

**Report on Responses
to the 2017-2018 Grand Jury Report:
*Safety and Security at Nevada County Schools***

2018-2019 Nevada County Grand Jury

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Safety and Security at Nevada County Schools

A Report on Responses to the 2017-2018 Grand Jury Report

Summary

The 2018-2019 Nevada County Grand Jury (Jury) has reviewed the responses to the 2017-2018 Jury report entitled *Safety and Security at Nevada County Schools* (The Report) and inquired about progress toward implementation of those responses where appropriate. This report contains the results of follow-up interviews and information gathered to determine if the agencies are following through with the recommendations in and responses to The Report.

It was immediately apparent to the Jury after reading the responses that safety at our schools is extremely important to the Superintendent of Schools (SoS) and Nevada County school districts. Even though the SoS has no formal authority over the school districts it was clear that recommendations and training given by the SoS are taken seriously, modified where necessary, and quickly implemented by almost all school districts.

School districts have been provided with substantial information and training opportunities by the SoS. They have implemented site-specific modifications and additions in major areas, such as parents' guides, the appropriate use of social media, and classroom security and visibility. It is now up to school administrators, teachers, parents, and guardians to ensure that their individual schools are maintaining and continuing to improve these measures.

Another indication of cooperation and progress is the formation of the Community Agencies United for Safe Schools and Safe Streets (CAUSSSS) committee. This is a group of school administrators and directors, law enforcement agencies, the courts, the district attorney, the Probation Department, Child Protective Services, the Office of Emergency Services, and the Behavioral Health Department. CAUSSSS holds monthly meetings to provide an opportunity for confidential sharing of problem areas with open discussion and collaboration.

There is one group The Report does not address except in passing: the parents and guardians of the students. The importance of parents and guardians being fully acquainted with the safety policies and practices of the schools their children attend cannot be overstated.

Parents and guardians should determine how much their children know and understand about school and classroom safety and emergency procedures. Do they know if their child's teacher has a quick reference guide which lists emergency procedures and is it readily accessible in their classroom? In addition, they should read all communication from their child's school regarding emergency procedures. They should receive information at a minimum at the start of each semester. If they have concerns or want more information, they should contact the school principal or the school board to make their concerns known.

The Jury commends the SoS and school districts in Nevada County for working hard to improve and safeguard the safety of their students.

Approach

In addition to reading The Report and all of the responses submitted, the Jury researched public documents related to school safety, especially those available from the SoS, local school districts and school websites, law enforcement, and other sources.

Interviews were also conducted with agency personnel directly involved with school safety and security in Nevada County.

Glossary

Jury	2018-2019 Nevada County Grand Jury
SoS	Nevada County Superintendent of Schools
The Report	2017-2018 Nevada County Grand Jury report <i>Safety and Security at Nevada County Schools</i>
CAUSSSS	Community Agencies United for Safe Schools and Safe Streets

Discussion

It was immediately apparent to the Jury after reading the responses to The Report that safety and security at our schools is extremely important to the SoS and Nevada County school districts. Even though the SoS has no formal authority over the school districts, it was clear that recommendations and training given by the SoS are taken seriously, modified where necessary, and quickly implemented by almost all of the districts. The SoS has an outstanding staff that recommends, evaluates, and assists in the implementation of school safety plans.

The most apparent indication of cooperation between the SoS and school districts is the similar wording of some of the responses. In some cases, the wording is exactly the same and implies a coordinated approach, at least to the task of responding to The Report.

Another indication of cooperation is the existence of CAUSSSS. This group holds monthly meetings to provide an opportunity for confidential sharing of problem areas with open discussion and collaboration. Participants include school personnel, government agencies, and first responders:

- SoS office,
- school administrators and directors,
- all schools in the western Nevada County, representing all districts, charter and private,
- Grass Valley Police Department,
- Nevada City Police Department,
- Nevada County Sheriff's Office,
- California Highway Patrol,
- Nevada County Superior Court,
- School Resource Officers,

- Nevada County Child Protective Services,
- Nevada County Consolidated Fire Department,
- Nevada County District Attorney,
- Nevada County Public Health Department,
- Nevada County Probation Department, and
- Nevada County Office of Emergency Services.

In addition, the SoS meets with the superintendents of the school districts monthly and school safety is a regular topic.

The Jury learned that every school in western Nevada County is compliant with SoS recommendations and is exceeding them in many cases. Each school has a safety council to discuss site-specific safety issues. The Tahoe Truckee Unified School District operates under the auspices of the Placer County Board of Education.

Local law enforcement supplies trained officers as School Resource Officers to some schools. The use of School Resource Officers should be increased but funding is a major impediment. Only Nevada Union, Bear River, and Silver Springs high schools have a Resource Officer on site. They can also respond to situations at other schools nearby but when minutes count that response may not be timely enough. Some remote schools are not located near one of these high schools, therefore response would be slower. Fortunately, all local law enforcement agencies, the Sheriff's Office, and the California Highway Patrol respond to 911 calls.

All Nevada County schools have an outdoor assembly area identified for emergency evacuations. Some of them have adjusted their approach to outdoor assembly after the Parkland, Florida shooting in which the assailant used the fire alarm in an attempt to create confusion. Previously, schools placed a high priority on ensuring attendance at the assembly areas before allowing students to disperse or return to classes. Many schools have changed their approach to place attendance lower in priority than safety and have identified multiple assembly areas so that students can go to the nearest or safest one instead of the one assigned to them. Outdoor assembly drills needs to be frequently practiced to instill muscle memory and minimize confusion.

Some teaching staff are resistant to drills because of the time they take away from instruction. The Jury recommends schools identify a minimum number of drills to be exercised during a given school year and encourage teaching staff to include time for them. This, of course, should be done without publishing a schedule of safety drills.

The Jury commends the SoS and school districts in Nevada County for working hard to improve and safeguard the safety of their students. There is one group The Report does not address except in passing: the parents and guardians of the students. The importance of parents and guardians being fully acquainted with the safety policies and practices of the schools their children attend cannot be overstated.

Parents and guardians have a responsibility to read the communications from their child's school regarding emergency procedures. They should ask their child the following questions:

- Does your classroom have an inside door lock?
- Do you know how to lock the classroom door?
- What has the school taught you about RUN.HIDE.FIGHT.?
- Do you understand what RUN.HIDE.FIGHT. means?
- When was the last time you had a practice drill?
- How often do practice drills happen?

