

**Comprehensive School Safety Plan  
SB 187 Compliance Document**

**2022-2023**

**School:** Costañõ School  
**CDS Code:** 41 68999 6044325  
**District:** Ravenswood City School District  
**Address:** 2695 Fordham Street, East Palo Alto, CA 94303

**Date of Adoption:** October 18, 2022

**Recommendations and Assurances**

The School Site Council (SSC) recommends this Comprehensive Safety School Plan to the District Governing Board for approval, and assures the Governing Board of the following:

1. The School Site Council is correctly constituted, and was formed in accordance with District Governing Board Policy and state law.
2. Under California Education Code 32281, the School Site Council or its delegates formed a school safety planning committee with a minimum of the following members:
3. The School Site Council held a public meeting, at the school, in order to allow members of the public the opportunity to express an opinion about the plan.
4. The School Site Council reviewed the content of the Comprehensive Safety Plan and believes all requirements as outlined in the Ravenswood City School District Comprehensive Safety Plan template have been met.
5. The School Site Council adopted this plan on: 10/18/2022

Attested:

Nzinga Woods \_\_\_\_\_

Name of Principal

Signature of Principal

10/18/202 \_\_\_\_\_

Date

Jesus Villalobos \_\_\_\_\_

Name of SSC/ELAC Chair

Signature of SSC/ELAC Chair

10/18/2022 \_\_\_\_\_

Date

Comprehensive School Safety Plan

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2022-2023

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**Date of Adoption:** October 18, 2022

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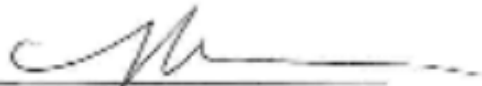
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Nzinga Woods

Name of Principal



Signature of Principal

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Date

Jessie Villalobos

Name of SSC/ELAC Chair



Signature of SSC/ELAC Chair

10/18/2022

Date

# Contents

Senate Bill 187: Comprehensive School Safety Plan Purpose	4
<b>Components of the Comprehensive School Safety Plan (EC 32281)</b>	<b>5</b>
(A) Child Abuse Reporting Procedures (EC 35294.2 [a] [2]; PC 11166)	7
(B) Disaster Procedures (EC 35295-35297; GC 8607 and 3100)	7
(C) School Suspension, Expulsion, and Mandatory Expulsion Guidelines	8
(D) Teacher Notification of Dangerous Pupils Procedures	9
(E) Discrimination and Harassment Policy	9
(F) Schoolwide Dress Code	11
(G) Procedures for safe ingress and egress of pupils, parents, and employees to and from school site	11
(H) Safe and orderly environment conducive to learning at the school	12
(I) Rules and procedures on school discipline	13
Appendices:	16
The Big Five	16
Safety Plan Details	34
Site Plot Plan and Vicinity Map	39
Emergency Response Team	40
Drills Schedule	45
EMERGENCY PHONE NUMBERS	46

## **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. Every 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.

A copy of the Comprehensive School Safety Plan is available for review at the school's front office.

## Components of the Comprehensive School Safety Plan (EC 32281)

### School Safety Committee

The school received input from stakeholders in creating the safety plan. Administrators, teachers, classified staff, and parents contributed to this plan. Safety plans are shared with local law enforcement.

### Safety Plan Committee

Name	Position	Signature
Nzinga Woods	Principal	
Ronda White	Reading Intervention/Coach/Teacher in Charge	
Vanessa Zermeno	Family Outreach Coordinator	
Maria Diaz	Administrative Assistant	



### Shared with Law Enforcement

Name	Department	Date

### Assessment of School Safety Plan

Costaño School is an elementary school with a current enrollment of 445. The enrollment by ethnicity is 80% Hispanic-Latino, 6.0 % African American, 8.2 % Pacific Islander, and 3.5% are two or more races. Of that total population, 100% are socio-economically disadvantaged (SED), 60% English Learners (EL), and 41.0% homeless. Costaño School has 16 general education teachers, 5 Special Education Teachers, 4 additional credentialed teachers, and 24 classified staff. It has one psychologist and two contracted mental health professionals

Data around behavior and attendance are shared with the School Site Council are shared twice annually when creating the school safety plan and when reviewing the effectiveness of the school safety plan.

Strategies and Programs to Provide and Maintain a High Level of Safety

Costaño School uses a positive behavior intervention support system. It provides tier 1 supports like instruction for procedures throughout the school, student recognition, and token economy. It provides tier 2 supports like social skills groups and group counseling. It also provides tier 3 supports like a behavior support plan and individual counseling. Student success teams (SSTs) and Individualized Education Plans (IEPs) can provide additional strategies and supports to students.

Costaño uses Restorative Practices to support student behaviors.

The school partners with [CASSY / San Mateo Children Family Services / Star Vista] for mental health services. Mental health providers meet with students in groups or one-on-one for typically 12-week cycles. Parents, students, or staff can make referrals for mental health services on campus. The mental health provider regularly meets with school administration. Additionally, the school can refer families to local agencies like Children’s Health Council and the Ravenswood Wellness Partnership that provides additional services for our families.

Costaño Elementary School uses the San Mateo County Threat Assessment process on any student who has demonstrated concerning behavior that may be interpreted as violent or aggressive towards an individual or school. The administration and mental health provider will complete the level 1 and if necessary level 2 procedures when discussing the concerning behavior and subject.

Based on data analysis, the School Safety Planning Committee identified two safety-related goals for this school year as well as the strategies and/or programs that will be used to meet those goals. The objective is to provide meaningful goals in order to improve the campus climate.

Goal	Current Practice	Action Steps	Resources	Evaluation
Costaño will ensure a safe, respectful, creative, engaging and emotionally nurturing environment to promote positive social-emotional development and academic success for our students.	<a href="#">PBIS School-Wide Expectations are established.</a>  <a href="#">Restorative Practices are established.</a>  <a href="#">Restorative Justice Tool Kit</a>	-Consistently collaborate with students to develop expectations to students -Provide incentives to students for meeting expectations -Staff follows guidelines set by Restorative Practices -referrals will be submitted, and consistently analyzed after intervention practices are implemented	ILT/ALT Principal Campus Relations Instructional Coaches	Tier 1 interventions and restorative practices will be implemented to help reduce behaviors throughout the year.

Goal	Current Practice	Action Steps	Resources	Evaluation
<p>Increase average parent attendance at schoolwide events/conferences from 15% in 2021-2022 to 30% in 2022-2023;</p> <p>increase SSC/ELAC attendance by 50% over 2022-2023.</p>	<p>ParentSquare continues to be a mode of communication for our families. Although only half of families have currently signed up we are hoping to improve their participation.</p> <p>Social media presence has been established but with limited parent participation.</p> <p>Website is current though lacking content.</p>	<p>We will Work with our outreach coordinator to help sign parents up ParentSquare in an effort to increase parent enrollment by 85%.</p> <p>*We would like to increase our number of followers on our social media platforms-Instagram and FB by two folds.</p> <p>* Increase content, resources, and community partners info on the website as well as traffic.</p>	<p>ILT/ALT Principal SSC/ELAC</p>	<p>Participation percentages will be tracked via parent responses, sign-in sheets, and surveys.</p>

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

All Mandated Reporting Staff at Costaño receive annual training for Child Abuse Identification and Reporting Guidelines issued by the California Department of Education. In the event that a staff member believes or has reasonable suspicion of child abuse, they are expected to call Child and Family Services, (650) 595-7922 immediately and submit a written report within 36 hours. CFS will then cross report to the corresponding Police Department.

All staff are expected to complete mandated reporter training annually.

*See also Ravenswood CSD Board Policy; BP 5145.9 and BP/AR 5141.4 (a)*

#### (B) Disaster Procedures (EC 35295-35297; GC 8607 and 3100)

The Ravenswood City School District follows the San Mateo County procedures of The Big Five.

*See Appendix: Safety Plan*

Emergencies and Disaster Preparedness Plan (BP3516; Adopted 06/14/2018)

The Board shall grant the use of school buildings, grounds, and equipment to public agencies, including the American Red Cross, for mass care and welfare shelters during disasters or other emergencies affecting the public health and welfare. The Board shall cooperate with such agencies in furnishing and maintaining whatever services the district may deem necessary to meet the community's needs. (Education Code 32282)

When not needed for Ravenswood purposes, Ravenswood facilities may be used by the following outside groups: local school districts and educational agencies, other public agencies and committees or staffs thereof, non-profit organizations formed to serve the community or Ravenswood, other groups by specific authorization of the Board, Superintendent, or designee.

The purposes for which the above groups may use facilities include educational or training programs, meetings of a public agency, emergency community services, and other purposes by specific authorization of the Superintendent or designee.

Any use by an outside group shall not interfere with any Ravenswood uses of the facilities. The Superintendent or designee has authority to grant or deny at their discretion any use at any time.

