



MILWAUKEE PUBLIC SCHOOLS

School Safety, Security, Climate, Culture and Emergency
Preparedness Assessment Results





BACKGROUND AND EXPERIENCE



United States
Department
of Education



FBI





BACKGROUND AND EXPERIENCE

A screenshot of a web browser displaying the FEMA training website. The browser's address bar shows the URL "training.fema.gov/is/courseoverview.aspx?code=is-360&lang=en". The website header includes the FEMA logo and the text "Emergency Management Institute". A search bar is visible with the placeholder text "Enter Search Term(s):". The main content area features a course overview for "IS-360: Preparing for Mass Casualty Incidents: A Guide for Schools, Higher Education, and Houses of Worship". The course date is listed as 6/24/2013. The course overview text states: "This course provides leading practices and resources to assist elementary and secondary schools, institutions of higher education, and houses of worship in developing emergency plans for preparing for, responding to, and recovering from mass casualty incidents." The course objectives are listed as: "At the end of this course, the participants will be able to identify key considerations and strategies for preparing for mass casualty incidents, including: • Understanding the threats and challenges. • Establishing planning processes. • Assessing and mitigating vulnerabilities. • Establishing response procedures. • Planning for recovery. • Staying prepared." The primary audience is identified as "The audience for this course is the whole community." The prerequisites are listed as "None". The CEUs are listed as "0.3". The course length is listed as "3 hours". On the right side of the page, there are buttons for "TAKE THIS COURSE" (Interactive Web Based Course) and "TAKE FINAL EXAM" (Please note that the is program now requires a fema sid to be used instead of your ssn. If you do not have a sid, register for one here. Take Final Exam Online). There is also a "NOTICES" section stating "Test questions are scrambled to protect test integrity". A left sidebar contains navigation links: IS Home, IS Course List, Lista de cursos de español, EMI Student Portal, Register for a FEMA SID, Critical Infrastructure Security and Resilience, Curriculum, and Frequently Asked Questions.



BACKGROUND AND EXPERIENCE





BACKGROUND AND EXPERIENCE





SCHOOL SAFETY ASSESSMENTS FOR 9,000 K12 SCHOOLS TO DATE

The screenshot shows a web browser window with the URL safehavensinternational.org/services/school-safety-assessments/. The page features a blue header with the organization's logo and navigation links: HOME, ABOUT, NEWS, SERVICES, RESOURCES, CONTACT, and JOB OPPORTUNITIES. A breadcrumb trail indicates the current location: Home / Our Services / School Safety Assessments.

Our Services

- Conference & Workshop Presentations
- Training
- School Safety Assessments**
 - School Safety, Security, Climate, Culture and Emergency Preparedness Assessments
 - Student Supervision Consultation
- School Safety Training Video Production Services
- School Security Expert Witness Services
- School Safety Consulting

School Safety Assessments

School security and safety assessments help school officials identify potential vulnerabilities, as well as strengths relating to security and safety for students, staff and visitors. Safe Havens analysts have considerable experience in conducting security and safety assessments for public school systems, charter schools and independent schools.

We typically assess...

- › Evaluation of the neighborhood
- › Access points to the campus
- › Perimeter access control for building(s)
- › Visitor screening procedures
- › Security camera systems
- › Alarm systems
- › Interior access control
- › Management of space
- › Student supervision
- › School climate
- › "Body language" of the building
- › Body language of the staff and students
- › Bullying abatement strategies
- › Antiterrorism measures
- › Opportunities to increase the use of crime prevention through environmental design (CPTED)

