

Speakers



Chuck Malott

Founder
RedBag



Carly Posey

Vice President
RedBag



Ian Lopez

Director of Safety & Security
Cherry Creek School District



Lynda Sailor

Chief Financial & Operating Officer, Founder,
Trustee Emeritus at Aspen Academy



An aerial photograph of a school campus. In the upper right, a yellow school bus is parked. Below it, a red van is parked. To the left of the red van, a white van is parked. In the lower left, another yellow school bus is visible. A large crowd of people is gathered on a grassy area in the lower center. A basketball court is visible in the lower right. The text "Lessons Learned in Lockdown" and "Make it Safe to Educate" is overlaid in the center.

Lessons Learned in Lockdown

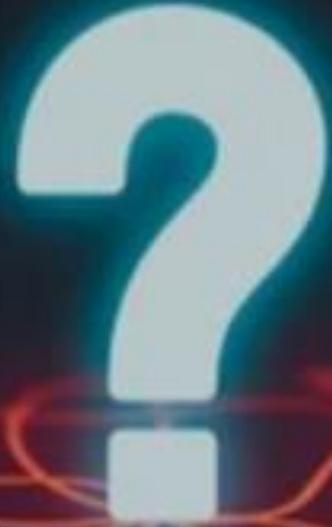
Make it Safe to Educate



Chuck Malott - Founder RedBag

METROPOLITAN NASHVILLE POLICE

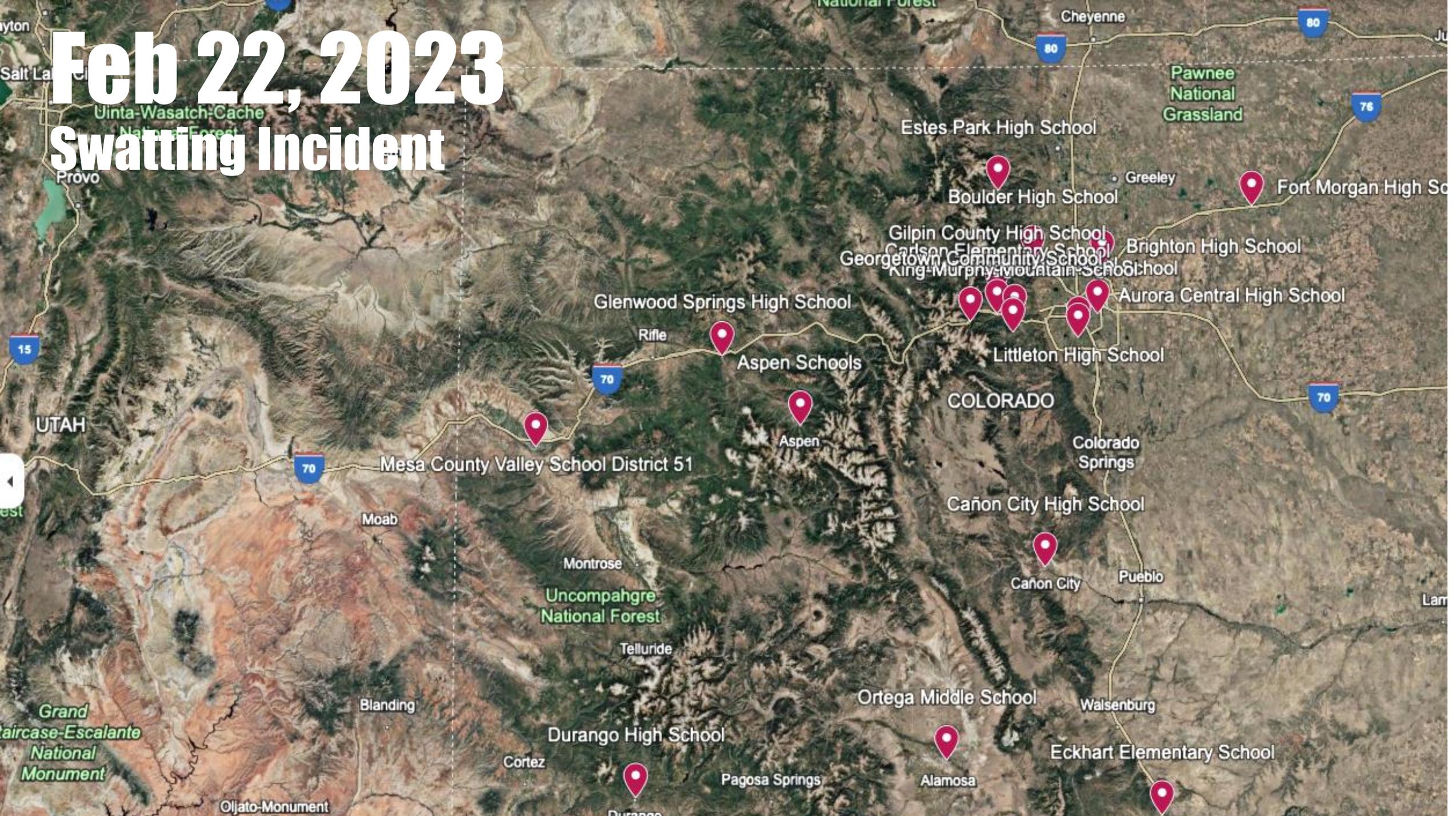




Decision Making

You can't be **wrong**.
But you might not be **right**.

Feb 22, 2023 Swatting Incident



Students, families react after school swatting calls



0:53 / 3:02 • Boulder Police >

Scroll for details

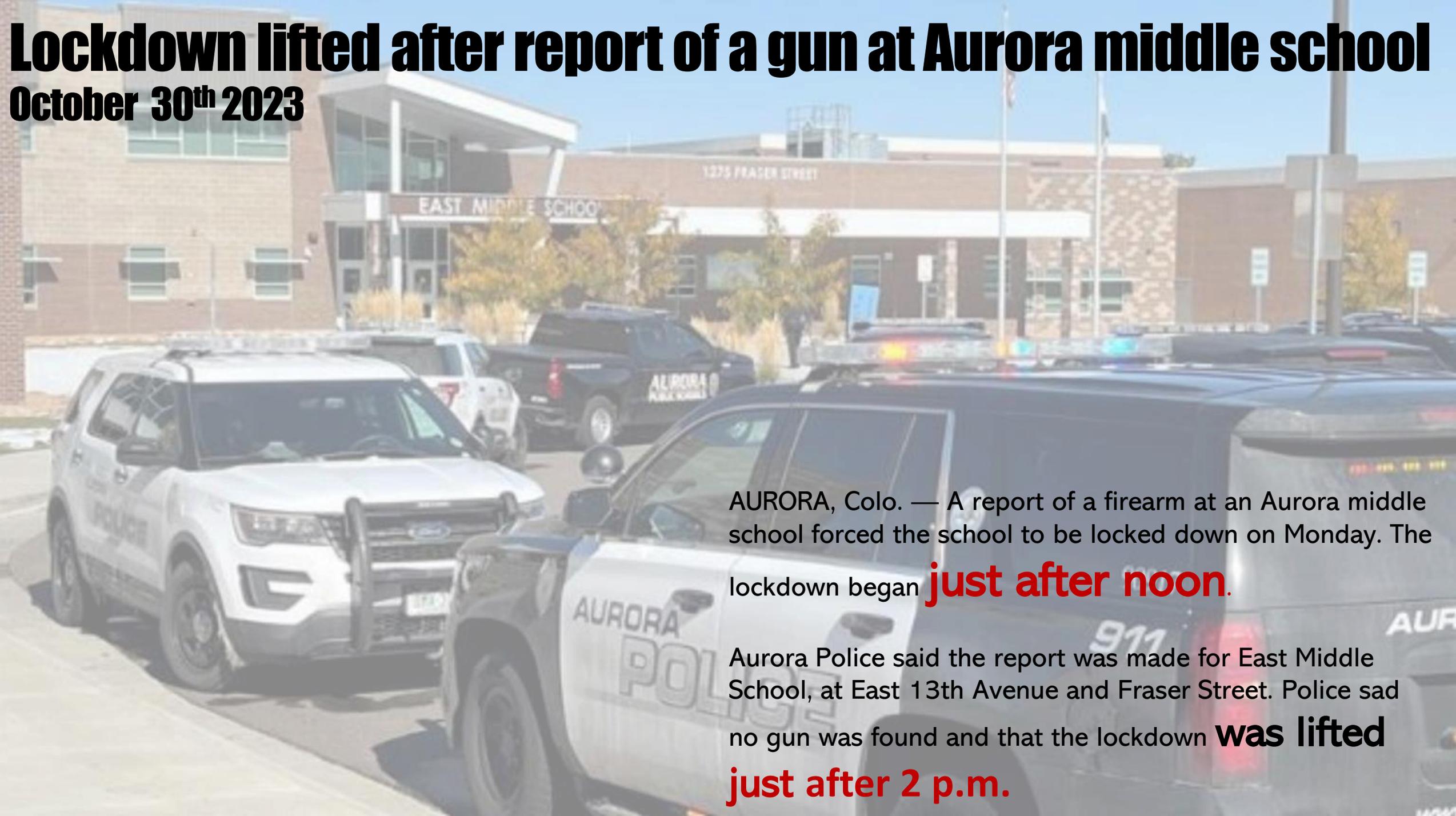




**FALSE ALARM CAUSES MULTI-AGENCY RESPONSE
TO WEST MIDDLE SCHOOL**

Lockdown lifted after report of a gun at Aurora middle school

October 30th 2023



AURORA, Colo. — A report of a firearm at an Aurora middle school forced the school to be locked down on Monday. The lockdown began **just after noon.**

