

# **2022-2023 KERN COUNTY GRAND JURY**



**KERN HIGH SCHOOL  
DISTRICT  
ARE YOUR KIDS SAFE**

**Release Date**

**April 17, 2023**



# KERN HIGH SCHOOL DISTRICT

## Are Our Kids Safe?

### SUMMARY:

In the midst of an epidemic of mass school shootings across the nation, the 2022-2023 Kern County Grand Jury (Grand Jury) inquired into the security at various high schools in the Kern High School District (KHSD). Since the April 1999 Columbine incident, there have been 11 incidents of mass school shootings with three or more deaths including: Virginia Tech with 32, Sandy Hook with 26, Marjory Stoneman Douglas with 17, and Uvalde with 21.

According to Worldpopulationreview.com, *The K-12 School Shooting Database states California, at 215, has had the highest number of school shootings since 1970.*

The Kern High School District has rules and protocols for keeping our kids safe. How effective are those policies and procedures? Does KHSD follow the safety protocol they have implemented? **ARE OUR KIDS SAFE?** These questions and other considerations are at the forefront of this inquiry.

No one thinks this can happen to their schools...until it does. "Change before you have to." Jack Welch, former CEO of General Electric.

### PURPOSE OF INQUIRY:

California Penal Code §933.5 authorizes a Grand Jury to conduct an inquiry and report on various districts throughout the County. The Grand Jury looked into the required Standard Response Protocol (SRP), for each school within KHSD. A standardized emergency management guide should be centrally located in classrooms. Also investigated were "**IN AN EMERGENCY TAKE ACTION**" posters around the school, training for campus supervisors, and general security around the perimeters of schools within KHSD.

### METHODOLOGY:

The Grand Jury based their investigation primarily on the "Prevention/Mitigation" document posted on the Kern County Superintendent of Schools website (See Appendix A). In total, the Grand Jury expended approximately 1,200 juror-hours in this investigation.

The Grand Jury visited 11 schools, reviewed various documents, and interviewed several school officials, law enforcement, campus supervisors, and safety consultants. They also attended an active assailant training class (Campus Response) for staff and parents instructed by a safety consultant.

## DISCUSSION OF FACTS:

The KHSD has a rich history. On January 12, 1893, Kern County High School was established. It consisted of two rooms and 32 students. In 1945, Kern County High School was renamed Bakersfield High School, hence the legacy: **Once a Driller, Always a Driller!** In post-World War II, a high schooler looked forward to a fresh future: college prep classes, proms, athletic events, and dating.

Today, the high school landscape is not the same as it was in 1945. In addition to the above, students, parents, school administrators, campus supervisors, and law enforcement must now be concerned about campus safety.

According to the Kern High School District's website to date, it is the largest high school district in California serving over 42,000 students. It includes: 19 comprehensive high schools, five alternative education sites, Regional Occupational Center (ROC), Career Technical Educational Center (CTEC), Kern Aquatic Complex, Bakersfield Adult School, and several special education sites on approximately 41 campuses and learning centers.

- A. Each KHSD campus has policies and procedures in place for uninvited guests, intruders, and active shooter scenarios. Today, students are dealing with a different and sometimes dangerous experience.

- B. **East Bakersfield shooting wounds juvenile, prompts school lockouts. KGET 17 Bakersfield, November 30, 2021:**

*A juvenile was shot multiple times Tuesday afternoon in east Bakersfield, prompting emergency lockouts at several schools...The shooting was reported at 2:48 p.m. at Breckenridge Road and Palomino Drive... 'All I heard were gunshots — when we looked, we saw somebody on the ground, We came over and it was a kid and he had holes. My boyfriend said somebody needs to put pressure on the holes and I did and I just put pressure until the ambulance came.'*

*Foothill High and Voorhies Elementary schools had brief lockouts and Orangewood Elementary was placed on lockdown, according to school officials.*

*A lockout involves securing buildings so no one can enter. It differs from a lockdown, which involves not just locking school buildings but turning out the lights and remaining silent and out of sight.*

- C. **Two Bakersfield high schools go on lockdown, KGET 17 Bakersfield, March 17, 2022:**

*Reports of fights and criminal activity sparked an immediate need to shut the doors as Bakersfield Police were on the scene.*

*Bakersfield High School put on lockdown. Centennial High School put on lockout. Both of these schools are now open but at 3:00p.m. BHS on high alert as dozens of Bakersfield Police secure the area.*

*BHS went into lockdown as a fight broke out at the Shell gas station right next to the school on H and California streets.*

*Centennial Highschool [sic] was placed on a lockout because Bakersfield police were on a foot pursuit for an alleged catalytic converter thief in the area.*

**D. Man arrested after being found near Frontier High School with a gun, The Bakersfield Californian, August 19, 2022:**

*Another local school had to be put on lockdown after a man was arrested for standing near the parking lot of Frontier High School with a gun.*

*According to Kern High School District officials, 24-year-old [Name redacted] was identified by a campus supervisor around 9:45 a.m. Thursday as a non-student near school property. A school district police officer responded and the school was put on lockdown.*

