

JOSEPH L. PARKS

PLANO, TEXAS

Telephone: (972) 408-8573

Email: jparks@parkslawtexas.com

www.parkslawtexas.com

SUMMARY

Attorney and consultant with a unique breadth of experience acquired over a 35+ year career in law enforcement, school safety and security, and legal services, including:

- Texas-licensed attorney since 2004, with experience in employment law, school law, commercial litigation and open government law (Texas Public Information Act / Open Meetings Act).
- Eleven (11) years service as Executive Director of Safety and Security Services for one of Texas' largest public school districts (55,000+ students), responsible for directing or collaborating on nearly every aspect of district safety, security and emergency preparedness, including school safety and security audits, incident response, emergency procedures, multi-hazard emergency operations plan (MEOP), policy/procedure development, threat assessments, training, internal (workplace) investigations and applicant criminal history reviews.
- Over 21 years service in law enforcement at the officer, supervisor and manager/commander level. Significant experience in law enforcement and public safety operations and administration, including training, use of force review, criminal investigations, high-risk operations (SWAT/Tactical), policy/procedure development, jail operations, emergency medical services and public safety communications.

PROFESSIONAL EXPERIENCE

2021 to Present **Law Office of Joseph L. Parks, PLLC** **Plano, Texas**
Attorney at Law / Consultant

2025 to Present **Garland Independent School District** **Garland, Texas**
Director of Employee Relations / Workplace Investigations

2010 to 2021 **Plano Independent School District** **Plano, Texas**
Executive Director of Safety and Security Services

2004 to 2010 **Bell Nunnally & Martin LLP** **Dallas, Texas**
Associate, Employment Law and Commercial Litigation

1986 to 2005 **City of Plano, Texas – Plano Police Department** **Plano, Texas**
Lieutenant (2000-2005) – Sergeant (1991-2000) – Police Officer (1986-1991)

1984 to 1986 **Brazos County Sheriff's Office** **Bryan, Texas**
Jailor and Reserve Deputy Sheriff

1984 to 1985 **Medic 1 Ambulance Service** **Pasadena, Texas**
Emergency Medical Technician (EMT)

EDUCATION

2004 **Southern Methodist University – Dedman School of Law** **Dallas, Texas**
Juris Doctor, Cum Laude
Order of the Coif; Articles Editor – SMU International Law Review; Student Attorney and Clinic Deputy (Chief Counsel) – SMU Civil Clinic; Dean’s List; Phi Delta Phi

2001 **Police Executive Research Forum (PERF)** **Boston, Massachusetts**
25th Session, Senior Management Institute for Police (SMIP) – Boston University School of Law

1999 to 2000 **Southern Methodist University** **Dallas, Texas**
Graduate Studies in Alternative Dispute Resolution and Mediation

1991 **Institute for Law Enforcement Administration (ILEA)** **Plano, Texas**
51st School of Police Supervision

1986 **Texas A&M University** **College Station, Texas**
Bachelor of Arts – Political Science/Management

LICENSES, CERTIFICATES, DESIGNATIONS

Texas Commission on Law Enforcement (TCOLE)

- Peace Officer License (Active License/Not Commissioned)
- Master Peace Officer
- Mental Health Peace Officer
- Basic Instructor
- Firearms Instructor
- School Based Law Enforcement (SBLE) Officer
- Over 6,700 education/training hours in various topics

Texas Education Agency (TEA)

- Registered Provider of Continuing Education for School Boards (No. 2025-9-9-34597)

Cornell University

- Certificate in Employee Relations and Investigations

Federal Emergency Management Administration (FEMA)

- Senior Officials Workshop for All-Hazards Preparedness
- PRE-100 Active Shooter Exercise Development Workshop
- IS-100SCA Introduction to Incident Command Systems
- IS-200b Incident Command Systems for Single Resources
- IS-362a Multi-Hazard Emergency Planning for Schools
- IS-363 Introduction to Emergency Management for Higher Education
- IS-700a Introduction to National Incident Management System (NIMS)
- IS-800b Introduction to National Response Framework
- AWR-213 Critical Infrastructure Security and Resilience Awareness
- MGT-310 Threat and Hazard Identification and Risk Assessment and Stakeholder Preparedness
- MGT-315 Critical Asset Risk Management
- MGT-414 Critical Infrastructure Resilience and Community Lifelines

Texas A&M Engineering Extension Service (TEEX)

- Certificate in Infrastructure Protection

Texas Department of State Health Services

- Emergency Medical Technician (EMT) (1983-1987)

Texas Department of Public Safety

- Fingerprinting Compliance Review and Update for School District Personnel

Criminal Justice Information Services (CJIS)

- Level 2 Security Awareness Certification (2020-2022)

