



K-12 Administrators did not sign up for the roles of Security Director or Emergency Manager



We help create exceptionally **safe and prepared schools** without the stress, complexity, and time commitment

www.altarisgroup.com

We handle the
heavy lifting so you
can focus on the
business of education



Safety, Security, and Emergency Preparedness for K-12 Schools

As educators, you make the safety of the school population a top priority. But let's face it, when you chose to become an educator, the responsibility of being an Emergency Manager or Director of Security was likely not part of the plan.

Most public and private K-12 schools suffer from the same concerns that keep administrators up at night, including:

- feeling insecure that their buildings are truly safe
- not knowing if they are doing enough to manage a serious incident when needed
- how to appropriately train and prepare their staff to respond to an emergency

There is a wealth of safety and security information available on the internet or from local cooperatives, some of which is quite good. As a K-12 administrator, however, you face tremendous time and workload challenges and may not have the bandwidth or knowledge to continually manage an effective Safety, Security & Emergency Management Program in your schools. This gap can create serious compliance issues and may expose staff and students to unnecessary risk.

If you've come to the realization, "We simply lack the time and expertise to continually manage safety and security in our schools", then Altaris has the ideal solutions.



Altaris is an outstanding partner and number one in the safety and security space. You need not look further to ensure the safety of your district. I cannot recommend Altaris enough.

Dr. Joseph Ricca

Superintendent
White Plains City School District
Former President - Lower Hudson Council of
School Superintendents

WHO WE ARE



A group of seasoned industry experts, passionate about helping K-12 administrators create safe and prepared schools.



History

Helping K-12 schools since 2008

Altaris transformed the K-12 safety and security consulting industry beginning in 2008. After retiring from a successful career as a police lieutenant, Altaris founder and CEO John LaPlaca saw a significant and unmet need among K-12 schools.

Having worked closely with K-12 administrators in several school districts, he identified that they often lacked the time and expertise to continually maintain safe and prepared schools. John recognized that while administrators place safety as a top priority, they did not sign up to be safety and security managers. He understood that while the world was full of useful safety, security, and emergency management information, administrators may not have the ability to pour through it all and manage the hundreds of planning steps. General security consultants make matters worse by simply delivering long punch lists that lead to overwhelm, or use their firms to promote safety and security products.

John knew there was a better way. He developed a proven process and mobilized an amazing team to help schools dramatically improve their condition without the stress, complexity, and time commitment.

Our Team

Our Consultants Help You Set The Right Goals And Make Sure You Achieve Them.

The only person who can truly change your schools is you. But you'll need a guide. Our team will meet you where you are on your safety and security journey. Our goal is to support not only the enhancement of safety, security, and emergency preparedness, but to dramatically reduce the runway to get there. Through the proven Altaris Emergency Management Program, you will be paired with one of our expert consultants who will offer the accountability and guidance you need. They will work with your team to implement the tools and systems needed to be truly safe and prepared in an emergency.

Our incredible team, including many former emergency service professionals, possesses decades of real-world experience in preventing and managing critical incidents. Understanding the unique nature of the K-12 environment, our team is ultra-conscious of the sensitive nature of safety and security. Altaris does not believe in a "shock and awe" approach to working with schools. Our team is championed by district leaders as the best in the business in providing exceptional guidance, project management, and instruction on challenging topics without instilling fear and anxiety.



John LaPlaca
Founder and CEO



Brian Shanahan
Senior Vice President



Cliff Gabrielsen
Vice President



Samantha Vicinanza
Director of Project Management



They are amazing! Joining with Altaris will go down as one of the best decisions our district has made in the recent past. We would not have gotten through a number of situations without their help.

Dr. Phyllis Harrington
Superintendent
Oceanside City School District



Engaging with Altaris is one of the best decisions we have ever made because of the many ways Altaris has greatly improved all aspects of our District Security Program. School security has become very complex and the stakes could not be higher. As an educator, I am not a security specialist so having their support and expertise of specialists gives all of us greater peace of mind.

Dr. Lisa Brady
Superintendent
Dobbs Ferry School District



Altaris is an excellent partner in safety and security. Our partnership with them has been well worth the investment. Altaris has dramatically improved our safety and security planning and implementation.

Eric Byrne
Superintendent
Rye School District



We consider Altaris our partners. I always feel that they are members of our team, not just a consultant that we call when we have a question.

