

# 2025 VIRGINIA SCHOOL SAFETY EXECUTIVE FORUM

## Leading the Way in School Safety

July 29, 2025

Hampton Roads Convention Center, Hampton, Virginia

**Virginia Center for School and Campus Safety  
(VCSCS)**

# SCHOOL SAFETY UPDATE

Office of the Attorney General, Virginia Association of Chiefs of Police, Virginia Association of School Superintendents,  
Virginia D.A.R.E. Association, Virginia Department of Education, Virginia Risk Sharing Association,  
Virginia School Boards Association, and Virginia Sheriffs' Association

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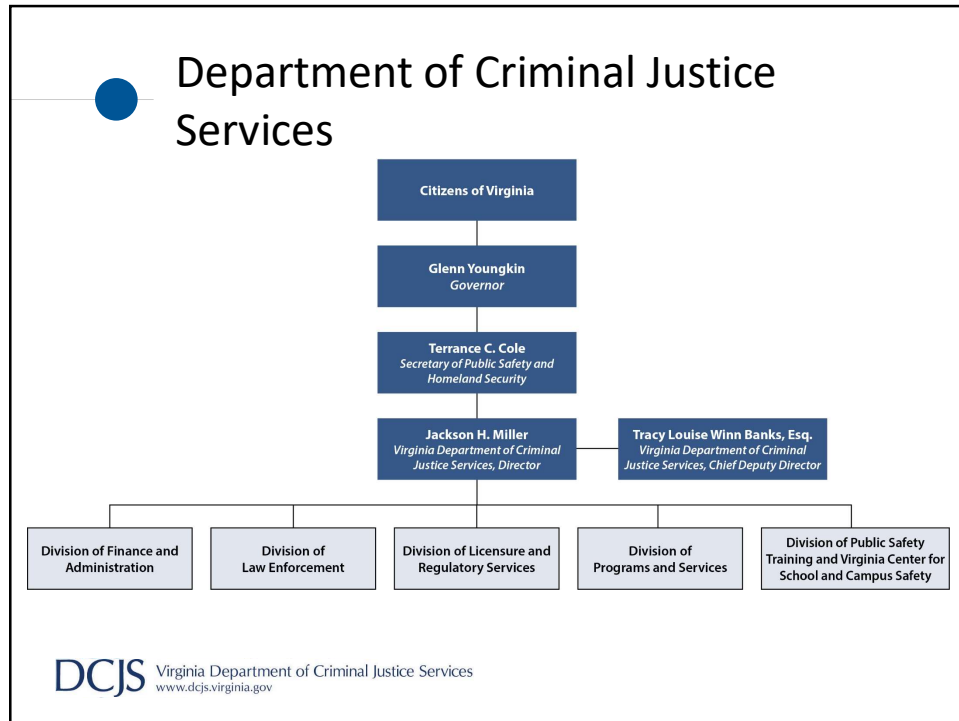
# Who are we?



**DCJS** Virginia Department of Criminal Justice Services  
www.dcjs.virginia.gov

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## Division of Public Safety Training and Virginia Center for School and Campus Safety (PST-VCSCS)

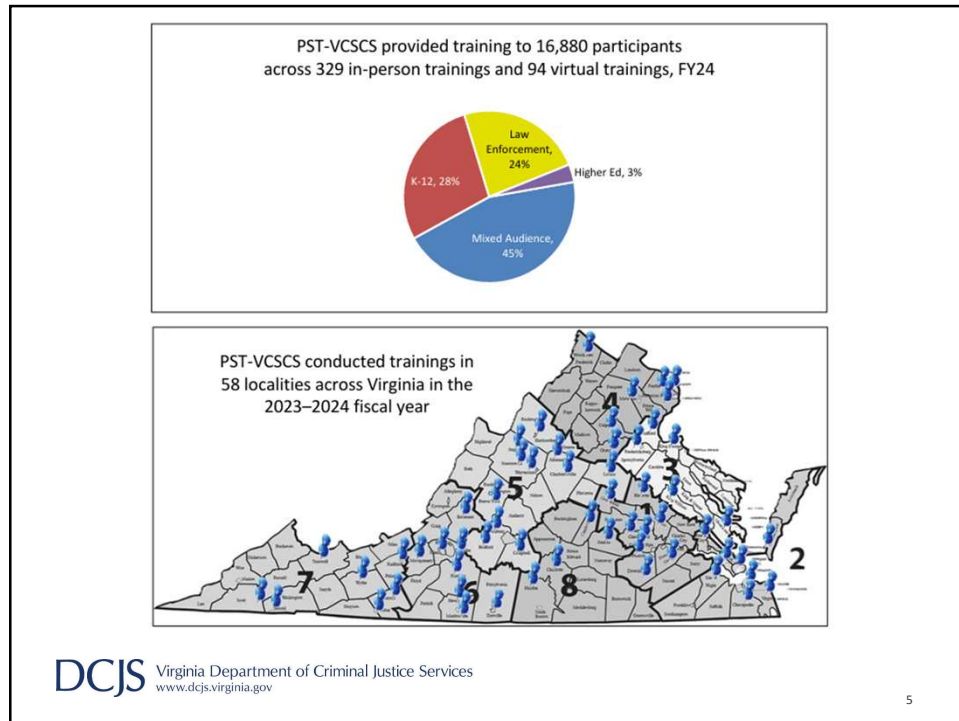
The PST-VCSCS provides training, resources, technical assistance, data, and best practices to support law enforcement agencies, K-12 public school divisions, and colleges and universities in achieving the safest possible communities for our constituents.

