



THE ACADEMY CHARTER SCHOOL DISTRICT-WIDE SAFETY PLAN

2021-2022

The Academy Charter School
117 North Franklin Street, Hempstead, NY 11550

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**THE ACADEMY CHARTER SCHOOL
District-wide Safety Plan
Academic Year 2021-2022**

SECTION I: DISTRICT SAFETY PLAN OVERVIEW/GENERAL CONSIDERATIONS AND PLANNING GUIDELINES

Purpose

The Academy Charter School was developed pursuant to Commissioner’s Regulation 155.17. At the direction of the Academy Charter School Board of Trustees, the Director of Security of the Academy Charter School education corporation has appointed a school-wide School Safety team and charged it with the development and maintenance of the school-wide Safety Plan.

Plan Review and Public Comment

Pursuant to Commissioner’s Regulations, Section 155.17 (e) (3), a summary of the plan was made for public comments 30 days prior to its adaptation and public participation of the entire school community. The plan was also formerly adopted by The Academy Board of Trustees after at least one public hearing that provides for the participation of personnel, parents, students, and other interested parties.

The Academy Charter School is committed to promoting a safe and healthy learning environment where students are secured in their pursuit of educational success. The education corporation, like all other districts, is at risk of acts of violence, emergencies, and natural and man-made disasters. To address these threats, the education corporation has developed procedures in the safety plan. The plan is also designed to ensure that the school community is aware of resources for addressing prevention, partnership, early warning signs, and procedures for helping children respond to a violent episode in our school. This School Safety Plan is a comprehensive effort that addresses prevention, intervention, response, and recovery with respect to a variety of emergencies and incidents that could occur in and around our schools.

As required by law, the Plan will be filed with the Commissioner of Education on and will be reviewed periodically by the School-Wide Safety Team. The annual review will be completed on or before July 1 of each school year.

A copy of the School Safety Plan is available to review upon request at the Main Office of the Academy Charter School. The Plan will be supplied to the local and state police within 30 days of adoption.

Identification of Teams

The Academy Charter School has appointed a District-wide School Safety Team consisting of, but not limited to representatives of the administrators, teachers, parent organizations, school safety personnel, and other school personnel. The members of the team and their positions or affiliations are as follows:

Name	Position or Affiliation
Wayne Haughton	Director of Development
Nicholas Stapleton	Chief Education Officer
Sandrea O'Neil	Legal Counsel and Human Capital Director
Beth Mc Kenzie	Director of Security
Wayne Peterkin	Principal
Juliann Harris	Principal
Travis Holloway	Principal
Donna Douglas	Senior Operations Manager
Karlene Thompson	Operations Manager
Jacqueline Jones-Ford	Security Supervisor - Hempstead
Brenda Sellers	Security Supervisor - Uniondale
Ruth Escobar	Guidance Counselor
Robert Brent	Teacher
Rishi Maharaj	Parent
Hazelin Williams	Community Outreach Coordinator

Responsibilities of the School Safety Committees

The committee will act as a Threat Assessment Team with the responsibility to assess the vulnerability of each school to violence and recommend to the Principal/School Board preventative actions that are necessary. The committee will meet monthly, and the minutes of each meeting will be disseminated to each school for review and follow up. An agenda will be established prior to each meeting. The committee will maintain responsibility for auditing the Safety Plan of each school site to determine its effectiveness and vulnerability. Primary responsibilities will include:

1. Recommending training programs for students and staff in violence prevention.
2. Dissemination of information regarding early detection of potentially violent behavior.
3. Developing response plans to acts of violence.
4. Communicating the Plan to students and staff.
5. Reviewing previous incidents of violence and examining existing records to identify patterns and trends that may indicate causes of violence (SSEC; OSHA 200 Logs; Incident Logs; Worker Compensation Reports; Police Reports; Accident Investigations; Grievances, etc.)
6. Making recommendations necessary for change.