Parents or guardians should ask themselves the following questions:

- Do you know if your child's teacher has a quick reference guide which lists procedures for emergencies?
- Is this guide readily accessible in a standard location in each classroom?
- Who shows this reference guide to substitute teachers?
- Is there a list of emergency phone numbers posted in the classroom?

If parents and guardians have questions or want more information, they should contact the school principal or the school board to make their concerns known.

Jury Comments on Responses

The following are summary comments about the responses to the recommendations in The Report.

Recommendation #1: The Nevada County Superintendent of Schools should coordinate with school districts, law enforcement, parents and guardians, and students in the development of a highly summarized parents' guide on what to do and not do when a lockdown or other emergency happens. This guide should contain uniform instructions that are generic to all schools. Additionally, each school should add instructions that are site specific to their school location and circumstances and distribute to teachers, parents and guardians, and high school students at the beginning of the year and each semester thereafter.

- The SoS developed a generic guide titled *School Safety Information for Parents* which was distributed to each of the school districts. The guide addresses communication during an emergency and the frequency of drills. It outlines specific procedures for the following emergencies: earthquake, fire, lockdown, shelter in place, and reunification off site. Each school was responsible for adding site-specific instructions and distributing the guide to parents. Distribution of the guide varied from posting on the school website to sending the document home with students. Parents who have not seen the guide should consult with their child's school.

Recommendation #2: The Nevada County Superintendent of Schools should coordinate with school districts, law enforcement, parents and guardians, and students to develop a uniform, workable plan that responds to the appropriate use of social media during actual emergencies and drill exercises.

- The SoS has developed a model for best practices relating to the use of social media, *Communication During an Emergency*. This model has been distributed as part of the generic guide titled *School Safety Information for Parents*. It includes, but is not limited to:
 - prohibiting mass texts and calls to students' personal cell phones as they may alert intruders,
 - prohibiting mass texts and calls to students' personal cell phones that tie up the system and prevent safe and effective responses, and
 - prohibiting unverified social media posts that may cause confusion and misinformation.

Recommendation #3: The Nevada County Superintendent of Schools should develop the means to train teachers in uniform safety and security protocols and include the exercise and use of the "ALICE" standard in each of the schools. Additionally, each school district's board should direct and fund the deployment of this training and exercise.

- The SoS has offered free training to all schools and teachers through its Safety School Climate Coordinator. All school districts have taken advantage of this training except Union Hill. The ALICE (Alert-Lockdown-Inform-Counter-Evacuate) standard is a

specific response to an active shooter incident. Schools were initially trained in ALICE but have since simplified to the Federal Homeland Security Department's best practice for response which is referred to as RUN.HIDE.FIGHT. It is believed that RUN.HIDE.FIGHT is easier for administrators, teachers, and students to recall in the midst of an incident.

Recommendation #4: The Nevada County Superintendent of Schools should coordinate with districts and schools to establish a standard means of *secure* communication between the front office and the teachers, regardless of their location.

- On a site-specific basis, improvements have been made to address this concern. Public address systems, speakers, and intercoms in classrooms have been upgraded. While these methods allow for communication in an emergency, they may not be secure. Some schools have an unpublished telephone number that can be used for direct teacher to front office communication via cell or classroom telephone. Many locations have invested in portable two-way radios that allow for continued communication even when a teacher leaves the classroom. This method should be expanded across all schools.

Recommendation #5: Each district and school should conduct a thorough physical evaluation of classroom security and visibility including inside door locks, appropriate shading, and camera systems. Each school should be required to be in conformance with the physical demands and characteristics of a comprehensive school safety plan.

- The majority of districts have significantly upgraded camera surveillance of their campuses. Most have done a comprehensive review of their primary classrooms and inside door locks and window shading have been installed.

At least three districts have installed lock boxes containing a master key as requested by law enforcement agencies so they would have immediate access to all buildings. At least one district has purchased lockdown kits for every classroom. Most districts responded that evacuation routes were posted throughout the schools and regular drills followed by staff meetings were scheduled.

Not all schools have utilized SoS services. Some schools have not implemented inside door locks for all classrooms and locks for other rooms and buildings on their campus or increased camera coverage of their physical plants. This should be a priority project for those schools.

Recommendation #6: The Nevada County Superintendent of Schools, school districts, and local law enforcement should collaborate on the use and deployment of Resource Officers that encompass all of our schools.

- The Jury wishes to compliment the Nevada County Sheriff's Office and the Grass Valley Police Department for their efforts to deploy School Resource Officers. The Sheriff's Office has assigned a School Resource Officer to both Nevada Union and Bear River high schools with additional duties to respond to needs at other schools in their

immediate areas. The Grass Valley Police Department has assigned a School Resource Officer to cover the Park Avenue campuses of Silver Springs High School and the Sierra Academy. The Department continues to seek funding to assign School Resource Officers to other Grass Valley campuses.

The Nevada City Police Department does not currently employ a School Resource Officer because of limited funding but has participated in activities with the Grass Valley Police Department to acquaint students with officers. The Department hopes to hire a part-time School Resource Officer in the future.

The Jury encourages the Grass Valley and Nevada City police departments to investigate potential sources of funding for School Resource Officers. For example, the California Commission on Peace Officer Standards and Training (POST) and the federal Office of Community Oriented Policing Services (COPS) both indicate on their websites that grants are available.

Recommendation #7: A working group of the Nevada County Superintendent of Schools, the Nevada County Sheriff's Office, the Grass Valley Police Department, the Nevada City Police Department, Nevada County Behavioral Health (especially concerning behavior of the assailant), and school administration and staff should be created to develop a model program for all schools to utilize when examining and creating their own outside assembly and accounting program.

- SoS has initiated a working group to work with the above agencies. The Community Agencies United for Safe Schools and Safe Streets known as CAUSSSS meets monthly.

With continued meetings and participation of all agencies involved in CAUSSSS a model plan can be developed, which can be adapted to each school with their particular requirements and needs specific to each schools size, population and campus.

