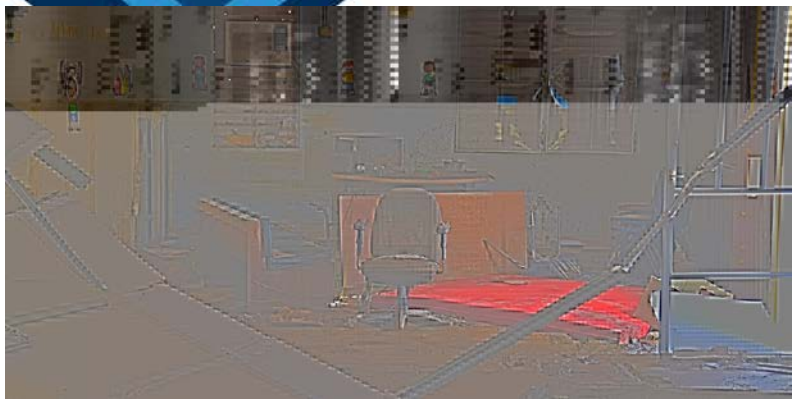
Creating a Culture of Emergency Preparedness

Kaylee Sorensen, Ashton Tiffany

Disasters Impacting Schools: 2015-Present



https://theintercept.com/2017/11/08/puerto-rico-schools-system-with-post-katrina-new-orleans-as-the-model/



https://www.sfgate.com/california-wildfires/article/Camp-Fire-28-000-Butte-County-students-return-to-13439871.php



https://www.foxnews.com/us/what-happened-at-parkland-the-stoneman-douglas-high-school-shooting



https://communityimpact.com/houston/education/2017/08/30/tea-commissioner-education-approves-missed-school-day-waivers-districts-affected-hurricane-harvey/



https://www.nbcnews.com/news/weather/least-two-killed-tornado-alabama-report-says-n978736

What Else?

Motivations for Emergency Planning

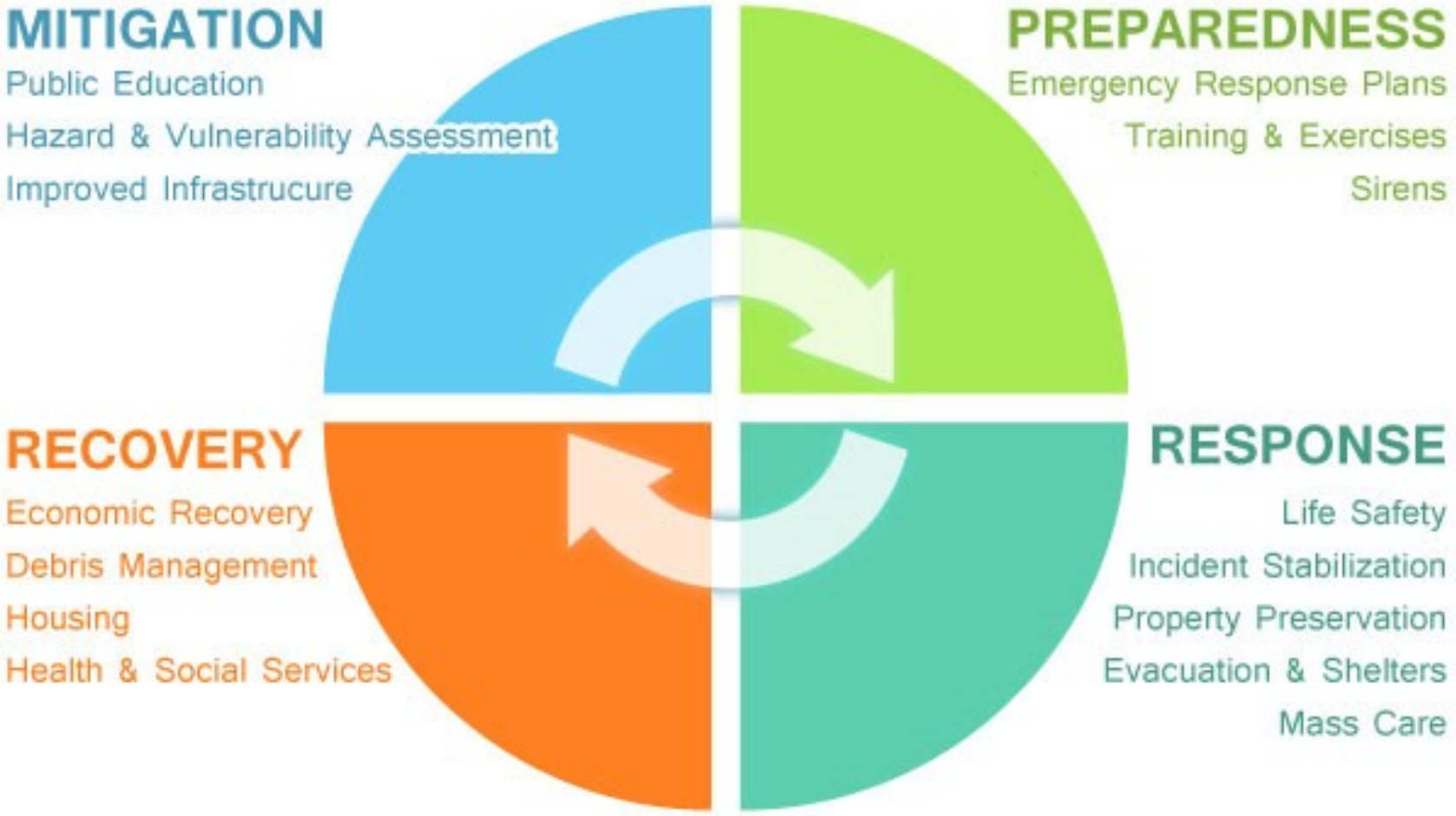
- Protect students and staff
- Build trust with the community
- Increase confidence in staff
- It’s the right thing to do
- Compliance with state or federal statutes
- Reduce liability

