Create Policy 0506-10 Campus Sentinels

Statement of Principles

The safety, security, and protection of our students and staff are a central focus for the West Ada School District, which the Board of Trustees wishes to enhance through *Campus Sentinels*.

Campus Sentinels are individuals with law enforcement backgrounds who have passed a thorough screening demonstrating the judgment needed to respond wisely in moments of crisis. To this experience, local law enforcement will provide additional rigorous, ongoing training specific to school environments to deter and, if necessary, respond to potential acts of violence. Candidates who possess these qualifications and pass the training detailed in this policy will be authorized by the Board of Trustees under Idaho Code 18-3302D to carry firearms on West Ada School District property while serving as Campus Sentinels.

Such personnel will be deployed discreetly and randomly to maximize strategic ambiguity while coordinating with local law enforcement to ensure effective aligned responses to any incidents. Campus Sentinels are designed to complement SROs and law enforcement and add an additional layer of protection through deterrence and response.

Accordingly, the Board of Trustees directs the Superintendent or designee to establish a *Campus Sentinel* program as follows:

Recruitment

Only persons who meet the following criteria will be considered as candidates for the Campus Sentinel program:

Credentials

The following credentials are required for all candidates:

Current/Retired Officer in Good Standing

Good standing is defined at the time of his/her separation, retirement or current employment, he/she was/is not under investigation, or subject to discipline, for any violation of this state's law enforcement code of conduct.

All personnel files from all previous law enforcement agencies must be available for review to ensure adherence to "good standing" prior to candidacy. Candidates with incomplete files will not be considered.

POST Certification

Peace Officer Standards and Training (POST) Basic Certification is granted through a center accredited by the International Association of Directors of Law Enforcement. This requires graduation from a law enforcement academy or POST approved college program, 40 hours of field training, and completion of a six month probationary period. Such POST Certification must be accepted by the State of Idaho or through an Out of State Lateral endorsement and comport with IDAPA Regulation 11.11.01.050. Officers who retired in Good Standing with POST Certification are considered eligible to apply.

Screening

Candidates with the required credentials must also undergo a screening process as follows:

Background Review

Review of personnel files at all prior law enforcement agencies and reference check(s). This is in addition to review of "good standing" as indicated above.

Fingerprinting Criminal Records Check

All candidates must undergo fingerprinting and a detailed criminal records check, as outlined in Policy/Administrative Regulation 403.76.

Psychological Evaluation

All candidates must complete a psychological evaluation performed by a licensed psychologist to assess the following:

- **Stress Tolerance**: The ability to cope with high-stress situations, including violence, long hours, and traumatic events.
- **Emotional Stability**: Emotional maturity, resilience, and the capacity to handle the emotional challenges of work.
- **Integrity and Honesty**: Ensuring the candidate possesses high levels of integrity and honesty, crucial for maintaining public trust.
- **Decision-Making and Problem-Solving**: Evaluating the candidate's ability to make sound judgments under pressure.
- **Adaptability and Flexibility**: Assessing the ability to adapt to changing situations and handle unexpected challenges.

Medical Examination

All candidates must complete a physical examination performed by a licensed physician to assess the following:

- **Fitness for Duty & Safety**: Evaluating for physical capability to perform the essential job functions, including physical control, coordination, and alertness for ability to carry and use a firearm.

Candidates who meet the above criteria may be selected as recruits eligible for the training regimen.

Annual Training

Recruits will be expected to undergo rigorous training before they will be authorized for deployment on school grounds. This training will be overseen by the Meridian Police Department and shall be over and above any training received at other departments. Training will occur annually and shall include:

Idaho Standard Command Response for Schools

Idaho provides a response protocol highlighting the specific challenges involved in security events at schools. Recruits must complete this scenario-based training with local law enforcement at school sites, with particular attention to the unique tactical implications of firearms in a school environment. *8 hours estimated completion.*

Building Safety and Security Plans

Each campus building has specific safety and security plans which must be studied and reviewed in-depth so that Sentinels are familiar with the unique conditions found at each school. This includes components such as entry and egress points, backdrops, security systems, and other details specific to each school. *8 hours estimated completion.*

West Ada School District Safety and Security Plan

In addition to a specific Building Review, Recruits must familiarize themselves with the overall District Safety and Security plan. *4 hours estimated completion.*

