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TO GIVE US A TRY

(UPDATE FROM THE FLORIDA OFFICE OF SAFE SCHOOLS, 10/20/18)

(The following may contain unintelligible or misunderstood words due to the recording quality.)

INTRODUCTION: So, as we begin our next session, I'd like to take a moment to remind everyone that our exhibitors make these conferences possible. And after this training, you'll be provided within the exhibit hall with a nice lunch. We ask that you use this opportunity to network and converse with the exhibitors.

Additionally, between 2 and 3 p.m., we will be giving away some fantastic gifts during our member door-prize drawing. To enter, please visit at least 20 exhibitors and have them sign the card inserted in your program. And once you have obtained the designated signatures, turn your card into the registration desk or to an FPCA staff member. Again, the drawings will take place between 2 and 3 p.m. in the exhibit hall. And, yes, you must be present to win.

Now, as you're all aware, the state of Florida has undergone significant changes over the last few months directly related to the tragedy that took place earlier this year. One of those major reconstructions has been Senate Bill 7026, the Marjory Stoneman Douglas High School Public Safety Act. This legislation outlines significant reforms to make Florida schools safer, which led to the creation of the Florida Office of Safe

Schools, a derivative of the Florida Department of Education.

Today, we are pleased to host Mr. Damien Kelly, the director of the Florida Office of Safe Schools. With an extensive law enforcement background, most recently serving as a public corruption inspector with the Florida Department of Law Enforcement, Director Kelly is well equipped to serve in this role protecting our children and citizens alike. Thank you for being here, Mr. Kelly, and welcome.

DAMIEN KELLY: Good morning. I wanted to start out by thanking the Association for inviting me to be able to attend this morning and speak. It's a great honor for me. Is Chief Perry from FSU here? I didn't know if he was in the room. My daughter just graduated from FSU and she always remarked during the four years she was there how she always felt safe and secure on campus day or night. And I think it's a credit to Chief Perry and all of the men and women on FSU's police force. She is actually going back for two more years, so she must really like it.

Um, I'm going to get started. Did somebody take the clicker with them, do you know? It's not up here.

I'm going to give you a little bit about my background. I've been in law enforcement for 25 years, most recently with FDLE. During my time at FDLE I had three different assignments. The bulk of my career was in protective operations. Ten years

with Governor Jeb Bush, and Governor Charlie Crist, ending up with Governor Scott. I also did one year in organized crime. And the last two years were in executive investigations on what we call the public corruption side. My last assignment in public corruption was to investigate the law enforcement response to the Parkland shooting.

Prior to FDLE I began my law enforcement career in 1993 with the Memphis Police Department in Memphis, Tennessee. I spent a few years in uniform patrol and then the bulk of my time was spent in various areas of violent crime.

I'm going to talk a little bit about Senate Bill 7026, also known as the Marjory Stoneman Douglas High School Public Safety Act. This is how our numbers from around the state -- we have just under 3 million students and they are spread out across 4,200 public schools across the state.

The office that I serve as the director of is the Office of Safe Schools. And as it says there, we're the central repository for best practices and training standards. The mission as we see it -- there are four of us in the office right now, with a fifth one coming on board soon. Our mission is very simple, and that is, a safe learning environment for all of our students and educators.

The three areas that we're focusing on currently are prevention, intervention, and emergency preparedness planning.

The safe school officer is a title that was designated in Senate Bill 7026, and there are three ways that this can be fulfilled. One, is there's a traditional SRO or SRD.

The second is a safe school officer. And safe school officer, there has been a little confusion about this. Some areas, some districts, some charter schools felt like that a private security company would suffice for this. And that, in fact, is incorrect. The safe school officer is a law enforcement officer that could possibly be working in an off-duty capacity on his off days. But any school that tries to use the route of using a private security company will be told they're not fulfilling this role.

The third one is the Coach Aaron Feis Guardian Program. This program, there's two different ways that this is being done right now. There's a traditional one and there's what I call the hybrid one. The traditional guardian is somebody who comes in, who is already working in the district, who is not a full-time teacher and who volunteers to participate in this program. There are several counties and districts that have used this one.