Ravenswood may charge the user a fee, up to the fair rental value of the facility being used and/or the recovery of any expenses the Office might incur related to the use of the facility. Prior to any use, the user and Ravenswood staff shall sign an agreement specifying the conditions of use and the fee, if any.

The user is responsible for following all use regulations and procedures, maintaining order and protecting property and/or equipment at all times while utilizing the facilities. Any damage to property and/or equipment shall be repaired or replaced to the satisfaction of Ravenswood by the user. The user shall agree to indemnify, defend, and hold harmless Ravenswood from any and all claims, demands, suits, or any other action arising from the user's utilization of the facilities.

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

School policies follow district policies and state laws regarding suspension and expulsion. The suspension and expulsion policy is printed in the student handbook given to the student at the beginning of the year.

A student may be suspended from school by the principal or designee, Superintendent, or Board if it is determined that the student has committed an act as defined pursuant to one or more of the subdivisions.

A student may not be recommended for expulsion unless it is determined that the student has committed an act as defined pursuant to one or more of the subdivisions. The process is first the school site will confer with district representation to determine if the behavior offense warrants a recommendation for expulsion. If the Principal recommends expulsion, the case is then presented at the district office in front of two other administrators not connected to the school of origin. The team makes recommendations to the Board who will determine at that point if a student should be expelled from the Ravenswood City School District or not.

*See also Ravenswood CSD Board Policy: BP/AR 5144.1, AR 5144.2*

### Firearms on Campus (BP 5131.7; Adopted 10/1/2010)

Ravenswood City School District is committed to providing a safe environment for students, staff, and visitors on campus. The Superintendent or designee shall consult with local law enforcement, insurance carriers, and other appropriate individuals and agencies to address the security of school campuses.

Only those persons specified in Penal Code 626.9(l)-(o) and 30310 are authorized to possess a firearm and/or ammunition on school grounds. School grounds include, but are not limited to, school buildings, fields, storage areas, and parking lots.



## (D) Teacher Notification of Dangerous Pupils Procedures

Teachers are sent the list of students over the last three years who have been suspended or expelled and the reasons why. Additionally, staff are notified when a student is suspended from Costaño via email that the suspension was recorded in Infinite Campus. The suspension and incident is discussed with the teacher.

Additionally upon the receipt of the records of a new student during the school year, the office staff will review the record and notify the administration if there are additional documents needing review in the cumulative records.

When students are administratively transferred from one site to another for disciplinary reasons, teachers (to whom the student is assigned) at the new school are notified by the school administration and a meeting is held prior to transfer.

When the district receives information from the juvenile court system that a student has been convicted of a serious or violent crime requiring teacher notification, the principal will notify the teacher.

## (E) Discrimination and Harassment Policy

Ravenswood City School District Board of Education prohibits bullying, harassment, discrimination, intimidation, or cyberbullying of any student. Prohibited behavior includes physical, verbal, nonverbal, or written conduct that is so severe or pervasive that it affects a student's ability to participate in or benefit from an educational program or activity; creates an intimidating, threatening, hostile, or offensive educational environment; has the purpose or effect of substantially or unreasonably interfering with a student's academic performance; or otherwise adversely affects the student's educational opportunities.

Anti-Harassment/Anti-Bullying (BP 5145.3 Adopted 6/14/2018, Revised 10/22/2020)

The Ravenswood City School District believes all students are entitled to a safe, orderly, caring, and equitable learning environment that promotes academic achievement, school connectedness, and meaningful participation for all students.

In addition, the District affirms the right of all students, staff, and parents/guardians to be free from harassment or any activity that degrades the unique qualities of an individual or association with a person or a group with one or more actual or perceived protected characteristics, to include students' parental, family, or marital status, ancestry, color, race, gender, gender identity, gender expression, ethnicity, age, culture, heritage, sexuality, physical/mental/intellectual attributes, or religious beliefs and practices.

This right applies to all acts related to school activity or school attendance within a school under the jurisdiction of the Superintendent. School personnel will take immediate steps to intervene when it is safe to do so and when he or she witnesses an act of discrimination, harassment, intimidation, or bullying.

To protect the rights of students, staff and other persons engaged in activities through Ravenswood City School District programs and to ensure a safe and supportive learning environment for all, the Ravenswood City School District expressly prohibits discrimination, intimidation, bullying, cyberbullying, or harassment of any student or employee by any employee, student, or other person on any school campus or at any school activity whether on or off campus.

The Ravenswood City School District expects students and employees to conduct themselves in keeping with their levels of development, maturity, and demonstrated capabilities with a proper regard for the rights and welfare of other students and school staff.

The Board recognizes that bullying and harassment are inflammatory to those victimized by such acts and jeopardizes the safety and wellbeing of students and staff.

The Board authorizes the staff to discipline students involved in such acts, including counseling, suspensions and recommendation for expulsion as allowed by California Education Code.

#### Complaint of bullying, including cyber bullying

Student may submit a verbal or written complaint about bullying to a teacher or administrator. Complaints about bullying must be investigated and resolved by following site-level grievance procedures described in AR 5145.7 – Sexual Harassment.

*See also Ravenswood CSD Board Policy: BP 5131 and BP/AR 5145.7*

#### Complaint of discrimination or harassment

The Director of Human Resources is the District Coordinator for Nondiscrimination. Any student who feels that they have been subjected to discrimination or harassment should contact the Director of Human Resources, the principal, or any other staff member. Any student or school employee who observes an incident of discrimination or harassment should report the incident to the Director of Human Resources or the principal whether or not the victim files or wants to files a complain. Discrimination/harassment complaints are investigated in accordance with site-level grievance procedures specified in AR 5145.7 – Sexual Harassment.

*See also Ravenswood CSD Board Policy: BP 5145.3 and BP/AR 5145.7*

#### Complaints of hate-motivated behavior

Any students who believes they are a victim of hate-motivated behavior should contact the Director Human Resources or the principal. The Director of Human Resources or the principal shall immediately investigate pursuant to the site-level grievance procedures specified in AR 5145.7 – Sexual harassment.

*See also Ravenswood CSD Board Policy: BP 5145.9 and BP/AR 5145.7*

#### Complaints of sexual harassment

A student should contact their teacher or any other employee. Within 24 hours of receiving a student complaint of sexual harassment, an employee should immediately report it to the Director of Human Resources/Principal.

Administrators' responsibilities regarding any student complaint under the sexual harassment grievance procedure, described in detail in AR 5145.7, include the following:

- Notice and receipt of complaint
- Initiation of an investigation
- Initial interview with the student
- Investigation process
- Interim measures that may need to be taken
- Optional mediation
- Factors to take into account to reach a decision about whether prohibited harassment has occurred
- Required written report on findings and follow-up

*See also Ravenswood CSD Board Policy: BP/AR 5145.7*

## (F) Schoolwide Dress Code

### Dress Code Policy (Gr. TK-5)

To send a clear message that Costaño School community is a place of scholarship, hard work, professionalism, and respect, every scholar is required to report to school each day in appropriate dress code. We ask that students come prepared in clothing that will allow them to participate fully in their learning and that will keep them safe here at Costaño school.

**(TK-5):** Please follow the guidelines below.....

- Closed-toed shoes
- Bottoms mid-thigh length and longer
- Clothing that allows the child to do his/her best learning and movement
- Clothing must have language, logos, and symbols free of profanity and that are appropriate for any elementary school- aged student
- Pajamas and costumes are only allowed during spirit week or announced holidays such as Halloween
- Head garments such as hats and hoods are allowed outside of the buildings or on sports days as delineated
- Clothing must cover the child's undergarments and underclothes (please no sagging clothes)

If your child comes to school inappropriately dressed, as designated by the teacher or school principal, **parents will be contacted and asked to bring appropriate clothing. Thank you for your support!**

*See also Ravenswood CSD Board Policy: BP/AR 5132(a) and (b)*

## (G) Procedures for safe ingress and egress of pupils, parents, and employees to and from school site

The Ravenswood City School District has developed a COVID Safety Protocol. During this time, staff and students are expected to follow federal, state, and county health guidance. At the time this plan was developed, it was "highly recommended" to wear masks indoors.

School bus transportation is available for students to get to and from school. At designated corners, there are crossing guards to support students walking to bus stops and to schools.

Students are expected to wait at their designated bus stop. Families should complete the transportation form online so that the student's bus stops are accurately recorded.

While riding in a district vehicle, students are expected to maintain appropriate behavior. Students will be assigned seats on the bus to aid with contact tracing if that is needed. Bus schedules can be found at the main office.

Student supervision on campus begins at 8:00am. Students should not arrive at campus prior to 8:00am.

Students who arrive tardy are to check into the main office before reporting to class. Students who leave early are checked out through the main office and released to the parent or designee from emergency form. Identification is requested.

