ELKHORN PUBLIC SCHOOLS

Strategic Plan Update: Improving Safety and Security

October 12, 2026

BLUF

Education is the ***Mission*** - Safety is a ***Priority***

- Safety and Security should promote the organizational mission
  - Fundamental reality of security in every organization
- Maslow's Hierarchy of Needs
- Professional Duty / Legal Responsibility
  - in loco parentis
  - Safe working environment for staff

Overall, it's the right thing to do

Image from https://www.simplypsychology.org/maslow.html

EPS Safety Vision

Establish a layered security architecture comprised of complementary components, with scalable solutions having routine and practical utility which offer protection in depth for intervention and reaction

What is a *Layered* Security Architecture?

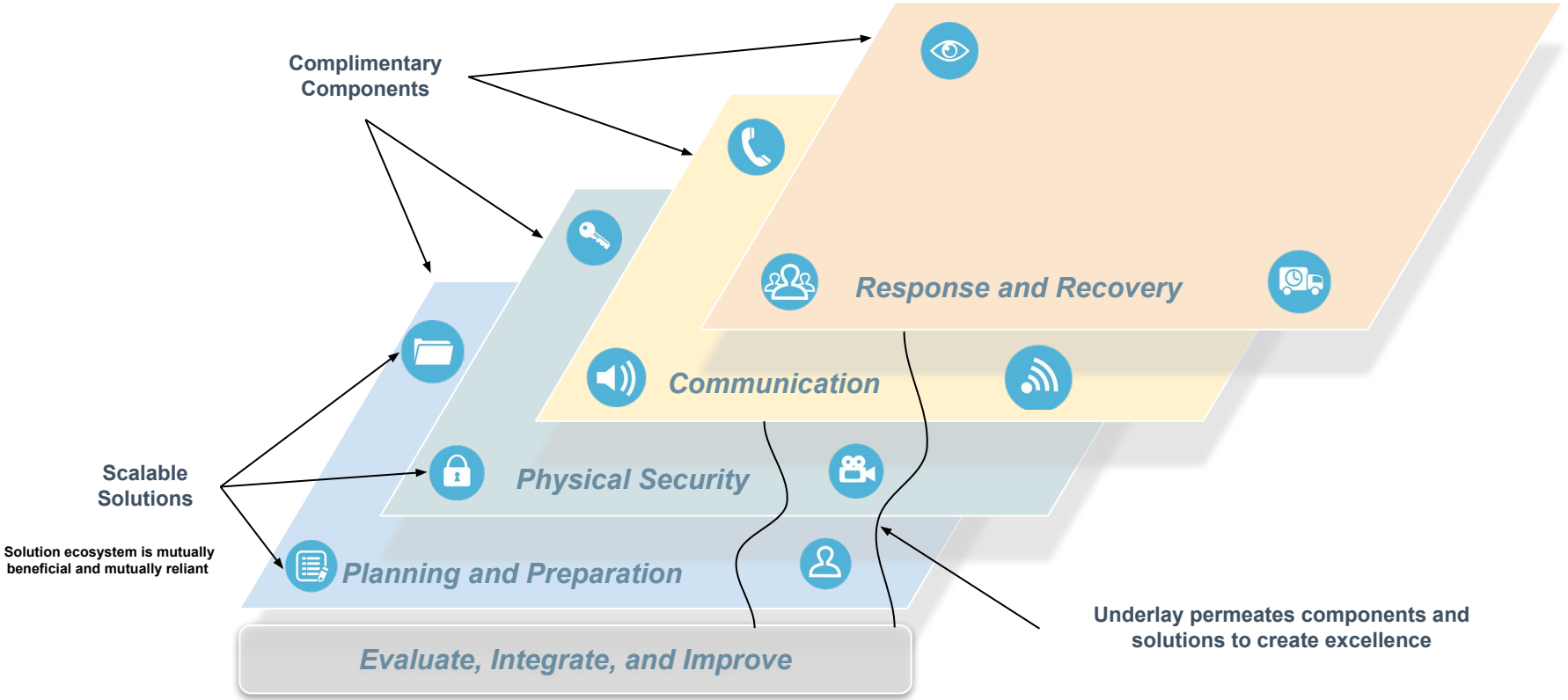
- ➔ Complementary
- ➔ Scalable
- ➔ Routine and practical
- ➔ Protection in depth

