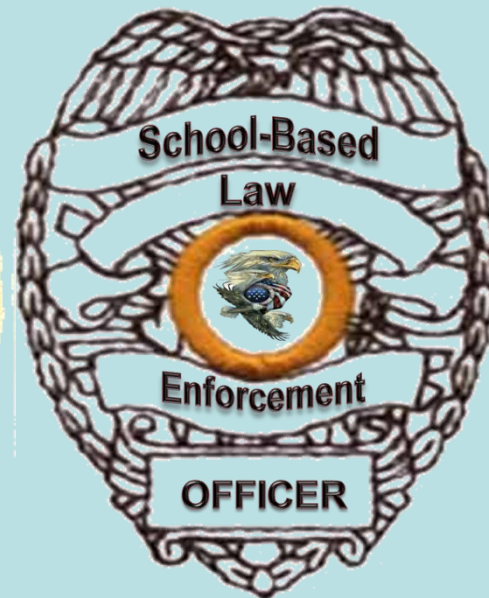


# Texas **D.A.R.E.** Training & Development Institute

# HOLISTIC TRAINING PLAN & CONCEPT



# ***FORWARD***

***It is time to go to and listen to the men and women in Law Enforcement that work in our schools on a daily basis verses listening to men and women far removed from the realities of a school-based environment.***



# PURPOSE

Provide our SBLE Officers & Deputies with the means to:

- **D**eter,
- **D**etect,
- **D**elay and
- **D**eny

Tobacco, alcohol, prescription or over-the-counter drugs and/or illegal Drug use/abuse, bullying, gangs, teen suicide, other active threats of violence on/at our school campuses.



# VISION

- To develop a universal integrated holistic school safety & security model concept, Force Multiplier and training plan.





# MISSION

**To prepare our officers/deputies, law enforcement supervisors, school and law enforcement administrators/executives, school board members, staff/faculties, students, parents and communities to meet any need, emergency and/or active threat encountered on any school, college and/or university campus.**



# GOALS

- Holistic integrated and specialized training based on “Best Practices” and Lessons Learned. (Reality not theory-based)
- Affordable Cost Advantageous
- Governed by stakeholders and not a college or university
- Provide layers of protection through **TRAINING.**



Get **“The MESSAGE”**



# Stakeholders

- U.S. Department of Education
- School District Chiefs of Police Association's
- Texas Sheriff's Association (National Sheriff's Association)
- International Chiefs of Police Association (ICPA)



# OBJECTIVES

- Cross-train our officers-deputies
  - D.A.R.E. Officers/Deputies
  - S.R.O. Officers/Deputies
  - G.R.E.A.T. Officers/Deputies
  - Certified Crime Prevention Specialist (C.C.P.S.)
  - Community Policing Specialist
  - First Responders
  - INTEL Specialist
  - Special Response Team (S.R.T.)





# OBJECTIVES – Cont'd:

- Specialty (Highly Specialized) Training for
  - Officers/Deputies
  - Law Enforcement Supervisors (Leadership Training)
  - Law Enforcement & School District Administrators (And School Board Members)
  - School Staff & Teachers
  - Students
  - Parents



# OBJECTIVES – Cont'd:

- **DETECT – DETER – DELAY – DENY**

- Alcohol
- Tobacco
- Over-the-counter Drug Abuse
- Prescription Drug Abuse
- Illegal Drug Sale/Use/Abuse
- Bullying
- Teen Suicide
- Gangs
- Other Active Threats and/or Violence



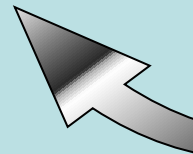
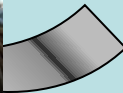
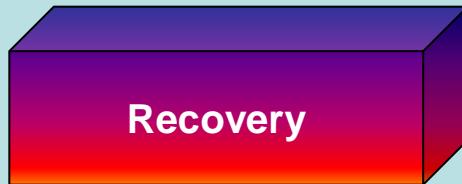
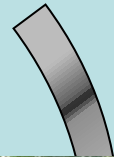
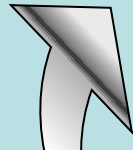
# **OBJECTIVES – Cont'd:**

- Enhance Safety & Security for our Schools
- Enhance Officer & Administrator/Faculty Relations
- Enhance Officer & Student Relations
- Enhance Officer/Agency & Community Relations
- Enhance School & Community Relations





# Protecting Schools from Tobacco, Alcohol, Drugs, Active Threats, (Terrorism – Shooters) Gangs and Violent Acts Through Specialized Training



# Research & Development

- Input from officers in schools, feedback from officers taking the course and course evaluations
- Input from I.S.D. Chiefs
- Texas D.A.R.E. Training & Development Institute TCLEOSE Advisory Board
- Best practices from lessons learned across the state and nation
- Independent evaluations





