

Leo Attendance Area

Questions with Answers from the March 5, 2018 Parent Information Safety Forum

Mental Health

Is it possible to give families ideas on how to help their children deal with these situations? Fear and panic specifically?

Generally shooters are the "outcasts", bullied kids. Students many times say they know kids that could easily "snap" and become another shooter. There were "war rooms" for kids that had academic issues- are there "war rooms" for the kids that have the emotional issues and have potential to be violent?

So many measures discussed tonight were re-active. Could we employ some pre-active measures such as used in the Columbine, Co school district (Jefferson County)? Recent media accounts talked about a waiver students and parents sign, allowing case managers to talk regularly with therapists, doctors, student and monitor social media of both present and former students to prevent incidents. Please examine and employ such measures. Also media accounts of peers 2-3-4 years older in lunch rooms listening to the buzz.

East Allen County Schools has a Student Assistance Plan with the Ft Wayne Bowen Center that can be requested by East Allen Parents. In addition, we work closely with Parkview Behavioral Health Hospital to assist students dealing with mental health issues. East Allen County Schools Student Services is involved in the Allen County Systems of Care group, which is striving to break down the barriers between schools and the mental health community.

We also utilize local police officers who have been specifically trained in mental health issues to deal with students expressing self-harm and/or suicide. They are listed as Crisis Intervention Team Officers.

There are times friends of a student notices concerning behavior/comments report it to the counselors. Teachers that notice concerning behavior also notify counselors regarding student behavior/comments.

Prevention

Is eLearning an option if threat is in the early morning? Just for one building? Under current state guidelines eLearning is not an option. Please use text, email and phone call for all communications (delays, closing, crisis, etc.). Depending on the situation, email, phone call, school messenger, or social media may be used to expedite communication.

Please reach out to past and current students as to what concerns/thoughts they might have. They talk about how they would enter the school, how they know when there are holes in security and what they see as concerns. Have you looked into the Montpelier, OH schools conceal carry teachers? This will continue to be reviewed based on legislation and school board policy. Greeters do not make a safe not secure environment unless they are armed. Please use vets or police.

What would you do if an Oath Keeper showed up to watch with an AR-15 as happened at Northside? That is not desirable. Although the person means well, his or her presence raises potential questions. Our preference is to allow law enforcement to protect our schools.

Arming Staff

Has there been any discussions on arming teachers with a gun if the teacher is willing and trained for it?

Yes.

What about having teachers armed?

Plans for teacher to carry concealed? This will continue to be reviewed based on legislation and school board policy.

Is it wise to have unarmed teachers/staff/administrators confronting armed intruders? Our teacher/administrator lives are also valuable. Other states have allowed voluntary trained/armed teachers without adverse effects. No. We also value the lives of our staff.

Friday Issues

Why are you allowing parents to pick up students during crisis? Nobody should leave during, right? How well do you think the protocol and procedures went last week with the social media post concerning the gun situation?

In the event of a crisis, parents would not be allowed near the building. First responders would set up a perimeter around a building and would not allow parents to enter that zone during actual emergencies. Schools cannot deny parents from picking up their child(ren) when local law enforcement has deemed the school to be safe.

Debriefing of incident Friday at Leo Jr./Sr. High School-What should have been done better/different?

Our communication should have included voice mail and text. We can work on giving detailed information more frequently.

Please, address the current situation last week Monday/Tuesday threat and second threat Friday. Was a gun found in the building Friday? (This is why parents came out tonight)

The safety meetings across the district were planned weeks ahead. They were never planned as a reaction to the Friday incident. There was never a gun on school premises.

Could you please address the situation last week between two students? The situation between the two students was investigated and handled by law enforcement over the weekend.

Why were the students allowed to continue their arguments on social media through the week resulting in many parents being afraid to send their kids to school no Friday? What are you doing to prevent social media scares like this in the future?

Most of this communication took place outside of the school day. Again, school and parents need to partner to teach students the appropriate use of social media.

Law Enforcement

How much in depth is the medical training of the safety specialist? Safety specialists do not currently receive medical first aid training. Are there tourniquets kept at the school? We are considering a new training system for building staff that addresses the uses of tourniquets and pads to stop bleeding. The school nurse and coaches have first aid training.

Are first responders and EMS personnel asked or allowed to attend crisis drills? They are encouraged to attend all drills and crisis meetings.

