

SAFETY PLAN

SB 187 Compliance Document

School Year: 2020-2021

School	P. A. Walsh STEAM Academy
CDS Code	43 69583 6047922
District	Morgan Hill Unified
Address	353 West Main Ave.
Date of Adoption	9/24/2020

Approved By

Name	Title	Date
Shannon Rafat	Principal	9/23/2020
Bryan Espiritu	Parent	9/23/2020
Sandy Hillesland	Staff	9/23/2020
Lori Shoemaker	Staff	9/23/2020
Sarah Gadus	Parent	9/23/2020
Yury Rosario-Arevalo	Parent	9/23/2020
Loretta Camarillo	Staff	9/23/2020
Kim Meininger	Parent	9/23/2020

Senate Bill 187: Comprehensive School Safety Plan Purpose:

The California Education Code ([sections 32280-32288](#)) outlines the requirements of all schools operating any kindergarten and any grades 1 to 12, inclusive, to write and develop a school safety plan relevant to the needs and resources of that particular school.

In 2004, the Legislature and Governor recast and renumbered the Comprehensive School Safety Plan provisions in SB 719 and AB 115. It is the intent of the Legislature in enacting the provisions to support California public schools as they develop their mandated comprehensive safety plans that are the result of a systematic planning process, that include strategies aimed at the prevention of, and education about, potential incidents involving crime and violence on school campuses.

The historical requirement of the Comprehensive School Safety Plan was presented in Senate Bill 187, which was approved by the Governor and chaptered in 1997. This legislation contained a sunset clause that stated that this legislation would remain in effect only until January 1, 2000. Senate Bill 334 was approved and chaptered in 1999 and perpetuated this legislation under the requirement of the initial legislation.

Comprehensive School Safety Plans are required under SB 719 & AB 115 and contains the following elements:

Assessment of school crime committed on school campuses and at school-related functions

- Child abuse reporting procedures
- Disaster procedures
- Suspension and expulsion policies
- Procedures to notify teachers of dangerous pupils
- Discrimination and harassment policies
- School-wide dress code policies
- Procedures for safe ingress and egress
- Policies enacted to maintain a safe and orderly environment
- Rules and procedures on school discipline
- Hate crime reporting procedures

The Comprehensive School Safety Plan will be reviewed and updated by March 1st every year. By July of each year, the school will report on the status of its safety plan including a description of its key elements in the annual school accountability report card (SARC).

A hard copy of the Comprehensive School Safety Plan is available for review in the Front Office. Links to school SARC and Safety Plans can be found in the district local control accountability plan (LCAP) as well as the school plan for student achievement (SPSA). Safety plans are also available on the school website.

MHUSD School Safety Plan Vision

The purpose of the safety plan is to intentionally develop a safe and positive learning environment where all students feel secure and ready to learn. The safety plan communicates norms of behavior to allow all learners and teachers to thrive. It also delineates processes and procedures to efficiently and safely respond to emergent situations that require special routines to be learned.

The MHUSD Student Code of Conduct Handbook

The district wants to ensure that all students are able to learn in a safe and conducive learning environment. The details of many of the policies listed in this plan can be found in the District Student and Parent Rights and Responsibilities Handbook linked here in [English](#) and in [Spanish](#).

The MHUSD Discrimination and Harassment policy

The Governing Board of the Morgan Hill Unified School District is committed to equal opportunity for all individuals in education. Morgan Hill Unified School District programs and activities do not discriminate on the basis of gender, gender identity, age, sex, race, color, religion, ancestry, national origin, ethnic group identification, marital or parental status, physical or mental disability, sexual orientation or the perception of one or more of such characteristics. The Board shall promote programs which ensure that discriminatory practices are eliminated in all district activities. The policy can be found here: [Discrimination and Harassment Policy](#).

Assessment of School Safety

The School Administration reviews the Safety Plan with the School Site Council annually. Administration consults with the School Resource Officer, Fire, and other emergency agencies to ensure that current protocols are available and communicated. Schools sites review Office referrals, attendance and suspensions and expulsions. That information can be found here: [Assessments data](#)

Emergency Evacuation Map: [Map Link](#)

Alternative Sites for Off-Site Evacuations: [Link](#)

Strategies and Programs to Provide and Maintain a high level of Safety ([EC 32281\(a\)1, items A-J](#))

It is a priority of the administration and staff in the Morgan Hill School District that every student who attends our schools will have an environment that is physically safe with a positive school climate. This includes all venues and hours, inside or outside the classroom, coming or going to school, as well as at school-related activities.