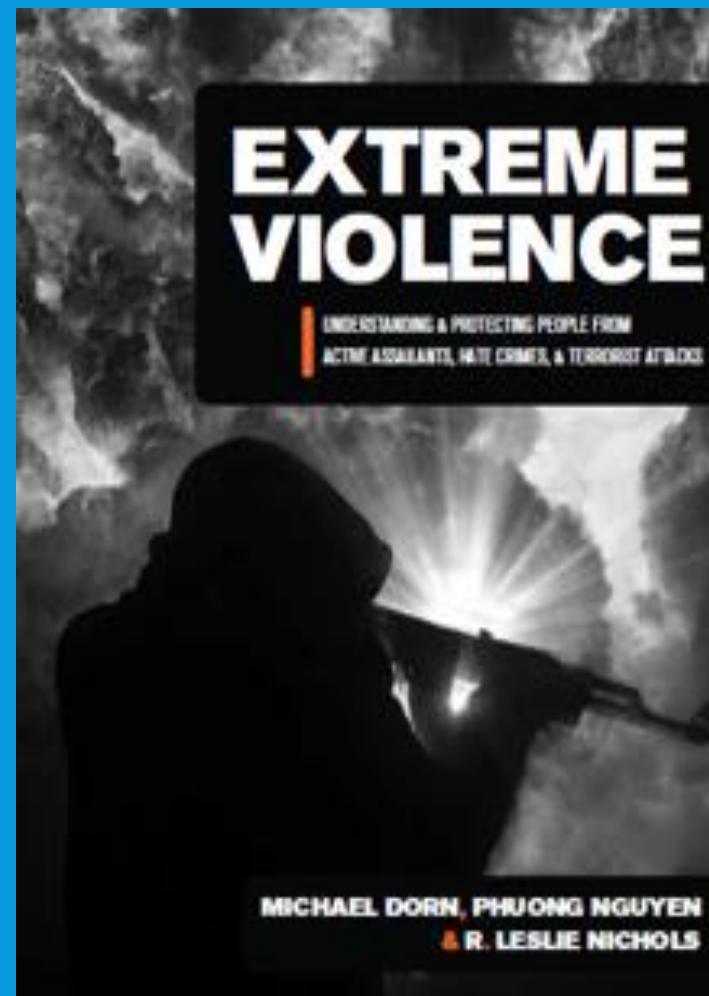
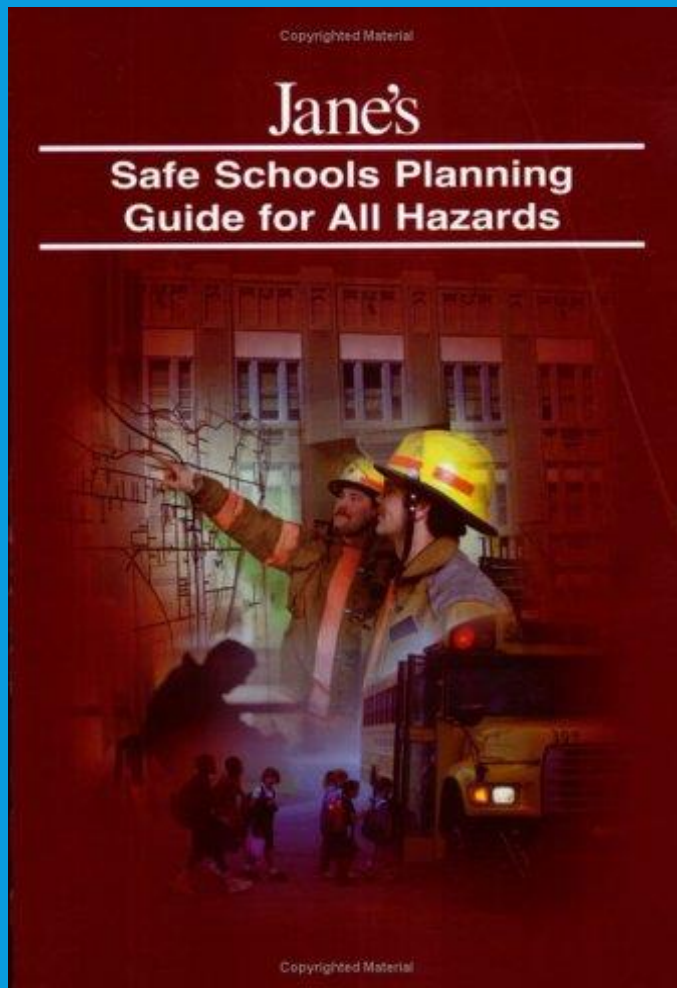
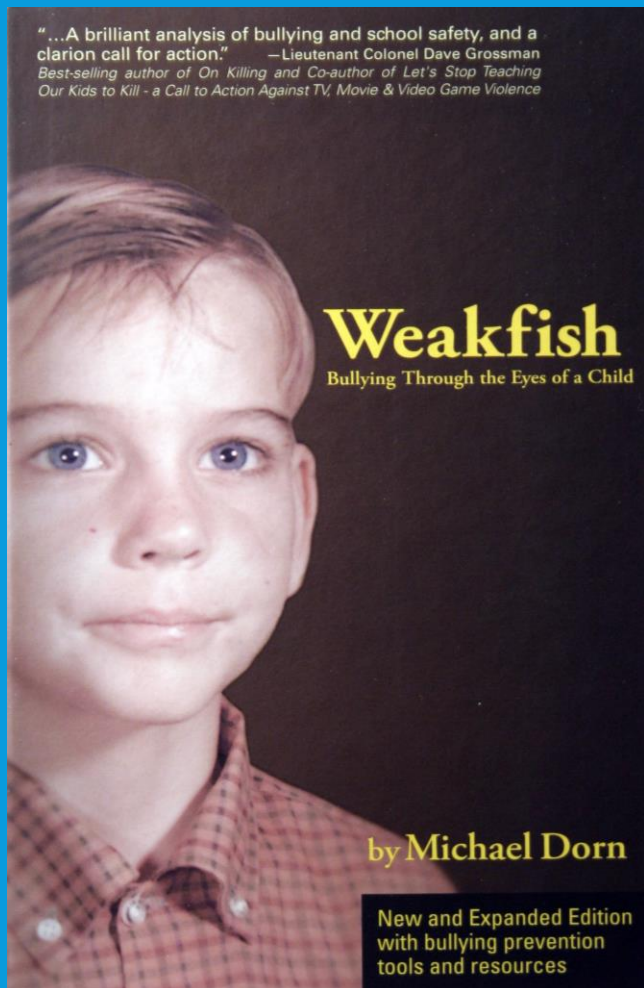
BLOG

