Sec. 1. MULTIHAZARD EMERGENCY OPERATIONS PLAN

a) *General Plan Requirements*

Midland Academy Charter shall adopt and implement a multihazard emergency operations plan (MEOP) for use in Midland Academy Charter's facilities. The MEOP must address prevention, mitigation, preparedness, response, and recovery as defined by the Texas School Safety Center (TSSC) in conjunction with the governor's office of homeland security and the Commissioner of Education. The MEOP must provide for:

1. Training in responding to an emergency for Midland Academy Charter employees, including substitute teachers;
2. Measures to ensure Midland Academy Charter employees, including substitute teachers, have classroom access to a telephone, including a cellular telephone, or another electronic communication device allowing for immediate contact with emergency services or emergency services agencies, law enforcement agencies, health departments, and fire departments;
3. Measure to ensure Midland Academy Charter's communications technology and infrastructure are adequate to allow for communication during an emergency;
4. Mandatory or required drills and exercises, including those required under Education Code 37.114, to prepare staff and students for responding to an emergency;
5. Measures to ensure coordination with the Department of State Health Services (DSSH) and local emergency management agencies, law enforcement, health departments, and fire department in the event of an emergency; and
6. The implementation of a safety and security audit as required by Education Code 37.108(b).

Education Code 37.108(a).

The MEOP shall also include:

1. A chain of command that designates the individual responsible for making final decisions during a disaster or emergency situation and identifies other individuals responsible for making those decisions if the designated person is unavailable;
2. Provisions that address physical and psychological safety for responding to a natural disaster, active shooter, and any other dangerous scenario identified by the Texas Education Agency (TEA) or TSSC;
3. Provisions for ensuring the safety of students in portable buildings;
4. Provisions for ensuring that students and Midland Academy Charter personnel with disabilities are provided equal access to safety during a disaster or emergency situation;
5. Provisions for providing immediate notification to parents, guardians, and other persons standing in parental relation in circumstances involving a significant threat to the health or

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safety of students, including identification of the individual with responsibility for overseeing the notification;

6. Provisions for supporting the psychological safety of students, Midland Academy Charter personnel, and the community during the response and recovery phase following a disaster or emergency situation that:
   a. Are aligned with best practice-based programs and research-based practices recommended under Health & Safety Code 161.325;
   b. Include strategies for ensuring any required professional development training for suicide prevention and grief-informed and trauma-informed care is provided to appropriate school personnel;
   c. Include training on integrating psychological safety and suicide prevention strategies into the emergency operations plan, such as psychological first aid for schools training, from an approved list of recommended training established by the Commissioner and TSSC for (i) members of Midland Academy Charter's school safety and security committee under Education Code 37.109; (ii) Midland Academy Charter counselors and mental health professionals; and (iii) educators and other personnel as determined by Midland Academy Charter;
   d. Include strategies and procedures for integrating and supporting physical and psychological safety that align with the provisions described by in item (2) above; and
   e. Implement trauma-informed policies;
7. A policy for providing a substitute teacher access to school campus buildings and materials necessary for the substitute teacher to carry out the duties of a Midland Academy Charter employee during an emergency or a mandatory emergency drill;
8. The name of each individual on the school safety and security committee established under Education Code 37.109 and the date of each committee meeting during the preceding year;
9. Provisions for responding to a train derailment, but only if a school is located within 1,000 yards of a railroad track as measured from any point on Midland Academy Charter's real property boundary line; and
10. Provisions for responding to an active shooter emergency.

Midland Academy Charter may use any available community resources in developing the MEOP.

Education Code 37.108(d), (f)-(g).

b) *MEOP Review*

Midland Academy Charter shall submit its MEOP to the TSSC upon request and as required with the TSSC review cycle developed under Education 37.2071(a).

i. *Noncompliance Notification*

The TSSC shall review the Midland Academy Charter MEOP and verify that the plan meets the requirements of Education Code 37.108 or provide Midland Academy Charter with written notice

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describing the plan's deficiencies and stating that the deficiencies must be corrected and that Midland Academy Charter must resubmit the revised plan to the TSCC.