Our administration and staff work to provide an orderly, caring, and nondiscriminatory learning environment where all students can feel comfortable and take pride in their school and their achievements. This includes teaching students the values of equality, human dignity, mutual respect, and to employ cooperative learning strategies that foster positive interactions among students from diverse backgrounds. Students shall have opportunities to voice their concerns about school policies and practices and to share responsibility for solving problems that affect their school. Staff shall encourage and reward success, achievement, participation in community projects, and positive student conduct.

Our school district promotes nonviolent conflict resolution techniques to encourage attitudes and behaviors that foster harmonious relations. Staff shall receive training to implement and support conflict resolution (California Education Code Sections [32228 – 3228.6](#), [35160](#), [35160.1](#), [44806](#)).

(A) Child Abuse Reporting Procedures ([EC 35294.2 \(a\)\(2\)](#); [PC 11166](#))

All staff members are ‘mandated reporters’ and are required by law to report to County Child Protective Services when child abuse is suspected. Responsibilities include making an initial phone report followed by a written report within 36 hours. These duties may not be delegated to others. Our Board Policy and Administrative Regulations for Child Abuse Reporting can be found at [BP 5141.1](#) and [AR 5141.1](#)

(B) Disaster Procedures ([EC 35295-35297](#))

Morgan Hill Unified School District will take all necessary measures to keep students, staff, and visitors safe in the event of a disaster. Response incorporates strategies of the Incident Command System, the Standardized Emergency Management System and the National Incident Management System.

- Maps out specific evacuation procedures within the school building disaster plan.
- Provides guidance for emergency response to a variety of potential hazards and incidents, including duck and cover procedures following an earthquake.
- Identifies emergency response training and exercise opportunities for students and staff.

Public Agency Use of School Buildings for Emergency Shelters

Morgan Hill Unified School District coordinates with the Santa Clara County American Red Cross through the local interagency Incident Command Center located at the Morgan Hill Police station. School facilities may be used as mass care and welfare shelters during an emergency.

(C) School Suspension, Expulsion, and Mandatory Expulsion Guidelines

The Morgan Hill Unified School District’s Suspension/Due Process Policy is consistent with the California Education Code. Schools have jurisdiction at school, at school activities, or coming or going to school activities and will provide students the opportunity to relate their “side of the story” and have it investigated prior to disciplinary action. Disciplinary policies and procedures can be referenced here: [Board Policy 5144.1](#) and [AR 5144.1](#) or [EC 48900-48927](#)

(D) Procedures to prepare employees for emergency response and to notify teachers of dangerous pupils ([EC 49079](#))

The Morgan Hill Unified School District’s policies for emergency training and the notification of teachers of dangerous students are consistent with education code and can be referenced here: [BP 4158](#), [BP 4258](#), and [BP 4358](#)

(E) Sexual Harassment Policies ([EC 212.6 \(b\)](#))

The Morgan Hill Unified School District’s prohibits sexual harassment, policies can be found here: [BP 41119.11](#) and [AR 41119.11](#).

(F) School-wide dress code Relating to gang-related apparel ([EC 35183](#)):

The Governing Board believes that appropriate dress and grooming contribute to a productive learning environment. The Board expects students to give proper attention to personal cleanliness and to wear clothes that are suitable for the school activities in which they participate. Students' clothing must not present or promote a health or safety hazard or a distraction which would interfere with the educational process. References: [Board policy 5132](#), [Link to site Student Handbook for specific dress codes for your site](#).

(G) Procedure for Safe Ingress and Egress of Pupils, Parents, and Staff to and from School ([EC 35294.2](#))

Morgan Hill Unified takes pride in our mission to provide a safe environment for all students, parents, and school employees. Our School will ensure safe ingress and egress to and from the school for pupils, parents, and school employees. Safe ingress and egress will be maintained by periodic reviews of the procedures for ingress and egress. The school will ensure that all passageways to and from school buildings, corridors within school buildings and emergency exits remain clear of all obstruction to allow the flow of pedestrian and vehicular traffic. The school will also

ensure that potential obstructions and hazards are removed from such areas. To achieve this goal, the school works closely with local law enforcement, fire, and city agencies to ensure safe access.

A large majority of students arrive and leave school in private vehicles. Students arriving or departing from school must use the designated loading and unloading zone(s). A crosswalk is provided for access to the parking areas.

