



ADULT EDUCATION



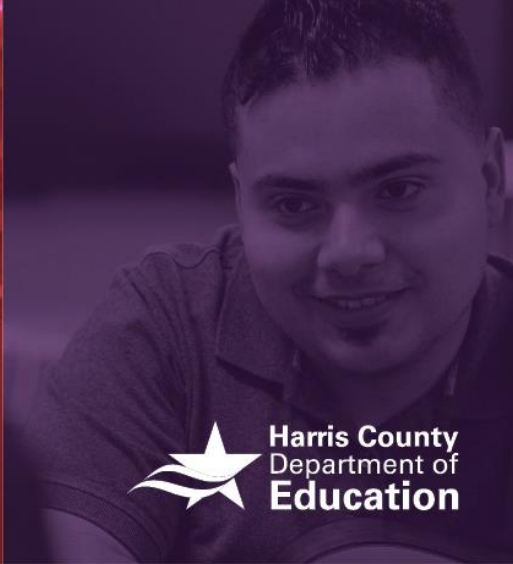
CASE FOR KIDS



HEAD START



SPECIAL SCHOOLS



THERAPY SERVICES



Harris County
Department of
Education

Board Presentation

*The Center for Safe and Secure Schools
2024 - 2025*

SEE THE IMPACT



The Center for
Safe and Secure Schools
Harris County Department of Education

Meet the Team



Leslie Etheridge
Director



Jeremy Foster
Officer of School Safety and Security



Michelle Calhoun
Climate and Culture Specialist



Janice Owolabi
School Safety and Security Specialist



Dr. Tiffany Chaney
Climate and Culture Specialist



Robert Marquez
School Safety and Security Specialist



Gil Gaona
Administrative Assistant



Our Mission



Equip schools with integrated safety solutions and mental health support to foster prevention, preparedness and effective response.



25 Years of Excellence



Harris County Department of Education's Center for Safe and Secure Schools (CSSS) was established in 1999 at the request of school superintendents to advance safe and secure environments for learning and teaching.



23 District Memberships



2025-2026
Membership Plan



The Center for
Safe and
Secure
Schools

www.hcde-texas.org/CSSS

**19 IN-
COUNTY**

**4 OUT-OF-
COUNTY**

Leader in School Safety

Quarterly Emergency
OPS Board Meeting

Grounded in learning

CSSS Membership Benefits

As a member of the Center for Safe and Secure Schools, your district is entitled to the following benefits:



FREE TRAININGS

As a member, you are eligible for two full-day professional development trainings (one per semester) from CSSS's comprehensive menu of services at no additional cost. Valued at \$5,000, these trainings are designed to support your district's safety, emergency preparedness and mental health initiatives.



SUPPORT SERVICES

Individualized service (attention, support, assistance) provided by a CSSS specialist.

Continuing Education Hours

All trainings and workshops provide continuing professional education (CPE) hours, allowing district staff to earn credit toward their professional development requirements.

Corrective Action Support

In alignment with TEA requirements, targeted corrective action support is offered to help districts address findings from vulnerability assessments and intruder audits. The CSSS team works collaboratively with district personnel to ensure identified risks are mitigated effectively and all corrective measures meet or exceed state compliance standards.

Harris County Radio Program

Access to three dedicated countywide emergency channels.

- HCDE / ISD-MA / ISD-TAC

Yearly Functional Exercise

A full-scale or functional exercise conducted annually to meet TAC 103.1209 requirements, allowing districts or charter schools to participate in the exercise.

Quarterly Emergency Ops Board Meetings

A collaborative forum for school safety leaders across the region, these meetings provide:

- Opportunities for collaboration and networking on emerging safety topics, legislative updates, and best practices in school emergency preparedness.
- Insight into current trends and challenges in both physical security and behavioral threat management, with input from experts and peer districts.
- Executive recognition for commitment to safety, including an annual certificate of membership and public acknowledgement through HCDE.

Annual EOP Review

EOP Gap Analysis & Compliance Check

- Review the district's EOP against current TEA mandates and national best practices.
- Provide a written summary of strengths, gaps and recommended updates.

Customized EOP Consultation

- One-on-one sessions with district safety teams to revise and enhance specific components of the EOP (e.g. reunification plans, communication protocols, threat assessment procedures).

