



## Santa Fe ISD Three Year Perspective

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As of May 18, 2018	2018-2019 School Year	2019-2020 School Year Additions
<b>Security Staffing</b>		
Full-time Police Officers (8) Officer to Student Ratio (1/603)	Full-time Police Officers (14) Officer to Student Ratio (1/345)	Full-time Police Officers – (12-15)
Part-time Police Officers (5)	Part-time Police Officers (9)	
	Campus Safety Assistants (10)	Campus Safety Assistants (7)
Police Dispatcher (1)	Police Dispatcher (1)	Police Dispatcher (1)
Crossing Guards (2)	Crossing Guards (2)	Crossing Guards (2)
	Real time camera monitoring (1)	Real time camera monitoring (2)
<b>Security Technology &amp; Building Hardening</b>		
Video Cameras	Video Cameras (Added 256 district wide)	Added 4 lens cameras
Access control	Full-time video and access control monitoring	Access control with biometric readers
Fencing & Lighting	Added additional fencing	Additional fencing on all campuses and gates with panic bars
Limited entry with door monitoring	Added more doors monitored/ Localized alarms	Dual Authentication Credentials – staff must use badge and fingerprint to access buildings (Bioreading and key cards not yet accessible in all facilities)
Card Access Door Locks/Alarms	Interior door locks	
Secure entry vestibules	Enhanced Security Vestibule with bullet resistant glass & metal detectors	Expanded security vestibule at Wollam Elementary
Raptor Visitor Management System	Added Emergency Management module to Raptor	Integrate Raptor into Standard Reunification Method Process
Medical equipment & tourniquets for police	Added classroom “Stop the Bleed” Kits to include tourniquets	Emergency containers for each classroom in the District containing life-saving contents
Maps & Keys available for outside first responders	Updated maps with door numbering and additional master keys	“Indian Out of Sight Zone” signs for each classroom
Emergency vehicles	Additional vehicles	
	Protective rifle vests	
Fire Alarm	New Fire & Panic Alarm System	Panic alarms in every classroom at SFHS as well as panic buttons on audio

		enhancement devices that teachers will be wearing at Barnett
District Website and PA Mass Notification System	Upgraded PA Mass Notification System	TCU mass notification consoles at all front reception desks
	Improved door locks	
	Mutualink Interoperable Media Communications Platform	
	Mass notification phone app for staff (coming June 2019)	Researching phone application panic buttons for all staff
	First Net Phones	
	Walk through Metal Detectors (19) – SFHS (9), SFJH (6), RJW (2), Kubacak (2)	Walk through Metal Detectors (24) – Barnett (2), Cowan ESC (2), ISA (1)
	Facial Recognition software	Facial Recognition software at each District facility
	Social Media, Internet and Email monitoring	Gaggle email monitoring
<b>Programs/Training/Audits</b>		
Parents on Patrol Program (2 Participants)	Parents On Patrol Program Enhanced Training ( 25 participants)	Parents on Patrol (2 active)
“Tribal Tips” Anonymous Tip program	“Tribal Tips” Anonymous Tip program now with QR Code	“If You See Something, Say Something” Anonymous Tip Program
Campus Safety & Security Audits (3yr Cycle)	Campus Safety & Security Audits (Annual) + External Review	
Intruder Assessments	Intruder Assessments	Enhanced Intruder Assessments
Emergency Response Protocols	Standard Response Protocols (SRP)	Added Standard Reunification Method; SRP Cards for all employees including substitutes
Safety Drills: Lockdown (2 yr.) Shelter (1 yr.)	Safety Drills: Lockdown (4 yr.) Shelter (1 yr.)	Implemented Hold Drills; Updated Emergency Operations Plan
Fire Drills: Monthly	Fire Drills: Monthly	
Safety Committee	Safety and Security Committee	
Family Reunification Center		Added wireless access to the Alamo Gym and technology to integrate into Raptor
Dispatch protocol		
Media JIC		
District Emergency Operations Plan Staff Training	District Emergency Operations Plan Staff Training	Standard Response Protocol (SRP) card for all staff members including substitutes
CRASE course for staff	Civilian Response to Active Shooter (CRASE) Training for Staff/Public	CRASE training for the Law Enforcement classes at SFHS

	Stop the Bleed training for all staff	Stop the Bleed training offered to students on a voluntary basis
Safe Schools Trainings	Additional Safe Schools Trainings (21 courses/approximately 30 hours)	Additional Safe Schools Trainings including Trauma Informed Care, Suicide Awareness and Prevention, Cybersecurity, and Human Trafficking (25 courses/approximately 35 hours)
<b>Mental Health Support</b>		
One Behavior Specialist Four certified behavior support personnel Three Licensed School Psychologists  Total Counselors: SFHS-4 SFJH-2 Elementary Campuses-2 each	SFHS-Full-time Wellness Counselors (4) SFJH-Two Region IV licensed mental health professionals Kubacak Elementary-One Region IV licensed mental health professional Wollam Elementary-One Region IV licensed mental health professional One Behavior Specialist Four certified behavior support personnel Three Licensed School Psychologists	Barnett Elementary-New elementary with One Region IV licensed mental health professional  Barnett Elementary-Addition of certified behavior support personnel  PBIS (Positive Behavior Intervention Support) Coordinator  PBIS at all campuses
	Coordinated response support partnerships established with area mental health authorities (Region IV, Gulf Coast Center, and Texas Children's Hospital Trauma & Grief)	Ongoing coordinated response partnerships with area mental health authorities
	Mental Health/Suicide Awareness Training for all staff	Suicide Awareness Coordinator/Counselor
Bullying protocols	Additional bullying protocols and enhanced reporting/training	Additional bullying protocols and enhanced reporting/training
District Discipline Committee		
	Threat Assessments Teams: 1 team for the elementary campuses and 1 team for the secondary campuses	Threat Assessment Teams at every campus increasing to five Threat Assessment Teams District wide
<b>Additional Specialized Law Enforcement Training</b>		
Hosted ALERRT Level I & II Active Shooter Training	Hosted ALERRT Level I & Active Attack Integrated Response Training	Hosted Attack Integrated Response Train the Trainer Course - Hosted Level I Active Shooter Train the Trainer Course
	Tactical patrol rifle and pistol training	
		School based Law Enforcement Certification

