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806 CRISIS MANAGEMENT POLICY

I. PURPOSE

The purpose of this Crisis Management Policy is to act as a guide for Minnesota North Star Academy [hereinafter “North Star”] administrators, school employees, students, board members, and community members as to how to address a wide range of potential crisis situations at North Star. The step-by-step procedures suggested by this policy will provide guidance to the school building in drafting crisis management plans to coordinate protective actions prior to, during, and after any type of emergency or potential crisis situation at North Star.

II. GENERAL INFORMATION

A. The Policy and Plans

North Star’s Crisis Management Policy has been created in consultation with local community response agencies and other appropriate individuals and groups likely to be involved in assisting with a school emergency. This policy and the plans will be maintained and updated year to year.

B. Elements of the District Crisis Management Policy

1. General Crisis Procedures. The Crisis Management Policy includes general crisis procedures for securing the building, classroom evacuation, building evacuation, campus evacuation, and sheltering. It designates the individual(s) who will determine when these actions will be taken. North Star’s building will have access to a copy of the Emergency/Disaster Preparedness Planning Guide.

a. Lock-Down Procedures. Lock-down procedures will be used in situations that may result in harm to persons inside the school building, such as a shooting, hostage incident, intruder, trespassing, disturbance, or at the discretion of the Executive Director or designee. The Executive Director or designee will announce the lock-down over a designated system using walkie-talkies. The alert will be made using a pre-selected code word. Provisions for emergency evacuation should be maintained even in the event of a lock-down.

- b. Evacuation Procedures. Classroom, building, and campus evacuations may be implemented at the discretion of the Executive Director or designee. North Star's crisis management plan will include procedures for transporting students and staff a safe distance from harm to a designated safe area until released by the Executive Director or designee, as appropriate. Safe areas may change depending on the emergency.
 - c. Sheltering Procedures. Sheltering provides refuge for students, staff, and visitors within the school building during an emergency. Shelters are safe areas that maximize the safety of inhabitants. Safe areas may change depending on the emergency. The Executive Director or designee will announce the need for sheltering using a designated system via walkie-talkies.
2. Crisis-Specific Procedures. The Crisis Management Policy includes crisis-specific procedures for potential crisis situations that may occur during the school day or at school-sponsored events and functions.
3. Additional Procedures. North Star administration will present recommended early school closure, media and grief counseling procedures to the board for review and approval. Upon approval, such procedures will be an addendum to this policy.
- a. Early School Closure Procedures. The Executive Director will make decisions about closing North Star. Such decisions will be made by the Executive Director as early in the day as possible. The early school closure procedures will describe potential reasons for early school closure (weather-related or a crisis situation), will specify how the decision will be communicated to staff, students, families and the school community (including means such as broadcast media, local authorities, or a phone tree), and will discuss factors to be considered in closing and reopening a school or school district building. The early school closure procedures also will include a process for reminding parents and guardians to listen to designated radio and TV stations for school closing announcements, where possible.
 - b. Media Procedures. The Executive Director has the authority and discretion for notifying parents and guardians and the school community in the event of a crisis or early school closure.

- c. Grief Counseling Procedures. The recommended grief counseling procedures will provide for initiating a grief counseling plan utilizing available resources such as the school psychologist, counselor, community grief counselors, or others in the community. The grief counseling procedures will be used whenever determined by the Executive Director to be necessary, such as after an assault, a hostage situation, shooting, or suicide. The grief counseling procedures should include the following steps.
- (1) Meet with school counseling staff to determine the level of intervention for students and staff (was the crisis on campus, were there student or staff witnesses, etc.).
 - (2) Designate specific rooms as private counseling areas.
 - (3) Escort siblings and close friends of the victim(s) and other highly stressed students and staff to counselors.
 - (4) Prohibit the media from questioning students or staff.
 - (5) Follow-up with students and staff who receive counseling.
 - (6) Resume normal routines as soon as possible.

Upon approval, such grief counseling procedures will be an addendum to this policy.

