



Non-Public School Safety Manual

Coordinated School Health Division

Tennessee Department of Education | Fall 2025



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Emergency Operations Planning

[Tenn. Code Ann. § 49-6-804](#) establishes the requirement for a comprehensive district-wide and school-level safety plan regarding crisis intervention, emergency response, and emergency management. These plans must be developed by the district and school-level safety teams and must follow the template developed by the state-level safety team. [Readiness and Emergency Management for Schools \(REMS\) Technical Assistance Center](#) recommends a [six-step planning process](#) to develop high-quality emergency operations plans, which includes the following:

- **Step 1: [Form a Collaborative Planning Team](#)**
 - Plans should not be created in isolation. Collaborate with [county emergency management agency](#), law enforcement, local fire, and emergency management services, [homeland security agent](#), district and school administration, transportation supervisor, facility manager, cafeteria supervisor, nursing supervisor, school counselor/student supports supervisor, athletic director, coordinated school health coordinator, etc. Tennessee Emergency Management Agency (TEMA) also has a [local and county mitigation planning dashboard](#) to help see the hazards at the local level.
- **Step 2: [Understand the Situation](#)**
 - TEMA indicates that [Tennessee has 13 threats](#) that include: [drought](#), [earthquake](#), [extreme temperatures](#), [wildfire](#), [flood](#), [geologic](#), [severe weather](#), [tornado](#), [communicable disease](#), [dam/levee failure](#), [hazardous material release](#), [terrorism](#), and [critical infrastructure](#). In addition, some communities in Tennessee have technological hazards to include [nuclear](#) and [energy](#). TEMA also has a [local and county mitigation planning dashboard](#) to help see the hazards at the local level.
- **Step 3: [Determine the Goals and Objectives](#)**
 - The [district emergency operations planning template](#) and [school emergency operations planning template](#) have hazard sheets that allow for planning before, during and after the following threats: active aggressor/active shooter, bomb threat, bullying, communicable disease, crime in community, cybersecurity, earthquake, fire/explosion, flood, foodborne outbreak, hazardous material release, hostage, intruder, medical emergency, missing student/abduction, nuclear power plant accident, severe storms, suicide threat or attempt, and tornado. In addition, the district emergency operations planning template has a transportation annex to help plan for emergencies that may happen on school buses.
- **Step 4: [Plan Development \(Identifying Courses of Action\)](#)**
 - Possible courses of action can be developed using the following steps:
 - Create a potential scenario based on the identified threats and hazards.
 - Determine the amount of time available to respond.
 - Identify decision points.

- Develop courses of action: Goals, objectives, and courses of action for threats and hazards will go into the hazard sheets of the district and school emergency operations planning templates.
- **Step 5: [Prepare, Review, and Approve the Plan](#)**
 - Stakeholders review the plan, obtain official approval of the plan, and share the plan with community partners and stakeholders.
- **Step 6: [Implement and Maintain the Plan](#)**
 - Educate and train all parties on the plan.
 - Visit evacuation sites.
 - Give involved parties the appropriate and relevant literature on the plan, policies, and procedures.
 - Post key information throughout the school building.
 - Familiarize students and staff with the plan.
 - Train staff in the skills necessary to fulfill their roles and responsibilities.
 - Exercise the plan: [tabletop exercises](#), [drills](#), [functional exercises](#), [full-scale exercises](#).
 - Review, revise, and maintain the plan.

Each Emergency operations plan should be considered a **living document** and remain up to date throughout the school year. It is essential to have a comprehensive plan that is created through collaborative efforts with local law enforcement, emergency services, safety team members and other important stakeholders to include transportation supervisors, facility managers, nursing supervisors, school counselors, cafeteria workers, athletic directors, and coordinated school health coordinators to ensure that your schools are successful in preventing, mitigating, responding to and recovering from incidents to ensure the safety of students and staff in schools.

Emergency operations plans must be submitted by **July 1 of each year** to local law enforcement agencies with jurisdiction, the Tennessee Department of Education (department) and the Tennessee Department of Safety and should follow the template minimum requirements, as prescribed by [Tenn. Code Ann. § 49-6-805](#).

Annual Drills

Districts and schools should annually conduct drills that are outlined in [Tenn. Code Ann. § 49-6-807](#), which includes requirements to conduct an armed intruder drill, incident command drill, and emergency bus safety drill. The **armed intruder drill** must be conducted in collaboration with the local law enforcement agency. Local law enforcement agencies will provide [ALERRT \(Advanced Law Enforcement Rapid Response Training\)](#), [CRASE \(Civilian Response to Active Shooter Events\)](#), or [ALICE \(Alert, Lockdown, Inform, Counter\)](#).

[Evacuate](#)) trainings to school staff to help school staff know how they will respond to an active intruder. Local law enforcement is required to participate in the drill.

[Tenn. Code Ann. § 49-6-807](#) also requires that the **incident command drill** and **emergency bus safety drill** be completed through tabletop exercises conducted between the school safety teams mentioned in the emergency operations plan and local law enforcement. The school safety team should complete training on incident command prior to the exercise. Example trainings are [FEMA IS-100 Introduction to the Incident Command System](#) or [Campus Safety Training Program: Introduction to Incident Command System \(ICS\) for School Personnel](#). Example tabletop exercises are provided by [TEMA Tabletop Exercise Scenario Templates \(T.E.S.T\)](#) or Safe and Sound Schools collaboration with the department [tabletop exercises](#). These tabletops should be conducted with the current emergency operations plan available to determine if changes need to be made to the plan. This [after-action review form](#) can help you consider any changes that need to be made to the plan.

[Tenn. Code Ann. § 49-6-807\(e\)](#) also requires that each local education agency (LEA), public charter school, non-public school, and church-related schools work with local fire and law enforcement agencies to develop procedures for determining the cause of a fire alarm activation, incorporate procedures in emergency operations plans, and train staff including part-time, volunteers and substitute staff on the procedures. The [Fire Alarm Delayed Evacuation Response Guidance](#) may be a helpful resource when developing and evaluating procedures for this response.

[Tenn. Code Ann. § 68-102-137](#) requires fire drills to be conducted no more than once (1) every thirty (30) school days, with two (2) fire drills occurring during the first thirty (30) full days of the school year. No more than two (2) fire drills requiring full evacuation may be conducted during the first thirty (30) full school days. Additionally, four (4) fire safety educational announcements will be conducted throughout the school year. The LEA will develop the content of the educational announcements. The department has developed [Trauma Informed Fire Safety Announcements](#) guidance that can be utilized after a drill to teach life safety for students as they are at home and in the community.

Each school having one (1) or more AEDs shall schedule CPR/AED training for school personnel and other expected AED users. The department recommends that each school conduct such training annually and that all schools hold an annual CPR and AED drill to maintain compliance. ([Tenn. Code Ann. § 68-140-403](#)) It is recommended to utilize this [sample drill log](#) as it aligns with current requirements for annual drills.

Best Practices for Required Drills

Drills should be conducted in a manner that prepares schools/districts to respond appropriately and effectively to real-life situations. Below are best practices that should be considered when conducting a drill.

Fire Evacuation Drill Best Practices

[Tenn. Code Ann. § 68-102-137](#) requires fire drills in educational occupancies. Furthermore, fire drills requiring full evacuation in educational occupancies shall be no more than one (1) time every thirty (30) school days, with no more than two (2) fire drills occurring during the first thirty (30) full days of the school year. Additionally, four (4) [fire safety educational announcements](#) will be conducted throughout the year.

A record of all fire drills, including the time and date, shall be kept in the respective school or institutional offices, and shall be made available upon request to the state fire marshal or the state fire marshal's deputies or assistants, for inspection and review. The recommended best practice is to keep a record of all drills on file for a minimum of five (5) years. In educational occupancies, fire drills shall include complete evacuation of all persons from the building. The state fire marshal, or the state fire marshal's deputies and assistants, shall avail themselves for the training of owners, or their employees in methods of fire drills, to ensure the efficient and safe use of exit facilities in buildings to prevent panic and in the coordination of the drills with fire alarm systems.

[Tenn. Code Ann. § 49-6-807\(e\)](#) requires each LEA, public charter school, non-public school, and church-related school to develop and implement a procedure for determining the cause of a fire alarm activation, including the potential for an active shooter event. Smoke generated from ammunition fired within a school building could activate a fire alarm, causing students, teachers, substitute teachers, and staff to move or congregate into areas that are unsafe and that place them in danger during an active shooter situation.

The district and school emergency operations plan templates have functional procedures for evacuation and evaluation of fire drill to ensure evacuation or lockdown is necessary. Visit loveyouguys.com and the [Fire Alarm Delayed Evacuation Response Guidance](#) document for additional information.

Tips and Best Practices:

- Ensure classroom doors or means of egress are clear and not obstructed. See [guidance from the state fire marshal office](#) and a list of [Fire Codes Enforcement Section Administrators](#) for additional information.
- Ensure the school emergency operations plan is shared with local fire officials for their review.
- Identify evacuation assembly points. Contact your local fire department to find out where the evacuation assembly point will be or where to stage students and staff during a fire evacuation drill, as you want to be sure you are not going to stage students and staff where fire officials need to be on the campus.
- Identify evacuation routes to the determined assembly points.
- Ensure there are [plans to safely evacuate](#) students and staff with mobility, medical, auditory, visual, or [other special needs](#).

- Ensure each classroom has an [emergency go kit](#) complete with current student roster, [classroom flipchart](#) for emergency procedures, pens, paper, and communications method.
- Conduct fire evacuation drills at various times of the day and change evacuation routes to ensure confidence in staff and students' abilities no matter when an actual emergency could happen.
- Consider [trauma informed practices](#) when conducting fire drills.

Administrators' Fire Drill Steps:

- Mobilize the school safety team.
- Notify first responders/911 that you are going to conduct a fire drill.
- Notify the transportation department if bus transportation is needed.
- Sound alarm/make announcement.
- Follow your schools' procedures for evaluation of the fire alarm before evacuating.
- Evacuate all students and staff members to pre-designated areas and ensure all doors are closed.
- Ensure you have keys or access to re-enter the school after the drill.
- Ensure that appointed caregivers assist students with special needs.
- Check all staff for accountability of all students at evacuation assembly points and troubleshoot any accountability concerns.
- Note the evacuation time.
- Reenter the school and check all staff for accountability of all students back in the classrooms.
- Conduct an [after-action review](#) and notate any issues that may have arisen during the drill and action steps for continuous improvement.
- [Tenn. Code Ann. § 68-102-137\(b\)](#) requires a record of all fire drills, including the time and date, be kept in the respective school offices, and shall be made available upon request to the state fire marshal, or the state fire marshal's deputies or assistants for inspection and review. The recommended best practice is to keep a record of all drills on file for a minimum of five (5) years.

Teacher Fire Drill Steps:

- Follow procedures for evaluating the fire drill before evacuating when a fire alarm/announcement is made for the fire drill.
- Be aware of evacuation routes and secondary evacuation routes when an area is blocked.
- Take evacuation materials (key to classroom door, emergency go kit with student roster, emergency response flipchart, and radio/walkie) with you.
- Close the door and turn off the lights as you leave the classroom.
- Leave the building in an orderly manner without rushing or crowding.
- Ensure students and staff with special needs are evacuated with the planned assistance needed.
- Walk from the building to the assembly point indicated.

- Reassemble the students and check roll to ensure all students are accounted for. Report any missing students immediately.
- Return to the building when you are instructed that it is safe to do so.
- Notify the administrator of any concerns during the fire drill that may need to be considered for the after-action review.

Armed Intruder Drill Best Practices

[Tenn. Code Ann. § 49-6-807](#) requires each school safety team, non-public school, and church related school to annually conduct an armed intruder drill. Each armed intruder drill must be conducted in coordination with the appropriate local law enforcement agency. The district and school emergency operations plan templates have functional procedures for lockdown.

Tips and Best Practices:

- Ensure that **classroom doors** are able to be locked from inside the classroom. See [guidance from the state fire marshal office](#) and a list of [Fire Codes Enforcement Section Administrators](#) for additional information.
- Ensure that all staff members have the ability to call a lockdown and know when it is appropriate to call a lockdown.
- Ensure the **school emergency operations plan** is shared with local fire officials for their review.
- Identify **hard corners** in classrooms. Contact your local homeland security agent if you need assistance in determining the hard corners.
- Contact your local law enforcement for [ALERRT](#) or [CRASE](#) training for school staff. Your local law enforcement can tell you how quickly they can respond, how they will respond, and what they expect from you.
- Ensure there are [plans to safely lockdown](#) students and staff with mobility, medical, auditory, visual, or [other special needs](#).
- Ensure each classroom has an [emergency go kit](#) complete with current student rosters, a [classroom flip chart](#) for emergency procedures, pens, paper, and a communications method.
- Conduct armed intruder drills at various times of the day to ensure confidence in staff and student abilities, no matter when an actual emergency could happen.
- Consider [trauma informed practices](#) when conducting armed intruder drills.

Administrators Armed Intruder Drill Steps:

- Mobilize the **school safety team**.
- Notify first responders/911 that you are going to conduct an armed intruder drill and ensure you have local law enforcement present.

- Notify the transportation department if bus transportation is needed.
- Sound alarm/make announcement.
- Follow your school's procedures for lockdown.
- Ensure that you have a method of communication with you at all times (radio/walkie, cell phone, etc.)
- Sweep the school for students or staff in hallways or open areas and ensure they move to a secure location.
- Ensure all classroom doors are **locked**.
- Ensure you have keys or access to re-enter the school after the drill.
- Ensure that appointed caregivers assist students with special needs.
- Check all staff for accountability of all students.
- Announce the end of the lockdown drill, allowing students and staff to go back to their regular schedule.
- Conduct an [after-action review](#) and notate any issues that may have arisen during the drill and action steps for continuous improvement.
- [Tenn. Code Ann. § 49-6-807\(c\)](#) requires the results of the drill be maintained by the school for a minimum of five years and requires the results be made available to your local law enforcement agency and the department.

