



Circle of Trust
Training Systems

Circle of Trust Training

WHY CIRCLE OF TRUST TRAINING?

We believe safety is not a concept—it's a practice. Circle of Trust Training was built to empower schools, districts, and public safety to collaborate in meaningful, proactive ways that build trust, confidence, and readiness.

In a world where threats are unpredictable, we help people feel prepared, protected, and empowered to respond—not just react.

Vision Statement

—The Why—

We envision a future in which schools, first responders, and community leaders collaborate within a true 'circle of trust'—a place where everyday safety skills foster a steadfast culture of empowerment, self-reliance, and collective well-being. In this future, individuals and institutions no longer merely react to crisis but respond with confidence, creating an enduring sense of security for all.

Mission Statement

—The How—

To achieve this vision, Circle of Trust Training unites real-world practitioners and credible expertise under one program. We deliver targeted, hands-on education that seamlessly integrates law enforcement, educators, and community stakeholders. Through practical skill-building, collaboration, and ongoing support, we equip each participant with the confidence and capabilities to lead resilient, trust-based environments—ultimately ensuring that everyone feels prepared, protected, and empowered.

Training Objectives

Our goal is to empower schools, districts, and public safety by transforming safety from a concept into a practiced reality. Through our training offerings, we aim to:

- Build confidence and a true sense of safety – a feeling and a reality grounded in readiness.
- Equip individuals with actionable tools and skills – to respond to all types of threats, not just specific scenarios.
- Reinforce that safety is a process, not a person – permission and action are built into the system.
- Shift the focus from titles to capability – it's not about who you are, but what you know how to do.
- Demystify emergency procedures – with real-life parallels (like CPR: call 911, use the AED, take action).
- Help schools to connect the dots – they often have safety components in place but don't know how to use them effectively.
- Teach practical application – through layered, adaptable responses that allow for pivoting as a situation unfolds.
- Provide clarity on mandates – like how to create and implement an Emergency Operations Plan (EOP) when required by the state.
- Deliver training that improves both effectiveness and efficiency – preparing staff and leaders to act decisively when it matters most.
- Foster interagency collaboration by helping schools understand how to coordinate effectively with fire, EMS, and law enforcement during active threat scenarios.
- Clarify roles and responsibilities during high-stress incidents to reduce confusion and ensure faster, more effective responses.
- Introduce and reinforce command structure fundamentals practical ICS and how schools integrate into those systems during a mass casualty event.
- Prepare school personnel for real-world challenges in emergency staging, communication flow, and decision-making under pressure.
- Bridge the gap between school protocols and first responder operations, creating a shared understanding of expectations, timelines, and capabilities.

What You'll Gain

- Clear roles and responsibilities in crisis
- Practical training grounded in real-world experiences
- Tools to build a safety culture that empowers action
- Integration between schools, districts, and first responders
- Shared language, communication strategies, and coordinated response

Training Curriculum Overview

UNIT 1: Foundations of Circle of Trust Training

- Mission, vision, and why this work matters
- Understanding the “why” behind training
- Connecting the dots between schools, districts, and public safety
- Personal introductions + “Voices in the Room” icebreaker
- Story-based hook to anchor purpose

UNIT 2: The School Perspective

- Empowerment over permission: encouraging local action
- Recognizing roadblocks (e.g., centralized decision-making)
- Roles and responsibilities for school staff
- Culture of safety, communication, and priorities of work
- Actionable steps and hands-on activity

UNIT 3: The District Perspective

- Emergency Operations Plan (EOP) and role clarity
- Supporting schools with communication, guidance, and structure
- Strategies for clear top-down safety messaging
- Full spectrum response: alert, manage, recover
- Practical activity and district-focused problem-solving

UNIT 4: The Public Safety Perspective

- Incident response from arrival to recovery
- Scene safety, aid, investigation, and reporting
- Building mutual understanding with educators
- Scenario-based activity and role alignment

UNIT 5: Cross-Section Collaboration

- How schools, districts, and first responders work together
- The 5 Phases of an Emergency:
 - Alert/Warn
 - Response
 - Manage
 - Communicate
 - Recovery
- Joint activity bridging all perspectives

UNITS 6 & 7: Application + Tabletop Exercises

- Realistic tabletop scenarios customized to your district
- Breakouts by role and cross-functional response teams
- Identify challenges, successes, and next steps
- Recommendations generated by participants

UNIT X: Build Your Own Session

- Made by the audience, for the audience
- Participants bring real-world issues; we adapt in real time
- Emphasis on trust, evolution, and collaborative growth

UNIT X: Specialty Add-Ons

RADIO ETIQUETTE & COMMUNICATION

- “Break, Break, Break” and proper channel use
- What to say first in a crisis

THE POWER OF DAILY HUDDLES & SAFETY BRIEFS

- Before school, sports events, assemblies, etc.
- Short safety briefs that make a big impact

***Ready to Host a
Safety Training?***

Contact us to bring Circle of Trust Training to your district this summer. Our sessions are tailored to your needs, with flexible formats for full-day, multi-day, or conference-based delivery.

Just-in-Time (JIT) Reunification by RedBag



RedBag's Just-in-Time (JIT) Reunification transforms how schools handle reunification after an emergency. By leveraging real-time technology, streamlining communication, and aligning with the Incident Command Structure (ICS), RedBag dramatically reduces chaos, confusion, and wait times—while ensuring accountability, clarity, and care for everyone involved.

Built to complement and enhance the Standard Reunification Method (SRM), JIT Reunification helps schools manage any reunification event with confidence.

Key Features

- **Secure digital registration** with two-factor authentication for parents/guardians
- **Real-time updates** on student location and reunification readiness
- **Streamlined workflows** for school staff, classroom leaders, and reunifiers
- **Smaller footprint required at reunification sites**—fewer people, less space, less traffic
- **No lines. No ID checks.** Smart verification eliminates the bottlenecks
- **Student & staff accountability** from the first moment of an incident
- **First responder & hospital coordination** for identifying and supporting the injured
- **Integrated training resources** to help teams practice and prepare
- **SIS integration** for immediate access to student rosters and contact info
- **All-hazards ready**—works for lockdowns, evacuations, natural disasters, and more
- **Multilingual and accessible** for non-digital or ESL family members

Why It Works

JIT Reunification solves the biggest challenges schools face during reunification:

- ✓ Long lines and overwhelmed reunification sites
- ✓ Miscommunication between staff, parents, and responders
- ✓ Delays in identifying students, resolving conflicts, and verifying identities
- ✓ Emotional distress for students, parents, and staff
- ✓ Lack of accountability and follow-through

RedBag's solution ensures faster, safer, and more compassionate reunification, with live updates, intelligent workflows, and support at every step.