*[Name redacted] is now facing charges for having a firearm on school grounds, possession of a large capacity magazine, and resisting arrest.*

**E. Caught on Camera: North High student assaults campus security staff member, KERO 23 Bakersfield, December 17, 2022:**

*A security staff member at North High School was assaulted and it was caught on video. The video shows an alleged student punching a security staff member in the jaw, knocking him to the ground. This, after the security member attempted to break up a fight.*

*The district released a statement saying in part: There was an incident on North High's campus (Friday) where a student assaulted one of the campus security staff while he was breaking up a fight. North High school administration and the Kern High School District Police Department are aware of the incident. Appropriate disciplinary action is being taken very seriously.*

**The Grand Jury noted the following:**

- F. Per California Education Code §32280–32289.5, all schools K-12 must have a Comprehensive School Safety Plan (CSSP).
- G. Kern High School District uses a nationally renowned emergency response protocol, Standard Response Protocol (SRP) – It offers guidance to schools and first responders in order to facilitate clear and consistent emergency response actions in the event of an emergency.

SRP consists of four specific actions (See Appendix B):

- **LOCKOUT Secure** - This protocol is used to safeguard students and staff when there is a potential threat OFF CAMPUS
- **LOCKDOWN** - This protocol is used to safeguard students when there is a potential threat ON CAMPUS

- **EVACUATE** - This protocol is used to move students and staff from one location to a different location in or out of the building
  - **SHELTER** - The protocol is used when specific protective actions are needed based on a threat or hazard
- H. **Run, Hide, Fight:** Per Kern County Superintendent of Schools’ website: *Ed Code 32282 (J) requires a school’s comprehensive school safety plan to include procedures for conducting tactical responses to criminal incidents (e.g. active assailants). Kern County Law enforcement recommends utilizing the U.S. Department of Homeland Security’s Run, Hide, Fight model in response to an active assailant.* (See Appendix C).
- I. **Anonymous Reporting Apps:** “If you see something, say something” has been preached in schools for decades. KHSD uses an application named Sprigeo for anonymous reporting.
- J. **Active Shooter:** A 2015 report from the Sandy Hook Advisory Commission stated, *doors that lock from the inside are more effective in securing a classroom. In the event of an emergency, administrators and emergency personnel should be able to access the locked doors from the outside. Unless there is a specific target, a shooter will grow impatient in unlocking a classroom door.*
- According to consulting firm United Educators, as of 2020, no known active school shooter has breached a locked classroom door. Exterior locking classroom doors may put teachers or others in the path of an active shooter by requiring them to go into the hallway to lock the door.
- K. At the beginning of the 2022 school year, a campus supervisor was assaulted by a student, resulting in a serious orbital eye injury.
- L. The Grand Jury discovered there are frequent altercations, and weapons have been found within the schools.
- M. The Grand Jury noted the schools had fences with multiple entrance gates of various types around their perimeters. The gates are to remain locked during school hours. School personnel are to supervise any open/unlocked gate during the school day.
- N. California Assembly Bill 3205 specifically addresses older schools that plan to renovate. School construction and school safety modernization projects must include plans for door locks that allow classroom doors to be locked from the inside, excluding doors that are locked at all times and student restrooms.
- O. On the Kern County Superintendent of Schools’ website, there is a YouTube video stating, per the Sandy Hook Commission, that doors should be lockable from the inside.
- P. The KHSD uses Raptor Technologies®, which is a database that improves school security by reading visitor drivers’ licenses (or other approved state-issued ID) and compares this

information to a registered sex offender database from all 50 states. If there is a match, it immediately alerts school administrators.

- Q. Schools have multiple cameras with views of various zones, some with blind spots. Some schools have posted signs stating 24-hour surveillance. Camera monitors are available to administrators and KHSD law enforcement.
- R. Prior to being hired, all teachers and substitutes must complete online training for emergency procedures in schools. The online training is constantly being updated.
- S. State Bill (SB) 1626 mandates all school security personnel based in California institutions providing education for children K-12 must complete this specific training (even those that work less than 20 hours per week) to be qualified to work and be compliant in the State of California.
- T. Each of the 11 schools visited had numerous campus supervisors and a KHSD armed officer. The number of campus supervisors is based on the school population.
- U. Campus supervisors are the first responders when it comes to school safety issues. They are the eyes and ears of the campus. They patrol the perimeters and ascertain if someone is not a student; they have the most contact with students. They do not receive in-person basic self-defense, interpersonal communication, or de-escalation training.
- V. All schools have conducted SRP training since the new school year. Some have instituted procedures based on actual circumstances.
- W. All lockout and lockdown training scenarios are age appropriate for students involved.
- X. All schools have a standardized Emergency Management Guide available in classrooms, but not all are the same nor centrally located.