Access to Informational Resources & Engagement Opportunities

- Quarterly Newsletter
- Monthly "Let's Talk Mental Health" webinars and sessions
- Take Care Tuesday Podcasts
- Grant Opportunities



EXCLUSIVE MEMBER DISCOUNTS

15%

Districts receive a 15% discount on services including: trainings focused on school climate and culture, physical security, and emergency management. This exclusive benefit allows districts to expand their professional development and preparedness efforts at a reduced cost.

Executive Spotlight & Strategic Visibility

- Gain high-profile recognition for district superintendents through featured leadership showcases and strategic networking opportunities.

Media Features That Amplify Your Impact

- Be Highlighted in press releases, newsletters, and partner publications that celebrate your district's achievements and innovations.

Premier Speaking Engagements

- Take the stage at signature events, panels, and conferences to share your expertise and elevate your district's voice in the safety and education space.

Social Media Amplification

- Boost your district's visibility with curated social media spotlights that showcase your initiatives milestones, and leadership.

Media Platforms



HCDE
web page



Quarterly
Newsletter

Monthly
Safety &
Wellness Tips

BACK TO SCHOOL SAFETY TIPS

The Center for Safe and Secure Schools
Harris County Department of Education

Welcome Back to School!
As we gear up for another exciting school year, it's important to prioritize safety. **The Center for Safe and Secure Schools** has compiled some tips to ensure a smooth and healthy transition back to school.

Monthly
Podcast

HCDE Podcast
TAKE CARE TUESDAY

NEW EPISODE
WITH CARLY POSEY
VICE PRESIDENT
REDBAG INC.

A Bag Full of Purpose: Redefining Preparedness with Carly Posey

Tune in to the latest episode of the Take Care Tuesday podcast featuring Carly Posey, a national school safety advocate and Vice President of Redbag Inc.

Carly shares invaluable strategies, training, and reunification solutions to help educators create safer school environments. With her dynamic approach, she's on a mission to build a culture of safety through education and communication.

Following the tragic events at Sandy Hook, Carly has dedicated her life to enhancing safety protocols nationwide, collaborating with schools and first responders to ensure our communities are prepared.

Don't miss this insightful episode where we discuss Redbag Inc., Circle of Trust Training, ReUnify Solution, and the impactful Carly Speaks initiative. Let's make our schools safer together!

LISTEN NOW

For more information, visit:
www.redbag.com
www.c2systems.com
Carly Posey Speaking

Newest Media Platforms



Facebook

Instagram



Goal No. 1



Expand Visibility

Elevate CSSS presence at local, state and national levels to position the Center as a leader in school safety and climate initiatives.



Conferences / Presentations

Out of State

Atlanta, GA
*NABSE:
Empowering
Black Excellence,
Our Students
Our Future*

Savannah, GA
*Southeast
Conference on
School Climate*



Fort Worth

College Station

Houston

Pasadena

Angleton

San Antonio

Goal No. 2



Deliver Comprehensive Training
Provide high-quality professional development and services emphasizing best practices for emotional and physical safety.





The Center for
**Safe and
Secure
Schools**

Menu of Services

Climate and Culture

***Youth Mental Health First Aid**
Provides an overview of typical stages of adolescent development and discusses common mental health difficulties young people face.

*Texas Education Code § 22.904(b)
19 TAC § 153.1015*

***Fuel Your Fire:
Sustainable Self-Care**
Participants will explore evidence-based self-care techniques to manage stress, explore the root causes of burnout, prevent burnout, maintain emotional balance in

School Safety

***De-Escalation**
Participants learn verbal de-escalation techniques for at-risk situations by using calm language and other

***Cool, Calm, Connected:
Mastering De-Escalation**
Educators are trained in proactive and responsive strategies to defuse tense

Emergency Management

Safety and Security Audit
The HCDE School Safety & Security Audit delivers a thorough evaluation of emergency operations, facilities, and security practices aligned to state standards. Beyond identifying strengths and gaps, HCDE provides corrective action support with practical solutions and resources to help districts create safer learning environments.

***Safety, Security and
Emergency Manager 101**
Required for key personnel in districts with responsibilities as the district emergency management coordinator per state law. The course equips coordinators with the knowledge and skills to effectively lead and coordinate district emergency response teams.

Texas Education Code (TEC) 37.108

Mission Statement:

Harris County Department of Education's Center for Safe and Secure Schools was established in 1999 at the request of school superintendents to advance safe and secure environments for learning and teaching. CSSS partners with federal, state and local entities to take the lead in the development of increased safety and security strategies, standards and best practices for K-16 school environments for both students and educators. CSSS continually seeks new and innovative opportunities to build safer and more secure learning environments.

