



STATE OF NEW JERSEY

DEPARTMENT OF EDUCATION

A Memo from the New Jersey Department of Education

Date: September 25, 2024
To: Local Educational Agency Leads
Route To: Principals, School Safety Specialists, School Administration, School Social Workers, School Psychologists, School Faculty
From: Ambrose F. Duckett, III, Assistant Commissioner
Division of Field Support and Services

Comprehensive Active Shooter Incident Management for Schools

The New Jersey Department of Education's Office of School Preparedness and Emergency Planning (OSPEP), in partnership with the New Jersey Department of Human Services' Division of Mental Health & Addiction Services - Disaster and Terrorism Branch (DTB), is offering a professional development opportunity on Comprehensive Active Shooter Incident Management for Schools (CASIM-S). This program provides vital information to help organizations, campuses, and communities mitigate the risks of active shooter incidents by adopting a comprehensive, multi-phase approach.

Active shooter threats are complex and require careful planning and a multifaceted approach to prevention, response, and recovery. Research shows that attackers may plan for weeks, months, or even years. The consequences of such events often affect individuals, families, and communities for decades. To effectively address this threat, organizations must understand the dynamics of these violent events, plan for the full event cycle, and equip individuals with the necessary knowledge and skills. This training utilizes the CASIM model, which encompasses all phases of an active shooter incident. Participants will learn to:

- Describe how the four-phase model of emergency management (mitigation, preparedness, response, recovery) can be applied as a comprehensive approach to managing the active shooter threat.
- Describe critical differences in the "warning signs" of violence vs. "warning behaviors" associated with mass shootings.
- Describe the key elements and action steps for effective organizational preparedness and mitigation of the risk of an active shooter incident in their environment (i.e. workspace, school/campus);
- Optimize bystander intervention across all phases of an incident.
- Identify the priorities and necessary action steps immediately following an active shooter incident through long-term recovery.

Please register for one of the virtual training sessions listed below:

- [Wednesday, October 30, 2024 from 9:30 am-12:30 pm](#)
- [Monday, December 9, 2024 from 9:30 am -12:30 pm](#)
- [Monday, February 24, 2025 from 9:30 am-12:30 pm](#)
- [Wednesday, April 2, 2025 from 9:30 am-12:30 pm](#)
- [Wednesday, May 28 2025 from 9:30 am-12:30 pm](#)

The training will be led by Steve Crimando, MA, CTM, Director of Training for the DTB. Mr. Crimando is a Certified Threat Manager (CTM) with the Association of Threat Assessment Professionals (ATAP) and a Master Trainer with the U.S. Department of Homeland Security's National Threat Evaluation and Reporting (NTER) program. He is a member of the New Jersey Statewide Threat Assessment Team (NJ STAT) and works as a

mental health partner with the FBI's Joint Terrorism Task Force (JTTF). As a published author and recognized expert in active shooter preparedness, Mr. Crimando is regularly consulted by the media and the courts.

School Safety Specialists who have not yet attended this event will receive appropriate hours toward certification renewal. If you have any questions or concerns, please email OSPEP at school.security@doe.nj.gov.

c: Members, State Board of Education
NJDOE Staff
Statewide Parent Advocacy Network
Garden State Coalition of Schools
NJ LEE Group