

ANN ARBOR PUBLIC SCHOOLS
LEAD. CARE. INSPIRE.



School Safety Protocols & Programs

Presentation to the community
March 23, 2026

Components of the AAPS Safety Plan

➤ Questions for the Panel



The AAPS School Safety Panel

- Jazz Parks, Superintendent
- Liz Margolis, Executive Director School Safety & District Operations
- Ché Carter, Principal, Huron High School
- Gerald Vazquez, Principal, Scarlett Middle School
- Concetta Lewis, Assistant Superintendent, Office of Special Education
- Lt. Corey Mills, Ann Arbor Police Department
- Jason Russell, Secured Environment Consultants (SEC),
- Moderator - Jenna Bacolor, Executive Director, Student & School Health & Community Division



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Student, Staff and School Safety is the Top Priority of the AAPS

School Safety in AAPS

- ▶ Keeping our students and staff safe remains our very top priority, even before our critical mission of teaching and learning.
- ▶ AAPS operates with a holistic approach to school safety.
- ▶ We take the responsibility of student, staff and school safety very seriously, and consistently make improvements to our protocols.
- ▶ Our teachers, staff and leaders are trained regularly, and safety protocols are in place in all of our classrooms and schools in the AAPS.
- ▶ One of the most important components of our school safety plan is the partnership with our AAPS families and the community. 'See Something, Say Something' needs to be practiced by everyone.



We believe that...

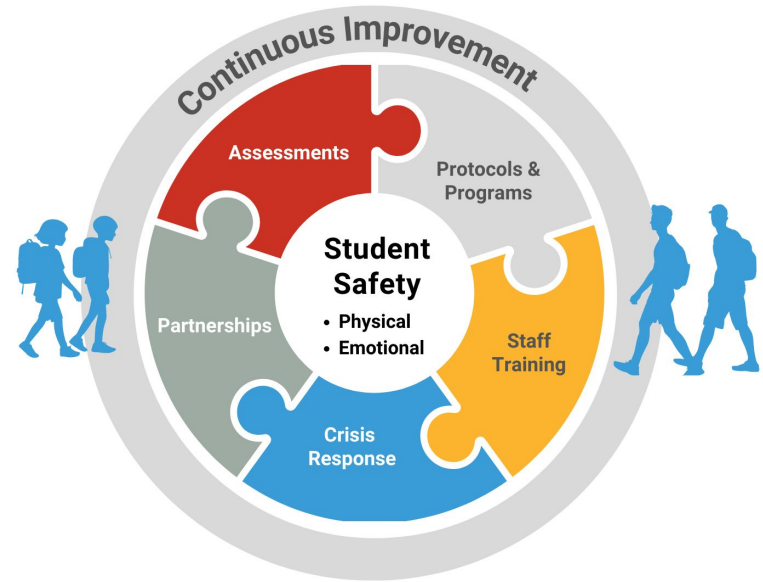
Everyone in the AAPS school community deserves to feel safe.

Safety is multilayered, including trained people, protocols, and technology, and facilities.

Student Safety is multidimensional, including physical, emotional, and social safety.

School safety can exist with a welcoming and inclusive learning environment.

School safety extends beyond the school doors, and is a shared **community responsibility**.



AAPS School Safety
Putting the Pieces Together

AAPS Approach to School Safety

AAPS strives to...

- regularly update our protocols, in keeping with best practices in school safety.
- continually assess these protocols to improve outcomes.
- compare AAPS response protocols against the findings from each nation-wide school intruder incidents.
- include proactive and responsive measures.



School safety takes the whole community.



All community members can listen, be aware, and educate themselves.

**“If you see something, say something”
is more than just a catchphrase. It can save lives.**

Components of the AAPS School Safety Plan

- Protocol & Training
 - ALICE
 - Full Scale Mass Casualty Exercises
 - Safety Drills & Standard Safety Procedures
- School Safety Assessments
- Standard Safety Protocols
- Crisis Response
 - MERT Teams & CISM
- Threat and Suicide Assessments
- Tip Lines
- Family Assistance Center/Reunification
- Safe Routes to School programs
- Partnership with law enforcement & fire

Components of the AAPS School Safety Plan

- **Protocol & Training**
 - **Standard Safety Procedures**
 - **Safety Drills**
 - **Exercises and Tabletops**
 - **ALICE**

Protocol & Training

AAPS uses the **Raptor Alert** system to notify and communicate with staff and administration during an emergency. Raptor Alert allows for a quick notification using a “button” associated with five alerts:

➤ **Lockdown/A.L.I.C.E. Protocols**

If a person(s) has entered the building and is an immediate threat.

