2023 ANNUAL REPORT

How We're Advancing Our Mission to Protect Every School, Every Student, Every Day





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2023 Safe and Sound **Partners**

INTRODUCTION

A Letter from Our Co-Founder and Executive Director, Michele Gay

To Our Safe and Sound Friends and Community Members:

It's an honor to reflect on this year as it was filled with achievements, progress, and collective efforts we can all be proud of.

The 2023 Safe and Sound Schools Annual Report serves as a testament to the significant milestones we've reached together and the invaluable partnerships helping us advance our mission of protecting every school, every student, every day.

This kind of growth and impact is simply not possible without the support of a strong community, and each of you, our national community members. Your steadfast commitment has helped us to serve over 16,000 school communities, engage 100,000 professionals and educational leaders, and positively influence the lives of over 5 million students across the nation.

As we look to the future, I invite you to contemplate and celebrate the profound impact of your contributions—whether through time, talent, financial support, or connections. Each minute volunteered, every dollar donated, and every relationship fostered empowers us to curate, create, and disseminate critical safety educational programs, tools, and resources to K-12 communities.

On behalf of the entire Safe and Sound team, I extend our heartfelt gratitude. These milestones symbolize our collective dedication and unity in creating safe and sound schools.

Sincerely,

Mic

Michele Gay
Co-Founder and Executive Director, Safe and Sound Schools
michelegay@safeandsoundschools.org

OUR MISSION

Every School, Every Student, Every Day

Founded by parents who lost children at Sandy Hook, <u>Safe and Sound Schools</u> is a national non-profit school safety advocacy and resource center that provides research-based tools and support for crisis-prevention, response, and recovery.

We have always — and only — focused on school safety. We are firm in our mission and firm in our resolve, and we will continue to advocate for and provide research-based education, tools, and resources to ensure the safest possible learning environment for the youth of our nation.

We are committed to protecting every school and every student, every day.

Join the Safe and Sound Schools Community

As a national non-profit dedicated to school safety advocacy and resources, the generous contributions from our community empower us to create and distribute materials to school communities nationwide, free of charge.

Together, we have the opportunity to foster change by offering education, raising awareness, and providing resources to enhance school safety and security.

Discover three ways to get involved!

PARTNER







FUNDRAISE



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OUR FRAMEWORK

The Safe and Sound Schools' Framework for Comprehensive School Safety

What do we mean when we say <u>comprehensive school safety</u>? Comprehensive school safety refers to preparedness strategies which address all hazards and engages all school community members. Schools must consider all areas of school safety relevant to their site and community and remember to include representatives from each stakeholder group when creating a fully developed safety plan.

This is the framework we have developed and continue to educate around to ensure schools' safety is truly comprehensive.



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Mental & Behavioral Health

Strong mental and behavioral health resources and programs are critical to a safe school environment. Community and school-based mental health providers, multi-disciplinary threat assessment teams, and mental & behavioral health resources can help ensure and enhance your school's safety.



Health & Wellness

From allergy care to trauma care, to spotting signs of abuse or neglect, to promoting healthy nutrition and physical activity, to stress management and self care, promoting the health and wellness of our school community can help us build healthier, safer, and more successful learning environments.



Physical Safety & Security

Ensuring physical safety and security requires knowledge of building use, infrastructure & design, safety & security, impacts of weather & natural disaster, and the tools & technology available to help us.



Culture, Climate & Community

Creating a safe and welcoming environment is essential to the safety and success of a school community. Programs that foster understanding, build relationships, and strengthen your school's culture, climate & community engagement are vital.



Leadership, Law & Policy

Maintaining school safety includes adhering to federal, state and local laws and regulations. Be sure your school community stays current and compliant with codes and laws such as FERPA, ADA, fire, and IDEA, and plan for the continual costs associated with keeping current for safety.



Operations & Emergency Management

The policies, protocols, and practices that support safety in dayto-day activity through times of crisis are the cornerstones of school safety. From bus safety to reunification, and prevention through recovery, strong operations and emergency management are critical to building a safer school community.





