

Midd-West School District


July 28, 2022

Promulgation and Policy Statement

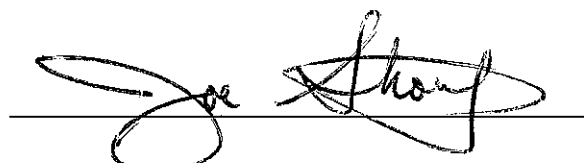
The Midd-West School District is committed to the safety and security of students, faculty, staff, and visitors on its campuses. In order to support that commitment, the Midd-West School Board has asked for a thorough review of the district/school's emergency mitigation/prevention, preparedness, response, and recovery procedures relevant to natural and human-caused disasters.

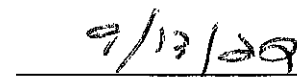
The Emergency Operations Plan that follows is the official policy of the Midd-West School District. It is a result of a comprehensive review and update of school policies in the context of its location in Middleburg, Pennsylvania and in the current world situation. We support its recommendations and commit the district's resources to ongoing training, exercises, and maintenance required to keep it current.

This plan is a blueprint that relies on the commitment and expertise of individuals within and outside of the school district community. Furthermore, clear communication with emergency management officials and ongoing monitoring of emergency management practices and advisories are essential.


SCHOOL BOARD, President


DATE

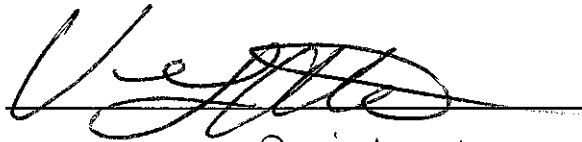

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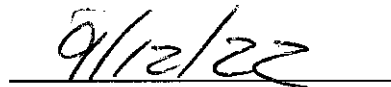
APPROVAL AND IMPLEMENTATION

Emergency Operations Plan

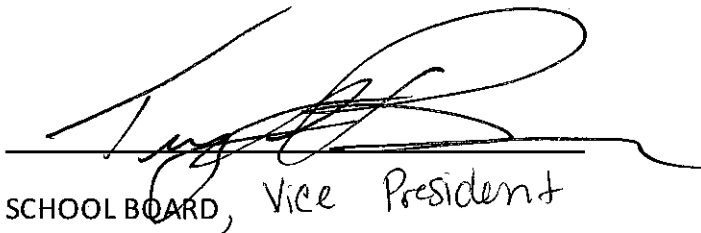
This emergency operations plan is hereby approved. This plan is effective immediately and supersedes all previous editions.



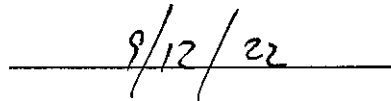
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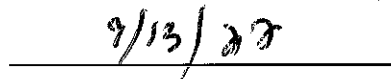
SCHOOL BOARD, Vice President



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Record of Changes

Change Number	Date of Change	Name of Changer	Summary of Change
1	7/28/22	Dane Aucker	Updated terminology

Record of Distribution

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I. Introduction

Purpose of the Plan

The purpose of the Midd-West School District Emergency Operations Plan (EOP) is to provide information on how to respond to emergency incidents by outlining the responsibilities and duties of school district and its employees. Developing, maintaining, and exercising the plan empowers employees to act quickly and knowledgeably. The plan educates staff, faculty, students, and other key stakeholders on their roles and responsibilities before, during, and after an incident. This plan provides parents and other members of the community with assurances that the school district has established guidelines and procedures to respond to incidents/hazards in an effective way.

Developing, maintaining, and exercising the district EOP increases legal protection. Schools without an established emergency operations plan may be found liable for their absence. While no set of policies rules out the potential for legal problems, establishing procedures and guidelines on the best professional practices provides a margin of protection against liability.

This Basic Plan outlines the district's approach to emergency management and operations. It has been developed to assist the district in protecting its staff and students during an emergency situation. This plan takes an all-hazard approach to emergency management and plans for prevention, protection, mitigation, response, and recovery.

The mission of Midd-West School District in an emergency/disaster is to:

- Prevent emergencies and disasters
- Protect lives and property
- Mitigate the effects of a disaster
- Respond to emergencies promptly and properly
- Aid in recovery from disasters

A. Scope of the Plan

The EOP provides guidelines and procedures for dealing with existing and potential school incidents. The basic plan and the functional and hazard-specific annexes outline an organized, systematic method to mitigate, prevent, prepare for, respond to, and recover from incidents. The plan discusses the expectations of staff; roles and responsibilities; direction and control systems; internal and external communications; training and sustainability; authority and references as defined by local, state, and federal government mandates; common and specialized procedures; and specific hazard vulnerabilities and responses/recovery.

B. Coordination with Emergency First Responders

Various agencies and services are involved in responding to school incidents, including emergency responders from law enforcement, safety, fire, emergency agencies, as well as mental health and other community organizations. The Midd-West School District EOP includes planning with various federal, state, and/or local agencies and community service providers to aid in timely communication and response to an incident. Our school planning may include written agreements to help coordinate services between the agencies and school. If mutual aid agreements are created, a copy will be maintained with other important documents related to this school emergency operation plan. Planning should specify the type of communication and services provided by one agency to another.

C. Situation Overview

1. Situation

The Midd-West School District is exposed to many hazards, all of which have the potential for disrupting the school community, causing casualties, and damaging or destroying public or private property. A summary of the major hazards is provided in Table 1.

2. Enrollment and Employment Figures

The district's current enrollment is approximately 1991 students of which 787 attend the district's high school, 309 attend the district's middle school and 895 attend the district's elementary schools. The district's staff is comprised of 154 teachers and 12 administrators. Additionally, there are 14 office/support staff, 53 aides, 27 cafeteria and 27 maintenance/custodial staff.

The Midd-West School District is committed to the safe evacuation and transport of students and staff with functional needs. The functional needs population includes, but is not limited to, students/staff with:

- Limited English proficiency,
- Blindness or visual disabilities,
- Cognitive or emotional disabilities,
- Deafness or hearing loss,
- Mobility/physical disabilities (permanent and temporary), and

- Medically fragile health (including asthma and severe allergies).

The district's current enrollment of students with functional needs is approximately 11; however, this number will fluctuate. Students and/or staff may require additional assistance if they are temporarily on crutches, wearing casts, etc.

Classrooms containing students and staff that require additional assistance during an incident will be continuously identified by the building administrators with at least one classroom located in each building. Students, with functional needs, and staff members are located in a specific classroom in each building and their schedules are available in the student information system. A list of staff members that have been trained and assigned to assist the functional needs population during drills, exercises, and incidents will also be maintained.

