

# “School Safety – Are You Ready?”



TEPSA Presentations

by

Irma Nurre

Principal of Wertheimer Middle School, Richmond

&

Sonya Sanzo

Principal of Wessendorff Middle School

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## **(TEPSA) Conference**

Texas Elementary Principals and Supervisors Association

Serving Texas School Leaders

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**A Safe to Learn Community Project**

**Lamar Consolidated Independent School District, Texas**



## **Safe to Learn**

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## It's Time to Start Conversations about School Safety

Being part of the conversation about education and safety requires us to ask the questions that we may not have asked before and then to support each other in making sure that the solutions we come up with are implemented, assessed and consistently revisited for excellence sake. I would offer that this is our highest responsibility to our children and each other.<sup>1</sup>

School safety is a mindset that's foundational to mission/vision of the school, faculty, staff, and all educational work -- both inside and outside the classroom.

Each principal needs to consider safety as a nuts and bolts part of what he or she thinks about in his/her daily decision-making as well as in strategic planning, budgeting, orienting existing and new faculty and staff to the school, etc.

Beyond this, critical stakeholders -- parents, members of the community and boards of education, parent associations, other public officials -- ought to be informed about school policy regarding safety as least once a year, if not more.

Where there is trust and collegiality, this information process can also be dynamic and geared towards improving safety, collectively. Where relationships might be more challenging, it allows the principal to layout the requirements for safety of his/her constituency, in effect, putting everyone on notice that safety is *everyone's* responsibility, directly or indirectly, and that under his/her leadership safety is a core function necessitating the appropriate, on-going, resources allocation.

“Everything we do can be summed up in one word. Let's. It isn't done alone. We need to work together. Let's share. Let's teach. Let's explore. Let's taste. Let's save. Let's recycle. Let's accept. Let's be safe.

Let's make this world a better place for everyone.

Together, let's set an example.”

~ Phillip Martin, [The Mural Man](#)  
[Wander My World With Me](#) Blog

To be sure, what I am suggesting likely adds more to the workload of a principal and his/her cabinet and staff, but the intention and effort to situate safety as a focal point is incredibly important and

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<sup>1</sup> Comments by Dr. Nancy Degnan, June 4, 2015 & June 2, 2016

seminal to the learning process and core functions of the complex organization, called school. If a principal has not focused in this way, there is a learning curve around the issues of framing, articulating, communicating, evaluating, school safety on a regular basis -- but that's where you, colleagues, other principals, come in to assist. The community of practice is a solid and dedicated one.

Whether deliberate or not, the topics on the Safe to Learn web site are not only about safety; they also about life, helping to balance out the gravitas of safety -- or the gravitas of why we have to focus on safety -- with a kind of 'normalcy' on one hand, and a celebration of integrity, creativity, commitment, curiosity, courage, on the other (the best that is within us).

What is one step we (principals) can take to change safety culture in their school?

## Three Questions about the Safe to Learn Project Were Asked to Authors and the Safe to Learn Advisory Council Teams

Safe to Learn believes leadership drives school safety. Our world has changed substantially and school administrators (principals and assistant principals) must apply new, successful solutions to integrate safety and inspiration into every aspect of education.

More than 250 people have volunteered since 2011 to help with the *Safe to Learn* Pilot Project, including the 10 members of the [Safe to Learn Advisory Council](#), "This powerful group of professionals guided and assisted in the development of the *Safe to Learn* Project's cutting-edge tools, as well as producing books about leadership, safety, and lessons learned from past crises. These valuable lessons came from each author's personal experiences as leaders in schools during and after major human-caused terrorism, human-caused incidents, natural disasters and also active shooter incidents."

Lamar Consolidated Independent School District in Rosenberg, Texas was selected as the school district to participate in the *Safe to Learn* Pilot Test starting in 2013. Because of [Principal Irma Nurre's](#) commitment to leadership and school safety, she has served as the Team Leader for *Safe to Learn* Community Pilot Project at Lamar CISD since Fall 2013. She also believes without safety, learning is more difficult to achieve. "We have to educate students about choices and how these choices will impact their lives and their future."

By 2013 it was time to expand the *Safe to Learn* Project. First *Safe to Learn* increasing staff and contributors. The principals or assistant principals from Lamar CISD (Texas) were asked to participate in the next phase of the [Pilot Project at LCISD](#). The Founder of *Safe to Learn*, Dolores E. Beaugez, MA asked her trusted mentors to serve on the [Safe to Learn Advisory Council](#). By October 2015, she gathered together authors who have written more than twenty books for *Safe to Learn* public and there are an additional 25 that are planned to be published in 2017."

**In May of 2016 the Safe to Learn Advisory Council, Authors and Editors were asked to answer 3 simple questions about school safety and make simple suggestions to be shared with principals.**

The *Safe to Learn* Project is not funded by grants, federal funding, or any government agency. *Safe to Learn* is currently funded by the sales of books and products offered exclusively in the *Safe to Learn* [store](#). "Your support provides funding so our talented authors can also develop other leadership tools for teachers, administrators and students. Let's work together so all children can always be safe to learn."

## Safe to Learn (STL) Advisory Council Member Dr. Nancy Degnan

### 1. If you could share one message with all principals about school safety, what would you say?

School safety is a mindset that's foundational to mission/vision of the school, faculty, staff, and all educational work -- both inside and outside the classroom. A principal needs to consider safety as a nuts and bolts part of what he or she thinks about in his/her daily decision-making as well as in strategic planning, budgeting, orienting existing and new faculty and staff to the school, etc. Beyond this, critical stakeholders -- parents, members



Dr. Nancy Degnan ©

of the community and boards of education, parent associations, other public officials -- ought to be informed about school policy regarding safety as least once a year, if not more. Where there is trust and collegiality, this information process can also be dynamic and geared towards improving safety, collectively. Where relationships might be more challenging, it allows the principal to layout the requirements for safety of his/her constituency, in effect, putting everyone on notice that safety is *everyone's* responsibility, directly or indirectly, and that under his/her leadership safety is a core function necessitating the appropriate, on-going, resources allocation.

To be sure, what I am suggesting likely adds more to the workload of a principal and his/her cabinet and staff, but the intention and effort to situate safety as a focal point is incredibly important and seminal to the learning process and core functions of the complex organization, called school. If a principal has not focused in this way, there is a learning curve around the issues of framing, articulating, communicating, evaluating, school safety on a regular basis -- but that's where you, colleagues, other principals, come in to assist. The community of practice is a solid and dedicated one.

### 2. What feature or section on the Safe to Learn Web Site is a monthly “must read” or follow for any Principal?

I think that the principal or his/her designate ought to actually review the website in its entirety at least once a month--to see updates in each section. Beyond this, the Let's Talk Section, is very engaging and powerful. Of course the guidance on safety and principles for principals is the place to start...

Just one other thing -- whether deliberate or just reflective of who you are, the topics on the website have such a neat outcome for me. It is about school safety but the topics are also about life, helping to balance out the gravitas of safety -- or the gravitas of why we have to focus on safety -- with a kind of 'normalcy' on one hand, and a celebration of integrity, creativity, commitment, curiosity, courage, on the other (the best that is within us). Very cool.

3. **Based on your experience in school safety/emergency management, what is one action step a principal could take to change the culture of school safety at their school?**

Ask the question:

What is one step we (principals) can take to change this safety culture in the school?

*Ask the first question to the group and be very honest in with the response.*

How safe is my school, currently? Ask widely (teachers, staff, students, custodians, librarians, computer techs, bus drivers, food people, first -- then if possible, vendors, partners) and consider people and "bricks and mortar" -- that is are the people safe, do they feel safe, are the processes and protocols about safety clear and do these actually reinforce safety needs, is the physical space safe? Don't be afraid of the answers that might be considered negative or complacent about the answers that might be considered positive. Then, start the work of figuring out, so what does this mean, and how do I create, with others, the safest space for learning?

Also, in a process I would set up for instance, I WOULD NOT ASK the school safety personnel until later. Rather, I would collect the information from others first, analyze and have it really inform my thinking and insights and then engage with school safety around the data. Next, include conversation with other principals as peer review; and, then school safety experts, like yourself and those connected with Safe to Learn.