Adults coming on to campus are all directed to check in with the main office and have their visitor/volunteer badge visible at all times. If an adult or unfamiliar face is seen on campus, they will be asked to either check in with the main office or are escorted off campus.

After school, students should go directly to the appropriate dismissal areas. Students attending the after school program should report immediately to the after school program. Students riding the bus should report to the bus area. Students walking or riding bikes home should do so immediately after dismissal. Students waiting for pick up for family should wait right in front of the school by the front benches.

*See also Ravenswood CSD Board Policy: BP/AR 5142.2*

## Attendance

Student attendance is very important. When your child is at school, they are able to learn from their teacher and build relationships with their classmates. Please try to schedule appointments outside of school hours. If you are unable to schedule an appointment outside of school hours, please bring your child to school before and/or after the appointment.

Parents have access to Infinite Campus to check absences online. If you would like support in accessing Infinite Campus, please contact the main office.

If your child is absent please make sure to report the absence with a note or phone call to the main office within 5 days. Please remember to submit doctor notes.

The district has a student attendance review board (SARB). If your child has 3 unexcused absences, you will receive your first notification of truancy. If your child has 6 unexcused absences, you will receive your second notification of truancy. If your child has 9 unexcused absences, you will receive your third notification of truancy and have a pre-SARB meeting. This meeting is to help support the family with coming to school. If your child has 12 unexcused absences, then you will receive your fourth notification of truancy and have a SARB hearing.

If your child has 14 excused absences, you will need to bring a physician's verification of absence for any further absences.

A student is considered chronically absent if they are absent, excused and unexcused, for 10% at any time of the school year. If a student is enrolled for the entire school year, they are chronically absent if they were absent for 18 days.

*See also Ravenswood CSD Board Policy: BP 5145.9 and BP/AR 5113*

## (H) Safe and orderly environment conducive to learning at the school

Our school creates a safe and orderly environment through our PBIS systems. We teach students the behaviors, expectations, and procedures we want to see. We hold class meetings or advisory to build relationships with students. Additionally we have assemblies and activities to recognize student learning and progress with academics and behavior.

During distance learning it is still important to create a safe and orderly environment. It is more important than ever for classes to build strong, positive relationships with each other.

## Recess

When we are on campus, recess includes free or organized play. We utilize our staff and partnerships with non-profits to support safe play by students. Students are expected to wear their masks during recess.

## Parent Participation

We welcome parent participation through School Site Council (SSC), English Learner Advisory Council (ELAC), family events, parent meetings, and volunteering. When visiting school, please sign in at the main office. If you are visiting the classroom or planning to volunteer, this should be coordinated prior to your arrival at school.

## Volunteering

If you would like to volunteer, please complete the online volunteer application that is found on the district website. In addition to the application, proof of TB test results and fingerprints will need to be completed. Additionally proof of COVID vaccination is needed.

## Medication

All medication needs to have accompanied up-to-date Ravenswood City School District paperwork signed by the physician and signed by parents/guardians. In addition, medication must be turned in to the office unless the physician's documents state otherwise.

## After School Programs

Each school has an after school program from dismissal until 6:00pm. Applications for the after school programs are available in the main office. Applications are taken on rolling admission depending on space. If the grade level is full, student applications are recorded for a waitlist maintained by the after school program coordinator. After school programs provide homework support, enrichment activities, and supper.

*See also Ravenswood CSD Board Policy: BP/AR 5131, BP 5131.4, BP/AR 5137, BP/AR 5138, BP/AR 5145.12*

## (I) Rules and procedures on school discipline

The school discipline policy is summarized in the student/parent handbook which goes home with every student at the beginning of the year.

### STUDENT BEHAVIOR POLICY

The staff of Costaño School is committed to providing an educational and productive environment. If we are to attain positive outcomes, all members of the Costaño School community, the staff, the students, and the parents, need to cooperate and interact with one another in a responsible, controlled and respectful manner.

The Student Behavior Policy of Costaño School was developed and revised with input from students, parents, and teachers. The general summary is not all-inclusive, nor is it intended to alter in any way the Ravenswood City District Behavior Policy. If any difference of interpretation shall occur, the actual Board Policy shall prevail.

### THE POLICY'S PURPOSE

The Costaño School Student Behavior Policy is intended to provide guidance to students, parents, teachers, and administrators regarding the responsibilities and rights of each in contributing to a desirable school atmosphere.

### EXPECTATIONS OF PARENTS:

Parents are expected to support their students through cooperation with school personnel and by assuming responsibility in assisting their students to maintain appropriate standards of behavior and attendance.

### EXPECTATIONS OF STUDENTS:

Students at Costaño School are expected to exert the self-discipline necessary to conduct themselves in a manner that shows respect for themselves and other members of the school community.

Any behavior that interferes with the educational program of Costaño School or that is adverse to the welfare of other students will not be tolerated and will be dealt with according to the rules and regulations of Ravenswood City School District and the state laws regulating students' behavior and discipline.

### VIOLATIONS INCLUDE, BUT ARE NOT LIMITED TO:

- Cheating, plagiarism or forgery in connection with academic endeavors or school processes or procedures.

- Leaving class, campus or assisting others to leave campus without permission during school or lunch times.
- Committing an obscene act or engaging in profanity/vulgarity.
- Passionate embracing or kissing, petting and other intimate gestures not considered appropriate.
- Inappropriate use of cell phone
- Gambling.
- Loitering in unauthorized areas: parking lot, halls, restrooms, off campus, field areas etc.
- Riding bicycles, skateboards or using roller blades anywhere on campus.
- Chewing gum, littering or creating a mess with food.
- Disobeying bus rules.
- Destroying or defacing school property or the property of others including inappropriate activity with school technology.
- False fire alarms/bomb threats or committing arson.
- Possession of a dangerous object/weapon (firearm, knife, explosive, lighters, matches, chains, etc.)
- Committing or attempting to commit robbery/extortion.
- Committing theft or possession of stolen property or contraband.
- Smoking, possession, or use of cigarettes or tobacco, including chewing tobacco or tobacco like substances.
- Use, possession or sale of drugs, drug paraphernalia, alcohol or any other controlled substance.
- Representing any substance as a drug with respect to possession, use or sale is a violation and equivalent to the possession, use or sale of any controlled substance.
- Fighting or provoking a fight.
- Threatening or assaulting another person.
- Harassing, teasing, hazing or verbally abusing another person or group of individuals.
- Causing or attempting to cause physical injury to another person.
- Sexual harassment
- Committing a hate crime – an act or attempted act against the person or property of another individual or institution which in any way manifests evidence of hostility toward the victim because of his or her actual or perceived race, religion, disability, gender, nationality or sexual orientation. This includes, but is not limited to, threatening telephone calls, hate mail (including any sent by e-mail, Internet or other form of electronic communication), physical assault, vandalism, cross burning, destruction of religious symbols, or fire bombings.

One or more of the following consequences may be applied:

1. Student and/or parent conference
2. Student Study Team/counseling referral
3. Campus restrictions of student privileges
4. Confiscation of item(s). Item(s) will be returned only to parents.
5. After school detention and/or work detail
6. Suspension (either on- or off-campus) from class and/or school
7. Suspension from school activities
8. Payment for damages, restitution and/or secret witness reward
9. Involuntary transfer to another class
10. Academic Integrity Notification Letter
11. Mitigated behavior contract
12. Law enforcement notification
13. Expulsion

Severity Clause: Infractions deemed to be more serious than normal may result in administrative action beyond usual consequences.

#### DETENTION PROCEDURES

1. Detention may be held afterschool up to one hour after the close of the maximum school day.
2. Detention must be completed when required or else the student may end up with additional days of detention.
3. Students who make no effort to attend or to obtain permission to miss detention may receive: Further consequences. This may include eligibility to participate in extracurricular activities.
4. If a student will miss the school bus due to detention, the principal or designee shall notify parents/guardians of the detention at least one day in advance so that alternative transportation arrangements may be made. The

student shall not be detained unless the principal or designee notifies the parent/guardian.

5. During detention, students are encouraged to use time for schoolwork and are required to be quiet, cooperative and awake. In addition, they are given an opportunity to write a reflection on their behavior. Students shall remain under the supervision of a certificated employee during the period of detention.

6. The administration reserves the right to consider all circumstances in application of this policy

#### NON-DISCRIMINATION STATEMENT

The Governing Board desires to provide a safe school environment that allows all students equal access and opportunities in the district's academic, extracurricular, and other educational support programs, services, and activities. The Board prohibits, at any district school or school activity, unlawful discrimination, including discriminatory harassment, intimidation, and bullying, targeted at any student by anyone, based on the student's actual or perceived medical information, race, color, ancestry, nationality, national origin, immigration status, ethnic group identification, ethnicity, age, religion, marital status, pregnancy, parental status, physical or mental disability, sex, sexual orientation, gender, gender identity, gender expression, or genetic information, or association with a person or group with one or more of these actual or perceived characteristics. Students, parents, or guardians of students who have concerns about these regulations should contact: Toni Stone, Director of Human Resources, 650-329-2800 ext.60114.