Dr. Deborah O'Connell
Superintendent
Croton-Harmon School District



Altaris has a great team of professionals that will provide you with current and important insight every time.

Dr. Dominick Palma
Superintendent
Merrick School District

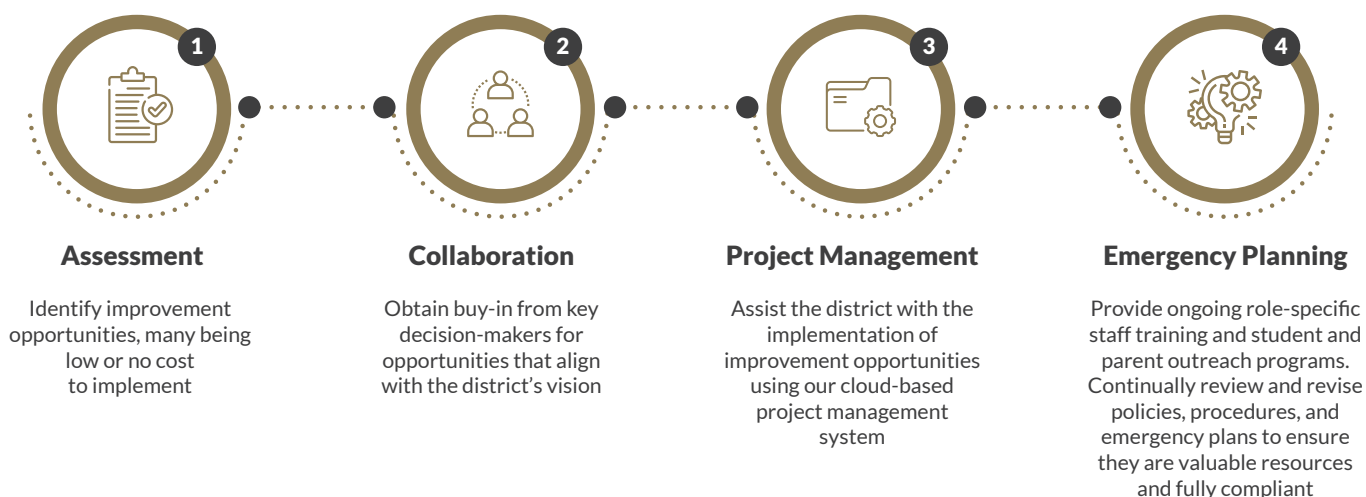
HOW WE WORK

A comprehensive system to transform the safety and security in your schools - one step at a time.

In the wake of a critical incident, some very tough questions will be asked about both the preparatory steps your school has taken to prevent the incident from occurring, as well as how to manage it effectively.

Unlike a typical consulting firm that simply provides a long punch list of problems identified in your schools, Altaris partners with you to identify gaps, validate best practices, and implement effective solutions to help you make real progress. Altaris handles the heavy lifting and guides you through the process every step of the way.

4 Project Stages



“

What an excellent find Altaris was! They are responsive and informative with a strong knowledge base. I highly recommend them.

