

2023 VIRGINIA SCHOOL SAFETY TRAINING FORUM

Fostering a Culture of Trust, Collaboration, Awareness, and Safety

KEYNOTE PRESENTERS

(By day, in order of appearance)



Fostering a Culture of Awareness in Our Schools

Paul Timm, *Director of Education Safety, Allegion*



Growing Up in Public: Taking a Character-based Approach to a World Where Kids Can Go Viral for All the Wrong Reasons

Devorah Heitner, Ph.D., *Author and Social Media Subject Matter Expert*



School Attacks – Stereotypes, Warning Signs, and Barriers to Action

Peter Langman, Ph.D., *Director of Research and School Safety Training, Drift Net, LLC*

DAY ONE – JULY 25



Truths, Lies, and An Opportunity

Jim Harris, Ed.D., MSW, *Opportunities Consulting Services, LLC*



Suicide Prevention: Loving Someone With Suicidal Thoughts

Stacey Freedenthal, PhD, LCSW, *Associate Professor, University of Denver Graduate School of Social Work*



Cyber Self Defense: Maintaining Healthy Relationships in the Digital Age

Adam Dodge, *CEO, EndTab*

DAY TWO – JULY 26



The Uvalde Debrief: Lessons Learned From the Lives Lost

Tom Czyz, *CEO & Founder of Armoured One, LLC*

PANEL DISCUSSION: Current Trends in Youth Crime and Violence

FACILITATOR: **Greg Hopkins**, *Juvenile Justice Program Coordinator, Virginia Department of Criminal Justice Services*

PANELISTS:

Judge Stephanie Ayers (Lynchburg, Virginia), and Member of the Advisory Committee on Juvenile Justice and Prevention

Tyron Barnes, *Teacher and Virginia Education Association Member, Fairfax County Public Schools*

Dr. Travis Burns, *President of the Virginia Association of Secondary School Principals and Principal of Northumberland High School*

Aaron Butler, Ed.D., *Director of School Administration, York County Public Schools*

Chief Steve Drew, *Newport News Police Department, and Member of the Advisory Committee on Juvenile Justice and Prevention*

Ashaki McNeil, *Director of Reentry, Department of Juvenile Justice*



Standing in the Gap: How the Connection of a School Counselor and a Student Saved Sycamore Middle School

Molly Hudgens, *Counselor, Sycamore Middle School, Pleasant View, Tennessee*

DAY THREE – JULY 27

SPEAKER BIOGRAPHIES

STEPHEN ANDERS

Captain Stephen (Steve) Anders started his career with the Bedford County Sheriff's Office in 2006. He attended the 70th Basic Law Enforcement School at the Central Virginia Criminal Justice Academy, in Lynchburg, Virginia, being awarded the Academic Achievement Award, for highest grade average for his academy class. Capt. Anders was assigned to the Southern Virginia Internet Crimes Against Children Taskforce (SOVA-ICAC) on August 1, 2008. He is a Virginia Department of Criminal Justice Services (DCJS) General Instructor, as well as an instructor for the Child Protection System (CPS) Suite of Tools. Capt. Anders has received well over a thousand hours of post academy training related to computer crimes and investigations. Capt. Anders has instructed hundreds of law enforcement, prosecutors, social workers, magistrates, and others working in child sexual exploitation justice fields, on various aspects of ICAC related investigations. He has also presented on internet safety topics to thousands of citizens and has done numerous media interviews on the same. In addition, Capt. Anders is the current Task Force Commander for the SOVA-ICAC, and co-ordinates enforcement and training activity with over 160 member agencies on the task force, as well as working with federal agencies.

STACY AVILA

Stacy Avila received a Bachelor of Science Degree in Administration of Justice (emphasis in Psychology and Sociology) from the University of Wyoming in 1995. She began her career as a police officer for the City of Arvada, Colorado in 1996 and retired in 2017. During her 21 years with the Arvada Police Department, Ms. Avila served as a Field Training Officer, Patrol Sergeant, Department Training Officer, and Hostage Negotiator. She served as a negotiator on the Jefferson County Regional SWAT team for 15 years and was the primary negotiator during the Platte Canyon High School incident on September 27, 2006. After that shooting, she developed an over decade and a half-long trusting relationship with The I Love U Guys Foundation. Ms. Avila began training along with John Michael Keyes, Executive Director of The I Love U Guys Foundation, in 2009. She became a highly trained Adjunct Instructor for The Foundation in 2019 and has conducted over 75 Standard Response Protocol and Standard Reunification Method trainings, equating to over 600 hours of training, across the country.

THE HONORABLE STEPHANIE AYERS

In 2019, The General Assembly elected Stephanie Ayers as the Juvenile and Domestic Court Judge at the 24th Judicial District of Virginia (Bedford County). Judge Ayers has practice law in Bedford County for more than 12 years. Before joining the bench Judge Ayers served as the Assistant Commonwealth

Attorney within the Commonwealth's Attorney's office. Judge Ayers has built her career of law focusing on victim sensitive cases to include those involving children and families.

TRACY WINN BANKS

Tracy Winn Banks was appointed to be the Chief Deputy Director of the Virginia Department of Criminal Justice Services in March 2022 by Governor Glenn Youngkin. She graduated from Rice University with B.A. before going onto Regent University to earn her juris doctorate. She was admitted to the Virginia Bar in 1991. Her law practice areas and experience included First Amendment Litigation and client representation in federal and state courts involving criminal and civil matters since 1991. Mrs. Banks is a graduate of the Lead Virginia Executive Management Program and a retired legal educator. Her public service has included non-profit administration, advancing efficient government operations, and advocating for balanced public policy. Mrs. Banks and her husband have eleven children and she is very active in her church. She enjoys reading, traveling, attending historical events, public speaking and visiting antique shops.

SARAH BAZEMORE

Sarah Bazemore is the School Counseling Specialist within the Office of Student Services at the Virginia Department of Education (VDOE). Prior to joining the VDOE, Ms. Bazemore was a school counselor, school counseling coordinator, behavior interventionist, special education teacher, and middle school math teacher. Additionally, she has served as an adjunct professor at Virginia Commonwealth University and was the Virginia School Counselor of the Year in 2019. She works with school divisions and school counselors throughout the state to encourage best practices in the development of students' academic, behavioral, and social-emotional needs.

BETSY BELL

Betsy Bell currently serves as the K-12 Mental Health and Suicide Prevention Programs Coordinator at DCJS, in the Division of Public Safety Training and the Virginia Center for School and Campus Safety. She coordinates programs and training on a variety of mental health topics for school personnel and law enforcement. Ms. Bell also collaborates with other state agencies and programs to support the mental health of Virginia's youth. She has a degree in Education from the University of Virginia and a degree in Counseling and Development from George Mason University. Ms. Bell has a background in school counseling, school administration, and youth mental health, and suicide prevention.