# **LEVEL I – SBLE Officer Courses**

- **Phase I: Basic Officer-Deputy Course**
- **Phase II: Intermediate Officer-Deputy Course**
- **Phase III: Advanced Officer-Deputy Course**
- **Phase IV: Masters Officer-Deputy Course**
- **Phase V: Other select supplemental courses such as N.A.S.R.O. specialty lessons.**

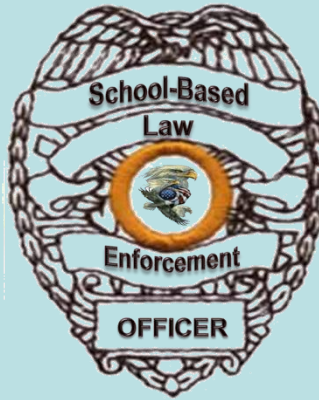
**Highly Specialized  
TRAINING**



# Phase I Levels I - IV & V Officer-Deputy SBLE Training



# OVERVIEW of SBLE Basic Officer Specialized Training Course



**LEVEL I**  
**PHASE I - Basic**

# Basic Officer Course/Lessons

- **History of School-Based Law Enforcement (SBLE)**
- **Gangs (Overview – what to look for & officer safety)**
- **Juvenile Law & Juvenile Case Law**
- **Alcohol Code & Health and Safety Code**
- **Law Enforcement Ethics**



# Basic Officer Course – Cont'd

- **Sharing of Information Law (FERPA)**
- **Search and Seizure in Schools - Handling and Processing Juvenile Offenders**
- **Recent School Case Law**
- **Penal Code & Code of Criminal Procedure**
- **Alternative strategies for writing tickets to enforce school discipline.**





# Basic Officer Course – Cont'd

- **First Responder Terminology/Threats  
Chemical-Biological & Radiological (CBR)**
- **First Responder Health & Safety Response  
Protocols for CBR**
- **Improvised Explosive Devices (IED)  
Awareness**
- **Counter-Terrorism (Domestic &  
International) - ISI**



# Confrontation Management and Concealed Weapons



## WHY BRING THEM TO SCHOOL?

- Elementary
  - Curiosity
- Middle/High School
  - Fear/Protection
  - Revenge
  - Acceptance
  - Intimidation