"Being part of the conversation about education and safety requires us to ask the questions that we may not have asked before ... and then to support each other in making sure that the solutions we come up with are implemented, assessed and consistently revisited for excellence sake. I would offer that this is our highest responsibility to our children and each other."~ Dr. Nancy Degnan, June 4, 2015

*More About Dr. Anne (Nancy) Degnan on the next page*

## About Dr. Nancy Degnan

<http://www.safetolearn.com/dr-nancy-degnan.html>

Anne (Nancy) Degnan is the Director, Academic Initiatives for the Earth Institute, Columbia University. The Earth Institute brings together the people and tools needed to address some of the world's most difficult problems, from climate change and environmental degradation, to poverty, disease and the sustainable use of resources. Dr. Degnan spearheads initiatives and programming in education, training and applied research in sustainability science and practice, as well as in STEM (science, technology, engineering and mathematics).

Degnan has consulted with nonprofit and public sector organizations domestically and internationally including the: Robert F. Kennedy Center for Justice and Human Rights, the United Nations Environment Program, and Development Program, the National Science Foundation, The Woodrow Wilson National Fellowship Foundation, U.S. Department of Education, The New York City Department of Education, The Kentucky Technical and Community College System, and the Colombian and Mexican governments. Dr. Degnan received her BA from the College of New Rochelle in international relations, and her MPA and Ph.D. from Columbia University. She is a life-long resident of New York.

## Safe to Learn Advisory Council

<http://www.safetolearn.com/advisory-council.html>

## Story of the NY Schools During 9/11

<http://www.safetolearn.com/uncommon-sense-uncommon-courage.html>

One of the most profound “untold stories” in America took place on September 11, 2001. In the midst of the headlines and response is the story of the evacuation from the eight public schools are situated within a quarter mile of Ground Zero. About 9,000 students ranging in ages from three to eighteen years – grammar, middle and high schools had arrived at their schools on election day just before the plane struck the twin towers.

***Uncommon Sense, Uncommon Courage*** is the true story of Tuesday, September 11, 2001 in the midst of chaos and a relentless unfolding of tragedy, professionals of the Board of Education, principals and staff safely evacuated all 9,000 students from the eight schools without injury.

## [Authoring the Story of the New York Schools During 9/11](#)

***(PDF) - Uncommon Sense, Uncommon Courage: How the New York City School System, Its Teachers, Leadership, and Students Responded to the Terror of 9/11***

[http://rems.ed.gov/docs/UncommonSenseUncommonCourage\\_NYCSchools.pdf](http://rems.ed.gov/docs/UncommonSenseUncommonCourage_NYCSchools.pdf)



## STL Advisory Council Member Kim Colella, MA

1. **If you could share one message with all principals about school safety, what would you say?**

The most important thing a principal can do for school safety is to create an environment that fosters and promotes safety in the community, the school, and in the bodies, minds and spirits of administrators, staff, teachers and students. It is imperative that we create safety plans to keep our children physically safe in an emergency situation. And it is equally important that we create an environment of safety through our leadership, for the hearts, minds and souls of those who work and learn in our schools.



Kim Colella, MA ©

2. **What feature or section on the Safe to Learn Web Site is a monthly “must read” or follow for any Principal?**

I never read just one section. This website is so packed full of information. I like to read one article from the amazing educators tab or one article from the blog section and then couple that with reading an article from the Let's Guide Safety or the Safety Guides section or the Leadership section.

3. **Based on your experience in school safety/emergency management, what is one action step a principal could take to change the culture of school safety at their school?**

Create a community of inclusion and respect so that if or when it is necessary the students and staff will trust you and follow your lead.

### About Kim Colella, Washington

<http://www.safetolearn.com/kim-colella.html>

Kim Colella provides consultation for schools, youth groups and organizations that want to create or deepen their focus on peace and she provides guidance for becoming an International Peace Site. Kim is committed to doing her part to create a more peaceful world. Her peace work started in 1984 as a Jesuit Volunteer. In 1988 and 1989 she led immersion trips for high school students from the Pacific Northwest to work in the barrios of Tijuana, Mexico. In 1991, Kim spent 6 weeks working in Calcutta (which is now called Kolkata), India with developmentally disabled adults as well as working in Mother Theresa's Home for the Dying and Destitute and at her orphanage. In 2004, Kim traveled to South Africa with a delegation of 16 women to study the AIDS pandemic and in 2015, Kim returned to Southern Africa to work with children orphaned by AIDS.

*More About Kim Colella on the next page*

**Safe to Learn Advisory Council**

<http://www.safetolearn.com/advisory-council.html>

Kim Colella Travels to Africa to help build a school (2016)

A musical Journey with her family and son's best friend

<http://www.safetolearn.com/a-musical-journey-to-africa.html>

Link to her Blog Posts

<http://www.safetolearn.com/kim-travles-to-africa.html>

## STL Advisory Council Member Avagene Moore

**1. If you could share one message with all principals about school safety, what would you say?**

I would stress the point that the results of teaching children in a safe environment and enfoldng them in a culture of safety will instill life skills and an awareness of the risks of the world we live in that will serve them as well as preparing them to face the real world with reading, math, languages, science, geography, history, etc.



Avagene Moore ©

**2. What feature or section on the Safe to Learn Web Site is a monthly “must read” or follow for any Principal?**

Once a principal understands the concept of “Why Safe to Learn?” from the interview with Safe to Learn Founder, Dolores Beaugez, I believe the Blogs are a must read/follow. They continually change and offer dynamic, diverse perspectives that challenge one’s thinking and spur one to act.

**3. Based on your experience in school safety/ emergency management, what is one action step a principal could take to change the culture of school safety at their school?**

As a former emergency manager for my home jurisdiction, I urge all principals and school boards to realize that the “buck stops with them” if we want to change the culture of school safety. I cannot think of a better way to garner support and approval from the community, and, more specifically, parents of students than to determine that the school for which you are responsible will be a ‘Safe to Learn’ location – it’s a great way to make homes safer as well because students will take it home to Mom and Dad.

The first step is to assess the risks, plans and current status of preparedness of the community, facility and staff – then move on to reinforce the good, remedy the shortfalls and lead staff and students in a building block approach as you plan together to be ‘Safe to Learn’.

### About Avagene Moore, Tennessee

<http://www.safetolearn.com/avagene-moore.html>

Safe to Learn Advisory Council

<http://www.safetolearn.com/advisory-council.html>

*More About Avagene Moore on the next page*

Avagene Moore's Blog Post: My Dream of a Nation Prepared  
<http://www.safetolearn.com/dream-of-a-nation-prepared.html>

Although most of my adult life was spent working in emergency management, I am disappointed in the status of our national preparedness. My dream for this country is Americans prepared for anything that comes our way. Despite years of various programs and more money than I can comprehend, we are not A Nation Prepared.

While working at the city/county level, I worked with our county Board of Education, individual school Principals and teachers to get some type of program into science or health classes to train our young people about the threats in our area and how to be personally prepared for them. My dream made sense to me: Raise up generations of prepared children from very young ages and let them take it home to Mom and Dad. In other words, teach the principles of preparedness along with reading, writing and arithmetic and prepare children to take on the world and its risks. I called it teaching "Life Skills".

**I preached the ABC's of awareness, basic first aid and the three C's: communication, coordination and collaboration.** I expounded on natural and manmade disasters and the limitations of our local infrastructure when the BIG disaster hits – "It is up to you to take care of yourself!" I was welcome at any and all schools and could deliver my message to every class as long as I was the one who did it. After all, it gave hard-working teachers a needed break. However, no school administrator or teacher was going to take on another subject to teach because of the current teaching load – I can only hope a few teachers and students learned something from my efforts.

The good news is that the Safe to Learn commitment to safety and learning is a new day. Its practical approach drives preparedness into the very fiber of our school systems and all the personnel working with our children. Yes, it can instill preparedness and readiness in our young people. With the advent of this very special program, I believe my dream of A Nation Prepared is within reach.

*Avagene Moore has over thirty-five years' relevant experience supporting governmental and private sector companies in a career that started in Lawrence County, Tennessee and took her to state, national and international opportunities. Her expertise ranges from a career as a local emergency manager to time spent as the President of the International Association of Emergency Managers.*

*Ms. Moore is currently a Certified Emergency Manager(CEM®) and a member of the International Women in Homeland Security and Emergency Management Hall of Fame. Due to her diverse career accomplishments and active involvement in peer associations, Ms. Moore has developed an extensive network of professional contacts in agencies and organizations at all levels, domestic and abroad. Her specialties include Management, Networking, Outreach and Communications, and Strategic Planning.*

## STL Advisory Council Member Renee Domingo

1. **If you could share one message with all principals about school safety, what would you say?**

SCHOOL Safety is P to the 4th power or P4  
It's about personalizing school safety, including the personnel, pupils and parents.  
School Safety is everyone's business/responsibility.