Aurora Police said the report was made for East Middle School, at East 13th Avenue and Fraser Street. Police said no gun was found and that the lockdown **was lifted just after 2 p.m.**

Communication is Critical In an Emergency



Information vacuums
are the best place
for **PANIC** to develop.

**For Everyone in Lockdown it
“Felt Real”**

False Reports

All incidents

Shooting

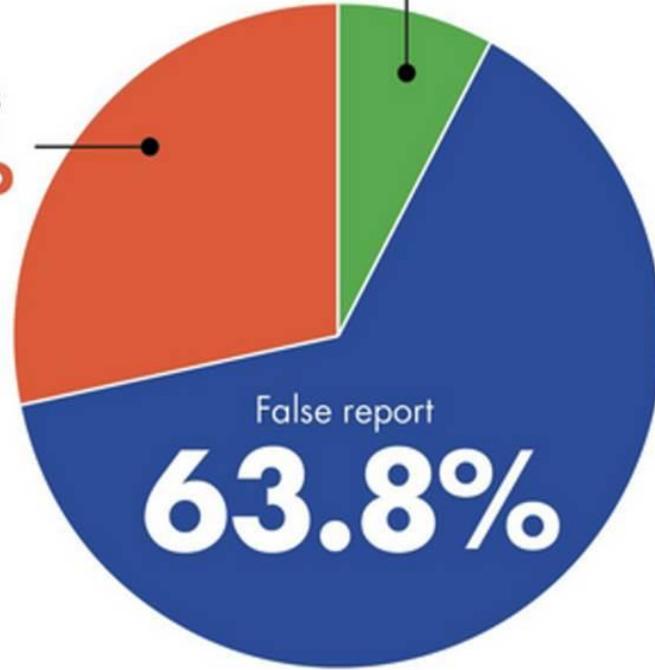
7.9%

All other incidents

28.3%

False report

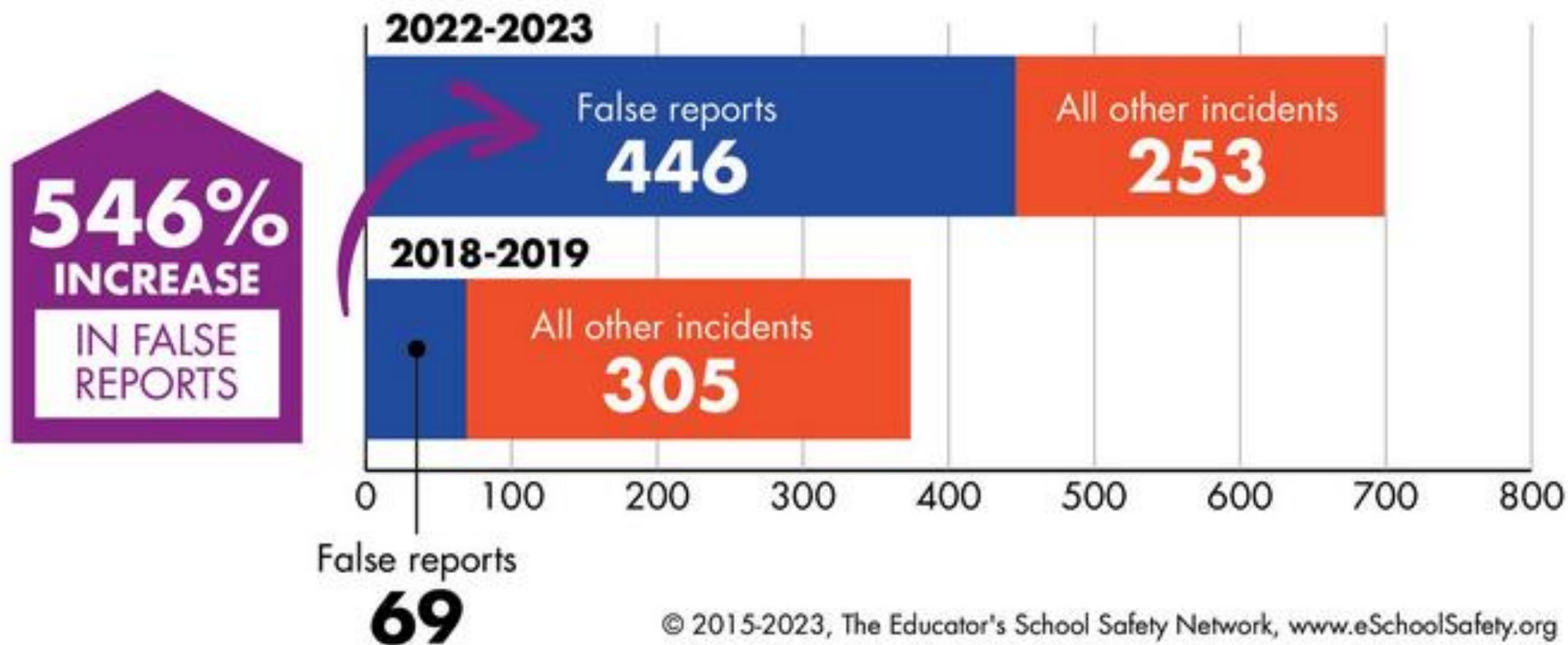
63.8%



**“According to our research,
The most frequent violent incident
in the 2022-2023 school year was
a false report of an active
shooter (Swatting)”**

The Educators Safety Network

False reports as percentage of all incidents



1. Swatting Events

2. False Activations

3. False Reporting

4. Active Incident

How do we balance it all?



Introductions

1996 Cyber Safety



2004 Cardiac Safety



2019 School Safety



Chuck Malott



Story

Time



THE
ENGLEWOOD
CAMPUS



Why am I here? **Meet Spencer and the Fam**

**If they don't feel safe Teachers
can't teach and students can't
learn**





ALERTING

LOCKS, LIGHTS, OUT OF SITE

Now What?

Fear, Anxiety, and Stress



Build it and they will come

Sep 2019 - Started the **RedBag** project with CCSD

Mar 2020 - Started COVID

Jun 2020 - Started Losing it

Aug 2020 - First Working RedBag MVP

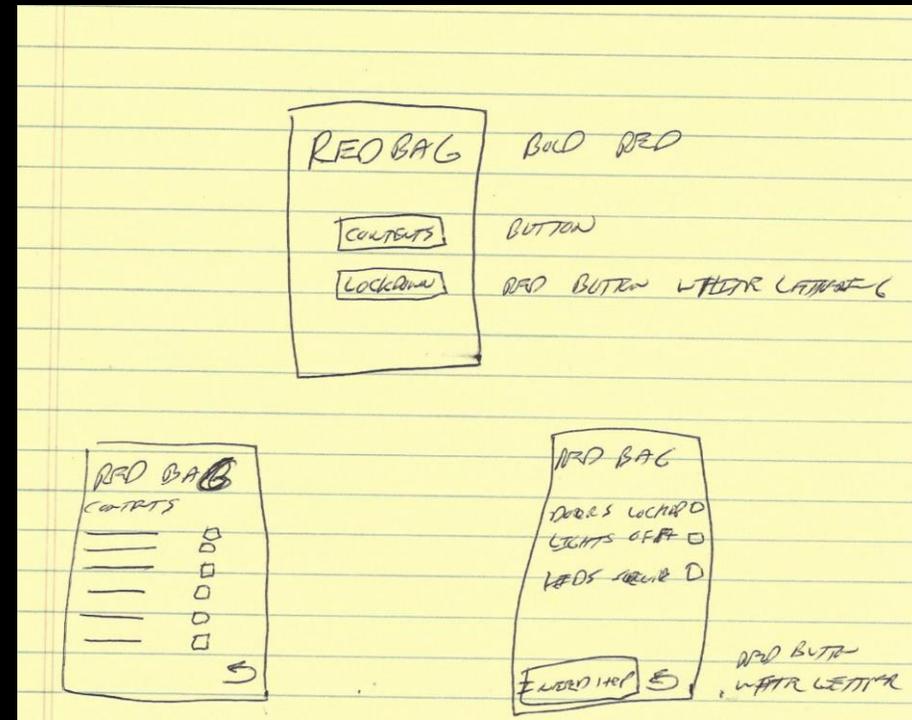
Apr 2021 - First full scale lockdown drill Fox Ridge