The Midd-West School District is made up of the following listing of school buildings situated at the below listed locations:

- 1) The Midd-West School District Office is located at 568 East Main Street, Middleburg, Pa 17842
Lat: 40.789222 Lon: -77.035088 GPS Coordinates: 40° 47' 21.20" N
77° 2' 6.32" W
- 2) The Midd-West High School is located at 540 East Main Street, Middleburg, Pa 17842
Lat: 40.788109 Lon: -77.036156 GPS Coordinates: 40° 47' 17.19" N
77° 2' 10.16" W
- 3) The Midd-West Middle School is located at 10 Dock Hill Road, Middleburg, Pa 17842
Lat: 40.787857 Lon: -77.032136 GPS Coordinates: 40° 47' 16.29" N
77° 1' 55.69" W
- 4) The Middleburg Elementary School is located at 600 Wagenseller Street, Middleburg, Pa 17842
Lat: 40.785758 Lon: -77.033266 GPS Coordinates: 40° 47' 8.73" N
77° 1' 59.76" W
- 5) The West Snyder Elementary School is located at 645 Snyder Avenue, Beaver Springs, Pa 17812
Lat: 40.741859 Lon: -77.218101 GPS Coordinates: 40° 44' 30.69" N
77° 13' 5.16" W

A floor layout or map of the buildings annotated with evacuation routes, shelter locations, fire alarm pull stations, fire hydrants, fire extinguishers, first aid kits, hazardous materials storage, and utility shut offs is found under separate cover located in the Annex of this document.

D. Hazard Analysis Summary

The Midd-West School District is exposed to many hazards which have the potential for disrupting the school community, causing casualties, and damaging or destroying public or private property. The Snyder County Emergency Management Agency and Middleburg Borough maintains an Emergency Operations Plan (EOP) to address hazards and incidents, the Midd-West School District EOP has been developed to fit into the larger County and Township EOP.

A hazard analysis has been completed for the Midd-West School District. A listing of the most likely hazards and vulnerabilities is seen in Table 1.

TABLE 1. HIGH-PRIORITY HAZARDS:

Flood	Flooding is a natural feature of the climate, topography, and hydrology of the Midd-West School District and its surrounding areas. Flooding predominates throughout the winter and early spring due to melting snow, breakaway ice, and rainy weather. Flooding could threaten the safety of students and staff whenever storm water or other sources of water threaten to inundate school grounds or buildings. Flooding may occur if a water pipe breaks or prolonged rainfall causes rural/suburban streams to rise. Flooding may also occur as a result of damage to water distribution systems such as failure of a dam or levee.
Severe Weather	The Midd-West School District is vulnerable to severe weather such as, but not limited to: thunderstorms potentially containing high winds, hail, lightning, and tornados. Winter storm blizzards and/or heavy snow storms. Ice storms and prolonged cold and heat waves. During periods of extended dry conditions wildfires often ignite in wooded and over grown areas. The severe weather effects are generally transportation problems and loss of utilities, but can vary with the intensity of the weather.
Armed Intruder	The Midd-West School District is vulnerable to an armed intruder/active shooter type of event. Although no incident of this type has taken place on school property the potential exists.
Bomb Threat	The Midd-West School District is vulnerable to bomb threats. Past incidents have taken place in the District's schools.
Bus Crashes	The Midd-West School District is vulnerable to bus crashes. Past crashes have taken place involving district vehicles.

Hostage	The Midd-West School District is vulnerable to violent hostage type incidents. Although no incident of this type has taken place on school property the potential exists.
Fire/ Explosion	The Midd-West School District is vulnerable to fire hazards which are one of the most prevalent types of threat/hazard to schools.
Hazardous Materials	Hazardous materials are used for a variety of purposes and are regularly transported through many areas in and around the Midd-West School District. Currently, chemicals are used and stored on school grounds. Hazardous Materials may also be used or stored in nearby facilities and farms.
Pandemic	<p>A pandemic is a global outbreak of disease that occurs when a new virus appears that can spread easily from person to person. Because people have not been exposed to this new virus before, they have little or no immunity to the virus; therefore, serious illness or death is more likely to result than during seasonal viruses.</p> <p>The effects of a pandemic can be lessened if preparations are made ahead of time. The Midd-West School District is vulnerable to pandemic and must understand the school's impact on the overall illness rates within the community.</p>

E. Planning Assumptions and Limitations

1. Planning Assumptions

- The school community will continue to be exposed and subject to hazards and incidents described in the Hazard Analysis Summary, as well as lesser hazards and others that may develop in the future.
- A major disaster could occur at any time and at any place. In many cases, dissemination of warning to the public and implementation of increased readiness measures may be possible; however, some emergency situations occur with little or no warning.
- A single site incident (e.g., fire, gas main breakage) could occur at any time without warning and the employees of the school affected cannot and should not, wait for direction from local emergency response agencies. Action is required immediately to save lives and protect school property.
- Following a major or catastrophic incident, the school district may have to rely on its own resources to be self-sustaining for up to 72 hours.
- There may be a number of injuries of varying degrees of seriousness to faculty, staff, and/or students. Rapid and appropriate response will reduce the number and severity of injuries.
- Outside assistance from local fire, law enforcement and emergency managers will be available in most serious incidents. Since it takes time to request and dispatch external

assistance, it is essential for the school to be prepared to carry out the initial incident response until responders arrive at the incident scene.

- Proper prevention and mitigation actions, such as creating a positive school environment and conducting fire drills and safety inspections, can prevent or reduce incident-related losses.
- Maintaining the district EOP and providing frequent opportunities for stakeholders (faculty, staff, emergency responders, etc.) to participate in training and conduct periodic emergency drills and exercises can improve the school's readiness to respond to incidents.
- A spirit of volunteerism among school employees, students and families will result in their providing assistance and support to emergency response efforts.
- Per Commonwealth law, school buildings will be made available to municipal, county and state officials for emergency planning and exercise purposes and actual service as mass-care facilities in the event of a community emergency evacuation.
- Per Commonwealth law, school bus and transportation vehicles owned or leased by universities, colleges and school districts shall be made available to local, county and State officials for emergency planning and exercise purposes and actual service in the event of a community emergency evacuation.
- The school district has developed this plan striving to be in compliance with the FEMA, *"Developing and Maintaining Emergency Operations Plans: Comprehensive Preparedness Guide (CPG) 101."*
- Per Commonwealth law, the school district has developed this plan striving to be in compliance with the Pennsylvania Emergency Management Agency "Multi-Hazard Planning Toolkit."

2. Planning Limitations

It is the policy of the Midd-West School District that no guarantee is implied by this plan of a perfect emergency response and incident management system. As personnel and resources may be overwhelmed, the district can only endeavor to make every reasonable effort to manage the situation with the resources and information available at the time.

