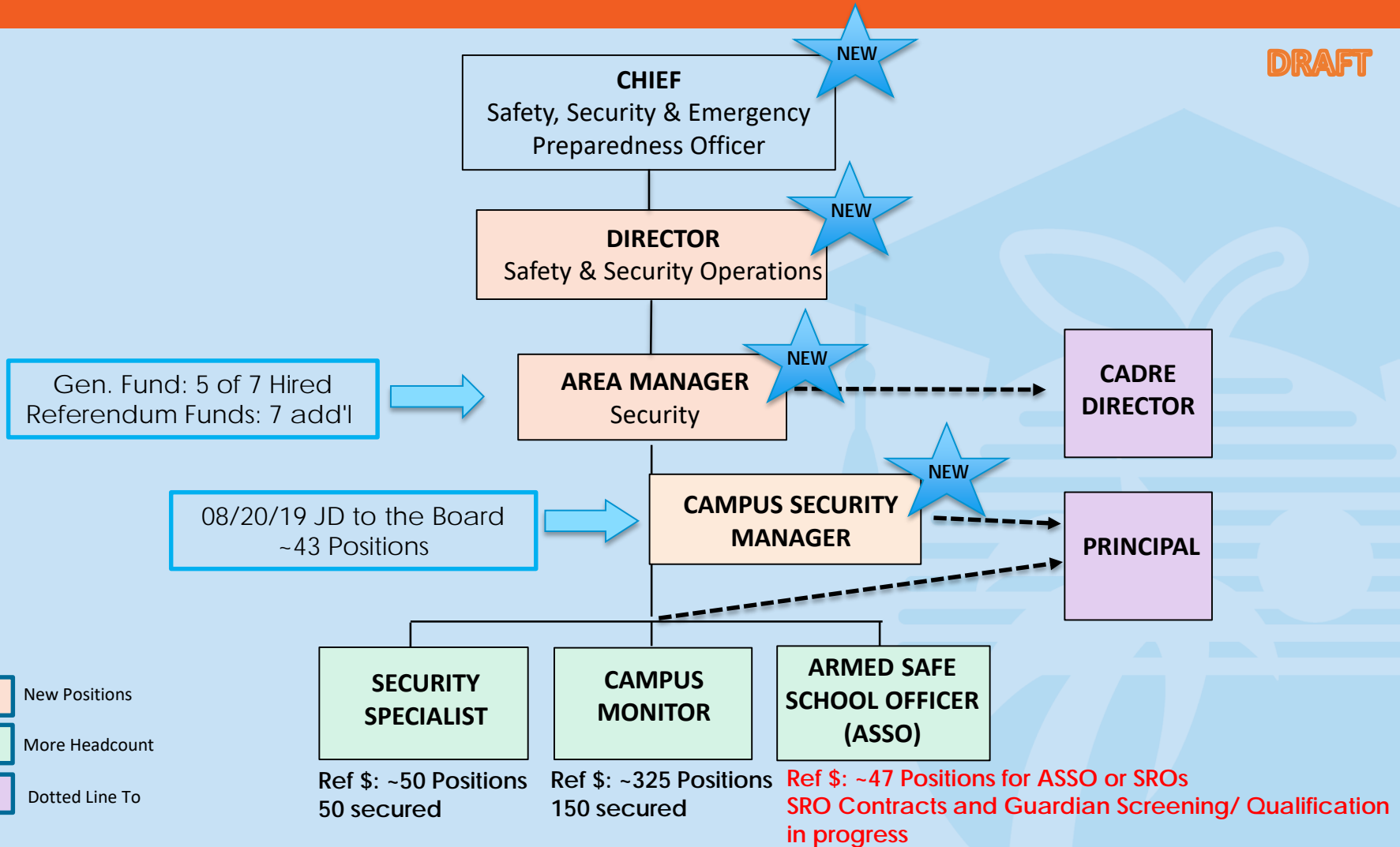

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Legend:
- ✓ Position(s) Filled
- ✓ In Progress

Org Chart:

