

# Department of Safety and Security

Donoven Brooks

Chief of Safety and Security

Stacey Gerringer

Co-Chair School Safety Work Group

*Supporting Board of Education  
Long-term Goal 4:*

Provide safe, secure, and healthy learning environments that are conducive to effective teaching and learning, creativity, and innovation.



# Stakeholder Focus Groups



## CRISIS PREPAREDNESS REPORT

Key Findings and Recommendations from the Analysis of Stakeholder Feedback, HCPS Threat Assessment, and Discipline Data

**FINAL RESEARCH REPORT**

*Released June 2022*

# Key Findings

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1

Safety and security must be our system's top priority

2

HCPS needs a clear vision and comprehensive plan

3

Recommend increased Safety & Security staffing

4

Concerned about mental health, suicidal ideation, & bullying/harassment

5

Recommend more timely practice of safety drills and training

6

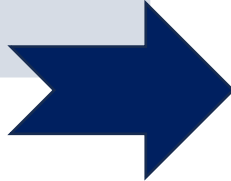
All stakeholder groups reinforced importance of timely, accurate communication

# Dedicated Work Group

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1

Safety and security  
must be our system's  
top priority



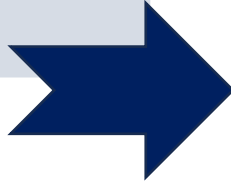
The collaborative Safety & Security Workgroup consists of internal and external partners to examine HCPS safety and security policies and procedures and recommend improvements.