CORTNEY BERRY

After graduating with a degree in Homeland Security and Emergency Preparedness from Virginia Commonwealth University, Cortney Berry began her career as the School Safety Coordinator for Henrico County Public Schools in 2010. In this role, Cortney was a recipient of the Virginia Association of Counties Achievement Award in 2013 for her work with the Comprehensive Safety Audit Process, which is still recognized throughout the state as a best practice. Most recently, Ms. Berry has been recognized for her development and implementation of one of the state's first community-based threat assessment model in a school division. Working directly with school, community, and state partners specifically related to threat assessment, has given her a unique perspective in how these processes work within a school community and what are the steps needing to be taken to implement a community approach to threat assessment. In 2020, she continued to advance in her career by becoming the Emergency Manager for Henrico County Public Schools. While in that role, she worked to enhance the safety program in her division to fit the ever-changing needs in the world of school safety. She was a member of the COVID-19 Taskforce for her division, as well as a member of the Regional Taskforce. She also served on the Youth Violence Prevention Taskforce, which was a joint committee between schools and county agencies working together to curb the rise in youth violence in schools and communities, and oversaw the Blue Ribbon Safety Panel, which took a more in-depth look into physical safety enhancements in schools. During her career, she has become well-respected in the school safety and emergency management field through the relationships and partnerships developed at the county and state-level. She has served in an advisory role to DCJS on committees specifically related to school safety. In early 2023, Ms. Berry left the public school system and created CLB Consulting Services, LLC, to allow her the ability to better support school divisions in creating and sustaining safety practices that cater to their division's needs, as well as spend more time with her family. Ms. Berry resides in Hanover County with her husband and four children; three of whom are currently in K-12 schools and one in higher education.

TRAVIS BURNS

Dr. Travis Burns is the principal of Northumberland High School (NHS) and the present president of the Virginia Association of Secondary School Principals (VASSP). Travis has been principal at NHS for 10 years. He served 14 years in the Gloucester Division as a social studies teacher, assistant principal, and middle school principal. He represents VASSP on the VDOE's Advisory Board on Teacher Education and Licensure. Additionally, he has served on numerous Blue Ribbon Panels for the Virginia Department of Education and most recently served on the Virginia Department of Education's COVID-19 Education Work Group. Travis has been a VASSP member since 2011. He earned his B.A. degree from the University of Mary Washington and M.Ed. and Ed.D. from the College of William and Mary.

AARON BUTLER

Dr. Aaron Butler has worked in public education for over 20 years. He has served as a classroom teacher, school administrator, division hearing officer, and Supervisor of Student Services. Currently he is the Director of School Administration for York County School Division. In his current role he serves as the division liaison with the York Poquoson Sheriff's office, assists with Title IX investigations and case management, supports crisis management operations and school climate audits, coordinates the division Threat Assessment Oversight Committee, and oversees the division's truancy and hearing officers. He also serves on the Virginia Student Support and Conduct Committee (VSSCC).

BRYAN CARR

Bryan Carr is a training consultant and presenter, formerly with Deisinger Consulting, LLC, a professional services firm specializing in operational psychology, behavioral health, and behavioral threat assessment, and currently as an independent consultant. He helps clients evaluate threatening circumstances, manage situations, mitigate risk violence, and enhance the safety and practices of their organizations. Mr. Carr's formal educational training includes a Bachelor of Science in Education from the University of Virginia and a Master of Science in Counselor Education from Virginia Commonwealth University. He has a postgraduate professional license in school counseling and an Administration and Supervision/Central Office endorsement through the Virginia Department of Education. Until his retirement in July 2019, Mr. Carr served as the Coordinator of School Counseling Services in Chesterfield County Public Schools, a school district in Virginia with nearly 65,000 students and over 7,000 employees. Before a career in counseling administration, he served as a high school teacher, athletics coach, school counselor, and high school counseling director. In addition to his responsibilities of developing and supervising the school counseling program in CCPS, he was a leader in writing and implementing the district's threat assessment and management protocol. Mr. Carr along with his colleague, Dr. Jim Russo, created the CCPS threat assessment and management training program, educating hundreds of administrators, school counselors, school psychologists, school nurses and law enforcement partners on best practices and strategies to keep students, staff, and community members safe. Mr. Carr has presented at several workshops, lectures, and conferences on the role of school administration and student support personnel in promoting student achievement, social/emotional learning, and safety including the Virginia School Counselors Conference, the Virginia Counselors Association Convention, the Virginia School Board Association Convention, as well as the Schools of Education at the University of Virginia, Virginia Commonwealth University and the College of William and Mary.

ELLIOTT CASEY

Elliott Casey is a Staff Attorney for the Virginia Commonwealth's Attorneys' Services Council. Mr. Casey has 15 years' experience as a prosecutor, having served as an Assistant Commonwealth's Attorney for the County of Albemarle, the City of Alexandria and the County of Arlington in Virginia, and several more years' experience in law enforcement and as an attorney. A graduate of the University of Virginia School of Law, he also served as a Special Assistant United States Attorney for the Western District of Virginia. Mr. Casey specializes in digital evidence, Fourth Amendment issues, and complex financial crime. He is a graduate of the University of Virginia School of Law, is proficient in Spanish, German, and Japanese, and has experience speaking Chinese, French, and Korean. Mr. Casey also instructs law enforcement agencies throughout the Virginia and Washington, DC area and investigators around the United States. Elliott instructs for the National Immigrant Women's Advocacy Project, the National White Collar Crime Center, the National Health Care Anti-Fraud Association, and many other groups.

JAMES CHRISTIAN

James Christian is the Manager of the Virginia Center for School and Campus Safety at the Virginia Department of Criminal Justice Services. James manages a K-12 team that is responsible for School Resource Officer and School Security Officer training and certification, the school safety audit, behavioral threat assessment training, crisis management and critical incident response, several federal grants, suicide prevention and mental health, and school safety best practices.

DANIELLE CLARK

Danielle Clark is the K-12 School Safety and Security Training Coordinator in the Virginia Center for School and Campus Safety at the Virginia Department of Criminal Justice Services (DCJS). Ms. Clark oversees the School Security Officer (SSO) program and coordinates other school safety-related training for both public and private K-12 schools while also providing technical assistance to K-12 institutions seeking to enhance their school security programs. Before coming to DCJS, Ms. Clark served as a patrol Deputy and then School Resource Officer with the Bedford County Sheriff's Office. She has a Bachelor's degree in Criminology and Communications with an emphasis in Social Influences from the University of Lynchburg.

