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Welcome to the

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**Great Neck Public Schools**

**2019-2020**

**ADOPTED BY THE BOARD OF EDUCATION ON 8/29/2019**

***District-Wide  
School  
Safety Plan***

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# Great Neck Public Schools

## *District-Wide School Safety Plan*

### Policy Statement

The District-Wide School Safety Plan (as required by the SAVE Law – Safe Schools Against Violence in Education – Commissioner of Education Regulation 155.17) has been established to provide for the safety, health and security of both students and staff and allows for input from the entire school community. This particular component of Project SAVE is a comprehensive planning effort that addresses risk reduction/prevention, response and recovery with respect to a variety of emergencies that may occur in the school district and its component school buildings.

The Board of Education has appointed, under the direction of the Superintendent of Schools, a District-Wide School Safety Team to develop, implement and maintain all provisions of the Plan. This plan has been adopted by the School Board on September 16, 2019. This Plan incorporates all Building-Level Emergency Response Plans that have been developed by the Building-Level Emergency Response Teams appointed by the Building Principals. In the event of an emergency or violent incident, the initial response at an individual school building will be the responsibility of the school building Emergency Response Team. Upon activation of the school building Emergency Response Team the Superintendent of Schools or designee and appropriate local emergency response officials will be notified. The nature of any given emergency will dictate the degree of interaction with both State and Local Emergency Response Agencies. The local BOCES Health & Safety Office will assist in development of protocols for accessing these services.

The District-Wide School Safety Plan was made available for public comment 30 days prior to its adoption and provided for participation of the entire school community. The District-Wide and Building-Level Plans were formally adopted by the School Board after at least one public hearing. As required by law, the District-Wide School Safety Plan is posted on the school district website by October 15<sup>th</sup> of each school year and will be reviewed annually by the District-Wide School Safety Team by September 1<sup>st</sup> of each school year. Building-Level Emergency Response Plans will be updated by September 1<sup>st</sup> of each school year by the Building-Level Emergency Response Team and filed with both State and Local Police by October 15<sup>th</sup> of each school year.

The school district refuses to tolerate violence or threats of violence on school grounds and, by implementation of this Plan, will make every effort to prevent violent incidents from occurring. We will provide the appropriate authority and budgetary resources in support of this effort. Violence prevention is the responsibility of the entire school community and we encourage participation of all individuals. Our Plan requires the prompt reporting of all violent incidents or threats and assures that victims or reporters of incidents of violence will not be discriminated against.

A copy of the District-Wide School Safety Plan is also available upon request at central administration in the office of the Superintendent of Schools. Although the Building-Level Emergency Response Plans are linked to the District-Wide School Safety Plan, in accordance with Education Law Section 2801-a, the **Building-Level Emergency Response Plan will remain confidential and not be subject to disclosure**. This will further ensure safety at the building-level and reduce the potential for planned sabotage.

### Elements of the District-Wide School Safety Plan

- ✓ Identification of sites of potential emergencies.
- ✓ Plans for responses to emergencies including school cancellation, early dismissal, evacuation and sheltering.
- ✓ Responses to an implied or direct threat of violence.
- ✓ Responses to acts of violence including threats made by students against themselves including suicide.
- ✓ Prevention and intervention strategies including collaborative arrangements with law enforcement officials to ensure that school safety and security personnel are appropriately trained; non-violent conflict resolution training; peer mediation programs; extended day and other school safety programs.
- ✓ Plans to contact law enforcement officials in the event of a violent incident and arrangements for receiving assistance from emergency and local government agencies.
- ✓ Plans for identification of district resources and coordination of such resources and manpower available during an emergency.
- ✓ Designation of the Chain-of-Command (Incident Command).
- ✓ Plans to contact parents and guardians including when students make threats of violence against themselves.

- ✓ School building security.
- ✓ Dissemination of information regarding early detection of potentially violent behavior.
- ✓ Plans to exercise and conduct drills to test the Building-Level Emergency Response Plan including review of tests.
- ✓ Annual school safety training for staff and students.
- ✓ Protocols for bomb threats, hostage taking, intrusions and kidnapping.
- ✓ Strategies for improving communication and reporting of potentially violent incidents.
- ✓ A description of the duties of hall monitors and other school safety personnel with the requirements for training, hiring, and screening process for all personnel acting in a school safety capacity.
- ✓ Information about the school district including population, staff, transportation needs and telephone numbers of key school officials.
- ✓ Documentation and record keeping.
- ✓ Staff training via the Global Compliance Network Online Training program.

### **School District Chief Emergency Officer**

The Superintendent of Schools is the Chief Emergency Officer and through designated personnel will provide:

- Coordination of communication between school staff/law enforcement/first responders.
- Assistance in the selection of security related technology and procedures for its use.
- Coordination of safety, security, and emergency training for school staff.
- Assistance in required evacuation and lock-down drills completion as required by law.
- Assurance that all school district staff understands the District-Wide School Safety Plan.
- Assurance that the District-Wide School Safety Plan and Building-Level Emergency Response Plans are completed, reviewed annually and updated as needed.

### **District-Wide School Safety Team**

The District-Wide School Safety Team is appointed by the School District Board of Education on July 1, 2019 and will always include the representation noted below at a minimum. The major function of the District-Wide School Safety Team is to create the District-Wide School Safety Plan and update as necessary. The District –wide School Safety Plan was approved by the Team on July 3, 2019. The plan was made available on the Great Neck Public Schools website for public comment on July 29, 2019 in anticipation of the public hearing and adoption of said plan by the Board of Education on August 29, 2019.