Henry Grisham
Superintendent
Jericho School District

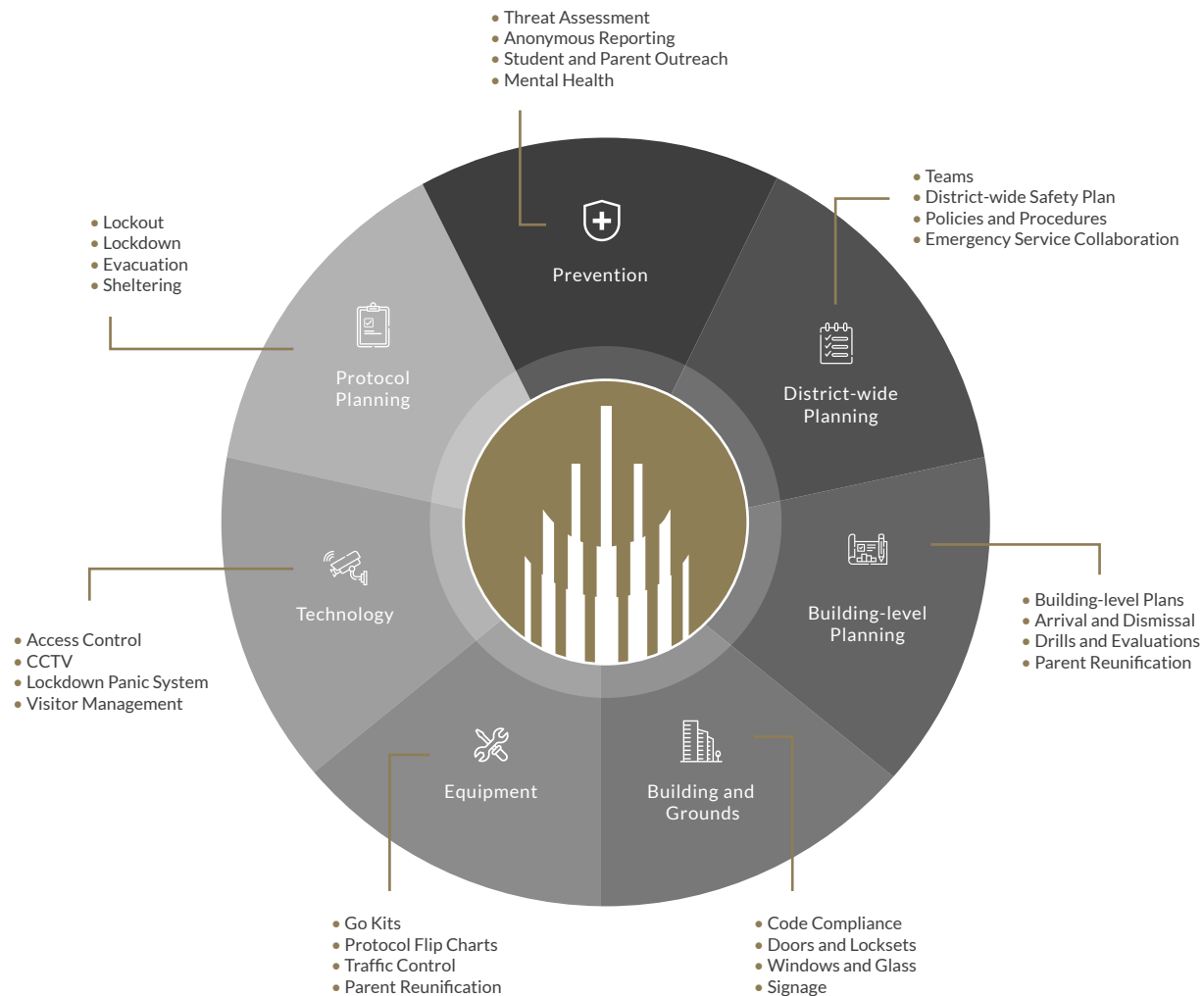
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Altaris is absolutely amazing - truly professional, knowledgeable, current, and always ahead of the game with respect to the latest information that impacts schools statewide. Truly remarkable the partnership - our district is lucky to have Altaris support us!

Jerel Cokley
Assistant Superintendent of Business
Oceanside City School District

7 Planning Categories

With over 100 individual planning steps across 7 categories, Altaris offers the most comprehensive approach to K-12 safety, security and emergency preparedness in the industry. The following are just a small sample of planning steps we tackle:



Altaris provides a level of expertise and support that allows school leaders to remain focused on their primary responsibilities to students and staff. Their support through the facilitation of our building and district emergency response teams has been essential to maintaining a safe and secure campus environment that is respectful of the culture of our school community.

Dr. Philip Benante
Superintendent | Haldane School District



Altaris has been an outstanding partner in finding safety, security and emergency management solutions that make sense in our District.

Eric K. Rauschenbach
Assistant Superintendent
Scarsdale School District

SOLUTIONS

The path to safer schools starts here.

No matter the condition of your district, Altaris has the proven process and tools to help you create and maintain safe and prepared schools. We don't sell backend technology products or receive commissions from vendors. Instead, we serve as a trusted advocate providing expert, impartial guidance without veiled sales tactics.



Safety and Security Assessments



Emergency Management Program



On-site Safety and Security Coordinator



Having Altaris in your district will ensure that you are compliant with all safety and security regulations. More importantly, that all of your staff will be trained and ready to respond to emergencies.