4. Facility Diagrams and Site Plans. North Star's building will have a facility diagram and site plan showing at least the following: the location of primary and secondary evacuation routes, exits, designated safe areas inside and outside of the building, the fire alarm control panel, fire alarms, fire extinguishers, hoses, water spigots, and utility shut offs. The facility diagrams and site plans will be available in the office of the Executive Director and in appropriate areas and will be kept on file in North Star office.
5. Emergency Telephone Numbers. North Star will maintain a current list of emergency telephone numbers and the names and addresses of local and county personnel who are likely to be involved in

resolving a crisis situation. The list will include numbers for agencies such as the police, fire, ambulance, hospital, the Poison Control Center, local, county, and state emergency management agencies, local public works department, local utility companies, the public health nurse, mental health/suicide hotlines, and the county welfare agency, so that they may be contacted as appropriate. A copy of the list for each building will be kept on file in North Star office and will be updated annually.

6. Crisis Response Teams

a. Composition. All team members will be trained to carry out the building's crisis management plan and have knowledge of procedures, evacuation routes, and safe areas. Team members must be willing to be actively involved with resolving crises and be available to assist when necessary.

7. District Employees. Teachers generally have the most direct contact with students on a day-to-day basis. As a result, they must be aware of their role in responding to crisis situations. This also applies to non-teaching school personnel who have direct contact with students. All staff should be aware of the District Crisis Management Policy. Employees shall receive a copy of the crisis management policy and periodically shall receive training on plan implementation.

8. Students and Parents/Guardians. Students and parents/guardians shall be made aware of North Star's Crisis Management Policy. Students shall receive specific instruction on plan implementation and shall participate in a required number of drill and practice sessions throughout the year.

9. Warning Systems

a. North Star shall maintain a warning system designed to inform students, employees, and visitors in the facilities of a crisis or emergency.

III. CRISIS AREAS COVERED BY THIS POLICY

This Crisis Management Policy provides sample procedures for addressing the following crises:

Fire

Severe Weather

Tornado/Severe Thunderstorm/Indoor Shelter

Flooding/Evacuation

Assault/Fight
Bomb Threat
Demonstration or Disturbance
Hazardous Materials
Intruder/Hostage
Shooting
Suicide
Terrorism (Chemical or Biological Threat)
Utility Emergency
Weapons

IV. CRISIS-SPECIFIC PROCEDURES

A. Fire

School preparation before the emergency:

1. North Star's safe area is the parking lot to the north of the main entrance.
2. North Star's evacuation plan is posted in each room of the school.
3. Teachers and staff are trained regarding the main emergency evacuation routes and alternate routes from various points in the building.
4. Five fire drills will be conducted periodically and at irregular times with warning.
5. A record of fire drills conducted at the building will be maintained in the front office.
6. North Star has a prearranged site for emergency sheltering and transportation as needed.
7. North Star will determine which staff will remain in the building to perform essential functions as long as it is safe to do so at the time of the emergency. North Star also designates the secretary as the responsible adult to meet with local fire or law enforcement agents upon their arrival.

Procedures at the time of the emergency:

1. Pull the fire alarm and evacuate the building.

2. The secretary will meet the local fire or law enforcement agents upon arrival and give them an update and facility diagram when they arrive.
3. The secretary will report the incident (even if it is a false alarm) to the local fire service as required by law.

Procedures for teachers:

1. During an evacuation, make sure all students and adults have left the room. Turn off the lights, close the classroom door but leave it unlocked.
2. Lead all students in an orderly and efficient manner to the safe area. Do not allow students to stop at lockers to get books, sweaters, jackets, or other personal belongings.
3. The first person to reach any door should feel the door to see if it is hot. If it is not hot, open it and proceed slowly and low to the floor. If it is hot, the teacher will quickly find an alternate route and lead the students in an orderly manner along the alternate route.
4. Follow specialized evacuation procedures for disabled persons as outlined in the building fire safety and evacuation plan or the student's IEP.

