

# Michael Dorn's Resume

## Summary information

I serve as the full time Executive Director for Safe Havens International Inc. a global non-profit school safety center focused primarily on work in the area of K12 school safety, security, climate, culture and emergency preparedness. During my more than 41 years of full-time campus safety and homeland security work experience, my work has taken me to eleven countries in Africa, Asia, the Caribbean, Europe, the Middle East, North America, and the Subcontinent. I have authored, co-authored, and served as a contributing author for more than two dozen books on school safety and public safety. My latest book, *Extreme Violence – Understanding and Protecting People from Active Assailants, Hate Crimes and Terrorist Attacks* is a 494-page university textbook which was published by Cognella Academic Press in January 2021. I have also authored and co-authored hundreds of journal articles, magazine articles, blogs as well as feature articles and columns for publications including *Campus Safety Magazine, Police Chief, Law and Order, the Journal of Emergency Management, School Planning and Management, College Planning and Management* and other national level publications. I have appeared in numerous campus safety training videos as well as audio and video training podcasts and have authored and co-authored more than a dozen web courses related to school safety.

I began my career at the age of 18 as a Mercer University Police Officer and was promoted to police corporal at the age of 19, sergeant at the age of 21 and was promoted to Lieutenant at the age of 25. I was appointed as the police chief for the Bibb County Public School System at the age of 27 and ten years later left to accept an appointment as the lead expert for what was at the time, the nation's largest state government school safety center – The School Safety Project of the Georgia Emergency Management Agency – Office of the Governor. After the agency was renamed the Georgia Office of Homeland Security in the wake of the September 11, 2001, terrorist attacks, I was named State Antiterrorism Planner and later, as Lead Program Manager for the Terrorism Division. I was recruited after an international search for what they referred to as “the world's top school safety expert” to serve as the Senior Consultant for Public Safety and Emergency Management for Jane's Consultancy (also often referred to as Jane's Defense or Jane's Information Group) for the U.K.-based companies offices in nine countries. I

have served as the Executive Director of Safe Havens International since its inception more than twenty years ago.

A graduate of the 181<sup>st</sup> session of the Federal Bureau of Investigation (FBI) National Academy, I also received a fellowship from Georgia State University to travel to Israel for advanced anti-terrorism training as a delegate with the Georgia International Law Enforcement Exchange Program (GILEE) and have completed more than 18 months of formal law enforcement, fire service and emergency management training. I have completed the Advanced Russian Language Immersion Program at Dartmouth College and have a Bachelor of Arts degree with a double major in history and political science from Mercer University and a master's degree from the Mercer University School of Business.

and have provided training to two groups of ranking personnel from the Israel National Police. I regularly keynote, endnote or provide plenary sessions at major conferences such as the International Bullying Prevention Conference, International Conference on Safe School Design, National Association of Pupil Transportation conferences, National Association of School Security and Law Enforcement Administrators conferences, School Transportation News Annual conferences, Campus Safety Magazine conferences, the International Association of Campus Law Enforcement Administrators Annual Conference (in Quebec City, Canada), SCAPES School Architecture Conference, a School safety Conference held at Vietnam National University in Saigon, Vietnam, and the first and second national school violence prevention conferences held in Trinidad-Tobago. I have also presented for the FBI National Academy, the U.S. Department of Education, the U.S. Department of Homeland Security, the Bureau of Alcohol, Tobacco and Firearms and several dozen state departments of education, law enforcement, emergency management and homeland security. I have worked on more than 50 Readiness and Emergency Management for Schools and Safe Schools/Healthy Students grant projects and many other large school safety projects for local, state, and federal agencies and organizations.

I also served on the working group that helped the U.S. Department of Education develop *Practical Information on Crisis Planning—A Guide for Schools and Communities* and have served as a presenter for multiple conferences for the U.S. Department of Education's Readiness and Emergency Management for Schools (REMS) grantees. I co-authored the IS360 *Preparing for*

*Mass Casualty Incidents: A Guide for Schools, Higher Education, and Houses of Worship* for the United States Department of Homeland Security as part of President Barak Obama's 2013 White House School Safety Initiative. I have also served as a presenter, consultant or technical advisor for many organizations concerned with school safety including United States Departments of Education, Justice and Homeland Security, the Bureau of Alcohol Tobacco Firearms Enforcement, the United States Navy and dozens of state departments of education, law enforcement, homeland security and emergency management.

I regularly keynote endnote or provide plenary sessions at major conferences such as the International Bullying Prevention Conference, Crisis Prevention Institute National School Safety Conference in Toronto, Canada, International Conference on Safe School Design, National Association of Pupil Transportation, National Association of School Security and Law Enforcement Administrators, National Association of School Resource Officers, *Campus Safety Magazine* conferences, the International Association of Campus Law Enforcement Administrators Annual Conference in Quebec City, Canada, the National SCAPES School Architecture Conference, the first and second national school violence prevention conferences held in Trinidad-Tobago. I have also presented for the FBI National Academy, the U.S. Department of Education, the U.S. Department of Homeland Security, the Bureau of Alcohol, Tobacco and Firearms and several dozen state departments of education, law enforcement, emergency management and homeland security. I have provided training to two groups of ranking personnel from the Israel National Police through the Georgia State University GILEE Program.

I have lectured at a variety of institutions of higher education including the College of Architecture – Texas Tech University, Illinois State University, Ohio State University, Michigan State University, the Mercer University College of Education, the Mercer University Walter F. George School of Law, Montana State University - Bozeman, Purdue University, the University of Tennessee at Chattanooga School of Nursing, the Sanford School of Medicine – University of South Dakota, Vietnam National University in Saigon, Vietnam, the University of Wisconsin – Madison School of Architecture and Urban Planning and gave a lecture for medical doctors, nurses and other health care professionals at Women's Hospital in Baton Rouge, Louisiana.

I have worked on many large school safety projects for more than 60 state, national and international agencies and organizations. I have worked on more than 50 Readiness and Emergency Management for Schools (REMS) and Safe Schools/Healthy Students grant projects and served on the working group that helped the United States Department of Education develop its first school safety planning guide - *Practical Information on Crisis Planning—A Guide for Schools and Communities*. I have also served as a presenter, consultant or technical advisor for many organizations concerned with school safety including more than 30 state departments of education, law enforcement, homeland security and emergency management. I have presented for the National Education Association, the National Safety Council, the International Association of Chiefs of Police, the National Sheriff's Association, the International Association of Emergency Managers, the United States Departments of Education, Justice and Homeland Security, the U.S. Attorney General's Office, the Bureau of Alcohol Tobacco Firearms Enforcement, the United States Army, the United States Navy, the Ministry of Education of Trinidad-Tobago, the Government of Poland and the Department of Education of India.

I have extensive experience in the prevention of, preparedness for extreme violence including active assailant, hate crimes and terrorist attacks. I have provided different forms of post-incident assistance for twenty-two targeted school shooting and active assailant attacks at U.S. Canadian and Mexican K12 schools. These incidents include several of the nation's most deadly K12 school shootings to date. I led the team that conducted the assessment of the Danbury Connecticut School System after the Sandy Hook Elementary School shooting which is the deadliest U.S. school shooting at the time of this writing, I also led a team of 23 analysts to conduct a school security, climate, culture and emergency preparedness assessment for the Broward County, Florida School System in response to the deadly shooting at Marjory Stoneman Douglas High School in Parkland, Florida on February 14, 2018. This deep assessment involved more than 1,000 separate site visits to 232 schools and 21 support facilities, interviews of more than 3,000 employees and more than 2,500 one-on-one controlled real-time school crisis video and audio simulations.

I also provided post-incident assistance for a Christian school in Nairobi Kenya after the deadly terrorist attack at the West Gate Mall where a number of the school's students, parents and a teacher on a field trip were targeted during the attack. I completed a security assessment of

the school which educates the children of employees of 12 embassies and the United Nations, after the school was ranked as the number one soft target for terrorism in Nairobi after a U.S. State Department national security assessment of Kenya conducted as a result of this attack. To paint a clearer picture of the extreme threat level at this school identified by the U.S. State Department, the assessment I conducted was the sixth security assessment conducted at the school that year with prior assessments by government security professionals from four countries and the United Nations. The school has not been successfully targeted for terrorist attack since the assessment I conducted.

I have extensive experience conducting and coordinating school safety, security, climate, culture, and emergency preparedness assessments for public, private, charter, faith-based, independent, boarding, and international schools. I have assisted with assessments for an estimated 8,500 K12 schools and support facilities across the United States, Canada, Trinidad-Tobago, Kenya, South Africa, India, and Vietnam. These projects include assessments for six of the nation's top fifteen largest school districts as well as large, mid-sized and small school districts. I have also provided advanced training sessions on how to conduct school safety, security, climate, culture, and emergency preparedness assessments of K12 schools to more than 2,000 school and public safety officials and have helped develop state-wide assessment processes for government agencies in Georgia, Hawaii, Indiana, Maine, Pennsylvania, and Wisconsin and have trained private sector personnel in India on how these types of assessments are conducted.

I have been interviewed by and/or featured by numerous media organizations, magazines, radio and television talk shows including: *ABC, Al Jazeera America, Associated Press, Anderson Cooper, BBC, Bao Tuoi Tre (National Youth Magazine of Vietnam), Boy's Life, Canadian Public Radio, Christian Science Monitor, CNN, Dr. Phil, Education Week, Fox, Good Morning America, Hannity, Huffington Post, LA Times, London Times, MSNBC, New York Times, NPR, John Tesh, Reuters, Time Magazine, Time Magazine Asia Edition, Univision, United Press International, Wall Street Journal, Washington Post, Tokyo Broadcasting, and 20/20.*

I have received several awards over the course of my career and was recognized by a resolution by the Georgia State Senate for my international work as an expert in school violence and gang activity on March 2, 1999.

### **Previous Experience as an Expert Witness**

I have selectively accepted requests to serve as an expert witness. I have been retained as an expert witness consultant for clients in California, Connecticut, Florida, Georgia, Illinois, Indiana, Kansas, Kentucky, Michigan, Minnesota, Mississippi, Missouri, Nevada, North Carolina, Pennsylvania, South Carolina, Texas, Washington State, Washington D.C., and West Virginia. I have served as an expert witness consultant for circuit and superior court as well as for federal court cases and multi-district federal civil actions.

