
Cardinal Community School District



Emergency Management Plan

Purpose of this Plan

The Cardinal Community School District's Emergency/Crisis Management Plan serves as a tool in the event of a crisis situation. It is the hope that this plan will serve as a guide for school administrators, law enforcement, fire safety officials, emergency medical services, as well as health and mental health professionals.

The intent of the plan is not serve as a "one size fits all" document. Each crisis has its own unique challenges. Hopefully, this crisis/emergency plan will serve as a guide to maintain an orderly response to any situation.

Components of the emergency plan

- Media Inquiry
- Fire
- Natural Disasters
- Lockdown Procedures
- Evacuation/Relocation Centers
- Assault
- Demonstration/Student Unrest
- Suicide Threat or Attempt
- Hazardous Materials
- Medical Emergency
- Threat
- Weapon
- Intruder
- Bomb Threat

“Assessing, developing, attaining and sustaining needed emergency preparedness, response and recovery capabilities is a difficult task that requires sustained leadership [and] the coordinated efforts of many stakeholders from a variety of first responder disciplines, levels of government and nongovernmental entities. There is a no silver bullet, no easy formula.”

William Jenkins

PURPOSE OF THIS PLAN

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| Fire..... | 911 |
| Police..... | 911 |
| Emergency Management Office..... | 911 |
| Ambulance..... | 911 |
| Ottumwa Regional Health Center..... | 641-684-2300 |
| Jefferson County Hospital..... | 641-472-4111 |
| Wapello Emergency Management..... | 641-682-1414 |
| Wapello County Red Cross..... | 641-682-4571 |
| Poison Control Center..... | 911 - Police will transfer to Poison Control Center |
| HazMat..... | 911 |
| Department of Criminal Investigation... | 911 or 515-281-5138 |
| Homeland Security..... | 515-725-3231 |

When implementing Lockdown with Intruder procedures:

Building Administration

- Announce “lockdown with intruder”
- Repeat announcement several times.
- Be direct. DO NOT USE CODES
- Call 911 and notify law enforcement
- Direct all students, staff and visitors to the nearest classroom or secured space
- Classes outside the building SHOULD NOT enter the building
- Move outside classes to primary evacuation site
- DO NOT lock exterior doors
- Announce “all clear” signal when threat has ceased as authorized by law enforcement

Staff

- Clear all students, staff and visitors from hallways immediately
- Report to nearest classroom
- Assist those with special accommodations
- Close and lock all windows and doors
- DO NOT LEAVE for any reason
- DO NOT OPEN THE DOOR for any reason
- If a fire alarm has been activated, do not evacuate unless fire or smoke is visible
- Shut off lights
- Stay away from all doors and windows
- Be quiet
- Wait for further instructions

Special Considerations

Lockdown prior to school starting

- Staff gathers all students in the hallways into their classrooms, or other rooms
- Preschool activities leaders gather students and report attendance
- Admin and custodial staff check the hallways and exterior of the building
- Administration posts an individual at the drop off location alerting parents and kids
- Staff takes attendance of students in their room
- At all clear, students report to their home room or first class to gain attendance

Lockdown during passing periods

- Staff gathers all students in the hallways into their classrooms, or other rooms
- Admin and custodial staff check the hallways and exterior of the building
- Staff takes attendance of students in their room
- At all clear, students report to home room or next class to gain 100% attendance

Lockdown during afterschool activities

- Event leaders gather students and take attendance
- Admin or Custodial staff checks the hallways and other rooms

When implementing Evacuation and Relocation procedures:

Building Administration

- Determine whether students and staff should be evacuated to a relocation center
- Alert school emergency response team of emergency type and evacuation
- Notify relocation center
- If necessary, coordinate transportation or student process to relocation center
- Announce evacuation
- Specify any changes in evacuation routes based on location and type of emergency
- Notify superintendent's office and district public information office of relocation center address
- Implement reunification procedures at the relocation/reunification site
- Document the reunification of all students released
- When planning primary and secondary relocation sites, consider distance, accessibility, hours of operation, transportation and amenities (e.g. bathrooms, drinking water).
- An agreement should be made with owners of non-district buildings that may be used for relocation/reunification sites that details usage and availability.