# Deliberate Planning

1

Safety and security  
must be our system's  
top priority



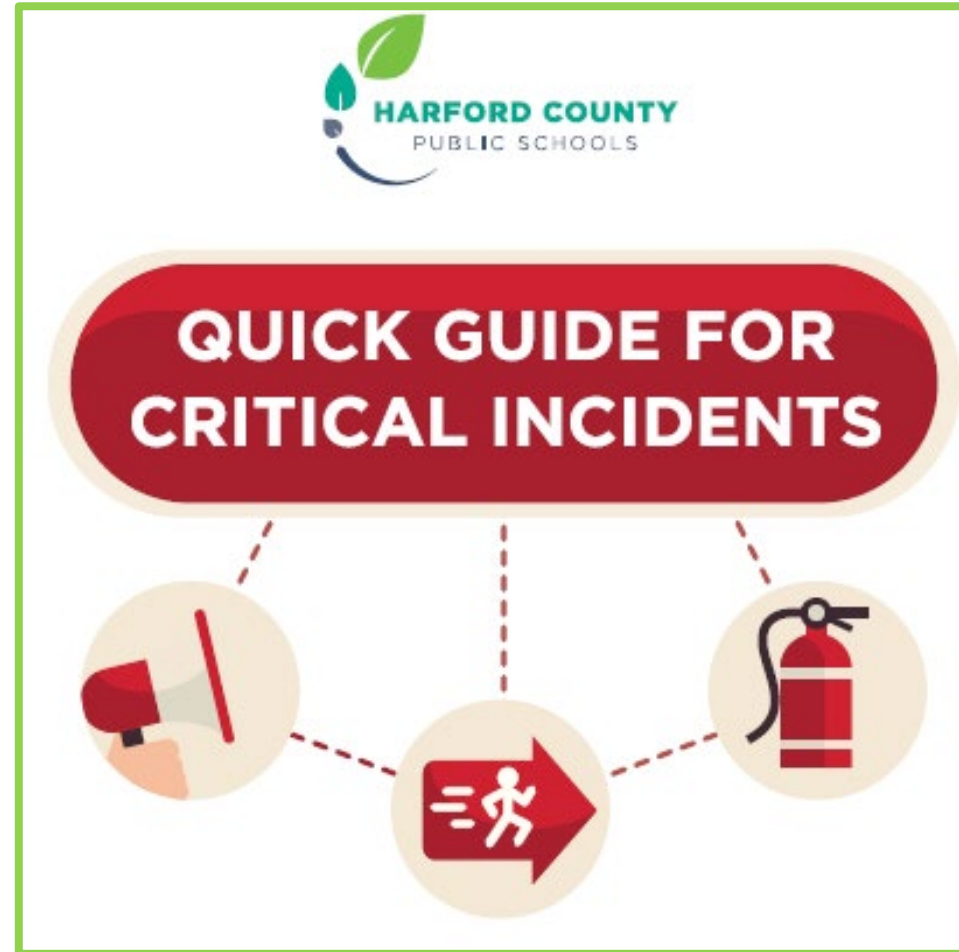
## Critical Incident Planning

- Training
- Prevention
- Preparedness
- Response
- Mitigation
- Recovery

# Consistent Guidance

2

HCPS needs a clear vision and comprehensive plan



# Reunification Comprehensive Plan

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2

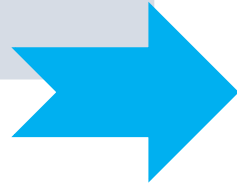
HCPS needs a clear vision and comprehensive plan



# Staffing

3

Recommend increased  
Safety & Security  
staffing



2018

- Coordinator of Safety & Security Administrative Assistant
- Administrative Assistant

2023

- 3 Regional Security Supervisors
- 27 School Safety Liaisons (SSL)



# Assignments

3

Recommend increased  
Safety & Security  
staffing



| Donoven Brooks – Chief of Safety & Security |                                     |                                      |
|---------------------------------------------|-------------------------------------|--------------------------------------|
| Northern Region Security Coordinator        | Central Region Security Coordinator | Southern Region Security Coordinator |
| Michael Stephens                            | Donald "DJ" Ravadge                 | Misty Goines                         |
| 1. Darlington Elementary                    | 1. Red Pump Elementary              | 1. Abingdon Elementary               |
| 2. North Harford Elementary                 | 2. Bel Air Middle                   | 2. Church Creek Elementary           |
| 3. Meadowvale Elementary                    | 3. Fountain Green Elementary        | 3. Deerfield Elementary              |
| 4. Norrisville Elementary                   | 4. Aberdeen Middle                  | 4. Edgewood Elementary               |
| 5. North Harford Middle                     | 5. Youth Benefit Elementary         | 5. Edgewood Middle                   |
| 6. Churchville Elementary                   | 6. Rig Factory Elementary           | 6. Emmorton Elementary               |
| 7. Hickory Elementary                       | 7. Homestead Wakefield Elementary   | 7. George S. Lisby Elementary        |
| 8. Forest Hill Elementary                   | 8. Havre De Grace Elementary        | 8. Halls Crossroads Elementary       |
| 9. North Bend Elementary                    | 9. Roye-Williams Elementary         | 9. Joppatowne Elementary             |
| 10. Prospect Mill Elementary                | 10. Bel Air Elementary              | 10. Magnolia Elementary              |
| 11. Jarrettsville Elementary                | 11. Fallston Middle                 | 11. Old Post Road Elementary         |
| 12. Forest Lakes Elementary                 | 12. Bakerfield Elementary           | 12. William S. James Elementary      |
| 13. Dublin Elementary                       | 13. Havre De Grace Middle           | 13. Patterson Mill Middle            |
| 14. North Harford High                      | 14. South Hampton Middle            | 14. Magnolia Middle                  |
| 15. C. Milton Wright High                   | 15. Aberdeen High                   | 15. Riverside Middle                 |
| 16. Harford Technical High                  | 16. Fallston High                   | 16. Joppatowne High                  |
| 17. Harford Academy                         | 17. Bel Air High                    | 17. Edgewood High                    |
|                                             | 18. Havre De Grace High             | 18. Patterson Mill High              |
|                                             | 19. Swan Creek School               |                                      |

# Regional Supervisor Role

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3

Recommend increased  
Safety & Security  
staffing



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Comprehensive Safety and Security Evaluations

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Regional Security Coordinators work with School Administrators

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Supervise School Safety Liaisons

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Assess Risks

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Monitoring Drills

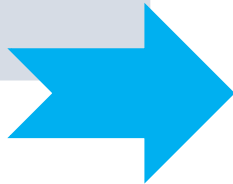
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Make Recommendations

# School Safety Liaison Role

3

Recommend increased  
Safety & Security  
staffing



Monitors interior and exterior grounds.

