



Date: October 7, 2025

Durham Public Schools Board of Education Work Session PRECIS

Agenda Item: Safety & Security and Emergency Management Update

Building Our Future Strategic Plan Priority: 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☒

Staff Liaison Present: Kenneth Barnes
Chief Operating Officer

Phone: 919-560-2000

Eva Howard
Executive Director of Safety & Security

Main Points:

2025-2026 Safety & Security and Emergency Management Update

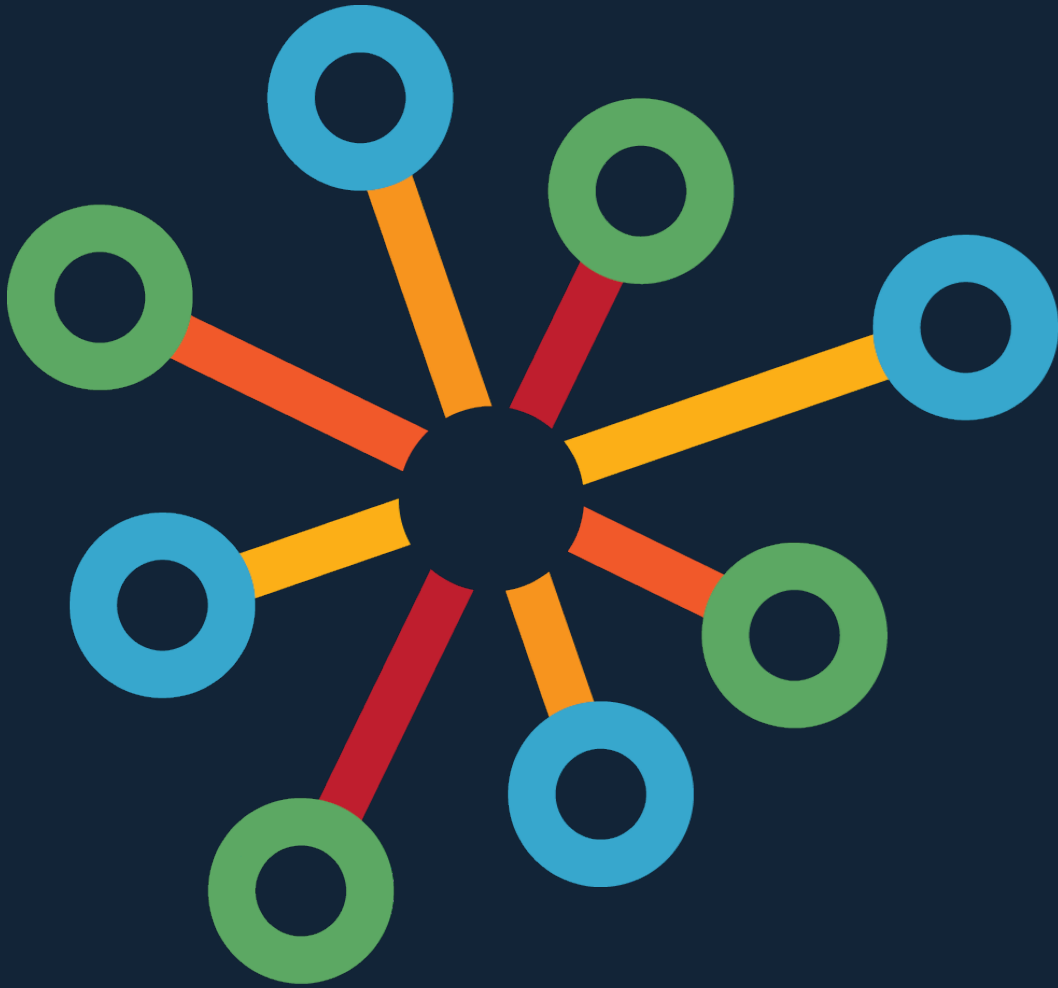
- **Established** Superintendent's Health & Safety Leadership Team (HSLT)
- District School Safety Drills and Exercise Requirements
- School Resource Officer Program

Fiscal Implications: N/A

Purpose

Information/Discussion ☒ **Action** ☐ **Consent** ☐

Reviewed by: ☐ **Finance** _____ ☐ **Attorney** _____



2025-2026 Safety & Security and Emergency Management Update

Eva Howard, Executive Director of Safety &
Security and Emergency Management



Superintendent's Health & Safety Leadership Team (HSLT)

- Established in alignment with DPS BOE Policy "Injury and Prevention" 4201/7271.
- Oversees accident prevention, hazard identification/control, and safety awareness.
- Responsible for accident investigation processes and hazard reporting/correction.
- Led by Superintendent or designee.