- Safe Havens Resumes Publication of School Safety Newsletter
 - Due to the massive surge in requests for services following the tragedy at Marjorie-Stoneman Douglas ...
 - [Read More](#)
- Making Schools Safer Through the Use of Murals and Artwork
 - Willard City Schools in Ohio gets an A+ for the use of murals and artwork to enhance school climate, ...
 - [Read More](#)
- Masters of Utilizing CPTED to Improve School Safety,

Privacy - Terms



BACKGROUND AND EXPERIENCE





OUR TEAM OF FIFTEEN ANALYSTS



- Average K12 experience level of more than 20 years.
- Over 350 years of K12 school safety experience
- 9 published book authors



OFF-SITE DOCUMENT REVIEW

- Policies
- Procedures
- Emergency plans
- Data



ON-SITE SCHOOL-LEVEL ASSESSMENT

- Unannounced walkthrough at all schools
- Traffic observations during morning arrival or afternoon dismissal at all schools
- Weapons screening process observation and penetration tests at some secondary schools
- Interviews with school administrators
- Crisis scenario simulations with school administrators and staff



VIDEO AND AUDIO CRISIS SCENARIO SIMULATIONS

- Control video to screen for trauma and explain what is needed
- Real-time simulations with 30 seconds to respond
- 1,674 video and audio crisis scenarios
- 282 MPS school employees (231 teachers and support staff and 51 school administrators)
- Six scenarios per employee
- Score responses to develop data



DISTRICT-LEVEL INTERVIEWS

- Area Directors
- Department heads
- Other key personnel
- We interviewed over 300 MPS personnel at the building and district level



MANY POSITIVE FINDINGS

- MPS personnel impressed our personnel as being dedicated, passionate, caring and as working tirelessly to serve your students
- MPS has expended considerable effort to continually improve its approaches to safety
- The MPS Safety and Security Leadership was very impressive to us. We found them to be forthright, highly experienced, knowledgeable and dedicated to the District's mission



MANY POSITIVE FINDINGS

- Each school has at least one Stop the Bleed kit
- The MPS has implemented a robust and wide array of positive behavior-based approaches to address the social, emotional and behavioral needs of students and staff
- The MPS has a robust data collection and retention system for student conduct incidents and the intervention efforts utilized to address them



MANY POSITIVE FINDINGS

- MPS has a superb array of thoughtful, highly structured and effective prevention and intervention approaches
For example:
 - Student self-harm and suicide prevention is among the best programs in the country
 - Significant and meaningful efforts in student bullying prevention:

School Year	2021-2022	2018-2019	2017-2018	2016-2017
Total Number of Bullying Events in the District	639	752	1,015	1,718



MANY POSITIVE FINDINGS

- All MPS schools have AEDs
- Excellent radio communications capabilities – mostly digital radios, with good coverage and numbers of radios
- All schools have a buzzer access control system with integrated intercom
- Moving to a great camera system with 72% being Avigilon



SIGNIFICANT CHALLENGES FACED BY THE DISTRICT

- The dramatic impact of social media, vaping, video games etc. on youth served by MPS
- COVID impact
- Increase in disruptive student behavior
- Budget challenges
- State mandates