Ensures cameras are operational and monitors as needed.

Monitors arrival and dismissal, class change, and cafeteria.

Assists with bus arrivals and departures.

Assists with school campus traffic and parking.

Assists administrators with minor investigations as directed.

Completes Incident Reports and makes notifications as required.

Respond to school emergencies as directed.


Assists staff with safety drills and evacuations.

# Threat Assessment Teams

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4

Concerned about  
mental health, suicidal  
ideation, &  
bullying/harassment



Trained teams in every school


Investigate every threat

Assess risk

# Student Safety Council

4

Concerned about  
mental health, suicidal  
ideation, &  
bullying/harassment



12 students - 4 students each from our North, Central, and Southern regions.

The purpose is to directly include our students in the safety and security conversation and provide them opportunities to share their views, experiences, and perspectives on safety and security.

Some areas of focus are:

- Making recommendations
- Restorative practices
- Conflict resolution
- Peer-to-peer conversations surrounding safety and security
- Creating Safety and Security PSAs to convey tips and reminders to their peers across the district

# Resources

4

Concerned about  
mental health, suicidal  
ideation, &  
bullying/harassment



HELP FOR  
PHYSICAL,  
SEXUAL,  
EMOTIONAL  
ABUSE OR  
NEGLECT

Child protective  
services (CPS)\*

[\(410\)836-4700](tel:(410)836-4700), press 1

\*After hours, contact  
the Sheriff's  
Department [\(410\)838-  
6600](tel:(410)838-6600)

HELP WHEN YOU  
FEEL ANXIOUS OR  
DEPRESSED AND  
NEED SOMEONE  
TO TALK WITH TO  
STAY SAFE

Crisis Services:

Dial 2-1-1 or Harford  
Crisis Center

[1-800-NEXT-STEP](tel:1-800-NEXT-STEP); [1-800-639-8763](tel:1-800-639-8763)

TO REPORT  
THREATS OR  
SITUATIONS THAT  
PUT YOUR SAFETY,  
OR OTHERS'  
SAFETY, AT RISK

Safe Schools Maryland  
anonymous tip line:

[1-833-MD-B-SAFE](tel:1-833-MD-B-SAFE); [1-833-632-7233](tel:1-833-632-7233)

Safe Schools Maryland  
[Tip Line](#)

HELP IF YOU ARE  
THINKING ABOUT  
SUICIDE

Maryland Crisis Hotline  
[1-800-422-0009](tel:1-800-422-0009) or  
9-1-1\*

National Suicide  
Prevention Lifeline Dial  
9-8-8

\*If in need of  
emergency life saving  
care

# Training

5

Recommend more timely practice of safety drills and training



Active Assailant Training

SRO Training

SSL Training

Threat Assessment

Tabletop Exercises

Reunification

# Joint Agency Tabletop Exercises

5

Recommend more timely practice of safety drills and training






# Emergency Drills

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5

Recommend more timely practice of safety drills and training



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Fire / Evacuation

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Reverse Evacuation

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Lock Down

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Drop, Cover and Hold

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Shelter In Place

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Severe Weather

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Active Assailant

# Active Assailant Training

5

Recommend more timely practice of safety drills and training



## Talking to Children About Violence: Tips for Parents and Educators

Families and school personnel play a critical role in helping to reestablish a sense of normalcy and security for children after an act of violence occurs. Follow these key reminders and visit [www.nasponline.org/children-and-violence](http://www.nasponline.org/children-and-violence) to learn more.



### Reaffirm Safety

Emphasize that schools are very safe. Let children speak about their feelings and validate all reactions to the event. Support the appropriate expression of their feelings and help to put them in perspective.



### Make Time to Talk

Let children's questions guide the information provided. Be patient and look for clues that a child wants to talk. Young children may need concrete activities (e.g., imaginative play) and some older children may prefer writing or playing music.



### Keep Explanations Developmentally Appropriate

#### Early Elementary

Provide simple information balanced by assurance of safety.