7. Arranging for annual security analysis including the inspection of all buildings to evaluate the potential for violence. Possible evaluators include County and Local Police Departments, consultants or District-wide Safety Team Sub-Committee or Building Level Team.
8. Recommending improved security measures based on school building inspection results.
9. Conducting annual school building survey of students and staff to identify the potential for violent incidents.
10. Reviewing survey results and recommending actions that are necessary.
11. Set policies for building entry and exit during pandemic.

Concept of Operations

The Charter School-wide School Safety Plan is directly linked to the School Emergency Response Plan. Protocols reflected in the Charter School-wide School Safety Plan will guide the development and implementation of the School Emergency Response Plan.

The methodology used to develop the charter school-wide 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.

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 Emergency Response Team. Upon the activation of the Charter School Emergency Response Team, the Principal or her/his designee will notify, when appropriate, local emergency officials. City, County and State resources providers may be called to provide additional services.

SECTION II: RISK REDUCTION/PREVENTION AND INTERVENTION

Prevention/Intervention Strategies

Program Initiatives in the School include:

1. Character Education Program & Curriculum – *Cloud9World* daily instruction for students in the elementary schools; a weekly period using the *Overcoming Obstacles* curriculum in the middle school; and two (2) periods of House meeting per week at the high school. Moreover, *Responsive Classroom* and Positive Behavior Intervention System (PBIS)
 2. Classroom Meetings
 3. Antiviolence School Improvement Program
 4. Gang Resistance Education and Training (GREAT program)
 5. National Boy & Girl Scouts
 6. Mentoring Program for socially at-risk students
 7. SAGA (School Administrators Gang Awareness- Nassau County Police Department)
 8. Conflict Resolution/Peer Mediation
 9. Anti-bullying Program
 10. Special guest presentations- (Special Assemblies & Classroom Presentations)
 11. SSEC Report will be used to target specific intervention resulting from student behavior.
- Each school will coordinate all training activities for students and staff for prevention intervention strategies.
 - Teachers will conduct daily character meetings which agenda will include school safety.
 - The school will develop a system for reporting potentially violent incidents by students and staff.
 - The school discipline code requires that all disruptive behavior be reported to the principal, who will work in tandem with the various community agencies and law enforcement in reporting and investigating incidents. Additionally, the School will complete and maintain SSEC reports as needed as per SAVE after an incident occurs.

Training Drills and Exercises

Multi-Hazard Training - In accordance with Section 1.55.17(e)(1) (xiv), the Academy Charter School will provide multi-hazard school training for instructional and non-instructional staff members and students through full-scale drills, tabletop exercises and staff development programs. Such training will include review of the building crisis packet, 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 teachers. 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. Moreover, all students at each site will participate in at least one general assembly presentation conducted by the fire department.

Review and Conduct of Drills

The emergency response procedures will be conducted through annual drills and exercises in each school building. At a minimum, the following methods may be used:

- Fire Drills
- Early Go-home Drill
- Sheltering, Evacuation, Lock-down Drills
- Tabletop exercises
- Emergency Response Team exercises
- Building pre-clearance searches
- Pandemic information sessions for students, staff, and parents

The school recognizes that critical evaluation of drills and exercises is the best learning experience and results in improved response procedures. Local agencies including will be invited to participate in and to help evaluate all exercises. These agencies may include but not be limited to the Police and Fire Departments, Rescue and Ambulance Services, Local Office of Emergency Management and the local BOCES Health & Safety Office.

Purpose

- The purpose of fire drills is to instruct and train students and staff in emergency evacuation procedures so that they will leave the school building in the shortest time possible and without panic in the event of an actual emergency.

Frequency and Monitoring

- AS REQUIRED BY STATE LAW, THE PRINCIPAL SHALL HOLD FIRE DRILLS NO LESS THAN TWELVE TIMES IN EACH SCHOOL YEAR, TEN OF WHICH SHALL BE HELD PRIOR TO DECEMBER FIRST. Neglect by a Principal, or other person in charge, to comply with the above requirements is a misdemeanor punishable by a fine and/or imprisonment.
- In buildings with fire escapes, at least four of the drills shall include the use of such escapes. In buildings in which summer school is conducted, at least two additional drills shall be conducted, one of which shall be held the first week of summer school.
- A record and evaluation of each fire drill will be maintained in the Director of Security office.

