

**School Security and Standards Task Force
Meeting Summary**

Springfield - Illinois State Board of Education
Alzina Building
100 North First Street
Videoconference Room, 3rd Floor
Springfield, Illinois

Chicago - Illinois State Board of Education
James R. Thompson Center
100 West Randolph
Videoconference Room, 14th Floor
Chicago, Illinois

Thursday, September 10, 2015
1:00 p.m.

Chairman Vose called the meeting to order at 1:04pm.

Members Present

Jeff Aranowski
Robert Bernat
Laura Frisch
David Henebry
Cathy McCrory
Jeff Vose (Chairman)
Steven Wilder
Tad Williams

Members on the Phone

Neil Anderson (Sen.)
Pat O'Connor (Vice-Chair)
Carol Sente (Rep.)
Roger Schnitzler
John Simonton
Dave Tomlinson

Members Absent

Tom Cullerton (Sen.)
Tom Demmer (Rep.)
Pat Hartshorn
Ben Schwarm

Members of the Public

Jadine Chou, Chief School Safety & Security Officer for Chicago Public Schools
Nick Giannini, Chief of Staff for Senator Tom Cullerton
Antonio Ruiz, Deputy Chief Strategic Safety Initiatives for Chicago Public Schools
Deanna Sullivan, Director of Governmental Relations for Illinois Association of School Boards
Lyle Wind, ROE 51's Health/Life Safety Consultant

Illinois State Board of Education (ISBE) Staff

Amanda Elliott
Hannah Rosenthal

Approval of Minutes from August 24, 2015 Task Force Meeting

Motion for approval of the minutes: Moved by David Henebry and seconded by Pat O'Connor.
Voice vote. **Motion carried.**

Review of School Safety Provisions

Jeff Aranowski gave an overview of the current statutory requirements for school safety drills. He reviewed the four categories of required drills: evacuation drills, bus evacuation drills, law enforcement drills to address a shooting incident and severe weather drills. He said that it may be helpful for the Task Force to discuss districts' best practices and what is not working. Pat O'Connor said that farther south in Illinois he sees less local law enforcement involvement in drills, as drills often require overtime for small agencies. Mr. Aranowski added that this is not a criticism of law enforcement or educational systems. He recognizes that resources are thin. Mr. O'Connor said that law enforcement cooperation requires planning in advance. Mr. Aranowski said that the statute requires that a school give 30 days' notice to those involved in the annual review of its crisis response plan. The sign-off of the plan is provided to the regional superintendent. The State Board accepts reports from regional superintendents to ensure that they are in compliance.

Member Presentation: Dr. Robert Bernat

Robert Bernat introduced his presentation on "The School Security Triad: A Methodology of Organization" and explained how he became interested in school security. He has written articles for *The Wall Street Journal* and *The Hill* and he founded the non-profit Safer Schools First. Dr. Bernat said that according to a 2013 Texas State University study and a 2002 joint Department of Education (ED) and Secret Service report entitled "The Final Report and Findings of the Safe School Initiative: Implications for the Prevention of School Attacks in the United States," law enforcement ends active shooter incidents in schools only 27% of the time. Between those 2000 and 2010, there were 84 active shooter incidents. Thirty-four percent involved schools, which means nearly 2.85 incidents in schools per year. Dr. Bernat gave examples of incidents in Georgia, New Mexico and California since 2013.

Dr. Bernat said that control is a key element in an armed assault. When challenged by armed security and law enforcement, a perpetrator's feeling of control is threatened. Many active shooters take their own lives. He explained that between 2000 and 2010, pistols were used 60% of the time, long guns (including assault rifles) were used 27% of the time and shotguns were used 9% of the time. Dr. Bernat reviewed the chain of events in Sandy Hook and noted that it was not the failure to plan, but the failure of the plan. He shared the results of the Illinois School District 112 Task Force on School Security on which he also serves. The District 112 task force consists of police and fire chiefs, school resource officers (SROs), parents, school district administrators, teachers and security advisors. Recommendations from District 112's task force included: security vestibules; schoolwide intercoms; distinctive alarms that cannot be confused with fire alarms; uniform visitor and volunteer admissions policies; training and software; wireless alarm notification systems including blue boxes; and under-desk alarms. District 112 is serving as a beta test for blue boxes. The District's task force also recommended a review, in conjunction with the fire department, of possible use of 3M ballistic window film, as well as training of all staff regarding admissions vetting policies, vestibule procedures and plan details. Additionally, the District's task force suggested a review of the new federal "Run, Hide, Fight" recommendations; table top and live exercises with volunteer actors, police officers and fire department paramedics (with police using body armor and weapons without students in the school); and a review of

