



SCHOOL SAFETY ACADEMY

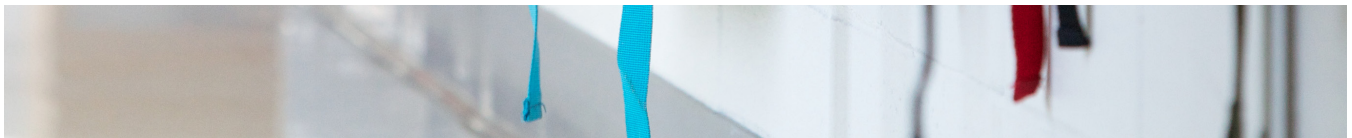
**FEBRUARY 23 - 25, 2026
COLUMBIA, MO**



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**MISSOURI SCHOOL BOARDS' ASSOCIATION
HELPING SCHOOL BOARDS ENSURE ALL STUDENTS SUCCEED**

www.mosba.org | [573-445-9920](tel:573-445-9920) | ces@mosba.org

WELCOME

from MSBA's Executive Director

Dear School Safety Stakeholders,

Ensuring our students, teachers, and staff are safe and secure at school is a top priority for all school leaders throughout Missouri. A safe and secure learning environment is essential for student success. Schools remain among the safest places in our communities for our students, yet our schools continue to face numerous safety and security issues for which they must be prepared so that effective teaching and learning can take place.



The Missouri School Boards' Association's Center for Education Safety (CES) is the statewide school safety organization for Missouri. MSBA is proud to support the great school employees and law enforcement officials who dedicate their talents to protecting Missouri's students and staff. MSBA's CES is devoted to championing school safety through a variety of efforts, including the School Safety Academy. CES provides professional expertise through its outstanding staff on numerous topics and serves as a clearinghouse for reliable school safety information and resources.

Thank you for being part of this School Safety Academy and for your dedication to the safety and well-being of our students, teachers, and staff in your community.

Sincerely,

A handwritten signature in black ink that reads "Melissa K. Randol".

Melissa Randol
MSBA Executive Director

WELCOME

from CES's Chief Operating Officer

Dear School Safety Stakeholders,

As the Chief Operating Officer for MSBA's Center for Education Safety, I am honored to welcome you to the Missouri School Safety Academy. The Academy provides training in broad concepts, initiatives, and emerging school safety trends. Upon completion of the Academy, you will become a Certified School Safety Specialist. Through continuing education, you and your safety team will have the opportunity to develop your skills in a variety of specific topics to enable you to evaluate what might work for your school or district's environment.



Great education begins with a balanced school safety foundation. Every student deserves a learning environment that is free from threat, intimidation, bullying, and harassment. While there is no universal school safety plan that will work for every school in Missouri, what we know to be true is the importance of a positive climate and culture. What works in one community may or may not be the right approach in another. This learning opportunity will provide you with the tools and strategies that will help address your district's unique challenges and develop your own specific solutions.

While there is no universal school safety plan that will work for every school in Missouri, we cannot overstate the importance of positive climate and culture. Multidisciplinary teams that include school personnel, law enforcement, first responders, community-based resources, and families focus on prevention via intervention, and preparedness via collaboration.

The Academy will help school leaders and partners identify strengths that already exist and identify new strategies that will support every student. The Academy was developed from recommendations from the 2018 Federal Commission on School Safety, the United States Secret Service, Federal Emergency Management Agency, and experts in Missouri in the areas of mental health, conflict de-escalation, risk management, and emergency preparedness.

The duty to protect is a sacred responsibility and our Missouri students and educators deserve our very best. Your enthusiasm to attend this training demonstrates you are one of those who make things happen and never want to be the one left asking, "what happened?"

I hope the Academy conveys our commitment to provide school districts with relevant, evidence-based, and purposeful training, technical assistance, and resource guidance. Thank you for attending the School Safety Academy and demonstrating your commitment to a safe school environment for all students and staff.

John McDonald
Chief Operating Officer, MSBA's Center for Education Safety

School Safety Academy Advisory Council

Jill Hancock, MO School Counselor Association
Josh Crowell, Cape Girardeau 63 School District
Rachel Jones, MO Department of Mental Health
John Ruddy, DESE
Jim Farrell, Chief of School Police, Springfield Public Schools
Ryan Hall, Lee's Summit R-VII School District
Dr. Shari Sevier, Retired, Ad Hoc Member
Marjorie Cole, DHSS
Keith Henry, Missouri Association for Pupil Transportation

MSBA's Center for Education Safety Staff

John McDonald, Chief Operating Officer
Michelle Kruse, Senior Specialist, School Safety Programs
Glen Moore, Director, Threat Assessment
Chris Felmlee, Education Safety Coordinator
Bob Klausmeyer, Senior Director, CES and K12 Safety
Mark Deeds, Safety Ambassador