THE HONORABLE TERRANCE C. COLE

Terrance C. "Terry" Cole joined the Administration as the Secretary of Public Safety and Homeland Security with over 28 years of law enforcement experience and success, 22 years of which with the federal Drug Enforcement Administration. During his tenure with the United States Drug Enforcement Administration (DEA), Secretary Cole advanced through the ranks, including tours in Oklahoma, New York, Texas, and Washington, DC, as well as foreign assignments in Colombia, Afghanistan, Mexico, and the Middle East. Before joining the

DEA, he also serves as a Naval Academy Blue and Gold Officer. He served as the Chief of Staff and Executive Officer at the DEA/ Department of Justice Special Operations Division, the DEA representative to the National Security Council, and Chief of Staff and Executive Officer for the DEA Chief of Global Operations. He retired from federal service as the Acting Regional Director of Mexico, Canada and Central America in 2020. Since retirement, he led the Financial Threat Matrix Division and the Government Solutions Division of Aperia Solutions, Inc. (Aperia), a Dallas, Texas based software and services company that provides secure transaction processing and regulatory compliance support to the financial services sector. Secretary Cole graduated from Rochester Institute of Technology (RIT) with a B.A. in Criminal Justice and has certificates in Leadership from the University of Virginia and the University of Notre Dame Mendoza School of Business, as well as continuing education at the Massachusetts Institute of Technology (MIT) for Artificial Intelligence and Cornell University for Cryptocurrency, Block Chain Technology, and Cryptology. Above all, he is most proud and committed to being a husband and father. He has been married to Joy Cole for 29 years and they have four adult children together.

DERRICK CREWS

Lieutenant Derrick Crews is a highly experienced law enforcement professional with 28 years of service. He currently serves as the supervisor of the Criminal Investigative Division for his agency. Throughout his career, he has held a variety of roles, including EOD, SRO, Patrol Supervisor, CALEA Manager, Use of Force Coordinator, Internal Affairs, and Assistant Team Commander for SWAT. He is a POST-certified instructor in DT, Physical Fitness, and GST 1, and a partnering instructor with the Force Science Institute. Additionally, Lieutenant Crews holds a national certification as a De-escalation instructor through IADLEST.

TOM CZYZ

On December 14, 2012, our nation was devastated by the news that twenty first graders and six adults had been murdered at Sandy Hook Elementary. Having been a father, husband of an English teacher, active shooter expert, SWAT operator, and homicide detective at this point, Tom Czyz realized he couldn't protect his own family. He knew something needed to be done to protect America's schools, so he founded Armoured One, a company that is dedicated to ending the story of active shooter. He put together the best active shooter experts he could find from SWAT, military special forces, federal agents, and schoolteachers to create a company that would save lives. Since that time, Mr. Czyz and his team of investigators have responded to more than 50 K-12 school shootings, including Sandy Hook, Parkland, Santa Fe, and Uvalde. His team produces debriefs from these investigations to educate school administrators, police, firefighters, EMS, architects, and politicians about how to survive an active shooter attack. In addition, Mr. Czyz founded ONE Training, a non-profit that provides customized courses for

varying school staff positions to empower them to save students' lives. He achieved his greatest feat when one of the schools, Armoured One and ONE Training, helped, was attacked, but no one was killed or injured except the attacker. That was proof that proper training, notification, and hardening of products can save lives. Armoured One is now known as America's School Active Shooter Company. He currently sits on the board for the National Safety Security Protection Association a not for profit that helps states create minimal standards for security. Tom Czyz is a retired homicide detective, a SWAT team operator, a subject matter expert in K-12 active shooter, a father of six, and the husband of an English teacher. He is a nationally and internationally recognized expert in active shooter, school security, and motivational speaking. He has been featured by *Rolling Stone*, *Forbes*, *Netflix*, *Viewpoint*, and numerous national, international, and global outlets. As a speaker, he has addressed government officials and school associations for superintendents, school boards, facilities, and transportation. Additionally, he has collaborated with and trained local and federal law enforcement officials. For 10 years, Mr. Czyz has dedicated his life to preventing active shooter attacks in American schools. As a result of his work, he has received recognition from school officials and government leaders, but more importantly, from the families of those whose lives he has helped save.

ADAM DODGE

Adam Dodge's work is characterized by his dedication to addressing the existing and future threats posed by technology to victims of crime and gender-based violence. He has written and presented extensively on cyberstalking, technology-enabled abuse, non-consensual pornography and co-authored a domestic violence advisory on the emerging threat of 'deepfakes.' He founded EndTAB (Ending Tech-Enabled Abuse) in 2019 and spends a great deal of his time delivering innovative technology-enabled abuse trainings and presentations to organizations, nonprofits and governments around the world. A frequent speaker and lecturer at universities and national conferences, Mr. Dodge is also a special advisor to the Coalition Against Stalkerware and sits on the World Economic Forum's Digital Justice Advisory Committee. Dedicated to advancing impact legislation and public policy, he is also a member of the Policy Advisory Council for the California Partnership to End Domestic Violence. Mr. Dodge is a licensed attorney in California, and earned his B.A. from UC Santa Barbara and his J.D. by way of McGeorge School of Law and Hastings College of the Law.

CHIEF STEVE DREW

Chief Steve Drew has over 29 years of service in law enforcement experience. He received a Bachelor of Arts degree in Social Services from Urbana University in 1993 and a master's degree in business from Colorado State University. Chief Drew served 25 years in the Richmond Police Department and retired on July 1, 2018, as a Deputy Chief. He served as a Sergeant in the Narcotics Division, a Lieutenant in Homeland Security, and a Captain in the

Homicide Division. He was later promoted to Major in charge of Support Services and in 2015 was promoted to Deputy Chief over Patrol Operations. Drew was selected as the Newport News Police Chief on July 2, 2018. Newport News Police Department (NNPD) is the fourth largest municipal police department in Virginia. NNPD employs more than 400 sworn officers and approximately 170 civilian personnel. NNPD is nationally accredited by CALEA (Commission on Accreditation for Law Enforcement Agencies), the gold standard in public safety.

SHELLIE EVERS

Shellie Evers currently serves as the Virginia Center of School and Campus Safety Supervisor for DCJS in the Division of Public Safety Training and the Virginia Center for School and Campus Safety. In partnership with DCJS team members she supports the Mental Health & Suicide Prevention, Behavioral Threat Assessment, and BJA and COPs Grant programs. Mrs. Evers plans the "School Safety Training Forum" and "Strengthening Connections Climate Summit" as well as the "National Threat Assessment Conference for Educational Institutions". She also manages the division's budget and assists with special projects and resource development. Before coming to DCJS in 2012, she spent 17 years in Hanover County Public Schools where her responsibilities included emergency planning and safety related training. She has a Bachelor's degree in Business from Averett University and a Master's degree in Public Administration from Norwich University.

ED EWING

Ed Ewing currently serves as the Crisis Management and Critical Incident Response Coordinator for the Virginia Department of Criminal Justice Services – Virginia Center for School and Campus Safety. In this role he supports divisions and schools with the development and implementation of school crisis plans. Before coming to DCJS in 2022, Mr. Ewing spent 14 years with the Chesapeake Public Schools where he served seven years as a teacher, four years as an assistant principal, and three years as the Supervisor of Safety and Security for the division. Prior to his career in education he retired from 20 years of service in public safety which included law enforcement and firefighting. Mr. Ewing has a Bachelor's in Criminal Justice from Saint Leo University and a Master's of Arts in Education and Human Development from The George Washington University.

