



Diane DiGiuseppe  
Superintendent

# KINNELON PUBLIC SCHOOLS

109 KIEL AVENUE - KINNELON, NEW JERSEY 07405

TEL: (973) 838-1418 Ext. 5001 - FAX: (973) 838-5527

[www.kinnelonpublicschools.org](http://www.kinnelonpublicschools.org)

Email: [DiGiuseppeD@kinnelon.org](mailto:DiGiuseppeD@kinnelon.org)

February 26, 2018

Dear Kinnelon Families,

It has been almost two weeks since the school shooting in Parkland, Florida. During this time, we have received emails, phone calls and questions regarding school district security, and we would like to summarize some key informational points with you. All of us in the district and at the Kinnelon Police Department remain focused on school safety and security. We want to reassure you that we consider the safety and security of our students and staff to be our most important responsibility. We feel that our district practices reflect this priority.

First, you should know that each school in the district has an individualized safety and security plan that has been developed over time, in consultation with the Kinnelon Police Department and with input from the Morris County Prosecutor's Office, the Department of Homeland Security and most recently in 2017 with SERAPH, a nationally recognized school security consultant. These safety and security plans are updated annually.

The aforementioned organizations and experts recommend not sharing our safety and security plans with the community at large. They also recommend not detailing particular aspects of our emergency response protocols with the broader public. Sharing these details creates a potential vulnerability and places our staff and students at risk. However, I am able to share with you some of the upgrades to our security protocols we have made within the past three to five years.

- We have added a Class Three Officer, SRO Steven Caputo who migrates through all of our schools every day.
- Mr. Shivas, our School Safety Specialist has attended School Resource Officer Training as well as extensive training in the A.L.I.C.E response protocol. (A.L.I.C.E stands for Alert, Lockdown, Inform, Counter, Evacuate). A.L.I.C.E is a technique that experts across the country believe will increase the chance of survival during an active shooter incident and is recognized as a best-practice model. Mr. Shivas as well as several teachers and several Kinnelon Police officers are certified A.L.I.C.E trainers. These trainers have turn-keyed the A.L.I.C.E response protocol to the teachers **and** students.
- Our schools conduct a **minimum** of two safety and security drills per month. These drills include simple evacuations, simulated active shooter events, lockdowns, shelter-in-place scenarios, and other kinds of simulations. Kinnelon Police often participate in these drills and we debrief after them so that we learn from the experiences.
- We instituted a number of changes based on the Department of Homeland Security and SERAPH audits in 2015 and 2017. Some of the changes are: all of our rooms are numbered on the outside of the building, all unassigned lockers are secured, lock all empty classrooms, replaced many doors

and added devices on internal doors that allow staff to lock down in seconds, developed arrival patterns at each school to limit the number of entry points, which are always manned, require all staff including substitutes, to wear district issued identification badges, added the two-door vestibules (man-traps) at each school, created a new visitation policy that limits the number of visitors to the buildings, require anyone who enters a school building to go through LobbyGuard for a background check prior to entering, added more speakers and strobe lights in noisy areas for emergency announcement purposes, upgraded our classroom phone system so each is capable of calling 911 and making an all-call announcement over the paging system, and allowed Kinnelon Police Department to monitor school walkie-talkie systems.

The above list is not all-encompassing; there is a much longer list of additional security precautions that we might consider as we make enhancements to our existing plans and protocols. One very critical component of any safe and secure environment is the commitment to providing supportive networks for students that allows them to be forthcoming with one another and with adults to report concerns and to be an up-stander. If you see something **SAY** something. Working to achieve this aim is the simplest, most effective measure that every one of us can commit to immediately to build safer schools.

Respectfully,

Diane DiGiuseppe  
Superintendent of Schools

Chief John Schwartz  
Kinnelon Police Department