John Hall

Director of Facilities | North Shore School District



It does not matter if you are new to working with them or have been partnering with Altaris for years like us. They have helped us to develop safety protocols and provided safety training. Most importantly they helped our staff to realize that everyone has a role in keeping our schools safe.

Dr. Dominick Palma

Superintendent | Merrick School District

Our Solutions

Safety and Security Assessments

- Designed to validate the school's current strengths and best practices
- Uncover critical infrastructure hazards and vulnerabilities within facilities
- Assess the current viability of emergency plans, policies, procedures, and training
- Identify no and low-cost "improvement opportunities" in several categories
- Identify cost-effective capital improvements and equipment

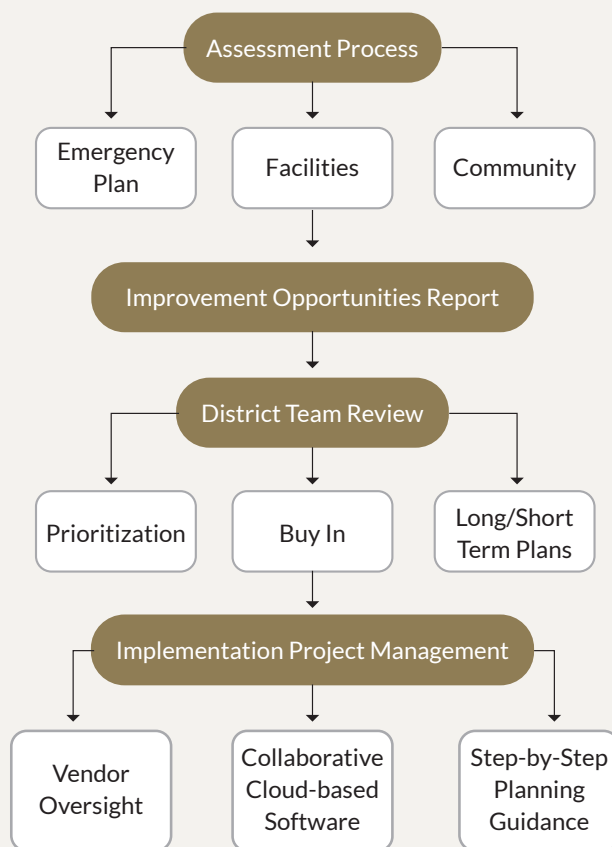
What's in it for your schools?

- Prioritization of prevention and mitigation measures will enable the school to immediately implement low and no-cost measures while developing long-range financial plans for larger projects
- Critical infrastructure hazards, loopholes, and vulnerabilities can be promptly mitigated which can greatly reduce the risk of damage, injury, or worse
- Reinforce what the school has been doing correctly
- Demonstrate the administration's continuing commitment to ensuring the safety of the school

What our Assessments are not

- A "white glove" test to criticize the overall safety and security of your schools
- A veiled sales pitch to backend big-ticket products... we don't sell any!
- A boilerplate checklist of common sense items easily found online

The Assessment Process



Emergency Management Program



Our annual Emergency Management Program ensures rock-solid emergency plans, confident and capable personnel, and a high level of emergency preparedness. The core components of our emergency management program include:

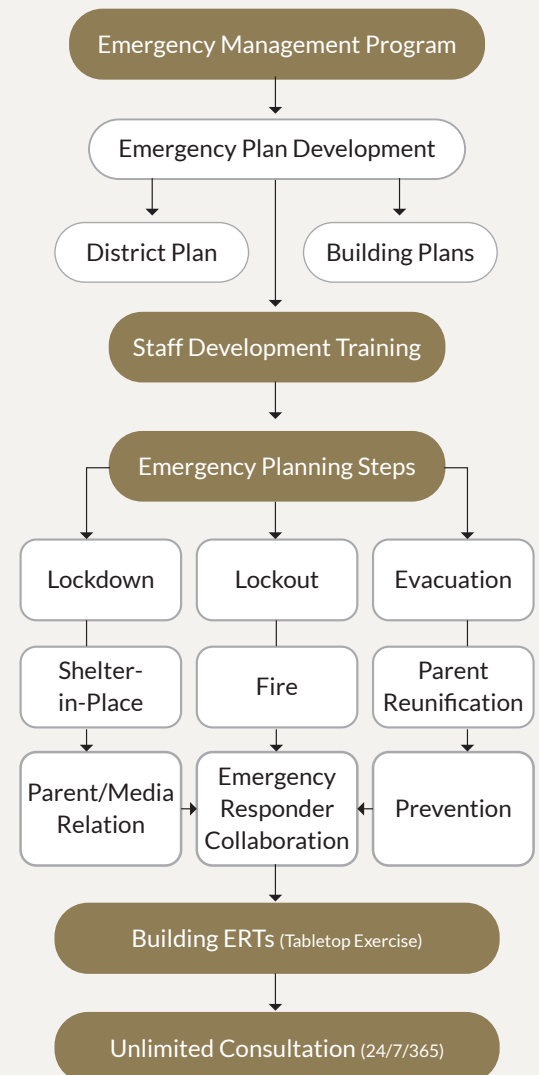
- Emergency plan development
- Completion of emergency planning steps to support plan execution
- Implementation of improvement opportunities identified in the assessment process
- Role-specific staff development training
- Development of a private client intranet site for emergency planning and project management
- Monthly planning/training meeting availability
- Public relations support for critical incidents
- Unlimited 24/7/365 consulting availability

Our Consultants will work closely with district and building-level administrators to complete over 100 emergency planning steps as well as improvement opportunities identified during the assessment process. Our goal is to **dramatically improve the condition of your schools**, not simply create punch lists and more work for administrators. Altaris handles the heavy lifting and manages the process every step of the way so your team can focus on the business of education. Best of all, our consulting team is available 24/7/365 to assist your administrators in the event of an emergency at no additional charge. Whether you need guidance on managing a threat or crafting a parent communication, there is never a meter running for our consulting services.

What's in it for your district?

- School administrators will possess the confidence and credibility that every preparatory measure has been taken to limit damage/injury and ensure a successful response in the event of a crisis
- Employees in all roles will exhibit increased morale and proficiency in threat identification and emergency response
- Emergency teams are refined, trained, and exhibit a high level of confidence and proficiency in managing incidents during tabletop and full-scale drills
- Strong relationships are developed with community partners ensuring an effective response and complete understanding of one another's responsibilities and capabilities

The Emergency Management Program Process



On-site Safety and Security Coordinator



More and more schools are turning to Altaris to provide a dedicated on-site Coordinator to serve as their Director of Safety and Security. Our coordinators are seasoned law enforcement veterans with supervisory experience. They manage a wide range of day-to-day safety and security functions. While our coordinators are not consultants, they work seamlessly with our consulting team to implement planning projects on behalf of the district. Coordinators are available on a full or part-time basis. They are carefully vetted through a selective screening process and possess exceptional technical and interpersonal skills. Your school is provided the opportunity to interview the coordinator candidate to ensure you agree they are an exceptional fit.

What makes the Altaris Coordinator service so unique?

Unlike a direct security director hire made by your district, our coordinators are backed by our Altaris team of industry experts. Our consultants will collaborate with your coordinator and continually guide the process to ensure safe and secure schools and exceptional compliance with the array of state and federal mandates. In addition, our vast network of on-site coordinators means dramatically reduced project lead times and timely solutions to common K-12 safety and security challenges. Most importantly, Altaris has an unmatched reputation in the K-12 safety and security industry. Don't take our word for it, see what other district administrators are saying about the Altaris service on the next few pages..

What's in it for your district?

Educators did not sign up to be directors of safety and security or emergency managers. Altaris handles all of the daily heavy lifting and helps you create exceptionally safe and prepared schools without the stress, complexity, and time commitment. K-12 safety and security is our only business so you can be assured of efficient operations, well-prepared staff, and compliance with all regulatory requirements.

Typical coordinator roles and responsibilities are detailed on the next few pages and can be modified to suit the needs of your district.



We have seen an enormous difference since adding a dedicated on-site Altaris Coordinator. It's hard to imagine a time without Sean, our Altaris team member.

Dr. Joseph Ricca

Superintendent | White Plains City School District



Our Altaris on-site coordinator is awesome! We started out with part-time on-site and quickly moved to full-time within a couple of months because it was such a "value-add" to our organization. I am sure that I speak on behalf of my entire administrative team when I say that we can't imagine not having Mike here.

