

## SCHOOL SAFETY

*Policy: 1500/4200/7270*

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Safe schools are critical to creating a learning environment in which students can succeed. Staff and students share the responsibility for taking reasonable precautions and following established safety measures to create and maintain safe schools. The following safety measures must be implemented at each school.

### **A. Supervision of Students**

Students must be reasonably supervised while in the care and custody of the school district. This supervision must occur throughout school hours, including during class, between classes, on the playground, and during recess or lunch periods; during authorized school field trips; on school buses, and during school-sponsored before- and after-school activities. Reasonable precautions should be taken to protect the safety of students on school grounds and on buses before, during and after school.

Students who are subject to policy 4260 Registered Sex Offenders - Student and who are receiving educational services on school property must be supervised by school personnel at all times.

### **B. Supervision of Visitors**

School administrators shall strictly enforce policies 5015 School Volunteers, and 5020 Visitors to the Schools.

### **C. Safety of School Buildings and Grounds**

The Board recognizes its duty to provide each of its employees with a workplace free from recognized hazards that are causing or are likely to cause death or serious physical harm.

The Superintendent or designee and each ~~building~~ principal shall comply with all duties set out for their respective positions in [G.S. 115C-288\(d\)](#) and [G.S. 115C-525](#) to minimize fire hazards. As required by law, the principal is required to must inspect school buildings, playgrounds and equipment for health, fire and safety hazards on a regular basis, as required by law, and to notify the Superintendent or designee immediately of unsanitary conditions or repairs needed to meet safety standards.

Any employee who observes any potential hazards must notify the principal or the employee's supervisor immediately. The principal or supervisor must notify the superintendent immediately of unsanitary conditions or repairs needed to meet safety standards.

All warning systems must meet building and equipment codes required by law and must be properly maintained. When necessary, proper signs indicating potential hazards or recommended safety precautions must be posted.

## D. Establishing Processes to Address Potential Safety Concerns and Emergencies

### 1. Responding to Student Altercations and Other Threats to Safety

All school system employees have a duty to be alert at all times to situations that may pose a threat to the safety of students, employees or visitors on school property, at school events, or in other situations in which the students are under the authority of school ~~employees.~~Even employees. Even an employee who does not have responsibility for supervising students is expected to make an immediate report if the employee observes or has reason to suspect that a situation poses a threat to safety and no administrator, teacher, or other supervisory employee is present and aware of the potential threat.

Employees should take further action as appropriate in accordance with any response protocols established by the principal or Superintendent/designee. All employees are responsible for knowing and following such protocols to the fullest extent reasonable under the circumstances at the time.

### 2. Accident Prevention Protocols

The school safety office and risk management, in partnership with the principal or designee, will develop protocols to help prevent accidents in school buildings, on school buses and on school grounds.

### 3. Training

Staff training must include detailed instruction on accident prevention and how to respond to a variety of emergency situations. Middle and high school employees must receive adequate training on the operation of the school's anonymous safety tip line. In addition, staff should be able to recognize and respond to behavior, information and related indicators that warn of impending problems.

School personnel must teach and review with students (1) safety procedures, including fire safety procedures; (2) precautions for handling chemicals or potentially dangerous equipment; and, (3) appropriate responses to threats to school safety. Middle and high school students must also be informed of the anonymous safety tip line and its purpose and function.

Training must be provided annually for all students, faculty and staff on how to recognize and report threats to the school, community or self.

### 4. Safety Equipment

School employees shall provide students with safety equipment as required by law and shall enforce district and school protocols pertaining to wearing safety equipment.

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School employees shall wear and use appropriate safety equipment, and will follow district and school safety protocols, as required for the safe performance of their specific job assignments.

**5. Planning for Emergencies and Conducting Fire Drills and Other Emergency Drills**

The Superintendent or designee, in coordination with local law enforcement and emergency management agencies, will adopt a school risk management plan relating to incidents of school violence for each school in the school system. The Superintendent or designee must provide the Department of Public Safety's Division of Emergency Management (Division) with emergency response information it requests for the school risk management plan and updated emergency response information when such updates are made.

**6. Reporting Risks to the School Population**

Students should notify any staff member of any acts of violence, harassment, or bullying or any other unusual or suspicious behavior that may endanger safety. Middle and high school students may also use the anonymous safety tip line to report any risks to the school population or buildings. Ongoing student education efforts will aim at minimizing any fear, peer pressure, embarrassment, or other impediments to students reporting potential problems.

Maintaining a safe school environment that is conducive to learning requires staff to be proactive in dealing with violence, harassment, and bullying. Staff members must report immediately to the principal any information regarding unusual or suspicious behavior or acts of violence, harassment, or bullying.

School officials shall investigate and act upon any report of such behavior, including, when appropriate, referring reports to the school threat assessment team and reporting criminal activities to law enforcement, the State Board, the State Superintendent of Public Instruction, and the Superintendent or designee.

**7. Potential Threats of Registered Sex Offenders**

The principal of each school shall register with the North Carolina Sex Offender and Public Protection Registry to receive e-mail notification when a registered sex offender moves within a one-mile radius of the school.

**8. Student Behavior Standards**

Students are expected to meet behavior standards set forth in Board policies.

**E. Threat Assessment Teams**

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In accordance with [G.S. 115C-105.65](#), the superintendent shall establish a multidisciplinary threat assessment team for each school within the school system to identify, assess, and manage behavior of students or others who may pose a risk of violence or harm to self or others. Unless the superintendent establishes a different classification system for threat assessment protocols, threat assessment teams will use the levels of concern table listed in the behavioral threat assessment and management guidance issued by Center for Safer Schools in assessing the level of threat posed and forming a response to threats.

The Superintendent shall issue administrative regulations to implement this policy.

Legal References: [29 C.F.R. part 1904](#); [G.S. 14-208.18](#); [95-129\(1\)](#); [115C-36](#), [-47](#), [-81.4](#), [-105.49](#), [-105.51](#), [-105.53](#), [-105.54](#), [-166](#), [-288](#), [-289.1](#), [-307](#), [-390.3](#), [-391.1](#), [-521](#), [-524](#), [-525](#); [13 N.C.A.C. 7A .0301](#); [16 N.C.A.C. 6E. 0107](#); State Board of Education Policy [SCFC-005](#)

Cross References: Prohibition Against Discrimination, Harassment, and Bullying (policy 1710/4021/7230), Non-Discrimination on the Basis of Sex (policy 1725/4035/7236), School Improvement Plan (policy 3430), Student Sex Offenders (policy 4260), Student Behavior policies (4300 series), Staff-Student Relations (policy 4040/7310), School Volunteers (policy 5015), Visitors to the Schools (policy 5020), Registered Sex Offenders (policy 5022), Public Records – Retention, Release, and Disposition (policy 5070/7350), , Staff Responsibilities (policy 7300)

Other Resources: *Practical Information on Crisis Planning: A Guide for Schools and Communities*, U.S. Department of Education Office of Safe and Drug-Free Schools (January 2007), available at <https://www.ed.gov/sites/ed/files/admins/lead/safety/emergencyplan/crisisplanning.pdf> <http://www2.ed.gov/admins/lead/safety/crisisplanning.html>; *Behavioral Threat Assessment and Management: Best Practice Guidance for North Carolina Behavioral Threat Assessment and Management Teams for Harm Prevention*, N.C. Department of Public Instruction Center for Safer Schools (March 2024), available at <https://www.dpi.nc.gov/best-practice-guidance-north-carolina-behavioral-threat-assessment-and-management-teams-harm>

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