Center for Education Safety Regional Liaisons

John Newman, Lafayette Co. Sheriff's Office	Denver Mitchell, Mtn. Grove R-III School District
Ryan Hall, Lee's Summit R-VII School District	Nicholas Schmitt, Willow Springs R-IV School District
Steve Morgan, Fort Osage School District	Ian Myers, Maryville R-II School District
Martise Scott, Kirkwood School District	Steven Vetter, Steelville R-III School District
Vershaun Howze, Ferguson-Florissant School District	Christina Hess, Cole Camp School District
Tina Clark-Scott, Webster Groves School District	John Mueller, St. Louis Special District
Zac Rantz, Nixa School District	Erik Ihle, St. Louis Special District
Josh Crowell, Cape Girardeau 63 School District	Shannon Nolte, St. Joseph School District
Jon Davis, Republic School District	Ryan Marshall, Crocker R-II School District
DeAndre Davis, St. Louis Public Schools	Chris Byington, Camdenton R-III School District

SCHEDULE

MONDAY, FEBRUARY 23

All sessions will be in Columbia.

- | | |
|---------------|---|
| 8:00 - 8:10 | Welcome and Introduction
Michelle Kruse, MSBA's Center for Education Safety (CES) |
| 8:10 - 8:40 | No Higher Calling
John McDonald, Chief Operating Officer, CES |
| 8:40 - 9:20 | SB 68 and the Role of the School Safety Specialist
Michelle Kruse, CES; John McDonald, Chief Operating Officer, CES |
| 9:20 - 9:30 | BREAK |
| 9:30 - 10:45 | Trauma-Informed Schools
Rachel Jones, Director of Trauma Services, Missouri Department of Mental Health |
| 10:45 - 10:55 | BREAK |
| 10:55 - 12:15 | Step 1: Emergency Operations Planning
Bob Klausmeyer, CES |
| 12:15 - 1:15 | LUNCH ONSITE |
| 1:15 - 2:30 | Building Relationships with First Responders
Mark Deeds, CES |
| 2:30 - 3:50 | Missouri Juvenile Justice Association
Tammy Walden, Missouri Juvenile Justice Association |
| 3:50 - 4:50 | Having Courage2Report
Dakota Boehmer, Lead School Safety Analyst, Courage2Report |
| 4:50 | Wrap Up
Michelle Kruse, MSBA's Center for Education Safety (CES) |

SCHEDULE

TUESDAY, FEBRUARY 24

All sessions will be in Columbia

8:00 - 8:05

Welcome and Day 2 Overview

Michelle Kruse, CES

8:05 - 10:40

Behavioral Threat Assessment

Glen Moore, CES

10:40 - 12:00

Legal Aspects of School Safety

Margaret Hesse, Attorney at Law, Tueth Keeney Law Firm

12:00 - 1:00

LUNCH ONSITE

1:00 - 2:05

Suicide Prevention in Schools

Katie Epema, Director of School-Based Mental Health, DESE

2:05 - 2:15

BREAK

2:15 - 4:30

Incident Command Systems Overview and Workshop:

- Age-Appropriate Drills
- Crisis Communication

CES Team

4:30

Introduction to Resources

Michelle Kruse, CES

A Note about Continuing Education

To maintain certification, Certified School Safety Specialists (CSSS) are required to complete eight hours of school safety-related continuing education trainings per calendar year. CES offers numerous opportunities to earn continuing education credits throughout the year, including in-person and virtual events. Please see the weekly CES newsletter for information about upcoming training opportunities. If your district is interested in hosting a regional training event, please contact CES@mosba.org.

SCHEDULE

WEDNESDAY, FEBRUARY 25

All sessions will be in Columbia.

8:00 - 8:05	Welcome and Day 3 Overview Michelle Kruse, CES
8:05 - 9:30	Multi-Tiered Systems of Support: Culture of Prevention Katie Bax, Scott Salmons and Dr. Sherri Thomas, Heart of Missouri Regional Professional Development Center
9:30 - 9:40	BREAK
9:40 - 10:55	Internet Safety, Cyberbullying and Sextortion Brad Germann, Missouri State Highway Patrol
10:55 - 11:00	BREAK
11:00 - 12:15	Site Assessment Workshop CES Team
12:15 - 1:00	LUNCH
1:00 - 1:45	Site Assessment Practice CES Team
1:45 - 3:15	Keeping Students Safe in an AI World Mark Henderson, Director of Digital Initiatives, MSBA
3:15 - 3:45	Next Steps Michelle Kruse, CES
3:45	Stop the Bleed Certification (Optional) Marcia Davis

SPEAKER BIOS

Katie Bax

Katie Bax is a School Wide Positive Behavior Support Specialist/School Improvement Consultant at the Heart of Missouri Regional Professional Development Center. Katie recently joined the RPDC in June after 13 years in public education.