2. **What feature or section on the Safe to Learn Web Site is a monthly “must read” or follow for any Principal?**

A must read is Ada Dolch's “Principles of Principals, Leading the Way to School Safety.”



Avagene Moore ©

3. **Based on your experience in school safety/emergency management, what is one action step a principal could take to change the culture of school safety at their school?**

Reverts back to a formula to keep it succinct. P3 is a few added ingredients to your P4, to create a culture. Each principal needs the safety culture to be powered by P to the 3rd power.

P4 x P3 (people, processes, and partnerships) = creating and sustaining a culture of school safety and resiliency.

### About Renee Domingo, California

<http://www.safetolearn.com/renee-domingo.html>

Ms. Renee A. Domingo is a professional and career focus has been as an emergency management executive and pioneer who has worked with local, state, federal and international governments, businesses, schools, colleges, public health agencies, public utilities, ports and the community for over 25 years. Her most recent position was as the Director of Emergency Services and Homeland Security for the City of Oakland, California.

Safe to Learn Advisory Council

<http://www.safetolearn.com/advisory-council.html>

Leading the Development of School Safety Standards

<http://www.safetolearn.com/school-safety-standards.html>

## STL Advisory Council Member Cpt. Jim Olsen responded

1. **If you could share one message with all principals about school safety, what would you say?**

"Collaborate with emergency response agencies to develop their plan and practice with them."

2. **What feature or section on the Safe to Learn Web Site is a monthly "must read" or follow for any Principal?**

"I think that would be the Blog section if it is kept current."

3. **Based on your experience is school safety/emergency management, what is one action step a principal could take to change the culture of school safety at their school?**

"Very simply: Address it. Bad stuff happens. Create a "Safe to Tell" type of reporting system."



Cpt. Jim Olsen ©

### About Cpt. Jim Olsen, Oregon

<http://www.safetolearn.com/captain-jim-olsen.html>

Captain Jim Olsen has over forty years of experience in emergency response. He is currently a Paramedic Captain and Emergency Manager for Littleton Fire Rescue and the City of Littleton, Colorado. He was the Paramedic Captain on the 'first in' engine company at Columbine High School in 1999 and also responded to the school shooting at Arapahoe High School, where he assisted with the ICS/EOC interface.

Following Columbine High School, Captain Olsen presented the *Columbine Lessons Learned* in over 20 cities nationwide. He has participated in 5 DHS *Lessons Learned-Information Sharing* (LLIS) working groups. He designed a *Pre-Incident Plan System* (PIPS) digital tour program/CD-ROM for FEMA Region VIII that was distributed to all school districts in Region VIII.

Safe to Learn Advisory Council

<http://www.safetolearn.com/advisory-council.html>

*More about Cpt. Jim Olsen, Continued on next page*

Cpt. Jim Olson's Blog Post, "School Shootings, What Have We Learned?"

<http://www.safetolearn.com/school-shootings---what-have-we-learned.html>

**"It won't happen here" is an attitude that will leave schools and emergency responders woefully unprepared.**

When I was growing up in California, we had *Duck and Cover* drills for nuclear attacks and earthquake drills. Now *Lock Out, Lock Down* and *Run, Hide, Fight* drills and training are becoming the norm. Since Columbine High School, there have been far too many school shootings reported! Over [170 listed by one Wikipedia website](#).

A recent [story by Denver's KUSA](#) brought to light the fact that 25% of Colorado schools do not address active shooters in their emergency plans, despite several separate school shooting incidents in Colorado since 1999. The attitude and belief that "It won't happen here" is an attitude that will leave schools and emergency responders woefully unprepared. Please consider the points that I have raised above. Now is the time to contact your partner agencies, plan together and prepare.

**Complacency is not acceptable.**

Reference: Let's Listen – School Shootings

<http://www.safetolearn.com/lets-listen---school-shootings1.html>

Links to news articles, reports and books about school shootings...

- Columbine (CO)
- Arapahoe HS Report (CO)
- Marysville HS (WA)
- Sandyhook Remembered (CA)

### **The Bulletin: "A Day in the Life of a Crisis Response Expert"**

The second interview on the page is with Cheri Lovre and is a must hear for all principals!

Cheri Lovre is a Crisis Counselor originally from Bend, OR

[Link to Interview Tara Bannow, The Bulletin \(Bend, OR\), 2/15/2016](#)

**"Forgiveness is a choice, and it frees us."** ~ Terri Roberts



## STL Advisory Council Member Dr. Tom Horton

1. **If you could share one message with all principals about school safety, what would you say?**

I think that the biggest concern for school managers is to be thinking about the unexpected things. The routine things will reveal themselves in timely fashion.

2. **What feature or section on the Safe to Learn Web Site is a monthly “must read” or follow for any Principal?**

I would review the “4 Do’s and Do Nots” document<sup>2</sup> about fire safety. It takes very little time to read 1 page.



Dr. Tom Horton ©

3. **Based on your experience is school safety/ emergency management, what is one action step a principal could take to change the culture of school safety at their school?**

The head person (principal) sets the tone for the rest of the outfit (school). He or she will be the pace setter for all sorts of extra-curricular activities.

### About Dr. Tom Horton, South Carolina

<http://www.safetolearn.com/dr-tom-horton1.html>

Dr. Thomas (Tom) Horton is a retired History Instructor from the Porter-Gaud School (Episcopal) in Charleston, South Carolina. He taught history there since 1986 and retired in June 2015 to begin a new chapter in his life as a full-time author.

Safe to Learn Advisory Council

<http://www.safetolearn.com/advisory-council.html>

*More about Dr. Tom Horton, Continued on next page*

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<sup>2</sup> In is included on page 19



## The 1923 Cleveland School Fire was a Catalyst for School Fire Drills

<http://www.safetolearn.com/1923-cleveland-school-fire-was-catalyst-for-school-fire-drills1.html>

It was Dr. Tom Horton's feature, "1923 School Fire Gave Us Fire Codes," published in the Moultrie News that told the story of how the tragedy at the Cleveland School in Camden, South Carolina, brought so much attention to school fires and became a catalyst for developing school fire drills and the creation of school fire prevention.

Dr. Horton's first heard about the tragedy from his father, "I heard about the Cleveland School fire years ago from my father. He had known people who lost loved ones there. Dad told me that there was even a song on the radio that memorialized the fire. Once he and I drove over to the fire site where today there is a bronze historical marker. We went by the nearby church cemetery where the dead are buried in a common grave. "

### Dr. Horton's Reflections about Fire Drills and Leadership

**"As I read Ada Rosario Dolch's story, what resonated with me was the fireman's adage that no two fires are alike. None of us can predict what will be the circumstances of the emergency we will be faced with.**

Be that as it may, a common core, a universal fire drill gives each of us a framework with which we can structure our own response in a critical situation. Having a universally understood set of responses would help eliminate panic and indecision as well as develop self-confidence in assisting others in a time of emergency.

"Today when I hear teachers complain about the interruption of a fire drill; I think of the Cleveland Fire and of Ada's story of preparedness. Ada Dolch had no way of knowing how all those drills prepared her and her staff to face the events of 9/11.

I am thankful that we have come such a long way since 1923 and that so many principals and teachers are willing to invest the time to participate in drills and exercises to help keep our children be safe."

*Dr. Tom Horton's article's "Leadership – Fire Safety" starts on page 18.*

The Easy-to-Follow Faculty and Leadership Fire Safety Session  
**Lesson Plan for Admin Level: Fire Prevention Planning Sessions**  
By Dr. Tom Horton

**Preface:** School fires may occur in a manner not anticipated by those whose duty it is to plan for contingencies outside the norm. A periodic meeting of school officials who "brainstorm" the ways fire could break out and short-circuit the fire alarm system (airplane crash, earthquake, terrorist attack, etc.) should be anticipated and planned for.

Though not a school event, an elderly couple in my town recently lost their home to fire and the cause was the amount of lint and dust collected in the rear of the washing machine coming into contact with a frayed wire. All schools have clothes washers for athletic purposes, but I wonder how many principals insure that even these obscure areas are frequently checked?

## THE 4 BE's:

### 1. BE PROACTIVE

Think beyond the realm of what is routine and expected. Combustibles, frayed wires, short-circuits, etc. can and are often neglected in the hustle and bustle of school day maintenance. Place your top people in positions of checking up on details rather than the hourly employee.