- **Dr. Teresa Prendergast**, Superintendent
- **Donna Peirez**, School Board Member
- **Jennifer Dipalo**, Teacher Representative
- **John Powell**, Assistant Superintendent for Business
- **Richard Castro**, Security
- **Alfredo Cavallaro**, Director of Facilities
- **James Popkin**, Supervisor of Transportation
- **All members of the 2019-2020 Safety Team are listed on the last page of this document.**

### **Responsibilities of the District-Wide School Safety Team**

The District-Wide School Safety Team will act as a Threat Assessment Team with the responsibility to assess the vulnerability of the school district to violence and recommend to the Superintendent and School Board preventive actions that they feel are necessary. The Team will meet on a regular basis and minutes of each meeting will be kept. An agenda will be established prior to each meeting. The Team will maintain responsibility for auditing the District-Wide School Safety Plan to determine its success in violence prevention. Some of the teams primary responsibilities will include:

- 1) Recommending training programs for students and staff in violence prevention and mental health. Annual training will be completed by September 15<sup>th</sup> and may be included in existing professional development. New employees will receive training within 30 days of hire.
- 2) Dissemination of information regarding early detection of potentially violent behavior.

- 3) Developing response plans to acts of violence and address threats made by students against themselves, including suicide. Will also address methods for contacting parents/guardians when students make threats of violence against themselves.
- 4) Communicating the Plan to students and staff.
- 5) Reviewing previous incidents of violence and examining existing records to identify patterns and trends that may indicate causes of violence (VADIR; OSHA 200 Logs; Incident Logs; Worker Compensation Reports; Police Reports; Accident Investigations; Grievances, etc.).
- 6) Making recommendations necessary for change.
- 7) Arranging for annual security analysis including the inspection of all buildings to evaluate the potential for violence. Possible evaluators include County and Local Police Departments, consultants or District-Wide School Safety Team Sub-Committee or Building-Level Emergency Response Team.
- 8) Recommending improved security measures based on school building inspection results.
- 9) Conducting annual school building survey of students and staff to identify the potential for violent incidents.
- 10) Reviewing survey results and recommending actions that are necessary.

### **Building-Level Emergency Response Team**

The Building-Level Emergency Response Team is appointed by the School Building Principal. The major focus of this team is to create, monitor, and update the Building-Level Emergency Response Plan. This team, at a minimum will include the following representation:

- Teacher
- Administrator
- School Safety Personnel
- Community Members
- Law Enforcement
- Fire Officials
- Ambulance
- Others

The Building-Level Emergency Response Team is responsible for selecting the following:

- **Emergency Response Team** (Core group of actual responders not to be confused with the Building-Level Emergency Response Team which is a larger team for the purposes of planning and monitoring) which has the following representation:
  - School Personnel
  - Law Enforcement Officials
  - Fire Officials
  - Emergency Response Agencies
- **Post-Incident Response Team** (Individuals who can assist in the medical and psychological aftermath of a violent incident or emergency) which has the following representation:
  - Appropriate School Personnel
  - Medical Personnel
  - Mental Health Counselors
  - Others (Psychologists, Social Workers, etc.)

### **Risk Reduction/Prevention and Intervention Strategies**

Program Initiatives in the School District include:

1. Non-violent conflict resolution training programs.
2. Peer mediation programs.
3. Extended day and other school safety programs.
4. Youth-run programs.
5. Mentors for students concerned with bullying/violence.
6. As part of the process of exercising emergency plans (lockdown, sheltering, evacuation, etc.) all students are educated on the reasons for testing emergency plans and are given an opportunity to ask questions. Specific training is provided on how to respond to emergency situations.

7. The Fire Department conducts annual training in our school buildings.

## **Training, Drills and Exercises**

The best way to train students and staff on emergency response procedures is through annual drills and exercises in each school building. After each drill/exercise or real event, teachers in each classroom will review the purpose of the drill with students. Based on the determination of the District-Wide School Safety Team and the Building-Level Emergency Response Team, at a minimum, the following methods may be used:

- Early Go-home drill
- Live drill including shelter-in-place, hold-in-place, evacuation, lockdown, and lockout.
- Live drill for specific responses (hostage taking, bomb-threat, etc.)
- Situational Drills
- Table top exercises
- Emergency Response Team exercises

The school district recognizes that critical evaluation of drills and exercises is the best learning experience and results in improved response procedures. As a result, the district will invite local agencies to participate in and to help evaluate all exercises. These agencies may include but not be limited to the Police and Fire Departments, Rescue and Ambulance Services, Local Office of Emergency Management and the local BOCES Health & Safety Office. The school district, at least once every school year, shall conduct one test of its emergency response procedures under each of its Building-level Emergency Response Plans including sheltering, lockdown, or early dismissal.

## **Implementation of School Security**

School safety personnel will help carry out the District-Wide School Safety Plan and will include the Building Level School Safety Team. These individuals have received appropriate annual training as required under the Regulation. Such training has been conducted in cooperation with the Police Department. These individuals are not to be confused with school security guards that we employ who are regulated under the New York State Security Guard Act that requires specific training, fingerprinting and background checks. All our Security Guards receive 8-hours of pre-assignment and 16-hours of in-service training along with an additional 8-hours of annual refresher training. Our contracted security company is a New York State licensed agency and all of our security guards are also individually licensed.