Guidelines

- All students and staff in the school must obey fire drill signals and regulations.
- Equal emphasis will be placed on evacuating the school in a quick and orderly fashion. No running or horseplay will be tolerated.
- Fire drills will be conducted under varying circumstances at varying hours and at unannounced times to stimulate actual emergency conditions. (For example, one exit should be blocked by closing off the exit area during the fire drill).
- Ringing the fire bell is the usual signal for a drill. However, staff and students should be aware of alternate procedures in case of malfunctioning of the bell system. Alternate signals, such as classroom bells, public address announcements, hand bells or messengers, will be used.
- Instructions involving fire drills and evacuation paths to be used will be posted in every classroom, gymnasium/ auditorium, and cafeteria.
- Details of the school's fire drill plan will include the current number of students in holding rooms. Holding rooms are designated areas where physically handicapped students and staff wait for the fire department. The fire department will provide means of egress as necessary. Holding rooms must be left unlocked during occupancy.
- Teachers shall bring with them their attendance record information to ensure the safe evacuation of all students.

Fire Drill Procedures

- All floors will have two Designated Fire Wardens to direct students. Warden will be posted at each stairwell door. When everyone has exited the building, it will be the Warden's responsibility to conduct a sweep of the floor to ensure that everyone has exited.
- At the first tone of the alarm the children will be instructed to stand and line-up.
- Upon exiting the classroom, each teacher will be responsible for taking with him/her the folder containing that day's attendance sheet and student contact list.
- The classrooms closest to the front exit doors will exit first.
- The security personnel will ensure that all students and teachers are assembly in the agreed location.
- Once the fire drill has been completed everyone will be instructed to reenter the building in the same orderly manner.

Fire Safety Protocols

All students and staff must be evacuated when the alarm is sounded.

Teachers and all other school staff will receive an orientation session concerning fire safety. Items to be covered at the meeting should include, but need not be limited to, the following:

- Staff should familiarize themselves and be aware of methods of transmitting an alarm, including telephones, fire alarm boxes in the school building, and street fire alarm boxes. Pull lever stations for the interior alarms that are at various locations in the

school building (generally near stairs or exits); these interior alarms do not transmit a signal to the Fire Department.

- Staff will be informed of the location and proper use of fire extinguishers and other firefighting apparatus. The principal must be certain that all school personnel know the location of the fire alarm signal boxes located in the school and know how to operate them.
- Staff will be informed of regulations regarding flammable materials. Stage settings, decorations, use of electrical equipment, chemical substance in laboratories, and other potential fire hazards.
- All school staff and students should be completely familiar with fire exit drills and evacuation plans.
- Building inspections shall be conducted daily by the Director of Security and the Director of Facilities, with particular attention given to the presence of fire hazards, proper equipment, access to fire doors, and visibility of signs.
- All exit doors must be able to be readily opened from the inside whenever the building is occupied. The chaining or padlocking of fire doors is a punishable violation of the administrative and fire safety codes.
- Signs prohibiting use of elevators during fire drills and emergencies shall be posted near elevators and shall provide information regarding stairway exits.

Implementation of School Security

Each site is staffed with security personnel who are responsible for checking and approving the entry of all visitors to the facility, patrol the building, and monitor the security cameras. The security officers will receive the required training under the New York State Security Guard Act, which requires specific training, fingerprinting, and background checks. Security Guards are required to receive 8 hours of pre-assignment and 16-hours of in-service training, plus 8 hours of refresher training. The security guard will receive professional development every school year. Additional training in de-escalation, multi-hazard procedures and incident command system as provided by FEMA online will be provided to all members of the School Safety Team.

Visitor Pass Sign-In and Sign-out (Raptor) System

- Upon entry into each building the visitor must show photo identification, a pass in the form of a visitor's badge is issued, and the visitor is escorted to the Main Office.
- At the Main Office the visitor will be met by the appropriate individual and accompanied to their destination.
- At the conclusion of their business all visitors must be escorted to the security desk, where they will sign out before leaving.
- Ongoing log will be filed.