MARK FERRO

Mark Ferro currently serves as the Director of Programs and Outreach in the Executive and Administration Division for the Office of the Attorney General of Virginia where he provides program and financial oversight to federal- and state-funded grant programs. After college he joined the Army and was recruited by the Honor Guard, 3rd U.S. Infantry ("The Old Guard" Escort to the President) as a Finance Specialist. In addition to serving on the Governor's Advisory Board on Volunteerism and National Service, he serves the community as the Chair of the

Richmond Police Foundation Board, an Advisory Member for the National Center for the Prevention of Community Violence, Director on the Virginia Public Safety Foundation, and as the Treasurer for the Virginia Service Foundation.

STACEY FREEDENTHAL

Stacey Freedenthal, PhD, LCSW, is a suicidologist, educator, writer, psychotherapist, consultant, and speaker. She has authored two books: *Loving Someone with Suicidal Thoughts: What Family, Friends, and Partners Can Say and Do*, published in January 2023 by New Harbinger, and *Helping the Suicidal Person: Tips and Techniques for Professionals*, published in 2017 by Routledge. She has authored or co-authored more than 30 peer-reviewed articles for academic journals. Dr. Freedenthal also created and maintains the website Speaking of Suicide (www.speakingofsuicide.com), which has had more than six million visits. Dr. Freedenthal is a tenured associate professor at the University of Denver Graduate School of Social Work, and she's had a small psychotherapy and consulting practice in Denver since 2012. She first became involved in suicide prevention in 1994, when she volunteered at a suicide hotline. Subsequently, she earned a master's degree in social work from the University of Texas at Austin and held clinical positions primarily in psychiatric emergency settings before returning to school to earn a PhD in social work from Washington University in St. Louis. Dr. Freedenthal lives in Denver, Colorado, with her husband Pete and their collection of cats. You can learn more about her at staceyfreedenthal.com.

CARLTON GERALD

Carlton Gerald's background in law enforcement in Raleigh, North Carolina prior to migrating to the Washington, DC area, prepared him for a new challenge as a Diplomatic Security Protection agent for the Saudi Arabia Ambassador to the United States. Mr. Gerald continues to reaffirm his dedication as a FEMA Certified Instructor, FEMA Multi-hazard Emergency Planning for Schools Train-the Trainer, FEMA Community Emergency Response Team (CERT) Train-the Trainer, and as a U.S. Department of Education, REMS TA Center (SME) Threat Assessment Trainer. As a security practitioner, Mr. Gerald is also a member of the American Society of Industrial Security (ASIS) and a proud member of the School Safety Council in service with a community of dedicated security industry leaders, protecting assets, people, property, and information. He currently serves as the Coordinator of Security and Emergency Operations for Alexandria Public Schools.

MELODY HACKNEY

Dr. Melody Hackney is completing her eighth year as Superintendent of Hopewell City Public Schools. It was during this time that she was named the Virginia Superintendent of the Year in 2021. Formerly, she served 10 years as Superintendent of Charlotte County Public Schools and four years as Deputy Superintendent for Mecklenburg County Public Schools.

She has also served as Director of Instruction, Coordinator of Alternative Education Services, Principal and Special Education Teacher. Additionally, she has experience in leading community services for adults with disabilities and teaching at the post-secondary level at Shenandoah University, Liberty University, Southside Virginia Community College, and the University of Virginia. Dr. Hackney is an active member of numerous professional organizations and has special interest and expertise in the areas of: servant leadership development, 21st Century teaching and learning, organizational behavior and communication, project based learning, student discipline, alternative education, school safety, gang awareness and parent education. Dr. Hackney has a Bachelor of Arts degree in Special Education and two Master of Science degrees: one in Business Administration and one in Education Administration. She received her doctorate in Education Leadership, Policy and Foundations in 2012 from the University of Virginia.

JIM HARRIS

Dr. Jim Harris is the owner of Opportunities Consulting Services and the Associate Director of the West Virginia Autism Training Center at Marshall University. He has had several roles in the health and human services field throughout his career as an early interventionist, parent educator, educational consultant, university professor, and behavioral health therapist. Dr. Harris has presented at a variety of conferences from the local to the international levels on such topics as behavioral intervention, parenting, positive behavior support, trauma-informed care, organizational change, and many more. He is the creator of *10 Things You Need to Know About Kids*, an audio program that helps parents and teachers be more effective in their work with children. He has also worked with a variety of public and private entities including the Fred Rogers Company, United States Department of Education, the United States Department of Justice, and many more.

DEVORAH HEITNER

Devorah Heitner, Ph.D., is the author of *Screenwise: Helping Kids Thrive (and Survive) in Their Digital World*. Her new book, *Growing Up in Public*, will be out in September 2023. Her writing has appeared in *The New York Times*, *The Washington Post*, *CNN Opinion*, and *Fast Company*, among others. Dr. Heitner earned a Ph.D. in media/technology and society from Northwestern University and has taught at DePaul University and Northwestern University. She consults with schools and companies all over the country on nurturing digital wellness and a positive digital culture.

VON HILL

Von Hill is a dynamic and engaging speaker with over 30 years of experience as a law enforcement leader, much of it in school law enforcement programs. His school safety and management program are the industry model for development and collaboration. He has worked across the system as a law

enforcement officer with experience in many roles, an educator in hundreds of classrooms to thousands of children, and in the community, a leader for children and families. Mr. Hill is a highly sought-after presenter who teaches across this nation topics of school law enforcement partnerships, where he has audiences of state, local, and community leaders, executives, and first line professionals. He is also a Behavioral Threat Assessment and Management Trainer leading school systems on conducting the threat assessment process. As an executive in his agency, he earned the distinct rank of captain and is the chief of judicial operations, managing the school resource officer unit.

GREG HOPKINS

Greg Hopkins is the Juvenile Justice Program Coordinator with the Virginia Department of Criminal Justice Services. In his role, he serves as the state Juvenile Justice Specialist and DMC Coordinator. Mr. Hopkins provides policy guidance and technical assistance for local and state juvenile justice administering agencies. He also coordinates the agency's juvenile justice and delinquency prevention grant programs, promote and enhance statewide efforts to address racial and ethnic disparity. In addition, he also serve as the state liaison for the federal Office of Juvenile Justice and Delinquency Prevention. Mr. Hopkins has over 20 years of experience working in Juvenile Justice and Human Services field. He received his Bachelor's degree in Sociology from Virginia State University and a Master of Science in Criminal Justice degree from the Tiffin University.