II. Concept of Operations

A. Objectives

The objectives of the Midd-West School District emergency operations plan are to protect the lives and well-being of its students and staff through the prompt and timely response of trained school personnel should an emergency affect the school. To meet these objectives, the district shall establish and maintain a comprehensive emergency operations program that includes plans and procedures, hazard analysis, security audits, training and exercise, and plan review and maintenance.

B. General

- It is the responsibility of the Mid-West School District officials to protect students and staff from the effects of hazardous events. This involves having the primary role in identifying and mitigating hazards, preparing for and responding to, and managing the recovery from emergency situations that affect the district.
- It is the responsibility of the district to provide in-service emergency response education for all school and office personnel.
- It is the responsibility of the district administration to conduct drills and exercises to prepare school personnel as well as students for an emergency situation
- To achieve the necessary objectives, an emergency program has been organized that is both integrated (employs the resources of the district, school, local emergency responders, organized volunteer groups, and businesses) and comprehensive (addresses mitigation/prevention, preparedness, response, and recovery). This plan is one element of the preparedness activities.
- This plan is based on a multi-hazard approach to emergency planning. It addresses general functions that may need to be performed during any emergency situation and is not a collection of plans for specific types of incidents. For example, the Communication Annex addresses techniques that can be used to warn staff, students and parents during any emergency situation, whatever the cause.
- The Incident Command System (ICS) will be used to manage all emergencies that occur within the district. We encourage the use of ICS to perform non-emergency tasks to promote familiarity with the system. All district and site personnel should be trained in ICS.
- As required by law our schools will conduct at least one disaster response or emergency preparedness plan drill annually.
- Personnel tasked in this plan are expected to develop and keep current the emergency operations plan (EOP) that describe how emergency tasks will be performed. The district is charged with ensuring the training and equipment necessary for an appropriate response are in place.
- This plan is based upon the concept that the emergency functions that must be performed by the district generally parallel some of their normal day-to-day functions. To the extent possible, the same personnel and material resources used for day-to-day activities will be employed during emergency situations. Because personnel and equipment resources are limited, some routine functions that do not contribute directly to the emergency may be suspended for the duration of an emergency. The personnel, equipment, and supplies that would normally be required for those functions will be redirected to accomplish emergency tasks.
- Local government is responsible for organizing, training, and equipping local emergency responders and emergency management personnel, providing appropriate emergency facilities, providing suitable warning and communications systems, and for contracting for emergency services. The state and federal governments offer programs that provide some assistance with portions of these responsibilities.

C. Operational Guidance

1. Initial Response

Midd-West School District personnel are likely to be first on the scene of an emergency situation within the school. They will normally take charge and remain in charge of the incident until it is resolved or others who have legal authority to do so assume responsibility. They will seek guidance and direction from local officials and seek technical assistance from state and federal agencies and industry where appropriate.

The superintendent/building administrator or designee will be responsible for activating the district emergency operations plan and the initial response:

- Evacuation – Requires all staff and students to leave the building. Evacuation can be highly effective if it can be completed before the arrival of the hazard.
- Reverse Evacuation – Requires all staff and student to go to safe places in the building from outside the building.
- Lock down – All exterior doors and classroom doors are locked and students and staff stay in their classrooms.
- Shelter-in-place – Students and staff are held in the building, windows and doors are sealed and all ventilation systems are shut off. Limited movement is allowed. Shelter-in-place is most effective during emergencies involving hazardous materials which produce toxic vapors outside of the facility. Taking shelter inside a sealed building is highly effective in keeping students and staff safe.
- Severe Weather Emergency – Student and teachers take shelter in building due to some type of weather emergency such as tornado or hurricane.

2. Notification Procedure

- In case of an incident at any district building, the flow of information shall be from the school administrator/designee to the district office. Information should include the nature of the incident and the impact, on the facility, students and staff.
- In the event the district is in receipt of information, such as a weather warning that may affect a school within the district, the information shall be provided to the school administration. Specific guidelines are found in the individual annexes and appendices.

3. Training and Exercise

The Midd-West School District understands the importance of training, drills, and exercises in the overall emergency management program. To ensure that district personnel and community first responders are aware of their duties and responsibilities under the district's plan and the most current procedures, the following training, drill and exercise actions will occur:

- Training and refresher training sessions shall be conducted for all district/school personnel. In case of academic staff, refresher training should coincide with one of the first in-service days of the school year. Additional training for the faculty and the remainder of the support staff shall be held at a time during the school year that will allow for maximum attendance
- Information addressed in these sessions will include updated information on plans and/or procedures and changes in the duties and responsibilities of plan participants. Discussions will also center on any revisions to additional materials such as annexes and appendices. Input from all employees is encouraged.
- The district/school will plan for a minimum of 1 of drill and exercise during the school year. The types of drills and exercises will be determined by the superintendent/administration and first responders.
- The district will endeavor to participate in any external drills or exercises sponsored by local emergency responders. Availability of district/school personnel and the nature of the drill or exercise shall govern the degree to which the district will participate as it relates to improving the district's ability to respond to and deal with emergencies.

4. Implementation of the Incident Command System (ICS)

- The designated incident commander (IC) for the district/school will implement the ICS and serve as the IC until relieved by a more senior or more qualified individual. The IC will establish an incident command post (ICP) and provide an assessment of the situation to local officials, identify response resources required, and direct the on-scene response from the ICP.
- For disaster situations, a specific incident scene may not exist in the initial response phase and the local Emergency Operations Center may accomplish initial response actions, such as mobilizing personnel and equipment and issuing precautionary warning to the public. As the potential threat becomes clearer and a specific impact site or sites identified, an Incident Command Post may be established at the school, and direction and control of the response transitioned to the IC. This scenario would likely occur during a community wide disaster.

5. Source and Use of Resources

The district will use its own resources to respond to emergency situations until emergency response personnel arrive. If additional resources are required, the following options exist:

- Maintain and inventory of organizational response assets, equipment and supplies.
- Request assistance from volunteer groups active in disasters.
- Request assistance from industry or individuals who have resources needed to assist with the emergency situation.

D. Incident Command System

- The district intends to employ ICS in managing emergencies. ICS is both a strategy and a set of organizational arrangements for directing and controlling field operations. It is designed to effectively integrate resources from different agencies into a temporary emergency organization at an incident site that can expand and contract with the magnitude of the incident and resources on hand.
- The incident commander is responsible for carrying out the ICS function of command—managing the incident. The four other major management activities that form the basis of ICS are operations, planning, logistics, and finance/administration. For small-scale incidents, the IC and one or two individuals may perform all of these functions. For larger incidents, a number of individuals from different local emergency response agencies may be assigned to separate staff sections charged with those functions.
- In emergency situations where other jurisdictions or the state or federal government are providing significant response resources or technical assistance, it is generally desirable to transition from the normal ICS structure to a Unified Command structure. This arrangement helps to ensure that all participating agencies are involved in developing objectives and strategies to deal with the emergency.