classroom emergency kits to include water, energy bars, pressure dressings, plastic buckets and shower curtains. Dr. Bernat said that districts need a compendium of best practices concerning hardware, software, architecture, construction, and training. School districts should be required to form their own task forces to make decisions and the State should provide these task forces with detailed information.

Dr. Bernat spoke about the first leg of triad, which is intercepting an event before harm is done. He differentiated between politically motivated and nonpolitically motivated perpetrators. Dr. Bernat referred to the politically motivated attack on a school in the Russian Federation on Sept. 1, 2004. In the case of political attacks, districts need to rely on CIA and FBI intelligence and local SWAT teams, as there is little local law enforcement can do to intercept these attacks. In nonpolitical attacks, perpetrators are often driven by sense of paranoia and seek retribution. Dr. Bernat recounted what happened at Columbine and Newtown and the signs that the perpetrators displayed. He asked how the State can go on the offensive and noted that Illinois cannot remake a broken national mental health system. He said the State should focus on better intelligence, a key portion of which is a "See Something, Say Something" program. He cited a recent incident in Minnesota as evidence that "See Something, Say Something" works. Acting "weird" is not a sufficiently rigorous criterion to use to assess a potential threat and guides such as black clothing and violent video games would lead to many false positives. Dr. Bernat said that the Task Force should enlist the help of child psychologists to help craft guides to give students, parents, teachers, and communities the tools to help find potential threats. The Task Force will need to plow new ground for the first leg of the triad. Dr. Bernat ended his presentation by saying that Illinois needs to stay informed of new developments.

Mr. Aranowski said that a team at Western Illinois University is doing behavioral threat assessment trainings for school administrators. He suggested that Task Force members take a look at their curriculum and see if they want to promote it or suggest recommendations. He said that there is a lot the Task Force can do that will not cost districts money. Dr. Bernat agreed that training is cost effective. He said that schools need to have very clear policies and school secretaries need to be empowered to enforce the policies. Cathy McCrory asked if public schools in Illinois are given any funding to bring them up to speed on current regulations. Mr. Aranowski said that there are federal grants but they are small and competitive. There are Health/ Life Safety funds for structural issues and grants from the federal government to state education agencies to provide training, but there is no money specifically designed for districts to use. Mr. Henebry said that Life Safety Bonding can be accessed for security expenditures. Laura Frisch asked at what point resources become a mandate, as far as educating teachers, administrators and staff. Chairman Vose said that all school administrators are required to do an administrative academy annually and teachers are required to get professional development credits every year. The Task Force should consider these avenues.

Member Presentation: Mr. David Henebry

Mr. Henebry introduced his presentation on murder/ suicide school attacks. He said that there is never going to be a fool proof solution; the solutions will aim to reduce the odds of an attack, contain a situation until authorities arrive, and improve survivability during an incident. Mr. Henebry discussed the chain of events in the shootings at Sandy Hook and Columbine. He said that the Federal Emergency Management Agency (FEMA) report shows that most schools have limited or archaic technology. Schools need at least one layer of redundancy to eliminate single-point vulnerabilities and maintain communication systems, power/life safety systems and security systems in case shooters become more sophisticated. Mr. Henebry referenced Crime Prevention Through Environmental Design (CPTED) standards, which are built on three strategies:

- Territoriality – well-defined boundaries and placement
- Natural Surveillance – good visibility (no blind entrances or mazes) to maximize eyes on the street and facility
- Access Control – placement of entrances and exits that makes it easier to access, manage and defend schools

Mr. Henebry said that most schools use cameras but they are band aid solutions for direct observation. He spoke about the hardware used for access control, including bullet proof glass and sniffer technology. He advocated for allowing law enforcement to use schools for training during the summer to test their response times and acquaint themselves with the buildings. He said that whether or not schools arm staff members is a difficult decision. Mr. Henebry noted that financial resources – and how schools choose to use them – are important to consider. One school district laid off its two SROs and invested in the arts and the school's scores improved.

