

MARYLAND CENTER for SCHOOL SAFETY
School Safety Subcabinet Meeting

May 12, 2025

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Welcome of the Subcabinet

MARY GABLE: Thank you very much. Can you confirm that we are live-streaming and recording?

AARON CHUISANO: We are live-streaming and recording.

MARY GABLE: Thank you very much. The last meeting of the Subcabinet was in February, and the February meeting was recorded. That recording is available on the Maryland Center for School Safety website. As such, there are no meeting minutes to be approved. Are there any additions to today's agenda—which you can see on the screen? Is there a motion to approve the agenda?

CAROL BEATTY: Motion.

MARY GABLE: Do we have a second?

ARABIA DAVIS: Second.

MARY GABLE: All in favor? Abstentions?

All: Aye.

MARY GABLE: The motion passes. The agenda for today is approved.

Executive Director Updates

KATE BRYAN: Great, thank you so much. So the first thing we're going to talk about in the agenda are some of the accomplishments over the last school year mainly. Although, I will say as you all know, especially those who have been with us since 2018, the team has been working diligently on all of the sort of projects, new initiatives, and great ideas that have come up over the last six and a half years. So to kick it off, I want to talk a little bit about the SRO/SSE—School Resource Officer/School Security Employee Training Academy. So, as you all know, we kicked that training off in 2019. It was the first of its kind in Maryland. It's a mandated training for all school resource officers and security employees in the state of Maryland. It's a training that was developed by our team in partnership with quite a few subject matter experts. So we've been running this training again since 2019. To date, since 2019, we've trained over 1,800, I think is the correct number now, over 1,800 coming up. This year, we've trained 54 school resource officers and 118 school security employees. I will tell you we are right in the middle of an SRO training right now out in Hagerstown and so that number will increase after today, or after this week. In addition, so you know the sort of way we've been doing the SRO training prior to this year was, we took the training and that was it because of course we don't need any additional professional development year after year. That is not true, we recognize that that is not true. So the team put together some in-service training for SROs and SSEs that they can take again every year. They modify that in-service training each year, update content

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that's relevant to that particular year if there's changes in school law or anything else that impact their work inside the school. So I'm incredibly proud and pleased to tell you that this year and I actually think the number is even higher now they have trained over 1229 individuals in the in-service training this year and as I'd like to remind everyone the coordination of that training for the over 1200 individuals is two people. So really fantastic work really impressive training team that they have all the work that they do, they're incredibly dedicated to ensuring that our school resource officers and security employees in the state receive the best training there is. And I'll even highlight the fact that this week, we were contacted by another state so Minnesota and West Virginia have both reached out as they're developing a similar model of training in their states and they reached out to us to provide them some technical assistance and expertise as they train. Really exciting. This year we're implementing our SRO of the Year award. So we pulled together some members of our Advisory Board as well as our staff. And so at our PREPARE 2025 Conference, those of you who are able to attend and I hope all of you will be able to see the SRO of the Year Award recognition that so we're very excited about. We had quite a few applicants or applications submitted so we're very excited this year. And we're going to continue that year after year. As you all know, the Conference dates are July 16th and 17th so mark your calendars for our Prepare 2025 Conference. So this year, we have quite a bit of content that's going to be presented those of you that have been with us in the past, there's a really nice mix of our comprehensive layered approach to school safety which is sort of physical security efforts, preparedness efforts, personal connections, and culture in the schools. So it's a really nice broad spectrum of content this year so we're very excited and I believe and I don't want to speak for Jesika, but I believe we are pretty close to even maxing out the registrations. I think 50 to...

JESIKA MCNEIL: 50 to 100.

KATE BRYAN: 50 to 100 maxed out registrations. Very excited, really looking forward to it. Next slide. So last year, 2024 Legislative session, House Bill 416 passed. I think we talked about some of the updates from that. I will tell you that all of the statutory requirements of House Bill 416 have been met so again incredibly proud of the team and the work that they've done to get us to that point. So the first piece is the best practice guidelines for active assailant emergency preparedness in both training and exercises. We published that in October of last year. We really appreciate the partnership with the Department of Education, the Department of Disabilities in publishing this document. The second half of the requirement for this for the law was the partnership with the Institute of Higher Education, so we partnered with the University of Maryland's National Center for School Mental Health. So really fantastic partnership with Dr. Knox and her team to at least number one, start our literature review. So she and her team did a lot of review of existing research and literature related active assailant and lockdown drills. We've published that on our website as well. They are continuing to do that research and they have implemented the study that we talk to you all about. So there is a survey that goes out following the lockdown drill in every public school in the state. The survey can be completed by students, parents, staff, as well as administrators. And that survey data is collected by the National Center and then we'll analyze that data beginning next year. We'll be able to share with you some of the information we received from those surveys and that study. Where that information will be used, is to help us if we have to make any changes or improvements or updates to our guidelines as well as it will inform any changes for the Department of Education's Emergency Planning guidelines as well as Drone Regulations. So

