



LITTLE ROCK
SCHOOL DISTRICT

Safety and Security

Arkansas School Safety Commission Report

Final issued on November 30, 2018

Mental Health and Prevention Subcommittee

1. Every school district should conduct school climate surveys across all campuses, and develop and implement an action plan based on the findings of the school climate survey.
 - a) The LRSD currently does this quite often. This is handled by the communication's department and then collaborated on with this department.
2. All school districts should implement a positive climate program that deters bullying behaviors, and promotes social-emotional learning and positive peer relationships.
 - a) The LRSD has a comprehensive plan for bullying including a team that reviews all discipline referrals that include bullying. If the bullying is found to be true, then wrap around services are provided for the student. The district has also implemented Positive Behavior Intervention and Support (PBIS) and Restorative Justice Programs.
3. All school districts should provide access to training in Youth Mental Health First Aid for all personnel who interact with students. Additional school personnel trainings may include: Adverse Childhood Experiences (ACEs), Trauma-Informed Schools, Drug-Endangered Children, and Social-Emotional Learning.
 - a) The LRSD has two individuals trained in Youth Mental Health First Aid and will provide that training to other staff this school year. All counselors have been trained in ACES and Trauma-Informed Schools and there are plans for additional training for other staff this school year.
4. All school districts should establish a behavioral threat assessment team and process.
 - a) In collaboration with LRPD we have an extensive behavioral threat assessment team. We have used this team on several different occasions.
5. The Arkansas Department of Education should review roles and responsibilities of school counselors to provide increased time with students for provision of counseling and social-emotional learning, as well as referral to community resources as appropriate.
 - a) Does not apply to individual school districts.
6. A coordinated crisis response team should be developed to mitigate the emotional impact of any traumatic event that impact a district
 - a) The counseling department has an extensive team in place that has been used on multiple occasions.

Law Enforcement and Security Subcommittee

1. No campus should ever be without an armed presence when staff and children are attending class or a major extra-curricular activity.
 - a) The LRSD has an armed school resource officer at all Middle and High schools. The LRSD has proposed arming a patrol security officer in each zone which would give the Elementary schools armed coverage. In addition, these units cover bus stops and respond to all after hour alarm calls to all LRSD buildings. During these operations they often encounter very volatile adults.
2. If financially practicable, schools should ideally have at least one SRO for each campus.
 - a) The LRSD has 21 SRO's across the district (the largest number of SRO's assigned to a district in the state). One is assigned to all Middle schools and two to each High schools with the exception of Parkview which has one SRO. These SRO's are supervised by two LRPD Sergeants
 - i. The approximate cost to add an additional 8 SRO's to patrol the elementary schools would be \$304,761 per year. That number is dependent upon the availability of officers and the city agreeing to a 50% split.
3. School districts should execute a Memorandum of Understanding (MOU) with their partnering law enforcement agency that identifies the roles and responsibilities of SROs and other critical elements.
 - a) The LRSD currently has an MOU and contract in place with LRPD. We are currently in contract negotiations with LRPD and are re-writing the current MOU to better align with the mission of LRSD and LRPD. We have met with the current Chief of police twice over the last month and a half discussing how each organization can better assist the other.
4. SROs whose primary assignment is within the schools should receive specialized training.
 - a) The SRO's assigned to LRSD receive extensive specialized training each year and consistently use our buildings to train in. In addition, they are certified by CJI as an SRO prior to being assigned to a school
 - b) Contact has been made with the U of A Criminal Justice Institute (CJI) to implement an administrator training course. This course will be used to further educate principals that work with an SRO on campus
5. If a school district authorizes the use of the CSSO program, that policies, protocols, training, and selection go above the minimum standards required to include standard psychological exams, random drug screening, extensive firearms handling training, and regular training with law enforcement.
 - a) The plan that this department has presented included additions to the training including a law enforcement standard psychological exam. All LRSD security are currently subject to random drug screening and during a meeting with LRPD Chief Keith Humphrey, training with law enforcement and the utilization of their training facility was discussed and agreed upon.

