

# MONTCLAIR PUBLIC SCHOOLS SECURITY & EMERGENCY MANAGEMENT ASSESSMENT 2023



OF MONTCLAIR BOARD OF  
EMERGENCY MANAGEMENT  
QUICK REFERENCE GUIDE





**Public Schools**

- Jersey City Public Schools
- West Orange School District
- Elizabeth Public Schools
- Bayonne Public Schools
- Westfield Public Schools
- Essex County School of Technology
- Holmdel School District
- Cedar Grove School District
- Millburn School District
- Montclair Public Schools
- East Hanover Township Public Schools
- Wayne Public Schools
- Union County Vocational-Technical High School
- East Windsor Regional School District
- Union School District
- Metuchen School District
- Guttenberg School District
- Morris School District
- Lake Lehman Public School District (Pa.)
- Rye City School District (NY)
- Glen Ridge Public Schools
- Ridgefield Schools
- West Milford Public Schools
- Cranford Public Schools
- North Hunterdon-Voorhees High School District
- Ramapo-Indian Hills Regional High School District
- Rutherford School District
- Franklin Lakes School District
- Springfield Township School District
- Caldwell-West Caldwell Schools
- Chesterfield School District
- Hudson County Schools of Technology
- Middletown School District
- Bullock Creek School District (Mi)
- Paw Paw School District (Mi)
- Perry School District (Mi)
- Tekonsha School District (Mi)
- Michigan Math and Science

**Independent Schools**

- Archdiocese of Newark Schools
- Christian Brothers Academy/Lincroft
- Far Hills Country Day School
- Moorestown Friends School
- Daytop New Jersey School and Treatment Facility
- Eastern Christian Schools
- Trinity Hall School
- Greens Farms Academy (Ct.)
- Immaculate Conception School
- Mastro Montessori Academy
- Doane Academy
- Hill Farm Pre-School (Ct.)
- Rye Country Day School (NY)
- Westfield Friends School
- Pennington School
- Kent Place School
- Immaculata High School
- Bergen Center for Child Development
- Calvary Christian School - Old Bridge
- Union Congregational Nursery
- Montclair Kimberley Academy
- Saddle River Day School
- CTC Academy
- Union County Educational Services Commission
- The Special Children's Center Lawrence, NY
- Visitation Academy
- Indian Creek (MD)
- Gunston School (MD)
- Rye Presbyterian Nursery School
- The Foote School New Haven, Ct.

**Colleges/Universities**

- Rutgers University
- Kean University
- Caldwell University
- Essex County College
- Mercer County College
- Middlesex County Community College
- Union County College
- Brookdale Community College
- Hudson Co. Comm. College
- Advantage Career Institute

**Government Agencies**

- Union County Prosecutor's Office
- Morris County Sheriff's Office
- Monmouth County Sheriff's Office
- Town of Kearny

**Insurance Companies**

- New Jersey School Insurance Group
- Humana/NYC

**Houses of Worship**

- Millington Baptist Church
- Calvary Chapel/Christian School - Old Bridge
- Union Congregational Church and Nursery
- Our Savior's Lutheran Church/Hill Farm Pre-School
- Westfield Friends School/Chapel

**Security Contractors**

- CRG/The Rodgers Group
- ESS Security
- Gateway Security

**Financial Institutions**

- Valley National Bank
- Bank Of New Jersey

**Libraries**

- Westfield Memorial Library
- Montclair Public Library

**Real Estate / Retail**

- Atlantic Reality Development
- Secaucus Xchange Complex
- 21st Avenue Commerce Center – Myrtle Beach
- Harmon Cover Towers
- The Mall At Jersey Gardens

**Manufacturing**

- Polycel Structural Foam
- Chemetall/BASF
- Allergan Pharmaceuticals
- Braskem

**Corporations / Organizations**

- Ring Power
- Paychex
- Secure Community Network (SCN)

**Healthcare Facilities & Affiliates**

- Atlantic Health System
- New Bridge Medical Center
- Essex County Hospital
- Presbyterian Healthcare Services Albuquerque, NM
- University Health System - San Antonio, Texas
- Holland Christian Nursing Home
- American Surgisite
- Central New York Eye Center/Poughkeepsie
- Albany Regional Eye Surgery Center
- Morristown Medical Center
- Overlook Medical Center
- Overlook Medical Center/Union Campus
- Chilton Medical Center
- Newton Medical Center
- Passaic General Hospital
- Atlantic Rehabilitation Institute
- St. Joseph's Hospital & Medical Center-Paterson
- CentraState Medical Center
- St. Joseph's Wayne Hospital
- East Orange General Hospital
- Robert Wood Johnson University Hospital-Hamilton
- Somerset Medical Center
- Hunterdon Medical Center
- John F. Kennedy Medical Center
- Columbus Hospital
- Morris Plains IT Operations Center
- Mountainside Hospital/Merit Healthcare System