Surveillance

Each site is equipped with 24 hours Video surveillance of the school's property is maintained and is monitored by the security guard and administrative team. Daily, hall patrols will be conducted by security and administrative staff (deans). The director of security will conduct unannounced security audits on an ongoing basis.

Vital Education Agency Information

In accordance with Section 155.17(e)(l)(xx), the Academy Charter School collects and maintains vital educational information, including student enrollment, grade span, number of staff, room use including classroom schedules and assignment.

Early Detection of Potentially Violent Behavior

Training of Staff and Students

The Academy Charter School Safety Team will make recommendations for appropriate annual training for staff and students in violence prevention. Training will include early warning signs of potentially violent behavior and early intervention/prevention strategies. Training will be conducted by in-house staff, local agencies, and consultants. Training for students and staff will be conducted annually and include:

- An explanation of what constitutes school violence, workplace violence, and a description of the school's Code of Conduct.
- A description of the School Safety Plan.
- Information on how to report incidents of violence including threats and verbal abuse.
- How to recognize and respond to school security hazards.
- Review of measures implemented to prevent school violence such as use of security equipment and safety procedures and how to diffuse hostile situations.
- How to summon assistance in the event of an emergency.
- Special procedures of bomb threats, hostage-taking, intrusions, and kidnapping.
- Post-incident procedures including medical follow-up and the availability of counseling and referral.
- Staff training in AED, CPR, and fire safety.
- Gang awareness programs with parental involvement.
- School social worker outreach
- Anger Management programs
- Cyber Safety and Awareness
- Mailings on violence prevention and early recognition
- Newsletters
- Conflict Resolution Programs
- The Academy Charter School website

- PTO Meeting
- School Messenger-Automatic Notification System, ClassDojo and Remind

Hazard Identification

As part of each Building-Level Emergency Response Plan, each Building-Level School Safety Team will determine sites of potential emergencies that may impact the individual school building. Such sites may include but may not be limited to all playground areas, properties adjacent to schools, off-site athletic fields, buses, and off-site field trips. Specifically defined areas of current concern include:

- Parking lot traffic to prevent congestion during student and staff arrival and dismissal
- Visitors adhering to building entry protocol

SECTION III: EMERGENCY RESPONSE PROCEDURES

Protocols for each site can be found in the Emergency Response Plan located in the principal's office. The principal's Office will be used to coordinate information regarding any emergency. This is necessary to facilitate the flow of information and the decisions making process by the appropriate school officials and public authorities. A secondary location should also be determined in the event the principal's office has become unusable (i.e.: principal's Office may be locked or blocked, a hostage situation may be centered in the principal's office; fire in or near the principal's office, etc.). The secondary location should have telephone communication and be accessible by designated personnel.

Notification and Activation (Internal and External Communication)

Quick and accurate contact with the appropriate law enforcement agencies is essential in the event of a violent incident. The school will build relationships and continue to reach out to these agencies and encourage their participation in school safety related issues.

All staff and students will be encouraged to report potentially violent incidents as follows:

- Students will report verbally in person, by telephone calls or in writing to any adult in the building who will then report to the principal or designee.
- Staff will report verbally or in writing to the principal or designee.
- Anonymous report will be encouraged.

The principal or designee will be responsible for receiving and responding to all incident reports including anonymous reports and immediately call the 911 system. Information on the reporting process for students and staff will be provided as part of the response, violence prevention training program. Each incident will be reported and evaluated for response by the School Safety Team. Relationships have been established with the Police Department and the Fire Department and there will be continuous outreach to these agencies. The education corporation recognizes that many different types of emergency situations may arise resulting in specific responses.

Internal Communication

The school will utilize the internal intercom system, the phone system, and two-way radios to notify internal staff of a disaster or act of violence. The staff will be informed of what actions will be taken.