Comprehensive school safety is essential. With this framework, multidisciplinary teams can provide a layered approach to create safe and sound schools.

BRENNA MORSE

Senior Director of Training and Curriculum

2023 YEAR IN REVIEW

Major Projects

STAY SAFE KIDS WITH DREXEL UNIVERSITY

Safe and Sound Schools partnered with <u>Drexel University</u> as part of a federally awarded Bureau of Justice Assistance (BJA) Student, Teachers, and Officers Preventing (STOP) School Violence Program grant, launching a pilot of the Stay Safe Kids Curriculum with a school in Pennsylvania. Following the successful completion of year one, a second pilot school community has been added in New Jersey.





ESPECIALLY SAFE WITH TEXAS SCHOOL SAFETY CENTER (TXSSC)

This year, we partnered with the Texas School Safety Center to deliver "<u>Especially Safe:</u> <u>An Inclusive Approach to Safety Preparedness in Education Settings</u>" sessions for Texas educators and leaders. Developed with expert practitioners from across the disciplines, these virtual trainings included resources, tools, and teaching ideas to meet the safety needs of community members with special needs. Through inclusive planning, we aim to create cultures of safety and security for our children, students, parents, and staff to depend on in emergencies of all kinds.



STAYING SAFE WITH THE TEXAS SCHOOL SAFETY CENTER (TXSSC)

Through another partnership with the <u>Texas School Safety Center (TXSSC)</u> and Advanced Law Enforcement Rapid Response Training (ALERRT), we developed a new curriculum designed to teach students and staff their very own age- and ability-appropriate options for safety during a school-based crisis or act of violence. With two in-person training sessions completed in 2023, 18 more are slated for delivery in 2024.





Learn more about this program here:



PROJECT UNITE WITH THE NATIONAL ASSOCIATION OF SCHOOL RESOURCE OFFICERS

In partnership with the <u>National Association of School Resource Officers (NASRO)</u>, and a team of leading safety and violence prevention organizations and national school safety experts, we developed and piloted a two-day training on preventing school violence in Virginia, Colorado, Massachusetts, and Utah.

The training, known as Project Unite: Four Integrated Systems for School Violence Prevention, focuses on four key areas of prevention by multidisciplinary teams of police, clinicians and school staff. These four areas are:

- Building and maintaining a positive school culture and climate
- Bystander reporting and response
- Information sharing
- Behavioral threat and suicide assessment and management

The program will be available nationally through NASRO in 2024.







PATHWAYS FOR PREVENTION WITH THE VIRGINIA DEPARTMENT OF CRIMINAL JUSTICE SERVICES (DCJS)

In collaboration with the <u>Virginia Department of Criminal Justice Services (DCJS)</u>, Safe and Sound Schools delivered expert training to school safety practitioners across the state of Virginia. Educators, administrators, school-based police, psychologists, social workers, and more, all participated in the violence prevention series, which included:

- Multi-tiered Systems of Support (MTSS)
- Suicide Prevention
- Positive Behavior Supports (PBS)
- Bullying Prevention

- Social-Emotional Supports
- Managing Threatening Behaviors
- Understanding & Supporting Grief
- Trauma Supports and Interventions





TENNESSEE BEHAVIORAL THREAT ASSESSMENT AND MANAGEMENT (BTAM) TRAINING

In partnership with Learning Forward Tennessee and <u>Navigate360</u>, Safe and Sound Schools helped train more than 2,000 school personnel in Behavioral Threat Assessment Management (BTAM). This grant-funded initiative will continue into 2024, with the rollout of an advanced training focused on case management.







Violence Prevention Research & Programs

Safe and Sound Schools' Violence Prevention Research and Programs Team works with national and international stakeholders to assist them in developing and implementing targeted violence prevention, response, and recovery policies and strategies that are grounded in research and evidence-based practices.