E. Incident Command System (ICS)—Emergency Operations Center (EOC) Interface

For community-wide disasters, the Middleburg Fire Department and/or the Snyder County EOC may be activated. When the EOC is activated, it is essential to establish a division of responsibilities between the incident command and the EOC. A general division of responsibilities is outlined below.

The incident command is generally responsible for field operations, including:

- Isolating the scene.
- Directing and controlling the on-scene response to the emergency situation and managing the emergency resources committed there.
- Provide warnings and emergency instructions to district/school staff, students, and emergency responders in the area of the incident.
- Determining and implementing protective measures for the district/school staff, students and emergency responders in the immediate area of the incident.
- Implementing traffic control procedures in and around the incident.
- Requesting additional resources from the EOC.

The EOC is generally responsible for:

- Providing resource support for the incident command.
- Issuing community-wide warning.

- Issuing instructions and providing information to the general public.
- Organizing and implementing large-scale evacuation.
- Organizing and implementing sheltering for community evacuees.

In some large-scale emergencies or disasters, emergency operations with different objectives may be conducted at geographically separated scenes; such as an Area Command. In such situations, more than one incident command operation may be established. If this situation occurs, it is particularly important that the allocation of resources to specific field operations be coordinated through the EOC.

F. Activities by Phases of Emergency Management

This plan addresses emergency actions that are conducted during all five phases of emergency management. The majority of Prevention, Protection, and Mitigation activities generally occur before an incident, although these three mission areas do have ongoing activities that can occur throughout an incident. Response activities occur during an incident, and Recovery activities can begin during an incident and occur after the incident.

The following information was originally developed for the Presidential Policy Directive 8 (PPD 8) signed in 2011. PPD 8 revised federal guidance concerning homeland security and emergency management preparedness which included the nation's schools.

1. Prevention

The Prevention mission area comprises the capabilities necessary to avoid, prevent or stop a threatened or actual act of violence.

Prevention Core Capabilities:

- Planning
- Public Information and Warning
- Operational Coordination
- Intelligence and Information Sharing
- Interdiction and Disruption
- Screening, Search, and Detection

2. Protection

The Protection Framework houses the capabilities necessary to secure the homeland against acts of terrorism and manmade or natural disasters.

Protection Core Capabilities:

- Planning
- Public Information and Warning
- Operational Coordination
- Access Control and Identity Verification

- Cybersecurity
- Intelligence and Information Sharing
- Interdiction and Disruption
- Physical Protective Measures
- Risk Management for Protection Programs and Activities
- Screening, Search, and Detection

3. Mitigation

Mitigation comprises the capabilities necessary to reduce the loss of life and property by lessening the impact of disasters.

Mitigation Core Capabilities:

- Planning
- Public Information and Warning
- Operational Coordination
- Community Resilience
- Long-Term Vulnerability Reduction
- Risk and Disaster Resilience Assessment
- Threats and Hazards Identification

4. Response

Response comprises the capabilities necessary to save lives, protect property and the environment, and meet basic human needs after an incident has occurred.

Response Core Capabilities:

- Planning
- Public Information and Warning
- Operational Coordination
- Critical Transportation
- Fire Suppression
- Logistics and Supply Chain Management
- Search and Rescue Operations
- On-Scene Security, Protection, and Law Enforcement
- Operational Communications
- Public Health, Healthcare, and Medical Services
- Situational Assessment

5. Recovery

Recovery comprises the core capabilities necessary to assist communities affected by an incident to recover effectively. The recovery process includes assistance to students, families and staff. Examples of recovery programs include temporary relocation of classes, restoration of school services, debris removal, restoration of utilities, disaster mental health services, and reconstruction of damaged stadiums and athletic facilities.

Recovery Core Capabilities:

- Planning
- Public Information and Warning
- Operational Coordination
- Economic Recovery
- Health and Social Services
- Infrastructure Systems

G. National Incident Management System (NIMS)

The National Incident Management System (NIMS) is a set of principles that provides a systematic, proactive approach guiding government agencies, nongovernmental organizations and the private sector to work seamlessly to prevent, protect against, respond to, recover from and mitigate the effects of incidents, regardless of cause, size, location, or complexity, to reduce the loss of life or property and harm to the environment. This system ensures that those involved in incident response/recovery understand their roles and have the tools they need to be effective.

As part of its NIMS implementation, the Midd-West School District participates in the local government's NIMS preparedness program to remain NIMS compliant and believes it is essential to ensure that response/recovery services are delivered to schools in a timely and effective manner. NIMS compliance for school districts includes completing the following:

- Adopt the use of the Incident Command System (ICS). All staff and students who assume roles described in this plan will receive ICS-100 training.
- Complete NIMS awareness course IS-700 NIMS: An Introduction.
- Participate in local government's NIMS preparedness program and incorporate the School EOP into the Middleburg Borough/Snyder County EOP.
- All staff and students are expected to participate in training and exercising the school's emergency operations plan and its' annexes. The school is charged with ensuring that the training and equipment necessary for an appropriate response/recovery operation are in place.

III. Organization and Assignment of Responsibilities

This section establishes the operational organization that will be relied on to manage the incident and includes:

- A list of the responsibilities to be performed by position and organization.
- An overview of who does what.

A building principal and/or assistant principals are not always able to manage all the aspects associated with an incident without assistance. As indicated, the Incident Command System (ICS) uses a team approach to manage incidents and allows school officials to assign tasks to other key school personnel.

Staff may be assigned to serve within the ICS based on their expertise and training and the needs of the incident. Roles should be pre-assigned based on training and qualifications. Each staff member and volunteer must be familiar with his or her role and responsibilities before an incident occurs. School staff may be required to remain at school to assist in an incident.