Parent Notification

In the event of a violent incident or an early dismissal, parents will be notified via text by utilizing the Cell Trust automated notification system, ClassDojo/Seesaw or Remind, and by phone tree utilizing the emergency contact cards.

Reporting

Once an incident has been reported, and depending on its severity, the Principal or Designee will assume responsibility as the Incident Commander.

- Contact the School security supervisor or designee
- Depending on the severity of the incident contact the Police Department.
- Secure the area where the disturbance has occurred.
- Ensure the physical safety/medical management for students/staff remaining in the area as soon as possible.
- Ensure that while responding to the incident, the remainder of students remains appropriately supervised and secure
- Quickly assess the area of the incident to determine damage because of the incident and if it is safe to remain. If necessary, evacuate or shelter as per the Emergency Response Plans.
- Provide incident debriefing to students/staff as needed. Notify parents.

Situational Responses

The appropriate responses include the use of sheltering, lock-down, evacuation or early dismissal procedures. Incidents reports and accidents report of every occurrence will be documented including any contact for medical treatment and engagement of law enforcement.

Multi-hazard response – In accordance with Section 155.17(e)(l)(xiv) and (xv), the Academy Charter School District-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.

Responses to Civil Disturbances

The school administration and security team will make the appropriate decisions necessary to secure students and staff. When it becomes necessary, the following responses will be utilized: shelter, lock down, evacuation, parent pick up. The emergency response team at each site will make the determination until the authorities arrive. This includes incidents related to bomb threats, kidnapping, hostage taking, and intruder. 911 will be contacted as the first line of protocol and the Emergency Response team will implement an action plan until law the local authorities and medical teams arrive on the scene of the incident. Parents will be contacted and informed via text messaging, phone call, and local media.

Bomb Threats

The school administrators have knowledge of the Bomb Threat Standards and will utilize the *FBI Bomb Call Checklist* in deciding of the exact nature of the situation. The following procedures will be followed in the event of a bomb threat:

- Actions such as searches, evacuation, sheltering and early release will be considered.
- Parents will be contacted via text messaging and phone calls.
- Call 911 immediately.

Hostage Taking

The following procedures will be used in the event of a hostage situation:

- The first person aware of the situation will immediately notify the principal's office and Security Supervisor.
- 911 contacted immediately.
- The school principal or designee will issue the appropriate alert if necessary and isolate the area.
- The school principal or designee will turn over the authority to the police upon their arrival at the scene and assist as requested.
- Parents will be contacted via text messaging and phone calls.

Intrusions

The following procedures will be implemented in the event of an intrusion:

- The first person, other than the principal, becoming aware of an intruder or suspicious person will immediately notify the principal's office.
- Security will approach the intruder to determine the nature of their visit and ask for identification.
- Security will accompany the individual(s) to the proper office or if no acceptable purpose can be ascertained, ask the individual(s) to leave. Security will ensure that the individual(s) has/have exited the building and property. The staff will be alerted to prevent unauthorized re-entry.
- If the individual(s) refuse to leave, inform them that they are in violation of the law and that the Nassau County Police Department will be notified. Security will dial 911 immediately.
- If the situation escalates, an alert will be issued, and the PA system will be utilized to initiate a lockdown.
- Facility will be evacuated as necessary.
- Parents will be notified via text message, phone call and letter in the event of a lockdown.

Kidnapping

The following procedures will be used in the event of a kidnapping:

Kidnapping during School Hours if Student Attendance IS Recorded

- During school hours, when a student has already been documented as present, the first person aware of a kidnapping or missing student will immediately notify Security and the principal's office who will obtain the student's information. School building staff and Security will search the building and utilize the PA system.
- Notify the parent/guardian if the student(s) is/are not found after school search.
- Contact 911 immediately.
- The school principal will turn over the investigation to the police upon arrival and assist as requested.

- No information is to be released to the media.
- Parents will be notified immediately when the child is located.
- Parents will be contacted via text messages and phone calls.

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, snowstorm, hurricane, thunderstorm, tornado, toxic spills, and 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 his/her designee, the Chief Executive Officer, and the Director of Facilities, for control, clean up, remediation, and disposal of any materials, if needed.

