

Students

School Safety: Preparation, Response, and After Action

It is the policy of the Region One Board of Education to maintain a safe, orderly, civil, and positive learning environment and to be prepared, as far as possible, to prevent and respond quickly and appropriately to unexpected crises, such as emergencies, disasters, and threats.

The Board of Education shall strive to build safe, supportive, and academically challenging school learning environments in partnership with students, staff members, families, and community leaders and officials. Supporting these efforts, along with ensuring all facilities, grounds, equipment, and vehicles meet acceptable injury and violence prevention standards for design, installation, use, and maintenance, the Board recognizes that sound emergency preparedness planning and response are essential for the health, welfare, and safety of all students, staff and visitors. All school community members are responsible for doing everything in their power to promote everyone's safety at all times. District staff and students shall be prepared to respond immediately and responsibly to any combination of events that threaten the school community.

The Board directs the Superintendent to develop, maintain, and implement an *Emergency Disaster Preparedness and Response Plan (District Security and Safety Plan)* and, for each school, a **School Security and Safety Plan** and administrative procedures that detail provisions for responding to emergencies and disasters. This Plan will articulate the local emergency service providers' role in crisis preparedness and incident management, which shall be included in the District's Security and Safety Plan.

The School Security and Safety Plan

The Superintendent shall use state-approved School Security and Safety Plan Standards and a School Security and Safety Plan Template to comply with the National Incident Management System (NIMS) and incorporate the National Incident Command System when updating District-and site-level emergency and disaster preparedness plans. Each school in the District, each school year, will develop and implement a **School Security and Safety Plan**. Such plan shall be based upon the standards issued by the *Department of Emergency Services and Public Protection/Division of Emergency Management and Homeland Security (DESPP/DEMHS)* and the *School Security and Safety Plan Template*. In addition to preparedness and response, the plan shall provide guidance on recovery from any emergency incident.

In developing the District and School Security and Safety Plans, which include plans for various crisis scenarios, such as fire, bus accidents, criminal acts, civil disturbances, presence of intruders, hazardous material spill, weather-related emergencies, and bomb threats, the Superintendent shall collaborate with local and state emergency responders and local health officials in compliance with the provisions of PA 13-3.

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The School Security and Safety Plan (continued)

The Board through the Superintendent, shall annually, by November 1 of each year, submit the School Security and Safety Plans for each school to the Department of Emergency Services and Public Protection via submission to the District's DEMHS Regional Coordinator in the manner prescribed by said agency.

The Superintendent or designee shall use the School Security and Safety Plan standards and plan templates developed by the Department of Emergency Services, state-approved Standardized Emergency Management System guidelines, be compliant with the National Incident Management System (NIMS) and incorporate the National Incident Command System when updating district and site-level emergency and disaster preparedness plans.

The School Security and Safety Plan shall be developed within the context of the four recognized phases of crisis management: Mitigation/Prevention, Preparedness, Response, and Recovery.

Protocols for Interacting with Federal Immigration Authorities

Through this policy, the Board of Education commits to ensuring the Region One Schools follow all guidelines and protocols established by the Connecticut State Department of Education regarding immigration authorities interacting with the District. These plans cover each school.

These plans specifically require each district school to do the following:

1. Designate at least one administrator at each school to serve as the individual responsible for interacting with federal immigration authorities;
2. Specify that this administrator, or any other school employee, may request specific information from the immigration authorities to take specific other actions (see below); and
3. Permit other school personnel to direct immigration authorities to the designated administrator if they request access to records, information, the interior of the school building, or other school personnel to communicate with.

Actions that the designated administrator or any other school employee may take:

1. Request and record a federal immigration authority's identification, including the name, badge or identification number, telephone number, and business card;
2. Ask the immigration authority if he or she has a judicial warrant to support the authority's request and, if so, show the warrant;
3. Review warrants or other materials that the authority provides to determine who issued the warrant and what it or the other material authorizes the authority to do; and

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Protocols for Interacting with Federal Immigration Authorities (continued)

4. Consult with the school district's legal counsel (or legal counsel's guidance) on how to interact with the immigration authority regarding the request's nature, whether a warrant is produced, the warrant's details (including whether it is a judicial warrant or an administrative warrant), whether the immigration authority is claiming exigent circumstances, and any other consideration the legal counsel has identified.

