

SAFETY PLAN

SB 187 Compliance Document

School Year: 2025-2026

<u>School</u>	<u>P. A. Walsh STEAM Academy</u>
<u>CDS Code</u>	<u>43 69583 6047922</u>
<u>District</u>	<u>Morgan Hill Unified</u>
<u>Address</u>	<u>353 West Main Ave., Morgan Hill CA 95037</u>
<u>Date of Adoption</u>	<u>10/13/25</u>

Approved By

<u>Name</u>	<u>Title</u>	<u>Date</u>
<u>Juan Carlos Cuevas</u>	<u>Principal</u>	<u>10/13/25</u>
<u>Maria Rodriguez</u>	<u>Assistant Principal</u>	<u>10/13/25</u>
<u>Lori Shoemaker</u> <u>Karla Dominguez-Vega</u>	<u>Staff</u>	<u>10/13/25</u>
<u>Jaime Clausen</u>	<u>SSC board</u>	<u>10/13/25</u>

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 BP 5145.3](#) and [AR 5145.3](#)

MHUSD Bullying Policy

The Governing Board recognizes the harmful effects of bullying on student well-being, student learning, and school attendance and desires to provide a safe school environment that protects students from physical and emotional harm. No individual or group shall, through physical, written, verbal, visual, or other means, harass, sexually harass, threaten, intimidate, cyberbully, cause bodily injury to, or commit hate violence against any student or school personnel, or retaliate against them for filing a complaint or participating in the complaint resolution process. [BP 5131.2](#)

MHUSD Suicide Prevention

Our Governing Board policy on suicide prevention reflects our commitment to student safety and mental health. This policy outlines proactive measures to identify and support students at risk, promote mental wellness, and provide resources and training for staff, students, and families. By fostering a safe and supportive environment, we aim to create a community where students feel connected, understood, and supported. Together, we are dedicated to preventing tragedies and promoting a culture of care across all our schools. [BP 5141.52](#)

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: [Climate and Culture Data](#)

Emergency Evacuation Map: [Map Link](#)

Alternative Sites for Off-Site Evacuations: [Link](#)

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 activity and Amplify after school program.

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: [BP 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 76033)

The Morgan Hill Unified School District 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: BP 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 obstructions to allow the flow of pedestrian and vehicular traffic. The school will remove potential obstructions and hazards. The school works closely with local law enforcement, fire and city agencies to achieve this goal of ensuring 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). The school will provide a crosswalk for access to the parking areas.

Ingress and Egress procedures:

Our school will ensure safe ingress and egress to and from the school for pupils, parents, and school employees. Periodic reviews of the procedures for ingress and egress will maintain safe 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 obstructions to allow the flow of pedestrian and vehicular traffic. The school will remove potential obstructions and hazards from such areas and open all exit gates. The school works closely with local law enforcement, fire and city agencies to achieve this goal of ensuring safe access.

Coronavirus (COVID-19) Safety Procedures:

Morgan Hill Unified takes pride in our mission to provide a safe environment for all students, parents, and school employees.

- CDPH K-12 Guidance: [LINK](#)
- COVID District Website: [LINK](#)

(H) A Safe and Orderly School Environment Conducive to Learning (EC 35294.2). School goals are set to improve physical and social-emotional safety continually.

Goal 1				
Component	Element	Opportunity for Improvement		
<u>School Culture and Climate</u>	<u>A school-wide reflection on systems and routines that support inclusivity, equity, and school culture</u>	<u>Consistency with school wide expectations across campus, inside and outside of the classroom.</u>		
Objective	Action Step	Resources	Lead Person	Evaluation
<u>All teachers and support staff will demonstrate, teach, and model PAWS across campus.</u>	<u>Teach school wide routines throughout the year. Celebrate students showing PAWS around campus</u>	<ul style="list-style-type: none">• PBIS World• SEL online resources• School Culture and Climate Team	<u>Juan Carlos Cuevas / Maria Rodriguez</u>	<u>Ongoing</u>

	<u>Establish school wide systems and procedures</u>	<ul style="list-style-type: none"> • <u>Grade level assemblies</u> 		
<u>Gold PBIS State Recognition</u>	<u>Biannual TFI inventory</u>	<ul style="list-style-type: none"> • <u>TFI inventory</u> • <u>PBIS World</u> • <u>School Culture and Climate team</u> • <u>District PBIS PD</u> • <u>BCBA Support</u> 	<u>Juan Carlos Cuevas / Maria Rodriguez</u>	<u>Annual State Recognition</u>