At the safe area:

1. When the group arrives at the safe area, count your students and report any missing students to the secretary.
2. Do not block any door or gate that may be used by emergency response personnel.
3. While at the safe area, teachers will supervise the group closely. There may be a great deal of confusion and emergency vehicles will need access to the site.
4. Do not re-enter any school buildings until fire department officials declare them safe and authorize re-entry.

B. Severe Weather

1. Tornado/Severe Thunderstorm/Indoor Shelter. These procedures are for any weather situation in which students and staff should remain in the building and seek shelter.

Procedures before the emergency:

- a. North Star will identify both potential problem areas on the campus and areas with the highest degree of safety for students and staff. *Unsafe* areas include rooms with large unsupported roof spans, large windows, or rooms located where they will receive the full force of the wind such as upper floor gymnasiums and auditoriums. *Safe* areas include small rooms with few windows, on the lowest floor of the building, and at the interior of the building, such as restrooms, locker/shower areas, basement gymnasiums, and closets.
- b. Facility diagrams are posted in each classroom/office/work area.
- c. Provide training to appropriate staff, including the crisis response team, on how to deal with inoperative communication systems, absence of natural light in a power outage, inoperative devices in a building with students who have special needs, and inoperative refrigeration systems, alarms, heating and cooling systems.
- d. Review “drop and tuck” procedures with students.
- e. Keep a record of all tornado drills performed at the building in the Executive Director’s office.

Procedures when a tornado/severe thunderstorm **watch** has been issued:

A tornado/severe thunderstorm watch is issued when weather conditions are prime for the formation of a tornado or severe thunderstorm, but none have been spotted so far.

- a. Monitor Emergency Alert Stations.
- b. Bring all persons inside the building. Keep students, staff, and visitors inside the building.
- c. Close windows and blinds.
- d. Review tornado drill procedures and the location of the closest safe areas.

- e. Review “drop and tuck” procedures with students

Procedures when a tornado/severe thunderstorm **warning** has been issued:

A tornado/severe thunderstorm warning is issued when a tornado or severe thunderstorm has developed and has been spotted in the area. This is a more imminent threat.

- a. Inform North Star’s staff members via walkie-talkies.
- b. Evacuate unsafe classrooms and offices. Close the classroom door but do not lock it.
- c. Move along inside walls to the safest areas of the building.
- d. Ensure that students are in the “tuck” position.
- e. Account for all students and staff. Report any missing students or staff to the secretary when it is safe to do so.
- e. The administration will monitor any changes in the weather.
- f. Remain in the safe area in the tuck position until the warning expires.

Procedures after the emergency:

- a. Notify the utility company if a break is suspected in the building gas, water, or electrical lines.
 - b. Check utilities and electrical devices for damage due to any outage.
2. Flooding/Evacuation. These procedures are for any weather situation which requires students and staff to evacuate the building.

Procedures for the administration if North Star is in an area where a flood watch has been issued:

- a. Monitor weather conditions by using weather alert radios, an AM/FM radio, or contact local emergency management officials regarding the emergency condition.

- b. Keep staff posted of changes or emergencies.
- c. Review evacuation procedures with staff and prepare students.
- d. Check relocation centers and secure transportation to them.

Procedures for buildings in an area where a flood warning has been issued:

- a. If advised by local emergency management officials to evacuate, do so immediately.
- b. Follow evacuation procedures; teachers take class rosters.
- c. Turn off utilities in the building and lock the doors.
- d. Take attendance after evacuation to the shelter. Report any missing students to the secretary.
- e. Notify parents or guardians per school district policies.
- f. Stay with the students until released to a parent or guardian.

B. Assault/Fight

These procedures apply to close contact physical confrontations including fist-fights, knife assaults, and the use of other weapons which require close proximity to result in a significant physical threat.

Procedures:

1. Ensure the safety of all students and staff.
2. Contact the Executive Director or call **911**, if necessary.
3. Approach in a calm and controlled manner. If possible, address the combatants by name and use a distraction to defuse the situation.
4. Control the scene and demand that the combatants stop; clear onlookers.
5. Contact CPR/first aid certified persons in the school building to handle medical emergencies until local law enforcement agents arrive, if necessary.

