NJASA
School Safety & Security Report

May 17, 2023

NJ Association of
School Administrators
Education &
Research Foundation

School Safety and Security Sub-Committee
Final Report
April 2023

Executive Summary

According to the most recent 2022 Gallup Poll regarding America's Public Schools adults and public school parents agree that measures to enhance school safety, security, and mental health are of utmost importance. In the aftermath of the May 24, 2022, school shooting in Uvalde, Texas, Americans expressed broad, continued support for enhancements to school security measures. Specifically, 80% of poll takers support placing armed police officers on duty when classes are in session and screening all students for mental health problems; and, as many as 78%, express support for placing metal detectors at all school entrances. That said, data from the same poll indicates that poll takers do not favor teachers and staff arming themselves to enhance security within schools. In fact, support falls to 45% of arming staff, with a noteworthy 55% in opposition of such measures.

This report is one of many that informs the need for further, equitable enhancements of school security and mental health supports. In New Jersey, the threat of targeted violence within public schools remains a real, yet ominous concern for school district leaders. Data from the 2022 Gallup Poll helps to inform the need for school district leaders to have critical training on school safety and security as well as resources to address security needs and deficiencies. As a result, the NJASA School Safety and Security Subcommittee has solicited input from school leaders in the State of New Jersey about their district's current security and mental health resources for purposes of identifying priority needs and systemic inequities. Data collected from school leaders was then compiled and used to inform recommendations to NJASA for the enhancement of school safety and security in New Jersey public schools. Admittedly, while no amount of preparedness can ever eliminate the threat of school violence entirely, there are several actions that can potentially further mitigate incidents of school violence. This report shall serve as a footprint from which NJASA can coordinate resources, training, and legislative advocacy with the overarching goal of further securing all New Jersey Public Schools.

Key Findings and Implications

School districts have disparate access to specific school security measures across New Jersey. In New Jersey, survey results indicated sharp distinctions in access to specific security protections such as armed officers and other security personnel, web enabled alarm systems, and mental health supports. Results also suggested a lack of resources and funding are contributing factors for disparities among school districts. As a result, the entitlement to a thorough and efficient education is compromised in that not all students have equitable security measures in place to mitigate acts of violence in the school setting.

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The vast majority of Chief School Administrators and Superintendents cited safety and security as their most pressing priority regarding training. The majority of Chief School Administrators and Superintendents who responded to the survey distinctly expressed an essential need for increased, recurring training opportunities for school security. In a post-pandemic era that continues to see exiting and turnover of school leaders, regular and embedded professional training is critical to strengthening comprehensive expertise.

A more comprehensive and exhaustive guide is needed to replace the 2015 school security task force report. The last comprehensive examination of school safety and security needs from the Department of Education is now dated. As the landscape of school security shifts, a new commission is required and should be convened. A current report requires input and expertise from school safety and security experts as well as perspectives of school leaders. This should not be a political document.

Legislative support for school safety and security infrastructure and personnel upgrades is needed. A sustainable commitment from local and state legislators for funding is critical to support the operations, infrastructure, and personnel needs of modern schoolhouses - inclusive of school security. Legislative support for school funding will minimize the need for school leaders to compromise within their annual budgets to ensure that their students and staff have equitable access to safe learning environments.

This **FINAL REPORT** of the NJASA School Safety and Security Sub-Committee is respectfully submitted to the Executive Board of the New Jersey Association of School Administrators. This Final Report contains information about the purpose of the committee, the methods used to collect data used to inform recommendations for school safety and security in New Jersey, and results from the 2022 School Safety and Security Survey that were distributed to all Chief Executive Officers in New Jersey. This Final Report also contains recommendations to inform NJASA's response to the blatant inequities that exist across the State of New Jersey in security and mental health resources.

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Acknowledgements:
With gratitude, the Co-Chairs of the School Safety and Security Subcommittee would like to acknowledge the contributions of the following school leaders as members of the School Safety and Security Committee:

Paul Amoroso, Superintendent - Pompton Lakes School District
Sarah Bilotti, Superintendent - Pascack Valley Regional High School District
Dr. Richard Bozza, Executive Director - NJASA
Dr. Brian Brotschul, Superintendent - Delran Township school District
Christopher Carrubba, Superintendent - Belvidere School District
David Cittadino, Superintendent - Old Bridge Township Public Schools
Dr. Steve Forte, Superintendent, Denville Township School
Dr. Janet Fike, Superintendent - Morris-Union Jointure Commission
Deborah Harvest, Assistant Superintendent for Operations - East Orange School District
John K. Kummings, Superintendent - Wildwood City School District
Maria M. Lepore, Esq., Chief Association Counsel - NJASA
Gary Lubisco, Jr., Superintendent - PC Manchester Regional School District
Damion Macioci, Superintendent - West Essex Regional School District
Diane Mandry, Superintendent - Pohatcong Township School District
Dr. James McLaughlin, Superintendent, Dover Public Schools
Dr. Christopher Metrick, Superintendent - Woodstown-Pilesgrove Regional School District
Dr. David Micelli, Superintendent - New Providence School District
Judith Rattner, Director of Special Projects - NJASA
Melanie Schulz, Director of Governmental Relations - NJASA
Dr. Richard Spirito, Superintendent - Hawthorne Public Schools
Kristin Williams, Chief School Administrator - Manning Township School District
Tony Tongrone, Superintendent - Millville Public Schools

The Committee would like to extend its sincerest appreciation to the NJASA Executive Board for commissioning the School Safety and Security Ad Hoc Committee and affording school leaders an opportunity to contribute to a process designed to enhance the safety and security of our schools.