Appropriate school building security measures and procedures have been determined by the District-Wide School Safety Team and Building-Level Emergency Response Team after review of school building procedures and practices, emergency response plan, code of conduct, security surveys/audits, and building-level climate surveys. Based on these findings we have implemented the following security measures:

- Security Guards received 2 days of staff development every school year.
- The School District has had a security audit/assessment of all school buildings conducted by the Nassau County Police Department in addition to a security consulting firm, Redland Strategies.
- In order to foster a secure environment for students and staff, the following rules apply to school visitors:
  1. A list of visitors with appointments should be transmitted to the security desk prior to the day the visitor is expected.
  2. Visitors should not enter the building with students during student arrival except for urgent business.
  3. All visitors should present picture identification to confirm identity. If a visitor arrives without proper identification, the building administrator or his/her designee will be contacted to determine admittance on a case-by-case basis.
  4. As per Board of Education Policy #5300.65 CODE OF CONDUCT: VISITORS TO THE SCHOOLS, "Visitors attending school functions that are open to the public before, during or after regular school hours, such as parent-teacher organization meetings or public gatherings are not required to register."
  5. Failure to follow these procedures may result in a lockdown.

## **Security Personnel Procedures for Visitor Arrival/Departure**

1. All visitors should use the Aiphone Video Intercom system upon arrival. The Security Guard will follow the dialogue scripted in the Aiphone/Buzzer Protocol chart (attached) to collect some preliminary information about the visitor and the purpose of the visit.
  2. If the Security Guard determines the visitor should be admitted, the visitor will be buzzed into the security vestibule.
  3. One person/family/common group should be buzzed into the vestibule at a time. It is imperative that visitors do not hold the door open for others behind them.
  4. Once inside the vestibule, the visitor(s) will be required to provide photo identification to the Security Guard through the vestibule transaction window.
  5. The Security Guard will call the staff member or department to announce the visitor. If the visitor does not have an appointment, the visitor will be directed to the main office to schedule an appointment once the visitor has been registered with the visitor management system.
  6. The Security Guard will process the visitor using LobbyGuard, including using the remote camera inside the vestibule to take the LobbyGuard photograph. Once the identity of the visitor is confirmed, the visitor will be given the LobbyGuard visitor tag and released into the building. In the absence of LobbyGuard, handwritten visitor passes will be issued.
  7. When leaving, the visitor must return to the Security Desk and return the visitor sticker. The Security Guard will scan the visitor tag to sign them out of the system.
  8. The visitor must exit through the main entrance (and not through the security vestibule as this will be reserved for incoming visitors).
- Video surveillance – closed-circuit TV security.
  - NYS certified security guards.
  - School District Security Personnel.
  - On-going security audits.
  - Random searches may be considered if deemed necessary.
  - We will employ any other methods deemed necessary and constantly review our current practices.

### **Vital Educational Agency Information**

Each Building-Level Emergency Response Plan will contain vital information such as school population, number of staff, transportation needs and telephone numbers of key educational officials.

### **Early Detection of Potentially Violent Behavior**

The District-Wide School Safety Team will make recommendations for appropriate annual training for students and staff in violence prevention and mental health (on-line training may be utilized). Training will include early warning signs of potentially violent behavior and early intervention/prevention strategies. Training will be conducted by in-house staff, local agencies or others as deemed appropriate. Training for students and staff will be conducted annually and include:

- An explanation of what constitutes school violence and a description of the school Code of Conduct. Written information on early detection of potentially violent behavior and a summary of the Code of Conduct.
- Dissemination of the New York State Office of Mental Health one-page handout *What Every Teacher Needs to Know – Recognizing Suicide Risk in Students* and review of the “FACTS” warning signs.
- The district will utilize any resources available for violence prevention and mental health training including those found at the following websites: [http://www.p12.nysed.gov/sss/documents/MentalHealthResourcesfor\\_Educators.pdf](http://www.p12.nysed.gov/sss/documents/MentalHealthResourcesfor_Educators.pdf) and <http://www.p12.nysed.gov/sss/documents/SVPIRequiredComponents.pdf>.
- A description of the school district’s Violence Prevention Program and Safety Plan.
- Information on how to report incidents of violence including threats and verbal abuse.
- How to recognize and respond to school security hazards.
- Review of measures implemented to prevent school violence such as use of security equipment and safety procedures and how to diffuse hostile situations.
- How to summon assistance in the event of an emergency.
- Special procedures for bomb threats, hostage-taking, intrusions and kidnapping.
- Post-incident procedures including medical follow-up and the availability of counseling and referral.
- Student training will include post-drill or actual event review by classroom teachers.



Records will be maintained of all participants along with their evaluation of the training program. Trainers will be knowledgeable and familiar with our District-Wide School Safety Plan.

## **Hazard Identification**

As part of each Building-Level Emergency Response Plan, each Building-Level Emergency Response Team will determine sites of potential emergencies that may impact the individual school building. Such sites may include but not be limited to all school buildings, playground areas, properties adjacent to schools, off-site athletic fields, buses and off-site field trips. Specifically defined areas of current concern include:

- **Long Island Expressway**
- **Northern State Parkway**
- **Lakeville Road**
- **Northern Blvd.**
- **Old Mill Road**
- **Steamboat Road**
- **Community Drive**
- **Long Island Rail Road**
- **Great Neck Water District**
- **North Shore University Hospital**
- **Long Island Jewish Medical Center**
- **Parkwood Swimming Pool**
- **United States Merchant Marine Academy**
- **Numerous Houses of Worship**

## **Responses to Violence (Incident reporting, Investigation, Follow-Up, Evaluation, and Disciplinary Measures)**

All incidents of violence, whether or not physical injury has occurred (verbal abuse, threats of violence, etc.), should be reported immediately and documented on the Violent and Disruptive Incident Report (VADIR). With the realization that employees and students may otherwise be reluctant to come forward, we will maintain confidentiality. Individuals will be assured that there will be no reprisal for reporting their concerns. Incidents will be reported as follows:

The School Building Principal/Administrator or Designee will be responsible for receiving and responding to all incident reports including anonymous reports. Information on the reporting process for students and staff will be provided as part of the violence prevention training program. Each incident will be reported to and evaluated by the District-Wide School Safety Team (Threat Assessment Team) for the purpose of compiling data and evaluating the Violence Prevention Program.