I am qualified to opine on a number of areas aligned with my experience including but not limited to:

- Bullying.
- Pre-employment screening to reduce the risk of workplace violence and sexual violence by employees, contractors, volunteers, and chaperones.
- Policies, procedures, training, and practices to reduce the risks of workplace violence and sexual violence of employees, contractors, volunteers, and chaperones.
- Prevention of violence and sexual violence.
- Acts of violence, sexual violence, and child abuse.
- Cases involving death and serious injuries such as concussions alleged to have resulted from inadequate policies, practices, and student supervision.
- Active shooter/active assailant training programs.
- Security policies, procedures, training, technology, hardware, practices, and implementation.
- Emergency preparedness plans, procedures, training, drills, and exercises.
- Security and emergency preparedness hardware technology and equipment.

- Safety, security and law enforcement pre-employment screening, staffing, equipment, operations, procedures, training, and tasking.
- Policies and practices for supervision of children and youth.
- Effectiveness of diversion from arrest programs including restorative justice policies and practices.
- Prevention of violence using weapons including edged weapons, firearms, fire, explosives, vehicle ramming, chemical release or splashing attacks involving acids.
- Proper assessment and evaluation of safety, security, emergency preparedness, and behavioral prevention strategies.
- Incident reporting and investigation.
- Student threat assessment and management approaches.
- Student and employee self-harm prevention approaches.
- School climate and culture.
- Crime Prevention Through Environmental Design and other school safety, security and emergency preparedness approaches related design concepts.
- Prevention and mitigation measures related to substance abuse (street drugs, prescription drugs, beverage alcohol, smoking and vaping) in the K12 setting.

I have served as an expert witness consultant or have otherwise provided post-incident assistance for 23 active assailant or targeted shootings at K12 schools in the United States, Canada, Mexico. I have also provided post-incident assistance for a Nairobi Christian school affected by a terrorist attack that occurred while students, a teacher and parents from the school who were on a field trip to the West Gate Mall in Nairobi, Kenya. These attacks include but are not limited to:

- I served as an expert witness for the Red Lake Reservation active shooter incident at Red Lake High School in Minnesota.
- The planned school shooting at Martinsville Middle School in Indiana.

- I led a team of twelve school security experts who conducted a post-incident review for the Littleton Public School System for the arbitration relating to the combination active shooter/arson attack at Arapahoe High School in Littleton, Colorado. I served as an expert witness for the active shooter and planned school shootings
- The planned school shooting by a student who shot another student with a rifle at Cape Fear High School in Cumberland County North Carolina.
- Though I did not agree to multiple requests to serve as a retained expert witness for the case, I have also provided consultation without compensation for plaintiff's counsel on the Sandy Hook Elementary School Shooting in Newtown, Connecticut.
- The Active shooter incident at Townsville Elementary School in Anderson, South Carolina.
- I also provided oversight for the comprehensive school safety, security, climate, culture and emergency preparedness for 254 schools and support facilities for the Broward County, Florida School System in the wake of the murder of 17 victims by an active assailant at one of the district's schools on February 14, 2018.

I have also provided post-incident assistance for other shootings, bombings and edged weapons incidents that do not fit the criteria of active assailant, targeted shootings or terrorist attacks related to K12 schools, youth serving organizations and institutions of higher learning.

I have also served as an expert witness for a number of state, superior and federal civil actions relating to allegations of bullying and/or sexual violence by students, school bus drivers and school employees including but not limited to:

- The federal civil action for the Camden Military Academy rape and bullying allegation case which involved deposition and testimony at the four-week jury trial.
- A case involving an allegation that a student had raped another cadet in his dormitory room at St. John's Military Academy in Kansas.
- A federal civil action against the Moss Point, Mississippi School District alleging that a student was killed while being bullied because of his religion.



- A civil action relating to the alleged sexual assault of a young elementary student in a restroom by a teacher's high-school aged son at Oakwood Christian School in South Carolina.
- A bullying case involving an alleged concussion and bullying case at a KIPP Charter School in Washington D.C.
- Four state and federal civil actions related to allegations that a deputy sheriff in Hampton, County South Carolina had sexually abused students and tortured them with a taser in his office at a middle school where he served as a school resource officer.
- The allegations of the sexual abuse of between 25 and 35 pre-k, kindergarten and special needs children and a middle school student over a six-year time period by two school bus drivers in Olympia Washington.
- A civil action following the failure of a Charleston, West Virginia high school principal to report in a timely manner an allegation that a female student was raped in a stairwell by another student.
- A civil action relating to the repeated sexual abuse of a special-needs student in an unlocked room by two other students in District 211 in Illinois.
- Civil actions relating to alleged lack of supervision and proper prevention measures resulting in concussions in Arizona, Kansas, Kentucky, Florida, North Carolina, South Carolina, and Washington D.C.
- I am currently serving as an expert witness in the multi-district federal court litigation filed by 209 public school systems seeking billions of dollars in damages and mitigation costs from JUUL and affiliate defendant companies. My role in this litigation to date has been to conduct assessments of the five bellwether school districts in order to develop comprehensive approaches to policies, improved student supervision, technologies and new positions tailored to fit the needs of each bellwether school district to help the districts prevent and intervene in student e-cigarette use. I am also committed to develop an assessment process for comprehensive and locally tailored prevention and mitigation measures that can be used to conduct similar assessments

for the remaining 204 school districts and other school districts that may decide to file suit in the future. The 209 plaintiff school districts collectively operate more than two thousand K12 schools serving millions of students. The array of measures I have developed are designed to be tailored to address a variety of factors such as the size and design of each school and district where I was able to document that student e-cigarette use constitutes a significant problem, the frequency and locations of student e-cigarette use, labor costs for the region etc.

I have given depositions for at least ten cases and have testified in one federal civil action. I have served as an expert witness consultant retained by both plaintiff and defense counsel on cases I have been retained for.

I have never been disqualified as an expert witness, withdrawn from a case, or terminated by an attorney who has retained my services. I have left every work position I have held in good standing and have never been suspended without pay, suspended for administrative investigation, terminated, or asked to resign in lieu of termination from any position. I have never been indicted or named as a defendant in any criminal or civil proceeding.

## **Resume**

### **Work Experience**

- *June 2002 to present*

Executive Director, Safe Havens International Inc.

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Portable: 404-557-2068

Fax: 404.759.2790

Email: [mike@weakfish.org](mailto:mike@weakfish.org)

Website: [www.safehavensinternational.org](http://www.safehavensinternational.org)

Serve as the Executive Director for an IRS approved international nonprofit safety center which provides training, technical assistance, and a variety of other consulting services to pre-K-20 schools, religious organizations, and other organizations. Safe Havens serves public, charter, private, religious, and independent schools. The center also develops books and DVD's and provides free technical assistance to school officials, students, and parents around the globe.

- *January 1999 to present*

President, School Safety Services LLP

130 Chase Way, Juliette, Georgia 31046

[schoolsafety@hotmail.com](mailto:schoolsafety@hotmail.com)

Serve in a part time capacity as the President of a small for-profit school safety, security, and emergency preparedness-consulting firm. I provide training, conference presentations, serve as an expert witness consultant, and write articles and curriculum relating to school safety.

- *February 2003 to March 2007*

Senior Consultant for Public Safety and Emergency Management for Jane's Consultancy

Sentinel House, 163 Brighton Road, Coulson, Surrey CR5 2YH United Kingdom

I was selected after an international search to represent Jane's as the senior contract consultant for their public safety, emergency management, and school safety consultancy through their offices in nine countries.

- *April 2002 to February 2003*

State Antiterrorism Planner, then Lead Program Manager, Terrorism Emergency Response and Preparedness Division, Georgia Emergency Management Agency-Office of Homeland Security (GEMA)

P.O. Box 18055, Atlanta, Georgia 30316

Following the restructuring of our agency as the state office of homeland security, I was appointed to this position as part of a team that is responsible for coordinating federal grant funding for antiterrorism and counterterrorism efforts in Georgia. The unit also conducts and coordinates counterterrorism planning, hazard and vulnerability assessments, training,

exercises, and provides technical assistance to local, state and federal government officials and agencies.

- *August 1999 to April 2002*

School Safety Specialist, Georgia Emergency Management Agency, Office of the Governor

P.O. Box 18055, Atlanta, Georgia 30316

I served as the lead school safety expert for the state of Georgia. Provided training, technical assistance and critical incident response for more than 5,000 pre-kindergarten programs, K-12 schools, colleges, universities, adult technical colleges, and Department of Juvenile Justice facilities in the state. I helped educators, emergency management and public safety officials develop prevention strategies, implement, or improve school resource officer programs; prepare emergency operations plans; coordinate safety, security, and emergency preparedness assessments of educational facilities; develop, conduct and evaluate emergency drills and exercises; and helped school and public safety officials respond to crisis situations.

- *August 1989 to August 1999*

Chief of Police, Bibb County Board of Education Campus Police Department

484 Mulberry Street, Macon, Georgia 31204

I was appointed to this position in August of 1989 at age twenty-seven. I directed a full-service school system police department consisting of twenty-eight full time police officers, a crime analyst, more than twenty security officers and five full time communications officers. This department served as the primary law enforcement agency for 25,000 students and 4,000 employees at more than 40 sites and the surrounding geographic areas across Bibb County. During my tenure, the Bibb County Campus Police Department provided uniformed patrol services, traffic control, investigative support, proactive weapons searches, police canine capabilities, suppression of criminal youth gang activity and a wide range of crime prevention and educational programs. The Georgia State Senate passed a senate resolution commending my efforts to affect positive change in the state of Georgia for my service in this position.

- *April 1980 to August 1989*

Police Lieutenant, Mercer University Police Department

1400 Coleman Avenue, Macon, Georgia 31207

Responsible for the day-to-day operations of the department, investigations, and fire/safety matters for a department of 23 sworn officers and eight support personnel. Mercer University had approximately 6,500 students at that time. I began my career in law enforcement at the age of eighteen with this department as a patrol officer. I was promoted to Police Corporal at age nineteen and promoted to Shift Sergeant at age twenty-one. I was then promoted to Police Lieutenant at the age of twenty-five. My duties as a Lieutenant included day-to-day operations, criminal investigations, and fire prevention.

### **Education**

- Master's Degree in Service Administration, Mercer University School of Business, Macon, Georgia. Graduated in June 1992.
- Bachelor of Arts, Mercer University, Macon, Georgia. Graduated in August 1987. Double majors in history and political science.
- Certificate in Management Development, Mercer University, Macon, Georgia. This American Management Association/Harvard School of Business extension program was taught on site at Mercer. Completed the required ninety classroom hours in this six-course program in October 1983.
- Dartmouth College's Advanced Russian Language Immersion Linguistics Program August 2004.

