

2025 VIRGINIA SCHOOL SAFETY TRAINING FORUM

Fostering Resilient Schools: Integrating Culture, Climate, and Safety Strategies

WORKSHOPS

Sessions A, B & C

Location	TUESDAY, July 29, 2025 1:00 PM – 2:00 PM (A)	TUESDAY, July 29, 2025 2:15 PM – 3:15 PM (B)	TUESDAY, July 29, 2025 3:30 PM – 4:30 PM (C)
Conference Room A	We Are All On Duty...the Sequel (Gillon and Downs)	We Are All On Duty...the Sequel (Gillon and Downs)	We Are All On Duty...the Sequel (Gillon and Downs)
Conference Room B	Before, During, and After Crisis Planning and Critical Incident Response: SRP and SRM in Action (Clark and Miller)	Before, During, and After Crisis Planning and Critical Incident Response: SRP and SRM in Action (Clark and Miller)	Before, During, and After Crisis Planning and Critical Incident Response: SRP and SRM in Action (Clark and Miller)
Conference Room C	Addressing Bullying (Powell)	Addressing Bullying (Powell)	Addressing Bullying (Powell)
Conference Room D	Enhancing Collaboration Between Schools and Law Enforcement (Hill)	Enhancing Collaboration Between Schools and Law Enforcement (Hill)	Enhancing Collaboration Between Schools and Law Enforcement (Hill)
Room 102/103	Navigating a Threat Assessment Investigation Using a Multidisciplinary Team: A Table-Top Exercise Experience (Cornwell)	Navigating a Threat Assessment Investigation Using a Multidisciplinary Team: A Table-Top Exercise Experience (Cornwell)	Navigating a Threat Assessment Investigation Using a Multidisciplinary Team: A Table-Top Exercise Experience (Cornwell)
Room 104/105	Two Roles, One Goal: Building Partnerships with SSO/SROs and School Administrators (Hobbs)	Two Roles, One Goal: Building Partnerships with SSO/SROs and School Administrators (Hobbs)	Two Roles, One Goal: Building Partnerships with SSO/SROs and School Administrators (Hobbs)
Room 106/107	The Impact of Mass Violence on Individuals and the Community (Fuller-Wilson and Bush)	<i>Session not repeated</i>	Collaborating on Mental Health Support for Safer Schools (Ritchie)
Room 108/109	Legal Issues in Schools: Where's the Line Between Enforcing the Student Code of Conduct and Enforcing the Law? (Casey and Smith)		More Legal Issues in Schools (Casey and Smith)
Room 201/202	Decoding Autism and Risk: A Clinical Lens on Threat Assessment (Szilagyi)		Safety in Numbers: Exploring the Relationship between Perceptions of Safety and Academic Achievement (Hagenow)
Room 203/204	Executive Forum – Invitation Only		
Ballroom	Critical Incident Preparedness and Response (CIPR) for Educators and First Responders (Keene)		<i>Session not repeated</i>

Sessions D, E & F

Location	WEDNESDAY, July 30, 2025 8:30 AM – 9:30 AM (D)	WEDNESDAY, July 30, 2025 9:45 AM – 10:45 AM (E)	WEDNESDAY, July 30, 2025 11:00 AM – 12:00 PM (F)
Conference Room A	Legal: Virginia Rules (Fero)	Legal: Virginia Rules (Fero)	Safety in Numbers: Exploring the Relationship between Perceptions of Safety and Academic Achievement (Hagenow)
Conference Room B	Building Resilient Schools Through Unified Leadership (Woods)	Building Resilient Schools Through Unified Leadership (Woods)	Building Resilient Schools Through Unified Leadership (Woods)
Conference Room C	Supporting Student Mental Health After a Crisis (Wood)	Supporting Student Mental Health After a Crisis (Wood)	Supporting Student Mental Health After a Crisis (Wood)

2025 VIRGINIA SCHOOL SAFETY TRAINING FORUM
Celebrating 25 years of dedicated service to Virginia educators and public safety personnel

Location	WEDNESDAY, July 30, 2025 8:30 AM – 9:30 AM (D)	WEDNESDAY, July 30, 2025 9:45 AM – 10:45 AM (E)	WEDNESDAY, July 30, 2025 11:00 AM – 12:00 PM (F)
Conference Room D	D.A.R.E. – Updates (Hefner)		Collaborating on Mental Health Support for Safer Schools (Ritchie)
Room 102/103	The Value of Relationships/ Mentoring for SSO/SROs (Burch, Chumney and Thompson)	The Value of Relationships/ Mentoring for SSO/SROs (Burch, Chumney and Thompson)	The Value of Relationships/ Mentoring for SSO/SROs (Burch, Chumney and Thompson)
Room 104/105	Social Media and Open-Source Investigations (Kilpatrick)		Be Safe Virginia (Griffin)
Room 106/107	Communicating Through Crisis: Key Tips for Schools (MacDonald)	Communicating Through Crisis: Key Tips for Schools (MacDonald)	Communicating Through Crisis: Key Tips for Schools (MacDonald)
Room 108/109	Bomb Threat Assessment for Decision Makers (Bunaugh)	Bomb Threat Assessment for Decision Makers (Bunaugh)	Bomb Threat Assessment for Decision Makers (Bunaugh)
Ballroom	Critical Incident Preparedness and Response (CIPR) for Educators and First Responders (Keene)		