### 2. BE PREPARED

Administrators must have contingency plans similar to those at the Pentagon. Somewhere those people have a plan for what our response will be if Peru invades Brazil, or vice-versa. What would our school do if a two-engine airplane crashed into one of our buildings, or in our playground and exploded into a fireball? It has happened before. So, pre-think every unlikely scenario that you can and develop a quick response. Then talk about these responses with key people from time to time.

### 3. BE ACCOUNTABLE

Know who is in a classroom at all times. Know who works in those offices and cubicles. Restroom facilities will always be a problem for firefighters, but teachers must exit a building with a class roll and accurate attendance list. This simple, but tedious policy saves lives and aides the responders greatly. Another part of being accountable is the follow through with fire drills and seeing to it that an alter ate escape route is planned for, as well.

### 4. BE CALM

Fear and uncertainty in a leader can be a deadly factor when danger looms. The leadership positions must be self-assured and well-practiced in their response. The intercom may not work, the fire alarm may not sound, the smoke may force people to crawl without benefit of good light to see. Panic and stampede can be more deadly than the flames. Our firefighters practice for many contingencies, and so should we.

## THE 4 BE NOTs:

1. BE NOT COMPLACENT
2. BE NOT CONFUSED
3. BE NOT PANICKY
4. BE NOT CASUALTIES IN THIS EMERGENCY!

## STL Advisory Council Member Barbara Thurman

1. **If you could share one message with all principals about school safety, what would you say?**

In my opinion the planning process is the real key to success.

2. **What feature or section on the Safe to Learn Web Site is a monthly “must read” or follow for any Principal?**

Because of the wealth and diversity of information I think it should be a monthly check in for principals. The credibility and wealth of information is well worth the time for administrators to explore.

3. **Based on your experience in school safety/emergency management, what is one action step a principal could take to change the culture of school safety at their school?**

I certainly advocate for all schools to have a High Quality REMS driven plan. However, in the end a good plan is one that works. Having said that a plan that is not coordinated with local first responders and drilled, drilled, drilled is doomed to failure. In my opinion the planning process is the real key to success.

### **About Barbara Thurman, Washington**

<http://www.safetolearn.com/barbara-thurman.html>

Barbara Thurman is an award winning public educator, author and speaker, delivering presentations and training across the United States. Barbara has worked at the state and local levels of government providing training to emergency managers, military personnel, schools, Fire Districts, Law Enforcement, EMS, and private businesses.

Barbara has been the keynote speaker at conferences increasing awareness, effectiveness and collaboration in the area of Emergency Management, School Safety, Diversity, Harassment, Bullying and Discrimination. She has authored numerous books, pamphlets, and brochures. Barbara's presentations and teachings include immediately transferable, practical strategies presented in an engaging, memorable and humorous style. She is also an expert facilitator for small groups tackling a variety of difficult topics.

Barbara is President of Thurman Consulting. She earned her Bachelor's Degree from Texas Christian University and her Doctor of Jurisprudence (JD) from Seattle University School of Law.

### **Safe to Learn Advisory Council**

<http://www.safetolearn.com/advisory-council.html>

## STL Advisory Council Member Chate Asvanonda Responded

### 1. If you could share one message with all principals about school safety, what would you say?

Know and understand your (school/campus) weaknesses by conducting a school vulnerability assessment (which doors don't lock, where most school incidents happen (fights, narcotics, sex crimes...) and measure them to the real threats (robberies, thefts, sex crimes...) and hazards (earthquake, floods, extreme heat...) that surround the school. You can then ask yourself, am I prepared for a catastrophic event? To properly deploy any plan (emergency, evacuation, contingency...) every leader (principal) should understand the most likely dangers that will happen for that day-week.

### EXAMPLE Threat/Hazard DATA

The below information was based upon collected data through open source and publically available information (traditional media, news feeds, government databases, documentaries, interviews, and journalist investigations). The date period used to study this data began **Wednesday, March 16, 2016 thru Friday, April 15, 2016**.

The below chart shows prioritized threat/hazards with a potential impact on Kimberly Clark (Area of Interest); the events are sorted by naturally occurring hazards producing alerts and or warnings gathered from sensors and satellites; the highest human caused threats discussed within the media; then by the greatest frequency of discussion/occurrence/reporting; and, by proximity to the AOI.

This analysis has tallied each threat/hazard within a 30 day period and determined the difference in percentage of the number of events compared to the most recent 7 day period. The higher the difference in % is merely an indication of how recent the occurrence is from within the 30 day study period. The "Difference" score has no affect upon the "Threat Score" which uses the "type" of event, "proximity" of the incident and the "frequency" of the threat as its main calculation.

Threat/Hazard	Prioritized Threat Score	7 Days	30 Days	Diff
Overall Threat/Hazard Score	7 Medium High			
Meteorological Hazard	7 Medium High	134	291	46.0%
Wind/Gust/Sand Storm	6 Medium	0	87	0.0%
Shooting/Firearm	8 High	7	60	11.7%
Transportation Incident	6 Medium	12	62	19.4%
Kidnap/Missing	8 High	6	39	15.4%
Train/Rail/Subway	8 High	2	27	7.4%
Environmental Contamination/HazMat	8 High	6	26	23.1%
Winter/Snow Storm	7 Medium High	11	17	64.7%
Arson	8 High	0	3	0.0%
Flood/Water Surge	7 Medium High	1	2	50.0%

- **Meteorological Hazard** was reported to be one of the highest levels of threat for the Area of Interest (AOI).
- This one particular threat could impact the following sector(s): Water and Wastewater Systems, Emergency Services.
- **Wind/Gust/Sand Storm** was reported to be one of the highest levels of threat for the Area of Interest (AOI).
- This one particular threat could impact the following sector(s): Transportation Systems, Emergency Services.
- **Shooting/Firearm** was reported to be one of the highest levels of threat for the Area of Interest (AOI).
- This one particular threat could impact the following sector(s): Emergency Services.

*More about Chate Asvanonda continued on next page*

## More About Chate Asvanonda, page 2

2. **What feature or section on the Safe to Learn Web Site is a monthly “must read” or follow for any Principal?**

I would pick the eBooks written by Ada Rosario Dolch, Lucien Canton and Rick Tobin.

3. **Based on your experience in school safety/ emergency management, what is one action step a principal could take to change the culture of school safety at their school?**



Chate Asvanonda ©

Knowledge and understanding of their school's threat environment.

### About Chate Asvanonda, California

<http://www.safetolearn.com/chate-asvanonda.html>

Chate Asvanonda started his first career with the Los Angeles Police Department where he conducted high profile investigations, cold case homicides; re-enactments of Police Officer Involved Shootings (OIS), Scientific Investigations (ballistics) and aided in the creation of the Departments Virtual Investigation Team. He is a court qualified gang expert and has testified as an “expert” in drugs and narcotics. He has been a POST (Peace Officer Standard Training) certified instructor for a decade, creating master lesson plans for the future in American law enforcement. Toward the end of his 23-year career with the L.A.P.D., he was the assistant OIC (Officer in Charge) of the Departments record management at Professional Standards Bureau; interacting with the Inspector General's Office, Police Commission, City Officials and City Attorney's Office.

Chate Asvanonda is currently the CEO of gTHIRA Systems, LLC, a small private software firm that created an autonomous intelligence tool for schools, campuses and colleges. The system was built upon guidelines and methodologies produced by the intelligence community in identifying threats and hazards to accurately determine risks to schools (soft targets) and critical infrastructures.

### Safe to Learn Advisory Council

<http://www.safetolearn.com/advisory-council.html>



## STL Advisory Council Member Sgt. Tracy Moore Responded

1. **If you could share one message with all principals about school safety, what would you say?**

School safety is a team effort. To be effective you have to have involvement from administration, faculty, support staff, public safety and parents.



1. **What feature or section on the Safe to Learn Web Site is a monthly “must read” or follow for any Principal?**

The must read section of the Safe to Learn website for principals is the “Safety Guides”. These are resources available to build and implement effective school safety plans.

2. **Based on your experience in school safety/ emergency management, what is one action step a principal could take to change the culture of school safety at their school?**

For a principal to change the culture of school safety at their campus, they must develop a safety committee. This allows staff members to be personally invested in the school's safety plan. It is going to take a team that is integrated into the response plan to be implemented and successful.

### **About Sgt. Tracy Moore, Nevada**

<http://www.safetolearn.com/sgt-tracy-moore.html>

In 2001 I became a Deputy with the Washoe County Sheriff's Office. As a deputy he became field training officer, detention facility fire safety officer and was part of the hostage negotiation team. As a deputy he was able to obtain federal grants to update bio-terrorism personal protection equipment and update the rescue air packs for SWAT and the detention facility.