## **FINDINGS:**

- F1. All the schools visited had inconsistencies regarding visitors coming on campus. Of the 11 schools visited, only three asked for IDs, which were processed through Raptor Technologies®. KHSD violated their own “prevention/mitigation” document.
- F2. The Grand Jury noted several unattended open gates at various schools, during school hours. Again, KHSD is not following their own policy!
- F3. According to school officials, many school cameras had limited views, blind spots, and poor resolution, creating safety issues.
- F4. Campus supervisors lack the necessary training to deal with hostile situations. This oversight does not equip the campus supervisor with the essential tools to deal with everyday situations such as assaults, fighting, drug use, etc.



- F5. Not all schools posted “**IN AN EMERGENCY TAKE ACTION**” posters in the common areas. Not all incidents happen in the classroom, so it would be prudent to have them posted in all common areas (See Appendix D).
- F6. All schools complied with updating the CSSPs.
- F7. Administrative staff, KHSD law enforcement, and campus supervisors appeared to be proactive and concerned with school safety. However, they are inconsistent with following their own approved policies.
- F8. Generally, the schools visited do not keep classroom doors locked during school periods. There is no policy mandating this. There should be!
- F9. Not all standardized Emergency Management guides are kept in a place easily accessible in times of a crisis. In the event of an emergency, the format and location of the guides should be consistent in all schools (See Appendix E). They need to be!

#### **COMMENTS:**

The Grand Jury would like to thank school administrators/staff, KHSD law enforcement officers, and campus supervisors for their time and patience in answering numerous questions and providing guided campus tours.

#### **RECOMMENDATIONS:**

- R1. KHSD should enforce their existing policy which requires that **all** visitors be screened by providing identification and processed through Raptor Technologies®, by August 15, 2023. This eliminates those who should not be on campus. (Finding 1)
- R2. KHSD should enforce their existing policy to keep gates locked during the school day. When unlocked, they need to be tended by school personnel. This should be implemented by August 15, 2023. (Finding 2)
- R3. KHSD should update campus cameras with better resolution and routine maintenance. Administrative staff should have a working knowledge of the operation of the camera system by December 15, 2023. (Finding 3)
- R4. KHSD should ensure that campus supervisors have consistent “hands on” basic self-defense, de-escalation, and interpersonal communication training by January 1, 2024. (Finding 4)
- R5. KHSD should have “**IN AN EMERGENCY TAKE ACTION**” posters in all common areas of school campuses by August 15, 2023. (Finding 5)



- R6. KHSD should mandate that all classroom doors be locked from the inside, while class is in session, yet allow administrators, law enforcement, fire department, and campus supervisors the ability to unlock doors from the outside in cases of emergencies by August 15, 2024. Available grant funds should be used as needed. (Finding 8)
- R7. KHSD school administrators, law enforcement, and campus supervisors should continue to be proactive in maintaining school safety by providing ongoing training in accordance with their own policies, by August 15, 2023. (Finding 7)
- R8. KHSD should standardize their Emergency Standard Management guides to a “flip chart,” to be located in classrooms by the front door and consistent throughout KHSD by January 15, 2024 (See Appendix E). (Finding 9)

#### NOTES:

- The Kern High School District should post a copy of this report in each campus where it will be available for public review.
- Persons wishing to receive an email notification of newly released reports may sign up at: [www.kerncounty.com/grandjury](http://www.kerncounty.com/grandjury)
- Present and past Kern County Grand Jury Final Reports and Responses can be accessed on the Kern County Grand Jury website: [www.kerncounty.com/grandjury](http://www.kerncounty.com/grandjury)

#### RESPONSE DEADLINES:

- **REQUIRED WITHIN 90 DAYS FROM: KERN HIGH SCHOOL DISTRICT BOARD OF TRUSTEES**

#### RESPONSES ARE REQUIRED PURSUANT TO CAL. PENAL CODE §§933(C) AND 933.05 WITHIN 90 DAYS TO:

- **PRESIDING JUDGE  
KERN COUNTY SUPERIOR COURT  
1415 TRUXTUN AVENUE, SUITE 212  
BAKERSFIELD, CA 93301**
- **FOREMAN  
KERN COUNTY GRAND JURY  
1415 TRUXTUN AVENUE, SUITE 600  
BAKERSFIELD, CA 93301**

Reports issued by the Grand Jury do not identify individuals interviewed. Cal. Penal Code § 929 requires that reports of the Grand Jury not contain the name of any person or facts leading to the identity of any person who provides information to the Grand Jury.