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very excited about all of that. The last piece of House Bill 416 was the Safe Firearm Storage Guide. Really grateful for the partnership with the State Police, so thank you Colonel. We were able to publish this Safe Storage Guide for Firearms. This is really a one-page, front-backside document that School Systems can share with parents at the beginning of every school year. Again, all of our materials—the review and the research from the study, will go into making updates to firearm storage guide here as well. Any questions Bill 416? It was a lot of work and really what I call less than a year. So we got most of it done in October. So very impressive we couldn't have done it without the partnership with all of these agencies. Next up, so these are just some quick updates on some of our major programs and projects. As you know, we started conducting the Statewide Tabletop Exercises in May of last year. We conducted in August, one with our nonpublic special education facilities that was incredibly successful and in October, and I think it ended up being early March because we conducted two with our public schools. So we're excited to continue those programs. We're going to continue to do one tabletop exercise for nonpublic special education facilities every year and two for our public schools. So again, very well received and we've been incredibly grateful at the participation and feedback because we believe the ability to make it better I will say that all of our Statewide Tabletop Exercises, we take all of those materials and then post them on our website after the fact so that any school that can't participate or maybe isn't a public school, maybe it's a private school, they can take that content and then conduct their own. We've also had someone from our team go out and supported for schools that couldn't participate in the statewide exercise and conducted those exercises for them within their jurisdictions. So very well received. We mentioned in February that the Department of Education and our office have partnered to relaunch Handle with Care. So again—very proud of that. We've got the website completely back up and running. The data is starting to be reconnected and my hope is as we get into the next video we'll be able to talk to you about the data. And it's a really great partnership program that's so important for our schools.

This year Dino led the implementation and execution of a School Safety Leadership Academy pilot. So we had 24 participants of school leaders. We let it be open to public non-public special education as well as private schools. And the intended audience is school leaders right so the school administrators coming in and getting some of that very much very needed and requested school safety training. So we ran it as a three-day course, not right after each other but we separated into three separate months and allowed those administrators to learn from our subject matter experts within the agency on the critical pieces that can help keep their school safe. Evaluations were really good, we've got some really great feedback on how to improve that program, but we're incredibly proud and excited about that. Behavioral threat assessment work. We continue our behavioral threat assessment work. We've been doing a lot—Drew and Kim have been doing a lot of technical assistance for some of our public school systems. We've created new training materials. Drew's developed quite a few, a handful at least of tabletop exercises, for behavioral threat assessment teams. We've been partnering with other organizations which were brought in recently to the consortium and so we're very excited to be able to present to grantees there of Behavioral Threat Assessment. So again, a lot of work being done there Statewide, and as always Safe Schools Maryland is still available statewide. Again, it's a free resource for public private and non-public special education facilities in the state. Although, that is a lot of good work by the team, it doesn't include all of the other work that still happens every day. So all of our all of our grants, Gifty and Barbara, and all the fantastic work that they do. Jesika, Shalae—all the administrative work that continues to happen. All of

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the other training here today through Ron and the work he does and his team does. And so just again, want to recognize the incredible work that this really fantastic team does. Happy to answer any questions about all of this or anything else you may have heard about.

MARY GABLE: I don't have a question. I just want to—I always love coming to your meetings and I'm so impressed with all the work that you accomplish and that's a credit to you leadership and team. The organization and trainings it's benefiting the schools and school systems and the students and the families. It's wonderful and no wonder other states look to you. I remember when schools did not have SROs and I was lucky to be the principal at the time started and the value but the training that goes along with it. The training is so successful so I'm impressed also that like you said additional training is always of great value and refreshing and it's important to make sure it's up to date. So kudos to you and your team for everything you do.

CAROL BEATTY: Just want to echo. This work to you and your team couple is incredible. I have a couple of questions going back to the first and you don't need to go back to it I love the idea of the in-service training. Is it mandatory or volunteer?