PREVENT 2 PROTECT

Prevent 2 Protect: The Adolescent Targeted Violence
Prevention Project is a unique partnership that draws on the expertise of Michigan State University and Safe and Sound Schools, to provide a research-to-practice hub located in MSU's Department of Psychiatry. The hub team and the project's five regional intensive support teams provide psychiatric evaluations of high-risk adolescents, case management consultation, mentorship, and training to support school violence prevention in Michigan.





AVERTED SCHOOL VIOLENCE PROJECT

The <u>Averted School Violence</u> (ASV) database developed with support from the U.S. Department of Justice, Office of Community Oriented Policing Services, allows law enforcement officers, school personnel, and mental health professionals to share information regarding averted and completed school attacks in order to improve school safety and prevent tragedies. The averted school violence project is currently funded by <u>Michigan State University's Prevent 2 Protect</u> and <u>Motorola Solutions</u> <u>Foundation</u>.









INTERNATIONAL AFTER-ACTION REVIEW: 2019 CHRISTCHURCH MOSQUE SHOOTINGS

In July 2023, JustCommunity New Zealand asked Safe and Sound Schools to assemble a team of national and international subject matter experts to conduct an independent after-action review of the March 2019 terrorist attack in Christchurch, New Zealand. The independent after-action review and testimony before the Coroner's Inquest helped answer questions raised by the families of those killed and injured during the mosque attacks and identified lessons learned and best practices to inform the prevention and response to future attacks in New Zealand.

TARGETED VIOLENCE AND TERRORISM PROJECT – BERKELEY COUNTY, WEST VIRGINIA

With funding from the U.S. Department of Homeland Security's Targeted Violence and Terrorism Prevention Grant, Berkeley County, West Virginia is establishing a coordinated, countywide, multidisciplinary Threat Assessment and Management (TAM) Network. To increase the County's ability to identify, prevent and respond to risks of targeted violence and terrorism, Safe and Sound Schools is helping them understand and identify the targeted violence and terrorism environment, build a sustainable countywide behavioral threat assessment and management team, develop and implement standardized threat reporting and assessment protocols, and assist in collaboration among public, private, and faith-based, and other community stakeholders.

AUTISM AND BEHAVIORAL THREAT ASSESSMENT E-TOOLKIT

In recognition of the increasing number of children on the autism spectrum – as well as the potentially adverse impacts of the Behavioral Threat and Management (BTAM) process on students on the autism spectrum – this new e-toolkit is a vital part of comprehensive school safety that is inclusive of neurodiverse student populations. The Safe and Sound Schools' Violence Prevention Research and Programs Team, in collaboration with the Bureau of Justice Assistance (BJA), will develop, pilot, and disseminate specialized training for law enforcement, school officials, behavioral health specialists, parents, and community stakeholders to address this area that has received little attention.

Safe and Sound Schools' Events

Our in-person and virtual events attracted more than 5,000 attendees this year, positively impacting school communities across the nation. From K-12 leaders and administrators, to behavioral and mental health professionals, teachers, parents and caregivers, school resource officers and extended law enforcement partners, these events included diverse representation from all collaborative roles needed to ensure comprehensive school safety.

REGIONAL SCHOOL SAFETY SUMMITS

Our 2023 regional summits brought together national experts and local leaders for two days of keynotes, breakout sessions, and expert panels. Featuring current trends and proven practices using the Safe and Sound Schools' Comprehensive School Safety model, we focused on bridging relationships to implement a "whole community" approach as it truly takes a diverse team to ensure the safety of our schools.











VIRTUAL SCHOOL SAFETY EVENTS

Our 2023 virtual events allowed for us to cover additional ground, further expanding our reach by providing established best practices, proven methods and essential strategies vital to keeping campuses safe, in Tennessee and nationwide.

Tennessee Virtual School Safety Summit

This virtual event had more than 9,000 session views from those who attended!