Recommendation #8: Following the creation of a model program for outside assembly and accounting, each school district should direct their schools to exercise this model and, in conjunction with local law enforcement, develop and incorporate the site-specific procedures necessary to conduct a safe and secure school evacuation.

- All school districts responded with full or partial agreement. All law enforcement agencies also agreed and stated that they were available to work with schools to develop and assist them in developing site-specific procedures. Nevada Joint Union High School and Union Hill reported that they had implemented the recommendations, including adjustments to assembly areas. In May the southern Nevada County schools along with the SoS organized a school and community forum where all members of the community were invited to understand how each agency is important to overall school safety. Parents may wish to request additional site-specific details from their local schools.

Appendix I

Summary from the 2017-2018 Grand Jury Report *Safety and Security at Nevada County Schools*

In the wake of several tragic and highly publicized school violence incidents, school safety and violence prevention are major national concerns. Since the year 2000 there have been nearly 190 school shootings in 43 of the 50 states. The shootings have taken place at a rate of about one per month and left more than 250 students and teachers dead.

With a countywide safety assessment of our local schools as an objective, the Nevada County Grand Jury (Jury) interviewed selected officials from schools and school districts as well as the Nevada County Superintendent of Schools (NCSOS). The Jury was interested in determining the extent of deployment of the California legislature's mandated comprehensive school safety plan, Education Code 32280-32289.

Our questions and observations were specific to regulations but general enough to reflect the unique characteristics of the schools which were visited.

The Jury visited 16 of the 42 schools in Nevada County (38%) to see if there were safety programs in place, what they included, and what their feelings were about safety policies already in place.

The Jury contacted the NCSOS office to find out what part it played in overseeing implementation of safety policies.

During the school surveys, the Jury compiled observations from various individual school sites, several of which raised safety concerns within the Jury. A sample of the observations follows.

- All schools had a comprehensive school safety plan in accordance with California Education Code, Section 32280-32289.
- All schools showed a realistic and forthright effort at deploying and executing their safety plan.
- Teacher training on safety and security did not appear to provide enough opportunity to thoroughly instruct the teachers on responsibilities, alternatives, and appropriate methods for dealing with an extreme emergency.
- Evacuation procedures included assembling students and teachers in largely open areas outside. Recent active shooter experience indicates that this procedure should be changed.
- All schools we visited were able to secure their perimeters.

- In most schools, emergency *secure* communication was somewhat lacking or did not exist between front office and teacher.
- Not all classrooms had inside locks or window coverings to prevent observation from the outside. Camera systems were not always present and were inconsistent.
- Notification to parents and guardians appeared to be consistent across those we interviewed. All schools used a telephone-centered message system and some sort of group email. However, the emergence of social media has completely changed the communication dynamics and, instead of fostering communications, has increased the sense of panic in many students, teachers, and parents and guardians.
- There was no comprehensive written statement providing parents and guardians, teachers, and appropriate students with simple instructions of what to do and what not to do in the event of an emergency.
- One consistent issue emerged: *there is a need to establish a presence at each school of some form of Resource Officer.*
- When questioned about possibly arming teachers, an immediate consensus emerged from those interviewed which discarded the idea as unsuitable.

We all want to see our children succeed. We all want the youth of our community to have an educational experience that is mutually positive and respectful. We all want our community to share the mutual responsibilities and the beneficial results of a renowned school system. Toward that end, the Jury asks the entire community to extend themselves, just a bit, toward things that are positive and respectful. We are all neighbors wanting to be neighborly. Some things are impossible to solve at a local level. We should act together toward solving those things that are solvable and refuse to allow a national perspective to pull us apart.

Appendix II

Responses to Recommendation #1

Recommendation #1

The Nevada County Superintendent of Schools should coordinate with school districts, law enforcement, parents and guardians, and students in the development of a highly summarized parents' guide on what to do and not do when a lockdown or other emergency happens. This guide should contain uniform instructions that are generic to all schools. Additionally, each school should add instructions that are site specific to their school location and circumstances and distribute to teachers, parents and guardians, and high school students at the beginning of the year and each semester thereafter.

Nevada County Superintendent of Schools

The development of a parent's guide would help to improve communication, alleviate fear, and assure parents that collaboration between responding agencies is in place and practiced. The recommendation requires further analysis, collaboration and discussion between agencies and school sites. Nevada County Superintendent of Schools does not have the authority to require school districts to participate in the development of such a guide but is willing to collaborate and provide resources as requested.

Chicago Park School District

Agree. Our current emergency plan does not include a parents' guide. A template from the Nevada County Schools Office (NCSOS) that our District could customize would serve as an asset to our community and communicate proper protocol during an emergency.

Clear Creek School District

Agree. As our current plan does not include a parent guide, uniform instructions developed in conjunction with the Nevada County Superintendent of Schools and law enforcement would provide beneficial information to our community members on what to do and what not to do in an emergency situation.

Grass Valley School District

Agree. The development of a parent's guide would help to improve communication, alleviate fear, and assure parents that collaboration between responding agencies is in place and practiced. The recommendation requires further analysis, collaboration and discussion between agencies and school sites. The Grass Valley School District is willing to collaborate and participate in the development of such a guide.

Nevada City School District

Agree. The development of a parent's guide would help to improve communication, alleviate fear, and assure parents that collaboration between responding agencies is in place and practiced. The Nevada City Elementary School District will participate in the development of this guide and make it specific to our schools.

Nevada Joint Union High School District

This recommendation is partially implemented. The Nevada County Superintendent of Schools' office employs a School Safety and Climate Coordinator who provides resources, training and services to all schools in Nevada County. The incumbent employee is a former Nevada Joint Union High School District employee and as such, is deeply informed of the needs of the schools in our district. The Nevada Joint Union High School District is interested in continued analysis, collaboration and discussion between agencies in the development of such a parents' guide. However, we want to make it clear that some site specific information about emergency procedures should not be shared with the public so as to not inform the tactics of the assailant and/or interfere with our schools' ability to address emergency situations effectively.

Penn Valley Union Elementary School District

Agree. Our current emergency plan does not include a parents' guide. A template from the Nevada County Schools Office (NCSOS) that our District could customize would serve as an asset to our community and communicate proper protocol during an emergency.