DESCRIPTIONS

INTENDED AUDIENCE KEY:

School Personnel



Mental Health Professionals



School Resource Officer



School Security Officer



Addressing Bullying

Kaylee Powell, *Professional School Counselor, Threat Assessment Team Lead*

Bullying behavior is a longstanding challenge for school communities across the country that spans decades of American education. Not only is bullying harmful to victims, offenders, and school learning environments, but it is also linked to long-term mental health impacts and violent behaviors. Participants will examine the myriad issues and presentations of bullying, considering their impact on students' learning and sense of safety in school today. We will talk about early prevention, effective intervention methods, and the importance of postvention for both the target and the student engaged in the bullying. Real-world scenarios and policy development will be discussed.

Be Safe Virginia

Denae Griffin, *Virginia Department of Criminal Justice Services*

This workshop introduces the dynamic public health and safety program *Be Safe Virginia*, designed for Pre-K through 5th-grade students. This program covers essential topics such as bus safety, personal safety in both in-person and online interactions, and the impacts of substance abuse and bullying. Participants will explore many ready-to-use materials, including learning ready visuals, lesson plans, slideshows, and more. We'll walk through how to access and navigate these resources on our website and demonstrate effective teaching strategies tailored to young learners.

Before, During, and After Crisis Planning and Critical Incident Response: SRP and SRM in Action

John Clark, *Director of School Safety, Loudoun County Public Schools*

Jim Miller, *Assistant Director of School Safety, Arlington Public Schools*

The more comprehensively we contemplate all three phases of a crisis, ensure those who need to be at the planning table are there, and understand the hazards we might face before the crisis, the more effectively we can mitigate the effects of those potential crises, and the better the response and recovery phases will go. This session will demonstrate how to operationalize crisis plans using the Before, During, and After concept, the Standard Response Protocol (SRP), the Individual Safety Plan (ISP), the DCJS Critical Incident Response Curriculum, and the Standard Reunification Method (SRM).

Bomb Threat Assessment for Decision Makers

Al Bunaugh, *Security Training and Assessment Specialist II, Fairfax County Public Schools*

The *Bomb Threat Assessment for Decision Makers* course introduces the participant to types of threats, the threat assessment process, and implementing a Bomb Threat Management (BTM) plan. It provides activities for participants to apply specific portions of the risk management process and their newly acquired knowledge about BTM procedures to develop a risk assessment of a bomb threat.

Building Resilient Schools Through Unified Leadership

Matt Woods, *CEO and Lead Consultant, Leading Out the Woods, Educator, Author*

This breakout session will have participants examine how discipline, policies, and systems interact with students. Participants will better understand how having unified leadership at both the school and division levels can contribute to the overall school climate and resiliency of the schools. This session will provide opportunities to reflect on current practices while incorporating strategies for improvement.

Collaborating on Mental Health Support for Safer Schools

Sarah Ritchie, *Professional School Counselor, 2023 Virginia School Counselor of the Year*

Division and school leadership, teachers, staff, school counselors, School Resource Officers, and psychologists all play an essential role in the safety and well-being of students. However, they cannot work in silos. This session will explore how these vital roles can align efforts to improve school climate, encourage student engagement, decrease truancy, and keep our youth safe during the school day. Useable strategies in the multi-tiered systems of support will be discussed.

Communicating Through Crisis: Key Tips for Schools

Steven MacDonald, *Director of Training and Development, Safer Schools Together*

In this session, we will explore effective critical incident response strategies for school safety leaders. School leaders often find themselves at the center of a crisis and are responsible for communicating with staff, students, parents, and others about the situation. The form and scope of an incident can vary, but you can use some key strategies to effectively and quickly communicate with different audiences. By understanding these strategies, you can ensure that you share the appropriate information most effectively and in a timely manner. Topics include examples of communication through various scenarios; important content to include in key messages such as direction, status, actions, and compassion; cautions in communication; post-incident communication example; and communication best practices for public safety on threat-related incidents. Templates and an interactive resource guide will be provided.