If Midland Academy Charter fails to submit its MEOP to the TSSC, the TSSC shall provide Midland Academy Charter with written notice stating that Midland Academy Charter has failed to submit a plan and must submit a plan for review and verification.

ii. *Failure to Comply after Notice*

If Midland Academy Charter has not corrected plan deficiencies or has failed to submit a plan three months after the date of initial notification from the TSSC, the TSSC shall provide written notice to Midland Academy Charter and the TEA that Midland Academy Charter has not complied with the requirements and must comply immediately.

If Midland Academy Charter has not corrected plan deficiencies or has failed to submit a plan six months after the date of initial notification, the TSSC shall provide written notice to Midland Academy Charter stating that Midland Academy Charter must hold a public hearing as outlined in Sec. 1-c below (Public Hearing due to Noncompliance), below.

c) *Public Hearing due to Noncompliance*

If Midland Academy Charter receives notice of noncompliance for reasons identified under Education Code 37.207(e) or 37.2071(g), the Board shall hold a public hearing to notify the public of:

1. Midland Academy Charter's failure to submit or correct deficiencies in a MEOP or report the results of a safety and security audit to the TSSC as required by law;
2. The dates during which Midland Academy Charter has not been in compliance; and
3. The names of each Board member and the Superintendent serving in that capacity during the dates Midland Academy Charter was not in compliance. Midland Academy Charter shall provide this information in writing to each person at the hearing.

The Board shall give members of the public a reasonable opportunity to appear before the Board and to speak on the issue of Midland Academy Charter's failure to submit or correct deficiencies in a MEOP. Midland Academy Charter shall submit written confirmation to the TSSC that the public hearing was held.

Education Code 37.2071.

d) *Disclosure of MEOP Documents*

A document relating to the Midland Academy Charter MEOP is subject to disclosure if the disclosure allows a person to:

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1. Verify that Midland Academy Charter has established a MEOP and determine the agencies involved in the development of the plan and the agencies coordinating with Midland Academy Charter to respond to an emergency, including the DSHS, local emergency services agencies, law enforcement agencies, health departments, and fire departments;
2. Verify that the MEOP was reviewed within the last 12 months and determine the specific review dates;
3. Verify that the MEOP addresses the phases of emergency management plans under Education Code 37.108(a);
4. Verify that Midland Academy Charter employees have been trained to respond to an emergency and determine the types of training, the number of employees trained, and the person conducting the training;
5. Verify that each campus has conducted mandatory emergency drills and exercises in accordance with the plan and determine the frequency of the drills;
6. To the extent required by law, verify that the MEOP has established a plan for responding to a train derailment;
7. Verify that Midland Academy Charter has completed a safety and security audit and determine the date the audit was conducted, the person conducting the audit, and the date the audit results were presented to the Board;
8. Verify that Midland Academy Charter has addressed any recommendations by the Board for improvement of the MEOP and determine Midland Academy Charter's progress within the last 12 months; and
9. To the extent required by law, verify that Midland Academy Charter has established a visitor policy and identify the provisions governing access to a school building or other school property.

Education Code 37.108(c-2).

e) *Superintendent Duties*

The Superintendent shall ensure updating of the MEOP and ongoing staff training.

Sec. 2. <u>SAFETY AND SECURITY AUDIT</u>

a) *Audit Requirements*

At least once every three years, Midland Academy Charter shall conduct a safety and security audit of Midland Academy Charter facilities. To the extent possible, Midland Academy Charter shall follow safety audit and security audit procedures developed by the TSSC or a person included in the TSSC's registry of persons providing school safety or security consulting services.

The safety and security audit must certify that Midland Academy Charter used funds provided through the school safety allotment only for purposes provided by Education Code 42.168.

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The results of the safety and security audit shall be reported to the Board and, in the manner required by the TSSC, to the TSSC. The report provided to the TSSC must be signed by the Board and Superintendent.