To further his career, he became a Police Officer for the Washoe County School District Police Department. This was an opportunity for him to bring his training and experience and

*More about Sgt. Tracy Moore, continued on next page*

## **More About Sgt. Tracy Moore, page 2**

apply it to a growing department. He served as a campus police officer and patrol officer. He is also a Training Instructor for Officers in his department. As an instructor for this “team”, they provided training to all the officers of the WCSD in how to prepare and deploy for an active assailant/s in schools. With a global increase in active assailants at education facilities, the WCSD has taken proactive measures by applying the latest training techniques with technology to protect and serve America’s future.

In 2010 he advanced to the special assignment as the Emergency Manager for the Washoe County School District. As the emergency manager, I was also tasked with managing the updating of a secure website database with software designer Visual Imagry, Inc. developers of VIPlanning Software & Online Services. The site contains an abundance of information such as floor plans, evacuation zones, photo mapping, aerial photographs, and school pre-emergency plans.

In 2014 Tracy Moore was promoted to Police Sergeant. He was also the acting Emergency Management Director for the Washoe County School District in 2015.

### **Safe to Learn Advisory Council**

<http://www.safetolearn.com/advisory-council.html>

## Author Ada Rosario Dolch responded

1. **If you could share one message with all principals about school safety, what would you say?**

Every school has a safety plan in a binder somewhere, but what value is a big, wordy plan if no one knows what it is? Now we even have an evacuation plan, a lock-down plan, a 'how to use a defibrillator' plan, and a plan for an in-house emergency. School staff members needed to sit down and take a good look at the safety plans that they have in place. The plans have to be so clearly defined and inculcated into the fabric of the school, staff, and students, that everyone can perform his or her task or take on a responsibility without guidance or direction.



Ada Rosario Dolch ©

2. **What feature or section on the Safe to Learn Web Site is a monthly “must read” or follow for any Principal?**

Let's Talk – ideas for discussion and blogs

3. **Based on your experience in school safety/emergency management, what is one action step a principal could take to change the culture of school safety at their school?**

That's where school culture is critical. Anything on Leadership is of upmost importance. If the leader is not invested/vested nothing will work. If the staff/community does not trust/believe in the school's leadership nothing will matter. Working on trust and working together as a TEAM is a must. The more times we practice, the better prepared we can be.

### About Author Ada Rosario Dolch

<http://www.safetolearn.com/author-ada-rosario-dolch.html>

Ada Rosario Dolch's primary message in *Principles for Principals – Leading the Way to School Safety*, deals with the importance of leadership and trust. On September 11, despite her own personal pain, knowing that her sister was ever present on the 103rd floor of Tower 1 at the World Trade Center; she had to focus on the safety of the students and staff. Her focus on lessons learned still applies to today. Her reflections on leadership can serve as a powerful learning tool for superintendents, principals, assistant principals, teachers, and students in the creation of their own safety plans.

### When Students Are Safe They Can Learn

<http://www.safetolearn.com/principles-for-principals.html>

### Leading the Way to School Safety

<http://www.safetolearn.com/leading-the-way-to-school-safety.html>

### *Principles for Principals Leading the Way to School Safety* by Ada Rosario Dolch

[Store](#) (Retail \$14.95 – Sale \$5.95 – Free to All Principals)

*More about Ada Rosario Dolch, Continued on next page*



## It Takes Time and Practice to Be Prepared

(Interview with Ada Dolch and Gregory Thomas)

<http://www.safetolearn.com/it-takes-time--practice.html>

.... Ada Dolch explained that school staff members needed to sit down and take a good look at the safety plans that they have in place, “the plans have to be so clearly defined and inculcated into the fabric of the school, staff, and students, that everyone can perform his or her task or take on a responsibility without guidance or direction.”

Dolch goes on to explain that it’s time to take safety plans off the shelves and bring them into the classrooms, “Every school has a safety plan in a binder somewhere, but what value is a big, wordy plan if no one knows what it is? Now we even have an evacuation plan, a lock-down plan, a ‘how to use a defibrillator’ plan, and a plan for an in-house emergency.”

## It Takes Training and Practice to Be Prepared

“The more times we practice, the better prepared we can be,” emphasized Ada Rosario Dolch. “Still, it is important that staff knows that they must assess the situation at hand and make decisions for themselves and that everyone is expected to take on a leadership role.”

She explained that as a learning school community their team made a decision, “We would not allow anyone or anything to take away our belief system, our values, or our goals. We discovered that we were strong, we choose to be invincible, and we would overcome. We served to heal, we served as caretakers, we were innovators, and even today we are and will continue to be the messengers. We will be prepared.”

### Reflections:

**The Day After September 11<sup>th</sup> - by Veronica Williams, LCISD**

<http://www.safetolearn.com/the-day-after-911.html>

*We had to hang on to those thoughts and use them as conduits towards a better tomorrow... one that you and I would be responsible for September 12 meant we had to overcome. There is work to be done.” ~ Ada Rosario Dolch*

**The next day still arrived. The day after the very tragic September 11th...September 12th,** is what resonated with me the most overall in the book. The world kept moving, although it felt a little scarier. Life kept going on, but just a little more sadly. God forbid a school is involved in a crisis; however, we always must look forward to the next day. There is hope in the next day. There is peace in the next day. There is strength in the next day. Looking forward to the next day in the middle of a crisis gives us the strength to keep moving and endure so that we can make it to our own “September 12” to show that we, too, can overcome. [Link to the entire essay](#)....

### Links to LCISD Administrators Reflections about Ada Rosario Dolch's Story

[The Day After 9/11](#) | [Observations](#) | [Be Prepared and Be a Leader](#)

[Communication Is Key](#) | [New Safety Check List](#) | [It's Not a Matter of "if" but "when"](#)

"Principles for Principals - Leading the Way to School Safety"

[Free eBook for All Principals](#) | [Store](#)

## Author Lucien Canton

1. **If you could share one message with all principals about school safety, what would you say?**

School safety isn't something extra you do; it needs to be integrated into everything you do.

2. **What feature or section on the Safe to Learn Web Site is a monthly “must read” or follow for any Principal?**

I'd recommend the blogs – current, specific and useful information.

3. **Based on your experience in school safety/ emergency management, what is one action step a principal could take to change the culture of school safety at their school?**

Base your plans on reality not on someone else's idea of a good plan. Be realistic about threats and the resources you have available.



Lucien Canton, CEM ©

### About Author Lucien Canton

<http://www.safetolearn.com/lucien-canton-cem.html>

When Lucien Canton talked his way into the San Francisco emergency operations center to offer his services during the Loma Prieta earthquake he never expected that it would spark a career change that would send him to exotic locations in the Pacific and the Caribbean, involve him in Federal disaster planning at the national level and see him appointed by Mayor Willie L. Brown, Jr in 1996 as the Director of Emergency Services for San Francisco.

Lucien was used to reinventing himself. A career officer who left the Army to travel in Africa and earn an MBA, he had begun a promising career in private security. Nevertheless, following Loma Prieta he joined the Federal Emergency Management Agency and began a new profession as an emergency manager.

### Building Sustainable School Response Teams

<http://www.safetolearn.com/building-school-response-teams.html>

[Store](#) (Retail \$14.95 – Sale \$9.95)

## Author Dr. Cathy Anthofer-Fialon

1. **If you could share one message with all principals about school safety, what would you say?**

School safety is not one person's job. School safety is the responsibility of every single person in and around the school community. It is the responsibility of the Principal to facilitate that knowledge.

2. **What feature or section on the Safe to Learn Web Site is a monthly "must read" or follow for any Principal?**

The "Blog" section is a must read for every school Principal. It contains the latest, cutting edge wisdom on how to protect our most important resource - our students.



Dr. Cathy Anthofer-Fialon ©

3. **Based on your experience in school safety/ emergency management, what is one action step a principal could take to change the culture of school safety at their school?**

The best way to change the culture of school safety is to include everyone in learning what their personal responsibility is to keep our students safe. This includes everyone in the school community and surrounding community.

### About Author Dr. Cathy Anthofer-Fialon

<http://www.safetolearn.com/dr-cathy-anthofer.htm>

Dr. Cathy Anthofer-Fialon is an educator, an innovator, and a leader in violence prevention. She has held leadership roles in higher education, juvenile justice, sexual assault/domestic violence crisis intervention, and empowering both children and adults. Working with Lighthouse School Safety, she currently utilizes her 22 years of working professionally to advise, train, and collaborate with school administrators and like-minded professionals to impact school violence. As the Program Manager for the Grand Traverse County 13th Judicial Circuit Family/Probate Court she works to keep the most vulnerable in her community safe. Her most current project is examining the connections between childhood trauma and delinquency in an effort to design better interventions for these vulnerable youth.