COVID-19 Ingress and Egress procedures:

Our School will ensure safe ingress and egress and adapt to social distancing due to current COVID pandemic to and from the school for pupils, parents, and school employees. Safe ingress and egress will be maintained by periodic reviews of the procedures for ingress and egress. The school will ensure that all passageways to and from school buildings, corridors within school buildings and emergency exits remain clear of all obstruction to allow the flow of pedestrian and vehicular traffic and are able to maintain a social distance of 6 ft apart. In addition, masks will be worn at all times. The school will also ensure that potential obstructions and hazards are removed from such areas and ensure that all exit gates are open. To achieve this goal, the school works closely with local law enforcement, fire, and city agencies to ensure safe access.

Coronavirus (COVID-19) Safety Procedures: [Link](#)

Morgan Hill Unified takes pride in our mission to provide a safe environment for all students, parents, and school employees.

- [COVID Transmission reporting Flow Chart](#)
- [Safety Measures for Returning to sites](#)
- [MHUSD Site Reopening Check List](#)

(H) A Safe and Orderly School Environment Conducive to Learning (EC 35294.2). School goals are set to have continual improvement in school physical and social-emotional safety.

Goal 1				
Component	Element		Opportunity for Improvement	
Positive School Climate	A school-wide behavior and discipline plan has been implemented.		The expectations for students and staff are shared on a daily basis.	
Objective	Action Step	Resources	Lead Person	Evaluation
All schools will maintain or move up by one level in PBIS	Maintain top level of PBIS	<ul style="list-style-type: none"> • PBIS World • Training books • SEL online resources • Care Team Personnel • MTSS coordinator personnel 	Shannon Rafat	Ongoing
All schools will participate in safety drills.	Monthly	<ul style="list-style-type: none"> • Staff • Alarm System 	Staff (Ray Alvarez, Courtney McMains, Shannon Rafat)	Ongoing: check times

Goal 2		
Component	Element	Opportunity for Improvement
Safe Physical Environment	A safe School Environment	Ensure Facility is in safe working order

Objective	Action Step	Resources	Lead Person	Evaluation
The school site will have procedures to ensure a safe campus	Staff and students know exit routes	Exit procedures will be posted. Staff and students will practice.	Shannon Rafat	Check quarterly for up-to-date postings.
The school campus will be clean and orderly.	Staff, students, and custodians will work on a regular basis to keep things clean and orderly.	Clean up materials.	Ray Alvarez and Lead team will provide a schedule for class clean-up. Bathrooms will be cleaned twice daily	Staff and students will look to see that the campus is clean.

(I) School Discipline Rules and Consequence ([EC 35291](#) and [EC 35291.5](#))

School rules exist for the purpose of facilitating a safe learning environment. To review the school's code of conduct please visit: [Code of Conduct](#)

(J) Hate Crime Reporting Procedures and Policies

MHUSD is committed to providing a safe learning environment that protects students from discrimination, harassment, intimidation, bullying, and other behavior motivated by a person's hostility towards another person's real or perceived ethnicity, national origin, immigrant status, sex, gender, sexual orientation, religious belief, age, disability, or any other physical or cultural characteristics. The Morgan Hill Unified School District's Hate crime policies can be found here: [BP 5145.9](#)

Safety Plan Review, Evaluation and Amendment Procedures

Safety Plan evaluation and revision record

To be effective, emergency plans need to be updated frequently and consistently. Site principals are required to assign personnel to update this Emergency Operations Plan on at least an annual basis.

Safety Plan Committee Lead Members

Name	Title
Rosemary Esparza, General office clerk, bilingual	Student & Staff Safety
Tomás Andrade, Liaison, bilingual	Student Release & Crowd Control
Sarah Barker, Health Clerk, English only	First Aid and Basic Needs
Courtney McMains, Secretary, English only	Communication
Ray Alvarez, Lead Custodian, Bilingual	Facilities

Revisions or Updates on Plan

	Date	Recorded by (who made the changes)	
		Name	Position
All sections reviewed	8/6/20	Shannon Rafat	Principal
Plan Updated	3/5/21	Jessica Swift	Coordinator of Student Services

Safety Plan Review, Evaluation and Amendment Procedures

Activity Description (i.e. review steps, meetings conducted, approvals, etc)	Date and Time	Attached Document (description and location)
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As of September, 2019 this plan is new and all its content is current and up to date. The plan was reviewed by the School Site Council.	September 24, 2020	Agenda and sign in sheet available upon request
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Record of Emergency Response Training

It is the responsibility of the principal to ensure adequate training of staff, students and parents, using resources provided by the District, the community and/or the school itself.

