

MILFORD SCHOOL DISTRICT
Milford, Delaware 19963

POLICY

5113

CRISIS RESPONSE

The Milford School District, in accordance with Nolan's Law [14 Del. Code, Chapter 38, Subchapter 2](#), will establish and maintain a crisis response plan for all school-connected traumatic events. The Milford School District will identify and establish a district level crisis response team (CRT). Each school will have a building level crisis response team (CRT) established. The district level and building level teams will meet at minimum annually to address the need for maintaining the requirements and training standards per best practices for crisis response.

DEFINITIONS:

School-connected traumatic event: define in Nolan's Law as the death of any student, educator, administrator, or other building employee of a public school.

Critical Incident: Powerful, traumatic events that initiate the crisis response in a person. A critical incident may overwhelm the coping ability of individuals or groups exposed to the incident (International Critical Incident Stress Foundation, Inc.).

Crisis definition: An acute emotional, cognitive, and physical reaction to a powerful, horrible, awful, terrifying, or grotesque stimulus or to an overwhelming demand or circumstance (International Critical Incident Stress Foundation, Inc.).

VERIFICATION OF A SCHOOL-CONNECTED TRAUMATIC EVENT OR CRITICAL INCIDENT:

The district CRT will work with local law enforcement and first responders to verify a school-connected traumatic event. The district level and building level CRTs will utilize the PREPaRE Crisis Fact Sheet for Triage to determine the level of response needed after the traumatic event has been verified, so an overreaction/response doesn't occur.

PROCEDURES FOR PUBLIC NOTIFICATION AND RELEASE OF INFORMATION:

The district crisis response team will use information gathered from the PREPaRE Crisis Fact Sheet for Triage and the building crisis response team to determine the appropriate amount of information to release about the event. The district CRT will collaborate with local law enforcement on how/when to disseminate the information to students, staff, and the community if necessary.

Procedures for Critical Incident Recovery:

The Milford School District will have a two-pronged critical incident recovery plan in place for any school-connected traumatic event, critical incidents, crises, tragedies, or emergencies that occur on and off our school grounds that have a psychological and/or physical effect on our staff and/or students.

The first prong will support student needs and the identification and referral of the students that are most impacted by the event. This will be done by implementing strategies based upon the PREPaRE model within our schools the next school day and subsequent days following a critical incident or tragedy.

The second prong will support staff member needs. This will be done by implementing the Psychological First Aid Model created by John's Hopkins University and the International Critical Incident Stress Management Foundation model (CISM). Both models utilize the RAPID model: **R**apport/Reflective/Active Listening, **A**ssessment, **P**rioritization, **I**ntervention, and **D**isposition.

PLAN ACTIVATION:

The Milford School District will activate this plan in response to a crisis and/or critical incident. This recovery plan will be used to provide assistance to staff and students simultaneously.

Both student and staff support will be offered by internal and external professionals including district employees such as administrators, constables, school counselors, and school psychologists. All staff will receive the appropriate training via NASP (PREPaRE), Psychological First Aide (Johns Hopkins University) and CISM (ICISF) prior to executing the critical incident recovery plan. External mental health providers, community organizations, Comprehensive School Safety Plan team, and Department of Education will be accessed for supportive measures.

CRT RESPONSE LEVELS:

The Milford School District CRT will identify levels of crisis response for organizational and planning purposes. The response levels may be increased or decreased. The level of crisis will determine the level of response from internal and external providers.

Level 1 (highest level of need)

Minimum activation timeline – 5-7 days on site

Level 2 (moderate level of need)

Minimum activation timeline – 3-5 days on site

Level 3 (lowest level of need)

Minimum activation timeline – 1-3 days on site

STAFF DEBRIEFINGS:

The Milford School District will offer de-briefings to staff when appropriate using Psychological First Aide and the CISM model.

Crisis Management Debriefing: at the end of a critical incident event staff will be brought together for a crisis management briefing. This meeting will be conducted with the district CRT, the school safety team and a CISM trained district staff member. The goals of this meeting will be to provide information regarding the incident and supports in place for both students and staff, guidance and instructions for recovery, and reflection on the process to maintain best practices.

CISD: critical incident debriefings will occur within a week of the event and again on or near the one year anniversary of a level 1 or 2 event. This debriefing will be voluntary for all staff who was affected. The goals of this debriefing will be to mitigate the impact of the traumatic event, reduce cognitive emotional and physiological symptoms, accelerate the recovery process, assess the need for CISD and other services, and identify any individuals who may need additional assistance.

CRISIS RESPONSE TEAM:

Below is a layout of the incident command structure that the Milford School District will use when training and implementing crisis response. All roles will be predetermined by the Superintendent and Supervisor of School Climate and Safety. Alternate personnel will also be identified and trained. Training for the district and building level CRT will occur at minimum annually.

ADOPTED: 7/15/24

