



School Safety & Security Update

February 6, 2025



Independent Safety/Security Audit

- RFP issued in July
- Contract finalized in September with Navigate 360
- Three safety/security professionals on site week of October 7th
 - Tested systems & structures
 - Conducted physical campus & building inspections
 - Talked with division and school staff
- *Final report is a protected document as it addresses safety & security vulnerabilities and areas for improvement*

Summary of Analysis - (level of preparedness range: very high to very low)

- Hazard and Threat Assessment - Moderate
- Emergency Operations Plan - High
- Prevention Programs - High
- Response and Training - Moderate
- Technology and Infrastructure - Low
- Recovery Planning - Low

CCS Categorization of Recommendations

- Recommendation Categories:
 - Already in Place
 - In Progress
 - Planned
 - Item for Discussion/Clarification

Recommendations Summary

The table below shows the number of recommendations in each audit category.

<u>CATEGORY</u>	Already in Place	In Progress	Planned	Item for Discussion/ Clarification	Grand Total
Hazard & Threat Assessment	4			4	8
Emergency Operations Plan	5	1	1	6	13
Prevention Programs	5		1	6	12
Response & Training	1	3	2	1	7
Technology & Infrastructure	6	8	9	17	40
Recovery Planning	1	5	1	10	17
	22	17	14	44	97

ALICE On-Going



ALICE Modules (review/expand/reinforce)

- Chunking of ALICE content to make it more accessible
- Allows ALICE content to be delivered in 10 to 60 minute segments, depending on topic and activities.
- Supports flexibility in delivering individual or multiple modules as part of school staff meetings, department meetings or professional learning (PL) days
 - February 7, 2025 PL Day - multiple modules for CHS & LMA

Other key ALICE trainings:

- On-boarding (summer orientation session & on-going on-boarding sessions)
- Pre-week all-school safety meeting review of response protocols

Recovery Planning

- **Preparation for More than Reunification**
 - Coordination with area hospitals
 - Family supports
- **Community Assistance Center (CAC)**
 - City Emergency Management Tabletop Exercise
 - November 13th - City Space
- **COOP - Continuity Of Operations Plan**
 - COVID required a COOP
 - Finance has provisions for continuity of essential functions
 - Technology has cybersecurity & contingency plans

Audit Recommendation Regarding Resource Officers:

“We have assessed schools where they have never been present and did recommend them. Conversely, we have also recommended that there was not a reason to add them. I have recommended removing an SRO as they did not exemplify the high standards required for their position. As with any safety or security measure, there is no one panacea to solve all ailments, and SROs are only a part of a comprehensive safety plan.”

“We believe that there is a need for officers at the High School and Middle School that are highly trained to work with staff, social services, mental health professionals, and students.”

Proposed Next Steps - Summary:

- Identify best practices for officers working with youth in schools and communities
- Determine budget implications for a youth-focused resource officer program
- Provide the Board with a draft MOU prior to the first joint work session with Council for the 2026-2027 budget
- School Board vote to accept or reject proposed MOU - October 2025
- If the Board accepts the recommendation, further steps include:
 - Community Engagement for Information & Implementation
 - Hiring, Onboarding & Training
 - Ongoing Evaluation