➤ **Lockout**

If a person(s) is outside of the building and may present a threat but is unrelated to the school.

➤ **Evacuate**

For incident such as a fire, gas leak, chemical spill, etc.

➤ **Shelter in Place/Severe Weather**

For incidents such as: Severe Weather

➤ **Hold**

When students need to remain in the classroom such as a medical emergency.



LOCKOUT



EVACUATE



HOLD



LOCKDOWN/A.L.I.C.E



SHELTER



TEAM ASSIST

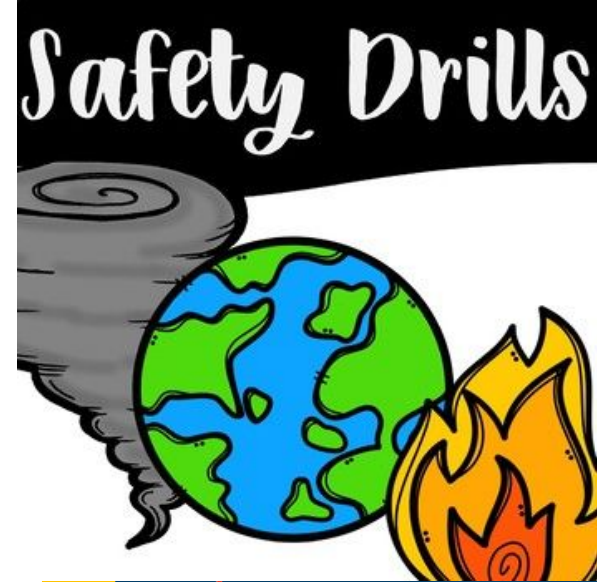
Protocol & Training

State of Michigan School Drill Requirements

Public Act 12 of 2014 requires all schools to schedule their fire drills, tornado/severe weather drills and school safety drills at the start of the school year.

Drill dates are posted on AAPS school websites.

- **Fire Drills** - A minimum of five (5) fire drills are required each school year.
- **Tornado/Severe Weather Drills** - A minimum of two (2) tornado safety drills are required for each school year.
- **Lockdown Drills** - A minimum of three (3) drills are required each year with **one to occur during recess, lunch or class passing time**. Students and staff are restricted to the interior of the building and the building is secure.



AAPS Standard Safety Protocols

Raptor Technologies

Visitor Management

- Provides up-to-date information about who is currently in the school
 - Especially important during any kind of emergency situation to account for everyone in the school
- Instant & automatic screening:
 - National sex offender registry
 - Custom alert database for custody restrictions or banned visitors
- Prints recognizable visitor badges
- Visitor expectations on campus

Drill Manager

- Raptor is used to initiate all school drills through an app on a cell phone or laptop.
- Raptor allows for accountability of all students and staff
- Used at the Family Assistance Center/Reunification

Student Safe

- Threat assessment and Columbia screenings



Protocol & Training

Exercises & Tabletops

- AAPS completed a full scale intruder exercise June 2025
 - 3rd district-wide full scale event
 - June 25 exercise had over 250 participants: AAPS staff, City of Ann Arbor Emergency Management, Law enforcement (AAPD, AAFD, HVA, Pittsfield Township Public Safety, University of Michigan Public Safety), University of Michigan Emergency Departments, Trinity Emergency Department and Washtenaw County Dispatch
 - The event was held to plan and assess the response to a mass casualty event in a school and apply what was learned.

AAPS conducts district and school-based tabletops for a variety of scenarios.



Protocol & Training

Alert

- ALICE is a researched and legally reviewed proactive, options-based school safety protocol designed to increase survival chances during an armed intruder event.

Lockdown

- Unlike traditional passive lockdowns, it empowers staff and students to make informed, real-time decisions, such as evacuating, barricading, or distracting a shooter.