6. Escort the combatants to the office keeping them away from each other and other students.
7. Seal off the area where the assault took place.
8. Notify the Executive Director. The Executive Director will:
 - a. Notify the combatants' parent(s) or guardian(s), as appropriate.
 - b. Investigate by means such as obtaining statements from the combatants and witnesses; deal with the situation in accordance with school district discipline and harassment and violence policies, as appropriate.
 - c. Notify law enforcement, as appropriate, if a weapon was used, the victim has a physical injury causing substantial pain or impairment, or the assault involved sexual contact (intentional touching of anus, breast, buttocks, or genitalia of another person in a sexual manner without consent, including touching of those areas covered by clothing).
9. Assess counseling needs of victim(s) or witness(es). Initiate the grief-counseling plan, if necessary.
10. Document all activities.

C. Bomb Threat

A bomb threat should always be considered a real and immediate danger to students and staff and requires an immediate response by the person receiving the bomb threat message. Consequently, all staff should be familiar with the bomb threat procedures established by North Star. **No bomb threat will be disregarded as being a prank call.**

It is important that all staff be knowledgeable in the procedures to initiate evacuation, in the notification of local law enforcement agencies and appropriate personnel, and in the steps to take before the site is cleared for reentry. All staff should be aware of the location of bomb threat procedures.

If the Executive Director determines it is necessary to evacuate the campus, local law enforcement agents should be consulted to determine how parents and guardians can be notified, school facilities can be protected, and crowd control can be provided, if needed.

At least one bomb threat drill should be conducted each school year. Because evacuation of the students and staff is the response used for a number of other crises in addition to bomb threats, staff members will probably not be aware they are evacuating because of a bomb threat. Therefore, it is good practice that whenever exiting the classrooms or work areas for any kind of drill, all personnel should quickly inspect their work area for anything unusual or out of place and be aware of any unusual or suspicious persons on the site.

Never attempt to touch, move, dismantle, or carry any object that is suspicious.

Procedures for bomb threat recipient:

1. *If you receive a bomb threat by written message*, preserve the note for the police by touching it as little as possible and placing it in a document protector or plastic bag, if available. Go to Step 2.

If you receive a bomb threat by telephone:

- a. Record exactly what the caller says.
 - b. Remain calm, be firm, keep the caller talking. Listen carefully to the caller's voice, speech patterns, and to noises in the background.
 - c. After hanging up the phone, immediately dial the callback service in your area to trace the call, if possible.
2. Notify the Executive Director.
 3. Call **911** and report the bomb threat.
 4. Call the Executive Director to report the incident and any action taken so far.
 5. **DO NOT** activate the fire alarm since the noise may detonate some bombs. An announcement should be made via using walkie-talkies to initiate building evacuation; do not mention "bomb threat."
Code word "**EVACUATION**"
 6. Students and staff may be evacuated from the building and proceed to the designated safe area away from the building. Close the classroom door but leave it unlocked. Teachers take class rosters.

Once evacuated, roll call should be taken. Notify the Executive Director of any missing students or staff.

7. If the bomb threat message contained a specific time of detonation, the buildings will not be cleared for reentry until a significant period of time has lapsed after that time, no matter how thorough a check was conducted.
8. When reentry is permitted, staff should once again visually inspect their classrooms and work areas for unusual items before allowing students to enter.
9. Notify parents and guardians per school district policies.

D. Demonstration or Disturbance

These procedures are for dealing with anyone causing or participating in a demonstration or disturbance at the building: individual students, student groups, or outside individuals or groups not associated with the building.

Procedures:

1. Notify the Executive Director of the disturbance.
2. During the disturbance, the Executive Director will take corrective action, such as:
 - a. Ask the demonstrators to disperse.
 - b. Notify the local law enforcement agency, if necessary.
 - c. Contain the disturbance by sealing off the area, to the extent possible.
 - d. Secure the building, if necessary.
 - e. Relocate people involved in the disturbance to an isolated area, to the greatest extent possible.
3. During the disturbance, teachers should:
 - a. Keep students in classroom, close the door and close the shades. Do not allow students out of the classroom until the Executive Director gives an all-clear signal.
 - b. Make a list of students absent from the class.

