

Crisis Management Policy

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I. PURPOSE

- A. Policy: Spectrum High School's Crisis Management policy has been created in consultation with local community emergency response agencies and other appropriate individuals and groups that would likely be involved in the event of a school emergency. It is designed so that each building administrator can tailor a building-specific crisis management plan to meet that building's specific situation and needs.
- B. Building Level Plans: Spectrum High School's administration and/or the administration of each building shall present tailored building-specific crisis management plans to the Executive Director for review and approval, in alignment with this policy.. The building-specific crisis management plans will include general crisis procedures and crisis-specific procedures. Such crisis management plans shall be an addendum to this Crisis Management Policy. This policy and the plans will be maintained and updated on an annual basis.

II. GENERAL INFORMATION

- A. Elements of Spectrum High School's Crisis Management Policy
 1. General Crisis Procedures. The Crisis Management Policy includes general crisis procedures for securing buildings, classroom evacuation, building evacuation, campus evacuation, and sheltering. The policy designates the individual(s) who will determine when these actions will be taken. These school-wide procedures may be modified by building administration, when creating their building-specific crisis management plans, as approved by the Executive Director.
 - a. Internal Physical Communication System: A communication system will be in place to enable the designated individual to be contacted at all times in the event of a potential crisis, setting forth the method to contact the designated individual, the provision of at least two designees when the contact person is unavailable, and the method to convey contact information to the appropriate staff persons. The alternative designees may include members of Spectrum's emergency/first responder response team. A secondary method of communication should be included in the plan for use when the primary method of communication is inoperable (i.e. power loss).
 - b. Resource: Each building will have access to a copy of the most recent edition of the *Comprehensive School Safety Guide* through the Minnesota Department of Education to assist in the development of building-specific crisis management plans.
 - c. Special Needs Procedures for Staff and Students: All general crisis procedures will address specific procedures for students and staff with special needs such as physical, sensory, motor, developmental, and mental health challenges. Spectrum High School's crisis management team will meet in the fall of each year to ensure that there are specific procedures for the safe evacuation of each student and

staff member with special needs. If an emergency situation/crisis occurs, the assignments made for each student and staff member at the fall planning meeting will be implemented by the assigned staff and will include the crisis teams' specific procedures for evacuating students and staff with special needs.

- i. The evacuation procedures should include specific procedures for students with special needs, including students with limited mobility (wheelchairs, braces, crutches, etc.) visual impairments, hearing impairments, and other sensory, developmental, or mental health needs. This may include students who do not have a 504 plan or an individualized education program (IEP).
- ii. The evacuation procedures should also address transporting necessary medications and medical equipment used by students and staff during the school day.
- d. **Lock-Down/ALICE Procedures:** Lock-down/ALICE procedures will be used in situations where harm may result to persons inside the school building, such as a shooting, hostage incident, intruder, trespasser, disturbance, or when determined necessary by the building administrator or his or her designee. The building administrator or designee will announce the lock-down/ALICE procedure over the public address system or other designated system. Emergency responders use plain language when responding to emergencies/crisis situations, and it is recommended that school staff also use plain language rather than code words. Each building administrator will submit lock-down/ALICE procedures for their building as a part of the building-specific crisis management plan.

NOTE: State law requires a minimum of five school lock-down/ALICE procedure drills each school year.

- e. **Evacuation Procedures:** Evacuations of classrooms and buildings shall be implemented at the discretion of the building administrator or his or her designee. Each building's crisis management plan will include procedures for transporting students and staff a safe distance from harm to a designated safe area until released by the building administrator or designee. Safe areas may change dependent upon the specific emergency situation. The evacuation procedures should include planning for students and staff with special needs related to evacuation as address in section c.
- f. **Sheltering Procedures:** Sheltering provides refuge for students, staff, and visitors within school buildings during an emergency. Shelters are safe areas that maximize the safety of inhabitants. Safe areas may change based upon the specific emergency. The building administrator or his or her designee will announce the need for sheltering over the public address system or other designated system. Each building administrator will submit sheltering procedures for his or her building as part of the building-specific crisis management plan.
- 2. **Crisis-Specific Procedures:** The Crisis Management Policy is a Board-approved policy. The crisis-specific procedures for crisis situations that may occur during the school day or at school-sponsored events and functions support this policy. These school-wide procedures are designated to enable building administrators to tailor response procedures when creating building-specific crisis management plans.
- 3. **School Emergency Response Teams**
 - a. **Purpose:** The school's emergency response team serves as a first responder for school emergencies and assists building and district administration in developing and revising district and building level emergency plans. The school emergency response team implements the building level crisis

management plan. A school, depending upon its size and individual need, may have more than one team to manage various responsibilities and needs in an emergency.