## APPENDIX A:

PREVENTION/MITIGATION					
		Site has achieved	Planning in Progress	Future Need	Not Applicable
Target Hardening	Fencing is present around entire perimeter of the school site				
	Access to campus is limited through one entry point during the day				
	When perimeter gates are unlocked, those entry points are staffed				
	A barricade of some sort exists between the school entrance/lobby campus e.g, vestibule, doorway, half-wall with gated access, etc.				
	Classroom doors remained locked from the outside when occupied (NOTE: locked doors must be free from hardware that hinders egress during an emergency)				
	School Resource Officers (RO) or security staff are employed				
	School site is equipped with surveillance cameras				
Visitor Management	All visitors are required to sign-in and sign-out at the front office				
	Visitors must present a valid ID to gain access to campus				
	All visitors wear identification badges while on campus				
	All school staff wear identification badges				
School Climate	The school site has a program in place to educate the students and staff how to recognize the signs and signals of at-risk behavior and potential threats in social media				
	The school site has a formal process for anonymous reporting of safety threats (e.g. Sandy Hook Promise ay Something app of Stop-it!)				
	The school site has a multi-tiered intervention team and process for identification and intervention o students/staff/visitors who may be at risk of violence to themselves or others				
	The school site has a tiered framework to house needed interventions, supports and school engagement (e.g. PBIS or restorative practices)				
	School site has in place a formal anti-bullying/kindness program (e.g. Safe School Ambassadors, Start With Hello, Buddy Bench etc.				
	KERN COUNTY SUPERINTENDENT OF SCHOOLS WEBSITE				

## APPENDIX B:

# Standard Response Protocol (SRP)

A critical ingredient in the safe school recipe is the classroom response to an incident using a **common language**. Weather events, fire, accidents, intruders and other threats to student, staff and visitor safety are scenarios that should all be planned for and drilled by the school community. The Safer Schools Coalition of Kern endorses and recommends the use of the **Standard Response Protocol (SRP)**, a system of four key actions: Lockout, Lockdown, Evacuate and Shelter. In the event of an emergency, the action and corresponding directive is called. The SRP's four actions are as follows:



### LOCKOUT!

**GET INSIDE. LOCK OUTSIDE DOORS.**

The **LOCKOUT!** protocol is implemented when there is a potential threat or hazard outside of the school buildings or grounds. It requires increased situational awareness, but allows the educational process to continue with little classroom interruption.

**Examples:** Suspicious person; criminal/dangerous activity in neighborhood surrounding campus; Animal on campus.



### LOCKDOWN!

**LOCKS, LIGHTS, OUT OF SIGHT.**

The **LOCKDOWN!** protocol is implemented when there is an active or immediate threat in the school's building(s) or on school grounds. This protocol requires locking classroom doors, turning off lights, remaining silent and out of sight.

**Examples:** Life safety threat on or near campus like a hostile person, gunfire or direct threat.



### EVACUATE!

**TO A LOCATION**

The **EVACUATE!** protocol is called to move students and staff from one location to another.

**Examples:** Fire or Bomb threat. When conditions outside buildings or off campus are safer than inside or on campus.



### SHELTER!

**TO A LOCATION**

The **SHELTER!** protocol is called when the need for personal safety is necessary.

**Examples:** Earthquake, flood, or hazmat



## APPENDIX C





## APPENDIX D:

# IN AN EMERGENCY TAKE ACTION



### **HOLD! In your room or area. Clear the halls.**

#### **STUDENTS**

Clear the hallways and remain in room or area until the "All Clear" is announced  
Do business as usual

#### **ADULTS**

Close and lock door  
Account for students and adults  
Do business as usual



### **SECURE! Get inside. Lock outside doors.**

#### **STUDENTS**

Return to inside of building  
Do business as usual

#### **ADULTS**

Bring everyone indoors  
Lock outside doors  
Increase situational awareness  
Account for students and adults  
Do business as usual



### **LOCKDOWN! Locks, lights, out of sight.**

#### **STUDENTS**

Move away from sight  
Maintain silence  
Do not open the door

#### **ADULTS**

Recover students from hallway if possible  
Lock the classroom door  
Turn out the lights  
Move away from sight  
Maintain silence  
Do not open the door  
Prepare to evade or defend



### **EVACUATE! (A location may be specified)**

#### **STUDENTS**

Leave stuff behind if required to  
If possible, bring your phone  
Follow instructions

#### **ADULTS**

Lead students to Evacuation location  
Account for students and adults  
Notify if missing, extra or injured students or adults



### **SHELTER! Hazard and safety strategy.**

#### **STUDENTS**

Use appropriate safety strategy for the hazard

#### **ADULTS**

Lead safety strategy  
Account for students and adults  
Notify if missing, extra or injured students or adults

