

# Emergency Response

- [Emergency Drills Policy & Procedure](#)
- [Emergency in General Community Locations](#)
- [Emergency Response Protocol](#)
- [Other Situations that may be Encountered](#)
- [Violent Threat Risk Assessment \(VTRA\)](#)

# Emergency Drills Policy & Procedure

At Flex Academy, we value the safety of staff and students. We practice fire, earthquake and lockdown procedures each year to help keep us prepared in the case of an emergency. Staff are trained on Safety Procedures at the beginning of each year and drill-specific detailed training is reviewed again in the spring.

## Drill Type and Frequency:

- Earthquake Drills - 1x per year (See document [ShakeOut BC](#))
- Fire drills - 6x per year
- Lockdown Drills - 2x per year
- Hold/Secure Drills - 4x per year

## Earthquake Safety

DROP, COVER, HOLD ON

- When an earthquake occurs, your first warning may be a swaying sensation if you're in a building, a sudden noise or roar. Next, vibration, quickly followed by rolling up, down, sideways, or rotating. It may last a few seconds or could go on for a few minutes. Be prepared for aftershocks as well.
- We can't prevent an earthquake, but we can:
  - Be prepared to minimize injury
  - Be prepared to minimize damage to your home
  - Be prepared to survive afterwards for at least 72 hours without help
- Flex participates in the Shakeout safety drill once per school year. During these drills, students learn about safe and dangerous places to go during an earthquake:
  - Safe: under heavy tables or desks, inside hallways, corners of rooms or archways
  - Dangerous: near windows or mirrors, under any objects that can fall, the kitchen - where the stove, refrigerator or contents of cupboards may move violently, and doorways - because the shaking may slam the door on you.
- When Flex participates in the Earthquake Drills we practice the following steps:
  1. Drop
  2. Cover - Students/staff to go under a table or desk
  3. Hold On - Students/staff to hold on to an item and cover the back of their head/neck and count to 60

## Family Resources

ShakeOut BC [Resources](#)

Video: [Making a Family Emergency Plan](#)

BC Hydro [72 Hour Emergency Kit Tips](#)

BC Government [Prepare Your Home Tips](#)

## Fire Safety

Flex Academy is equipped with fire safety equipment as a first line of defence if a fire should occur on campus. Fire equipment includes equipment to both warn you in the event of a fire and helps you extinguish a fire. These include the following:

1. Smoke alarms
2. Fire extinguishers
3. Carbon monoxide alarms
4. Sprinklers

Flex Staff and Admin will follow the [Flex Academy Fire Drill procedures](#)

During a Fire Drill:

- Calm Exit
- Doors Closed and Unlocked
- Lights Out
- Safety Locations
- Calling Names
- Fire Slips

## Fire Drill Responsibilities

- Basement - J'aimee & Melannie - Downstairs Sweep
- Gym Building - Joe - Gym and Upstairs Sweep
- Admin helps with sweeps depending on what building they are in

## Family Resources

Canadian Red Cross: [Planning for and dealing with house fires](#)

[National Fire Protection Association](#)

Resources for kids: [Sparky the Fire Dog](#)

[Office of the Fire Commissioner Links](#)

## Hold, Secure & Lockdown Procedures/Drills

Student and teacher preparedness in case of an emergency. Reminder to:

1. Front-load information to all involved prior to a drill to help prepare and keep everyone calm.

2. Restrict all student cell phone use to keep communication lines clear between you, teachers, and admin/directors as necessary. It is important for students not to utilize their cell phones for calls or for text messaging and to put their personal phones in “silent mode” during a lockdown situation.

### **Hold - Internal/Localized Situation** (Ex. Altercation in the Hallway)

Hold Drills are localized and limited to certain areas.