Major Complementary Components Include:

- ➢ Planning and Preparation
- ➢ Physical Security
- ➢ Communications
- ➢ Response and Recovery

Underneath major components lies the foundational **Evaluate, Integrate, and Improve Underlay**

Layered Architecture



EPS Strategic Plan

Goal: Improving School Safety and Security

District Communications

Increase routine and emergency communications both internally and externally throughout the district.

Facility Access Control

Secured front entrances and interior locking classrooms

Surveillance Infrastructure

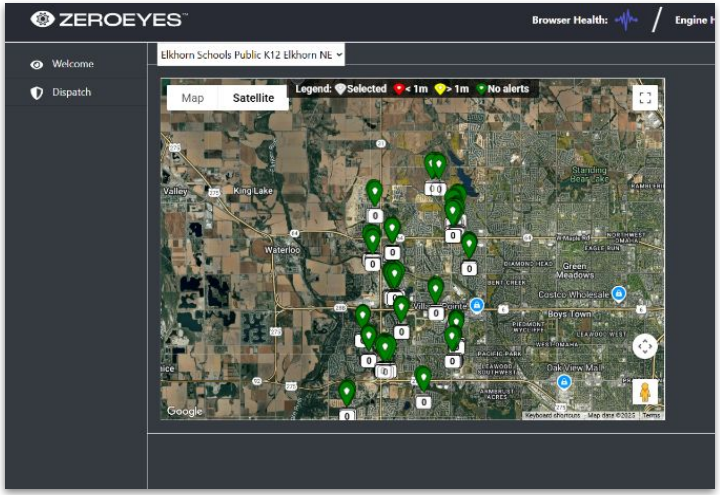
Enhance district’s surveillance system capabilities by introducing camera analytics to improve real-time monitoring, strategically replace outdated cameras, and integrate a new video management system

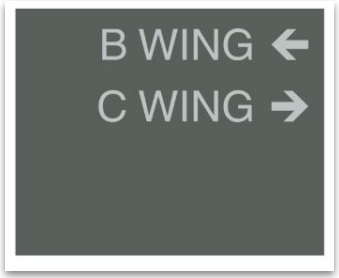
Behavior Threat Assessment (BTAM)

Advance Behavior Threat Assessment and Management by establishing written guidance and procedures, pursuing consistency, and organizing an independent review of the District's BTAM program

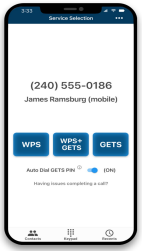
Objective 1: Communications

- District Wide Radio System
  - District Emergency Function
  - District Interoperability
- Telecommunications Priority and Preemption
  - GETS / WPS
- Zero Eyes Alerts
  - SMS, Web and App
- Lockdown Button - SafeDefend
  - Warn people to take action - automates PA
  - Texts and Emails
- Elementary Classroom signs and wayfinding, doors
  - Assist first responders
- Emergency Mapping grant
  - Common Operating Picture
  - All sites