West Ada School District Employee Training

Candidates must also participate in the general training program applicable to all employees of the West Ada School District. *4 hours estimated completion.*

Large Crowd and Event Critical Response

Recruits must undergo large crowd and event critical response training, including:

- Crowd Psychology
- Risk Assessment
- De-escalation Tactics
- Lethal and Less-than-Lethal Force
- Incident Management
- Communication Strategies
- Event Staff and Responding Agencies Coordination

40 Hours Estimated Completion

Advanced Pistol Marksmanship (APM) levels I, II, and III

Recruits must undergo marksmanship training, including:

- Firearms safety
- Weapon retention techniques
- Discharge of firearm training
- Use of force training
- Shooting on USPA 3/4 silhouette and skeletal 3/4 silhouette targets
- Eleven (11) defensive shooting drills from 1.5 ft to 15 yards, with timed events, and different engagement zones
- Trainees must be able to maintain all shots within a 6–8-inch circle

30 hours estimated completion:

First Aid

Recruits must receive basic medical training for first-responders, including:

- Advanced Cardiac Life Support (ACLS)
- Pediatric Advanced Life Support (PALS)

20 hours estimated completion.

Signed Acknowledgment

All Campus Sentinels must complete a written acknowledgment that they have received the above training and have reviewed all related policies prior to serving in active duty. This acknowledgement must be renewed on an annual basis following completion of assigned recertification training.

Deployment

Recruits who meet the background requirements, have completed the requisite training, and been approved by the Superintendent or designee will then be granted authority and permission by the Board of Trustees to possess firearms and serve in active duty as Campus Sentinels. Such deployments will be subject to the following:

Conditional Privilege

Authorization to carry firearms and ammunition on school property is granted solely at the discretion of the Board of Trustees. It is a conditional privilege, not a right. Through delegation by the Board of Trustees, this privilege may be revoked at any time by the Superintendent or designee, and such revocation shall not require cause, explanation, or due process.

If approved to carry a firearm on school property, it is expected that Campus Sentinels will consistently do so each day as long as it is safe and reasonable, given the activities of the school day. The Superintendent or designee is also authorized to indicate to personnel that a particular event, activity, or program should not involve the carrying of a firearm(s) and/or ammunition. School property refers to all real property under the jurisdiction of the West Ada School District, including but not limited to all buildings, facilities, fields, parking lots and remote offices.

Equipment

All firearms will be kept in good working order and inspected upon request by law enforcement and the Superintendent or designee, and will conform to the following criteria:

Firearms

Only handguns will be allowed as firearms. Moreover, any handgun used in school security activities must meet the following criteria:

Semi-auto pistols with single or double action in 9mm caliber. Make and models must be reviewed for reliability, and be consistent with handguns in use by local law enforcement agencies with a minimum barrel length of 2.5 inches.

Firearms must be unmodified aside from grips, grip modules, and sights. Optical (red-dot) sight compatible with any factory optics cuts on the slide of the firearm are acceptable; sighting devices such as laser pointers are prohibited.

Trigger weight must be a minimum of 4 pounds; alterations to the firearm’s action or hair-triggers are strictly forbidden.

Inspection of firearms for approval will be conducted under the direction of the Superintendent or designee in partnership with a certified firearms armorer at least once annually, and upon request, to ensure they meet the specifications listed above.

Holsters

Carry holsters will meet retention level I or higher, and be worn under garments that fully cover the firearm and holster. Open carry will not be permitted.

Firearms and any spare ammunition shall be concealed at all times, and be carried in a manner consistent with the required training, safety protocols, and completely out of sight from public view.

Ammunition

Only factory-loaded jacketed hollow-point (JHP) or frangible ammunition will be permitted in firearms authorized to be on school property. Ammunition shall be approved by the Superintendent or designee and subject to examination at any time. Hand/reloaded or hardball ammunition are not permitted.

Procedures

While on duty, Campus Sentinels will adhere to the following procedures:

Maintain a Low Profile

Campus Sentinels will use discretion to maintain the lowest possible profile while on school grounds. This is not only to avoid creating unnecessary distractions, but to increase the deterrence value provided by strategic ambiguity as to the potential presence of a Campus Sentinel on any campus at any time.

Display of Staff Identification Card

Campus Sentinels shall prominently display their West Ada Staff Identification Card at all times while on duty. The ID shall be clearly visible above the waist and unobscured by clothing.