Safety

Education

Readiness

Innovative

Effective

Solutions

Training Topics

EMERGENCY MANAGEMENT

52%

Campus Incident Response

Campus Safety Leadership

Drill Fidelity Assessment

Multi-Hazard Functional Exercises

Assessing, Classifying and Managing Threats

CLIMATE & CULTURE

48%

Preparation over Panic

Restorative Practices

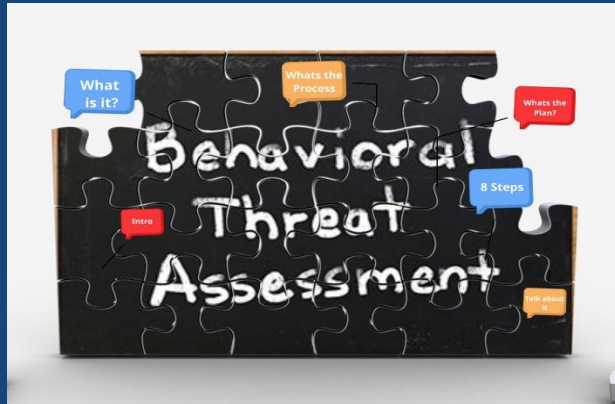
Youth Mental Health

Operationalizing Behavioral Threat
Assessments

Effective Crisis Response Teams in the
Educational Settings



Top Services Provided



Threat Assessments



Reunification Training



Safety Audits



EMG Management



Youth Mental Health



Leadership Academy

Educators Served

In County = 14,034

Indirect Students Served = 142,907

- Aldine ISD – 2,213
- Alief ISD – 3,021
- Crosby ISD – < 50
- Cypress-Fairbanks ISD- 3,419
- Deer Park ISD – 384
- Galena Park ISD – 66
- Goose Creek CISD – 1,047
- Houston ISD – < 50
- Humble ISD – 1,998
- Klein ISD – < 50
- LaPorte ISD – 365
- Spring Branch ISD – <50



Client Satisfaction

98.4%

of professional development survey participants and client satisfaction survey participants were satisfied with services received.



Goal No. 3



Support Internal Stakeholders
Offer robust safety and climate resources to HCDE schools and facilities, ensuring alignment with organizational priorities.



Annual Emergency Preparedness Workshop



Designed to:

- Provide participants with knowledge/skills needed for emergency situations; and
- Equip attendees with tools to respond to threats and create a safe and secure working environment.



School Audits by TEA

ABS West



ABS East



HighPoint

[No findings]



Fortis



Goal No. 4



Strengthen Client Relationships
Build, maintain and sustain partnerships through consistent delivery of exceptional services and responsive support.



Collaborative Partners

I Love U Guys

**Mental
Health
of America**

**Federal
Bureau of
Investigations
(FBI)**

**Harris County
Fire Marshal**

**Operation
Lifesaver**

**Harris County
Juvenile
Probation**

**City of
Houston
Emergency
Management**

**Harris County
Emergency
Management**

**Department of
Homeland
Security**

**Texas
Department of
Family and
Protective
Services**



Safety Summit



Designed for educators, law enforcement officers, school operations staff and community members to foster secure learning environments. Agenda highlights include:

- Latest Trends
- Emergency preparedness
- Mental health initiatives
- Community Collaboration

Counselor Symposium

Designed for counselors to:

- ❑ Explore and learn how to identify signs and symptoms of stress;
- ❑ Engage with expert panelists; and
- ❑ Gain insight on innovative counseling practices; and
- ❑ Connect with fellow professionals.

2025

212 Registered

2026


**129 Currently
Registered**

Reunification with Alief ISD

Designed to:

- ❑ Test participant's knowledge, skills and response to an emergency;
- ❑ Evaluate the participant's application of existing emergency operation plans; and
- ❑ Conduct an after-action review.



A photograph of a long, straight asphalt road stretching into the distance under a cloudy sky. The road has a yellow center line and white edge lines. In the foreground, the word "PURPOSE" is painted in large, white, 3D-style letters on the asphalt. A semi-transparent blue rectangular box is overlaid on the upper portion of the image, containing white text.

The Center is committed to advancing comprehensive strategies that promote safe, supportive and resilient learning environments. Our work ensures that every student and educator can thrive in an environment designed for safety, well-being and academic success.



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SPECIAL SCHOOLS



THERAPY SERVICES



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Leslie Etheridge, Director
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www.hcde-texas.org/safe-and-secure-schools