Relationships have been established with the Police Department and other emergency response agencies at the building level. Representatives from these agencies participate on Building-Level School Safety Teams.

### **Reporting:**

Once an incident has been reported, and depending on its severity, the School Building Principal/Administrator or Designee will assume responsibility as the Incident Commander.

- Report it to the Police Department.
- Secure the area where the disturbance has occurred.
- Ensure the physical safety/medical management of students/staff remaining in the area as soon as possible.
- Ensure that while responding to the incident, the remainder of the building remains appropriately supervised.
- Quickly assess the area of the incident to determine damage as a result of the incident and if it is safe to remain. If necessary, evacuate or shelter as per the Building-Level Emergency Response Plans.
- Provide incident debriefing to students/staff as needed. Notify parents.

**Investigation:**

After the incident has occurred the Threat Assessment Team will conduct a detailed investigation. It is the purpose of the Team to focus on facts that may prevent recurrence, not find fault. The Team conducting the investigation will:

- Collect facts on how the incident occurred.
- Record information.
- Identify contributing causes.
- Recommend corrective action.
- Encourage appropriate follow-up.
- Consider changes in controls, policy and procedures.

**Follow-up:**

The school district recognizes the importance of responding quickly and appropriately to the medical and psychological needs of students/staff following exposure to a violent incident. All individuals affected by a violent act in the school district will be provided with appropriate medical and psychological treatment and follow-up. Provisions for medical confidentiality and protection from discrimination will be included to prevent the victims of violent incidents from suffering further loss.

**Evaluation:**

The District-Wide School Safety Team (Threat Assessment Team) is responsible for ensuring that an initial school building security analysis is conducted and periodically re-evaluated. These physical evaluations will focus on the identification and assessment of school building security hazards and address necessary changes in building practices. These evaluations will review the potential for different types of violent incidents including bomb threats, hostage-taking, intrusions, and kidnapping. Professionals will be utilized from local law enforcement and private consultants as necessary.

**Disciplinary Measures:**

The school district Code of Conduct will be the basis for determining the appropriate disciplinary measures that may be necessary.

**Code of Conduct:**

The school district has created a detailed Code of Conduct to describe the expected behavior of students, staff and visitors to school buildings and the disciplinary actions resulting for violations of the Code. The Code, which will be communicated to all students/staff and parents, will serve as a major component of our violence prevention program. The Code will be evaluated annually and revised as necessary to reflect changes in school policies and procedures. A copy of the Code of Conduct can be found on the GNPS Website.

## **Emergency Response Protocols Notification and Activation (Internal and External Communication)**

The Superintendent of Schools recognizes his/her responsibility to notify all educational agencies within the school district of a disaster and has established the following notification list:

School	Phone	Fax	E-Mail
South High School	516-441-4800	516-441-4893	cgitz@greatneck.k12.ny.us
North High School	516-441-4700	516-441-4791	dholtzman@greatneck.k12.ny.us
South Middle School	516-441-4600	516-441-4690	gcartolano@greatneck.k12.ny.us
North Middle School	516-441-4500	516-773-4841	gcozine@greatneck.k12.ny.us
Parkville Elementary School	516-441-4350	516-441-4367	kmurray@greatneck.k12.ny.us
Lakeville Elementary School	516-441-4300	516-441-4316	ezucal@greatneck.k12.ny.us
JFK Elementary School	516-441-4200	516-441-4290	rgimondo@greatneck.k12.ny.us
EM Baker Elementary School	516-441-4100	516-441-4190	mgrimaldi@greatneck.k12.ny.us
Saddle Rock Elementary School	516-441-4400	516-441-4993	lbradley@greatneck.k12.ny.us
Clover Drive Center	516-441-4950	516-441-4296	ehatwood@greatneck.k12.ny.us
Village School	516-441-4900	516-441-4909	sgoldberg@greatneck.k12.ny.us
Cumberland Adult Center	516-441-4940	516-441-4937	starantola@greatneck.k12.ny.us
Phipps Admin Building	516-441-4910	516-441-4992	tprendergast@greatneck.k12.ny.us
Grace Ave Senior Center CLASP INC.	516-487-0025 516-482-8090	516-487-4738 516-482-8497	atarcher@greatneckseniorcenter.org arpiarukian@claspinc.org
<b>Non-Public Schools.</b>			
North Shore Hebrew Academy HS	516-487-2424	516-487-6663	dvitow@nshahs.org
North Shore Hebrew Academy MS	516-487-9163	516-829-3933	aacobas@nsha.org
North Shore Hebrew Academy Elementary	516-487-8687	516-487-8721	jkobrin@nsha.org
Long Island Hebrew Academy	516-466-3656	516-466-0774	rosel@lihagn.org
Silverstein Academy	516-466-8522	516-466-3586	butmans@shagn.org
Countryside Montessori School	516-466-8422	516-466-8421	
Magen Israel	516-482-2305		
Yeshiva Bnot Yaakov	516-482-1261		
Yeshiva Kol Yaakov	516-829-4978		

The district has redundant methods of communication to notify all key stakeholders and constituency groups in the event of an emergency. These methods include the GNPS Web site, GNPS TV Studio that broadcasts to the local community on Cablevision and Verizon FIOS, local radio and TV stations, and the Parent-Link School Notification System, a mass alert system that can send phone calls to home phone, cell phone, and work phone, e-mails, and text messages with automatic language translations for those whose primary language is something other than English, to thousands of recipients in just a few minutes. These messages can be sent to all parents, staff, high school students, and community members, or can be targeted granularly to specific schools, grade levels, classrooms, and bus routes.