E. Hazardous Materials

If a major chemical accident necessitates student and staff evacuation, the fire department or other appropriate agency will be consulted and may take command and control of the situation.

Procedures for reporting chemical accidents should be posted at key locations (i.e., chemistry labs, art rooms, pool area, janitorial closets). North Star will maintain Material Safety Data Sheets (M.S.D.S.) for all chemicals on campus. State law, federal law, and OSHA require that pertinent staff is aware of where to access these sheets in the case of a chemical accident.

Procedures for on-site chemical accidents:

1. Determine the name of the chemical, where it is located, and whether or not it is spreading rapidly. Attempt to contain the spill or area around it. Close doors. School personnel should not attempt to clean up or remove the spill – leave that for trained personnel. Refer to M.S.D.S for guidance.
2. Notify the Executive Director about the accident.
3. Relocate students and staff to safe areas, upwind of the accident. Take roll call and immediately report any missing students to the Executive Director.
4. Call **911** (the fire department will contact the local hazardous materials team).
5. Seek treatment for any students or staff exposed to the chemical through inhalation, skin exposure, swallowing, or eye exposure.
6. Designate an administrator to meet with fire or law enforcement agents upon arrival. Give them an update, a facility diagram and a site plan when they arrive.

Procedure for off-site chemical accidents:

1. When evacuation of the area is necessary, students and staff will be directed to a specific relocation area by local emergency management officials involved.
2. If students are evacuated, notify parents and guardians per school district policies.

3. Evacuation may be made to a relocation center designated in advance by an administrator if a specific alternative assignment is not made by response agency officials.

F. Intruder/Hostage

Individuals who pose a possible threat could include a sniper on campus, someone who may attempt to abduct or injure a student, or any unauthorized visitor without a legitimate purpose. It may be a law enforcement agency who notifies the school or school district of the dangerous situation, or it may be school personnel who first recognize the danger.

Procedures before the emergency:

1. Implement lock-down procedures to secure the school building, to keep students inside and keep the danger outside of the building away from students and staff. A code word should be predetermined to alert staff when the school building will be secured and lock-down procedures initiated. Code word: **COMETS.**

Procedures for the staff member who sees an unauthorized intruder:

1. If possible, have another staff person accompany you when approaching an intruder that does not indicate a potential for violence.
2. Politely greet the intruder and identify yourself.
3. Ask the intruder to identify himself or herself and to state what is the purpose of his or her visit.
4. Inform the intruder that all visitors must register at the main office.
5. If the intruder's purpose is not legitimate, ask him/her to leave and accompany intruder to exit if possible, or arrange for someone else to accompany the intruder.
6. If the intruder refuses to leave or is a repeat offender, warn him or her of the consequences of staying on school property. Inform him or her that the police will be contacted.
7. If the intruder still refuses to comply, notify the Executive Director and give as complete a description of the person as possible.

8. Walk away from the intruder if the intruder indicates a potential for violence. Do not attempt to disarm anyone with a weapon or physically restrain anyone who may be capable of inflicting bodily harm. Monitor the intruder leaving campus, if possible.
9. Call **911** and provide law enforcement agents with as much identifying information as possible (physical description, location in the school building, where the person is going, if the intruder is armed).

Witness to a hostage situation:

1. If the hostage taker is unaware of your presence, do not intervene.
2. Call **911** immediately, if possible. Give the dispatcher details of the situation, ask for assistance from the hostage negotiation team.
3. Seal off the area near hostage situation, to the extent possible.
4. Notify the Executive Director who may elect to evacuate the rest of the building.
5. The police or hostage negotiation team will assume command and control of the situation when they arrive.

If taken hostage:

1. Follow instructions of the hostage taker.
2. Try not to panic. Calm students if they are present.
3. Treat the hostage taker as normally as possible. Be respectful. Ask permission to speak. Do not argue or make suggestions.

Procedures after the emergency:

1. The Executive Director will handle media calls, questions, and contacts.
2. Prepare a news/information release, as appropriate.
3. Prepare a parent and guardian letter, as appropriate.
4. Hold an information meeting with all staff.