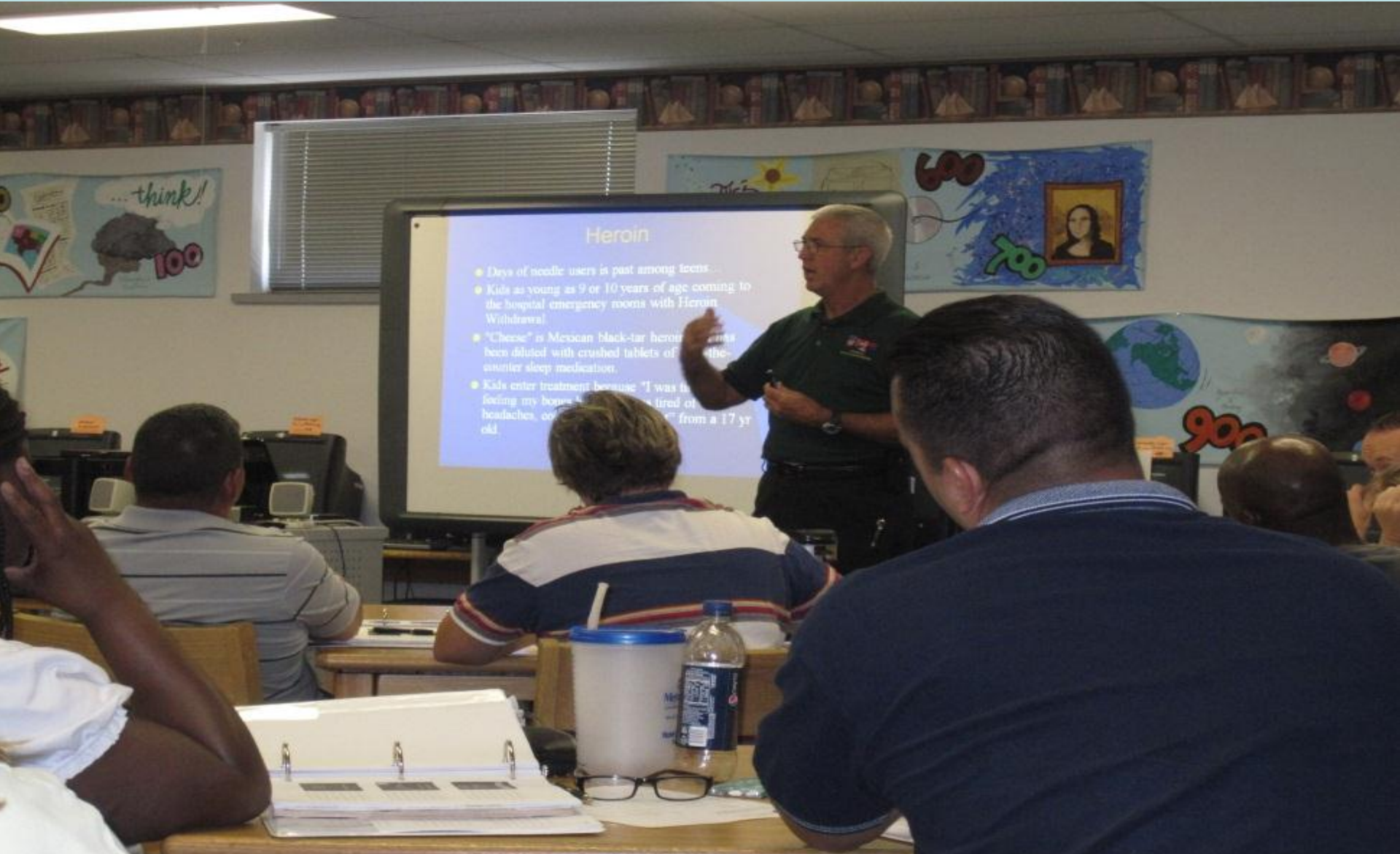
# Basic Officer Course – Cont'd

- CPTED for Schools
- School Violence “Cause & Effect”
- Bullying & Cyber-Bullying
- Drug Awareness Part I (Concealment)
- Mitigating School Mass Active Threats
- Krav-Maga (Israeli unarmed self-defense – Officer & student safety) ISI



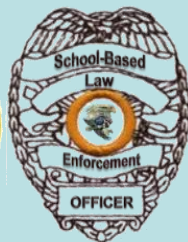


# Drug Awareness



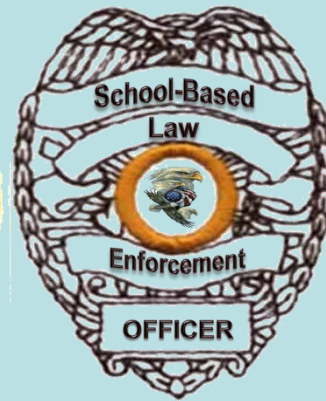
# Basic Officer Course – Cont'd

- SBLE Officer, School Staff, Student and Parent Relations Part I
- Overview of/for Developing comprehensive Emergency Operations Plans (EOP) or Emergency Action Plans (EAP)
- Scenarios (**Critiques & Evaluation**)
- **Open Forum & Discussion**





# **OVERVIEW of SBLE Intermediate Officer Specialized Training Course**



**LEVEL I  
PHASE II - Intermediate**

# Intermediate Officer Course

- Gang Investigations (Intervention Strategies)
- Juvenile & School Case Law (Updates)
- Action Planning – Problem Solving
- SBLE Officer Role in Discipline & Enforcement (Keep Kids In School)
- School Special Reaction(Response) Teams (SSRT) 16-hours ISI



# School Special Reaction TEAM



**ISI INC**

Tactical & First Responder & Other  
Active & Specialized Threat TNG

# Intermediate Course – Cont'd

- Collecting, Analyzing, Reporting and storing Intelligence for SBLE Officers
- SBLE Officer Stress Management
- Drug Awareness Part II (Symptoms & Signs)
- SBLE Officer Fitness, Wellness and Professional Development
- SBLE Officer how to work with the media.
- Dating Violence & Stalking in Schools



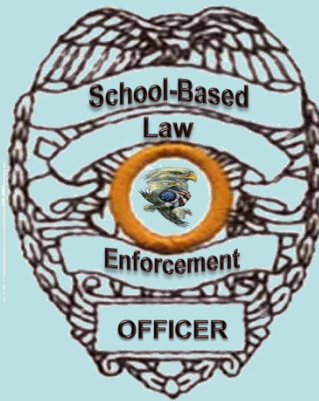
# Intermediate Course – Cont'd

- Identifying potentially dangerous and/or violent persons or students
- SBLE Officer Role as a “**Problem Solver**”
- SBLE Officer, School Staff, Student and Parent Relations Part II (Cultural Diversity)
- Developing School Safety Teams (Special Reaction (Response) Teams) – SSRT (ISI)
- Hostage Rescue (Initial Negotiations)





# **OVERVIEW of SBLE Advanced Officer Specialized Training Course**



**LEVEL I  
PHASE III - Advanced**



# Advanced Officer Course

- SBLE Officer **Crisis Intervention & Prevention**
- Collecting, Analyzing and Reporting **INTEL** Part II (Know what is going on)
- **Drug Awareness** Part III (Most abused drugs)
- **Gang Intervention & Prevention** Strategies
- **Truancy** (Why we need to keep kids in schools)



# Advanced Course - Continued

- Establishing and Empowering Teen Courts & Peer Review (Positive alternatives designed to keep kids in schools) using Student Councils.
- Establishing Neighborhood **School Watch Programs** (Community-based)
- **Special handing** of mentally challenged students or students with special needs
- Physical restraint & de-escalation tactics
  - use of force continuum for schools