MOLLY HUDGENS

Molly Bradley Hudgens is in her 21st year as an educator in the Cheatham County School System where she serves as a school counselor at Sycamore Middle School in Pleasant View, Tennessee. In addition to her counseling role, Mrs. Hudgens also serves on SMS's Crisis Management and Leadership Teams. After a personal experience in college, her interest in violence prevention and safety sparked a desire to educate others who work with intervening in the lives of potentially violent teenagers. Her in-depth study on school shootings and the teenagers who commit these acts, "Recognizing Red Flags," has been utilized nationally to train professionals in the fields of education, law enforcement, juvenile probation, and juvenile court. The training focuses on understanding the three types of school shooters and how to use threat assessment tools as an intervention to prevent violent acts in a school and community setting. Mrs. Hudgens put her training to use on September 28, 2016, when she talked a student with a loaded handgun out of committing a mass shooting at Sycamore Middle School. Hudgens, the 2004–2005 and 2016–2017 Sycamore Middle School and Cheatham County Middle School Teacher of the Year, became a Congressional Medal of Honor Citizens Honor recipient for a Single Act of Heroism from the Congressional Medal of Honor Foundation in March of 2017. She is also the 2017 recipient of the Tennessee School Counseling Association's

Phoebe White Award for Excellence in School Counseling and the 2019 Mental Health of the Midsouth's I.C. Hope Award for bringing mental health awareness to schools. She is the owner of Molly B. Hudgens Communications and is a motivational speaker as well as a violence prevention specialist. Hudgens' book, *Saving Sycamore: The School Shooting that Never Happened*, published by Dave Burgess Consulting, is set for publication in fall of 2020. She resides in Ashland City, Tennessee, with her husband and two sons.

ALEXANDRA JAVNA

Alex Javna is the Student Services Specialist at the Virginia Department of Education. She is a licensed clinical social worker with over a decade of experience in education. Prior to her current role, Ms. Javna worked as a school social worker and as a middle school teacher. She serves as an adjunct instructor for the Master of Social Work program at Virginia Commonwealth University, currently teaching Human Behavior in the Social Environment I and II. Ms. Javna is passionate about trauma-sensitive schools, tiered systems of support, and school social work.

ADAM KEENE

The Virginia Department of Criminal Justice Services (DCJS) Active Attack Program (AAP) exists to help achieve the goals of preparedness and protection for the entire Commonwealth of Virginia. This statewide initiative promotes safety preparedness through the "Whole Community Approach." The days of citizens hiding and hoping until help arrives are no longer an acceptable form of mitigation. DCJS strives to build a culture of preparedness where each citizen recognizes and takes ownership as a stakeholder in their own safety as Immediate Responders to Avoid, Deny, and Defend™ against active attacks.

JAMES KINGMAN

James Kingman is a Deputy Fire Marshal in Stafford County, Virginia. He is a Virginia certified law enforcement officer, fire investigator and fire inspector and holds the designation of a Certified Fire & Explosive Investigator (CFEI) from the National Association of Fire Investigators (NAFI). Mr. Kingman has more than 17 years of public safety and instructional experience in multiple areas, to include Patrol Techniques, SWAT, Tactical Emergency Casualty Care, High Threat Operations, Communications, Chemical Agents, and Arson Investigation. His career began as a communications officer and he has progressed through multiple public safety roles in both law enforcement and fire/rescue, and emergency services. In addition to his full time and ancillary responsibilities in Stafford County, between 2012 and 2015, Mr. Kingman served as the Vice President of Law Enforcement United, Inc., a non-profit organization committed to honoring fallen law enforcement officers and supporting their surviving family members. In the capacity of Vice President, he oversaw logistical operations for more than 500 federal, state, and local law enforcement officer

members in 41 states, assisting in the delivery of significant financial contributions to the Concerns of Police Survivors (COPS) and the Officer Down Memorial Page (ODMP.org) on an annual basis. Mr. Kingman holds a bachelor's degree in Public Safety & Homeland Security and has a strong passion for teaching and supporting the development of others. He is an avid baseball fan and resides in Fredericksburg, Virginia with his wife and their three daughters.

PETER LANGMAN

Dr. Peter Langman is a psychologist whose research on school shooters has received international recognition. His book, *Why Kids Kill: Inside the Minds of School Shooters*, was named an Outstanding Academic Title and was translated into German, Dutch, Finnish, and Russian. His work has been cited in congressional testimony on Capitol Hill and he has been interviewed by the *New York Times*, *The Today Show*, *20/20*, *Nightline*, *Fox*, *CNN*, the *BBC*, and over 500 other news outlets in the USA, Canada, South America, Europe, Asia, Australia, and the Middle East. After the Sandy Hook attack, the CEO of the American Psychological Association presented Dr. Langman's recommendations on school safety to President Obama. He has presented at both the FBI Headquarters in Washington, DC, and the FBI National Academy in Quantico. He has been an invited speaker at the National Counterterrorism Center and was hired by Homeland Security to train professionals in school safety. He maintains the largest online collection of materials relating to school shooters at schoolshooters.info, including over 500 documents totaling 70,000 pages. His book, *School Shooters: Understanding High School, College, and Adult Perpetrators* was published in 2015. In 2018, Dr. Langman became a researcher with the National Threat Assessment Center of the United States Secret Service. In 2020, he became the Director of Research and School Safety Training with Drift Net Securities. His new book is *Warning Signs: Identifying School Shooters Before They Strike*.

KENDALL LYTHGOE

Kendall Lythgoe joined Youth of Virginia Speak Out About Traffic Safety (YOVASO) in October 2021 as the Education and Strategic Planning Coordinator in the Richmond Office. She is responsible for coordinating YOVASO's interactive safety programs, including the Distracted and Impaired Driving Simulators and ScanEd: Physics of a Crash. Ms. Lythgoe also develops collaborative partnerships with other state and local organizations to help expand youth traffic safety programs and increase outreach to teens. In addition, she is the coordinator for the Youth Advisory Council and assists with planning the Summer Leadership Retreat. Ms. Lythgoe is a graduate of Virginia Tech where she earned her Bachelor of Arts degree in Human Development.

ASHAKI MCNEIL

Ashaki McNeil has more than 25 years of experience working in the criminal justice field. She began her career in 1995 working for the Virginia Department of Corrections as a Correctional Officer. In 1997 Ashaki joined Virginia's Department of Juvenile Justice (DJJ) as a Juvenile Correctional Officer where she decided on a career in the field of juvenile justice. After leaving DJJ she worked for the Virginia Department of Correctional Education (DCE) as a Substitute Instructor and Special Projects Coordinator. Ashaki subsequently joined the Governor's Office for Substance Abuse Prevention, as the Kidsafe Initiative Coordinator. In 2005, Ms. McNeil joined the Department of Criminal Justice Services (DCJS) as a Grants Coordinator to manage the federal funding stream awarded to DCJS to support juvenile justice delinquency prevention and intervention programs. In 2011, she transitioned back to the DJJ as the ReEntry Program Manager. Most recently she was tasked with developing the departments Workforce Initiative to prepare young people for meaningful career opportunities when they return to the community. Ms. McNeil now serves as the Deputy Director of Interventions, Education and Reentry. In addition to her experience in the State's Criminal Justice System, she has also worked in community residential programs with at risk females. She is best known for her ability to encourage partnerships and collaborations that support the well-being of youth. In November 2012, the Virginia Juvenile Justice Association (VJJA) awarded the 2012 Meritorious Service Award in the field of Administration to acknowledge her outstanding leadership practices. In 2022, she received the Paul W. Keve Distinguished Service Award for outstanding commitment to providing assistance to the families and children of the incarcerated in the Commonwealth of Virginia.