Respectfully submitted,

NJASA School Safety and Security Committee Co-Chairs,
Dr. MaryJane Garibay, Superintendent - Colts Neck Township Schools and
Dr. Charles B. Sampson, Superintendent - Freehold Regional High School District

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The NJASA School Safety & Security Committee's
FINAL REPORT
Presented to the NJASA Executive Committee

Context

The New Jersey Association of School Administrators (NJASA) School Safety & Security Sub-Committee was formed in August 2022. This sub-committee was assembled for purposes of identifying and proposing actionable steps to NJASA in response to evolving concerns of school leaders for the continually expanding work of ensuring safe and orderly school environments. The tragic events that occurred on May 24, 2022, at Robb Elementary School in Ulvade, Texas only escalated the urgency of school leaders to further address safety and security preparedness. To further assess and understand the needs of school leaders in New Jersey, the NJASA School Safety & Security Committee was established.

School leaders have grappled for decades with the residual security impacts from the horrific shootings at Columbine, Sandy Hook, Parkland, and, most recently, Uvalde. The mass school shooting at Robb Elementary School in Ulvade, Texas received national attention and, once again, laid bare the vulnerability of students and staff to gun violence. Despite the fact that school leaders across the nation implement policies and practices designed to mitigate continual acts of gun violence on school campuses, the "K-12 School Shooting Database" (https://k12ssdb.org/) identifies over three hundred (300) shooting incidents on United States school grounds in 2022, a dramatic increase from previous years. While Uvalde and now Nashville serve as the most recent catalyst in the media to spur a national discussion on school safety since the 1999 mass school shooting at Columbine High School, hundreds of thousands of students, staff, and families have been directly impacted by the escalating mental health crisis and surge in gun violence (School Shootings Database). Sadly, the historical and recent data related to school shootings clearly depicts the rationale for school officials to prepare for incidents of violence. The sheer volume of incidents of gun violence and other attacks perpetrated against students on school grounds should serve as a call for advocacy in support of school safety and security that will effectuate positive change in New Jersey and the nation at large.

The number of school shootings occurring throughout our nation's schools have motivated legislators in New Jersey to propose laws that require school leaders to enact policies and protocols intended to promote the safety and well-being of students and staff. As per the NJDOE:

> On August 1, 2022, Governor Phil Murphy signed into legislation, N.J.S.A. 18A:17-43.4, requiring the establishment of threat assessment teams in public, charter, and renaissance school projects. The purpose of a threat assessment team is to provide school teachers, administrators, and other staff with assistance in

identifying students with behaviors of concern, assessing those students' risk for engaging in violence or other harmful activities, and delivering intervention strategies to manage the risk of harm for students who pose a potential safety risk. Threat assessment teams' purpose is also to prevent targeted violence in the school and to ensure a safe and secure school environment that enhances the learning experience for all members of the school community. Accordingly, the board of education of each school district and the board of trustees of each charter school or renaissance school project must develop and adopt a policy for the establishment of a multi-disciplinary threat assessment team at each school (NJDOE, 2022)

N.J.S.A. 18A:17-43.4 mandates the establishment of Threat Assessment Teams in all public, charter, and renaissance school projects by the start of the 23-24 school year.

In an effort to expand school district leaders' understanding, preparedness, and capacity to proactively prepare for threats of violence, members of the NJASA School Safety and Security Subcommittee commenced an investigation and inquiry into state-wide school security measures as well as mental health resources. The Committee sought to gauge explicit needs from New Jersey's Superintendents. The method used for the collection of information was a survey developed by the subcommittee. Results from this survey were used to inform these recommendations to NJASA for the enhancement of school safety and security. It should be noted that mass school shootings occurred at a rate that outstripped the Committee work -- in short, more have occurred while we have finalized our report making our school shooting references difficult to keep current. A grim fact.

Committee Process

The NJASA School Safety and Security Committee held its initial meeting on August 17, 2022. The initial meeting served as a conduit to allow members to express what they believed to be the most pressing safety and security needs facing NJASA members. Though a wide range of issues was brought forth by members of the committee, the consensus focused on a notion that school staff are more likely to react, rather than prevent threats, security breaches, and/or acts of violence. Additionally, the committee was in complete agreement for addressing the need for quality, sustained professional development and training for school staff on topics and procedures related to crisis situations, school violence, and gun violence.

The Committee supports all efforts for NJASA to communicate and collaborate with other statewide organizations, including the New Jersey School Boards Association and New Jersey Education Association, as well as state legislators and parent groups to present a unified position for positive changes in school safety and security. The most recent results presented from the

2022 Gallup Poll support the work of the committee through the lens of broad community support for security measures in schools. Members of the committee recognize that philosophical differences related to armed security and law enforcement personnel in schools may exist throughout school communities; however, anecdotal feedback received from members of the committee and results from the survey express a clear desire among most participants to prioritize armed security personnel within all schools.

Conclusions made from the initial meeting of the Committee were separated into three categories. These three categories were as follows:

(A) Advocacy
(B) School Leader Training
(C) Community Outreach & Partnerships

The Committee was then divided into three sub-committees to fully explore and vet the aforementioned categories into specific recommendations and or concerns. On October 17, 2022, three (3) individual sub-committee meetings took place. During these meetings, committee members provided additional input and desired direction for their assigned category. Additionally, all subcommittees were charged with responding to the following question:

● For what specifically will we recommend NJASA advocate?

Subcommittee questions by category:

The **Advocacy** Sub-Committee was asked to respond to the following questions:

● *What existing legislation and/or future legislation fits with our needs?*
● *What legislative barriers prohibit continuation of knowledge regarding student needs after the K-12 spectrum is complete-are there exceptions to be made in identified threats? How do we connect what is known about the select number of students post K-12? (NJSMART-Threat assessment tools).*
● *Who should we seek an audience with-joint committee? Senate/Assembly ed? Other? Timelines for our group?*
● *Should we request legislation that calls for an update NJASA's 2015 Recommendations. Does our group simply propose updates to the 2015 document? Document attached here: NJDOE 2015 school security task force report*
● *Where are additional entry points to partner with other organizations in this work?*

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Meeting outcomes for the Advocacy Sub-Committee included:

- Develop a goal to request similar/same levels of security personnel expertise and support across districts while remaining wary of creating our own unfunded mandates.
- Survey of security personnel needs and work across NJ districts would be helpful to identify gaps and starting points for legislative change and funding.
- School Safety Specialist roles vary across districts. One-off training for these individuals does not lend to ensuring anticipated district needs regarding support/training.
- Continuation of juvenile records into adulthood is a topic of interest. Is there a way to advocate for sharing of information through legislation? Recognition of civil rights concerns; however, could there be built in safeguards?
- Must advocate for expansion not elimination of mental health safeguards. 90 districts potentially losing in-school resources for 16 county hubs. There was sharp concern regarding the proposed county hub model as being inadequate to meet school district mental health needs.
- Conceal carry advocacy for school safe zones is at the top of the list. Is there pending legislation?
- Role of gun purchase age limit was a divisive topic as many viewed New Jersey's gun control law as among the strongest in the nation.