### **Bomb Threats:**

All school district administrators have familiarized themselves with the Bomb Threat Standards outlined in the Building-Level Emergency Response Plan so that appropriate decisions may be made depending on the exact nature of the situation. Issues such as searches, pre-clearance, weather conditions, evacuation, sheltering, notification, returning to the building and false bomb threat prevention are addressed in the Building Plan. The *FBI Bomb Threat Call Checklist* will be available at phone reception areas.

### **Hostage Taking:**

The Building-Level Emergency Response Plan for *Missing/Abducted/Kidnapped Student* procedures will be followed in the event of a hostage situation. In general, the following response actions will be taken:

- The first person aware of the situation will immediately call 911 and notify the Principals office.
- The school principal or designee will issue the appropriate alert if necessary and isolate the area.
- The school principal or designee will notify the School Superintendent. No response to the media will be given at this time.
- The school principal or designee will turn over authority to the police upon their arrival and assist as requested.

### **Intrusions:**

The Building-Level Emergency Response Plan hazard specific procedures will be followed in the event of an intrusion. In general the following response action will be taken:

- The first person becoming aware of an intruder or suspicious person will immediately call 911 and report this information to the principal's office.
- The principal or designee will approach the intruder to determine the nature of their presence and ask them for identification.
- The principal or designee will accompany the individual(s) to the proper office or if no acceptable purpose can be ascertained, ask the individual(s) to leave. The principal or designee should ensure that the individual(s) has exited the building and alert staff to prevent unrecognized re-entry.
- If the individual(s) refuse to leave, inform them that they are in violation of the law and that the police will be notified. Notify building security if available and Dial 911 or other appropriate emergency notification.
- If the situation escalates, plain language will be utilized to notify all building occupants to lockdown according to pre-defined procedures.
- The School Superintendent's office will be notified so appropriate resources can be made available to the school district.
- The building principal should be prepared to relinquish authority and assist the first emergency responder from the police or emergency services.

### **Kidnapping:**

The Building-Level Emergency Response Plan procedures will be followed in the event of a kidnapping. In general, the following response action will be taken:

- During school hours, when a student has already been documented as present, the first person aware of a kidnapping or missing student will immediately notify the principal's office who will obtain student information and photo I.D. School building staff and security personnel will search the building and also utilize the public announcement system.
- Parent/guardian will be notified. If student is not found, police will be notified.
- The school principal will turn over the investigation to the police upon arrival and assist as requested. No information is to be released to the media.
- Parents will be notified immediately if the student is located.
- During school hours, when a student has not arrived at school, parent or guardian will immediately be contacted. Parents should be asked to contact the school if the student is located.
- If a student is not legally absent he/she could be lost, a runaway or truant (determine if any friends are also missing).
- The student's means of transportation to school should be reviewed. If student is not located, the police should be notified. Student information and photo I.D. will be obtained.
- The School Superintendent will be notified.
- The school principal will turn over the investigation to the police upon arrival and assist as requested. No information is to be released to the media.
- Parents will be notified immediately if the student is located.
- After school hours, when a student has not arrived at home, the school may be notified by a concerned parent/guardian.
- Gather any information available on the student and their departure from school.
- Advise parent/guardian to contact friends.
- Advise parent/guardian to contact police if student is not located. School principal or designee should be available for police investigation.
- Ask parent/guardian to re-contact school if student is located.

## Responses to Acts of Violence (Implied or Direct Threats)

Response actions in individual buildings will include:

- Implementation of the Incident Command System.
- Use of staff trained in de-escalation techniques.
- Inform building Principal.
- Determine level of threat with Superintendent.
- Contact law enforcement agency, if necessary.
- Monitor situation, adjust response as appropriate, utilize Building Emergency Response Team if necessary.

## Responses to Acts of Violence (Actual)

The following procedures will be followed when responding to actual acts of violence:

- Implementation of the Incident Command System.
- Determine the level of threat.
- If necessary, isolate the immediate area through a Hold-In-Place.
- Inform building Principal/Superintendent.
- If necessary, initiate lockdown procedure and contact appropriate law enforcement agency.
- Monitor situation, adjust response as appropriate, if necessary, initiate early dismissal, sheltering or evacuation procedures.

## Response Protocols

Response protocols to specific emergencies will vary but usually will include the following:

- Implementation of Incident Command System.
- Identification of decision makers.
- Plans to safeguard students and staff.
- Procedures to provide transportation, if necessary.
- Procedures to notify parents.
- Procedures to notify media.
- Debriefing procedures.

## School Building Chain-of-Command Table

School Building	IC #1	IC #2	IC #3
South High School	Christopher Gitz	John Duggan	Sharon Applebaum
North High School	Daniel Holtzman	Ronald Levine	Daniel Krauz
South Middle School	Gina Cartolano	Ryan Nadherny	Leonard DiBiase
North Middle School	Gerald Cozine	Nancy Gunning	Jennifer Andersen
Parkville Elementary School	Kathleen Murray	Joseph Papisodero	
Lakeville Elementary School	Emily Zucal	Neepa Redito	Stephen Meere
JFK Elementary School	Ron Gimondo	Michelle Bell	Glen Ryder
EM Baker Elementary School	Michael Grimaldi	Heather Sweet	Keith Pratt
Saddle Rock Elementary School	Luciana Bradley	Sara Goldberg	Anthony Iacovelli
Clover Drive Center	Erin Hatwood	Alison Brennan	Christine Goldberg
Village School	Stephen Goldberg	Halina Panariello	Samuel Yellis
Cumberland Adult Center	Samantha Tarantola	Errol Kidd	Stephen Meere
Phipps Admin Building	Teresa Prendergast	John Powell	Steve Lando
Grace Ave.	Anne Tarcher	Stacey Rosenblat	Sergio Buscaglia

## Emergency Assistance and Advice from Local Government

Depending on the nature of the emergency, the school district may need to obtain assistance from local government agencies. During an emergency the Incident Commander will contact 911 to obtain emergency services. Other agencies that

may be contacted to obtain assistance may include the Red Cross, Fire Department, Local Police Department, Nassau County Office of Emergency (Commissioner), Nassau County Department of Mental Health, Nassau BOCES District Superintendent, Private Industry Groups, Religious Organizations, among others. For specific assistance beyond the scope of the school district's resources, the Nassau County Office of Emergency Management will coordinate with State and Federal agencies and assist in all post-incident response. These contacts are clearly delineated in the Building-Level Emergency Response Plans.