#### UNIFORM COMPLAINT PROCEDURE

The Ravenswood City School District Board of Trustees recognizes that the District has primary responsibility for ensuring that it complies with state and federal laws and regulations governing educational programs. The District will investigate and seek to resolve complaints at the local level. The District will follow uniform complaint procedures when addressing complaints alleging unlawful discrimination or failure to comply with state or federal law in all education programs. Complaints should be filed with the District Complaint Officer, Toni Stone. See your school principal to review regulations for procedures in filing a complaint, to get information relating to complaints that are investigated directly by state agencies and to receive information regarding your legal rights.

*See also Ravenswood CSD Board Policy: BP/AR 5131.5, 5131.6, BP/AR 5131.62, BP/AR 5131.63, BP/AR 5131.7, BP/AR 514*

## Appendices:

*The Big Five*



# THE Big Five

**Community Packet • 2022-23**

**Immediate Action Emergency  
Response for Schools**





# STEERING COMMITTEE

## COALITION FOR SAFE SCHOOLS AND COMMUNITIES STEERING COMMITTEE

AGENCY/DISTRICT	REPRESENTATIVE	POSITION/TITLE
Police Chiefs and Sheriff Association	Ed Barberini	Chief, San Mateo Police Department
San Mateo Consolidated Fire	To Be Determined	
San Mateo County Behavioral Health and Recovery Services	Ziomara Ochoa Shirley Chu	Deputy Director Clinical Service Manager
San Mateo County Board of Supervisors	Lena Silberman	Legislative Aide, Don Horsley
San Mateo County Board of Supervisors	Sophia Brink	Legislative Aide, David Canepa
San Mateo County Community College District	To Be Determined	Captain, Public Safety
San Mateo County Attorney	Claire Cunningham	Chief Deputy County Attorney
San Mateo County District Attorney	Sharon Cho	Deputy in Charge
San Mateo County Human Services Agency	John Fong	Director, Children and Family Services
San Mateo County Office of Education	Nancy Magee	County Superintendent
San Mateo County Office of Education	Kristen Shouse	Associate Superintendent, Educational Services
San Mateo County Office of Education	Mary McGrath	Executive Director, Safe and Supportive Schools
San Mateo County Office of Education	Patricia Love	Executive Director, Strategy and Communications
San Mateo County Office of Education	Molly Henricks	Coordinator, School Safety and Risk Prevention
San Mateo County Probation	Chris Abalos	Deputy Director
San Mateo County Schools Insurance Group	Tom Ledda	Senior Loss Control Analyst
San Mateo County Sheriff	Andy Armando	Captain
San Mateo County Superintendents Association	Beth Polito	Superintendent, Las Lomas Elementary School District
San Mateo Union High School District, 9-12 School Districts Services	Don Scatena	Director of Student Services

# FOREWORD

## FOREWORD

San Mateo County's Big Five protocols provide a shared understanding of emergency response using common language across the county's 23 school districts and 20 law enforcement agencies.

First released in 2014 after a year-long stakeholder engagement process involving experts from education, law enforcement, fire, public health, law, government, and the community at large, the Big Five provides five immediate actions for school leaders to implement in any emergency. The Big Five action responses are Shelter in Place; Drop, Cover, and Hold On; Secure Campus; Lockdown/Barricade; and Evacuation.

The Big Five is under constant review by the multi-disciplinary Steering Committee of the San Mateo County Coalition for Safe Schools and Communities. The Steering Committee meets regularly to review activities, analyze emerging challenges, and make recommendations.

In addition to the Big Five, the Coalition's portfolio includes the following countywide protocols: *Student Threat Assessment*, *Suicide Prevention Toolkit*, *Child Sexual Abuse Protocol*, and *CSEC and Human Trafficking Protocol for Educators*. In 2022-23, the Coalition is releasing its Naloxone Distribution Toolkit to further prevent loss of life due to fatal opioid drugs.

Additionally, the Coalition for Safe Schools and Communities assists the 23 districts with required Comprehensive School Safety Plans, and in 2022-23 will provide feedback and review of all plans.

Through collaboration with many committed county partners, the Coalition for Safe Schools and Communities continues to fulfill its vision to create and sustain safe and positive school and community environments so all youth may thrive and succeed.

# TABLE OF CONTENTS

## TABLE OF CONTENTS

SAN MATEO COUNTY COALITION FOR SAFE SCHOOLS AND COMMUNITIES: STEERING COMMITTEE	ii
FOREWORD	iii
DISASTER SERVICE WORKER	1
CALLING 911	2
INCLUSIVE PRACTICES	3
THINK ON YOUR FEET	4
■ SHELTER IN PLACE	5
■ DROP, COVER, AND HOLD ON	6
■ SECURE CAMPUS	8
■ LOCKDOWN / BARRICADE	10
■ EVACUATION	13

## DISASTER SERVICE WORKER

California Government Code, Section 3100, Title 1, Division 4, Chapter 4 states that public employees are Disaster Service Workers and are subject to such disaster service activities as may be assigned by their superiors or emergency service commanders. The term "public employees" includes all persons employed by the state or any county, city, city and county, state agency or public district. The law applies in the following cases:

- When a local emergency is proclaimed
- When a state of emergency is proclaimed
- When a federal disaster declaration is made

### WHAT DOES A DISASTER SERVICE WORKER DO?

- Public employees serving in the role of Disaster Service Workers may be asked to do jobs other than their usual duties for periods exceeding normal work hours
- Employees may be scheduled in shifts and asked to return to the work site at hours outside the normal workday
- Disaster Service Workers will be deployed within the Incident Command System and may perform a variety of duties including oversight of shelter care, communications, logistics, first aid and comfort, or community support and safety
- When pressed into disaster service, employees' Workers Compensation coverage becomes the responsibility of state government (OES), but the employer pays the overtime. These circumstances apply only when a local or state emergency is declared.

To provide effective support as a Disaster Service Worker, employees must have confidence their own families are well prepared to deal with emergencies in their absence. The time and energy a staff member commits to being prepared at home will provide the best assurance they are capable of dealing with the emergency situation at the school/work site.

## CALLING 911

Response is the process of implementing appropriate actions while an emergency situation is unfolding. In this phase, schools mobilize the necessary resources to address the emergency at hand. This may include calling or texting 911.

When calling 911, be prepared to remain on the phone and answer specific questions. In order to complete an accurate assessment of the situation, the 911 Dispatcher must obtain as much information as possible to best inform emergency responders and engage the appropriate level of medical response.

### WHEN REPORTING AN EMERGENCY:

- Remain calm and speak slowly and clearly
- Be prepared to provide name, location of the incident, and caller's location, if different from the scene of the emergency
- Although caller ID information may transfer immediately to the 911 Dispatcher, it is not available in all locations. The 911 Dispatcher will confirm and verify the phone number and address for every call received.
- Answer all questions asked by the 911 Dispatcher, even those that seem repetitious
- Do not hang up until the Dispatcher says to do so

### CALLING 911 FROM A CELL PHONE:

- Cell phone calls to 911 are often sent to a 911 answering point based on cell radio coverage. Cell coverage areas don't always match city boundaries.
- Know your cell phone number and be prepared to give the dispatcher an exact address

### TEXT TO 911:

Text to 911 is the ability to send a text message to reach 911 emergency call takers from your mobile phone or device. However, because text to 911 is currently only available in certain locations, always make a voice call to contact 911 during an emergency whenever possible. Call if you can. Text if you can't.

When calling 911, time is of the essence. Remain calm; speak slowly and clearly. The 911 Dispatcher needs to gather the correct information the first time they ask for it.

## INCLUSIVE PRACTICES

This section lists inclusive practices that can be employed to assist students with non-ambulatory needs, cognitive and developmental needs, sensory needs and mental health needs.

- The needs of students will vary depending on the student
- It is important to model confidence and competence during a drill or emergency incident
- All students need to know that it is okay to feel afraid, sad, angry, or worried during an emergency incident and encouraged to talk about what they are feeling or experiencing
- Consider creating an Individual Emergency Plan for each student

For students with unique needs, consider creating an Individual Emergency Plan for each student.

## THINK ON YOUR FEET

In the event of an emergency, quick thinking is imperative for survival. During a crisis, an individual must think on their feet to determine the best course of action. These choices may include:

- Get off campus
- Hide
- Go into Lockdown/Barricade
- Fight against an assailant in the most extreme circumstances

Understanding and practicing these options can help an individual respond decisively and in so doing, best ensure the safety and survival of self and others.