I Love You Guys Foundation

- Certified Trainer, Standard Response Protocol (SRP)

International Police Mountain Bike Association (IPMBA)

- Police Cyclist

AWARDS AND HONORS

Plano Police Department

- Rookie of the Year (1987)
- Supervisor of the Year (1999)
- Meritorious Service Award (1990)
- Civic Achievement Award (2)
- Chief's Unit Award (5)

Texas School Safety Center

- School Safety Spotlight Award for Positive School Climate / Prevention Programs (2019)

Texas School Public Relations Association

- Star Award – Best in Category, Training/Instructional Video “School Safety is Our Job” (2019) (Collaboration)

PRESENTATIONS AND PUBLICATIONS

- 2025 – *Campus and District Level Investigations, Educator Misconduct Reporting and Parent Video Requests*, Campus Administrator Professional Development Seminar, Garland ISD, Garland, Texas (Speaker)
- 2025 – *Campus Relations and SBLE Issues*, Bill Blackwood Law Enforcement Management Institute of Texas (LEMIT), Texas Police Chief Leadership Series, Conroe, Texas (Instructor)
- 2025 – *89th Legislative Update, Sine Die: After the Sausage is Made*, Texas School District Police Chief's Association, 2025 Annual Conference, Galveston, Texas (Speaker)
- 2025 – *ABC's for the New School District Police Chief: Laying a Foundation of Success as a School Based Law Enforcement Executive*, Bill Blackwood Law Enforcement Management Institute of Texas (LEMIT), New Chief Development Program, Sam Houston State University, Huntsville, Texas (Instructor)

- 2024 – *Information Sharing Between School Districts and Law Enforcement for School and Community Safety*, School Safety Expo, Region 4 ESC, Houston, Texas (Speaker)
- 2024 – *Preparing the Gatekeeper: Fundamentals of Access Control and Visitor Management for Front Desk Personnel*, HRSouthwest Conference, Fort Worth, Texas (Speaker)
- 2024 – *ABC's for the New School District Police Chief: Laying a Foundation of Success as a School Based Law Enforcement Executive*, Bill Blackwood Law Enforcement Management Institute of Texas (LEMIT), New Chief Development Program, Sam Houston State University, Huntsville, Texas (Instructor)
- 2024 – *Information Sharing Between School Districts and Law Enforcement for School and Community Safety*, 2024 School Safety Summit, TEA Region 7 ESC, Tyler, Texas (Speaker)
- 2024 – *Information Sharing Between School Districts and Law Enforcement for School and Community Safety*, Texas School District Police Chiefs Association, Annual Conference, Grapevine, Texas (Co-Presenter)
- 2024 – *Strategies for Working and Collaborating with Law Enforcement for School Safety*, Education Law for Principals Conference, Texas Association of Secondary School Principals, Austin, Texas (Speaker)
- 2024 – *Essential Topics for School Based Law Enforcement*, TCOLE Course 3954, SBLE Boot Camp, TEA Region 7 ESC, Hallsville, Texas (Instructor)
- 2024 – *Legislative Updates*, TCOLE Course 3188, SBLE Boot Camp, TEA Region 7 ESC, Hallsville, Texas (Instructor)
- 2024 – *Steady as She Goes: Navigating the Intertwined Roles of School Boards and District Administration in School Safety and Security*, 2024 Safety 1st Conference, TEA Region 10 ESC, Richardson, Texas (Speaker)
- 2024 – Government Entities In-House Lawyer Panel, Texas Aggie Bar Association Conference, College Station, Texas (Panelist/Moderator)
- 2024 – *ABC's for the New School District Police Chief: Laying a Foundation for Success as a School Based Law Enforcement Executive*, Bill Blackwood Law Enforcement Management Institute of Texas (LEMIT), New Chief Development Program, Sam Houston State University, Huntsville, Texas (Instructor)
- 2024 – *Navigating HB-3's Armed Security Mandate: Options & Practical Considerations*, Private Client, School Board Workshop, Frisco, Texas (Speaker)
- 2024 – *Conducting Effective Workplace Investigations in the School District Setting*, Texas Association of School Business Officials (TASBO), Personnel Academy, Frisco, Texas (Speaker)
- 2024 – *The Prepared Gatekeeper: Visitor Management and Access Control for Front Desk Staff*, Private Non-Profit Organization, Plano, Texas (Speaker)
- 2023 – *ABC's for the New School District Police Chief: Laying a Foundation for Success as a School Based Law Enforcement Executive*, Bill Blackwood Law Enforcement Management Institute of Texas (LEMIT), New Chief Development Program, Sam Houston State University, Huntsville, Texas (Instructor)