Goal 2				
Component	Element		Opportunity for Improvement	
<u>Student Engagement</u>	<u>Facilitate lessons that support student engagement across grade levels</u>		<u>Improved intentional structures and supports for student talk and accountability</u>	
Objective	Action Step	Resources	Lead Person	Evaluation
<u>School site will increase opportunities for students to interact with one another and make meaning of content.</u>	<u>Ongoing Professional Development and building capacity of teachers</u>	<ul style="list-style-type: none"> • <u>District PD</u> • <u>5 dimensions</u> • <u>UDL Guidelines</u> • <u>School Culture and Climate</u> • <u>Grade level PLTs</u> • <u>Classroom walkthroughs</u> 	<u>Juan Carlos Cuevas / Maria Rodriguez</u>	<u>ongoing</u>
<u>School Site will create robust support system to provide Tier 1, Tier 2, and Tier 3 supports in order to actively engage in content</u>	<u>All teachers will provide Tier 1 and Tier 2 supports</u>	<ul style="list-style-type: none"> • <u>Curriculum</u> • <u>UDL guidelines</u> • <u>Small Groupings</u> • <u>Reading Intervention Teachers</u> 	<u>Juan Carlos Cuevas / Maria Rodriguez</u>	<u>annual PBIS State Recognition</u>

(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: [Walsh Family Handbook](#)

(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 are here: [BP 5145.9](#)

(K). Ensuring optimal air quality is paramount for our safety plan. We will closely monitor air pollutants, minimize emission sources, educate individuals on potential health hazards, and comply with relevant regulations. These measures will create a healthier and safer environment for all involved in our organization. Here is the link and guidance from the California Department of Education regarding Air quality: [LINK](#)

(L) Mental health is vital to our school safety plan as it directly impacts our students' well-being and academic success. We recognize that promoting positive mental health is essential for creating a safe and supportive learning environment. Our plan includes comprehensive measures to address mental health concerns, such as providing access to trained counselors, implementing mental health education programs, and fostering a culture of empathy and understanding. By prioritizing mental health support, we aim to identify and address potential issues early on, ensuring that all students feel supported, valued, and equipped with the necessary tools to navigate challenges and thrive academically and emotionally. To access all of our mental health services, [LINK](#).

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 Lead Members

Name	Title
<u>Maria Rodriguez, Assistant Principal, Bilingual</u>	<u>Student & Staff Safety</u>
<u>Tomás Andrade, Liaison, Bilingual</u>	<u>Student Release & Crowd Control</u>
<u>Lorena Ortiz, Health Clerk, English only</u>	<u>First Aid and Basic Needs</u>
<u>Sabrina Soto, Secretary, English only</u>	<u>Communication</u>
<u>Ray Alvarez, Lead Custodian, Bilingual</u>	<u>Facilities</u>

Revisions or Updates on Plan

	Date	Recorded by (who made the changes)	
		Name	Position
<u>All Sections Reviewed</u>	<u>9/17/2025</u>	<u>Maria Rodriguez</u>	<u>Assistant Principal</u>
<u>All Sections Reviewed</u>	<u>9/30/2025</u>	<u>Maria Rodriguez</u>	<u>Assistant principal</u>
<u>SSC Review and Approval</u>	<u>10/13/2025</u>	<u>Juan Carlos Cuevas</u>	<u>Principal</u>

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>
<u>As of October 13, 2025 this plan is new and all its content is current and up to date. The plan was reviewed by the School Site Council.</u>		<u>Signature LINK</u>

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.