KATE BRYAN: No, it's mandatory. So we actually included it within our regulations and so it covers both the requirement that they participate—so the law requires them to participate in the training academy and then our regulations are designed to require them to complete those hours of in-service training.

CAROL BEATTY: Thank you for including this. And then last and I probably asked this question before but on the Statewide Tabletop, first of all thank you for including the non-public side, we really appreciate that. How are the schools for the deaf schools included?

KATE BRYAN: So they're part of the nonpublic special education—yes they're invited to those and actually School for the Deaf participated in August.

Annual Bylaw Review

MARY GABLE: Good, thank you very much so we'll go on to the Subcabinet bylaws so you shared a copy of the Subcabinet bylaws with us prior to the meeting. Are there any motions to make changes or modifications to our bylaws? Any questions? If there are no changes requested, then the bylaw stand as written and any changes require a motion. So Legislative Session- I'll hand it off to Kate.

Legislative Wrap Up

KATE BRYAN: Yes, so I'm going to focus this really on one key piece of legislation that passed this year. None of the others that we were monitoring directly impact our office. Although we're you know in partnership on several initiatives, this one is going to be the biggest impact to our agency. Similar to 416 it's going to be a lot of work but we are hopeful that we will meet the requirements of the of the statute. So House Bill 782 which is A Study on Detecting Deadly Weapons in Public Middle and High Schools. So that's the title but in short, it's a requirement for our office to study how best to detect deadly weapons first off and then second, have schools report that detection of weapons to law enforcement. It's going to

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require us to evaluate school systems' current infrastructure through meetings. So we're going to have to meet with each of the 24 LEAs, we're going to have to assess their physical and technological security measures and then identify any gaps that they have that may require improvement. So in addition, this first sentence here is the one that we're still not 100% sure what it means. So in addition to studying weapons detection systems, it's going to require us to do a comprehensive evaluation of current security infrastructure which is frankly pretty broad. So we're going to have to do our best to try to sort of narrow the story there or anything that potentially directly touches weapons detection systems versus just general security systems. So that's sort of the first part right? So what is happening now? What does the weapons detection system landscape look like now within public schools in Maryland—middle and high schools? The second half is a review of existing technology. So it is not it does not require us to do an evaluation or testing any equipment it is literally just what are the widely accepted methods being used whether it's throughout the state or throughout the nation. And then look at sort of their feasibility right? What's the feasibility of being able to use them in schools? How might they be better adapted to provide better detection and faster reporting—how the software integrates right? So if they're if it's a technology that has software, how does that integrate with existing systems that they have and then these last two bullets which are also potentially going to be a little challenging for us to articulate is: how there could be an increase in camera usage and then a recommendation of placement, which I think is there already some standards that exist for that. The second is an increased use of metal detectors. It does not specifically say in that part of the statute weapons detection systems. It specifically says metal detectors so again we're going to have to sort of look at this as we as we develop this report. And then the last piece is the gathering of for efficacy bias data ownership privacy use risk management. So in short, it's going to be a pretty heavy lift. Sort of broken it up to some work groups. One focus mainly on really what the school systems are doing and the other the technology itself. You do have two years to do this study, so the first year we have a report due in December of this year, which we're going to focus mainly on the local education agency assessment for evaluation and then the second is due in December of 2026. And the second year will focus mainly on that that second piece the widely accepted other technology that's out there. We've communicated with all 24 of the LEAs. So we have sent information, sent some questions, had a couple work session calls with them to sort of find out what are their biggest concerns about this. What are their...what information can they already provide us? So we're going to be doing some pre-surveys with them and then some meetings to sort of gather as much information as possible. So you'll hear more about this in the in the coming year, actually two years, as we get further along. The one good thing I will say so when this was originally written, it was not like this and we formed a really good relationship with the chair who was open to our some of our suggestions. Not all of our suggestions, but some of our suggestions, so it has been modified, so we're very happy about that. I will say that the one piece that they did take from us is to provide protections of any of the specific security infrastructure for security specific information of the LEAs to not be included. So any of them are protected from public exposure. Any questions?

MARY GABLE: How many LEAs do we know of that have these weapons detection systems?

KATE BRYAN: It is less than half?

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MARY GABLE: Is it mainly high schools and middle schools?

KATE BRYAN: Mainly high schools and middle schools. I am not aware of any elementary schools... So the only question I have for the Subcabinet is: are there individuals from either technical expertise or operational expertise of these weapons detection systems that you might recommend that we speak with as we work through the LEA reviews? So if you have those and would share those with us, we'd really appreciate it.

