

Safe Schools Against Violence in Education

CHARTER SCHOOL-WIDE SAFETY PLAN

ICAHN CHARTER SCHOOL 3

1500 Pelham Parkway
Bronx, NY 10461

September 2019

Resource: Guidance Document for School Safety Plans, at the Student Support Services Team Internet site – www.emsc.nysed.gov/sss/

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1. INTRODUCTION

The Safe Schools Against Violence in Education Act (SAVE) became law in New York State on July 24, 2000. The law requires Local Education Agencies (LEAs) to spell out how they will respond to acts of violence and other disasters through prevention, intervention, emergency response and management.

Schools are at risk of acts of violence and natural and man-made disasters. Emergencies in schools must be addressed in an expeditious and effective manner. The ICAHN CHARTER SCHOOL 3 -Wide Safety Plan, which includes a comprehensive Emergency Response Plan, was developed to prevent or minimize the effects of serious violent incidents and emergencies, to facilitate coordination with local resources in the event of such incidents or emergencies, and generally to give direction in situations involving the safety of the school community. Planned and practiced responses to emergency/crisis situations may mean the difference between life and death.

The ICAHN CHARTER SCHOOL 3 supports the SAVE Legislation and has committed to full and active participation in the planning process. The Principal encourages and advocates on-going charter school-wide cooperation and support of Project SAVE.

In the continuing efforts to ensure the safety and security of all students and staff, the New York City Department of Education has also established guidelines to be followed by all community-based organizations. These guidelines are based on both the Department of Health Code *Article 47.25 Health; Emergencies* and the Administration for Children's Services Division of Child Care/Head Start's *Emergency in Elementary Schools*.

Each School should have a written School Safety Plan that provides specific and detailed procedures for responding to a range of incidents including, but not limited to: Fire Emergencies, Evacuation procedures, Hazmat (hazardous materials), Disasters, Shootings, Bomb Threats, Kidnappings, and Hostage Situations

The Board, and the Principal are to regularly review the School Safety Plan, the evacuation procedures, notification of parents/emergency contacts, medication handling and administration, issuance of first aid kits, fire safety, and emergency communication equipment. In addition, well-defined policies are to be established regarding the supervision of children beyond the program's regular hours of operation or the release of children to designated emergency caregivers when parents are late. These policies and all previously identified areas are to be regularly reviewed and annually communicated in writing to both parents and staff.

SECTION I: GENERAL CONSIDERATIONS AND PLANNING GUIDELINES

A. Purpose

The ICAHN CHARTER SCHOOL 3 Safety Plan was developed pursuant to Commissioner's Regulation 155.17, and NYC-DOE guidelines. At the direction of the Board of Trustees, the Principal appointed a Charter School-Wide Safety Team and charged it with development and maintenance of the Charter School-Wide Safety Plan.

B. School Teams

School Safety Team – In accordance with Section 155.17(c)(13), the ICAHN CHARTER SCHOOL 3 has created a Charter School Safety Team consisting of representatives of the teachers, administrators, parents, and school safety personnel. As the school serves K-8 children a student representative was not included. The members of the team, and their positions or affiliations are shown in **Table 1**. The members of the team and their positions or affiliations are as follows:

Table 1 – Charter School School-Wide School Safety Team			
NAME	TITLE	BUS. PHONE	HOME PHONE
Marcy Glattstein	Principal of Icahn 3	718 828 0034	914-571-1613
Michelle Allen	Principal of Icahn 4	718 828 0034	
Danielle Masi	Principal of Icahn 5	718 828 0034	

Emergency Response Team - In addition, the school has identified team members and other staff members who will comprise an On-Site Emergency Team. This team will be responsible for executing the School-Wide Safety Plan, including post-incident response in times of crisis. The members of this team and their positions or affiliations are shown in **Table 2** as follows:

Table 2 – Charter School On-Site Emergency Response Team			
NAME	TITLE	BUS. PHONE	HOME PHONE
Nicole Patrignelli	Staff Developer	718 828 0034	8452481767
Joanna Campos	Counselor	718 828 0034	6463098093
Tiffany Lande	Counselor	718 828 0034	8455423005
Cathleen Mehamed	Staff Developer	718 828 0034	9144333694
Sherril Taylor	Staff Developer	718 828 0034	9149249771
Krystine Melicio	Counselor	718 828 0034	9145825456
Chris Verado	Facility Manager	718 828 0034	7188101767

C. Concept of Operation

The ICAHN CHARTER SCHOOL 3 Safety Plan provides protocols, which guide the development and implementation of the School's Emergency Response Plan. These protocols insure linkage between the two plans as they describe actions to be taken in various emergencies.

The methodology used to develop the Charter School-Wide Safety Plan, involved the

formation of the school safety plan development team. Team members used the sample plan in the “Guidance Document for School Safety Plans” for the plan’s structure then developed the key elements of the plan based upon the involvement of the community and student behavioral and community crime-incidence data. ICAHN CHARTER SCHOOL 3 has a School-Wide Safety Plan that has been approved by the Board of Trustees. School leaders believe that most effective safety activities are developed at the school level. The school plans its activities in a collaborative effort of teachers, administrators, parents, and other community members. The school identifies a staff person to complete the duties of a facilitator of school safety. Staff members meet three times a year to share information regarding successful prevention/intervention activities. Yearly members of the School Safety Team conduct a physical safety inspection, and review the School-Wide Safety Plan. The impact of student behavior, as contained in the school’s data base is included in the review process.

In the event of an emergency or violent incident, the initial response to all emergencies at the charter school will be by the Principal, who will activate the school’ On-Site Emergency Response Team. Upon the activation of the On-Site Emergency Response Team, the Principal or his designee will notify, when appropriate, local emergency officials. City, County and State resources providers may be called to provide additional services.

Emergency Chain of Command

First In the Chain of Command

Name and Title: Marcy Glattstein, Principal of Icahn 3

Telephone #: 718-716-8105

Cell Phone #: 914-571-1613

Email Address: mglattstein@ccics.org

Responsibilities During Emergencies:

1. Coordinate Staff and handle all contact with Public Safety personnel (NYPD, NYFD, EMS).
2. Distribution of emergency contact binders to teachers.
3. Act as a communication liaison between the Principal, staff and parents.
4. Coordinate room by room sweep in case of evacuation.