	<b>Transportation Safety</b>	
	Increased REI Cameras	Zonar Management System for SFJH and SFHS parents; coming soon for Elementary parents
	Enhanced Training for Staff	
	Re-routing to Reduce Hazardous Conditions	Routing assessment study and application

# Onboarding and Substitute Training

Prior to May 18, 2018	2018-2019 School Year	2019-2020 School Year Additions
Complete online application	Complete online application	
Fingerprinting and background check	Fingerprinting and background check	
Receives invitation from Human Resources for required orientation	Receives invitation from Human Resources for required orientation	
<p>Attends orientation, completes required paperwork and receives training on the following topics:</p> <ul style="list-style-type: none"> <li>• Classroom Management</li> <li>• Safety Procedures and the District Crisis Management</li> <li>• Safe Schools Training – online mandatory compliance</li> </ul> <p>Annual training requirements:</p> <ul style="list-style-type: none"> <li>• Safe Schools Training – online mandatory compliance training</li> </ul>	<p>Attends orientation, completed required paperwork and receives training on the following topics:</p> <ul style="list-style-type: none"> <li>• Classroom Management</li> <li>• Safety Procedures and the District Crisis Management</li> <li>• Civilian Response to Active Shooter Events (CRASE) Training</li> <li>• Safe Schools Training – online mandatory compliance training (21 courses/approximately 30 hours)</li> </ul> <p>Annual training requirements:</p> <ul style="list-style-type: none"> <li>• Civilian Response to Active Shooter Events (CRASE) Training</li> <li>• Safe Schools Training – online mandatory compliance training (21 courses/approximately 30 hours)</li> </ul>	<ul style="list-style-type: none"> <li>• Stop the Bleed Training</li> <li>• Additional Safe Schools Trainings including Trauma Informed Care, Suicide Awareness and Prevention, Cybersecurity, and Human Trafficking (25 courses/approximately 35 hours)</li> <li>• Additional Safe Schools Trainings including Trauma Informed Care, Suicide Awareness and Prevention, Cybersecurity, and Human Trafficking (25 courses/approximately 35 hours)</li> </ul>
Every substitute receives an online district substitute handbook outlining district policies and procedures	Every substitute receives an online district substitute handbook outlining district policies and procedures	Annually provide a copy of the substitute handbook through Aesop
Campus substitute coordinators provide a substitute folder that contains the campus handbook which outlines procedures for that specific campus including	Campus substitute coordinators provide a substitute packet that contains campus maps, classroom telephone procedures on how to access an outside line, and the campus handbooks which outlines procedures for that specific	Additions to substitute packets including class rosters with student pictures and emergency support personnel contact numbers

<p>administrative contacts, a bell schedule, a substitute badge and a key to the room once the substitute arrives on campus</p> <p>Note: In most cases at the high school doors were unlocked for the substitutes due to multiple assignments during the course of the school day</p>	<p>campus including administrative contacts, a bell schedule, a substitute badge for entering and exiting the building, the crisis management guide, and a key to the room once the substitute arrives on campus</p> <p>For consistency across all district campuses, procedures were added to the crisis management guide ensuring that substitutes will follow the same procedures no matter which campus they are working on. Campus handbooks include emergency numbers.</p>	<p>Dual Authentication Credentials – staff must use badge and fingerprint to access buildings (Bioreading and key cards not yet accessible in all facilities)</p>
<p>Substitutes do not have district email or access to the grading system unless they are in a long-term assignment</p>	<p>Substitutes do not have district email or access to the grading system unless they are in a long-term assignment</p> <p>Substitutes receive all district letters and communications through AESOP email</p>	<p>Access to the network with a guest login</p> <p>Substitutes added to the School Messenger Callout System</p>
<p>If an incident not requiring the use of standard response protocols occurs during the school day in which staff is notified through email, substitutes receive written notification delivered to their assigned room by office personnel.</p>	<p>If an incident not requiring the use of standard response protocols occurs during the school day in which staff is notified through email, substitutes receive written notification delivered to their assigned room by office personnel.</p>	
	<p>In the case of an emergency and the need for the implementation of the Standard Response Protocol, announcements are made through the public address system. Standard Response Protocol flyers are posted in every classroom to remind staff, substitutes and students on how to respond to an emergency. Badge reference cards are also provided to all employees including substitutes.</p>	
	<p>Santa Fe ISD police are working on a video for Standard Response Protocols which will be filmed in May 2019 and shared with all students, staff and substitutes</p>	<p>Video presentation for Standard Response protocols</p>