A. School Board

- Establish objectives and priorities for the emergency management program and provide general policy guidance on the conduct of that program.
- Establish a school emergency operations plan review committee to approve and coordinate all emergency response plans.
- Review school construction and renovation projects for safety

B. Superintendent

- May appoint a District Safety and Security personnel to assist in planning and review
- Consult with the local Emergency Management Office to analyze system needs in regard to emergency preparedness, planning and education and to ensure coordination of the school plan with community emergency plans
- Develop and coordinate in-service emergency response education for all district/school personnel
- Obtain a resolution from the school board giving needed authority and support to develop school emergency operations programs and plans
- Initiate, administer, and evaluate emergency operations programs to ensure the coordinated response of all schools within the system
- Authorize implementation of emergency preparedness curriculum
- Serve as principal coordinator for NIMS planning implementation
- Gather information from all aspects of the emergency for use in making decisions about the management of the emergency
- Have overall decision-making authority in the event of an emergency until emergency services arrive
- Monitor the emergency response during emergency situations and provide direction where appropriate
- With the assistance of the Public Information Officer, keep the public informed during emergency situations
- Stay in contact with the leaders of the emergency service agencies working with the emergency
- Keep school board informed of emergency status

- Request assistance from local emergency services when necessary
- Meet and talk with the parents of students and spouses of adults who have been admitted to the hospital.
- Assign resources (persons and materials) to various sites for specific needs. This may include the assignment of school personnel from other school or community sites such as community emergency shelters.
- Authorize immediate purchase of outside services and materials needed for the management of emergency situations.

C. Mid-West School District Safety Planning Team

- Consists of school administration, principal, teacher(s), school maintenance, law enforcement, fire, EMA, local and county EMA, school nurse, school district solicitors, school counselors, school resource officer and/or security personnel; as practical.
- Serve as the staff advisor to the [superintendent and principal] on emergency management matters
- Keep the [superintendent and principal] apprised of the preparedness status and emergency management needs
- Coordinate local planning and preparedness activities and the maintenance of this plan.
- Establish Incident Command Post (ICP) and alternate ICP locations in coordination with responding law enforcement, fire, and EMS.
- Per Commonwealth law; develop and update supporting ICP documentation detailed in 22 PA Code § 10.24
- Prepare and maintain a resource inventory
- Arrange appropriate training for district emergency management personnel and emergency responders
- Coordinate periodic emergency exercises to test emergency plans and training
- Perform day-to-day liaison with the state emergency management staff and other local emergency management personnel
- Coordinate with organized volunteer groups and businesses regarding emergency operations

D. Principal/Building Administrator

- Serve as the Incident Commander or delegate that authority to a qualified individual
- Retains the overall responsibility for the safety of students and staff
- Manage school policy-level activities
- Interface with agencies and parents
- Coordinate between the Superintendent and incident management
- Provide potential student and staff outbreak and pandemic threat information to their municipal EMA and PA Department of Health
- Encourage all staff members to develop personal and family emergency plans

E. Teachers

- Supervising students under their charge
- Take steps to ensure the safety of students, staff and other individuals in the implementation of protective actions and incident management protocols established in the School EOP
- Direct students in implementation of protective actions
- Take attendance when class relocates to an outside or inside assembly area or evacuates to another location
- Report missing students to the Principal/Incident Commander
- Execute assignments as directed by the Principal/ Incident Commander
- Obtain first-aid services for injured students from the school nurse or person trained in first-aid. Arrange for first-aid for those unable to be moved
- Render first-aid if necessary. School staff should be trained and certified in first-aid and CPR

F. Instructional Aides

- Assist teachers as directed

G. Counselors, Social Workers, and Psychologist

- Take steps to ensure the mental health safety of students, staff and other individuals
- Render psychological first-aid if necessary
- Assist in the transfer of students, staff and other individuals when their safety is threatened by a disaster.
- Execute assignments as directed by the Principal/ Incident Commander.
- Assist with crisis intervention and recovery processes.

H. School Nurse

- Administer first-aid or emergency treatment as needed.
- Supervise administration of first-aid by those trained to provide medical care
- Organize first-aid and medical supplies
- Manage student medications and go kits
- Provide potential student and staff outbreak and pandemic threat information to the Principal/Incident Commander
- Communicate public health protective actions to students and staff

I. Custodians/Maintenance Personnel

- Survey and report building damage to the Principal/Incident Commander
- Control main shutoff valves for gas, water and electricity and ensure that no hazard results from broken or downed lines
- Provide damage control as needed
- Assist in the conservation, use and disbursement of supplies and equipment
- Keep the Principal/Incident Commander informed of school conditions

J. School Secretary/Office Staff

- Answer phones and assist in receiving and providing consistent information to callers
- Provide for the safety of essential school records and documents
- Execute assignments as directed by the Principal/Incident Commander
- Provide assistance to the principal/administration
- Monitor emergency broadcasts and provide updates to the Principal/Incident Commander

K. Food Service/Cafeteria Workers

- Use, prepare, and serve food and water to students and staff
Executing assignments as directed by the Incident Commander

L. Transportation Director/Drivers

- Transfer students to new location when directed
- Execute assignments as directed by the Principle/Incident Commander
- Transport individuals in need of medical attention, as necessary

M. Technology/Information Services

- Coordinate use of technology
- Assist in establishment/maintenance of emergency communications network
- Prepare and maintain an emergency kit that contains floor plans, telephone line locations, computer locations, and other communications equipment
- Establish and maintain computer communication with the district office and other agencies
- Establish and maintain student and staff database in support of the incident
- Report problems in communication systems to the Principal/Incident Commander

N. Students

- Cooperate during emergency training, drills, and exercises; and during an incident
 - Be responsible for themselves and others in an incident
 - Report situations of concern
- Take an active part in school incident response/recovery activities, as age appropriate

O. Parents/Guardians

- Encourage and support school safety and violence prevention programs
- Support service projects to promote school incident preparedness
- Provide the school with requested emergency contact information
- Practice emergency preparedness in the home
- Follow guidance provided during a school emergency

P. Intermediate Unit 16 Staff

- Assist providing training in support of general education, special needs, safety, and planning
- Assist providing emergency crisis counseling to students and staff
- Liaison with Pennsylvania Department of Education at the request of the Superintendent
- Assist and support family reunification, as requested by the Principal/Incident Commander

Q. Emergency Organizations

1. Middleburg Police/Pennsylvania State Police

- Participant in school safety/planning committee meetings, as often as possible
- Participate in risk assessment of security of buildings and grounds, when requested
- Respond to law enforcement emergency at the school
- Assume Incident Commander or lead operations function in armed intruder incident
- Provide security to school incident scene, as resources permit
- Maintain Memorandum of Understanding (MOU) with school district

2. Middleburg Fire Department/EMS

- Provide suppression services, as needed.
 - Provide emergency medical services, as needed.
- Provide fire police for traffic control, as needed

3. Middleburg Borough/ PENNDOT

- Provide information on water, sewage, road construction and repair to the Incident Commander
- Provide perimeter and traffic control equipment, as requested
- Maintain list of resources

4. Middleburg Emergency Management Coordinator

- Coordinate municipal emergency support services to school, as requested
- Coordinate development and maintenance of the municipal EOP
- Coordinate with County EMA when municipal resources are committed and mutual aid is exhausted

