

SCHOOL BOARD WORKSHOP

GADSDEN COUNTY SCHOOL BOARD
MAX D. WALKER ADMINISTRATION BUILDING
35 MARTIN LUTHER KING, JR. BLVD.
QUINCY, FLORIDA

September 24, 2018

11:00 A.M.

This workshop was open to the public and electronically recorded.

The following Board members were present at the workshop: Mr. Steve Scott, Chairman; Mr. Tyrone D. Smith; Mr. Charlie D. Frost; and Mr. Isaac Simmons. Also present were Mr. Roger P. Milton, Superintendent and Secretary to the Board; Mrs. Deborah Minnis, Attorney for the Board; and others. Mrs. Audrey D. Lewis was absent.

1. CALL TO ORDER

The workshop was called to order by the Chairman, Mr. Steve Scott, at 11:00 a.m.

2. SCHOOL RESOURCE OFFICERS

Following the introduction of staff by the Board and the Sheriff's Department, Major Shawn Woods shared with the Board a power-point presentation outlining the Marjory Stoneman Douglas Public Safety Act and proposed Gadsden County School Safety Plan.

Major Woods stated that on February 14, 2018, a gunman opened fire at Marjory Stoneman Douglas High School in Parkland, Florida, killing seventeen students and staff members and injuring seventeen others. He stated that Senate Bill 7026 Public Safety requires each district School Board and school district Superintendent to cooperate with law enforcement agencies to assign one or more safe-school officers at each school facility. He stated that each School Resource Officer (SRO) will have crisis intervention. He stated that Senate Bill 7026 permits a Sheriff to establish a Coach Aaron Feis Guardian Program. He stated that Senate Bill 7026 allow school districts the responsibility to designate School Safety Specialists, which is a primary point of contact for public safety functions; to have a Threat Assessment Team at each school; to formulate policies for active shooter, hostage, drills, and other concern, to have those drills meet Emergency Management procedures; and to require Safety Specialists to allow first responders to tour campus and provide recommendations. He stated that Commission members are picked to investigate the Marjory Stoneman High School on March 20, 2019. He stated that investigations are to be completed on January 1, 2019 for an overall safety assessment of Florida schools. He stated that the Marjory Stoneman Douglas Public Safety Act requires every school in Florida to have a threat assessment team with expertise in mental health counseling, academic instruction, law enforcement and school administration to meet monthly to review any potential threats to students and staff at the school; requires mandatory active shooter training in schools every semester. He stated that students, district school safety specialist,

threat assessment teams, faculty, staff and designated first responders must participate in these drills. He stated that the Marjory Stoneman Douglas Public Safety Act establishes enhanced criminal penalties for individuals who make threats to schools, such as social media threats of shootings or bombings; and increases the sharing of information between the sheriff's offices, the Florida Department of Juvenile Justice (DJJ), the Florida Department of Children and Families (DCF), the Florida Department of Law Enforcement (FDLE) and any community behavioral health providers to better coordinate services and provide prevention or intervention strategies.

Major Woods presented a proposed Gadsden County Safety Plan to include the following: 1) Phase 1 the Gadsden County School Board along with the Gadsden County Sheriff's Office would have an overall plan for the schools. Board staff and GCSO staff would perform an onsite survey of each school and prepare a preliminary review according to the guidelines in place by the Department of Education. He noted that there are no boiler plates. He stated that Gadsden County Schools will have an internal team on each campus as specified by law. He stated that Phase 2 includes the Gadsden County School Board along with the Gadsden County First Responders will begin to help with plans overall and individually by school. He stated that this phase will look at the actual plans and see if they are followed. He stated that it is imperative that the staff and students are on campus to determine the natural flow and short comings of the plan and structural design of the school. He stated that this phase will have the school staff and security experts develop any needed changes in policy, practice and future construction to make our schools even safer. He stated that the Gadsden First Responders will work with the Principals of the schools to assist them in developing the plan and ensuring they are aware of the assets available to them on their campus. He stated that Gadsden County High School was our first meeting with the school. He stated that all Gadsden First Responders, Gadsden High Command Staff and School Safety Specialists were at this meeting. He stated that the Gadsden County High School Safety Team meeting included team discussion on safety and direction; bullying; social media (around the clock response to issues); sharing of information; mental health/counseling/de-escalation; and what safety measures needed to be put in place. He stated that Phase 3 is to have a plan in place and practice and test the plan to ensure that everyone is working by the plan; to meet Federal guidelines by following up with an after action to make sure that issues are fixed according to the plan; and the Gadsden County School Board will have a public meeting according to the recommendations of the Marjory Stoneman Douglas Committee.

Captain Bobby Collins with the Gadsden County Sheriff's Department shared with the Board the following power-point presentation regarding active shooter training. He stated that the objective was to bring order to the chaos. He stated that the course goals are to provide the First Responder with the necessary tactics and techniques to combat the most determined killer(s). He stated that the violent tragedies in our schools once thought to be sporadic and rare are increasing at a constant rate. He stated that in order to meet the ever rising threat of active shooters and violent incidents, the Gadsden County Sheriff's Office has created a training program to provide tactical training to first responders in order to protect their community. He stated that the training will be standardized, realistic and available to all who require it. He stated that it will contain realistic force-on-force scenarios to prepare first responders for actual chaotic environments which they may have to respond to during a real event. He stated that this course addresses the tactics required to effectively respond to and stop an active shooter event. He stated that the course will be comprised of modules designed to teach first responders in blocks. He stated that these