Dakota Boehmer

Dakota Boehmer is the lead school safety analyst for Courage2Report. She began working as a school safety analyst with Courage2Report in 2021 and in 2023 became the lead analyst. Since 2021, she has provided training to many groups and other analysts on Courage2Report. Dakota also attends several trainings and discussions regarding school safety throughout the year.

Mark Deeds

Mark Deeds spent 25 years with the Springfield, Missouri Police Department, retiring as a Detective Sergeant. Throughout his career, he worked in various specialized units, including patrol, narcotics, DEA Task Force, FBI Task Force, Street Crimes Unit, Criminal Investigations, and Crimes Against Persons and Children. His broad experience in these areas gave him a comprehensive understanding of both the criminal landscape and the importance of building relationships with the community. In addition to his work in traditional law enforcement roles, he also dedicated 13 years as a School Resource Officer and later as the Director of School Police for the Ozark R-VI School District, where he played a key role in ensuring student safety and fostering positive relationships between law enforcement and young people. His commitment to the community continued after his time with the Springfield Police Department, as he retired as a Captain with the Christian County Sheriff's Office.

Katie Epema

Katie Epema is the Director of School-Based Mental Health at the Missouri Department of Elementary and Secondary Education (DESE) supporting youth suicide awareness and prevention efforts. She holds degrees in social work and education (with an emphasis in neuroscience and trauma) and is passionate about supporting staff and student well-being. As part of her role at DESE, Katie oversees youth suicide awareness and prevention efforts for the department and supports local education agencies' efforts. Katie recently led a workgroup that informed the revision of the DESE Youth Suicide Awareness and Prevention Model Policy. As co-chair of the Missouri Suicide Prevention Network's Suicide Prevention in Schools Committee, Katie collaborates with other organizations and school professionals on projects such as reviewing the Suicide Prevention and 988 Guide for Missouri Schools.

Bradley Germann

Sergeant Germann currently works as the Public Information Officer for the Division of Drug and Crime Control. Over the course of his career, he has held various roles including Criminal Investigator within the Division of Drug and Crime Control. He is also a member of the Mid-Missouri Major Case Squad. Prior to investigative work, Sergeant Germann served as a Master Sergeant in Troop F/Zone 10 in Boone County. Sergeant Germann was also assigned to the Missouri State Highway Patrol's Dignitary Protection Unit and served under three different administrations. Sergeant Germann's career began with MSHP in October 2002, as a recruit in the 80th Recruit Class. Upon graduation, he served as a trooper in both Johnson and Boone Counties.

Mark Henderson

Mark Henderson is the Director of Digital Initiatives for the Missouri School Boards' Association. Mark spearheaded the creation of The AI Toolkit for K-12 Education and leads the organization's AI Advisory Group, helping school districts navigate the rapidly evolving AI landscape. He has presented on AI at major education conferences across the country. Mark's unique perspective combines classroom experience as a former high school English teacher with expertise in both educational and corporate technology.

Margaret Hesse

Margaret Hesse is a shareholder with the law firm of Tueth Keeney. She practices primarily in the areas of education law, employment law, and litigation and has represented school districts across both Missouri and Illinois for many years. Margaret's experience in education matters includes defending school districts in areas involving the Americans with Disabilities Act, the Missouri Human Rights Act, Title VII, the Safe Schools Act, Title IX, and the Equal Pay Act, to name a few. She consults with educators on a daily basis and is committed to creating a world where school leaders are spending as little time as possible thinking about legal concerns so they can maximize their time and attention shaping young lives.

Rachel Jones

Rachel Jones, M.Ed, LPC, Director of Trauma Services with Missouri Department of Mental Health, Division of Behavioral Health. She received her Masters of Education in Educational, School and Counseling Psychology from University of Missouri-Columbia. She is a licensed professional counselor. Her primary scope is to provide assistance with various projects to further implement trauma-informed knowledge, practices and treatment across the state. She has experience working in community-based mental health, developing school partnerships, crisis response and management, inpatient alcohol/drug rehabilitation and in-home therapy settings. For several years, she has provided secondary traumatic stress trainings to professional agencies including mental health, early childhood providers, child welfare staff, schools, juvenile justice, law enforcement, prisons and faith-based entities.