Education Code 37.108(b), (b-1), (c).

b) *Disclosure and Confidentiality*

Except as provide under Education Code 37.108(c-2), any document or information collected, developed, or produced during a safety and security audit is not subject to disclosure under the Texas Public Information Act. *Education Code 37.108(c-1).*

Sec. 3. SAFETY AND SECURITY COMMITTEE

Midland Academy Charter shall establish a school safety and security committee in accordance with guidelines established by the TSSC.

a) *Committee Membership*

The school safety and security committee, to the greatest extent practicable, must include:

1. One or more representatives of an office of emergency management of a county or city in which Midland Academy Charter is located;
2. One or more representatives of the local police department or sheriff's office;
3. One or more representatives of Midland Academy Charter's police department, if applicable;
4. The Board president;
5. A member of the Board other than the Board president;
6. The Superintendent;
7. One or more designees of the Superintendent, one of whom must be a Midland Academy Charter classroom teacher; and
8. Two parents or guardians of students enrolled in Midland Academy Charter.

Education Code 37.109(a-1).

b) *Committee Responsibilities*

The school safety and security committee shall:

1. Participate on behalf of Midland Academy Charter in developing and implementing emergency plans consistent with the MEOP to ensure that the plans reflect specific campus, facility, or support services needs;

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2. Periodically provide recommendations to the Board and school administrators regarding updating the MEOP in accordance with best practices identified by TEA, the TSSC, or a person included in the registry of persons established by the TSSC as providing school safety or security consulting services;
3. Provide Midland Academy Charter with any campus, facility, or support services information required in connection with a safety and security audit or other report required to be submitted to the TSSC;
4. Review each report required to be submitted by Midland Academy Charter to the TSSC to ensure that the report contains accurate and complete information regarding each campus, facility, or support service in accordance with criteria established by the TSSC; and
5. Consult with local law enforcement agencies on methods to increase law enforcement presence near school campuses.

Education Code 37.109(b).

c) *Committee Meetings*

The school safety and security committee shall meet at least once during each academic semester and at least once during the summer. The committee is subject to the Texas Open Meetings Act and may meet in executive session as provided by Chapter 551, Government Code. Notice of a committee meeting must be posted in the same manner as notice of a Board meeting. *Education Code 37.109(c)-(d).*

Sec. 4. NOTICE OF ACTIVE THREAT EXERCISE

Before Midland Academy Charter conducts an active threat exercise, including an active shooter simulation, Midland Academy Charter shall ensure that adequate notice of the exercise is provided to students expected to participate in the exercise, the parents of those students, and staff likely to be part of the exercise, including information regarding:

1. The date on which the exercise will occur;
2. The content, form, and tone of the exercise; and
3. Whether the exercise will include a live simulation that mimics or appears to be an actual shooting incident.

Education Code 37.1141(a)(1). Midland Academy Charter shall also ensure that:

1. The exercise is announced to students and faculty before the start of the exercise, including, if applicable, an announcement that the exercise will include a live simulation that mimics or appears to be an actual threat, such as a shooting incident.
2. First responder organizations that would likely respond in the event of a false report or alarm are notified regarding the exercise; and

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3. A safe zone is created around the area in which the exercise will be conducted to keep out actual firearms, ammunition, and other weapons, other than firearms, ammunition, or other weapons carried by a peace officer, school resource officer, or school marshal or any other person authorized by the district to carry those items on school grounds.

Education Code 37.1141(a)(2)-(4). Midland Academy Charter shall ensure that the content of any active threat exercise:

4. Is age appropriate and developmentally appropriate;
5. Has been developed by a team of school administrators, teachers, school-based mental health professionals, and law enforcement officers, with input from parents and students; and
6. Is designed to support the well-being of students who participate in the exercise before, during, and after the exercise is conducted.

Education Code 37.1141(a)(5). Midland Academy Charter shall track data regarding the efficacy and impact of the exercise, including any feedback regarding the exercise from students, staff, or family members of students or staff and submit such data to the Texas School Safety Center. *Education Code 37.1141(a)(6), (c).*

Sec. 5. NOTIFICATION REGARDING BOMB THREAT OR TERRORISTIC THREAT

Upon receiving a bomb threat or terroristic threat relating to a campus or other Midland Academy Charter facility at which students are present, Midland Academy Charter shall provide notification of the threat as soon as possible to the parent or guardian of or other person standing in parental relation to each student who is assigned to the campus or who regularly uses the facility, as applicable. *Education Code 37.113*.

