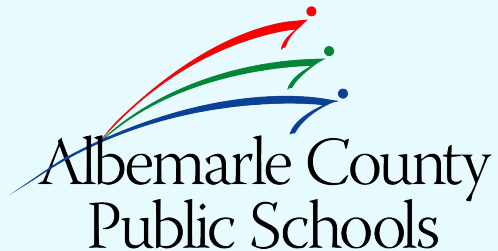


# Office of School Safety and Security (OSS) Overview

School Board Business Meeting  
Annual Updates | September 2026



# Agenda

**1** Staffing and Personnel

**2** Emergency Management Practices & Projects

**3** Physical Infrastructure

**4** Annual School Safety Audit

**5** SRO and SSO Programs

**6** Partnership between Student Services and Mental Health and Wellness

**7** Looking Ahead

# Strategic Plan: Learning for All

## VISION

Our learners are engaged in authentic, challenging, and relevant learning experiences, becoming lifelong contributors and leaders in our dynamic and diverse society.

## MISSION

Working together as a team, we will end the predictive value of race, class, gender, and special capacities for our children's success through high-quality teaching and learning for all. We seek to build relationships with families and communities to ensure that every student succeeds.

**We will know every student.**

## VALUES

Equity  
Excellence  
Family and Community  
Wellness

## GOALS



Thriving Students



Affirming and Empowering Communities



Equitable, Transformative Resources

## **GOAL 2: AFFIRMING AND EMPOWERING COMMUNITIES**

*ACPS commits to developing a culturally-responsive environment that will respect and champion the diversity of life experiences of all stakeholders and supports the physical and mental health of our students, staff, and families so they are actively empowered to engage in our school community.*

### **OBJECTIVE 4**

ACPS will prioritize the safety of students, staff, families, and community through comprehensive prevention, preparedness, and response strategies to create a secure and supportive learning environment.

### **STRATEGIES**

1. Enhance School Security Measures
2. Develop and Update Comprehensive Emergency Response Plans
3. Support and Promote Mental Health and Threat Assessment Teams
4. Foster a Positive School Climate
5. Ongoing Staff Training on Safety and Security Protocols and Practices

# Department Mission



*The mission of the Office of School Safety and Security is to build relationships with students, families, staff, and community partners to create a culture of safety and security to ensure a safe environment for learning and growth. Program activities and achievements will be in compliance with applicable federal, state, and local emergency, fire, health, and safety codes. Programs will be designed for success and to support both quality and equity within the school district.*

# Staffing & Personnel

- Office of Safety & Security (OSS)
  - Director + Coordinators (2)
- School Security Officers (SSO) (27)
  - Meet DCJS certification and training standards
  - Assigned to each secondary school (17 HS, 5 MS, 1 CLS, 1 TLC, 1 ACCL)
- School Resource Officers (SRO) (3)/(1)
  - Assigned to each of the comprehensive high schools
  - SRO Certified Officer assigned as a rover by ACPD
- Student Safety Coach (SSC) (9)
  - Report to Executive Director of Student Services
  - Assigned to each secondary school
- All Administrators, Teachers and School Staff
  - Collective participants promoting a climate of safety and security



# Emergency Management Practices

## Crisis Management Plans

- Employed at each school and center
- Review and updated annually
- New for 26/27: Cardiac Emergency Response Plan
- CRG Map Update
- Crisis planning for athletic and public events

## Tabletop Exercises

- Implemented in October 2024
- Ongoing Annual School-Based Exercises
- Developed Division-level training for Cabinet and Leadership
- Joint County/City Sheltering Tabletop (TTX)

## SRP and SRM

- Standard Response Protocols (SRP)
- Incident Command Structure and Emergency Response Coordination
- Standard Reunification Model (SRM)

## ALICE Training

- School-based and division staff are trained. New teachers and staff ongoing.
- Training is offered monthly by OSS
- Student training materials

## Communication Plan

[Crisis Communications Webpage](#)

# Emergency Response Projects

## Radio Communications Practices

- Inventory
- SOP and staff training
- FCC requirements
- Frequency licensing

## Virtual Emergency Operations Center (VEOC) Software

- Simple approval forms
- Coordinated response plans
- Continuity management programs
- Incident Tracking
- Drill Tracking

## Security Camera System Assessments and Upgrades

- Interior
- Exterior

## Event Emergency Procedures

- Athletics (Tournaments/Games)
- Field Days (School-based)
- Community (Back to School Bash)

# Physical Infrastructure

*Highlights:*

Access Control

Visitor  
Management

Security  
Cameras

Security  
Film

Weapons  
Screening

Vape  
Sensors

Card Readers

Door Locks

Security  
Survey/CPTED

Fencing and  
Signage



# Safety Audit

All Virginia public schools are required to conduct an annual school safety audit in order to assess school safety conditions. Through the Code of Virginia (§ 9.1-184), the Virginia Center for School and Campus Safety (VCSCS) has been designated to collect, analyze, and disseminate various school safety data, including school safety audit information. The VCSCS has developed five components for the school safety audit program that the ACPS OSS completes and is certified by the school board:

- Virginia School Safety Survey (annually)
- Division Safety Survey (annually)
- Virginia School Crisis Management Plan Review and Certification (annually)
- Virginia School Survey of Climate and Working Conditions (administered in the Spring)
- School Safety Inspection / CPTED Checklist (due every three years; with the current due date of 2026)

# **School Resource Officer Program**

# What is a School Resource Officer (SRO)?

**Code of Virginia [§ 9.1-101](#):** SRO is a certified law-enforcement officer hired by the local law-enforcement agency to provide law-enforcement and security services to public elementary and secondary schools.