Staff

- Take emergency go-kit and class roster
- Take the closest and safest way out as posted or announced
- Use a secondary route if the primary route is blocked or hazardous
- Assist those needing special assistance
- Do not lock classroom doors when leaving
- Do not stop for student or staff belongings
- Remain with class en route to the relocation center
- Take attendance upon arriving at the center
- Immediately report any missing, extra or injured students to building administration or incident command
- Continue to contain and maintain students
- Wait for additional instructions

Relocation Centers:

Primary Relocation Center: New Hope Bible Church **Secondary Relocation Center:** Cardinal Stadium (Weather permitting)
Address: 201 W. Walnut St. Address: N/A
Phone: 641-652-3481 Phone: N/A

Critical Definition:

An assault is the intentional infliction of or attempt to inflict bodily harm upon another person. Early intervention may reduce or eliminate escalation of the incident.

When an assault occurs:

Staff (Initially confronted with the situation)

- Notify building administration
- Ensure the safety of students and other staff
- Work as a team in response
- Defuse the situation, if possible, without putting yourself in harm's way
- Use a calm voice and low tones in addressing the assailant
- If behavior escalates, shout "Stop!" and continue to use a calm voice
- Disperse onlookers and keep others from congregating
- Ensure first aid is rendered to all injured parties
- Do not leave the victim alone
- Seal off area to preserve evidence for law enforcement
- Identify the assailant by name and description (e.g. clothing, height)
- If the assailant has left the building, determine direction and mode of travel
- If assailant leaves in a vehicle, provide description of the vehicle and license number
- Identify any witnesses
- Document all activities

Building Administration or Designee

- Call 911 and notify law enforcement
- Give type and number of injuries
- Advise if assailant is still in the building or on the property
- Give name and description of the assailant
- Give direction and mode of travel (vehicle type and description)
- Consider lockdown procedures
- Notify district administration
- Notify parents or legal guardians of students involved
- Make appropriate referrals to student services or student assistance team
- Document all actions taken by staff and complete incident reports

Critical Information:

Demonstrations on school property could be deemed trespassing.

If demonstration is near, but not on school property:

Building Administration or Designee

- Preplan for this by designating protest area around the building.
- Notify district administration
- Notify and consult with law enforcement in developing a plan of action
- Notify building staff
- Encourage staff not to participate in student-led or public demonstrations and to maintain the learning environment
- Monitor situation and make decisions based on developing information
- Consider communication venues (e.g. Web site posting, email)
- Consider lockdown with warning procedures

Staff

- Notify building administration

If demonstration is on school property:

Staff

- Notify building administration

Building Administration or Designee

- Notify district administration
- Notify and consult with law enforcement
- Identify who asks the demonstrators to leave
- Develop an action plan
- Notify building staff
- Consider lockdown with warning procedures (see Lockdown procedures)
- Ensure safe entry into and exit from the building
- Monitor situation and make decisions based on developing information
- Consider communication venues (e.g. Web site posting, email)

Critical Information:

Smoke is just as dangerous as fire. Most fire deaths are due to smoke inhalation.

In the event of fire or smoke:

Staff

- Activate fire alarm and notify building administration
- Check assigned locations where students may not hear alarm (e.g. washrooms, lunchroom, sound booths, dark rooms, pool, and locker rooms)
- Implement evacuation plan for any students needing special assistance
- Evacuate students and other staff to designated areas
- Take emergency go-kits and class roster
- If primary route is blocked or dangerous, use closest, safe exit
- If trapped by fire, search for the safest way to get out
- Once outside, assemble a safe distance from building and emergency apparatus
- Take student attendance
- Report missing, with last known location
- Report extra or injured students to building administration
- Shut doors behind you, if possible

Building Administration

- Call 911 and notify emergency responders
- Confirm address of school
- Provide exact location of smoke or fire, if known, if unknown provide general location
- Ensure fire alarm has sounded
- Notify district administration
- Meet with fire officer
- Identify the location of fire
- Advise location of injured persons
- Provide names of any missing persons- Bring blue prints of facility; point out location of control panel, annunciators, and sprinklers
- Determine if students need to be transported to an evacuation site
- Notify parents or legal guardians of student reunification and release procedures (consider adding procedures to student handbook)
- Signal "all clear" when safe to re-enter school building

Additional Considerations

- Plan for accommodations for students or staff with special needs
- Ensure teachers have class, and staff rosters

FIRE

Critical Information:

Writing, talking or even hinting about suicide must be taken seriously. Immediate intervention is essential. Student confidentiality is superseded by the need for student safety.