These appear to be a key factors in high turnover and vacancy rates – especially in the schools serving the most vulnerable students



KEY OPPORTUNITIES FOR IMPROVEMENT

- Vacancy rates and high turnover of personnel
- Student supervision
- SRO program
- 24/7/365 communications and life-safety monitoring center
- Staff development for life-safety topics
- Traffic activities during arrival and dismissal times
- Emergency Operations Plan



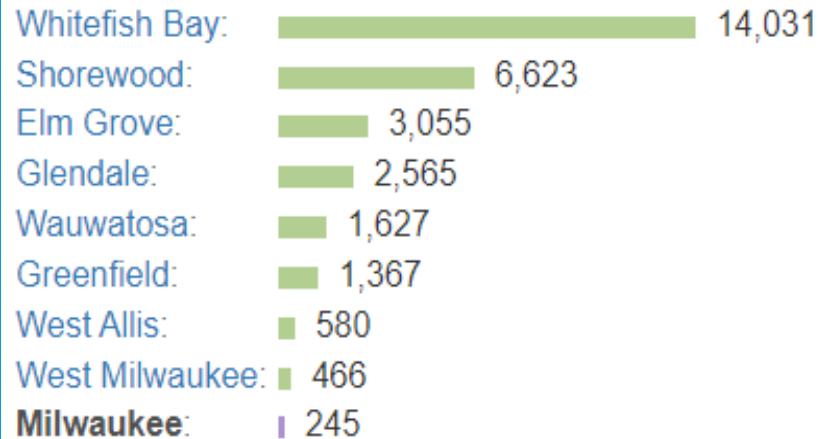


KEY OPPORTUNITIES FOR IMPROVEMENT

➤ Visitor screening approaches

Milwaukee, WI ratio of number of residents to the number of sex offenders compared to nearest cities:

(Note: Higher values mean more residents per sex offender)



Milwaukee, WI ratio of number of residents to the number of sex offenders compared to county and state:

(Note: Higher values mean more residents per sex offender)





OPTIONS FOR CONSIDERATION – FULL-TIME MULTIDISCIPLINARY INTERVENTION TEAMS

- Consider creating full-time, specialized multi-disciplinary teams to provide greater support for building administrators, teachers and support staff
- Could involve re-tasking current personnel
- Use local funding, grant funding or a combination of these over time



OPTIONS FOR CONSIDERATION – STUDENT SUPERVISION

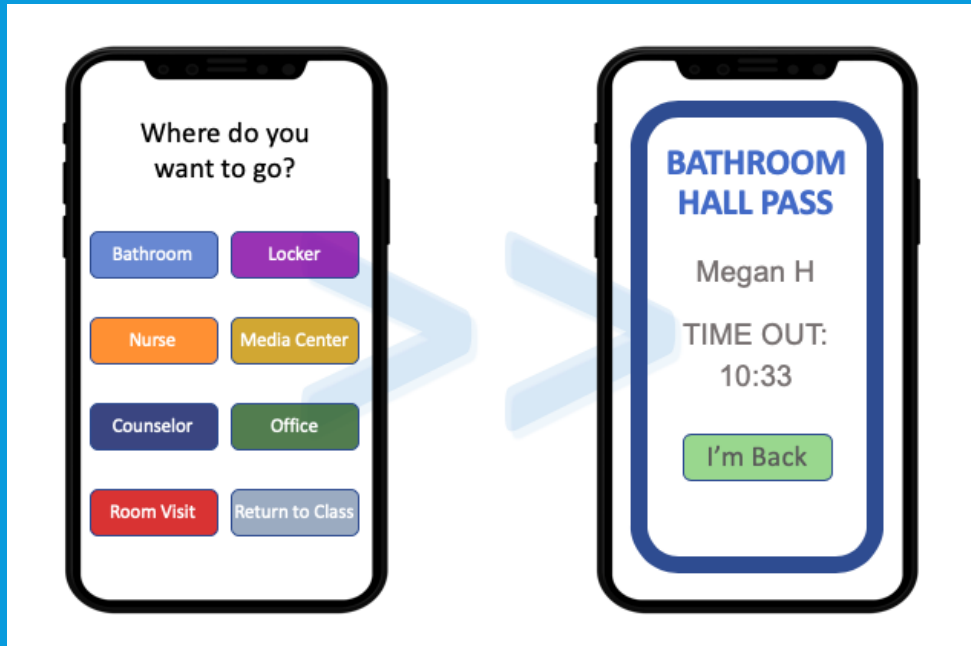
- Provide staff with training on student supervision techniques. Safe Havens has free training videos on the topic

