

Struggling to Find a Director of Safety and Security?



IMReady Has You Covered

Hiring a qualified Director of Safety and Security is challenging, especially when continuity and compliance are essential. IMReady offers an experienced consultant for California schools, available full-time or as an interim. This one-of-a-kind hybrid solution allows the consultant to efficiently split their time, handling non-priority issues remotely, while ensuring that you always have boots on the ground when you need it during a critical incident.

Key Benefits of 'Leasing' an Expert

Leasing a turnkey Safety and Security Director gives districts access to experienced leadership without the costs of onboarding and training, while also minimizing the liabilities typically associated with internal staff.

By contracting an IMReady Safety and Security Director, you gain access to broad expertise in school safety, law enforcement, and security, while also leveraging the collective strength and resources of Keenan and the entire IMReady team.

In cases where a district selects the interim director option to bridge an employment gap, your IMReady consultant will provide essential support—facilitating onboarding, delivering training, and ensuring operational continuity for a smooth and seamless transition to your new internal staff.

Key Safety Programs Included

Your IMReady Safety and Security Director will provide the following services as needed:

- **Emergency Operations Plan (EOP) Development and Maintenance:** A 3-year program to update or create, maintain, and exercise the district EOP.
- **Comprehensive School Safety Plan (CSSP) Maintenance:** Development, annual updates, and workshops that ensure compliance with California Education Code.
- **Threat and Physical Security (TaPS) Assessments:** Site-specific evaluations to identify and mitigate physical security risks.
- **Surviving an Active Assailant (SAA) Training:** Live, interactive sessions to prepare staff for critical incidents.
- **Conflict De-Escalation (CD-E) Training:** Workshops to equip staff with verbal and non-verbal de-escalation techniques.
- **SB 390 Security Officer Certification:** Training to meet California's legal requirements for school security personnel.

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Additional Services Included

But not limited to:

- Comprehensive layered safety program development and oversight
- Emergency Operations Center (EOC) activation and support
- Compliance with Emergency Action Plan (EAP) requirements
- Threat and Physical Security Assessments for district sites
- District security data analysis
- Key district policy review and development
- Facilitation of emergency drills, tabletop exercises, and staff training
- Pre-construction security and CPTED plan reviews
- Mass notification and visitor management vetting, implementation, and training
- Security officer and security supervisor training
- Relationships and partnerships with stakeholders and community partners
- Representation and presentation at board meetings and safety committee meetings



A Partnership for Safer Schools

Keenan IMReady is your trusted partner in creating and maintaining a safe, secure learning environment.

Our services are fully customized to meet the unique needs of your district. Whether you're seeking an interim solution or a long-term partnership, the IMReady team is here to support you every step of the way.

Contact us today to learn how we can help you build a safer tomorrow.



To learn more about IMReady, please contact a Keenan representative at IMReady@keenand.com or visit www.keenan.com/IMReady.