

SCHOOL SAFETY AFTER ACTION REVIEW REPORT

Background:

1. Team/ProjectName: School Safety
2. Project/Event Reviewed:
3. Date of Review: March 26, 2019
4. When review was completed: During Project XX After Project Completion
5. Participants
 Leadership Team: principals, directors, supervisors, coordinators
 Facilitator - Ayindé Rudolph

Please provide a summary of your project or event

In January of 2019, MVWSD began a review of safety practices within the District. The impetus of this review were the repeated incidents of violence at schools nationwide; specifically, the shootings in Parkland and Sante Fe in 2018. In the months following the shootings (Feb and March) students, teachers and parents began to mobilize to find ways to improve safety. The FBI and Secret Service, conducted Meta-Analysis and determined that since 2007 there has been a steady increase of school shootings; From 6.4 incidents to 16.4 incidents per year.

During the month of March 2018, MVWSD engaged the larger Mountain View community to better understand the concerns. In coordination with our partners and collective bargaining units (MVPD, CHAC, YMCA, CSEA and MVEA), the District held a safety town hall on April 18, 2018. This meeting, as well as the previous engagements, indicated the need to provide additional trainings for student and staff alike.

Planning began at the start of the 2018-19 school year to improve situational awareness during these incidents through drills. Additionally, it provided MVPD and neighborhood Community Emergency Response Teams (CERT) with an opportunity to test their capabilities to respond during the school day.

After all drills were conducted, MVWSD leadership team (Principals, Coordinators, Directors, Assistant Superintendents and Superintendent) met to review the active shooter drills at the middle schools and the showing of the intruder video at the elementary schools.

What went well and why?

(What were the successful steps taken toward achieving your objective?)

Successes	How to Ensure Success in the Future
After principal held meeting with parents, they felt reassured	Principals hold a preview meeting with parents to provide information and answer questions
Middle schools took it seriously	
Parents communicated thank you for doing this	
Advanced notice preview to parents and students	
Open communication for teachers	
Set day helped to alternate feelings	
Kathi & MVPD presenting	Continue to have MVPD and district presence during trainings
Collaboration with CHAC for students	Alert CHAC counselors of upcoming drills so they can be aware of any students at risk
Support from MVPD	Continue to build relationship and collaborate with MVPD on safety issues
Meeting with staff for prep for most sites	
The fact that it happened allowed momentum for other initiatives (CR)	
Gave immediate feedback for everyone (CR)	Build in time for debrief and feedback with staff right after conclusion of drill
Schools had very small opt out from the video or drill	

Clearing the rooms went fast	Continue to work with school staff and MVPD on process for clearing rooms and assign teams to rooms in advance
Anthony assisted at Graham	Have staff from other sites shadow each other
Police debrief	Allow time at conclusion of drill to debrief with officers on site
Reminded teachers to think about exit routes	

8. What can be improved and how?

(What could have been done better? What can we do differently in similar situations in the future to ensure success? What would be your advice to future project teams?)

What can be improved	Recommendations
Video complaints	Review other potential videos or move to lockdown drills next year
Have examples of how to barricade rooms	Provide more and better examples in Run Hide Defend presentation
Time with MVPD to discuss strategy	Set up time for MVPD to meet with LT to answer questions and provide guidance
Link to video in original communication	
Work with food service to prepare if something happens during lunch time	Plan for incidents at all times of the day with all involved
Invite parents to large viewing and answer questions	
List of expectations for teachers, staff and students	
Contextualize school shootings (mass vs shooting)	

More references to other drills	
Communication about lack of preparedness impact	
Are there closed circuit options to show at the same time	
Check for understanding at all levels	
How to debrief with students (standardized talking points and debriefing)	
Capture the little stuff	
Information for Board	
Case-by-Case basis or opting out	Be sure that all schools are consistent with messaging to parents
Coordinate with BTB	
Pay attention to students who we know will be impacted	
Coordinating with after school program	
Training for SWING subs	Contact SWING and set up a time for training
Flexibility with accountability	
Include all departments (e.g. transportation)	Plan with schools to include all personnel and students on each site

Crisis evacuation plan	