The second one, the hybrid one, is where the districts are actually hiring people in from the outside just to fulfill this role. And what we're talking about, I think it's very important that people understand that the role of this person, they're not

taking the place of a law enforcement officer. They have no arrest powers at all.

This program is up and running for a lot of counties. For some, it's in its infancy stage. They're just now getting started on it. The sheriff has to agree in his county to train guardians and for a lot of sheriffs, and I've actually gone out and met with 22 of them so far, and the ones who are using this program have told me that they see a lot of sleepless nights ahead because it's not the ideal situation for them, but because of circumstances in their county, they were forced to use it. Some districts are using it solely as a backup to an SRO who is on campus, just to have a second armed person there.

This is a little bit about the training required, 144 hours or more of firearm safety training, to include 12 hours of diversity training. I was fortunate to be invited out here to Bay County by Sheriff Ford when his guardians were going through their range time. I was very impressed with the level of intensity and with the skills, marksmanship that I did see there.

The screening, the psych. eval., and the background check is another area where a lot of people when they looked at this, they thought it was very simple. But if your district is going to hire 30 guardians, that's going to be 30 times whatever the cost of these screenings are. Well, in fact, some districts had

a fail rate in the background psych. and drug section as high as 50 percent. And I explained back at DOE that the cost of the screening will be a lot higher than the number that you see on the piece of paper.

This is how the funding looks for this guardian program. As you can see, for this year, 67 million, which drops all the way down to a half a million next year.

The RFA, which is the document that was sent out for each sheriff to get reimbursed for his expenses was sent out. And as you can see on the bottom, the funds could only be spent on screening, training, and a one-time stipend for these guardians.

My mission right now as I see it with the guardian funding is to do everything in my power to see that every sheriff is reimbursed for every dime that he spent on this program. And we're working hard right now to get that done.

The screen says 24, but there are actually 25 sheriff's offices throughout Florida who have agreed to train guardians. Like some have them trained and have them in schools. Others are just beginning the training for that. And as you see on the bottom, the total expenditure that we expect to spend on the guardian program is 9-1/2 million.

A little bit about the app that we have in place. This was another part of the Bill. It's called Fortified FL and this is the official app of the Department of Education in the state of

Florida. There are several others out there. This is the one that we went ahead with. Our department at DOE, our role regarding this app is to promote and facilitate awareness among all stakeholders and to provide training on the functions for the school safety specialists.

The school safety specialist is a -- we have 72. Even though we have 67 counties, we actually have 72 districts that fall under the Department of Education. Each district has identified a school safety specialist. This person is basically the one who oversees all of the security within that district. And what they are doing right now is they've actually put together a forum where they can speak to each other, which I was very impressed when I heard that they had started it. They are swapping best practices back and forth. They're talking about what vendors they're using for different things. They're talking about products that work and products that don't work. I think it's refreshing to see that they have taken this upon themselves to get a work group together so they can discuss these.

Active shooter training for school safety specialists is something that we receive funding for. We are in the process, I believe later this week, to issue the ITN out to procure this training.

Threat assessment teams, it's a topic that has been

discussed widely since the Parkland incident. Each district at each school will have their own threat assessment teams. As you can see on the slide, these teams are made up of counselors, teachers, administrators, and law enforcement.

This slide I put in here because we've had a few meetings over time with different federal agencies. The FBI released this study back in June. One of the things that when I travel the state, people ask me what's going to make the difference here? Is it the fact that you put an SRO or an SRD on every campus? And my answer is always the same. It's going to be a combination of everything that we do to protect our students. It's going to be whether we can put SROs or SRDs on each campus, whether we can harden the campus with better fencing, better gates, better cameras. It's going to be the apps that we put out there that hopefully somebody will call in an anonymous tip on. It's going to be a combination of everything. I don't think there's any one single thing out there that is singlehandedly going to stop this from happening again.

