

SAFETY PLAN

SB 187 Compliance Document

School Year: 2019-2020

School	Nordstrom Elementary
CDS Code	43 69583 6047914
District	Morgan Hill Unified
Address	1425 East Dunne Ave.
Date of Adoption	

Approved By

Name	Title	Date
Debra Grove	Principal	
Michelle Shirani	SSC President	

Senate Bill 187: Comprehensive School Safety Plan Purpose:

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

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

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

Comprehensive School Safety Plans are required under SB 719 & AB 115 and contains the following elements:
Assessment of school crime committed on school campuses and at school-related functions

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

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

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

MHUSD School Safety Plan Vision

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

The MHUSD Student Code of Conduct Handbook

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

The MHUSD Discrimination and Harassment policy

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

Assessment of School Safety

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

Emergency Evacuation Map: [Map Link](#)

Alternative Sites for Off-Site Evacuations:

This Evacuation site is within .5 miles of the radius of our school: the most immediate evacuation site

Location Name	Nordstrom Park		
Address	Corner of E. Dunne Ave. and Murphy Ave.		
Contact		X	Not Applicable
Phone Number		X	Not Applicable
Directions	Head west on Dunne Ave that is at the corner of Dunne Ave and Murphy Ave.		

This Evacuation site is within 3 miles of the radius of our school: the secondary evacuation site

Location Name	Church of Christ of Latter Day Saints		
Address	1790 E. Dunne Ave		
Contact		X	Not Applicable
Phone Number	408-778-3859		Not Applicable
Directions	Head east on Dunne Ave 0.6 miles		

This Evacuation site is within 10 miles of the radius of our school

Location Name	Morgan Hill Dunne Hill Fire Station		
Address	Corner of Dunne and Hill Aves.		
Contact		X	Not Applicable
Phone Number		X	Not Applicable
Directions	Walk east on Dunne Avenue one mile.		

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

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

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

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

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

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

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

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

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

Public Agency Use of School Buildings for Emergency Shelters

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

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

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

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

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

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

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

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

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

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

Morgan Hill Unified takes pride in our mission to provide a safe environment for all students, parents, and school employees. Our School will ensure safe ingress and egress to and from the school for pupils, parents, and school employees. Safe ingress and egress will be maintained by periodic reviews of the procedures for ingress and egress. The school will ensure that all passageways to and from school buildings, corridors within school buildings and emergency exits remain clear of all obstruction to allow the flow of pedestrian and vehicular traffic. The school will also ensure that potential obstructions and hazards are removed from such areas. To achieve this goal, the school works closely with local law enforcement, fire, and city agencies to ensure safe access.

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

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

Goal 1				
Component	Element		Opportunity for Improvement	
Positive School Climate	A school-wide behavior and discipline plan has been implemented.		The expectations for students and staff are enforced on a daily basis.	
Objective	Action Step	Resources	Lead Person	Evaluation
All schools will maintain or move up by one level in PBIS	Continued enrollment and implementation of PBIS	SCCOE trainings	Alisha Garcia	TFI
All schools will participate in safety drills.	Monthly drills	teachers	Debra Grove	Drill form

Goal 2				
Component	Element		Opportunity for Improvement	
Safe Physical Environment	A safe School Environment		Ensure Facility is in safe working order	
Objective	Action Step	Resources	Lead Person	Evaluation
The school site will have procedures to ensure a safe campus	Signs, Williams, PLC safety review	Maintenance/ custodian	Debra Grove	Yearly walk through

The school campus will be clean and orderly.	Work with staff and students Establish rituals and routines Videos of "The Nordstrom Way"	Custodians, teachers	Debra Grove Wes Stinson/Kim Burrell	Daily walk through
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(I) School Discipline Rules and Consequence ([EC 35291](#) and [EC 35291.5](#))

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

(J) Hate Crime Reporting Procedures and Policies

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

Safety Plan Review, Evaluation and Amendment Procedures

Safety Plan evaluation and revision record

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

Safety Plan Committee Members

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

Revisions or Updates on Plan

Section(s) of the plan that has been revised or updated	Date	Recorded by (who made the changes)	
		Name	Position
Whole plan updated		Debbie Grove	Principal
Whole plan updated		Debbie Grove	Principal
Format modified		Jessie Swift	Coordinator of Student Services