Critical Incident Preparedness and Response (CIPR) for Educators and First Responders (2-Hour Session)

Adam Keene, *Virginia Department of Criminal Justice Services*

This two-hour session equips educators and first responders with practical strategies to prepare for, respond to, and manage violent critical incidents. Developed in partnership with ALERRT, C3 Pathways, and the “I Love U Guys” Foundation, the CIPR program integrates the nationally recognized School Safety and Violent Event Incident Management (SSAVEIM) and Active Shooter Incident Management (ASIM) systems to promote rapid, coordinated action. The goal: reduce chaos, save lives, and reunite students with their families faster.

D.A.R.E. – Updates

Rob Hefner, *Virginia D.A.R.E.*

D.A.R.E. Updates this year will include a presentation of developing lesson project partnership between D.A.R.E. America and the Kingdom of Bahrain, presented by members of a contingent from the Kingdom of Bahrain. Also, the NEW updated Elementary Curriculum will be debuted during this in-service presented by Dr. Ashley Frazier from D.A.R.E. America. There will also be bylaw and election changes from the Virginia D.A.R.E. Officers Association, as well as a State of D.A.R.E. address and information for the current and upcoming year.

Decoding Autism and Risk: A Clinical Lens on Threat Assessment (2-hour Session)

April Szilagyi, Psy.D., CSOTP, *Licensed Clinical Psychologist; E.A.S. Winchester, PLLC*

This session will offer participants information about two distinct areas. First, participants will receive information and considerations regarding Autism Spectrum Disorder (ASD). The second part of the training will provide insight into the components of a psychological threat risk assessment. This session includes training on autism spectrum disorder, including essential factors to consider when interacting with an individual with ASD. Additionally, the following will be addressed: the truth about ASD versus stereotypes, symptoms that are often included with ASD (e.g., insensitivity to pain, avoidance of touch, uneven physical skills, repetitive behaviors, inappropriate laughing, etc.), de-escalation techniques, and comorbid diagnoses. The training on psychological threat risk assessments, specifically within the school setting, will include the components that are considered for each assessment. This training will help participants better understand the difference between a risk assessment and a threat assessment, the progression after an individual is deemed to pose a potential threat against the school setting, the different types of threats (direct, indirect, veiled, conditional), the relationship between violence and mental illness, high-risk factors for violence, pertinent information that is effective in conducting the risk assessment, and what information will be needed and relevant for a violence risk assessment.

Enhancing Collaboration Between Schools and Law Enforcement

Captain Von Hill, *Fluvanna County Sheriff's Office*

This training helps schools and law enforcement work together more effectively to create a safe and supportive student environment. Participants will learn practical strategies for improving communication, problem-solving, and crisis response. The session includes discussions, real-life examples, and interactive activities to strengthen partnerships and build trust between officers, educators, and students.

Legal Issues in Schools: Where's the Line Between Enforcing the Student Code of Conduct and Enforcing the Law?

Elliott Casey, *Attorney, Justice 3D*

Mandi Smith, *Attorney, Timberlake and Smith*

What does Virginia law say about the use of force? Where is the line between what school leaders and school security should be doing to enforce school rules, and what School Resource Officers must do to uphold the law? Is bullying a crime? This session will provide insight into these topics using cases from the federal courts regarding the use of force in school, cases involving juveniles, and cases involving active threats to public safety. The presentation will focus on new statutes and examine the debate regarding qualified immunity, law enforcement decisions to use force, and situations where law enforcement may face violence at a school. Presenters will provide a strategic approach and provision of guidelines, coupled with key elements of federal and Virginia law, all with the goal of enhancing the ability of school and police personnel to better respond to legal issues within the school environment and beyond.

Legal: Virginia Rules

Mark Fero, *Office of the Attorney General*

The focus of *Virginia Rules* is on the criminal justice system, particularly on how Virginia laws apply to youth under the age of 18. *Virginia Rules* will educate young Virginians about the law and help them develop skills needed to make sound decisions, avoid breaking laws, and become active citizens of their schools and communities. These Standards of Learning (SOL)-correlated lessons are designed for middle and high school students. *Virginia Rules* offers a comprehensive website with law-related resources and tools for students, parents, and instructors. Instructors can access and download lessons from the website with student worksheets, topical handouts, and supplemental materials. This training is intended for teachers, school administrators, School Resource Officers (SROs), and School Security Officers (SSOs) serving middle and high school-age youth.

More Legal Issues in Schools

Elliott Casey, *Attorney, Justice 3D*

Mandi Smith, *Attorney, Timberlake and Smith*

This session will explore the most common legal challenges facing Virginia school leaders, including special education, Title IX, and building-related issues. Presenters will provide a strategic approach and provision of guidelines, coupled with key elements of federal and Virginia law, to avoid potential legal issues and enhance school climate and safety.