Dr. Lisa Brady

Superintendent | Dobbs Ferry School District

Typical Coordinator Roles and Responsibilities

Daily Operations

- Identify and resolve daily safety and security concerns
Prompt management of emergencies
- Serve as a liaison with various county agencies (e.g. law enforcement, fire, and office of emergency management) for the coordination of security and emergency planning and management issues involving all schools

Security Personnel Operations

- Develop roles and responsibilities for district security officers in collaboration with Altaris and administration
- Assist the school during the hiring process of any new security personnel by conducting interviews and background verification
- Coordinate the duties of the security guards to ensure effective building and grounds security
- Review and revise officer deployment plans in collaboration with the Altaris consulting team and building administration
- Conduct regular planning and training meetings with security personnel and the Altaris consulting team
- Conduct random inspections of security officers at each school facility and report any deficiencies to the school liaison for an internal investigation
- Coordinate scheduling with the Athletic Director to ensure that all events are covered by the appropriate number of trained guards who are assigned and properly deployed

Emergency Response Team (ERT) Meetings

- Attend District and Building ERT meetings to review:
 - safety and security concerns of the team
 - current events that may impact schools
 - status of school-specific planning work being performed by Altaris
- Prepare a monthly summary report of all team meetings for review by Altaris and the District or School Safety Team
- Follow up on items discussed at meetings and work with department heads to resolve any issues that fall outside of the security department

Project Management

- Develop an annual action plan with goals and objectives in collaboration with administration and the Altaris consulting team
- Assist and collaborate with the Facilities and IT Directors, Building Administrators, and Contractors to implement safety and security upgrades including:
 - Technology
 - Capital projects
 - Equipment
- Collaborate with district and building-level administrators and Altaris Consultants to complete and continually update open emergency planning steps in the Altaris Project Portal
- Collaborate with emergency response agencies to conduct annual safety, security, and emergency preparedness assessments of all school and support facilities
- Complete an annual safety and security budget upon the request of administration
- Coordinate with the Business Office regarding inventory of security equipment and order replacements as needed (i.e. two-way radios, uniforms, etc.)
- Coordinate the development of detailed parent reunification:
 - Plans
 - Equipment
 - Training
 - Emergency service collaboration

Compliance

Drills and Evaluations

- Coordinate and manage a district-wide emergency drill schedule for all school buildings
- Coordinate attendance of emergency service personnel
- When possible, attend school emergency drills (lockdown, fire, etc.) to assist with execution as well as perform a formal evaluation and post-drill debrief with emergency team members
- Solicit feedback from building employees on the drill execution to identify gaps and loopholes

Emergency Plans

- Collaborate with Altaris to update and submit Emergency Plans including the:
 - District-wide Safety Plan
 - Building-level Emergency Response Plan(s)

Schedule Options to Suit any Budget

Altaris can provide Coordinators on a full-time or part-time basis to work within any school budget. While most districts utilize a full-time Coordinator for consistency in managing daily operations, some clients have opted for a part-time position that may be shared with a neighboring district. The shared position schedule can be flexible to allow the Coordinator to be on-site in each district for scheduled meetings, drills, or other events. Specific work hours are based on the needs of each district.

What clients are saying about our On-site Coordinators

“ Our onsite coordinator has made a very big difference. Our protocols, practices, procedures, and timelines are all up to speed thanks to our Altaris Coordinator.

Dr. Edward Escobar
Assistant Superintendent | Bedford Central School District

“ Our Altaris Coordinator has made a far greater difference than I ever would have imagined.

Eric Byrne
Superintendent | Rye School District
President Lower Hudson Valley Council of School Superintendents

“ Our Altaris Coordinator is my eyes, ears, and boots on the ground. He has been simply great! With all that Covid has brought to our field, Altaris has been an essential support to our district. They have a level of training, expertise and field experience that far exceeds what most district's staff are able to provide.

Dennis Cohen
Assistant Superintendent of Business | Croton-Harmon School District

“ Our on-site coordinator has taken over many tasks related to emergency preparedness and emergency response. This has opened up my day, to focus on other things. He quickly responds to and addresses issues. His law enforcement background helps when coordinating with our local police department. It is reassuring to have him on-site daily.

John Hall
Director of Facilities | North Shore School District

“ Our Altaris on-site coordinator has been able to streamline our procedures and find ways to make us better prepared for emergencies.