# Advanced Course - Continued

- Teen Suicide intervention and prevention
- Responding to **School Bomb Threats**
- Understanding Child development & psychology
- Cultural diversity on school and college campuses
- Conducting Campus Safety & Security threat assessments

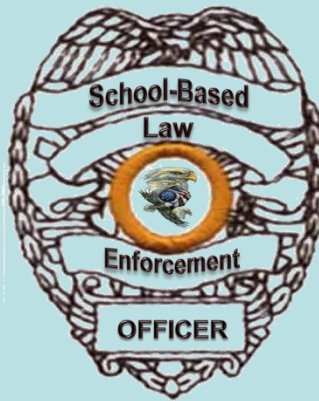


# Advanced Course – Continued

- Structuring, composition, role, responsibility and accountabilities of Special Reaction (Response) Team members
- Developing comprehensive Emergency Operations Plans (EOP) or Emergency Action Plans (EAP)
- Hostage Rescue and/or initial negotiation
- Scenarios (**Critiques & Evaluation**)



# OVERVIEW of SBLE Master Officer Specialized Training Course



**LEVEL I  
PHASE IV - Master**

# Master Officer Course

## OBJECTIVES

- **Neutralizing** threats (w/practical's)
- **Analyzing** Threat **INTEL**
- **Threat** intervention & prevention strategies based on Best Practices and Lessons Learned
- **Facilitator** and presentation skills enhancement
- **Preparation**, practice and delivery of the following curriculums/lessons:





# Master Officer Course

## OBJECTIVES

- ✓ SBLE Officer will learn and be able to deliver the SBLE **School Staff** training curriculum
- ✓ SBLE Officer will learn and be able to deliver the SBLE **Student** training curriculum
- ✓ SBLE Officer will learn and be able to deliver the SBLE **Parent** training curriculum
- ✓ SBLE Officers must **Define** & **Process** each of the curricula lessons.
- Other identified specialized training required



# **LEVEL I PHASE V**

## **Supplemental Education**

- Courses on controlling mentally disturbed persons using minimal force (adults and juveniles).
- Advanced INTEL collection, analysis and sharing (preserving civil liberties and life)
- Advanced Tactics (dealing with myriad of threats)
- Other courses requested by officers & deputies vested with responsibility to serve and protect

# **LEVEL I PHASE V**

## **Supplemental Education – Cont'd**

### **N.A.S.R.O. Courses:**

- Basic S.R.O.
- Advanced S.R.O.
- S.R.O. Active Shooter Response
- Interview and Interrogation techniques for the S.R.O.
- School Security Officer (SSO) course
- Enhancing Lock-down Procedures for S.R.O.
- School Law Up-dates for S.R.O.

# **FORCE MULTIPLIER**

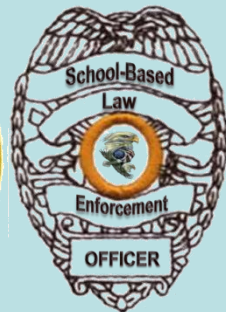
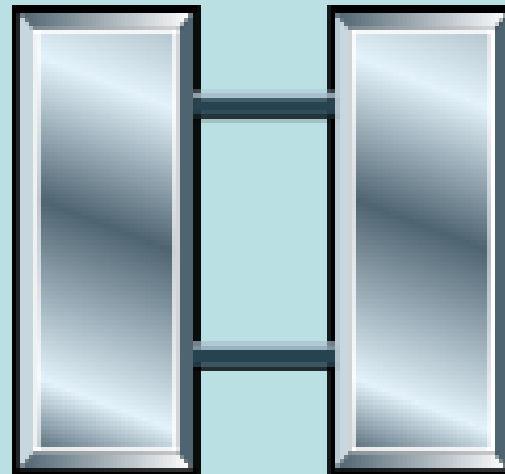
## **CROSS-TRAINING CONCEPT**

- ✓ **D.A.R.E. Officer**
- ✓ **N.A.S.R.O.** Officer certification courses
- ✓ **Crime Prevention** courses
- ✓ **G.R.E.A.T. Officer** certification
- ✓ **Community Policing & S.A.F.E.** training courses

**All rolled into one elite force  
for “GOOD”**

# LEVEL II – Phase I SBLE Supervisor Courses

- SBLE Supervisor Course - **Basic**





# Level II Phase I Leadership Training for Supervisors

- Leadership Basic Terms module
- Psychology of Human Behavior module
- Types/Styles of Leadership module
- Risk Management module
- Goal Setting (w/practical exercises)
- Counseling module
  - ✓ Professional Development
  - ✓ Performance & Evaluation
  - ✓ Corrective



