**Response**:

The goal of the Office of Security in HCPSS is to provide a safe and healthy environment for all students and staff to learn and work. The security program encompasses measures designed to deter, detect, delay physical and behavioral threats with the potential to disrupt or endanger a safe school and work environment. The program is designed specifically to meet the requirements and objectives outlined in the Maryland Safe to Learn Act and the Department of Homeland Security K–12 School Security Practices Guide. Other local, state, and nationally accepted security, preparedness, and response guidelines are incorporated into the program where appropriate.

Training provided to security personnel in recent years is a follows:

2019 – 2020

* Active Shooter
* School Threats
* Bloodborne pathogen exposure prevention
* Bullying recognition and response
* Child Abuse: mandatory reporting
* Coronavirus 101 – what you need to know
* Coronavirus – Reopening your organization
* FERPA: confidentiality of records
* HCPSS Indoor environmental quality
* Health Emergencies – life threatening allergies
* Basic SRO/SA Mandated Training (40 hrs)
* Crowd Management

2020 -2021

* Active shooter
* HCPSS Indoor environmental quality
* HCPSS Sexual harassment: staff-to-staff
* Covid-19 Workplace reentry training
* Child Abuse: mandatory reporting
* Human Trafficking
* Protecting Our Children On-line
* Bullying prevention
* Constructive Student Interactions
* Health Emergencies – life threatening allergies
* Respiratory protection program – N95 respirator training
* Students experiencing homelessness: awareness and understanding

2021 – 2022

* Active shooter
* Bullying prevention
* Child Abuse: mandatory reporting
* De-escalation
* Use of Force
* Active Listening
* Fire extinguisher safety
* Health Emergencies – life threatening allergies
* Arrest Data
* Safety Care basics
* Slips, trips and falls

Asynchronous Modules: January 2022

Equity (already completed by SROs)

Institutional Racism (already completed by SROs)

Disability Awareness- emphasis on racial and ethnic disproportionality

Culturally Responsive Practices and Racial Equity I

Culturally Responsive Practices and Racial Equity II

Culturally Responsive Practices and Racial Equity III

Culturally Responsive Practices and Racial Equity IV

Training

An evaluation of training was conducted, and the targeted mid-year professional development will focus on Safety Care training. Training days are scheduled for January 20, 2022 and January 24, 2022. Safety Care certification will be required to be maintained in future years.