Program is designed to enhance school safety by providing a dedicated law enforcement presence in and around the servicing schools.

SROs serve to:

- Protect students, staff, and property
- Prevent and respond to crime
- Foster positive relationships between law enforcement and the community
- Assist in crisis management, conflict resolution, and education on legal issues.

**SROs do not participate in discipline matters unless the action takes place in the officers presences.**

# MOU between ACPS and ACPD

The current MOU can be found at the website: [ACPS and ACPD Memorandum of Understanding for SRO Program](#). Per State Code, the MOU must be reviewed every two years and opportunity for public input must be provided.

## **The primary goals of the MOU are to:**

- Promote a positive and supportive school climate;
- Create and maintain safe and secure school environments;
- Collaborate to increase law-related education, expand school safety and crime prevention efforts, reduce conflict, and support effective interventions for students;
- Reduce and deter crime, violence, victimization, and fear in and around schools, and minimize student involvement with the juvenile and criminal justice systems; and
- Provide mutual understanding between school staff and the SRO about the role of SRO.

## **Additional Sections/Highlights:**

- Roles/Responsibilities
- Training Requirements
- Communication/Information Sharing
- Operational Procedures



# SRO Training Update

## Current Training Received

- ACPS SPED Training for SROs
- 2025 Virginia School Safety Training Conference
- Be Safe Virginia
- Communicating Through Crisis: Key Tips for Schools
- Fostering Resilient Schools: Integrating Culture, Climate, and Safety Strategies
- Emergency Substantial Risk Orders
- Legal Issues in Schools
- Value of Mentors and Relationships with SRO's
- Decoding Autism
- Departmental Legal Updates / School Related
- ALICE Training

## Projected Training

- Cultural Competency
- VA Behavioral Threat Assessment
- Crisis Intervention Program (CIP)
- Mentoring

## SRO Delivered Training Available to Students

- Cyberbullying/Bullying Awareness
- Juvenile law and legal issues
- Driving Safety
- Digital and Social Media Safety
- Drug and Alcohol Awareness

# SRO Program Report 2025 - 2026

This report reflects the information that the OSS collected from various sources to document the activity of the SRO program. Included in the report will be:

- **Student Behavior and Administrative Response (SBAR) Data** that directly or conditionally require a report to the police.
- **Virginia School Survey (Climate Survey)** to provide school and division leaders a tool to monitor and ensure all students and staff have access to a healthy and positive learning environment.
- **Calls for Service** are the police department's responses to student and school related incidents.
- **SRO Activities and Student Engagement** address the extent that the SROs engage in a positive way with students, staff and school community.
  - SRO staffing
  - Training and Attendance
  - Community activities in which they participated during this period.

# **School Security Officer Program**

# What is a School Security Officer (S.S.O.)?

Code of Virginia § 9.1-101 SSO is an individual who is employed by the local school board for the singular purpose of:

- Maintaining order and discipline
- Preventing crime
- Investigating violations of the policies of the school board
- Detaining students violating the law or the policies of the school board on school property, school buses, or at school-sponsored events

SSO is responsible solely for ensuring the safety, security, and welfare of all students, faculty, staff, and visitors in the assigned school.

[SSO Job Description](#)

# SSO Training

SSOs are certified and required to obtain 16 hours of job-related training, including at least one legal topic, as ongoing professional development during their 2-year certification period.

## Required Training

- CPR/First Aid and AED
- Search and Seizure
- Stop the Bleed
- Narcan
- Traffic Control

## In-Service Training

- De-escalation
- Implicit Bias
- Cultural Competency
- CPI
- Information Privacy
- Weapons Screening

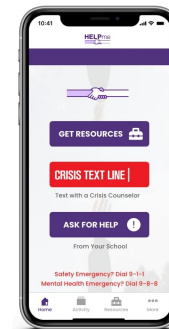
# Partnerships with Mental Health and Wellness Program

## ❖ **Lightspeed Alerts**

- At-risk student identification solution,
- Monitors and analyzes online activity through internet filtering
- Signs of self-harm, suicide, drugs, and weapons and with 24/7/365 coverage

## ❖ **HelpMe App**

- Safe and anonymous way to seek support
- Available 24/7 through a mobile app and web platform
- Offers three ways to ask for and receive help:
  - **Get Resources:** A confidential space to explore essential needs and wellness resources.
  - **Crisis Text Line:** Immediate mental health support from trained crisis counselors, available day or night.
  - **Ask for Help:** An anonymous channel with designated school personnel, allowing users to request help for self or others.



## ❖ **Threat Assessments** - Evaluation process to address threats against others

# Looking Ahead



## ❖ **Community Engagement Series**

Ongoing opportunities for information and knowledge growth within the community

- Cyberbullying and Bullying Awareness
- Human Trafficking Awareness
- Drug and Gang Awareness
- Gun Safety

## ❖ **Staff training and awareness**

- Student discipline training
- Behavioral Assessment training

# Questions/Discussion