Training Topic	Person(s) or group(s) trained	Date Implemented	The activity provided or supervised by:	
			Name	Position
Safety Plan Review	Students and staff		Shannon Rafat	Principal
Run, hide Defend Training	Staff	January 15, 2020	Greg Dini	School Resource Officer
Great American Shakeout (earthquake drill)	All staff and students	October 17, 2020	Shannon Rafat	Principal
Mandated training, blood borne pathogens and sexual harassment	All staff	Aug 11, 2020	Shannon Rafat	Principal
Resilient Together Postvention	Certificated Staff	TBD	TBD	Principal
Safety Drill Fire	Staff and students	monthly	Shannon Rafat	Principal
Safety drill: Earthquake	Staff and students	Oct, Dec, March, May	Shannon Rafat	Principal
Type of drill: Fire	Staff and students	8/27/20	Shannon Rafat	Principal
Type of drill: Fire	Staff and students	9/17/20	Shannon Rafat	Principal
Type of drill: Earthquake	Staff and students	10/16/20	Shannon Rafat	Principal
Type of drill: Fire	Staff and students	10/29/20	Shannon Rafat	Principal
Type of drill: Fire	Staff and students	11/19/20	Shannon Rafat	Principal
Type of drill: Earthquake	Staff and students	12/17/20	Shannon Rafat	Principal
Type of drill: Fire	Staff and students	12/11/20	Shannon Rafat	Principal
Type of drill: Fire	Staff and students	1/14/20	Shannon Rafat	Principal
Type of drill: Fire	Staff and students	2/25/21	Shannon Rafat	Principal
Type of drill: Earthquake	Staff and students	3/17/21	Shannon Rafat	Principal
Type of drill: Fire	Staff and students	3/19/21	Shannon Rafat	Principal
Type of drill: Fire	Staff and students	4/23/21	Shannon Rafat	Principal
Type of drill: Fire	Staff and students	5/12/21	Shannon Rafat	Principal
Type of drill: Earthquake	Staff and students	5/21/21	Shannon Rafat	Principal
Intruder on Campus Drill (run, hide, defend)	All Staff	1/15/21	online training only	SRO

Emergency Contact Information

Communication with schools and facilities:

In the event the threat is immediate or imminent, personnel should be directed to follow emergency procedures established in this plan and located here: [Communicating with parents and community](#), [Local Emergency Numbers](#)

