- 27 Year Veteran Law Enforcement Officer
- Homeland Security Trained Threat Assessor
- FBI Trained Hostage/ Crisis Negotiator
- Police Training Commission Certified Instructor
- School Security Director
- Parent of Kids in School

Assessor: Lt. Joseph Pangaro, CPM



True Security Design provides safety and security training and consultations to Schools, Law Enforcement and the Business Communities in the NY/ NJ/ PA region since 2009.

schools in New York, New Jersey, Pennsylvania, Wisconsin, Colorado and additional locations are in the pipeline.

True Security Design Bay Shore, Long Island

- To provide an INDEPENDENT review of a School Districts Security profile.
- To look at your schools with another set of eyes to see where you may be vulnerable to attack.



to ensure your district and your students are as safe as they can be.

• To provide a road map to mitigate any deficiencies found in your security plans.

- We began our review of the Sachem School District by discussing the concerns of your Leadership team.
- We spoke to your district Director of School Security and got an understanding of exactly what was in place in the district, what was planned for the next couple of years and

Methodology- How did we do it?

- Once we got the input from these key players, we began our observations; we went to go see for ourselves.
- We drove around the schools, through the neighborhoods, we spoke to local residents and the police about each area of the district

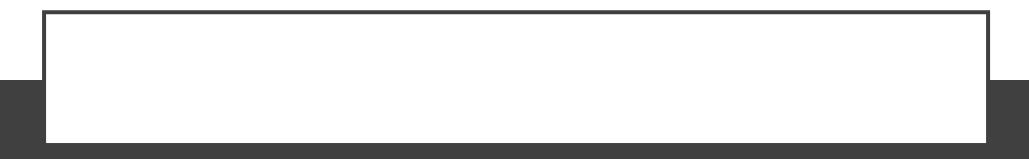
Methodology- How did we do it?

We created a grid and began a school by school analysis of each facility with a common objective and premise.



event?

By looking at the schools not in the light of what they had done for security, but in light of how we could find the weak spots and attack.



It is this premise that allows us to find vulnerabilities that might not get noticed in a more rudimentary threat assessment that simply looks at doors and windows or



Besides making multiple on-site visits to each school during school hours we also visited each school before the school day started, after the school day ended, evenings and on the weekends.

How did we look for vulnerabilities?

We interviewed the principal of each building as well as other staff members such as: custodians, lunch personnel, delivery drivers, grounds crew, the teachers, parents and students.



We reviewed the technology in each school building looking for the functionality of the equipment in place, the out of date equipment, the need to add new equipment and we looked at the IT infrastructure district wide to get feel for how to plan for now and in the future as technology evolves and grows.



- A drone allows us to get a very clear view of each school, the surrounding area, sports fields, woods, paths and neighborhoods.
- They reveal truths about how people actually get around on the property.

Why use a DRONE?

Observational visits were done at various times in seemingly





- Early morning- to see what went on before the staff and kids go to the building.
- During the day- to see how visitors and strangers were dealt with.
- After school to see what went on outside the normal activities.
- At night to see who was around the buildings and lighting conditions.
- On the weekends to see now the schools were used and secured.

• We asked for and conducted random, unannounced lock down drills to see how fast the school could react to an unanticipated event and how well the staff was prepared.

- We reviewed staff training on safety and security issues to include all staff members, administrators, teachers, clerical, custodians, lunch personnel and grounds people.
- We reviewed the District Policies in place.
- And for each area we made recommendations on upgrades,

security promulgated by state and federal agencies.



<u>Overt</u> items are the ones we can see such as: Security Cameras, Personnel Placement, Signage, Traffic Patterns, Staff Identification Equipment, Visitor Management, Radios Vestibules, Policy Changes and other items we can actually see.

The findings of our assessment, overt and

<u>Covert</u> items are the ones we cannot see. Covert security measures can include: Building Hardening Equipment, Sound Detection, Locking

Mechanisms, Entry Deterrent Equipment, Electronic

Notification Equipment, Policy Changes and Procedures and other things used to prevent an attack.

The findings of our assessment, overt and

- Tells us that we cannot and do not discuss covert security equipment or measures.
- This is sometimes hard to accept, we all want to know what

we reveal covert security items we weaken that security.

• Trust is important, the kids are the number one priority.



Our recommendations included changing some practices and perceptions about school safety to include:

- Uniform language, safety practice actions, visitor protocols, and building access procedures.
- Security means controlling our buildings and who can get in and how they get in.

- Every school building must be secure. To that end uniformity is essential.
- All the buildings need to use the same protocols and practices.
- We must use clear language and our safety drills must be conducted in such a way that they actually have value. That means preparing the kids and the staff to react quickly and properly to potential danger.



As our kids move across the district from Kindergarten to High

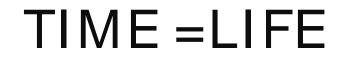


Some of the items we have suggested have been implemented

- Guards at elementary
- Vests on individuals at arrival and dismissal
- Changes to traffic patterns.
- Police hotlines
- Long term upgrades to security technology

Lock Down Drills

• The safest thing we can do during an active shooter incident is to act quickly



We must practice for real to survive real events.

Explain this to your kids, tell them why we practice, not to scare them but to prepare them to be safe.



The Sachem School District is a safe place.

Your teachers, staff and administrators are all 100% on board with improving school security.

They embraced our presence and what we were doing to help them and your kids.

leadership has adopted that mind set to put you in a good place.

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SACHEM CENTRAL SCHOOL DISTRICT We Are Sachem

Threat, Vulnerability, and Risk Assessment