The division encompasses the following sections:

- Law Enforcement Grants and Programs
- Public Safety and Law Enforcement Training
- Critical Incident Preparedness and Response Program
- ***Virginia Center for School and Campus Safety***

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## ● Law Enforcement Grants and Programs

- Oversees federal and state funding for localities, state agencies, and nonprofit organizations.
- Supports law enforcement and other criminal justice agencies throughout Virginia.
- In FY24, this section monitored 15 grant program appropriations, resulting in 1,148 grants and distributing **\$359,820,639 in funds to Virginia.**

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## Law Enforcement Grants and Programs

Program	Number of Awarded Grants Monitored, FY24	Program Allocation
"599"	173	\$229,617,788
American Rescue Plan Act (ARPA)	330	\$75,000,000
SRO/SSO Incentive Grant Program	192	\$27,200,000
Byrne Justice Assistance Grant (JAG)/Local Law Enforcement (LOLE)	398	\$19,358,154
Internet Crimes Against Children (ICAC)	3	\$4,304,967
Combatting Hate Crimes Grant (HCGP)	7	\$1,500,000
Witness Protection Grant Program (WPGP)	18	\$1,200,000
Coverdell Forensic Science (CDEL)	2	\$557,000
Project Safe Neighborhoods (PSN)	8	\$370,000
Critical Incident Stress Management (CISM)	2	\$300,000
John R. Justice Loan Repayment (JRI)	16	\$110,000
Commonwealth JAG Funding (DFS)	1	\$107,730
Drug Abuse Resistance Education (DARE)	1	\$100,000
Impact Living Services – Impact First Responders (IFR)	1	\$95,000
<b>TOTAL</b>	<b>1,148</b>	<b>\$359,820,639</b>

## Critical Incident Preparedness and Response

Virginia is a national model in training residents alongside first responders to empower resiliency when faced with mitigation of a critical incident by promoting a culture of preparedness to all residents and strengthening the efforts of all first responders. Virginia is among the first states in the nation to offer standardized critical incident preparedness training to its residents and first responders to prevent, respond, and recover from a targeted attack.



## Critical Incident Preparedness and Response

- Rebranded Active Attack Program – **Critical Incident Preparedness and Response Program** to align with other legislative mandates.
- Expanded focus from **Civilian Response and Casualty Care** (Stop the Bleed) to offering 7 first responder courses.
- Established partnership with C3 Pathways to offer **Active Shooter Incident Management (ASIM)** and **School Safety and Violent Event Incident Management (SSAVEIM)** courses for K-12 and Higher Education.
- Focused on supporting K-12 and Higher Education campuses in preparation, response, and recovery to critical incidents.



## Public Safety and Law Enforcement Training

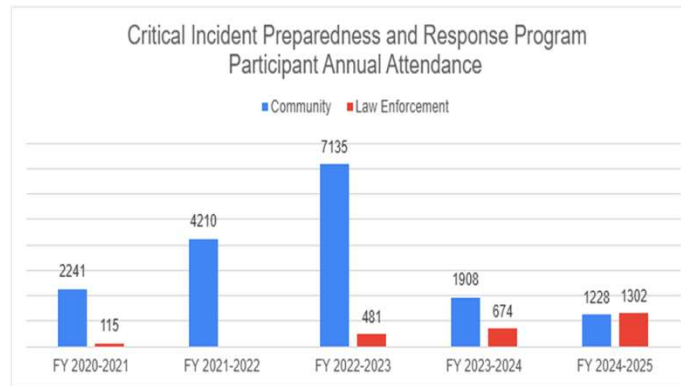
Provides training, technical assistance, program development, and resources to state and local government entities, law enforcement personnel, campus security officers, and professional organizations.

Training opportunities include in-person, virtual, and e-learning formats, covering essential topics such as:

- First responder wellness
- Criminal investigations
- Gangs and drug-related issues
- Constitutional law
- Interviewing and interrogation techniques
- Clery Act, Title IX
- Crime prevention methods

Conferences include: Campus Safety Forum; Violent Crime Conference; and the First Responder Wellness Conference

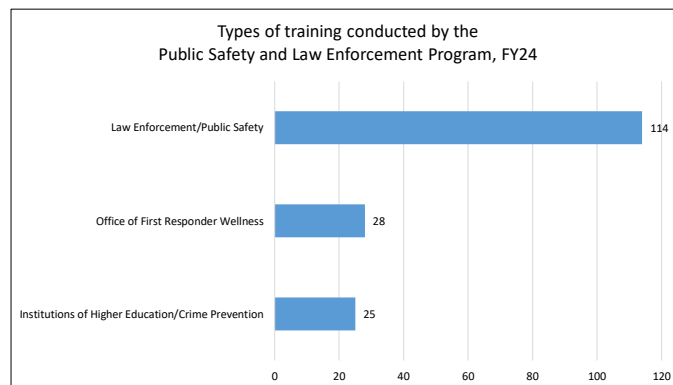
## Critical Incident Preparedness and Response



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## Public Safety and Law Enforcement Training