Teacher Armed Intruder Drill Steps:

- Quickly bring into the classroom any students in your vicinity. Close and lock the classroom door and pull the shades to be out of sight.
- Students in the hallway respond to the nearest occupied classroom.
- Ensure students in the gym and cafeteria find a secure space in designated areas separated from other parts of the facility by a locked door or area hidden away from windows and doors.
- Turn off classroom lights and move students to the hard corner to minimize visibility from windows and doors.
- Stay quiet, no cell phone use.
- Take emergency go kit materials (key to classroom door, emergency go kit with student roster, emergency response flipchart, and radio/walkie) with you.
- Ensure students and staff with special needs are in a hard corner with the planned assistance needed.
- Make a list of all missing and added students to your class.
- Teachers who have classes outside, keep them out of the building and move to an area away from the building that is permissible. Instruct students to remain in order.

- If a fire alarm goes off during lockdown, do not evacuate. Fire evacuation will be provided by intercom announcement in accordance with delayed fire alarm evacuation procedures developed to meet the requirements of Tenn. Code Ann. § 49-6-807(e).
- Return to the normal schedule when instructed to do so by the administrator or law enforcement who provides identification.
- Notify the administrator of any concerns during the armed intruder drill that may need to be considered for the [after-action review](#).

Incident Command Drill Best Practices

[Tenn. Code Ann. § 49-6-807](#) requires each school safety team, non-public school, and church related school to conduct an incident command drill annually. Each incident command drill must be conducted without students present and must prepare school staff and law enforcement agencies on what to expect in the event of an emergency in the school. Since the incident command drill requires discussion between the school safety team and local law enforcement to prepare for what to expect in the event of an emergency, the incident command drill can be completed by conducting a tabletop exercise among the school safety team and local law enforcement (without students present).

[TEMA](#) states that “a [tabletop exercise](#) is intended to generate discussion of various issues regarding a hypothetical, simulated emergency. They can be used to enhance general awareness, validate plans and procedures, rehearse concepts, and/or assess the types of systems needed to guide the prevention of, protection from, mitigation of, response to, and recovery from a defined incident. Generally, they are aimed at facilitating conceptual understanding, identifying strengths and areas of improvement, and/or achieving changes in perceptions. During a tabletop exercise, players [safety teams along with their first responders] are encouraged to discuss issues in depth, collaboratively examining areas of concern and solving problems. The effectiveness is derived from the energetic involvement of participants and their assessment of recommended revisions to current policies, procedures, and plans.”

Tips and Best Practices:

- **Determine the appropriate tabletop exercise.** Since the incident command drill requires discussion between the school safety team and local law enforcement to prepare for what to expect in the event of an emergency, the incident command drill can be completed by conducting a tabletop exercise among the school safety team and local law enforcement (without students present).
 - Below are some tabletop exercises that can be used for the incident command drill:
 - [TEMA Tabletop Exercise Scenario Templates T.E.S.T. Program](#)
 - [Active Aggressor](#)
 - [Active Aggressor at Lunchtime](#)

- [Intruder/Hostage](#)
- [Customizable Scenario](#)
- **Other Sample Tabletop Exercises developed in collaboration with [Safe and Sound Schools](#)**
 - [Severe Weather](#)
 - [Hazardous Materials Release](#)
 - [Student Threat](#)
 - [Missing Student](#)
 - [School Structural Fire](#)
 - [Crime in Community](#)
- **Determine members of the school safety team who need to participate.** [Tenn. Code Ann. § 49-6-806\(b\)](#) specifies each building level school safety team shall be appointed by the building principal and the team shall include, but not be limited to, representatives of teacher, administrator and parent organizations, and school personnel including school safety personnel, as well as community members, local law enforcement officials, local ambulance and other emergency response agencies, and any other representatives the district's director of schools deems appropriate.
- **Schedule the incident command drill on a day when students are not present.** The drill could be held during a professional development or in-service day. It may be helpful for the district to call in all school safety teams and first responders to a meeting to conduct the incident command drill.
- **Ensure the [school emergency operations plan](#) is up to date.** [Tenn. Code Ann. § 49-6-804\(a\)](#) requires that emergency operations plans be reviewed and updated as needed at least on an annual basis. Best practice is for the plan to be a living document that is adjusted as needed when lessons are learned from drills and exercises.
- During the incident command drill, **ensure the school emergency operations plan is accessible to all** participating in the drill. Participants will need to refer to their roles and responsibilities according to the plan, as well as functional procedures and hazard sheets that may correspond with the hypothetical, simulated emergency.
- **Have a facilitator** who is not on the school safety team to guide the exercise and ensure the participants remain focused, so all issues are thoroughly explored during the exercise. TEMA provides a [tabletop exercise facilitator guide](#).
- **Have an evaluator take notes** during the tabletop exercise. TEMA provides [a sample form for an evaluator](#) to take notes and document essential information during the exercise.
- **Request Feedback from participants.** TEMA provides a [sample feedback form](#) to collect feedback on how well the exercise went.
- **Create an after-action report** to capture strengths, areas for improvement, and lessons learned. TEMA provides a [sample after-action report](#).

- **Assess the evaluator notes, participant feedback, and after-action report to develop a corrective action plan.** The corrective action plan outlines emergency planning actions identified following the exercise. TEMA provides a sample [corrective action plan template](#).
- **Incorporate any changes that need to be made into the emergency operations plan.**
- [Tenn. Code Ann. § 49-6-807\(c\)](#) requires the results of the drill be maintained by the school for a minimum of five (5) years and requires the results be made available to your local law enforcement agency and the department.

Emergency Bus Safety Drill Best Practices

[Tenn. Code Ann. § 49-6-807](#) requires each school safety team, non-public school, and church-related school to conduct an emergency safety bus drill annually. Each emergency safety bus drill must be conducted without students present and must prepare school staff and law enforcement agencies on what to expect in the event of an emergency situation on a school bus. Since the emergency safety bus drill requires a discussion between the school safety team and local law enforcement to prepare for what to expect in the event of an emergency, the emergency safety bus drill can be completed by conducting a tabletop exercise among the school safety team and local law enforcement (without students present).

[TEMA](#) states that “a [tabletop exercise](#) is intended to generate discussion of various issues regarding a hypothetical, simulated emergency. They can be used to enhance general awareness, validate plans and procedures, rehearse concepts, and/or assess the types of systems needed to guide the prevention of, protection from, mitigation of, response to, and recovery from a defined incident. Generally, they are aimed at facilitating conceptual understanding, identifying strengths and areas of improvement, and/or achieving changes in perceptions. During a tabletop exercise, players [safety teams along with their first responders] are encouraged to discuss issues in depth, collaboratively examining areas of concern and solving problems. The effectiveness is derived from the energetic involvement of participants and their assessment of recommended revisions to current policies, procedures, and plans.”

Tips and Best Practices:

- **Determine the appropriate tabletop exercise.** Since the emergency safety bus drill requires a discussion between the school safety team and local law enforcement to prepare for what to expect in the event of an emergency, the emergency safety bus drill can be completed by conducting a tabletop exercise among the school safety team and local law enforcement (without students present).
 - Below are some tabletop exercises that can be used for the emergency safety bus drill:
 - **Sample Tabletop Exercises developed in collaboration with [Safe and Sound Schools](#)**
 - [Transportation Weather](#)

- [Bus Accident 1](#)
 - [Bus Accident 2](#)
 - [Transportation Threatening Situation](#)
- [TEMA Tabletop Exercise Scenario Template \(T.E.S.T.\) Program](#)
- [Customizable Scenario](#)
- **Determine who is on the school safety team that needs to participate.** [Tenn. Code Ann. § 49-6-806\(b\)](#) specifies each building level school safety team shall be appointed by the building principal and the team shall include, but not be limited to, representatives of teacher, administrator and parent organizations, and school personnel including school safety personnel, as well as community members, local law enforcement officials, local ambulance and other emergency response agencies, and any other representatives the district's director of schools deems appropriate. For this drill, it will also be important to have someone from transportation participate in order for all parties to understand how they will communicate and work together in a transportation-related emergency.
- **Schedule the emergency safety bus drill on a day when students are not present.** The drill could be held during a professional development or in-service day. It may be helpful for the district to call in all school safety teams and first responders to a meeting to conduct the emergency safety bus drill.
- **Ensure the [school emergency operations plan](#) is up to date.** [Tenn. Code Ann. § 49-8-804\(a\)](#) requires that emergency operations plans be reviewed at a minimum on an annual basis. Best practice is for the plan to be a living document that is adjusted as needed when lessons are learned from drills and exercises.
- During the emergency safety bus drill, **ensure the school emergency operations plan is accessible to all** participating in the drill. Participants will need to refer to their roles and responsibilities according to the plan as well as functional procedures and hazard sheets that may correspond with the hypothetical, simulated emergency.
- **Have a facilitator** that is not on the school safety team to guide the exercise and ensure the participants remain focused, so all issues are thoroughly explored during the exercise. TEMA provides a [tabletop exercise facilitator guide](#).
- **Have an evaluator take notes** during the tabletop exercise. TEMA provides [a sample form for an evaluator](#) to take notes and document essential information during the exercise.
- **Request Feedback from participants.** TEMA provides a [sample feedback form](#) to collect feedback on how well the exercise went.
- **Create an after-action report** to capture strengths, areas for improvement, and lessons learned. TEMA provides a [sample after-action report](#).
- **Assess the evaluator notes, participant feedback, and after-action report to develop a corrective action plan.** The corrective action plan outlines emergency planning actions identified following the exercise. TEMA provides a sample [corrective action plan template](#).
- **Incorporate any changes that need to be made into the Emergency Operations Plan.**

- [Tenn. Code Ann. § 49-6-807\(c\)](#) requires the results of the drill be maintained by the school for a minimum of five years and requires the results be made available to your local law enforcement agency and the department.

Shelter in Place Drill Best Practices

TEMA indicates [Tennessee has threats](#), including severe weather, tornado, flood, hazardous materials release, earthquake, and wildfires, that would require shelter in place and evacuation depending on the circumstances. [Tenn. Code Ann. § 68-102-137\(f\)](#) drills will meet this requirement. Shelter-in-place is called when specific protective actions are needed based on severe weather, tornado, flood, hazmat spill or release, earthquake, or wildfires.

Below are the different safety strategies based on the threat or hazard:

- **Severe Weather:** Go inside or stay inside and move away from windows and exterior walls. Move into the interior of the building as quickly as possible, and close doors. Move to a different floor as needed. Take your emergency go kit with you. The National Weather Service provides tips and resources for [severe weather](#). Your local [National Weather Service Center](#) can help determine the best place in a school to shelter in place based on weather trends in the area of the school.
- **Tornado:** Go inside or stay inside and move away from windows and exterior walls. Move into the interior of the building as quickly as possible, and close doors. Move to a different floor as needed. Do not go to large open rooms such as cafeterias, gymnasiums, or auditoriums. Take your emergency go kit with you. The National Weather Service provides [tornado safety tips and resources](#). Your local National Weather Service Center can help determine the best place in a school to shelter in place based on weather trends in the area of the school.
- **Flood:** Move to higher ground or evacuate to another shelter that is on higher ground. Do not go into rooms that have water covering the electrical outlets or where cords are submerged. Stay out of water that may have electricity in it. The National Weather Service provides [flood safety tips and resources](#).
- **Hazmat Spill or Release:** Go inside or stay inside if the hazard is outside. Close and lock all exterior doors and windows, close vents, and turn off air conditioners and ventilation systems. Use duct tape to seal gaps around doorways and windows. If the hazard is inside the school, move outside away from the hazardous material. Seek medical treatment immediately if exposed to hazardous materials. The CDC provides a [school chemistry laboratory safety guide](#). The [Tennessee Department of Health](#) provides [information on exposure](#) to a multitude of chemicals, as well as [how air pollution can affect children](#) (asthma attacks, wheezing and cough, shortness of breath, headaches, eye irritation, and susceptibility to infections).
- **Earthquake:** If outside, stay outside and move away from buildings, streetlights, and utility wires. If inside, drop to the ground, and take cover by getting under a sturdy table or piece of furniture and hold on until the shaking stops. If there is not a table or desk near you, cover your face and head with your arms and crouch in the inside corner of the building. The [Great Shake Out](#) provides a [drill manual for K-12 schools](#).

- **Wildfires:** If you are not ordered to evacuate by first responders but smoky conditions exist, stay inside a safe location and seal the room, or go to a community building where smoke levels are lower. When sealing rooms, you may want to consider the following steps: tightly close all doors and windows, seal all gaps using damp towels or other materials such as tape and other items to close off spaces under and around doors/windows and other areas open to the outside.

Tips and Best Practices

- Ensure the school emergency operations plan is shared with local fire officials for their review.
- Identify shelter-in-place locations for severe weather and a tornado. Your local [National Weather Service Center](#) can help determine the best place in a school to shelter in place based on weather trends in the area of the school.
- Ensure there are [plans to move students and staff](#) with mobility, medical, auditory, visual, or other special needs to the shelter-in-place location.
- Ensure each classroom has an [emergency go kit](#) that is complete with current student roster(s), [classroom flipchart](#) for emergency procedures, pens, paper, and communications method.
- Consider [trauma informed practices](#) when conducting shelter-in-place drills.

Administrators Shelter in Place Steps

- Mobilize the school safety team.
- Notify first responders that you are going to conduct a shelter-in-place drill.
- Announce the shelter-in-place command to include the hazard and the safety strategy.

Hazard	Safety Strategy
Tornado	Evacuate to Shelter Area
Severe Weather	Evacuate to Shelter Area
Hazmat Spill or Release	Seal the room
Earthquake	Drop, Cover, and Hold
Flooding	Get to high ground
Wildfire	Seal the room

- Ensure the appointed caregivers assist students with special needs.
- Check all staff for accountability of all students at evacuation assembly points and troubleshoot any accountability concerns.
- Notate time to move to shelter-in-place location.

- Conduct an [after-action review](#) and notate any issues that may have arisen during the drill and action steps for continuous improvement.
- [Tenn. Code Ann. § 68-102-137\(f\)](#) requires a record of all safety drills, including the time and date, be kept in the respective school offices, and shall be made available upon request to the state fire marshal, or the state fire marshal's deputies or assistants for inspection and review. The recommended best practice is to keep a record of all drills on file for a minimum of five (5) years.

