

**Interview with Craig Ullery, Assistant Superintendent of Human Resources, Mason City School District**

**1. *We see safety training requirements change almost every year. In your career as a school administrator, what changes have seemed the most significant to you?***

Overall building security is easily the biggest safety change that I have seen in my 35 years in education. When I began my career as an English teacher in 1974, no one thought about locking exterior doors to a school. The community would have been appalled. I worked in one school district that spent over a year debating whether or not it was worth it to put a school resource (police) officer in the building.....and once they decided that the community would be okay with it, another year was spent discussing whether or not the police officer should be in uniform!! Things have certainly changed.

**2. *Mason has been very active with the SafeSchools system. What advice would you give to other school districts who are implementing SafeSchools?***

Think as long term as possible when implementing any compliance/safety training. This can be difficult to do since there seems to annually be a new mandate at the state or federal level. Still, what training are you doing now.....with whom.....what follow up will be required.....at what intervals.....etc. etc.

**3. *How has SafeSchools been a benefit to Mason City Schools?***

SafeSchools has helped Mason identify and organize countless safety and compliance issues. It is often difficult to even know what all we need to comply with, and SafeSchools can be a valuable resource in this regard.

**4. *What is the biggest challenge you found with online training?***

I began to answer this question with my answer to #2. First, identifying everything required for training. Second, identifying those who need the training. Third, how/when to roll out the training. And fourth, and probably the most important, how will we organize and provide follow up in years to come. This is what I mean by "think long term/big picture" when you are planning. SafeSchools offers so much -- be sure to maximize what they have to offer.

**5. *Which course(s) did you find most helpful to have available online?***

Sexual Harassment... and for obvious reasons.

**6. *You've been a valuable consultant to SafeSchools for the past seven years. Before you embark on the next chapter of your life, any final advice or suggestions on how SafeSchools can be improved?***

Continue to seek ways in which you can keep school districts apprised of all of the compliance requirements. At a recent statewide meeting, I heard a superintendent ask, "Is there someplace where I can find a list of everything with which my district needs to be in compliance?" This is the feeling of many, if not, most districts. We are doing something to address compliance/safety issues with which we are aware, but what about those we may not be aware? Continue to be proactive in helping school districts maintain full awareness.