Two Considerations for Planning

- Learn and understand the emergency management cycle
- Develop an all-hazards emergency operations plan (EOP)
  - The planning process is just as important as the plan



The Emergency Management Cycle



Mitigation & School Culture

- Mitigation is the capabilities necessary to eliminate or reduce the loss of life and property damage by lessening the impact of an event or emergency.
- Mitigation may include:
  - Public education
  - Hazard and vulnerability assessment
  - Improved infrastructure
- With those sitting near you, discuss: what does mitigation look like in a school environment? What mitigation tools can schools use? How can students be involved?

Mitigation & School Culture, cont.

- Mitigation may include:
  - A website for parents
  - Training of all staff, regardless of whether they are on the team
  - Conducting a hazard assessment with your planning team
  - Teaching maintenance staff how to do a site assessment
  - Inviting law enforcement to conduct a site vulnerability assessment
  - Additional training for those on the emergency operations team
  - Purchasing of preparedness buckets for classrooms

Preparedness & School Culture

- Preparedness is a continuous cycle of planning, organizing, training, equipping, exercising, evaluating, and taking corrective action in an effort to ensure effective coordination during incident response.
- Preparedness may include:
  - Emergency operations plans
  - Training & exercising
  - Sirens
- With those sitting near you, discuss: what does preparedness look like in a school environment? What preparedness efforts can schools undertake?

Preparedness & School Culture

- Preparedness may include:
  - Emergency operations planning – a team effort
  - FEMA training courses
    - Maryland team training available as well!
  - Student training, beyond the 10 minute drills
    - Emphasize appropriate drills
  - Training videos for parents
  - Training procedures in place for substitute teachers
  - Multi-department drills and tabletop exercises
  - Testing of PA system and sirens

Response & School Culture

- Response is the capabilities necessary to stabilize an emergency once it has already happened or is certain to happen in an unpreventable way.
- Response may include:
  - Life safety
  - Incident stabilization
  - Property preservation
  - Evacuation and shelters
  - Mass care
- With those sitting near you, discuss: what does response look like in a school environment? What response efforts can schools undertake? What are they responsible for?

Response & School Culture

- Response may include:
  - Think action items: lockdown, evacuation, shelter-in-place
  - Reunification
  - Communications
    - How are you communicating with staff? Staff's family? Students? Community?
    - Who does the communicating?
  - Accountability of students and staff
  - Coordination with community partners

Recovery & School Culture

- Recover may include:
  - Economic recovery
  - Debris management
  - Housing
  - Health & social services
- With those sitting near you, discuss: what does recovery look like in a school environment? What recovery efforts can schools undertake?