In the event a staff member believes a student is a suicide risk or has attempted suicide:

Staff

- Stay with the student until assistance arrives
- Notify school administration, counselor, social worker or school psychologist
- Ensure short-term physical safety of the student, provide first aid if needed
- Listen to what the student is saying and take the threat seriously
 - Assure the student of your concern
 - Assure the student you will find help to keep him or her safe
 - Stay calm and don't visibly react to the student's threats or comments
 - Do not let the student convince you the crisis is over
 - Do not take too much upon yourself. Your responsibility is limited to listening and providing support until the student can receive appropriate medical care or counseling

Building Administration or Designee

- Call 911 if the student needs medical attention, has a weapon, needs to be restrained or a parent or guardian cannot be reached
- Determine a course of action with social worker or other mental health professional
- Contact student's parent or guardian and make appropriate recommendations
- Do not allow the student to leave school without a parent or guardian
- Notify district administration
- Document all actions by staff
- Follow-up and monitor to ensure student safety
- Implement Recovery procedures

**School staff must exercise caution when discussing an attempted suicide or death by suicide with students. When the incident becomes public knowledge, it is best to request permission from the family to discuss it with students in order to address emotional reactions within the school community.*

Critical Information:

All media inquiries must be referred to the district information officer. The school district, in coordination with community response agencies, assumes responsibility for issuing public statements during an emergency.

Joint Information Center (JIC)

The State of Iowa's Joint Information Center (JIC) provides a coordinated release of public information during disasters and emergencies. Housed in the State Emergency Operations Center at the Joint Forces Headquarters near Johnston, IA the JIC acts as a one-stop shop for the gathering and dissemination of incident-related information. Activities performed in the JIC include: developing press releases and other written products; facilitating news conferences; updating websites with pertinent disaster information; providing information via social media outlets such as Facebook and Twitter; monitoring media and social media reports for accuracy; planning tours for the governor and state officials to disaster-impacted areas; and responding to public inquiries. The JIC is staffed by HSEMD public information officers (PIOs) and other staff along with PIOs from other state agencies involved in the disaster response. For a very large or lengthy disaster response, PIOs from other State agencies may be asked to work in the JIC. The JIC is only operational when the Emergency Operation Center (EOC) is activated, in a State level emergency. The JIC also coordinates with partners at the local and federal government levels, along with the private sector, to ensure consistent messages are being delivered to the public.

Superintendent or Designee (Public Information Officer)

- Prepare and coach district spokesperson
- Coordinate with other responding agencies an area for media to shoot video footage and photographs safely and in accordance with school privacy policies and agencies protocols.
- DO NOT allow media to hinder emergency responders or be put in harm's way
- Provide regular updates and press releases and let media know when to expect the next update
- DO NOT say "No comment." It is okay to say "I don't know"
- Monitor media reports to ensure message accuracy. Provide media with any corrected information.
- Track rumors and ask the media to dispel inaccurate information
- Document all contact with media

Building Administration or Designee

- Notify district administration and all staff of emergency event
- Direct all media contacts to superintendent, or media point of contact
- Relay all factual information to superintendent, or media point of contact
- If directed by administration, designate a site spokesperson
- Update staff throughout the emergency, review details of the emergency and dispel rumors
- Inform superintendent and points of contact of any media presence at the building. Request onsite assistance with media if necessary

Staff

- Direct all media inquires to these points of contact.

Communication Contacts

List the district spokesperson and public information officer along with their alternates in case the primary contact is unavailable during a crisis. Consider pre-designating building or site spokespersons.

District Public Information Officer (PIO)
Joel Pedersen
641-652-7531

Alternate District (PIO)
Cindy Shepherd
641-652-7531

MEDIA INQUIRY

Critical Information:

In the event of a natural or propane gas leak or odor – EVACUATE IMMEDIATELY.