### **Training**

I have completed extensive law enforcement, fire service, school safety and emergency management training. I have completed approximately 18 months of formal public safety training in the United States and in Israel (more than 3,000 classroom hours). I am a graduate of the FBI National Academy and have received additional formal training relating specifically to school safety, security and emergency management, including but not limited to the following (hours indicate classroom hour credits):

- The FBI National Academy, 181<sup>st</sup> session, eleven-week program, graduated in June 1995.

- City of Macon Police Academy Basic Recruit School. Guest student completed 263 hours of law enforcement training in August 1982.
- Georgia Basic Police Mandate Training Program, Middle, Georgia, Law Enforcement Training Center. Graduated first in class both academically and with the service revolver. Six-week program certified in April 1983.
- Police Operations Leading to Improved Children and Youth Services Seminar, Office of Juvenile Justice, and Delinquency Prevention. Thirty-two hours of training, January 1992.
- Managing Juvenile Operations Seminar, Office of Juvenile Justice, and Delinquency Prevention. Thirty-two hours of training, June 1992.
- Strategies for Community Policing, The United States Department of Justice Office of Community Oriented Policing Services. Sixteen-hour program, April 1998.
- Gangs In-service, Bibb County Board of Education Campus Police Department. One-day program, June 1996.
- First Responder, Law Enforcement Training Center of Middle Georgia. Forty-hour program, August 1988.
- Interpersonal Relations and Crisis Intervention, Law Enforcement Training Center of Middle Georgia. Eight-hour program, March 1988.
- Officer Survival, Law Enforcement Training Center of Middle Georgia. Forty-hour program, April 1988.
- Advanced Firearms, Law Enforcement Training Center of Middle Georgia. Twenty-four hours, August 1984.
- Instructor Training Program, Georgia Public Safety Training Center. Eighty-hour program, December 1991.
- Management Training Level I, Georgia Public Safety Training Center. Forty-hour program, January 1993.

- Management Training Level II, Georgia Public Safety Training Center. Forty-hour program, January 1993.
- Management Training Level III, Georgia Public Safety Training Center. Forty-hour program, May 1993.
- Gang School, Regional Counter-drug Training Academy. Twenty-four-hour program, April 1997.
- School Resource Officer, Georgia Public Safety Training Center. Eighty-hour program, September 1994.
- Educator Survival for the 90s, School Safety Consultants, Inc. Sixteen-hour program, May 1994.
- Child Abuse and Exploitation Investigative Techniques Training, Office of Juvenile Justice, and Delinquency Prevention. Thirty-two-hour program, December 1993.
- Crisis Negotiations and Violent Crime Analysis, United States Department of Justice. Fourteen-hour program, July 1993.
- Drugs, Guns and Gangs in Georgia Schools, Law Advisory Group. Six-hour program, November 1993.
- The Violent Student: Responding Within the Law, Law Advisory Group. Six-hour program, May 1996.
- Criminal Apprehension for Patrol Officers, the Georgia Police Academy. Forty-hour program, August 1990.
- Drug Identification and Concealment, the Georgia Police Academy. Sixteen-hour program, October 1991.
- Violent Incident Process and Enforcement Response Advanced Antiterrorism Program, The Law Enforcement Training Center of Middle Georgia. Forty-hour program, April 1988.
- Fire/Arson Detection, National Fire Academy/The Law Enforcement Training Center of Middle Georgia. Twelve-hour program, January 1988.

- Building and School Search/Bombs and Weapons. Georgia Public Safety Training Center. Eight-hour program, July 1997.
- Hostage Negotiations Seminar, Georgia Public Safety Training Center. Twenty-hour program, March 1996.
- Fire Safety Prevention Course, Macon Fire Prevention Bureau. September 1983.
- Handling Gangs within Public Schools, Georgia Police Academy. Six-hour program, February 1991.
- Gangs and Violence in Schools, Georgia Association of Chiefs of Police. Eleven-hour program, October 1993.
- Terrorism, Georgia Public Safety Training Center. Twenty-hour program, April 1996.
- Drug Gangs, Georgia Public Safety Training Center. Eight-hour program, June 1996.
- Crisis Incident Management, Bibb County Board of Education Campus Police Department. Twenty-four-hour program, July 1993.
- Guns First: Illegal Firearms Trafficking, United States Department of Justice. Eight-hour program, March 1998.
- Drug Identification, Macon Police Academy. Eight-hour program, March 1994.
- Fire Prevention Inspection, the University of Georgia. Thirty-two-hour program, December 1987.
- Responding to Terrorism: Planning, Preparing, Performing, Georgia Emergency Management Agency. Six-hour program, September 2000.
- Incident Command System, Georgia Public Safety Training Center. Sixteen-hour program, November 2000.
- Responding to Terrorism: Agents and Devices, Georgia Emergency Management Agency. Seven-hour program, September 2000.



- Audited a metal detection and security X-ray screening for United States Marshall's Service courthouse security personnel. Non-certificate guest student for one-day training program presented by Heiman Systems in Atlanta, Georgia.
- In the Zone...Kicking School Crime to the Curb, Georgia Emergency Management Agency. Six-hour program, July 2000.
- Train the Trainer Workshop National Resource Center for Safe Schools, Portland, Oregon April 2000.
- Principles of Emergency Management, Georgia Emergency Management Agency. Twenty-four-hour program, September 2002.
- Rescue Specialist, Georgia Emergency Management Agency. Fourteen-hour program, September 2002.
- Effective Communication, Georgia Emergency Management Agency. Sixteen-hour program, March 2003.
- 2002 Governor's Emergency Management Conference, Georgia Emergency Management Agency. April and May 2002.
- Disaster Response and Recovery Operations, Georgia Emergency Management Agency. Eight-hour program, December 2003.
- Threat and Risk Assessment Course, Department of Justice, Office of Justice Programs, Office for Domestic Preparedness. Twenty-four-hour program, March 2003.
- 2003 Governor's Emergency Management Conference, Georgia Emergency Management Agency. April 2003.
- Threat and Risk Assessment for Weapons of Mass Destruction, Georgia Emergency Management Agency. Twenty-four-hour program, March 2003.
- 2004 Governor's Emergency Management Conference, Georgia Emergency Management Agency. May 2004.

**Federal Emergency Management Agency Independent Study Courses**

- Emergency Planning IS-235, December 2003
- Developing and Managing Volunteers IS-244, January 2004
- Disaster Basics IS-292, January 2004
- Decision Making and Problem-Solving IS-241, May 2003
- Effective Communication IS-242, May 2003
- Principals of Emergency Management IS-230, November 2003
- Radiological Emergency Management IS-003, November 2003
- Role of the Emergency Operations Center in Community Preparedness, Response, and Recovery IS-275, December 2003
- A Citizen's Guide to Disaster Assistance IS-007, December 2003

#### **Advanced Certifications**

During my law enforcement career, I attained the following advanced level certifications through the Georgia Peace Officer's Standards and Training Council:

- Intermediate
- Advanced
- Management
- Executive
- Basic Instructor

These certifications are no longer current as I am no longer an active law enforcement officer and these certifications can only remain current for persons serving in a sworn capacity.

#### **Selection for Georgia State University Fellowship**

I was selected to be one of twelve Georgia police executives to participate in the Sixth Annual Delegation to Israel through the Georgia International Law Enforcement Exchange Program at Georgia State University. The delegation traveled to the State of Israel in May and June of 1998 for two weeks of intensive training and exposure to various aspects of Israeli Police operations

with an emphasis on antiterrorism, counterterrorism, and community policing. Training and briefings were provided by the Israel Police, Israeli prison officials, Israel Defense Forces, and Israel intelligence services.

### **Presentations**

I have presented at numerous regional, state, national and international professional conferences for educators, law enforcement officials, emergency management officials and other professionals who work to make school children safer. I have presented at the FBI Academy at Quantico, Virginia, numerous universities, two medical schools, as well as at numerous professional conferences around the world including conferences hosted by the following organizations as representative samples:

- National and international organizations and events:
  - Boys & Girls Clubs of America National
  - Bureau of Alcohol, Tobacco, and Firearms Enforcement
  - Crisis Prevention Institute National School Safety
  - *Campus Safety Magazine*
  - International Association of Campus Law Enforcement Administrators
  - International Association of Chiefs of Police
  - International Bullying Prevention
  - International Conference on Disaster Management
  - International Conference on Safe School Design hosted by Johnson and Wales University
  - Georgia State University (I provided special briefings for two groups of command level police officials from Israel)
  - National Association of Pupil Transportation
  - National Association of School Security and Law Enforcement Officers
  - National Association of School Resource Officers

- National Emergency Management Association
- National Education Association
- National Safety Council
- U.S. Department of Education
- United States Department of Homeland Security
- University of Wisconsin-Madison School of Architecture National Seminar on School Design
- Trinidad-Tobago Ministry of Education in Trinidad-Tobago
- United States Navy (I presented at an international conference in San Diego for U.S. Navy youth service personnel)
- Vietnam National University in Saigon, Vietnam
- *School Transportation News'* International Pupil Transportation
- *School Planning and Management's* National School Security
- State and regional organizations and events:
  - Alabama Department of Education
  - Alabama School Board's Association
  - Arkansas School Board's Association
  - Law Enforcement and Business Continuity Summit XI
  - California Office of Emergency Management
  - Center for Safe Schools/Pennsylvania Department of Education
  - Combined Jewish Philanthropies
  - Florida Association of School Resource Officers
  - Florida Department of Education
  - Florida Department of Law Enforcement

- Georgia Association of Chiefs of Police
- Georgia Association of School Psychologists
- Georgia Association of School Resource Officers
- Georgia Association of School Social Workers
- Georgia Council of School Board Attorneys – Walter F. George School of Law
- Georgia Emergency Management Agency
- Georgia Police Academy
- Illinois Association of School Boards
- Illinois Principal’s Association
- Illinois State University
- Indiana Department of Education
- Indiana School Board and School Superintendent’s Annual Conference
- Indiana Insurance/Liberty Mutual Statewide Conferences
- Indiana Pupil Transportation Association
- Iowa Department of Education
- Iowa Department of Homeland Security
- Iowa School Board’s Association
- Kansas Highway Patrol Academy
- Kentucky Center for Safe Schools – Kentucky Department of Education
- Maine Department of Education
- Maine Emergency Management Agency
- Maine Pupil Transportation Association
- Michigan State Police School Safety Conferences
- Michigan State University

