

Threat Assessment Symposium
March 9th & 10th, 2023
Douglas County School District Legacy Center
10035 S. Peoria Street, Lone Tree, CO 80134

Agenda Day One

7:30 AM – 8:00 AM **REGISTRATION, COFFEE, and CONTINENTAL BREAKFAST**

8:00 AM – 8:15 AM **WELCOME**

Christine Harms, M.S., Director
Colorado School Safety Resource Center, CO Department of Public Safety

8:15 AM – 9:45 AM **PLENARY:**
Questions of Fairness and Equity in Threat Assessment
Dewey Cornell, Ph.D.

Behavioral threat assessment and intervention has been widely adopted in U.S. schools, but there are concerns about the fairness and equity of outcomes, especially for students of color and students with disabilities. This presentation reviews those concerns as well as studies in Colorado, Florida, and Virginia which investigated whether schools can conduct threat assessments to reduce the risk of violence and guide students to needed services in a fair and equitable manner. The presentation concludes with some recommended practices that schools should use to protect student rights and safeguard the fairness and equity of their threat assessment programs.

9:45 AM – 10:00 AM **BREAK**

10:00 – 11:30 AM **MORNING WORKSHOPS**

1. ***CSSRC CTAMP Training - Brad Stiles & Ron Lee***
2. ***SaferSchoolsTogether – BASIC Digital Threat Assessment BASIC - Steven MacDonald***
3. ***CSSRC Interviewing Training - Kati Garner & Kelly Addington***
4. ***Student Radicalization – Jenny Presswalla***

11:30 – 12:30 AM **LUNCH & NETWORKING**

12:30 – 2:00 PM **AFTERNOON WORKSHOPS**

1. ***CSSRC CTAMP Training - Brad Stiles & Ron Lee***
2. ***SaferSchoolsTogether – BASIC Digital Threat Assessment - Steven MacDonald***
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2:00 – 2:15 PM **BREAK**

2:15 – 3:45 PM **PLENARY**

Threat Assessment Updates from the National Threat Assessment Center
Lina Alathari, Ph.D., National Threat Assessment Center, U.S. Secret Service

For over 20 years, the U.S. Secret Service National Threat Assessment Center (NTAC) has conducted research on the thinking and behaviors of those who commit acts of targeted school violence, in an effort to prevent future acts from occurring. Key findings from this research indicate that establishing multidisciplinary threat assessment teams and encouraging school communities to report concerning behaviors are critical steps in the prevention of targeted violence. This presentation will highlight case studies, key findings, and recommendations from NTAC's latest research reports examining targeted school violence and averted attacks at K-12 schools in the United States. It will also focus on how communities can use a multidisciplinary behavioral threat assessment approach to identify and assess students exhibiting concerning or threatening behaviors, and apply appropriate interventions to ensure safety and promote successful outcomes for the students.

3:45 PM **Evaluations/Certificates and Adjournment**



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Speakers

Kelly Addington, M.A.

Kelly Addington is a former science teacher, school counselor, and BOCES School Health Professional, and is now the Southeast Regional Training Consultant for CSSRC. Kelly is a certified Youth Mental Health First Aid trainer and PREPaRE trainer.

Lina Alathari, Ph.D.

Dr. Alathari is the Chief of the U.S. Secret Service National Threat Assessment Center (NTAC), where she oversees the center's targeted violence behavioral research program. The findings from these projects have identified behaviors, motives, and triggers of individuals who engage in various forms of targeted violence to include school violence, workplace violence, terrorism, attacks against government officials and facilities, and mass attacks in public spaces. Dr. Alathari also oversees NTAC's training and consultation programs. She has testified before congress, frequently presents on threat assessment, and provides guidance to government agencies, K-12 schools, universities, and corporations on threat cases and establishing threat assessment programs. Dr. Alathari was named a 2020 Safety, Security and International Affairs Finalist for the Samuel J. Heyman Service to America Medals, and was the recipient of the 2022 DHS Secretary's Award for Innovation, 2019 DHS Secretary's Meritorious Service Award, 2019 Secret Service Director's Team Impact Award, and the 2015 DHS Law Enforcement Information Sharing (LEIS) Visionary Award. Dr. Alathari's previous experience includes mental health treatment, behavior analysis, and crisis intervention. Immediately prior to joining the U.S. Secret Service, Dr. Alathari worked at the Northern Virginia Mental Health Institute, an inpatient state psychiatric facility, where she oversaw the behavior management program for patients who posed a risk for violence, self-harm, and suicide. Dr. Alathari earned a Ph.D. in Cognitive Neuropsychology from The George Washington University.

Dewey Cornell, Ph.D.

