

# Office of School Safety Update

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**BEST** FOR  
**ALL**

We will set all students on a path to success.

## ACADEMICS

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ALL TENNESSEE STUDENTS WILL HAVE  
ACCESS TO A HIGH-QUALITY EDUCATION,  
NO MATTER WHERE THEY LIVE

## STUDENT READINESS

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TENNESSEE PUBLIC SCHOOLS WILL BE  
EQUIPPED TO SERVE THE ACADEMIC  
AND NON-ACADEMIC NEEDS OF ALL  
STUDENTS IN THEIR CAREER PATHWAYS

## EDUCATORS

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TENNESSEE WILL SET A NEW PATH FOR  
THE EDUCATION PROFESSION AND BE  
THE TOP STATE IN WHICH TO BECOME AND  
REMAIN A TEACHER AND LEADER FOR ALL

# Office of School Safety

## Physical Safety and Security

- School Safety Assessments
- School Bus Inspection and Driver Testing
- School Resource Officers
- Safety, Security, and Transportation Policies, Practices and Equipment

## Emergency Preparedness

- Emergency Operation Planning
- School and Transportation Safety Training
- Emergency Drills and Exercises
- Memorandum of Understanding and Community Partnerships

## Relationships

## Positive School Climate

- Mental Health/Suicide Prevention Resources and Training
- School and Transportation Climate Training
- Bullying Prevention Programs
- Threat Assessment/Behavioral Care

## Monitoring and Accountability

- School Safety and Transportation Monitoring
- Compliance Reporting
- Improvement Planning

# Gov. Lee Issues Executive Order to Enhance School Safety

*State will evaluate school security and use of resources, encourage parents to engage*

Monday, June 06, 2022 | 05:41am

**NASHVILLE, Tenn.** - Today, Tennessee Governor Bill Lee will sign an executive order directing accountability measures for school safety and an evaluation of training for Tennessee law enforcement. The order also establishes additional resources to support parents, teachers and law enforcement in improving school security practices.

"Parents need to have full confidence that their children are safe at school, and thankfully, Tennessee has built a firm foundation with our practical approach to securing schools, recognizing crisis and providing confidential reporting of any suspicious activity," said Gov. Lee. "This order strengthens accountability and transparency around existing school safety planning and assures Tennessee parents that our efforts to protect students and teachers will continue."

**Governor Lee will sign Executive Order 97 to enhance school safety across Tennessee and promote engagement with parents, schools and law enforcement.**

## For Parents

**Creates a School Safety Resources and Engagement Guide** to provide parents with information regarding how to effectively engage and advocate for safe conditions at their child's school, including how to report suspicious or concerning activity through the *SafeTN App*, access mental health resources for their child and inquire about building security and compliance at their child's school.

**Encourages parents, families and the local community to engage in school safety and partner with law enforcement** to promote the habits and practices that help ensure school building security against unauthorized intruders. By implementing simple practices, such as ensuring a single point of entry and multiple points of exit, securing vestibules and other access points, and reporting suspicious activity, communities have the ability to vastly increase the security of their local school.

# SafeTN Reporting App

- Anonymously report suspicious activity, safety concerns, observed threats, behaviors or actions.
- The Tennessee Department of Safety and Homeland Security will review, assess, and then send all submissions to law enforcement, mental health crisis response teams, and/or administrators for intervention based on the information received.

Download SafeTN today!



### For Schools

**Directs Tennessee state agencies to provide additional guidance to help local school districts (LEAs) implement existing school safety law**, which requires that each public school conduct an annual school security assessment and submit a school safety plan to the Tennessee school safety center. This guidance will include:

- An increase in periodic audits of Tennessee local school security assessments and school safety plans, including but not limited to random in-person verification by state officials of a school's implementation of the approved assessment;
- A set of best practices for school leaders to enhance building security and safety against an unauthorized intruder; and
- Information for district and local government leadership regarding financial resources for school safety available through state programs and the Tennessee Investment in Student Achievement Act (TISA).

**Updates the state School Safety Plan Template for LEAs** to be published no later than July 1, 2022 and include greater detail on:

- A description of deficiencies identified by the LEA when conducting the school security assessment;
- A description of district spending on building security and other school safety initiatives and how such expenditures mitigate the identified deficiencies; and
- Designation of the district's single point of contact for school safety matters.

**Ensures LEAs receive guidance from the State Fire Marshal's Office and other state agencies regarding how to appropriately improve school building security**, while maintaining emergency egress and safeguarding of life and property from the hazards of fire and explosion.