Safety Plan Review, Evaluation and Amendment Procedures

Activity Description <i>(i.e. review steps, meetings conducted, approvals, etc)</i>	Date and Time	Attached Document <i>(description and location)</i>
The safety plan was reviewed in its entirety by School Site Council		
Staff reviewed the Run Hide Defend video with the School Resource Officer	9/28/19	
The safety plan was reviewed in its entirety by staff	10/16/19	

Record of Emergency Response Training

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

Training Topic		Person(s) or group(s) trained	Date Implemented	The activity provided or supervised by:	
				Name	Position
Safety Plan Review		All Staff	10/16/19	Debra Grove	Principal
Run, hide Defend Training		All Staff	8/28/19	Debra Grove	Principal
Great American Shakeout (earthquake drill)		All staff and students	10/17/19	Debra Grove	Principal
Mandated training, blood borne pathogens and sexual harassment.		All staff	8/13/19	Debra Grove	Principal
Be seen and heard training		All staff	10/4/19	Debra Grove	Principal
Trauma Informed Practices		Certificated staff	10/4/19	Debra Grove	Principal
Earthquake: October 17		Students and Staff	10/17/19	Debra Grove	Principal
Drill Plan (fire, earthquake, run hide defend)		Staff	8/28/19	Debra Grove	Principal
Month: August 29		Students and Staff	8/29/19	Debra Grove	Principal
Month: September 26		Students and Staff	9/26/19	Debra Grove	Principal
Month: November 21		Students and Staff	11/21/19	Debra Grove	Principal
Month: December 19		Students and Staff	12/19/19	Debra Grove	Principal
Month: April 23		Students and Staff	4/23/19	Debra Grove	Principal
Month: May 28		Students and Staff	5/28/19	Debra Grove	Principal
2 nd Earthquake Drill February 27		Students and Staff	2/27/19	Debra Grove	Principal
Intruder on Campus Drill (run, hide, defend) January 23		Students and Staff	1/23/19	Debra Grove	Principal
Alternate Exit Drill March 26		Students and Staff	3/26/19	Debra Grove	Principal

Emergency Contact Information

Communication with schools and facilities:

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

School Staff Emergency Contacts

Position	Name	Contact
Principal	Debra Grove	408-201-6440
Office Assistant	Beth Newquist	408-201-6440
Principal's Secretary	Susan Saba	408-201-6440
Health Assistant	Susan Latin	408-201-6440
Custodian	Wes Stinson/Kim Burrell	408-201-6440

District Emergency Contacts

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

Incident Command System (ICS) for schools

Incident Command System (ICS) for schools

	Name	Position	Location
Incident Commander (Description)	Debra Grove	Principal	Office or grass area behind playground
Communication Team (Description)	Susan Saba	School Secretary	School office or ball wall area
	Kim Borello/Angie Bellino	Teacher	
	*Carol Sheets/Jennifer Clifford	Teacher	
	Garner Green/ Christie Corbisiero	Teacher	
Student Release and Crown Control Team (Description)	*Renee DeVillez/Yard Duties	Teacher	Multi-purpose room or gated teacher parking lot by the library.
	Beth Newquist	Office Assistant	
	Anna Goble/Hayley Nichols	Teacher	
	Kayla Young/ Rosa Maule	Teacher	
	Haley Nichols/Megan Fowler	Teacher	
Facilities Team (Description)	*Wes Stinson	Custodian	Custodian's office or outside custodian's office
	Kim Burrell	Custodian	
First Aid and Basic Needs	*Susan Latin	Health Clerk	Health office/staff room or quad area
	Jamilee LeFevre/Roya Cruz	Teacher	

(Description)	Breanna Cull	Teacher	
	Christina Cox	Paraprofessional	
Student and Staff Safety Team (Description)	*PamHufferd/Christie Corbisiero/Kim Purtell	Teacher	Grass Area or Nordstrom park
	Mina Reynolds/Yvonne Hyatt/Marc Brennemant	Teacher	
	Heather Anderson/Sarina Santiago/Paraprofessionals	Teacher	
	Roselina Wong/Wendy Branch/Alisha Garcia/Christina Rocchi/	Teacher	

Types of Emergencies and Specific Procedures:

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

HOW TO ASSIST THOSE WITH DISABILITIES DURING AN EVACUATION

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

To alert visually-impaired individuals

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

To alert individuals with hearing limitations

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

To evacuate individuals using crutches, canes or walkers

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

To evacuate individuals using wheelchairs

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

Quick Reference Guides for Specific Emergencies are linked here:

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