Second In the Chain of Command

Name and Title: Michelle Allen, Principal of Icahn 4

Telephone #: 718-716-8105

Cell Phone #:

Email Address: mallen@ccics.org

Responsibilities During Emergencies:

1. Coordination of parent contacts.
2. Assist with room by room sweep in case of evacuation.
3. Coordinate distribution of emergency contact binders

Third In the Chain of Command

Name and Title: Danielle Masi, Principal of Icahn 5

Telephone #: 718-828-0034

Cell Phone #:

Email Address: dmasi@ccics.org

Responsibilities During Emergencies:

1. Coordination of all teaching staff during emergencies
2. Distribution of emergency contact binders
3. Assist in room by room sweep in case of evacuation

D. Plan Review and Public Comment

Pursuant to Commissioner's Regulation, Section 115.17 (e)(3), portions of this plan were made available for public comment prior to adoption. They were presented at an open night for parents, held in August, 2011 then will be made available during the period until the September 2011 Board of Trustees meeting. The plan will be formally adopted by the Board of Trustees meeting in September 2011 and a full copy will be submitted to the New York State Education Department following approval. Any amendments will be submitted within 30 days of their adoption.

Full copies of the School-Wide Safety Plan were supplied to local Police and Fire Departments within 30 days of adoption. In addition, a copy of the School-Wide Safety Plan summary will be made available by contacting the Principal. Legislation requires that the school's School-Wide Safety Plan shall be confidential and shall not be subject to disclosure under Article 6 of the Public Officers Law or any other provision of law, in accordance with Education Law Section 2801-a.

This plan will be reviewed periodically throughout the year and will be maintained by the School Safety Team. The required annual review will be completed on or before July 1 of each year.

E. Educational Agency Information

The ICAHN CHARTER SCHOOL 3 is the sole educational agency required to follow this School-Wide Safety Plan.

The school employs approximately 32 staff both full- and part-time, and serves 324 students for the 2017-18 academic year. Student transportation needs are consistent with the Department of Education requirements. The key official of ICAHN CHARTER SCHOOL 3 is Danielle Masi 718-716-8105

F. Daily Security Procedures

ICAHN CHARTER SCHOOL 3

Legal Name of Site

1500 Pelham Parkway, Bronx NY 10461

Address of Site including Zip Code

718-828-0034

718-294-6596

mglattstein@ccics.org

Telephone #

Fax #

Email Address

Total # of Students Enrolled at Site: 324 times three schools- Total 972

The building's hours are 7:00 A.M. to 8:00 P.M.

The switchboard's daily operations begin at 7:45 A.M.

1. Establish the time when the building is to be opened and closed. The hours should be posted at all doorways.
2. Determine when the administrative designee will be at the switchboard to receive incoming calls and to make emergency calls.
3. Classroom doors may be closed while the children are in attendance but never locked.
4. Check all locks on doors and windows.
5. Check all pathways to doors to ensure free access.
6. Check all doors to ensure they function properly and lock.
7. Check security alarm system to make sure it is operating.
8. Lock all rooms at night.
9. Determine the building is secure at the end of the day.

G. Emergency Equipment

1. Inspect the first aid kit monthly and replace materials as soon as possible;
2. Maintain a cell phone or walkie-talkie system for the director and board chair to utilize in the event of telephone service disruptions;

3. Maintain battery operated flashlights;
4. Maintain a battery operated radio to listen to emergency broadcasts;
5. Check that all fire exits, fire extinguishers, and fire and smoke alarms are working properly at all times. The school must cooperate with the Fire Department inspections and implement corrective actions immediately;
6. Maintain medication storage facilities and records. During an evacuation the designee should, if possible, remove the medication to a safe place; and,
7. If possible, ensure that important paper and computer files are “backed up” and stored in duplicate at an off-site secured location. This includes contact information for both children and staff.

SECTION III: RISK REDUCTION/PREVENTION AND INTERVENTION

Risk Reduction, Prevention and Intervention is comprised of activities that are taken prior to an emergency or disaster to eliminate the possibility of the occurrence, or reduce the impact of such emergency should it occur.

A. Prevention/Intervention Strategies

The Charter School Safety Plan includes strategies for improving communication among students, and between students and staff, and reporting of potentially violent incidents, such as the establishment of youth-run programs, peer mentoring, conflict resolution, creating a forum or designating a mentor for students concerned with bullying or violence, and establishing reporting mechanisms for school violence in accordance with Section 155.17(e) (1)(xvii).

1. Program Initiatives

A school culture that supports positive learning opportunities for all children is critical. This entails assessing special needs among students who behave inappropriately, referring them to appropriate services and interventions as needed, supporting the development of skills for future employment, and developing working relationships with parents, families and communities.

Young people have a variety of emotional needs, which they bring to school. Some of these needs may be met in school through encounters with peers and school staff, while others require proper assessment and referral to community services. If these needs are handled effectively, students are less likely to engage in negative behavior.

Child Safety, developed at the National Center for Missing and Exploited Children, (www.missingkids.com/missingkids/) will be presented to children in all grades. Skills training will be offered to students and staff, as appropriate, in social interaction, problem solving, coping, communication, resisting peer influence, substance abuse prevention, understanding values, respect for individual differences, countering bias, anger management, conflict resolution, and peer mediation. Instruction and skills training can be effectively combined using interactive and engaging learning strategies. A grade-level training matrix for student training will be developed the Principal and will be reviewed annually. A schedule of training opportunities will be communicated through building-level publications such as newsletters, and handbooks.

Other Initiatives - The ICAHN CHARTER SCHOOL 3 also has initiatives in place for prevention of violence and intervention for children who exhibit or are at risk for violent behaviors.

- **Guidance Services.** Teachers refer students to the School Guidance Counselor as needed. The counselor meets with targeted students for individual, group and family counseling, working with children in the context of family, school, peer and community systems. He/she ensures effective intervention practices by observing students in the classroom setting, developing a relationship with parents and building relationships with outside community-based organizations for additional services. Interventions provided by the social worker also include conflict resolution and peer mediation.
- **After-School Program.** While offering greater supervision for any parents who have to work and cannot pick up their children at the end of the school day, Extended Day provides an additional outlet for students through remediation and recreation. Our hours are between 4 and 6 pm.
- **Code of Conduct.** Developed by the school staff, the Code of Conduct identifies key players, sets expectations for appropriate school conduct, and defines consequences for parents, students, and staff at the ICAHN CHARTER SCHOOL 3. Code of Conduct is enforced as needed by teachers and staff within the school.

2. Training, Drills and Exercises

Multi-Hazard Training - In accordance with Section 1.55.17(e)(1) (xiv), The ICAHN CHARTER SCHOOL 3 will provide multi-hazard school training for instructional and non-instructional staff members and students through a combination of full-scale drills, tabletop exercises and staff development programs. Such training will include review of the School-Wide Safety and On-Site Emergency Response Plans, available in each room at the beginning of the school year and/or at the time of hire by all instructional and non-instructional staff, including substitute staff. In addition, violence prevention and crisis intervention training will be provided to the instructional and non-instructional staff as part of the school's professional development plan program. Additional training may be required via workshops that provide instruction in relevant disciplines, such as proper restraint techniques and the de-escalation of violent incidents.