- Massachusetts Department of Elementary and Secondary Education
- Massachusetts Emergency Management Agency
- Minnesota Governor's Homeland Security and Emergency Management Conference
- Montana Behavioral Institute
- Montana Division of Emergency Services
- Montana State University
- Nevada Emergency Management Division
- New Hampshire State Police Academy
- New York State Police
- North Carolina Association of School Social Workers
- North Carolina Department of Public Instruction
- North Dakota School Board's Association
- Ohio State University
- Oklahoma Department of Education
- Oklahoma Governor's Office
- Oregon Department of Education Pupil Transportation Conference
- Rhode Island Emergency Management Agency
- South Carolina Department of Education
- South Dakota Department of Education
- Tennessee Association of School Resource Officers
- Tennessee Department of Education
- Tennessee Association of School Superintendents
- Texas School District Police Chiefs Association

- Texas School Board's Association/Superintendent's Annual Conference
- Texas Tech University School Safety Design Conference
- University of Georgia
- University of South Dakota School of Medicine
- University of Tennessee at Chattanooga
- University of Vermont
- University of Virginia
- University of Wisconsin – Madison School of Architecture
- Utah Division of Comprehensive Emergency Management
- Utica National Insurance Company School Safety Conferences
- Washington Office of the Superintendent of Public Instruction
- Washington School Safety Association
- Wisconsin Homeland Security Council
- Wisconsin School Safety Coordinators Association
- Women's Hospital in Shreveport, Louisiana

**Curriculum Development and Train-the-Trainer Programs**

I have helped develop the curriculum and/or multimedia slides for a number of courses relating to school safety including:

- Eighty-hour School Resource Officer Program, Georgia Police Academy.
- Eighty-eight-hour updated School Resource Officer Program, Georgia Police Academy.
- Twenty-four-hour in-service program for graduates of the Georgia Police Academy School Resource Officer Program.
- Georgia Emergency Management Agency, Office of the Governor School Safety Project field training programs including visual weapons screening, emergency operations planning for schools, school bomb threat management, community-based violence

prevention strategies, school exercises and drills, warning signs of destructive youth behaviors, and multidisciplinary threat assessment.

- Hawaii Department of Education train-the-trainer program on the coordination of hazard and vulnerability assessments for schools. Safe Havens trained instructor trainers to conduct school safety assessments for the 1,700 school buildings operated by public schools in the state. The Hawaii Department of Education directly operates all public schools in the state.
- Indiana School Safety Specialists Academy Train-the-Trainer Program on the development of school safety plans, Exercises and Drills and the coordination of Tactical Site Surveys for Schools. Approximately 300 instructors completed these three two-day instructor-training programs.
- National Resource Center for Safe Schools Warning Signs of Destructive Youth Behaviors Train-the-Trainer Program (distributed through the U.S. Department of Education).
- Pennsylvania Department of Education statewide school safety assessment program. Safe Havens delivered a five-day advanced training program to carefully screened and selected individuals to train them on school safety assessment techniques.
- Safe Havens International training programs including:
  - *Six Senses of School Safety – Coordinating Tactical Site Surveys*
  - *Let None Learn in Fear – Developing a Comprehensive Prevention and Mitigation Strategy*
  - *Bullying Abatement – Creating a Bullying Resistant School Environment*
  - *When Young Lives are at Stake – Emergency Operations Planning for Schools*
  - *The Last Straw – School Threat Assessment and Signs of Destructive Youth Behavior*
  - *Innocent Targets – When Terrorism Comes to School*
  - *School Buses and Terrorism*
  - *Know the Drill – Safe and Practical Exercises and Drills for Schools*



- *Weapons Concealment and Detection*
- South Carolina Department of Education, Advanced Emergency Management Training for School Districts. I helped research, co-author and deliver five two-day train-the-trainer programs in five different cities. Each program included the following presentations:
  - *Permission to Live: Engaging and Empowering School Personnel to Perform Life-Saving Actions and Communications*
  - *The Window of Life: How to Empower Staff to Act Fast and Survive Deadly Encounters through Improved School Drill Processes*
  - *Getting Back Together: Off-Site Family Reunification for School Crisis Events*
  - *When the Dust Clears: How to Test the Effectiveness of a Continuity of Operations Plan*
  - *Road to Recovery: Putting your Mental Health Recovery Plan to the Test*
- Wisconsin Homeland Security Council – Two-day train-the-trainer program on developing a four-phase safety plan for schools and the coordination of tactical site surveys for schools. More than 1,000 instructors completed this training during seven training programs delivered across the state.

### **Books**

I have served as an author, co-author and contributing author for more than twenty published books relating to school safety, law enforcement and emergency management. I have also served as a reviewer for other books as listed in the section on technical assistance. Several of my books have been used as textbooks by many organizations including Perdue University and the Emergency Management Institute operated by the Federal Emergency Management Agency.

- Co-author for *Extreme Violence – Understanding and Protecting People from Active Assailant, Hate Crimes and Terrorist Attacks*. 494-page university textbook and guide for practitioners. Cognella, January 2021.

- Co-author for *Staying Alive – How to Act Fast and Survive Deadly Encounters*. Barron's, May 2014.
- Contributing author for *Reclaiming School in the Aftermath of Trauma*. Palgrave Macmillan, April 2012.
- Co-author for *Safe Schools/Healthy Students Course Manual*. Human Factors Research Group, August 2009.
- Co-author for *Safe Schools/Healthy Students Instructor Manual*. Human Factors Research Group, August 2009.
- Author *Let None Learn in Fear*, 205-page e-book. Safe Havens International Inc., 2006.
- Co-author for *Innocent Targets – When Terrorism Comes to School*. This book has been distributed by the United States Department of Homeland Security and was self-published in March 2005.
- Co-author for *Jane's Safe Schools Planning Guide for All Hazards*. This 450-page book was published by Jane's Information Group in March 2004.
- Co-author for *Jane's School Safety Handbook, Second Edition*. Published by Jane's Information Group in June 2004.
- Co-author for *Jane's Teacher Safety Guide*. Published by Jane's Information Group in May 2004.
- Contributing author for *Warriors: On Living with Courage, Discipline, and Honor*. Published by Paladin Press in 2004.
- Author *Weakfish: Bullying Through the Eyes of a Child*. Self-published in July 2003.
- Co-author of the textbook *Policing and Crime Prevention*. Published by Prentice Hall in May 2002.
- Author *School/Law Enforcement Partnerships: A Guide to Police Work in the School Setting*. Published by Ram Publishing Company in June 2002.
- Contributing author for *Disguised Weapons – The Art of Deception: A Law Enforcement Text*. Published by Ram Publishing Company in January 2002.

- Principal author and co-author for *The Essentials of School Safety* series of 12 short books on various school safety topics. Published by LRP Publishing Company in May 2002. Worked with a team of five co-authors to write these concise books which addresses the following topics:
  - Emergency operations planning
  - Bomb threat management
  - Developing a crisis team
  - Grant writing for school safety
  - Tactical site surveys of facilities
  - Weapons reduction strategies
  - Safety plan development
  - Building student support for safety programs
  - The daily safety sweep for school facilities
  - Establishing effective school safety zones
  - The family reunification process following major school disasters
  - The development of a safe and friendly learning environment

### **State Government School Safety Guides**

I have served on the authoring teams for a number of guides published by state government agencies the following are a few primary examples of the types of guides I have helped develop:

- *Seven Important Building Design Features to Enhance School Safety and Security – Building Design, Renovations, and Front Entry Concepts to Enhance School Safety, Security, Climate, Culture and Emergency Preparedness* co-authored with Dr. Randy Atlas, Tod Schneider, Chris Dorn, Phuong Nguyen, Steve Satterly, Russell Bentley, Rod Ellis, Corey Goble, Ulric Belair, Rachel Wilson and Morgan Billinger. Published by the Indiana Department of Education School Safety Specialist’s Academy in November 2014.

- *Twenty Simple Strategies for Safer and More Effective Schools* co-authored with Chris Dorn, Dr. Sonayia Shepherd, and Stephen Satterly. Published by the Maine Department of Education in April 2014.
- *Emergency Disaster Preparedness: A Planning Guide for Schools*. Published by the Utah Division of Comprehensive Emergency Management in September 2000.
- *Emergency Disaster Preparedness: A Planning Guide for Schools*. Published in January of 2000 by the Georgia Emergency Management Agency-Office of the Governor.

### **Periodicals and Journals**

I have authored and co-authored a number of articles and columns on K-20 school safety, security and emergency preparedness. The following are a few examples of articles and columns have been published in the publications listed.

- Peer Review Journal article accepted for publication in the *Journal of Emergency Management*
  - *When Terrorism Comes to School: Better Planning Through a Focus on Key Functions, not Scenarios* (co-authored with Chris Dorn, January 2007)
- Paper published in Public Entity Risk Institute's Virtual Symposium, "Confronting Violence in Our Schools: Planning, Response, and Recovery"
  - *Schools as Soft Targets: Using Annual Tactical Site Surveys to Target Harden Your School* (co-authored with Chris Dorn, January 2007)
- Topical papers published on the Safe Havens International web site
  - *Bomb Threat Basics* (2006)
  - *Fight, Flee or Lockdown - Teaching Students and Staff to Attack Active Shooters Could Result in Decreased Casualties or Needless Deaths* (co-authored with Steve Satterly, 2012)
  - *Evaluating an Expert Witness for School Safety Cases* (edited by Sue Ann Hartig, Esq. 2012)

- *Twenty Strategies to Safer and More Effective Schools (2014)* (Released by the Maine Department of Education)
- Article published in *Spaces 4 Learning – Impacting K12 and Higher Learning Environments – Good Time to Review Plans* (February 2018)
- Articles published in *Net Assets – Advancing Business Excellence in Independent Schools*
  - *Safety & Security: Dangers of Active Shooter Training Programs* (October 2018)
  - *Safety & Security: Unfortunate Outcomes for Popular Safety Programs* (February 2021)
- Article published in *School Business Affairs*
  - *Smart School Safety: Implementing an Effective School Security Assessment* (July/August 2016)
- Article published in *Principal Magazine*
  - *School Safety Check Up* (November/December 2013)
- Article published by the Crisis Prevention Institute
  - *The First 30 Seconds: The Window of Opportunity to Save Lives in School Emergency Situations* (May 20016)
- Article published in *Security Management Magazine*
  - *Put Training to the Test: By Evaluating the Effectiveness of Scenario-based Training, School Administrators and Faculty Can Learn to React Appropriately to Active Threats, Possibly Circumventing Tragedy* (Cover Story, January 2018)
- Article published in *Georgia School Bus – Official Publication of the Georgia Association for Pupil Transportation*
  - *The Human Connection – Our Most Reliable School Bus Violence Prevention Tools* (May 2018)
- Article published in the *Safety Zone – The National Resource Center for Safe Schools*
  - *Check your Free Resources First* (co-authored with Karen Franklin and Sonayia Shepherd, Volume 2; Issue 1, Spring 2000)