PTS Dialer logo

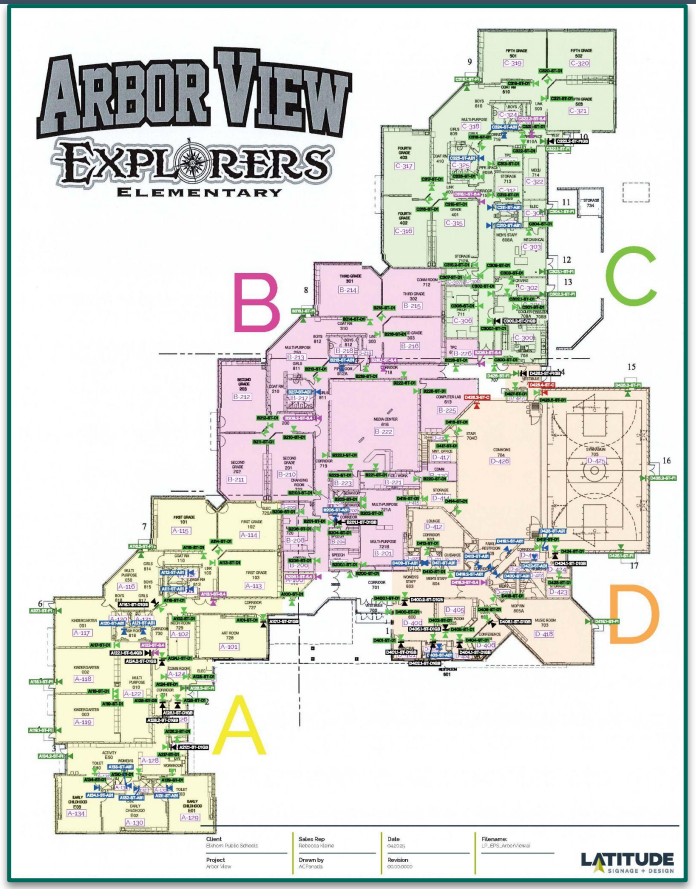


PTS Dialer app

Safe Defend - Lockdown Button Solution

- Biometric Activation
  - Reduces false alarm
- Hard wired
  - Important for life safety
- Training Module
  - Staff can practice
- Safety Cabinet
  - Empowers - participant
- Scalable Architecture
  - Modules and cabinets can be added
- 23 Sites
  - Strategically located throughout buildings
  - Portables
- Integrated with..
  - Public Address
  - Fire doors
  - Access control
  - 911

Floorplans and Mapping

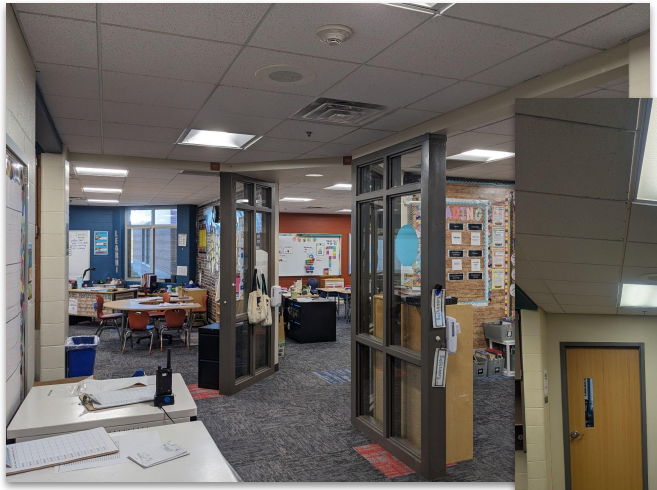


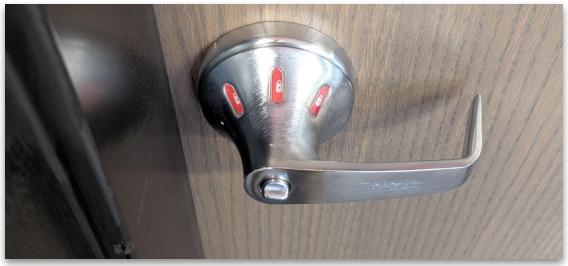
Objective 2: Exterior Building Doors

- Sally Port All Main Entrances
  - Hardening of interior doors / locking mechanisms
- Card Readers
  - New readers and access cards
  - 3000 cards
  - Over 100 readers

