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August 12, 2019

The Honorable Peter C. Deddeh
Presiding Judge of the Superior Court
P.O. Box 122724
San Diego, California 92112

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Re: Response to the Grand Jury Report: "School Safety in San Diego County"

Honorable Judge Deddeh:

In accordance with the requirements the Penal Code of California, Section 933(c), the Cajon Valley Union School District has reviewed the Grand Jury's findings and recommendations and prepared the enclosed responses.

If I can be of further assistance, please do not hesitate to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read 'David Miyashiro', with a long, sweeping underline.

David Miyashiro
Superintendent

Enclosure

Cajon Valley Union School District Response to Grand Jury Report: “School Safety in San Diego County”

Finding 01: Overall, the San Diego County Schools studied are prepared to handle many kinds of emergencies, including active shooter situations, due largely to mandates from the State.

The Cajon Valley Union School District agrees with Finding 01. The safety and security of schools is our top priority. All schools within the Cajon Valley Union School District are well prepared to protect and support students in the event of an emergency. This state of readiness is the product of sustained effort and ongoing partnerships with community stakeholders, including:

- Observing law enforcement’s (LE) Active Shooter Training to learn their protocols so we can provide staff with the do’s and don’ts when LE arrives on scene during or after an active shooter event.
- Meetings with our parent community to discuss CVUSD’s partnership with law enforcement and our newly adopted safety tools such as “Students Speaking Out.” (An anonymous reporting tool for students).
- Collaborating with community business leaders to discuss how CVUSD is supporting and protecting students.

Finding 02: Overall, law enforcement, first responders, parents and other stakeholders have shown interest to work cooperatively with San Diego County school studied in the prevention of possible active shooter incident.

The Cajon Valley Union School District agrees with Finding 02. Cajon Valley Union School District’s schools benefit from outstanding partnerships with:

- CrimeStoppers
- El Cajon Police Department
- Alpine and Rancho San Diego Sheriff’s Departments
- Local business leaders
- Community members
- Our elected school board members

Finding 03: At the site level, there appears to be some lack of interactive collaboration with community stakeholders on the actual development of the plans.

The Cajon Valley Union School District agrees with Finding 03 as a general characterization for San Diego County schools. Developing meaningful stakeholder engagement in all aspects of our organization is a priority for CVUSD, which is why all CVUSD school sites engage stakeholders within school site councils and annually reviewing and revising their Comprehensive School Safety Plans. The process is interactive and authentic.

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Finding 04: The Grand Jury found that some of the schools reviewed had conducted a vulnerability study of their premises.

The Cajon Valley School District (CVUSD) disagrees wholly with Finding 04, as it relates to the schools within our district. Vulnerability assessments have been conducted for all CVUSD schools during 2018/2019 in the areas of complete security (threat, vulnerability, risk) assessments at all our sites to include our District Office. After the thorough assessments and interviews with site administrators, CVUSD was provided with recommendations on areas to improve infrastructure. These assessments were site specific, also taking into consideration the unique student needs at each site. Key Stakeholders were given the recommendations to create a strategic plan based on impact and available resources.

Finding 05: Valuable learning from the recent Florida and Texas shootings is not fully reflected yet in the existing CSSPs.

The Cajon Valley School District agrees with Finding 05.

Finding 06: Overall, school districts in San Diego County indicated a more focused approach to active shooter response through their efforts to improve communication, add site safety precautions and adopt guidelines for Options-Based Responses in this year’s or next year’s Comprehensive School Safety Plans/Emergency Operations Plans.

The Cajon Valley School District agrees with Finding 06. The CVUSD has made significant investments to prevent, respond to, and recover from an active shooter event.

- District staff have completed the San Diego County Office of Education (SDCOE)’s “Options-Based Response” Training of Trainers course and have offered this training opportunity to all school employees.
- All schools participate in two (2) lockdown drills per year.
- We have entered into a partnership with Sandy Hook Promise (SHP) on their “Know the Signs” prevention programs.
- With the assistance of the San Diego County Office of Education and CHP, we have trained Student Threat Assessment Teams for each of our sites.
- District and site Mental Health Crisis Intervention Teams have been trained by SDCOE staff using the National Association of School Psychologists’ PREPaRE model.
- Our coordinator of school security and safety, attended the ALICE (Active Shooter Train the Trainer) course to become a certified trainer in the ALICE strategies. The objective is to assist safety consultants with training new staff and providing feedback for site drills.