Specific Action Step: Develop survey based on today; feedback-can also create a checklist of security measures to be completed within survey for more accurate information.

The **School Leader** Sub-Committee was asked to respond to the following questions:

- *Should we consider an annual security & safety update/training for school leaders facilitated by NJASA? When is the most opportune time(s) to offer this training? What will be the most effective means to deliver on-going and real-time training for school leaders?*
- *How do we embed safety and security training into NJASA's New Superintendent Academy? What are best practices in safety and security for new superintendents? Where and from whom may we acquire the most effective resources for superintendents?*
- *What are recommended topics for training? Should there be a standing NJASA committee to provide recommendations and oversight of training?*
- *What recommendations are there for combining security resources across districts?*
- *What annual outreach should be performed to understand needs of NJASA members from the field? Should a survey be administered each year to assess and evaluate the needs of school leaders relating to school safety and security?*

Resources: https://www.njsba.org/news-publications/school-leader/may-june-2018-vol-48-no-6/school-security-redefined/

[Secret Service Report Averting Targeted School Violence](#)

Meeting outcomes included:

- Consider an annual safety and security symposium. Spring Conference - what worked/what questions remain? Reflect & look to Strauss Esmay one-day model of PD.
- Refresher quick hitter in August-what school leaders need to know as it pertains to safety and security.
- Repository of resources for members can be developed in conjunction with on-going training and information from the Department of Emergency Preparedness.
- Utilization of case studies in at least one of the NJASA One-day seminars each year.
- Develop a list of mentors for emergency situations/sample correspondence.
- Consider recording specific presentations on dealing with emergency situations.

The **Community Outreach and Partnerships** Sub-Committee was asked to respond to the following questions:

- *How do we develop a state-wide directory of mental health resources that are available to school districts?*
- *Are there mental health organizations that NJASA can partner with to connect school districts with necessary mental health resources and supports?*
- *Are there exemplars from which school leaders can design programs for parents/guardians?*
- *What does a Parent/Guardian Academy look like related to Safety and Security?*
- *Regionalized evenings/events to share resources?*

Meeting outcomes included:

- Monmouth County Schools Partnership for Wellness is a model for larger scale parent/guardian/community events designed to promote awareness and access to mental health resources.

- A desire exists for more focused and public partnerships/relations with law enforcement. Perhaps an NJASA endorsement of statements to ensure/inspire confidence with what we say and do as it relates to safety and security. We must also understand what is available in divergent law enforcement modalities (this will come out and may be included in membership survey).

- Have other organizations sign on any position statements regarding school security and safety.

- Use each county meeting to collect and collate information regarding resources used around mental health and other needs.

School Safety & Security Survey:

The larger Committee reconvened electronically to develop an extensive survey designed to collect information on security and mental health resources being utilized by school leaders in the state of New Jersey. For efficiency, the final survey combined the efforts of the Safety & Security Committee and the School Staff Shortage Committee.

In an effort to collect the information on both topics of interest from school leaders, the following survey was distributed to all public and charter school leaders on December 1, 2022: **survey**

The Committee received 262 responses from school leaders. On January 9, 2023, committee members received aggregated results from the survey and were then asked to review the results and provide targeted feedback and observations on results.

Critical Survey Findings

- 42% of the 262 respondents reported having armed security personnel. The number draws a clear line between the have and have-nots across the state as it relates to having an armed presence in schools to address armed intruders. Many superintendents noted the escalating hourly costs for SCLEO are driving this lack of access. Many districts that do not have specific municipal police departments but are utilizing State Police may not have the same access to armed staff. Almost 20% of districts in NJ have NO security personnel - either armed or unarmed. The responses point toward a scattershot approach to securing many of our schools that would, sadly, only be brought to light during an emergent situation. Respondents noted that once in place however, the costs will only continue to increase for districts to employ armed security as removing these individuals will most likely not be publicly possible regardless of financial circumstances. One respondent noted: *In many instances our schools, specifically local high schools, are the largest gathering of citizens/taxpayer offspring of the township during any calendar day, often from as early as 7AM to as late as 10PM. Why are the school districts solely financially responsible for protecting them?*

- 65% of respondents stated that annual school safety training was of the highest priority for their needs. This reinforces the shifting landscape of school safety and security and how administrators understand it is, at times, difficult to remain current with the other

demands of running a school system. A component of this need is demonstrating model partnerships between law enforcement and school systems for superintendents.

- 70% of respondents are contracting with providers beyond their own staff to attempt to meet rising mental health challenges. Only 33% of respondents make use of the School Based Youth Services Program. There has been a sharp increase in the mental health needs of the New Jersey student population. This has resulted in many districts reporting hiring additional staff such as counselors and therapists in conjunction with the rising security needs. Districts are struggling to find the resources to meet student mental health needs. This is both a crisis and a potential root cause to compromise school safety. This is not sustainable.

- 47% of districts reported that they utilize a specific web enabled panic system, there were general questions of what sort of systems are available.

- 45% of respondents have upgraded individual classroom locks to deny a point of entry from an armed intruder more effectively.

- Less than 50% of districts have a daily presence of armed law enforcement in all schools.

- 99.2% have security cameras.