Increase of student awareness and preparedness will occur through the implementation of activities during Fire Prevention Week in the fall, and the week prior to the spring break. During those two weeks, all students will participate in classroom activities, one general assembly and receive **Child Safety** training.

The ICAHN CHARTER SCHOOL 3 employs a school safety person, who supervises the sign-in table, provides identifying passes to visitors, directs visitors to their destinations, monitors the visitor traffic in the building, and ensures that visitors sign out and return their passes upon leaving the building.

Working relationships with local police regarding the implementation of school safety and security have been established and will continue to be developed and strengthened.

The School-Wide Safety Plan is distributed to all staff members each year. Planned and practiced responses to emergency/crisis situations occur regularly so that school personnel are prepared the following situations: fire, bomb threat, environmental threat, extraordinary event/crisis, school security (violence, weapons, intruders), drugs and alcohol, child abuse, medical emergencies, and death in the community. Such emergency drills occur as both planned and unplanned practices at various times of the day and are recorded each year.

Training, drills, and exercises are reviewed annually in coordination with the local fire and police department to assess the viability of the procedures for each type of emergency situation. All drills are timed by the Principal or designee to assess improvement over time. The drills are reviewed by the School Safety Team to assess timing, coordination, and performance of key personnel. The Principal or designee is responsible for monitoring duration and efficacy of each drill. The Principal or designee to the School Safety and On-Site Emergency Response Teams

Review and Conduct of Drills - In accordance Section 155.17(e)(1)(xv), the ICAHN CHARTER SCHOOL 3 shall hold and evaluate fire drills (12), emergency evacuation drills (2), intruder drills (2), and other drills as deemed necessary to ensure that all students, faculty members, and other staff are familiar with each drill so that it can be activated and accomplished quickly and efficiently. These drills will be held at regular as well as inopportune times, and will utilize a variety of blocked exits, as appropriate, to take care of almost any situation. Each member of the faculty shall take his/her attendance register or class record when a drill is conducted. Immediately upon arrival at a prescribed point, the faculty member shall check the students to see that all students are present. A report of absentees shall be made immediately to the Principal or designee. Drills will involve, if applicable, by local emergency responders at the NYC 49th Police Precinct, Bronx, NY 10461 (718-918-2000).

The evaluation of all drills will be conducted after each and every drill. Evaluation records will be kept for each drill, including the times for the evacuation of the facility, in order to ascertain whether or not the drill is running in a timely manner and according to plan. Administrative staff and other observers will be placed to evaluate the student and staff participation in order to make recommendations for the improvement of these drills.

Participating in emergency preparedness drills empowers young children to feel more in control of situations that are otherwise frightening and disorienting. When appropriate, "Stop, drop and roll" exercises should be conducted with the children, along with lessons regarding fire safety at home and in school. Encourage children to talk about their concerns. Reassure children that the program staff is doing everything possible to keep them safe. Fire and evacuation drills must be conducted 8 times per year with staff, volunteers and children.

During a drill everyone must leave the building immediately. The following steps should be taken:

1. At the sound of the signal, the staff directs the children to stand.
2. Teacher assistant/aide leads the children to the exit.

3. Teacher takes up a position that will ensure calm, orderly, and quick exit.
4. The Teacher closes the classroom doors to prevent the spread of fire.
5. Staff and children walk a sufficient distance so that they are clear of the building.
6. When an “all clear” signal is sounded everyone reenters the building.

Sheltering In

There will be times when the appropriate response to a disaster may require that emergency responders direct children and staff to remain within the building. This type of response is often referred to as “sheltering-in.” **The “sheltering-in” location must be**

1. A hallway and away from windows and glass;
2. An area that is isolated and where ventilation can be turned off, if needed;
3. An area that is lower than the first floor and away from the main entrance of your building; and,
4. An area that has access to emergency resources such as water, cups, blankets, change of clothing, a battery operated radio, and flashlights.

The determination that staff and students should remain inside during a disaster will be made by local law enforcement and public safety officials. Once that decision has been made, staff will be given particular directions as to where staff and children should be moved as well as the steps that need to be taken to ensure that the relocated environment remains free from the dangers outside of your building.

While by law school personnel are required to conduct fire drill mandates, they are also urged to conduct shelter drills. **At the sound of the shelter drill signal, the procedures should be as follows:**

1. Close all windows, draw all shades, exit classroom with the children, close all of the classroom doors and proceed immediately to the shelter.
2. Maintain calm and quiet.
3. Return children and staff to classrooms at the sound of the signal

Visitor Management and Duties of Hall Monitors - In accordance with Section 155.17(e)(1)(xviii), The ICAHN CHARTER SCHOOL 3 employs a school safety aide who supervises the sign-in table, provides identifying passes to visitors, directs visitors to their destinations, monitors the visitor traffic in the building, and ensures that visitors sign out and return their passes upon leaving the building.

1. Each visitor shows identification and a visitor’s badge is issued.
2. Each visitor’s time-in and time-out of the building is recorded.
3. Each visitor is escorted to his or her location.

The school aides who serve in this capacity receive training from the Principal as to their duties at the beginning of each school year. The greeter’s table is in the lobby reached through the main entrance door. The hiring and screening process for these employees is the same as for any other staff member, including teacher aides who do not serve in this capacity. The hiring and screening process, of course, does involve the mandatory fingerprint and criminal background check required of all employees.

Everyone in the facility, including other employees, instructors not in the regular classrooms, and visitors, must obey the instructions in the room or area they occupy when the alarm or notification is given.

3. Implementation of School Security

Building Security Procedures - All visitors to The ICAHN CHARTER SCHOOL 3 will be required to sign in at the greeter's table at the main entrance of each school building. Anyone who is not a regular staff member or a student of the school will be considered a visitor. This includes parents/relatives, contractors, vendors, delivery people, and others having business with school officials.

Upon signing in, the greeter will provide the visitor with a badge identifying the individual as a visitor. The visitor will wear the badge conspicuously during the visit. Upon leaving, the visitor will sign out at the greeter's table and return the visitor's badge to the greeter. The names of visitors who do not sign out and return the visitor's badge provided to them at check-in will be reported to the Principal as soon as possible.

Visitors, even though they have signed in and are wearing a visitor's badge, are not allowed to wander through the facilities. A staff member who observes a visitor who appears lost or who is otherwise walking through the building with no apparent purpose will address the visitor by asking, "Can I help you?" The staff member will then provide assistance in the form of directions or direct the visitor to the main office. If a staff member observes suspicious, threatening and/or otherwise inappropriate behavior, such behavior should be reported immediately to the main office for a response from the Principal or his designee. Student visitors from other schools, unless they have a specific reason and prior approval of the Principal or designee, are not permitted to enter school buildings. Anyone who violates any provisions of The Hebrew Language Academy School Code of Conduct is subject to appropriate penalties, up to and including reprimand, ejection, arrest and/or criminal prosecution.