Teacher Shelter in Place Steps

- Follow procedures in the [classroom flipchart](#) for the shelter-in-place hazard announced and the safety strategy announced.
- Take evacuation materials (key to classroom door, emergency go kit with student roster, emergency response flipchart, and radio/walkie) with you.
- Close the door and turn off the lights as you leave the classroom.
- Ensure students and staff with special needs are evacuated with the planned assistance needed.
- Walk to the shelter-in-place area indicated.
- Reassemble the students and check roll to ensure all students are accounted for. Report any missing students immediately.
- Return to the classroom when you are instructed that it is safe to do so.

Notify the administrator of any concerns during the shelter-in-place drill that may need to be considered for the after-action review.

Everyone Plays a Role in School Safety

To ensure that effective practices and robust plans are implemented to keep students, staff, and stakeholders safe, a collaborative approach with a variety of safety expertise is necessary, and everyone plays a role. Below is a list of resources and links that provide guidelines on the roles that each of these individuals play in school safety efforts.

- [The Role of Superintendents in School Safety Efforts](#)
- [The Role of Principals in School Safety Efforts](#)
- [The Role of Students in School Safety Efforts](#)
- [The Role of Special Educators in School Safety Efforts](#)
- [The Role of Athletic Directors in School Safety Efforts](#)
- [The Role of School Nutrition Directors in School Safety Efforts](#)
- [The Role of School Nurses in Supporting School Safety](#)
- [The Role of School Mental Health Professionals in Support School Safety Efforts](#)
- [The Role of School Psychologist in Supporting School Safety](#)

- [The Role of K-12 Transportation Directors in School Safety Efforts](#)
- [The Role of Teachers in School Safety Efforts](#)
- [The Role of School Facility Managers in School Safety Efforts](#)
- [The Role of Information Technology in Supporting School Safety Efforts](#)
- [The Role of Families and Parents in Supporting School Safety Efforts](#)
- [The Role of Community Engagement in Supporting School Safety Efforts](#)

Visitor Management Strategies

Visitor management in schools is crucial for ensuring the safety and security of students, staff, and the overall school environment. Here are some effective strategies:

- **Implement a Visitor Check-in System:** Utilize a digital visitor management system that requires all visitors to check in upon arrival. This system can include scanning a government-issued ID, printing visitor badges with their name and photo, and logging their entry and exit times.
- **Establish Clear Procedures:** Develop and communicate clear protocols for visitors, including where they should enter the building, who they should see upon arrival, and how they should check in. This clarity helps streamline the process and ensures consistency.
- **Require Identification:** Request all visitors to provide a valid ID when checking in. This helps verify their identity and ensures they are authorized to be on school premises.
- **Screen Visitors:** Consider implementing a basic background check for certain types of visitors, such as volunteers or guest speakers who will have direct contact with students.
- **Monitor Entry Points:** Limit access points to the school building and ensure that each entry point is monitored, either by staff or through surveillance cameras. Unauthorized entry should be prevented through locked doors and restricted access.
- **Train Staff and Students:** Educate school staff, students, and parents/guardians about the visitor management procedures and the importance of adhering to them. Encourage students to report any unfamiliar individuals to school personnel.
- **Emergency Preparedness:** Include visitor management protocols in the school's emergency preparedness plan. Ensure that staff are trained in responding to different scenarios involving visitors, including lockdown procedures if necessary.
- **Visitor Escort Policies:** Implement policies requiring visitors to be escorted while on school grounds, particularly in areas where students are present.
- **Collaborate with Law Enforcement:** Establish a partnership with local law enforcement to conduct periodic security assessments and drills related to visitor management.

By implementing these strategies, schools can create a safer environment for everyone while still allowing necessary access for authorized visitors.

Behavioral Threat Assessment

The purpose of the threat assessment team is to develop comprehensive intervention-based approaches to prevent violence, manage reports of potential threat, and create a system that fosters a safe, supportive, and effective school environment. The threat assessment team must include LEA personnel and law enforcement personnel. The LEA may include juvenile justice services personnel, a representative of the local district attorney's office, and a representative of children's services and mental health service providers. The U.S. Secret Service has developed a report on [Enhancing School Safety Using A Threat Assessment Model: An Operational Guide for Preventing Targeted School Violence](#). This guide indicates the following eight (8) steps to creating a comprehensive targeted violence prevention plan:

- **Step 1: Establish a multidisciplinary threat assessment team**
 - Teams should include personnel from a variety of disciplines within the school community, including school resource officers, school counselors and social workers, mental health professionals, school administrators, coaches, and teachers.
 - Teams should establish protocols and procedures that are followed with each assessment.
 - Teams should meet on a regular basis.
- **Step 2: Define concerning and prohibited behaviors**
 - Behavioral Threat Assessment teams should establish policies defining prohibited behaviors that are unacceptable and therefore warrant immediate intervention. These include threatening or engaging in violence, bringing a weapon to school, bullying or harassing others and other concerning or criminal behaviors. Keep in mind that concerning behaviors happen along a continuum. Even if a behavior is not indicative of violence, it may warrant some type of intervention.
- **Step 3: Create a central reporting mechanism**
 - Establish one or more reporting mechanisms
 - [SafeTN app](#)
 - Provide training and guidance on recognizing behaviors of concern, their roles and responsibilities in reporting the behavior, and how to report the information
 - [A Toolkit for Strengthening K-12 Reporting Programs](#)
 - Respond immediately to reports when someone's safety is at stake.
- **Step 4: Determine the threshold for law enforcement intervention**
 - Reports regarding student behaviors involving weapons, threats of violence, physical violence, or concerns about an individual's safety should immediately be reported to local law enforcement.
- **Step 5: Establish assessment procedures**
 - Maintain documentation

- Use a community systems approach for gathering information to assess a student of concern.
- Examine social media, conduct interviews, review classroom assignments, and consider searching the student's locker or desk. Review academic, disciplinary, law enforcement, and other formal records.
- Build rapport that can facilitate information gathering.
- Evaluate the student's concerning behaviors and communications in the context of his/her age and social and emotional development.
- **Step 6: Develop risk management options**
 - Develop an individualized management plan that supports the student's needs and reduces the student's risk for engaging in violence, and monitor the plan.
 - Removing a student from school does not eliminate the risk to the school community.
 - Make efforts to address the safety of any potential targets.
- **Step 7: Create and promote a safe school climate**
 - A crucial component of preventing targeted school violence at schools relies on developing positive [school climates](#).
 - Break down "codes of silence" and help students feel empowered to come forward and share concerns and problems with a trusted adult.
 - [Measure school climate with surveys for students, parents, and teachers](#).
 - Review school climate survey results and share with the school community to plan for school climate improvement.
 - Identify clubs or teams at school to help students feel more connected with their classmates and adults.
- **Step 8: Conduct training for all stakeholders**
 - School safety is everyone's responsibility.
 - Training can include who should be notified when concerning or threatening information is discovered, what information should be brought forward, how school staff might learn about information, and the steps school staff can take to safely intervene with concerning or threatening situations.

Door Safety Compliance

[Tenn. Code Ann. § 49-6-817](#) requires that each public school operated by an LEA, public charter school, private school, and church related school shall ensure that all exterior doors leading into a school building are locked at all times and access to the buildings is limited to the school's primary entrance. Outside of regular hours, the primary entrance can be unlocked if continuously monitored by a school or LEA employee who is physically present at the door to ensure access is limited to only authorized persons and will alert others if an unauthorized person enters.

State and local law enforcement are authorized to inspect a door serving as an entrance to or exit from a school building to determine whether the door is locked as required. There is no limit to the number of inspections law enforcement personnel may conduct. If law enforcement personnel find that the door to an entrance or exit from a school building is unlocked, the school must immediately lock the door.

Please contact Brian.Yarbro@tn.gov for further questions.

School Security Assessments

TN Department of Homeland Security (TDOHS). Has developed school security assessments based on [Crime Prevention Through Environmental Design](#) best practices. It is best practice to conduct assessments annually. For further information, contact Homeland.Security@tn.gov.

School Safety for School-Sponsored Events

All educational institutions and events are vulnerable to threats, hazards, and disasters that have the potential to cascade into emergencies or disasters. It is critical for school officials, along with first responders, emergency management, and local government officials, to prevent or mitigate, plan and prepare for, respond to, and recover from potential incidents. It is important to consider the emergency operations plan of the district and school. Furthermore, athletic directors should be on the district school safety team, and school coaches should be on the school safety team. Athletic directors should collaborate with first responders to include law enforcement, emergency management services, fire personnel, and 911 centers to ensure athletic events have all of the appropriate personnel to support the increasing community members that will be on campus for the event.

- **Form a Collaborative Planning Team**
 - Collaborate with first responders (Emergency Management Agency, Emergency Management Services, local law enforcement, local fire personnel, local 911 centers, district and school safety teams (to include transportation and school nurses), and members of the opposing team responsible for safety and athletic events.
 - Compile a list of all personnel involved in emergency response, including Athletic Directors, coaches, school administrators, security personnel, and medical staff.
 - Include contact information, roles & responsibilities, and chain of command for communication during emergencies. Ensure that contact information is regularly updated and easily accessible.
- **Understand the situation**
 - Conduct a thorough risk assessment of potential security issues and hazards specific to athletic events, such as weather-related risks, physical injuries, crowd management issues, potential for violence, etc.

- Define the likelihood and potential impact of each identified risk to prioritize planning and resource allocation for all athletic events. Consider historical data, expert input, and site-specific factors in the risk assessment process.
- Consider traffic flow and the ability of first responders to access the event during an emergency. Consider safe and efficient evacuation of traffic from the event and personnel needed to ensure the safety and security of the parking lot and campus.
- **Emergency Procedures**
 - Develop detailed emergency response procedures for various scenarios, such as severe weather, fire, active shooter, and medical emergencies. Outline each step to be taken during an emergency, including who is responsible for what actions, and how to access resources and support.
 - Consider how functional procedures such as evacuation, shelter in place, and lockdown can happen during the athletic event.
 - Consider procedures for medical emergencies to include cardiac arrests, concussions, allergies, anaphylaxis, etc. [Tenn. Code Ann. §§ 68-6-101 through 68-6-105](#) specifies requirements for the prevention of sudden cardiac arrest during school youth activities. Ensure AEDs are maintained and accessible during athletic activities. [Tenn. Code Ann. §§ 68-6-201 through 68-6-202](#) specifies requirements for athletics emergency action plans.
 - Identify primary and alternate evacuation routes and shelter locations within the athletic facility or nearby areas. Clearly mark evacuation routes and shelter areas with signage and conduct regular drills to familiarize staff and participants.
 - Ensure records are available at all times to include rosters for accountability of all team members, medical records, and people allowed to pick up student(s).
 - Consider the [TN Safe Stars Initiative](#) documentation and training for students, staff, and parents.
 - Practice and refine these procedures through regular training exercises and drills to ensure effectiveness.
- **Communication of Functional Procedures and Communication of Event Changes**
 - Establish primary and alternative communication methods, such as two-way radios, phone trees, an app/text alert system, and emergency notification systems.
 - Define communication protocols and how to provide updates and instructions to staff, participants, and spectators. Ensure people utilizing the communication equipment are trained on the use of the equipment and practice with the equipment to ensure well-maintained and easily accessible during events.
- **Implement, Train, Practice, and Maintain the Plan**
 - Schedule regular training sessions and drills to familiarize staff on emergency procedures and their roles and responsibilities.
 - Conduct tabletop exercises, functional drills, and full-scale exercises to simulate different emergency scenarios and test the effectiveness of the emergency procedures.

- Provide feedback and debriefing after each training session or drill to identify areas for improvement and refine the emergency procedures as needed.

School Safety Grants Administration

The School Safety and Transportation team provides oversight of safety grant administration for the department. This includes public and non-public grants made available by the General Assembly to provide a safer environment within our schools. These grants are generally facilitated via ePlan. For questions about grants or technical assistance, please contact Bennett.Wilson@tn.gov.

Important Dates to Consider

Here are some specific deadlines for non-public schools

- **October 1** – deadline to share the emergency operations plan with local law enforcement having jurisdiction over the school
- **March to June** - Security Assessments Window for Public Schools
- **Bi-monthly** – Tennessee Department of Education School Safety Communities of Practice Virtual Collaborative Calls

Tennessee School Safety Laws

It is important to understand that laws and other regulations are continuously evolving as the effort to increase school safety continues within our state. The purpose of the legal references below is to provide a baseline and may not be an exhaustive list. Safety coordinators are strongly encouraged to stay up to date with legislation regarding safety to ensure total compliance.

Schools Against Violence in Education (SAVE) Act

[Tenn. Code Ann. § 49-6-801](#)

Short title: This part shall be known and may be cited as the “Schools Against Violence in Education Act” or the “SAVE Act.”

[Tenn. Code Ann. § 49-6-802](#)

State-level safety team—Template for safety and emergency response plans.

(a) The commissioner of safety shall establish a state-level safety team, which shall assist LEAs and schools with compliance with this part as reasonably necessary. As part of the assistance, the state-level safety team shall publish a template for use by districts in preparing their district-level safety plans and building-level emergency response plans, which template shall outline the responsibilities of the LEAs and individual schools in complying with this part. The state-level safety team shall regularly review and update the template.

(b) The commissioner shall appoint the members of the state-level safety team, including:

- (1) A representative of the department of education;

- (2) A representative of the Tennessee bureau of investigation;
 - (3) A representative of homeland security;
 - (4) A representative of the department of mental health and substance abuse services;
 - (5) A representative of the emergency medical services of the department of health;
 - (6) A representative of the state board of education;
 - (7) A representative of the Tennessee association of school resource officers;
 - (8) A representative of the department of disability and aging;
 - (9) A representative of the Tennessee Sheriffs' Association; and
 - (10) A representative of the Tennessee Association of Chiefs of Police.
- (c) The commissioner may also appoint a representative from each of the following:
- (1) Directors of schools;
 - (2) Members of local boards of education;
 - (3) The Tennessee alternative education association;
 - (4) Public school teachers;
 - (5) The Tennessee association of mental health organizations;
 - (6) School counselors and psychologists;
 - (7) Parents of students enrolled in public schools;
 - (8) Tennessee students between sixteen (16) and twenty-four (24) years of age; and
 - (9) The Tennessee school health coalition.

Tenn. Code Ann. § 49-6-803

Direction of safety team

The state-level safety team shall be directed by the commissioner of safety.