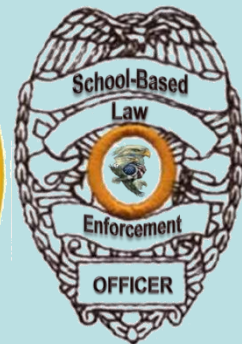
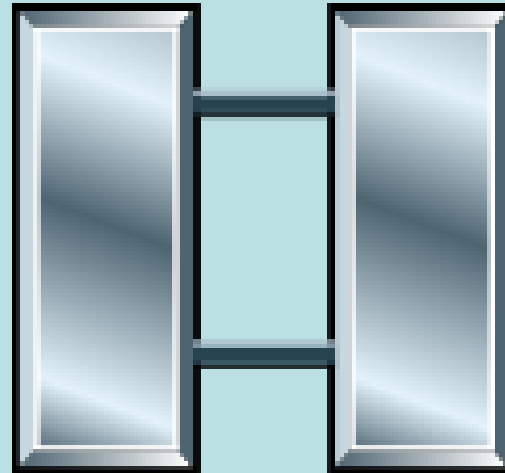
# **Level II** Phase I Leadership Training for Supervisors – Cont'd:

- Leadership Traits module
- Leadership Characteristics module
- Scheduling & Assignments module
- Leadership Ethics module
- Manpower and Budgeting surveys and justifications module
- Organizational Effectiveness module(Group general session, breakouts and review)
- Summary



# LEVEL II – Phase II SBLE Supervisor Courses

- SBLE Supervisor Course - **Advanced**



# Level II Phase II Leadership Supervisor Training

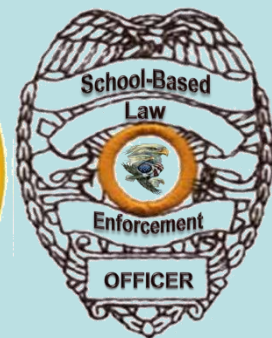
- SBLE **Basic** Course – Overview (Define & Process)
- SBLE **Intermediate** Course – Overview (Define & Process)
- SBLE **Advanced** Course – Overview (Define & Process)
- SBLE **Master** Course – Overview (Define & Process)



# **LEVEL III PHASE I SBLE Executive Management & Administrators Course**



- **SBLE Management Course**
- **Superintendents & Principals**
- **Sheriffs – Constables & Chiefs**
- **School Board Members**



# Level III Phase I Learning Objectives/Modules

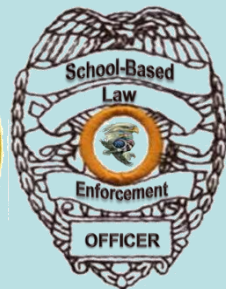
- **Role** of D.A.R.E./G.R.E.A.T. and/or SRO verses Principal or other School Staff.
- **Difference** between violation of local, state and/or federal law verses discipline.
- **Enforcement** of school rules, regulations, policy & procedure verses law enforcement.
- Keeping Children in School and deferred from juvenile court system.



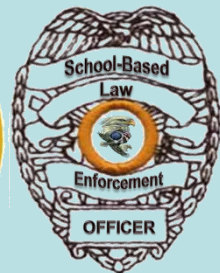


# Level III Phase I Learning Objectives/Modules

- **Preparation** of Emergency Operations Plans (EOP)
- **Emergency** Operations Practicums
- Review Summary & Recommendation(s)



# LEVEL IV PHASE I SBLE School Staff Training Course



# **LEVEL IV PHASE I SBLE School Staff Training Course**

- Taught by SBLE Officer Master Level Officers
- SBLE School Staff Course
  - Active Threat Response
  - IED Awareness (Bomb Threats)
  - INTEL Reporting (Violent behavior detection, Gang & Drug Prevention)
  - Gang & Bullying (Intervention & Prevention)
  - Teen Suicide Intervention Prevention



# LEVEL IV PHASE I SBLE School Staff Training Course

- **SBLE School Staff Course – Cont'd:**
  - **Violence Intervention & Prevention**
  - **Situational Awareness**
  - **Best Practices Protocols**
  - **Confrontational Management (De-escalation)**
  - **Emergency Preparedness**
  - **Developing Practical Emergency Operations Plans**
  - **Much more.....**



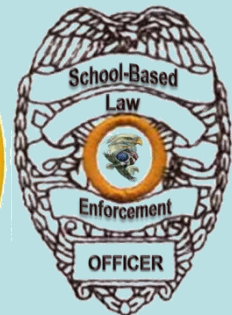
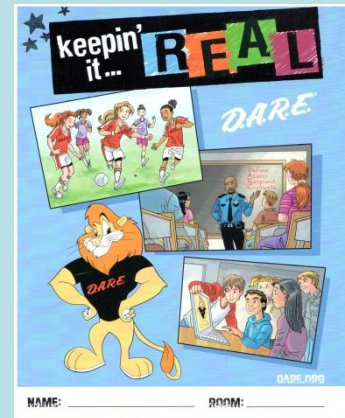


