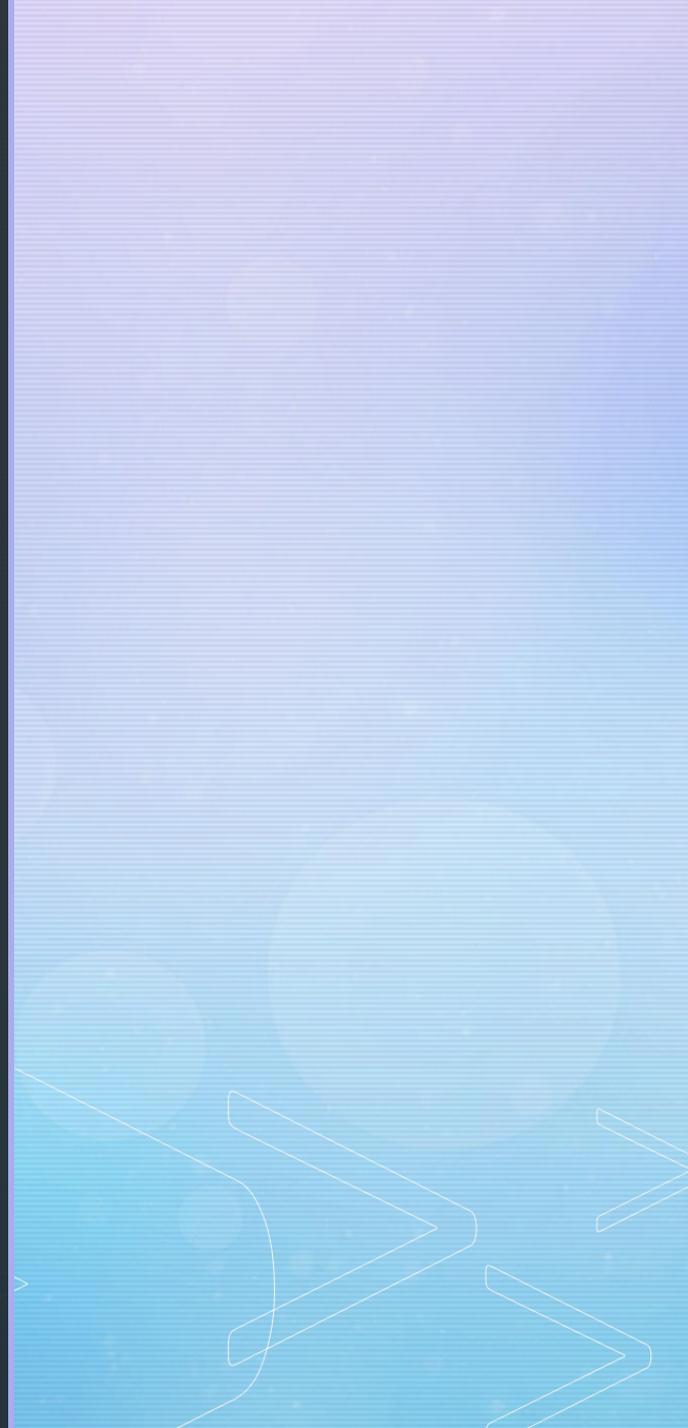


March 14, 2022

District Safety Update



Semi-Annual District Safety Meeting

- District and building leaders meet with local first responders and government agencies to review safety procedures and protocols
- Originally scheduled for December 8, 2021
- Rescheduled and held on February 23, 2022 at 9:00 AM in OHS PAC Lobby

Semi-Annual District Safety Meeting

- In attendance:
 - Tim Throne, Superintendent, Oxford Schools
 - Sam Barna, Assistant Superintendent, Oxford Schools
 - Jill Lemond, Assistant Superintendent, Oxford Schools
 - David Pass, Assistant Superintendent, Oxford Schools
 - Dacia Beazley, Principal of OMS, Oxford Schools
 - Janet Schell, Principal of OVA, Oxford Schools
 - Steve Wolf, Principal of OHS, Oxford Schools
 - Tony Sarkins, Director of Maintenance, Oxford Schools
 - Saso Vasovski, Network Administrator, Oxford Schools
 - Jim Rourke, Security Personnel, Oxford High School
 - Jeff Ford, Security Personnel, Oxford Middle School
 - Heather Shafer, Board Member, Oxford Schools
 - Jack Curtis, Supervisor, Oxford Township
 - Jason Louwaert, Detective, Oakland County Sheriff's Office
 - Scott Rafalski, Deputy, Oakland County Sheriff's Office
 - Pete Scholz, Chief, Oxford Fire Department
 - Matthew Majestic, Assistant Chief, Oxford Fire Department