**Directs the Department of Education to request permission from the federal government for districts to use existing federal ESSER funds to conduct a fulsome, independent safety assessment**, including the identification of necessary facility upgrades. The Department will report to the Governor on which districts utilize that flexibility, if approved.

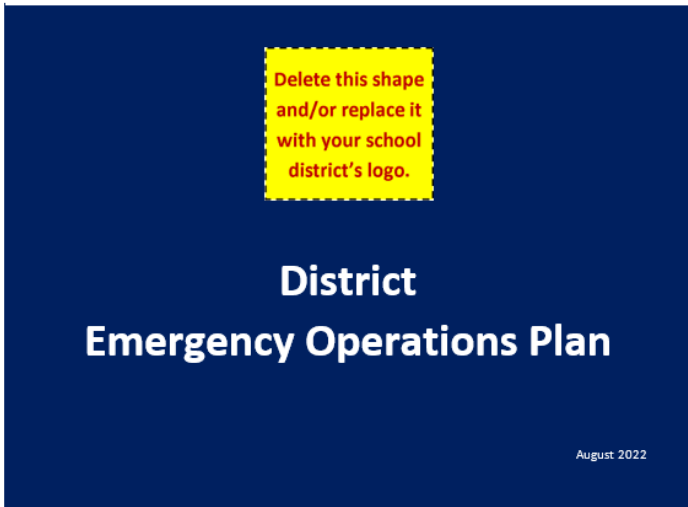
**Directs the Department of Education to identify regional staff to support school safety in LEAs** through repurposing existing staff to focus on safety, mental health, and family and community engagement.

**Develops additional training and educational materials regarding school safety** for educators, school leaders and staff, no later than August 1, 2022.

# Emergency Operations Plans Templates



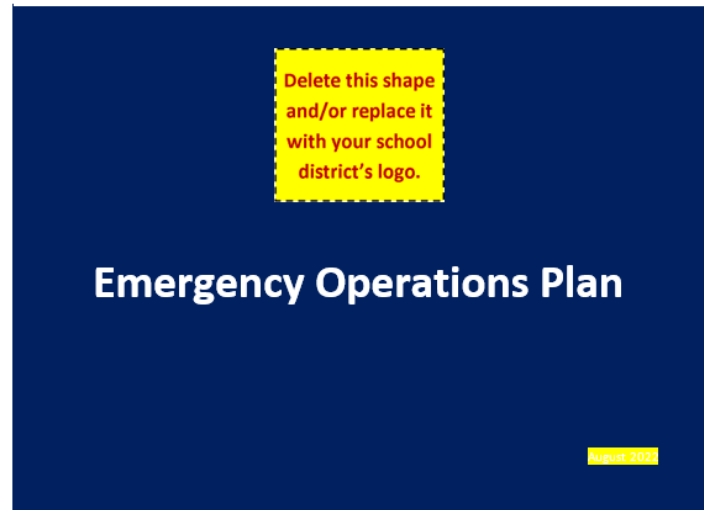
Insert School District Name



[District Template](#)



Insert School Name



[School Template](#)



## Annex N: Safety and Security Overview

Using the District Security Assessment Summary provided by TDOE, complete the following chart as Annex N to the District Emergency Operations Plan. For each domain and related sub-category, provide the identified "priority deficiencies" that you are targeting. Specify if you are using a strategy, policy, or purchase to address the deficiency. Provide an overview of the funding that is used to address the deficiency and include the funding source. If you used prior year funding, provide any results that have resolved the deficiency. If you are using future funding, explain how the funding will help resolve the deficiency.

Safety and Security Overview					
Domain	Priority Deficiencies Identified	Strategy, Policy, or Purchase to Address Deficiency	Funding to Address Deficiency	If Prior Year Funding, Explain Results	If Planned Spending, Explain Desired Outcome
Communications: Two-Way Communication, Crisis Intervention/ Incident Reporting					
Surveillance: Security Cameras					
Visitor Management: Entrance Lobby, Identification Badges					
Access Control: Exterior Doors, Walkway Covers Access, Windows, Modular Classrooms, Hallways, Stairwells, Classrooms, Cafeteria, High Risk Areas, Gymnasiums, Facility Systems, Security Alarm System, Key Control					
Signage: Signage, Emergency Signs and Emergency Lights					
Vehicle Control: Design and Use, Bus Loading Area, Other Traffic,					
Perimeter Control: Building and Grounds, Fencing, Gates, Lighting, Landscaping					

District SAVE Act Coordinator					
Please provide the district's single point of contact for all school safety-related matter. In addition, please include how many years they have worked as the SAVE Act Coordinator and if they serve any other roles in addition to school safety.					
Name	Email	Office Phone Number	Emergency 24-Hr Phone Number	Years Served	Additional Roles Within the District