MARK MEDFORD

This year millions of school children around the world will benefit from D.A.R.E. (Drug Abuse Resistance Education), the highly acclaimed program that gives kids the skills they need to avoid involvement in drugs, gangs, and violence. D.A.R.E. was founded in 1983 and has proven so successful that it has been implemented in thousands of schools throughout the United States and many other countries. D.A.R.E. is a police officer-led series of classroom lessons that teaches children from kindergarten through 12th grade how to resist peer pressure and live productive drug and violence-free lives.

DONNA MICHAELIS

Donna Michaelis is the division director of the Division of Public Safety Training and the Virginia Center for School and Campus Safety (PST-VCSCS) at the Virginia Department of Criminal Justice Services (DCJS). Beginning her career at a local law enforcement agency in 1985, she moved to state government in 1998 and assumed the responsibility of the legislated DCJS VCSCS when first established in 2000. In her role, she provides training, resources, and technical assistance to all schools,

colleges, universities, and law enforcement agencies across the Commonwealth on issues related to school and campus safety and specialized law enforcement topics. Mrs. Michaelis is a graduate of the College of William and Mary.

THE HONORABLE JASON MIYARES

Attorney General Jason Miyares' story doesn't start in Virginia Beach, Virginia, but in Havana, Cuba when his mother, Miriam Miyares, fled communist Cuba, penniless and homeless. She taught Jason a love for freedom, democracy, and that America is indeed the "last best hope on earth." A product of Virginia public schools, Jason graduated with a Bachelor's in Business Administration from James Madison University and received his J.D. from the College of William and Mary School of Law. He previously served as a prosecutor in the Virginia Beach Commonwealth's Attorney Office, where he worked alongside law enforcement to keep violent criminals off our streets and our communities safe. In 2015, almost 50 years to the day that she fled Cuba, Miriam was able to vote for her son, Jason Miyares to represent her in the oldest democracy in the Western Hemisphere, the Virginia House of Delegates. While representing Virginia Beach, he was recognized as "Legislator of the Year" in both 2018 and 2019 from the College Affordability and Public Trust for his work on transparency and affordability in higher education, as well as by the Hampton Roads Military Officers Association of America in 2018. He was also recognized in 2019 by the Safe House Project for his work combatting human trafficking, an issue that his administration is prioritizing. Jason Miyares is the first Cuban American elected to the General Assembly, the first Hispanic elected statewide in Virginia, and the first son of an immigrant ever elected to be Attorney General. He is passionate about preserving the American Miracle for the next generation of Virginians.

MARTHA MONTGOMERY

Martha Montgomery is the School Psychology Specialist within the Office of Student Services at the Virginia Department of Education (VDOE). She supports state and local initiatives that advance student learning and achievement of all children. Enhancing the capacity of school psychologists and other specialized instructional support staff (SISP) to support the provision of a broad scope of services that support the academic, behavioral and social-emotional needs of all students is part of her mission. She supports the alignment of practices provided within the Virginia's Tiered Systems of Support (VTSS) framework that include Positive Behavioral Interventions and Supports (PBIS), trauma sensitive practices, culturally responsive methods, and mental health awareness. She collaborates with other state agencies to promote social-emotional learning, suicide prevention, bullying prevention, school mental health practices and equity in Virginia's schools. Prior to coming to the VDOE, Ms. Montgomery served 24 years as a school psychologist in Virginia's public schools.

CIDEL PETERS

Cidel Peters is the Security supervisor for the Department of Facilities and Operations, Office of Safety and Security Services for Alexandria City Public Schools. She is responsible for the oversight of all school security officers (SSOs) within ACPS and the hybrid contract security officers and implements safety and security policies and regulations. She is a DCJS SSO instructor and provides parallel SSO and CSO training district-wide. Ms. Peters background with the District of Columbia Public Schools (DCPS) has provided her with vast experience in the realm of school security. As a school police officer with DCPS for seven years, Ms. Peters had the opportunity to support schools through a wide range of school safety initiatives. Ms. Peters also has a degree in Criminal Justice and earned a Crisis Intervention Officer (CIO) certification through the District of Columbia Metropolitan Police Department program. She developed a community policing program "Popcorn with Police" and adopted classrooms at Wheatley Education Campus. Ms. Peters developed relationships with students in crisis and supported staff and families in the community. She was the first female certified officer in her unit and was dispatched to a significant number of CIO calls for students in crisis. She provided age-appropriate mental health services with key outcomes unique to each individual's needs. Providing care in the capacity of therapeutic and supportive listening, assessing needs, and developing appropriate intervention strategies and safety plans for students in crisis.

KAYLEE POWELL

Kaylee Powell, M.Ed. currently serves as a School Counselor and Threat Assessment Coordinator in a Virginia public school division. She also collaborates with the Virginia Department of Criminal Justice Services, in the Division of Public Safety Training and the Virginia Center for School and Campus Safety to facilitate implementation of the "Handle With Care" program in schools and communities. In her time as a school counselor, Ms. Powell has recognized the importance of prioritizing school safety and student mental health through partnerships with local agencies. Her work centers on creating a trauma-informed environment that promotes student success. She earned her Bachelor's degree in Human Development and Communications from Virginia Tech and her Master's degree in School Counseling from the College of William & Mary. She is also mom to Bob the Therapy Dog!

JIM RUSSO

Dr. Jim Russo is an educational training consultant and presenter. He has most recently worked with Dr. Gene Deisinger, President of Deisinger Consulting, to provide training to schools and divisions on threat assessment teams and processes consistent with the Model Policies, Procedures, and Guidelines developed by the Virginia Department of Criminal Justice Services (DCJS). Dr. Russo is also a licensed trainer with the International Institute for Restorative

Practices and provides training and consultation to schools and divisions in the implementation of restorative practices. Dr. Russo's formal educational training includes a Bachelor of Arts in Psychology, a Master of Science in Psychology, an Educational Specialist degree in School Psychology from Radford University, and a Doctor of Education degree in Counseling and School Psychology from the College of William and Mary. Until his retirement in July 2018, Dr. Russo served as the Coordinator of Psychological Services in Chesterfield County Public Schools (CCPS), a school district in Virginia with nearly 62,000 students and over 7,000 employees. In addition to his Chesterfield County responsibilities for developing and supervising the school psychology program, Dr. Russo was a leader in writing and implementing the district's threat assessment and management protocol. Dr. Russo along with his colleague, Mr. Bryan Carr, created the CCPS threat assessment and management training program, educating hundreds of administrators, school counselors, school psychologists, school nurses, and law enforcement partners on best practices and strategies to keep students, staff, and community members safe. During his employment in Chesterfield, his additional work experiences included graduate level teaching, as an adjunct instructor for Mary Baldwin College and as a Licensed Clinical Psychologist in private clinical practice. Dr. Russo is currently licensed as a Clinical Psychologist by the Commonwealth of Virginia, Board of Psychology.