A screenshot of a web browser displaying the "Student Supervision Videos" page on the Safe Havens International website. The browser's address bar shows the URL "safehavensinternational.org/resources/video-resources/student-supervision-videos/". The website header includes the logo, a phone number (478-994-1417), and navigation links for "BLOG", "PLANNING TEMPLATES", and "WEBSTORE". A secondary navigation menu contains "HOME", "ABOUT", "NEWS", "SERVICES", "RESOURCES", "CONTACT", and "JOB OPPORTUNITIES". The main content area features a breadcrumb trail: "You are here: Home / Resources / Audio & Video Resources / Student Supervision Videos". A left sidebar lists various resource categories, with "Student Supervision Videos" highlighted under "Audio & Video Resources". The main content area is titled "Student Supervision Videos" and features a video player for "Vaping Prevention ALL". The video player has a title "Student Supervision" and a subtitle "a Valuable Tool to Help Address Vaping in Schools". Below the video player, there is a link for "Transcripts - Vaping Prevention ALL". A second video player for "Vaping Prevention Part 1 of 3" is partially visible at the bottom. A right sidebar titled "BLOG" contains several article teasers, including "Safe Havens Resumes Publication of School Safety Newsletter" and "Making Schools Safer Through the Use of Murals and Artwork".



OPTIONS FOR CONSIDERATION – STUDENT SUPERVISION

➤ Use an electronic hall pass system



HALL MONITOR DASHBOARD

For: September 23 | 10:01 am Passes Issued: 5

Leaving	Student	Destination	Out Time	Arrived	Status	Detail
Kenneth	Andrew T	Locker	08:33	08:40	Ended	>>
Pendleton	James B	Bathroom	08:44	08:51	Ended	>>
Riggs	Megan H	Media Center	08:52	08:55	Ended	>>
Yates	Carter R	Bathroom	09:00	<input checked="" type="checkbox"/>	In The Hall	>>
Pendleton	Katie W	Counselor	09:35	<input checked="" type="checkbox"/>	In The Hall	>>
Kenneth	Elizabeth N	Nurse	09:59	<input checked="" type="checkbox"/>	Pending	>>

Create a Pass



OPTIONS FOR CONSIDERATION – STAFF DEVELOPMENT

- Use a web-based staff development platform for improved school safety, security and emergency preparedness training
- Have the Safety Department provide consistent live training to school-based staff and support department personnel (custodians, food service personnel etc.)
- Consider use of a drill management software system to reduce the burden on building administrators/Safety and Security personnel



OPTIONS FOR CONSIDERATION – LIFE SAFETY SYSTEM MONITORING AND EMERGENCY COMMUNICATIONS

- A 24/7/365 life-safety monitoring and emergency communications center
- This will dramatically improve the District's ability to utilize current and future technologies, improve emergency communications, improve communications with the public after hours, and will reduce the need to be dependent on onsite safety personnel for some functions



KEY OPPORTUNITIES FOR IMPROVEMENT

- Traffic activities during arrival and dismissal times at many schools



OPTIONS FOR CONSIDERATION - SCHOOL RESOURCE OFFICERS

- Work with Milwaukee PD to ask the legislature for greater flexibility for how officers can be deployed
- Work with Milwaukee PD to recruit officers with the proper disposition to work with students
- Work with Milwaukee PD to ensure that SROs complete NASSRO Basic, De-escalation training and other specialized training
- Work with Milwaukee PD to have SROs attend training by MPS personnel on the District's intervention programs and sessions on students with disabilities



OPTIONS FOR CONSIDERATION – EMERGENCY OPERATIONS PLAN

- Consider creating a full-time position to be responsible for emergency management matters, including management of emergency plan and drill and exercise programs, and to provide oversight for emergency management teams
- Use Safe Havens International's Emergency Plan Development Templates licensed for use by all WI schools and school districts for free



NEXT STEPS

- The superintendent has tasked us to assist with the following:
 - List of school districts to visit with contact points
 - Develop short-term, mid-range and long-term priorities
 - Conduct follow up virtual meetings with key staff to discuss options in more detail
 - Provide no-cost technical assistance calls and e-mails for his staff as needed over time



THANK YOU!