## Resources

- Physical School Security Assessments and Best Practices
- School Safety for Educators, School Leaders and Staff
- Threat Assessment Training
- Developing High Quality Emergency Operations Plans Training
- Safety Mentor Program
- Basic SRO Training (40 hour)
- Annual SRO Training (16 hour)
  - Youth Mental Health First Aid (6.5 hour)
  - Restorative Practices (6.5 hour)
  - Threat Assessment Training (6 hour)
  - Building Strong Brains Adverse Childhood Experiences (6 hour)
  - Averting Targeted School Violence (1.5hr)



# Averting Targeted School Violence



# Three Reports for U.S. Secret Service

## ENHANCING SCHOOL SAFETY USING A THREAT ASSESSMENT MODEL

An Operational Guide for  
Preventing Targeted School Violence



U.S. Department of  
Homeland Security  
**United States  
Secret Service**

National Threat Assessment Center  
July 2018

## PROTECTING AMERICA'S SCHOOLS A U.S. SECRET SERVICE ANALYSIS OF TARGETED SCHOOL VIOLENCE



**2019**

U.S. Department of Homeland Security  
UNITED STATES SECRET SERVICE  
National Threat Assessment Center



**2021**

## Averting Targeted School Violence

A U.S. SECRET SERVICE ANALYSIS OF  
PLOTS AGAINST SCHOOLS

U.S. DEPARTMENT OF HOMELAND SECURITY  
UNITED STATES SECRET SERVICE  
**NATIONAL THREAT ASSESSMENT CENTER**



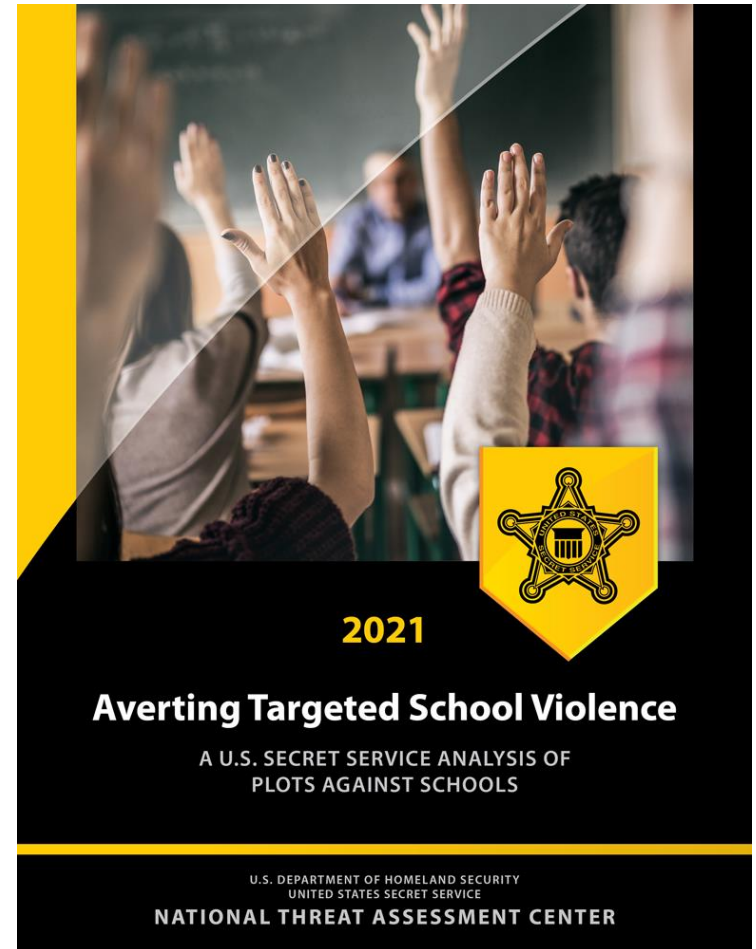
# Question?

- How does violence or the threat of violence affect the students and teachers in your school?



# U.S. Secret Service Averting Targeted School Violence

- Analysis of 67 averted school attack plots in 33 states from 2006 to 2018.
- Demonstrates that there are always intervention points available before a student's behavior escalates to violence.
- Students who plotted school attacks shared many similarities with students who perpetrated school attacks.