### **District Resources Use and Coordination**

Building-Level Emergency Response Plans will address the identification, availability, and use of resources. This will include procedures for coordination of these resources including manpower and Chain-Of-Command.

### **Protective Action Options**

Building-Level Emergency Response Plans, which are confidential, address the following response actions as determined by the nature of the emergency. Specific response actions are explained in detail in each building plan:

- **School Cancellation** (Conditions warrant making a decision not to open schools)
- **Early Dismissal** (Conditions warrant returning students to their homes)
- **Evacuation** (Conditions in the building are unsafe warranting relocation)
- **Sheltering** (Conditions warrant movement to a safe place in the building)
  - **Shelter-In-Place (weather related)**
  - **Shelter-In-Place (Generic/Non-specific Bomb Threat)**
  - **Shelter-In-Place (Specific Bomb Threat)**
- **Hold-In-Place** (Conditions warrant isolation of a specific area of the building – usually short-term)
- **Lockdown** (The most serious situation for a school – a threat is in the building)
- **Lockout** (A threat exists outside the school building or in the vicinity)

### **National Terrorism Advisory System (NTAS)**

**NTAS** advisories – whether they be Alerts or Bulletins – encourage individuals to follow the guidance provided by state and local officials and to report suspicious activity. Where possible and applicable, NTAS advisories will include steps that individuals and communities can take to protect themselves from the threat as well as help detect or prevent an attack before it happens. Individuals should review the information contained in the Alert or Bulletin, and based upon the circumstances, take the recommended precautionary or preparedness measures for themselves and their families.

**Bulletin:**

Describes current developments or general trends regarding threats of terrorism.

**Elevated Threat Alert:**

Warns of a credible terrorism threat against the United States.

**Imminent Threat Alert:**

Warns of a credible, specific, and impending terrorism threat against the United States.

Individuals should report suspicious activity to local law enforcement authorities. Often, local law enforcement and public safety officials will be best positioned to provide specific details on what indicators to look for and how to report suspicious activity. The *If You See Something, Say Something™* campaign across the United States encourages the public and leaders of communities to be vigilant for indicators of potential terroristic activity, and to follow the guidance provided by the advisory and/or state and local officials for information about threats in specific places or for identifying specific types of suspicious activity.

## **Recovery – School District Support for Buildings**

The Emergency Response Teams and the Post-Incident Response Teams will be supported in their efforts by all available in-district resources and personnel as required by the nature of the emergency. County and State resources and personnel will be obtained as dictated by the nature of the emergency.

A School District Support Team will be available when necessary to assist all school buildings in their response effort. This Team will be composed of:

- **Dr. Teresa Prendergast, Superintendent of Schools or Designee**
- **John Powell, Assistant Superintendent for Business**
- **Dr. Joseph Hickey, Assistant Superintendent for Pupil Personnel Services**
- **Dr. Stephen Lando, Assistant Superintendent for Secondary Education**
- **Kelly Newman, Assistant Superintendent for Elementary Education**
- **Jennifer Kirby, Director of Human Resources**
- **Alfredo Cavallaro, Director of Facilities**
- **James Popkin, Supervisor of Transportation**
- **Food Service Director**
- **Susan Becker, Head Nurse**
- **Richard Castro, Security**
- **Marc Epstein, Technology**
- **Alison Brennan**
- **David Cheng**
- **Joseph Oginski, Police Officer, Nassau County PD POP Unit**

## **Disaster Mental Health Services**

The Building-Level Emergency Response Team will designate the Post-Incident Response Team in each school building to respond in crisis situations and help provide disaster mental health services as outlined in our Building-Level Emergency Response Plan. Depending on the scope of the situation, the Nassau County Office of Emergency Management and Department of Mental Health may be contacted to help coordinate a County or State-Wide effort. Great Neck Public Schools is also a founding and participating member of the Long Island School Practitioner Action Network (LISPAN). LISPAN is a voluntary network of school-based mental health crisis team members created to help schools meet the needs of students, staff, and families following a crisis event where needed resources may extend beyond what any given school district is able to provide on its own. When such an event occurs, and upon consent being granted by the participating superintendent, participating districts may call upon LISPAN volunteers to assist the district in providing crisis response/intervention. LISPAN consists of volunteers from various school districts that are available to provide onsite post-crisis support and follow-up services after the occurrence of a serious school crisis. LISPAN volunteers have received research-based training on crisis preparedness, response, and intervention (National Association of School Psychologists).

## **Forms and Recordkeeping**

The success of our Violence Prevention Program will be greatly enhanced by our ability to document and accurately report on various elements of the program along with training staff on our Plan. This will allow us to monitor its success and update the program as necessary. Forms, resources, and training materials have been developed for this purpose and can be obtained on the Nassau Schools Emergency Planning Consortium Website at: [www.nassauschoolemergency.org](http://www.nassauschoolemergency.org) under the **Safety Plans** tab.