Fall 2021 - CCSD District wide Rollout

2021-24 - CNIE + 13 More School Districts

Fall 2024 - APS District wide Rollout

Today - **It Works!**



RedBag Reviews:

Love having the red bag. **Feels so good** to have communication

Good work, i like red bag

This is a wonderful tool that takes much of the **stress out of this process!**

I do feel much safer with the ongoing announcements/communication through the app...**feels less lonely and scary.**

"I loved using the QR code, so easy and quick."

Thank you so much for this program. It **makes me feel very safe.**

I appreciate the red bag and QR code for information

This is my first time ever using Red Bag and I can confidently say I felt safer and **more calm** in a lockdown drill than I ever have!

I'm a big fan of the red bag protocol. It make me feel much more supported and **informed** in the case of a situation.

Thank you! The red bag is awesome and a great safety tool.

Thank you! The red bag is awesome and a great safety tool.

"I really liked the updates that it provided. I feel **much more confident** if we had a real one than I have ever felt before. Thank you!"

RedBags are amazing!

I like the chat feature, I had a student who really had to use the restroom after we were cleared.

"The red bag system is preferable to other systems I have used."

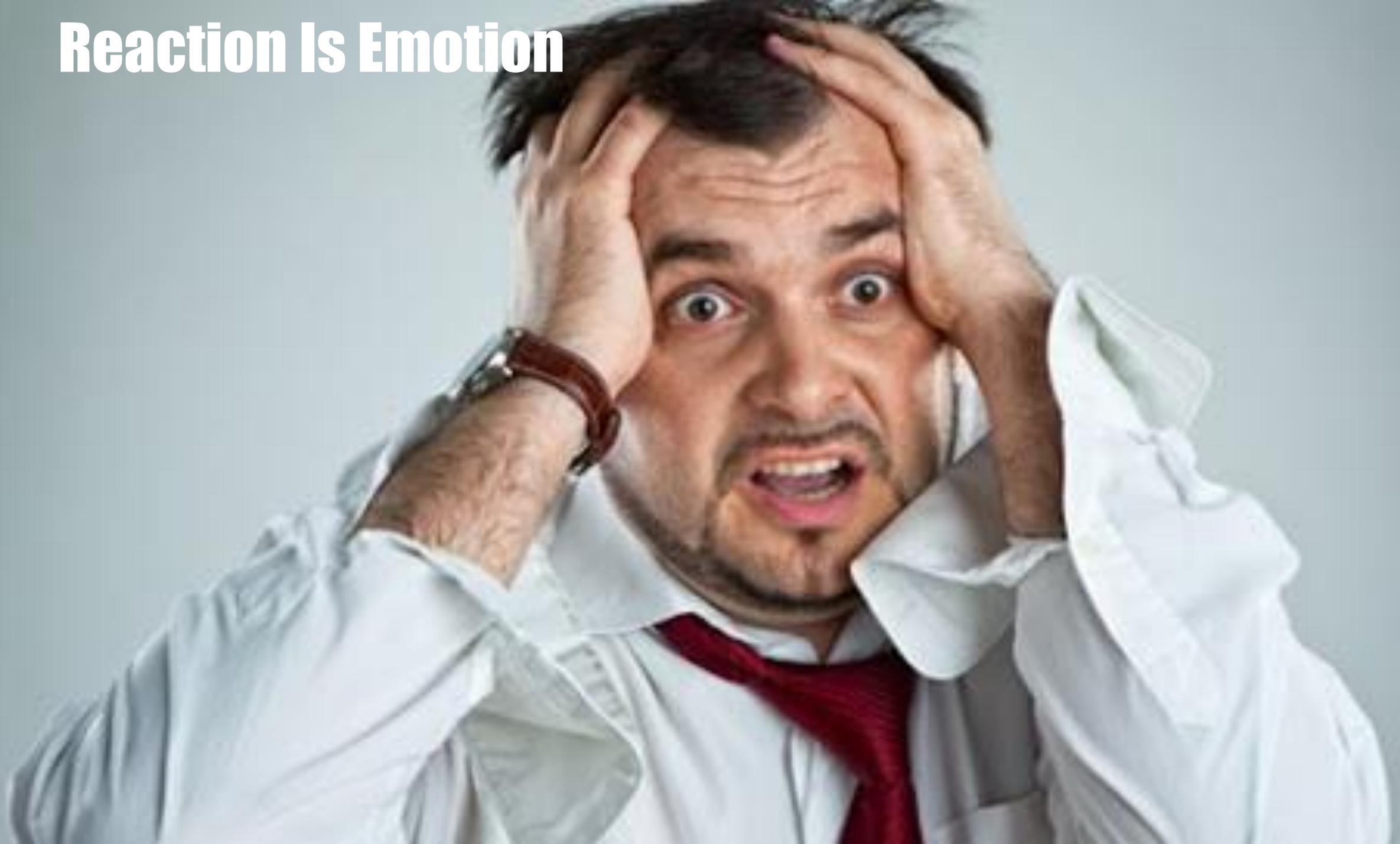


Response vs. Reaction

Response is Trained



Reaction Is Emotion



GET BEHIND A LOCKED DOOR

Doors that lock from the inside



FEMA



Homeland
Security

“In the attacks that have occurred in the United States, no shooter, to our knowledge, has breached a locked door...”

METRICS AND DATA

“What gets measured gets managed” - Drucker



Grandview

Print page Site Tasks

Total Rooms

255

Rooms checked In

126

Total Counts

Adults: 222
Students: 2026

Incident Time

Started: February 28th 2023,
9:13:50 am
Ended: February 28th 2023,
10:36:34 am
Elapsed: an hour

