District Crisis Team Meeting
Tuesday, Sept. 10, 3:30 p.m. - Mellon

Present:
Orlando Thomas, Windsor  Lindsay Aikman, Centennial
Amy Magers, Windsor  Jeanne Smith, Windsor
Lisa Milkereit, Dr. Howard/CFT  Nancy Lorey, Windsor
Todd Hitt, CFD  David Brauer, Windsor
Sarah Sanders, Franklin  Erin Ewoldt, parent/Carrie Busey
Jonathan Kosovski, Int’l Prep Academy  Michael Sitch, Central
Valerie Prescott, Barkstall  Joe Williams, Central
Jenelle Thompson-Keen, parent/JE & CI

Introduction:
Orlando reviewed meeting norms. The final parent letter regarding the ALICE drill (reviewed at last night’s board meeting) will be shared with staff prior to drills and sent out to parents. Committee members introduced themselves.

Committee Goals and Meeting Norms:
Orlando reviewed:
Meeting norms:
- Respect the voices and opinions of others by not speaking when someone has the floor
- Articulate recommendations as made by the team, not by individual members
- Align comments with team goals
Goals:
1. Review/monitor the 2019-20 ALICE implementation plan. Ask to serve on your building crisis team. Get feedback from your team so we can plan for future. Would like to present recommendations to the Board this spring for SY 20-21.
2. Proactive action steps can improve overall safety of all schools. We have money from capital funds that can be used for buildings. Elizabeth Stegmaier indicated principals could offer feedback on what they would like to implement in their schools that need to be done for safety. After feedback is returned, Elizabeth will prioritize needs. Joe suggested this committee decide what is needed at every school (i.e. camera coverage, etc.) We could create a master needs list at a future meeting then give to each campus to review.
3. Goals to consider for 2020-2021 could include things that align with systems/human factors. Lindsay Aikman suggested we invite Mia Ray Langheim (Statewide Terrorism Intelligence Center/STIC) to speak with this committee again regarding school safety data and information.

Legislation/Legal Overview:
Orlando stated our Board recommended we not create new policy specific to active shooter drills. Schools must conduct at least one drill this year according to Public Act 100-0996 (Active Shooter Drill Legislation). Administrators or school support personnel in their discretion may exempt students from the drill, and the absence would be excused. If legislation does not
change, do we continue opting out? All staff must attend. Orlando spoke with parents who wondered if they could walk their students out during the drill. No, that would not be realistic.

**2019-2020 ALICE Implementation Plan:**
Orlando reviewed the power point information including activities (training, communication, staff/student overview, drills, evacuation), parties responsible for the activities, dates to be completed, and details of activities.

- District will send out the parent draft letter.
- Is the school crisis team meeting mandated? Some teams at school meet at different times and frequencies. Committee members can help to share the message of why we’re doing things. Some don’t think communication is happening at schools. Joe stated that at Central, the team does more brainstorming; schools should have more regularity in crisis work. Team members said it could be valuable to share tactics with others.
- Mike is concerned that portables with doors left open are a safety issue. We should consider minimum safety expectations for buildings and communicate centrally to all. Wearing I.D.s would be helpful.
- Sara stated they meet quarterly and might meet five times this year. Franklin crisis team incudes admin., officer, secretary, FLS teacher, and other teachers. Should we start with quarterly meetings?
- Jonathan said meetings at IPA and other elementary schools are more difficult. Already have many meetings due to early start and can’t do any more early meetings. Not as many staff at elementary level also makes it more difficult.
- If we’re telling people to meet, we need guidelines. Jonathan said we have crisis manuals but there are now things that aren’t in that manual that we need to consider.
- Discuss school plans and codify per Joe.

**ACTIVE SHOOTER DRILL/OVERVIEW:**
Orlando met with Chief Cobb (CPD) last Wednesday. Chief Cobb had concerns that this ALICE drill looked like a fire drill, and indicated he would not sign off if teachers aren’t facing obstacles.