### The Best Response to Violence in Your School Is the Response which Never Has to Happen

<http://www.safetolearn.com/the-best-response-to-violence-in-your-school-is-the-response-which-never-has-to-happen.html>

[Store](#) (Retail \$24.95 – Sale \$16.50)

## Author Denise Langston

1. **If you could share one message with all principals about school safety, what would you say?**  
Have a plan in place. Don't wait, Act now!
2. **What feature or section on the Safe to Learn Web Site is a monthly “must read” or follow for any Principal?**  
I think the blogs are excellent and provide updates for all to read.
3. **Based on your experience is school safety/ emergency management, what is one action step a principal could take to change the culture of school safety at their school?**  
Be prepared and know all your resources.

About Author Denise Langston, Oregon  
<http://www.safetolearn.com/denise-langston.html>

Denise Langston has dedicated her life to helping animals and children. For 15 years she shared her home with numerous foster children, whom to this day still keep in contact with her.

Denise has also been a professional dog trainer for over 30 years and during that time she also rescued thousands of animals, including, dogs, cats, birds, goats, pigs and many other odd critters.

Through her love and kindness for the children and animals, the foster children were able to connect with her and the animals on a very special level. She always taught to give compassion and kindness to all no matter what their history or circumstances are/were. She currently lives on a small farm in Oregon where she still helps children and animals.

## Editor/Writer Elizabeth Hall

1. **If you could share one message with all principals about school safety, what would you say?**

Collaborate with emergency response agencies to develop their plan and practice with them.

2. **What feature or section on the Safe to Learn Web Site is a monthly “must read” or follow for any Principal?**

I think that would be the Blog section if it is kept current.

3. **Based on your experience is school safety/ emergency management, what is one action step a principal could take to change the culture of school safety at their school?**

Very simply: Address it. Bad stuff happens. Create a “Safe to Tell” type of reporting system.



Elizabeth Hall ©

### About Elizabeth Hall, California

<http://www.safetolearn.com/elizabeth-hall.html>

In 2013, Elizabeth Hall began editing emergency preparedness articles and plans for VIPlanning/Visual Imagry, Inc. for their innovative projects in web-based emergency plans for schools and businesses. To date, Elizabeth continues to edit and write for VIPlanning and the *Safe to Learn* Community Project.

Her goal is bringing awareness not only to the importance of emergency preparedness information, but to make it as simple and easy to read and understand above any other documentation or manual ever created on the subject. She, along with staff of Visual Imagry, has a love and excitement for preparing not just their surrounding communities, but for the communities that make up our world.

## Tables & Summary of Answers to 3 Questions

### Question # 1

**If you could share one message with all principals about school safety, what would you say?**

#### Summary:

- Focus on Leadership that includes safety and communicating that school safety must be a priority at each school.
- Creating safety plans and then investing the time to drill and review them is also critical.
- Create a culture of safety (being sure staff, students, teachers feel safe)
- It is also important to involve school resource officers (SRO)/ School Police and when possible first responders.
- Never take anything for granted and think about the unexpected.

### Question # 2

**What feature or section on the Safe to Learn Web Site is a monthly “must read” or follow for any Principal?**

#### Summary:

- The majority all agreed that the Blogs are a must follow
- Reading Ada Dolch’s “Principles for Principals, Leading the Way to School Safety is a must do for all.
- Next, read the Safety Guide Series plus eBooks by Lucien Canton and Rick Tobin
- Monthly check-in favorites included: Let’s Talk; Amazing Educators; Leadership; Links and also reading the web site monthly and discovering new sections

### Question # 3

**Based on your experience in school safety/emergency management, what is one action step a principal could take to change the culture of school safety at their school?**

#### Summary:

- It is critical to build your safety team with trust and respect
- Hold School Board and Principals responsible and let the community know that the “buck stops” with them
- Educate and involve families and community in school safety
- Include First Responders and School Resource Officers (SRO)/ School Police Officers

Table 1: Question #1

**Question 1**

If you could share one message with all principals about school safety, what would you say?

Responses to Question #1	Totals	KC	AM	RD	JO	TH	BT	CA	ND	TM	AD	LC	CF	DL	EH
Create an Environment/ Culture of Safety	3	1	1						1						
Leading a school safety program will add to the workload for the principal and Assistant principal...and it is critical to invest more time in school safety	1								1						
Put everyone on notice that safety is <i>everyone's</i> responsibility	1								1						
Create Safety Plans and invest in planning and drills	3	1					1							1	
Safety Leadership (Remember to think about their hearts, minds and Souls)	2	1											1		
Bring awareness to the risks in the world via reading, math, languages, science, geography, history, etc. (Art too)	1		1												
P4 - Personalizing school safety, including the personnel, pupils and parents	1			1											
Coordinate emergency planning with first responders	2				1										1
Think about the unexpected	2					1		1							
Conduct a school vulnerability assessment & keep it updated	1							1							
All districts are different – keep talking, learning & communicating	1										1				
School safety isn't something extra you do; it needs to be integrated into everything you do	1											1			
School safety is everyone job and responsibility – involve them!	3									1	1		1		
Practice and Drill your emergency plans and procedures	2										1				1

**Summary:**

- Focus on Leadership that includes safety - it is critical and must become a priority for each school.
- School safety is a team effort and it's import to involve administration, faculty, support staff, public safety and parents
- Create safety plans and then investing the time to drill and review them is also critical.
- Create a culture of safety (being sure staff, students, teachers feel safe)
- Involve school resource officers (SRO)/ School Police and when possible first responders.
- Never take anything for granted and think about the unexpected.

Table 2: Question #2 Chart

**Question 2:**

What feature or section on the Safe to Learn Web Site is a monthly “must read” or follow for any Principal?

Responses to Question #2	Totals	KC	AM	RD	JO	TH	BT	CA	ND	TM	AD	LC	CF	DL	EH
Read Ada Dolch’s book - “Principles of Principals, Leading the Way to School Safety	2			1				1							
The principal or his/her designate ought to actually review the website in its entirety at least once a month	1								1						
Read updates from the Amazing Educator Section	1	1													
Read current blog(s) from the Blog Section	8	1	1		1						1	1	1	1	1
Read article about Let’s Guide Safety	1	1													
Read a Safety Guides or new eBook (Lu Canton – Rick Tobin)	3	1						1		1					
Checkout the Leadership Section	1	1													
Read Founder’s articles (and blog)	1		1												
Ask them to read the 4 Don’s and Do Nots about Fire Safety	1					1									
Schedule a Monthly check-in to site and find what interests you – be faithful and share information with staff	1							1							
Read Let’s talk and share information with staff	1								1		1				

**Summary:**

- A majority agreed that the Blogs are a must follow
- Reading Ada Dolch’s “Principles for Principals, Leading the Way to School Safety is a must do for all.
- Next, read the Safety Guide Series plus eBooks by Lucien Canton and Rick Tobin
- Monthly check-in favorites included: Let’s Talk; Amazing Educators; Leadership; Links and also reading the web site monthly and discovering new sections



### Table 3: Question #3 Chart

#### Question #3:

Based on your experience in school safety/emergency management, what is one action step a principal could take to change the culture of school safety at their school?

Responses to Question #3	Totals	KC	AM	RD	JO	TH	BT	CA	ND	TM	AD	LC	CF	DL	EH
Ask - What is one step we (principals/APs) can take to change this safety culture in the school?	1								1						
Discover "how safe is my school" by asking staff and teacher questions (page 5)	1								1						
Create a community of inclusion and respect	3	1							1				1		
Build a Team with trust and respect	5	1							1		1	1	1		
Make School Boards and Principals responsible and let the community know that the "buck stops" with them	3		1						1				1		
Educate & Involve family and community in school safety	3		1						1				1		
Assess the risks, plans and status of preparedness	1		1												
Put everyone on notice that safety is <i>everyone's</i> responsibility	1								1						
Each principal needs the safety culture to be powered by P to the 3rd power = P4 + P3 (people, processes, and partnerships) = creating and sustaining a culture of school safety and resiliency.	1			1											
Create a "Safe to Tell" type reporting system	2				1										1
Leadership! Remember the head person (Principal/AP) sets the tone for safety and leadership	2					1				1	1				
Make Sure you have a REM (EM Plan) and Drill	1						1								
Include first responders and school RSO / police	3						1	1					1		
Understand school's threat environment	2							1				1			
Be Prepared and know your REAL resources	3									1	1			1	
Principals must create a safety committee and lead the team	1										1				

Summary for question #3 is on the following page

Summary: Question #3:

Based on your experience in school safety/emergency management, what is one action step a principal could take to change the culture of school safety at their school?