Bag Check-ins

First bag: 9:14:31 am
Last Bag: 9:40:38 am
Elapsed: 26 minutes

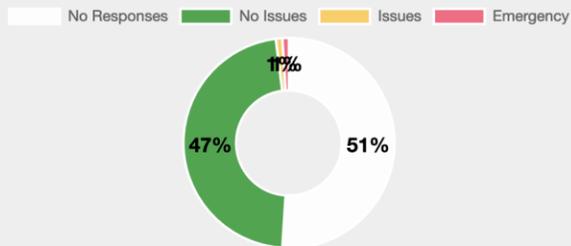
Chats

3

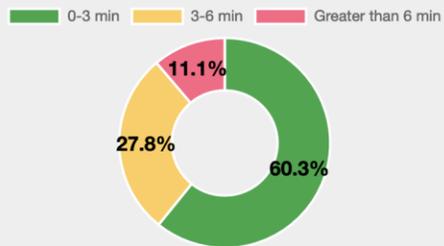
Rooms with issues

5

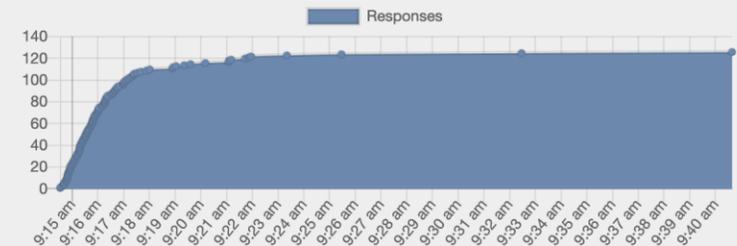
Room Status Distribution



Checklist Completed Distribution



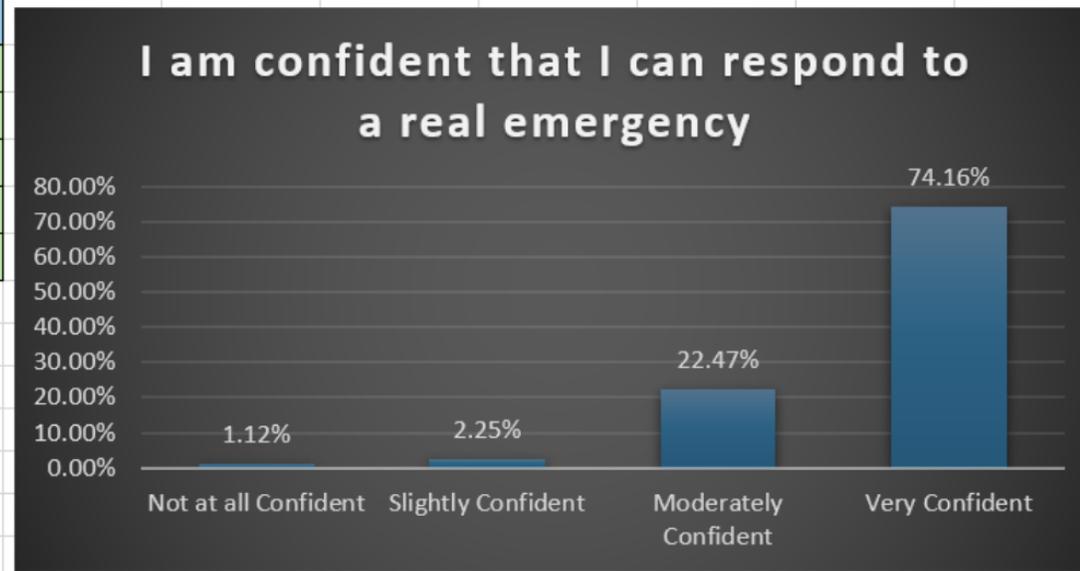
Classroom Responses by Time



Name	Checklist Completed	Time To Complete Checklist	First Responded	Last Responded	Time to First Response	Time to Last Response	# of Responses	Data
L124 (1)	9:14:52 am	a minute	9:14:31 am	9:14:52 am	a few seconds	a few seconds	5	Adults: 1, Students: 7
U217	9:15:02 am	a minute	9:14:33 am	9:51:29 am	a few seconds	a few seconds	15	Adults: 1, Students: 21

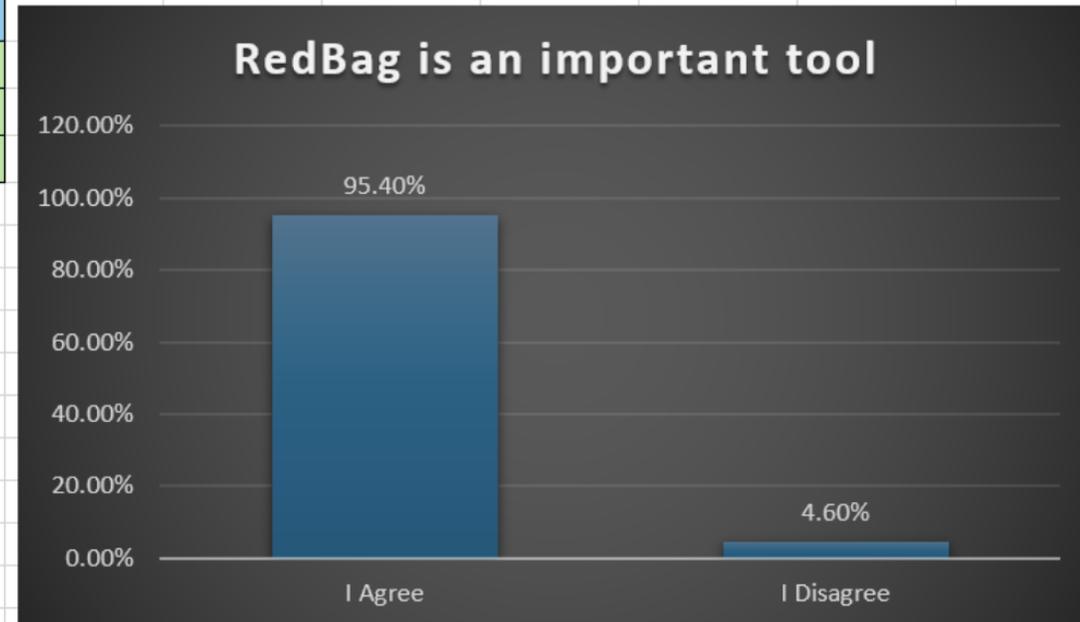
Question 1: I am confident that I can respond to a real emergency at my school.

Answer	Percent	Count
Not at all Confident	1.12%	1
Slightly Confident	2.25%	2
Moderately Confident	22.47%	20
Very Confident	74.16%	66
Total	N/A	89



Question 4: RedBag is an important tool that helps keep my students safe during an emergency.

Answer	Percent	Count
I Agree	95.40%	83
I Disagree	4.60%	4
Total	N/A	87



Lessons Learned :

Technology is only part of the safety solution

You can't buy happiness

Goat Rodeo



Lessons Learned:

Once trust is **lost** it is hard to get back



Lesson Learned – Leadership:

Learn to make good decisions when things happen

Always Follow your protocol

Practice decision making

Bring safety teams together

Debrief and hotwash everything

Practice using all your tools

ALWAYS FOLLOW YOUR PROTOCOL



HIGH RISK
LOW FREQUENCY

HIGH RISK
HIGH FREQUENCY

NON-DISCRETIONARY
TIME (NDT)

DISCRETIONARY
TIME (DT)