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- With the assistance of safety consultants, our site administrators and site safety specialist received an introduction into the active shooter option-based response system, (ALICE-Alert, Lockdown, Inform, Counter, Evacuate).
- Our coordinator of school security and safety is currently working on the addition of option-based response to an Active Shooter Event to each site safety plan.

Finding 07: All San Diego County Schools in the Grand Jury study claimed to have conducted or have scheduled drills within the current school year on emergency procedures directed towards intruders on campus, but not specifically armed assailants.

The Cajon Valley Union School District agrees with Finding 07. All CVUSD schools conducted lockdown drills during the 2018-19 school year.

Finding 08: Drills (conducted or planned) center mainly on the presentation of procedures but are progressing toward becoming more realistic and dynamic, which helps create a “mental model” for preconditioning staff and students to act with immediacy.

The Cajon Valley Union School District agrees with Finding 08. Staff and students at all CVUSD schools participate in training and drills that are dynamic and intended to create a mental model that pre-conditions them to act with immediacy in response to active shooter events.

Finding 09: As a note of recognition, Sweetwater Union High School District has gone above and beyond state requirements for safety training by demonstrating excellent and thorough levels of preparation.

The Cajon Valley Union School District agrees with Finding 09 and joins the Grand Jury in its praise of the SUHSD.

Finding 10: Funding for active shooter response and preparedness is given high priority for some districts.

The Cajon Valley Union School District agrees with Finding 10. Providing funding for active shooter response and preparedness is a high priority for the CVUSD and has allocated funds for the following:

- Know the Signs
- Safety tip Line
- Student Speaking Out Program through CrimeStoppers

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- In working with our two safety consultants, DMB and AECOM, Cajon Valley has assessed both security and policy and procedures and improved infrastructure and practices to best meet local, state and federal guidelines.
- Option based training to an active shooter event (ALICE training).
- After providing CVUSD with the ALICE strategies, drills will be observed to offer feedback on how staff can better be prepared.
- De-Escalation Training (Conflict resolution) for site administrators, bus drivers and front office staff.
- Hiring of Full time Site Safety Leads for each middle school to help maintain a safe and positive school environment.

Finding 11: Before and after school programs need to be better addressed in safety plans.

The Cajon Valley Union School District agrees with Finding 11. The planning cycle we use to create and revise school safety plans has continuous improvement as its goal and will include safety plans specific to before- and after-school.

Finding 12: Many districts expressed a need to train all adults on campus in safety procedures.

The Cajon Valley Union School District agrees with Finding 12. The CVUSD agrees that all adults who work on a school campus should be trained in campus safety procedures. The district and all our school sites have plans in place to ensure all regular and temporary employees, and contracted service providers, are trained in school safety procedures beginning work on a school campus.

The 2018/19 Grand Jury recommends that by March 1, 2020 Cajon Valley Union School District:

19-01: Increase the priority of funding in school budgets for training, equipment and infrastructure improvements to handle active shooter crisis as a matter of security for staff and student safety.

Recommendation 19-01 has been implemented. The Cajon Valley Union School District has identified priorities and timelines for improving school safety. These include improved perimeter fencing, creating single control points of entry, implementing visitor screening and management systems, training all employees in Options-Based Responses, training student threat assessment teams, and creating classroom lockdown supply kits. Funding for school safety has been increased beginning in 2019-20 to implement and maintain these priorities.

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19-02: Explore alternate or creative sources of funding to supplement the school’s needs to enhance safety measures regarding active shooter situations, including possible grants or community fund-raising efforts.

Recommendation 19-02 has been implemented. The district has secured additional resources to support school safety initiatives:

- Our partnership with Sandy Hook Promise (SHP) provides our sites with SHP’s “Know the Signs” suite of trainings and services at no cost to the district.
- All district sites promote the use of (SHP’s “Say Something” or Crime Stoppers’ “P3Tips/Students Speak Out”) reporting apps.
- The district also actively searches for grant and partnership opportunities to supplement our investment in school safety.
- The district has chosen to focus Title IV funds on school safety and is hiring a full-time Site Safety Lead for each middle school to support a safe and positive school environment.

19-03: Conduct vulnerability studies at all school and use this data to guide the development of the CSSP and EOP.