Tenn. Code Ann. § 49-6-804

Adoption of comprehensive plans amended with Chapter 936 of the Public Acts of 2024

(b) Each private school and each church-related school shall adopt a building-level school safety plan regarding crisis intervention, emergency response, and emergency management. Each private school and each church-related school shall review its plan annually. By October 1, 2023, and by each October 1 thereafter, each private school and each church-related school shall provide the school's building-level school safety plan to each local law enforcement agency with jurisdiction, as well as any law enforcement agency or other emergency response organization participating in an armed intruder drill under § 49-6-807. As used in this subsection (b):

- (1) "Church-related school" means a school as defined in § 49-50-801; and
- (2) "Private school" means a school accredited by, or a member of, an organization or association approved by the state board of education as an organization accrediting or setting academic requirements in schools, or that has been approved by the state, or is in the future approved by the commissioner in accordance with rules promulgated by the state board of education.

Tenn. Code Ann. § 49-6-807

Annual drills amended by Chapter 563 of the Public Acts of 2024 Fire Alarm Delayed Evacuation Response

(a) Each school safety team, private school, and church-related school shall annually conduct at least one (1):

- (1) Armed intruder drill;
- (2) Incident command drill; and
- (3) Emergency safety bus drill.

(b)

- (1) Each armed intruder drill must be conducted in coordination with the appropriate local law enforcement agency.

- (2) Each incident command drill:
 - (A) Conducted by a school safety team:
 - (i) Must be conducted without students present; and
 - (ii) Must prepare school staff and law enforcement agencies on what to expect in the event of an emergency situation in the school; and
 - (B) Conducted by a private school or church-related school:
 - (i) May be conducted with or without students present; and
 - (ii) Must prepare school staff and law enforcement agencies on what to expect in the event of an emergency situation in the school.
- (3) Each emergency safety bus drill:
 - (A) Conducted by a school safety team:
 - (i) Must be conducted without students present; and
 - (ii) Must prepare school staff and law enforcement agencies on what to expect in the event of an emergency situation on a school bus; and
 - (B) Conducted by a private school or church-related school:
 - (i) May be conducted with or without students present; and
 - (ii) Must prepare school staff and law enforcement agencies on what to expect in the event of an emergency situation on a school bus.
- (c) The results of a drill conducted pursuant to subsection (a) must be:
 - (1) Maintained by the school for a minimum of five (5) years;
 - (2) Made available to:
 - (i) A local law enforcement agency with jurisdiction, and
 - (ii) The department of education or the department of safety upon request, if the drill was conducted by a school safety team.
- (d) The drills required in subsection (a) are in addition to the drills required in § 68-102-137.
- (e)
 - (1) Each LEA, public charter school, private school, and church-related school shall develop a procedure for determining the cause of a fire alarm activation, including the potential for an active shooter event. The procedure must be developed in consultation with local fire department and law enforcement officials and must comply with applicable fire and building codes. The procedure must include response procedures for students and school staff, including substitute teachers and other part-time staff and school volunteers, after a determination is made regarding whether the emergency situation involves a fire, an active shooter, or other incident. Each LEA, public charter school, private school, and church-related school shall annually train all school staff, including substitute teachers and other part-time staff and school volunteers, on the safety procedure developed pursuant to this subsection (e).
 - (2) Each LEA, and to the extent applicable, each public charter school, shall coordinate with its district-wide school safety team and building-level school safety team to incorporate the procedure developed pursuant to this subsection (e) in its district-wide school safety plan and building-level school safety plan.
 - (3) Each procedure developed pursuant to this subsection (e) must be implemented no later than January 1, 2025, and must be annually reviewed and updated, if necessary, to ensure the procedure reflects best practices for the safety of students and school staff, including substitute teachers and other part-time staff and school volunteers.
- (f) As used in this section:
 - (1) "Church-related school" means a school as defined in § 49-50-801; and
 - (2) "Private school" means a school accredited by, or a member of, an organization or association approved by the state board of education as an organization accrediting or setting academic

requirements in schools, or that has been approved by the state, or is in the future approved by the commissioner in accordance with rules promulgated by the state board of education.

Tenn. Code Ann. § 49-6-817

School building entrances required to be locked.

- (a) Each public school operated by an LEA, public charter school, private school, and church-related school shall ensure that all exterior doors leading into a school building are locked at all times and access to school buildings is limited to the school's primary entrance, unless otherwise determined by school policy, to prevent unauthorized entry into the school building while students are present during the school day as well as when students are present outside of regular school hours for school-related purposes or activities.
- (b) Notwithstanding subsection (a), outside of regular school hours, a public school operated by an LEA, public charter school, private school, or church-related school may unlock the door to the school building's primary entrance during a school-related event or activity if the door is continuously monitored by a school or LEA employee who is physically present at the door to ensure access is limited to only authorized persons and to alert others if an unauthorized person enters, or attempts to enter, the school building.
- (c) State and local law enforcement personnel are authorized to inspect a door serving as an entrance to, or exit from, an LEA or public charter school building to determine whether the door is locked as required by subsection (a). There is no limit on the number of inspections law enforcement personnel may conduct under this subsection (c). Except as provided in subsection (b), if law enforcement personnel find that the door to an entrance or exit from a school building is unlocked in violation of subsection (a), then the school must immediately lock the door.

Annual Drill Requirements

Tenn. Code Ann. § 49-6-807

Annual drills amended by Chapter 563 of the Public Acts of 2024 Fire Alarm Delayed Evacuation Response

- (a) Each school safety team, private school, and church related school shall annually conduct at least one (1):
- (1) Armed intruder drill;
 - (2) Incident command drill; and
 - (3) Emergency safety bus drill.
- (b) (1) Each armed intruder drill must be conducted in coordination with the appropriate local law enforcement agency.
- (2) Each incident command drill:
- (A) Conducted by a school safety team:
 - (i) Must be conducted without students present; and
 - (ii) Must prepare school staff and law enforcement agencies on what to expect in the event of an emergency situation in the school.
 - (B) Conducted by a private school or church-related school:
 - (i) May be conducted with or without students present; and
 - (ii) Must prepare school staff and law enforcement agencies on what to expect in the event of an emergency situation in the school.
- (3) Each emergency safety bus drill:
- (A) Conducted by a school safety team:
 - (i) Must be conducted without students present; and

- (ii) Must prepare school staff and law enforcement agencies on what to expect in the event of an emergency situation on a school bus.
- (B) Conducted by a private school or church-related school:
 - (i) May be conducted with or without students present; and
 - (ii) Must prepare school staff and law enforcement agencies on what to expect in the event of an emergency situation on a school bus.
- (c) The results of a drill conducted pursuant to subsection (a) must be:
 - (1) Maintained by the school for a minimum of five (5) years;
 - (2) Made available to:
 - (i) A local law enforcement agency with jurisdiction, and
 - (ii) The department of education or the department of safety upon request if the drill was conducted by a school safety team.
- (d) The drills required in subsection (a) are in addition to the drills required in § 68-102-137.
- (e)
 - (1) Each LEA, public charter school, private school, and church-related school shall develop a procedure for determining the cause of a fire alarm activation, including the potential for an active shooter event. The procedure must be developed in consultation with local fire department and law enforcement officials and must comply with applicable fire and building codes. The procedure must include response procedures for students and school staff, including substitute teachers and other part-time staff and school volunteers, after a determination is made regarding whether the emergency situation involves a fire, an active shooter, or other incident. Each LEA, public charter school, private school, and church-related school shall annually train all school staff, including substitute teachers and other part-time staff and school volunteers, on the safety procedure developed pursuant to this section (e).
 - (2) Each LEA, and to the extent applicable, each public charter school, shall coordinate with its district-wide school safety team and building-level school safety team to incorporate the procedure developed pursuant to this subsection (e) in its district-wide school safety plan and building-level school safety plan.
 - (3) Each procedure developed pursuant to this subsection (e) must be implemented no later than January 1, 2025, and must be annually reviewed and updated, if necessary, to ensure the procedure reflects best practices for the safety of students and school staff, including substitute teachers and other part-time staff and school volunteers.
- (f) As used in this section:
 - (1) "Church-related school" means a school as defined in § 49-50-801; and
 - (2) "Private school" means a school accredited by, or a member of, an organization or association approved by the state board of education as an organization accrediting or setting academic requirements in schools, or that has been approved by the state, or is in the future approved by the commissioner in accordance with rules promulgated by the state board of education.

Tenn. Code Ann. § 68-102-137

Public and private schools— Institutions— Fire drills— Doors to be kept unlocked— Safety drills as amended with Chapter 315 of the Public Acts of 2025

- (a) It is the duty of the commissioner, or the commissioner's deputies and assistants, to require fire drills in educational and institutional occupancies.
- (b)
 - (1)
 - (A)

(i) Except as provided in subdivision (b)(1)(A)(ii), fire drills requiring full evacuation in educational occupancies where such occupancies constitute the major occupancy of a building must be conducted no more than once every thirty (30) school days.

(ii) Two (2) fire drills requiring full evacuation in educational occupancies where such occupancies constitute the major occupancy of a building must be conducted during the first thirty (30) full school days of the school year. No more than two (2) fire drills requiring full evacuation may be conducted during the first thirty (30) full school days of the school year.

(B) In addition to fire drills requiring full evacuation, four (4) fire safety educational announcements must be conducted throughout the school year. The LEA shall develop the content of the announcements.

(C) A local government shall not adopt or enforce any ordinance, resolution, policy, code, or regulation that establishes a schedule for fire drills in educational occupancies that conflicts with subdivision (b)(1)(A).

(2) Fire drills requiring full evacuation must be held at least once every two (2) months in institutional occupancies where such occupancies constitute the major occupancy of a building.

(3) A record of all fire drills, including the time and date each drill was conducted, must be kept in the respective school or institutional offices and must be made available upon request to the state fire marshal or the state fire marshal's deputies or assistants for inspection and review.

(c) In educational occupancies, fire drills shall include complete evacuation of all persons from the building. In institutional occupancies, fire drills shall be conducted to familiarize operating personnel with their assigned position of emergency duty. Complete evacuation of occupants from the building at the time of the fire drill shall be required only where it is practicable and does not involve moving or disturbing persons under medical care.

(d) The state fire marshal, or the state fire marshal's deputies and assistants, shall avail themselves for the training of owners, tenants or their employees in methods of fire drills, to ensure the efficient and safe use of exit facilities in buildings and to prevent panic and in the coordination of the drills with fire alarm systems.

(e) All doors serving as an exit shall be kept unlocked during the periods that a building is occupied.

(f) In addition to the fire drills required by this section in educational occupancies, safety drills not requiring full evacuation of all persons from the building shall be conducted at least three (3) times during each school year. A record of all safety drills, including the time and date, shall be kept in the respective school offices, and shall be made available upon request to the state fire marshal, or the state fire marshal's deputies or assistants for inspection and review.

Tenn. Code Ann. § 49-50-804

Placement of automated external defibrillator (AED) devices in private schools

(a) All private schools, as defined in § 49-6-3001, are encouraged to place automated external defibrillator (AED) devices in schools, as required of public schools in § 49-2-122.

(b) If a private school places an AED in the school, then the private school shall comply with this section, § 49-2-122, and title 68, chapter 140, part 4, relative to training, establishment of a written plan, notification, and other requirements. Private schools shall comply with § 68-140-404 as to the maintenance and testing of AEDs to ensure that the devices are in optimal operating condition.

(c) Section 49-2-122(e) shall apply to private schools that place an AED in the school.

Tenn. Code Ann. § 68-140-403

Use of AED devices—Training-Maintenance-Registration encouraged.

In order to ensure public health and safety:

(1) A person or entity that acquires an automated external defibrillator (AED) shall ensure that:

- (A) Expected defibrillator users receive American Heart Association CPR and AED or an equivalent nationally recognized course in defibrillator use and cardiopulmonary resuscitation;
 - (B) The defibrillator is maintained and tested according to the manufacturer's operational guidelines; and
 - (C) Any person who renders emergency care or treatment on a person in cardiac arrest by using an AED activates the emergency medical services system as soon as possible.
- (2) Any person or entity that acquires an AED shall, within a reasonable time after the placement of an AED, register the existence and location of the defibrillator with the emergency communications district or the ambulance dispatch center of the primary provider of emergency medical services where the AED is to be located.

School Resource Officer Requirements

Tenn. Code Ann. § 49-6-4217

Employment standards for school resource officers.

- (a) Training courses for school resource officers shall be designed specifically for school policing and shall be administered by an entity or organization approved by the peace officers' standards and training (POST) commission.
- (b) School resource officers shall participate in forty (40) hours of basic training in school policing within twelve (12) months of assignment to a school. Every year thereafter they shall participate in a minimum of sixteen (16) hours of training specific to school policing that has been approved by the POST commission.

Tenn. Code Ann. § 55-8-214

Directing traffic in school zones — Posting of signs—Training and performance requirements—Exclusions—Penalties Chapter 948 of the Public Acts of 2024

- (a) A county or municipality may hire employees or appoint volunteers to direct vehicles, excluding emergency vehicles, on a public road or highway within a marked school zone for dropping off or picking up students at a public, private, or charter school within the jurisdiction of the county or municipality when a warning flasher or flashers are in operation and only during the period of time that is necessary for the convenience of dropping off or picking up students.
- (b) The county or municipality shall ensure that appropriate signage is posted in advance of the marked school zone informing drivers as to the dropping off or picking up of students at the approaching school zone. All regulatory and warning signs relating to the dropping off or picking up of students must comply with the manual on uniform traffic control devices (MUTCD).
- (c) The county or municipality shall ensure that while an individual employed or appointed pursuant to subsection (a) is performing the duties described in subsection (a), that the individual:
 - (1) Is an adult who has received training and is qualified to comply with the MUTCD in their duties;
 - (2) Wears high-visibility retroreflective safety apparel labeled as ANSI 107-2020 standard performance for Class 2, Type R, as described in the MUTCD; and
 - (3) Uses a STOP paddle that complies with the MUTCD, including, but not limited to, being retroreflective or illuminated when used during hours of darkness or limited visibility.
- (d) This section does not apply to access-controlled roadways designated as being on the state system of highways and on roadways designated as being on the state system of interstate highways.