RISK

LOW RISK
LOW FREQUENCY

LOW RISK
HIGH FREQUENCY

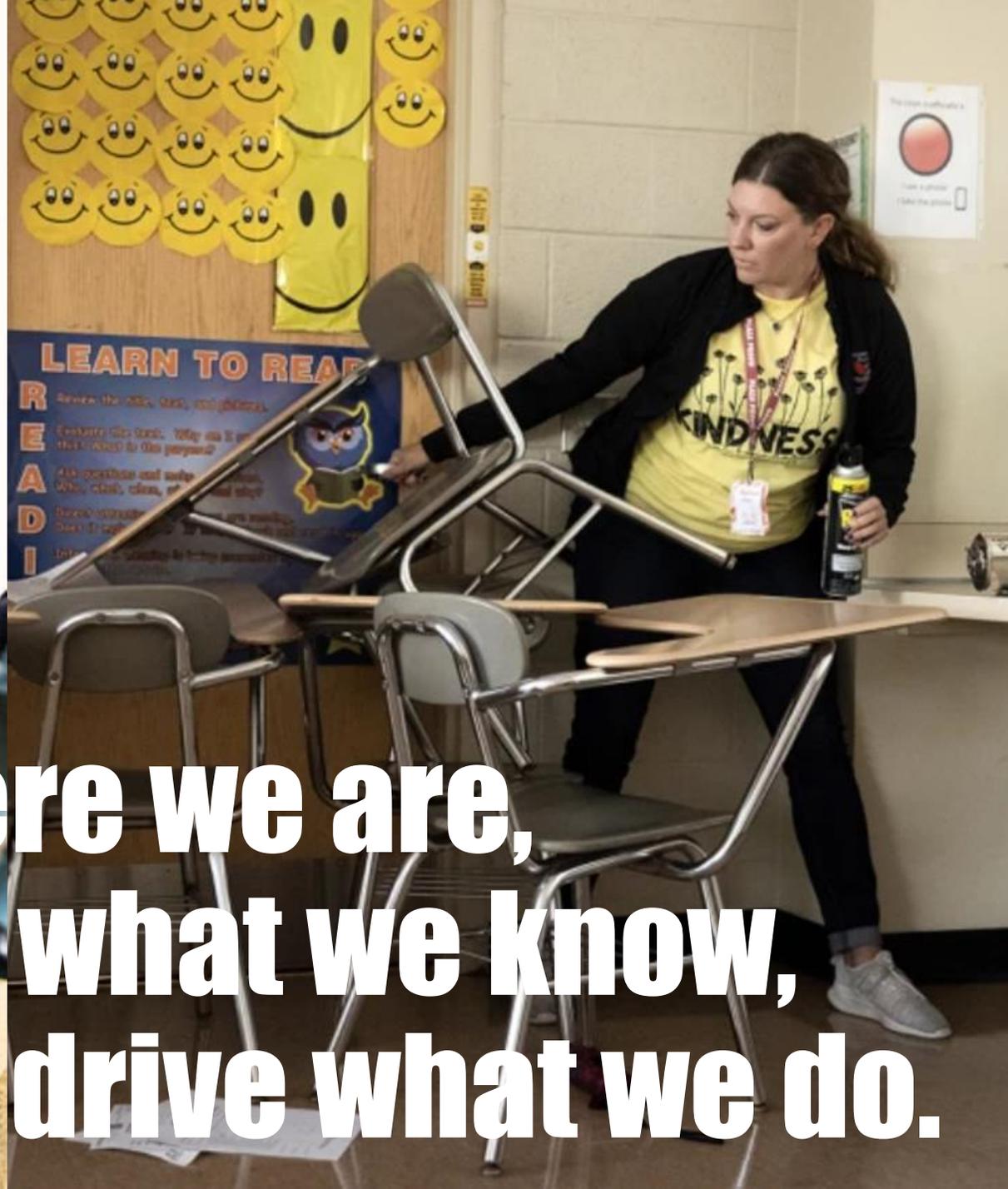


BRING YOUR TEAMS TOGETHER





WHAT DID WE LEARN
Debrief and hotwash EVERYTHING



**Where we are,
and what we know,
will drive what we do.**

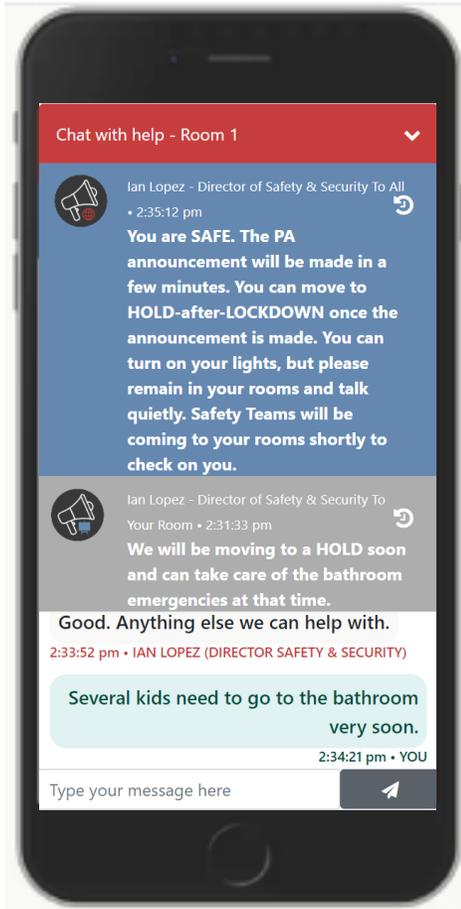
Learn to use your tools



Immediate Classroom Communication



Leverage the tools you have



Lessons: **Everyone needs a Coach**



Basics First

Lessons:

Everyone gets better with Coaching



Lessons – There is always more to do: Constant **Never Ending** Improvement

School Based Lessons:

- Importance of communication during an incident
- Parent communication
- Timing of communication
- Importance of emergency Planning, Training and Drills
- Use of the tools during training (maps, radios, Valcom, keys, partnerships)
- Managing special populations of students
- Having your own child in the building
- Debriefing with staff
- Psychology of staff and students during drills
- Attendance during drills and following events
- Support services after an event
- Trauma informed practices – Drills and actual incident management
- Benefits of Hold-after-Lockdown
- Attending to Special Needs students

Psychological Impact Lessons:

- Importance of communication during an incident – a void of information is bad
- Trauma informed practices – Drills and actual incident management
- Importance of emergency Planning, Training and Drills
- Fear, Anxiety and Fear
- Management of incident can result in better or worse recovery
- Debriefing with staff is critically important to close any gaps of information
- Psychology of staff and students during drills
- Attendance during drills and following events
- Support services after an event
- Psychological benefits of Hold-after-Lockdown – less time in the dark, quicker recovery

Technical Lessons & Considerations

- Why did you need a communication tool?
- Challenges of App based solutions vs. QR code?
- Perspective of a small district.
- Technology consistency
- Ease of use and application – little training needed
- Wifi considerations
- Security of applications
- Integration with other systems
- Importance of emergency Planning, Training and Drills-What else did it open your eyes to?

A photograph of a classroom with a wooden ceiling, fluorescent lights, and rows of wooden desks. A blackboard is mounted on the front wall, and several framed certificates or notices are hanging on the walls. Large windows are visible on the left and right sides of the room.

**We must...
Make it Safe to Educate**

**“ Life is not about waiting
for the storm to pass, it’s
learning to dance in the
rain. ”**

- Vivian Greene

Newtown, CT

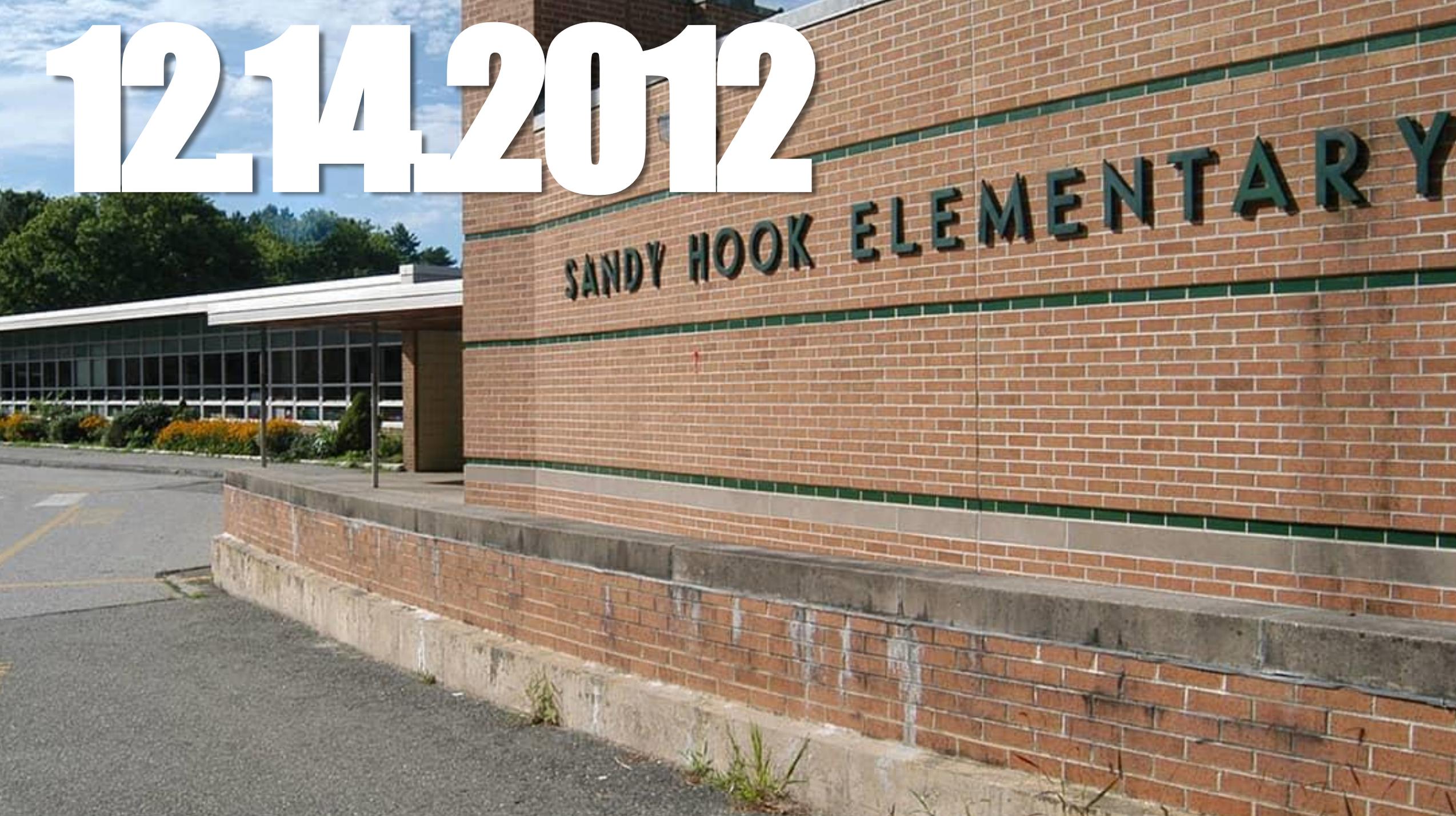


2008



12.14.2012

SANDY HOOK ELEMENTARY



Reichen's class

1st Grade



Amyla's class

4th Grade



The twins

Pierce and Kaia
5th Grade



**No
communication**



12.15.2012



Town of
Parker | COLORADO

WELCOME
TO
PARKER

Founded 1864 Inc. 1981
Elev 5,900

01.07.2013

Kaia **5th Grade**

Pierce **5th Grade**

Amyla **4th Grade**

Reichen **1st Grade**

Is school safe?