<u>Training Topic</u>	<u>Person(s) or group(s) trained</u>	<u>Date Implemented</u>	<u>The activity provided or supervised by:</u>	
			<u>Name</u>	<u>Position</u>
<u>Safety Plan Review</u>	<u>Students and staff</u>	<u>9/17/2025</u>	<u>Maria Rodriguez</u>	<u>Assistant Principal</u>
<u>Run, Hide, Defend Training</u>	<u>Staff</u>	<u>10/1/2025</u>	<u>Benitez</u>	<u>School Resource Officer</u>
<u>Great American Shakeout (earthquake drill)</u>	<u>All staff and students</u>	<u>10/16/25</u>	<u>Admin</u>	<u>Principal</u>
<u>Mandated training, Bloodborne pathogens, and Sexual Harassment</u>	<u>All staff</u>	<u>Within 90 days</u>	<u>Admin</u>	<u>Principal</u>
<u>Safety Drill Fire</u>	<u>Staff and students</u>	<u>Monthly</u>	<u>Juan Carlos Cuevas</u>	<u>Principal</u>
<u>Safety Drill: Earthquake</u>	<u>Staff and students</u>	<u>Oct, Dec, March, May</u>	<u>Juan Carlos Cuevas</u>	<u>Principal</u>
<u>Type of drill: Fire</u>	<u>Staff and students</u>	<u>10/28/25</u>	<u>Juan Carlos Cuevas</u>	<u>Principal</u>
<u>Type of drill: Earthquake</u>	<u>Staff and students</u>	<u>10/28/25</u>	<u>Juan Carlos Cuevas</u>	<u>Principal</u>
<u>Type of drill: Fire</u>	<u>Staff and students</u>	<u>11/13/25</u>	<u>Juan Carlos Cuevas</u>	<u>Principal</u>
<u>Type of drill: Earthquake</u>	<u>Staff and students</u>	<u>11/13/25</u>	<u>Juan Carlos Cuevas</u>	<u>Principal</u>
<u>Type of drill: Fire</u>	<u>Staff and students</u>	<u>12/18/25</u>	<u>Juan Carlos Cuevas</u>	<u>Principal</u>
<u>Type of drill: Fire</u>	<u>Staff and students</u>	<u>1/20/26</u>	<u>Juan Carlos Cuevas</u>	<u>Principal</u>
<u>Type of drill: Fire</u>	<u>Staff and students</u>	<u>2/19/26</u>	<u>Juan Carlos Cuevas</u>	<u>Principal</u>
<u>Type of drill: Earthquake</u>	<u>Staff and students</u>	<u>12/18/25</u>	<u>Juan Carlos Cuevas</u>	<u>Principal</u>
<u>Type of drill: Fire</u>	<u>Staff and students</u>	<u>3/19/26</u>	<u>Juan Carlos Cuevas</u>	<u>Principal</u>
<u>Type of drill: Fire</u>	<u>Staff and students</u>	<u>4/14/26</u>	<u>Juan Carlos Cuevas</u>	<u>Principal</u>
<u>Type of drill: Fire</u>	<u>Staff and students</u>	<u>5/21/26</u>	<u>Juan Carlos Cuevas</u>	<u>Principal</u>
<u>Type of drill: Earthquake</u>	<u>Staff and students</u>	<u>5/21/26</u>	<u>Juan Carlos Cuevas</u>	<u>Principal</u>
<u>Intruder on Campus Drill (Run, Hide, Defend)</u>	<u>All staff</u>	<u>10/6/25</u>	<u>Benitez</u>	<u>SRO</u>

Emergency Contact Information

Communication With Schools and Facilities:

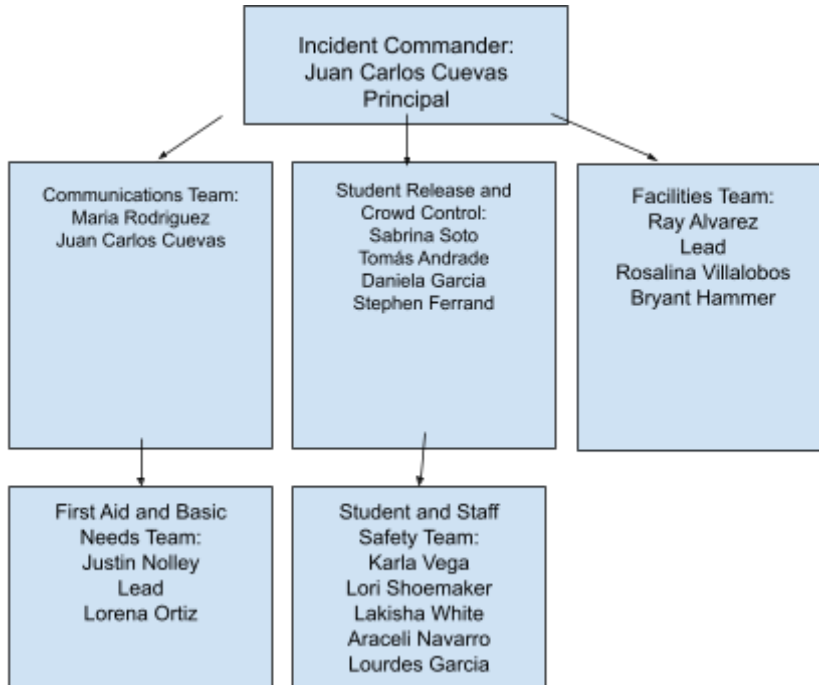
In the event the threat is immediate or imminent, personnel should be directed to follow emergency procedures established in this plan and located here: [Communicating with parents and community](#), [Local Emergency Numbers](#)