(e) A motor vehicle operator who knowingly ignores a regulatory or warning sign posted pursuant to subsection (b) for the dropping off or picking up of students commits a Class C misdemeanor, punishable by fine only of fifty dollars (\$50.00).

Tenn. Code Ann. § 39-16-517

Threat of mass violence on school property or at school-related activity amended with [Chapter 887 of the Public Acts of 2024](#)

(a) As used in this section:

- (1) "Mass violence" means any act which a reasonable person would conclude could lead to the serious bodily injury, as defined in § 39-11-106, or the death of two (2) or more persons;
- (2) "Means of communication" means direct and indirect verbal, written, or electronic communications, including graffiti, pictures, diagrams, telephone calls, voice over internet protocol calls, video messages, voice mails, electronic mail, social media posts, instant messages, chat group posts, text messages, and any other recognized means of conveying information;
- (3) "School" means any public or private elementary school, middle school, high school, college of applied technology, postsecondary vocational or technical school, or two-year or four-year college or university; and
- (4) "School property" means any school building or bus, school campus, grounds, recreational area, athletic field, or other property owned, used, or operated by any local education agency, private school board of trustees, or directors for the administration of any school.

(b)

- (1) A person who recklessly, by any means of communication, threatens to commit an act of mass violence on school property or at a school-related activity commits a Class E felony.
- (2) This section does not apply to a person with an intellectual disability, as defined in § 52-1-101.

(c) As a condition of bail or other pretrial release, the court may, in its discretion, order the defendant to undergo an evaluation, under § 33-7-301, to determine whether the defendant poses a substantial likelihood of serious harm to the person or others.

(d)

- (1) Any person who has knowledge of a threat of mass violence on school property or at a school-related activity shall report the threat immediately to:
 - (A) The local law enforcement agency with jurisdiction over the school property or school-related activity; and
 - (B) The school that is subject to the threat of mass violence.
- (2) The report must include, to the extent known by the reporter, the nature of the threat of mass violence, the name and address of the person making the threat, the facts requiring the report, and any other pertinent information.
- (3) Any person who has knowledge of a threat of mass violence on school property or at a school-related activity and knowingly fails to report the threat commits a Class B misdemeanor.

(e) In addition to any other penalty authorized by law, a sentencing court may order a person convicted under subsection (b) to pay restitution, including costs and damages resulting from the disruption of the normal activity that would have otherwise occurred on the school property or at the school-related activity but for the threat to commit an act of mass violence.

(f) If a juvenile is adjudicated delinquent for a violation of subsection (b) pursuant to title 37, chapter 1, part 1, then the disposition must include, in addition to any other disposition authorized by law, the suspension of the juvenile's driving privileges or ability to obtain a driver license for a period of one (1) year in accordance with the procedure set out in title 55, chapter 10, part 7.

Tenn. Code Ann. § 49-6-2008

Persons improperly on school premises—Assault upon educational personnel.

- (a) In order to maintain the conditions and atmosphere suitable for learning, no person shall enter onto school buses, or during school hours, enter upon the grounds or into the buildings of any school, except students assigned to that bus or school, the staff of the school, parents of students and other persons with lawful and valid business on the bus or school premises.
- (b) Any person improperly on the premises of a school shall depart on the request of the school principal or other authorized person.
- (c) A violation of subsection (a) is a Class A misdemeanor.
- (d) In addition to any criminal penalty provided by law, there is created a civil cause of action for an intentional assault upon educational personnel by any person during school hours or during school functions, if the parties are on school grounds or in vehicles owned, leased or under contract by the LEA and used for transporting students or faculty. A person who commits such assault shall be liable to the victim for all damages resulting from the assault, including compensatory and punitive damages. Upon prevailing, a victim shall be entitled to three (3) times the amount of the actual damages and shall be entitled to reasonable attorney fees and costs.
- (e) In order to maintain safety on school buses, each LEA shall post a notice in a conspicuous place on each school bus in operation by the LEA to notify others that no person shall enter onto school buses except for those authorized pursuant to subsection (a). The notice must include appropriate contact information in case of an issue on the school bus.

Tenn. Code Ann. § 39-17-308 Harassment amended with Chapter 408 of the Public Acts of 2025

- (a) A person commits an offense who intentionally:
- (1) Communicates a threat to another person, and the person communicating the threat:
 - (A) Intends the communication to be a threat of harm to the victim; and
 - (B) A reasonable person would perceive the communication to be a threat of harm;
 - (2) Communicates with another person without lawful purpose, anonymously or otherwise, with the intent that the frequency or means of the communication annoys, offends, alarms, or frightens the recipient and, by this action, annoys, offends, alarms, or frightens the recipient;
 - (3) Communicates to another person, with intent to harass that person, that a relative or other person has been injured or killed when the communication is known to be false;
 - (4) Communicates with another person or transmits or displays an image without legitimate purpose with the intent that the image is viewed by the victim by any method described in subdivision (a)(1) and the person:
 - (A) Maliciously intends the communication to be a threat of harm to the victim; and
 - (B) A reasonable person would perceive the communication to be a threat of harm; or
 - (5) Engages in bullying or cyber-bullying.
- (b)
- (1) A person convicted of a criminal offense commits an offense if, while incarcerated, on pretrial diversion, probation, community correction or parole, the person intentionally communicates in person with the victim of the person's crime if the communication is:
 - (A) Anonymous or threatening or made in an offensively repetitious manner or at hours known to be inconvenient to the victim;
 - (B) Made for no legitimate purpose; and
 - (C) Made knowing that it will alarm or annoy the victim.
 - (2) If the victim of the person's offense died as the result of the offense, this subsection (b) shall apply to the deceased victim's next-of-kin.
- (c)

(1) Except as provided in subsection (d), a violation of subsection (a) is a Class A misdemeanor.

(2) A violation of subsection (b) is a Class E felony.

(d)

(1) A violation by a minor of subdivision (a)(4) is a delinquent act and shall be punishable only by up to thirty (30) hours of community service, without compensation, for charitable or governmental agencies as determined by the court.

(2) A violation by a minor of subdivision (a)(5) is a delinquent act and shall be punished as provided in § 37-1-131.

(e) As used in this section:

(1) "Bullying" means an act committed by a student that substantially interferes with another student's educational benefits, opportunities, or performance; and:

(A) If the act takes place on school grounds, at any school-sponsored activity, on school-provided equipment or transportation or at any official school bus stop, the act has the effect of:

(i) Physically harming the other student or damaging the other student's property; or

(ii) Knowingly placing the other student or students in reasonable fear of physical harm to the other student or damage to the student's property; or

(B) If the act takes place off school property or outside of a school-sponsored activity, it is directed specifically at another student or students and has the effect of creating a substantial disruption to the education environment or learning process;

(2) "Communicate" means contacting a person in the physical presence of the person, in writing or print, or by telephone, wire, radio, electromagnetic, photoelectronic, photooptical, or electronic means, and includes verbal and nonverbal communication, text messages, flyers, facsimile transmissions, electronic mail, instant messages, and messages, images, video, sound recordings, voice recordings, or intelligence of any nature sent through or posted on social networks, social media, or websites;

(3) "Cyber-bullying" means bullying undertaken through the use of electronic devices;

(4) "Electronic communications service" means any transfer of signs, signals, writing, images, sounds, data, or intelligence of any nature transmitted in whole or in part by a wire, radio, electromagnetic, photoelectronic or photooptical system;

(5) "Image" includes, but is not limited to, a visual depiction, video clip or photograph of another person;

(6) "Log files" mean computer-generated lists that contain various types of information regarding the activities of a computer, including, but not limited to, time of access to certain records, processes running on a computer or the usage of certain computer resources; and

(7) "Official report" means a written report made by a law enforcement officer in the course of the law enforcement officer's official duties that the parent of a minor child who is identified as a victim in the report may obtain from the law enforcement officer's employing law enforcement agency;

(8) "School" means a public or private school that conducts classes in any grade from kindergarten through grade twelve (K-12);

(9) "Student" means a person, regardless of age, enrolled in a public or private school that conducts classes in any grade from kindergarten through grade twelve (K-12);

(10) "Social network" means any online community of people who share interests and activities, or who are interested in exploring the interests and activities of others, and which provides ways for users to interact.

(f)

(1) The offense described in this section shall not apply to an entity providing an electronic communications service to the public acting in the normal course of providing that service.

(2) The service providers described in this subsection (f) shall not be required to maintain any record not otherwise kept in the ordinary course of that service provider's business; provided, however, that if

any electronic communications service provider operates a website that offers a social network service and the electronic communications service provider provides services to consumers in this state, any log files and images or communications that have been sent, posted, or displayed on the social network service's website and maintained by the electronic communications service provider shall be disclosed to any governmental entity responsible for enforcing this section only if the governmental entity:

(A) Obtains a warrant issued using this state's warrant procedures by a court of competent jurisdiction;

(B) Obtains a court order for the disclosure under subdivision (f)(4); or

(C) Has the consent of the person who sent, posted, or displayed any log files and images or communications on the social network service's website maintained by the electronic communications service provider.

(3) No cause of action shall lie in any court against any provider of an electronic communications service, its officers, employees, agents, or other specified persons for providing information, facilities, or assistance in accordance with the terms of a court order or warrant.

(4) A court order for disclosure under subdivision (f)(2)(B) may be issued by any court that is a court of competent jurisdiction and shall issue only if the governmental entity offers specific and articulable facts showing that there are reasonable grounds to believe that the contents of an electronic communication, or the records or other information sought, are relevant and material to an ongoing criminal investigation. A court order shall not issue if prohibited by the law of this state. A court issuing an order pursuant to this section, on a motion made promptly by the service provider, may quash or modify the order, if the information or records requested are unusually voluminous in nature or compliance with the order otherwise would cause an undue burden on the provider.

(g)

(1) A law enforcement officer who has knowledge that a minor is the victim of an incident of bullying or cyberbullying shall:

(A) Make an official report of the incident; and

(B) Provide the minor's parent, legal guardian, or legal custodian with notice of the bullying or cyberbullying and instructions concerning how to obtain a copy of the report made pursuant to subdivision (g)(1)(A).

(2) This subsection (g) does not apply to incidents reported to the department of safety through the SafeTN application or a successor application.

Tenn. Code Ann. 39-17-318

Unlawful Exposure as amended by Chapter 432 of the Public Acts of 2025

(a) A person commits unlawful exposure who, with the intent to cause emotional distress, distributes an image of the intimate part or parts of another identifiable person or an image of an identifiable person engaged in sexually explicit conduct if:

(1) The image was photographed or recorded under circumstances where the parties agreed or understood that the image would remain private, regardless of whether the person who distributes the image was a party to the agreement or understanding; and

(2) The person depicted in the image suffers emotional distress.

(b) As used in this section:

(1) "Emotional distress" has the same meaning as defined in § 39-17-315;

(2) "Identifiable person" means a person who is identifiable from the image itself or from information transmitted in connection with the image;

(3) "Intimate part" means any portion of the primary genital area, buttock, or any portion of the female breast below the top of the areola that is either uncovered or visible through less than fully opaque clothing; and

- (4) "Sexually explicit conduct" has the same meaning as defined in § 39-13-301.
- (c) Nothing in this section precludes punishment under any other section of law providing for greater punishment.
- (d) A violation of subsection (a) is a Class A misdemeanor.

Private Protective Licensing and Regulatory Act (School Security Officers)

Tenn. Code Ann. § 62-35-102

Chapter Definitions.

As used in this chapter, unless the context otherwise requires:

- (1) "Armed security guard/officer" means a security guard/officer who at any time wears, carries, possesses or has access to a firearm or any facsimile of any firearm that may leave the impression that the person is armed and who works in plainclothes or wears dress of a distinctive design or fashion or dress having any symbol, badge, emblem, insignia or device that identifies or tends to identify the wearer as a security guard/officer;
- (2) "Branch manager" means the individual who is immediately responsible for the operation of a branch office;
- (3) "Branch office" means any office of a contract security company within this state other than its principal place of business within this state;
- (4) "Certified trainer" means any individual certified by the commissioner as qualified to administer and certify to successful completion of the minimum training requirements prescribed by this chapter for a security guard/officer;
- (5) "Church-related school" means a school as defined in § 49-50-801;
- (6) "Commissioner" means the commissioner of commerce and insurance or the commissioner's designee;
- (7) "Contract security company" means any person engaging in the business of providing or undertaking to provide a security guard and patrol service on a contractual basis for another person;
- (8) "Licensee" means any contract security company licensed in accordance with this chapter;
- (9) "Person" means any individual, firm, association, company, partnership, corporation, nonprofit organization, institution or similar entity;
- (10) "Principal corporate officer" means the chief executive officer, president, vice president, treasurer, secretary or comptroller, as well as any other responsible officer or executive employee who performs functions for the corporation corresponding to those performed by the chief executive officer, president, vice president, treasurer, secretary or comptroller;
- (11) "Private school" means a school accredited by, or a member of, an organization or association approved by the state board of education as an organization accrediting or setting academic requirements in schools, or that has been approved by the state, or is in the future approved by the commissioner in accordance with rules promulgated by the state board of education;
- (12) "Proprietary security organization" means any person or department of the organization that employs a security guard/officer solely for the person in an employer/employee relationship;
- (13) "Public charter school" means a public school in this state that is established and operating under the terms of a charter agreement and in accordance with title 49, chapter 13;

- (14) "Public school" means an elementary or secondary school operated by a local education agency, as defined in § 49-1-103, or by the state with public funds;
- (15) "Qualifying agent" means a principal corporate officer meeting the qualifications set forth in this chapter for operating a contract security company;
- (16) "Qualifying manager" means an individual designated by a proprietary security organization to be responsible for compliance with this chapter on behalf of the organization;
- (17) "Registrant" means an individual who holds a valid registration card;
- (18) "Registration card" means a pocket card issued by the commissioner evidencing that the holder has met the qualifications required by this chapter to perform the duties of a security guard/officer in this state;
- (19) "Security guard/officer" means an individual employed by a contract security company or a proprietary security organization whose primary duty is to perform any function of a security guard and patrol service;
- (20) "Security guard and patrol service" means protection of persons or property, or both, from criminal activities, including, but not limited to:
- (A) Prevention or detection, or both, of intrusion, unauthorized entry, larceny, vandalism, abuse, fire or trespass on private property;
 - (B) Prevention, observation or detection of any unauthorized activity on private property;
 - (C) Enforcement of rules, regulations or local or state laws on private property;
 - (D) Control, regulation or direction of the flow or movements of the public, whether by vehicle or otherwise on private property; or
 - (E) Street patrol service;
- (21) "Street patrol service" means the utilization of foot patrols, motor patrols or any other means of transportation in public areas or on public thoroughfares in order to serve multiple customers or facilities. "Street patrol service" does not apply to:
- (A) A management supervisor moving from one (1) customer or facility to another to inspect personnel; or
 - (B) A security guard/officer traveling from one (1) facility to another to serve the same customer with multiple facilities;
- (22) "Sworn peace officer" means any individual who derives plenary or special law enforcement powers, such as the power of arrest, from, and is an employee of, a federal, state, or local governmental agency or instrumentality;
- (23) "Unarmed security guard/officer" means a security guard/officer who never wears, carries or has access to a firearm or any facsimile of a firearm that may leave the impression that the person is armed with a firearm, but who may carry other nonlethal devices as prescribed in this chapter with the proper certification and who works in plainclothes or wears dress of a distinctive design or fashion or dress having any symbol, badge, emblem, insignia, or device that identifies or tends to identify the wearer as a security guard/officer; and
- (24) "Undercover agent" means an individual hired by another person, through a contract security company to perform a job in or for that person, and while performing the job, to act as an undercover employee, independent contractor or operative of the person, but under the supervision of the contract security company.