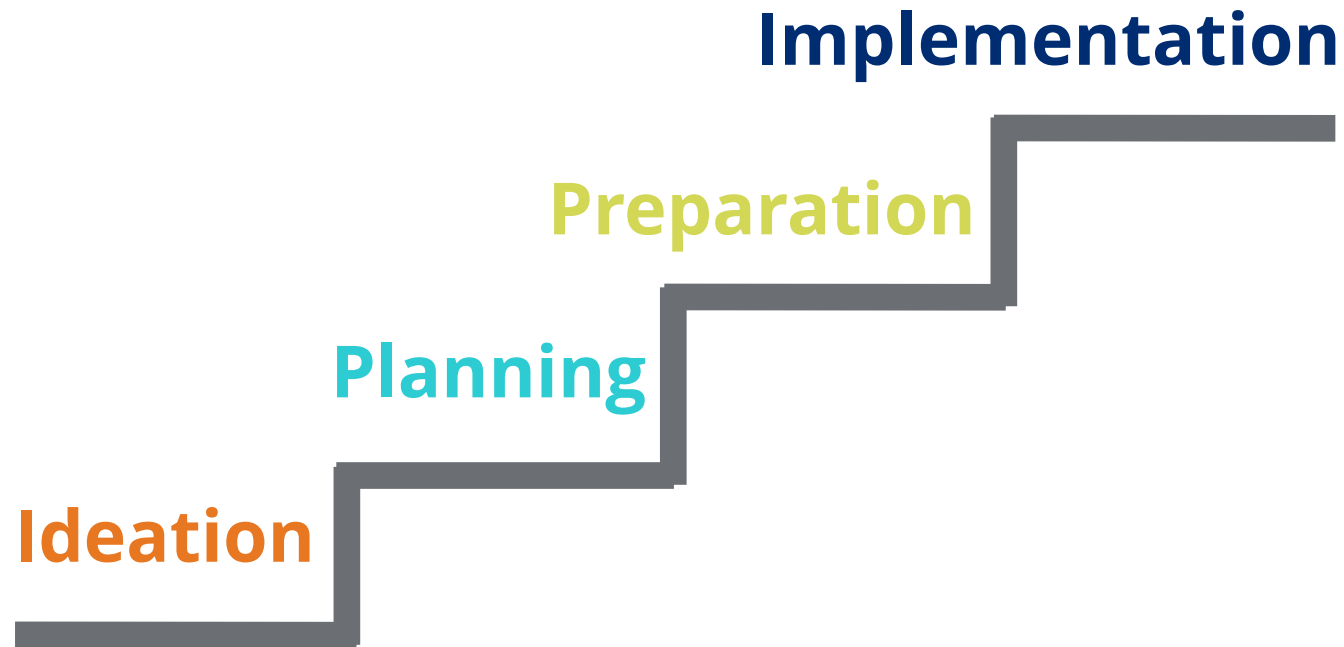


# Targeted School Violence is Preventable

- **Targeted school violence is preventable when communities identify warning signs and intervene.**
  - In every case, tragedy was averted by members of the community coming forward when they observed concerning behaviors.



# Pathway to Violence







# Intervene Early

- **Schools should seek to intervene with students before their behavior warrants legal consequences.**
  - The primary function of a threat assessment is not criminal investigation or conviction. Communities should strive to identify and intervene with students in distress before their behavior escalates to criminal actions.





# Question?

- Does your school or district have risk management options or resources for students that may be on the pathway to violence?





# Need for Student Interventions and De-Escalation Programs

- **Students were most often motivated to plan a school attack because of a grievance with classmates.**
  - Like students who perpetrated school attacks, the plotters in this study were most frequently motivated by interpersonal conflicts with classmates, highlighting a need for student interventions and de-escalation programs targeting such issues.





# Students Need to Feel Safe to Report

- **Students are best positioned to identify and report concerning behaviors displayed by their classmates.**
  - In this study, communications made about the attack plot were most often observed by the plotter’s friends, classmates, and peers. Schools and communities must take tangible steps to facilitate student reporting when classmates observe threatening or concerning behaviors. Unfortunately, many cases also involved students observing concerning behaviors and communications without reporting them, highlighting the ongoing need for further resources and training for students.



# TN School Climate Model

## Engagement

### Supportive Relationships

- Student to Staff
- Student to Peer
- Student to Administrator

### School Connections and Learning Supports

### Parental Involvement

## Safety

### Physical Safety

### Emotional Safety

- Freedom from Bullying
- Acceptance of Differences

### Freedom from Substance Use

## Environment

### Academic Challenge

### Supportive Discipline

### Approval of the physical Environment

# Question?

- What does your district or school do to create and support a positive school climate?