HORACIO SANCHEZ

Horacio Sanchez is the President and CEO of Resiliency Inc. (www.resiliencyinc.com), an agency leader in helping schools improve school climate, instruction, and discipline. Mr. Sanchez is recognized as one of the nation's prominent experts on promoting student resiliency and applying brain science to improve school outcomes. The Maladaptive Council (Academy of Science) recognizes him as a leading authority on emotional disorders and resiliency. He is a highly sought-after speaker and has keynoted many national conferences. Mr. Sanchez has been a teacher, administrator, clinician, mental health director, and consultant to the Department of Education in North Carolina, Pennsylvania, and other states. His diverse education and background have helped him to merge research, science, and practice. Mr. Sanchez sits on True Health Initiative Council of Directors, a coalition of more than 250 world-renowned health experts committed to educating on proven principles of lifestyle as medicine. He has authored several articles and books on the topics of resiliency, closing the achievement gap, and applying neuroscience to improve educational practices and outcomes. He is the author of the best-selling book, *The Education Revolution* published by Corwin Press, which applies brain science to improve instruction, behaviors, and school climate.

DORANDA SCOTT

Doranda Scott is the School Climate and Discipline Specialist for the Commonwealth of Virginia at the Department of Education. Her expertise is in instructional leadership with a focus on utilizing strategies that facilitate positive school climate for ALL through a student-centered lens whilst promoting service oriented and transformational leadership. Ms. Scott works collaboratively with the School Safety and Discipline Specialist to train and support divisions on the alignment and implementation of the Model Guidance for Positive and Preventive Code of Student Conduct Policy and Alternatives to Suspension, Student Behavior and Administrative Response (SBAR) and additional *Virginia Code* and regulations that target school safety, discipline, and school climate. She coordinates inter and intra-agency collaborations with the Virginia Department of Criminal Justice Services (DCJS), Superintendents and Judges Liaison Committee, and facilitates modifications to the Persistently Dangerous Schools process to include Corrective Action Plan development. She also provides technical support to school divisions around bullying and other school climate related inquiries. Over the course of her 20-year career in education, Doranda Scott has held teaching and instructional leadership positions primarily at the secondary levels in both urban and suburban schools. Ms. Scott is recognized as a Distinguished Instructional Leader in Maryland Public Schools and the 2020 Virginia Middle School Association's (VMSA) Educator of the Year for her influence as a school principal on creating a positive, and richly engaged school community immersed in wellness and care-based systems, supports and procedures leading to remarkable improvement in student outcomes.

THOMAS C. SHATTUCK

Thomas Shattuck is a Coordinator for Virginia Beach City Public School's (VBCPS) Office of Security and Emergency Management. He is responsible for providing training and support to school administrators and executive leadership in the best practices related to security and crisis mitigation. Prior to joining the VBCPS, he owned a security and investigative consulting firm. He also served over 15 years in the Virginia Beach Police Department as a homicide detective, patrol sergeant, and full-time SWAT Team Leader. He is a graduate of the FBI's Instructor Development Course and the 13th session of the West Point Leadership Course. He obtained his B.A. in Law and Society from Michigan State University.

KIM B. SIMON

Kim Simon is the School Resource Officer Training and Program Coordinator at the DCJS Virginia Center for School and Campus Safety. In her current role, Kim is responsible for the development, training, implementation, and planning of the certified SRO program serving Virginia's law enforcement community and Virginia's K-12 school divisions. Ms Simon also provides technical assistance to both law enforcement agencies

as well as school divisions on all areas impacting the school-law enforcement partnership and school safety. She has been in the criminal justice field since 1991 serving in patrol, undercover investigations, professional standards, training, FBI trained Crisis Negotiator, and a Virginia School Division Emergency Manager. But the most challenging and rewarding assignment throughout her career by far was serving as a School Resource Officer in grades ranging from elementary to high school. Ms. Simon has presented both in and out of state on topics including de-escalation, communication and mediation, public speaking, leadership and ethics, working with youth, instructor development, use of force, CPTED, and other topics.

GARETT M. SMITH

Dr. Garrett Smith has dedicated more than 28 years in service to public education. Before coming to Staunton City Schools as division superintendent in 2017, he garnered a broad range of experience through his work in various central office leadership positions and principal roles at both the middle and elementary school levels, in addition to his service as a classroom teacher. In keeping with his passion for teaching, he served as an adjunct professor at the University of Virginia and at Old Dominion University for over 10 years. Through this opportunity, Dr. Smith enjoyed helping other public school teachers and administrators to enhance their skills and to better engage their students, thereby improving student experiences and outcomes. In 2017, he was named the Old Dominion University Adjunct Professor of the Year in recognition of his outstanding service in this role. Dr. Smith earned an undergraduate degree from the University of Virginia, a master's degree from Marymount University, and a doctorate in education from the University of Virginia. His wife is also an educator, and they have two adult children.

MANDI MONTGOMERY SMITH

As one of the leaders of Timberlake Smith's Education Law practice, Mandi Montgomery Smith's practice focuses on advising and representing various school boards and regional educational programs in both internal and external matters. Her practice includes the local government practice area, where her experience extends to other local government entities, such as law enforcement agencies, regional entities, and public service authorities. She is noted for her sensible and realistic approach to resolving the wide variety of matters that confront her education and local government clients, including constitutional matters, employment disputes, student rights, contract matters and other issues unique to government entities in the Commonwealth of Virginia, such as Freedom of Information Act requests, conflicts of interest, and public procurement law. After earning her B.S. degree from Virginia Polytechnic Institute and State University in 1997, she received her J.D. magna cum laude from Washington and Lee University School of Law in 2004. During law school, she clerked in the 25th Judicial Circuit of Virginia for The Honorable George E.

Honts, III. She is a member of the Order of the Coif, a national scholastic honor society in law. In addition to practicing law, she teaches several law courses, including constitutional law, business law, and education law, to undergraduate students at Mary Baldwin University.

BRAD STANG

Brad Stang serves as the Threat Assessment Program Coordinator for the DCJS Virginia Center for School and Campus Safety (VCSCS) and leads all facets of the program. He has served in this role since 2019. Prior to joining VCSCS, he spent 22 years in public education, 10 as a middle school social studies teacher and 12 as an administrator. Brad spent his last five years in education as a middle school principal. Throughout his career as an educator, he served on and led both Crisis Management and Threat Assessment Teams. He received his B.S. in Secondary Social Studies Education from the University of Central Florida as well as an M. Ed. in Educational Leadership from Virginia Commonwealth University.