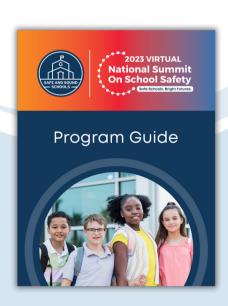


National Summit on School Safety

With more attendees than ever, our virtual National Summit has become a mustattend event for professionals, proponents, and change-makers of school safety. Held during America's Safe Schools Week, we delivered the most critical and timely content across all areas of the Safe and Sound Schools' Framework for Comprehensive School Safety.







#CELEBRATEJOEY

December 11th, 2023 marked Josephine "Joey" Grace Gay's 18th Birthday. In what has become an annual tradition for many within our community, we celebrate Joey and her enduring spirit with her favorite color "pur-pur".

Every year, through the participation of many across the nation using the hashtag #CelebrateJoey, we are able to fill our social media feeds with purple and share in your celebration. Here are some of the heartwarming tributes and photos from this year.

















Kendra Scott: Shine Bright, Do Good

The popular jewelry brand, Kendra Scott, chose to honor and #CelebrateJoey with a weeklong birthday fundraiser benefiting Safe and Sound Schools!

Through December 16th, shoppers were invited to use a special promo code, with 20% of proceeds going to Safe and Sound Schools. Shoppers in Cincinnati, OH were invited to mention "Josephine" in store at the Kenwood Mall location for the give back event as well.

Thank you to Kendra Scott and the Kendra Scott Kenwood Mall team for organizing this fundraiser!







Read Michele Gay's <u>meaningful tribute</u> to the work Joey has inspired at Safe and Sound Schools and learn more about how you can #CelebrateJoey on December 11th and beyond.



Bright Futures Events

<u>Bright Futures USA</u> operates under the belief that when communities invest their time, talent, and treasure in their schools, students are more likely to stay in school through graduation, have a higher degree of self-worth and confidence, and set and reach goals for the future. In turn, these students grow up to be better neighbors, quality employees, and impactful leaders in their communities.

As part of our continued integration of Bright Futures USA into Safe and Sound Schools, our two organizations jointly hosted several community-based and national training events:

SFTL 2023: The Student Focused Teacher Led Conference

This two-day conference served as a hub where educators, administrators, counselors, and school psychologists learn from some of the nation's leading researchers, school safety experts and practitioners about creating systems to support student success. Conference tracks included:

- Pathways for Prevention of School Violence
- Community Engagement Strategies
- Learner-Centered Assessment
- Hot Topics in Arkansas Education

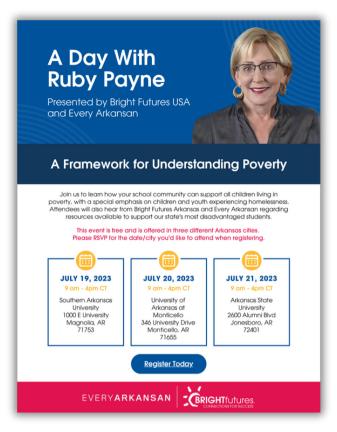




A Day with Ruby Payne

Developed to provide a framework for understanding poverty, this powerful event included sessions and resources on how school communities can support all children living in poverty, with a special emphasis on children and youth experiencing homelessness.





Coffee and Connections

In this monthly series for Bright Futures Communities, we provide space for coordinators to learn from expert speakers, ask questions, share concerns, gain support and celebrate accomplishments together.

The Sound Off on School Safety Podcast

In our latest season of <u>The Sound Off on School Safety</u> podcast, presented by the <u>Door Security and Safety Foundation</u>, we had the privilege of featuring experts who generously share lessons in leadership, established best practices and essential strategies vital to creating safer campuses and communities. Some of our guests included:











Listen to these episodes and more here:



The Safe and Sound Speakers Bureau

Our <u>Speakers Bureau</u> includes more than 25 top-tier school safety experts, boasting extensive practical expertise, research-backed credentials, and captivating presentation styles aimed at both inspiring and educating your school community. From compelling keynotes to interactive workshops and community-wide forums, our speaking team consistently engages diverse audiences, delivering premium content covering an array of safety-related subjects, crisis management, response strategies, recovery processes, and mental health awareness.