No staff member shall be disciplined, suspended, terminated, or otherwise punished for implementing the updated school security and safety plan relating to staff interacting with an immigration authority. This protection specifically applies to staff taking any of the permitted actions listed above and directing the immigration authority to communicate with the designated administrator.

District Security and Safety Committee

The **District Security and Safety Committee** includes the Superintendent, Police Chief, Fire Chief, representative of school leadership, teachers and staff, mental health and special education staff representatives, the administrator designated to interact with immigration authorities, and others deemed necessary. This Committee shall meet each month and fulfill the following tasks:

- Oversee and facilitate the process for the development and submission of **School Security and Safety Plans**;
- Ensure that District and school site security and safety plans address an all-hazards approach to emergencies;
- Assist individual school-based crisis response teams (the School Security and Safety Committee) to include community partners and school-based personnel as specified;
- Develop training activities and conduct emergency exercises, such as tabletop exercises, to support and improve the plan;
- Initiate, build and maintain relationships with community partners;
- Conduct regular safety, security and hazard assessments;
- Establish and update the district emergency management plan.
- Interview vendors that provide products related to school safety and security;
- Meet with the Board of Education committee that oversees district security and safety quarterly to report on the following:
 - Input related to policy changes and updates;
 - Resources supporting security and safety initiatives;
 - Security and Safety concerns facing the District;
 - Updates on communication procedures and protocols;
 - *(Discussions relating to emergency plans may require an Executive Session.)*
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District Security and Safety Committee (continued)

Each school shall establish a **School Security and Safety Committee**, which will assist in developing and implementing the school's **Security and Safety Plan**. Such plans shall be based upon the Department of Emergency Services and Public Protection standards.

The members of the Committee shall include a local police officer, local first responder, teacher and administrator from the school, a mental health professional, a parent or legal guardian of a student at the school, a special education teacher, and any other person deemed necessary, such as a school nurse, custodian, local health director, transportation coordinator, etc. Schools shall collaborate closely with law enforcement, fire and emergency services personnel, and community partners, including public health professionals who can assist with the development of a plan that addresses a wide range of crises. A security vulnerability assessment of each school shall be conducted every two years; the results of which shall be incorporated into the school's Security and Safety Plan and reported to the DEMHS Regional Coordinator.

School Security and Safety Plans are to be updated and submitted annually and conform to standards and templates developed by the Department of Emergency Services and the Division of Emergency Management and Homeland Security (DEMHS) pursuant to Section 86 of Public Act 13-3. In addition, the Superintendent or designee shall ensure that the District's procedures include strategies and actions that comply with the National Incident Management System (NIMS) used by all first responders at all levels of prevention/mitigation, preparedness, response and recovery.

(cf. 5114 – Suspension/Expulsion; Student Due Process)
(cf. 6114.7 - Safe Schools)

Legal Reference: Connecticut General Statutes

- 10-154a Professional communications between teacher or nurse and student.
- 10-207 Duties of medical advisors.
- 10-209 Records not to be public.
- 10-210 Notice of disease to be given parent or guardian.
- 10-220f Safety committee
- 10-221 Boards of education to prescribe rules
- 10-222m School security and safety plans. School security and safety committees
- 10-231 Fire drills
- 19a-221 Quarantine of certain persons.

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Legal Reference: Connecticut General Statutes (continued)

52-557b Immunity from liability for emergency medical assistance, first aid or medication by injection. School personnel not required to administer or render.

The Family Educational Rights and Privacy Act of 1974, (FERPA), 20 U.S.C. 1232g, 45 C.F.R. 99.