- 52.3% have shatterproof or ballistic glass employed in some manner.

- 65% have hired external security experts in some capacity.

- 65% of school leaders identified annual safety and security training as their highest priority.

- 77% have installed some form of security vestibules.

Open-Ended Responses: "Voices from the Field"

I am not sure how we would proceed in this national reality of school targeted violence without armed SLEOs. My question would be, what resources do the schools without armed resources rely upon to protect their schools, staff, and students?

Given the competing demands for funding and lack of any targeted funds toward armed security for schools, it creates a true challenge for districts - many of whom are struggling to keep specials (art, music, library). This should not be the case - when SRO programs first came about there was grant level support. Currently, we are paying $35 per hour for Class III's but the field is competitive, and we are fortunate to have some increased aid to cover these expenditures, but many districts are seeing cuts.

Unarmed security provides minimal defense against a school shooter. SRO's are often borrowed from the school when there is a need by the Police Department(s) outside of school and SRO's in other cases are officers the PD does not want in the field. Class III's are the best option since

they can only work in the school.

The varied responses (regarding security personnel) to this question are a bit scary - 2 sheriff officers assigned to 15 locations - unarmed retired police - check-ins as they can occur. This does not present a very secure picture.

Even though these contracts are typically 1 year, I believe once a district starts the SLEO program, it will be difficult to stop or reduce. This means that the costs will continue to rise. Maybe we can advocate for some additional security funding to help cover costs.

Given the competing demands for funding and lack of any targeted funds toward armed security for schools, it creates a true challenge for districts - many of whom are struggling to keep specials (art, music, library). This should not be the case - when SRO programs first came about there was grant level support. Currently we are paying $35 per hour for Class III's but the field is competitive, and we are fortunate to have some increased aid to cover these expenditures, but many districts are seeing cuts. This may be an area of advocacy for our group - to lobby for state funding for either armed security or Class III officers for every school district.

Our schools, more specifically the HS, is the largest gathering of citizens/taxpayer offspring of the township during any calendar day. Why are the school districts solely financially responsible for protecting them? I like the concept of advocacy to direct state funds to municipalities that must be used to offset or initiate school security costs.

Any assistance with funding would be appreciated, especially when districts will be adding more security to cover after-hours too. Many of our buildings are operational until 10-11 pm every night and weekends. (MS/HS).

I think this needs to be one of our strongest recommendations - funding for either Class III's or Armed Retired Officers.

This is another area where the costs are increasing and cutting back is not an option. Our three school K-8 district now has 5.0 FTE counselors and 2.0 FTE therapists from St Clare's Behavioral Health. These costs have increased dramatically.

I support all the comments here - mental health costs are high, are critically needed, and we struggle to provide what is needed.

As an S2 district new funds for unfunded resources are next to impossible. However, the mental health needs we are facing for students and staff are a real concern. Additionally, finding providers is another challenge.

50% of our school respondents do not see a daily (armed) presence - again, that is a three alarm fire.

Any assistance with funding would be appreciated, especially when districts will be adding more security to cover after-hours too. Many of our buildings are operational until 10-11 pm every night and weekends.

We need resources to lower the counselor to student ratios in our district. Mental health costs are high, are critically needed, and we struggle to provide what is needed.

Targeted Advocacy for increased funding for school safety and security is needed to ensure all schools have the school security resources needed.

Committee Recommendations:

- Work in conjunction with the New Jersey Department of Education (NJDOE) and state legislators to conduct a deeper analysis to understand the root causes of wide ranging disparities regarding the employment of armed and other security personnel in schools. Targeted advocacy should be pursued regarding several security needs for explicit funding for personnel, tools, and additional protective security measures.

- Identify pooled/shared services amongst districts, particularly smaller and more rural areas. This should be spearheaded at the county level.

- Lobby for targeted funds to increase armed and other protection (web enabled, etc.) made available from the state legislature. A statewide bond or other measure might be appropriately placed on the November ballot.

- Include annual training within the framework of NJASA's Professional Development planning. This training may include a large-scale session that could incorporate experts from Law Enforcement and the Department of Education at either the Spring Conference or during the start of the school year. This training may also include periodic one day seminars using relevant case studies from the field. The New Superintendent Academy should be updated to reflect mandated school safety and security training for all new superintendents.

- Annual safety and security training should be demonstrations of the most recent tools utilized by districts to promote safety, e.g, web enabled systems, human resource deployment, and effective shared service models.

- Mental health funding should be expanded for local districts that can exemplify effective practices. For instance, recovery high schools, alternative schools operated within districts, and mental health clinical support models. The Youth Based Programs are limited to a fraction for the total districts in NJ. Efforts to lobby/advocate for a more comprehensive state-wide approach to student mental health needs that recognizes local expertise and

effective programs and assists in the financial support of such models should be pursued by NJASA and in conjunction with other educational entities.

- Utilize county affiliates to share resources related to mental health services, safety and security best practices and other shared resources. Affiliate sub-committees at the county level can implement, grow, and help maintain an infrastructure for NJASA. The county expectations can effectively be established through the NJASA Executive Committee and dispersed statewide.

- Update the NJDOE 2015 school security task force report. This document was pulled together quickly and did not fully represent voices from those in the field. The document was largely a political creation and lacked involvement from several major organizations, including NJASA. Request that the NJDOE bring together a committee of safety and security experts as well as school leaders to update this report to more accurately reflect the current landscape in schools as it relates to safety and security.

- There was noted appreciation for New Jersey's stringent gun laws in promoting a safer environment for schools. There was general agreement that legislative action limiting gun access has had a positive impact on overall school security in NJ. These laws should continue to be supported.