Mr. Henebry encouraged the Task Force to think about mental health. He said that FEMA and Homeland Security reports all come back to behavioral or emotional issues. According to the Oklahoma Department of Mental Health and Substance Abuse Services, one in five young people have one or more mental, emotional or behavioral disorders at any given time. He emphasized that much of youth exposure to violence occurs at school or on the way to school. Exposure to violence is associated with children's development of various mental health problems. A reciprocal relationship exists between academic achievement and mental health outcomes. Bullied students do not pay attention in class if they are thinking about how to get home from school safely.

Mr. Henebry concluded his presentation with physical plant recommendations and a sample school design. He discussed schools with ID scans for students and all visitors, vestibules with locked doors, monitors in SRO offices, classrooms with direct access to the outdoors, and schools organized in villages so that parts of a school can be completely locked down. Steven Wilder noted that audible detection recognizes the sound of gunfire based on frequency and decibel level and activates systems. Mr. Henebry explained that sniffer technology scans for gun powder residue; shots do not need to be fired.

Jadine Chou, Chief of Security for Chicago Public Schools

Jadine Chou outlined Chicago Public Schools' (CPS) approach to school safety and security. She said that if a school is fortified too much, it will feel like a prison. CPS believes that schools should take a more positive approach by setting the bar high. CPS is the third largest district in the country with 640 schools and approximately 400,000 students. Twelve people manage the security of all schools in the District. There are 1,100 security officers (one in every school) and armed SROs in 75 high schools. CPS also has crisis, climate and flex teams. If there is a traumatic incident, the crisis team offers grief counseling, and if they see a threat on Facebook, they complete a homicidal ideation threat assessment. The climate and flex teams calm students down. CPS has a 24/7 Student Safety Center which keeps everyone in the district informed. If there is a shooting near a school, the school will go on lockdown. CPS' Safe Passage program employs close to 1,300 community members to keep watch along safe routes. CPS has not had a serious incident since 2011 and the district has seen a 26% reduction in crime along those routes.

Ms. Chou said that CPS takes a holistic approach to safety and believes that safety is much more than law enforcement. The District emphasizes prevention and intervention. If CPS can keep students in school and help them succeed, students will be less likely to join gangs or become isolated. Ms. Chou explained the impact of school suspension policies. CPS is committed to eliminating the school-to-prison

pipeline. Forty-nine percent of students who enter high school with three suspensions on their record eventually drop out altogether and most students who get suspended will be suspended at least one more time. CPS understands the diversity of students it serves. Suspensions are seen most among students of color. Ms. Chou noted that CPS had a record first day attendance rate this year of 94.8%. In the past, CPS security officers were very enforcement-focused, but they now focus on proactive and supportive approaches. CPS security officers have training in conflict resolution and trauma-informed care. They are trained to look for signs of mental health concerns and to make appropriate referrals. CPS also recently revamped its student code of conduct. The District is moving toward more classroom management and restorative practices. Ms. Chou highlighted CPS' intervention strategies. They have 5-8 interventions a month on average. The CPS team monitors social media pages (only public sources), goes to the homes of students, catches guns, hospitalizes students, and gets them the help they need. Resources include youth programming, mentoring, and grief counseling. Ms. Chou shared CPS' results from last year: out of school suspensions were down 60%, referrals to arrests were down 40%, and referrals to expulsions were down 69%. She emphasized that safety is a self-fulfilling prophecy.