- 2023 – *The Good, the Bad and the Ugly: Strategies and Emerging Issues in School Security*, TEA Region 10 Education Service Center, Fall Superintendents Conference, Arlington, Texas (Speaker)
- 2023 – *Information Sharing Between School Districts and Law Enforcement for School and Community Safety*, Texas Title IX Administrators Conference, Round Rock, Texas (Speaker)
- 2023 – *Information Sharing Between School Districts and Law Enforcement for School and Community Safety*, FBI Dallas Affiliates Threat Assessment Team, Quarterly Meeting, Grand Prairie, Texas
- 2023 – *Enhancing Witness Interviews in Workplace Misconduct Investigations*, HR Southwest Conference, Fort Worth, Texas (Speaker)
- 2023 – *Do's and Don'ts of Employee Investigations*, Texas Association of School Business Officials (TASB), Internal Audit Academy, Denton, Texas (Speaker)
- 2023 – *Navigating Uncharted Waters: Mandatory Armed School Security, Good Cause Exceptions, Alternative Standards*, Seminar for Education Leaders, TEA Region 15 Education Service Center, San Angelo, Texas (Speaker)
- 2023 – *Navigating Uncharted Waters: Mandatory Armed School Security, Good Cause Exceptions, Alternative Standards*, Seminar for Education Leaders, TEA Region 10 Education Service Center, Richardson, Texas (Speaker)
- 2023 – *Navigating Uncharted Waters: Mandatory Armed School Security, Good Cause Exceptions, Alternative Standards*, Seminar for Education Leaders, TEA Region 13 Education Service Center, Austin, Texas (Speaker)
- 2023 – *School Safety and Security: Elements and Strategies for Safe Schools*, Princeton ISD Board of Trustees Training, TEA Region 10 ESC, Richardson, Texas (Speaker)
- 2023 – *Information Sharing Between School Districts and Law Enforcement for School Safety: A Two-Way Street*, Dallas Bar Association, Education Law Section, Study Group Meeting (Panelist/Speaker)
- 2023 – *Deciphering the Rap Sheet: Understanding Criminal History Information Involving Applicants and Employees*, Collin County Bar Association, Corporate Counsel Section, Monthly Meeting (Speaker)
- 2023 – *Information Sharing Between School Districts and Law Enforcement for School and Community Safety: A Two-Way Street*, 38th Annual Texas School Law Conference, University of Texas School of Law, Austin, Texas (Speaker)
- 2023 – *Information Sharing Between School Districts and Law Enforcement for School and Community Safety: A Two-Way Street*, Texas Association of School Administrators (TASA) Mid-Winter Conference, Austin, Texas (Moderator/Panelist)
- 2022 – *Safety and Security Tune-Up: 13 Things to Consider, Review and Discuss at Your School District, City or County*, Texas Public Risk Management Association (PRIMA) Conference, Frisco, Texas (Speaker)
- 2022 – *Deciphering the Rap Sheet: Understanding Criminal History Information Involving Applicants and Employees*, HR Southwest Conference, Fort Worth, Texas (Speaker)

- 2022 – *Information Sharing Between School Districts and Law Enforcement for School Safety: A Two-Way Street*, Texas Association of School Administrators (TASA) / Texas Association of School Boards (TASBS) TxEDCON Conference, San Antonio, Texas (Moderator/Panelist)
- 2022 – *School Safety and Security Tune Up: 13 Things to Consider, Review and Discuss at Your School District*, (Video presentation, made available as a public service following Uvalde, Texas school shooting)
- 2022 – *School Safety and Security Panel Discussion*, Safety 1st Conference, TEA Region 10 ESC, Richardson, Texas (Panelist)
- 2022 – *Beyond Roberts Rules of Order: Preparing for School Board Meetings that “Go South”*, School Safety and Security Roundtable, TEA Region 10 ESC, Richardson, Texas (Speaker)
- 2021 – *Deciphering the Rap Sheet: Understanding Criminal History Information Involving Applicants and Employees*, HR Summit, TEA Region 10 ESC, Richardson, Texas (Speaker)
- 2021 – *Introduction to Incident Command System and Standard Reunification Method for All District Employees*, Plano ISD (Video presentation)
- 2021 – *Parent-Student Reunification: A Review of the Standard Reunification Method (SRM)*, Plano ISD Principals Leadership Meeting (Speaker)
- 2019 – *Orientation for School Resource Officers: The Campus - SRO Partnership in School Safety and Security*, Plano ISD SRO Program Training (Full Day), Plano, Texas (Speaker)
- 2019 – *The Campus–SRO Partnership: Everything You Ever Wanted (or Needed) to Know About Having an SRO on Your Team But Were Afraid to Ask*, Plano ISD Secondary Campus Administrators Meeting (Speaker)
- 2019 – *Information Sharing and FERPA for School Resource Officers*, School Safety Roundtable, TEA Region 10 ESC, Rockwall, Texas (Speaker)
- 2019 – *Responding to Social Media Threats and Hysteria*, Plano ISD Principals Leadership Meeting, Plano, Texas (Speaker)
- 2019 – *Interlocal Agreements and Memoranda of Understanding*, School Safety Round Table, TEA Region 10 ESC, Plano, Texas (Speaker)
- 2019 – Mini Table Top Exercises: (1) *Lockout: Not So Good in the Neighborhood*; (2) *Worst Case Scenario*; (3) *District Wide Disaster: Response and Recovery*; and (4) *Gas Leak: Tis’ an Ill Wind Indeed*, Plano ISD Campus and District Leadership Meetings (Speaker/Facilitator)
- 2018 – *When School Law and Criminal Law Collide*, State Bar of Texas, School Law Section Retreat, San Antonio, Texas (Speaker)
- 2018 – *Beyond the Lockdown: Campus Safety and Security at Plano ISD*, Community Meetings, Plano, Texas (Speaker) (following school shootings in Parkland, Florida, and Santa Fe, Texas)
- 2017 – *High at School: Investigation of Employees Under the Influence of Drugs or Alcohol*, HR Summit, TEA Region 11 ESC, Fort Worth, Texas (Speaker)