1. Retrieve students from the area
2. Local doors closed but open for a knock
3. Business as usual in class
4. No changing classrooms in the localized area until 'All Clear' on Zoom

### **Secure - External Threat or Situation** (Threat outside the buildings or close to the property)

1. Retrieve students from halls/outside and bring them into classrooms
2. Take attendance and report to the office on Zoom who is missing
3. External doors locked
4. Students can move between classrooms in localized areas but cannot change buildings
5. Do not evacuate if the fire alarm goes off. Wait for instructions.
6. Business as usual - no need to be quiet in class
7. Ends when first responders or admin dismiss in person or over Zoom
8. Admin/managers to escort students to the bathroom

### **Hold and Secure Communication**

1. Staff Communication
  - a. Zoom Call (will ring)
  - b. Zoom alert message
2. Student Communication:
  - a. Keep things running normal in class
  - b. Minimal and calm communication
  - c. Attendance sent to office
3. Staff to Await updates via Zoom

### **Hold and Secure Responsibilities**

1. Basement
  - a. Shawna - Manage Zoom alerts & questions
  - b. J'aimee - Lock the Upstairs door by Kindy Playground
  - c. Theresa/James Lock Main KCCS Doors
  - d. Melannie - Cover the Village Room and lock those doors
  - e. Bri - Sweep JrK, K, and Gr. 1 Rooms
2. Gym & Upstairs
  - a. Joe - Lock Gym Entrance Doors and Monitor
  - b. Joe - Sweep downstairs bathrooms

- c. Jess - Lock the Rear Entrance Doors
- d. Dave/Lindsay - Sweep of Upstairs Hall and Mezz and Gym, sending students to classes

## **Full Lockdown Procedures**

### **Internal Threat - Locks, Lights, Out of Sight**

1. Retrieve Students from hallways or outside
2. If not in the classroom - staff to collect students and go behind the closest locking door
3. Silence and out of sight
4. Attendance and Zoom who you have with you and where you are
5. Doors don't open for anyone
6. Don't cover windows/door
7. Do not lock perimeter doors
8. Ends when first responders or admin dismiss in-person

### **Lockdown Communication**

Staff Communication - Same as Secure

Student Communication

- Age appropriate
- Transmit Calm
- Older students - tell what is going on and why in a lockdown
- Manage student texting and tell students to tell their parents not to come to the school

### **Evacuation**

1. In a Parent Facilitated Evacuation - Parents are contacted en masse, and teachers are given instructions on where to take students for a drive-thru pick-up
2. In a Staff Facilitated Evacuation - Students are to gather at Muster stations and walk to Willow Park Church or EnergyPlex Complex depending on the location of the threat

## **Emergency Management System**

1. Flex will create an emergency management system in accordance with the [Emergency Management Planning Guide](#)

# Emergency in General Community Locations

## Emergency encountered during a Field Trip

1. Families will sign field trip forms that:
  - a. Include inherent risks and complete waiver forms as appropriate
  - b. As indicated in the event planning steps, ensure access to
    - i. Student medical and safety forms
    - ii. Student support forms
    - iii. Legal Alert information
    - iv. Emergency contact information for each child
    - v. Photo waiver information
  - c. Ensure students adhere to the related School Policies and Procedures
  - d. Ensure students adhere to the Emergency Protocols and Procedures
2. Flex Staff Field trip supervisors ensure a First Aid kit is either available on-site or taken along.
3. Parent accompaniment may be recommended for full student experience and extension of learning.

In the rare event that an accident or emergency occurs while transporting students, Flex Staff Field trip supervisors will:

1. Account for all students.
2. Contact and inform school administration and await further instructions
3. Depending on the emergency, school staff might be asked to only release students to parents, guardians or authorized representative and record name to whom students were released.
4. At the scene, staff are not to discuss with any onlookers. Never speculate about what happened. Never accept or place blame.

In all of the above scenarios, it is important to complete an **accident** or **incident** report should the need arise.

# Emergency Response Protocol

Add this contact information to your cell phone for quick reference in an emergency.

- **Head of Schools:** Sara Kraushar (778-554-5515)
- **Chief Operating Officer:** Craig Kwiatkowski (250-859-2202)
- **Flex Director:** Bri Dyck (250-862-0856)

To support a culture of healthy risk management, should an incident occur, refer to the following response procedures to assess and respond accordingly to the nature of the situation.

It is essential to adhere to the applicable emergency protocol as outlined and to communicate regularly with your School Administrator, particularly in the event of an emergency. School Administration will also follow up as needed.

## Specific Incident Procedures

- **Violent Threat Risk Assessment (VTRA)- Imminent and non Imminent Threat**
- **Lockdown Types and Procedures**
- **Other Situations that may be encountered**
- **Emergency Encountered in the General Community**

In all of the above scenarios, it is important to complete the **Accident & Incident Report** form should the need arise.