In the event of a Violent Intruder on campus, expect to hear noise from alarms, gunfire, explosions, and shouting. It is not uncommon for people experiencing a dangerous situation to first deny or rationalize the possible danger rather than respond. Quality training can help individuals think clearly and quickly during a chaotic scene. Proper training should include helping staff recognize the sounds of danger. Train staff and students to act decisively and remain flexible with a "think on your feet" approach.

### **LOOK, LISTEN AND LEAVE: FIRE ALARM**

The **LOOK, LISTEN, AND LEAVE** protocol is an important action to practice when training the "think on your feet" mindset. At the sound of a fire alarm, staff and other leaders should take a moment to assess the scene before evacuating. The three steps of

**LOOK, LISTEN, AND LEAVE** are:

- **LOOK** - open the classroom door and look out. Do you see smoke or fire? Is the path to your pre-planned evacuation spot clear of obstacles? Do you notice anything out of the ordinary?
- **LISTEN** - in addition to the alarm, are there other sounds? Do you hear anything that would indicate it is unsafe to leave the room (explosions, panicked voices, the discharge of a weapon)?
- **LEAVE** - having determined it is safe to do so, direct students to leave the room toward the pre-determined evacuation spot.

## IMMEDIATE ACTION RESPONSE: THE BIG FIVE

The Big Five is a set of **IMMEDIATE ACTION RESPONSES** intended to be implemented quickly in any variety of emergency situations. When an emergency occurs, it is critical that staff members take *immediate* steps to protect *themselves*, their *students*, and *other people* on campus.

Staff members must become familiar with each Immediate Action Response and be prepared to perform assigned responsibilities. All students must also be taught how to implement each of The Big Five protocols.

### IMMEDIATE ACTION RESPONSE: THE BIG FIVE

BIG FIVE ACTION	WHEN	WHAT
<b>SHELTER IN PLACE</b>	Environmental hazards, dangerous air quality due to smoke or other contaminants, fire off-site, dangerous wildlife in the area, or severe weather	Isolate students and staff from the outdoor environment. Go inside. If hazard is airborne, close doors, windows, and air vents. Shut down air conditioning/heating units
<b>DROP, COVER AND HOLD ON</b>	Earthquake, explosion, or falling debris	Protect students and staff from falling debris, drop to the floor, take cover under heavy furniture and hold on.
<b>SECURE CAMPUS</b>	Potential threat of violence in the surrounding community and/or police activity off-campus and nearby	Calmly direct all staff/students indoors. Close and lock all classrooms/office doors. Continue instruction as planned. Remain indoors until otherwise directed.
<b>LOCKDOWN/BARRICADE</b>	Violent intruder on campus	Immediately seek safety indoors. Once inside, lock and barricade all doors. Cover windows and turn off lights. Remain quiet and alert. No one is allowed to enter or exit for any reason unless directed by law enforcement.
<b>EVACUATION</b>	Bomb threat, chemical/gas leak, fire inside the building or nearby premises, severe weather alert, after an earthquake or explosion, or when implementing Student Release/Reunification	Use the "Look, Listen, and Leave" protocol. Once it is deemed safe to exit buildings, lead students and school staff from school buildings to a predetermined location.

For more information about specific hazards, see *Emergency Management Resource Guide*.



## SHELTER IN PLACE



**SHELTER IN PLACE** is a short-term measure implemented to isolate students and staff from the outdoor environment and prevent exposure to airborne contaminants or threats posed by wildlife or other environmental hazards. The procedures may necessitate closing and sealing doors, windows, and vents; shutting down the classroom/building heating, ventilation, and air conditioning systems to prevent exposure to the outside air; and turning off pilot lights.

**SHELTER IN PLACE** is considered appropriate for, but is not limited to, the following types of emergencies:

- External chemical release
- Fire in the community
- Hazardous material spills
- Unhealthy air quality outside
- Dangerous wildlife on or near campus

A Shelter-in-Place response may require that HVAC systems be shut down to provide protection from contaminated outside air. Students and staff may freely move about inside the buildings, but no one should leave the protected space until directed by fire officials, law enforcement, or site administration.

### **SHELTER IN PLACE:**

- All heating, air conditioning, and ventilation systems may need to be shut down immediately depending on the hazard
- All pilot lights and sources of flame may need to be extinguished
- Any gaps around doors and windows may need to be sealed
- Allows for free movement within classrooms or offices



## DROP, COVER, AND HOLD ON

**DROP, COVER AND HOLD ON** is the immediate action taken in the event of an earthquake or explosion and protects students and staff from flying and falling debris. It is an appropriate action for, but is not limited to, the following types of emergencies:

- Earthquake
- Explosion

In the event of an explosion, earthquake, or other event causing falling debris, immediately “DROP, COVER, and HOLD ON.” Students and staff should drop to the floor, duck under a sturdy desk or table, cover the head with arms and hands, and hold onto furniture. Turn away from windows to stay clear of breaking glass. Individuals in wheelchairs can secure against an interior wall and lock the wheels. Protect head by covering with arms if possible.

### **DROP, COVER, AND HOLD ON:**

- Must be practiced for immediate and automatic response
- Is the single most useful action to protect from injury in an earthquake
- In the event it is impossible to duck under sturdy furniture, continue to cover face and head with arms and hold onto something sturdy
- Most injuries in earthquakes are caused by breaking glass or falling objects
- Fire alarms and sprinkler systems may go off in buildings during an earthquake, even if there is no fire
- Stay alert to aftershocks
- Assist those with special needs to ensure safe cover for all
- Evacuate **only if** there is damage to the building, the building is on fire, or location is in a tsunami zone

## SECURE CAMPUS



**SECURE CAMPUS** is implemented when the threat of violence or police action in the surrounding community requires precautionary measures to ensure the safety of staff and students. When a campus is in **SECURE CAMPUS** status, classroom instruction and/or activity may continue if all classroom and office doors are locked and all students and staff remain inside *through the duration of the event*, except for essential needs. Outer gates and other entrance/exit points can be closed (**NOT LOCKED**) to deter a potential perpetrator from entering school grounds.

During a Secure Campus, the Incident Command Team or staff assigned by the Incident Command Team shall assist in escorting students and staff who may need to leave the classroom for Essential Needs. Essential Needs can include but are not limited to the following.

- Bathrooming/Toileting
- Medical Needs/Response
- Mental Health/Wellness Needs/Response

This response is considered appropriate for, but not limited to, the following types of emergencies:

- Potential threat of violence in the surrounding community
- Law enforcement activity in the surrounding community

A **SECURE CAMPUS** response may be elevated to **LOCKDOWN / BARRICADE** as circumstances demand in which case instruction immediately ceases and students and staff follow **LOCKDOWN / BARRICADE** procedures.

Secure Campus allows for instruction to continue while the school takes preventative action in the event of a threat in the neighborhood surrounding a school. Lock all classroom/office doors, close entrance and exit points on the school's perimeter, and continue classroom instruction.



## SECURE CAMPUS

### SECURE CAMPUS:

- Is intended to prevent a potential threat present in the community from entering campus
- Heightens school safety while honoring instructional time
- Requires that all exterior classroom/office doors are locked and remain locked
- Is intended to prevent intruders from entering occupied areas of the building
- Requires that students and staff remain in **SECURE CAMPUS** status until **ALL CLEAR** is issued by School Incident Commander

# LOCKDOWN / BARRICADE



**LOCKDOWN / BARRICADE** is implemented when the imminent threat of violence or gunfire is identified on the campus, or the school is directed to do so by law enforcement. During **LOCKDOWN / BARRICADE**, students are to always remain in designated classrooms or lockdown locations. Do not evacuate until room is cleared by law enforcement or site administration. This response is considered appropriate for, but not limited to, the following types of emergencies:

- Gunfire
- Threat of extreme violence outside the classroom

During a **LOCKDOWN / BARRICADE**, remember that immediate safety from the violent intruder is the priority and guides all actions, above all other concerns, including COVID-19 safety procedures.

Lockdown/Barricade requires closing and locking doors and barricading with heavy objects. No one is allowed to enter or exit until door-to-door release by law enforcement or School Incident Commander who will unlock door from the outside with keys.

## **LOCKDOWN / BARRICADE:**

- Is a response to an immediate danger; it is not preceded by any warning
- Demands quick action; an active shooter, for example, can fire one round per second
- Requires common sense thinking under duress; do what must be done to best ensure survival of students and staff
- If it is possible to safely get off campus with students, take that action immediately (Run)
- If it is not possible to get off campus, quickly lockdown inside a safe room and barricade the entrance (Hide)
- Once a room is secured, no one is allowed to enter or exit under any circumstances
- Prioritize clear communication. Remove face covering if necessary.
- In the extreme instance that a Violent Intruder is able to enter a room, occupants should be prepared to fight back (Fight)



## LOCKDOWN / BARRICADE

### THINK ON YOUR FEET

In the event of a Violent Intruder on campus, quick thinking is imperative for survival. Especially when an active threat of violence is present, an individual must think on their feet to quickly determine the best course of action.