JOHN BAKER

Chief of Police, Lancaster Lebanon IU13 Police Department



DR. CHARLES BARRETT

School Psychologist, Loudoun County Public Schools, VA



DR. STEPHEN BROCK

Professor, California State University Sacramento (CSUS)



THERESA CAMPBELL

Founder, President & CEO, Safer Schools Together



JONATHAN CRISTALL, ESQ.

Veteran Prosecutor, City of Los Angeles, CA



FRANK DEANGELIS

Retired Principal, Columbine High School, CO



MISSY DODDS

Former Educator & Survivor of the Red Lake School Shooting, MN



SCOTT ERVIN

Educator, Author & Behavior Management Expert



BENJAMIN FERNANDEZ

Educational Specialist for Crisis Intervention, Fairfax County Public Schools, VA



MICHELE GAY

Co-Founder & Executive Director, Safe and Sound Schools



DR. GREG GERBER

Director of Training, Safer Schools Together



NATALIE HAMMOND

Educator & Survivor of the Sandy Hook School Shooting, CT



LISA HAMP Survivor of the Virginia Tech Shooting, VA



HUDGENS
School Counselor,
Cheatham County
School District, TN

MOLLY



DR. C.J. HUFFCo-Founder, Bright
Futures USA



DANIEL JEWISS Lead Investigator, Sandy Hook School Shooting, CT



JIN KIM Founder and Former Executive Director, Safe2Tell



LANGMAN

Director of Research
and School Safety
Training, Drift Net

DR. PETER



JOHN MCDONALD CEO, Council for School Safety Leadership (CSSL)



DR. AMANDA NICKERSON

Professor & Director, Alberti Center for Bullying Abuse Prevention



SUSAN PAYNE Founder and Former Executive Director, Safe2Tell



POLAND

Director, Suicide and
Violence Prevention
Office, Nova
Southeastern University



DR. MELISSA

REEVES
Senior Threat Manager
& Trainer, SIGMA Threat
Management
Associates



ROGERS

Mental Health & Suicide
Education Expert,
Trainer & Consultant



SAVAGE

Chief of Police,
Lancaster Lebanon IU13
Police Department

DR. TODD



SCHILDKRAUT

Executive Director,
Regional Gun Violence
Research Consortium



PAUL TIMM, PSP Director of Education Safety, Allegion



CARIN WINTER Founder, Mission Be, Mindful Education

This year, the renowned school safety and student wellness experts within our Safe and Sound Schools Speakers Bureau delivered more than 160 keynotes and workshops across 26 U.S. states and Canada. Educating more than 100,000 multidisciplinary attendees from K-12 communities, their far-reaching impact on behalf of our mission is immeasurable, and we're immensely grateful.



What audiences from district, county and federal levels had to say:

- "[Frank DeAngelis was] absolutely amazing. Better than I remembered." West Plains School District
- "Michele's presentation was great and a perfect fit for our Summit." Pierce County Emergency Management
- "Molly Hudgens' story is impactful. Her gracious, heartfelt presentation of her experience was moving and insightful. She was a perfect keynote speaker to drive home a message about how one individual can stop an act of violence. Our audience left feeling inspired." Federal Bureau of Investigation, Knoxville
- "Molly was AMAZING!!!! I don't think there was a dry eye in the house. Our teachers said it was the PD presentation they've ever had :)" Tyler County Schools