- Articles published in the *Safety Net*, the Safe Havens International, Inc.'s e-newsletter
  - *Bomb Threat Basics* (2006)
  - *Permission to Live – Key Considerations for Emergency Preparedness* (2011)
  - *Five Steps to More Effective Drills* (2011)
  - *Indiana School District Exceeds REMS Project Goals* (Spring 2012)
  - *Role Specific Integrated Planning Can Dramatically Improve Emergency Preparedness* (Spring 2012)
  - *Rod Ellis: Advocate for the Children* (co-authored with Chris Dorn, Spring 2012)
  - *Bullying Abatement – Reducing the Frequency and Severity of Bullying in Schools* (Spring 2012)
  - *Check your Documents for Liability Language to Avoid Problems* (April 2012)
  - *ISIL, ISIS, and Al Qaeda: Is this a “New, New” Terrorism?* (Oct 2014)
  - *Concealed Weapons Demonstration Popular After All These Years* (Oct 2014)
- Articles published in *School Safety Monthly*, the monthly Safe Havens International, Inc.'s e-newsletter
  - *Active Shooter Training Under Fire Again* (January 2015)
  - *Keeping a Balanced Perspective – The Importance of the All-Hazards Approach* (February 2015)
  - *Have You Properly Tested Your School Lockdown Concepts?* (April 2015)
  - *Benefits of Improved Student Supervision* (July 2015)
  - *Five Ways Effective Student Supervision Can Make Schools Safer* (July 2015)
  - *Fiction Becoming Fact* (October 2015)
  - *Ten Steps to Improve Preparedness for School Terrorist Attacks* (November 2015)
  - *Six Steps to Help Prevent School Terrorist Attacks* (November 2015)
  - *Shelter in Place – A Critical Emergency Protocol* (December 2015)

- *Five Tips for Addressing Anonymous Threats of School Violence* (January 2016)
- *Seven Success Tips for Campus Safety Speakers and Consultants* (February 2016)
- Articles and columns published by *Campus Safety Journal/Magazine*
  - *Emergency Operations Planning for Schools* (November 2000)
  - *Know the Drill* (co-authored with Tracy Sargent, June 2001)
  - *User-Friendly Emergency Operations Plans* (April 2002)
  - *High Tech Fails Without the Human Touch* (May 2002)
  - *'Selling' Safety* (July 2002)
  - *Getting Guns Off Campus* (October 2002)
  - *10 Critical Protocols* (December 2002)
  - *All Hazards Approach to Campus Safety* (June 2003)
  - *Bus Security Basics* (October 2003)
  - *Five Basics of Incident Command* (November 2003)
  - *Evaluating the Chemical Threat to Your Campus* (April 2004)
  - *Evaluating the Biological Threat to Your Campus* (May 2004)
  - *Are Your Campus Officers Properly Armed?* (November 2006)
  - *12 Tips for Cracking Down on Weapons Assaults* (November 2006)
  - *7 Signs a Weapon is Being Concealed* (July 2006)
  - *Campuses Must Be Thick – Skinned to Remain Unscathed* (January/February 2007)
  - *Initial Lessons Learned from the Virginia Tech Tragedy* (May/June 2007)
  - *Back to Lockdown Basics* (July/August 2007)
  - *You Get What You Pay for* (November/December 2007)
  - *Women with Weapons* (May/June 2010)

- *Place, Time and Emergency Preparedness* (July/August 2010)
- *A Different Approach to Campus Safety – Parental Involvement* (January 2011)
- *Why I Appreciate OSHA* (April/May 2011)
- *Avoid the Active Shooter Trap* (March 2012)
- *14 Severe Weather Survival Tips –* (Contributing author with Steve Satterly as the primary author *April/May 2012*)
- *Hiring an Expert Witness – 10 Questions you Should Ask* (Website publication only - July 2012)
- *Combining Technology and Training Makes Campuses Safer* (November/December 2012)
- *The Plan in a Can – Unreliable and Vulnerable in Court* (August 2013)
- *7 Lessons Learned from Sandy Hook – Strategies that have been Proven to Work in Other Active Shooter Incidents Also Applied to the 2012 Newtown, Connecticut Mass School Shooting* (November/December 2013)
- *10 Critical Protocols for Enhanced School Terrorism Preparedness* (December 2015)
- *20 Active Shooter and Active Killer Prevention Strategies* (September 2016)
- Articles and columns published by *School Planning and Management*
  - *Make School Safety a Priority* (October 1998)
  - *Dealing with Trespassers* (November 1998)
  - *Recognizing and Defusing Triggering Behaviors* (March 1999)
  - *How to Conduct Proper Tactical Site Surveys* (April 1999)
  - *Evacuation Kit for School Emergencies* (July 1999)
  - *Establishing a Family Reunification Center* (August 1999)
  - *Weapons on Campus: Responding to Tips* (November 1999)



- *Partnerships to Reduce Truancy* (March 2000)
- *The Humanization of School Safety Technology* (November 2000)
- *Do Metal Detectors Work?* (June 2001)
- *Involving Students in Your School Safety Efforts* (August 2001)
- *Time for a Calm and Measured Approach to the Threat of Terrorism* (October 2001)
- *Bomb Threat Basics* (February 2001)
- *Are You Prepared for the Next Crisis?* (April 2001)
- *The Little Things that Count* (January 2002)
- *One Size Does Not Fit All* (March 2002)
- *Let's Not Turn Our Schools into Prisons* (July 2002)
- *Keys to Emergency Operations Planning Success* (November 2002)
- *Creating Safe Spaces in a Hurry* (December 2002)
- *Safe Schools by Design* (January 2003)
- *School Safety as a Quality Service Issue* (March 2003)
- *The Chemical/Biological Threat: Part 1: Chemical Threats* (January 2004)
- *The Chemical/Biological Threat: Part 2: Biological Threats* (February 2004)
- *Avoiding Media Madness* (May 2004)
- *Road to Recovery – Fourth Phase of Emergency Management* (August 2004)
- *Protect All and You Protect Nothing* (October 2004)
- *Dave Gets It* (November 2004)
- *When Terrorism Comes to School: The Sky is Not Falling* (November 2004)
- *Cheap Fixes for School Safety* (July 2006)
- *Lessons from Shiloh* (December 2006)

- *School Safety in Vietnam* (August 2007)
- *When the Hyena Prowls* (October 2007)
- *Safety in Word and Deed* (November 2007)
- *Lockdown Madness* (December 2007)
- *Effective Family Reunification Planning* (November 2008)
- *Selecting a Safety Speaker or Trainer* (January 2008)
- *Better Schools, Less Money* (February 2008)
- *What Do Your Buildings Say?* (March 2008)
- *Inform Students, Staff About Safety* (April 2008)
- *Find Risk Before It Finds You* (May 2008)
- *Finding the Right ENS System* (June 2008)
- *Does Your Preparedness Plan Have the Proper Voice?* (July 2008)
- *Tell Them What Not to Do* (August 2008)
- *Prevention and Mitigation Planning: The First Phase of School Crisis Planning* (December 2008)
- *All Access is On Target* (January 2009)
- *What Safety Improvements Could Be Made?* (January 2009)
- *The Right Fit* (February 2009)
- *Do U.S. Schools Lag Behind on Access Control* (March 2009)
- *Connecting Students to the Place of School the Boys & Girls Clubs' Way* (April 2009)
- *Who is Your Thin Blue Line?* (April 2009)
- *Smart Safety* (May 2009)
- *Dressing Students for Success and Safety* (June 2009)

- *Softening Security can be a Good Thing* (July 2009)
- *What will you do?* (July 2009)
- *What will They do Under Stress* (August 2009)
- *Promises You Cannot Keep* (October 2009)
- *Improving the Quality of School Safety Project Bids* (November 2009)
- *Are Your Custodians Part of the Safety Team?* (December 2009)
- *Is Everyone on Board?* (January 2010)
- *Beacons of Hope* (October 2010)
- *Just a Janitor?* (December 2010)
- *Do They Know What do to at the Top?* (March 2010)
- *Through a Different Lens* (May 2010)
- *Messages from the Gulf* (July 2010)
- *State of Safety – Hawaii Department of Education Relates School Safety Efforts to Academic Success* (July 2010)
- *What 2011 Could Bring for School Safety* (January 2011)
- *Safer School Office Designs* (January 2011)
- *Caution Advised – Copying Grant Applications* (March 2011)
- *True Leadership* (May 2011)
- *Role – Specific Emergency Planning* (July 2011)
- *Body Language of School – What do Your Buildings Say?* (October 2011)
- *All You Need to do is Ask – Invite Safety to the Table to Prevent Design Flaws* (March 2012)
- *The First 30 Seconds – The Window of Opportunity for School Crisis Events* (May 2012)

- *School Lockdowns – “Internal” and “External” Approaches Can Cause Death and Serious Injury (July 2012)*
- *Balanced and Accurate Assessment – Let’s Make the Heightened Interest in Bullying a Positive Force (October 2012)*
- *Key Topics for School Safety (December 2012)*
- *Quality Over Speed – Avoid Rushing Your School Crisis Plan Revisions (February 2013)*
- *When Young Lives are at Stake – Improved Emergency Preparedness (March 2013)*
- *An Honor to Serve – Despite the Tragedies. There is no Shortage of Outstanding Men and Women who are Willing to Serve (June 2013)*
- *Put to the Test – Will Your School Access Control Really Stop a Determined Aggressor? (June 2013)*
- *The Power of the Brain – Preparing and Empowering School Employees for More Effective Visitor Screening (August 2013)*
- *Truly Reducing the Risks – Keys to Effective and Practical School Security Assessments (August 2013)*
- *Pattern Matching – Train and Empower People to Trust Their Intuition for Improved Campus Safety (October 2013)*
- *Mixed Messages – Why Many School Officials Are Overwhelmed by Conflicting School Security Advice (February 2014)*
- *Fear Itself – How Fear Can Reduce the Ability of School Employees to Save Lives (April 2014)*
- *Fire Safe Schools – Creating a Culture of Fire Safety and Survivability (April 2014)*
- *The Power of Mental Simulation – An Easy Way to Emergency Preparedness (June 2014)*

