



# Shrewsbury Public Schools Safety and Security Review

## Request for Proposal



Shrewsbury Public Schools issued a request for Proposal for a firm to conduct a Comprehensive Safety and Security Review in September 2023.

The Olson Group Ltd., a national homeland security and emergency management consulting firm was selected.

## Interviews with Stakeholders



Stakeholders were identified by Shrewsbury Public Schools and the Olson Group Ltd. as being the major contributors to the safety and security of the school district. Group interviews were conducted and themes were identified as a result of those meetings.

## Data Review



Policies, procedures, plans, and Panorama Education survey data were shared with the Olson Group Ltd. to benchmark against national best practices in education.

## On-Site Building Assessments



Crime Prevention Through Environmental Design (CPTED) site assessments were conducted the third week of October 2023 by the Olson Group Ltd. Every school facility was reviewed during school operating hours and evening hours to get baseline data.

## School Committee Report



December 2023 School Committee was presented with a presentation and closed session report on the details of the assessment.

## Implementation Plan



As part of the assessment process, a recommended implementation plan was provided to Shrewsbury Public Schools with approximate dollar value of effort and recommended implementation month.



## Executive Summary

---

Overall, the assessment conducted by the Olson Group Ltd. provided numerous commendable actions being taken by Shrewsbury Public Schools and a few areas for improvement to enhance the safety and security program. None of the areas for improvement are of extreme concern for the well-being of students, employees, or visitors to school facilities.

## Strengths

---

**Collaboration** - Through the entire assessment, the employees of Shrewsbury Public Schools and the Town of Shrewsbury collaboration was identified as the biggest strength in the safety and security program. The ability to coordinate, discuss, and collectively problem solve as a team is one of the foundation principles for a sound safety and security program.

**Communication** - The district and first responder agencies (e.g., police and fire) have clearly established and regularly tested lines of communication through telephone, mobile phone, and integrated 800 MHz radio network.

**Technology** - The district has implemented an extensive amount of physical and technical security technologies that all are important in keeping schools safe and secure in a modern environment. The district ensured that most hallways and entrances are covered with cameras.

**Preparedness** - Interviews with employees and public safety officials identified clear efforts by the district to be prepared for emergencies through a planning cycle. Principals were clear in their identification of steps to protect their communities and initial steps that should be taken were documented in school specific documents.

**Sense of Belonging** - The district has taken significant steps to ensure that students and employees have a sense of belonging. Sense of belonging is a key indicator in the ability to support students and identify concerning behaviors in advance of negative educational outcomes.

## Opportunities for Improvement

---

**Planning** - The district has made great effort to document their emergency procedures and actions, however the plans that the district has do not align with the federal Department of Education's and the Federal Emergency Management Agency's Readiness and Emergency Management document School Guide: Guide for Developing High-Quality School Emergency Operations Plans.

**Training** - Continued education is the cornerstone for creating decisive and confident responses to emergencies. Through the implementation of a variety of technical and physical security systems.

**Enhanced Preparedness** - During the site assessment and through interviews, the assessment team noted that a variety of preparedness items have been a point of discussion and decision for years that the team identified were easy implementations to enhance preparedness. One such example was the implementation of alpha numeric identifiers on all exterior doors throughout the district.

**Enhanced Security** - Through the site assessment and interviews the assessment team heard reoccurring themes from end users around the preventative maintenance of existing equipment and installation of additional systems or equipment.