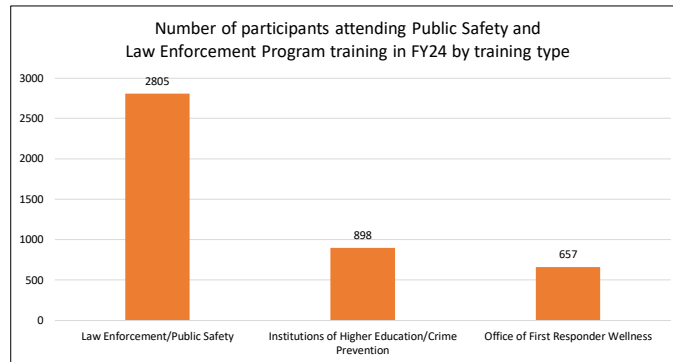


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## Public Safety and Law Enforcement Training



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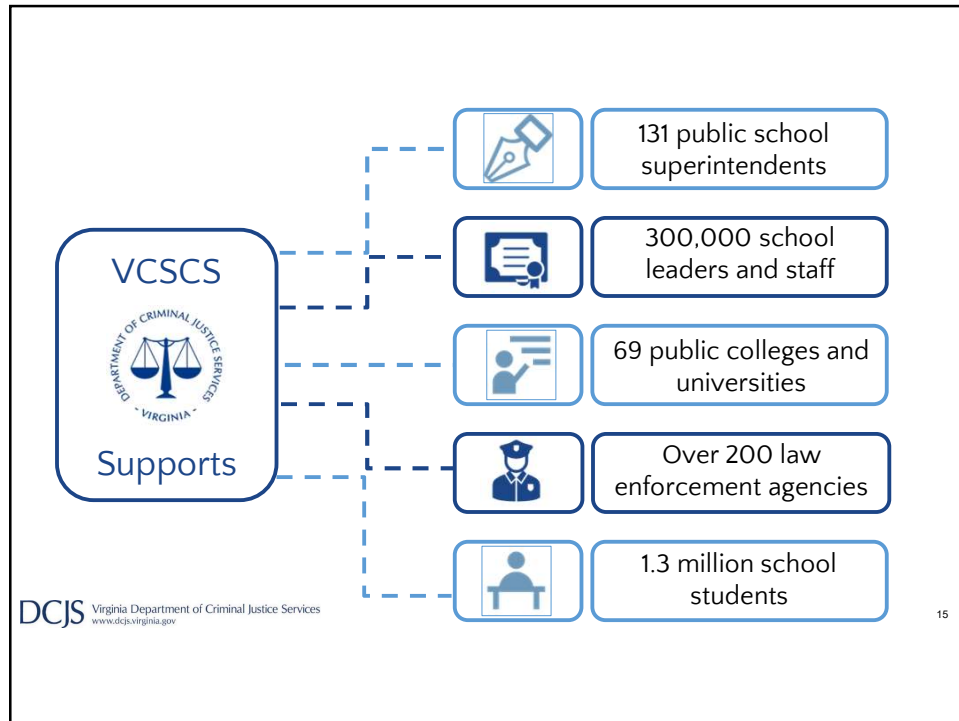


## Virginia Center for School and Campus Safety

*Code of Virginia* § 9.1-184, the VCSCS is mandated to:

- Provide **training** for stakeholders,
- Develop, review, and disseminate **resources and legislation**,
- Provide certification for SSOs, SROs, and CSOs
- Maintain and disseminate information
- Develop a threat assessment case management tool
- **Collect, analyze, and disseminate data**,
- Provide **technical assistance**, and
- Develop **partnerships**
- Develop a **model critical incident response** training program.

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## ● Virginia.....First in the Nation

- **Longest running legislatively mandated School Safety Center in the nation!**
- K-12 and Higher Education Threat Assessment Teams
- Robust School Resource Officer Training and Program
- K-12 Digital Mapping Program
- "OK2SpeakOut" and "Know.Talk.Ask" PSA campaigns
- Statewide adoption of SRP/SRM
- Statewide critical incident response training program
- SRO Grant Program – 26 years old
- Extensive School Safety Audit Program

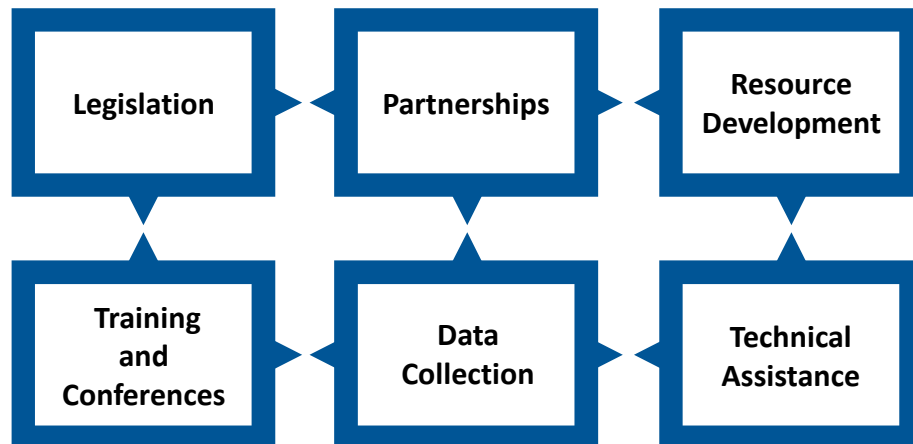
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## What the Legislation Says



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*Code of Virginia § 9.1-184*

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## **Code of Virginia § 22.1-279.8** **Annual School Safety Audit**

### **The required components of the School Safety Audit are:**

- ☐ 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 (alternating between middle and high schools, next administered in early 2026)
- ☐ School Safety Inspection Checklist (due every three years; next due date 2026)

