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# ACPS New Security Paradigm

— Principles, Considerations & Timelines —

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# Presentation Overview

This brief presentation provides a response to the School Board's directive to the Superintendent to make recommendations for a new paradigm for school safety to replace the previous School Resource Officer program.

# Survey Feedback from Parents and Students

- When asked in our recent survey to rank the importance of safety related tasks in our schools, parents reported that monitoring school grounds was the most important task.
- 65% of parents responding to the survey reported that having security personnel in our schools contributes to a safer learning environment, however African American parents responded 10% less likely to agree with this statement.
- 53% of students responding to the survey reported that having security personnel in school made them feel safe, yet 60% of African American students either disagreed or were neutral on this same question.

# Three Prongs of a New Paradigm

1. Creation of an in-house ACPS School Security Program.
2. Hiring/Identification of additional mental health counselors/professionals.
3. Negotiation/Execution of an interim “Statement of Relationship” between the ACPS and ACPD for the 2020-21 school year to address security measures during the development of the new ACPS staffed program.

# ACPS School Security Staff

- Staffed exclusively by ACPS employees
- Trained to support and provide for the safety needs of each school.
- Primary role would be to provide school based staff with an additional resource to be used before or in lieu of calling the police for assistance, and to support various other needs of the school.
- Not managed by the ACPD or staffed with police officers
- No involvement with the school disciplinary process
- Program to be supervised by the Director of Student Services
- Operational by the start of 2021-2022 academic school year

# School Security Staffing

<b>School Safety Teacher Assistants</b>	<b>School Security Officers</b>
<p>School Safety Teacher Assistants are ACPS employees that currently operate in several secondary schools. SSTA's have traditionally not held safety related responsibilities other than monitoring halls. There is no local or state certification program for these staff members.</p>	<p>School Security Officers will be employees of the ACPS helping to ensure the safety, security, and welfare of all students, faculty, staff, and visitors in their assigned schools. They are certified by the State after specialized training in school security matters, including active shooter emergency response, emergency evacuation procedure, and threat assessment.</p>

# Hiring /Identification of Mental Health Counselors

- Determinations yet to be made regarding qualifications and program design.
- Certified mental health providers or individuals who could provide emotional support (similar to the TDT model)
- Options for staffing would include hiring individuals that would be full time ACPS employees or partnering/contracting with community based mental health agencies that could provide existing staff.
- The limited number of certified mental health providers may impact our ability to staff up these position
- Operational by the start of the 2021-2022 school year.

# Negotiation of a Statement of Relationship

Interim agreement with the ACPD for the 2020-21 school year to address security concerns during the ACPS's development of an in-house security program. This agreement will:

- Establish channels of communication between the ACPS and ACPD in the event criminal behavior or other security matters in school require the assistance of law enforcement.
- Document a protocol by which the ACPS will report certain criminal behavior in the schools as mandated by Virginia law.
- Allow police officers to meet with school principals on a periodic basis with respect to matters within the scope of the Statement. However, the Statement does not provide for regular police presence in any school.



# Next Steps

- Continue development/negotiation of the Statement of Relationship.
- Identify Mental Health position program specifics.
- Development of funding request to include:
  - Specific program metrics
  - Specific ACPS Job School Security Officer Job description
  - Specific ACPS Mental Health provide Job description