Tenn. Code Ann. § 62-35-115

Registration cards—Guards, officers, and agents.

- (a) Except as otherwise provided in this chapter, it is unlawful for any individual to act as an armed or unarmed security guard/officer without having first obtained the appropriate registration card from the commissioner.

- (b) Any individual who holds a valid armed security guard/officer registration card may act as an armed or unarmed security guard/officer under that registration card.
- (c) Any individual who is employed exclusively as an undercover agent is not required to hold a registration card.

Tenn. Code Ann § 62-35-122

Registration cards- Expiration— Renewal—Refresher training.

- (a) All registration cards or renewals of registration cards shall expire two (2) years from date of issuance.
- (b) The commissioner shall establish the fees in reasonable amounts for the timely renewal of armed or unarmed registration cards.
- (c) Registrations may be renewed up to three (3) months after their expiration by payment of the renewal fee plus a penalty established by the commissioner for each month or portion of a month that elapses before payment is tendered.
- (d) Every armed security guard/officer shall as a prerequisite for the renewal of the person's registration card:
- (1) Complete four (4) hours of refresher training administered by a certified trainer in the subjects listed in § 62-35-118(b)(1); and
 - (2) Requalify in the use of a firearm by achieving a minimum of seventy percent (70%) on any silhouette target course approved by the commissioner.
- (e) An unarmed security guard/officer shall as a prerequisite for renewal of the person's registration card complete two (2) hours of refresher training administered by a certified trainer in the subjects listed in § 62-35-118(a)(2)(A).
- (f) An unarmed security guard/officer, or an armed security guard/officer, who is employed by a proprietary security organization that holds a license or permit for on-premises consumption from the alcoholic beverage commission or a beer board, or is employed by a contract security company for the purposes of performing security guard and patrol services at a commercial establishment that holds a license or permit for on-premises consumption from the alcoholic beverage commission or a beer board, shall complete refresher training on the subjects listed in § 62-35-118(a)(2)(B)(i) and (ii) as a prerequisite for renewal of the person's registration card.
- (g) An armed security guard or officer providing security or patrol services at or in a public school, public charter school, private school, or church-related school must complete an active shooter refresher training approved by the commissioner before the individual's registration card may be renewed.

Tenn. Code Ann. § 62-35-125

Carrying of weapons by security guards/officers.

An armed security guard/officer may carry only the types of firearms that the commissioner prescribes, by rules and regulations, in the performance of the person's duties. A security guard/officer may carry a firearm only if certified to carry the firearm. With proper certification, an unarmed or armed security guard/officer may carry any other type weapon, including, but not be limited to, clubs or batons, stun guns, the chemical spray known as mace or any other tool or weapon that the commissioner may prescribe.

Tenn. Code Ann. § 62-35-134

Unlawful employments, publications, and activities.

- (a)
- (1) It is unlawful for any person to knowingly employ as a security guard/officer an individual who does not hold a valid registration card of the appropriate type as provided in § 62-35-119(c).
 - (2) A violation of subdivision (a)(1) is a Class A misdemeanor, punishable by fine only.
 - (3)
 - (A) The alcoholic beverage commission or a beer board shall suspend a license or permit for on-premises consumption, as applicable and in accordance with title 57, of a person for a violation of

subdivision (a)(1) for a period of one (1) month per violation. However, subdivision (a)(1) does not limit the alcoholic beverage commission's or a beer board's ability to seek to revoke or summarily suspend the license or permit.

(B) Subdivision (a)(3)(A) does not apply when the improperly registered or unregistered security guard/officer was employed by a contract security company that was contracted with to provide security services at the establishment that holds the license or permit to serve alcohol for on-premises consumption.

(b) It is unlawful for any contract security company knowingly to publish any advertisement, letterhead, circular, statement or phrase of any sort that suggests that the company is a government agency or instrumentality.

(c) It is unlawful for any security guard/officer knowingly to:

(1) Fail to return immediately on demand, or within twenty-four (24) hours of termination of employment, a firearm issued to the security guard/officer by an employer;

(2) Fail to return immediately on demand, or within seven (7) days of termination of employment, any uniform, badge, device, insignia, credential, keys or other item of equipment issued to the security guard/officer by an employer;

(3) Carry a firearm or facsimile of any firearm or item that may leave the impression that the security guard/officer is armed with a firearm of any type in the performance of the security guard/officer's duties if not the holder of a valid armed security guard/officer registration card;

(4) Carry a firearm or facsimile of any firearm or item that may leave the impression that the security guard/officer is armed with a firearm of any type in performance of the security guard/officer's duties if not authorized to carry the firearm;

(5) Make any statement that would reasonably cause another person to believe that the security guard/officer functions as a sworn peace officer or other government official; or

(6) Divulge to anyone other than the security guard/officer's employer or to persons that the security guard/officer's employer may direct or as may be required by law any information acquired during the security guard/officer's employment that may compromise the security of any premises to which the security guard/officer has been assigned by the employer.

(d) It is unlawful for any person, contract security company, or proprietary security organization to post a security guard or officer at or in a public school if the security guard or officer is not properly registered, working on a pending application, or otherwise appropriately trained as required in § 62-35-118.

Other School Safety Related Laws

Tenn. Code Ann. § 49-6-1601

Procedures to follow if knowledge or reasonable cause to suspect child abuse—Completion of child abuse training program—Child abuse coordinator.

(a) Notwithstanding § 37-5-107 or § 37-1-612, if a school teacher, school official, or other school personnel has knowledge or reasonable cause to suspect that a child who attends the school may be a victim of child abuse or child sexual abuse sufficient to require reporting pursuant to § 37-1-403 or § 37-1-605, then the school teacher, school official, or other school personnel must follow the procedures outlined in subsection (d).

(b) Each LEA and each public charter school shall ensure that all school officials and employees working directly with students of the respective LEA or public charter school annually complete the child abuse training program required in § 37-1-408.

(c) Each LEA and each public charter school shall designate a child abuse coordinator and an alternate child abuse coordinator for each school within the LEA or public charter school. The designation of an alternative child abuse coordinator is not required when only one (1) adult is employed by or responsible for the care of children at a school. The child abuse coordinator and the alternate child abuse coordinator must:

- (1) Have access to an area providing privacy and access to a telephone for reporting suspected child abuse and child sexual abuse;
- (2) Receive training in regard to:
 - (A) Mandatory reporting;
 - (B) Multidisciplinary protocols;
 - (C) Advocacy centers;
 - (D) The importance of limited interviews; and
 - (E) Signs, symptoms, or suspicions of child abuse;
- (3) Be available for school personnel to share information about suspected child abuse and child sexual abuse;
- (4) Assist school personnel in reporting suspected child abuse and child sexual abuse to law enforcement and to the department of children's services;
- (5) Serve as a liaison between the school, the department of children's services, and law enforcement in child abuse and child sexual abuse investigations;
- (6) Assist law enforcement and department of children's services personnel by sharing available information regarding suspected child abuse and child sexual abuse, and by providing a private area within the school for law enforcement and department of children's services personnel to meet with the child and the reporting school personnel as a group or individually if required; and
- (7) Maintain confidential files in accordance with §§ 37-5-107 and 37-1-612 regarding all reported suspicions of child abuse and child sexual abuse.

(d)

(1)

(A) If a child voluntarily discloses information about possible abuse to a school teacher, school official, or other school personnel, then the child must be provided a quiet and private place to speak and the person receiving the information must listen openly and speak at the child's level in a positive, non-judgmental tone.

(B) The person receiving the information from the child must:

- (i) Allow the child to say what happened in the child's own words;
- (ii) Avoid conducting an investigation by asking the child detailed questions;
- (iii) Make every effort to write down the child's exact words;
- (iv) Refrain from making any statements to the child about the alleged abuse, the alleged abuser, or the consequences of the child reporting the alleged abuse; and
- (v) Immediately notify the school child abuse coordinator and report the information to the department of children's services and law enforcement; provided, however, when the alleged abuse involves someone employed by, previously employed by, or otherwise affiliated with the school, the report may be made directly to the department of children's services and law enforcement prior to notifying the school child abuse coordinator. This subdivision (d)(1)(B)(v) does not relieve a school teacher, school official, or other school personnel from the duty to report alleged abuse under federal law.

(2) School teachers, school officials, and other school personnel should be observant of any bruising, injury, markings, or other unusual behavior that may be the result of child abuse or neglect, and immediately report any suspicions to the school's child abuse coordinator. Photographs of any bruising,

injury, or markings must not be taken by any school child abuse coordinator, teacher, official, or other school personnel. Upon receiving a report of suspicion of child abuse or child sexual abuse, the child abuse coordinator must, along with the reporting school personnel who obtained the information from the child, report any suspected child abuse or child sexual abuse to law enforcement and the department of children's services.

(3) If a third party informs a school teacher, school official, or other school personnel of a reasonable suspicion that a child at the school may be the victim of child abuse or child sexual abuse, then the school teacher, school official, or other school personnel must:

(A) Encourage the third party to report the suspicion to the department of children's services and law enforcement;

(B) Notify the school's child abuse coordinator; and

(C) Report all information received from the third party to the department of children's services and law enforcement.

(4) School teachers, school officials, and other school personnel must maintain confidentiality of all information regarding any child abuse or child sexual abuse report made pursuant to this section and all information regarding the suspected child abuse or child sexual abuse must be maintained by the school child abuse coordinator in a confidential file separate from the child's educational file.

(5) School child abuse coordinators, school teachers, school officials, and other school personnel shall not provide any information relevant to the suspected child abuse or child sexual abuse to the child's parent or guardian, and must refer any questions from the child's parent or guardian to the investigating law enforcement agency and the department of children's services. This subdivision (d)(5) does not apply when federal law or regulation mandates disclosure, the parent to whom the notification is made is not alleged to be the perpetrator or in any way complicit in the abuse or neglect, and the notification is done in conjunction with the department of children's services.

(e) For purposes of this section, "school" means any public or privately operated child care agency, as defined in § 71-3-501; child care program, as defined in § 49-1-1102; preschool; nursery school; kindergarten; elementary school; or secondary school.

(f) Each LEA and public charter school shall publish the requirements of this section in the LEA's and public charter school's policies and procedures manual.

(g) At the beginning of each school year, each LEA and public charter school shall submit the following to the department of children's services:

(1) The contact information of each child abuse coordinator and alternative child abuse coordinator for the LEA or public charter school;

(2) The contact information of each LEA or public charter school employee, community partner, or trained professional providing instruction of a family life curriculum in accordance with § 49-6-1304(a)(13); and

(3) The curriculum selected by the LEA or public charter school to provide the instruction required in § 49-6-1304(a)(13).

Tenn. Code Ann. § 37-1-102

Definition of Child Abuse as amended with Chapter 398 of the Public Acts of 2025

(a) As used in this chapter, any reference to the department of correction is construed to mean the department of children's services, unless the reference is clearly intended to designate the department of correction.

(b) As used in this part, unless the context otherwise requires:

(1) "Abuse" exists when:

(A) A person under eighteen (18) years of age is suffering from, has sustained, or may be in immediate danger of suffering from or sustaining a wound, injury, disability, or physical or

mental condition caused by brutality, neglect, use of force, extreme or repeated cruelty, or other actions or inactions of a parent, relative, guardian, or caregiver;

(B) A person under eighteen (18) years of age is suffering from, has sustained, or may be in immediate danger of suffering from or sustaining child sexual abuse, as defined in § 37-1-602, by the actions or inactions of a parent, relative, guardian, or caregiver; or

(C) A person under eighteen (18) years of age witnesses either abuse of another child in the person's immediate family or household, or domestic abuse, as defined in § 36-3-601, of another member of the person's immediate family or household;

Tenn. Code Ann. § 49-2-116

School Safety Zones

- (a) Any county or municipality is authorized to establish school safety zones.
- (b) As used in this section, unless the content otherwise requires:
- (1) "School" means any public or private elementary, secondary school or state college of applied technology; and
 - (2) "School property" means all property used for school purposes, including, but not limited to, school playgrounds.
- (c) A school safety zone is the territory extending five hundred feet (500') from school property or within the area bounded by a divided federal highway, whichever is less.
- (d) The director of schools, with the approval of the board of education, may develop a method of marking school safety zones, including the use of signs. Signs or other markings shall be located in a visible manner on or near each school indicating that such area is a school safety zone, that such zone extends five hundred feet (500') from school property or within the area bounded by a divided federal highway, whichever is less, and that the delivery or sale of a controlled substance or controlled substance analogue to a minor in the school safety zone may subject the offender to an enhanced punishment.