Recovery & School Culture

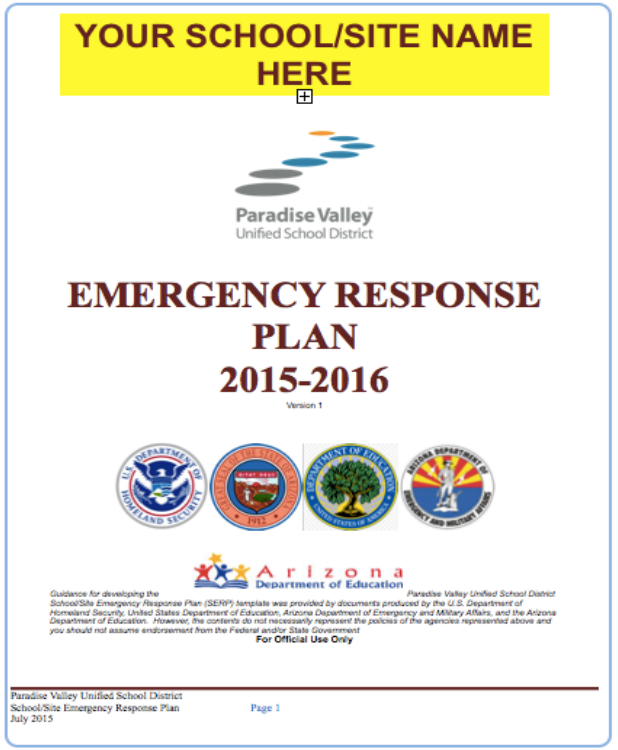
- Recovery may include:
  - Food service for free and reduced lunch students
  - Coordination with insurance
  - Providing access to counseling and other resources
  - FEMA grants in large scale emergencies
  - Adjusting to “new normal” for a time
  - Special considerations for those affected by the emergency
    - Flexible work schedule
    - Changing schools
    - Aware of trauma triggers

Transition: Developing an EOP



Form a Collaborative Team

- Who should be involved with plan development?
- Is prior experience in emergency operations required?
- What roles and expertise do these people bring to the planning process?



Who should be involved in plan development?

- Business & Finance
- Student Services
- Transportation
- Health & Nutrition
- Information Technology
- Facilities
- Community Education
- Communication Office (PIO)
- Custodial Services



EOP 101

- REMS's Guide for Developing High Quality EOPs breaks down EOPs into three sections:
  - Basic Plan: provides overview of the district's approach to emergency operations
  - Functional Annexes: a standardized procedure that is implemented for several different hazards or threats
  - Hazard Specific Annexes: address specific procedures for a particular threat or hazard

Motivations Revisited

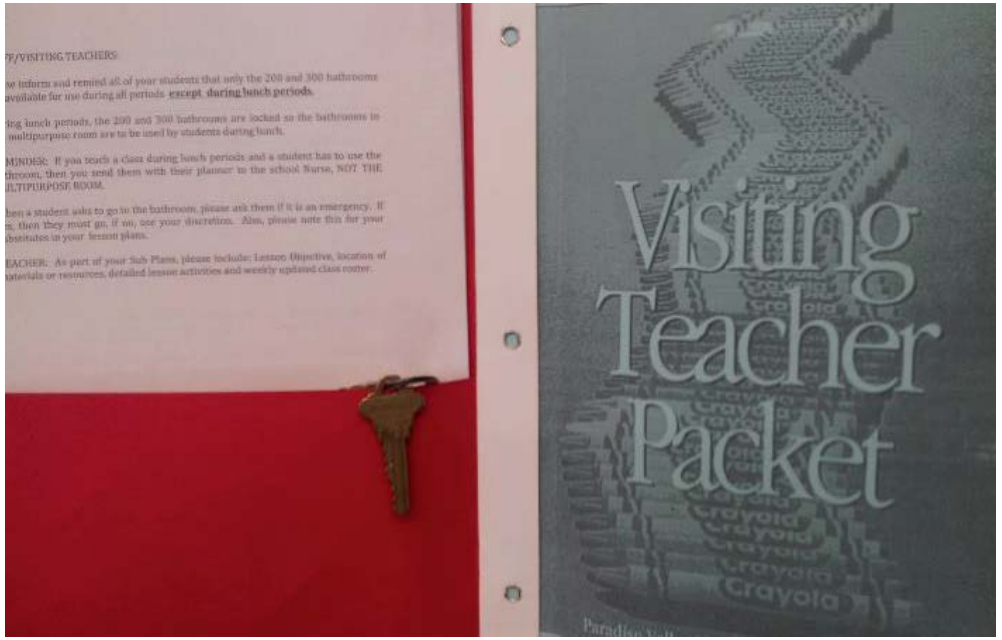
- The ideal: your district selects diverse staff to be trained in emergency operations planning to develop a comprehensive, all-hazards EOP.
  - What does this communicate to all staff?
  - What does this communicate to your community?
  - How do students and the community see those efforts?
  - How does that affect culture?

Motivations Revisited, cont.

- The reality: you complete what needs to be done, the minimum requirement
- Minimum requirements vary by state, so check your state requirements
- Sometimes to get buy-in from leadership, motivation begins at reducing liability

ABCs of Negligence

- Was there a duty?
- Was the duty breached?
- Did the breach cause the injury?
- If so, what are the damages?



Questions?



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