

# SAFETY PLAN

## SB 187 Compliance Document

School Year: 2021-2022

<b>School</b>	<b>Nordstrom Elementary</b>
<b>CDS Code</b>	<b>43 69583 6047914</b>
<b>District</b>	<b>Morgan Hill Unified</b>
<b>Address</b>	<b>1425 East Dunne Ave. Morgan Hill, CA 95037</b>
<b>Date of Adoption</b>	<b>10/5/21</b>

### Approved By

Name	Title	Date
Breanna Cull	Principal	9/13/21
Garner Green	Assistant Principal	9/13/21
Alisha Garcia	School Site Council President	9/13/21

### 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 school 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](#): (Note: Assessment Data is from 2019-2020 due to COVID and the State assessments being waived. )

**Emergency Evacuation Map:** [Alternate Exit Map](#)  
[Controlled Release Exit Map](#)

**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 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: Students/families will enter the school through the left gate closest to the office.

**Coronavirus (COVID-19) Safety Procedures:**

- [Safety Measures for K-12 Schools](#)
- [COVID Quarantine Decision Tree](#)

**(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 enforced on a daily basis.
Objective	Action Step	Resources	Lead Person	Evaluation
All schools will maintain or move up by one level in PBIS.	Continued enrollment and implementation of PBIS.	SCCOE trainings	Angie Bellino	TFI
All schools will participate in safety drills.	Monthly drills	Teachers	Breanna Cull	Drill form

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.	Signs, Williams, PLC safety review	Maintenance/custodian	Breanna Cull	Yearly walk through
The school campus will be clean and orderly.	Work with staff and students Establish rituals and routines	Custodians, teachers	Breanna Cull Kim Burrell	Daily walk through

	Videos of "The Nordstrom Way"			
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**(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/Student Handbook](#)

**(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 Members*

Name	Title
Susan Saba	Secretary
Beth Newquist	School Office Assistant
Kim Burrell	Custodian
Renee De Villez	Teacher
Kayla Young	Teacher

*Revisions or Updates on Plan*

Section(s) of the plan that has been revised or updated	Date	Recorded by (who made the changes)	
		Name	Position
Plan Updated	3/5/2019	Jessie Swift	Coordinator of Student Services
Format modified	9/18/2019	Jessie Swift	Coordinator of Student Services
Whole plan updated	8/14/2020	D. Grove/Breanna Cull	Principal
Plan Updated	1/4/2021	Breanna Cull	Principal
Plan Updated	8/13/2021	Garner Green	Assistant Principal

Plan reviewed	9/16/2021	J.Swift	Coordinator of Student Services
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*Safety Plan Review, Evaluation and Amendment Procedures*

<b>Activity Description</b> <i>(i.e. review steps, meetings conducted, approvals, etc)</i>	<b>Date and Time</b>	<b>Attached Document</b> <i>(description and location)</i>
Staff reviewed the Run, Hide, Defend video with the School Resource Officer	9/1/21	
The safety plan was reviewed in its entirety by staff	9/1/21	
The safety plan was reviewed in its entirety by School Site Council	9/13/21	<b>Approval:</b> <a href="#">AGENDA LINK</a> <a href="#">SIGNATURE LINK</a>

**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.

<b>Training Topic/Date Drill Scheduled</b>	<b>Person(s) or group(s) trained</b>	<b>Date Implemented (fill out once complete)</b>	<b>The activity provided or supervised by:</b>	
			<b>Name</b>	<b>Position</b>
Safety Plan Review	All Staff	9/1/21	Breanna Cull	Principal
Run, Hide, Defend Training	All Staff	9/1/21	Breanna Cull	Principal
Mandated Training, Bloodborne Pathogens and Sexual Harassment.	All staff	8/27/21	Breanna Cull	Principal
Be Seen and Heard Training	Certificated Staff	10/7/21	Breanna Cull	Principal
Trauma Informed Practices	Certificated Staff	8/10/21	TCI training	PD day on 8/10
Drill Plan (fire;earthquake; Run, Hide, defend)	Staff	9/8/21	Breanna Cull	Principal
Month: August 26-Fire Drill	Students and Staff	8/27/21	Breanna Cull	Principal
Month: September 24-Fire Drill	Students and Staff	9/24/21	Breanna Cull	Principal
October 21: Earthquake-Great American Shake Out	Students and Staff	10/21/21	Breanna Cull	Principal
Month: November 29-Fire Drill	Students and Staff	11/29/21	Breanna Cull	Principal
Month: December 16-Fire Drill	Students and Staff	12/16/21	Breanna Cull	Principal
Month: January 28-Run, Hide, Defend (Intruder on Campus)	Students and Staff		Breanna Cull	Principal

Month: February 18-2nd Earthquake Drill	Students and Staff		Breanna Cull	Principal
Month: March 25-Fire Drill	Students and Staff		Breanna Cull	Principal
Month: April 22-Alternate Exit Drill	Students and Staff		Breanna Cull	Principal
Month: May 27-Fire Drill	Students and Staff		Breanna Cull	Principal