Discuss with us what the goal is of the first police officers who arrive on the scene of an active shooter. Law enforcement are trained to use their judgment on a case by case basis. If back up is a long way off, first responders are prepared to go into a school alone. Do you discuss or train the children and staff for that? Yes, we have discussed what law enforcement will do and how school persons/students should respond in their presence.

Do first responders practice "converging" or responding to specific schools? At this time law enforcement has not conducted first responder drills with Leo area schools.

If not, but plan on doing so in the future, you might want it on the calendar to the community isn't unnerved. If the drill is specific to a building and involves first responders we will notify parents.

Any plans to post one SRO in each school permanently? **We do not at this time, but the plan will continue to have one at each high school that serves the feeder schools.**

Are SROs armed? **Yes and they are armed in the buildings.**

Drills

My daughter has attended Leo High School for 3 years. Friday during the chaos and frenzy she text me “mom, do I run or hide.” She didn’t know the protocol. Do you think your drills are effective and frequent enough? I have NEVER been notified of an ALICE drill from Leo High School but I have from Cedarville and Leo Elementary.

Leo Jr/Sr High School has scheduled emergency/ALICE drills and will continue to improve communication about the drills.

How do parents and students best communicate threats (issues) to proper person in the event of a situation? **Students should report any threats they become aware of to a trusted adult. If parents have a concern to report they should contact the school and ask to speak with an administrator.**

How are you keeping fire arms out of the school? **Safety measures are continually reviewed throughout the year and students and staff are encouraged to say something if they see something that could cause harm or injury.**

Is there any emotional support for kids who are having anxiety or stress/distraction due to all the violence in schools (even at Leo High School)?

School counselors are available to speak with students who are having anxiety and stress. We can also contact Bowen Center to work with students.

I have children at Cedarville and Leo Elementary and I have never received any texts or emails when ALICE drills have taken place. I didn’t even know what they were until my kids told me. I am properly signed up as I get every other message that is sent out.

How often are K9 searches scheduled at the high school or is it only done if something is suspected? **Parents are notified via School Messenger about K9 searches. Currently K9 searches are scheduled at least once per semester at the junior-senior high school. Is it done at Leo Elementary too? Currently, K9 searches are not conducted at elementary schools but could be in the future if needed.**

How is it communicated when ALICE or any drill happens at school? **The Leo feeder schools will communicate via School Messengers when a drill occurs.**

I don’t recall getting any communication from any of the 3 schools and I have kids at each.

My kids acknowledge doing drills in elementary but not in the Junior Senior high building. Whys is this drill not being done in the high school? **Leo Jr/Sr High School has scheduled emergency drills.** There are many products on the market that can be used to “lock” down entrances more. Can drills be sent to parents prior to taking place? **In order to maintain the integrity of a drill, schools will notify parents after the drill has been conducted.** Is there follow up after crisis in place? **Yes, there is feedback from all stakeholders and improvements or adjustments are made.** It appears many high school students were unprepared for this past Friday’s event. How often does the high school do a drill to simulate a school shooting threat? **Drills to simulate a school shooting or threat will occur at least three times per year.** The new junior high entrance at Leo high school is not a secure entrance. Why is that considering our recent push for ALL secure entrances? **This is currently being reviewed.** What security measures are in place to account for all movement for ALL visitors in the elementary schools? **Visitors must enter through the secured entrance, sign-in, obtain a badge and give their purpose of visit and destination.** Can we move away from the vague, minimalistic emails regarding high school situation? **Yes, we will be more detailed in the future.** Live, active communication would be more beneficial, especially during situations like last Friday.

Does evacuation location change based on school? Junior/High school student doesn’t know where to go at junior high. We’ve had this conversation while at each school. **Locations change depending on the school and the incident.**

When was the last ALICE? I heard from a person who works at Leo Jr. /Sr. high has not had one this year.

September 19 – ALICE Drill - Homeroom (ALICE training video)

December 6 – ALICE Drill – (lockdown)

March 12 – ALICE Drill (Lockdown – over PA)

How should we teach our children to defend themselves if necessary? This discussion takes place in each classroom (i.e. throwing objects, securing room, evacuating, etc.) Do they communicate with the student in question? See ALICE protocol below. Do they come together and try to take down the student? Ideas? What if a student is in the restroom alone and an alert is prompted? Do they stay put or leave the restroom? I'm worried about kids locked out the classroom during lockdown. Realize it is probably necessary, but what can be done for them? We have instructed staff to look into the hall quickly to shelter stray students. If a student is unable to get into a secured room, they are to use an "Informed Response" and make personal decisions in their best interest. This and other difficult topics are talked about in a debriefing after a drill.

