

Navigating School Safety and Security Plans

Presented by:

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WALSH GALLEGOS
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GADSDEN
INDEPENDENT SCHOOL DISTRICT

1

Speaker Introduction

- ❑ Travis Dempsey, Superintendent, Gadsden Independent School District



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- ❑ Roxie De Santiago, Walsh Gallegos Treviño Kyle & Robinson P.C.



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2

Why School Safety and Security Plans?

- PED requires districts to develop school-level safety plans.
- Safety is a priority for school leaders.
- Safety plans must be designed and **implemented** effectively and be consistent with state law and the constitution.



3

Things to Consider

- The Law
- The unique needs and circumstances in your District
- Existing site/school safety plans
- Mandated Drills
- Technology
- Student and staff emotional and mental health needs
- PR and communication protocols
- The unthinkable –
 - Campus crisis, natural disaster, infectious disease, terrorism, threats, cyber attacks, shootings



4

Overview of School Safety & Applicable Laws

5

Mandatory State Emergency Drills



- ❑ 22-13-14 NMSA mandates certain emergency drills in every public and private school.
- ❑ During the first four weeks of the school year, every school must conduct:
 - ❑ one shelter in place drill that includes preparation to respond to an active shooter
 - ❑ one evacuation drill, and
 - ❑ two fire drills
- ❑ During the rest of the school year, every school must conduct:
 - ❑ at least four more emergency drills, at least two of which must be fire drills.



6

Mandated Plans

- ❑ NMAC 6.12.6 requires local school boards, school districts, and charter schools to develop and implement a wellness policy that includes “school safety plans at each school building focused on supporting healthy and safe learning environments.”
- ❑ Every three years, the school safety plans (SSPs), must be submitted to PED for approval.
- ❑ An SSP must include these minimum components:
 - ❑ introduction;
 - ❑ school policies and procedures;
 - ❑ prevention; and
 - ❑ a school Emergency Operations Plan (EOP)



7

What Is an Emergency Operation Plan (EOP)?

- ❑ It is a term used by the U.S. Department of Education and is a mandatory part of the SSP.
- ❑ PED rules define an EOP as “the document, which outlines and explains *functions, resources and coordination procedures for responding to and supporting crisis, emergency, terrorist-response, and disaster operations, and is that portion of a safe school plan that details risk assessments and establishes the plans or procedures to manage a crisis, emergency, terrorist or disaster event before, during, and after it has occurred and includes, but is not limited to, emergency routes and staff assignments as they relate to immediate actions, delayed actions, mitigation actions, facility evacuations and facility reentry.*”
- ❑ PED tends to refer to EOPs and SSPs interchangeably.



8

How does an SSP/EOP get created?

- ❑ A **School Safety Committee**, for every campus, will prepare the school's SSP.
- ❑ PED expects the following to be on the School Safety Committee:
 - ❑ administrators
 - ❑ educators
 - ❑ service providers
 - ❑ facilities and transportation managers
 - ❑ students
 - ❑ parents and family services representatives



9

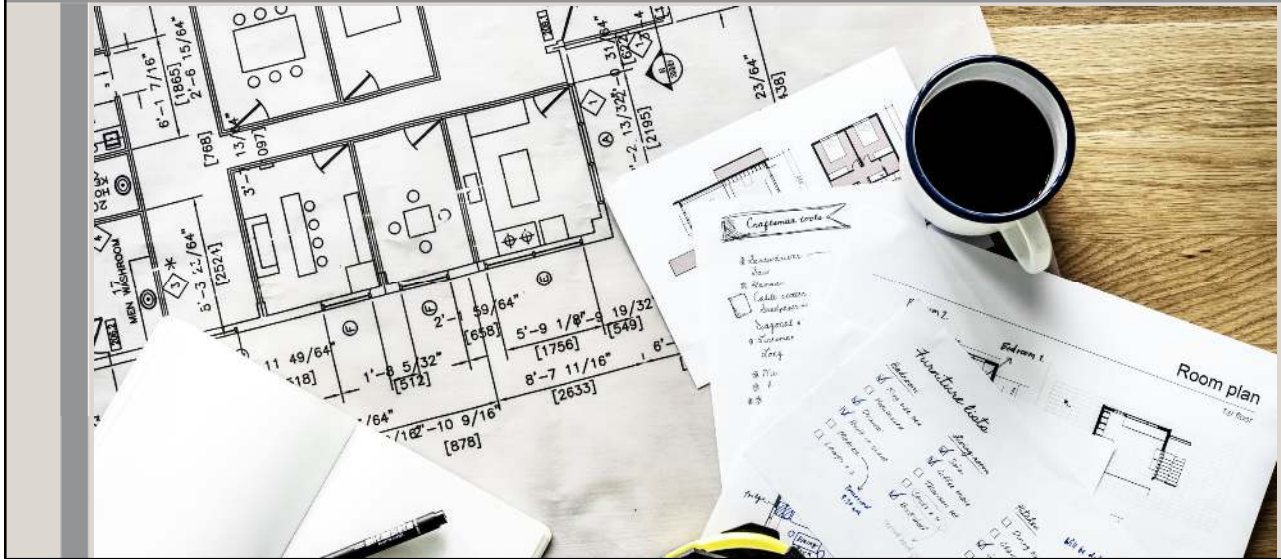
SSPs and the School Safety Committee

- ❑ NMSA 22-5-4.12: at least one of the committee members must be a "special education expert" because the use of restraint or seclusion techniques must be included in a school safety plan.
- ❑ PED suggests also having on the School Safety Committee representatives from the School Health Advisory Council (SHAC) and/or the Local Emergency Planning Council (LEPC).