# LEVEL V Phase I SBLE Student Courses



# LEVEL V Phase I SBLE Student Course (Elementary)

- Introduction to **D.A.R.E. Keepin-It-Real** – (Elementary Curriculum)
- Drug Information for Responsible Decision-Making
- Risk & Consequences
- Peer Pressure
- Dealing with Stressful Situations





# LEVEL V Phase I SBLE

## Student Course (Elementary) – Cont'd

- Basics of Communication
- Non-Verbal Communications & Active Listening
- Bullying
- Helping Others
- Getting Help from Others & Review



# Learning Objectives

## Keepin-It-Real (Elementary School)

- Define Responsible and Identify Responsibilities
- Identify harmful effects of illegal drugs, and alcohol and tobacco
- Define Risk and apply to realistic scenarios
- Define and recognize source of Peer Pressure
- Identify signs of stress



# Learning Objectives – Cont'd

## Keepin-It-Real (Elementary School)

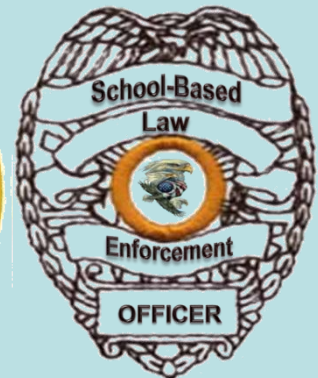
- Explain & demonstrate importance of **effective communication**
- Define & demonstrate **active listening** skills
- Define & recognize **Bullying** and its adverse effects.
- Identify importance of becoming a **productive citizen**
- Provide **community resources** designed to **HELP** for students in need



# LEVEL V Phase II SBLE Student Course (Middle School)

## ***D.A.R.E.*** Keepin-It-Real (Middle/Junior High curriculum)

- Options & Choices
- Risks
- Communication and Conflict
- Refuse
- Explain



# LEVEL V Phase II SBLE

## Student Course (Middle School) – Cont'd:

- Avoid
- Leave
- Norms
- Feelings
- Support Networks



# Learning Objectives

## Keepin-It-Real (Middle School)

- Resistance strategies of Refuse, Explain, Avoid, and Leave.
- Define the term risk and identify harmful risks
- Identify and describe the components of the D.A.R.E. Decision-Making Model
- Explain the REAL strategy of Refuse
- Demonstrate the REAL strategy of Explain





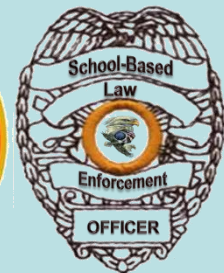
# Learning Objectives – Cont'd

## Keepin-It-Real (Middle School)

- Define the REAL strategy of **Avoid**
- Explain the REAL strategy of **Leave**
- Explain concept & terms of **normative behavior**
- People **express emotions** in different ways, & they have **unique feelings** and reactions to situations.
- **REAL skills** can be used in their network of friends, family and peers



# LEVEL V Phase III SBLE Student Courses





# LEVEL V Phase III SBLE Student Courses – Cont'd:

- Protocols/Procedures for lock-downs.
- Protocols/Procedures for Emergency Evacuation (First Responder (Support Training))
- Establish Statewide Youth Advisory Board
- Establishment of Teen Court



# **Additional Resources** for our Schools & benefit of our students

- Mentorship program (VFW, AARP, Etc. Volunteers)
  - ✓ Math, Sciences, Reading and Writing
  - ✓ Citizenship, duty, responsibility & accountability
  - ✓ Core Family Values
  - ✓ Patriotism, Duty, Honor and Country