Recommendation 19-03 has been implemented. The district has hired two safety consultants and is engaging in an ongoing process for identifying and prioritizing risks to individual schools and the district. Consultants are assessing and providing recommendations for safety improvement in the areas of staff preparedness and our physical environments. These recommendations are the foundation of our site and district customized safety improvement plans.

19-04: Provide more safety precautions against active shooters, including threat awareness training/reporting, and site physical improvements.

Recommendation 19-04 has been implemented. Cajon Valley has initiated the following to provide increase precautions against active shooters:

- District staff have completed the San Diego County Office of Education (SDCOE)’s “Options-Based Response” Training of Trainers course and have offered this training opportunity to all school employees.
- All schools participate in two (2) lockdown drills per year.
- We have entered into a partnership with Sandy Hook Promise (SHP) on their “Know the Signs” prevention programs.
- With the assistance of the San Diego County Office of Education and CHP, we have trained Student Threat Assessment Teams for each of our sites.
- District and site Mental Health Crisis Intervention Teams have been trained by SDCOE staff using the National Association of School Psychologists’ PREPaRE model.

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- Our coordinator of school security and safety, attended the ALICE (Active Shooter Train the Trainer) course to become a certified trainer in the ALICE strategies. The objective is to assist safety consultants with training new staff and providing feedback for site drills.

19-05: Monitor individual school’s planning meetings to develop the CSSP and EOP to ensure collaboration of multi-disciplinary partners (staff, parents, students, first responders, fire department and law enforcement, community agencies) at the *local school level*.

Recommendation 19-05 has not yet been implemented but will be implemented in the future. Under the direction of Coordinator of Safety and Security, campus Safety Leads will work with their middle and feeder elementary schools to ensure that multidisciplinary stakeholders provide feedback and recommendations in the development of site emergency plans.

19-06: Include “Active Shooter” response language in the school’s Comprehensive School Safety Plan and dedicated sections in the Emergency Operations Plans.

Recommendation 19-06 has not yet been implemented but will be implemented in the future. All school site CSSPs will include emergency operations plans specific to active shooter prevention, mitigation, response and recovery on or before October 1, 2019.

19-07: Promote the use of tip hotlines and tip apps by students and parents.

Recommendation 19-07 has been implemented. The district and all school sites actively promote the use of Students Speaking Out. The hotline can be accessed on the district website , student computers, and through a phone App.

19-08: Include substitute teachers and all other adult workers in the training and practice provided to regular staff on active shooter awareness and responses specific to each school.

Recommendation 19-08 has not yet been implemented but will be implemented in the future. Not later than Aug. 15, 2020, the district will implement a system to train all adults (including substitute and contracted service providers) who work with students on our campuses, in active shooter responses specific to each school site. The training will be provided within 30 days of the start of work.

19-09: Conduct active shooter drills with staff that are dynamic and produce “immediacy” of response consistent with the school’s approved safety plan.

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Recommendation 19-09 has been implemented. The Cajon Valley Union School District works closely with the El Cajon Police Department at least once a year to plan active shooter drills for all our sites. The drills are dynamic and prepare staff to lead students through a quick evaluation of their response options (Run, Hide or Fight) and choose the response that is best suited to protect them. Training focuses on developing heightened situational awareness and a safety mindset.

19-10: Use age-appropriate training methods in conducting lockdown and active shooter drills with students.

Recommendation 19-10 has not yet been implemented but will be implemented in the future. The district will form a workgroup to consider age appropriate training methods using the "Best Practice Considerations for Schools in Active Shooter and Other Armed Assailant Drills" that was published jointly by the National Association of School Psychologists and the National Association of School Resource Officers. Workgroup members will include teachers, classified staff, school psychologists, school counselors, school nurses, parent representatives, district and site administrators, and law enforcement representatives. The workgroup recommendations will be available for implementation as soon as possible, but not later than Aug. 15, 2020.

The Cajon Valley safety plan includes training students in an age-appropriate method when conducting lockdown (layering & barricading classrooms) and active shooter drills. Opt-Out forms for parents who do not wish to have their students participate.

19-11: Coordinate detailed emergency plans for school programs held on campus outside of normal school hours, inform all participants and involve the community's support.

Recommendation 19-10 has not yet been implemented but will be implemented in the future. Cajon Valley will review all school programs held outside instructional hours and develop and train associated staff on specific program emergency plans and procedures.