### 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](#)

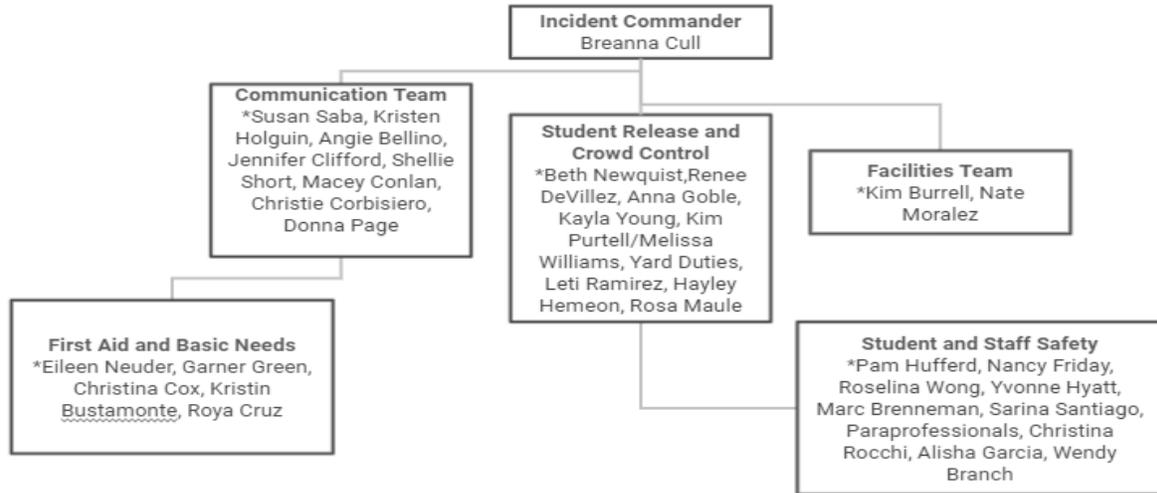
#### *School Staff Emergency Contacts*

Position	Name	Contact
Principal	Breanna Cull	408-201-6440 x15102
Assistant Principal	Garner Green	408-201-6440 x15207
Office Assistant	Beth Newquist	408-201-6440 x15108
Principal's Secretary	Susan Saba	408-201-6440 x15101
Health Assistant	Eileen Neuder	408-201-6440 x15131
Custodian	Kim Burrell	408-201-6440

#### *District Emergency Contacts*

Position	Name	Contact
Superintendent	Dr. Carmen Garcia	408-201-6001 Ext. 51001
Secretary to the Superintendent	Kelly Schiefer	408-201-6001 Ext. 51001
Secretary to the Asst. Superintendent of HR	Jazmine Hernandez	408-201-6018 Ext. 51018
Secretary to the Deputy Superintendent and CFO	Allison Murray	408-201-6052 Ext. 51052
Secretary to the Asst. Superintendent of Educational Services	Tricia Campbell	408-201-6073 Ext. 51073
Director of Grounds Maintenance	Ricky Carillo	408-201- 6087 Ext. 51087

## Incident Command System(ICS) for Schools



## Incident Command System (ICS) for Schools

	Name	Position	Location
Incident Commander <a href="#">(Description)</a>	Breanna Cull	Principal	Office or grass area behind playground
Communication Team <a href="#">(Description)</a>	*Susan Saba	School Secretary	School office or ball wall area
	Kristen Holguin/Angie Bellino	Teacher	
	Shellie Short/Jennifer Clifford	Teacher	
	Macey Conlan/ Christie Corbisiero/Donna Page	Teacher	
Student Release and Crown Control Team <a href="#">(Description)</a>	*Beth Newquist/Yard Duties	School Office Assistant	Multi-purpose room
	Renee DeVillez/Leti Ramirez	Teacher/Community Liaison	
	Anna Goble/Hayley Hemeon	Teacher	
	Kayla Young/ Rosa Maule/ Kim Purtell/Melissa Williams	Teacher	
	Megan Fowler/Ashely Tognetti	Teacher	
Facilities Team <a href="#">(Description)</a>	*Kim Burrell	Custodian	Custodian's office or outside custodian's office

	Nate Morales	Custodian	
First Aid and Basic Needs <a href="#">(Description)</a>	*Eileen Neuder	Health Clerk	Health office/staff room or quad area
	Garner Green	Assistant Principal	
	Roya Cruz	Teacher	
	Christina Cox	Paraprofessional	
	Kristin Bustamonte	RSP Teacher	
Student and Staff Safety Team <a href="#">(Description)</a>	*Pam Hufferd	Teacher	Grass Area or Nordstrom park
	Nancy Friday/Yvonne Hyatt/Marc Brennehan	Teacher	
	Sarina Santiago/Paraprofessionals	Teacher	
	Roselina Wong/Wendy Branch/Alisha Garcia/Christina Rocchi	Teacher	

*\* Indicates Team Leader*

#### **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.
- 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.

**Medical incidents:**

Emergency First Aid Guidelines for California Schools: [LINK](#)

MHUSD School Incident Documents: [LINK](#) (to be filled out by the nurse or health clerk)

**Quick Reference Guides for Specific Emergencies** are linked here:

<a href="#">Aircraft Disaster</a>	<a href="#">Civil Disturbance, Riot, and Demonstrations</a>	<a href="#">Fire</a>	<a href="#">Hostage Emergencies</a>
<a href="#">Biological and Chemical Emergencies</a>	<a href="#">Crime in Progress</a>	<a href="#">Flood</a>	<a href="#">Hostile Intruder</a>
<a href="#">Bomb Emergencies</a>	<a href="#">Drive by Shooting</a>	<a href="#">Gas, Power, Water System Failure</a>	<a href="#">Missing Child/Kidnapping</a>
<a href="#">Child Abuse</a>	<a href="#">Earthquake</a>	<a href="#">Hazardous Materials, Toxic Spills</a>	<a href="#">Pandemic Flu</a>

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)