**Summary:**

- Principals need to lead and create a safety committee for each school
- It is critical to build your safety team with trust and respect
- Be prepared and know all your resources
- Create a community of inclusion and respect
- Hold School Board and Principals responsible and let the community know that the “buck stops” with them
- Educate and involve families and community in school safety
- Include First Responders and School Resource Officers (SRO)/ School Police Officers

## Rekindle Your Commitment to Leadership and Safety Today

“It is time to rekindle your commitment to leadership and renew your commitment to safety and learning outside and within the classroom.”~ [Kay Karr](#)

*Safe to Learn* features authors and educators dedicated to school safety, the protection of our children and life-long learning. Their willingness to share personal lessons learned, and have open discussions around difficult decisions allows us to learn from their lessons.



Kay Karr ©

*Safe to Learn* also feature authors and educators that inspire learning and literacy by sharing their skills experiences, with colorful stories of history; travel adventures; flavors of healthy cooking; as well as tales that may make you laugh or even cry.

Start today and invest one hour a month with *Safe to Learn*.



## Founder Safe to Learn Dolores E. Beaugez

The Safe to Learn Founder's answers to the 3 Questions.  
Her answers are not included in the summary of answers on pages 29-33

**1. If you could share one message with all principals about school safety, what would you say?**

Our world has changed substantially.... I believe that school administrators (principals and assistant principals) must apply new, successful solutions to integrate safety and inspiration into every aspect of education.

The *Safe to Learn* Team has discovered that one way to support school safety programs is to provide information that inspires leadership. This includes designing information easily shared with principals, assistant principals and teachers, who then can include the solutions in monthly school projects, as well as provide historical and educational facts to stimulate discussions in classrooms, as well as supporting academic requirements.

**2. What feature or section on the Safe to Learn Web Site is a monthly “must read” or follow for any Principal?**

I believe that ever principal needs first read Ada Rosario Dolch's *Principles for Principals – Leading the Way to School Safety*. When *Safe to Learn* was launched Ada and the *Safe to Learn Team* gifted *Principles for Principals* to every principal for FREE. Her breakthrough book details the importance of leadership and trust if communities truly want to protect their children against 21st Century threats.

Next I recommend investing 30 minutes a month and read the Safety Guide Series, including the books by Lucien Canton, Rick Tobin and Dr. Cathy Anthofer-Fialon. We are packing the series together as a special stating June 216 through September 2016.

*Safe to Learn* [Leadership and Safety Series](#), The *Safe to Learn* Calendar is FREE – featuring events and resources starting in June 2016- through September 2017.

Next, I suggest investing 30 minutes a month reading the information contained on the web site, It's easy, just start with a section. For example, start a [round table](#) discussion and welcome staff. Take a few minutes to review the information (discussion topics) in the [Let's Talk](#) Directory. Also review [Links](#); [Leadership](#); and [Amazing Educators](#).

If they want to discover more about current topics and the world - Blogs are amazing! Author and Artist Phillip Martin, [The Mural Man](#), has just returned from Liberia painting 2 murals ([#43](#) and [#44](#)) with [Ebola survivors](#). Link to [Directory](#) of his blogs. Two must reads are the story of a high school artist named [Patrick](#) and [The Bitter with the Sweet](#). Marin has painted 45 murals on 4 continents and 20 countries.

There is even information to share with teachers because *Safe to Learn* features authors that inspire learning and literacy by sharing their skills with colorful stories of history; [travel adventures](#); discovery of the flavors of foods [from around the world](#) and also [healthy cooking](#); as well as tales filled with imagination and inspiration.

We will also be adding materials and forums designed to reawaken our commitment to lifelong learning. *Safe to Learn* also features Nancy Stewart's [Sing with Our Kids](#) project that promotes literacy and Nancy Hanauer Founder of [Hop to Signaroo®](#), featured the benefits of sign language (ASL).

**3. Based on your experience in school safety/emergency management, what is one action step a principal could take to change the culture of school safety at their school?**

Let's make this world a better place for everyone and together, let's set an example.

Start today and invest one hour a month for the next 12 months with *Safe to Learn*.

<http://www.safetolearn.com/select-one-action-item-to-support-the-safe-to-learn-community-project.html>

Start today and invest one hour a month with Safe to Learn.

1. **Select one action item today and support the *Safe to Learn Project*:**  
[Start today by ordering](#) and reading Ada Rosario Dolch's eBook, *Principles for Principals - Leading the Way to School Safety*.
2. Let the principal at your child's school know that Ada' Rosario Dolch's eBook **is now available for [FREE to every principal in America](#)** as a gift from Ada Rosario Dolch, her family, and the entire *Safe to Learn Team*. Please explain that each principal can register; fill out the questions; and receive their free eBook - the link is on the [Principals Community Page](#).
3. Invest the time to download and watch the award winning 25-minute documentary ["Why Plan?"](#) produced by Kay Karr and Responsive Learning team. It is also available FREE for principals for a limited time too - the link is on the [Principals Community Page](#).
4. **Discover how the [Safe to Learn Project](#) can easily be incorporated into any school's safety program.**
5. Read how and why our [Leadership and Safety Series](#) for principals, assistant principals, and teachers have evolved and how they can support school safety programs and provide way to support safety education in the classroom.
6. Take a few minutes to review [Let's Read](#) and check in weekly for new resources and ideas. Each month we will feature Authors and books in [Must Reads](#).
7. Start a [Round Table](#) Discussion or look for resources to support discussions in the [Let's Read](#), [Let's Talk Safe to Learn](#) or references [Links & Resources](#).
8. Read and follow our Blogs - [School Shootings - What Have We Learned?](#); [My Dream of a Nation Prepared](#); [And How Are the Children?](#); [Preparedness Directory of Blogs](#); or [Wander My World with Me](#) (Directory of Blogs Phillip Martin, [The Mural Man](#),
9. [Contact Safe to Learn](#) if you have an idea an article or topic for "Let's Talk." Please email us links or other resource information we can share too!

10. [Contact Safe to Learn](#) if you have an idea for an eBook that can help support safe and secure learning environments for schools, charter schools, private schools, home schooling or any other learning environment that promotes safe learning.
11. Download the 2015-2016 [Calendar](#) and contact us with suggestions for the next calendar.  
**Our 2016-2017 Calendar will be available by June 15, 2016.**
12. Let others know about the *Safe to Learn* Project and ask them to ask others to get involved.
13. Buy a book, support the Safe to Learn Community Project and help make a difference so all children can be safe to learn. [STORE](#)
14. Look for our *Safe to Learn* Face Book page and share a story about being *Safe to Learn* or simply saying, "Let's be Safe."

<http://www.safetolearn.com/select-one-action-item-to-support-the-safe-to-learn-community-project.html>

## Background: Why Safe to Learn? Interview with Founder of the Safe to Learn Community Project Dolores E. Beaugez

*Link to Complete Interview with Dolores Beaugez, MA (Dee), Washington*  
<http://www.safetolearn.com/why-safe-to-learn.html>

Every day we send our children and grandchildren to school, assuming they are safe to learn; yet, the frequency and severity of school violence, bullying, human-caused incidents and natural disasters affecting school children are escalating. It is time that every one of us work to together so every child attending school is truly provided the opportunity to be safe to learn.

Originally from Nevada, Dolores E. Beaugez, is the Founder of the *Safe to Learn* Community. She is married with two daughters and they have lived in Washington State since 1999. For the past six years she has gathered a strong team of talented school administrators, school safety experts and experienced educators from California, Colorado, Nevada, New York, Oregon, Tennessee, Texas and Washington. This brilliant cadre created leadership materials that are making amazing changes to the way school administrators approach school safety.

Beaugez believes leadership drives school safety. "Our world has changed substantially. I believe that school administrators (principals and assistant principals) must apply new, successful solutions to integrate safety and inspiration into every aspect of education."

More than 250 people have volunteered since 2011 to help with the *Safe to Learn* Pilot Project, including the 10 members of the [Safe to Learn Advisory Council](#), "This powerful group of professionals guided and assisted in the development of cutting-edge tools, as well as producing eBooks about leadership, safety, and lessons learned from past crises. These valuable lessons came from each author's personal experiences as leaders in schools during and after major human-caused terrorism, human-caused incidents, natural disasters and also active shooter incidents."