- SUPERINTENDENT OF SCHOOLS
  - EXECUTIVE ADMIN CONFIDENTIAL ✓
  - CHIEF — Safety, Security & Emergency Preparedness Officer ✓
    - EXECUTIVE DIRECTOR — Enterprise Risk & Emergency Preparedness ✓
      - DIRECTOR — Risk Management
        - MANAGER — Emergency Management
        - SENIOR DATA ANALYST ✓
        - COORDINATOR — Enterprise Risk Management ✓
        - DATA ANALYST ✓
      - DIRECTOR — Environmental Health & Safety
        - PERSONNEL ADMINSTRATOR — Training/Clearance
          - COORDINATOR — School Safety
          - TRAINER ✓
        - MANAGER — Environmental Conservation/ Utility Management
          - SPECIALIST IV — Building Control
          - SPECIALIST — Safety Training
          - COORDINATOR — Health & Safety
        - COORDINATOR — Local Education Agency (LEA)
          - PROJECT MANAGER — Occupational Health/ Environmental Control
          - PROJECT MANAGER I
        - SPECIALIST — Communications ✓
        - PROTECTIVE RESEARCH ANALYST ✓
        - DSOC MANAGER ✓
        - CONSOLE VIEWER ✓
      - DIRECTOR — Safety & Security Operations ✓
        - AREA MANAGER — Security ✓
          - Campus Security Manager (Select Schools) ✓
            - SECURITY SPECIALIST ✓
            - CAMPUS MONITOR ✓
            - ARMED SAFE SCHOOL OFFICER (ASSO) ✓
    - CHIEF — Special Investigative Unit (SIU)
      - LIEUTENANT ✓
        - DETECTIVE SIU
    - CHIEF FIRE OFFICIAL
      - PLANS EXAMINER/ INSPECTOR — Fire

Legend (boxes):
- ☐ New Positions
- ☐ More Headcount

Safety, Security & Emergency Preparedness Org Chart

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CHIEF
Safety, Security & Emergency Preparedness Officer

NEW

DIRECTOR
Safety & Security Operations

NEW

Gen. Fund: 5 of 7 Hired
Referendum Funds: 7 add'l

AREA MANAGER
Security

NEW

CADRE DIRECTOR

08/20/19 JD to the Board
~43 Positions

CAMPUS SECURITY MANAGER

NEW

PRINCIPAL

SECURITY SPECIALIST

CAMPUS MONITOR

ARMED SAFE SCHOOL OFFICER (ASSO)

New Positions

More Headcount

Dotted Line To

Ref $: ~50 Positions
50 secured

Ref $: ~325 Positions
150 secured

Ref $: ~47 Positions for ASSO or SROs
SRO Contracts and Guardian Screening/ Qualification in progress

Shalanda Brown (presenter)
Constantina Weston
James Wilson, Jr.
Roniel Aledo
Ronald Bradley

Area Security Manager Strategy

- Consistency
- Collaboration
- Safe and Secure Schools

We're all in this together!

Senate Bill (SB) 7030

Key To-Do's:

1. District school boards to **promote the use of the mobile suspicious activity reporting tool (FortifyFL)**

2. Requires drills for active shooter and hostage situations to be **developmentally appropriate and age-appropriate**.

3. Requires district school boards and charter school governing boards to adopt an **active assailant response plan** and **provide procedures training**. By **October 1, 2019.**

SB 7030 Continued:

- **Requires school principals to notify all school personnel of their responsibilities to report any incident that poses a threat** to school safety to the principal or to his or her designee, and that the disposition of each such incident is properly documented.

- Requires the **School Safety Specialist (Chief Brian Katz)** to collaborate with public safety agencies to conduct an **annual school security risk assessment using FSSAT at each public school by October 1** and **provide recommendations**.

School-Based Security - Our Next 60 Days….

- Tell Your Friends: Security team selection process & protocols:
  1) apply thru Applitrack,
  2) qualification/screening,
  3) pre-match requests,
  4) school matching
  5) training

- Hiring push continues – additional 200+ Campus Monitors, Security Specialist assignments, filling Area Security Manager (ASM) roles

- Campus Security Manager role first reading 8/20

- New/Additional Radios (~500 for Security Staff) in progress

- FSSAT/School Risk Assessments & Active Assailant Plan in progress

Questions

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