## **Code of Virginia § 22.1-279.8** **Division School Safety Audit Committee**

*C. The division superintendent shall establish a school safety audit committee to include, if available, representatives of parents, teachers, local law enforcement, emergency services agencies, local community services boards, and judicial and public safety personnel. The school safety audit committee shall review the completed school safety audits and submit any plans, as needed, for improving school safety to the division superintendent for submission to the local school board.*

“



## New/Amended Laws Effective July 1, 2025

- |   |   |
|---|---|
| 1. <a href="#">§ 22.1-274.7</a> Bleeding Control Programs | 6. <a href="#">§ 22.1-272.1:1</a> Overdose Notification                   |
| 2. <a href="#">§ 22.1-276.01</a> Bullying Prevention      | 7. <a href="#">§ 22.1-279.8</a> School Safety Audit                       |
| 3. <a href="#">§ 22.1-271.9</a> Cardiac Response Plan     | 8. <a href="#">§ 22.1-272.1</a> Suicide/Safe Storage of Firearms          |
| 4. <a href="#">§ 22.1-79.3:1</a> Cell Phones              | 9. <a href="#">§ 22.1-79.4</a> Threat Assessment/Firearms/Medical Storage |
| 5. <a href="#">§ 22.1-274.7</a> Crisis Plans              | 10. <a href="#">§ 18.2-371.2:1</a> Tobacco Possession                     |

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## What the *School Safety Audit and Climate Survey* Data Says

*...and some of the available resources and training.*



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## Behavioral Threat Assessment



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## Behavioral Threat Assessment

### What's required?



#### ***Code of Virginia § 22.1-79.4***

Each local school board **shall** adopt policies for the establishment of a threat assessment team...

- The superintendent of each school division **may** establish a committee charged with oversight of the threat assessment teams.
- Threat Assessment Team membership, SRO required if employed and serving in the division.
- Threat Assessment Training required for new and existing members.

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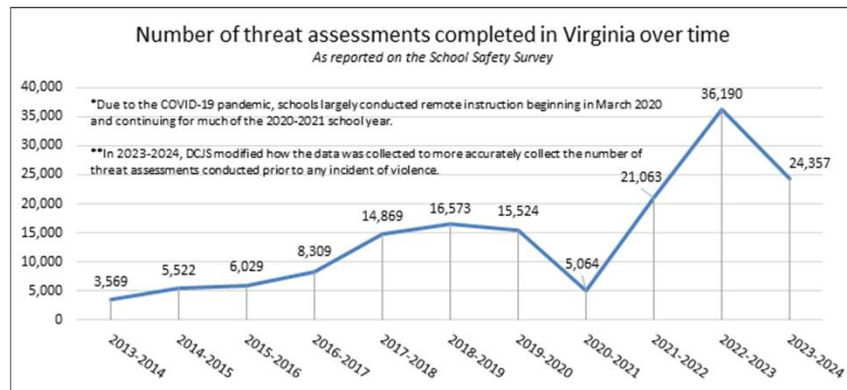
## Behavioral Threat Assessment What's Available?

### ***Code of Virginia § 9.1-184***

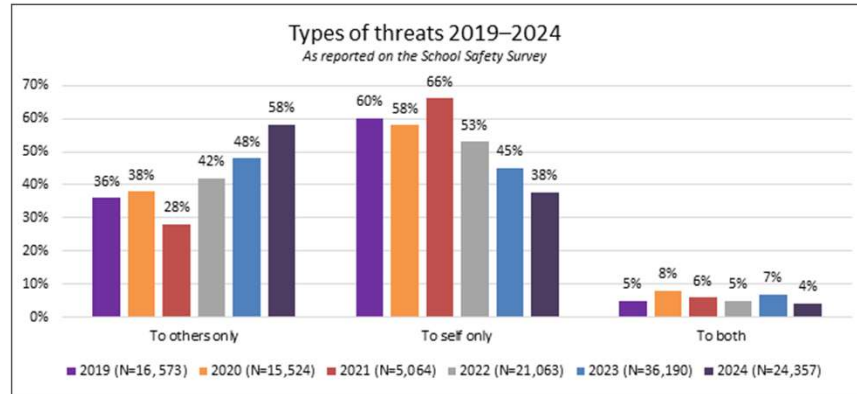
#### Threat Assessment Model Policies

- Plethora of free training and videos
- Regional Threat Assessment Forums planned for October 2025
- Case Management Tool in progress
- Threat Assessment PSAs and videos

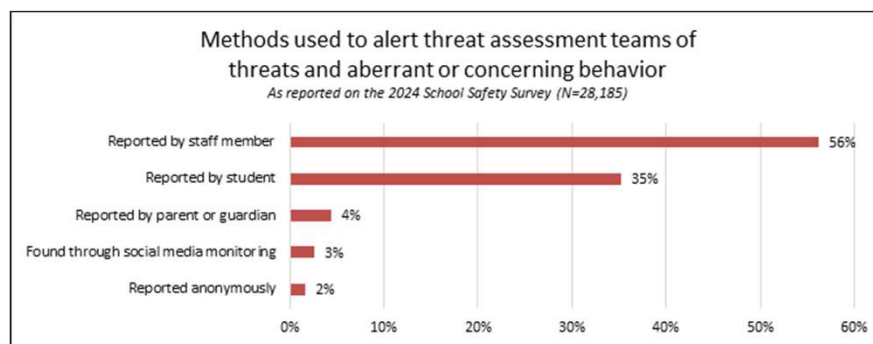
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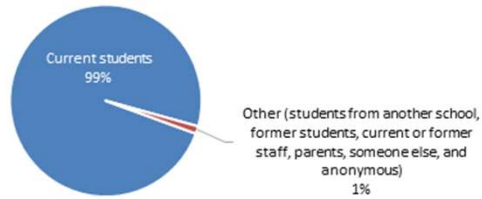