## **Pandemic Planning**

Our District-Wide School Safety Plan is based on addressing the four phases of emergency management (Prevention/Mitigation; Preparedness; Response; Recovery). This Pandemic Plan is built upon the components already existing in our District-Wide School Safety Plan that also incorporates our Building-Level Emergency Response Plans. It is a flexible Plan developed in collaboration with a cross-section of the school community and public health partners and will be updated regularly to reflect current best practices. The Plan will be tested (exercised) routinely as part of the overall exercise of the District-Wide School Safety Plan. The District-Wide School Safety Team assumes responsibility for development and compliance with all provisions of this Plan and implementation at the building level through the Building-Level Emergency Response Team.

### **Prevention/Mitigation:**

- We will work closely with the Nassau County Department of Health to determine the need for activation of our Plan. The following procedures will be followed by school nurses for reporting communicable disease, including influenza, and communicating with the Health Department:
  - Report suspected and confirmed cases of influenza on the monthly school's *Communicable Disease Report*, (DMS-485.7/93; HE-112.4/81) and submit to: Nassau County Department of Health, Bureau of Infectious Diseases, 240 Old Country Road, Mineola, N.Y. 11501.
  - Public Health Consultation and Immediate Reporting: 516-227-9639
  - Weekend/After-hours Consultation and Reporting: 516-742-6154
- The Nassau County Department of Health will monitor County-wide cases of influenza and inform school districts as to appropriate actions.
- Joseph Hickey, Assistant Superintendent of Pupil Personnel Services and Susan Becker, Head Nurse will help coordinate our Pandemic planning and response effort. This person will work closely with the District-wide School Safety Team that has responsibility for reviewing and approving all recommendations and incorporating them into the District-Wide School Safety Plan. The school district physician and nurses will be vital members of the Safety Team. Because of the potential importance of technology in the response effort (communication and notification) the school district technology director will also be an important Team member. The Human Resources Director, Assistant Superintendent for Business, Director of Facilities, Assistant Superintendent of Elementary Education and Assistant Superintendent of Secondary Education will also be vital to the planning effort. Other non-traditional individuals may also be required to be part of the Team.
- The District-wide School Safety Team will review and assess any obstacles to implementation of the Plan. The *CDC School District Pandemic Influenza Planning Checklist* was reviewed by 8/6/2019 for this determination and has considered issues related to Planning and Coordination; Continuity of Student Learning; Core Operations; Infection Control Policies and Procedures; and Communication.
- The school district will emphasize hand-washing and cough/sneezing etiquette through educational campaigns including the CDC Germ Stopper Materials; Cover Your Cough Materials; It's a SNAP Toolkit; and the NSF Scrub Clean; which can all be accessed at <http://www.cdc.gov/flu/school/>.
- We will educate and provide information to parents, staff, and students about our Pandemic Plan and about how to make an informed decision to stay home when ill. We will utilize our website, and email.

### **Preparedness:**

- We have collaborated with our partners to assure complementary efforts. We have invited representatives from the Nassau County Department of Health, Police Department, Office of Emergency Management, Department of Mental Health and others to attend our District-wide School Safety Team meetings. This will allow us to send consistent messages to the school community on pandemic related issues.
- The District-wide Command Center will be at The Phipps Administration Building with the alternate at The Clover Drive Center and will be activated at the direction of the School District Incident Commander. We have established our District-wide Incident Command Structure as follows:



- **Dr. Teresa Prendergast, Superintendent of Schools**
- **John Powell, Assistant Superintendent for Business**
- **Dr. Joseph Hickey, Assistant Superintendent for Pupil Personnel Services**
- **Dr. Stephen Lando, Assistant Superintendent for Secondary Education**
- **Kelly Newman, Assistant Superintendent for Elementary Education**
- **Jennifer Kirby, Director of Human Resources**
- **Richard Castro, Security**
- **James Popkin, Supervisor of Transportation**
- **David Zawatson, Director of Athletics**
- **Alfredo Cavallaro, Director of Facilities**
- **Steve Challis, Supervisor of Facilities**
- **Marc Epstein, Technology Director**

Building-level Command Posts and Incident Command Structures are defined in the Building-Level Emergency Response Plans. Our Incident Command System will complement and work in concert with the Federal, State, and Local Command Systems. Communication will be important throughout a pandemic outbreak. It will be necessary to communicate with parents, students, staff, and the school community. Communication methods may include: school postings; general mailings; e-mails; special presentations; phones and cell phones, reverse 911 systems, and the public media. A school district Public Information Officer (PIO) (Colleen Bowler) has been designated to coordinate this effort and act as the central point for all communication. The PIO will also retain responsibility for establishing and maintaining contact with accepted media partners. The PIO will work closely with our Technology Director to ensure proper function of all communication systems. This coordination will also help ensure that as many redundant communication systems as possible are available such as Radio, GNPS Website, GNPS TV75, Facebook and Parent link. We have tested/exercised our communication systems daily.