Sec. 6. TRAUMATIC INJURY RESPONSE PROTOCOL

Midland Academy Charter shall develop and annually make available a protocol for employees and volunteers to follow in the event of a traumatic injuries.

a) *Protocol Requirements*

The protocol must:

1. Provide for Midland Academy Charter to maintain and make available to school employees and volunteers bleeding control stations for use in the event of a traumatic injury involving blood loss;
2. Ensure that bleeding control stations are stored in easily accessible areas of the campus that are selected by the school safety and security committee or the Board;

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3. Require that a TEA-approved training on the use of a bleeding control station in the event of an injury to another person be provided to:
   a. To the extent applicable, each Midland Academy Charter peace officer commissioned or school security personnel employed under Education Code 37.081 who provides security services at the campus;
   b. Each school resource officer who provides law enforcement at the campus; and
   c. All other Midland Academy Charter personnel who may be reasonably expected to use a bleeding control station; and
4. Require Midland Academy Charter to annually offer instruction on the use of a bleeding control station from a school resource officer or other appropriate school personnel who has received appropriate training to students enrolled in grade seven or higher.

b) ***Bleeding Control Stations***

The school safety and security committee or the Board may select, as easily accessible areas of the campus at which bleeding control stations may be stored, areas of the campus where automated external defibrillators are stored.

A bleeding control station contain all of the following required supplies in quantities determined appropriate by the Superintendent:

1. Tourniquets approved for use in battlefield trauma care by the armed forces of the United States;
2. Chest seals;
3. Compression bandages;
4. Bleeding control bandages;
5. Space emergency blankets;
6. Latex-free gloves;
7. Markers;
8. Scissors; and
9. Instructional documents developed by the American College of Surgeons or the United States Department of Homeland Security detailing methods to prevent blood loss following a traumatic event.

Bleeding control stations may also include medical material or equipment that:

1. May be readily stored in a bleeding control station;
2. May be used to adequately treat an injury involving traumatic blood loss; and
3. Is approved by local law enforcement or emergency medical services personnel.

Education Code 38.027.

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Sec. 7. AUTOMATED EXTERNAL DEFIBRILLATORS

a) *Campus Availability*

Midland Academy Charter shall make available at each campus at least one automated external defibrillator (AED). A campus defibrillator must be readily available during any Universal Interscholastic League (UIL) athletic competition held on the campus. In determining the location at which to store a campus defibrillator, the Principal shall consider the primary location on campus where students engage in athletic activities.

b) *Athletic Practices*

To the extent practicable, Midland Academy Charter, in cooperation with the UIL, shall make reasonable efforts to ensure that an AED is available at each UIL athletic practice held at a Midland Academy Charter campus. If Midland Academy Charter is not able to make an AED available in such manner, Midland Academy Charter shall determine the extent to which an AED must be available at each UIL athletic practice held at a campus; the determination must be based, in appropriate to any other appropriate considerations, on relevant medical information.

c) *Athletic Competitions*

Midland Academy Charter, in cooperation with the UIL, shall determine the extent to which an AED must be available at each UIL athletic competition held at a location other than a Midland Academy Charter campus. The determination must be based, in addition to any other appropriate considerations, on relevant medical information and whether emergency services personnel are present at the athletic competition under a contract with Midland Academy Charter.

d) *Trained Staff*

Midland Academy Charter shall ensure the presence at each location at which an AED is required at least one school employee trained in the proper use of the defibrillator at any time a substantial number of Midland Academy Charter students are present at the location.

e) *AED Maintenance*

Midland Academy Charter shall ensure that AEDs are used and maintained in accordance with standards established under Chapter 779, Health & Safety Code.

Education Code 38.017.

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Sec. 8. RESPONSE TO CARDIAC ARREST

The Superintendent or designee shall develop safety procedures for school employees or students to follow in responding to a medical emergency involving cardiac arrest, including the appropriate response time in administering cardiopulmonary resuscitation, using an AED, or calling a local emergency medical services provider. *Education Code 38.018*.

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