- *The Window of Life – An Approach that is Easy to Understand and Apply* (August 2014)
- *School Terrorism – Are We Less Prepared Now?* (November 2014)
- *Six Important Considerations – Evaluating New Safety, Security, and Emergency Preparedness Technology Solutions* (February 2015)
- *Hand in Hand – Seeking Balance to Make School Technologies and People Work Together* (March 2015)
- *Proof is in the Picture (Image) – Use School Security Cameras Intelligently* (April 2015)
- *Safe Rooms – An Efficient Deterrent to School Violence if Used Appropriately* (June 2015)
- *Illusions of Security – Be Prepared to Own the Results* (November 2015)
- *No Single Answer – Increasing Survivability in Active Shooter Incidents* (February 2016)
- *Mind the Gap – Identify the Difference Between Perceived and Actual Campus Security* (May 2016)
- *Innocent Targets – When Terrorism Comes to School* (July 2016)
- *Mind the Gap – The Difference Between Perceived and Actual School Security* (July 2016)
- *Surge Capacity – A Practical Means to Enhance the Security of Your Schools* (September 2016)
- *Building Safer Schools – Are You Literate in Crime Prevention Through Environmental Design?* (November 2016)
- *School Security Trends for 2018* (January 2018)
- *Breaching Locked Doors – Rapid Access to Master Keys Necessary When Lives are at Risk* (February 2017)

- *Bullet Proof Glass – Be Careful, Assumptions Aren't the Same as Realities* (May 2017)
- *Preventing Sexual Assault, Grooming and Child Molestation in Schools – How Building Design Concepts and Smart Security Technology Can Help* (June 2017)
- *Active Shooter Training – Does Your Options-based Approach Meet Standards of Care?* (September 2017)
- *Good Time to Review Plans* (February 2018)
- *Avoiding Deadly Mistakes* (March 2018)
- *School Access Control – Important Questions and Opportunities* (May 2018)
- *Buckets of Rocks and Baseball Bats in Schools* (September 2018)
- *Are Your Strategies Wanting? Emerging Extreme Violence Attack Methodologies* (March 2019)
- *Articles and columns published by College Planning and Management*
  - *Are You Ready? Basics of Emergency Operations Planning* (November 2001)
  - *Bomb Threat Basics* (February 2002)
  - *Will Your Emergency Operations Plan Really Work?* (April 2002)
  - *How to Conduct Tactical Site Surveys for Maximum Safety Benefits* (June 2002)
  - *Expectations of Student Conduct* (August 2002)
  - *How to Use a Risk Assessment Matrix* (November 2002)
  - *Forming a Multidisciplinary Threat Assessment Team* (April 2003)
  - *Merging Campus Safety Technology with the People You Protect* (August 2003)
  - *Chemical/Biological Terrorism: Part 1 of 3: Chemical Threats* (January 2004)
  - *Keys to Survival: Crisis Media Relations* (August 2004)
  - *Campus Safety Checkup* (November 2004)
  - *Is Your Safety Plan up to the Best Practices?* (November 2004) feature article

- *The Maginot Line* (January 2005)
- *The Weakest Link* (April 2005)
- *Safety by Design* (August 2005)
- *Lessons from Katrina* (November 2005)
- *All-Hazards Campus Safety: From Tornadoes to Terrorism* (November 2005)
- *Don't Overlook Your Own Experts* (January 2006)
- *Forming a Dignitary Protection Unit* (May 2006)
- *Preventing Campus Weapons Assaults* (November 2006)
- *Better Buildings, Fewer Headaches* (November 2007)
- *Get the Most from Safety Training Sessions* (December 2006)
- *The Best in Blue – High-Quality Campus Law Enforcement* (February 2007)
- *When Young Lives are at Stake: Developing 3D Emergency Operations Plans* (co-authored with Chris Dorn, July 2007)
- *Lockdown Basics* (July 2007)
- *Safety in Word and Deed* (October 2007)
- *Are You Ready to Recover?* (April 2007)
- *Proven Tactics to Prevent Campus Weapons Assaults* (co-authored with Chris Dorn, June 2007)
- *Communication with Speed and Clarity* (August 2007)
- *What do your Buildings Say?* (December 2007)
- *Selecting a Safety Speaker or Trainer* (January 2008)
- *Stay Focused* (February 2008)
- *Informing Students about Safety* (March 2008)
- *Hunting Risk* (April 2008)

- *Emergency Evacuation Kits* (May 2008)
- *Selecting ENS Systems* (June 2008)
- *Does your Preparedness Plan Have the Proper Voice?* (July 2008)
- *Tell Them What Not to Do* (August 2008)
- *Moving Forward with Campus Safety* (October 2008)
- *Appropriate Roles for Student Workers* (November 2008)
- *The Impact of Change* (December 2008)
- *Avoiding Gridlock by “What if?”* (January 2009)
- *CPTED Revisited* (February 2009)
- *Beware Promises You Cannot Keep* (October 2009)
- *The Dangers of Target Identifiers* (March 2009)
- *Green Safety* (April 2009)
- *Improving Residence Hall Security* (May 2009)
- *Leadership can be Life or Death* (June 2009)
- *Crime in Context* (July 2009)
- *Improve Security Through Space Management* (August 2009)
- *Improving the Quality of Campus Safety Project Bids* (November 2009)
- *What Role do your Custodians Play in Safety?* (December 2009)
- *Do They Know What to do at the Top?* (January 2010)
- *Time-Efficient Campus Safety* (March 2010)
- *Message from the Gulf* (October 2010)
- *What is your Reality?* (December 2010)
- *Problem Seeking for Improved Safety* (May 2010)
- *What’s next?* (January 2011)



- *Catastrophic Event Planning* (March 2011)
- *Pattern Matching and Recognition* (May 2011)
- *Naturalistic Decision Making* (July 2011)
- *The 911 Call – When and Who?* (October 2011)
- *Who is on Your Safety Team? Role – Specific Training Can Increase Safety Across Campus* (March 2012)
- *The First 30 Seconds – Closing the Window of Opportunity for Campus Crisis Events* (May 2012)
- *Know When to Lockdown – “Internal” and “External” Approach to Lockdowns Can Cause Mass Casualty Losses* (July 2012)
- *Broaden Your Knowledge Base – Check for Potentially Deadly Presumptions About Requests for Emergency Assistance* (October 2012)
- *What I learned in an Israeli Prison* (December 2012)
- *Quality In – Quality Out – Advice on Hiring and Retaining Top-Quality Campus Safety Personnel* (February 2013)
- *According to Plan – Will Staff Actions Match Your Expectations During a Crisis?*
- *An Honor to Serve – Thoughts on Those Who Serve Others at any Cost* (June 2013)
- *The Value of Intuition – Train and Empower People to Trust Their Intuition for Improved Campus Safety* (August 2013)
- *Active Shooter Response Training – Suggested Reactions Can Have Unintended Consequences* (November 2013)
- *Fear Itself – Fear Can Reduce the Ability of Students and Campus Employees to Save Lives* (April 2013)
- *Assess Your Plans – Have Your Life-Saving Approaches Been Properly Tested?* (February 2014)

- *The Power of Mental Simulation – An Easy Technique for Improving Emergency Preparedness* (June 2014)
- *The Window of Life – Reacting Correctly in an Emergency Benefits All Involved* (August 2014)
- *Where is Your Training Focus? Evaluating Your Preparation for Potential Terrorism Incidents.* (November 2014)
- *Assessing Technology Solutions – Evaluate Your Safety, Security and Emergency Preparedness Systems* (February 2015)
- *Intelligent Use of Security Cameras – A Number of Benefits Are Realized from the use of Cameras on Campus* (April 2015)
- *Safer Rooms for Violence Prevention – Safe Rooms Can Facilitate Staff Members Ability to Lock Down the Campus* (June 2015)
- *Illusions of Security – Security at Campus Access Points Should Be More than Just a Good Show* September (2015)
- *Increasing Survivability – There is no Single Magic Solution for Preventing Active Shooter Events* (November 2015)
- *Addressing Threats of Violence – Have Plans in Place to Handle Anonymous Threats to Your Campus* (February 2016)
- *The Best Decision – Addressing Anonymous Threats of School Violence* (May 2016)
- *Bullet Proof Glass – Some Assumptions and Realities of the Effectiveness of Ballistic Glass* (November 2016)
- *Who Holds the Keys? – Rapid Access to Master Keys is Vital When Lives are at Risk* (February 2017)
- *Stand by Your Word – Can You Demonstrate Fidelity for Your Campus Safety Approach?* May 2017)

- *Training for the Unthinkable – Does Your Options-Based Active Shooter Training Approach Meet the Standard of Care?* (June 2017)
- *Violence Attack Methodologies – Adopt an All-Hazards Approach to Prepare for a Variety of Attacks* (September 2017)
- *Seeking Balance – In a Climate of Evolving Threats, Perspective on the Potential for Violence* (December 2018)
- *Getting the Right Word Out* (February 2018)
- *Metal Detectors in the Campus Setting – Support Strategies are Essential for Successful Entry-Point Screening* (September 2018)
- *Articles and columns published by Today's School*
  - *Best Laid Plans* (November/December 2002)
  - *Test Your Plans – The Right Way* (January/February 2003)
  - *Site-Based Safety* (March/April 2003)
  - *Safety Consultants: Caution Advised* (August 2003)
  - *School Safety Technology: Friend or Foe?* (September/October 2003)
  - *An All-Hazards Approach to Emergency Operations Planning* (November/December 2003)
  - *The First Tier of Safety – Prevention and Mitigation* (January/February 2004)
  - *School Safety Planning: How Does Your School Safety Plan Measure up to the New Model?* (May/June 2004)
  - *Triggering Behaviors: Precursors to School Violence* (May/June 2004)
  - *A Place for Every Child* (January/February 2005)
  - *Posted! Criminal Trespass Warning Slips* (March/April 2005)
  - *Smart Safety* (May/June 2005)