Inform

Counter

- Vetted and selected by local law enforcement and used in all Washtenaw County Public Schools.

Evacuate

“Fill the gap” until law enforcement arrives

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Protocol & Training

Alert

Get the word out. “Armed intruder in the building”. Use clear language to convey type and location of event.

Lockdown

Ensure all doors are closed and locked.
Secure students in designated area.

Inform

Keep staff and students informed of intruder’s location. Communication keeps intruder off balance and allows for good decision making by staff.

Counter

Apply skills learned in ALICE training. Staff Only.

Evacuate

Always a first choice if available.

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Protocol & Training

AAPS does not teach ALICE in the classrooms.

Elementary Classroom Discussions

Explain to students that they are learning different ways to practice the school safety drills. Review lockdown safe areas in classroom. The training emphasizes the importance of listening to their teacher and remind them the teacher is there to keep them safe

Middle & High School Classroom Discussions

Teachers and students are empowered to listen closely to signs of where incident is taking place, evacuate, if possible and follow teachers lead. They also are encouraged to make a classroom plan – call 911, lights, locked doors, barricade options

- **The teacher is the leader and in control during an emergency.**
- **Volunteers are not alone with students and take direction from staff.**

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Protocol & Training

Ché Carter

Principal, Huron High School

- **Staff response and responsibilities**
- **Relationships**
- **School culture**

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Components of the AAPS Safety Plan

➤ Questions for the Panel



Components of the AAPS School Safety Plan

- **School Safety Assessments**
Jason Russell
Founder & President

School Safety Assessments

- ▶ Our schools are a microcosm of the community, thus our schools do not exist in a bubble.
- ▶ Schools are like other public places: libraries, shopping malls, grocery stores, but we have more guardrails and response plans than most other public places.
- ▶ Schools should train for a multitude of different scenarios.
- ▶ School districts consult with outside experts to examine our protocols, training and campuses.

Secure Environment Consultants (SEC) is a trusted partner who help AAPS strengthen security, improve emergency preparedness and build sustainable safety programs. SEC helps AAPS move beyond reactive measures and create proactive, prevention focused approaches that protect school communities.



SECURE ENVIRONMENT
CONSULTANTS



School Safety Assessments

All AAPS schools and campuses have been assessed three times since 2018.

Assessment Methodology

Environment – the school’s surrounding areas and neighborhoods including reviews of crime statistics, natural disasters and traffic related issues.

Exterior – parking areas, roadways, exterior building materials, utilities and dependencies as well as physical footprint of the school’s location including access control.

Interior – access control, doors, locks, windows, communication and alert systems including CCTV (cameras) and lighting.

Policy & Procedures – current emergency preparedness plans, access control, credentialing, record management, crisis communications.

Training & Equipment – training and equipping staff to respond appropriately to emergencies and critical incidents.



SECURE ENVIRONMENT
CONSULTANTS



School Safety Assessment Findings



SECURE ENVIRONMENT
CONSULTANTS

“AAPS provides a safe and secure environment for the communities and various populations we serve.”

- “AAPS has done a remarkable job of maintaining a safe environment while seeking assistance in continuous improvement of its safety and emergency preparedness program.”
- “While AAPS, like many other organizations, does have room for improvement, its locations are generally safe and secure environments.”
- “Ann Arbor Public Schools has committed itself to continuous improvement. Having repeat district assessments as well as continuing its training regimen is a critical component of a school district’s safety plan.”





Components of the AAPS School Safety Plan

- **Standard Safety Protocols**

AAPS Standard School Safety Protocols

- **Exterior School Doors**
 - All school exterior doors remain locked during the school day
 - Door may be scheduled to be open for limited times in the morning and afternoon for drop off and pick up and with staff at the doors
- **Classroom Doors**
 - All classroom doors should remain locked whether open or closed
 - Magnets and lock restrictors are not allowed
- **Substitute Teachers**
 - All substitute teachers receive online intruder training during WISD training
 - Each school will have Substitute Folders that contains school safety procedures
 - Substitutes wear their WISD I.D. Badge
- **Volunteers - parent and approved outside volunteers**
 - Never left alone with students
 - AAPS staff are the lead volunteers during a drill or emergency.