5. Initiate the grief-counseling plan, if appropriate.

G. Shooting

These procedures apply to snipers inside or outside of the school building or any other firearm threat that poses an immediate danger. The threat may also result from an intruder or from participants in a demonstration.

Procedures for staff and students if a person threatens with a firearm or begins shooting:

1. **If outside**, staff and students should go inside the building as soon as possible. If staff or students cannot get inside, they should make themselves as compact as possible, put something between themselves and the shooter, and not gather in groups.
2. **If inside**, staff, students and visitors should turn off the lights, lock all doors and windows, and close the curtains, if it is safe to do so.
3. Staff, students and visitors should crouch under desks without talking and remain there until an all-clear signal is given by the Executive Director.
4. If safe to do so, staff should check the halls for wandering students who are not the threat and bring them immediately into a classroom, even if they are from another classroom. When it is safe to do so, staff should notify the office if students from another class are in their room.
5. Take roll call and notify the Executive Director of any missing students or staff, when it is safe to do so.

Procedures for the Executive Director if a person threatens with a firearm or begins shooting:

1. Assess the situation as to:
 - a. Shooter's location,
 - b. Injuries, and
 - c. Potential for additional shooting.

2. Call **911** and give them as much detail as possible about the situation.
3. Secure the school building, if appropriate.
4. Assist students and staff in evacuating from immediate danger to a safe area.
5. Care for the injured to the extent practicable until emergency personnel arrive.
6. Refer media calls, contacts, and questions to North Star spokesperson.
7. Meet with the Executive Director to prepare a news or information release.
8. Notify parents and guardians per school district policies, if appropriate.
9. Hold an information meeting with all staff, if appropriate.
10. Initiate the grief counseling plan, if appropriate.

H. Suicide

Procedures for a suicide attempt:

1. Intervene prior to an attempted suicide, as appropriate. Try to calm the suicidal person.
2. Prevent others from witnessing a traumatic event, if possible. Isolate the suicidal person or victim from other persons. Remain calm and reassure students.
3. Call **911** if the person dies, needs medical attention, has a weapon, or needs to be restrained.
4. Notify the school social worker, Executive Director and/or mental health hotline.
5. The Executive Director will activate the crisis response team.
6. Stay with the person until counselor/suicide intervention arrives.
DO NOT LEAVE A SUICIDAL PERSON ALONE.

7. Designate a responsible adult to meet with emergency personnel upon arrival.
8. The Executive Director will notify the parent(s) or guardian(s) if the suicidal person or victim is a student, or a family member if the person is a staff member.
9. The Executive Director may arrange a meeting with parents and the school psychologist or social worker to determine a course of action.
10. Determine method of notifying students, staff and parents, as appropriate.
11. Initiate the grief-counseling plan, if appropriate.

I. Terrorism (chemical or biological threat)

Upon receiving a chemical or biological threat phone call:

1. Listen closely to the caller's voice, speech patterns, and to noises in the background.
2. After hanging up the phone, immediately dial the callback service in your area to trace the call, if possible.
3. Notify the Executive Director who is responsible for notifying the local law enforcement agency.
4. The Executive Director may order an evacuation of all persons inside the school building(s), or other actions, per school district policies.

Upon receiving a chemical or biological threat letter:

1. Minimize the number of people who come into contact with the letter by immediately limiting access to the area in which the letter was discovered.
2. Seal the letter in a zip-lock bag or another envelope.
3. Call **911** first, then the Minnesota Duty Officer at 1-800-422-0798. The backup number is 651-649-5451.

4. Separate “involved” people from the rest of the students and staff for investigation. Involved people are those who had direct contact with the letter or were in the immediate area when the letter was opened.
5. Remove “uninvolved” people from the immediate area. Uninvolved people had no contact with the letter and were not in the immediate area when the letter was opened.
6. Ask “involved” people to remain calm until emergency response officials arrive.
7. Ask “involved” people to minimize their contact with the letter and the surrounding area; the area should now be considered a crime scene.
8. Get advice of emergency response officials regarding decontamination and change of clothing for persons who opened or handled the letter without gloves.