5. Snyder County Emergency Management Agency

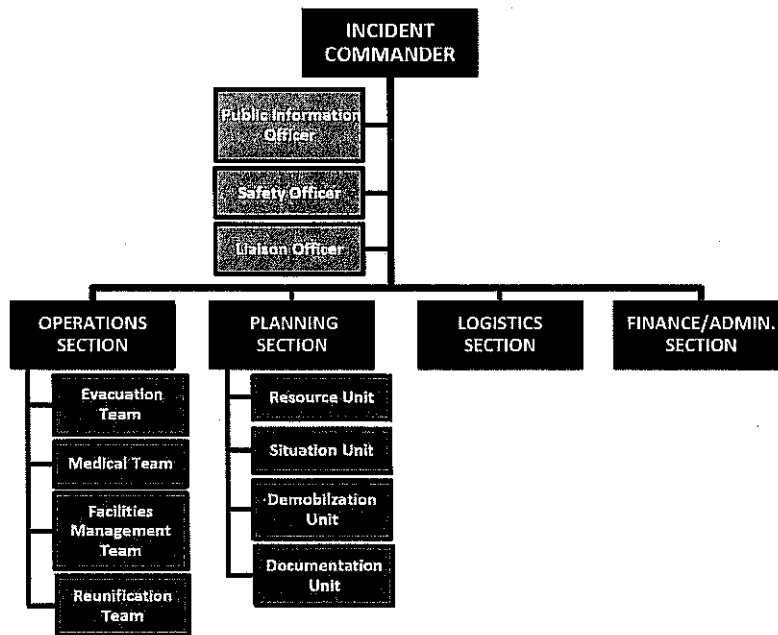
- Coordinate county emergency support services to school, as requested by municipality
- Develop and maintain the County EOP
- Request mutual aid from adjacent counties, its Regional Task Force, or from the Pennsylvania Emergency Management (PEMA), as needed

IV Direction, Control, and Coordination

A. Incident Command System

A school's command system can be used to manage emergency incidents or non-emergency events such as graduations, athletic events, or celebrations. The system is flexible to meet the school's needs. See Figure 1 on next page.

Figure 1. School Incident Command System



Staff are assigned to serve within the ICS based on their expertise and training and the needs of the incident. Roles should be pre-assigned based on training and qualification. The ICS is organized into the following functional areas:

1. Incident Commander

The Incident Commander directs tactical on-scene operations. The Principal initially may be the Incident Commander until a coordinated incident command system (ICS) is established with local authorities. The Incident Commander will establish an Incident Command Post (ICP) and provide an assessment of the situation to the principal/designee or other officials, identify resources required, and direct the on-scene incident management activities.

The Incident Commander's responsibilities include:

- Assume overall direction of all incident management activities based on procedures outlined in the School EOP
- Take steps deemed necessary to ensure the safety of students, staff and other individuals
- Determine whether to implement school protective actions or other incident management protocols as established in the School EOP (e.g., Evacuation, Reverse Evacuation, Shelter in Place, etc. as described more fully in the annexes)

- Arrange for transfer of students, staff and other individuals when safety is threatened by a disaster
- Work with and ensuring communication with emergency services personnel
- Keep the principal/superintendent and other officials informed of the situation
- Ensure the proper transfer of command when/if a more qualified Incident Commander arrives on scene

2. Operations Section

When activated, the Operations Section coordinates all tactical operations including implementation of response/recovery activities according to procedures and protocols established by [name of School] in an incident action plan. Procedures and protocols will address care of students, first-aid, crisis intervention, search and rescue, site security, damage assessment, evacuations and the release of students to parents.

Specific responsibilities include:

- Analyze school staffing to support their Family Reunification Annex, and implementation.
- Monitor site utilities (i.e., electric, gas, water, heat/ventilation/air conditioning) and shutting them off only if danger exists or if directed by the Incident Commander and assisting in securing facility.
- Establish medical triage with staff trained in first-aid and CPR, providing and overseeing care given to injured persons, distributing supplies and requesting additional supplies.
- Provide and accessing psychological first-aid services for those in need and accessing local/regional providers for ongoing crisis counseling for students, staff and parents.
- Coordinate the rationed distribution of food and water, establishing secondary toilet facilities in the event of water or plumbing failure and requesting needed supplies.
- Documenting all activities.
- Activate and coordinate actions of Operations Section Support Teams, as needed in the incident.

See Table 2 on the next page for the types of teams that may be established within the Operations Section.

TABLE 2. OPERATIONS SECTION SUPPORT TEAMS

Search & Safeguard Team search the entire school facility, entering only after they have checked the outside for signs of structural damage and determined that it is safe to enter. Search & Safeguard Teams are responsible for ensuring that all students and staff evacuate the building (or, if it is unsafe to move the persons, that their locations are documented so that professional responders can locate them easily and extricate them). Search and Safeguard Teams are also responsible for:

- Identify and marking unsafe areas.
- Conduct initial damage assessment.
- Obtain injury and missing student reports from teachers.

First-Aid Team provide triage, treatment, and psychological first-aid services. First-Aid Teams are responsible for:

- Setup first-aid area for students.
- Assess and treat injuries.
- Complete master injury report.

Evacuation/Shelter/Care Team. Evacuation, shelter and student care in an incident are among the most important tasks faced by schools. These tasks include student accounting, protection from weather, providing for sanitation needs and providing for food and water. This team is responsible for:

- Account for the whereabouts of all students, staff and volunteers.
- Setup a secure assembly area.
- Manage sheltering and sanitation operations.
- Manage student feeding and hydration.
- Coordinate with the Student Release Team.
- Coordinate with the Logistics Section to secure the needed space and supplies.

Facility & Security Response Team is responsible for:

- Locate all utilities and turning them off, if necessary.
- Secure and isolate fire/HazMat.
- Assess and notify officials of fire/HazMat.
- Conduct perimeter control.

Crisis Intervention Team is responsible for:

- Assess need for onsite mental health support.
- Determine need for outside agency assistance.
- Provide onsite intervention /counseling resources.
- Monitor well-being of Incident Command Team, staff and students and reporting all findings to the Operations Section Chief.

Student Release/Reunification Team. Responsible for getting students reunited with their parents or guardians in an efficient and orderly manner. This can be an enormous challenge and takes a lot of planning. This team is responsible for:

- Setup secure reunion area.
- Check student emergency cards for authorized releases and completing release logs.
- Coordinate information officers on internal and external communications and messages.

3. Planning Section

When activated, the Planning Section is responsible for collecting, evaluating and disseminating information needed to measure the size, scope and seriousness of an incident and planning appropriate incident management activities.