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Appendix A

District Respondents' Demographics

DEMOGRAPHICS BREAKDOWN OF SURVEY RESPONSES (262 Responses)

District Configuration	Number of Responses	% of Total Responses
K-12	102	38.9%
K-8	90	34.4%
K-6	19	7.3%
9-12	16	6.1%
9-12 Vocational School Districts	9	3.4%
Other	9	3.4%
7-12	7	2.7%
Education Services Commission	7	2.7%
K-5	2	.8%
Charter School	1	.4%

Number of Schools in District Configuration:

Number of School Buildings in District	Number of Responses	Percentage of Total Responses
1 school	56	21.5%
2 - 4 schools	115	44.1%
5 - 7 schools	48	18.4%
8-12 schools	31	11.9%
13+ schools	11	4.2%

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New Jersey County Participation:

(% are rounded)

County	# of Responses	% of Total Responses
Atlantic	10	3.8%
Bergen	26	9.9%
Burlington	33	12.6%
Camden	8	3.1%
Cape May	10	3.8%
Cumberland	10	3.8%
Essex	12	4.6%
Gloucester	5	1.9%
Hudson	4	1.5%
Hunterdon	12	4.6%
Mercer	7	2.7%
Middlesex	15	5.7%
Monmouth	34	13%
Morris	32	12.2%
Ocean	10	3.8%
Passaic	8	3.1%
Salem	3	1.1%
Somerset	7	2.7%
Sussex	3	1.1%
Union	9	3.4%
Warren	3	1.1%

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Appendix B

Survey Results

My district has armed security personnel (please note, this would be either private armed security or an SLEO III or SLEO II).

262 responses

- YES
- NO

42.7%

57.3%
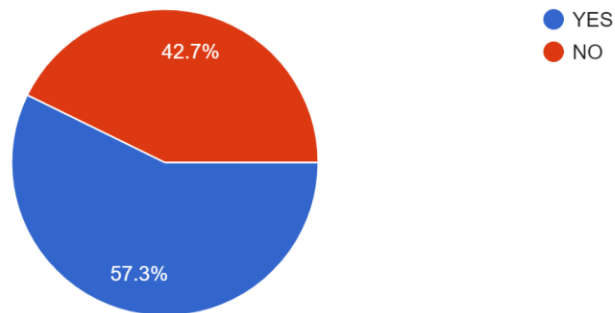
Please check the statement(s) that best describes the security personnel in your school district:

262 responses

Category	Value
We have a School Resource Officer (SRO), only	44 (16.8%)
We have a Class III Special Law Enforcement Officer (SLEO III)...	40 (15.3%)
We have a School Resource Officer(s) and Class III or Class...	45 (17.2%)
We have our own, private security personnel but do not h...	45 (17.2%)
We do not have security personnel	51 (19.5%)
Other	66 (25.2%)
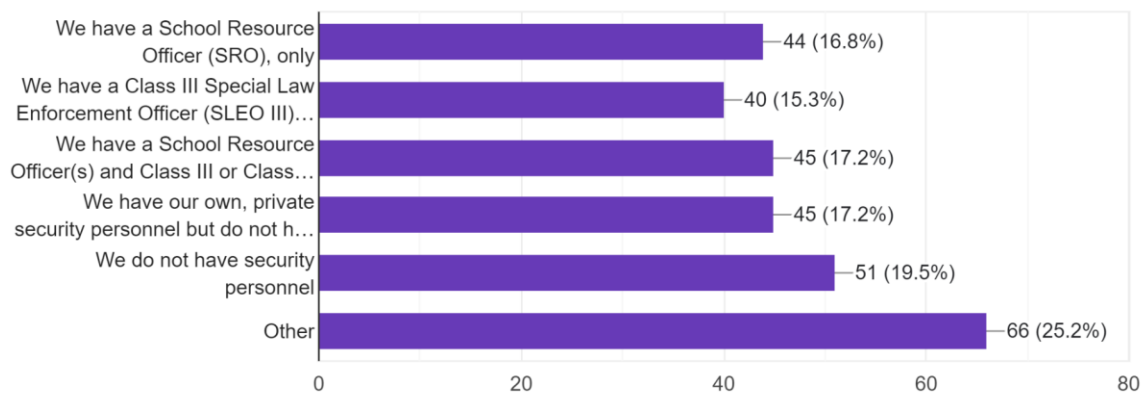
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If you have either SRO or SLEO or both how are those individuals funded:
262 responses

- School district/LEA funds
- Shared service agreement between LEA and municipality
- Municipality/police department funds
- Other
- Not Applicable - My district does not have an SRO or SLEO III

The total number of full time security personnel within our district is:
262 responses

- 0
- 1-3
- 4-6
- 7-10
- More than 10
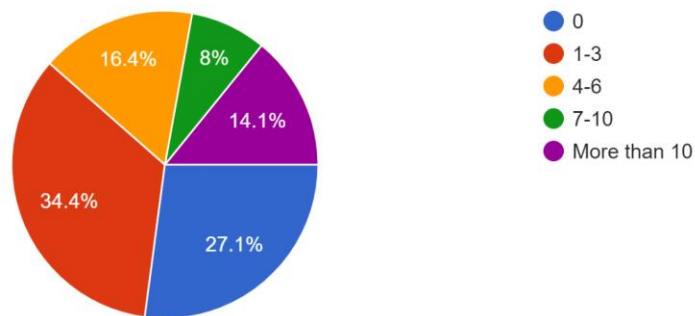
QUESTIONS #6-10: Ranking of Security Issues / Priorities (1=Highest Priority to 4=Not A PRIORITY)