Tenn. Code Ann. § 39-17-1309

Carrying weapons on school property

- (a) As used in this section, "weapon of like kind" includes razors and razor blades, except those used solely for personal shaving, and any sharp pointed or edged instrument, except unaltered nail files and clips and tools used solely for preparation of food, instruction and maintenance.
- (b)
- (1) It is an offense for any person to possess or carry, whether openly or concealed, with the intent to go armed, any firearm, explosive, explosive weapon, bowie knife, hawk bill knife, ice pick, dagger, slingshot, leaded cane, switchblade knife, blackjack, knuckles or any other weapon of like kind, not used solely for instructional or school-sanctioned ceremonial purposes, in any public or private school building or bus, on any public or private school campus, grounds, recreation area, athletic field or any other property owned, operated, or while in use by any board of education, school, college or university board of trustees, regents or directors for the administration of any public or private educational institution.
 - (2)
 - (A) It is not an offense under this subsection (b) for a nonstudent adult to possess a pocket knife while the adult is on school property for the sole purpose of voting in an election if the pocket knife is concealed on the adult's person and is not handled by the adult, or by any other person acting with the expressed or implied consent of the adult.

(B) As used in this subdivision (b)(2), "pocket knife" means a knife with one (1) or more blades that fold or collapse into the knife's attached handle and that can be carried inside a person's pocket when collapsed or folded.

(3) A violation of this subsection (b) is a Class E felony.

(c)

(1)

(A) It is an offense for any person to possess or carry, whether openly or concealed, any firearm, not used solely for instructional or school-sanctioned ceremonial purposes, in any public or private school building or bus, on any public or private school campus, grounds, recreation area, athletic field or any other property owned, operated, or while in use by any board of education, school, college or university board of trustees, regents or directors for the administration of any public or private educational institution.

(B) It is not an offense under this subsection (c) for a nonstudent adult to possess a firearm, if the firearm is contained within a private vehicle operated by the adult and is not handled by the adult, or by any other person acting with the expressed or implied consent of the adult, while the vehicle is on school property.

(2) A violation of this subsection (c) is a Class B misdemeanor.

(d)

(1) Each chief administrator of a public or private school shall display in prominent locations about the school a sign, at least six inches (6") high and fourteen inches (14") wide, stating:
FELONY. STATE LAW PRESCRIBES A MAXIMUM PENALTY OF SIX (6) YEARS IMPRISONMENT AND A FINE NOT TO EXCEED THREE THOUSAND DOLLARS (\$3,000) FOR CARRYING WEAPONS ON SCHOOL PROPERTY.

(2) As used in this subsection (d), "prominent locations about a school" includes, but is not limited to, sports arenas, gymnasiums, stadiums and cafeterias.

(e) Subsections (b) and (c) do not apply to the following persons:

(1) Persons employed in the army, air force, navy, coast guard or marine service of the United States or any member of the Tennessee national guard when in discharge of their official duties and acting under orders requiring them to carry arms or weapons;

(2) Civil officers of the United States in the discharge of their official duties;

(3) Officers and soldiers of the militia and the national guard when called into actual service;

(4) Officers of the state, or of any county, city or town, charged with the enforcement of the laws of the state, when in the discharge of their official duties;

(5) Any pupils who are members of the reserve officers training corps or pupils enrolled in a course of instruction or members of a club or team, and who are required to carry arms or weapons in the discharge of their official class or team duties;

(6) Any private police employed by the administration or board of trustees of any public or private institution of higher education in the discharge of their duties;

(7) Any registered security guard/officer who meets the requirements of title 62, chapter 35, and who is discharging the officer's official duties;

(8)

(A) Persons possessing a handgun, who are authorized to carry the handgun pursuant to § 39-17-1351, while within or on a public park, natural area, historic park, nature trail, campground, forest, greenway, waterway, or other similar public place;

(B) Subdivision (e)(8)(A) shall not apply if the permit holder:

(i) Possessed a handgun on property described in subdivision (e)(8)(A) that is owned or operated by a board of education, school, college, or university board of

trustees, regents, or directors unless the permit holder's possession is otherwise excepted by this subsection (e); or

(ii) Possessed a handgun in the immediate vicinity of property that was, at the time of possession, in use by any board of education, school, college or university board of trustees, regents, or directors for the administration of any public or private educational institution for the purpose of conducting an athletic event or other school-related activity on an athletic field, permanent or temporary, including but not limited to, a football or soccer field, tennis court, basketball court, track, running trail, Frisbee field, or any similar multi-use field; and

(iii) Knew or should have known that:

(a) An athletic event or school-related activity described in subdivision

(e)(8)(B)(ii) was taking place on the property at the time of the possession; or

(b) The property on which the possession occurred was owned or operated by a school entity described in subdivision (e)(8)(B)(ii); or

(iv) Failed to take reasonable steps to leave the area of the athletic field or school-related activity or the property after being informed or becoming aware of:

(a) Its use for athletic or school-related purposes; or

(b) That it was, at the time of the possession, owned or operated by a school entity described in (e)(8)(B)(ii);

(9) Persons permitted to carry a handgun on the property of private schools by § 49-50-803, and persons permitted to carry a handgun on the property of private for-profit or nonprofit institutions of higher education pursuant to § 49-7-161; provided, that this subdivision (e)(9) shall apply only:

(A) To the school or institution where the person is located, when that school or institution has adopted a handgun carry policy pursuant to § 49-50-803 or § 49-7-161;

(B) While the person is on the property or grounds covered by the private school or institution's policy; and

(C) When the person is otherwise in compliance with the policy adopted by the private school or institution;

(10) Persons carrying a handgun pursuant to § 49-6-809, § 49-6-815, or § 49-6-816; provided, that this subdivision (e)(10) shall apply only within and on the grounds of the school for which the person is authorized;

(11)

(A) Employees authorized to carry a handgun pursuant to § 39-17-1351 on property owned, operated, or controlled by the public institution of higher education at which the employee is employed;

(B)

(i) Any authorized employee who elects to carry a handgun pursuant to this subdivision (e)(11) shall provide written notification to the law enforcement agency or agencies with jurisdiction over the property owned, operated, or controlled by the public institution of higher education that employs the employee;

(ii) The employee's name and any other information that might identify the employee as a person who has elected to carry a handgun pursuant to this subdivision (e)(11) shall be confidential, not open for public inspection, and shall not be disclosed by any law enforcement agency with which an employee registers; except that the employee's name and other information may be disclosed to an administrative officer of the institution who is responsible for school facility security; provided, however, that the administrative officer is not the employee's immediate supervisor or a supervisor responsible for evaluation of

the employee. An administrative officer to whom such information is disclosed shall not disclose the information to another person. Identifying information about the employee collected pursuant to this subdivision (e)(11) shall not be disclosed to any person or entity other than another law enforcement agency and only for law enforcement purposes; and (iii) Law enforcement agencies are authorized to develop and implement:

(a) Policies and procedures designed to implement the notification and confidentiality requirements of this subdivision (e)(11)(B); and

(b) A voluntary course or courses of special or supplemental firearm training to be offered to the employees electing to carry a handgun pursuant to this subdivision (e)(11). Firearm safety shall be a component of any firearm course;

(C) Unless carrying a handgun is a requirement of the employee's job description, the carrying of a handgun pursuant to this subdivision (e)(11) is a personal choice of the employee and not a requirement of the employer. Consequently, an employee who carries a handgun on property owned, operated, or controlled by the public institution of higher education at which the employee is employed is not:

(i) Acting in the course of or scope of their employment when carrying or using the handgun;

(ii) Entitled to workers' compensation benefits under § 9-8-307(a)(1)(K) for injuries arising from the carrying or use of a handgun;

(iii) Immune from personal liability with respect to use or carrying of a handgun under § 9-8-307(h);

(iv) Permitted to carry a handgun openly, or in any other manner in which the handgun is visible to ordinary observation; or

(v) Permitted to carry a handgun at the following times and at the following locations:

(a) Stadiums, gymnasiums, and auditoriums when school-sponsored events are in progress;

(b) In meetings regarding disciplinary matters;

(c) In meetings regarding tenure issues;

(d) A hospital, or an office where medical or mental health services are the primary services provided; and

(e) Any location where a provision of state or federal law, except the posting provisions of § 39-17-1359, prohibits the carrying of a handgun on that property;

(D) Notwithstanding any other law to the contrary, a public institution of higher education shall be absolutely immune from claims for monetary damages arising solely from or related to an employee's use of, or failure to use, a handgun; provided the employee is employed by the institution against whom the claim is filed and the employee elects to carry the handgun pursuant to this subdivision (e)(11). Nothing in this section shall expand the existing conditions under which sovereign immunity is waived pursuant to § 9-8-307; and

(E) As used in subdivisions (e)(11)-(13):

(i) "Employee" includes all faculty, staff, and other persons who are employed on a full-time basis by a public institution of higher education; and

(ii) "Employee" does not include a person who is enrolled as a student at a public institution of higher education, regardless of whether the person is also an employee;

(12)

(A) Any employee of the University of Tennessee institute of agriculture or a college or department of agriculture at a campus in the University of Tennessee system when in the discharge of the employee's official duties and with prior authorization from the chancellor of the University of Tennessee institute of agriculture; or

(B) Any employee of the University of Tennessee institute of agriculture or a college or department of agriculture at a campus in the University of Tennessee system, and any member of the

employee's household, living in a residence owned, used, or operated by the University of Tennessee, if the employee has prior authorization from the chancellor of the University of Tennessee institute of agriculture and the employee and household members are permitted to possess firearms in their residence under Tennessee and federal law; and

(13)

(A) Any employee of the university's college or department of agriculture when in the discharge of the employee's official duties and with prior authorization from the president of a university in the board of regents system;

(B) Any employee of the university's college or department of agriculture, and any member of the employee's household, living in a residence owned, used, or operated by the university, if the employee has prior authorization from the president of a university in the board of regents system and the employee and household members are permitted to possess firearms in their residence under Tennessee and federal law; or

(C) Any employee, with prior authorization of the president of a university in the board of regents system, who is engaged in wildlife biology or ecology research and education for the purpose of capture or collection of specimens.

(f)

(1) As used in this subsection (f), "non-lethal weapon" means pepper spray, a pepper spray gun, pepper gel, mace, a stun gun, an electronic control device, or other conducted energy device.

(2) Notwithstanding subsection (b) or another law to the contrary:

(A) Except as provided in subdivisions (f)(2)(B) and (C), a public college or university or other public institution of higher education, shall not prohibit an adult person, including, but not limited to, a staff member, student, employee, and other adult person lawfully present on the property of the college, university, or institution from carrying a non-lethal weapon for purposes of self-defense when in any building or bus, on the campus, grounds, recreation area, athletic field, or any other property owned, operated, or while in use by any college or university board of trustees, regents, or directors for the administration of any public higher educational institution;

(B) A public college or university or other public institution of higher education may prohibit the carrying of non-lethal weapons on the grounds of any pre-kindergarten through grade twelve (pre-K-12) school located on its campus;

(C) A public college or university or other public institution of higher education may prohibit the carrying of non-lethal weapons in any building where armed security is provided or where such carrying is prohibited by contract.

[Tenn. Code Ann. § 49-50-803](#)

Handgun Carry Policy

(a)

(1) The board or governing entity of each private school, or the chief administrative officer if the school does not have a board or governing entity, may establish a handgun carry policy for any property on which the school is located that is owned or operated by the school and for any building or structure located on the school property.

(2) Any handgun carry policy adopted by the board or governing entity, or the chief administrative officer when appropriate, may:

(A) Prohibit the carrying or possession of a handgun on the property of, or in a building located at, the private school;

(B) Permit the carrying of handguns by persons qualified under subsection (b) on all property constituting the campus of the school and in all buildings owned or operated by the school; or

(C) Permit the carrying of handguns by persons qualified under subsection (b) in certain areas on the property of the school or in certain buildings, but prohibit the carrying in other areas or buildings.

(b) If the board or governing entity, or the chief administrative officer when appropriate, permits the possession of handguns in accordance with this section at the private school, the following rules and limitations shall apply:

(1) No person who is otherwise prohibited from possessing a handgun is permitted to carry a handgun on private school property;

(2) The person must have a valid Tennessee handgun carry permit, pursuant to § 39-17-1351; and

(3) No private institution that permits the possession of handguns on the property owned or operated by the institution pursuant to this section shall be required to post signs as required by § 39-17-1309(d).

(c)

(1) The handgun carry policy for each private school shall be reduced to writing, disseminated in a manner likely to ensure that it is known by students attending the school, the parent or guardian of each student, the faculty and other employees, and others who may go upon the grounds or enter a building on property owned or operated by the school. The policy shall be made available in the principal's office to anyone desiring a copy and distributed to the parents of children enrolled in the school by a method or methods reasonably likely to ensure dissemination of the policy, such as e-mails, text messaging, or posting on the school's website.

(2) The policy shall go into effect thirty (30) days after it is adopted and disseminated as provided in this subsection (c).

(d) If a private school does not adopt a handgun carry policy in accordance with subsection (a), then the carrying or possession of a firearm is prohibited in accordance with § 39-17-1309.

(e) The chief administrative officer shall submit a copy of the handgun carry policy for the school to the sheriff's department and, if applicable, police department with jurisdiction over the school.

(f) As used in this section, "private school" means a private school as defined in § 49-6-3001(c) that serves students in any of the grades pre-kindergarten through twelve (pre-K-12).

Tenn. Code Ann. § 49-1-225

School safety alert grant pilot program — Appropriations and awarding of funds — Report to general assembly

(a) As used in this section:

(1) "Fund" means the school safety alert pilot grant fund for First Alert Systems, as created by this section; and

(2) "Local education agency" or "LEA" means a county, city, or special school district, unified school district, or school district of a metropolitan government.

(b) The department of education shall establish and administer a school safety alert grant pilot program. The purpose of the pilot program is to award school safety grants to LEAs, public charter schools, private schools, and church-related schools for the purchase of mobile panic alert systems described in § 49-6-804(a). The alert systems funded through the pilot program must be approved by the department of education, in consultation with the department of safety.

(c) There is created a separate fund within the general fund to be known as the school safety alert grant pilot fund.

(d)

(1) Subject to appropriations and the availability of funds, the department shall allocate and disperse grants each fiscal year to LEAs, public charter schools, private schools, and church-related schools.