In the event of a Violent Intruder on campus, expect to hear noise from alarms, gunfire, explosions, and shouting. It is not uncommon for people confronted with a threat to first deny the possible danger rather than respond. Quality training can help individuals think clearly during a chaotic scene. Proper training should include helping staff recognize the sounds of danger and teaching them to forcefully communicate and take necessary action.

These actions would likely include:

### ESCAPE / GET OFF CAMPUS:

- Only attempt this if confident the suspect(s) is not in the immediate vicinity
- Safely get off campus; find a position of cover or safe place for assembly
- Guide/encourage others you might encounter on the way to follow you to safety
- Call 911 immediately to report location and request emergency services if necessary
- Once in a safe place – stay there

### HIDE / LOCKDOWN / BARRICADE:

- Clear all hallways; get students and staff inside immediately
- Once locked and barricaded inside a room, follow all protocols for Lockdown/Barricade as practiced
- Direct all those in the room to remain still and quiet; turn off/silence cell phones
- If unable to find cover inside a secure room, quickly seek out a hiding place on campus

## LOCKDOWN / BARRICADE



### FIGHT:

- If confronted by an assailant, as a last resort, consider trying to disrupt or incapacitate through aggressive force or by using items in the environment such as fire extinguishers or chairs
- There are documented instances where aggressive action on the part of the victims resulted in stopping the attacker
- Fighting back is NOT an expectation, merely one option for a last resort response

### LOOK, LISTEN, AND LEAVE: FIRE ALARM

If site alarm is triggered during Lockdown/Barricade, always respond with caution and **LOOK** and **LISTEN** for unusual or violent activity before initiating an evacuation **LEAVE**.

- **LOOK** - open the classroom door and look out. Do you see smoke or fire? Is the path to your pre-planned evacuation spot clear of obstacles? Do you notice anything out of the ordinary?
- **LISTEN** - in addition to the alarm, are there other sounds? Do you hear anything that would indicate it is unsafe to leave the room (explosions, panicked voices, the discharge of a weapon)?
- **LEAVE** - only after determining it is safe to do so, direct students to leave the room toward the pre-determined evacuation spot



## EVACUATION

**EVACUATION** is implemented when conditions make it unsafe to remain in the building. This action provides for the orderly movement of students and staff along prescribed routes from inside school buildings to a designated outside area of safety.

**EVACUATION** is considered appropriate for, but is not limited to, the following types of emergencies:

- Bomb threat
- Chemical accident
- Explosion or threat of explosion
- Fire
- Earthquake

In the event of an explosion, earthquake, or other event causing falling debris, **EVACUATION** will be preceded by a “**DROP, COVER, and HOLD ON**” protocol. Students and staff should drop to the floor, duck under a desk or table, cover the head with arms and hands, and hold onto furniture.

### THINK ON YOUR FEET: LOOK, LISTEN, AND LEAVE - FIRE ALARM

Before evacuation, take a moment to look outside the door for any potential dangers. Listen for anything unusual that might pose a safety risk. Once it's determined the path is safe, evacuate the office or classroom to a designated safe area.

### EVACUATION:

- Requires exit from the building to a designated safe site, on-campus or off-site
- May require that students and staff rely on district bus transportation
- May require staff to exit via alternate routes based on circumstances
- Requires that students remain with assigned teachers unless circumstances prohibit it
- Requires that staff and students assist those with special needs to ensure for safe egress of all



## EVACUATION



### **EVACUATION ROUTES:**

Take care in choosing a designated evacuation area. Consider whether there is a clear route to the area from all parts of the campus, and whether it is far enough away in the case of a fire or gas leak, but close enough to be reached on foot. Consider also having multiple designated evacuation areas in the event one is obstructed or otherwise becomes unsafe during an emergency. Make sure there is a clear, unblocked path onto campus for emergency vehicles. Be sure to include evacuation to designated area(s) as part of drills and training.

## Safety Plan Details

### Assignments

The Incident Command Team is led by the Principal (Incident Commander)

### Roles and Responsibilities

#### Incident Commander

The Incident Commander (Principal) is responsible for directing emergency operations and shall remain at the Command Post to observe and direct all operations. Specific duties of the Incident Commander may include:

- Periodically assessing the situation.
- Directing the Incident Command Team and all other emergency teams.
- Determining the need for, and requesting, outside assistance.
- Periodically communicating with the Local District Superintendent.

In the event of a major emergency, government agencies and/or the American Red Cross may need to use school gym facilities. The Incident Commander will coordinate with authorities to ensure cooperation.

#### Public Information Officer

The Public Information Officer (PIO) is the official spokesperson for the school site in an emergency and is responsible for communicating with the media and delivering public announcements. Specific duties of the Public Information Officer may include:

- Periodically receiving updates and official statements from the Incident Commander.
- Maintaining a log of PIO actions and all communications.
- Periodically interacting with the media and District Communications.
- Preparing statements for dissemination to the public.
- Ensuring announcements and other public information are translated into other languages as needed.
- Monitoring news broadcasts about the incident and correcting any misinformation.

#### Safety Coordinator

The Safety Coordinator is responsible for ensuring that all emergency activities are conducted in as safe a manner as possible under the circumstances that exist. Specific duties of the Safety Coordinator may include:

- Periodically checking with the Incident Commander for situation briefings and updates.
- Maintaining all records and documentation as assigned by the Incident Commander.
- Monitoring drills, exercises, and emergency response activities for safety.
- Identifying safety hazards.
- Ensuring that responders use appropriate safety equipment.

#### School Site Liaison

The School Site Liaison is responsible for coordinating the efforts of outside agencies such as police and fire by ensuring the proper flow of information between Incident Command and the agencies. Specific duties of the School Site Liaison may include:

- Periodically checking with the Incident Commander for situation briefings and updates.
- Maintaining all records and documentation as assigned by the Incident Commander.
- Briefing agency representatives on current situation, priorities and planned actions.
- Ensuring coordination of efforts by periodically keeping Incident Commander informed of agencies' action plans and providing periodic updates to agency representatives as necessary.

### **FIRST AID/MEDICAL TEAM**

The First Aid/Medical Team is responsible for ensuring that first aid supplies are available and properly administered during an emergency.

#### **Roles and Responsibilities**

##### **First Aid/Medical Team Leader**

The First Aid/Medical Team Leader is responsible for directing team activities by periodically interacting with the incident Commander to determine medical needs and planned actions. The First Aid/Medical Team Leader is also responsible for collecting the Injury and Missing Persons Report from Team Members and making these reports to have them readily available to the Incident Commander. Specific duties of the First Aid/Medical Team Leader may include:

- Assigning First Aid personnel and assessing available inventory of supplies & equipment.
- Designating and setting up First Aid/Medical treatment areas, with access to emergency vehicles.
- Determining the need for skilled medical assistance, and overseeing care, treatment, and assessment of patients.
- Periodically keeping the Incident Commander informed of overall status.
- Completing the Injury and Missing Persons Report (Form D, Appendix A).

##### **First Aid/Medical Team Members**

The members of the First Aid/Medical Team are responsible for assessing injuries and administering necessary first aid and medical treatment as indicated during an emergency. Specific duties of the members of the First Aid/Medical Team may include:

- Setting up first aid area, triage and/or temporary morgue.
- Keeping accurate records of care given and tagging each of the injured with name, address, injury and any treatment rendered.
- Reporting deaths immediately to First Aid/Medical Team Leader.

### **SEARCH AND RESCUE TEAM**

The Search and Rescue Team is responsible for preparing and performing search and rescue operations during an emergency. There may be two or more Search and Rescue teams.

#### **Roles and Responsibilities**

##### **Search and Rescue Team Leader**

The Search and Rescue Team Leader is responsible for directing team activities and keeping the Incident Commander informed of overall status. Specific duties of the Search and Rescue Team Leader may include:

- Obtaining briefings from the Incident Commander, noting injuries and other situations requiring response.
- Assigning and recording teams based on available manpower, minimum 2 persons per team.
- Updating teams' reports on site map and recording exact location of damage and triage tally.

### **Search and Rescue Team Members**

The members of the Search and Rescue Team are responsible for performing search and rescue operations during an emergency. Specific duties of the members of the Search and Rescue Team may include:

- Searching assigned area, reporting gas leaks, fires, or structural damage to Team Leader upon discovery.
- Shutting off gas or extinguishing fires as appropriate.
- Periodically reporting to the Team Leader on location, number, and condition of injured.
- Conducting pre-established search and rescue patterns, checking each classroom, office, storage room, auditorium and other rooms.
- Sealing off and posting areas where hazardous conditions exist.
- Contacting Security/Utilities Team to secure the building from reentry after the search.