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

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 loss of heat, roofing system failure (leak) sewage system failure, water system failure gas leak, and structural failure. The guiding principles for emergency planning are the protection of life first, then the preservation of property, including restoration to normal activities.

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
Bumps
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 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, 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.

Responses to Implied or Direct Threats of Violence

Implied or Direct Threats

In accordance with Section 155.17(e)(l)(iii), the Academy Charter School District-wide 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 Academy Charter School maintains a high standard of behavior from its students, faculty, and staff as well as visitors to the school facility and grounds.

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 his designee, either directly or through a member of the school staff.
2. The principal or his 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 decide 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 his/her 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 consistent with the school's Code of Conduct. Parent contact and written documentation will be implemented as for a minor threat.

Responses to Acts of Violence

In accordance with Section 155.17(e)(l)(iv), the Academy Charter School 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 his/her designee.

Step 2 - The Principal or his 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 his designee will immediately investigate the act of violence. For the Principal or his 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 his designee and will document the incident in a letter to the parent or guardian. The students will be suspended from school for a period 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.

Evacuation Procedures / Am sheltering Sites (internal and external)

Each school building has a cafeteria and gymnasium that could be used for sheltering purposes. Food would have to be brought in from other sources for a prolonged period. Moreover, there is telephone communication throughout each building. The school office has hand-held radio communication.

In the case national emergency or severe weather conditions, 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.

The Director of Development or Chief Education Officer 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 his designee. If conditions permit, the students will be returned to the school for a normal dismissal.

The Director of Development and the Chief Education Officer will deploy resources, facilities, and vehicles to be allocated and used in the event of an emergency.

Students will be transported and housed as follows:

- The Elementary School located at 117 N. Franklin St. will be evacuated to Calvary Tabernacle located at 78 Franklin St., or Academy Charter High School located at 127 N. Franklin St.
- Middle School located at 159 N. Franklin St will be evacuated to Calvary Tabernacle located at 78 N. Franklin St.; or the Academy Charter High School located at 127 N. Franklin St.
- High School located at 127 N. Franklin St will be evacuated to Academy Charter Middle School located at 159 N. Franklin Ave, the elementary school located at 117 N. Franklin Street, or to Calvary Tabernacle located at 78 N. Franklin St.
- Academy Charter School Uniondale located at 100 Charles Lindbergh Blvd will be evacuated to the Cradle of Aviation Museum located at 1 Davis Ave, Garden City.

The following is the procedure to be implemented:

1. The Director of Development, the Chief Education Officer, Principal, or her/his designee will make the decision to evacuate.
2. The local police and fire departments will be notified
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. Parents will be contacted via text messaging and phone calls.

6. Teachers/staff will be dispatched to the alternative site(s) to prepare receiving areas.
7. Teachers will walk students to the designated alternative site, take attendance, and report attendance to the principal and his designee.
8. The Director of Development or Chief Education Officer will notify the media.

Dismissal from an 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 to be transported from the alternate site location. At the alternate site location, the principal or his 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.

School Cancellation and Early Dismissal Plan

In accordance with Section 155.17 (e)(l)(ii), the education corporation established responses for emergencies, including the cancellation of classes, early dismissal, evacuation, and sheltering.

Cancellation of Classes and Notification of "No School"

If severe blizzard, heavy snowstorm, 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 via text alerts and calls to the parents. The principal, in consultation with the Director of Development and Chief Education Officer, shall make the decision and inform the media – News 12 Long Island.

Dismissal during 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.

SECTION IV: RECOVERY

Responses for different types of crises should be planned and reviewed, updated, practiced periodically. The extent of, and need for, disaster or emergency recovery depends in large part upon the nature of the incident. The Academy Charter School Board of Trustees and the

centralized executive management administration will provide the necessary resources to ensure as smooth a transition back to normal operations as possible following an emergency or violent incident.

District Support for Buildings

The central office administration will support the Emergency Response Team in emergencies or disasters by providing physical resources, human resources, and logistical assistance to each school site in the network. The education corporation will also aid the team by interfacing with relevant regulatory agencies and the media.