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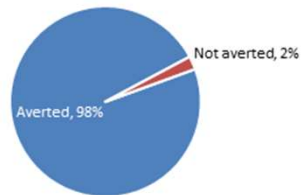
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**Individuals making threats or exhibiting  
aberrant or concerning behavior 2023–2024**  
*As reported on the 2024 School Safety Survey (N=24,357)*



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**Schools reported 632 Priority 1 (Critical/Imminent) and  
1,548 (High) threats during the 2023–2024 school year.**  
**Of those, 49 threats were reported to not be averted.**  
*As reported on the 2024 School Safety Survey (N=2,180)*



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## Bullying and School Climate



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## Requirements and Resources: Bullying Prevention



*What is required?*

**Per the *Code of Virginia*:**

- § 22.1-208.01 Character education required
- § 22.1-276.01 Definition, Bullying
- § 22.1-291.4 Bullying and abusive work environments prohibited
- § 22.1-279.6 Parent notification required when student involved in an alleged incident of bullying

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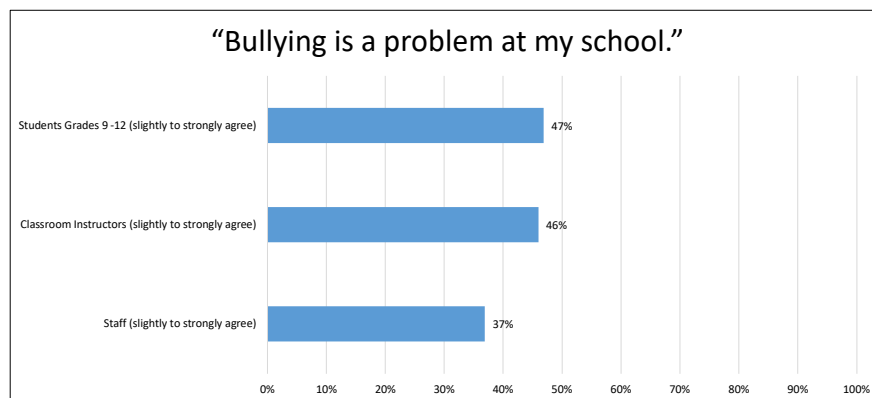
## Requirements and Resources: Bullying Prevention

### What is available?

- Bullying Prevention and Healthy Relationships training per *Code of Virginia* § 9.1-184
- Strengthening Connections Conference
- Secondary School Climate Survey
- Model Policy to Address Bullying in Schools (VDOE)
- Be Safe Program
- Bullying Prevention, Intervention, and Postvention Curriculum (under development through the 2020 BJA Grant)

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## 2024 Virginia School Survey of Climate and Working Conditions



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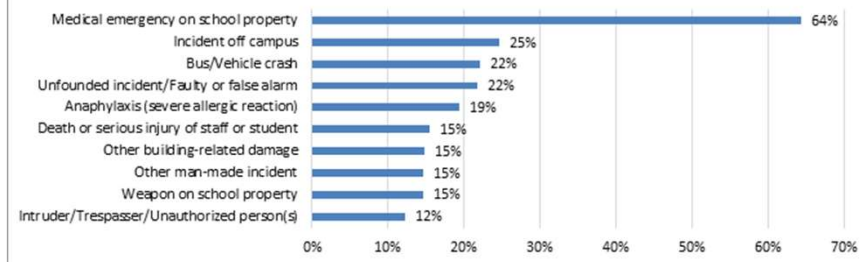
## Crisis Management Planning and Drills



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### Top 10 reasons schools activated their crisis management plans during the 2023–2024 school year

*As reported on the 2024 School Safety Survey (N=745)*



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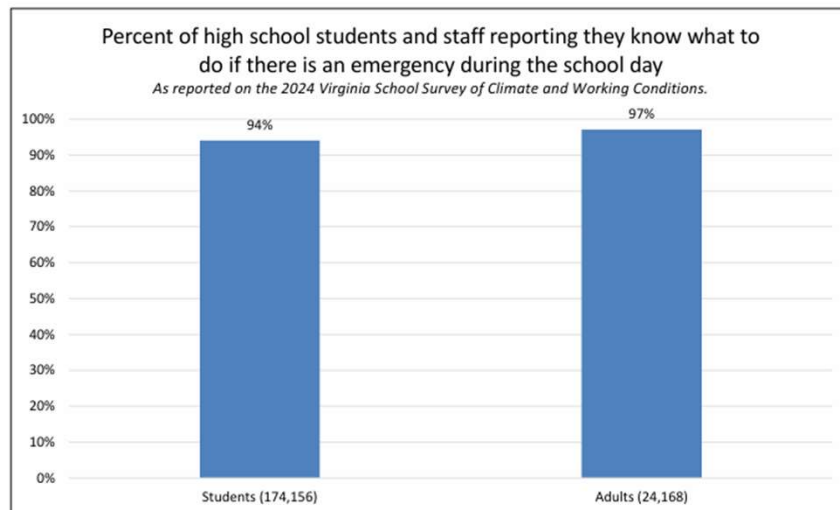
## Required Drills