Navigating a Threat Assessment Investigation Using a Multidisciplinary Team: A Table-Top Exercise Experience

Captain Jason Cornwell, *Frederick County Sheriff's Office, School Safety Division*

This training utilizes a tabletop exercise (TTX) to conduct a threat assessment investigation using a multidisciplinary team approach. The TTX presents groups with a threat assessment case, allowing them to examine and discuss investigative process options during various scenario injections.

Safety in Numbers: Exploring the Relationship between Perceptions of Safety and Academic Achievement

Jared Hagenow, *Threat Assessment Specialist, Arlington Public Schools*

Do people perform better when they feel safe? Using data from the DCJS School Survey of Climate and Working Conditions and the Virginia Department of Education Standards of Learning Test Results, this presentation demonstrates an observable relationship between the perceptions of safety reported by students, classroom instructors, and staff in Virginia schools and the academic performance of students at those schools.

Social Media and Open-Source Investigations (2-hour Session)

Scott Kilpatrick, *Investigator, Baltimore County Police Department*

In this session, participants will gain a comprehensive understanding of the digital footprint, exploring how individuals leave traces of their online activity. They will delve into popular social media platforms and learn techniques for finding profiles, as well as identifying individuals based on their professional affiliations through professional networking sites. The session will also cover how to verify the authenticity of information found online and provide an overview of Open-Source Intelligence (OSINT), including its definition, benefits, and ethical considerations. Participants will learn to leverage search engines effectively, using advanced operators and strategies to enhance their searches. Additionally, an introduction to popular OSINT tools and resources will be provided. The session will culminate in a hands-on exercise that enables participants to put these concepts into practice.

Supporting Student Mental Health After a Crisis

Lori Wood, LPC, LLC, *Senior Director, Region Ten Community Services Board, Charlottesville*

When crisis strikes, its impact reaches far beyond those directly involved. This evidence-based workshop equips officers, educators, counselors, and administrators with practical tools to support student mental health following a crisis event. Based on established crisis response protocols and trauma-informed practices, this workshop provides actionable strategies you can implement immediately while building systems for long-term recovery and resilience. Whether your school has experienced a recent crisis or you're strengthening your preparedness, this workshop delivers essential knowledge for supporting the mental health of your entire school community.

The Impact of Mass Violence on Individuals and the Community

Julia Fuller-Wilson, *Virginia Department of Criminal Justice Services*
Dawn Bush, *Virginia Department of Criminal Justice Services*

Mass violence events are far more frequent and far more deadly than they have been in previous years. The increase in violence and its substantial media coverage can lead to negative and, sometimes, long-lasting effects on the survivors and on the community at large. In this workshop, we will discuss the psychological, emotional, and practical impacts of mass violence events. We will cover the risks of long-term trauma and the protective factors that are crucial to personal and community healing and resilience. The effects of television, news, and social media coverage will also be discussed. Finally, we will define and share the importance of trauma-informed care and identify local, state, and federal resources that can assist following a traumatic event in your school or community.

The Value of Relationships/Mentoring for SSO/SROs

Justin Burch, *Director of Emergency Services, Mecklenburg County*
Melissa Chumney, *Principal, Mecklenburg County Public Schools*
Lauren Thompson, *Principal, Mecklenburg County Public Schools*

This training highlights the importance of building positive relationships and mentoring students as a key role of School Security Officers (SSOs) and School Resource Officers (SROs). Participants will learn how strong connections can foster trust, improve school safety, and support student well-being. Through real-life examples and interactive discussions, this session provides practical strategies for effective mentorship and relationship-building within the school community.

Two Roles, One Goal: Building Partnerships with SSO/SROs and School Administrators

Sergeant Michael Hobbs, *Henrico County Police Department*

This training focuses on strengthening collaboration between School Security Officers (SSOs), School Resource Officers (SROs), and school administrators. Participants will explore ways to align their roles, improve communication, and work together to create a safe and supportive school environment. Through discussions and real-world scenarios, attendees will gain practical strategies to enhance teamwork, build trust, and effectively address school safety challenges.

We Are All On Duty...the Sequel

Chele Gillon, *District Lead Counselor and Threat Assessment Trainer/Consultant, Barren County School District, Glasgow, Kentucky*
Lori Downs, *Student Assistance Coordinator and Threat Assessment Trainer/Consultant, Barren County School District, Glasgow, Kentucky*

In this presentation, we will continue to explore what it means to be “On Duty,” taking a deeper dive into what we believe keeps our students, staff, and families safe. We will take a deeper dive into what we believe keeps our students, staff, and families safe. We will continue the conversation about recognizing warning signs of students in crisis, the critical need for mental health support, and the importance of training our students as well as staff. Along with that, we will introduce you to ‘Insider References.’ *We Are All On Duty.*