#### **Hazard**

Tornado

Hazmat

Earthquake

Tsunami

#### **Safety Strategy**

Evacuate to shelter area

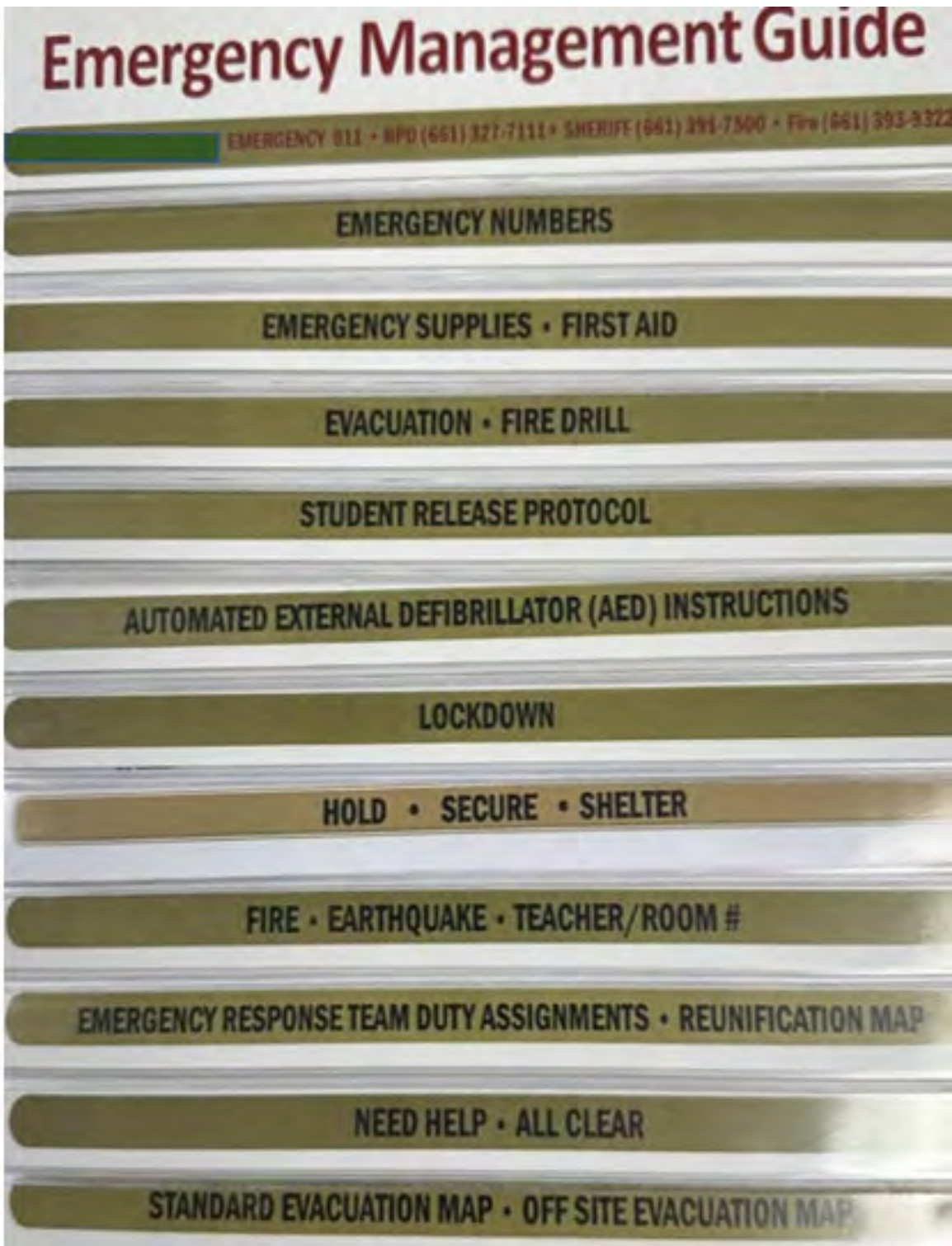
Seal the room

Drop, cover and hold

Get to high ground



## APPENDIX E:



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# KERN HIGH SCHOOL DISTRICT

## BOARD OF TRUSTEES

J. Bryan Batey, President

Derek Tisinger, Vice President

David Manriquez, Clerk Pro Tem

Kathy Scrivner, Clerk

Steven Rodrigue, Member

BRYON J. SCHAEFER, Ed.D., SUPERINTENDENT

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July 20, 2023

Presiding Judge  
Kern County Superior Court  
1415 Truxtun Avenue  
Bakersfield, CA 93301

Foreperson  
Kern County Grand Jury  
1415 Truxtun Avenue, Suite 600  
Bakersfield, CA 93301

Re: Kern High School District's Response to the Kern County Grand Jury Report of April 17, 2023

The Kern High School District ("KHSD" or "District") is in receipt of the report prepared by the Kern County Grand Jury ("Grand Jury" or "KCGJ") dated April 17, 2023, regarding the safety of District campuses ("Kern Hish [sic] School District Are Your Kids Safe"). The District appreciates the Grand Jury's interest in its students, staff, and its campuses.

The KHSD serves over 43,000 students and employs nearly 7,600 community members to serve in various roles including educators, support staff, campus security, police officers, mental health clinicians, counselors, transportation specialists, food service workers, coaches, and more. As noted in the Grand Jury's report, the District is the largest grades 9 through 12 high school district in the state of California and has a long and storied history in Kern County. Thousands of Kern County residents enjoyed their high school years on one of our campuses. The KHSD proudly seeks to maintain its legacy of tradition and excellence for future generations of students in school environments that are safe, secure, welcoming, and that foster and promote top tier academics and quality extracurricular and athletics opportunities.