6. Annual safety and security training for administrators/school community members.

261 responses
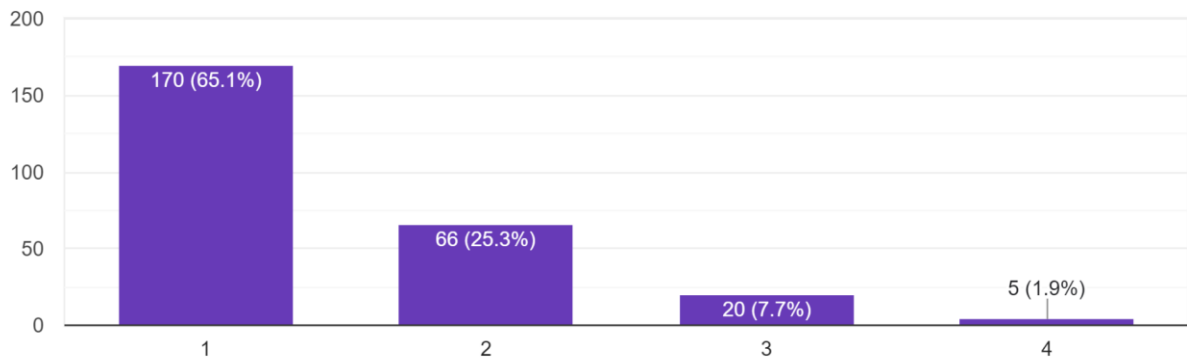
8. Improved partnerships with local law enforcement.
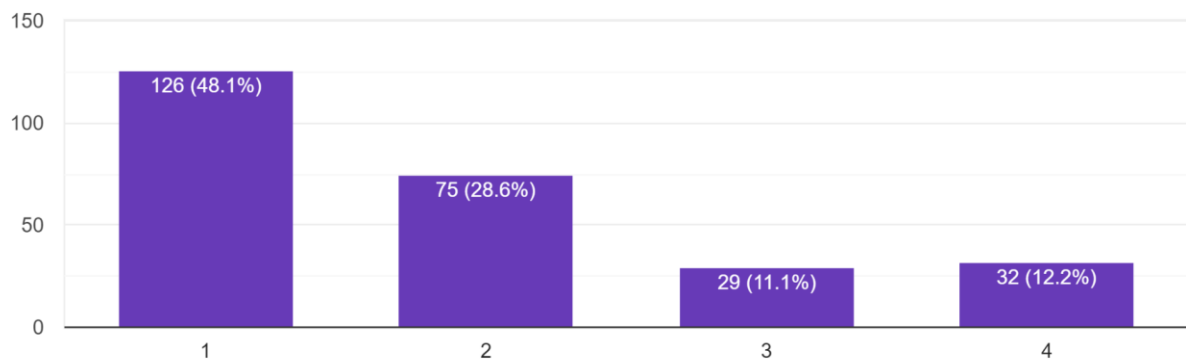
262 responses

9. Availability of resources related to mental health and other needs of students.

262 responses
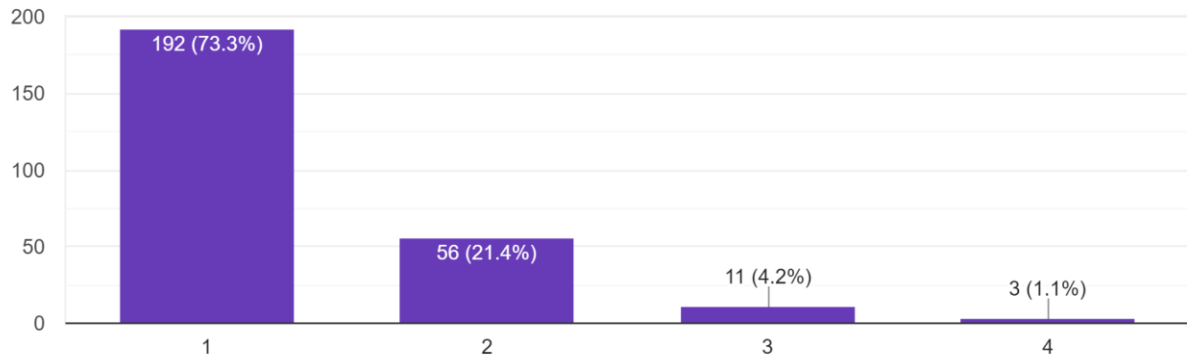
10. Legislative changes related to gun control and other measures of managing weapons in N.J..

262 responses
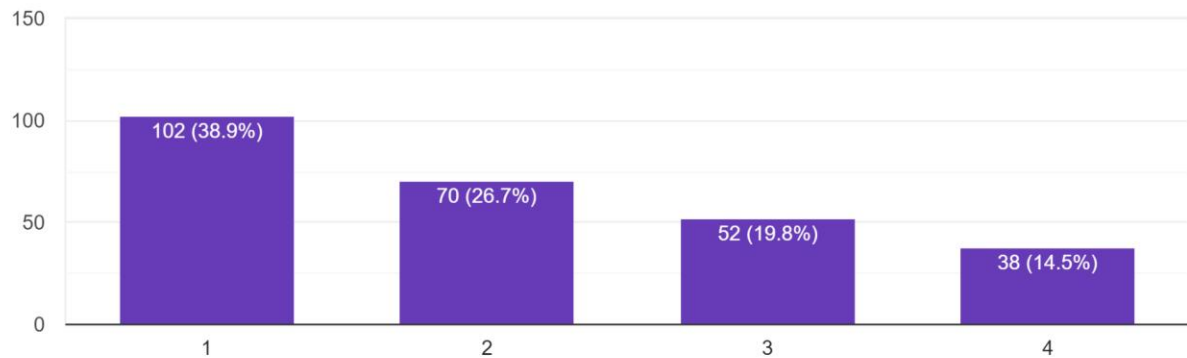
11. My district has daily presence of school-assigned armed law enforcement in every school.
262 responses

Yes
No

49.6%

50.4%
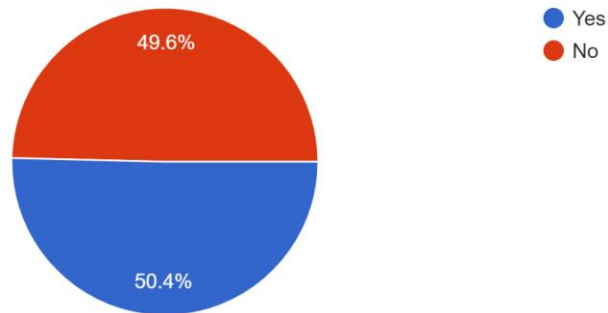
12. My district has armed law enforcement shared among school buildings.
262 responses