Use of Force

Use of Force shall only be permitted to defend themselves or others from imminent threat of death or serious bodily harm.

Rules of Engagement

Campus Sentinels are primarily intended to serve as a deterrence and generally should yield to existing school safety personnel or the responding School Resource Officer to handle matters that do not pose a threat of death or serious bodily harm. For instance, Campus Sentinels should immediately notify the school safety team of physical altercations (ie, fights), presence of contraband, or other activity which require attention and may monitor the situation from a distance. However, since Use of Force is restricted to scenarios involving threat of death or serious bodily harm, Campus Sentinels must refrain from engaging directly in situations that do not meet that threshold.

De-Escalation

- Campus Sentinels must employ de-escalation tactics when safe and feasible.
- Verbal commands, time, distance and other techniques must be used to reduce the need for force whenever possible.
- The use of force should be a last resort when no reasonable alternative is available.

Brandishing/Display

- Firearms may only be brandished if use of force is justified.
- Warning shots or similar displays are strictly prohibited.

Duty to Provide Medical Assistance

Following any use of force, a Campus Sentinel shall ensure that medical assistance is provided to any person injured, as soon as it is safe to do so.

Duty to Report

- All uses of force must be reported immediately to law enforcement and the Director of Safety and Behavior.
- A written report must be submitted immediately and no later than 24 hours (or as soon as medically/legally possible).
- All use of force incidents will be investigated and reviewed by law enforcement and the Superintendent or designee, with a timely report provided to the Board of Trustees.

Policy Compliance

Failure to adhere to this policy may result in disciplinary action, up to and including termination and referral to law enforcement.

Discharge

Any discharge of a firearm by a Campus Sentinel, intentional or unintentional, must be thoroughly documented and investigated to determine compliance with applicable laws, district policy, and professional standards. The following applies to all Campus Sentinels regardless of whether the firearm discharge occurs in the line of duty, during training, or accidentally.

Immediate Actions Following Firearm Discharge

- Secure the scene immediately.
- Assess for injuries and provide or summon medical aid.
- Notify law enforcement, the Superintendent or designee, and the site administrator.
- Preserve the scene for investigation. Do not disturb evidence except to provide aid or ensure safety.

Required Reporting

Any Campus Sentinel involved must complete a detailed written report immediately and no later than 24 hours (or as soon as medically/legally possible), including:

- Time, date, and location of the incident
- Reason for firearm discharge
- Sequence of events

- Description of threats or behavior leading to discharge
- Number of rounds discharged and direction of fire
- Identities of all witnesses and involved persons
- Description of any injuries or property damage

Incident Documentation

The following must also be completed:

- A district incident report
- A law enforcement report, if applicable

Internal Review And Investigation

- A formal review will be conducted by the Superintendent or designee in cooperation with law enforcement. A timely report will be provided to the Board of Trustees.

Temporary Firearm Relinquishment

- The district or local law enforcement agency, for forensic or evidentiary purposes, will temporarily secure the Campus Sentinel's firearm.

Unintentional Discharges

- Treated with the same urgency and procedural requirements as an intentional discharge.
- Reviewed to determine whether it resulted from negligence, training deficiencies, mechanical failure, or policy violation.
- May result in retraining, disciplinary action, or termination, depending on the findings.

Administrative Leave

- Campus Sentinels involved in a discharge – regardless of cause or intention – will be placed on Administrative Leave pending an investigation.

Return To Duty

Before returning to armed duty, all involved Campus Sentinels must:

- Be cleared by the Superintendent or designee and relevant law enforcement personnel.
- Complete a mandatory psychological or mental wellness evaluation, if required.

- Participate in firearms retraining and qualification.

Incident Response Coordination

In an emergency, Campus Sentinels will adhere to the first responder Incident Command System (ICS).

In doing so, Campus Sentinels will always carry a district-approved common identification/ security sash on their person to assist first responders. This sash will be worn during emergencies so that first responders can identify school security.

Campus Sentinels will wear the sash whenever the following occurs, but are not limited to:

- Active school shooter situations
- Use of force
- Discharge of firearms on West Ada School District property

Signage

Signage will be displayed that notifies visitors of the potential presence of armed personnel, and all contradictory signage will be removed/replaced.