- b. **Composition:** The building administrator in each school building will select a school emergency response team that will be trained to respond to emergency situations. All school emergency response team members will receive on-going training to carry out all of the building's crisis management plans and will have knowledge of procedures, evacuation routes, and safe areas. For purposes of student safety and accountability, to the extent possible, school emergency response team members will not have direct responsibility for the supervision of students. Team members must be willing to be actively involved in the resolution of the crises and be available to assist in any crisis situation as deemed necessary by the building administrator. Each building will maintain a current list of school emergency response team members which will be updated annually. The building administrator, and his or her alternate designee, will know the location of that list in the event of a school emergency. A copy of the list will be kept on file in the main office at the high school building in the event of a school emergency. A copy of the list will also be kept on file in each of the school buildings. The list may be in an electronic and/or paper format, but must be accessible in the event of a power outage.
- c. **Leaders:** The building administrator or his or her designee will serve as the leader of the school emergency response team and will be the primary contact for emergency response officials. In the event the primary designee is unavailable, (i.e., out of the building), the designee list should include more than one alternative designee and may include members of the emergency response team. When emergency response officials are present, they may elect to take command and control of the crisis. It is critical in this situation that school district officials assume a liaison role and be available to emergency response officials.

III. PREPARATION BEFORE AN EMERGENCY

A. Communication of the Crisis Management Plan

1. **District Employees:** Teachers generally have the most direct contact with students on a day-to-day basis. As a result, they must be aware of their role in responding to crisis situations. This also applies to non-teaching school personnel who have direct contact with students. All staff shall be aware of Spectrum High School's crisis management policy and their own building's crisis management plan. Each school building's-specific crisis management plan shall include the method and dates of dissemination of the plan to its staff. Employees will receive a copy of the relevant building-specific crisis management plan and shall receive periodic training on plan implementation.
2. **Students and Parents:** Students and parents shall be made aware of Spectrum High School's crisis management policy and relevant tailored crisis management plans for each school building. Each school building's-specific crisis management plan shall set forth how students and parents are made aware of the plan. Students shall receive specific instruction on plan implementation and shall participate in the required number of drills and practice sessions throughout the school year.

B. Visitors

1. Entrance Procedures: Spectrum High School shall implement procedures mandating visitor sign-in and sign-out at a specific location and the use of an identifying visitor badge while in the school buildings.
2. Building Entrances: Spectrum High School shall implement procedures to minimize outside entry into school buildings except at designated check-in points and assure that all doors are locked prior to and after regular building hours.

C. Facility Diagrams and Site Plans

1. Individual School Building Diagram and Site Plan: All school buildings will have a facility diagram and site plan that includes the location of primary and secondary evacuation routes, exits, designated safe areas inside and outside of the building, and the location of fire alarm control panel, fire alarms, fire extinguishers, hoses, water spigots and utility shut-offs. All facility diagrams and site plans will be regularly updated whenever a major change is made to a building. Facility diagrams and site plans will be available in the office of the building administrator and in other appropriate areas and will be easily accessible and on file in the main office. Facility diagrams and site plans will be provided to first responders, such as fire and law enforcement personnel.

D. Emergency Telephone Numbers

1. External Communication
 - a. Emergency Response Contact Information: Each building will maintain a current list of emergency telephone numbers and the names and addresses of local, county, and state personnel who may be involved in a crisis situation. The list will include telephone numbers for local police, fire, ambulance, hospital, Poison Control Center, county, and state emergency management agencies, local public works departments, local utility companies, the public health nurse, mental health/suicide hotlines, and the county welfare agency. A copy of this list will be kept on file in the school's main office and updated annually.
 - b. Staff Training on Making Emergency Calls: Spectrum High School employees will receive training on how to make emergency contacts, including 911 calls, when the district's main telephone number and location is electronically conveyed to emergency personnel instead of the specific building in need of emergency services.

E. Warning and Notification Systems

1. Maintenance of the Warning System: Spectrum High School shall maintain a warning system designed to inform students, staff, and visitors of a crisis or emergency. This system shall be maintained on a regular basis under the maintenance plan for all school buildings. Spectrum High School should consider an alternate notification system to address the needs of staff and students with special needs, such as vision or hearing.
2. Notification of the Warning System to Staff and Students: It shall be the responsibility of the building administrator to inform students and employees of the warning system and the means by

which the system is used to identify a specific crisis or emergency situation. Each school's building-specific crisis management plan will include the method and frequency of dissemination of the warning system information to students and employees.