P.A. 13-3 An Act Concerning Gun Violence Prevention and Children's Safety (Section 86, 87, 88)

P.A. 19-5 An Act Concerning the Safe Storage of Firearms in the Home and Firearm Safety Programs in Public Schools

PA 25-1 An Act Concerning Interactions Between School Personnel and Immigration Authorities, The Purchase and Operation of Certain Drones, Grants to Certain Nonprofit Organizations, and Student Athlete Compensation Through Endorsement Contracts and Revenue Sharing Agreements

Adopted: April 12, 2022

Revised: October 20, 2025

NORTH CANAAN BOARD OF EDUCATION

North Canaan, Connecticut

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The Superintendent or designee, on behalf of the Board of Education, shall ensure that District and School Security and Safety Plans address an all-hazards approach to emergencies and shall include, but not limited to:

1. Fire on or off school grounds which endangers students and staff;
2. Natural disasters;
3. Environmental hazards;
4. Attack or disturbance, or threat of attack or disturbance, by an individual or group;
5. Bomb threat or actual detonation;
6. Biological, radiological, chemical, and other activities, or heightened warning of such activities;
7. Medical emergencies and quarantines, such as pandemic influenza outbreaks.

Protocols for Interacting with Federal Immigration Authorities

Through this policy, the Board of Education commits to ensuring the Region One School District follow all guidelines and protocols established by the Connecticut State Department of Education regarding immigration authorities interacting with the District. These plans cover each school.

These plans specifically require each district school to do the following:

4. Designate at least one administrator at each school to serve as the individual responsible for interacting with federal immigration authorities;
5. Specify that this administrator, or any other school employee, may request specific information from the immigration authorities to take specific other actions (see below); and
6. Permit other school personnel to direct immigration authorities to the designated administrator if they request access to records, information, the interior of the school building, or other school personnel to communicate with.

Actions that the designated administrator or any other school employee may take:

5. Request and record a federal immigration authority's identification, including the name, badge or identification number, telephone number, and business card;
6. Ask the immigration authority if he or she has a judicial warrant to support the authority's request and, if so, show the warrant;
7. Review warrants or other materials that the authority provides to determine who issued the warrant and what it or the other material authorizes the authority to do; and

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Protocols for Interacting with Federal Immigration Authorities (continued)

8. Consult with the school district's legal counsel (or legal counsel's guidance) on how to interact with the immigration authority regarding the request's nature, whether a warrant is produced, the warrant's details (including whether it is a judicial warrant or an administrative warrant), whether the immigration authority is claiming exigent circumstances, and any other consideration the legal counsel has identified.

No staff member shall be disciplined, suspended, terminated, or otherwise punished for implementing the updated school security and safety plan relating to staff interacting with an immigration authority. This protection specifically applies to staff taking any of the permitted actions listed above and directing the immigration authority to communicate with the designated administrator. *(PA 25-1 An Act Concerning Interactions Between School Personnel and Immigration Authorities, The Purchase and Operation of Certain Drones, Grants to Certain Nonprofit Organizations, and Student Athlete Compensation Through Endorsement Contracts and Revenue Sharing Agreements)*

Each school and district building shall establish a **School Security and Safety Committee**. The Committee is responsible for developing the school's Security and Safety Plan and shall include a *local police officer, local first responder, teacher and administrator from the school, a mental health professional, a special education department representative, a parent or guardian of a student at the school, the administrator designated to interact with immigration authorities*, and may include any other person deemed necessary, such as a *nurse, custodian or property manager, local emergency management director, local public health director, information technology manager, and transportation coordinator*. The School Security and Safety Committee shall also invite subject matter experts to participate as needed, including, for example, the local public works director, high school student council president, and/or food service director.

The Superintendent shall annually review, update as necessary, and submit a School Security and Safety Plan for each school under its jurisdiction to the DESPP/DEMHS Regional Coordinator based on the standards and required template as updated. These annual submissions shall also include results of security and vulnerability assessments for each school conducted every two years.

The Superintendent shall identify a lead administrator, such as the school principal, who shall conduct a security and vulnerability assessment for each school under the jurisdiction of such board every two years and develop a plan as described in **Personal safety and security** (Number 4 under Security and Safety Plans) and **Steps to be taken after the disaster or emergency** (Number 8 under the same section). By November 1st of each school year, the board of education, through the superintendent, shall submit to its DEMHS Regional Coordinator an electronic copy of the plan for that year.