Pleasant Ridge Union School District

The development of a parent's guide would help to improve communication, alleviate fear, and assure parents that collaboration between responding agencies are in place and practiced. The recommendation requires further analysis, collaboration and discussion between agencies and school sites. Pleasant Ridge Union School District would participate in the development of such a guide and is willing to collaborate for completion of a county wide parent's guide.

Twin Ridges School District

Agree. We feel that the Nevada County Superintendent of Schools (NCSoS) has worked well with the districts within the county. They have provided a template that standardizes the process of creating a comprehensive Safety Report. However, our current emergency plan does not include a parents' guide. Any additional assistance in this would be greatly appreciated. Small districts within

the county do not have the human resources that the larger districts have in order to complete these tasks.

Union Hill School District

The recommendation has not yet been implemented, and no timeframe has been established for implementation due to the dependency on other agencies. The development of a parent's guide would help to improve communication, alleviate fear, and assure parents that collaboration between responding agencies is in place and practiced. The recommendation requires further analysis, collaboration and discussion between Union Hill School District, Nevada County Superintendent of Schools and agencies.

Nevada County Sheriff's Office

This recommendation is clearly directed at the NCSOS. We will work to help develop a guide if requested by the NCSOS.

Grass Valley Police Department

The recommendation has been implemented. In early June of 2018, the Grass Valley Police Department was consulted by the Nevada County Superintendent of Schools' office about the development of a "parent's guide" related to lockdown situations and other critical incidents. GVPD staff provided feedback and suggestions regarding the content of a generic "parent's guide".

Nevada City Police Department

The recommendation has not yet been implemented but has been discussed with the Nevada County Superintendent of Schools as well as with local schools and other law enforcement agencies. The Nevada City Police Department is available and willing to provide information and suggestions as to the content of a parent's guide. It is our belief that this would be a better way to keep parents informed and show the true extent that the schools and law enforcement are working together.

Responses to Recommendation #2

Recommendation #2

The Nevada County Superintendent of Schools should coordinate with school districts, law enforcement, parents and guardians, and students to develop a uniform, workable plan that responds to the appropriate use of social media during actual emergencies and drill exercises.

Nevada County Superintendent of Schools

Social media plays a large role in the response to emergencies and drill exercises and should be considered in the preparation of Comprehensive School Safety Plans. Nevada County Superintendent of Schools does not have the authority to require school districts to participate in the development of such a plan but is willing to collaborate and provide resources for best practices as requested.

Chicago Park School District

Agree. The appropriate use of social media by parents and students during actual school emergencies should be addressed in the parents' guide referred to in R1.

Clear Creek School District

Agree. A workable uniform plan for the use of social media during an emergency and drills would be beneficial to our parents and school community.

Grass Valley School District

Agree. Social media plays a large role in the response to emergencies and drill exercises and should be considered in the revisions of the Comprehensive Safety Plans. The Grass Valley School District is willing to collaborate and participate in developing this resource.

Nevada City School District

Agree. Social media plays a large role in the response to emergencies and drill exercises and should be included in the Parent's Guide referred to in Recommendation 1.

Nevada Joint Union High School

This recommendation is partially implemented. The Nevada County Superintendent of Schools' office holds a monthly meeting to bring agencies together in a standing group, Community Agencies United for Safe Schools and Safe Streets, aka CAUS5SS. Held on the first Friday of each month, and hosted by the Grass Valley Police Department, schools, Nevada County office of the

Sheriff, Probation, Child Protective Services, California Highway Patrol, the Office of Emergency Services, Durham School Services and Behavioral Health each attend and share immediate concerns in our schools and on the streets. At the last meeting, it was reported that the NCSOS hosted a South County Safety Forum on Monday, May 7, 2018 at the Bear River High School Theater. Representatives from Nevada County OES, Sheriff's office, CHP, Cal Fire, Higgins Fire District and South County school administrators heard about the collaboration efforts of the aforementioned agencies in working to keep schools safe. The Nevada Joint Union High School District hopes to hold a similar event in the North County in the fall. The Board and Administration of the Nevada Joint Union High school District share the concern of the Grand Jury regarding the use of social media by parents, students and community during possible lockdown situations. The NIUHSD strives to communicate truthful information on a timely basis through our School Messenger system and School District Social Media accounts. Unfortunately, our efforts are often thwarted by unverified information being shared on social Media diverting our attention from the task at hand. The Nevada Joint Union High School District continues to look forward to ongoing collaboration with the NSCOS' office and community agencies as we strive to develop strategies to communicate timely, truthful information and discourage unfounded rumors on social media.

Penn Valley Union Elementary School District

Agree. The appropriate use of social media by parents and students during actual school emergencies should be addressed in the parents' guide referred to in R1.

Pleasant Ridge Union School District

Social media plays a large role in the response to emergencies and drill exercises and should be considered in the preparation of Comprehensive School Safety Plans. Nevada County Superintendent of Schools does not have the authority to require school districts to participate in the development of such a plan, but Pleasant Ridge Union School District is willing to collaborate and develop best practices. May of this school year South County schools organized with NCSOS a safety forum which included all first responders of Nevada County.

Twin Ridges School District

Agree. The district agrees in the idea of having a uniform and workable plan. However, the rural isolation of the Twin Ridges School District reduces and limits the extent of dissemination of information through all social media. Many of our families are not connected either out of choice or the unavailability of these platforms.

Union Hill School District

Social media plays a large role in the response to emergencies and drill exercises and should be considered in the preparation of Comprehensive School Safety Plans. Union Hill School District has included the role of social media in the Comprehensive School Safety Plan. Union Hill School District does not have authority over Nevada County Superintendent of Schools but will work with NCSOS staff as needed to consider the appropriate use of social media in a crisis.

Nevada County Sheriff's Office

This recommendation is clearly directed at the NCSOS. We will work to help develop a workable plan if requested by NCSOS.

Grass Valley Police Department

The recommendation has been implemented. In early June of 2018, Grass Valley Police Department staff, Nevada County Sheriff's Office staff, and Nevada County Superintendent of Schools personnel met to discuss the development of a plan to provide uniform templates to all area schools that could be disseminated via social media during emergencies and training exercises. Appropriate language for a variety of possible scenarios was discussed. The templates included general instructions and information and had space to add specifics depending on the location and event. The Nevada County Superintendent of Schools' office was then going to distribute these templates to area schools along with a plan for distribution method and timing.