# The Role of Parents and Families is Critical

- **The role of parents and families in recognizing concerning behavior is critical to prevention.**

- Eight plots in the study were reported by family members.
- In some cases, other parents in the school community received concerning reports about a classmate from their children, then passed the information on to the school or law enforcement.
- It is ideal to have a collaborative process involving parents/guardians to identify and assess concerning student behavior.
- Educate families on warning signs and available supports and resources.







# Question?

- How do you inform your parents/families about how to recognize concerning behavior and how to use a central reporting mechanism?



A stylized illustration of a hand holding a pencil. The hand is composed of several colored segments: orange, teal, and lime green. The pencil is brown with a black eraser and a sharp lead tip.

# The Important Role of SROs in Violence Prevention

- **School Resource Officers (SROs) play an important role in school violence prevention.**
  - In nearly one-third of the cases, an SRO played a role in either reporting the plot or responding to a report made by someone else.
  - In eight cases, it was the SRO who received the initial report of an attack plot from students or others, highlighting their role as a trusted adult within the school community.





# Question?

- How does your SRO ensure school safety?





# Removing Students Does Not Remove the Risk

- **Removing a student from school does not eliminate the risk they might pose to themselves or others.**
  - Simply removing a student from school, without appropriate supports, may not necessarily remove the risk of the harm they pose to themselves or others.



A stylized graphic of a hand holding a pencil. The hand is composed of several colored segments: orange, teal, and lime green. The pencil is brown with a black eraser and a sharp lead tip.

## Question?

- If a student is suspended, expelled, or remanded to an alternative school, do you have a plan for checking in on the student or providing the needed services for the student to keep them off the pathway to violence?





# Immediate Assessment and Intervention is Necessary

- **Students displaying an interest in violent or hate-filled topics should elicit immediate assessment and intervention.**
  - Many plotters displayed such interest, particularly in the Columbine High School attack.
  - Nearly one-third of the plotters conducted research into prior mass attackers as part of their planning.





## Plots and Timing

- **Many school attack plots were associated with certain dates, particularly in the month of April.**
  - Some plotters selected dates to emulate notorious people or events, such as the anniversary of the Columbine attack on April 20<sup>th</sup>, while others chose their dates to coincide with the beginning or end of the school year.
  - School and security professionals should approach these dates with extra consideration.





A stylized graphic of a hand holding a pencil. The hand is composed of several colored segments: orange, teal, and yellow. The pencil is brown with a black eraser and a sharp lead tip.

## Access to Weapons

- **Many of the student plotters had access to weapons, including unimpeded access to firearms.**
  - Threat assessments must examine a student's access to weapons, particularly those in the home.
  - Similar to school attackers, in most of the cases where plotters intended to use firearms, they had unimpeded access to them (e.g., they owned them, or their parents allowed access).
  - In seven cases, the plotters acquired secured firearms because they were given access to the safe, pried the safe open, found the key, or stole them when they were left out.



# Enhancing School Safety Using A Threat Assessment Model

The threat assessment process begins with establishing a comprehensive targeted violence prevention plan:

Step 1: Establishing a multidisciplinary threat assessment team

Step 2: Defining concerning and prohibited behaviors

Step 3: Establishing and providing training on a central reporting mechanism

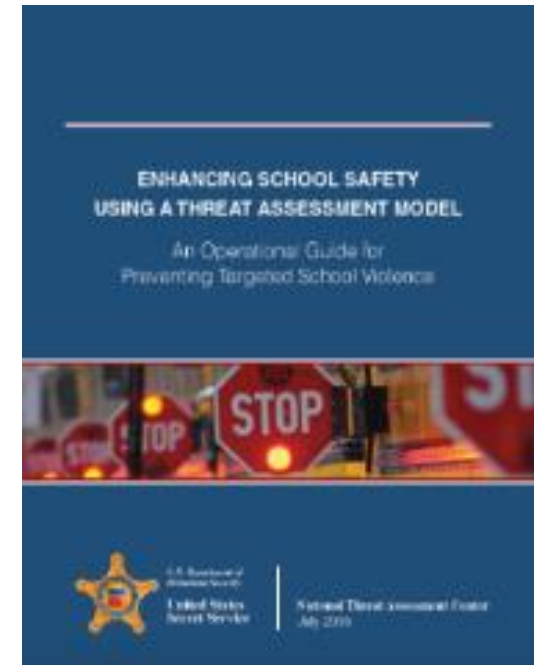
Step 4: Determining the threshold for law enforcement intervention

Step 5: Establishing threat assessment procedures and investigation protocols

Step 6: Developing risk management options

Step 7: Creating and supporting a safe school climate

Step 8: Providing training for school personnel, students, parents and law enforcement



# Evaluation

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