School Safety Drills and Exercise Requirements





Per North Carolina General Statute § 115C-105.49, all public schools must conduct at least one full school-wide safety exercise each year. This includes:

- A tabletop exercise based on lockdown drill scenarios.
- A drill based on the school's School Risk Management Plan (SRMP), which must include a simulated lockdown drill due to an intruder on school grounds

Schools are encouraged to conduct exercises for multiple hazards and involve local law enforcement and emergency management agencies.

Required Annual Training for All DPS Principals and Assistant Principals (Safe Schools):

- DPS School Administrator Safety & Security Roles and Responsibilities
- Campus Emergency Response Team (CERT) Training
- School Parent-Student Reunification Training (PSRT)

Additional Required School Safety Exercises:

- ✓ Tornado
- ✓ Earthquake
- ✓ Fire

For reference: [NCGS § 115C-105.49](#)

DPS Safety & Security and Emergency Management ensures compliance with this statutory requirement.





School Safety as a Layered Approach

Safety within the DPS community is built on a layered approach. Technology such as metal detectors, cameras, access control, and visitor management systems supports safety, but our strongest protections are our well-trained staff, clear protocols, preparedness, and strong partnerships with first responders.

Some of our security tools include:

Cameras

Secured vestibules and secure access points

Metal detectors that are used at some district events

Anonymous Tip Systems

Visitor Management Systems

Safety is built every day through people, training, and collaboration. Our safety and security tools are important, but preparedness is what keeps students safe.





Families' Role in a Safe Campus Community

Safety is a shared responsibility between schools, families, and the community

Secure gun storage is essential:

- ✓ Store firearms locked and unloaded
 - ✓ Store ammunition separately
- Most youth-involved gun incidents stem from unsecured firearms at home
 - Families can prevent accidents and misuse through responsible storage
 - Open communication between home and school supports early intervention
 - Modeling safe practices at home reinforces student safety and responsibility

Together, we can ensure a safer environment for every student.

FAMILIES AND SCHOOLS WORKING TOGETHER



Anonymous Tip Systems

Maintaining safe learning environments requires proactive measures that empower students, staff, and community members to share concerns before they escalate.

Anonymous reporting tools provide an effective way for individuals to confidentially report issues ranging from bullying and mental health concerns to potential threats of violence.

By ensuring privacy, these systems encourage greater participation and foster trust, giving school administrators and safety teams the opportunity to intervene early, provide support, and prevent incidents. When paired with strong communication and follow-up protocols, anonymous tip systems are a valuable component of a comprehensive school safety strategy.

Tips submitted through the anonymous reporting system are reviewed 24/7, 365 days a year.

All life-safety concerns receive immediate attention. Reports involving threats of violence require a law enforcement home visit to ensure that children do not have access to weapons and that any weapons present in the home are properly secured.



School Administrator Training




All DPS Principals and Assistant Principals are required to complete the following annual training courses through Safe Schools:

- ✓ DPS School Administrator Safety & Security Roles and Responsibilities
- ✓ Campus Emergency Response Team (CERT) Training
- ✓ School Parent-Student Reunification Training (PSRT)

These courses are essential to ensure consistent, district-wide safety practices and preparedness.



Safety Resources



ANONYMOUS TIP LINES

DPS utilizes two anonymous tip reporting systems that all DPS schools can use by students, teachers/staff, parents, or community members. When a tip is received, these systems notify school administrators and DPS Safety/Security. You may report observed threats, behaviors, actions, or harassment.

DPS Text-A-TIP

Text your tip to **274637** (add to your contacts now so you'll always have it). Start your message with the keyword **DPSTIP**. Text us anytime you have information about a crime or a concern.
Text **STOP** to cancel; **HELP** for help.

Standard message and data rates may apply. Your phone number and any personal identifying information will be kept confidential!
Remember - **274637** - or submit online at www.dpsnc.net/tipssubmit.

