


ELHS Safety Enhancement Plan

Presented at the January 30, 2023 Board of Education Meeting by
Superintendent Dori Leyko and Assistant Superintendent Glenn Mitcham


Purpose of this Plan & Presentation

- To share accurate information regarding the series of events connected to this ongoing conflict between two groups of ELHS students
 - To update stakeholders on the actions that have been taken over the past week
 - To respond to the Board of Education's directive to develop a plan of safety enhancements at ELHS - including immediate, short-term and long-term actions
 - To communicate our process for evaluating recommendations and our plan for implementation or pursuit of many of these recommendations
 - To provide an opportunity for stakeholder feedback to the plan and to additional recommendation that are being considered
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Limitations of this Plan & Presentation

- While we have accomplished a lot and have executed numerous recommendations in a very short amount of time, some of these recommendations require additional time and development prior to implementation. We are acting swiftly but want to ensure that expectations and changes are well-communicated & supported so they will be successful and sustainable.
- We still need time to...
 - Gather input from stakeholders, especially from our students on recommendations they deserve to weigh in on
 - Collaborate... with staff, students, ELPD and others
 - Hire... additional personnel that may be needed to implement some of the recommendations
 - ex. door monitor, camera monitor
 - Coordinate... ex. Can we, and if yes, how quickly can we hire and onboard security personnel?


... while we provide constant supervision and monitoring of students during the school day.



Summary of Events

- **December 5, 2022** - A fight broke out during passing time in the locker commons involving numerous students. ELPD was called and responded. Multiple students were suspended.
 - **January 4, 2023** - Two students opened an exterior door to allow three individuals (two non-ELHS students) into the building. These individuals were in the building for 30 - 40 minutes. No incident occurred yet could have. The students who opened the door for these individuals were suspended.
 - **January 19, 2023** - Following a triple-header of basketball games, a fight involving 8-10 students broke out in the parking lot. Staff and ELPD intervened, and a staff member reported seeing a gun fall out of one student's belongings as they picked up their items to flee. Multiple students were suspended and/or pending Board action for long-term suspension, expulsion or permanent expulsion.
 - **January 20, 2023** - During passing time, five students engaged in a fight in the locker commons. Adults immediately intervened. Multiple students were suspended and/or are pending Board action for long-term suspension or expulsion.
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Summary of Events


- **January 24, 2023** - Three students reported a social media screenshot indicating that there may be a student in the building with a weapon. The school was put in Shelter-in-Place status to eliminate student movement while administrators investigated. The report was traced back to an overheard conversation between students that was misinterpreted. ELPD was onsite while the investigation was completed.
 - **January 26, 2023** - ELPD was called to ELHS to assist with the removal of a student from the building following a non-violent infraction. The building was placed in Shelter-in-Place status to eliminate hallway traffic while the situation was resolved. Upon release from the Shelter-in-Place, two students physically assaulted another student in the bathroom and are currently pending long-term suspension or expulsion.
 - **January 27, 2023** - ELHS was closed in order to complete investigations, hold meetings with families of students involved in the past week's incidents, plan for immediate changes to some procedures, evaluate and action plan safety enhancement recommendations and plan communication with staff, students and families.
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ELPS Response to Student Incidents

In being as transparent as possible but in compliance with confidentiality (FERPA) laws, we are able to share that students who have participated and continue to engage in physical violence - including those who instigate, inflame or threaten others in person or through social media - will face serious disciplinary consequences, including long-term suspension and/or expulsion.

In addition, the Revised School Code addresses weapon possession and other issues in section 380.1311. Subsection (2) of this provision states that if a student possesses a dangerous weapon in a weapon free school zone (on school property and/or a vehicle used by a school to transport students to or from school property), or commits arson or criminal sexual conduct in a school building or on school grounds, the student must be expelled from school permanently, subject to possible reinstatement provided for in the law. We are following this requirement and a Board hearing is pending.

It is our goal to do everything we possibly can to educate and support the students who come through our doors. Unfortunately, this situation has reminded us that there are some students, that despite our best efforts, are a danger to others; and therefore, will be recommended to the Board for expulsion.




Our Task from the Board of Education

On the evening of Tuesday, January 24, the Board of Education released a statement to the community responding to the concerns around school safety that were shared at the January 23 meeting.

This communication included direction for the Superintendent to develop a plan for immediate, short-term and long-term safety enhancements for East Lansing High School. A list of recommendations to consider was included in the Board's letter - this list was compiled from public comment, emails from stakeholders, ELHS staff and students, and the School Safety Assessment Report from Secure Education Consultants.