- Continuity of operations and business office function could be severely impacted by a loss of staff. As such, our plan will include procedures for maintaining essential functions and services. This will include:
  - Overall Operations – we have defined the following decision making authority for the district Superintendent, Assistant Superintendent for Business, or designee. Recognizing the need for these essential individuals to have frequent communication we have established as many redundant communication systems as possible. Our primary communication will be through our normal phone system followed by hand held radios, cell phone, e-mail, district automated phone notification system.
  - The Business Office is essential for maintaining overall function and facilities operation. Back-up personnel will be important to maintain purchasing and payroll responsibilities. We have defined the following job titles for having back-up responsibility in these areas. Recognizing the need for job cross-training, we have trained individuals with the following job titles: Account Clerk, Principal Clerk, Typist Clerk.
  - Human Resources will be essential in monitoring absenteeism and ensuring appropriate delegation of authority. Changes to district policies and procedures to reflect crisis response may become necessary and will be implemented by Human Resources. The Human Resources Director has provided cross-training of staff to ensure essential functions by June 30, 2019. Job titles to be trained as back-ups for essential Human Resources are functions Account Clerk, Principal Clerk, Typist Clerk. Human Resources will help develop the Plan, in conjunction with all bargaining units, for emergency use of personnel in non-traditional functions and changes in the normal work day such as alternate or reduced work hours, working from home, etc. Working with administration and local officials, the Human Resources Department will help to decide if schools need to be closed.
- Continuity of instruction will need to be considered in the event of significant absences or school closure. Restructuring of the school calendar may become necessary. We will work closely with the New York State Education Department on this potential result throughout the crisis period. Some of the alternate learning strategies we have implemented to be used in combination as necessary include:
  - Hard copy, self-directed lessons
  - Online instruction; on-line resources; on-line textbooks
  - Communication modalities for assignment postings and follow-up: telephone; Learning Management System, cell, e-mail; automated notification systems; website postings

We have obtained input from curriculum staff in development of these strategies and have utilized these methods daily.

**Response:**

- The District-Wide School Safety Team will meet to determine the need for activation of a pandemic response based on internal monitoring and correspondence with the Nassau County Department of Health and other experts. Each Building-Level Emergency Response Team will be informed that the Plan has been activated.
- The entire Incident Command Structure at both the District and Building level will be informed that the response effort has been enacted. These individuals will meet to discuss the Plan's activation and review responsibilities and communication procedures.
- The PIO will work closely with the Technology Director to re-test all communication systems to assure proper function. The District-wide School Safety Team and Building-Level Emergency Response Teams will assist in this effort.
- Based on the latest information from collaboration with our partners, and to send a message consistent with public health authorities, the PIO will utilize the communication methods previously described to alert the school community of the activation of our District-Wide School Safety Plan as it specifically applies to pandemics.
- The Assistant Superintendent for Business will meet with staff to review essential functions and responsibilities of back-up personnel. Ability to utilize off-site systems will be tested. The Assistant Superintendent for Business will monitor utilization of supplies, equipment, contracts, and provided services and adjust as necessary.
- The Director of Facilities will meet with staff and monitor ability to maintain essential function. The Director of Facilities will review essential building function procedures with the Principal and command chain. Sanitizing procedures will be reviewed with teachers. The Director of Facilities will work closely with the Business Official or designee to implement different phases of the Plan as necessary.
- The Human Resources Director will meet with staff to review essential functions and responsibilities of back-up personnel. The Human Resources Director will monitor absenteeism to assure maintenance of the Command Structure and possible need to amend existing procedures.
- Based on recommendations from Local and State Authorities, schools may be closed. Our Plan for continuity of instruction will be implemented as previously described.

### **Recovery:**

- Re-establishing the normal school curriculum is essential to the recovery process and should occur as soon as possible. We will work toward a smooth transition from the existing learning methods to our normal process. We will use all described communication methods and our PIO to keep the school community aware of the transition process.
- We will work closely with the New York State Education Department to revise or amend the school calendar as deemed appropriate.
- We will evaluate all building operations for normal function and re-implement appropriate maintenance and cleaning procedures.
- Each Building-Level Post-incident Response Team will assess the emotional impact of the crisis on students and staff and make recommendations for appropriate intervention.
- The District-wide School Safety Team and Building-Level Emergency Response Teams will meet to de-brief and determine lessons learned. Information from the PIO, Superintendent of Schools, Assistant Superintendent for Secondary Education, Assistant Superintendent for Elementary Education, Assistant Superintendent for Business, Security Supervisor, Transportation Director, Director of Facilities, and Director of Technology. The District-Wide School Safety Plan and Building-Level Emergency Response Plans will be revised to reflect this.
- Curriculum activities that may address the crisis will be developed and implemented.

**Board of Education**

Donna Peirez  
Rebecca Sassouni

**Administration**

Teresa Prendergast  
John Powell  
Stephen Lando  
Richard Castro  
James Popkin  
Marc Epstein  
Alfredo Cavallaro  
Steve Challis

**Advisor**

Bryan Abramovich (NYSIR)

**UPTC**

Moji Pourmoradi  
Robin Fleishman

**Cumberland**

Samantha Tarantola

**North High**

Daniel Holtzman  
Ronald Levine

**North Middle**

Gerald Cozine  
Lindsay Warstadt (GNTA)

**South High**

John Duggan

**Clover Drive**

Errin Hatwood (Adult Ed)  
Alison Brennan (PPS)

**Village**

Samuel Yellis (GNTA)

**South Middle**

Leonard DiBiase  
Jennifer DiPalo (GNTA)

**Saddle Rock**

Luciana Bradley  
Robin Trichon (GNTA)

**JF Kennedy**

Ronald Gimondo  
Linda Gitman (GNTA)

Susan Becker (GNTA-Head Nurse)

**EM Baker**

Christina Kalamotousakis (GNTA)  
Michael Grimaldi  
Heather Sweet-Lazos

**Lakeville**

Samantha Kienle (GNTA)

**Parkville**

Kathleen Murray  
Andrea Lilli (GNTA)  
Elizabeth Gebert (Nurse)

**North Shore Hebrew Academy**

Rabbi Jeffrey Kobrin

**Nassau County Police**

Steve Krukowski  
Joe Oginski  
Sherman Payami  
Mike Costanzo  
Jesse Cooper

**Lake Success Police Department**

Joseph Gardella (Chief of Police)  
Jessica Massaro  
Joe Mezzacappa  
Pat Sheridan

**Kings Point Police Department**

George Banville (Commissioner)

**Great Neck Estates Police Dept.**

Ricardo Moreno (Chief of Police)  
Sgt. Noor