Say Something Anonymous Reporting System



In collaboration with NC DPI, DPS uses SAY SOMETHING for all district schools. You can submit tips via their website, call the hotline, or use their app. All tips go to the SAY SOMETHING Crisis Center and are forwarded to the school administration/DPS Safety and Security. Visit <https://www.sandyhookpromise.org/say-something-tips/> for more information or to submit a tip!

How to Submit a Tip

Website



www.p3tips.com

Call The Hotline

Call our
24/7 Crisis Hotline at
1-844-5-SAYNOW

Get The App



Say Something SHP

Student Services Involvement

- Student Services staff are automatically included in all safety concerns.
- Provides counseling, intervention, and family support.

Anonymous Reporting System

- Available 24/7, 365 days a year.
- Ensures every life-safety concern is addressed promptly.

Law Enforcement Partnership

- Threats of violence require home visits to ensure weapon safety and secure storage.
- Collaboration helps protect students and the community.

Community Engagement

- Schools, families, and community members share responsibility for safety.
- Resources are available to guide proactive prevention and early intervention.



IN AN EMERGENCY TAKE ACTION



HOLD! In your room or area. Clear the halls.

STUDENTS

Clear the hallways and remain in room or area until the "All Clear" is announced
Do business as usual

ADULTS

Close and lock the door
Account for students and adults
Do business as usual



SECURE! Get inside. Lock outside doors.

STUDENTS

Return to inside of building
Do business as usual

ADULTS

Bring everyone indoors
Lock outside doors
Increase situational awareness
Account for students and adults
Do business as usual



LOCKDOWN! Locks, lights, out of sight.

STUDENTS

Move away from sight
Maintain silence
Do not open the door

ADULTS

Recover students from hallway if possible
Lock the classroom door
Turn out the lights
Move away from sight
Maintain silence
Do not open the door
Prepare to evade or defend



EVACUATE! (A location may be specified)

STUDENTS

Leave stuff behind if required to
If possible, bring your phone
Follow instructions

ADULTS

Lead students to Evacuation location
Account for students and adults
Notify if missing, extra or injured students or adults



SHELTER! Hazard and safety strategy.

STUDENTS

Use appropriate safety strategy for the hazard

Hazard

Tornado
Hazard
Earthquake
Tsunami

Safety Strategy

Evacuate to shelter area
Seal the room
Drop, cover and hold
Get to high ground

ADULTS

Lead safety strategy
Account for students and adults
Notify if missing, extra or injured students or adults



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Standard Response Protocol

- The Standard Response Protocol is a nationwide model developed to provide a clear, consistent, and action-based response to any school emergency. It is used across the U.S. to enhance safety and coordination in K–12 settings.

When an SRP action, such as a lockdown, is initiated in a school, resources and support are immediately made available to the affected school community.



School Resource Officers





Planning/Training

Regular meetings, safety assessments, and required training are completed throughout the school year.

Our SROs completed Restorative Practices Training on August 13, 2025.

The training session was facilitated by Peaceful Schools.



SRO Duties & Expectations While Serving on DPS Property

Presence & Visibility

- Remain on school grounds during normal hours unless responding to emergencies or approved off-site duties. (no traffic control duties)
- Notify principal/SRO supervisor of planned absences.
- Wear agency-issued uniform and maintain high visibility in key areas.

Mentorship & Outreach

- Serve as a positive role model; build rapport with students, staff, and families.
- Attend parent/faculty meetings when possible.
- Provide referrals to community resources and youth programs.
- Referral programs: RYSE, Project Build, PROUD, Teen Court, DEAC, and GEAC.

Law Enforcement Role

- May take lawful action to protect safety; must consider student impact.
- Follow legal standards for arrests, interrogations, and searches.
- Inform the principal of investigative actions unless safety/investigation is at risk.
- The DCSO has shared that while following the law, SROs are not an extension of ICE.





SRO Duties & Expectations While Serving on DPS Property

Student School Discipline

- > School administrators lead all school discipline matters.
- > May assist only when safety is at risk or requested.

Joint Investigations

- > May collaborate with school admin when criminal and disciplinary issues overlap (e.g., drugs, weapons).

Confidentiality

- > Access to student records only as permitted by FERPA and DPS policy.
- > May access with parent consent, emergency need, or legal authority.

Communication & Planning

- > Meet regularly with principals to discuss safety concerns.
- > Conduct annual school safety assessments; review mid-year.
- > Attend required orientations, trainings, and guidance sessions.
- > Joint Annual School Safety Summit conducted with principals and law enforcement.





Thank you!