Ms. Chou identified CPS' phases of emergency management planning: prevention, preparedness, response and recovery. She said that half the battle is having access control and proper visitor procedures. CPS works hard to establish a climate that encourages students and staff to report issues. CPS has a hotline for people to call and every threat is taken seriously. CPS does threat assessments in conjunction with the Chicago Police Department (CPD). All staff members are trained on how to look for suspicious or erratic behavior. CPS has security cameras in 70% of its schools, which are tied to the city's 911 cameras.

Regarding preparedness, CPS follows Evacuation, Lockdown, Shelter-In-Place, All Clear (ELSA) protocol. Every school has its own emergency plan that is stored in the Facility Incident Management System (FIMS), a database the District shares with its first responder partners (Chicago Police Department and Chicago Fire Department). Staff and students are trained regularly and the District has a new training webinar with Chicago's Chief of Police and Fire Commissioner. CPS does not endorse "Run, Hide, Fight." In an active shooter situation, teachers would lock classroom doors, and students would go into hiding mode with the lights off and wait for police. Ms. Chou said that there is always a CPD officer within a minute of a school. In rural districts where first responders have a five minute response time, schools would need a different plan. Every CPS school has a pre-defined emergency management team, including an incident commander, internal information officer, and safety officer. CPS has 100% compliance with safety drills every year. CPS also has a dedicated team of safety professionals solely responsible for emergency plans. Every school has a custom plan that is updated every year, which supports ownership at the local level. Finally, CPS has a close partnership with first responders. They have a conference call every morning and CPS Safety Operations is co-located with the Emergency Management Center.

Ms. Chou noted the differences across Illinois. She said that suburban districts in Chicago are becoming a lot more urbanized. CPS has not had a school shooting since 1992, though there were three shootings in 1992. High school students in CPS have to go through metal detectors. Dr. Bernat asked why all of the school shootings have taken place outside of urban areas. Ms. Chou explained how CPS works actively and proactively. CPS has partnered with the University of Chicago to measure the effectiveness of the District's strategies. Ms. Chou recommends that other districts use strategies such as social media monitoring and a threat assessment process. The demographic of active shooters as 18 to 24 year-old white males is not always the case. CPS has a very close relationship with the Department of Children

and Family Services, the Department of Human Services, and mental health services at Lurie Children's Hospital. Ms. Chou said CPS strongly believes this is a mental health problem.

Chairman Vose explained that in more rural areas, the individual who manages security could be the head custodian or the buildings and grounds person. He asked if CPS holds ongoing training with building administrators and staff. Ms. Chou said CPS holds training for the deans in charge of discipline and SROs. She receives many requests for ad hoc training. CPS offers trainings on de-escalation and threat assessment, but the district requires CPD to give an all-clear when there are threats. CPS uses Crisis Prevention Institute (CPI) curriculum as a basis for its trainings. The District gives webinars and Ms. Chou travels to speak with other districts. Mr. Aranowski said his takeaway was the importance of a comprehensive, supportive school community. He asked Ms. Chou if the District offers customized training for frontline staff, principals and teachers. Ms. Chou said that a lot of schools do not have the luxury of having security officers at the front desk and that the CPS team gives customized trainings based on what a school needs. Ms. Frisch asked if CPS' budget changed when the district added these pieces. Ms. Chou said that the budget has decreased 20% since she started. CPS' cut 25% of its SROs. CPS' budget is \$100 million including the Safe Passage program (\$18 million) and all security officers.

Lyle Wind noted the importance of relationships and trust between the adults and students in a school. Communication within the school and between school personnel and first responders is also critical. Schools must be proactive. Mr. Henebry asked about individual student records. He said that in Peoria, some students move through several schools within one year. Every time students move, the new school has to learn about them so their individual learning plans move with them. Ms. Chou said there is a lot of movement in CPS, but many families want to keep their kids in the same school. Ms. Frisch noted that teachers get files on their students but social workers cannot give their files to teachers. As a teacher, most of the issues she has had are with parents. Ms. Chou said that her office in CPS works closely with the Office of Social and Emotional Learning. Regarding the transfer of records and privacy issues, Mr. Aranowski said that there are restrictions through the Family Educational Rights and Privacy Act (FERPA) and the Illinois School Student Records Act (ISSRA). Mr. Aranowski reminded the Task Force that one of its charges is thinking about how the law needs to or does not need to be changed. Ms. Chou said that when she speaks with other states, Illinois is actually progressive when it comes to school security. The fact that Illinois requires safety drills is positive. She encouraged Task Force members to be cautious about "Run, Hide, Fight."