All exterior doors not routinely used for student or staff entrance will be secured so as to limit building access to the main entrance of each facility.

Procedures for maintaining the security of the facility, as well as procedures for radio use, will be regularly tested by the Principal or designee.

4. Vital Educational Agency Information

Maintenance of Vital Information - In accordance with Section 155.17(e)(1)(xx), The ICAHN CHARTER SCHOOL 3 collects and maintains vital educational information, including student enrollment, the number of staff, and teaching stations. The Principal assesses transportation needs. The Principal maintains and updates listings of home and work telephone numbers for key personnel throughout the school. Data on student populations, number of staff, transportation needs and the business and home telephone numbers of key school officials is included in **Tables 1** and **2** (See pg. **3**) and will be updated at least

annually and more frequently as needed.

The ICAHN CHARTER SCHOOL 3 is the sole educational agency required to follow this School-Wide Safety Plan.

The school is located at: 1500 Pelham Parkway, Bronx, NY 10461

The school employs approximately 32 staff both full- and part-time, and serves 324 students for the 2017-18 academic year. Student transportation needs are consistent with the Department of Education requirements. The key official of ICAHN CHARTER SCHOOL 3 is Danielle Masi- school phone 718-828-0034

B. Early Detection of Potentially Violent Behaviors

The early detection of potentially violent students will be facilitated through professional development offerings provided for the ICAHN CHARTER SCHOOL 3 staff.

Dissemination of Early Detection Information - In accordance with Section 155.17(e)(1)(xiii), all teachers and non-instructional staff members were provided with School Violence Prevention training at the beginning of this school year. Updated training in this area will be provided annually hereafter. In addition, teacher aides who supervise students in non-academic areas, such as on playgrounds and in cafeterias are provided with conflict intervention training. Conflict intervention training for teacher aides will be updated annually. **Child Safety** provides all students with training in detecting and managing unwanted behaviors. The topic is introduced to parents at the first parents meeting in the fall, then through notices at Fire Prevention Week and the week prior to the spring break.

Before the end of the first week of each academic year, teachers will familiarize themselves with all available information and records about the regular education and/or special education program placement of every student in their class. Instructional and non-instructional staff concerned with the behavior of a student will communicate with the Principal, if the situation warrants. The Principal will then communicate appropriate information to other staff members on a need-to-know basis. The staff member will proceed to work with that student on the basis of these consultations and information.

C. Hazard Identification

Hazard Identification - In accordance with Section 155.17(e)(1)(i), The ICAHN CHARTER SCHOOL 3 building has been evaluated for the location of potential hazards, both on and off school grounds. This hazard identification shall be updated at least once a year. The locations currently consider as hazardous are the interactions of

- Within the building – Custodial closets located in closets on the 1st and 2nd floors.
- Street Intersections outside the building
 1. Pelham Parkway South
 2. Eastchester Road

No Sites of Potential Emergency for the Areas surrounding the ICAHN CHARTER SCHOOL 3 building have been identified. The Emergency Response Plan, located in the School Office along includes the identification of hazardous roadways and intersections in proximity to the school building.

There are no storage facilities for hazardous chemicals adjacent to School facilities that have been identified by the New York State Department of Environmental Conservation.

IV. - Section IV: Response

Every emergency requires an appropriate response by school officials. Protocols can be found in the Emergency Response Plan (located in the school office), and the School Quick Reference Guide (provided to each employee at the beginning of the school year). The Communications outline will include the notification of the Principal, local fire, police, and emergency services, as appropriate.

In the event of an emergency situation, the school will work with local government officials for obtaining advice and assistance. In an emergency, the Principal or designee will contact the highest-ranking local government official in which the emergency situation has occurred. In addition, the school will contact the appropriate agencies (i.e. police departments, fire departments, the Red Cross, mental health providers, religious organizations, etc.) to obtain advice and assistance in the event of an emergency.

A. Notification and Activation (Internal and External Communications)

Contacting Law Enforcement Officials - In accordance with Section 155.17(e)(1)(vi), in the event of an emergency, such as a fire, choking, a heart attack, a display of weapons, a shooting or stabbing, or a traffic accident, anyone with access to an outside telephone line first will contact emergency services by dialing 911 and then will notify the Principal. In the event of a pending emergency, the Principal will be notified first. The Principal or designee then will contact emergency services, if appropriate, by dialing 911. The Principal then will notify local law enforcement officials as the situation warrants. Local law enforcement agencies include the New York City Police at the NYC 49th Police Precinct, Bronx, NY 10461 (718-918-2000), contact the Front Desk. The Principal is the ICS 5 designee.

The Emergency Response Team also will be notified at the beginning of the incident. The Principal can refer to the Emergency Response Plan and/or the Quick Reference Guide for the proper sequence for notification. After the initial response to the emergency, the sequence for official notification for the majority of incidents will be as follows:

- Principal
- Secretary
- School Security Staff

The Principal, before leaving the building for any reason, will designate an individual administrator or other staff member to act should an emergency occur. Building office staff will be informed of the name of the Principal' designee before he leaves the building.

The On-Site Emergency Response Plan has been prepared in cooperation with the local authorities, local police agencies, and/or the New York State Police.

Information of severe weather such as, but not limited to, tornadoes, storms, and blizzards, as well as national emergencies and other emergencies which can be foretold, will be received in the Principal' office. The use of a NOAA Weather Radio will be used. A radio with battery backup will also be tuned to the Emergency Broadcast System.

Contacting all Educational Agencies within the Charter School – Section 157.17(e)(1)(xix) - Since The ICAHN CHARTER SCHOOL 3 is a single entity, there are no other educational agencies for it to contact.

Contacting Parents – In accordance with Section 155.17(e)(1)(xi), it is the duty of the Principal or designee to notify faculty, students, staff, parents, guardians, or persons in parental relation to students when it is necessary to respond to either internal or external situations. Notification of incidents will be made to the Principal' office, using the telephone and fax. The Principal or designee will use the telephone to notify parents when an incident is stable and under control, using the telephone. For small group notification, a telephone will also be used. The NYC 49th Police Precinct, Bronx, NY 10461 (718-918-2000) will also be notified, using the telephone.

If it becomes necessary to close school before the regular closing time, such information will be announced and communicated to parents by administrators using the telephone or released through the following news media: WINS (1010 AM), WABC (880 AM), or WADO (1280 AM)

Contacting Media - Regardless of the incident's nature, all inquiries from the media should be referred to the office of the Principal. Staff training in the Charter School Safety Plan will emphasize this aspect of the communications protocol. Such inquiries will be addressed by the Principal or designee, or one of the School's available administrators or teachers.

In the event of a critical incident, the Principal and/or designee will complete an incident report form in anticipation of contact by members of the media. The incident report will outline the date, time, location, and type of incident, and what agencies have been contacted. As time permits, a press release based upon the information contained within the incident report form will be developed and disseminated via fax, telephone, e-mail or in person to members of the media. A list of area media contacts will be developed by the Principal for this purpose.