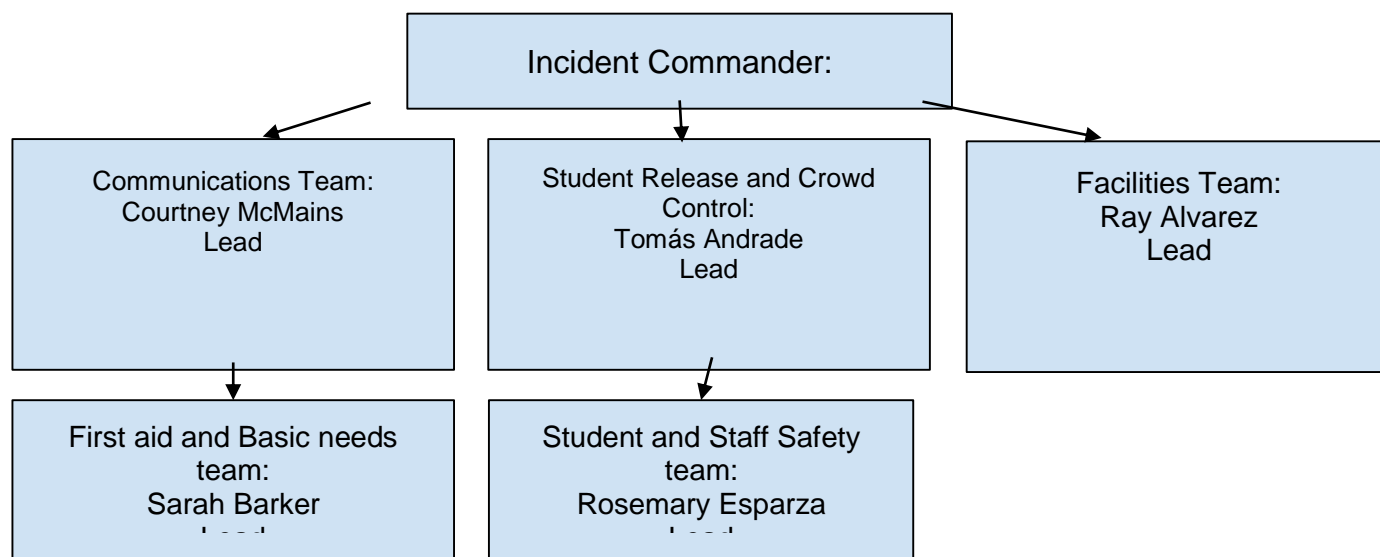
School Staff Emergency Contacts

Position	Name	Contact
Principal	Shannon Rafat	408 201 6500
Lead teacher	Laura Dzek	408 201 6500
Principal's Secretary	Courtney McMains	408 201 6500
Campus Supervisor	Valerie Carr (upon return)	408 201 6500
Custodian	Ray Alvarez	408 201 6500

District Emergency Contacts

Position	Name	Contact
Superintendent	Steve Betando	1-408-201-6001 Ext. 51001
Secretary to the Superintendent	Kelly Schriefer	1-408-201-6001 Ext. 51001
Secretary to the Asst. Superintendent of HR	Jazmin Contreras	1-408-201-6018 Ext. 51018
Secretary to the Asst. Superintendent of Business	Allison Murray	1-408-201-6052 Ext. 51052
Secretary to the Asst. Superintendent of Educational Services	Tricia Campbell	1-408-201-6073 Ext. 51073
Director of Maintenance and Operations	Anessa Espinosa	1-408-201- 6087 Ext. 51087

Incident Command System (ICS) for schools



Incident Command System (ICS) for schools

	Name	Position	Location
Incident Commander (Description)	Shannon Rafat	Principal	School office or front of cafeteria
Communication Team (Description)	Courtney McMains	Secretary	Front office of hallway on the north facing side of room 6
Student Release and Crown Control Team	Tomas Andrade	Liaison	YMCA room or lunch tables

(Description)			
Facilities Team (Description)	Ray Alvarez	Custodian	Custodian's closet or outside room 18
First Aid and Basic Needs (Description)	Sarah Barker	Health Clerk	Health office or outside office area
Student and Staff Safety Team (Description)	Rosemary Esparza	General Office Clerk	Room 3 or near office at tables

Types of Emergencies and Specific Procedures:

Morgan Hill Unified School District takes all safety concerns seriously and wants to ensure that every school site is prepared for a variety of emergencies and disasters.

HOW TO ASSIST THOSE WITH DISABILITIES DURING AN EVACUATION

The needs and preferences of non-ambulatory individuals will vary. Those at ground floor locations may be able to exit without help. Others may have minimal ability to move, and lifting may be dangerous. Some non-ambulatory people also have respiratory complications. Remove them from smoke and vapors immediately. For students with specific needs and have an IEP (individual Education Plan) safety evacuations will be addressed in the IEP.

To alert visually-impaired individuals

- Announce the type of emergency.
- Offer your arm for guidance.
- Tell the person where you are going, obstacles you encounter.
- When you reach safety, ask if further help is needed.

To alert individuals with hearing limitations

- Turn lights on/off to gain person's attention -OR-
- Indicate directions with gestures -OR-
- Write a note with evacuation directions.

To evacuate individuals using crutches, canes or walkers

- Evacuate these individuals as injured persons.
- Assist and accompany to evacuation site, if possible -OR-
- Use a sturdy chair (or one with wheels) to move person -OR-
- Help carry individuals to safety.

To evacuate individuals using wheelchairs

- Give priority assistance to wheelchair users with electrical respirators
- Most wheelchairs are too heavy to take downstairs; consult with the person to determine the best carry options.
- Reunite a person with a wheelchair as soon as it is safe to do so.

Quick Reference Guides for Specific Emergencies are linked here:

Aircraft Disaster	Civil Disturbance, Riot, and Demonstrations	Fire	Hostage Emergencies
Biological and Chemical Emergencies	Crime in progress	Flood	Hostile Intruder
Bomb Emergencies	Drive by Shooting	Gas, Power, Water System Failure	Missing Child/Kidnapping
Child Abuse	Earthquake	Hazardous Materials, Toxic Spills	Pandemic Flu
Active Shooter: Run, Hide, Defend Protocol Quick Reference (Link Available to MHUSD Employees Only) Run Hide Defend Informational Video (Santa Clara County Police Chiefs Association, Public Access)			