Per the *Code of Virginia* § 22.1-184, § 22.1-137, § 22.1-137.1, and § 22.1-137.2, Statewide Fire Prevention Code (SFPC) § 404.2.3, § 405.1, and Virginia Administrative Code 8VAC20-131-260, the following drills are required:

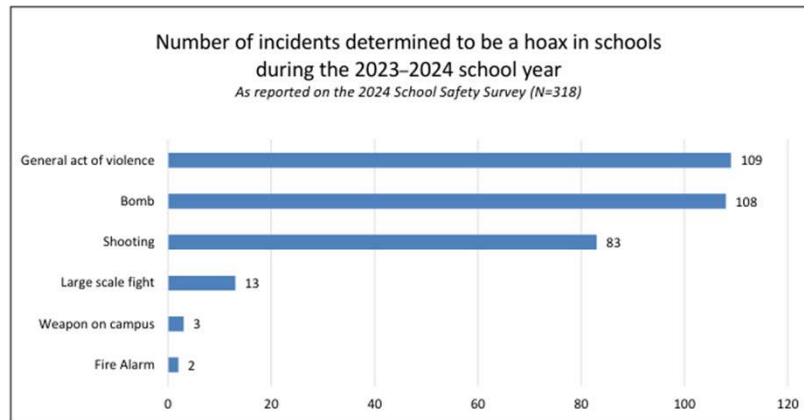
- Bus Evacuation Drills
- Lock-down Drills
- Fire Drills (Evacuation)
- Tornado Drills (Shelter)
- Cardiac Drills

**FYI:**  
SB817/HB1695 added a  
5<sup>th</sup> required drill  
(Response to sudden  
cardiac arrest)

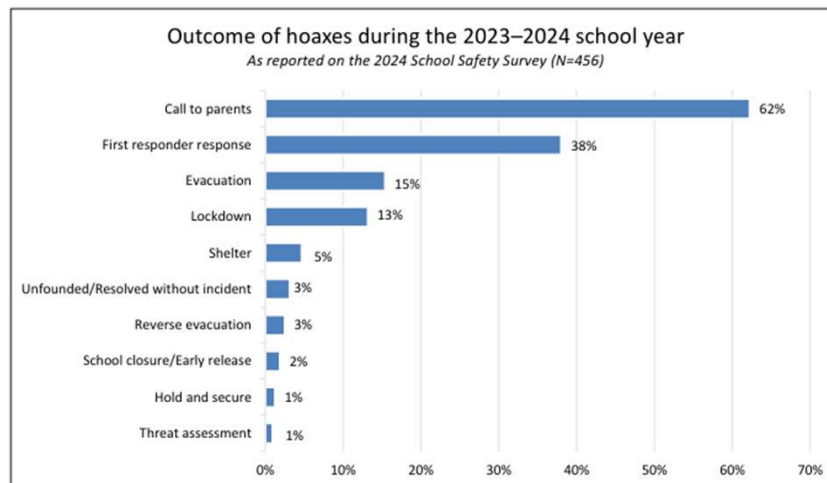
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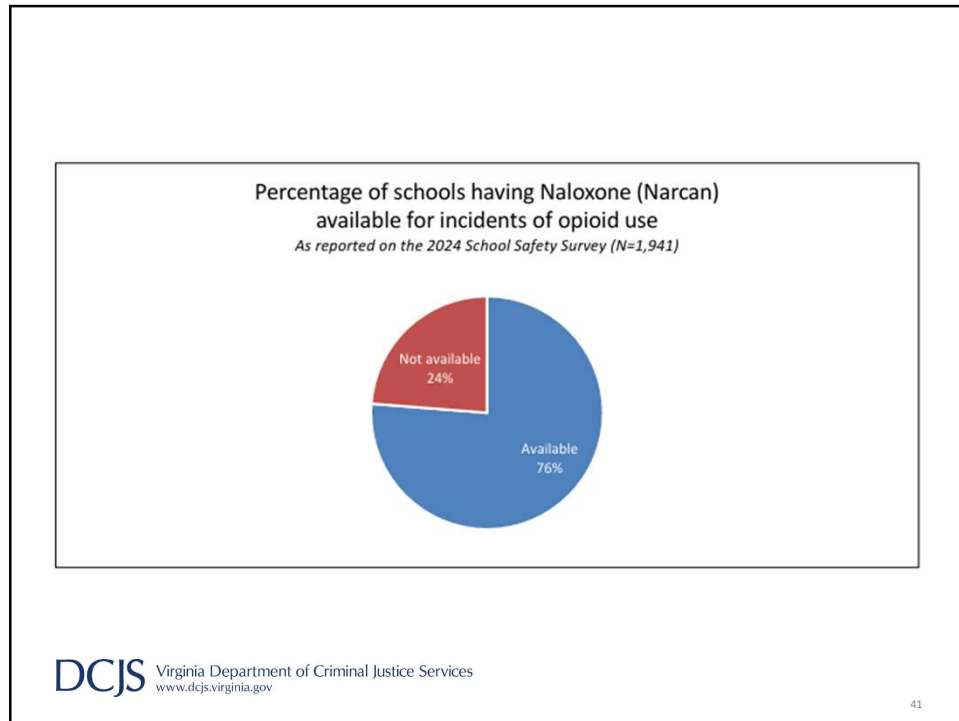
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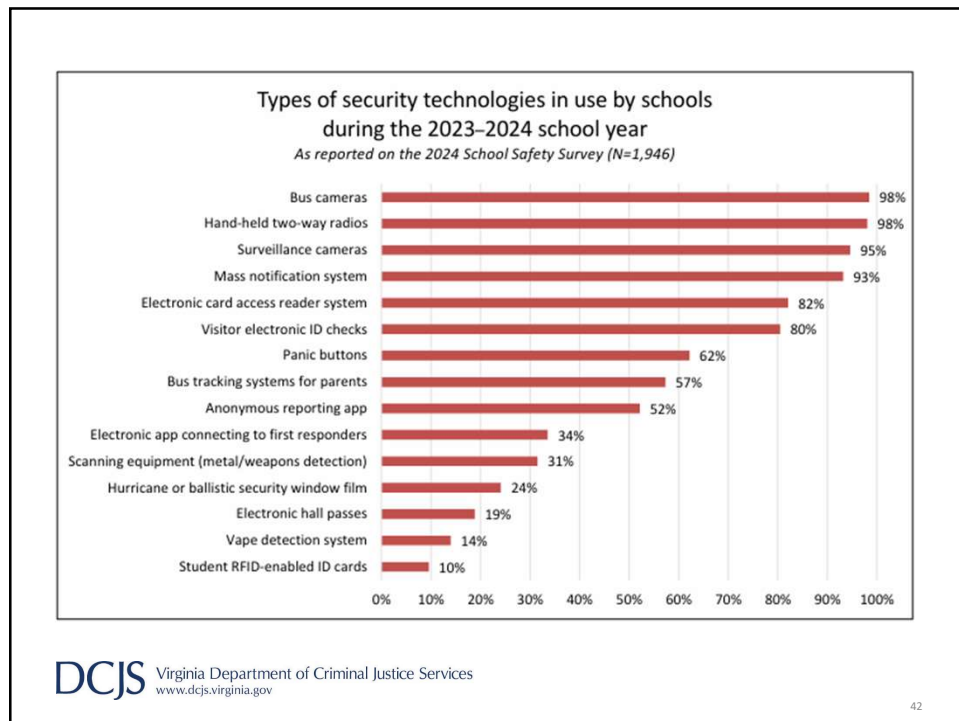
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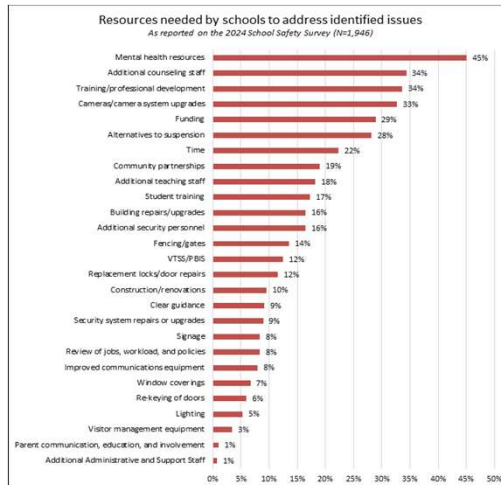
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## School Safety Audit Results