# Other Situations that may be Encountered

## First Aid

### Level A - Minor Injury

1. Minor injuries such as a scrape, minor cut, bruising, etc. may be treated by any Adults in Charge. Supplies (band aid, ice pack) are available on location as arranged.
2. Staff are to inform parent and follow-up with family as needed.

### Level B- Major Injury

*Examples: suspected concussion, sustained bleeding, suspected fracture/ broken bone*

1. Call 911 if you suspect a medical emergency
2. Alert staff in All Staff Zoom Chat and tag Admin and call for first First Aid support in the Zoom message
3. Refer to Level 2 First Aid staff as qualified adult participants or personnel to assess the situation as needed.
4. Inform parent and follow-up with family as necessary
5. Flex Director or Assistant Director to complete an [Accident Report](#) including witness or attendant account

### Level C- Medical Emergency

Examples: Seizure, unconscious/unresponsive, anaphylactic response

#### **Teacher or Supervising Adult:**

1. Call 911
2. Attend to student care as needed
3. Alert staff in All Staff Zoom Chat and tag Admin and call for first First Aid support in the Zoom message
4. Await and direct Emergency Medical attendants to the location
5. Follow directions of care given by First Aid attendant
6. Issue appropriate emergency procedures to ensure that students are not unnecessarily exposed to trauma (eg. clear room/area).
7. Remain calm and reassure students that all possible actions are being taken to care for the injured or ill person and to protect others.
8. Rejoin your students as soon as possible.
9. Account for all students and remain with them.

## Flex Director or Assistant Director to:

1. Ensure all students have required care and adult supervision.
2. Inform parent and follow-up with family as necessary
3. Secure area for follow-up investigation if needed.
4. Together with First Aid attendant, complete an [Accident Report](#)

School Administration will follow up as needed

## Exposure to Blood or Bodily Fluid

What is exposure? Exposure is an accident which results in a break of the skin or exposure to blood or infectious bodily fluids by the mucous membranes of the eyes, inside the nose, or inside the mouth.

What fluids are potentially infectious? All bodily fluids are potentially infectious, particularly blood, semen, fluids issuing from a wound, body cavity or infectious site, and any body fluid visibly contaminated with blood.

The following incidents are potentially harmful:

1. Skin is punctured with a contaminated sharp object.
2. The mucous membrane is splashed with blood and certain body fluids.
3. Non-intact skin is splashed with blood and certain body fluids.

If any of the above exposure incidents occur, follow these steps:

1. Get first aid immediately:
  1. If the mucous membrane of eyes, nose, mouth are affected, flush with lots of clean water at a sink or eyewash station.
  2. If there is a sharps injury allow the wound to bleed freely. Then wash the area thoroughly with non-abrasive soap and water.
  3. If an area of non-intact skin is affected, wash the area with non-abrasive soap and water.
2. Report the incident as soon as possible to your supervisor and first aid person.
3. Seek medical attention immediately- preferably within two hours at the closest hospital ER or healthcare facility.
4. **Please do not touch!** Contact the appropriate facility or venue personnel for proper clean-up.

## Overdose- Opioid

Call 911 if you suspect an overdose, the sooner you call the better the chance of recovery. While you are waiting for first responders to arrive, follow SAVE ME protocol.

- **S** - Stimulate. Check if person is responsive; can you wake them up?
- **A** - Airway. Make sure there is nothing in the mouth blocking the airway or stopping them from breathing.
- **V** - Ventilate. Help them breathe. Pinch nose, cover mouth with mask and breath every 5 seconds.
- **E** - Evaluate. Do you see any improvement?
- **M** - Muscular injection. Inject one dose (1cc) of naloxone (if available) into a muscle.
- **E** - Evaluate and support. Is the person breathing? If they are not awake in 5 minutes, give one more 1cc dose naloxone.

If you need to leave the person alone for any reason, place them into the recovery position before you leave to keep the airway clear and prevent choking.

- Turn onto the side.
- Place patient's hand under the head to support the head.
- Place top leg slightly in front of the leg touching the ground, and place the knee to the ground to prevent the body from rolling onto the stomach.

# Violent Threat Risk Assessment (VTRA)

This page provides information to help assess whether a threat is Imminent or Not Imminent and the protocol to follow accordingly.

A **threat** is an expression of intent to do harm or act out violently against self, someone else or something. Threats may be verbal, written, drawn, posted on the Internet or made by gesture. Threats are serious, and it is important to determine whether or not a threat poses imminent risk.