10

Contents of the School Safety Plan



11

(Five) Preparedness Areas

Prevention
Protection and Mitigation
Response
Recovery



Based on National Response Framework



12

Preparedness

SECTION II: PREVENTION	Met	Not Met	Page #	Comments/Recommendations
Health & Behavioral Health Services/Contacts				
Behavioral, Mental Health Programming				
Social Emotional learning/ school climate supports				
Internet Use-Health & Safety Impacts				

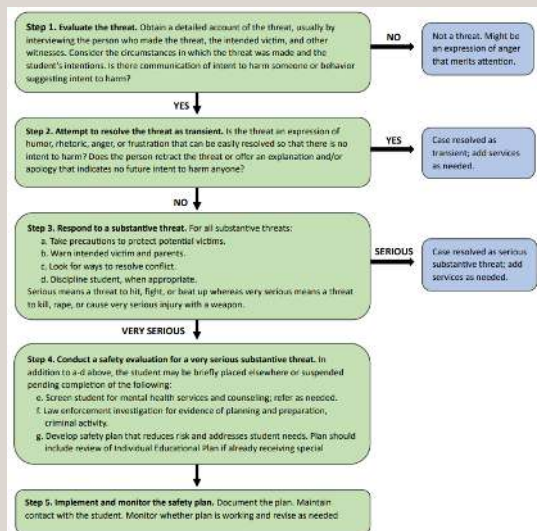
- Health & Behavioral Health Services/Contact
- Behavioral & Mental Health Programming
- Social emotional learning & school climate supports
- Internet use-health & safety impacts



13

Protection and Mitigation

- Behavioral Threat Assessment Matrix
- Potentially Suicidal Student Procedural Matrix
- Referral Network for Suicide Assessment/Matrix and Intervention Narrative



14

Response

- Incident Command System (organizational structure and responsibilities for incident management)
- School Incident Command
- Emergency Operations Desktop Manual
- Protocols for Protective Actions (lockdown, shelter-in-place, evacuation, active shooter)
- Medical Emergency
- Fire Special Considerations
- Hazardous Materials
- Natural Hazards
- Bomb Threat/Explosions



15

Response

- Fallen Aircraft
- Transportations Emergencies
- Loss of Power or Water
- Civil Disturbance
- Cyber Breach
- Missing Student or Amber Alert
- Media Relations
- Special events
- Parent or Guardian Notifications



16

Recovery

- ❑ Relocation Plan & Team requirements
- ❑ Reunification Plan & Team requirements
- ❑ Continuity of Operations Planning
- ❑ Psychological and Emotional Recovery procedures



17

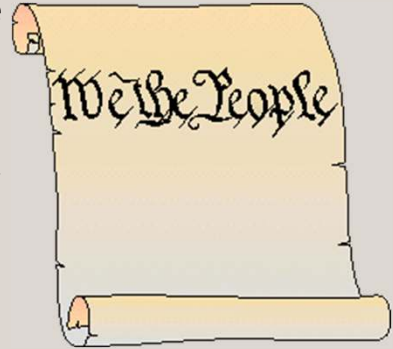
Balancing the Issues

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18

Constitutional Rights

- ❑ “The right of the people to be secure ... against unreasonable searched and seizures, shall not be violated.”
 - ❑ U.S. Constitution, amend. IV
- ❑ “The people shall be secure in their persons, papers, homes and effects, from unreasonable searches and seizures...”
 - ❑ N.M. Constitution, Article II, § 10



19

What is the Board's Role?

- ❑ Funding \$\$ Budget
- ❑ Policies
 - ❑ NMSBA Policy Service: C-1450 – Video Surveillance
 - ❑ “The School Board authorizes the use of video surveillance equipment on School District property to enhance the safety of students and others...”
 - ❑ NMSBA Policy Service: E-0150
 - ❑ “The Superintendent will establish procedures to protect the safety of all students, employees, visitors and others present on District property or at school sponsored events.”
 - ❑ Regulation E-0161 EB-R, Environmental and Safety Program



20

Preventive Board Policies

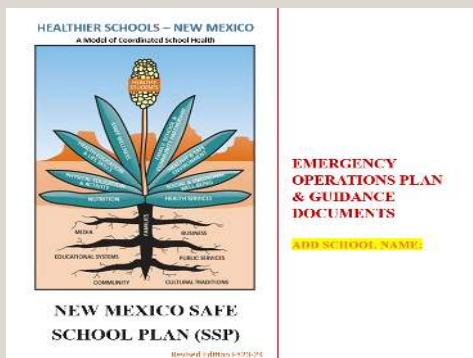
- ❑ Employee Wellness Programs
 - ❑ NMSBA Policy Service G-1400: "The Board believes that the health and safety of the students and employees of the District are primary concerns"
- ❑ Student Safety Policies
 - ❑ NMSBA Policy Service J-2550: Student Harassment/Bullying/Cyberbullying Prevention
 - ❑ Provides for interventions like counseling, anger management, health counseling or intervention, mental health counseling, skill building and resolution activities, resolution circles, and restorative conferencing



21

Resources

- ❑ PED has developed guidance and resources to help schools with safety planning.
 - ❑ <https://webnew.ped.state.nm.us/bureaus/safe-healthy-schools/safe-schools/>



22

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25

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26