Depending upon the nature of the critical incident, the charter school's attorneys will be contacted for on-site consultation, as appropriate. As already outlined in this plan, emergency service providers and local officials will already have been contacted as

required.

When representatives of the media arrive at the site of the critical incident, the Principal or designee will designate a location and format for meeting with them to provide an incident report and answer appropriate questions. The location will be determined by the Principal or designee and will be dictated by the nature and location of the critical incident. Depending upon the nature of the incident, the media briefing area could be in the Principal' office, in the school building, outside one the school building, at a designated off-site command post, or adjacent to the off-campus incident site.

If it becomes necessary to close school before the regular closing time, such information will be announced and communicated to parents by administrators using the telephone.

Parents, guardians and persons in parental relation complete emergency contact cards at the beginning of each year. One of the names listed on the emergency contact sheet will be notified of the early dismissal by the Secretary and Office Aide via telephone. This could include informing a parent or other emergency contact members and/or riding a bus to a different-than-normal destination. Management of the emergency early dismissal process is the responsibility of the Principal and/or designee. The Principal will remain at the school until all students are dismissed.

B. Situational Responses

The appropriate responses for this section could include the use of the sheltering, lock down, evacuation or go home procedures, as outlined in the Emergency Preparedness Plan and/or the Charter School Quick Reference Plan. A log of all medical treatment provided to students or staff will be kept by the Principal. An incident report will be filed by Principal immediately after each emergency incident so that response protocols can be reviewed, assessed and modified as needed.

1. Multi-Hazard Response

In accordance with Section 155.17(e)(1)(xiv) and (xv), The ICAHN CHARTER SCHOOL 3-Wide Safety Plan includes the school's multi-hazard response plans, which are divided into five categories: Responses to (1) Civil Disturbances, (2) Environmental Problems, (3) Fire and Explosion, (4) Systems Failures, and (5) Medical Emergencies.

Emergency Response Plan development was guided by four principles: (a) holding action designed to contain the situation, (b) keeping children and staff isolated from the situation, (c) communication with the proper authorities; and finally, (4) restoring normal activities.

2. Responses to Civil Disturbances

An emergency caused by an action, which requires an appropriate response by school officials. The following specific situations are covered in this section:

- Bomb Threat
- Hostage
- Intruder
- Kidnapped Person

The guiding principles for emergency planning are: holding action to contain the situation; keeping children away from the situation; communicating with the proper authorities; and finally, restoring normal activities. If it becomes necessary to respond to civil disturbances, the Principal may rely on one of the following responses: shelter, lock down, evacuation or go home.

3. Responses to Environmental Problems

An emergency caused by a naturally occurring or man-made environmental problem requires an appropriate response by school officials. The following specific situations or occurrences are addressed in this section:

- Air Pollution
- Drought
- Earthquake
- Flood
- Oil/Gasoline Spill
- Radiological Incident
- Storm – Snow / Ice / Wind / Hurricane
- Thunderstorm / Lightning Storm
- Tornado
- Toxic Material Spill
- Water Contamination

The guiding principles for response are protection of life first, then the preservation of property, including restoration to normal activities. The fire department, local police, State Emergency Management Office, Federal Emergency Management Office and/or environmental specialists will communicate, evaluate, and make the necessary arrangements with the Principal or designee and the Principal for control, clean up, remediation, and disposal of any materials, if needed.

The appropriate responses for this section could include the use of sheltering, lock down, evacuation or go home protocols.

4. Responses to Fire and Explosion

A fire or explosion in a building, or even a false alarm, will interrupt and disrupt school building activities. The effects may be minor, as in the case of a false alarm, but could be significant, as in the case of a fire or explosion. Emergency guidelines, ranging from minor to major occurrences, are included in this section:

- False Fire Alarm
- Fire
- Explosion

In each case, the guiding principles for emergency planning are protection of life first, then preservation of property, including restoration of normal activities. If it becomes necessary to respond to fire and/or explosion, the Principal may rely on one of the following responses: shelter, lock down, evacuation or go home.

5. Responses to Systems Failure

The failure of a building's structural or mechanical system will interrupt and disrupt normal building activities. A failure or malfunction may be minor, temporary in nature, and readily or easily corrected, or may be major, create emergency conditions, and involve extensive or extended corrective work. Emergency guidelines, ranging from minor to major occurrences, are included in this section for the following facility failures:

- Electrical Failure
- Energy Loss or Governmentally Imposed Fuel Shortage
- Heating System Failure (Loss of Heat)
- Roofing System Failure (Leak)
- Sewage System Failure
- Water System Failure
- Gas Leak
- Structural Failure

The guiding principles for emergency planning are the protection of life first, then the preservation of property, including restoration to normal activities. If it becomes necessary to respond to a systems failure, the Principal may rely on one of the following responses: shelter, lock down, evacuation, or go home.

6. Responses to Medical Emergency

A medical emergency is the result of a minor or major illness or injury to an individual(s) and can be of such severity as to be life threatening or merely cause the victim discomfort or pain. Emergency guidelines are included in this section for the following:

- Allergic Reaction
- Animal Bite
- Bleeding
- Blow to the Head
- Broken Bones
- Burns
- Choking
- Diabetic Shock
- Drowning
- Electric Shock
- Epidemic
- Epileptic Convulsions
- Food Poisoning
- Head Lice
- Heart Attack

- Respiratory Arrest
- School Bus Accident and/or Fire
- Shock
- Chemical/Toxic Exposure

The guiding principles are to provide appropriate emergency care until competent medical or parental care is secured. Emergency care is not authorized beyond proper first aid. First aid is the treatment that will protect the life and comfort of the victim until authorized medical treatment is available or, in the case of a student, until the child is placed under the care of a parent or legal guardian. An effective medical emergency program should be based on medically and educationally sound procedures. Some of the components of such a program are:

1. Signed instructions for emergencies from parents, and /or legal guardians should be available, including name and date of birth of the child; name, address and telephone number where one or both parents may be reached at home and at work; name, address, and telephone number of another person who has agreed to care for the child if the parent or guardian cannot be reached; name, address, and telephone number of the family physician (or Christian Science Practitioner), a list of medical problems, allergies, and daily medication needs, and any special condition which should require special handling. This information is requested of parents on the student emergency card.
2. The Principal will ensure that all school personnel and students are informed of the location of the school nurse. The telephone numbers of specific emergency services and individuals will be posted conspicuously near each telephone. These may include school physician, fire department, police, hospital, ambulance, poison control center, etc.
3. A list will be maintained by the Principal of all students and staff having special medical problems such as hypersensitivity to allergens, diabetes, epilepsy, allergy to bee stings, etc.
4. Written instructions in first aid procedures will be available to all school personnel. Each teacher should have a copy in his or her room for reference. Copies will be posted in the health office, food services area, maintenance department and administrative office.