District Meeting

Stakeholders

Sheriff

Local PDs

District Leaders

Technology

Transportation

Facilities

PIOs

Mental Health

Fire / EMS

Parents

Administrators

EMA

Fire / EMS

DAs Office

**To learn,
students have to
feel safe.**

Reichen

5 minutes



5th grade



Feel safe

How?

Didn't solve

Evil

Tornados

Human or natural disasters

Culture of safety



People first

Then plans

Then policies

Then products (tools)

People first

Relationships



Relationships

Sheriff

Local PDs

District Leaders

Technology

Transportation

Facilities

PIOs

Mental Health

Fire / EMS

Parents

Administrators

EMA

Fire / EMS

DAs Office

Relationships

One trusted adult



School Nurse

Ms. Gabriella



GINGER ALE
100% Natural Flavour



GINGER ALE
100% Natural Flavour



GINGER ALE
100% Natural Flavour

Mr. Maurice







Mrs. Hensley

2nd grade teacher



Ms. Keepers

5th grade teacher



People first

Ownership

Safety is everyone's responsibility



A close-up photograph of a person's face, focusing on their eyes and nose. The person has dark hair and is looking directly at the camera with a neutral expression. The lighting is soft and natural, highlighting the texture of their skin. Overlaid on the top left of the image is the text "People first" in a large, bold, white sans-serif font. Below it, in a smaller but still bold white font, is the text "Safety mindset".

People first

Safety mindset

Plan second

Give them a plan

Response plans



All Hazards

Plan

Human disasters

Natural disasters

Drills

Practice all hazards response

Not to check a box

**Scaring or
preparing?**

Message

The plan



Active shooter drill

Lockdown drill

Lockdown

**A threat inside the
building**

Life Skills



Need help

Practice the plan

Do scenarios

Do tabletops

Responsibilities

Communication

Classroom

Communication

Teachers

Students

Leadership

Informed decisions

Create policies

Purchase the right products

**To learn, students
have to feel safe.**

Culture of safety

Supportive environment



6th grade

Student and staff safety surveys
“Made me feel safe.” Reichen



Wellbeing

Staff and students



Prevention

Reduces concerning behaviors

Intervention sooner



Life

Participating and Enjoying



**We can make it
safe to educate!
Together**

Lessons Learned in Lockdown



Ian Lopez
Director of Safety & Security for Cherry Creek Schools
Former Police Commander



CCSD Lockdown Events



**FALSE ALARM CAUSES MULTI-AGENCY RESPONSE
TO WEST MIDDLE SCHOOL**



17



**FALSE ALARM CAUSES MULTI-AGENCY RESPONSE
TO WEST MIDDLE SCHOOL**



100%

**FALSE ALARM CAUSES MULTI-AGENCY RESPONSE
TO WEST MIDDLE SCHOOL**





Grandview High School
February 28, 2023
9:13 am

This Incident has been concluded. Started on: February 2

Incident Map: Grandview - 01:22:44



Map

Satellite

Google

All

123

Room Status

Search rooms...

check them out as normal.

10:08:00 am - Childs - Security Coordinator, Kevin

Please remain on "Hold" even after you are checked until you here the all clear message come through on the PA

10:04:09 am - Childs - Security Coordinator, Kevin

We are now moving through the building checking rooms at this time.

10:04:09 am - Childs - Security Coordinator, Kevin

We are now moving through the building checking rooms at this time.

9:56:59 am - Childs - Security Coordinator, Kevin

In a moment you will hear an announcement from the Principal explaining that we will be moving all rooms into a "hold," and then we will clear each room with a safety team member including law enforcement, district security, and school staff as well.

9:52:03 am - Childs - Security Coordinator, Kevin

We are still clearing the building. We have confirmed that everyone is safe at this time.

9:52:03 am - Childs - Security Coordinator, Kevin

We are still clearing the building. We have confirmed that everyone is safe at this time.

9:45:19 am - Childs - Security Coordinator, Kevin

In a moment we will be moving the entire building each room into a hold. After moving into a "hold," you will see Law Enforcement and District Security come by your room and clear it.

9:35:48 am - Stefanski - Dispatcher, Dylan

Stay in lockdown at this time until further advised

9:34:55 am - Stefanski - Dispatcher, Dylan

Nothing Seen by Security at this time

9:27:50 am - Stefanski - Dispatcher, Dylan

Everything so far looks clear and you are all safe

9:27:08 am - Stefanski - Dispatcher, Dylan

Police are on scene and clearing the building.

9:18:13 am - Stefanski - Dispatcher, Dylan

Sro IS on scene and checking the building security is on scene

9:15:11 am - Stefanski - Dispatcher, Dylan

LOCKDOWN! Locks, lights, out of sight. Maintain silence-quiet phones. (Initial message)

9:13:50 am - Automatic Activation

LOCKDOWN! Locks, lights, out of sight.

Attendance Results

Adults 222

Students 2026

Emergency Chats

Medical 0

Threat 0

Injury 0

SPED 0

Psych 0

Other 3

Rooms with Missing Students 0

No guest users

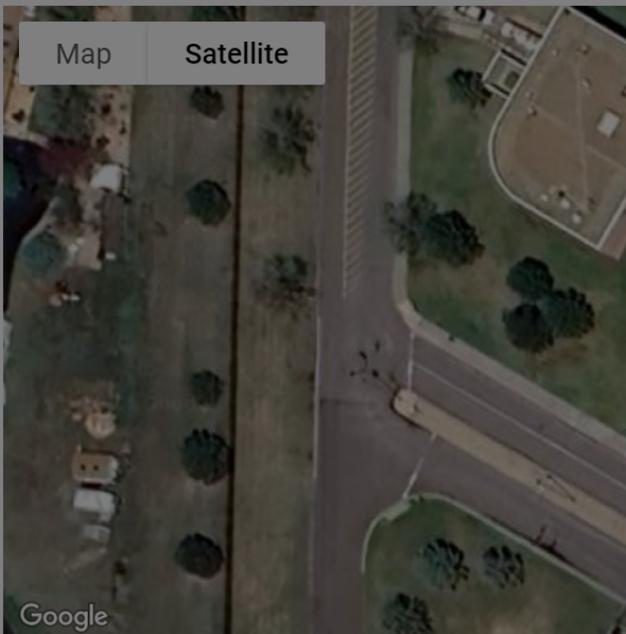
Incident invites sent: 0

roadcast 00:00:00



This Incident has been concluded. Started on: February 2

Incident Map: Grandview - 01:22:44



Map Satellite

Google

All

123

Room Status

Search rooms...

10:20:22 am - Childs - Security Coordinator, Kevin

In a moment you will hear an announcement from Principal Roberts that all students will be going to their 2A class. If students leave the building they will be allowed to go if the parents come to the building we will check them out as normal.

10:08:00 am - Childs - Security Coordinator, Kevin

Please remain on "Hold" even after you are checked until you here the all clear message come through on the PA

10:04:09 am - Childs - Security Coordinator, Kevin

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SPED 0

Psych 0

Other 3

Rooms with Missing Students 0

No guest users

Incident invites sent: 0

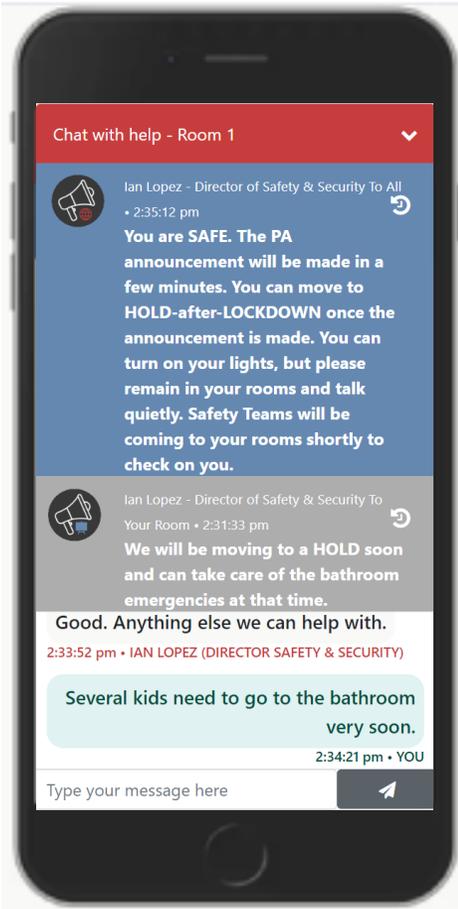
3 0

roadcast 00:00:00



nt you will hear an announcement from Principal

Transition: HOLD-after-LOCKDOWN



Grandview: HOLD-after-LOCKDOWN

45 min



The Five





Five Actions

Five Minutes

Five Responsibilities



Five Actions



The Standard Response Protocol



HOLD



SECURE



LOCKDOWN



EVACUATE



SHELTER

Sequencing Actions



HOLD-to-SECURE?