Investigation:

After the incident has occurred the School Safety Team will conduct a detailed investigation. It is the purpose of the Team to focus on facts that may prevent recurrence, not find fault. The Team conducting the investigation will:

- Collect facts on how the incident occurred.
- Record information.
- Identify contributing causes.
- Recommend corrective action.
- Encourage appropriate follow-up.
- Consider changes in controls, policy, and procedures.

Follow-up:

The education corporation recognizes the importance of responding quickly and appropriately to the medical and psychological needs of students/staff following exposure to a violent incident. All individuals affected by a violent act in the school will be provided with appropriate medical and psychological treatment and follow-up. Provisions for medical confidentiality and protection from discrimination will be included to prevent the victims of violent incidents from suffering further loss.

Evaluation:

The School Safety Team is responsible for ensuring that an initial school building security analysis is conducted and periodically re-evaluated. These physical evaluations will focus on the identification and assessment of school building security hazards and address necessary changes in building practices. These evaluations will review the potential for different types of violent incidents including bomb threats, hostage-and private consultants as necessary.

Procedures to coordinate resource use - In accordance with Section 155.17(e)(l)(x) the Academy Charter School has prepared a listing of all resources available to the school is 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 both the schools district and bus companies.

In the event of an emergency, phone numbers are listed for the emergency first responders (911). 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.

Emergency Assistance and Advice from Local Government

Depending on the nature of the emergency, the school may need to obtain assistance from local government agencies. During an emergency, the Incident Commander will contact 911 to obtain emergency services. Other agencies may be contacted to obtain assistance include the Red Cross, Fire Department, Nassau County Office of Emergency Management, Nassau County Department of Mental Health, Nassau BOCES District Superintendent, private industry groups and religious organizations, amongst others. For specific assistance beyond the scope of the school's resources, the Nassau County Office of Emergency Management will coordinate with State and Federal agencies and assist in all post-incident response. These contacts are delineated below:

Emergency Agencies & Services

Arrangements for obtaining assistance- In accordance with Section 155.17(e)(l)(vii), it has been determined that for **ALL EMERGENCIES**, dial **911**. This includes police, fire, and ambulance. The principal, or his 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 the Nassau County and the Village of Hempstead agencies including Fire and Police departments. The principal will also contact other available resource persons as needed by reached by Emergency Numbers, which are:

Chemtech	800	262-8200
National Response Ctr. Oil & Toxic Chemical Spill	800	424-8802
National Pesticide Service Center	800	858-7378
American Red Cross	800	564-0277
Poison Control Center	800	336-6997
Domestic Violence I Child Abuse Hotline	800	942-6906
Suicide Hotline (Adolescent)	800	621-4000
Teen Hotline I Help Line	800	767-6336
Department of Environmental Conservation	800	457-7362
Gas Odors	800	942-8274

General Numbers

All Emergencies	911
Village of Hempstead Police Department	(516)483-6200
Nassau County Police	(516) 573-8800
Village of Hempstead Fire Department	(516) 478-6357
Uniondale Fire Department	(516) 742-3300
Nassau County Fire Department	(516) 572-1000

Nassau County Emergency Management	(516) 572-0636
Nassau County Public Health	(516) 227-9691
Nassau County Department of Mental Health	(516) 571-3355
Hazardous Material Control	(516) 572-1000
Poison Control	(516) 542-2323
Crisis Intervention for Children	(516) 489-0100 Ext.
Nassau County Youth Board	(516) 227-7134
Department of Children's Services	(516) 571-3355
Red Cross	(631) 728-5808
News 12 Long Island	(516) 393-1200

Nearest Hospitals

Name	Address	Telephone No.
Hospital 1: Mercy Hospital	1000 North Village Avenue Rockville Centre, NY 11571-9024	(516) 705-2525
Hospital 2: Winthrop Hospital	259 First Street Mineola, NY 11501	(516) 663-0333
Hospital 3: Nassau County Medical Center (NUMC)	2201 Hempstead Tpke East Meadow, NY 11501	(516) 572-0123