Nevada City Police Department

The Nevada City Police Department currently utilizes social media and has their own Facebook page where we would have the ability to disseminate information related to actual emergencies or training exercises. The Superintendent of Schools is in possession of templates that can be used as guidelines in disseminating information during such events. These templates were going to be distributed to local schools for review and input.

Responses to Recommendation #3

Recommendation #3

The Nevada County Superintendent of Schools should develop the means to train teachers in uniform safety and security protocols and include the exercise and use of the “ALICE” standard in each of the schools. Additionally, each school district’s board should direct and fund the deployment of this training and exercise.

Nevada County Superintendent of Schools

The Nevada County Superintendent of Schools, through the Safety and School Climate Coordinator currently offers uniform safety and security protocols and ALICE training free of charge to all schools in Nevada County. It is at the discretion of school sites to take advantage of and secure training dates. Time restraints appear to be a barrier to this recommendation.

Chicago Park School District

Disagree. The NCSOS already has developed a means to train teachers (and students) in uniform safety and security protocols that include "ALICE" training by Chris Espedal, the NCSOS Safety and School Climate Coordinator has already in-serviced staff and students at Chicago Park, with plans to have her back on an annual basis for on-going teacher training. It is not the board's position to direct and fund an exercise such as this; it is an administrative duty.

Clear Creek School District

Disagree. Our school has have taken advantage of the "ALICE" training provided by the Nevada County Superintendent of School's Safety Coordinator. She has also provided input into updating our Comprehensive School Safety Plan. She is scheduled to return at the beginning of next school year to do refresher training for our staff. It is not the responsibility of the school board to direct the deployment of this training and exercise. It is an administrative responsibility.

Grass Valley School District

Partially agree. The Nevada County Superintendent of Schools, through the Safety and School Climate Coordinator currently offers uniform safety and security protocols and ALICE training free of charge to all schools in Nevada County. All schools in the Grass Valley School District participates in this training offered by the Nevada County Superintendent of Schools Office and has implemented the "ALICE" standard in all of our school sites and programs.

Nevada City School District

Disagree. The Nevada County Superintendent of Schools, through the Safety and School Climate Coordinator, currently offers uniform safety and security protocols and ALICE training free of charge to all schools in Nevada County. The Nevada City Elementary School District has sought the training from the School Climate Coordinator, and has implemented the guidance shared.

Nevada Joint Union High School District

This recommendation is partially implemented with full implementation expected during the Fall Semester of 2018. Review of the ALICE standards were covered at staff meetings in the 2018 Spring semester. Many of these review sessions were attended or facilitated by the NCSOS' School Safety and Climate Coordinator. Additionally, the Grass Valley Police Department assisted Silver Springs High School in doing a "run, hide, fight" training with students and staff at the school. The administration of the Nevada Joint Union High School District is in the process of planning a comprehensive ALICE training on the afternoon of our countywide staff development day to be held on Monday, September 17, 2018. We are hoping to use the School Safety and Climate Coordinator along with our Teen CERT (Community Emergency Response Team) to demonstrate various classroom scenarios in which the ALICE (Alert, Lockdown, Inform, Confront, Escape) protocol would be implemented. Teachers and staff will be able to observe the drills and debrief. The Nevada Joint Union High School District would be happy to invite any of the interested feeder school districts to participate in observing the drills and participating in the debrief activities. Lockdown and evacuation drills are held semiannually at our schools, once in the fall, and once during the spring. Students will receive ALICE training during those drills. Additionally, the Board of Trustees did declare its intent to training of staff and student as evidenced Resolution #39-17/18 adopted by the Board of Trustees at our regularly scheduled board meeting of June 13, 2018.

Penn Valley Union Elementary School District

Disagree. The NCSOS already has developed a means to train teachers (and students) in uniform safety and security protocols that include "ALICE" training. Chris Espedal, the NCSOS Safety and School Climate Coordinator, has already in-serviced staff throughout the Penn Valley Elementary School District, with plans to complete "refresher" professional development each year. It is not the Board's position to direct and fund an exercise such as this; it is an administrative duty.

Pleasant Ridge Union School District

The Nevada County Superintendent of Schools, through the Safety and School Climate Coordinator, currently offers uniform safety and security protocols and

ALICE training free of charge to all schools in Nevada County. Pleasant Ridge has used the county Safety and School Climate Coordinator to train staff at Pleasant Ridge Union School District.

Twin Ridges School District

Disagree. The NCSOS already has developed a means to train teachers (and students) in uniform safety and security protocols that include “ALICE” training. Chris Espedal, the NCSOS Safety and School Climate Coordinator has already inserviced staff and students at Twin Ridges for several years in a row. This is an administrative function, not a board duty.

Union Hill School District

The recommendation has not yet been implemented, but will likely be implemented in the future. The Nevada County Superintendent of Schools, through the Safety and School Climate Coordinator currently offers uniform safety and security protocols and ALICE training free of charge to all schools in Nevada County. Union Hill School District Safety Committee was trained by NCSOS on May 21 and October 6, 2014 and teachers were trained on August 12 and November 5, 2014. On August 14, 2017 Patti Carter, Office of Emergency Services, spoke to the staff regarding responsibilities emergency situations. Union Hill School District does not have authority over Nevada County Superintendent of Schools but will work with NCSOS staff as needed.

Responses to Recommendation #4

Recommendation #4

The Nevada County Superintendent of Schools should coordinate with districts and schools to establish a standard means of *secure* communication between the front office and the teachers, regardless of their location.

Nevada County Superintendent of Schools

The Nevada County Superintendent of Schools does not have the authority to establish a standard of communication for school site communication systems. Each school site must consider the communication means and methods in place on their specific site. The Nevada County Superintendent of Schools is willing to provide resources and recommendations for best practices to school sites as requested.

Chicago Park School District

Disagree. Communications during an emergency between our front office and teachers is in place as stated in our local emergency procedures plan. Once teachers have been contacted by the office, a call to the NCSOS to make them aware of our emergency is protocol.

Clear Creek School District

Disagree. It might be difficult for the Superintendent's office to establish a standard means of secure communication at all schools because each school varies in staffing, layout, and equipment. Our school has established procedures for communication between staff and the office in both our Comprehensive and local safety plan.