Bob Klausmeyer

Bob Klausmeyer is a Kansas native, veteran of the United States Marine Corps and currently the Senior Director of MSBA's K12 Safety and MSBA's Center for Education Safety (CES). He has a background that includes a combined 30 years commissioned law enforcement including experience as a deputy sheriff, detective and patrol supervisor along with more than a decade in emergency operations management, safety and security as Director of Campus Safety for the multiple campuses of Columbia College. He has been serving in school safety with MSBA since August 2019. Bob's education includes a Bachelor of Science in Human Resource Development, a Master of Arts in Management and numerous training regimes in law enforcement and emergency management. He is certified as a generalist instructor for Missouri POST and has served as an adjunct instructor for Columbia College since 2007.

Michelle Kruse

Michelle Kruse is a Registered Dietitian Nutritionist, Certified School Safety Specialist, and Senior Specialist for Safe School Environments at CES. With more than two decades of experience in public health and public education, she brings a unique perspective and demonstrates the importance of physical and mental wellbeing in school safety initiatives. Michelle leads initiatives that strengthen organizational culture and promote wellbeing and resilience, and helps build crisis-ready systems in schools. She is passionate about equipping educators and communities with the tools and resources they need to address complex challenges and create safe, thriving environments for students and staff.

John McDonald

John McDonald is recognized as a national leader in the school safety space and serves as the Chief Operation Officer for the Missouri School Boards' Association's Center for Education Safety and The Council for School Safety Leadership. John's work protecting kids has been featured on the front page of the Washington Post and in the Showtime documentary "Active Shooter: America Under Fire," as well as in the FBI documentaries "Echoes of Columbine" and "In the Aftermath." John is recognized internationally as the architect of the post-Columbine tragedy safety, security, and emergency management plan, now considered a gold standard in the industry. John earned his Bachelor of Science Degree in Criminal Justice and Criminology from Metro State University in Colorado. His experience as a former police officer, proud Army National Guard veteran, and senior manager of U.S. investigations for a worldwide corporation have provided the foundation for a life's work protecting the most innocent.

Glen Moore

Glen Moore is the Director of Threat Management for MSBA's Center for Education Safety. He has been in law enforcement for over 27 years. Glen has worked in Southern California, Central California, and South-Central Missouri. His assignments have included gang enforcement and over 18 years of SWAT. For the past 15 years, he has served as an SRO for Willow Springs School District. Glen has a Master's degree in social work. Glen has taught numerous classes in both California and Missouri. Recently, Glen received the FBI Director's Community Leadership Award.

Dr. Sherri Thomas

Dr. Thomas is a School Wide Positive Behavior Support Specialist/School Improvement Consultant at the Heart of Missouri Regional Professional Development Center. Dr. Thomas joined the RPDC in the summer of 2018 after retiring from 31 years in public education.

Scott Salmons, EdS

Scott Salmons is a School Wide Positive Behavior Support Specialist/School Improvement Consultant at the Heart of Missouri Regional Professional Development Center. Scott joined the RPDC in the summer of 2024 after retiring from 31 years in public education.

Tammy Walden

Tammy Walden is the Trauma and Delinquency Coordinator for the Missouri Juvenile Justice Association and currently oversees statewide implementation of HANDLE WITH CARE MISSOURI, a trauma-informed program that engages law enforcement, schools, and mental health agencies to recognize and respond when school-age children have been exposed to trauma. Before joining MJJA in 2021, Tammy served as the Chief Juvenile Officer in the 26th Judicial Circuit, where she retired in December 2020 after more than 40 years of service. Tammy was born in Rogers, Arkansas, and raised in Springfield, Missouri, where she graduated from Drury University with a degree in Criminal Justice.

NOTES

MISSOURI SCHOOL BOARDS' ASSOCIATION

MISSOURI SCHOOL SAFETY CONFERENCE

APRIL 22 - 24

Hilton St. Louis
at the Ballpark



Missouri Department of
MENTAL HEALTH

Presented by MSBA's Center for Education Safety
in cooperation with the Missouri Department of
Public Safety, Missouri Department of Mental
Health and the FBI, St. Louis Division.

Crisis Mental Health - Developing Resilience - Threat Assessment - Incident Command - Emergency Response



**MAX
SCHACHTER**

Father of Parkland
School Tragedy Victim
and National School
Safety Advocate



**PATRICK
IRELAND**

Columbine Survivor
and National School
Safety Advocate



**DR. LINA
ALATHARI**

National Threat
Assessment Center
Chief, U.S. Secret
Service



**DR. KELSEY
MORRIS**

Education Program
Specialist, National Threat
Assessment Center

This event is built specifically for those at the
forefront of school safety – principals,
superintendents, school safety coordinators,
mental health professionals, first responders,
school resource officers, and school board
members. Our theme this year focuses on
resiliency, leading through crisis, and managing
the threats of our time in schools.

View fees, hotel, parking and
register online at mosba.org
or call 573-445-9920.



www.mosba.org/ces | 573-445-9920 | ces@mosba.org

SCHOOL SAFETY ACADEMY

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