Dr. Cornell is Professor of Education in the School of Education and Human Development at the University of Virginia. Dr. Cornell holds the Virgil Ward Chair in Education and has authored or co-authored more than 200 publications in psychology and education. Dr. Cornell became interested in the prevention of youth violence in the 1980s when he worked as a forensic clinical psychologist evaluating and treating violent offenders. After contributing to the FBI study of school shootings in 1999, he led the development of school threat assessment guidelines in Virginia, now called the Comprehensive School Threat Assessment Guidelines (CSTAG). Over the past 20 years, he has conducted a series of studies on the safety, effectiveness, and fairness of school threat assessment.

Kati Garner, M.A.

Kati Garner attended the University of Wyoming and obtained a Bachelor's degree in Secondary Education Social Studies. She taught high school history in Southwest Kansas before obtaining her Masters of Education in School Counseling and Licensed Professional Counseling from Southwestern Oklahoma State University. After working as a School Counselor in Southwest Kansas. Ms. Garner returned to Colorado and joined the counseling staff at Grand Junction High School. Before coming to CSSRC, she worked as the Mental Health and Crisis Coordinator for Mesa County Valley School District 51 in Grand Junction where she oversaw threat assessments, bullying, suicide risk assessments, and crisis response and acted as the district's Safe2Tell representative. She is a National Association of School Psychologists (NASP) PREPaRE Certified Trainer and a Mental Health First Aid Certified Trainer. As the Northwest Regional Training Consultant for the Colorado School Safety Resource Center, Ms. Garner provides services across the western half of the state.

Ron Lee, Psy.D.

Ronald Lee, PsyD joined the CSSRC as the School Outreach Consultant in 2021. He brings over 25 years of experience working in public schools as a trained psychologist and educational administrator. These job positions included school psychologist, safety coordinator, special education assistant director, mental health services director, and security coordinator. Throughout his career, Dr. Lee has had primary duties building and training comprehensive school safety procedures and programs, as well as supporting K-12 school teams in those areas as a district administrator.

Steven MacDonald

After receiving a bachelor's degree in Political Science from the University of Victoria, Steven specialized in language analytics and artificial intelligence for major media corporations in the tech industry. As a member of the Safer Schools Together team, Steven



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specializes in Social Media Awareness and Digital Threat Assessment. In his current role as a Senior Threat Analyst, he collects social media data that is used to assist schools in North America while addressing worrisome and threat-related online behaviors. As a presenter, Steven provides presentations and workshops to students, parents, educators, and law enforcement on social media awareness, as well as personal and public online safety. Steven's experience and knowledge in both technology and the world of social media have enabled him to have a greater understanding and a more hands-on approach in data-collection and accurate threat assessments for school districts nationwide.

Jenny Presswalla

Jenny Presswalla is the Acting Director for the Center for Prevention Programs and Partnerships (CP3), US Department of Homeland Security, where she works to form partnerships between Federal, state, and local government and western states communities to prevent targeted violence. She was formerly Branch Chief for Countering Violent Extremism (CVE) at the National Counterterrorism Center in Washington, DC, tasked with leading a team of subject matter experts who coordinated US Government CVE policy and strategy and engaged American communities on CVE. Before NCTC, Jenny worked at the US Department of Homeland Security's Office for Civil Rights and Civil Liberties, leading DHS engagement of diverse American communities in Los Angeles and training law enforcement on CVE nationwide. She was a National Security Education Program Boren Fellow in Mumbai, India, has an M.A. from American University's School of International Service, and a B.S. in Psychology from the University of Florida.

Brad Stiles

Brad served for eight years in the U.S. Army as a Military Policeman and Combat Tactics instructor, before transitioning to the Jefferson County Sheriff's Office, as a Deputy Sheriff. Brad was assigned to many duties within the Sheriff's Office to include serving as a Field Training Instructor, a Crime Scene Technician, as a member of the Honor Guard, as an Academy Instructor and as a Planning Section member with the Jefferson County Incident Management Team (Type 3). As the Emergency Response Outreach Consultant at the Colorado School Safety Resource Center, Brad has provided training to thousands on a variety of school safety topics.