In all other cases, first responders will take command of the situation and determine the steps to take regarding evacuation, shelter-in-place and ventilation systems (HVAC).

In the event of a hazardous material incident inside a school building:

Staff

- Notify building administration
- Report location and type (if known) of the hazardous material
- Move students away from the immediate danger zone
- If safe, close doors to the affected area
- If implementing Evacuation procedures
- Take emergency go-kits and class roster
- Take attendance and report missing, extra or injured students
- Render first aid as needed

Building Administration

- Call 911 and notify emergency responders
- Report location of leak or spill and type of material (if known)
- Report any students or staff missing or injured
- Develop an action plan with emergency responders (e.g. evacuation, shelter-in-place, shutdown ventilation system (HVAC))
- Notify district administration
- Move staff and students away from the immediate danger zone
- Keep staff and students from entering or congregating in danger zone
- Document all actions taken
- Keep a DOT HAZMAT Guide Book, or NIOSH

In the event of a hazardous material incident outside a school building:

Staff

- Notify building administration
- Report location and type (if known) of hazardous material
- Move students away from the immediate vicinity of the danger
- If outside, implement Reverse Evacuation procedures
- Avoid turning on and off lights

Building Administration

- Monitor situation
- Notify district administration
- Consult with emergency responders
- Identify the need for evacuation
- Develop an action plan with emergency responders
- Consider implementing Shelter-in-Place procedures
- If there is an airborne release, shutdown ventilation system (HVAC)
- Notify parents or legal guardians of student reunification and release procedures
- Document all actions taken - Provide known hazardous materials to the fire department

Critical Information:

The role of school staff in a medical emergency is to provide care to the victim until first responders arrive. Staff should NOT provide any first aid beyond their training. Staff should comfort the victim and reassure him or her that medical attention is on the way. Before providing assistance, staff should survey the scene for additional hazards and ensure it is safe to render aid. Remember aid rendered is covered by the Good Samaritan Law please reference (School Safety Guide Page 11).

In the event a non-responsive or life-threatening injury or illness:

Staff

- Send for immediate help (notify health office staff or school nurse) and Call 911
- Describe injuries, number of victims and give exact location
- If in locations with chemicals, provide MSDs to responders
- Notify building administration
- DO NOT move the victim(s), especially if you suspect a head or neck injury, unless safety is a concern
- Check victim for medical alert bracelet or necklace
- Provide information to first responders
- Disperse onlookers and keep others from congregating in the area
- If possible, isolate the victim(s)
- Direct someone (e.g. staff, student) to meet and guide the first responders
- Assist emergency medical services personnel with pertinent information about the incident
- Complete an incident report (Medical Policy) and/or document all actions taken

Building Administration or Designee

- Ensure 911 was called and provide any updated information
- Secure victim(s) medical emergency profile
- Activate school emergency response team
- Ensure someone (e.g. staff, student) meets and directs first responders
- Provide any additional information about the status of the victim(s)
- Provide information from the victim(s) medical emergency profile
- If needed, assign a staff member to accompany victim(s) to the hospital
- Notify district administration
- Notify victim(s) parents, legal guardians or emergency contact (Ensure the most accurate information is passed)
- Activate Recovery procedures as appropriate (debriefing, or coordinate counseling resources)
- Document all actions taken by staff / Conduct After Action Review (AAR)

For medical emergencies related to life-threatening allergies:

- Students with life-threatening allergies should have emergency care plans completed by their parents or legal guardians and made accessible to all school personnel
- Students should advise staff and nurse on EpiPen locations. (Teachers should request training by Nurse)
- Encourage all employees with special health considerations to alert building administration

Critical Information:

A threat is the expression of intent to harm one's self, another person or property. A threat can be spoken, written, or symbolic (e.g. a gesture). A threat can be direct, indirect, veiled or conditional. A threat may be a crime. All threats must be taken seriously and evaluated to address imminent danger and determine course of action.