Yes
No

66.4%

33.6%
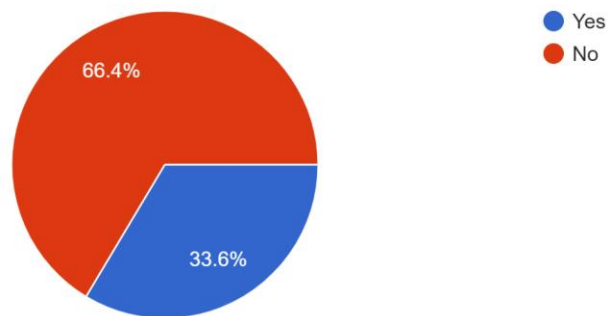
13. My district has digital mapping of infrastructure(s)

262 responses

- ● Yes
- ● No

28.6%

71.4%
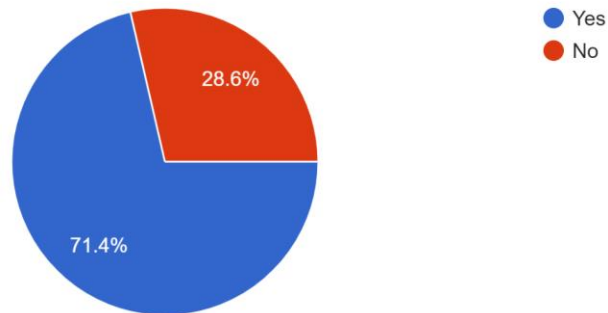
14. My district has external experts/consultants in security on staff (other than local law enforcement)
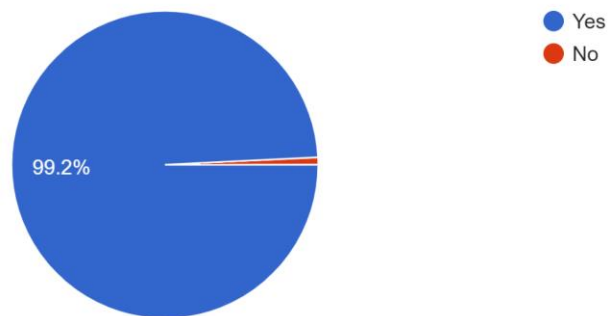
262 responses

- ● Yes
- ● No

65.3%

34.7%
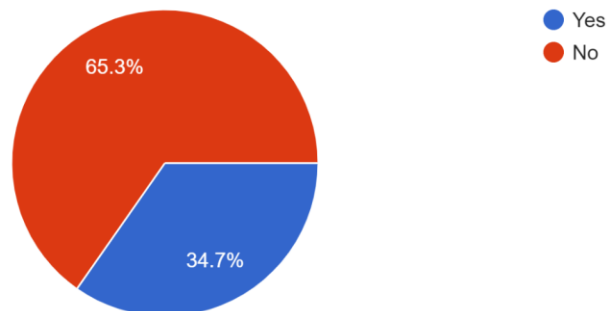
15. My district has ballistic glass or shatterproof glass ("bullet proof")/ bullet resistant glass.
262 responses

- ● Yes
- ● No

52.3%

47.7%
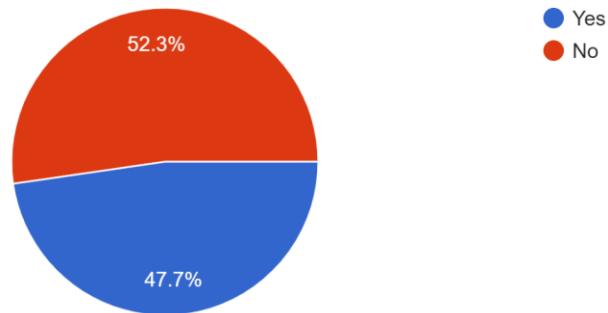
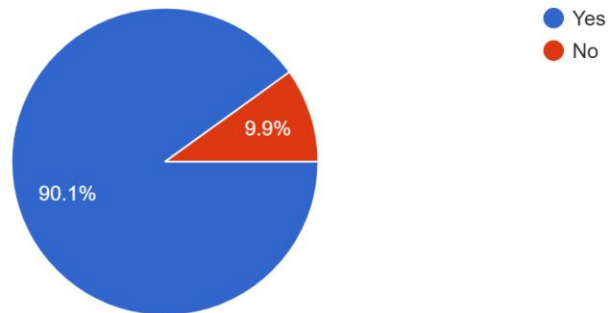16. My district has security cameras.
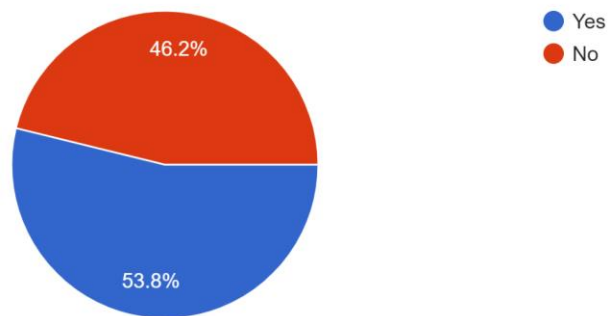262 responses

- ● Yes
- ● No

99.2%

17. My district has panic buttons/remote lockdown mechanisms.

262 responses

Yes 90.1%
No 9.9%

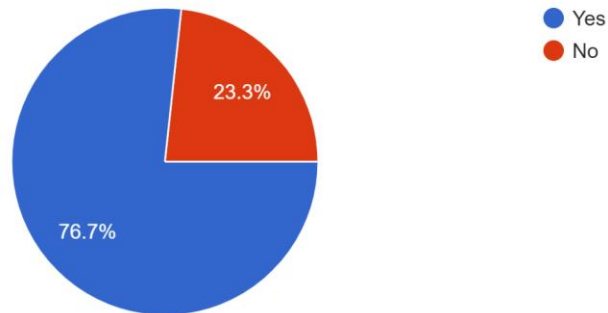18. My district has web enabled emergency systems i.e. Crisis Go.