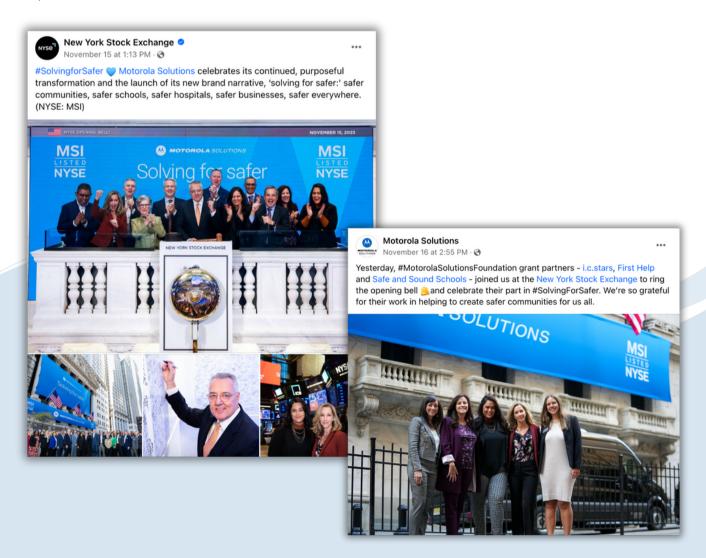
Learn more about our Speakers Bureau and book an expert for your meeting or event here:



HIGH-PROFILE APPEARANCES AND MEDIA

Ringing the Opening Bell at the New York Stock Exchange

On Wednesday, November 15th, 2023, Michele Gay had the honor of representing Safe and Sound Schools while joining Motorola Solutions to ring the opening bell of the New York Stock Exchange. Their sharpened commitment to "Solving for Safer" aligns seamlessly with our mission. It was a momentous occasion to be part of and a wonderful way to celebrate the Motorola Foundation's generous support of our non-profit mission.



My Cause My Cleats

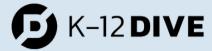
"During the first two weekends in December 2023, NFL players participated in the My Cause My Cleats program. This initiative allows players to select a cause or organization of personal significance and showcase it on custom-designed cleats. Notably, the Baltimore Ravens extended this opportunity to specific front office executives as well. Jeff Goering, Chief Financial Officer of the Ravens, designated Safe and Sound Schools as his chosen organization. His custom-designed Nike Air Force 1's were crafted by local artist Nathanael Elvis of Tuff Kickz.

Jeff and his wife Sheryl have been steadfast supporters of Safe and Sound Schools since the organization's inception. Their participation in the My Cause My Cleats program reflects their commitment to amplifying awareness for Safe and Sound Schools and underscores their belief in the organization's positive impact on communities nationwide."

Many thanks to Jeff, Sheryl and the Baltimore Ravens organization for this meaningful recognition of Safe and Sound Schools . We appreciate you!



Safe and Sound Schools in the News



Sandy Hook mom wants to ensure special education is part of safety conversations

Read Full Article >>



We have to be tailoring safety just like we're tailoring our education.

MICHELE GAY



Prevent 2 Protect project underway at Michigan State

Read Full Article >



I believe so strongly in this work and this project that when we had a chance at Safe and Sound Schools to get behind it, it was an absolute, an absolute yes.

MICHELE GAY



Mother of Sandy Hook shooting victim speaks on tragedy at W.Va. School Safety Conference

Read Full Article >>



It'll never be right, it'll never be okay, but I think we have a choice in how we move forward. I know in my heart of hearts that's what our daughter would want us to do.

MICHELE GAY

CLOSING

As you can see, 2023 was certainly filled with achievements and progress we can all be proud of. The mission of Safe and Sound Schools is not possible without the support of you, our national community. Your meaningful commitments and contributions have propelled us to serve over 16,000 school communities, engage 100,000 professionals and educational leaders, and positively influence the lives of over 5 million students across the nation.

Together, we have the opportunity to foster change by offering education, raising awareness, and providing resources to enhance school safety and security. Here are three ways to get involved:

PARTNER

DONATE

FUNDRAISE







THANK YOU!

STAY IN TOUCH

www.safeandsoundschools.org

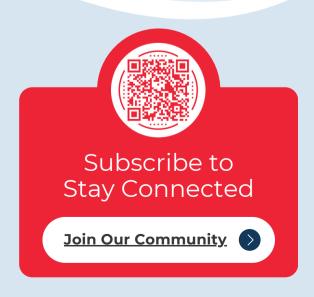
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2023 SAFE AND SOUND PARTNERS











































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