California's children have the right to attend public schools that are safe, secure, and peaceful. However, the unfortunate reality is that no school in this nation is capable of guaranteeing safety and security at all times, despite best efforts. Unexpected environmental safety concerns and security breaches can occur, but it is incumbent upon educators, staff, and security personnel to diligently and intentionally evaluate schools consistently for foreseeable risks and to implement security and safety measures that maximize opportunities to increase and maintain best safety and security practices. These practices include utilizing security personnel, staff training, perimeter security, internal security measures including classroom interior locks, visitor management and tracking, proper identification requirements, anonymous reporting mechanisms, student training, surveillance, and ongoing monitoring of existing safety and security measures and the continuous evaluation and expansion of those efforts. The KHSD implements all of these, and more, in its ongoing efforts to comprehensively evaluate and enhance its campus and facility safety and security.



The KHSD strives to balance how to provide students with campuses that are welcoming, beautiful, and hospitable and that do not resemble maximum security facilities, while still utilizing all available resources in order to maintain the security of the schools. Unique to the KHSD is the Kern High School District Police Department ("KHSDPD"). The primary mission of the KHSDPD is to ensure the security of our students, staff, and facilities. Unlike other elementary or secondary school districts in Kern County and statewide, the KHSD operates its own Police Officers Standards and Training ("POST") certified law enforcement department. The KHSDPD is one of the largest law enforcement agencies in Kern County. The KHSDPD employs a full time police officer at each of the District's nineteen comprehensive high school campuses. Additional officers on the force serve as rovers, truancy officers, substitutes, and supervisors. In addition to its law enforcement personnel, the KHSDPD employs support staff and dispatchers, trained in law enforcement and emergency dispatch protocols, and utilizes customary law enforcement equipment to aid in the security of our campuses and facilities.

All KHSDPD's officers have prior law enforcement agency experience before working for the KHSDPD, typically with Bakersfield Police Department ("BPD") or the Kern County Sheriff's Office ("KCSO"), including the KHSDPD's Chief of Police who had over thirty years of law enforcement experience when he joined the KHSD, much of which was served with the KCSO. Not only do the KHSDPD officers patrol the District's campuses and facilities, they also provide valuable training to KHSD staff in security protocols. In addition to its POST-certified police officers, KHSD employs between eight and twelve trained campus security personnel at each of its campuses. Campus security employees serve a critical function for school sites and District locations by assisting with student and campus supervision.

In 2019, the KHSD established its Office of Emergency Preparedness and Safety, which provides instruction and guidance for emergency preparedness, prevention, and management by overseeing training for the Incident Command System ("ICS") and providing oversight to the District and school sites for emergency response protocols, supplies, emergency drills, and other required functions. The KHSD Emergency Operations Center ("EOC") is a function of the Office of Emergency Preparedness and Safety, which also coordinates with other agencies in the case of a large scale emergency.

The KHSD also maintains a Risk Management Department dedicated to analyzing, monitoring, evaluating, and addressing health and safety, including biological, illness and injury, environmental concerns, accidents, and overall facility and campus safety. Our campuses also undergo annual safety and security inspections.

Pursuant to California Education Code sections 32280 – 32289.5, school districts are responsible for ensuring that a comprehensive school safety plan ("CCSP") is in place for each district school and the plans are annually reviewed. The KHSD works in conjunction with the California Department of Education ("CDE"), utilizing its comprehensive safety plan compliance materials in meeting this annual requirement. Each KHSD school has a school site council that evaluates the particular and specific safety and security needs of its campus and develops its annual school-specific CCSP. Administrators and school site council members collaborate with internal and external law enforcement in the development of the plans as well.

As outlined further in the KHSD's responses below, the KHSD additionally utilizes training, technology, and other methods to further secure its campuses. The KHSD is proud of its ongoing efforts to keep its students, staff, and campuses secure and prepared for emergencies.

### **Response to Findings**

F1. *All the schools visited had inconsistencies regarding visitors coming on campus. Of the 11 schools visited, only three asked for IDs, which were processed through Raptor Technologies. KHSD violated their own "prevention/mitigation" document.*



Response: Respondent partially disagrees with this finding.

It is accurate that the KHSD utilizes Raptor Technologies in order to screen visitors on its campuses. Raptor was implemented by the District in the 2018 – 2019 school year. It is a web-based software application intended to assist schools with visitor management by screening for registered sex offenders, producing visitor badges, electronically tracking visitor and volunteer hours, and to generally enhance the safety of campuses through better tracking and sex offender monitoring. Raptor also assists schools by helping to ensure that students are released to appropriate parents/guardians when taking students off campus.

The District disagrees in part with this finding inasmuch as the Grand Jury stated that the District violated “their own ‘prevention/mitigation’ document.” This is inaccurate. The Prevention/Mitigation document at Appendix A of the Grand Jury’s report is not a KHSD document. That document was produced by the Kern County Superintendent of Schools – a separate organization – and not by KHSD, and contains recommendations for local schools, not directives.

Further, it is the District’s understanding that when members of the Grand Jury arrived on its campuses, the members produced badges as credentials for conducting official business and announced themselves as members of the Grand Jury performing an investigation and requested to meet with administration, which caused some confusion. School staff did not believe the Grand Jury members were seeking to gain full access to campuses or to interact with students. The District agrees that its staff should have, nonetheless, requested identification from each Grand Juror. The KHSD has addressed this issue, which is explained further in the District’s response to Recommendation No.1, *infra*.