Semi-Annual District Safety Meeting

Reviewed current safety policies regarding threat assessment

- [Policy 8400](#), also known as “School Safety Information”
- [Policy 8410 A](#), which lists our early warning signs of possible school violence
- [Policy 8410 B](#), which is “Identifying and Responding to Imminent Warning Signs”
- [Form 8400](#), which is “Documentation Pertaining to Threat Assessment and Intervention”
- Also, new flipcharts, district-wide, to better communicate ALICE and other procedures

Semi-Annual District Safety Meeting

Discussed new safety items and procedures

- Professional safety assessments and trainings
 - Ongoing building safety assessments began on December 28, 2021.
 - Training provided to OCS Administrative Team on February 1, 2022.
 - Training provided to OMS and OHS combined staff on March 9, 2022.
 - Training planned for OVA and Bridges combined staff on March 16, 2022.
- Currently have a large team of admin, staff, and ESS personnel (overtime for elementary guards) checking student IDs as they enter the building. This will continue and we are exploring more efficient ways to do so (see next section).
- Clear backpacks
 - Steve and Dacia shared that student feedback has been positive. We are considering continuing usage into the 22-23 school year. We will include this as an element of our comprehensive three-year plan at OHS and make a decision with staff, parent, and student input.

Semi-Annual District Safety Meeting

- Checks for athletic or other bags
 - OHS and OMS have refined the system each morning. This will continue for the remainder of the school year. We will include this as an element of our comprehensive three-year plan at OHS and make a decision with staff, parent, and student input.
- Private security force, all buildings
 - We currently have one guard at each elementary.
 - The administration building was surveyed and staff appear comfortable reporting without a guard. We redirected that security to help with OHS bathrooms along with three additional security personnel and a building substitute as Oakland Schools staff phases out of those posts.
 - This additional staff comes at a significant price. We need to determine if we will continue private security at the elementary buildings in 22-23. We will include this as an element of our comprehensive three-year plan and make a decision with staff, parent, and student input.
 - We have heard very positive reviews of their professionalism and community approach.
 - The team unanimously recommended that we maintain our district security presence at OHS and OMS in 22-23. Additionally, we will continue to staff OHS after school (2:00-10:00 PM) using our private contracted services personnel.

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- No locker use at OHS
 - This will continue for the remainder of the school year. We will include this as an element of our comprehensive three-year plan at OHS and make a decision with staff, parent, and student input.
- Currently awaiting bid package on audio/visual mass notification system
 - We plan to equip OHS first, then OMS, then all other schools based on building size, student ages and quantities, and vulnerabilities. IDS is preparing the bid package and will have it in 30-90 days. Based on supply chain availability, we would hope for summer install and fall implementation.
 - We prefer the system to be monitored and tied into our fire alert system. A new fire panel at OHS will be included in the bid package. We are going to reach out to West Bloomfield Schools to determine the color of their alert. A team member suggested their would be value in determining a standard violence-alert color in the county or even the state of Michigan for first responders to recognize universally.
- Additional Stop the Bleed tourniquet kits for hallways and main areas
 - 100 additional kits and 82 polycarbonate wall mount cabinets ordered on January 26, 2022.

Semi-Annual District Safety Meeting

- Additional AED (OHS pool) along with replacement units
 - A total of 11 units have been ordered and are expected to arrive before the end of March. This order includes a new AED for the OHS pool and the OMS athletic field.
- Additional speakers for specific areas
 - We have added speakers to the kitchen area at OHS as well as the counseling center and some specific offices. Other speakers have been ordered for several additional areas. Many existing speaker units were tweaked to increase the volume levels.
- Additional training provided (and planned)
 - CPR training for administrative assistants and other staff on January 17, 2022.
 - Internal threat assessment meetings w/ OHS support staff on February 7, 2022 and February 14, 2022.
 - Internal threat assessment meeting w/ secondary principals on February 14, 2022.
 - Internal threat assessment meeting w/ elementary principals on February 9, 2022.
 - Prepare training for OHS support staff scheduled for April 5-8, 2022.
 - Mental Health First Aid training for OHS staff for April 20, 2022 and April 27, 2022.

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- Gaggle and GoGuardian software
 - Our software is active and we are monitoring all student accounts. Between December 7, 2022 and March 7, 2022, we have had 76 Gaggle alerts.
 - We have a trained team of mental health professionals on-call outside of school hours to respond to each alert (including sharing the alert with administration in the student's home building).