Objective 2: Interior Classroom Doors

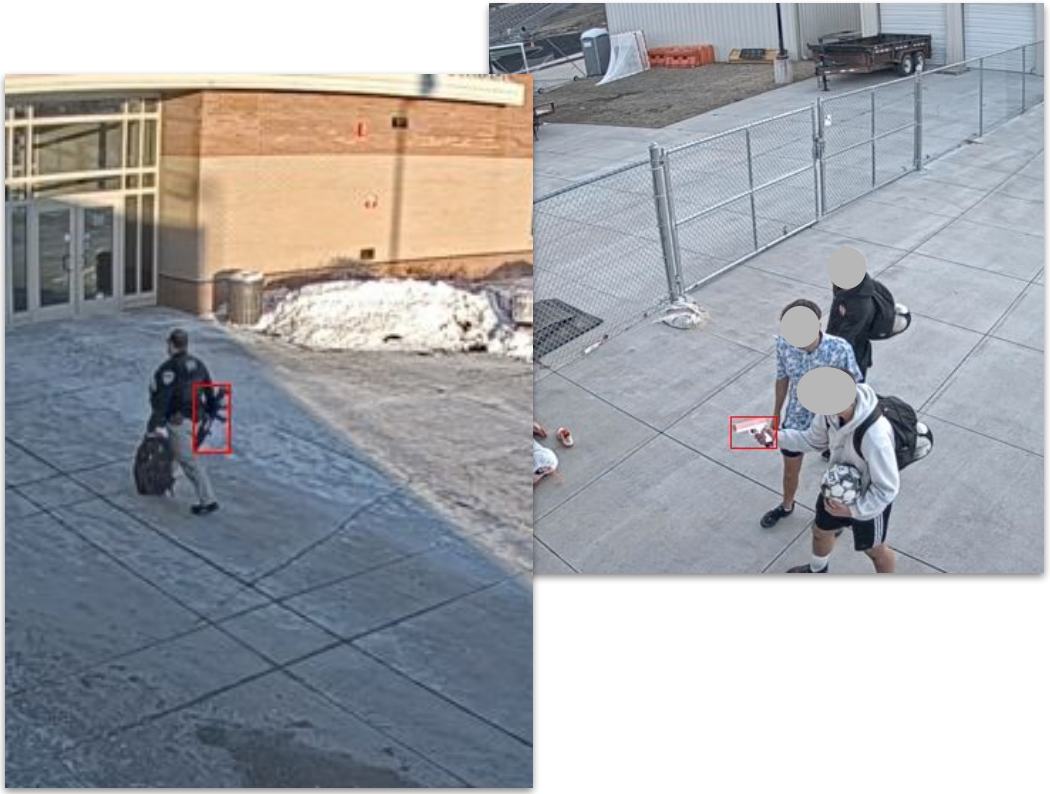
- Elementary Classrooms
  - Students and staff are **SAFE** behind a locked classroom door
- Middle School Science Rooms
  - Up to 4 openings per classroom - need to give staff the option to lockdown in their room
- Updated locksets
  - Retrofit older buildings push/twist
  - New design





Objective 3: Camera System

- ZeroEyes
  - AI object recognition for brandished firearms
  - 100% platformed
  - Admin receiving alerts
- Video Management System
  - Funded a modernization
  - Widely release August 2026
- Storage and Alerts
  - Improvement and standardization
  - Offline Alerts
  - Reuse and refurbish