Evacuation procedures:

1. The Executive Director should notify staff and students of evacuation.
2. Lead students calmly to the nearest designated safe area away from the school building.
3. Teachers take roll call after the evacuation. Immediately report any missing students to the secretary.
4. Students and staff who were “involved” in receiving the threat (by telephone or letter) will be evacuated as a group, separate from “uninvolved” students and staff.
5. The Executive Director will announce the termination of the emergency after consulting with emergency response officials.
6. Notify parents and guardians per school district policies.
7. Notify the media per school district policies, if appropriate.

J. Weapons

If a student or staff member is aware of a weapon brought to school:

1. Immediately notify the Executive Director.
2. Tell them the name of the person suspected of bringing the weapon, where the weapon is located, if the suspect has threatened anyone, or any other details that may prevent the suspect from hurting someone or himself or herself.
3. If a teacher suspects that a weapon is in the classroom, he or she should confidentially notify a neighboring teacher or the Executive Director. Do not leave the classroom.

Procedures for the Executive Director if a weapon is suspected:

1. Call the local law enforcement agency if a weapon is reasonably suspected to be in the building or on school grounds.
2. Isolate the suspect from the weapon, if possible. If the suspect threatens with the weapon, do not try to disarm the suspect. Back away with arms up. Stay calm.
3. Ask another North Star staff or police liaison to join in questioning the suspected student or staff member.
4. Accompany the suspect to a private office and wait for local law enforcement agents.
5. Inform the suspect of his or her rights before you conduct a search of their property, if appropriate.
6. Document the incident and report it, if appropriate. (Minn. Stat. § 121A.06 – Reports of dangerous weapon incidents in school zones.)
7. Notify parents or guardians if the suspect is a student and explain to them why a search was conducted and the results of the search.

V. AFTER THE TRAUMATIC INCIDENT

A. Grief/trauma Counseling Plan

1. Executive Director will call Regions Wellness Health Program for the Deaf and Hard of Hearing immediately at 651-254-4786 v or 651-254-1888 tty for a counselor specializing in grief/trauma counseling.

2. Executive Director will give basic instruction to teachers on dealing with the students.
3. An emergency meeting will be called. The participants of the meeting shall be: Executive Director, Business Manager, Secretary, Social Worker, teachers. The emergency meeting will coordinate and plan the services needed for the students and staff.
4. All staff members will need to calm down the students. The Social Worker will provide support to teachers and students as needed.
5. Staff member can request for counseling for themselves if needed.
6. The Social Worker will work with the counselor from Regions on providing services to the students.
7. The Social Worker will maintain services with the student and refer some students to Regions depending on the severity of the traumatic experience.

Legal References: 42 U.S.C. § 5121 *et seq.* (Disaster Relief and Emergency Assistance)
 Minn. Stat. Ch. 12 (Emergency Management)
 Minn. Stat. § 121A.06 (Reports of Dangerous Weapon Incidents in School Zones)
 Minn. Stat. § 121A.035 (Crisis Management Policy)
 Minn. Stat. § 299F.30 (Fire Drill in School)
 Minn. Stat. § 609.605, Subd. 4 (Trespasses on School Property)
 Minn. Rules Part 7510 (Fire Safety)
 Title IX, Part E, Subpart 2, Section 9532 (No Child Left Behind)
 20 U.S.C. § 7912 (Unsafe School Choice Option)

Cross References: MSBA/MASA Model Policy 407 (Employee Right to Know – Exposure to Hazardous Substances)
 MSBA/MASA Model Policy 413 (Harassment and Violence)
 MSBA/MASA Model Policy 501 (School Weapons Policy)
 MSBA/MASA Model Policy 506 (Student Discipline)
 MSBA/MASA Model Policy 532 (Use of Peace Officers and Crisis Teams to Remove Students with IEPs from School Grounds)
 MSBA/MASA Model Policy 903 (Visitors to School District Buildings and Sites)