Eric K. Rauschenbach
Assistant Superintendent | Scarsdale School District

“ Our on-site coordinator has improved the functioning of our security department. He blends in well and is seen as a true member of the school. He has worked on policies and procedures and identified areas where we can improve our security on the campus. His skills and willingness to help in every aspect are truly remarkable.

Dr. Bernadette Kappen
Executive Director | New York Institute For Special Education

“ Our Altaris on-site coordinator has been INVALUABLE! Invest in a full-time person in your district. Best value for your money you could buy!

Dr. Phyllis Harrington
Superintendent
Oceanside City School District



No matter what the condition of your district, we have the right service level offering to help you create and maintain incredibly safe and prepared schools.

Service Description	Level 1	Level 2	Level 3
Safety and Security Assessments <ul style="list-style-type: none"> Including, but not limited to, all school facilities (building and grounds), emergency plans, community hazards, before and after school program safety and security, equipment, procedures, and transportation systems. 	✓	✓	✓
Online Training Portal <ul style="list-style-type: none"> Online training portal that is customizable for your district Track individual progress and completion Ideal for compliance with annual training mandates Easily onboard new employees and substitutes at any time 		✓	✓
Training - Emergency Management for Administrators <ul style="list-style-type: none"> Designed for administrators covering emergency response procedures, emergency planning, policies and procedures, continuity of operations, parent reunification, public communications, and more Delivered on-site or via videoconference 		✓	✓
Training - Emergency Response for School Teams <ul style="list-style-type: none"> Workshops delivered to each Building-level Emergency Response Team covering response procedures and necessary building-level planning steps Live lockdown drill evaluation at each school Delivered on-site or via videoconference 		✓	✓
Tabletop Exercise Training - District/School Teams <ul style="list-style-type: none"> Workshops delivered to each Building-level Emergency Response Team and District Administrators Realistic tabletop exercise scenario-based training built around each school building and district office Delivered on-site or via videoconference 		✓	✓
Monthly Training Opportunities <ul style="list-style-type: none"> Administrators and emergency team members can register for a wide array of monthly training workshops offered All programs delivered via Zoom on multiple dates and times for scheduling flexibility 			✓
Monthly Planning Meetings <ul style="list-style-type: none"> Administrators and emergency team members can schedule a planning meeting with our consultants monthly to discuss open emergency planning items and improvement opportunities Meetings can be 1-on-1 or in a group session with other districts All meetings conducted via Zoom or Google Meet A limited number of on-site meetings available on request 			✓
Emergency Planning Project Management <ul style="list-style-type: none"> Our consultants will manage the entire emergency planning process and collaborate with school administrators via our project management system Over 100 individual planning steps at each building Creation of a private Intranet Site housing all of your district's emergency plans, MOUs, drill schedule, and much more Access to over 150 Altaris forms, guides, and templates to dramatically reduce time on planning tasks. 			✓
Emergency Plans <ul style="list-style-type: none"> Review and revise all school emergency plans to ensure effectiveness and state compliance Our consultants will facilitate an annual emergency review meeting with each emergency team to comply with regulations 			✓
Private K-12 Safety and Security Community Group <ul style="list-style-type: none"> Altaris clients are provided access to our private online community of K-12 schools from across the country. Post questions, share solutions, and glean intelligence from lessons learned in other schools Moderated by our consulting team 			✓
Unlimited 24/7 Consulting Support <ul style="list-style-type: none"> Unlimited access to our team of consultants for the contract term 			✓

Let's talk about your school

Your complimentary **60-minute Consulting Session** is the next step to achieving the safe and prepared school you have always wanted. We will learn more about:

- Your current safety and security operations
- Your emergency management program
- What keeps you up at night

Our solutions are designed for K-12 administrators who simply lack the time and expertise to manage the complex operations of safety, security, and emergency preparedness in their schools.

Join our hundreds of satisfied school clients today to create safe and secure environments for educational success.

**Schedule Your Free
Consulting Session**



866-960-8379



www.altarigroup.com/contact

Trusted by Exceptional Public and Private Schools Everywhere





French Hill Business Park
2051 Baldwin Road
Suite 111
Yorktown Heights, NY 10598



866-960-8739



info@altarisgroup.com



www.altarisgroup.com