# LEVEL VI PHASE I – SBLE Parent Course

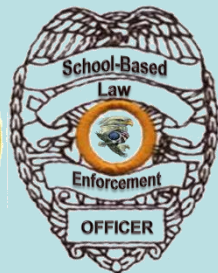




# LEVEL VI PHASE I – SBLE

## Parent Course

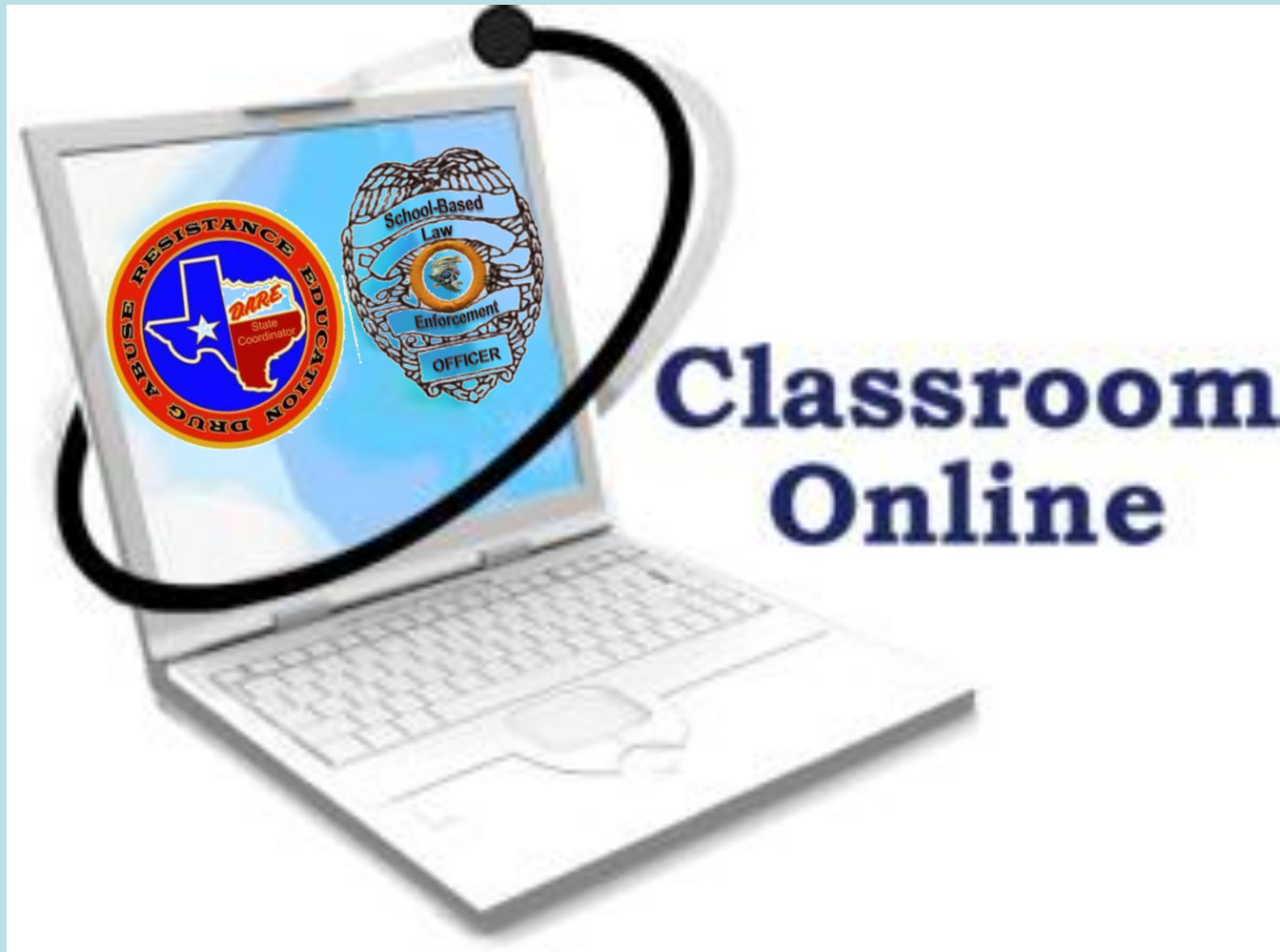
- Taught by SBLE Officer Master Level Officers
- SBLE Parent Course
  - Parenting Skills
  - Trouble Indicators
  - Violent Behavior (Warning Signs)
  - What to look for (Drugs & Weapons)
  - Community Resources
  - Much more.....





# LEVEL VII

## On-Line Learning Courses



# **LEVEL VII**

## **On-Line Learning Courses**

- **Phase I SBLE Officer On-line Courses**
- **Phase II SBLE Supervisors Courses**
- **Phase III SBLE Administrator & School Boards**
- **Phase IV SBLE School Staff Courses**
- **Phase V SBLE Student Courses**
- **Phase VI SBLE Parent Courses**



# QUESTIONS



# Curriculum/Lesson Contributors

## Subject Matter Experts

- **Gerald R. “Jerry” Adams**, Special Agent in Charge Federal Bureau of Investigation (F.B.I.) Criminal Investigations, Covert and Tactical Operations, INTEL, – Retired.
- **Dan H. Tiller**, former Department of Public Safety (DPS) Trooper - Retired, former Sheriff, Senior instructor Institute for Criminal Justice Studies (ICJS) – Retired and Senior instructor Law Advisory Group.
- **Judy Renick**, founder and first Director of the Texas School Safety Center, author and expert on Gangs, Bullying and Emergency Preparedness for schools.
- **Steve Ledbetter**, Senior Narcotics Investigator and subject matter expert on over-the-counter, prescription and illegal drug sale/use/abuse for the Dallas Police Department .
- **Robert “Bob” Fletcher**, Warrant Officer and Senior Army INTEL Analysis.
- **Mary Fischer**, former Agency Analysis and INTEL Specialist
- **Hanan Yadin**, former Israeli Defense Force (IDF) Counter-Terrorism Unit and Shin-Beth Counter-Terrorism expert. Tactics Expert.