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8:00 AM – 8:15 AM	WELCOME <i>Christine Harms, M.S., Director</i> <i>Colorado School Safety Resource Center, CO Department of Public Safety</i>
8:15 AM – 9:45 AM	PLENARY: Challenging Issues in Conducting Threat Assessments District Panel - <ul style="list-style-type: none">• <i>Heilit Biehl, Adams 12- Five Star School District</i>• <i>Stephanie Crawford, Douglas County School District</i>• <i>Vicki Davis, Ft. Morgan School District</i>• <i>Nate Thompson, Littleton Public Schools</i>• <i>Moderator – Margaret Ochoa</i>
9:45 AM – 10:00 AM	BREAK
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2:00 – 2:15 PM	BREAK
2:15 – 3:45 PM	PLENARY Overview of the Current Dynamics of Active Shooter and Mass Casualty Events in K-12 and College Campus Environments <i>John Nicoletti, Ph.D., ABPP</i>
	<p>This session of the Threat Assessment Symposium will present a behavioral and statistical analysis of the more recent school attacks. The purpose of the analysis was to derive common denominators for the events. The focus of the analysis will be on four key phases; Pre-event Threshold, Event Threshold, Event Horizon and Post Event Horizon. The Pre-event section will focus on any historical data of the potential attacker before he/she got on the radar. The Event Threshold section will focus on the attacker's broadcasting and attack related behaviors. The Event Horizon section will focus on the methods of the individual's attack behavior including entry, weapons, attack trail and target selection. The final phase will focus on the ending of the attack from the attacker's perspective.</p>
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Speakers

Heilit Biehl

Heilit Biehl is the Threat Assessment Coordinator for Safety & Security Services at Adams 12 Five Star Schools in Thornton, CO. She is a member of the District Safety & Security team, oversees 56 school Threat Assessment Team's processes and training, as well as chairing the District's Threat Assessment Team. Heilit has worked in education over 15 years with 10 of those years being spent at colleges and universities in Colorado, Florida, and Utah. She has worked in Residence Life, Crisis Response, and Case Management. Heilit teaches school districts on the Adams County Threat Assessment Protocol (PreK-12) and is certified in SIVRA-35, VRAW, ERIS, ATIXA, and TRAP-18. Heilit is mom to two littles who attend school in Jefferson County, Colorado where she has volunteered as the School Accountability Chair, a member of the district's former Jefferson County School Safety Study Group, and thrown holiday classroom parties in the midst of unscheduled fire drills. Her favorite hobby is traveling with her family of four, with dreams of making memories abroad to her native home country of Venezuela. Heilit got her BA from Utah State University with a minor in Spanish. She also earned a MS from Nova Southeastern University in Student Affairs with an emphasis in Conflict Resolution.

Stephanie Crawford

Dr. Crawford-Goetz is a school psychologist and licensed psychologist who has been working in schools for two decades. She serves as the Director of Mental Health for the Douglas County Schools. Stephanie is a proud graduate of Oklahoma State University with a Bachelor's of Science degree in Psychology, a Master's of Science degree in Applied Behavioral Studies, and a Ph.D. in Educational Psychology with a Specialization in School Psychology. She also holds a principal certification from Lamar University in Texas.

Vicki Davis

John Nicoletti

Dr. Nicoletti has 40+ years providing service to numerous local state and national law enforcement and School Districts. Dr. Nicoletti's area of specialty includes, threat assessment, de-escalation of conflict and trauma recovery. Most recently Dr. Nicoletti and the DeAngelis Foundation received a Grant from the Department of Homeland Security to provide training to school districts and college campuses on detecting and disrupting targeted violence and violent extremism. Dr. Nicoletti's publications include Violence Goes to School, and Violence Goes to College. He was a co-author of a document on assisting chiefs of police on safeguarding mental health after a mass casualty event. Dr. Nicoletti has responded to or assisted with over 12 mass violence events.

Melissa Reeves, Ph.D., NCSP, LPC

Melissa Reeves, Ph.D., NCSP, LPC is a nationally certified school psychologist, licensed special education teacher, licensed professional counselor, and former district coordinator of social/emotional/behavioral services. She is past president of the National Association of School Psychologist, was an Associate Professor at Winthrop University, and previously worked for the Cherry Creek School District in Colorado. Dr. Reeves has over 20 years' experience working in schools and is a co-author of the PREPaRE Crisis Prevention and Intervention curriculum. She travels nationally and internationally training professionals in crisis prevention and intervention, threat and suicide assessment, trauma and PTSD, and cognitive- behavioral interventions. She is a senior consultant with Sigma Threat Management Associates (an ONTIC Company,) and also a senior advisor for Safe and Sound Schools, an organization founded by two parents who lost their children in the Sandy Hook tragedy. She has authored multiple books and publications focusing on school safety, trauma, and threat assessment and has served as an expert witness in cases involving threat assessment.

Nate Thompson, LCSW

Nate Thompson is the Director of Social, Emotional, & Behavior Services for Littleton Public Schools. In this role he works closely with schools to develop effective mental health services, behavior interventions, and social emotional learning. He did not attend Harvard, never played professional sports and is not popular on social media but is lucky to have a job that helps him live out a mission of serving others by working with educators, students, and families to create school environments that support mental health, wellness, inclusivity, and social emotional learning.