In the event of IMMEDIATE danger:

Staff

- Take immediate action to secure or isolate the individual making the threat
- Prevent access to potential weapons
- Prevent access to the individual's backpack, purse, locker, cell phone or other personal property that may contain a weapon
- Take immediate action to move others from harm's way (in the immediate vicinity of the incident)
- Notify building administration

Building Administration or Designee

- Initiate Lockdown with Intruder procedures
- CALL 911
- Notify district administration
- Document the incident

If threat is identified but there is no immediate risk:

Staff

- Complete a Threat Incident Report Form
- Notify building administration and student services staff
- Maintain confidentiality

Building Administration or Designee

- Convene the appropriate staff to evaluate the threat
- Notify law enforcement
- Conduct search of school and personal property, if needed
- Interview the individual posing a threat
- Develop an action plan
- Notify district administration
- Contact parents or legal guardians
- Inform them of the situation, any concerns and course of action
- Obtain permission to exchange information between agencies
- Document any referrals, actions taken and decisions made
- Implement Recovery procedures

Critical Information:~

Student access to weapons creates significant risk within a school environment. Early intervention may reduce or eliminate escalation of the incident.

If you are aware of a weapon on school property:

Staff

- Notify building administration immediately and provide the following information:
 - Location, identity and description of the individual
 - Description and location of weapon(s)
 - Whether the individual has threatened him or herself or anyone else
- Limit information to staff and students on a need to know basis
- Stay calm and do not call attention to the weapon

Building Administration or Designee

- Call 911 to report that a weapon is in school
 - Provide location, identity and description of the individual
 - Provide description and location of weapons
- Develop an action plan for response
 - If the weapon is located on an individual, isolate the individual
 - If the weapon is in a locker or in a backpack, prevent access to that area
- Determine whether to initiate Lockdown, Evacuation or other procedures
- Notify district administration
- Conduct weapon search, if needed
- DO NOT approach the individual alone. Consider these factors:
 - Need for assistance from law enforcement
 - Best time and location to approach individual
 - Description, location and accessibility of weapon(s)
 - Safety of persons in the area
 - State of mind of the individual
- If the individual displays or threatens with the weapon(s):
 - DO NOT try to disarm him/her
 - Avoid sudden moves or gestures
 - Use a calm, clear voice
 - Instruct the individual to place the weapon down
 - Use the individual's name while talking to them
 - Allow for escape routes. Back away with your hands up
- If the individual is a student, notify parent or guardian
- Document all actions taken by staff
- File report according to district policy

Staff members should be familiar with definitions of weapons within their school district's policies.

Critical Information:

An intruder may be either well- or ill-intentioned. Early intervention may reduce or eliminate the escalation of the incident. There is always the potential that an intruder may possess a weapon or become violent.

When interacting with a stranger at school, use the “I CAN” rule.

Intercept

Contact

Ask

Notify

In the event an unauthorized person enters school property (intruder):

Staff

- Politely greet the subject and identify yourself
- Consider asking another staff person to accompany you before approaching the subject
- Inform the subject that all visitors must register at the reception area
 - Ask the subject the purpose of his or her visit
 - If possible, attempt to identify the individual and vehicle
 - Escort the subject to the reception area
- If the subject refuses or his or her purpose is not legitimate, notify building administration that there may be an intruder in the school building
 - Attempt to maintain visual contact with the intruder until assistance arrives
 - If possible keep students away from the intruder
 - Take note of the subject name, clothing and other descriptors
 - Observe the actions of the intruder (e.g. where he or she is located in the school building, whether he or she is carrying a weapon or package)
- Back away from the subject if he or she indicates a potential for violence
- Allow an avenue of escape for both the intruder and yourself

Building Administration

- Respond to call for assistance from staff
- Advise the subject they are trespassing and need to leave the school or law enforcement will be notified
- If the subject refuses or his or her purpose is not legitimate,
 - Consider initiating Lockdown with Intruder procedures
 - Call 911 and notify law enforcement
 - Advise law enforcement of the intruder’s location and provide a full description
 - Attempt to keep the subject in full view until law enforcement arrives while maintaining a safe distance
 - Provide all staff with a full description of the intruder
- Notify district administration
- Document all actions taken by staff
- Develop and implement a 100% visitor identification process.
 - Create an easily identifiable visitor sign that all visitors must wear at all times.
 - Create an environment within the school that in courage’s all staff and students to challenge all unregistered visitors.
 - Ensure all staff and students know the visitor process, and their role in accomplishing security.
 - Reporting procedures should be included in the student handbook.
 - Create a hall monitor program, through volunteers, or staff.
 - Encourage school resource officer, administration, and janitorial staff to do random workarounds before, during, and after school.