If it becomes necessary to respond to a medical emergency, the Principal may rely on one of the following responses: shelter, lock down, evacuation, or go home.

7. Responses to Implied or Direct Threats of Violence

Implied or Direct Threats - In accordance with Section 155.17(e)(1)(iii), The ICAHN CHARTER SCHOOL 3 Safety Plan includes policies and procedures for responding to implied or direct threats of violence by students, teachers, other school personnel and visitors to the school. The ICAHN CHARTER SCHOOL 3 expects a high standard of behavior from its students, faculty and staff as well as visitors to the school facility and grounds. The school will enforce The ICAHN CHARTER SCHOOL 3 Code of Conduct, which governs the behavior of all persons, whether or not their presence is authorized, upon any premises or property under the control of the school and used in its teaching,

administration, and cultural, recreational, athletic and/or other programs and activities. A copy of the Code of Conduct is available in the main office of the school as well as in the school office.

In the event of an implied or direct threat of violence, the following protocol will be implemented:

1. The threat will be reported to the Principal or designee, either directly or through a member of the school staff.
2. The Principal or designee will immediately investigate the report of an implied or direct threat. Such investigation will involve interviewing witnesses to the threat, including students and/or staff, as appropriate to the nature of the threat.
3. The Principal will use the information collected during the initial investigation to make a determination as to the threat's degree of severity. Input from school-based mental health professionals, as well as the prior behavior of the individual implying or issuing the threat, will be considered in making this determination.
4. If the threat's degree of severity is determined to be minor, the individual implying or issuing the threat will be provided with a warning. If the individual is a student, his/her parent or guardian will be contacted by the Principal or designee and will document the incident in a letter to the parent or guardian.
5. If the threat's degree of severity is determined to be major, the local law enforcement agency will be notified and asked for their assistance in completing the investigation and addressing the implied or direct threat. The student will be suspended from school for a period of time consistent with the school's Code of Conduct. Parent contact and written documentation will be implemented as for a minor threat.

[Any emergency caused by an action of an individual or individuals requires an appropriate response by school officials. Protocols can be found in the School Emergency Response Plan. The communications outline will also include the notification of the Principal, and local fire, police and emergency services, as appropriate.]

- **Responses to Acts of Violence**

In accordance with Section 155.17(e)(1)(iv), The ICAHN CHARTER SCHOOL 3 has developed the following protocol In the event of an act of violence, It will be implemented through a four step sequence:

Step 1 - The act of violence will be reported immediately to the Principal or designee. The act of displaying of weapons, a shooting or stabbing, or a traffic accident authorizes anyone to call 911 directly.

Step 2 - The Principal or designee will respond immediately to the act of violence, depending upon the nature of the violent act, in a manner that attempts to ensure the safety of all students and adults in the building. Based upon the available information, this may include reporting to the location of the violent act and addressing the violent

act, implementing efforts to isolate the individual if possible, as appropriate. It may also involve initiating the procedures for a building lockdown or “shelter in place” procedure and contacting area police agencies to request their assistance.

Step 3 - Once the area has been secured either by school or police personnel, depending upon the violent incident, the police personnel and/or the Principal or designee will immediately investigate the act of violence. For the Principal or designee, such investigation will involve interviewing witnesses to the act of violence, including students and/or staff, as appropriate to the nature of the violent incident.

Step 4 - If the individuals involved are students, their parents or guardians will be contacted by the Principal or designee and will document the incident in a letter to the parent or guardian. The students will be suspended from school for a period of time consistent with the school’s Code of Conduct. In consultation with area police agencies, legal action against the individuals committing the act of violence may be pursued, depending upon the nature of the incident.

- **Response Protocols**

In accordance Section 155.17(e)(1)(xvi), The ICAHN CHARTER SCHOOL 3 has established protocols for responses to emergencies and will refer to the use of Incident System (ICS) procedures in response to acts of violence. The role of the Incident Commander is a key role and will be recognized in determining appropriate actions. General procedures could include:

- Determination of the level of threat
- Monitoring of the situation; adjustment of response with the initiation of early dismissal, sheltering or evacuation – as necessary.
- Contacting personnel at the NYC 49th Police Precinct.

In the event of an emergency telephone call such as:

- Bomb Threat
- Fire emergency
- Hostage Situation
- Intruder
- Kidnapping

or other emergency received at the school, the individual providing the coverage at the desk or receiving the telephone call is to immediately contact the administrator in charge. Calls to the remainder of the chain of command should then commence:

- Principal
- School Safety Aide/Person
- Administrative Assistant

Bomb Threat – Sequential Response Actions:

1. Notify the following personnel:

- Principal
 - School Security Staff
2. Notify the NYC Police (Either the Principal or designee)
 3. Under the direction of an administrator listed in item 2, notify all building occupants using the Page all feature on the phone system of a “Code Blue Response Guidelines”. **Note - Do not activate the Fire Alarm System.**
 4. The Principal will direct all staff, students, and visitors to evacuate or shelter to a safe area. They shall maintain silence and wait for further instructions.
 5. When the “all clear” is given by the Principal or designee and the law enforcement agency, evacuated persons will be instructed to report to their areas for an accountability check (using student and staff rosters) and to resume normal operations.

Note: If it is anticipated that a Bomb Threat will be called in (during a school-wide function, examination, dance, etc.), the “Pre-clearance and Security Screening in Lieu of Evacuation” shall be implemented. This procedure can be found in the State Education Department’s Revised Bomb Threat Response Guideline, Option C.

Hostage Taking and Kidnapping - Sequence Response Action

1. Identify the situation – All school staff and students are responsible for this
2. Notify the following personnel: **Principal, School Security Staff**
3. Notify the NYC 49th Police Precinct and follow their instructions. Do not try to overtake the perpetrator.
4. Notify all school occupants using the public address system that there is a “Code Red”.
5. A lock down of all doors and windows in rooms, offices, assembly halls, and entrances and exits should take place immediately.
6. Isolate the incident from all personnel. Do not allow persons to enter the area without the advice of NYS 49th Police Precinct officials.
7. Update the Board President (Hebrew Language Academy), NYC-DOE-ONS and NYSED of the situation and actions taken.
8. Follow the instructions of NYC 49th Police Precinct officials.
9. After the announcement “Code Red” – “All Clear” is given, resume normal activities.

Intrusions – Sequential Response Action

1. Identify the intruder. Verification should be made that there is indeed an intruder in the building, on the grounds, or if a real threat exists. Always assume the intruder is armed and dangerous.
2. Notify the following personnel: **Principal, School Security Staff**
3. Under the direction of an administrator listed in item 2, notify all school occupants using the public address system of a “Code Red”
4. Notify NYC 49th Police Precinct officials.