AAPS Standard School Safety Protocols

Concetta Lewis

Assistant Superintendent Office of Special Education

Non Violent Crisis Intervention Training to support the whole child

- Individual and building based trainings provided by OSE team and WISD Teacher Consultants
- Available to all AAPS staff, Transportation providers, and long-term substitutes.
- Courses offered to all staff throughout the school year and summer.

GOAL: to provide staff with strategies to safely and effectively redirect challenging behaviors, focusing on de-escalation to minimize physical intervention.



AAPS Standard School Safety Protocols

Concetta Lewis

Assistant Superintendent Office of Special Education

Building-based Student Response Teams support with

- Elopement
- Students with escalated aggression
- Self-injurious behavior
- Emergency Intervention Plans

Goal: to de-escalate the student to minimize injury to students and staff

Team members include:

- *Lead person - speaking directly to the student*
- *Note Taker - documents throughout the incident*
- *Assistant(s) - supporting everyone involved by helping to ensure safety*



AAPS Standard School Safety Protocols

Concetta Lewis

Assistant Superintendent Office of Special Education

Student and Family Wrap Around Supports and Services

- **Care Solace**
- **Washtenaw Association for Community Advocacy**
- **Easter Seals**
- **The Arc of Michigan**
- **Michigan Alliance for Families**



AAPS Standard School Safety Protocols

- **Vendor Safety (ex. Elevator, HVAC, Plumbers)**
 - All vendors are required to have background checks prior to being on school property
 - Vendors will have an AAPS I.D. and expected to wear company logo clothing or produce company identification when checking in at the school office
- **School Emergency Plans**
 - Schools have and review their school emergency plans with staff
 - Schools confirmed their relocation and reunification sites
 - Schools walk staff to their relocation site to be familiar with the location
 - School emergency plans include evacuation sweep protocols and practice
- **Red Emergency and Trauma Bags**
 - Schools have first aid bags in classrooms
 - Bags are taken on field trips, drills and real incident
 - Schools have trauma bags that include addition emergency items such as stop the bleed kits and reflective blankets



AAPS Standard School Safety Protocols

Gerald Vazquez

Principal, Scarlett Middle School

- A welcoming school sets clear expectations for students, staff, and families, building a strong and positive culture.
- Creating an environment where positive relationships are built, fostering a safe space in which everyone feels a sense of belonging.



Components of the AAPS School Safety Plan

- **Crisis Response**
- **MERT - Medical Emergency Response Teams**
- **CISM - Critical Incident Stress Management**

AAPS Crisis Response

AAPS has thorough procedures and teams in place to respond to school emergencies:

➤ **Crisis Response Team**

- A district team that includes administrators, office professionals, counselors, social workers and psychologists who report to the school to support the students and staff with mental health resources, communication and overall management of the school.

➤ **Medical Emergency Response Teams (MERT)**

- Every school has a trained MERT team to respond to any medical emergency including trauma and CPR needs. These volunteers are trained in medical response and report to the scene via a PA announcement or Raptor alert.

➤ **Critical Incident Stress Management (CISM)**

- CISM is a system of crisis intervention to help people cope with trauma and provide important resources for continued support.
- AAPS has a trained CISM team who assist staff, students and families after a school emergency situation.



AAPS Crisis Response

Process Review

AAPS debriefs after all incidents to implement continuous improvement.

As a result of continuous improvement over the years...

- Implementation of Visitor Management protocol
- Exterior classroom numbering system
- MERT Teams - Introduction of Trauma Bags
- Fire and Police access
- Critical Incident Mapping
- NARCAN



Components of the AAPS School Safety Plan

- Threat & Suicide Assessments

Individual Threat Assessments

AAPS uses the **Comprehensive School Threat Assessment Guidelines (CSTAG)**

When district staff learn of a threat made by a student to themselves, other students, staff or to the school, immediate action is taken:

1. Investigation begins to determine origin of threat
2. A Comprehensive School Threat Assessment (CSTAG) is conducted that will determine if the threat is transient or substantive. The threat assessment helps to determine next steps.
3. Local law enforcement is notified if the assessment is substantive.

A student who is identified as making the threat is placed on **emergency removal** while the investigation is completed and may result in further time out of school depending on the outcome of the investigation.