Critical Information:

Tornado shelter areas are interior hallways, interior restrooms or rooms away from exterior walls and windows and large rooms with long-span ceilings in permanent structures. Building diagrams should be posted in each classroom highlighting routes to safe areas. Having your building assessed by a structural engineer is the recommended way to designate safe areas.

Watches: Indicate conditions are right for development of a weather hazard. Watches provide advance notice.

Warnings: Indicate a hazard is imminent or the probability of occurrence is extremely high.

If a tornado or severe thunderstorm WATCH includes all or part of the district area:

District Administration

- Monitor National Weather Service (NOAA) weather radio, all-hazard or emergency alert radio
- Notify impacted schools, buildings and programs in the district

Building Administration or Designee

- Monitor National Weather Service (NOAA) weather radio, all-hazard or emergency alert radio
- Activate appropriate members of the school emergency response team to be aware of potential weather changes
- Notify head custodial staff of potential utility failure
- Consider moving all persons inside building(s)
- Consider closing windows, if it is safe to do so
- Review severe weather sheltering procedures and location of shelter areas

Staff

- Review “Drop and Tuck” procedures with students

If a tornado or severe thunderstorm WARNING has been issued or a tornado has been spotted near the school:

District Administration

- Notify impacted buildings and programs in the school district
- Continue to monitor National Weather Service (NOAA) weather radio, all-hazard or emergency alert radio or television stations
- Provide any updated information to impacted schools, buildings and programs

Building Administration or Designee

- Activate appropriate members of the school emergency response team of a change in weather status
- Initiate Severe Weather Shelter Area procedures
- Move students and staff out of portable classrooms and into a permanent building
- Notify parents and legal guardians according to district policy

Staff

- Initiate Severe Weather Shelter Area procedures
- Close classroom doors
- Take emergency go-kit and class roster
- Ensure students are in “tuck” positions
- Take attendance and report any missing, extra or injured students to building administration
- Remain in shelter area until an “all clear” signal is issued
- In the event of building damage, evacuate students to safer areas
- If evacuation does occur, do not re-enter the building until an “all clear” signal is issued by the incident commander

Critical Definition:

ALL bomb threats must be taken seriously until they are assessed. Schools are primarily responsible for assessing the threat. The decision to evacuate rests with the school, not emergency responders, **UNLESS** a device is located.

Upon receiving a bomb threat:

Building Administration or Designee

- Call 911 to notify law enforcement
- Assess the threat by using the Threat Incident Report Form
- Consult with emergency responders, as time permits
- Determine credibility of threat
- Document all actions taken by staff

Staff

- Notify building administration
- Preserve evidence for law enforcement
- If written threat, place note in paper envelope to preserve fingerprints
- If the threat is written on a wall, photograph
- If phoned threat, document all relevant information
- Complete Threat Incident Report Form

If the bomb threat is determined to be credible:

Building Administration or Designee

- Initiate appropriate Lockdown procedures
- Provide additional instructions as necessary
- Direct staff to implement scanning process for suspicious items
- Bombs may be placed anywhere on school property — inside or outside
- Document all actions taken and findings by staff
- Determine if evacuation procedures should be initiated
- Limit the use of cell phones and radios in the building

Staff

- Implement appropriate Lockdown procedures
- Scan classroom or assigned areas for suspicious items
- Staff will be the best at telling what is out of place, or potential indicators.
- **Do not touch** any suspicious devices, packages, etc. If a device(s) is located, it should be pointed out to emergency responders
- Notify building administration of findings
- Limit the use of cell phones and radios in the building

If Evacuation Procedures are initiated:

Building Administration or Designee

- Notify staff via phone system, hardwired PA system or by messenger. Do not use cell phones, radios or fire alarm system because of risk of activating a device
- Ensure evacuation routes and area(s) are clear of suspicious items

Staff

- Implement Evacuation procedures
- Take emergency go-kit and class roster

***When responding to a bomb threat, law enforcement and first responders generally will not search a building unless requested. A bomb squad will generally not respond unless a suspicious package has been located.*