By district decision a review and discussion of the ALICE and the Standard Response Protocols are to be completed by 9-7-17, drill one by 12-8-17, drill two by 3-9-18 and drill three by 5-11-18. All aspects of both protocols are discussed initially in September. A debriefing lead by the classroom teacher follows each drill so adults and students can discuss their best course of action.

<http://www.cloverleaflocal.org/Downloads/ALICE%20Overview.pdf> Overview of the ALICE Institute's protocol

<http://iloveguys.org/srp.html> Standard Response Protocol information

Doors

Is the gap between when the janitor unlocks the doors at 6:45 and the time a teacher is required to be at the door at 7:15 being addressed? Are doors 13 and 14 going to remain unlocked? Door shouldn't be unlocked unless an adult is there to stay.

When I drop off my kids I have seen students letting kids in other doors that not the entrances they are supposed to be using. What protocols stop kids from letting people in locked doors?

As far as daily safety is concerned, I drop my daughter off every morning and see multiple entry points. These doors may not be entrances and may be locked but I see students opening and closing these the entire time I'm in line. What preventative measures are taken to ensure no one outside of student and staff enters?

What kind of locks are on classroom doors? All classrooms have keyed locks.

Doors-school has specified entrances. Does Leo schools have protocols/criteria and compliance to do daily door checks or a system to notify of doors that have been breached? SRO's-When are we going to get officers at doors daily checking kids in? I know it's a cost but safety is one area, security is another. We need someone other than the secretary and the principals to defend our kids. We need to know weapons are not coming into the schools. Also, need metal detectors or preferably the dogs available when students enter/exit school to check for weapons/drugs/bombs/paraphernalia.

All school doors will remain locked except main entrances where adult supervision and secured entrances are utilized. Please do not have students arrive until the following times:

Leo JSHS 7:15

Leo Elementary 7:20

Cedarville 8:40

Periodically, all doors are checked throughout the school day. Doors shall be locked unless a staff member is directly supervising the door.

Working with students to not open doors for anyone is a constant challenge. Many times students will open a door for someone as that is what they have been taught. We are working with students teaching them the importance of not opening doors for people causing everyone to come in through a designated entry. Though staff may not always be directly seen standing at an entry door, there is always someone very close to the door where people are entering.

Additional Security

Can you put bullet proof glass in front windows? [This is cost prohibitive at this time.](#) Why is Junior/Senior High entrance not really secure? [See previous response.](#)

Have we ever had a safety analysis done by the sheriff's department/police department to assess if we are vulnerable in certain areas? [We partner with law enforcement regularly to assess security and safety of buildings.](#)

Why tell shooter over the intercom what's going on? [So staff and students can make informed decisions about how best to respond to a situation.](#) All classrooms should have bullet proof glass. Steel doors in all rooms. Why if we make the classrooms safe would we ever leave the classroom? [A secured room is typically safer than chancing evacuation.](#) However, some circumstances warrant escape.

As a cafeteria employee, I am concerned about the safety of the kids if there was a real threat. When we have 200 plus kids in there, we cannot hear the announcements on the loud speaker. By the time we get the kids quiet, the announcement is over. We would like to know if it is possible to add some other sort of alert system like a light or alarm. [This is a concern in several kitchens. We are working with the Food Service Director to correct this problem. A radio can also be used to notify food service employees.](#)

How do you keep students who are expelled and others from getting into the building when students are arriving at school? [Administrators and other building staff know their students and prevent unauthorized students from entering.](#)

Are we going to put cameras in the hallways and outside the building? Are all areas of schools video monitored to track possible shooter? [Cameras are employed throughout the district. The newer systems allow police and other first responders the capability of "real time" monitoring from remote locations.](#)

We need better lighting as kids get dropped off and walk and bike in mornings at the junior/senior high.

Are you going to investigate further options for safety? [We continually monitor safety options for the safety and protection of our students.](#)

March 14th Walkout

Are Leo students going to be able to participate with the March 14th walk out to support the 17 children killed? (17 minutes of reflection)

[The walkout went well at Leo JSHS. We had about 350 students. Students came down to the gym and sat silently for 17 minutes.](#)

Leo staff handled the situation very well Friday BTW.

Communication

Communication to the children? I heard from multiple kids that they knew nothing except what the grapevine was talking about. Can you set in place how teachers can communicate what is going on to the children?