262 responses

Yes 53.8%
No 46.2%

19. My district has security vestibule(s) at school/ office buildings.
262 responses

- Yes
- No

23.3%

76.7%

20. My district allows weapon(s) stored for SRO/SLEO III or other officers within school buildings.
262 responses

- Yes
- No

83.6%

16.4%
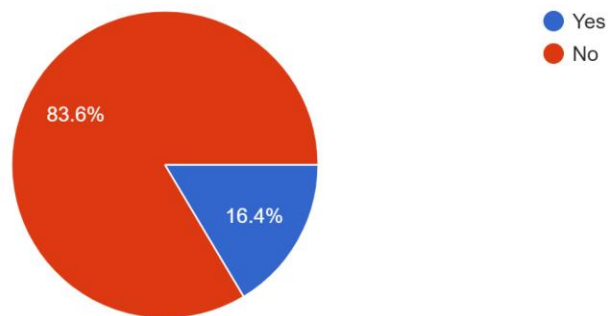
21. My district has upgraded door security lock for individual classrooms.

262 responses

- ● Yes
- ● No

55%

45%
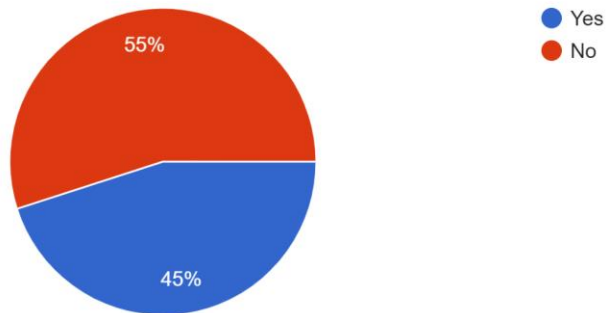
22. Our district contracts with/utilizes additional clinicians dedicated to providing mental health supports to students

261 responses

- ● Yes.
- ● No

29.1%

70.9%
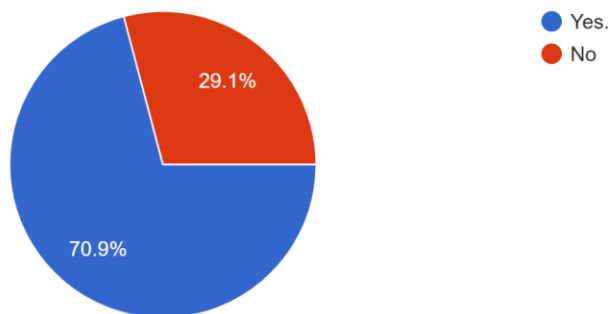
23. Our district utilizes School Based Youth Health Services Program

261 responses

24. Our district utilizes district personnel only to provide mental health supports to students

261 responses

School Safety and Security Sub-Committee
Final Report
April 2023

Appendix C
Additional Resources & Miscellaneous Information
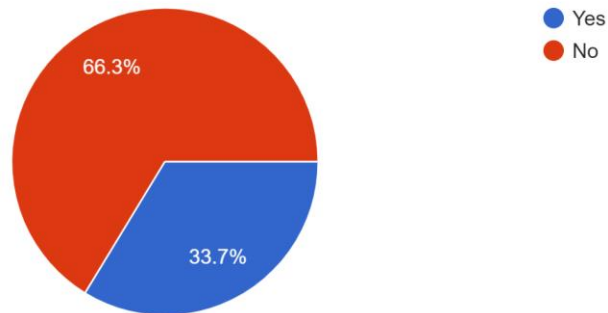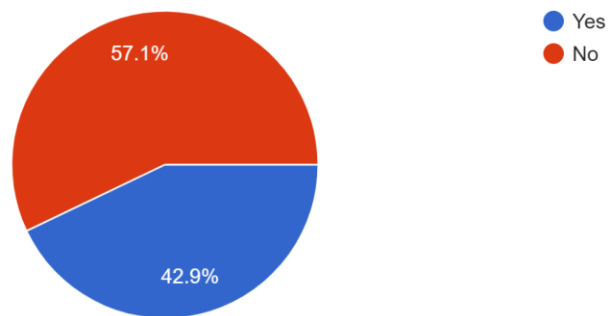
- [“Protecting America's Schools - A U.S. Secret Service Analysis of Targeted School Violence”](#)
- [“The School Shooter: A Threat Assessment Perspective”](#)
- [“Indicators of School Crime and Safety” (2018) - IES](#)
- [National Institute of Justice - The Comprehensive School Safety Initiative: 2015 Report to Congress”](#)
- ['This Is Not the Job We Signed Up to Do': Teachers Speak Out Against School Shootings](#) https://www.njspotlightnews.org/2023/01/pediatric-psychiatry-children-teens-youths-mental-health-issues-suicidal-ideation-depression-autism-self-harm-eating-disorders-psychosis/
- https://www.njsba.org/news-publications/school-leader/may-june-2018-vol-48-no-6/school-security-redefined/ Chuck Sampson

Resources that address gun legislation:
  - https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6137781/
  - https://www.washingtonpost.com/graphics/2018/local/school-shootings-database/
  - https://www.chds.us/ssdb/data-map/

Background Checks: https://www.everytown.org/solutions/background-checks/
- Other Resources
  - [US Secret Services 2021 Report](#)
  - [Popular Mechanics 2018 Guide to Making Schools Safer](#)
  - [Must Watch YouTube I Was Almost a School Shooter](#)

- Secure Firearms Policies: https://www.everytown.org/press/more-than-8-5-million-students-nationwide-will-attend-schools-with-secure-firearm-storage-policies-during-next-school-year-following-passage-of-orange-county-florida-resolution/
- Background Checks: https://www.everytown.org/solutions/background-checks/
- Student Awareness: https://www.sandyhookpromise.org/our-programs/program-overview/