Duties may include:

- Develop the Incident Action Plan (IAP) for the next operational period.
- Assist the Incident Commander in the collection and evaluation of information about an incident as it develops, assisting with ongoing planning efforts and maintaining the incident time log.
- Document all activities.

4. Logistics Section

When activated, the Logistics Section supports incident management operations by securing and providing needed personnel, equipment, facilities, resources and services required for incident resolution; coordinating personnel; assembling volunteer teams; and facilitating communication among incident responders. This function may involve a major role in an extended incident.

Additional responsibilities include:

- Establish and oversee communications center and activities during an incident (two-way radio, battery-powered radio, written updates, etc.), and developing a telephone tree for after-hours communication.
- Establish and maintain school and classroom first-aid kits, coordinating access to and distribution of supplies during an incident and monitoring inventory of supplies and equipment.
- Document all activities.

5. Finance/Administration Section

When activated, the Finance/Administration Section oversees all financial activities including purchasing necessary materials, tracking incident costs, arranging contracts for services, timekeeping for emergency responders, submitting documentation for reimbursement and recovering school records following an incident.

Additional duties may include:

- Assume responsibility for overall documentation and recordkeeping activities.
- Photograph or videotape damage to property, when possible.
- Develop a system to monitor and track expenses and financial losses and secure all records.

6. District Emergency Operations Plan (EOP)

The District maintains an Emergency Operations Plan (EOP) to address threats/hazards and incidents. .

7. Coordination with Responders

Interagency agreements are an integral component of our School EOP to aid timely communication with community partners. Agreements with these agencies (including mental health, law enforcement, and fire departments) to help coordinate services between the agencies and the district. These agreements, specify the type of communication and services provided one to another.

V. Communications

Communication is a critical part of incident management and response. The Midd-West School District's communications annex supports the mission to provide clear, effective internal and external communication between the school, staff, students, parents, emergency responders, the community, and the media. Templates for statements/ press releases, and media contacts at the major television, Internet, and radio stations are maintained by the district Public Information Officer (PIO) and located in the Communications Annex.

VI. Information Collection, Analysis, and dissemination

The district will collect, analyze, and disseminate information before, during, and after an incident.

A. Types of Information

Before and during an incident, the district will assign administrative staff to daily monitor the weather, community climate, known local law enforcement activity, and school incidents to develop a common operating picture. This information will be analyzed and shared with the Principal. After an incident, our district will assign staff to monitor online and available resources (Such as: social media; news media; and student, staff, and parental feedback) to aid in student and staff school recovery.

B. Information Documentation

The assigned staff member(s) will document the information gathered using the form included in the Annex. Information to be documented includes:

- The source of the information.
- The staff member who collected and analyzed the information.
- The staff member to receive and use the information.
- The format for providing the information.
- The date and time the information was collected and shared.

VII. Recovery After An Incident

After an incident, staff, teachers and school officials will review established mission-critical operations to support the restoration of the school's educational programs. The district will designate appropriate personnel to collaborate with external resources to accomplish the following:

- Conduct a comprehensive assessment of the physical and operational recovery needs.
- Assess physical security, data access and all other critical services (e.g., plumbing, electrical).
- Examine critical information technology assets and personnel resources and determine the impact on the school operations for each asset and resource that is unavailable or damaged.
- Document damaged facilities, lost equipment and resources and special personnel expenses that will be required for insurance claims and requests for state and federal assistance.
- Identify recordkeeping requirements and sources of financial aid for state and federal disaster assistance.
- Provide detailed facilities data to the district so that it can estimate temporary space reallocation needs and strategies.
- Arrange for ongoing status reports during the recovery activities to: a) estimate when the educational program can be fully operational; and b) identify special facility, equipment and personnel issues or resources that will facilitate the resumption of classes.
- Educate school personnel, students and parents on available crisis counseling services.
- Establish absentee policies for teachers/students after an incident.
- Develop alternative teaching methods for students unable to return immediately to classes: online classes, videoconferencing, tutoring, etc.
- Create a plan for conducting classes when facilities are damaged (e.g., alternative sites, half-day sessions, portable classrooms).
- Get stakeholder input on prevention and mitigation measures that can be incorporated into short-term and long-term recovery plans.

VIII. Administration, Finance and Logistics

A. Agreements and Contracts

If school resources prove to be inadequate during an incident, the district will request assistance from local emergency services, other agencies and the school community in accordance with existing mutual aid agreements and contracts. Such assistance includes equipment, supplies and/or personnel. All agreements entered into by authorized school officials will be documented in writing. All pre-negotiated agreements and contracts will be maintained [identify readily available record holder].

B. Recordkeeping

1. Administrative Controls

The district is responsible for establishing the administrative controls necessary to manage the expenditure of funds and to provide reasonable accountability and justification for expenditures made to support incident management operations. These administrative controls will be conducted in accordance with established local fiscal policies and standard cost accounting procedures.

2. Activity Logs

Staff assigned positions within the ICS structure will maintain accurate logs, recording key incident activities, including:

- Activation or deactivation of incident policies, procedures and resources.
- Significant changes in the incident situation.
- Major commitments of resources or requests for additional resources from external sources.
- Issuance of protective action recommendations to the staff and students.
- Evacuation/Family Reunification
- Casualties.
- Termination of the incident.

C. Incident Costs

School ICS Finance and Administration staff are responsible for maintaining records summarizing the use of personnel, equipment and supplies to obtain an estimate of annual incident response costs in support of future school budgets. The detailed records of costs for incident management and operations include:

- Personnel costs, especially overtime costs.
- Equipment operations costs.
- Costs for leased or rented equipment.
- Costs for contract services to support incident management operations.
- Costs of specialized supplies expended for incident management operations.

D. Preservation of Records

Essential records will be protected and are maintained at the district office.

IX. Plan Development, Maintenance, and Distribution

A. Approval and Dissemination of the Plan

Members of the Midd-West School District Safety Planning Team are responsible for the development and completion of the Emergency Operations Plan, including annexes. The school board is responsible for approving and promulgating this plan.

Copies of the school EOP will be distributed to emergency organizations with a role in responding to an incident. A record of distribution will be kept to acknowledge receipt, review and/or acceptance of the plan. School administrators will record the title and name of the person receiving the plan, the agency to which the receiver belongs, the date of delivery and the number of copies delivered.

School Emergency Operations Planning documents will not be shared with those who do not have a need to know the details of the plan; unless all sensitive, security-related information has been properly redacted. Copies of the redacted Basic Plan may be made available to the public and media at the discretion of the district.