#### Upper Elementary & Early Middle

Answer questions and assist in separating reality from fantasy.

#### Upper Middle & High

Emphasize student role in safety & how to access support.



### Review Safety Procedures

Help children identify one adult at school and in the community that they can go to if they feel threatened or at risk. Review procedures and safeguards in school and home settings.

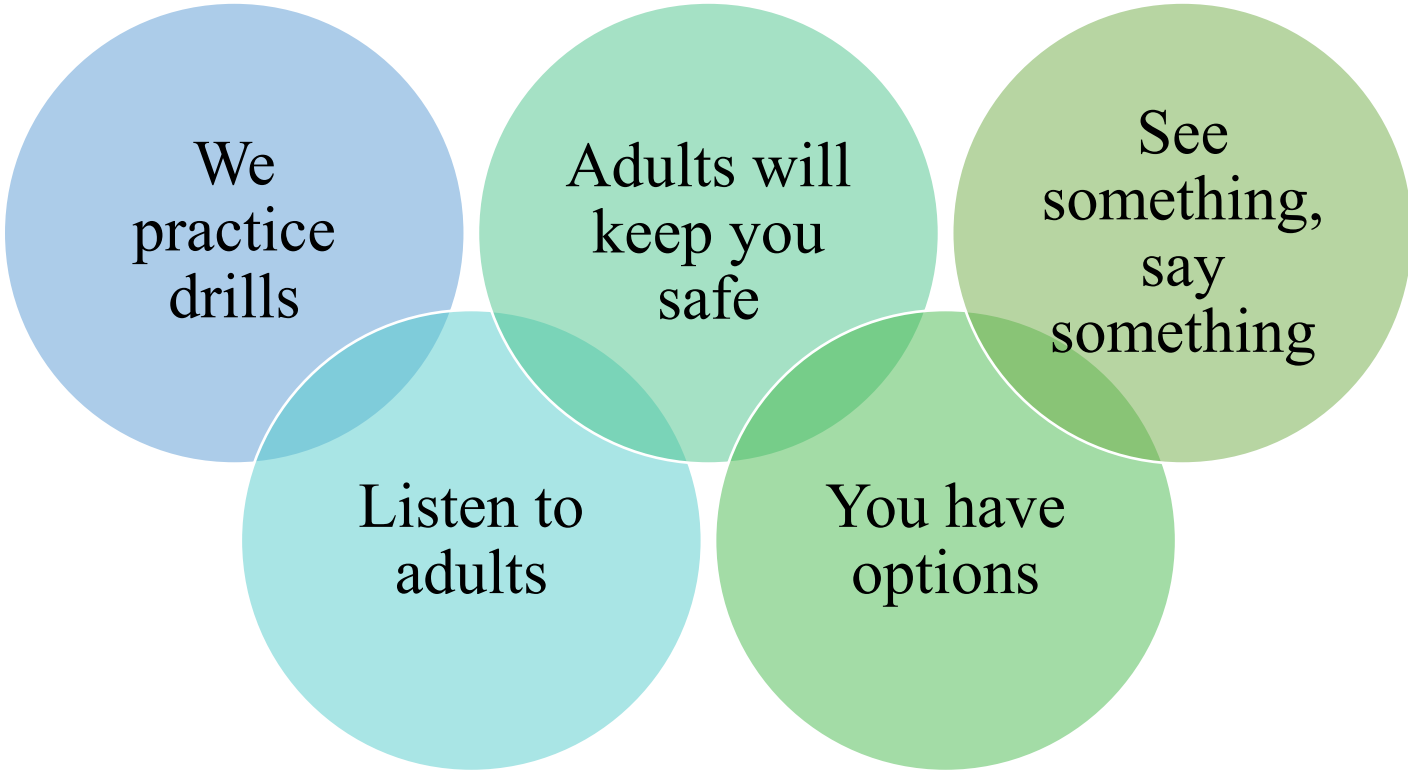
# Students

5

Recommend more timely practice of safety drills and training



## Essential Understandings: *Elementary*



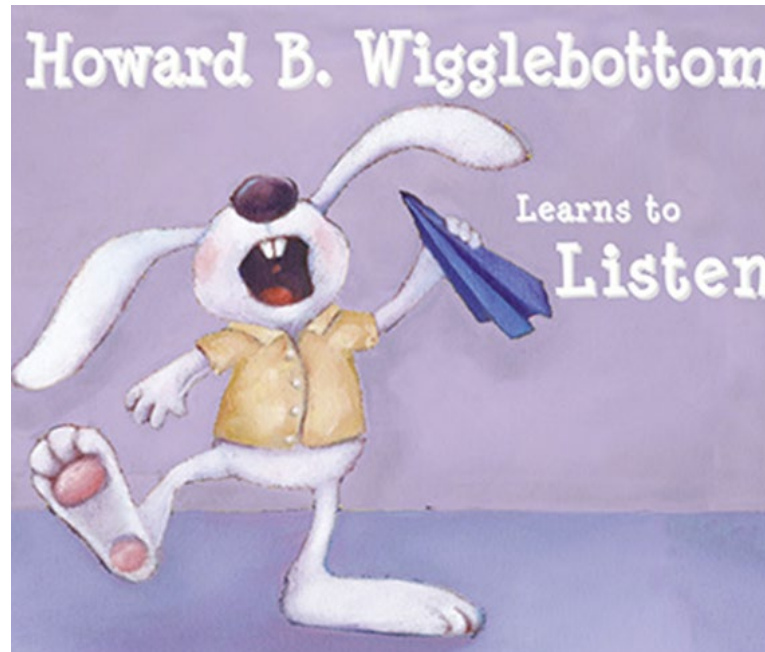
# Students

5

Recommend more timely practice of safety drills and training



## Essential Understandings: *Elementary*



### Learning Objective:

We will identify the importance of staying **safe** in our classrooms.

K & 1<sup>st</sup> grade Learning through:

- Picture Book
- Song
- Grade Level Assembly (video)
- 2<sup>nd</sup> Lesson after Assembly

# Students

5

Recommend more timely practice of safety drills and training



## Essential Understandings: *Elementary*



### Learning Objective:

We will identify ways to keep **safe** in schools.

2<sup>nd</sup> – 5<sup>th</sup> grade Learning through:

- Grade Level Assembly
- Rewatch video, review & reinforce key points
- Custom presentation with pictures of school site