Semi-Annual District Safety Meeting

Items to consider

- **All will be included in our comprehensive three-year plan at OHS and decisions will be made with staff, parent, and student input.**
- Metal detectors
 - The team discussed several concerns about installing metal detectors especially about efficacy and affect on culture/climate. Research was presented, including the studies listed below.
 - [Journal of School Medicine \(February 2011\)](#) concluded: “There is insufficient data in the literature to determine whether the presence of metal detectors in schools reduces the risk of violent behavior among students, and some research suggests that the presence of metal detectors may detrimentally impact student perceptions of safety.”
 - [WestEd Justice & Prevention Research Center \(2019\)](#) concluded: “While metal detectors may provide a visible response to concerns about school safety, there is little evidence to support their effectiveness at preventing school shootings or successfully detecting weapons at schools.”
 - [Finley on School Violence \(2014\)](#) stated: “Data do not show that metal detectors are particularly helpful in deterring students from bringing weapons on school grounds. One issue is that there are generally many ways for students to get around being scanned by the metal detector. Most schools do not have them at every possible entrance, which means students who are committed to bringing a weapon to campus can enter where the detectors are not... when schools install them due to fear and not to actual necessity, research suggests it makes students feel more fearful.”

Semi-Annual District Safety Meeting

- Ammunition dog(s)
 - We are still exploring our options, but would need to find a handler willing to release liability from the district. We are going to call Avondale schools to see how they do it.
- Weapons detection software
 - Installing camera software for a free pilot program. Site survey completed at OHS on March 9, 2022. Oakland County Sheriff's Office will continue to be engaged in the process as we evaluate the product.
 - Another product has been introduced and utilizes a biometric scanner to flag weapons and a facial recognition database to flag users. We would likely require three side-by-side (double) units that students can walk through at the "pace of life." They are mobile and weatherproof so we could use them for athletic events. We discussed the expense of staffing those machines to appropriately respond to flags. A product demo was presented on March 11, 2022.

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- Gunshot detectors
 - This is a very specific solution that detects the danger after our weapon detective software would do so. We believe it is one or the other and are piloting the other product in mid-March. Depending on our experience, we might revisit this product.
- Digital ID scanners
 - The technology department is exploring three potential products for digital entry systems. We anticipate two scanning systems at each morning entrance for a total of six units.
- Alarmed doors during school hours
 - Already implemented – silent alarms being installed will be monitored by OHS security and technology department. All exiting students during the school day (OVA, OSEC, OTech, etc) must leave through main exits only.

Semi-Annual District Safety Meeting

- NightLocks in glass cases in bathrooms
 - Chief Scholz checked with the state fire marshal and it was clearly communicated this is not an option. No locking devices in restrooms. There are too many other concerns about having students locked in: unanimously agreed in the safety group that this would present a greater safety risk.
- Other ideas from experts in the room
 - Additional NightLock removal tools requested for OCSO as well as five trauma bags.
 - Discussion of commitment to long-term safety solutions.
 - Commitment expressed to continuing the interior door-numbering project that is already underway.
 - Oakland County will be moving to a new handheld radio system soon. This will likely require us to recalibrate our district radios. We will test our current repeaters.
 - A member expressed concern about propped doors, specifically in the early morning (approximately 6:30 AM). There was a discussion about reminding staff about our existing safety protocols.
 - The process of clearing a building was discussed and it was shared it is standard protocol to present an ID card under the door and staff/students can ask for this.

Other Updates on Safety

- Therapy dogs
 - We are aiming for at least six dogs per day at OHS until June. Simultaneously, we are starting our own SEL dog program. We have three dogs lined up for OHS ready to start training. We have sent the application out to OHS staff to be the host home/handler. The next step will be to identify handlers and have them begin training with the dogs. Those dogs won't be fully trained for six to nine months.
 - We aim for dogs in all other buildings once per week.
 - The volunteers who currently bring dogs can sometimes be limited. COVID and weather impact attendance. Additionally, these groups only allow the dogs to “work” for one to three hours, so our contacts are trying to schedule shifts.
- Zero tolerance
 - We have stated we have a “zero tolerance policy regarding violent content of any kind, whether in word, deed or on social media.”
 - Any content of this nature will initiate the appropriate assessment(s).
 - We do not have a zero tolerance *discipline* policy.
 - All students have rights and we will continue to respect those rights, including those protected under [FERPA](#).

Other Updates on Safety

- Parent forums
 - These will be created to provide an avenue to share concerns and ideas.
 - They could include presentations on current issues.
 - These will allow for open discussion of items we are considering for parent input.
- Police presence
 - We have a strong relationship with Oakland County Sheriff's Office.
 - Expeditious addition of a school resource officer at OMS. This deputy covers for our high school resource officer if he is ever out of the building.
 - Our expectation is that we will daily have at least one car there (belonging to our SRO). Any additional cars are welcomed and appreciated—and frequently on-site.
 - The OCSO has been regularly sending any free cars to provide extra patrol at OHS. Additionally, their command staff have frequented our building to provide extra support.