**Affiliations / Memberships**

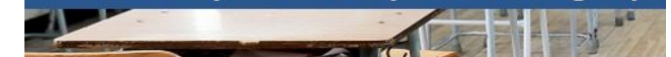
- Morris County Active Shooter Task Force
- NJ Homeland Security Active Shooter Task Force
- Association of Threat Assessment Professionals
- NJ Hospital Association Emergency Preparedness Task Force
- Business Executives for National Security Operating Council
- New Jersey Business Force Security Council
- Essex County Chiefs of Police Association
- Union County Crime Stoppers
- Morris County Crime Stoppers
- UASI- Urban Area Security Initiative Hospital Committee
- NJ Hospital Association Emergency Preparedness Advisory Committee
- NJ Healthcare Coalition Executive Steering Committee
- Northwest NJ Healthcare Emergency Preparedness Coalition
- Montclair Civil Rights Commission
- Medical Coordination Center: Northwest Regional Center
- Association of Threat Assessment Professionals
- NJ Association of Independent Schools

**New Jersey Office of Homeland Security and Preparedness: Crime Prevention Through Environmental Design (CPTED)**

- Homeland Security Exercise and Evaluation Program (HSEEP)



**School Safety and Security Provider Registry**





# BEST PRACTICE, REGULATORY COMPLIANCE, AAR

U.S. Department of Justice  
Federal Bureau of Investigation

## ACTIVE SHOOTER INCIDENTS IN THE UNITED STATES IN 2022

Targeted Attacks

U.S. SECRET SERVICE  
PLOTS AGAINST PRESIDENT

U.S. DEPARTMENT OF JUSTICE  
FEDERAL BUREAU OF INVESTIGATION

CYBERSECURITY & INFRASTRUCTURE SECURITY AGENCY

## K-12 SCHOOL SECURITY GUIDE

3RD EDITION | 2022

STATE OF COLORADO

CISA  
CYBERSECURITY AND INFRASTRUCTURE SECURITY AGENCY

Robb Elementary School Attack Response Assessment and Recommendations

## Robb Elementary School Attack Response Assessment and Recommendations

ADVANCED LAW ENFORCEMENT RAPID RESPONSE TRAINING

ALERTT  
TEXAS STATE UNIVERSITY

U.S. Department of Justice  
Office of Justice Programs  
National Institute of Justice

## NATIONAL INSTITUTE OF JUSTICE FIVE FACTS ABOUT MASS SHOOTINGS IN K-12 SCHOOLS

Preventing mass shootings in the United States, particularly those occurring in school settings, is an important priority for families, government leaders and officials, public safety agencies, mental health professionals, educators, and local communities. What does the evidence say about how to detect, prevent, and respond to these tragic events? Here's what we've learned through NIJ-sponsored research:

1. Most people who commit a mass shooting are in crisis leading up to it and are likely to leak their plans to others, presenting opportunities for intervention.
2. Everyone can help prevent school mass shootings.

Learn more from these NIJ reports:

- Understanding the Causes of School Violence Using Open Source Data, <https://nij.dig.gov/library/publications/understanding-causes-school-violence-using-open-source-data>
- A Multi-Level, Multi-Method Investigation of the Psycho-Social Life Histories of Mass Shooters, <https://nij.dig.gov/library/publications/multi-level-multi-method-investigation-psycho-social-life-histories-mass>
- The Causes and Consequences of School Violence: A Review, <https://www.ojp.gov/pdffiles1/nij/202348.pdf>
- A Comprehensive School Safety Framework: Report to the Committee on Appropriations, <https://www.ojp.gov/pdffiles1/nij/25078.pdf>

National Institute of Justice • Strengthen Science • Advance Justice  
August 2022 | NCJ 305040