Parents/guardians will be asked about means, if a threat involves any type of weapon, and police will follow up. Child Protective Services (CPS) may also be called depending on the situation.



Individual Threat Assessments

Columbia Suicide Severity Rating Scale

The Columbia Protocol, supports suicide risk screening through a series of simple, plain-language questions.

The answers help identify whether someone is at risk for suicide, determine the severity and immediacy of that risk, and gauge the level of support that the person needs.

Questions asked by AAPS administrators and support staff include:

- Whether and when they have thought about suicide (ideation)
- What actions they have taken — and when — to prepare for suicide
- Whether and when they attempted suicide or began a suicide attempt that was either interrupted by another person or stopped of their own volition

AAPS works with the University of Michigan Psychiatric Emergency Service and Community Mental Health Crisis Response Team



Components of the AAPS School Safety Plan

- Tiplines
- Securly Filtering & Monitoring

Tip Lines

AAPS is pleased to offer this anonymous and confidential tip lines for students, staff and families to address bullying, mental health concerns or the important “See Something, Say Something”.

Securly

- 1-833-300STOP
- tipline@securly.com
- securly.com/tip
- QR code



Ok2Say

- 652759 (text)
- 8-555-ok2say
- Ok2say@mi.gov



Securly Filtering & Monitoring

To comply with the federal Children's Internet Protection Act (CIPA), public school districts must take steps to prevent students from accessing obscene or pornographic materials while using district services, district-issued accounts, connectivity or equipment.

CIPA compliance is required on all school district devices and services, whether they are in use at school or elsewhere.

Securly fills the need for offsite content filtering only on district-issued Google accounts.

Parents/guardians may enroll to monitor student searches:
<https://forms.gle/CLaU5LU7g33CuwL17>.

Securly also monitors student email account issued by AAPS.





Components of the AAPS School Safety Plan

- Family Assistance Center/
Reunification

Family Assistance Center/Reunification

If an incident occurs at an AAPS school and a decision is made that students should not be on school property, AAPS will initiate the parent/guardian/student family assistance process. Incidents such as...

- A power outage
- An electrical hazard
- A gas leak
- An emergency incident or active threat.

AAPS uses the 2-two step evacuation and family assistance/reunification process based on the “I love you guys foundation” standard reunification method.

Parents/guardians will be notified in a number of ways:

- Via Schoolmessenger phone, email and text
- We anticipate that students with mobile phones will text parents as well.
- Please ensure that you follow the directions issued by AAPS.



Components of the AAPS School Safety Plan

➤ Safe Routes to School Program

Safe Routes to School Program

Safe Routes to School (SRTS) Programs are a national movement that aims to enable students to get regular physical activity by making it safer and easier to walk and bike to school.

The AAPS SRTS Program works closely with every school in the district to evaluate avenues to encourage more biking and walking to and from school.

Areas we evaluate:

- ▶ Sidewalks
- ▶ Street crossings
- ▶ Relationship with cars/traffic at street crossings including need for crossing guards, crossing devices and proximity of parking/no parking areas
- ▶ Obstacles along walk routes (trees, poor sidewalk conditions, sidewalk gaps)
- ▶ Signage
- ▶ Support from City of Ann Arbor traffic engineers and Ann Arbor Police Department



Walk & Bike to School Days

Components of the AAPS School Safety Plan

- Partnership with Local Law Enforcement

Partnership with Law Enforcement & Fire

- ▶ Full Scale & Mass Casualty Event Exercises
- ▶ “We Care” program for Middle Schoolers
- ▶ Coordination on UM Football & Basketball parking at Pioneer
- ▶ Assistance from law enforcement when school emergencies occur
- ▶ Assessments with Safe Routes to School program (along with City Transportation Engineering)
- ▶ Rec & Ed Safety Town - AAPD & AAFD



AAPD - AAFD - Pittsfield Twp - Washtenaw County - UM Public Safety

AAPD Community Policing - Partnerships

- ▶ School to Prison Pipeline - What is this and why do we care?
- ▶ Zero Tolerance and Disciplinary Aspects – Not the police role

Components of the AAPS Safety Plan

➤ Response to questions



Thank you

Any questions?

You can find me at

margolis1@aaps.k12.mi.us