modules are as follows: 1) Administrative and Course Review – in this module, participants will receive an overview of the training course. The module will cover the full course schedule along with all of the administrative requirements. The module will also include a pretest to assess participant’s base knowledge on course materials. Participants will recognize course goals, objectives, schedule and performance requirements; 2) Hostage Barricade vs. Active Shooter – in this module, participants will receive an overview of the differences between as well the similarities between an active shooter and a barricaded gunman. Tactical concepts of working as a team to address and confront active shooters will be discussed. Participants will recognize the differences between an active shooter and a barricaded gunman and identify the appropriate course of action for the situations that may encounter to include an active shooter, barricaded/hostage situation or terrorist attack; 3) Terrorism in the United States – in this module, participants will receive an overview of active shooter ideologies as well as a review of active shooter events that have occurred in the past to include their tactics. Participants will recognize the threat posed by active shooter and attacks that have occurred using small arms and assault rifle tactics; 4) Weapons Manipulation and Threshold Evaluation – in this module, participants will receive instruction on safe and effective weapon manipulation skills. Additionally, participants will receive instruction on methods to visually evaluate a room prior to entry. Instruction will be conducted in a practical exercise area using safe and dry weapons. Participants will be able to demonstrate knowledge of basic firearms safety and will be able to demonstrate threshold evaluation / slicing the pie technique; 5) Team Movement Techniques – in this module, participants will receive instruction on methods and tactics of working as a team when responding to an active shooter incident. Utilizing concepts and principles, a range of team movement response options are examined from solo deputy entry to five man teams or S.W.A.T. Instruction will be conducted in a practical exercise area using safe and dry weapons. Participants will be able to demonstrate team movement techniques from solo deputy entry to five man teams and S.W.A.T.; 6) Room Entries – in his module, participants will receive instruction on methods and tactics for working as a team to set up and dynamically enter and clear rooms. Utilizing skills learned in modules 4-5, participants will learn how to tactically conduct a room entry. Participants will be able to demonstrate setting up and performing room entries as a solo responder and in a team of up to five responders; 7) IED’s and Equipment Options – in this module, participants will receive instruction on how to identify improvised explosive devices (IEDs) and how they are used by terrorists against innocent civilians and first responders during active shooter events. Upon completion of this module, participants will be able to recognize and respond to an active shooter scene where explosives are being used against innocent civilians and first responders; 8) Approaches and Breaching – in this module, participants will receive instruction on approaches to crisis sites and methods to effectively breach barricaded and locked doors. Instruction will be conducted in a practical exercise area utilizing safe and dry weapons. Upon completion of this module, participants will be able to select viable approach options to a crisis site, identify forceful breaching options to gain entry into a structure if locked and / or barricade, and tactically navigate stairways within a crisis site; 9) (SIMS) Security, Immediate Action, Medical – in this module, participants will receive instruction on rapid response to a known threat location and the priorities of actions to be considered once an active shooter threat has been neutralized. Security, immediate action, and medical treatment of the injured and wounded are addressed along with immediate action plans for additional threats. This includes security for re-unification points. Upon completion of this module, participants will be able to explain and describe priorities for post-engagement using the SIMS model; 10) Practical Exercise - in this module, participants will be divided into four or five man teams for scenario based force-on-force

exercises. Participants will be forced to react and perform when faced with stressful and realistic scenarios in a controlled environment. Participants not assigned to a team will serve as role players. Upon completion of this module, participants will effectively respond to and react to an active shooter event; 11) Reviews, Testing, Administration – in this module, instructors will review participants performances during the after action providing participants the opportunity to review, comment and critique all of the scenarios previously performed in module 10. Participants are given a post-test and must score a 70% or better to successfully complete the course. Upon completion of this module participants will prove proficiency in response to an active shooter training scenario. He stated that the course will be instructed by selected members of the Gadsden County Sheriff Office's S.W.A.T Team. He stated that in summary this is a training system to serve a swift and effective response to minimize the damage and save the lives of potential victims.

During the discussion of the Safety Plan and Active Shooter Training, the Superintendent and Board members asked questions, made comments, and shared their concerns

Sheriff Young thanked the Superintendent and Board for the use of Gretna Elementary School for training exercise. He stated that the participants from all over the United States have participated in the Active Shooter Training Program. He stated that the request has been made for lawmakers to assist with funding School Resource Officers. He stated that all options for funding have been exhausted.

Mr. Milton thanked Sheriff Young and his staff for sharing information on the Safety Plan and Active Shooter Training. He stated that currently there was a verbal request to have eight deputies at the schools for security. He stated that the district is unable to provide monies to fund 12 officers. He stated that it is the desire of the district to have a School Resource Officer at each school. He stated that as funds become available they will be used to fund more School Resource Officers.

Sheriff Young commended the Superintendent, Board and staff for what occurred last year with school grades. He stated that the relationship will continue between the Sheriff Department and School Board.

3. EDUCATIONAL ITEMS BY THE SUPERINTENDENT

Mr. Milton stated that the start of this school year was the best ever. He stated that he appreciated Sheriff Young and his department for being proactive.

4. SCHOOL BOARD REQUESTS AND CONCERNS

Mr. Smith stated that he was a product of a School Resource Officer in the schools. He volunteered to participate in the Active Shooter Training Program.

Mr. Frost stated that he liked having a positive relationship with the students and community.

Mr. Scott appointed Mr. Smith to work with Mr. Bruce James representing the district as a liaison with the Sheriff Department. He thanked Sheriff Young and his staff for providing safety information with the Board.

5. The workshop adjourned at 12:35 p.m.