A little bit about the tool that's called the FSAT. The FSAT has actually been around for a while. It wasn't always mandated that every school complete the FSAT. This year it was mandated. I think I have the figures in here. The assessments were due by August 1st. As far as I know, we got the majority of them by close to that time. Here are the latest figures. We

had 3,980 users on the system. It's not a simple system. It is quite lengthy to fill out, but I think it's a very important tool so that schools can keep up on what they need, what they're doing good, and what they can improve on.

This is the funding for target hardening grants that will be issued to schools for capital outlay costs. The guidelines for this will go out probably a little earlier than the date that was mandated, which was August 31st. The schools actually know what funding is available to each one of them or at least the districts know what is available. Each school will then pass on their wish list to the district superintendent. Through the FSAT they will have identified what the priorities are to improve on going forward. The applications are due back in to us by December 1st. The grant funds will be awarded no later than January 15th.

Another area that we're looking at as extremely important to us is mental health awareness and assistance. We are asking each of our school safety specialists to try to push out a message, See Something, Say Something message to the students on their campuses. Because I think the students are the ones who are going to notice a fellow student that's spiraling or something that's just not going right with them. I think the earlier we can identify these students, the quicker we can get them some help.

I have a video that I'd like to share with you, if I can figure out how to get it up. This video, I saw it recently at the FASRO training, and it is a video and a song that written by an artist by the name of Kamalin [phonetic] Morrison. She made it as a tribute to the Parkland victims. When I go around the state and I discuss different things, one of the things that I don't do is mention the name of the perpetrator of any of these crimes, because I think that's what they wanted. They wanted to be remembered for doing something that made them famous in their own mind. I think it's much more important that we remember the victims of these crimes and especially remember the people that are left behind. So, I'll just go ahead and play this for you.

[Video played]

All students and educators deserve access to a safe learning environment. I look forward to traveling the state and collaborating with all of you to enhance school safety. On behalf of the Department of Education, I want to thank each chief and all of the officers under your command for the work they do protecting the almost 3 million students in our 72 school districts.

I see Chief Perry is here. Chief, I was bragging on your agency and your officers. And my daughter is going back for two more years. So, as a father, thank you for what you guys do every day over there. And, I appreciate you having me here

today. Thank you.

KEITH TOUCHBERRY: Just give us a moment to get this next presentation going. Thank you.

(UPDATE ON STATUTE 112.1815 AS IT RELATES TO PTSD
& WORKMAN'S COMP, 10/20/18)

(The following may contain unintelligible or misunderstood words due to the recording quality.)

So, we just have a brief presentation on mental health awareness, prevention, mitigation, and treatment training. We heard earlier today from the chief financial officer for our state about the recent legislation that was passed benefitting those who suffer from PTSD. But what many folks are not aware of, and if you are in this room, you're probably in the minority, is that along with that legislation there was an addition to Florida State Statute 112.1815, and it's subparagraph 6. So, it's just a one-pager statute if you went to print it out. And it's the very last paragraph on that page.

And I'll just read it real quick.

"An employing agency of a first responder, including volunteer first responders, must provide educational training related to mental health awareness, prevention, mitigation, and treatment."

So, the onus is on the employing agency to do so. And this is not just for law enforcement. It is any first responder in the state of Florida. And tasked with promulgating the rules pertaining to this training was the office of our chief financial officer. And so, there was some discussion as to where this should land as far as the training goes and FDLE certainly was consulted in that. But because the statute puts the onus on all of our agencies to do something about it, then that's where it's going to lie as of right now.

So, to address that, the chief financial officer and his office I should say, has put together some training, and it is still in progress. But it's being developed by the Department of Financial Services, but they will not be the host agency. There is no standard or requirement for agencies to use this training that they're providing. Agencies can develop their own.

So, it's really up to each organization to determine how they want to provide this training for its members. But since this training is being developed for our use, it's certainly

going to be worth taking a look at. And it is expected to be released mid September of this year. So, it's not far away. And the training will include an executive summary. There'll be a Power Point consisting of an approximately two-hour long module. There'll be some other supporting documents attached to that. So, we're fortunate that this was developed for our use.