NIJ.OJP.GOV

Reality:  
Identifying, Assessing, and Managing the Threat of Targeted Attacks

Behavioral Analysis Unit—National Center for the Analysis of Violent Crime

ACTIVE SHOOTER HOW TO RESPOND

National Retail Federation  
RILA  
Retail Industry Leaders Association

Governor Timothy M. Healy  
Commonwealth of Virginia

November 2009

A STUDY OF THE  
PRE-ATTACK BEHAVIORS  
OF ACTIVE SHOOTERS  
IN THE UNITED STATES  
BETWEEN 2000 AND 2013

JUNE 2018

Active Shooter Incidents in the  
United States in 2016 and 2017

APR 2018

- ✓ **Notification to Law Enforcement:** “every second counts between the initiation of a threatening event and the arrival of emergency responders. Seconds and minutes equate to lives lost or saved.” [Sandy Hook Final After Action Report 2015.pdf \(vermont.gov\)](#)
- ✓ **Access Control / Building Exterior Doors:**  
Ensure that building points of entry remain locked when they are not being monitored by staff. [K-12 School Security Guide | CISA](#)
- ✓ **Access Control / Internal Doors:**  
“Classroom doors, for example, need to remain closed during instruction time if they are to delay intruders.” [CISA K-12 School Security Guide](#)  
“there has never been an event in which an active shooter breached a locked classroom door.” [Sandy Hook Final After Action Report 2015.pdf \(vermont.gov\)](#)
- ✓ **Emergency Communication to Students and Staff:** “Multi-modal system is best to ensure delivery;” “Information about the nature of the emergency and what changes one needs to make immediately as a result;” [CLERY CENTER](#)
- ✓ **Threat Recognition / Assessment:** [NJ Legislation Requiring Development of Threat Assessment Teams in 2023 / 2024](#)
- ✓ **Emergency Plans, Training and Exercises:** The district board of education must develop and provide an in-service training program for all district board of education employees (NJDOE)



# CURRENT BEST PRACTICES

- ✓ *The School Superintendent, Safety Specialist and Director of Technology demonstrated knowledge and commitment to the safety of students, teachers, and schools.*
- ✓ *The positive relationship between the Superintendent of Schools, Chief of Police and school and police leadership, is an exemplary example of the cooperation and integration necessary for the safety of students and staff and include the SRO Program, LEAD program, frequent unscheduled patrols of the schools and joint exercises.*
- ✓ *The campus exhibits the principals of Crime Prevention Through Environmental Design (CPTED). These principals include a physical environment that positively influences human behavior, has natural access control, natural surveillance, demonstrates territoriality, and is properly maintained. These CPTED principals will help prevent crime.*
- ✓ *The principals and school security officers demonstrated knowledge and commitment to the safety of students, teachers, and schools.*
- ✓ *The school security officers have a highly visible presence at assigned schools.*
- ✓ *Staff are provided with identification badges.*
- ✓ *All employees are vetted criminally at the time of employment and fingerprinted.*
- ✓ *Emergency Management Plan has been updated.*
- ✓ *Updated Emergency Response Guide.*
- ✓ *Staff security and emergency training completed.*
- ✓ *Risk Assessments Completed 2022.*

# PENDING SECURITY & EMERGENCY MANAGEMENT INITIATIVES 6

- ✓ **Alyssa Law Compliant Duress Alarms connected directly to the Montclair Police Department to speed response.**
- ✓ **The communication system has been upgraded throughout the district.**
- ✓ **A card access system has been installed for all school buildings.**
- ✓ **The main entrances are equipped with video/intercom systems to control visitor access.**
- ✓ **Updated Video Management System and cameras have been installed in Montclair High School and Annex and are being mapped for all other schools.**
- ✓ **A centralized “Security Console & Workstation” located at MHS to integrate the various technologies into a proactive model and enhance the effectiveness of Security Officers is in progress.**

# PENDING SECURITY & EMERGENCY MANAGEMENT INITIATIVES 7

- ✓ Security vestibules are being evaluated by architects.
- ✓ Door Alarm systems are being evaluated.
- ✓ Threat Assessment Program that complies with New Jersey law is in development.
- ✓ Emergency Management Plan Updated for the 2023-24 school year
- ✓ New and existing staff re-trained for 2023-24 school year
- ✓ Tabletop exercise to be coordinated with senior school officials, StoneGate Associates and the Montclair Police Department during the 2023-24 school year

**GOAL:** “A layered approach to physical security ensures that the system works in an integrated way to detect, delay, and respond to threats, and helps to prevent single points of failure.” [K-12 School Security Guide | CISA](#)