(2) The grants must be awarded as follows:

(A) The first grant must be awarded on a first-come, first-served basis to the first LEA or school that applies;

(B) The second grant must be awarded on a first-come, first-served basis to an LEA or school that is located in a different grand division of this state than the recipient of the grant awarded under subdivision (d)(2)(A);

(C) The third grant must be awarded on a first-come, first-served basis to an LEA or school that is located in a different grand division of this state than the recipients of the grants awarded under subdivisions (d)(2)(A) and (d)(2)(B); and

(D) The fourth and any subsequent grants must be awarded on a first-come, first-served basis to an LEA or school that is located in a grand division of this state, following the order of awards as established under subdivisions (d)(2)(A)-(C).

(3) A grant awarded under this section is limited to eight thousand dollars (\$8,000) per school in a fiscal year. Subject to appropriation, two (2) schools from each grand division of the state must receive the grant funding.

(e) The commissioner of education may promulgate rules to effectuate the purposes of this section in accordance with the Uniform Administrative Procedures Act, compiled in title 4, chapter 5.

(f) By February 1, 2026, and by each February 1 thereafter, the department shall prepare and submit to the general assembly a report detailing all funds received and payments made through the school safety alert grant pilot fund.

Tenn. Code § 49-6-3601

Safety standards for school youth athletic activities- Code of conduct for coaches

(c) Each LEA and public charter school that provides a school youth athletic activity:

(1) Shall develop a code of conduct for coaches; and

(2) Is encouraged to visit the department of health's website to review the safety standards recommended for each level of recognition provided as part of the department's "Safe Stars Initiative", and to communicate with the department to ensure that all safety measures are up to date.

(d)

(1) Beginning with the 2023-2024 school year, an LEA or public charter school that provides a school youth athletic activity in which youth fourteen (14) years of age or younger are eligible to participate shall implement subsection (c) and ensure that the safety standards outlined in subsection (b) are implemented by all individuals actively involved in organizing, training, or coaching the school youth athletic activity at the LEA or public charter school.

(2)

(A) Beginning with the 2023-2024 school year, a private school, as defined in § 49-6-3001, shall implement subsection (c) and ensure that the safety standards outlined in subsection (b) are implemented by all individuals actively involved in organizing, training, or coaching a school youth athletic activity that is provided by the private school, if:

(i) Youth fourteen (14) years of age or younger are eligible to participate in the school youth athletic activity; and

(ii) The school youth athletic activity is conducted on property that is owned, managed, or maintained by this state or a political subdivision of this state.

(B) Private schools are encouraged to comply with the safety standards outlined in subsections (b) and (c) for school youth athletic activities that are not subject to the requirements of subdivision (d)(2)(A).

Trainings

Below is a list of training links that would be beneficial for Safety Coordinators and other school employees. The training links are provided from many sources and included in this document to serve as professional growth and foundational knowledge in school safety. The links do not represent official policies, procedures, or guidance of the Tennessee Department of Education, and the department bears no responsibility for the accuracy, legality, or content of the external sites.

Developing Emergency Operations Plans K-12 101:

<https://rems.ed.gov/trainings/CourseK12EOP.aspx>

FEMA G364 Multi-Hazard Emergency Planning for Schools Toolkit:

[Multihazard Emergency Planning for Schools Toolkit \(fema.gov\)](https://www.fema.gov/multi-hazard-emergency-planning-schools-toolkit)

FEMA IS-100 Introduction to Incident Command System:

<https://training.fema.gov/is/courseoverview.aspx?code=IS-100.c&lang=en>

FEMA IS-700 An Introduction to the National Incident Management System (NIMS):

<https://training.fema.gov/is/courseoverview.aspx?code=IS-700.b&lang=en>

Campus Safety Training: Introduction to Incident Command System (ICS) for School Personnel:

<https://copstrainingportal.org/project/introduction-to-incident-command-system-for-school-personnel/>

FEMA IS-362 Multi-Hazard Emergency Planning for Schools:

<https://training.fema.gov/is/courseoverview.aspx?code=IS-362.a&lang=en>

Preparing to Reunify Students with Families/Guardians Before, During and After a School Emergency:

<https://rems.ed.gov/trainings/CourseReunification.aspx>

Cybersecurity Considerations for K-12 Districts and Schools:

<https://rems.ed.gov/trainings/CourseCybersecurity.aspx>

School EOPs In-Depth: Planning for Large Events:

<https://rems.ed.gov/trainings/CourseLEP.aspx>

School Safety for Educators, School Leaders, and Staff:

<https://www.youtube.com/watch?v=6w0tZ6YrWmo>

Conducting A Secure, Safe, and Successful K-12 Family Reunification Process:

<https://rems.ed.gov/FamilyReunificationWebinar.aspx>

School Emergency Reunification:

<https://www.youtube.com/watch?v=d-Ya8Mf5174>

De-Escalation Training:

<https://share.vidyard.com/watch/54c7DBoxjcEXgkyYdY3fqG>

Student Searches Training:

<https://teachall.tnedu.gov/learning-path/student-searches-and-4th-amendment>

Resources

School safety encompasses a variety of topics and resources across many platforms. Below is a list of tools and resources provided by the topic area to help schools and districts increase school safety. The links do not represent official policies, procedures, or guidance of the department, and the department bears no responsibility for the accuracy, legality, or content of the external sites.

Safety Assessments and Safety Plans

- [Tennessee Security Assessment Information](#)
- [School Emergency Operations Plan Template](#)
- [District Emergency Operations Plan Template](#)
- [Department of Safety and Homeland Security](#)
- [Tennessee Emergency Management Agency](#)
- [Department of Commerce and Insurance Fire Safety Guidance](#)
- [Sample Drill Log](#)
 - [Fire Drill Best Practices](#)
 - [Armed Intruder Drill Best Practices](#)
 - [Incident Command Drill Best Practices](#)
 - [Emergency Bus Safety Drill Best Practices](#)
 - [Shelter in Place Drill Best Practices](#)
 - [Fire Alarm Delayed Evacuation Response Guidance](#)
 - [Tabletop Exercises](#)
 - [Tabletop Exercise Scenario Templates \(T.E.S.T.\) Program](#)
 - [Trauma Informed Drills](#)
 - [Trauma informed Fire Safety Announcements](#)
 - [Sample After Action Review Form](#)
 - [Sample Memorandum of Understanding with Relocation Site](#)
 - [Sample Public Information Release](#)
- [School Nutrition Disaster Assistance Guide](#)
- [Navigate 360 Emergency Management](#)
- [Best Practices Guide for K-12 Facility Design for Safety, Security, Resilience, and Preparedness](#)

- [TN State Fire Marshal Office Guidance on Fire Safety](#)
- [TN State Fire Marshal Office Additional Fire Safety Information for Schools](#)
- [I Love U Guys Foundation Standard Response Protocol](#)
- [I Love U Guys Foundation Standard Response Protocol Classroom Poster](#)
- [I Love U Guys Foundation Reunification Method](#)
- [Timeless School Safety Strategies](#)
- [Health Related Requirements of the Safe Stars Act](#)
- [Summer Programming Safety](#)
- [Emergency Operations Planning Tips for Annex B](#)
- [Emergency Operations Planning Emergency Go Kits](#)
- [Emergency Planning for School Nurses](#)
- [Field Trip Safety Guidance](#)
- [Parent information on Reunification](#)
- [Sample Safety Initiatives for School Community](#)
- [Sample After Action Review Form](#)
- [Sample Memorandum of Understanding for Relocation Site](#)
- [Sample Public Information Release](#)
- [Severe Weather Preparedness](#)
- [Tornado Preparedness Plan for Schools](#)
- [Earthquake Preparedness Guidance](#)
- [School Safety Guidance for Front Office Staff and School Receptionist](#)
- [Safe and Sound Schools](#)
 - [Parents for Safer Schools](#)
 - [Resources for Students](#)
 - [Especially Safe](#)
 - [Training and Teaching Guide](#)
 - [Straight-A-Safety Toolkit](#)
- [Readiness and Emergency Management for Schools \(REMS\) Technical Assistance Center](#)
 - [REMS Toolbox](#)
- [U.S. Department of Education Crisis Planning](#)
- [Guide for developing High-Quality School Emergency Operations Plans, FEMA](#)
- [U.S. Department of Homeland Security K-12 Exercise Starter Kits](#)
- [Tennessee Schools PREPARE Postvention Manual](#)
- [Tennessee Department of Safety and Homeland Security Emergency Protocols](#)
- [Required Signage for Tennessee Public School Campuses](#)

Internet Safety

- [Internet Crimes Against Children Task Force Program](#)
- [Tennessee Department of Safety and Homeland Security Cyber Awareness](#)
- [Human Trafficking](#)
- [Cybersecurity and Infrastructure Security Agency K-12 School Security Guide](#)
- [The Ultimate School Administrators Guide to Social Media](#)
- [Raising Digitally Responsible Youth: A Parent's Guide](#)

Behavioral Threat Assessment/Care Teams

- [Enhancing School Safety Using a Threat Assessment Model: An Operational Guide for Preventing Targeted School Violence](#)
- [SafeTN Anonymous Report App](#)
- [United States Secret Service National Threat Assessment Center \(NTAC\)](#)
- [U.S. Secret Service Report: Averting Targeted School Violence](#)
- [U.S. Secret Service Report: A Toolkit for Strengthening K-12 Reporting Programs](#)
- [U.S. Secret Service Report: Aligning Behavioral Threat Assessment and Management with Multi-Tiered System of Support](#)
- [U.S. Department of Homeland Security Center for Prevention Programs and Partnerships](#)
- [Navigate 360 NTAC Training](#)
- [National Association of School Psychologist Behavior Threat Assessment and Management in the Virtual Environment](#)
- [Building Rapport for Behavioral Threat Assessment](#)
- [Managing Hoax Threats](#)
- [Best Practice Guidelines for Mental Health Crisis Services](#)
- [Threats of Violence Information for Families and Communities](#)
- [Suicide Prevention](#)
- [School Violence Prevention Strategies](#)

Bullying, Intimidation, Harassment

- [Tennessee Department of Education School Administrators Guide to Addressing Bullying and Harassment Complaints](#)
- [Parent Guide for Bullying Prevention](#)
- [Tennessee Department of Education Bullying and Harassment Website](#)
- [Stopbullying.gov](#)
- [International Bullying Prevention Association Research Based Bullying Prevention Programs](#)
- [Tennessee Department of Education School Climate Measurement](#)
- [Tennessee Department of Education Social and Personal Competencies](#)

School Resource Officer and Security Officer Information

- [Tennessee School Resource Officer Grant](#)
- [Memorandum of Understanding for School Resource Officers](#)
- [Tennessee Law Enforcement Training Academy \(TLETA\)](#)
- [Peace Officer Standards and Training \(P.O.S.T\)](#)
- [School Resource Officer Resources and Information](#)
- [School Security Officer Information and Resources](#)
- [Tennessee Private Protective Services](#)
- [Tennessee School Resource Officers Association](#)
- [National School Resource Officers Association](#)
- **SRO Grant Email:** TDOSHS_SROGrants@tn.gov

Mental Health and Student Supports

- [School Based Mental Health Services](#)
- [School Counseling](#)
- [De-Escalation Training](#)
- [Grief and Loss](#)
- [Trauma Informed Schools](#)
- [Positive Childhood Experiences](#)
- [Youth - Mental Health First Aid](#)
- [Tennessee Project AWARE](#)
- [Tennessee Suicide Prevention Network](#)
- [Suicide Prevention](#)
- [Mobile Crisis for Children and Youth](#)
- [Jason Foundation](#)
- [Handle with Care](#)
- [Comprehensive School Mental Health Implementation Guide for Districts: Tennessee Framework for Student Supports](#)
- [Student, Family and Community Involvement](#)
- [Coordinated School Health](#)
- [Department of Mental Health and Substance Abuse Services](#)
- [Kidcentral tn](#)
- [Best Practice Guidelines for Mental Health Crisis Services](#)
- [Supporting Youth After an Event Heavily Visible on Media](#)
- [Supporting Youth After a Tragedy Guidance for Parents](#)
- **State Crisis Line:** 1-855-274-7471
- **National Suicide Prevention Lifeline:** 1-800-273-8255 or 988

- **Crisis Text Line:** Text TN to 741741

Emergency Preparedness for Families

- [Ready.gov](https://www.ready.gov)
- [American Red Cross How to Prepare for Emergencies](https://www.redcross.org/prepare)
- [Teaching Kids About Emergency Preparedness](https://www.ready.gov/kids)
- [Especially Safe Teaching and Training Guide](https://www.especiallysafe.org)
- [Parents for Safer Schools](https://www.saferschools.org)

Subscribe to the Monthly Newsletter

The department School Safety & Transportation Team sends a monthly newsletter to subscribers with essential deadline information, best practices, professional development opportunities, upcoming events, and more. It is essential for Safety Coordinators to remain updated on the most current developments in safety and the monthly newsletter is one method. To subscribe, complete the [School Safety & Transportation Update newsletter form](#).

School Safety Website

The department School Safety & Transportation Team provides a multitude of resources and maintains vital information for districts and schools on the [department's website](#). The website is continuously updated and is a valuable tool to stay up to date.

Contacts

As a safety coordinator, it is vital to have the necessary contacts for both emergency events and preparedness. Below is a list of contacts from a variety of agencies across the state and within specific regions. Please note that contact information may change at any point throughout the year, and it is best practice to ensure that you have the most recent contacts at the local level.

- **County Emergency Management Agency:** [Middle](#), [West](#), [East](#), [Southeast](#)
- **County Emergency Medical Services:** <https://internet.health.tn.gov/EMSDirectory>
- **County 911:** <https://www.tn.gov/commerce/e911/contact-information/ecd-map-contact-info.html>
- **Department of Safety and Homeland Security:** Homeland.Security@tn.gov
- **Department of Commerce and Insurance:** TDCI@tn.gov (State Fire Marshal Office)

Tennessee Department of Education School Safety Contacts

Lori Paisley

Assistant Commissioner Coordinated School Health

Lori.Paisley@tn.gov

School Safety Team Member	Title	Email	Phone
Brian Yarbro	Senior Director of School Safety and Transportation	Brian.Yarbro@tn.gov	629-259-5796
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Bennett Wilson	Senior Coordinator	Bennett.Wilson@tn.gov	615-968-4347
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