RONALD PIERCE: I just want to point out I'm working with IAC currently on some guidelines, security guidelines, and first one I'm working on is security vestibules falls under that first paragraph there so we're including some information from the survey the first piece we do probably wind up in that final report.

ARABIA DAVIS: So with the capital project manager, I'm with the IAC, we do deal with security related topics. There is a topic development director for the IAC. She's very knowledgeable so I will definitely share that information.

MARY GABLE: This is really technical information and MSDE will help with what we can. But this is really a lot.

KATE BRYAN: It's going to be a heavy lift. Yes, and some of the concerns that the local school systems brought out are valid. Right is that you know first thing you said is does this mean we have to put systems in our schools if we don't currently have them and our answer to date has been no because that's not how this is written. It doesn't provide funding to do it, it doesn't give additional funding to implement any of the systems or changes. So really it's going to be on us working very closely with the subject matter experts be reached out to identify what's going to be the important pieces to include.

MARY GABLE: I think it's always a challenge when legislation when the official report is due in December of the same year '25. So that's also going to be a challenge. When you work backwards you always have to get both sides obviously, we wish you look with this endeavor. All right if there are no more questions we will go on to Fiscal FY26 Fiscal and Grants update.

Fiscal Year 2026 Fiscal and Grant Update

GIFTY QUARSHIE: Good morning, so I just wanted to provide the Subcabinet an overview of our budget. Can you go to the next slide please? So the FY25 working budget 3.5 is just when you look at the FY26 governor's allowance is only about \$200,000 or more which of course is the core adjustment and contractual services. So MCSS have contractual agreements with MCAC of course for our shared services and we have an existing contract with MDEM. Those two make up a big chunk of that \$840,000 budget that you see on the '26, well under the FY26 allowance. We also have some smaller contracts with the universities and another part of that 840 is primarily the speaker fees for our PREPARE Conference which we do have contracts in place for speakers for the FY, well for the 2025 PREPARE Conference. And we will be putting those requisitions in as soon as the fiscal year begins so it's not a huge increase in terms of our '26 allowance everything else. If you look at the different categories, it is pretty much the same from the '25 budget to the '26 allowance. Next slide please. Right so

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this chart just you know shows you the breakdown. You can obviously see that the salaries are big chunk—70% of our budget is operational budget is salaries, followed by the contractual agreements that I mentioned, and everything else is you know one or 2% or even less than 1% in some cases. So again not a big change year over year, but just wanted to provide that operational budget for the Subcabinet. So any questions about the operational budget?

So moving on, similar to the operational budget, there's not really a big change in our grants budget. The SRO Grant is still 10 million for FY26, Hate Crimes is still 3 million for FY26 the Safe Schools Fund Grant, which is the one that we bring the applications to the Subcabinet for review and approval, is still \$600,000, which will be allocated the same way \$25,000 per LEA and there is a fourth grant in our FY26 which is the School Facility Mapping Grant. To that, I believe I passed around the materials to the Subcabinet because we have some action items that we would like the Subcabinet to consider. So first thing, the purpose of the action item request is to grant MCSS, can you please go to the next slide, one more, so the purpose is to request a Subcabinet approval to allow MCSS to accept, review, and approve grant applications from LEAs for the School Facility Mapping Grant. So a little background, in 2024, Senate Bill 540 and House Bill 472 were enacted and these two bills established the School Mapping Data Grant Program also referred to as the School Facility Mapping Grant. The purpose of the grant is to provide funding to local school systems for the development of digital school facility maps to assist first respondents responders in responding to emergencies at a school. The FY26 legislative budget includes a \$3 million appropriation to support this grant. It's important to say that when this bill was passed, we did not have any funding—there was no funding mandate so this \$3 million was part of our budget submission last year which has been approved so that we're able to provide this grant in FY26.

So the action items for the Subcabinet—we have three different requests for you. The first one is to authorize the allocation of \$50,000 to each school system with up to 25 schools. We currently have 10 local school systems that have 25 or fewer schools within their jurisdiction. Second request is to authorize MCSS to allocate \$1,934.98 per school to school systems with more than 25 schools. We have about 14 local school systems that have 25 or more schools within their jurisdiction. The last request is to authorize MCSS to accept, review, and approve the Fiscal Year 26 School Facility Mapping Grant applications.

MARY GABLE: So first, is there a motion to accept?

GIFTY QUARSHIE: I wasn't sure if I should make the motion.

JEANEEN JOHNSON: And if you are making the motion just say your name so that the record will have your name clearly stated. Thank you.