### **SECURITY/UTILITIES TEAM**

The Security/Utilities Team is responsible for the security of the school site and its population during an emergency. The Security/Utilities Team will coordinate activities with the Incident Commander as required. Close coordination with the Reunion Gate Team is necessary in order to safely reunite students with their parents or lawful guardians. The Security/Utilities Team is also responsible for initiating short-term repairs and other necessary actions during an emergency. The effective response of the Security/Utilities Team in shutting down facility air handling systems, and gas, power and water supplies can be vital in minimizing damage to school facilities. This team includes participation by the custodial and cafeteria staff.

### **Roles and Responsibilities**

#### **Security/Utilities Team Leader**

The Security/Utilities Team Leader is responsible for directing team activities and interacting with the Incident Command to identify problems and report status. The Security/Utilities Team Leader is also responsible for contacting local utilities (water, electricity, gas, sewer) as needed.

#### **Security/Utilities Team Members**

The members of the Security/Utilities Team are responsible for securing the school and reporting that the campus is in “lock-down” to the Incident Commander. They are also responsible for surveying all utilities and taking appropriate actions to shut-off gas, water and electricity. The Security/Utilities Team will direct all external requests for information to the Public Information

Officer. Specific duties of the members of the Security/Utilities Team may include:

- Locking all external gates and doors; unlocking gates when appropriate.
- Stationing one team member at the main entrance to the school to direct emergency vehicles to area(s) of need and to greet parents.
- Keeping students and staff out of buildings, as necessary.
- Assisting at Reunion Gate as appropriate.
- Assessing damage to school facilities.
- Checking emergency water supply and making it ready for distribution.
- Setting up temporary sanitation areas (portable toilets).
- Helping with first aid and setting up temporary morgue (if necessary).
- Preparing and distributing food as directed by the Incident Commander.
- Assisting the First Aid/Medical Team in comforting students as needed.

## **SUPPLY/EQUIPMENT TEAM**

The Supply/Equipment Team is responsible for ensuring the availability and delivery of adequate supplies and equipment during the course of an emergency.

### **Roles and Responsibilities**

#### **Supply/Equipment Team Leader**

The Supply/Equipment Team Leader is responsible for directing team activities and keeping the Incident Commander informed of overall status. Specific duties of the Supply/Equipment Team Leader may include:

- Reporting equipment and supply needs.
- Estimating the number of persons requiring shelter and determining the length of time shelter will be needed.

#### **Supply/Equipment Team Members**

The members of the Supply/Equipment Team are responsible for assessing the adequacy of available water, food and other supplies and organizing the distribution of resources for immediate use (water, food, power, radios, telephones, and sanitary supplies). Specific duties of the members of the Supply/Equipment Team may include:

- Distributing emergency water and food supplies.
- Establishing a list of all persons in shelter and determining any special needs.
- Controlling conservation of water.

## **ASSEMBLY AREA TEAM**

The Assembly Area Team is responsible for the safe evacuation and accounting of all students and staff during an emergency. The team is also responsible for reporting missing persons to the Incident Commander.

### **Roles and Responsibilities**

#### **Assembly Area Team Leader**

The Assembly Area Team Leader is responsible for directing team activities and periodically interacting with the Incident Command to identify problems and report status. The Assembly Area Team Leader is also responsible for collecting the Injury and Missing Persons Report from the Team Members and make them readily available to the Incident Commander.

#### **Assembly Area Team Members**

The members of the Assembly Area Team are responsible for performing the safe evacuation of student and staff during an emergency. Specific duties of the members of the Assembly Area Team may include:

- Obtaining reports of missing students from teachers or other personnel.
- Gathering Injury and Missing Persons Report (Form D, Appendix A) from each teacher and submitting them to the Assembly Area Team Leader.
- Checking student emergency card for name of person(s) authorized to pick up student.
- Assisting the Reunion Gate Team as required.

## **REQUEST GATE TEAM**

The Request Gate Team is responsible for processing parent requests for student release during an emergency.

### **Roles and Responsibilities**

#### **Request Gate Team Leader**

The Request Gate Team Leader is responsible for directing team activities and periodically interacting with the Incident Commander to identify problems and report status. The Request Gate Team Leader will refer all outside requests for information to the Public Information Officer.

#### **Request Gate Team Members**

The members of the Request Gate Team are responsible for greeting parents, guardians, or designees and providing them with tags or other identifications authorizing the holders to reunite with their students at the Reunion Gate. Specific duties of the members of the Request Gate Team may include:

- Greeting and directing parents, guardians, or designees to the counselors as appropriate.
- Providing reassurance to parents, guardians, or designees and maintaining order.
- Issuing a tag or other identifications only to an authorized person.
- Directing parents or guardians to the Reunion Gate.

#### **REUNION GATE TEAM**

The Reunion Gate Team is responsible for reuniting parents or guardians with students. This can be a highly sensitive role due to the fact that some parents will be informed that their children may be injured, missing or dead. The team will keep accurate records of students leaving the campus.

#### **Roles and Responsibilities**

##### **Reunion Gate Team Leader**

The Reunion Gate Team Leader is responsible for directing team activities and periodically interacting with the Incident Commander to identify problems and report status. The Reunion Gate Team Leader will refer all requests for information to the Public Information Officer. The Reunion Gate Team Leader is also responsible for collecting the Student Release Log from the Team Members and have them readily available to Incident Commander.

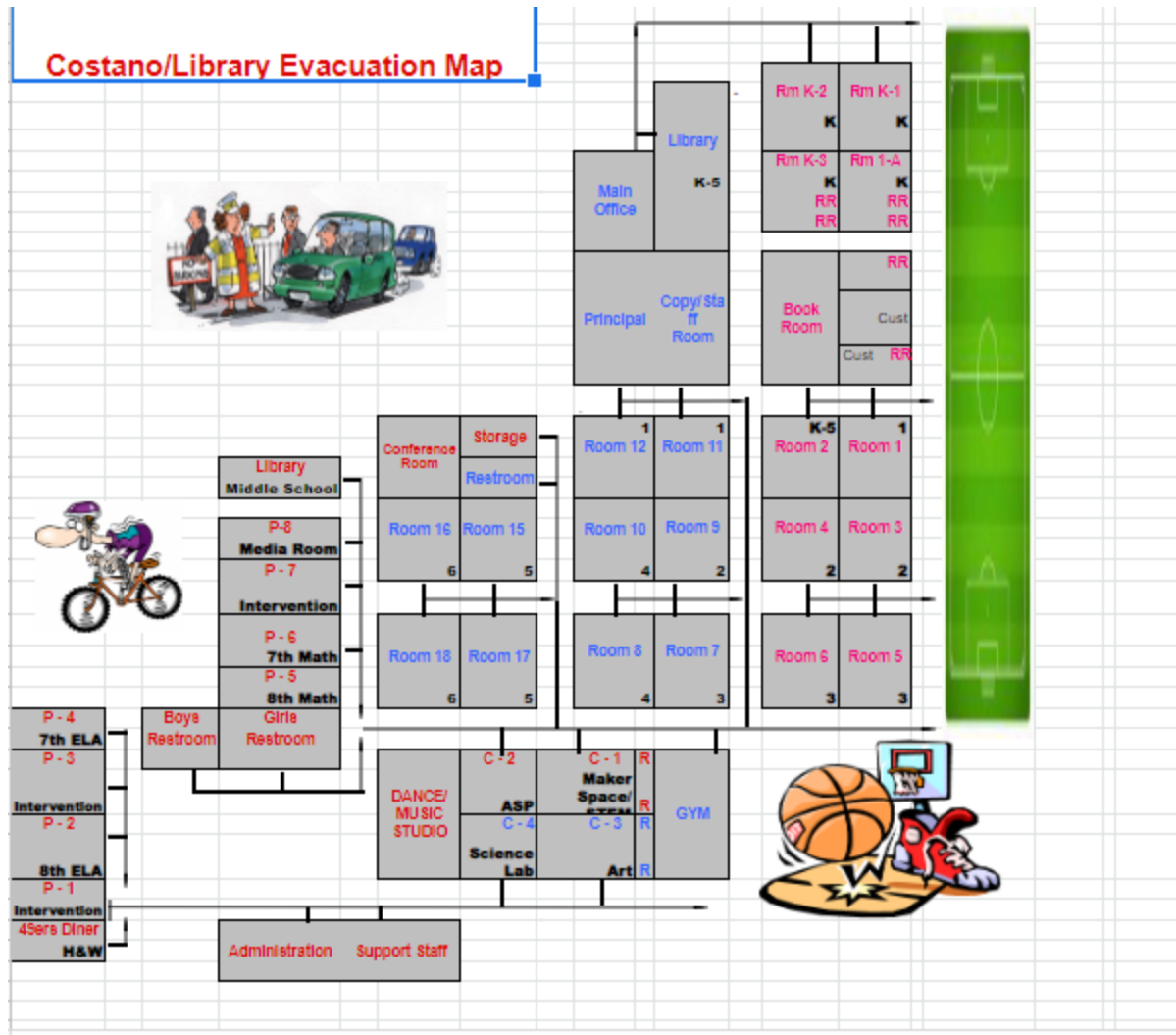
##### **Reunion Gate Team Members**

The members of the Reunion Gate Team are responsible for greeting parents, guardians, and designees and reuniting them with their students at the designated Reunion Gate. Specific duties of the members of the Reunion Gate Team may include:

- Greeting parents, guardians, and designees at the Reunion Gate.
- Verifying the authenticity of the tags or other identifications.
- Dispatching Student Runners to Assembly Area to escort students whose parents have come to claim them.
- Providing reassurance to parents, guardians, and designees and directing them to the Reunion Area to wait for their children.
- Confirming students recognize the authorized adults who come to claim them and requiring adult to sign student out of school.
- Completing Student Release Log and submitting them to the Reunion Gate Team Leader.