- *Entrapment Hazards – Be Aware of Campus Spaces that can be Locked by Attackers* (September 2016)
- Articles published by *Police Magazine*
  - *Planning the Attack* (April 2001)
  - *Preventing School Weapons Assaults* (May 2001)
- Article published by *Police Magazine-Police News for the Law Enforcement Community*
  - *How to Start a School Resource Officer Program* (October 2004)
- Article published by *The Police Chief*
  - *Preventing School Weapons Assaults* (August 1998)
- Article published by *Law and Order*
  - *A Weapons Reduction Program for Public Schools* (April 1999)
- Article Published by the Crisis Prevention Institute
  - *The First 30 Seconds: The Window of Opportunity to Save Lives in School Emergency Situations* (Spring 2016)
- Article published by the *Journal of Safe Management of Disruptive and Assaultive Behavior*
  - *Keeping Schools Safe* (date not provided to me by publisher)
  - *7 Signs a Weapon is Being is Being Concealed* (co-authored with Chris Dorn, March 2007)
  - *With Training, First Things First* (March 2007)
- Article and column published by *Center Mass-The Official Publication of the National Organization of Deputy Sheriffs Inc.*
  - *Terrorism and Schools - A Rational Assessment* (December 2003)
  - *How Does Your Agency Stack Up to the New Paradigm in School Safety?* (December 2003)

- Articles published by the Articles published in *Police and Security News*
  - *Emergency Operations Planning for Schools* (publication date unknown)
  - *How Does Your Agency Rate Under the New Paradigm of School Safety?* (January/February 2004)
- Articles published by *Doors and Hardware Magazine*
  - *Alert or Asleep at the Wheel* (December 2007)
  - *Can I Leave Your School with Someone Else's Child?* (August 2007)
- Article published in *S.P.O.S.A. An Official Publication of the School Plant Officials Society of Alberta*
  - *Tactical Site Surveys – A Proven Way to Improve any Facility* (co-authored with Chris Dorn, Fall 2007)
- Article published in *OPS Talk School Plant Officials Association of British Columbia*
  - *Tactical Site Surveys – A Proven Way to Improve any Facility* (co-authored with Chris Dorn, Fall 2007)
- Article published in *School Transportation Leader*
  - *Customize Emergency Planning for Bomb Threats* (November 2007)
- Articles and columns published by *School Transportation News*
  - *Georgia Agency Prepares Schools to Face Aftermath of Bus Incidents* (November 2001)
  - *Your Ticket to Success for Safer Pupil Transport* (July 2003)
  - *Terrorism and Pupil Transportation* (August 2003)
  - *Security, What You Need to Hear* (May 2004)
- Article Published in *District Administrator Magazine*
  - *Five Tips to Avoid A Lawsuit* (June 2017)
  - *Fidelity Testing Strengthens School Safety Measures* (October 2018)
- Articles published in *The School Discipline Advisor*

- *Citations Add Teeth to School Discipline* (October 2000, Vol. 2, Issue 8)
- *Define Expectations, Consistently Disseminate Policies to Improve Behavior* (Vol. 3, Issue 1)
- *School Discipline Environment Can Reduce Teasing, Bullying* (February 2004, Vol. 5, Issue 12)
- *Define Expectations, Consistently Disseminate Policies to Improve Behavior* (Volume 3 Issue 1)
- *Combine Dress Codes, Other Moves to Prevent Discipline Problems* (September 2000)
- Articles published by *Maintaining Safe Schools: School Violence Alert*
  - *Successfully Incorporate Campus Police in Your School District* (October 2000 Vol. 6, Issue 10)
  - *Make Background Checks Work* (February 2001, Vol. 7, Issue 2)
  - *Prepare Family Reunification Center to Avoid Chaos When Crisis Strikes* (March 2001, Vol. 7, Issue 3)
  - *Prepare Family Reunification Center to Avoid Chaos in Crisis* (Bonus Report, May 2001)
  - *Do Your Emergency Plans Cover Mass Contamination Incidents?* (Bonus Report, Volume 6 Issue 11, May 2001)
  - *Real-Life Brushes with Incidents of Contamination in Schools* (Bonus Report, May 2001)
  - *Use School Design to Augment Safety* (January 2003, Vol. 9, Issue 1)
  - *Are You Prepared to Reunite Students with Families if Crisis Hits?* (March 2003, Vol. 9, Issue 3)
  - *Does Your School Emergency Operations Plan Make the Grade?* (November 2003, Vol. 8, Issue 11)

- Articles published in *Managing School Athletics*
  - *Event Security is Not an Issue that You Should Deem Second-Class* (May 2003, Vol. 5, Issue 2)
  - *Metal Detectors Among Your Best Defenses at Athletic Events* (June 2003, Vol. 5, Issue 3)
- Articles published in *Managing School Business*
  - *Use Environmental Building Design to Create Safer Schools* (January 2003, Vol. 7, Issue 21)
  - *Shop Carefully When Choosing Safety Consultants* (June 2003, Vol. 8, Issue 8)
- Article published in e-newsletter by Guest Communications
  - *Bullying Abatement – How to Reduce the Frequency and Severity of Bullying in Schools* (July 2011)

### **Blogs**

I have contributed to blogs on five different websites:

- Safe Havens International Inc. ([www.safehavensinternational.org](http://www.safehavensinternational.org))
- *Campus Safety Magazine* ([www.campussafetymagazine.com](http://www.campussafetymagazine.com))
- *School Safety Partners* ([www.schoolsafetypartners.org](http://www.schoolsafetypartners.org))
- *Safe and Sound Securing our Schools* ([www.safeandsoundschools.org](http://www.safeandsoundschools.org))
- *Preparis* ([www.preparis.com/](http://www.preparis.com/))

### **Audio and Video Podcasts**

I developed an audio podcast on safe school design considerations and a video podcast on school design considerations for persons with special needs for the American Center for Education Facilities and the U.S. Department of Education.

I have also appeared in a number of video podcasts on the following websites:

- Safe Havens International Website ([www.safehavensinternational.org](http://www.safehavensinternational.org))

- The Video Jug U.K. ([www.videojug.com/](http://www.videojug.com/)-United Kingdom)

### **Boys & Girls Clubs of America Crisis Planning Templates**

I co-authored a set of crisis planning templates that were distributed for free use by the more than 3,000 Boys & Girls Clubs of America across the United States and at U.S. Military installations around the world. Safe Havens is currently producing an updated set of these templates along with a series of custom training videos and web courses as part of our effort to provide one million dollars in pro bono services to Boys & Girls Clubs.

### **Safe on All Sides Interactive CD ROM**

I served as a subject matter expert in the development of this safety and security interactive CD ROM developed by the Boys & Girls Clubs of America for use by their clubs across the United States and at U.S. Military installations abroad.

### **Keep Safe – Club Safety Desk Reference**

I served as a subject matter expert for the development of the 2010 written club safety guide for use by Boys & Girls Clubs across the United States and at U.S. Military installations across the United States.

### **School Safety Plan Development Templates**

I co-authored a set of integrated school safety plan development templates that are currently more than 450 pages long. These hazards plan development templates are now licensed for use by more than 8,000 public K-12 schools, private K-12 schools as well as colleges, technical colleges and universities across the United States.

### **Training Videos**

I have been featured in numerous campus safety-training videos, DVDs, and video training podcasts for K-20 audiences. I have assisted with script development, planning, and editing feedback for most of these projects. More than 100,000 copies of my training DVDs are in distribution in over 30 countries. Organizations that have utilized these training videos include: the FBI, the U.S. Department of Education, the Federal Emergency Management Agency, Transportation Security Administration, the Israel Police, British intelligence and security



services, the Bureau of Alcohol, Tobacco and Firearms, the Transportation Security Administration, and the United States Secret Service. Here is a partial listing of videos I have appeared in and/or assisted in creating:

- *Student Supervision – A Valuable Tool to Help Address Vaping in Schools.* In press by Safe Havens Video.
- *Staying Alive – How to Act Fast and Survive Deadly Encounters.* This is a series of companion training videos for the book by the same title.
- *Safe Topics: Special Needs – Planning for Disabilities and Other Special Needs during an Emergency.* Produced by Safe Havens Video.
- *Safe Topics: Safe Passages – School Transportation Security and Emergency Preparedness.* Produced by Safe Havens Video.
- *Safe Topics: Crisis Recovery – Mental Health Recovery.* Produced by Safe Havens Video.
- *Safe Topics: The First 30 Seconds – Building-Based Scenarios.* Produced by Safe Havens Video.
- *Safe Topics: The First 30 Seconds – School Bus Scenarios.* Produced by Safe Havens Video.
- *Six Senses of School Safety.* Produced by Safe Havens Video.
- *Weakfish: Bullying Through the Eyes of a Child.* Produced by Safe Havens Video.
- *Presenting with Power and Passion.* Produced by Safe Havens International. This DVD was developed as part of a train-the-trainer program for the Wisconsin Homeland Security Council.
- *Weapons in Schools.* Distributed by Garrett Metal Detectors. This tape is now used by many school systems and law enforcement agencies including the FBI, United States Secret Service, Bureau of Alcohol, Tobacco and Firearms, and the Israel Police.
- *Safe Schools: Prevention, Planning, And Response.* Developed as a partnership project between the Bibb County Public School Police, the Garrett Metal Detector Company and

the Georgia Emergency Management Agency, Office of the Governor. This tape is used in more than 20 countries.

- *Anyone's Child, Everyone's Responsibility: Safe Schools Strategies Documentary.* Produced by the South Carolina Department of Education for the U.S. Department of Education. This tape has been distributed nationwide by the National Resource Center for Safe Schools.
- *Sharing Information for Safer Schools.* Produced as a partnership project between several state school safety centers and GBA Systems. This tape addresses the importance of reporting, tracking, and analyzing incident information using human and software resources. This tape is in national distribution.
- *Utah Safe Schools.* Produced by the Utah Department of Public Safety. This tape has been distributed to every school in Utah.
- *Universal Design Considerations for Schools: Safety, Security, and Emergency Preparedness Planning Considerations for Schools.* Produced by Safe Havens International for the American Center for Educational Facilities and the U.S. Department of Education.
- *Safer Schools in Philadelphia.* Produced by Safe Havens International produced at the request of the Center for Safe Schools, Pennsylvania Department of Education.
- *School Safety Hawaii.* Produced by Safe Havens International for the Hawaii Department of Education with federal funding.
- *Safe Schools Training Series: Northeast Metro 916 & Stillwater Area Public Schools.* This is a series of training videos produced by Safe Havens International with federal grant funding.
- *Safer Schools in Marion County.* This is a series of training videos produced by Safe Havens International with federal grant funding.
- *Safer Schools in Waukegan.* This is a series of training videos produced by Safe Havens International with federal grant funding.