So, where to go find it? Well, the training will be available to download from the Division of Workers' Compensation website once it is constructed. That site is currently under construction and there are no links available. However, you can get to their website through this link. I see a lot of folks taking pictures. If you need me to reverse it to any of the slides, I'd be happy to do that.

So, if anyone has any questions, Brittany O'Neil, works for the Workers' Compensation as the policy coordinator, Division of Workers' Comp. Office. I've had numerous conversations with Brittany about this and e-mail exchanges. She is tremendously helpful and said that we can go ahead and share her contact information if anyone has any questions directly for her. Just let her know that you heard about this at the conference and that you want to talk to her about that. So, that's kind of it in a nutshell for this.

We have another thing to go over here in a moment, but there's really no more information to provide other than that

the training is being made available to us and we can modify it as we need to moving forward.

So, any quick questions on that? All right.

(MENTORING TRAINING FOR LAW ENFORCEMENT OFFICERS, 8/10/18)

(The following may contain unintelligible or misunderstood words due to the recording quality.)

The next initiative that I want to tell you about that's happening statewide is mentoring training for law enforcement officers. A little brief history. A proposal was made to the Criminal Justice Standards and Training Commission meeting back in April down in Jupiter. The purpose of that presentation was to really talk about the need to develop some type of mentoring training in the state of Florida. I know some agencies may have some informal programs. Some may have some formal programs and

certainly the goal here is not to reinvent the wheel, but to develop some mentoring training. A workshop has been scheduled. Basically, the CJSTC directed the professional services or professional committee for CJSTC, the Commission, and directed them to go ahead and put a workshop together. So, one has been scheduled for October 2nd. And Dr. Jim Sewell and myself are part of that workshop. And so, if anyone has any comments, or suggestions, or thoughts, please get with either one of us while we're here at the conference.

But what are the applications for mentoring training? First and foremost our officers, you know. We know that critical time when they're coming in through field training and once they make it through that, probation is a key time for them in their career. But also mentoring as a result of incidents, critical incidents or trauma that they may have experienced. So, providing those services to them in the way of a formal or informal program. But either way, we can't offer that unless we actually have training available to us and get our people trained.

Another application is for youth mentoring. Many of us have youth programs, be it Explorers or what have you. So, spending time with our youth, Police Athletic League or whatever, training officers on how to mentor them.

Recently, you may not be aware, but in the wake of the

shooting, Governor Scott visited with all the students down at Marjory Stoneman Douglas High School. And as a result of that meeting, he issued a proclamation in support of the development of high school mentoring programs here throughout the state. It's not a mandate. There are no funds available. But it is a proclamation he issued in support of that endeavor. So, should a school district decide that it wants to implement that, and the idea was, you know, matching seniors with freshmen when they come in their first year and helping them navigate, you know, the new world that they're in now.

So, seeing as how we are now mandated to have school resource officers in every school, if they are trained as mentors, then it is an opportunity for law enforcement agencies to participate or even initiate such a program within their schools or school district. But again, we can't get there unless our people are formally trained in how to mentor.

So, that's where we're at with this. Some initial ideas were to develop the mentoring training as part of an existing course. Another suggestion is to have a stand-alone course. But the purpose of the workshop in October is to hammer out exactly how we're going to do it here in the state. Will it be, you know, a full, stand-alone course that could be used for salary incentive or mandatory retraining only, or again, is it going to be incorporated in another course that's already in

existence. So, we'll see what the workshop produces.

Again, anyone please, if you're interested or if you have any thoughts or suggestions on what we should look into for this endeavor, please get up with either Jim Sewell or myself. I'll take any questions about mentoring if anyone has any.

Okay. I think we're finishing up ahead of schedule. Is Amy around? Is there anything else you want to throw in on us, Kendra? Okay. So, let's take a moment and look at our schedules. We do have the lunch, trade show lunch from 12:15 to 1:30. And, of course, we have the spend time with our vendors. We are not due back in here until 3:00 when we have additional training. So, please don't forget to scan your badges when you come back in. And we'll see everyone at lunch and the trade show. Thank you very much.

(CONCLUSION OF SESSION)

Transcribed by: jmf/jmf/ms