*Site Plot Plan and Vicinity Map*

A Site Plot Plan and Vicinity map are provided. The Site Plot Plan includes the locations of emergency supplies, fire extinguishers, utilities shutoff valves, on-site primary and backup assembly areas and associated evacuation routes. The Vicinity Map indicates the off-site primary and backup assembly areas and the designated evacuation routes to these location.



Emergency Response Team

<b>EMERGENCY RESPONSE TEAM</b>				
<b>INCIDENT COMMAND POST</b>				
<b>POSITION</b>	<b>RECOMMENDED</b>	<b>IDENTIFIED SITE STAFF</b>	<b>PHONE</b>	<b>EMAIL</b>
<b>Incident Commander</b>	Principal & ASP Site Coordinator	Principal and ASP Site Coordinator	916-320-0906	<a href="mailto:nwoods@ravenswoodschoools.org">nwoods@ravenswoodschoools.org</a>
2.2.2.1				
<b>Public Information</b>	Coordinates w/ outside agencies	Principal	916-320-0906	
2.2.2.2				
<b>Safety Coordinator</b>	Coach	Ronda White	510-593-7025	nwoods@ravenswoodschoools.org
2.2.2.3				
<b>School Site Liaison</b>	Coach	Ronda White	510-593-7025	nwoods@ravenswoodschoools.org
2.2.2.4				
<b>OPERATIONS TEAM</b>				
<b>POSITION</b>	<b>IDENTIFIED SITE STAFF</b>	<b>PHONE</b>	<b>EMAIL</b>	
<b>First Aid Team</b>				
(CPR/First Aid Certified preferred)	Campus Relations	Cindy Aguire	<a href="mailto:caguire@ravenswoodschoools.org">caguire@ravenswoodschoools.org</a>	
2.3	School Support Staff	Pat Townsend	<a href="mailto:ptownsen@ravenswoodschoools.org">ptownsen@ravenswoodschoools.org</a>	
<b>Search and Rescue Team</b>				
2.5	5th Grade Team	Jesusita Rivera	<a href="mailto:jrivera@ravenswoodschoools.org">jrivera@ravenswoodschoools.org</a>	
	5th Grade Team	Tiffany Ishihara	<a href="mailto:Tishihara@ravenswoodschoools.org">Tishihara@ravenswoodschoools.org</a>	
<b>Security/Utilities Team</b>				
2.6	Primitivo Maldonado		<a href="mailto:Pmaldonado@ravenswoodschoools.org">Pmaldonado@ravenswoodschoools.org</a>	
	Antonio Martinez		<a href="mailto:amartinez@ravenswoodschoools.org">amartinez@ravenswoodschoools.org</a>	
<b>Supply/Equipment Team</b>				
2.7	Salvatore Germano		<a href="mailto:sgermano@ravenswoodschoools.org">sgermano@ravenswoodschoools.org</a>	
School Staff	California Government Code, Chapter 8, Section 3100 states: "...all public employee are hereby declared to be disaster service workers subject to disaster service activities as may be assigned to them by their superiors or by law." In accordance with these provisions, all staff members are considered "disaster service workers" during emergencies and must remain on site to carry out assigned responsibilities. School staff should be familiar with emergency procedures and any assigned responsibilities. During an emergency, staff will serve on response teams and implement response procedures. If a teacher has been assigned to a position in the following list, the teacher will first accompany the students to the Assembly Area, where they will be reassigned to another teacher. The teacher will then carry out assigned responsibilities.			



**BOMB THREAT REPORT**

School:

Date of Call:

Time of Call:

a.m.

p.m.

Call received by:

Location:

Phone #:

**The person answering the threat call should ask the following questions and record the answers below:**

**When is the Bomb going to explode?**

**Date:**

**a.m.**

**p.m.**

**Where is it?** \_\_\_\_\_

**What will cause it to explode?** \_\_\_\_\_

**What kind of bomb?** \_\_\_\_\_

**Why are you doing this?** \_\_\_\_\_

**Who are you?** \_\_\_\_\_

**What can we do for you to the bomb from exploding?** \_\_\_\_\_

**How can you be contacted?**

**Record the exact language of the threat.** \_\_\_\_\_

**Voice on the phone:**

**Man**

**Woman**

**Child Age** \_\_\_\_\_

**Intoxicated**

**Accent**

**Speech Impediment**

**Other** \_\_\_\_\_

**Background Noise:**

**Music**

**Talk**

**Children**

**Machines**

**Airplane**

**Typing**

**Traffic**

**Other** \_\_\_\_\_

Completed By:

Date:

**(Note: This form should be completed annually and submitted to Student Service Department)**

**INJURY & MISSING PERSON REPORT**

School:

Room #:

Teacher Name:

Date:

<b>INJURED</b>		
<b>Name</b>	<b>Type of Injury</b>	<b>Location</b>

<b>MISSING PERSON</b>	
<b>Name</b>	<b>Last Seen Location</b>

**(Send a copy to Student Service Department)**



### DAMAGE ASSESSMENT REPORT

**Note: Do not enter the building unless the structural evaluation has been completed and the building is designated as safe to enter**

**School:**

**Location Building Code:**

**Date:**

**Time:**

Damage Category	No Damage	Slight Damage	Severe Damage	Hazardous Conditions	Location/Room #/Note
Electrical					
Natural Gas Lines & Water Heater/Boiler					
Water					
Sewer					
Phone					
<b>Hazardous Material</b> Custodial chemicals					<u>Chemical type/ quantity spilled or leaking:</u>
<b>Lab chemicals</b>					<u>Chemical type/ quantity spilled or leaking:</u>
<b>Asbestos</b>					
<b>Lead</b>					
<b>Physical Hazard</b> Sink Holes					
<b>Construction Area</b>					
<b>Broken Glass</b>					

*Drills Schedule*

**EMERGENCY DRILL RECORD**

School:

	<b>Evacuation Drills (Once a month and First drill within first 10 days of School</b>	<b>Earthquake-Eva cuation (twice a year)</b>	<b>Lockdown (once a year)</b>	<b>Secure Campus (once a year)</b>	<b>Shelter in place (once a year)</b>
August	N/A				
September	9/7 @9:15				
October	10/26 @9:20AM	10/26 @ 9:15AM			
November					11/16/22 @9:15AM
December	12/21/22 @9:15AM			12/21/22 @9:30AM	
January	1/25/23 @9:15AM				
February			2/18/22 @9:15AM		
March	3/15/22 @9:20AM	3/13/22 @9:15AM			
April	4/26/23 @9:15AM				
May	5/17/23 @8:30				
June	6/14/23 @10:00				

*EMERGENCY PHONE NUMBERS*

School Name	Costaño	
School Address	2965 Fordham Street East Palo Alto	
School Phone	650-329-2830	
	<b>District</b>	<b>Phone</b>
Principal	Nzinga Woods	916-320-0906
Emergency Office	Maria Pineda	650-329-2830
District Facilities Director	Delma Maciel	60169
District Superintendent	Gina Sudaria	60110
School Nurse	Manuel Villegas	415-265-3106
Student Service Department	Jennifer Gravem	60145
<b>Non-District</b>		
Fire And Medical Emergencies	911	
Air Quality Management District	415-771-6000	
California Highway Patrol	650-369-6261	
County Department of Health Services	650-5732669	
PG&E	1-800-743-5000	
Fire Station	650-688-8400	
Stanford Hospital	650-498-5566	
Sheriff Department	650-363-4175	
Ravenswood Family Health Center	650-330-7400	
E.P. A. Police Department	650-853-3160	
Menlo Park Police Department	650-858-3319	
County Sewer Department	650-522-7300	
County Water Department	650-343-1808	