- *Safer Schools in Indianapolis.* This is a series of training videos produced by Safe Havens International with federal grant funding.
- *Safer Schools in Chesterfield County.* This is a series of training videos produced by Safe Havens International for Chesterfield County, Virginia with federal funding.
- *Safer Schools in Glynn County.* This is a series of training videos produced by Safe Havens International for Glynn County, Georgia Schools with federal funding.
- *Safer Schools in St. George's Public Schools.* This is a series of training videos produced by Safe Havens International for the St. George, Utah Public School System.
- *We Will Tell.* Produced for Tell City Schools, Tell City, Indiana.
- *Safer Schools in Rockdale County.* This is a series of training videos produced by Safe Havens International for the Rockdale County Georgia Public School System with federal funding.
- *Safer Schools in Eastern Hancock County.* This is a series of training videos produced by Safe Havens International for the Southern Hancock County School Corporation with federal funding.
- *Safer Schools in Evansville.* This is a series of training videos produced by Safe Havens International for the Evansville Vanderburgh School Corporation, Indiana with federal funding.
- *Safer Schools in Clark County.* This is a series of training videos produced for the Clark County, Nevada School District with federal funding.
- *Six Senses of School Safety APS.* This instructional video was developed for the Atlanta Public School System with federal funding.
- *Six Senses of School Safety in Rockdale County.* This instructional video was developed for the Rockdale County Public School System with federal funding.
- *Critical Incident Stress Management.* Produced for the Triad RAC in North Carolina.
- *The Appalachian Consortium of Safe Schools: School Safety Information for Staff, Students and Families*

- *Safe Schools in Western North Carolina*. This series of instructional videos was developed for four school districts in Western North Carolina with federal funding.
- *Columbine: One Year Later*. Produced by the Law Enforcement Television Network with accompanying segments. Video specials are used for national law enforcement training on a secure public safety training satellite training system.
- *Georgia Gun Crime Reduction Initiative*. Produced by the Georgia Police Academy. This video is being used to train law enforcement officers throughout the state of Georgia.
- *Play It Safe*. Produced by the Georgia Emergency Management Agency. This safety instructional tape and companion safety planning guide was provided to every childcare facility in the state.
- *Untitled training tape*. Produced by the Oklahoma Department of Education. A video was produced from footage of my presentation at the Oklahoma Governor's Mansion. A copy was provided to every public school in the state.
- *Last Bell*. Produced by the Muscogee County Georgia Public School System. This training video was produced from footage shot by a professional film crew during Georgia's largest full-scale school emergency operations exercise.
- *Secrets of the Weapons Violator: Exposed*, a DVD. Produced by Garrett Metal Detectors in response to a high-demand for a compilation of the most requested segments of the training tapes *Weapons in Schools* and *Safe Schools*.

I have also assisted in the scripting and editing of a number of other videos that I did not appear in.

### Web Courses

- I authored the content for two web-courses *Reducing the Risk of School Violence* (Staff and Student versions) created for state-wide use by middle and high school students as well as for school officials for South Carolina Department of Education in 2018.
- I co-authored the IS360 *Preparing for Mass Casualty Incidents: A Guide for Schools, Higher Education, and Houses of Worship* for the United States Department of Homeland Security as part of the 2013 White House School Safety Initiative.

- I have authored and co-authored a number of custom web courses for Safe Havens International Clients.
- I have also authored and co-authored a number of web courses for Safe Schools, Inc. including:
  - *Active Shooter: Full Course – Administrators (K12 version)*
  - *Active Shooter: Full Course - School Employees (K12 version)*
  - *Active Shooter: Full Course – Administrators (Higher education version)*
  - *Active Shooter: Full Course – Campus Employees (Higher education version)*
  - *Active Shooter: Full Course – Administrators (Workplace version) - in press*
  - *Active Shooter: Full Course – Campus Employees (Workplace version) - in press*
  - *Visual Weapons Screening*
  - *Emergency Operations Planning: Building Your School’s Plan*
  - *Emergency Operations Planning: Implementing Your School’s Plan*
  - *Tactical Site Surveys*
  - *Crisis Response and Recovery*
  - *Family Reunification*
- I also authored and recorded two webinars for the Illinois Principal’s Association in 2012:
  - *Using Positive School Body Language to Create Dignity, Honor, and Respect in Schools*
  - *Potentially Dangerous School Lockdown Practices*

### **Technical Advisor**

I have served as a technical advisor for numerous projects for the United States Department of Justice, U.S. Department of Education, Federal Emergency Management Agency, the Bureau of Alcohol, Tobacco and Firearms Enforcement and other organizations.

These projects have included but are not limited to:

- Served as a technical advisor to the researchers who conducted a multi-year research project to evaluate how U.S. K12 schools plan for emergencies. Operating with funding by the National Institute of Justice, the researchers produced a 102 report: *Pressure to Prepare: Emergency Operations Plans in 10 American Schools*. March 2022.
- In process developing a new state-wide school safety, security, climate, culture and emergency preparedness process for the South Carolina Department of Education. This project will consist of a series of training programs to train South Carolina educational and public safety personnel to conduct a local strategic-level assessment using tools and the training.
- Served as a technical advisor for the development of an enhanced school safety, security and emergency preparedness process and assessment tool. Completed in April 2022.
- Provided draft review and feedback for the original and two subsequent updates for the Partner Alliance for Safer Schools (PASS) guide *PASS School Safety and Security Guidelines*.
- Served on a team of subject matter experts to develop a national school safety certification program for the National Sheriff's Association. Completed winter 2022.
- Provided technical assistance for a five-year school emergency preparedness project funded by the United States Department of Education for the Maine Department of Education funded by the U.S. Department of Education.
- Project lead for two state-wide school safety initiatives for the South Carolina Department of Education. One project involved a state-wide school safety, security and emergency preparedness training program and the second project involved the development of two active shooter prevention training web courses for South Carolina educators and another for middle and high schools students.
- Served on the Authoring team for the IS360 Course *Preparing for Mass Casualty Incidents: A Guide for Schools, Higher Education, and Houses of Worship* for the United

States Department of Homeland Security as part of President Barack Obama's 2013 White House School Safety Initiative.

- Served as the project lead for a school security assessment project for the Maine Department of Education.
- Served as the project lead for several state-wide projects for the Indiana Department of Education School Safety Specialist's Academy.
- Served as the project lead for the development of a new school emergency preparedness template for the South Dakota Office of Homeland Security.
- Served as the project lead for a state-wide school safety, security, climate, culture and emergency preparedness assessment project for the Center for Safe Schools, Pennsylvania Department of Education.
- Served as the project lead for a state-wide school safety, security, climate, culture and emergency preparedness assessment initiative for the Hawaii Department of Education.
- Served as the project lead for a school safety, security, and emergency preparedness train-the-trainer program for the Wisconsin Homeland Security Council.
- Member of United States Attorney General Janet Reno's Gun Violence Reduction Task Force.
- Selected to oversee all security, antiterrorism, counterterrorism, and emergency preparedness arrangements for the National Governor's Conference in Atlanta on loan from the Georgia Emergency Management Agency, Office of the Governor.
- Served as the overall evaluator for the metal detection program for the 2002 Salt Lake City Winter Olympic Games.
- Expert working group for the U.S. Department of Education Publication *Practical Information on Crisis Planning: A Guide for Schools and Communities*.
- Technical advisor for the U.S. Department of Education/Bureau of Alcohol, Tobacco, and Firearms *School Bomb Threat Response Interactive Training Tool*.

- Reviewer for the Federal Emergency Management Agency *Design Guide for Improving School Safety in Earthquakes, Floods, and High Winds*.
- Reviewer for the Federal Emergency Management Agency *Primer for Designing Safe School Projects in Case of Terrorist Attacks*
- Co-author: *Emergency/Disaster Preparedness: A Planning Guide for Schools*. Published by the Georgia Emergency Management Agency, Office of the Governor in January 2000.
- Co-Author: *Emergency/Disaster Preparedness: A Planning Guide for Utah Schools*. Published by the Utah Division of Comprehensive Emergency Management in 2002.
- Reviewer for a school bus driver training video on school bus hostage situations produced by STS Training Systems for the state of Utah with funding by the U.S. Department of Education and assistance from the FBI Hostage Negotiations Unit at Quantico, Virginia.
- Reviewer for *Jane's Workplace Security Handbook*. Published by Jane's Information Group in 2002.
- Reviewer for *Jane's Citizen Safety Guide*. Published by Jane's Information Group in 2004.
- Reviewer for *Self-Defense for Teachers*. Self-published book by Joshua Chaparro in 2007.
- Reviewer for *Disguised Weapons – The Art of Deception a Law Enforcement Text* Garrett Metal Detectors 2002.
- Participant in the U.S. Department of Justice, Behavioral Science Unit, FBI Academy 3<sup>rd</sup> Annual Global Hostage-Taking in the 21<sup>st</sup> Century Symposium for two days in September 2010. This project is designed to utilize the expertise of a variety of subject matter experts to help the FBI develop instruments to be used to interview hostage-takers who have been convicted in order to develop an improved understanding of the types of individuals, societal influences and other factors that result in hostage-takings. My role



in the symposium was to provide feedback on hostage situations that have taken place in K12 schools and on school buses.

**Media Expert**

I have been interviewed by and/or featured by numerous media organizations including:

- *Education Week*
- *NPR*
- *The Wall Street Journal*
- *United Press International*
- *The Associated Press*
- *Reuters*
- *Christian Science Monitor*
- *Time Magazine*
- *Time Magazine U.K. edition*
- *New York Times*
- *London Times*
- *Campus Safety Journal*
- *Maintaining Safe Schools*
- *School Transportation News*
- *School Discipline Advisor*
- *20/20*
- *Good Morning America*
- *The Sean Hannity Show*
- *Sally Jesse Raphael Show*

- *MSNBC*
- *ABC*
- *CNN*
- *CNN Headline News*
- *Fox News*
- *The John Tesh Show*
- *World News Tonight with Peter Jennings*
- *Law Enforcement Television Network*
- *Boy's Life Magazine*
- *Al Jazeera America Television*
- *Tokyo Broadcasting*
- *The BBC*
- *Bao Tuoi Tre (National Youth Magazine) of Vietnam*
- *Canadian Broadcasting Company*
- *Caijing Magazine – People's Republic of China*

**Notice of limitations:** I have made a concerted effort to be complete in listing the publications, videos, web courses and other learning resources that I have helped to develop. As I did not set out to become an expert witness when I began my career more than thirty years ago, I did not have any reason to record all of these types of activities until I needed to do so to qualify as an expert witness. I have made a diligent and reasonably good faith effort to identify the articles, training videos, and other learning resources that I have helped to develop. I have asked my editors to locate the titles of articles they have published that submitted and have retained two different people to conduct independent searches of the literature to help me locate any items I may have missed. This listing contains every learning resource that I have been able to identify that I have helped to develop since I began my campus safety career in 1980.