- Schools need an evacuation site.
- The PA drill announcement was revised. Staff needs to do decision-making based on situation. Joe said they just talked to every Central student and told them they would hear the previous announcement. Joe pushed back about using the updated language. CPD did not communicate this in the past. Orlando stated all of the changes resulted from recent Board decisions. Nothing has been sent out saying this is final. Tough spot for us to be in. Could meeting minutes go out soon after meeting?
- Amy asked what the change in announcement language would look like. Orlando gave example. It was stated the language was the most contentious.
- Mike asked why practice? People are saying there’s no empirical research on it and it’s upping anxiety levels. Drill part is frustrating.
- Joe said no clarity was given to them. Students are asking how to get out of the windows.
- Lisa said teachers want more practice, they’ve told her. Jonathan stated many parents talked about the El Paso shooting. They wanted to know their kid would get out.
- Not every parent, every kid wants a drill.
Jeanne stated we had a three-year plan and have stepped forward and back with changes. We can own that this is late notice. Orlando reiterated that the Board had to make decisions last night that affected us moving forward.

Orlando will speak with the Chief about Central sharing the previous version of the announcement with students.

Jenelle asked what the Chief is looking for. Orlando stated it would be hearing the loudspeaker message alert and seeing students going to their evacuation site.

Focus of this drill is ALERT and EVACUATE. What obstacle can principals set up so everyone can evacuate? Who will announce? Probably principal. For this drill, we’re asking the principal to do the alert. Could evacuate to evacuation site or alternative site.

Jenelle asked how the speaker is determined. Buildings will decide what the intruder/incident location will be, not staff. Doesn’t matter who does message, just be consistent.

High schools can do whatever was articulated to students. Orlando reiterated he will let Chief know Central has a previous version of alert announcement. Must have an evacuation site or rally point for the drill. Where can you go for drill? The goal is find a spot for the day of the drill. Keep students together.

Valerie stated Barkstall had unexpected fire drill in the middle of lunch and the students cleared the school quickly and knew what to do because of the many drills practiced. Her father talked about having to learn tornado drills many years ago. There was resistance then and now tornado drills are accepted. We’ve been talking about ALICE drills for eight years. Move forward beyond power point. We’re not prepared enough. Many people feel this way.

Our job is to make sure we’ve listened to others and make decisions. Could have Chief talk to us, Board, etc.

Staff survey, parent letters and other documents will be sent out by Jeanne.

The next parent ALICE training is on February 5 at Mellon.

Drill is mandated in all school districts in Illinois. We’ve had lockdowns in the past. This committee needs a clear understanding of lockdowns.

Todd stated he appreciated the team’s thoughts regarding this process. He wanted us to know that folks in his location appreciate the information. Cultural change takes a long time. Things change over time. The City will not be on the national news as not being prepared. Need to make sure firefighters are prepared. District doesn’t want to be unprepared. We’re happy that Unit 4 is taking proactive measures for safety. It’s the fire department’s expectation that we take this seriously. This should not look like a fire drill. Glad the Chief stood up at the Board meeting. Baby steps may need to be bigger.

Mike asked how much mental energy is given by fire fighters to safety. Twenty-four (24) hours a day. Teachers don’t get the training you do. Think about what we’re doing…all the drills. Want us to be empowered, but we don’t get as much training as firefighters.

Valerie spoke about some of the responses from people in the recent Walmart shooting and that the training helped them.

Next steps:
Orlando would like this team to consider what future discussions should include. Who would we like to hear from that relates to decisions this committee is making? The Board? The Chief?
Sara asked if she now presents to staff. Jeanne hopes to have information out on Thursday. Still awaiting language translation to be completed. One letter will go to parents now from Windsor. Another letter to be sent from schools prior to their drill.

**Next meeting:**
October 8, 2019 – 3:30 p.m. at Mellon