# Curriculum/Lesson Contributors

## Subject Matter Experts – Cont'd:

- **Chief David R. Rider**, Chief of Police Ft. Bend Independent School District.
- **Chief Richard Palomo**, Chief of Police Southside Independent School District, San Antonio, Texas and Navy Chief USN (Reserves).
- **Chief Deputy J.C. Mosier**, former Public Relations Officer (PAO) Houston Police Department, former Texas Commission on Law Enforcement Standards and Education (TCLEOSE) Commissioner and Chief Deputy Constable's Office PCT#1 – Houston, Texas.
- **Adam Hamilton**, Signature Science (Chemist), Nuclear, Chemical and Biological and explosives expert.
- **Gary Avery**, Attorney, School, law enforcement and juvenile law expert – Law Advisory Group.
- **Steve Garst**, Certified Crime Prevention Specialist (C.C.P.S.), Senior Crime Prevention Instructor – curricula developer, Sergeant Little Elm Police Department.

# Curriculum/Lesson Contributors

## Subject Matter Experts – Cont'd:

- **Detective Cole Langston**, School Resource Officer and Juvenile Law instructor and juvenile investigator Carrollton, Texas.
- **Dr. Robert J. “Spider” Parks Ph.D.**, U.S. Army Special Forces (SOG), alcohol and drug counselor, studies and evaluations and owner Parks Place, LLC.
- **Thai Taitano**, U.S. Army Special Forces (SOG) and “Delta Force”.
- **Richard Poe**, former U.S. Army Special Forces, SIERRA3 security concepts, preparedness and tactical training. Operations and Training, personal protection specialist.
- **Patrick Perez**, SIERRA3: a former U.S. Army communications specialist, Platoon Sergeant and Project Manager; Agency Protective Security Detail Leader and Security Specialist. Master of Science in Psychology and Bachelor of Science Degree in Management. Leadership trainer and certified in World-wide Protective Services.



# Curriculum/Lesson Contributors

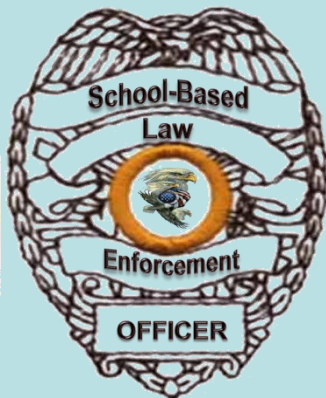
## Subject Matter Experts – Cont'd:

- **Penny Jost**, retired Texas teacher and educator. I taught for 28 years classroom experience as a teacher in the Texas public school system. I graduated from Texas A&M University in 1973 with a Bachelor's degree. I taught for 3 years in Bryan ISD, during that time I earned my Master's degree from Texas A&M University. In 1977 I moved to New Braunfels, Texas, and begin teaching in Comal ISD. I taught for 25 years in Comal, until I retired in 2003
- **Other Consultants** to/for further holistic curriculum development should be:
  - **LTC Dave Grossman**
  - **Phil Chambers**

# Curriculum Author/Designer

- **George D. Little**, 1SG/E-8 U.S. Army Military Police –Retired with 20 years honorable service in criminal investigations, evidence custodian, counter-drug investigations/operations, Force Protection, Physical Security Specialist, Counter-Terrorism operations, investigations, tactics and INTEL collection and analysis. Former Deputy Sheriff/Drug Abuse Resistance Education (D.A.R.E.) Coordinator for Bexar County Sheriff’s Office – Retired 20-years honorable civilian law enforcement service, Past President Texas D.A.R.E. Officers Association, Certified Crime Prevention Specialist (C.C.P.S.), former Director Institute for Criminal Justice Studies – Texas School Safety Center – medically retired; Deputy Chief INTEL, Homeland Security & Training Bexar County Constable’s Office PCT#4; Texas D.A.R.E. State Coordinator and 2011 TCLEOSE Professional Achievement Award recipient; with 19-years working in our schools as an SBLE; and a veteran and experienced certified School Safety & Security Subject Matter Expert.

# Partners



T.A.S.R.O.



Drug Abuse Resistance Education

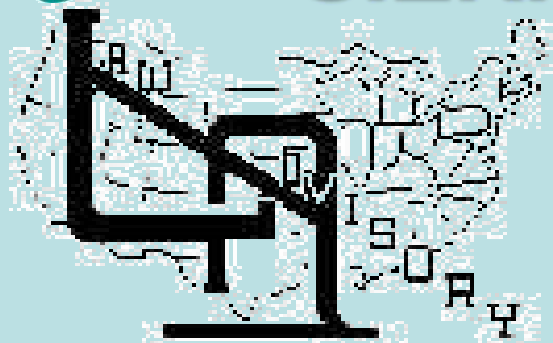


Texas Association of School Resource Officers



**ISI INC**

Tactical & First Responder & Other Active & Specialized Threat TNG



**SIERRA 3**



# Contact Information



**George D. Little, C.C.P.S.**

**Texas *D.A.R.E.* Training & Development Institute**

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**210-590-D.A.R.E. or [glittle1@satx.rr.com](mailto:glittle1@satx.rr.com)**

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