- Mental Health Resources
- Training for staff and students
- Funding and repairs
- Community Partnerships
- Time



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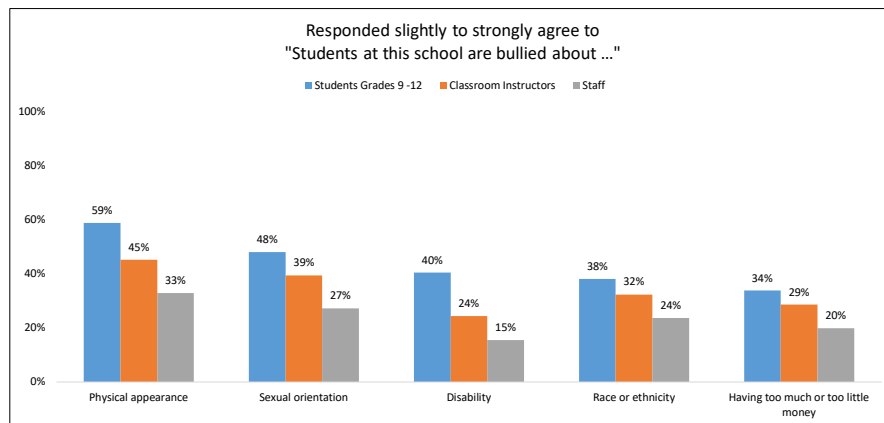
## Mental Health, Suicide Prevention, and Trauma Informed Practices

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## 2024 Virginia School Survey of Climate and Working Conditions

**Over three-fourths of the eligible schools (89.5%) participated in the student portion of the survey. There were 174,156 student responses, a response rate of 47.4% among students in grades 9–12.**