5. A lock down at all rooms, offices, and assembly halls should be done immediately.
6. Isolate the area of the incident from all personnel. Do not allow anyone to enter or leave without permission of law enforcement officials.
7. Follow the instructions of the law enforcement officials
8. After the announcement, “Code Red – All Clear” is given, conduct an accountability check. After the check is completed, resume normal operations.

- **Emergency Agencies & Services Available**

Arrangements for obtaining assistance – In accordance with Section 155.17(e)(1)(vii), it has been determined that for **ALL EMERGENCIES**, dial **911**. This includes police, fire and ambulance. The Principal or designee will be the individual responsible for initiating contact.

Advice and assistance – In accordance with Section 155(e)(1)(viii), the Principal will begin by contacting personnel at the NYC 49th Police Precinct. The Principal will also contact other available resource persons as needed by reached by Emergency Numbers, which are:

<i>Chemtrec</i>	<i>800</i>	<i>634-9300</i>
<i>National Response Center –Oil & Toxic Chemical Spill</i>	<i>800</i>	<i>634-8802</i>
<i>Pesticide Service Center</i>	<i>800</i>	<i>847-7332</i>
<i>American Red Cross</i>	<i>800</i>	<i>733-2767</i>
<i>Poison Control Center</i>	<i>800</i>	<i>222-1222</i>
<i>Domestic Violence / Child Abuse Hotline</i>	<i>800</i>	<i>799-7233</i>
<i>Suicide Hotline (adolescent)</i>	<i>800</i>	<i>621-4000</i>
<i>Teen Help Hotline</i> http://teenadvice.about.com/od/helplines/General_Help_Lines.htm		
<i>Department of Environmental Conservation</i>	<i>800</i>	<i>457-7362</i>
<i>Gas Odors</i>	<i>800</i>	<i>752-6633</i>

School Resources for Use in an Emergency – In accordance with Section 155.17(e)(1)(ix), The ICAHN CHARTER SCHOOL 3 can use other resources. Those resources include:

- A school in the area, with its telephone number and street address
- Communication Resources at the school – classroom intercoms, bullhorns, telephones and faxes.

Procedures to Coordinate Resource Use - In accordance with Section 155.17(e)(1)(x) The ICAHN CHARTER SCHOOL 3 has prepared a listing of all resources available to the school is located in the Emergency Response Plan. This includes the emergency equipment available such as batteries, food supplies, water, fire extinguishers, etc. Emergencies requiring transportation, the school will contact The New York Bus Company.

In the event of an emergency, phone numbers are listed for the Principal. In addition, in the

event of an emergency, the Principal has been authorized to afford maximum protection that is reasonably attainable for all students, staff, and facilities. This includes the development and implementation of an emergency plan for the protection of all students, faculty and all buildings and grounds and the physical assets of the school.

The New York Bus Company has hundreds of buses and is a major provider of student and adult transportation in New York City.

The school building has a multi-purpose room that could be used for sheltering purposes. Food would have to be brought in from other sources for a prolonged period of time.

There is telephone communication throughout the building. The school office has hand-held radio communication. There are no generators located at the school. Therefore, electricity would be needed to run all building systems.

Notification to the Principal will allow all resources, facilities and vehicles to be allocated and used in the event of an emergency.

During certain conditions, the nature of the emergency may demand that classes be dismissed or cancelled. The nature of some events may include that students and staff be evacuated from the building. They will be transported and housed temporarily in the *(School or other designated area which will receive students in an emergency)*

The following is the procedure to be implemented:

1. The Principal or designee will make the decision to evacuate.
2. The Principal or designee will notify the local police and fire departments, if and as appropriate.
3. The Principal will notify the appropriate official(s) at the off-campus alternative site(s).
4. Teachers will assemble students at the designated assembly site outside the evacuated school building.
5. Teachers/staff will be dispatched to the alternative site(s) to prepare receiving areas.
6. Teachers will walk students to the designated alternative site, take attendance, and report attendance to the Principal and his designee.
7. The Principal will notify the media and post the information on the Internet to inform the parents of the evacuation and the site location for student pickup.

- **Early Dismissal Plan**

Response Plans for School Cancellation, Dismissal, Evacuation and Sheltering

– In accordance with Section 155.17 (e)(1)(ii), The ICAHN CHARTER SCHOOL 3 has established responses for emergencies, including the cancellation of classes, early dismissal, evacuation, and sheltering.

1. Cancellation of Classes / Notification of “No School”

If severe blizzard, heavy snow storm, ice conditions or flooding occur during the night which make driving hazardous, and such conditions are known by 6 AM, a “No School” announcement will be made. Responsibility for this decision and notification shall be the Principal and/or designee. The Principal or Principal will call teachers to notify them of the cancellation. Teachers, in turn, call the parents of the children in their classes.

2. Dismissal during the School Day

If, during the school day, weather or another situation threatens and/or develops that would jeopardize the health and safety of the school children, the school may be closed earlier than the usual dismissal time. In that event, the parents and the bus company will be notified. Either parents or buses will transport the children to their after-school destinations in the usual afternoon dismissal order. Parents will then expect their children to arrive home before the regular arrival time.

- **Evacuation Procedures / Sheltering Sites (Internal and External)**

In the case of tornado or national emergency, or other type of emergency requiring persons to stay in the building, the Principal shall initiate the necessary actions upon notification that his school is threatened. Students, faculty, and other employees at the school will go immediately to their designated stations previously assigned. During certain conditions, the nature of the emergency may demand that students and staff be evacuated from the facility. They will then be moved to and housed in another alternate location, such as the *(School or other designated area which will receive students in an emergency)*

In certain circumstances, evacuation may mean only going outside, away from the building and waiting for danger to pass. The following is the procedure that will be followed:

1. The Principal or designee will make the decision to “Evacuate”.
2. The Principal or designee will notify the local police and fire departments and the Emergency Response Team, if and as appropriate.
3. If students are to be transported beyond walking distance, the Principal or designee will notify The New York Bus Company for buses to transport children to the new destination.
4. The Principal will then evacuate the building.
5. Teachers will walk all students to the designated bus stop, primary shelter or other location designated by the Principal Each member of the faculty shall take

- his/her attendance register.
6. Each member of the faculty shall take his/her attendance register.
 7. Students will line up in an orderly fashion and attendance will be taken.
 8. School personnel will be dispatched to the alternate site to prepare receiving areas.