6. Schools should consider strategies that layer and build redundancy for optimal security.
 - a) In addition to SRO's and security this district has over 2,500 cameras across all campuses. Recently an upgrade to all secondary schools was completed which included 1,300 cameras. The security department has two individuals certified by Texas State University as instructors in active shooter procedures. Trainings were recently completed at all district buildings and the training has been added to the new employee orientation that is completed yearly. A requirement of 6 active shooter drills (the state only requires 2) at all schools has been added in addition to earthquake, fire, and tornado drills. Furthermore, the district has controlled access doors located on all district buildings.
7. Arkansas Commission on Law Enforcement Standards and Training (CLEST) should study the feasibility of school districts being allowed to establish their own law enforcement agencies.
 - a) Does not apply to individual districts. However, legislation passed a bill allowing school district police departments in the last session.

Audits, Emergency Operation Plans, and Drills Subcommittee

1. All districts should be required to form District Safety and Security Teams.
 - a) This district has an entire department devoted to this.
2. Each campus should also designate one current staff member as a School Safety Coordinator.
 - a) This is being processed for the 2019/2020 school year and will consist of either a security officer or an administrator.
3. ADE's Safe School Committee membership should be expanded.
 - a) Does not apply to individual school districts.
4. Schools should modify their fire drills to include additional time for the teacher to evaluate the situation by looking, listening and observing prior to evacuating their classroom.
 - a) This has already been completed and additional components have been added. A meeting was held with LRFD and they agreed to change their requirements to compensate for our adjustments.
5. Comprehensive school safety assessment should be required to be conducted every three years and reviewed by the school board and school administration.
 - a) We have been completing these throughout the year at random times for the last three years. We are in the process of creating a more detailed report for administration.

6. School nurses and staff should be trained in efforts that enhance the emergency medical response with schools.
 - a) All school nurses and security have been trained in the Stop the Bleed program. Stop the Bleed kits have been installed in all schools and all security carry tourniquets on their person.

Intelligence and Communications Subcommittee

1. Each school district should support, establish, and maintain a comprehensive, common communication plan to be utilized by school officials, students, parents, law enforcement, and stakeholders.
 - a) The LRSD has a communications department and reports all threats to parents expeditiously and with detail.
2. School districts should have systems that enable direct communication with local law enforcement.
 - a) The LRSD maintains a close relationship with LRPD and security has direct contact with all levels of LRPD and Pulaski County Sheriff.
3. School districts, in collaboration with local and other law enforcement agencies, should implement and expand strategies to promote reporting, to include anonymous reporting, of suspicious activity/ behavior and threats.
 - a) The LRSD operates two different anonymous reporting systems. One is a designated phone number and the other is an app.
4. Students, staff, and parents should be educated on how to recognize and report signs of at-risk behavior and potential threats.
 - a) Training has already been completed at some campuses and exploration is being completed on how to further get this training out.
5. An analysis should be conducted to determine how the Arkansas State Fusion Center (ASFC) could be more effectively utilized to receive and disseminate information and pertaining to threats against schools. In addition, the ASFC could provide timely and relevant information to schools and other appropriate entities pertaining to school safety.
 - a) Does not apply to individual school districts.

Physical Security Subcommittee

1. State agencies should work with the federal Readiness and Emergency Management (REMS) for Schools Center Training Assistance Office, to develop a customized, state-level school bus safety initiative for use by districts, schools, and transportation offices.
 - a) Does not apply to individual school districts

2. State leaders should engage the Arkansas congressional delegation and other federal partners to encourage the U.S. Department of Education to allow the Title IV formula block grants to include use by schools for infrastructure improvements to support safe and healthy schools, including physical security remedies.
 - a) Does not apply to individual school districts
3. Districts should create an online facility profile within a panic button alert system for each new campus or a facility in the district and conduct annual reviews to update facility profiles where needed.
 - a) This has already been completed and implemented. All staff have access to this app
4. Districts should review and assess the efficacy of upgrading any old style “crash bar” exterior door egress hardware with the newer “touch bar” type exit devices.
 - a) Only about 10% of our doors still have this old style and plans are in place to upgrade them.
5. Prior to installation or contracting to installation of temporary door barricade devices designed to preclude intruders from entering any classroom or learning space of a school building, information pertaining to the project should be uploaded into DPSAFT’s web-based project submission tool for review.
 - a) The LRSD does not have any of these devices as they are against fire and life safety code.
6. The state’s Academic Facilities Partnership Program should be revised to allow districts to submit eligible campus safety and security upgrade projects for state financial assistance.
 - a) Does not apply to individual school districts.