HOLD



SECURE



LOCKDOWN



EVACUATE



SHELTER

HOLD-to-LOCKDOWN?



HOLD



SECURE



LOCKDOWN



EVACUATE



SHELTER

HOLD-after-LOCKDOWN?



SECURE



LOCKDOWN



EVACUATE



SHELTER



HOLD

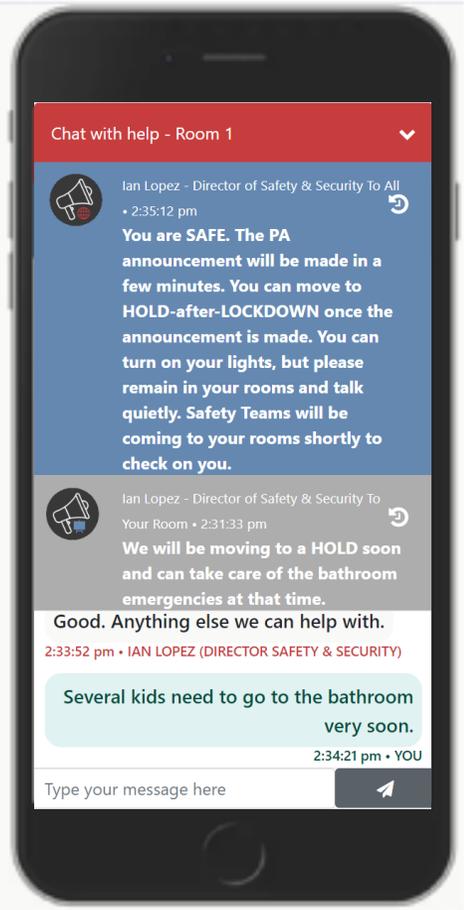
Transition: **HOLD**-after-**Lockdown**



LOCKDOWN



HOLD



Five Minutes



Five Minutes





Five Responsibilities

Alert & Warn Others

Respond

Manage

Recover

Communicate



Five Responsibilities

Alert & Warn Others

Respond

Manage

Recover

Communicate



Five Responsibilities

Alert & Warn Others

Respond

Manage

Recover

Communicate



Five Responsibilities

Alert & Warn Others

Respond

Manage

Recover

Communicate



Five Responsibilities

Alert & Warn Others

Respond

Manage

Recover

Communicate

Still with me?



A corkboard with a white sticky note pinned by a red pushpin. The note says "LESSONS LEARNED".

LESSONS
LEARNED

COMMIT





Build Relationships & Partnerships



Tabletop, Practice & Train

Consistency



Leverage & Share Information



Test Technology



Protect Student Dignity



The Gap




Active Phase
10 min


Reunification Phase
1 to many hours

The Gap

Students & Staff



Active Phase
10 min

**Support
Updates
Reassurance
Information
Direction**



Reunification Phase
1 to many hours

The Gap

First Responders




Active Phase
10 min

Safety
Tactics
Coordination
Resources
Decision Making


Reunification Phase
1 to many hours

Do what is best for kids!



Lessons Learned in Lockdown



Lynda Sailor

Chief Financial & Operating Officer, Founder,
Trustee Emeritus at Aspen Academy

Lessons Learned:

You have to put in the **work**

Leadership

Preperation

Practice

Relationships

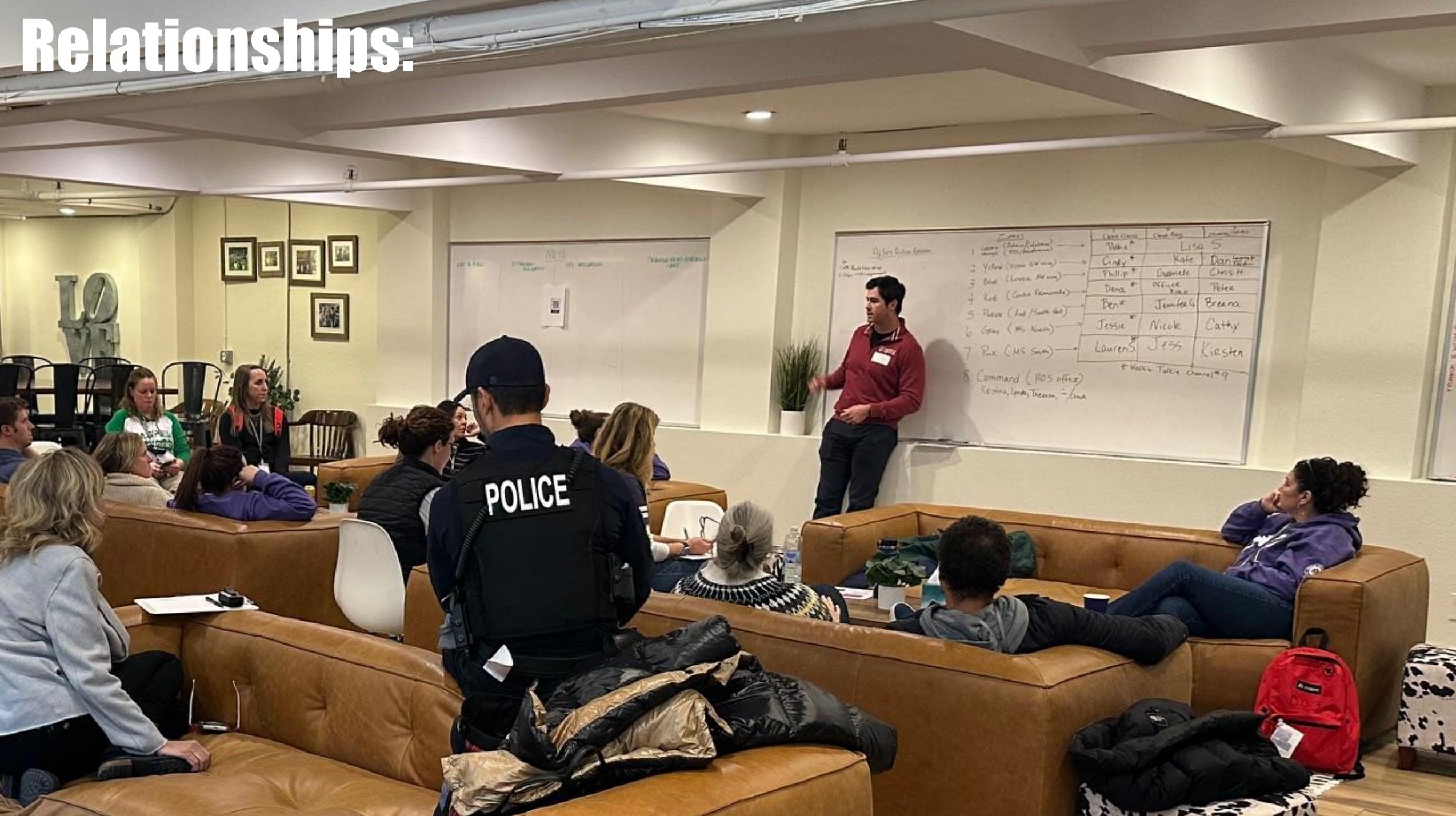
Communication

Surveying and data

Practice and Preperation:



Relationships:



Lessons Learned in Lockdown

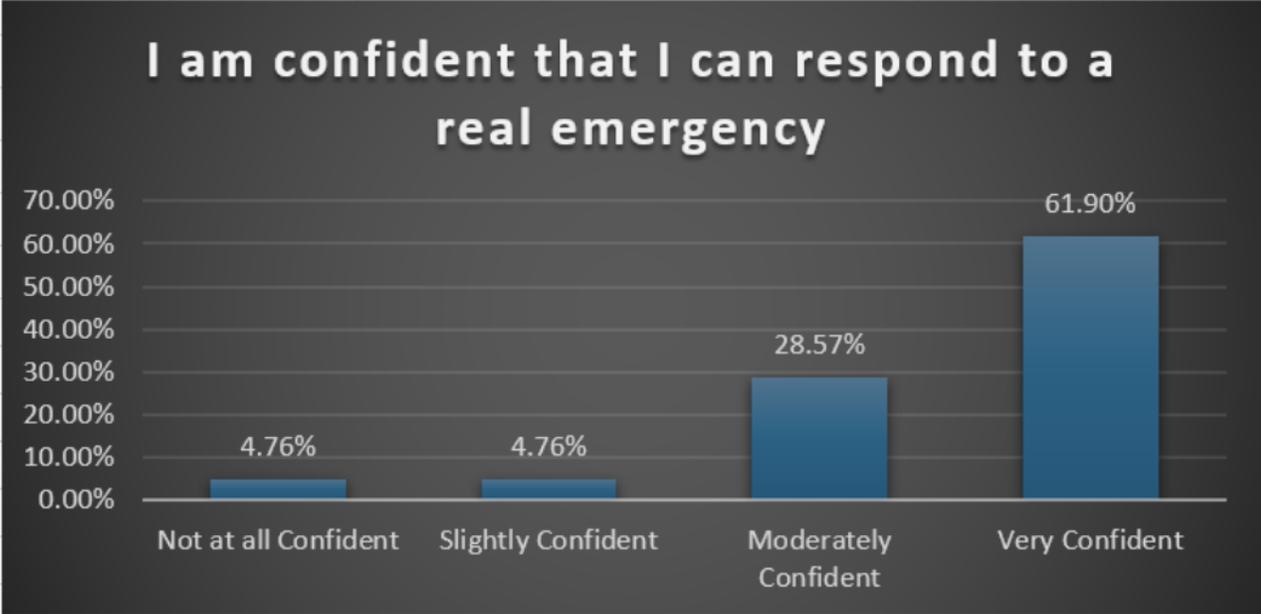
Survey data - Intro Fall 2023



Teacher Introduction to RedBag - 2023

Question 1: I am confident that I can respond to a real emergency at my school.

Answer	Percent	Count
Not at all Confident	4.76%	1
Slightly Confident	4.76%	1
Moderately Confident	28.57%	6
Very Confident	61.90%	13
Total	N/A	21



Lessons Learned in Lockdown

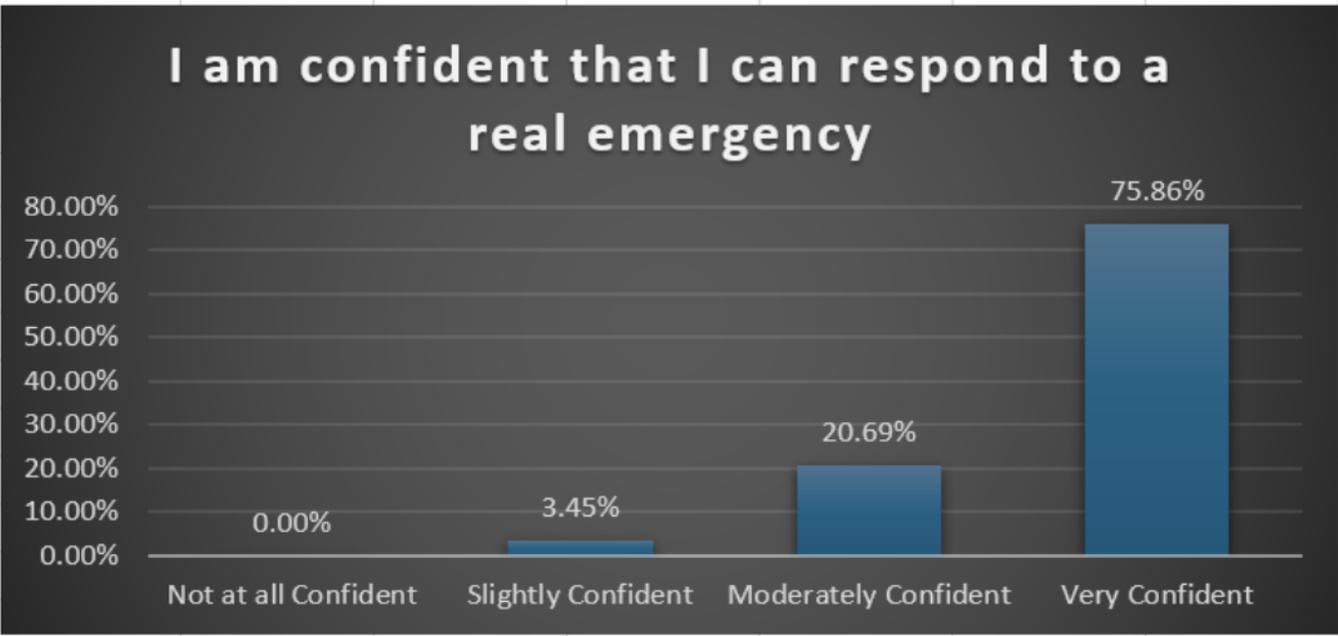
Survey Data - Fall 2023 with Kids



Teacher Survey Results - Fall 2023

Question 1: I am confident that I can respond to a real emergency at my school.

Answer	Percent	Count
Not at all Confident	0.00%	0
Slightly Confident	3.45%	1
Moderately Confident	20.69%	6
Very Confident	75.86%	22
Total	N/A	29



Lessons Learned in Lockdown

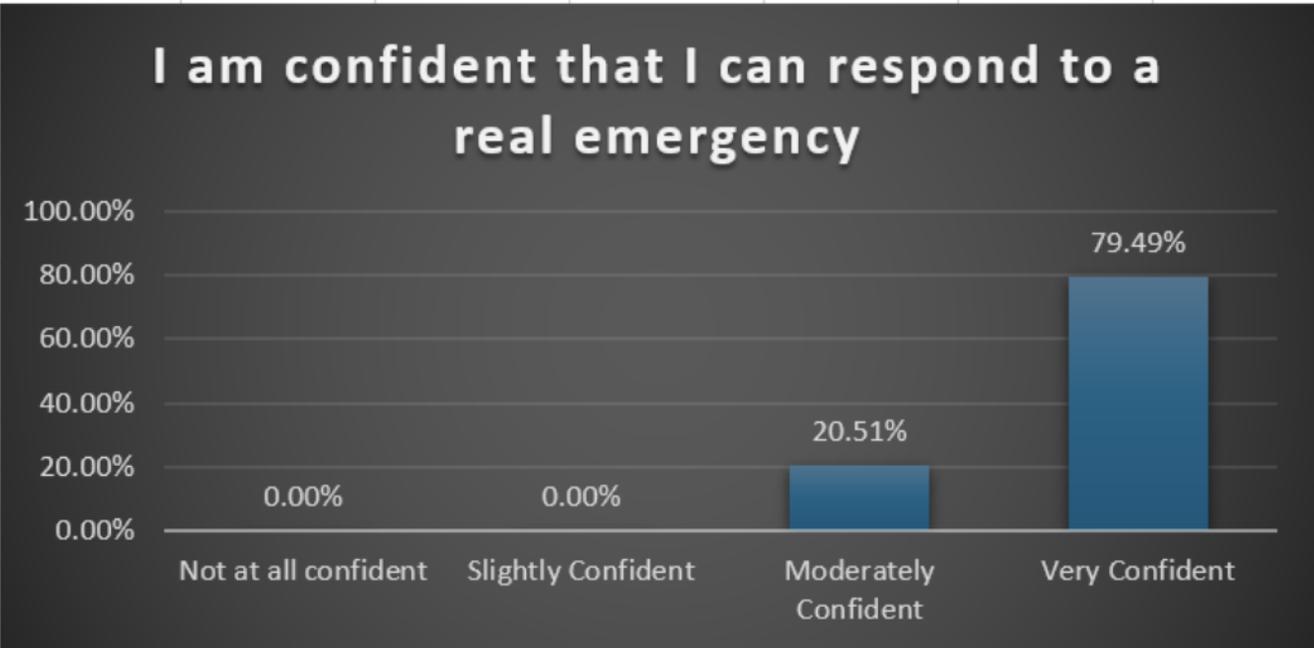
Survey Data - Intro Fall 2024 with Kids



Teacher Survey Results - Fall 2024

Question 1: I am confident that I can respond to a real emergency at my school.

Answer	Percent	Count
Not at all confident	0.00%	0
Slightly Confident	0.00%	0
Moderately Confident	20.51%	8
Very Confident	79.49%	31
Total	N/A	39



Thank You!