Local Utilities

NAME	UTILITY TYPE	PHONE
National Grid	Gas Company	(800) 490-0045
PSEG	Electrical Power Company	(800) 490-0075
Long Island American Water	Water Company	(516) 573-5050
Wave2Wave	Telephone Company	(201) 968-9797

Additional Services

NAME	ADDRESS	PHONE
Child Protective Services	60 Charles Lindbergh Blvd. Uniondale, NY 11553	(800) 342-3720
Regional Poison Control Center	Winthrop University Hospital 259 First Street	(516) 663-2650

	Mineola NY, 11501	
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Local News Agencies

AGENCY	ADDRESS	PHONE
Newsday, LI	235 PINELAWN ROAD MELVILLE, NY 11747	(631) 843-2700
1010 WINS (RADIO)	888 SEVENTH AVENUE NEW YORK, NY 10106	(212) 397-1010

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 education corporation, under the direction of the Director of Development and the Chief Academic Officer, 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. The school will also contract with private agencies to offer more onsite individualized services to affected students and families.

Containment During Pandemic

School Health Offices: Each Academy facility will include a nurse’s office and an isolation room (typically supervised by a nurse’s aide) for supporting patients who manifest symptoms of SARS-COVID-2 during the day. The isolations rooms vary in size but can accommodate multiple persons at a time.

Isolation: The Academy will isolate individuals who develop symptoms during the day in the isolation rooms mentioned above. Nurses and nursing aides will conduct assessments to record recent histories, record body temperature and coordinate notifications with administrators.

Collection: End of the day dismissal will be done on a staggered basis. For students who display symptoms, our isolation room will serve as the waiting area during the day. Parents will be called immediately for pick up. Parents may enter the school if they meet screening standards. If not,

students will be walked to their parent/guardian by the nursing team for discharge for the day. The Academy will provide notification to parents (via telephone/cell) of the discharge date and the requirements for re-entry, as well as the mechanisms for accessing online instructional content.

Infected & Exposed Individuals: The Academy will require that infected individuals exposed to the SARS-COVID-2 virus undergo a period of isolation and demonstrate complete recovery. Individuals will be required to provide evidence of a negative test and quarantine until obtaining the test results. In addition, to re-enter school facilities, individuals must meet requirements for temperature and be asymptomatic. The Health Covid Coordinator will coordinate with administrators and Department of Health to confirm the viability of a return to work for staff, and to classes for students.

Hygiene, Cleaning, and Disinfection: The Academy has established hygiene, cleaning and disinfection protocols that align with the requirements of Department of Health and Center of Disease Control. Signage to promote hygiene will be placed and prominently displayed in all facilities. Supplemental masks, face shields, desk shields, hand sanitizer and soap will be available at all locations. Our custodial crews have a comprehensive cleaning plan for each facility. All facilities will be cleaned daily following student use of classrooms on Monday, Tuesday, Wednesday, Thursday, and Friday). A comprehensive cleaning will be done each week on Wednesday as all students will receive at home instruction. The school community will receive regular and ongoing updates about the nature of our efforts around hygiene, cleaning, and disinfection. Our custodial team will be outfitted in the appropriate PPE during all cleaning engagements.

Contact Tracing: The Academy will support local health departments in contact tracing efforts using protocols, training and tools provided on the NYS website.

Communication: The Academy is actively engaging the community and sharing policies, practices and protocols using several mechanisms. To date, we have conducted online Town Hall meetings with all grade-level constituency groups. We have held sessions with staff to advise them of the respective protocols and procedures, and, provided for training during pre-service to build their knowledge base on SARS-COVID-2, mechanisms to support peers, students, and families. The school community has been notified of our significant increases in capacity, including adding a nursing staff to each facility, converting multiple access points to each facility to expedite screening, and testing each day, bolstering online instruction, adding SEL components, ensuring vulnerable populations will receive the same or improved levels of care and support through the process, and commitment to reduce the likelihood of adverse outcomes.