B. Review and Updates to the Plan

In order to remain in compliance with 35 Pa.C.S. §7101 et seq., as amended, §7701 (g) the school district shall review their comprehensive disaster plan (school emergency operations plan) annually and modify as necessary. A copy of the plan shall be made available to the county emergency management agency. A copy shall also be provided to the Middleburg Police and Pennsylvania State Police and the Middleburg Fire Department. A record of changes will include: the change number, the date of the change, and the name of the person who made the change.

To ensure timely updates to the EOP, the district has established a schedule for annual review of planning documents. The basic plan and its annexes will be reviewed at least once per year by school officials, local emergency management agencies, and other agencies having a support role.

The district EOP, will be updated based upon changes in information; areas for improvement identified during incident management activities and exercises; and when changes in threat hazards, resources and capabilities or school structure occur.

C. Training and Exercising the Plan

The district commits to conduct training, drills, and exercises in preparation and planning for an incident. Trainings, drills and exercises will occur as detailed in the Training and Exercise Plan. School officials will coordinate training efforts with the County Emergency Management Agency, first responders, and community partners.

X. School Safety Planning Glossary

Severe Weather Emergency: Students and teachers take shelter in building due to some type of weather emergency such as tornado or hurricane.

Hazards: Hazards shall include situations involving threats of harm to students, personnel and/or facilities. Hazards include, but are not limited to natural, technological and human-caused incidents. Hazards may require an interagency response involving law enforcement and/or emergency services agencies, depending on the size and scope of the incident.

Incident: An incident is an occurrence – natural, technological, or human-caused – that requires a response to protect life or property.

Incident Command System (ICS): The response infrastructure designed under the National Incident Management System (NIMS) to facilitate effective and efficient management of an incident by (1) identifying key team roles and functions; (2) assessing staff skills; (3) pre-designating staff for each ICS function (command, operations, planning, logistics, finance/administration); (4) coordinating with community partners; and (5) providing for transfer or command and backup of resources.

Incident Commander: The individual responsible for overall policy, direction and coordination of the emergency response effort. Usually this will be the local emergency official on site who has legal jurisdiction over the incident.

Lockdown: The initial physical response to provide a time barrier. Lockdown is not a stand-alone defensive strategy. When securing in place this procedure should involve barricading the door and readying a plan of evacuation or counter tactics should the need arise.

Evacuation: The process of safely moving students, staff, and visitors to designated assembly areas from classrooms, outside areas, cafeterias, and other school locations.

Family Reunification: The process of safely reuniting students with proper family members or guardians in the course of an incident.

National Incident Management System (NIMS): A set of principles that provides a systematic, proactive approach guiding government agencies, nongovernmental organizations, and the private sector to work seamlessly to prevent, protect against, respond to, recover from, and mitigate the effects of incidents, regardless of cause, size, location or complexity, to reduce the loss of life or property and harm to the environment. This system ensures that those involved in an incident understand their roles and have the tools they need to be effective.

Reverse Evacuation: The process of bringing students and staff from outdoor areas into the safer environment of a building, due to an outside source of danger.

School Incident Commander: The school official who has been designated by the School Decision Maker, if not the same, who is authorized to make decisions for the school in the event of a critical incident or hazard. The School Incident Commander may transfer command to the emergency responder Incident Commander, such as law enforcement, fire, or other safety officials who assumes control of the incident. The School Incident Commander will usually continue to operate within the overall ICS structure.

Shelter-in-place: A course of action when students and staff are required to remain indoors, perhaps for an extended period of time, because it is safer inside the building or room than outside. Specific hazards may require students and staff to move to rooms that can be sealed from chemical, biological, or weather threats.

XI. School Safety Authorities and References:

- Homeland Security Act of 2002, PL 107-296 (Nov. 25, 2002).
- Robert T. Stafford Disaster Relief and Emergency Assistance Act, PL 100-707 (Nov. 23, 1988), amending the Disaster Relief Act of 1974, PL 93-288.
- Homeland Security Presidential Directive No. 5 (2003).
- Communicable and Non Communicable Diseases, 28 PA Code, Ch.27, 27.152
- Public School Code of 1949, 24 P.S. § 1-101, et seq., as amended, § 15-1517
- 22 PA Code Section 10.24, School Emergency Preparedness Plan
- 22 PA Code Section 10.11
- 35 PA C.S. § 7101 et seq., as amended, § 7701
- FEMA, *"Developing and Maintaining Emergency Operations Plans: comprehensive Preparedness Guide (CPG) 101,"* Version 2.0, https://www.fema.gov/media-library-data/20130726-1828-25045-0014/cpg_101_comprehensive_preparedness_guide_developing_and_maintaining_emergency_operations_plans_2010.pdf
- FEMA, *"Guide for Developing High-Quality School Emergency Operation Plans"* Version 2013, https://www.fema.gov/media-library-data/20130726-1922-25045-3638/remsihe_guide.pdf.
- FEMA, *"Sample School Emergency Operations Plan,"* November 2013 <https://www.training.fema.gov/programs/emischool/el361toolkit/assets/sampleplan.pdf>
- Pennsylvania Department of Emergency Management, *"All-Hazards School Safety Planning Toolkit,"* <http://www.pema.pa.gov/planningandpreparedness/communityandstateplanning/Pages/All-Hazards-School-Safety-Planning-Toolkit.aspx#.V6yQbJgrKM8>

- Ohio Attorney General School Safety Task Force, “*School Safety/Emergency Operations Plan*,” June 2013, <https://education.ohio.gov/getattachment/Topics/Other-Resources/School-Safety/SSTF-School-Plan-Template.pdf.aspx>.
- Texas Department of Public Safety, “*Emergency Management Plan: Basic Plan*,” Version 1.10 05/05, <http://teacherweb.com/tx/couplandschool/schoolhomepage/EMERGENCYOPERATIONSPLANupdate09take2.doc>.
- NIMS, Department of Homeland Security, FEMA: <http://www.fema.gov/national-incident-management-system>.
- FEMA: *IS-100 Introduction to Incident Command System*: <http://training.fema.gov/EMIWeb/IS/courseOverview.aspx?code=is-100.b>.
- NIMS, Department of Homeland Security, FEMA: *IS-700 National Incident Management System (NIMS) an Introduction*: <http://training.fema.gov/EMIWeb/IS/courseOverview.aspx?code=is-700.a>.
- FEMA All-Hazards Training Document: <http://training.fema.gov/EMIWeb/emischool/EL361Toolkit/assets/SamplePlan.pdf>
- Pennsylvania State Police “K-12 School Safety Report,” Version 1.2, http://www.homelandsecurity.pa.gov/Documents/rvat_school_safety_report_final_v1_2.pdf
- Snyder County Emergency Operations Plan
- Middleburg Borough Municipal Emergency Operations Plan