SAU 41 Health & Safety

Meeting Minutes

October 8th, 2024

3:30 p.m.

Via Zoom

Members in attendance: Jen Govostes, Heather Hoef, Carrie Marsh, Kelly Seeley, Carol Tyler, JP Royea, Nicole Zerendow, Paula Izbicki, Amanda Inman, Dave Coffey, Dave Navaroli, Patrick West, Dan Molinari, Tim Girzone, Candi Fowler, Lance Finamore, Rick Todd, Jenn Dubois, Nick Espisito

Welcome to Nicole Zerendow Department of Homeland Security, joining our meeting today.

Meeting Dates for 2024-25 School Year via Zoom (for now) – Dan

- Oct: 10/8/24
- Jan: 1/14/25
- Apr: 4/8/25
- Jun: 6/10/25

The meeting began at 3:37pm. Dan Molinari assisted in introducing everyone on the committee.

1. FY24 "Project" for Building Safety Committees: Complete Reunification Drill-Each School to Report on their drill-Dan
   - FY24-Each School Does a Full Drill-Schedule:
     - HBHS: April or May 2024-Done
       - **In a real situation, it will be likely there will be no laptops/wifi available, who should be contacted to send out notifications/alerts?**
       - **In this order these would be who to contact that can push out notifications/alerts: Gina Bergskaug (Assistant Superintendent)/Carol Tyler (Director of Technology)/Emmie White (Communications Specialist)**

There was no discussion past these points about the HBHS Reunification drill.

     - HBMS: May 22, 2024-Done
       - **Was challenging to find staff that wanted to be leaders**
       - **Most happy with student's behavior and cooperation**
       - **Prep work from Dan & Tim was helpful**

- **Surprised how smooth drill went**
- **Will consider conducting the drill in the beginning of the year next year**
- **The more we practice/prepare, hopefully the more comfortable everyone will become with an uncomfortable situation**

Patrick West shares that the HBMS reunification drill is scheduled, and they have a goal of bettering the experience from last year which was successful but had some kinks.

- HPS: May 10, 2024-Done
  - **Goal of their drill was to run through the drill and practice everyone's jobs**
  - **Initial rollcall took a bit of time**
  - **Received tips to conduct roll call a bit differently and ideas on how to improve for the next drill**
  - **Will be adding some different scenarios next time**

HPS is doing their drill on November 1st and encourages SAU-wide involvement so that all schools get better at this process. HPS pioneered the "Chik Fil A" method of students being picked up without parents leaving cars that other schools are emulating.

- HUES: Partial only-April 12, 2024-Done
  - **drill went well, feedback was that the signs they had did not matter, drivers/parents were just looking for people at the checkpoints.**
  - **Added a scenario where a parent did not have ID, asked other qualifying questions**
  - **This year there was one binder will all the student information, next year two binders will be created to streamline the process**
  - **It was pouring rain the day of the drill, so some modifications were made for evacuations**

There was no discussion past these points about the HUES Reunification drill.

- RMMS: October 2023-Done –
  - **Next year RMMS will likely use the safety complex, have parents stay in cars and use checkpoint system**
  - **Next year have parents stay in their cars**
  - **Drill is good to practice, next time add other factors**

Dan Molinari discussed RMMS's partnership with HPS in establishing off-site reunification procedures in the hope of bettering the experience for all involved at HBMS.

- CSDA: June 2024-Done

Patricia Bouley shared that CSDA completed their evacuation in June and successfully evacuated the entire school for the first time in this process. They will attempt to have this level of success again this month with another meeting in place.

Scott Lambertson shared some insight about what other school districts have done to keep parental concerns at ease as they wait in their car. He shared that parent anxiety has been a concern at multiple other schools and has created less safe reunification experiences. He is open to chatting with SAU41 leadership about this further.

Dan Molinari asked if crowd management could be discussed at smaller safety meetings both at the SAU level and school level. There was consensus that this was needed.

2. Reunification Drills in FY25 – Dan
    - What's the Plan – **try another round/apply what was learned from round 1 & round 2**

3. Training Possibilities – Patrick
    - HBHS Safety Videos – Tim
    - Avoid, Deny and Defend
        - Two Options:
            - ✔ Safe Schools (Vector) Option-has been assigned to those that need to complete the training
            - ✔ Live session on Jun 20th (Time TBD)-for those that do not complete the above
            - **Not sure how Avoid Deny Defend training will be presented next year**
    - Psychological First Aid (DHHS)-Next year
    - Stop the Bleed-This year and next
        - Coop – Offering during June PD days
    - Other training?
        - **Stop the Bleed – none for this year but if there is interest for next year, Patrick will put it together, will discuss this at Leadership**
        - **CPR training for children vs adult**
    - Tim put together videos to share with students:
        - **Video 1 shared – General Safely**
        - **Video 2 shared Avoid Deny Defend**

All of these topics were covered by Dan Molinari and Carrie Marsh in tandem. After each point was discussed, the following discord happened.

Patrick shared concerns that Brookline does not have an SRO specific to its district. He also noted that HBMS students will also be included in the conversation about Avoid Deny Defend procedures to help them understand and ask questions about topics that cause unease.

A brief discussion was had about Psychological First Aid training for people in the Health and Wellness team. Carrie took the training, and she emphasizes that a goal to train some people in the district is valuable and could be provided during district-wide PD days.