Grass Valley School District

Disagree. The Nevada County Superintendent of Schools does not have the authority to make recommendations for school site communication systems. Each school site must consider the communication means and methods in place on their specific site. The Grass Valley School District schools coordinate with the District for consistency in this area of safety.

Nevada City School District

Disagree. The Nevada County Superintendent of Schools does not have the authority to make recommendations for school site communication systems. Each school site must consider the communication means and methods in place on their specific site as every school district has different phone and intercom systems.

Nevada Joint Union High School District

This recommendation has been implemented by the Nevada Joint Union High School District. Each school site has a secure telephone number that is not published to the public. Additionally, each classroom has a stocked emergency response bag and a flip chart with protocol for the top 56 likely emergency situations in our schools. The Nevada Joint Unified School District has made great progress in this area due to our Measure I bond funding. We installed a new high end Public Address System at both Bear River and Nevada Union. New speakers were installed throughout the campus at Bear River, which had the older of the two systems. During the summer of 2018, a new fully automated fire alarm system is being installed at Bear River High School replacing the original equipment. The Nevada Joint Union High School District is grateful to the voters of Nevada County, for whom school safety was a priority allowing us to do these and other projects.

Penn Valley Union Elementary School District

Disagree. Communications during an emergency between our front office and teachers is in place as stated in our local emergency procedures plan. Once teachers have been contacted by the office, a call to the NCSOS to make them aware of our emergency is protocol.

Pleasant Ridge Union School District

The Nevada County Superintendent of Schools does not have the authority to establish a standard of communication for school site communication systems. Pleasant Ridge has the ability to communicate at each of their school sites through office to classroom intercom systems. Also, each classroom has a phone that each teacher can be contacted on.

Twin Ridges School District

Disagree. We strongly believe that this is a local decision and would not be effective if it was standardized throughout the county. Our unique isolation and geography is much different than the rest of the other districts within Nevada County. TRESA uses radios as well as an intercom system to communicate with all staff. Once teachers have been contacted by the office, a call to the NCSOS to make them aware of our emergency is protocol.

Union Hill School District

The recommendation has been implemented. Union Hill School District does coordinate with Nevada County Superintendent of Schools regarding communication. There are email notifications and phone calls made when incidents occur. Union Hill School District has a communication protocol with

two-way radios in the hands of every employee for instant communication not matter the location.

Responses to Recommendation #5

Recommendation #5

Each district and school should conduct a thorough physical evaluation of classroom security and visibility including inside door locks, appropriate shading, and camera systems. Each school should be required to be in conformance with the physical demands and characteristics of a comprehensive school safety plan.

Chicago Park School District

Agree. All classrooms at Chicago Park have inside door locks, appropriate shading, and evacuation routes listed by the entrance of the room. There is a camera system installed with 13 strategically placed cameras around the campus for security measures. An updated comprehensive federal and local school safety plan was approved by our safety committee and school board in the spring of 2018. A quick reference guide which lists procedures for emergencies such as lockdowns, evacuation for wildfire, shelter in place, emergency phone numbers, etc., is readily accessible for teachers in their classrooms.

Clear Creek School District

Agree. Clear Creek has inside door locks, shading for doors and windows, and we installed 9 security cameras in December of 2017. We have updated our Comprehensive School Safety Plan and it has been approved by our safety committee and school board. A quick reference Guide which describes what to do in various emergencies has also been updated and posted in rooms throughout the school.

Grass Valley School District

Agree. The Grass Valley School District has conducted a thorough physical evaluation of classroom security and has made improvements including modifying door locks, adding window shades, and security cameras at all school sites, preschools, and district buildings. This is part of the Grass Valley School Districts' Comprehensive Safety Plan and reviewed annually in District Safety Committee meetings.

Nevada City School District

The Nevada City School District did not respond to Recommendation #5.

Nevada Joint Union High School District

This recommendation has been implemented by the Nevada Joint Union High School District. The district intends to continue to follow through with ongoing

assessment and upgrades to the physical safety of our school sites. During the summer of 2017, the Nevada Joint Union High School District installed new surveillance cameras throughout our district. The new cameras have a greater range of coverage and detail than our former cameras. With our new camera system we have been able to catch, correct and prosecute a greater number of both student inappropriate behavior and crimes outside of school hours committed on our campuses. The surveillance system was one of our first funded projects through our Measure B bond issuance increasing school safety dramatically. The Nevada Joint Union High School District is grateful to the voters of Nevada County for whom school safety was a priority, allowing us to do this and other projects.

Penn Valley Union Elementary School District

Agree. It is our protocol to keep all classroom doors locked during the school day as both of our campuses are open where the community has access. Appropriate shading and evacuation routes are posted at the entrance of every room. We have video surveillance on both campuses that are used regularly as needed for safety precautions. An updated comprehensive federal and local school safety plan was approved by our stakeholder groups and Board of Trustees in February 14, 2018. A quick reference guide which lists procedures for emergencies such as lockdowns, evacuation for wildfire, shelter in place, emergency phone numbers, etc., is readily accessible for teachers in their classrooms.

Pleasant Ridge Union School District

Pleasant Ridge Union School District updates their safety plan annually with the assistance of parents, community agencies and school officials. With the required mandatory safety drills, school officials seek input from all members that participate in those safety drills. When the evaluation comes back of needed improvement, the school and district address those issues immediately. All schools within the district have surveillance cameras in strategic locations for safety purposes. The district purchased more last year to cover more outlying areas. All schools within PRUSD update and comply with the site comprehensive safety plan.

Twin Ridges School District

Agree. All classrooms at Grizzly Hill have had inside door bolt locks installed recently and window privacy tinting was added this year to all windows. Evacuation routes are posted by the entrance of each classroom. We have a camera system installed with 11 strategically placed cameras around the campus for security measures.

Union Hill School District

The recommendation has been implemented. The Nevada County Superintendent of Schools does not have the authority to establish a standard of communication for school site communication systems. Each school site must consider the communication means and methods in place on their specific site. The Nevada County Superintendent of Schools does provide resources and recommendations for best practices to Union Hill School District as requested. Union Hill School District conducts an annual review of the school grounds considering inside door locks, appropriate shading, and camera systems. In the last three years Union Hill School District has ordered and installed blinds for every window and door, retrofitted door locks to be locked from the inside, and installed over 30 security cameras. In 2018 UHSD installed four new cameras to increase our visibility for security.

