



REUNIFICATION READINESS

Seven Questions Worth Asking Your Own Team

A self-assessment for district leadership. Nothing here needs an outside vendor to answer. Every question can be answered by someone already on your staff, and the answers will tell you in an afternoon what you actually have.

Most districts answer the first two comfortably and slow down around the fourth. **That is normal.** The later questions describe decisions that get made in a hallway on the worst day unless they were made in advance.

- 01 How many reunification sites does each campus have designated, and when did anyone last walk one of them?
- 02 Is there a current written agreement with each off-campus site, who signed it, and what year?
- 03 If the student information system is unreachable from a field or a parking lot, what is the paper method for accounting for every student, and who physically holds it?
- 04 What release standard does a front office staff member apply when an adult who is on the emergency contact list arrives without identification?
- 05 Who is authorized to settle a custody dispute on site, and what happens when that decision is contested in front of a crowd?
- 06 Can the district produce a release log that reconciles against a roster, and where does that record live afterward?
- 07 For the last students, the ones with no adult coming, where do they go, who stays with them, and at what hour does that arrangement end?

One note for Texas districts. HB 121 amended Education Code 37.108 effective September 1, 2025. A district's multihazard emergency operations plan must now address prevention, mitigation, preparedness, response, **reunification**, and recovery, as defined by the Texas School Safety Center. Reunification is a named phase now rather than an assumed one.

Compliance is the floor — not the ceiling.

Michael Peck, M.Ed., MBA 281-203-7810 Peck@highimpactprograms.com highimpactprograms.com

© 2026 High Impact Programs for School Operations, LLC. All Rights Reserved.