Lamar Consolidated Independent School District in Rosenberg, Texas was selected as the school district to participate in the *Safe to Learn* Pilot Test starting in 2013. Because of [Principal Irma Nurre's](#) commitment to leadership and school safety, she has served as the Team Leader for *Safe to Learn* Community Pilot Project at Lamar CISD since Fall 2013. She also believes without safety, learning is more difficult to achieve. "We have to educate students about choices and how these choices will impact their lives and their future."



“We discovered that one way to support school safety programs is to provide information that inspires leadership. This includes designing information easily shared with principals and teachers, who then can include the solutions in monthly school projects, as well as provide historical and educational facts to stimulate discussions in classrooms, as well as supporting academic requirements.

*Safe to Learn* launched this new endeavor gifting Ada Rosario Dolch’s *Principles for Principals – Leading the Way to School Safety* to every principal for FREE. Her breakthrough book details the importance of leadership and trust if communities truly want to protect their children against 21st Century threats. Read about [Ada Rosario Dolch's book](#) and then select “[FREE](#)” to register download her free book.

For example, *Safe to Learn* provided a copy of Ada Rosario Dolch’s *Principles for Principals, Leading the Way to School Safety* to the principals and assistant principals at Lamar Consolidated Independent School District in Texas. It did not take long before many of [principals and assistant principals shared their reflections](#). They explained that her story and solutions changed their perspectives about school safety. That awakening made them even more aware of their leadership roles in school safety.”

Next, the *Safe to Learn* Team contacted subject matter experts willing to support this new safety movement with their stories and experiences. They each supported the idea of developing the *Safe to Learn Leadership & Safety Series*. The focus remained: share with staff and teachers so they can refine leadership skills as an enhancement to inspired learning. “The school comments proved how Ada Rosario Dolch’s story truly rekindled a deep commitment to leadership, service and school safety at each school.”

Beaugez became confident of the timing to expand the *Safe to Learn* Project. “I started by increasing our staff and contributors. I requested all principals or assistant principals to participate in the next phase of the [Pilot Project at Lamar Consolidated Independent School District](#). I asked my most trusted mentors to serve on the [Safe to Learn Advisory Council](#). By October 2015, I gathered together authors who have written more than twenty books in order to finally introduce the *Safe to Learn* public web site.”

*Safe to Learn* opened an online store of resources, featuring authors and film makers dedicated to school safety and the protection of our children. Their willingness to share personal lessons learned and provide open discussions around difficult decisions allows everyone to profit from their solutions.

*Safe to Learn* is also currently featuring three authors books from the *Safe to Learn* [Leadership and Safety Series](#) for sale in our [store](#):

- Lucien Canton's [Keeping It Real: Building Sustainable School Response Teams](#); Dr. Cathy
- Anthofer-Fialon's [The Best Response to Violence in Your School is the Response which Never Has to Happen](#);
- and Rick Tobin's series *Ten Tips for Teachers for Safer Schools* for [Elementary \(K-6\)](#) | [Middle School & Junior High School](#) | [High School](#).

Our team is currently revising the original eBooks in the [Leadership and Safety Series](#) and they will be available by June 15, 2016.

*Safe to Learn* also features authors that inspire learning and literacy by sharing their skills with colorful stories of history; [travel adventures](#); discovery of the flavors of foods [from around the world](#) and also [healthy cooking](#); as well as tales filled with imagination and inspiration. We will also be adding materials and forums designed to reawaken our commitment to lifelong learning.

*Safe to Learn* author [Phillip Martin](#) summarized the *Safe to Learn* Community Project by reminding us that nothing can be accomplished alone, "Everything we do can be summed up in one word. Let's. It isn't done alone. We need to work together. Let's share. Let's teach. Let's explore. Let's taste. Let's save. Let's recycle. Let's accept. Let's be safe. Let's make this world a better place for everyone. Together, let's set an example."

*The Safe to Learn* Project is not funded by grants, federal funding, or any government agency. Beaugez explained that the *Safe to Learn* project is currently funded by the sales of books and products offered exclusively in the *Safe to Learn* [store](#). "Your support provides funding so our talented authors can also develop other leadership tools for teachers, administrators and students. Let's work together so all children can always be safe to learn.

Interview with Dolores E. Beaugez, MA  
Founder of *Safe to Learn*, Washington  
Published by Visual Imagry, Inc. and Distributed as a *Safe to Learn* Community Project  
Email: [dbeaugez@visual-imagry.com](mailto:dbeaugez@visual-imagry.com)  
Office: 425.881-1945 (Washington, USA)

## **(TEPSA) Conference**

Texas Elementary Principals and Supervisors Association  
Serving Texas School Leaders - June 15-17, 2016 - Austin, Texas

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### **School Safety - Are You Ready?**

by Irma Nurre,  
Principal of Wertheimer Middle School, Richmond  
&  
Sonya Sanzo  
Principal of Wessendorff Middle School



Irma Nurre ©



Sonya Sanzo ©

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“School safety is one of the most important elements of our job. Without safety, learning cannot happen. Come and discover all of the easy to follow guides and tools available that will change the way school administrators approach safety.”~ Irma Nurre

## Safe to Learn TEPSA Special Includes: Leadership & Safety Series - [STORE](#)

1. ***Principles for Principals - Leading the Way to School Safety***  
by Ada Rosario Dolch



Start the Leadership and Safety Series by reading *Principles for Principals – Leading the Way to School Safety*. Ada Rosario Dolch reinforces her message by reminding principals about the importance of leadership and keeping students safe and secure so they can learn! “Every single school staff member has to have the same commitment, when students are safe and secure they can learn; and it’s our job to keep students safe and secure while they are entrusted to our care.”

2. **Safety First - #1**

Safety First is the first of the Safety Guides and contains a simple checklist of information that is designed to reinforce why it is so important that certain campus specific information be updated the first month of each school year. The checklist includes suggestions such as campus contacts, buddy lists and facility information. It also acts as a reminder that all campus-specific information and data must be accurate, up-to-date and distributed as soon as possible. It is also a reminder to check the school floor plan and be certain that it is also accurate.

3. **Safe to Learn - Leadership & Safety Calendar - #2**

The calendar is designed for principals and assistant principals to be shared with teachers and staff. It includes resources, references and links to many nationally recognized health, safety and educational events starting in June 2016 through September 2017. The calendar is designed to support school safety events, national safety campaigns and to provide resources via links to all types of information focusing on leadership, safety and education. Also included are motivational quotes submitted by principals and assistant principals; links to national safety and health events; and other resources such as lists of books and training materials.

4. **Fire Drills Build Leadership - #3**



It was originally created to outline the importance of school drills and focus on the history and role fire drills play in building leadership skills. The main focus is on the importance of school fire drills, as well as other types of drills, and shares real life experiences about how practicing fire drills help build leadership skills and trust. It also includes Dr. Tom Horton’s account of the 1923 Cleveland Fire and helps explain why fire drills became required for all schools in America.

## Leadership & Safety Series, page 2

### 5. **Building & Campus Safety - # 4**

This workbook provides simple tasks designed to focus on various ways to view and discover many details about your school building(s) and campus.

### 6. **Keeping It Real: Building Sustainable School Response Teams - #5** by Lucien Canton, CEM



Canton stresses the importance of team members working together, "Response is not about individual effort. Effective response combines the effort of many people working together towards a common goal. But putting together a good team during a crisis is extremely difficult. The more preparation you give your team, the better your response. *Keeping It Real: Building Sustainable School Response Teams* provides a blueprint for putting together and sustaining an effective school response team."

Topics include: Leadership, Collaboration: Building Sustainable Teams & Response Strategies

### 7. **Ten Tips for Safer Schools (Elementary Schools – MS & JH – High Schools)** by Rick Tobin



The original purpose of *Ten Tips for Teachers for Safer Schools* was to provide principals with a simple *Safety Guide* designed to be shared with teachers at the start of each school year.

During 2015, Rick Tobin expanded the scope of this concept and enhanced the project by taking the original text and refocusing on the Elementary School (K-6), Middle School/Junior High, and Senior High levels, as each requires a unique approach, and all build on a continuum of excellence and understanding as the students' progress through the grades. The final target users are the classroom teachers who have asked, "How do I meet the requirements to keep my students safe and still make the topic relevant and interesting for students, parents and for me, as a facilitator of safety?"