Responses to Recommendation #6

Recommendation #6

The Nevada County Superintendent of Schools, school districts, and local law enforcement should collaborate on the use and deployment of Resource Officers that encompass all of our schools.

Nevada County Superintendent of Schools

The Nevada County Superintendent of Schools does not have the authority or jurisdiction over School Resource officers to make decisions on the use and deployment of Resource Officers. However, collaboration and discussion between schools, districts, and law enforcement on the most effective use and deployment of Resource Officers would be of value. Nevada County Superintendent of Schools is willing to offer support and recommendations for best practices to participating school districts and law enforcement agencies.

Chicago Park School District

Neither Agree nor Disagree. When an officer's presence is needed on campus (which is not very often), our protocol is to contact Dispatch at the County Sheriff's Dept. and they send a deputy out. Sometimes it's a Resource Officer and sometimes it is not. Based on our distance from where our Resource Officers are stationed, I am glad that our needs are not solely limited to the availability of a Resource Officer and a patrol car is sent instead.

Clear Creek School District

Partially Agree. The use and deployment of Resource Officers could be helpful, but funding and school location may not make this recommendation feasible. If an officer's presence is needed on campus, our protocol is to contact Dispatch at the Nevada County Sheriff's Dept. to send a deputy out. Based on the distance from where Resource Officers are stationed and our rural school location, the deployment of a Resource Officer may not meet our needs in an emergency.

Grass Valley School District

Partially Agree. The Grass Valley School District does not have the authority or jurisdiction over School Resource Officers to make decisions on the use and deployment of Resource Officers. However, collaboration and discussion between schools, districts, and law enforcement on the most effective use and deployment of Resource Officers would be of value.

Nevada City School District

Agree. The Nevada County Superintendent of Schools does not have the authority or jurisdiction over local law enforcement agencies to make decisions regarding the use and deployment of School Resource Officers. However, collaboration and discussion between schools, districts, and law enforcement on the most effective use and deployment of Resource officers would be of value.

Nevada Joint Union High School

This recommendation has been implemented by the Nevada Joint Union High School District along with the Nevada County Sheriff's Department and the Grass Valley Police Department. The Nevada Joint Union High School District intends to continue to follow through with these partnerships.

Penn Valley Union Elementary School District

Neither Agree or Disagree. When an officer's presence is needed on campus (which is not very often), our protocol is to contact Dispatch at the Nevada County Sheriff's Dept. and they send a deputy out. Sometimes it is a Resource Officer and sometimes it is not. Based on our distance from where our Resource Officers are stationed, I am glad that our needs are not solely limited to the availability of a Resource Officer and a patrol car is sent instead.

Pleasant Ridge Union School District

Pleasant Ridge School District does not have the authority or jurisdiction over School Resource officers to make decisions on the use and deployment of Resource Officers. However, collaboration and discussion between schools and law enforcement on the most effective use and deployment of Resource Officers would be of value. Nevada County Superintendent of Schools has offered support and recommendations for best practices to participating school districts and law enforcement agencies through monthly CAUSSSS meetings.

Twin Ridges School District

Agree. As was stated in previous responses, our isolation could be an issue because of distance from town to either site within the district. If and when we call dispatch, the response time is based on the location of the closest deputy or other peace officer. Twin Ridges would welcome all collaboration between the above mention organizations.

Union Hill School District

The recommendation has not yet been implemented. The Nevada County Superintendent of Schools and Union Hill School District do not have the

authority or jurisdiction over School Resource officers to make decisions on the use and deployment of Resource Officers. However, collaboration and discussion between Union Hill School and District, and law enforcement on the most effective use and deployment of Resource Officers would be of value. Union Hill School District is willing to consider support and recommendations for best practices from Nevada County Superintendent of Schools and law enforcement agencies.

Nevada County Sheriff's Office

This recommendation has been implemented. The Sheriff's Office currently has Resource Officers assigned to Nevada Union and Bear River High Schools. Our Resource Officers also spend time in our middle schools and respond upon request to our elementary schools. Whenever we have been approached by our local schools regarding Resource Officer positions we have been willing to collaborate. We will continue to collaborate regarding our School Resource Officer Program and would be interested in expanding the program dependent upon personnel and funding.

Grass Valley Police Department

The recommendation has been implemented - as funding has allowed. The presence of an SRO in schools is of incredible importance because of the safety it provides for the campus, but also the community policing aspect and long-term relationships it fosters between youth and law enforcement. When SROs are integrated into a school system, the benefits go beyond reduced violence in schools. The officer builds relationships with students and parents while setting as a resource to students, teachers, and administrators to help solve problems. Over the past few years, the Police Department and the High School District have been looking for opportunities to reintroduce a School Resource Officer (SRO) program at the Park Avenue campus which is in the city limits. (Silver Springs High School & SAEL) In August of 2017, GVPD was able to assign an SRO to be on campus fulltime during the schoolyear through a shared funding agreement for the position. This funding structure and SRO assignment will continue into the future. At this time, due to limited staffing and funding, GVPD is unable to provide a full-time SRO at the other school campuses within the city limits.

Nevada City Police Department

The Nevada City Police Department does not currently have a School Resource Officer on staff. This is due to both staffing levels and ultimately funding. NCPD officers work very close with our local schools and are expected to routinely stop by the schools as workload allows. NCPD has partnered with GVPD in the past and assisted with the Great Summer Youth Academy which has taken place at 7-Hills School in Nevada City. We have also implemented a "Community Connect" program where officers would spend the day at 7-Hills

School playing sports games with the kids and getting to know them. The hope of the Nevada City Police Department for the future, should funding allow, is to employ a part time School Resource Officer to work in our local schools.

Responses to Recommendation #7

Recommendation #7

A working group of the Nevada County Superintendent of Schools, the Nevada County Sheriff's Office, the Grass Valley Police Department, the Nevada City Police Department, Nevada County Behavioral Health (especially concerning behavior of the assailant), and school administration and staff should be created to develop a model program for all schools to utilize when examining and creating their own outside assembly and accounting program.