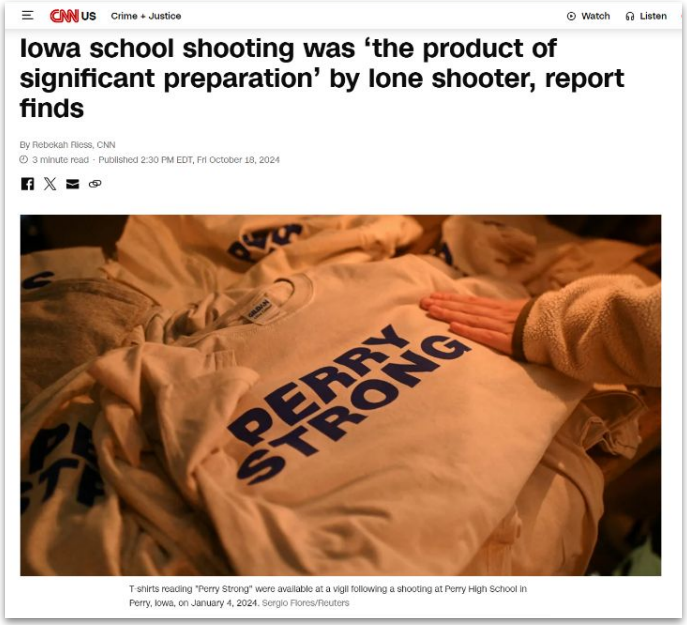


Objective 4: Behavioral Threat Assessment

- Published EPS BTAM Guidance Document
  - Codifies purpose
  - Establishes Tier II Team
- Administrator Training
  - Administrators are trained yearly
  - Advanced Threat Assessment Academy
- Independent Review
  - Guidance, structured tool, and training material reviewed by BTAM expert
- Douglas County STAT
  - Metro Schools, LE partners, Mental health, judicial, probation, etc

Threat Assessment - People Don’t Snap

Threat Assessment is aimed with preventing targeted violence. Threat Assessment is a fact-based method of assessment/investigation that focuses on an individual's patterns of thinking and behavior to determine whether, and to what extent, they are moving toward an attack on an identifiable target.



CNN US Crime + Justice Watch Listen

Iowa school shooting was ‘the product of significant preparation’ by lone shooter, report finds

By Rebekah Riess, CNN

3 minute read · Published 2:30 PM EDT, Fri October 18, 2024

T-shirts reading "Perry Strong" were available at a vigil following a shooting at Perry High School in Perry, Iowa, on January 4, 2024. Sergio Flores/Reuters

What Can We Do?

- Bystander to Upstander
  - School climate
  - Investigating all reports
  - Speak up
- Build Anchors
  - Inhibitors
  - Mental health
  - “Hate and anger are manifestations of internal suffering”*

If there is a Pathway to Violence, then there is a Pathway to Hope

Team Members

Strategic Planning

- Sarah Addink
- Kelsi Mitteis
- Kevin Gross
- Mark Kalvoda
- Troy Sidders
- Roger Ortmeier
- Ryan Lindquist
- Kristi Mulliner

Back Up

Where are we today?

20

Buildings outfitted with a sallyport main entrance

Minimizes likelihood of unauthorized access and provides an additional layer to grant access

400

Camera streams actively monitored for weapons

Camera analytic software (ZeroEyes) acts as a force multiplier and establishes surveillance system as an active asset

125

Classroom doors installed at 8 buildings

Across primary and secondary levels, all classrooms are outfitted with a locking classroom door

375

Radios distributed to enhance communications

EPS district-wide radio network consists of 4 sites and enhances routine as well as emergency communications

>10

Policies, plans, and guidelines

EPS Safety and Security team has developed several guidelines around numerous topics

Initial Vulnerabilities and Recommendations (2023)

1) Only one door has to be defeated to gain entry into any building
    a) Sally Port Main Entrances
2) Camera system is a strictly passive asset
    a) Install Object Recognition Software
3) Unlocked doors create second and third order effects
    a) Lock and Close *ALL* Interior Doors
4) Situational Awareness most likely failure during any event
    a) Strengthen Alerting and Communication
5) Little uniformity for standard security practices across district
    a) Develop Standard District Security Procedures

EPS Strategic Plan

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