*F2. The Grand Jury noted several unattended open gates at various schools, during school hours. Again, KHSD is not following their own policy!*

Response: Respondent agrees with this finding.

The KHSD will ensure training occurs this fall regarding securing the entry points to campuses and will implement a perimeter check protocol to ensure that these areas are evaluated several times throughout the day. Further, KHSD will, where possible, install automatic locking hardware to gates.

*F3. According to school officials, many school cameras had limited views, blind spots, and poor resolution, creating safety issues.*

Response: Respondent partially disagrees with this finding.

The KHSD began implementing school site and facility surveillance technology in or about 2017. The primary goals of the video surveillance program are to discourage trespassing, vandalism, and theft and to help further strengthen the security of campuses and facilities. However, the video surveillance is not monitored in real time by law enforcement or school staff, such that it does not act as a guarantee that school site points of ingress and egress are being consistently monitored electronically. Moreover, the video surveillance systems do not, and are not intended to, cover every square inch of a District site. Instead, these systems are meant to act as a deterrent by their mere presence, and to provide video information from designated areas in the subsequent investigation of a security issue that occurs.

Accordingly, the District agrees that many of the surveillance systems have limited views and blind spots as the systems were not intended to act as blanket surveillance for each site. Further, some cameras do have better resolution than others. The District disagrees that these concerns create a “safety issue” because the video surveillance systems are intended to enhance the security of facilities, and are not meant to act as a real time “safety” system, per se. The District notes the important differences between safety and security. Namely, security generally relates to protection from crime, violence, and other harm. Whereas



safety relates to protecting individuals from various environmental threats that can cause accidents, injuries, and/or exposure to harmful conditions. The District disagrees with the Grand Jury that the state of its video surveillance system creates “safety issues” because it does not subject staff, students or the community to a risk of direct environmental harm.

The District engages in an ongoing process of surveillance camera review, upgrade, and installation. Prior to the release of the Grand Jury’s report, the District began implementation of Phase IV of its camera installation plan, which continues. Cameras are upgraded and enhanced, and additional cameras are installed as part of the District’s ongoing evaluation process. Site administrators and security personnel work in collaboration with the District to provide recommendations for ongoing enhancements.

*F4. Campus supervisors lack the necessary training to deal with hostile situations. This oversight does not equip the campus supervisor with the essential tools to deal with everyday situations such as assaults, fighting, drug use, etc.*

Response. Respondent disagrees with this finding.

In addition to the 32 POST-certified law enforcement officers employed by the District, it also employs over 190 designated Campus Security personnel. The role of campus security (also known as “Campus Supervisors”) is to assist with the overall supervision of students while on school grounds and at events, in order to enhance student attendance, behavior, order, and conduct.

In 1998, the California legislature passed Senate Bill 1626, which is codified at California Education Code section 38001.5 and requires campus security personnel to complete a training course developed by the Bureau of Security and Investigative Services (“BCIS”) of the Department of Consumer Affairs and in conjunction with the Commission on Peace Officer Standards and Training. The KHSD ensure that its campus security personnel receive this important training, which is 24 hours in length.

Another benefit of the District’s in-house law enforcement agency is that the KHSDPD provides additional training to campus security personnel, which includes the topics of de-escalation techniques, breaking up fights and physical altercations, use of force, control methods, situational awareness, search techniques, radio etiquette and protocol, safety protocols, and tactical communications.

Further, KHSD campus security personnel have received District training in restorative practices, focusing on teaching students to constructively resolve conflict, repair harm, and heal relationships resulting in a more positive school climate, reduced bullying, and a reduction in disciplinary incidents. Campus security employees also received training in Positive Behavior Intervention and Supports (“PBIS”), Multi-Tiered Systems of Support (“MTSS”), Implicit Bias/Unconscious Bias, and Social-Emotional Learning. Additional training for some campus security includes Professional Assault Crisis Training (“Pro-ACT”), which is an evidence-based methodology utilized by school site professionals to reduce or eliminate harm when students engage in assaultive behavior.

Moreover, KHSD campus security personnel receive additional professional development in drug use/abuse, active supervision, observational skills, responsible decision making, and they also participate in simulated encounters meant to further enhance training. Accordingly, the Grand Jury’s finding that KHSD campus supervisors lack necessary training is misplaced.

*F5. Not all schools posted “IN AN EMERGENCY TAKE ACTION” posters in the common areas. Not all incidents happen in the classroom, so it would be prudent to have them posted in all common areas...*

Response: Respondent agrees with this finding.



F6. *All schools complied with updating CSSPs.*

Response: Respondent agrees with this finding.

F7. *Administrative staff, KHSD law enforcement, and campus supervisors appeared to be proactive and concerned with school safety. However, they are inconsistent with following their own approved policies.*

Response: Respondent partially disagrees with this finding.

The District agrees that administrators, KHSDPD officers, and campus supervisors likely presented proactive and concerned views to the Grand Jury related to school safety, because its employees make the safety and security of our students and campuses their top priority in alignment with District policies and procedures. However, the Grand Jury's statement that these individuals are inconsistent with following policies is a broad overstatement.