# Staff

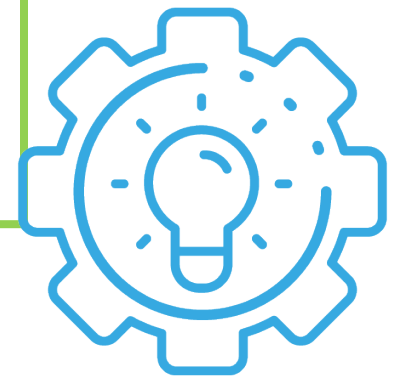
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5

Recommend more timely practice of safety drills and training



Staff Training is more detailed to ensure each has the ability and knowledge to keep students safe.



# Parent Academy Real Talk

6

All stakeholder groups reinforced importance of timely, accurate communication



Real Talk Series: Safety and Security Part 2



## SRO Roles and Responsibilities

# Parent Academy Real Talk

6

All stakeholder groups reinforced importance of timely, accurate communication



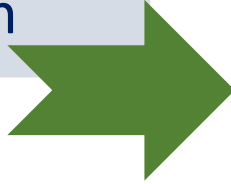
**Internet Safety & Responsible Use**



# Town Hall

6

All stakeholder groups reinforced importance of timely, accurate communication



# What's New?

## New Doorbell Cameras

- Piloted at Bel Air Elementary
- 40+ Schools Completed



# What's New?

## Access Control



# What's New?

## Door Numbering Refresh

- Interior / Exterior
- Emergency Response

## Door Lock Upgrades

- Twist Locks on Classroom Doors
- Makes Lockdowns Easier

## Visitor Management Updates

- Accountability - Identify Offenders



# Highlighting Partnership

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**See Something  
Say Something**

*Safety and  
Security Is  
Everyone's  
Responsibility*

Thank  
you!

