



SALEM
PUBLIC SCHOOLS
Where belonging leads to opportunity.



Community Safety Conversation

*Tuesday,
October 7, 2025*



Welcome

- Introductions
- Boundaries to conversation
- Review of agenda
 - Partnership
 - District safety team
 - ALICE drills
 - Incident analysis
 - Recent efforts/initiatives
 - Sandy Hook- Say Something
- Prevention, relationships and student support
- How can you help?
- Questions

Panelists

Chief Lucas Miller, Salem Police Department

Sergeant Charlene Sano, Salem Police Department

Dr. Stephen Zrike, Superintendent of Schools

Lisa Golden, Director of Safety & MSBA Projects

Ellen Wingard, Executive Director Student Support Services



Philosophy and Partnerships Between SPS and SPD

- Long history of cooperation and collaboration
- Commitment to supporting a proactive, relational and empathetic approach
- Regular communication and dialogue
- Information sharing: school to police, police to schools
- SPS safety team and crisis planning
- School Resource Officers (3) assigned across our schools
- Other supports include: Crossing guard coordination, traffic and bus stop analysis, crowd management and community development
- We do not collaborate or partner with ICE



Philosophy and Partnerships Between SPS and SPD

- Create a safe learning environment for all SPS students and families
- The SROs are a part of the SPS community
- We are educators, counselors and police officers
- Strengthen relationships between law enforcement and our youth
- Foster positive relationships and educate students on various topics
- Provide public safety both inside and outside of the SPS community
- Proactively identify underlying causes for conflict between students and help find resolutions
- Both law enforcement and schools recognize their shared roles in protecting students
- Information sharing and open lines of communication between the schools and Police
- Build trust and mutual respect



District Safety Team

- Meets monthly with representatives from each school, Salem police and fire departments, hospital representative, districtwide personnel including facilities, nursing, food services and student supports
- Purpose of the team is to:
 - Introduce district safety protocols
 - Coordinate safety drills in the event of an emergency evacuation, shelter in-place, hold/medical emergency and lockdown (ALICE)
 - Allow schools to surface and share individual school safety concerns
 - Debrief safety drills, events and incidents
- Review and provide guidance for school-based emergency plans
- Each school is also expected to have a safety team that actively communicates with and reports out to district safety team



ALICE Drills

- ALICE is an acronym for **Alert, Lockdown, Inform, Counter, Evacuate**
- Not designed to be a sequential response to an emergency but rather to train and empower educators to make best informed decision to protect students
- SPS educators are required to participate in training to either learn or refresh their knowledge about each component of ALICE on an annual basis
- Students practice ALICE by engaging in conversations with teachers and may practice certain components including barricading during a lockdown or evacuating if a threat is not in close proximity
- Every school is expected to have two ALICE drills a year
- This year the drills are unannounced (except to school admin)



Incident Analysis

1. Is it related to Salem?
2. Is there “copycat” potential?
3. What can be learned?
4. Is there local trauma?



Recent Efforts/Initiatives to Enhance Safety

Projects	Training and Coordination
<ul style="list-style-type: none">• Introduction of Sandy Hook Promise Say Something Anonymous Reporting System• Developed protocols for after school programming• Enhanced safety measures for Bertram field events• Utilize bus tracking application (Stopfinder) and attendance application (Wayfinder)• Introduced visitor management system at all schools• Piloting ID badges at the high school level• Created vestibules at 3 schools– SHS, HMLS and Saltonstall.• Installed safe latches on all doors and offices• Enhanced video camera coverage	<ul style="list-style-type: none">• Consistent drills across all schools- fire, bus evacuation, ALICE, reunification• Annual ALICE training for staff across SPS district• Practiced tabletop scenarios with school leadership teams• Regular revision of emergency plans for each school• Annually updated MOU with Salem Police• Guidance for front office staff around visitor awareness• Leverage SROs and director of safety to provide consistent guidance staff• Incident command training• Surprise SPD visits



Sandy Hook Say Something- Anonymous Reporting System

- Training staff and students on how to recognize warning signs -- especially within social media -- of individuals who may be in crisis, and to tell a trusted adult directly or via the anonymous reporting system.
- Recognize the warning signs of someone who may be at-risk of harming themselves or others
- Take every warning sign and threat seriously; act immediately to get help by talking to a trusted adult OR reporting it through the telephone hotline, mobile app, or website that is available 24 hours a day, 365 days a year
- Sustain the curriculum and awareness via student clubs, in-school activities, call-to-action weeks, and ongoing trainings



Relationships, Prevention & Student Supports

Relationships

- Trusted adults
- Restorative practices and community building circles
- Low counselor to student ratio PreK-12
- Youth Mental Health First Aid - 60+ staff
- Out of school time

Prevention

- Bullying prevention (Stop, Walk, Talk & Expect Respect)
- Explicit SEL
- Universal Mental Health screening (6th & 9th)
- Substance use screening (7th & 10th)
- Town Halls/Assemblies

Intervention

- Individual and small group counseling
- Ongoing partnership with Cartwheel tele-behavioral health
- Ongoing response to incident data
- Threat assessment protocol and intervention

NEW - Monthly “check-ins” with students 3-12 on belonging and well-being



Work in Progress

- Installation of a new phone system across the system
- Planning for new security measures at the new Salem High School
- Access funding for additional front door vestibules
- Additional incident command training for district and school based safety teams
- Continue to strengthen after and before school safety protocols for each school
- Develop more detailed plans and maps of each school and their grounds
- Monthly “check-ins” with students in grades 3-12 on well-being and belonging

****Strengthen community and sense of belonging across SPS**



How Can You Help?

- Make us aware if a protocol is not being followed
- If you see or hear something, please let SPS or SPD know
- Problem/incident in school, contact the school's administration
- Problem/incident outside of school hours, contact SPD non-emergency line (978)744-1212
- Help explain the importance of preparing for emergencies with your child
- Reach out to ask questions if you are unsure how we handle a certain situation





Discussion