Carrie also shared that Avoid Deny Defend training is available for staff to watch on Frontline as a training video. Adam Kushmerek wanted to note that the Hollis PD recommends that the video available on Frontline is used as a final option. Hollis PD is available always for in-person training and highly recommends in-person training as videos are easy to "zone" out of watching.

In the past, Avoid Deny Defend in-person training was available during PD time. The group consensus was that bringing this process back was absolutely integral to maintaining consistency, diligence, and safety.

4. Surprise Drills – Are Complete-Carrie
    - SAU Perspective:
        - **All schools did very well**
        - **3 Fire drills and 3 peeper scenarios**
        - **Removed the Principal and in some cases the Senior Secretary for drills**
        - **Interesting to watch from a non-educator perspective**
        - Observation team provided food for thought to take back to each of their building safety teams

Carrie discussed the points listed above and no other input was had.

5. July Meeting for Principals – Topics: - Patrick
    - EOP - Review/Adjustments
        - To include the reunification form-work towards one that fits all
            - **Next year fine tune reunification surprise drills.**
            - **Next year include other eyes, Homeland Security/First Responders**
            - **Thank you First Responders for input/participation**
            - **Feedback was very helpful – use feedback to discuss how to approach next year.**

The above points were discussed briefly and a brief conversation occurred:

Dan reiterated the importance of the EOP timeline and that most schools have met this deadline with maybe 1-2 still left to fill out the survey. Dan then asked Scott Lambertson about a better way to facilitate the EOP submission process as it is

currently broken into halves.

Scott agrees that mainstreaming it would be convenient, but he shares that the cumbersome processes are difficult to combine because state regulations ask for different information.

- 8 Responses – Review/Adjustments

Kelly Seeley and Carrie make their way through the 6 schools to confirm that all schools are compliant with their emergency maps and 8 Responses for Emergencies signage. Lots of overhauls have been done of the maps and signage, and the two have worked to express the importance in creating a unified approach at each school. Safety in one school should be consistent with the others.

  - **Revisit response plans/a lot of new employees that can benefit**
- After Hours/Athletics – Emergency Training/8 Responses

After Hours Athletics concerns have been brought forward (concerns in maintaining safety and quality of emergency procedures). A document was shared with the committee that outlines the 8 Responses for Emergencies (similar document Kelly and Carrie post in the buildings). The hope is that the document can be shared with people who are renting the facilities so that we are compliant in our safety.

Carrie feared that a public document that outlines our emergency plans should not be made public for greater safety reasons. Dan then shared that the procedures are reasonable and do not provide extensive information that may be used against us.

Both Carrie, Dan, and Patrick had a conversation about safety practices when it comes to the internet and what we post. Ultimately, it was decided that a deeper conversation can be had at SAU-wide leadership meetings on what to do to maintain safety compliance during after-hours facilities use.

- Nightlocks – Start discussions for other 5 buildings/work will be based on Tim's experience at HBHS

Tim Girzone shared that nightlock installation is in the hands of the SAU41 maintenance team. Some (18) nightlocks have been rolled out and 27 more have been ordered. Training is needed on these too for Hollis Fire.

Rob Boggis asked to be included in the conversation about installation and training so that Hollis Fire does not have to worry about accessing rooms in case of emergency. Tim then shared that Hollis Fire was not an afterthought, but that timing this summer did not align for the full installation and training.

Scott Lamberston said that a Variance is needed from the Fire Dept. Tim confirmed that that has been attained.

6. Other Topics?
   Email Kelly or Dan with other topics

The committee discussed that Internal alerts and alert language will be deciphered in Leadership meetings. Carol Tyler and Patrick West chatted about the process of creating those alerts with Hollis Fire. The group collectively agrees that maintaining consistent language across all six schools and SAU building is best.

Communication to the Town: Tim discussed that we have the ability to add groups of locals to our alerts with our new communication platform, ParentSquare. He asked the group if there was interest in including Hollis Fire and PD in those communications. Both PD and Fire shared that this would be welcome and would allow them to follow both drills and active updates with more ease.

7. **Completed FY24 Drills and Building Health & Safety Meetings – Dan**

School	Monthly Safety Meetings	# of Evacuation Drills out of 6	Drop Cover Hold	Reverse Evacuation	SCAN	Secure Campus	Avoid Deny Defend	Shelter in Place	Clear Hallways
CSDA	3	3				1	1	2	1
HBHS	6	3				1	1		1
HBMS	6	4	1		1	2	1 (staff only)		4
HPS	5	6	1	1	1	1		1	3
HUES	9	5			1	1	1		1
RMMS	7	7	1	1	1	1	1	1	6

State Fire Code (RSA 153) and RSA 189:64 - Emergency drills 6 fire evacuation drills and at least 4 all - hazards drills

Patrick asked people to continue to update their drills and evacuation count on the designated spreadsheet. There was a question about the discrepancy between the adopted policy language and what is listed here. Policy EBCB at each district may not be accurate to what new regulations ask for as pertained to Fire Drills. This will be brought to each of the policy committee meetings that are coming up as confirmed by Emmie White. Cole Etten and building principals also offered to take a closer look at the state regulations and policy language in the meantime.

Group Norms:

Begin/End on time, One person speaks at a time, Stay on topic/agenda, All points of view will be heard and respected, Presume positive intent