

# **Making the Most of Your School Security Team**

By Author: Lt. Colonel Charles E. McCrary, Sr.

**3 Quick Lessons taken from Quotes and Excerpts from the Author's Book:**  
*Urban School Security from Behind the Scenes: Views from a Retired Urban School Security Director*

---

## **Create Purpose and Structure for Your School Security Team:**

Long gone are the days when school security guards could be revered by some as the *errand runners* for the school district. Our recent history of violent acts of a criminal nature in our schools is evidence of the fact that we need highly trained, committed and motivated school security professionals. As Security Director, I built a highly motivated, multi-leveled team of security professionals; each with their own set of responsibilities and accountabilities. They were no longer referred to as "School Security Guards" but as "School Safety Officers."

*When it comes to running an urban school security operation, I believe allowing complacency to set in among security personnel can be a huge mistake.*

~Lt. Colonel Charles E. McCrary, Sr.

## **Hiring and Assigning the Best School Safety Officers:**

Some of the most effective School Safety Officers I have found are the ones students respect, fear and trust at the same time. Applicants applying for a school security position must have an interest and temperament suitable for children in an educational environment. School climates vary and therefore a Security Director must try to match School Security Officers with schools best suited for the officer's skill set.

*I had to reassign security officers a few times during the school year until I could finally get the right mix of officers for each school in need of security personnel.*

~Lt. Colonel Charles E. McCrary, Sr.

## **Build a Proactive School Security Program:**

While serving as Director for Safety and Security, I kept the gang members guessing. They seldom knew when I received information on their activities from the local police force or when members of my security team would schedule random locker and/or vehicle searches. In the event of a major school security incident, I would dispatch an overwhelming show of force with my Rapid Response Team of School Safety Officers and their vehicles. Everyone knew my School Safety Officers were prepared at all times to properly handle and/or deter student infractions. I believe in proactive school security practices as they tend to serve as deterrents to issues affecting school safety.

*I managed my urban school security operation based on the notion that whatever dangers faced the communities surrounding my schools; stayed in the community and **not in my schools.***

~Lt. Colonel Charles E. McCrary, Sr.

## **About the Author:**

Lt. Colonel Charles E. McCrary, Sr. (retired) believes that Security Directors should become "Strong Partners in the Education Process" by working within their span of control to provide a safe school environment for all students. Lt. Colonel Charles E. McCrary, Sr. is the retired Assistant Chief of Police for the St. Louis Metropolitan Police Department. Having served 31 years in law enforcement followed by nine years as a veteran Urban Chief of Security for the St. Louis Public School System, Colonel McCrary has extensive experience in the fields of urban school security and criminal justice. His expertise has been sought by professionals across the country.

For more information about this Short Lesson, Book and Author, please visit

**McCrary Security Consultants, Inc.**

Web: [www.bossforce1.com](http://www.bossforce1.com)

Email: [mcc@bossforce1.com](mailto:mcc@bossforce1.com)

Toll Free: 866-736-3119