MARY GABLE: Is there excuse me a motion to move on the action items?

JEANEEN: And if there is anyone like to take the action one at a time if you don't feel comfortable? If someone doesn't feel comfortable voting on all three actions at the same time, they can be separated one action at a time.

MARY GABLE: Is there a request to take them one action at a time? So without a request to take them one at a time we'll take them as a bundle and they are on the front so does anyone

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want to make that motion to approve the action items?

ARABIA DAVIS: Arabia Davis. I would like to make a motion to approve items one, two, and three.

MARY GABLE: Is there a second?

CAROL BEATTY: Carol Beatty. Second.

MARY GABLE: Are there any questions?

ARABIA DAVIS: I have a question. question so when does the application process start? Immediately?

GIFTY QUARSHIE: Right, so we are targeting July as the open application period. One of the requirements for the bill was for MCSS to work with IAC to establish guidelines for what facilities should have. So I know that there is a draft that has been worked on in the final document. And so we are targeting July of this year and our intention is to keep the application open as long as we do for the Safe Schools Fund Grant which is about 18 months. So from July the period would be July 2025 to December 2026.

MARY GABLE: Question. So is your recommendation, excuse me your recommendation giving enough money—\$50,000. You feel will enable the LEAs to do their work.

GIFTY QUARSHIE: Yes, so two-fold my answer to that. Jeyan here works with the unit and so one of the discussions that we've had is that based on the average cost of what it would take for each school. We agreed that around \$2,000 is what the cost will be per school. One of the other benefits that we discussed is that the law only requires high schools right and middle schools but the funding allows the school system to be able to facility mapping for their elementary schools as well now. The \$50,000—we came up with that because the smaller school systems if we were to just go by you know the number of schools within the jurisdiction and the overall number of schools they will end up with fairly minimal amount to go back to the school system. So after you know just considering all of those factors, we determined that it was better to allocate \$50,000 for school systems with less than 25 schools and every other person gets the 1934 per school, which allows for anything additional.

MARY GABLE: Yeah it is still per school.

GIFTY QUARSHIE: Yes, it is still for every one of those schools.

MARY GABLE: Any further questions? All in favor say aye.

All: Aye.

MARY GABLE: Right. So up on the screen in front of you are our future meeting dates please know that they are alternate between in-person and virtual. Tuesday, October 14

KATE BRYAN: Because of the grants. So we find that typically don't get all the grant applications in your office meeting so we don't want to overwhelm you in November because

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that's when the Annual Report is due.

MARY GABLE: Are there any changes or modifications needed for our upcoming meeting dates? Okay so the next is the review of the Open Meeting Act Trained Members Designation. The law requires that at least one member of a public board must complete the Open Meetings Act training. Colonel Butler and Arabia Davis have completed the training. Question. Have any other members completed the Open Meeting Act training?

So as required under General Provision Article 3-213 the Subcabinet and Designates, Colonel Butler and Miss Davis and as the open meetings act trained.

COLONEL BUTLER JR: Sounds good.

[Laughter]

MARY GABLE: There you go.

KATE BRYAN: Thank you Colonel.

MARY GABLE: Thank you.

COLONEL BUTLER JR.: I just realized you all hadn't heard my voice all morning. I am here.

MARY GABLE: Yeah hi. Okay so next I'm going to read a statement that will allow the Subcabinet to go into a closed session. Subcabinet will not be returning to the open session following the closed session, pursuant to Maryland Code 3-305(b)(10) the General Provisions Article of the Annotated Code of Maryland, the Subcabinet will adjourn to a close session to discuss the following: 1. Information that the board has determined that if discussed publicly would constitute a risk to the public or to public security and 2. Information regarding the development and implementation of emergency plans. So questions? Do I have a motion to go into close session?

COLONEL BUTLER JR.: Motion to go into close session.

MARY GABLE: Do I have a second?

ARABI DAVIS: Second.

MARY GABLE: Any discussion? All in favor? Opposed? The public can email oppositions and to admin.school.safety@marland.gov. Anyone abstaining?

JEANEEN JOHNSON: Objections must be immediately to the address that is shown on the slide we are checking and will verify if there are any objections. She'll let us know. One minute. Our staff is indicating there have been no objections received via email.

MARY GABEL: Thank you. Then the motion passes.

JEANEEN JOHNSON: Yes thank you.

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MARY GABEL: Subcabinet will end directly from the close session. Thank you all for being with us today and we will see you at the next session.

Closed Session