SANDRA SYLVESTER

Sandra B. Sylvester is President/CEO of Superior Global Solutions ("SGS"), a Micro/SWAM business in Chesterfield, Virginia. She grew up in Rochester, New York along with 10 siblings and is the seventh born of 11 children. Ms. Sylvester enjoys singing, and always has as a young child, and she has had many opportunities to share her talents in various venues. She attended Rochester Institute of Technology and Virginia Commonwealth University and received a degree in accounting. Sandra is married to David A. Sylvester (33 years), and they have one son (age 20). In addition to singing, she enjoys music, spending time growing her business, traveling, and serving in her church and community. Her business has been serving agencies in the Commonwealth of Virginia since October of 2003. Her company offers many products that range from IT products and peripherals, medical supplies, educational assessments and materials, and various other miscellaneous products. Her business motto is "Whatever It Takes" and this is a true statement of the type of service they offer.

PAUL TIMM

Paul Timm, Director of Education Safety at Allegion, is a board-certified Physical Security Professional (PSP) and the author of *School Security: How to Build and Strengthen a School Safety Program*. He was named one of the Most Influential People in Security in 2020 by *Security Magazine*. In addition to conducting numerous vulnerability assessments and his frequent keynote addresses, Mr. Timm is an experienced School Crisis Assistance Team volunteer through the National Organization for Victims Assistance (NOVA). He serves on the Campus Safety Conferences Advisory Board, the Advisory Council for the Partner Alliance for Safer Schools, the ASIS International School Safety and Security Council, and the Illinois Association of School Business Officials Risk Management Committee.

He is certified in Vulnerability Assessment Methodology (VAM) through Sandia National Laboratories and the ALPHA vulnerability assessment methodology. Mr. Timm holds a Master of Arts in Biblical Studies from Moody Theological Seminary.

REBECCA TEXTOR

Rebecca Textor is a Behavioral Health Wellness Consultant with Virginia Department of Behavioral Health and Developmental services. She is one of the “founding mothers” of Lock and Talk while she served as the first regional coordinator for suicide prevention in the state. She believes passionately in the Lock and Talk call to action, and she is honored to continue to support the evolution of Lock and Talk in her current role as a certified prevention specialist for the Commonwealth of Virginia. In addition to providing technical assistance, training, and programmatic support for Lock and Talk, she oversees Virginia’s prevention efforts for the State Opioid Response with federal funding. Ms. Textor earned a Master of Prevention Science degree from The University of Oklahoma and completed her undergraduate degree at James Madison University. She has worked as a substance abuse prevention professional within the Virginia Community Services Boards since 2010, and prior to that, she was a community health coordinator with Carilion Health System. She is a member of Rockbridge Bath Regional Crisis Intervention Team (CIT), Rockbridge Area Prevention Coalition since 2008, and a facilitator of Virginia’s Suicide Prevention Interagency Advisory Group. Ms. Textor is active in the Virginia Governor’s Challenge, DBHDS Opioid Task Force, and Virginia Opioid Prevention Committee. She is a certified instructor of ASIST, safeTALK, Youth Mental Health First Aid, Adult Mental Health First Aid, ACE Interface, and Suicide Awareness for CIT.

ANTHONY VLADU

Dr. Anthony Vladu immigrated to the United States at age 12. After serving in the United States Army, he continued to serve as a high school teacher, assistant principal, turnaround principal, and director of secondary instruction. Currently, he serves as the chief human resources and Title IX compliance officer for the York County School Division. He specializes in coaching, performance management, accountability, and equitable leadership practices. He serves as an investigator, decision-maker and advises the superintendent to ensure schools and offices are a welcoming place for all.

JOSEPH WHARFF

Joe Wharff is the Associate Director in the Office of Student Services at the Virginia Department of Education (VDOE). His duties in the Office of Student Services include supervising work related to student safety, attendance, school counseling, and the Virginia Tiered Systems of Supports. His prior positions at VDOE included School Counseling Specialist and Student Assistance Coordinator in the Office of Student Services, Career

Connections Specialist in the Office of Career and Technical Education, and School Counseling Specialist in the Office of Instruction. He has worked as a school counselor and director at Hermitage High School in Henrico County. He earned his Bachelor’s degree from Ohio University and his Masters and Post-Masters degrees from Virginia Commonwealth University, where he currently is an adjunct faculty member. Mr. Wharff is the proud father of three boys, ages 16, 14, and 11.

NIKKI WILCOX

Dr. Nikki Wilcox began as the School Safety Audit and Climate Survey Coordinator in 2019. Prior to working at the Virginia Department of Criminal Justice Services (DCJS) she spent 12 years in Henrico County Public Schools where she served as a Safety and Crisis Coordinator as well as an Exceptional Education Teacher, Administrative Aide and Testing and Remediation Coordinator. She served on the Chesterfield County Public Schools 2018 School Safety Task Force. Ms. Wilcox has a Bachelor’s in Psychology and a Master’s of School Counseling from Virginia Commonwealth University, an Ed.S. in School administration and supervision from Old Dominion University, and a Doctorate in Educational leadership and Policy Studies from Virginia Tech.

MONIQUE WILLIAMS

Monique Williams, MA, is a Professional Speaker, Consultant, and Trainer. She has developed and facilitated numerous trainings and workshops on trauma-informed practice for the Virginia Department of Education, Virginia Department of Criminal Justice Services, Virginia Department of Corrections, and local agencies that serve youth in foster care, residential care, and early childhood education. She offers consulting to schools, public and private agencies, and nonprofits to strengthen youth and family engagement at all levels of service. Her experience in the field of mental health has greatly impacted the services provided to youth and families involved in multiple systems including social services, behavioral health, juvenile justice, and criminal justice. She has provided expertise within the State Office of Children and Family Services at the Virginia Department of Behavioral Health and Developmental Services (DBHDS) and has served on national demonstration projects funded by the Office of Victims of Crime that focused on the identification and coordination of care for children, youth, and transitioning young adults who have been victimized by a broad spectrum of crimes and other traumatic violent events. As a Training Faculty with the Virginia Sexual and Domestic Violence Action Alliance Training Institute, Ms. Williams is often requested to facilitate trainings, workshops, and webinars centered on adverse childhood experiences and trauma, resiliency, intergenerational violence and historical trauma, and services to support communities of color. She most recently began statewide facilitation of the Essential Elements of Collaboration: Behavioral Health & Domestic Violence, a continued advocacy training intended to help build

capacity and improve collaboration between domestic violence programs (DVPs) and Community Service Boards (CSBs) in Virginia. As a Nationally Certified Nonviolent Crisis Intervention Instructor and Certified Positive Discipline Educator, Ms. Williams also provides consultation, workshops, and trainings on the use of discipline and behavioral strategies for managing children and adults suffering from mental health crisis and behavioral dysregulation. Her work has been adapted in community-based settings for both families and professionals.

MATTHEW WOODS

Dr. Matthew Woods has served for more than 12 years assisting students, educators, and schools in a variety of roles. His professional experience includes being a high school social studies teacher, a middle and high school assistant principal, a middle school principal, a director of student support services, an adjunct professor, and a field instructor for student-teachers. Additionally, Dr. Woods hosts an education podcast, *Leading Out The Woods*, and is the author of *Digital PD for Educators*, and the children's book series, *I Wanna Be...*