Nevada County Superintendent of Schools

Nevada County Superintendent of School works closely with all of the above-mentioned agencies in an effort to develop model program resources based on best practices for safety. The development for outside assembly and accounting programs are dependent on school site, size, population, and environment. Input from law enforcement and fire services are sought prior to the establishment of assembly sites and accountability protocol. In response to recent incidents nationwide, assembly locations have been reviewed and changed on some of the Nevada County school sites. Each school site must develop a plan that considers all hazards and security and make accommodations for safe evacuation sites and accountability protocol. Nevada County Superintendent of Schools is willing to offer continued support on this endeavor.

Nevada County Sheriff's Office

This recommendation requires further analysis. If it is the consensus of the suggested participants that this group might be beneficial, we will be happy to participate. It is unclear what a model program for all schools might look like as far as an outside assembly and accounting program since there are so many variables in each school campus and population.

Grass Valley Police Department

The recommendation has not yet been implemented. GVPD is willing and available to participate in a working group as described. However, a large collaborative working group as proposed could only develop a generic program that could offer general principles and guidelines to follow when creating an outside assembly and accounting program. Ideally, each school site should develop their own plan that takes into consideration all variables for their specific campus. At various times over recent years, GVPD has worked with the schools within the city limits to develop these plans. Our SRO continues to work with the schools at the Park Avenue campus on critical incident planning including outside assembly and accounting programs. GVPD is always available to work with the other schools as well.

Nevada City Police Department

The Nevada City Police Department routinely attends the (CAUSSSS) Community Agencies United for Safe Schools and Safe Streets meetings in Grass Valley. This is a working group that is already in place and includes the majority of the agencies listed above. NCPD is always willing and able to participate in the working group. We will also need to collaborate with the local schools in each of our jurisdictions separately as the outside assemblies are site specific.

Responses to Recommendation #8

Recommendation #8

Following the creation of a model program for outside assembly and accounting, each school district should direct their schools to exercise this model and, in conjunction with local law enforcement, develop and incorporate the site-specific procedures necessary to conduct a safe and secure school evacuation.

Chicago Park School District

Agree. Chicago Park practices evacuation drills on a monthly basis. Students are not excused from the drill until everyone is accounted for. A discussion at the following staff meeting ensues to assure we are operating in the safest, most efficient manner when conducting these drills. Evacuation routes are posted inside each classroom including the computer lab, art room, and gymnasium. A master key has been placed in a lock box (at the request of law enforcement) at the Chicago Park store so they would have immediate access to all buildings on campus upon arrival.

Clear Creek School District

Agree. We have a fire evacuation plan and have arrangements with neighboring properties to allow for a school evacuation should that be the safest direction to go in case of a school emergency. As a school, we practice fire, shelter in place, lockdown, and earthquake drills as required which includes taking attendance for all classes. We have evacuation routes posted in classrooms and have purchased lockdown kits for every classroom if there is a need to shelter in place for a longer period of time.

Grass Valley School District

Agree. The Grass Valley School District has a Comprehensive Safety Plan in place and part of that plan is site-specific process and procedures to safely evacuate all students and staff, to a safe off-site location if needed. The Grass Valley School District and all its school sites have specific plans in place and coordinate with local law enforcement and the Nevada County Superintendent of Schools when conducting drills to, to the best of our ability, plan and improve this process.

Nevada City School District

Partially agree. The development for outside assembly and accounting programs are dependent on school site, size, and environment. Input from law enforcement and fire services are sought prior to establishment of assembly and accountability protocol. Each school site must develop a plan that considers hazards and

security then make accommodations for safe evacuation sites and accountability protocol. Safety is the first priority with accountability following.

Nevada Joint Union High School District

This recommendation has been implemented by the Nevada Joint Union High School District. In response to lessons learned by schools throughout the United States after each tragic school shooting, the Nevada Joint Union High School District has made adjustments to outside assembly areas and intends to continue to follow through with ongoing assessment and adjustments. Regretfully, the Nevada Joint Union High School District must agree with the Grand Jury's conclusion that we cannot absolutely prevent a crisis. However, we can and will improve not only our schools' physical safety but the relationships within our schools and community.

Penn Valley Union Elementary School District

Agree. The Penn Valley School District practices evacuation drills on a monthly basis. Students are not excused from the drill until everyone is accounted for. A discussion at the following staff meeting ensues to assure we are operating in the safest, most efficient manner when conducting these drills. Evacuation routes are posted inside each classroom including the computer lab, art room, and gymnasium. A master key has been placed in a lock box (at the request of law enforcement) so they would have immediate access to all buildings on campus upon arrival.

Pleasant Ridge Union School District

Pleasant Ridge Union School District agrees with this recommendation and has been in conversation with local policing authorities as well as the local fire department to assist with this evacuation. In May of this year, South County schools along with NCSOS organized a school and community forum where all members of the community were invited to understand how each agency is important to overall school safety. PRUSD will continue to work with the local agencies in making sure our students are safe during school hours as well as on the way home.

Twin Ridges School District

Agree. The Twin Ridges Elementary School District practices safety drills on a monthly basis. Students are not excused from the drill until everyone is accounted for. Discussions following these drills with staff allow us to reflect and make changes as necessary. We perceive drills as a fluid process and make adaptations as needed. Further collaboration with law enforcement is planned.

Union Hill School District

The recommendation has been implemented. Union Hill School District works closely with Nevada County Superintendent of School and all of the above-mentioned agencies in an effort to develop model program resources based on best practices for safety. Union Hill currently has an outside assembly and accounting program. Input from law enforcement and fire services are sought prior to the establishment of assembly sites and accountability protocol and Union Hill School District would welcome the opportunity to collaborate in the future evaluation of these programs. In response to recent incidents nationwide, assembly locations have been reviewed.

Nevada County Sheriff's Office

See response to prior recommendation. The Sheriff's Office will work with each of the schools in our jurisdiction to plan for safe and secure school evacuations.

Grass Valley Police Department

The recommendation has not yet been implemented. GVPD is willing and available to work with Grass Valley schools to develop and assist them in incorporating site-specific procedures for a safe and secure school evacuation.

Nevada City Police Department

The Nevada City Police Department has not yet collaborated on a model program but is ready and willing to assist our local schools in developing site specific procedures necessary to conduct a safe and secure school evacuation.