## PERSONNEL SERVICES Policy 4412

## (Regulation 4412)

# Professional Activities, Training and Professional Growth

# Active Shooter Safety and Emergency Training

The District will include in its staff training program a component on how to:

1. Respond to students who provide information about a threatening situation.
2. Respond to situations in which there is a potentially dangerous or armed intruder in the school; and
3. Respond to situations where there is an active shooter present in the school or on school property.

Beginning with the 2026-27 school year, the District will include in its teacher and school employee training components which will include (a) through (c) in the previous paragraph and the following components.

1. How to identify potential threats or safety hazards; and
2. Procedures for emergencies in District schools, including but not limited to:
   1. Evacuations
   2. Severe weather
   3. Earthquakes
   4. Fire; and
   5. Medical

For the 2026-27 school year, such training will be provided annually for a period to be determined by the District.

All school personnel may participate in a simulated active shooter and intruder drill conducted by law enforcement officials or District safety professionals. Each drill will include an explanation of the purpose of the drills and will include a safety briefing.

The District fosters an environment in which students feel comfortable sharing information they have regarding potentially threatening or dangerous situations with a responsible adult. In actively fostering such environment, the District will annually provide age-appropriate information and training on the State Highway Patrol’s “Courage 2 Report Mo (C2R) reporting system or successors to the C2R system.

Beginning with the 2026-27 school year and continuing, the District will conduct an age-appropriate active shooter exercise in which students, teachers, and other District staff participate and practice the procedures for safety and protection in potential active shooter situations.

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