Staff and children will exit the building via the **Stair case leading to the school parking lot located on the West side of the building**. If this exit is inaccessible, then the staff and children will exit the building via the **Front Entrance located on the East side of the building**

Evacuation Site

Sheltering (Primary/Alternative Sites)

For the Elementary School

Primary (**A**)

Name: Icahn Charter School2
 Address: 1640 Bronxdale Avenue Bronx NY 10462
 Person in Charge: Brenda Carrasquillo
 Telephone Number: 718 828 6107

Alternative (**B**)

Name Icahn Charter School 1
 Address 1506 Brook Avenue Bronx NY 10457
 Person in Charge: Lawford Cunningham
 Telephone Number 718 716 8105

The Principal will notify the area media to inform the parents of the evacuation, of the site location for student transportation or pick up, and of the timetable for dismissal. Upon arrival at the alternate site, students will be directed to a specific location. Each teacher will take attendance and forward the record to the Principal or designee. If conditions permit, the children will be returned to the school for a normal dismissal.

- **Dismissal from the Alternate Site**

If parents arrive to pick up their children, they will give the name and grade of their child to the staff member assigned to monitor the entrance of the alternate site location and then be directed to the correct area for pick up. Buses will arrive at the alternate site location to transport children to their after-school destinations on a schedule to be determined by the situation requiring the evacuation. If the crisis persists past 2 P.M., children will have to wait for the normal dismissal schedule in order to be transported from the alternate site location.

At the alternate site location the Principal or designee will be inspected to ensure all children have evacuated. Upon final building inspection, school personnel will be released by the Principal or his designee on a need basis.

V. - Section V: Recovery

Responses for different types of crises should be planned in advance and reviewed, updated, and practiced periodically. The chaos and panic created by certain situations

cannot be effectively handled without a pre-established specific plan of action.

The extent of, and need for, disaster or emergency recovery depends in large part upon the nature of the incident. The ICAHN CHARTER SCHOOL 3 administration will provide the necessary resources to ensure as smooth a transition back to normal operations as possible following an emergency or violent incident.

A. District Support for Buildings

Support for the building – The ICAHN CHARTER SCHOOL 3 will support the Emergency Response Team in emergencies or disasters by providing financial and logistical assistance. The agency will also aid the team by interfacing with relevant regulatory agencies and the media.

B. Disaster Mental Health Services

Disaster Mental Health Services - Following a serious act of violence or other disaster in the school, employees, counselors, students, police and other emergency respondents, witnesses, and the family of these individuals often suffer from stress-related ailments such as insomnia, depression, anger, headaches and ulcers. These conditions translate into higher rates of absenteeism and turnover, as well as reduced school and job performance. Much of this suffering and loss can be reduced if the affected individuals receive debriefings from experienced counselors 24 to 72 hours after the traumatic incident.

The ICAHN CHARTER SCHOOL 3, under the direction of the Principal, will facilitate the coordination of disaster mental health resources by interfacing with the State Emergency Management Office, the NYS Office of Mental Health, and the American Red Cross.

At all times the School must maintain close cooperation with investigating authorities to facilitate completing investigations and minimizing complications.

VI. – Section VI: Memorandum of Understanding

Memorandum of Understanding for School Security Personnel Program

The purpose of this document is to establish a School Security Officer Program and to set forth guidelines to ensure that school officials, security providers, and the communities they serve, have a shared understanding of the goals of the School Security Personnel Program (SSP);

The parties agree that an effective School Security Personnel Program defines the role of the School Security Personnel (SSP): within the context of the educational mission of the school; distinctions between disciplinary misconduct to be handled by school officials, and *criminal offenses to be handled by law enforcement*; information sharing; School Security Officer training requirements; program assessment; and program structure;

The School Security Personnel receives the necessary support and training to ensure a safe school environment while respecting the rights of students and improving the overall school climate;

The signatories agree to the following:

Role of the School Security Personnel within the context of the educational mission of the Icahn Charter Schools

1. The mission of the SSP program is to improve school safety and the educational climate at the school.
2. SSP individuals are not responsible to enforce school discipline or punish students.
3. The SSPs shall meet with building-level school administrators representatives at least annually to discuss issues of school safety.
4. The SSPs shall maintain activity reports and submit summaries of these reports to building-level school administrators and district-level school administrators. The summaries shall include, for each SSP, the numbers and descriptions of all incidents; names of school officials involved (referring teachers, principals, etc.); student questioning.
5. Absent a real and immediate threat to student, teacher, or school safety, and absent the situations described herein where formal law enforcement intervention is deemed appropriate, building-level school administrators shall have final authority in the building.
6. Absent a real and immediate threat to student, teacher, or public safety, incidents involving public order offenses including: disturbance/disruption of schools or public assembly; loitering; profanity; and fighting that does not involve physical injury or weapon, shall be considered school discipline issues to be handled by school

officials, rather than criminal law issues warranting formal law enforcement intervention.

7. Students shall not be taken into custody at school, except where a child poses a real and immediate threat to student, teacher, or public safety or pursuant to a warrant. Local law enforcement will determine when custody is warranted.
 - a. School principals shall be consulted prior to a student being taken into custody where practicable.
 - b. The student's parent or guardian shall be notified of a child being taken into custody as soon as practicable.

Information Sharing

8. Under no circumstance will student records be shared with the SSP without written approval of the Principal.
9. Records created and maintained by a SSP for the purpose of ensuring the safety and security of persons or property in the schools or for the enforcement of local, state, or federal laws or ordinances shall not be considered student records - even when such records may serve the dual purpose of enforcing school rules - and are not subject to the same prohibitions of access or disclosure by the SSP.

School Security Personnel Training Requirements

10. The SSP shall receive such training as is necessary to permit the SSP to effectively advance the school's educational mission in the context of his or her duties as SSP. Training topics, goals, and objectives shall be determined jointly by representatives of the school and the contracting agency. Training shall be provided in the following areas:
 - a. Section 89-G of Article 7A requires all persons engaged in security guard activities be registered with the New York Department of State (DOS), and complete all training including annual required training.
 - b. Active shooter training (Web-based training or FDNY certificate)

Training topics to consider may include: school values and mission; child and adolescent development; cultural competency; positive behavioral supports, strategies, and interventions; federal and state anti-discrimination and special education laws; the provisions of New York State law pertaining to the use of seclusion and restraint by school personnel; trauma informed practices; de-escalation techniques; compulsory attendance; suicide prevention; and school mental health.

Program Assessment

11. The School Security Personnel Program will be assessed annually, and the evaluation will be conducted jointly between the **EPIC** security provider and the Icahn Charter Schools. The following areas will be used to evaluate the program:

- a. Success of established goals and objectives.
- b. Accomplishment of tasks agreed upon as part of any work plan written in conjunction with the principal.

Duration

12. This memorandum of understanding shall become effective immediately upon execution by signature and remain effective until July of each year, whereupon it must be reviewed annually by all signatories or their successors before being renewed.

XXXXXXXXXXXXXXXXXX.

By: _____

Print Name and Title: _____

Date: _____

Icahn Charter School 1, 2, 3, 4, 5, 6 and 7

By: _____

Print Name and Title: _____