In the future, we will make sure students receive information from the staff in a timely manner.

How do we improve "text" system to ensure parents receive texts timely and reliably? Email and websites in effective. Example: Last Friday Leo High School could not get ahold of anyone (voicemail) and no text.

Yes, we will communicate in multiple ways. Depending on the situation, email, phone call, school messenger, or social media may be used to expedite communication.

Why did some parents pick up students and no notice came to us that we could pick up our child. Mine didn't call me. Law enforcement did not find a credible threat against the school.

With reference to last Friday: Could Dr. Brown have gotten on the intercom and tried to say something to help ease concerns? It might have slowed the exodus somewhat or at least calmed those who chose to stay. We are reviewing this for the future.

I was concerned about not getting any information on Friday. I got an alert on my phone from WANE TV, but no email or robocall from Leo. I never got an email. We've been in this school since 2006 with the same email. It's on every form I've ever filled out. In the future, I would ask for robocall before I hear it on the news.

Is it possible to communicate urgent situations to parents by mass texts? Yes, with limited information. Many people don't look at their email even once a day. Also...you all say to share information with the school. Do you have a particular contact so all the info is going to the same place? Teachers are human and sometimes things don't get relayed. Contact the main office.

The communication needs to take place prior to children being scared. You need a crisis communication plan.

Can we possibly get notices via text? See response above. Something more direct and quicker?

If there is a threat made against the school that authorities consider valid, what will happen at school? Will school close and students be sent home? How will communication with parents happen? Each incidence is situational and will be handled through partnership with law enforcement.

Also, why could Leo High Schools and East Allen County Schools not give parents a straight answer as to what was happening Friday morning when they were called? In partnership with law enforcement we were gathering and investigating information to determine if a credible threat existed.

Thank you for briefly recognizing the lack of communication from the high school on Friday. As a parent the 4-6 sentence emails that came home in the AM was a cause of concern. It had been several days from the initial incident and we didn't hear anything. Then the email came and it was cause for alarm and there was no info. So obviously something was going on. This lack of shared knowledge makes you untrustworthy. I understand that Leo Elementary sent info home about the apprehended kid by noon and we didn't get any info until after school. How will communication improve at high school? Depending on the situation, email, phone call, school messenger, or social media may be used to expedite communication.

Why were parents at Jr/Sr High not notified of events on Friday?

Parents were notified by email in the morning with a follow up in the afternoon.

How can parents sign up for emergency notifications? Parents can sign up for communication alerts through the RDS system. Is there an app for that? No

This is all about external threat, what about internal threats? For example Friday. If rumor is heard after hours who can be contacted at the school? [Contact the police and email the principal.](#)

Dealing with bullying. Separate email accounts- Announcement and Emergency. Explain time line for last week, please. [Please see discussions above.](#)

My daughter texted us: I'm not ...! Emails not sent to Jr/Sr High only Sr. We do NOT get notified of drills.

On Friday 3/2/18 why didn't the administration communicate with the students to calm them down when they realized they were panicking because of the perceived threat?

[The staff will receive communication so that they can share information with students in a timely manner.](#)

Now, I'm just thinking out loud, and believe me I will continue obeying the local and federal laws, but don't you think a moderately trained individual might actually be more beneficial to the school if he enters it with the ability to defend said school in case the unforeseen happens during his visit? I know from talking with my church (which had a registered daycare), that if the **administrator of that facility gives permission for an individual to carry, written or otherwise, it actually trumps federal law?** I'd like to get more information on this policy as well from whomever this message gets forwarded to. [This will continue to be reviewed based on legislation and school board policy.](#)

I appreciate you taking the time to meet with the parents at Leo HS regarding EACS' safety procedures. I have one question that I would like to ask regarding safety in our schools.

Why would it not be reasonable to have **armed staff members in our schools who would voluntarily agree to do so?** Of course, they would need to be fully vetted, trained, be required to go through ongoing training and possibly be a member of the EACS safety team. With only 1 SRO per high school who also covers the feeder schools, this seems like a reasonable question. I certainly do not in any way promote gun violence; however, when it comes down to an active shooter, I believe trained and armed staff members could definitely save lives. Also, it seems like it could be reasonable to believe that if it were public knowledge that certain unnamed staff members in the EACS system were armed, it may be less likely that an incident would occur.

As I was leaving the meeting tonight, there was a small group of individuals walking in front me asking this same question among themselves.

[This will continue to be reviewed based on legislation and school board policy.](#)