Over 30 recommendations have been discussed by district administrators, with 24 of these recommendations evaluated by a team of district administrators, building administrators, teachers and staff.



The Process for Evaluating the Recommendations


A team of district administrators identified some recommendations that we identified as critical to move forward and needed no further evaluation.

On Friday, January 27, a team of six district administrators, three building administrators, five teachers and one non-teaching staff member met all afternoon and engaged in a process to evaluate 24 recommendations.


In small groups, teams engaged in a SWOT analysis of each recommendation - to identify Strengths, Weaknesses, Opportunities and Threats of each recommendation.

Individuals then completed a review of each SWOT analysis and offered their feedback, questions, concerns, alternatives, etc.


Each member then reviewed each SWOT analysis and feedback in order to independently vote whether or not to take action or pursue additional steps to for consideration (i.e. whole-staff discussion, student input, cost, barriers to implementation).




Immediate Safety Enhancements that Have Been Implemented

- Communication of new rules and procedures and reinforcement of many current rules related to safety - occurred this morning 1st hour with all students
 - The use of only Door #1 for student entry during school hours
 - Increased supervision and monitoring of hallways and bathrooms, both between classes and during classes
 - ELHS implementation of no hall passes during first 10 minutes and last 10 minutes of class to decrease hallway traffic and allow for more efficient sweep of halls and bathrooms
 - Availability of District Wellness Leader to staff and students at the high school for engagement, consultation and resources for mental health
 - Elimination of passes during Excel for the next two weeks to allow time to create a better student tracking system and reduce students in the halls throughout the Excel period
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Immediate Safety Enhancements that Have Been Implemented

- Reminder to students to report any safety situation or concern immediately to the main office and not on social media. Misinformation can spread quickly, and it is important that inaccurate information is not spread.
 - Increased supervision of hallways and bathrooms (temporarily by willing ELHS staff for additional compensation during their planning period while we work with contracted security company to add long-term personnel)
 - Additional security and/or supervision at athletic events
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Short-Term Safety Enhancements - In Progress


- The reinstatement of an In-School Suspension (ISS) program that aims to provide both disciplinary consequences and effective rehabilitation services and support while keeping students in school
 - Review of emergency protocols and language for all staff and students (ongoing)
 - Additional exterior doors to be alarmed and/or door prop alarms added
 - Additional lockdown buttons added near office secretary desks
 - Additional security personnel to increase hallway, bathroom and exterior door supervision and monitoring with contracted security company
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Short-Term Safety Enhancements con't - In Progress

- Improve communication - content and timeliness ...
 - Utilizing available enhancements within existing software
 - Evaluating a mobile safety alert system that would allow us to quickly send mass text messages
 - Crafting emergency message templates that require “fill-in” portions but are prepared in advance and ready for use
 - Assigning an identified individual in the district to be on call and prepared to receive information and send these messages
 - Participate in training on crisis management and communication
- Collaborate with the East Lansing Police Department to plan and schedule active shooter training for all staff



Long-Term or Ongoing Safety Enhancements

- Meet with the City of East Lansing, the East Lansing Public Library and the East Lansing Police Department to discuss public safety and collaboration around student safety
 - Request assessment from the fire marshall to determine if any of the exterior doors at ELHS can be put out of use
 - Meet with mentoring groups and/or other student support agencies to provide mentoring and social development of students involved in conflicts
 - Evaluate our continuum of intervention for students who exhibit the need for self-regulation supports and strategies
 - Provide de-escalation training for all staff
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Recommendations that Require More Input & Evaluation (Staff, families, community members and students)

- A change in the cell phone policy
- A change in the backpack policy
- Required wearing of IDs by students and staff
- Additional personnel to support implementation of recommendations
- Reinstatement of a School Resource Officer
- Addition of metal detectors
- Consideration of a bond proposal specifically for safety enhancements, including technology-related safety enhancements and construction of entrance at ELHS

(Please complete the feedback survey to weigh in on these options.)



Opportunity for Feedback

Please use the following survey link in order to provide feedback to this plan. This survey window will close at noon Monday, February 6. Students, high school staff, non-high school staff, families and community members are welcome to provide feedback. If you have previously communicated your input through email to the Superintendent or Board of Education members, please add it to this survey so we have all input in one place and can filter the data by participant group.

<https://forms.gle/jyhXexXABDRxrWrq6>