Public Hearings/Testimony Logistics and Scheduling

Chairman Vose proposed that the Task Force hold three public hearings across the State – in Northern, Central and Southern Illinois. He recommended working with Regional Offices of Education and Intermediate Service Centers. Mr. Aranowski agreed that part of the charge of the Task Force is to hear testimony. He said that getting out into the community adds legitimacy. Chairman Vose suggested a press release to publicize the public hearings. Deanna Sullivan from the Illinois Association of School Boards (IASB) could communicate the information to school boards. Amanda Elliott said that for the next meeting the Task Force needs to get dates out for the public hearings.

New Business and Open Discussion

Chairman Vose confirmed that David Esquith of the U.S. Department of Education will be coming to Task Force's October 22 meeting. Chairman Vose asked if the Liaison Subcommittee members could compile the information they have gathered to share with the rest of the Task Force. Hannah Rosenthal will post

the materials on the Task Force website. Chairman Vose emphasized that the Task Force needs to be transparent. The Liaison Subcommittee has four members, so a majority of a quorum is two or more. Mr. Aranowski added that the Task Force's enabling legislation exempts the model security plan (which will be submitted to the Board) from the Freedom of Information Act (FOIA), but all of the deliberations to get there are subject to the Open Meetings Act. He reminded Task Force members that as an advisory body, they can schedule phone calls and do not have to physically meet.

Mr. Wilder noted that some states have accreditation programs for school security administrators. Chairman Vose added that other states have mandated, computerized training for districts. Mr. O'Connor explained that some of what the Task Force is looking at already exists in higher education. He is a Threat Assessment Trainer and has facilitated trainings for 9 years. Mr. O'Connor said that the Task Force can find cheap, practical training goals that already exist in the State that they can move into K-12. It will be cost-efficient for small and large districts because the models already exist.

Dr. Bernat said that the work of the Task Force needs to be a continuing process so that the Task Force's recommendations are not out of date by the time people read them. Chairman Vose suggested that the Task Force be brought under Illinois Terrorism Task Force umbrella. Tad Williams warned that there may be too much competition and recommended that it stand alone. Mr. Aranowski noted that Illinois was awarded a very small grant to help K-12 develop high quality emergency operations plans. ISBE is doing this through an intergovernmental agreement with Illinois Emergency Management Agency (IEMA). Mr. Aranowski wants the work of the Task Force to inform the grant. One of the main purposes of the grant is to ensure that there is sustainability past the grant period. There may be resources available to have the grant fund part of a more permanent group outside of ISBE. Mr. Williams noted that there are bodies besides IEMA that could be the fiduciary for these grants. Amanda Elliott reminded the Task Force to keep in mind that their recommendations will be nonbinding.

Looking forward to the Task Force's October 22 meeting, Chairman Vose said that the Liaison Subcommittee should give an update. Mr. O'Connor and Mr. Wilder will see what data they can gather on the accreditation process. Chairman Vose reminded Task Force members to focus on what they want to report out to the General Assembly. Representative Sente asked if her peers wanted to reach out to local superintendents in their areas and see if they have any feedback on what should be changed. She meets with her local superintendents regularly. Representative Sente also proposed the creation of a physical plant best practices subcommittee. Chairman Vose asked if Task Force members should fill out a Google Doc or a survey so that members' main concerns would be compiled. Mr. O'Connor suggested that by highlighting five or six recommendations, the Task Force will be able to narrow its purpose and put together the report.

Adjourn

The meeting was adjourned at 4:00 p.m.