- Assess situation
  - Imminent Threat
    - If weapon involved or serious/plausible threat within the building
  - Not an Imminent Threat
    - Outside the building
    - Threats, threat-related, or worrisome behaviour indicating potential harm to self or others (speech, action, assignments, etc) is serious but **not** imminent. Please discuss with your Administrator to help assess and determine next steps.
  - [Sample](#) Threat Assessment Protocol (SD35) flowchart page 12

## General information applicable to the above:

1. Immediately contact your Administrator who will then follow-up as needed.
  - a. This would include suicidal behaviour or self-harm, violent threat toward student, staff or school, sexual assault, etc.
  - b. Threats can take the form of written assignments, art, spoken words, text messages, photos, or online social media postings.
2. If a cellphone with a threat is confiscated, remove the SIM card, or immediately turn the phone to airplane mode.
3. Turn the phone into an administrator. **Do not take any screenshots of or forward photos which could be considered pornographic material.**
4. Reminder to also complete an [Incident Report](#) and follow direction from Flex Directors.

“Reminder for threat protocol and all lockdowns:

- Do not speak to the media

- Freeze all outgoing messaging; restrict all student cell phone use to keep communication lines open for all leaders involved.
- Put all cell phones to “silent mode”
- Await and follow further direction
- Director and/ or Heads of School to review follow up email to parents prior to sending and determine next steps.
- Follow-up with incident report and action points as determined together with team involved

## Imminent Threat Protocol

This protocol is for addressing threats that are immediate or imminent, where there is a clear and present danger to students or personnel.

1. Call 911
2. Adhere to the Lockdown procedures as outlined below
3. Call the Director or Assistant Director of Flex as soon as possible to alert them of the scenario
4. Ensure all physically present are safe and calm
5. Adhere to Police and Director direction
6. Return to class or escort students to parent for pickup when indicated safe to do so
7. Complete an [Incident Report](#) and follow directions from the Director.
8. Flex Director to send draft general parent email communication to Heads of School for review/ approval
  - Upon approval, send general parent email communication
9. Flex Director(s) with Heads of School, will together determine next steps, possibly including:
  - Initiation of Student at Risk Team
  - Further investigation with other authoritative bodies if warranted
  - Follow-up and debriefing if and when safe to resume classes
  - Email specific communication to parents and students and re-entry considerations for all involved (this is in addition to general email communication above, if deemed necessary).

## Stranger on the Premises

Teacher or Supervising Adult:

1. Do not compromise your own safety or the safety of students.
2. Assess the situation as you approach, keeping your distance.

**If the stranger's behaviour is NOT threatening:**

1. Notify a Flex Director immediately; report the stranger's location and description

2. If directed by the Flex Director, ask the individual if they need assistance.
3. Direct the stranger to the appropriate supervisor, monitor or escort them accordingly, keeping students away.

**If the stranger's behaviour appears THREATENING but has not escalated to violence:**

1. Notify a Flex Director immediately
  - a. Report the stranger's location and description.
  - b. Call 911
2. Keep a safe distance.
3. Follow instructions from the appropriate supervisor.
4. Adhere to the *Not an Imminent Threat Protocol*.

**If you see a violent/armed and dangerous stranger within the premises:**

1. Call 911
2. Call and/or ask someone to call the Flex Director to initiate Lockdown or Secure Protocol
3. Follow the direction of Emergency Personelle and School Administration

## Not an Imminent Threat Protocol

**If threat exists nearby, within the vicinity or community:**

1. The school will Contact our local police liaison for further information/ advisement. If unknown, contact a Flex Director for further instruction.
2. Adhere to the Hold and Secure procedures outlined below or continue as directed.

During and following a threat, steps include:

1. Contact a Flex Director to discuss and determine course of action.
2. Follow direction of School Administration which may include the following:
  - a. At the end of the day, escort students to their respective parent/ guardian.
  - b. Submit an [Incident Report](#)
3. Flex Director(s), with Heads of School, will determine next steps, possibly including:
  - a. Initiation of Student at Risk Team
  - b. Further investigation with other authoritative bodies if warranted
  - c. Follow-up and debriefing if and when safe to resume classes
  - d. Follow-up communication/email to parents will be drafted in conjunction with Flex Admin and approved by HoS prior to distribution to families.