- 2017 – *Getting to the Bottom of He Said, She Said: Conducting Effective Internal Investigations*, HR Summit, TEA Region 11 ESC, Fort Worth, Texas (Speaker)
- 2017 – *School Security, Open Carry and a Post-Sandy Hook World*, School Security and Life Safety Summit, Dallas, Texas (Speaker)
- 2017 – *When Jerry Springer Comes to Campus: Family Violence Issues Affecting Campuses, Employees and Parents*, HR Summit, TEA Region 10 ESC, Richardson, Texas (Speaker)
- 2016 – *School Safety and Open Carry in a Post-Sandy Hook World*, Texas School Administrators Safety (TSAS) Conference, San Antonio, Texas (Speaker)
- 2016 – *Selected Personnel Issues for Future Leaders in Education*, University of North Texas, Doctoral Degree Program, Frisco, Texas (Guest Speaker)
- 2016 – *Deciphering the Rap Sheet: Understanding Criminal History Reports on Applicants and Employees*, HR Summit, TEA Region 11 ESC, Fort Worth, Texas (Speaker)
- 2016 – *Sun's Out, Guns Out: Firearms on Texas Campuses*, ARBH Flash Classes, McKinney, Texas (Co-Presenter)
- 2016 – *Texas Open Carry Law: Information for District Employees*, Video Presentation, Plano ISD (Speaker)
- 2014 – *School Safety and Law Enforcement in a Post-Sandy Hook World*, 29th Annual Texas School Law Conference, University of Texas School of Law, Austin, Texas (Speaker and Author)
- 2013 – *Crime Trends and Related Issues in the Public Schools*, Teen Court Association of Texas Annual Conference, Plano, Texas (Speaker)
- 2009 – *The ADA Then and Now, Recent Amendments to the Americans With Disabilities Act*, Dallas County Hospital District, Human Resources Update (Speaker and Co-author)
- 2008 – *Blamed, Claimed or Framed?: Conducting Effective Internal Investigations*, Nuts and Bolts of Human Resources Seminar, Texas Municipal Human Resources Association (Speaker and Co-author)
- 2007 – *Employment Law Update and Internal Investigations*, Texas Municipal League Annual Conference (Speaker and Co-author)
- 2007 – *Getting to the Bottom of He Said, She Said: Conducting Effective Internal Investigations*, Employment Law Seminar, Texas Municipal Human Resources Association (Speaker and Co-author)
- 2007 – *Hiring, Firing, Performance Reviews, and the FMLA*, NACM Southwest – Dallas Monthly Meeting (speaker)
- 2006 – *Civil Rights Update*, 24 Fifth Circuit Reporter No. 1, 31 (November 2006) (Co-author)
- 2005 – *Civil Rights Update*, 22 Fifth Circuit Reporter No. 6, 251 (April 2005) (Co-author)

- 2005 – *Beyond the Facts: Ethical and Procedural Considerations When Conducting Employment Discrimination Investigations*, EEOC Technical Assistance Program Seminar (April 2005) (Co-author)
- 2004 – *The United States – Canada Smart Border Action Plan: Life in the FAST Lane*, 10 L. & BUS. REV. AM. 395 (Spring 2004) (Publication of Law Review comment)
- 2000 – *Establishing Geographic Accountability Within the Plano Police Department* (intra-agency publication)