F8. *Generally, the schools visited do not keep classroom doors locked during school periods. There is no policy mandating this. There should be!*

Response: Respondent partially disagrees with this finding.

The KHSD agrees that its teachers do not keep classroom doors locked during class/school periods. The KHSD does not believe that it should have a policy mandating that teachers lock classroom doors during instructional hours because it does not foster a welcoming and accessible environment for students. Students who encounter locked classrooms are more likely to skip class and ongoing knocking is disruptive to the learning environment and increases the loss of instructional time for both students already inside the classroom and those outside.

As noted in the Grand Jury's report, the KHSD campuses utilize the Standard Response Protocol ("SRP"), which directs schools to implement lockouts (perimeter security for off-campus threats), and lockdowns (locking external and internal campus doors and not opening them until cleared) when security breaches are detected.

In 2018, KHSD undertook an extensive project to install new door locks on all classroom doors district-wide, which are capable of locking from the inside in order to allow teachers to secure classrooms in the event of a security threat.

F9. *Not all standardized Emergency Management guides are kept in a place easily accessible in times of a crisis. In the event of an emergency, the format and location of the guides should be consistent in all schools...They need to be!*

Response: Respondent agrees with this finding.

#### **Response to Recommendations**

R1. *KHSD should enforce their existing policy which requires that all visitors be screened by providing identification and processed through Raptor Technologies by August 15, 2023. This eliminates those who should not be on campus. (Finding 1)*

Response: This recommendation has been implemented.

The KHSD has reinforced to school sites and personnel that consistent use of the Raptor system is necessary and two separate training sessions were recently provided to administrators regarding the use of Raptor. However, the District disagrees with the Grand Jury's statement in its recommendation that use of the Raptor system will "eliminate those who should not be on campus" as this is an overstatement and the Raptor system is not designed to eliminate every possible negative visitor situation.

R2. *KHSD should enforce their exiting policy to keep gates locked during the school day. When unlocked, they need to be tended by school personnel. This should be implemented by August 15, 2023. (Finding 2)*

Response: This recommendation has been implemented.

R3. *KHSD should update campus cameras with better resolution and routine maintenance. Administrative staff should have a working knowledge of the operation of the camera system by December 15, 2023.*

Response: This recommendation has not been implemented, but will be implemented in an ongoing manner.

As stated in its response to Finding 3, *supra*, the KHSD engages in an ongoing process of surveillance camera review, upgrading, and installation. Prior to the release of the Grand Jury's report, the District began implementation of Phase IV of its camera installation plan, which continues. Cameras are upgraded and enhanced, and additional cameras are installed as part of the District's ongoing evaluation process. Site administrators and security personnel work in collaboration with the District to provide recommendations for ongoing enhancements. The District informs administrators about their site surveillance systems upon hiring the administrator and as necessary for that administrator's particular position requirements. Additionally, a training has been scheduled for this summer to further inform administrators about the campus surveillance systems and their operation.

R4. *KHSD should ensure that campus supervisors have consistent "hands on" basic self-defense, de-escalation, and interpersonal communication training by January 1, 2024. (Finding 4)*

Response: This recommendation has been implemented.

As stated in its response to Finding 4, the KHSD already engages in comprehensive training for its campus supervisors that includes these topics. Accordingly, the District believes this recommendation is misplaced and its contents are already being implemented.

R5. *KHSD should have "IN AN EMERGENCY TAKE ACTION" posters in all common areas of school campuses by August 15, 2023. (Finding 5)*

Response: This recommendation has not been implemented but will be implemented by December 31, 2023.

Last year, 3,085 English language "IN AN EMERGENCY TAKE ACTION" posters were distributed in the District, and 2,410 Spanish language posters. The District considers this an extraordinary effort to distribute these valuable informational posters. Consistent with the Grand Jury's recommendation, this fall the District will focus on requiring that the posters be posted and maintained in common areas such as counseling offices, cafeterias, libraries, gyms, etc.



R6. *KHSD should mandate that all classroom doors be locked from the inside, while class is in session, yet allow administrators, law enforcement, fire department, and campus supervisors the ability to unlock doors from the outside in cases of emergencies by August 15, 2024. Available grant funds should be used as needed. (Finding 8)*

Response: This recommendation will not be implemented because it is not reasonable. Please see the District's response to Finding 8, *supra*.

R7. *KHSD school administrators, law enforcement, and campus supervisors should continue to be proactive in maintaining school safety by providing ongoing training in accordance with their own policies, by August 15, 2023.*

Response: This recommendation has been implemented.

The KHSD ensures that its employees receive ongoing training and professional development regarding District policies and procedures on an ongoing basis.

R8. *KHSD should standardize their Emergency Standard Management guides to a "flip chart," to be located in classrooms by the front door and consistent throughout KSHD by January 15, 2024... (Finding 9)*

Response: This recommendation has not been implemented but will be implemented within the Grand Jury's timeframe of January 15, 2024.

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