F. Early School Closure Procedures

1. **Decision Making by Executive Director:** The Executive Director will make decisions about closing school or buildings as early in the day as possible. The early school closure procedures will set forth the criteria for early school closure (i.e., weather-related, utility failure, or a crisis situation), will specify how closure decisions will be communicated to staff, students, families and the school community (designated broadcast media, local authorities, email, or school website), and will discuss the factors to be considered in closing and reopening.
2. **External Communication Methods for Parents and Guardians:** Early school closure procedures will also include a reminder to parents and guardians to listen to designated local radio and television stations for school closing announcements, where possible.

G. Media Procedures

The Executive Director has the authority and discretion to notify parents or guardians and the school community in the event of a crisis or early school closure. The Executive Director or his or her designee will notify the media in the event of a crisis or early school closure. The designee shall receive training to ensure that Spectrum High School is in strict compliance with federal and state law relative to the release of private data when conveying information to the media.

H. Behavior Health Crisis Intervention Procedures

1. **Short-term Intervention Procedures:** Behavioral health crisis intervention procedures will set forth the procedure for initiating behavioral health crisis intervention plans. The procedures will utilize available resources including school counselors, community behavioral health crisis intervention counselors, or others in the community. Counseling procedures will be used whenever the Executive Director or building administration determines it to be necessary, such as after an assault, a hostage situation, shooting, or death of a student. The behavioral health crisis intervention procedures shall include the following steps:
 - a. Administration will meet with the relevant persons, including school psychologists and counselors, to determine the level of intervention needed for students and staff.
 - b. Designate specific rooms as private counseling areas.
 - c. Escort siblings and close friends of any victims as well as others in need of emotional support to the counseling areas.
 - d. Prohibit media from interviewing or questioning students or staff.
 - e. Provide follow-up services to students and staff who receive counseling.
 - f. Resume normal school routines as soon as possible.
2. **Long-Term Recovery Intervention Procedures:** The following components may involve both short-term and long-term recovery planning:
 - a. Physical/structural recovery

- b. Fiscal recovery
- c. Academic recovery
- d. Social/emotional recovery

IV. PLANNING AND PREPARING FOR FIRE

1. **Safe Area:** Designate a safe area at least 50 feet away from the building to enable students and staff to evacuate. The safe area should not interfere with emergency responders or responding vehicles and should not be in an area where evacuated persons are exposed to any products of combustion. (Depending on the wind direction, where the building fire is located, the direction from which the fire department is arriving, and the location of fire equipment, the distance may need to be extended).
2. **Accessibility of Building Facility Diagram and Site Plan:** Each building's facility diagram and site plan shall be available in appropriate areas of the building and shall identify the most direct evacuation routes to the designated safe areas both inside and outside of the building. The facility diagram and site plan must identify the location of the fire alarm panel, fire alarms, fire extinguishers, hoses, water spigots, and utility shut offs. (See section III above).
3. **Staff Training on Evacuation Routes:** Teachers and staff will receive training on the location of the primary emergency evacuation routes and alternate routes from various points in the building. During fire drills, students and staff will practice evacuations using primary evacuation routes and alternate routes.
4. **Additional Staff Training:** Certain employees, such as those who work in hazardous areas in the building, will receive training on the location and proper use of fire extinguishers and protective clothing and equipment.
5. **Conducting Fire Drills:** Fire drills will be conducted periodically without warning at various times of the day and under different circumstances (i.e., lunchtime and assemblies). State law requires a minimum of five fire drills each school year, consistent the Minnesota Statutes, section 299F.30. See Minnesota Statute 121A.035.

NOTE: The State Fire Marshal advises schools to defer fire drills during the winter months.

6. **Fire Drill Schedule Log:** A record of fire drills conducted at the building will be maintained in the building's main office.
7. **Preparation and Planning for Sites:** Spectrum High School will have prearranged sites for emergency sheltering, relocation and reunification, and transportation as needed.
8. **Essential Staff Functions:** Spectrum High School will determine which staff will remain in the building to perform essential functions if safe to do so (i.e., phone system, building engineer, etc.) Spectrum High School also will designate an administrator or his or designee to meet local fire or law enforcement agents upon their arrival.