School Staff Emergency Contacts

<u>Position</u>	<u>Name</u>	<u>Contact</u>
<u>Principal</u>	<u>Juan Carlos Cuevas</u>	<u>408 201 6500 ext. 18102</u>
<u>Assistant Principal</u>	<u>Maria Rodriguez</u>	<u>408 201 6500 ext. 18103</u>
<u>Principal's Secretary</u>	<u>Sabrina Soto</u>	<u>408 201 6500 ext. 18101</u>
<u>Campus Supervisor</u>	<u>Stephen Ferrand</u>	<u>408 201 6500</u>
<u>Custodian</u>	<u>Ray Alvarez</u>	<u>408 201 6500 ext. 18503</u>

District Emergency Contacts

<u>Position</u>	<u>Name</u>	<u>Contact</u>
<u>Superintendent</u>	<u>Dr. Carmen Garcia</u>	<u>408-201-6001 Ext. 51001</u>
<u>Secretary to the Superintendent</u>	<u>Claudia Estrada</u>	<u>408-201-6001 Ext. 51001</u>
<u>Secretary to the Asst. Superintendent of HR</u>	<u>TBD</u>	<u>408-201-6018 Ext. 51018</u>
<u>Secretary to the Deputy Superintendent and CFO</u>	<u>Tricia Campbell</u>	<u>408-201-6052 Ext. 51073</u>
<u>Secretary to the Asst. Superintendent of Educational Services</u>	<u>Claudia Casillas</u>	<u>408-201-6073 Ext. 51075</u>

Incident Command System (ICS) for SchoolsIncident Command System (ICS) for Schools

	<u>Name</u>	<u>Position</u>	<u>Location</u>
<u>Incident Commander</u> (Description)	<u>Juan Carlos Cuevas</u> <u>Maria Rodriguez</u>	<u>Principal</u> <u>Assistant Principal</u>	<u>School office or front of</u> <u>cafeteria</u>
<u>Communication Team</u> (Description)	<u>Juan Carlos Cuevas</u>	<u>Principal</u>	<u>Front office of hallway on</u> <u>the north facing side of</u> <u>room 6</u>
	<u>Maria Rodriguez</u>	<u>Assistant Principal</u>	
<u>Student Release and</u> <u>Crown Control Team</u> (Description)	<u>Sabrina Soto</u>	<u>Secretary</u>	<u>Lunch tables outside</u>
	<u>Tomas Andrade</u>	<u>Liaison</u>	
<u>Facilities Team</u> (Description)	<u>Ray Alvarez</u>	<u>Custodian</u>	<u>Outside room 18</u>
	<u>Rosa Villalobos</u>	<u>Night Custodian</u>	
<u>First Aid and Basic</u> <u>Needs</u> (Description)	<u>Lorena Ortiz</u>	<u>Health Clerk</u>	<u>Health office or outside</u> <u>office area</u>
	<u>Justin Nolley</u>	<u>PE teacher</u>	
<u>Student and Staff</u> <u>Safety Team</u> (Description)	<u>Karla Vega</u>	<u>Student Support</u>	<u>Room 3 or near office at</u> <u>tables</u>
	<u>Lori Shoemaker</u>	<u>Math TOSA</u>	

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.
- 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.

Medical incidents:

Emergency First Aid Guidelines for California Schools: [LINK](#)

MHUSD School Incident Documents: [LINK](#) (to be filled out by the nurse or health clerk)

Quick Reference Guides for Specific Emergencies are linked here: [LINK](#)

[Run, Hide, Defend Informational Video](#) (Santa Clara County Police Chiefs Association, Public Access)