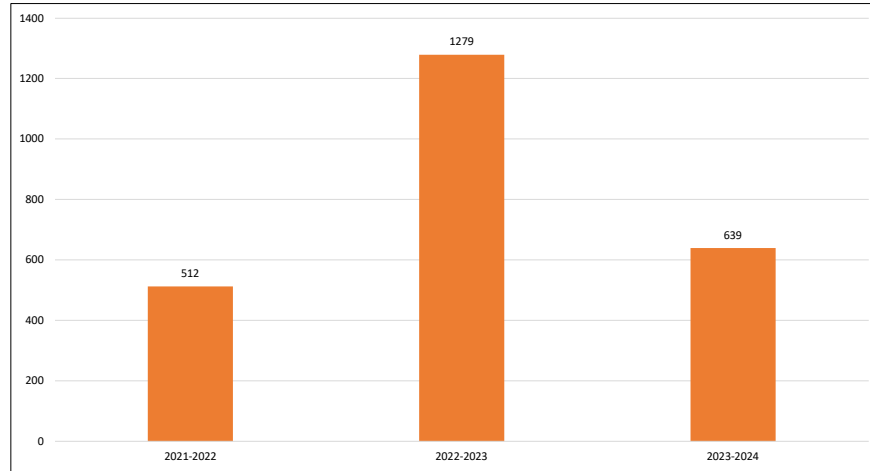
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\* As reported on the 2024 Virginia School Survey of Climate and Working Conditions

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## Number of Individuals Trained in Handle With Care



\* As reported on the 2024 Virginia School Survey of Climate and Working Conditions

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## 2024 Climate Survey Results High School Student Mental Health

- Overall, **27.9%** of students reported experiencing **anxiety** more than half of the days in the past **two weeks**, and **18.9%** of students reported experiencing signs of **depression** more than half of the days in the past **two weeks**.
- Over **half** of the students (58.1%) reported problematic depressive thoughts, feelings, or behaviors within the **past 12 months**.
- Half (50.9%)** of students said they had an **adult** in their life that they could turn to for help, and **73.8%** of students statewide said they **would tell** a trusted adult if a friend was having mental health struggles.
- 10.8%** of students reported to have seriously considered **suicide** within the past 12 months.

\* As reported on the 2024 Virginia School Survey of Climate and Working Conditions

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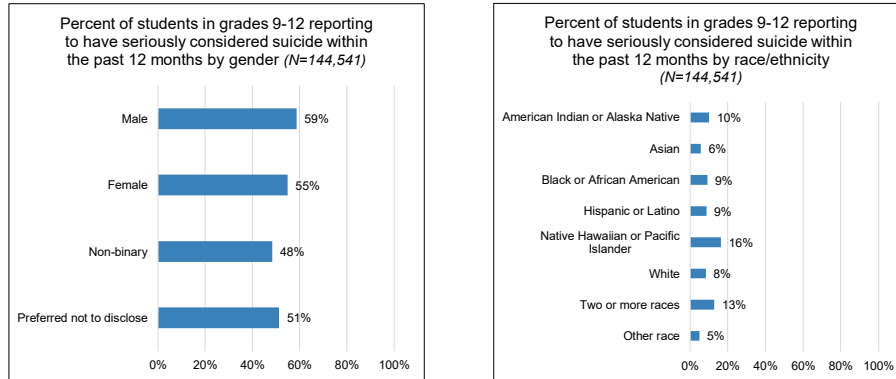
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## 2024 Climate Survey Results

### High School Student Mental Health



\* As reported on the 2024 Virginia School Survey of Climate and Working Conditions

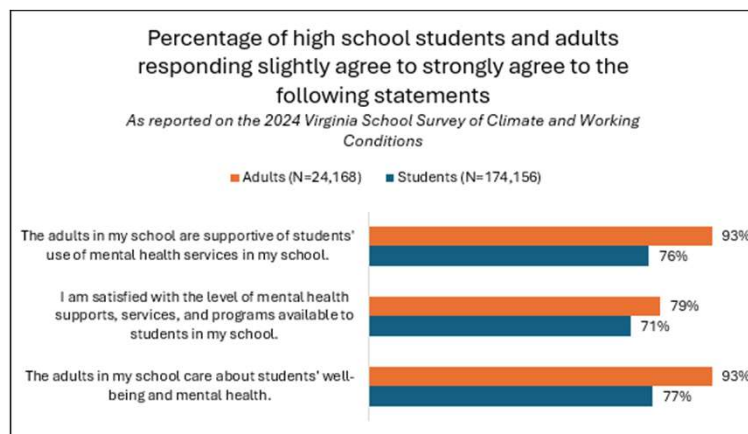
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## 2024 Climate Survey Results

### Students Grades 9–12



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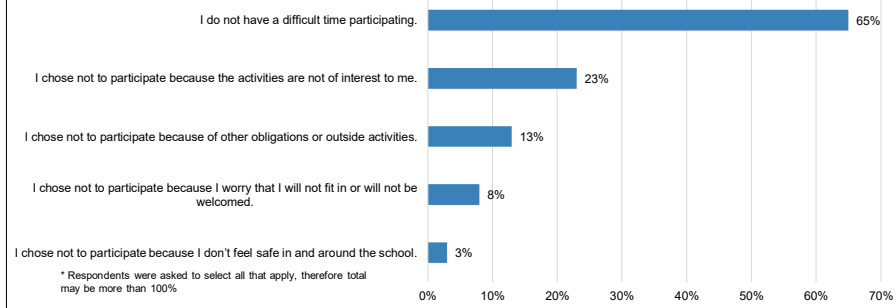
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## 2024 Climate Survey Results Students Grades 9–12

Indication of students as to if and why they have a difficult time participating in academic or extracurricular activities

As reported on the 2024 Virginia School Survey of Climate and Working Conditions (N=174,156)



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## 2024 Climate Survey Results Students Grades 9–12

85% slightly agree to strongly agree that there is an adult at school that would notice if they were absent.

46.9% report that bullying is a problem at their school

55% agreed that adults take action to address bullying.

94% agree or strongly agree that they know what to do if there is an emergency during the school day.

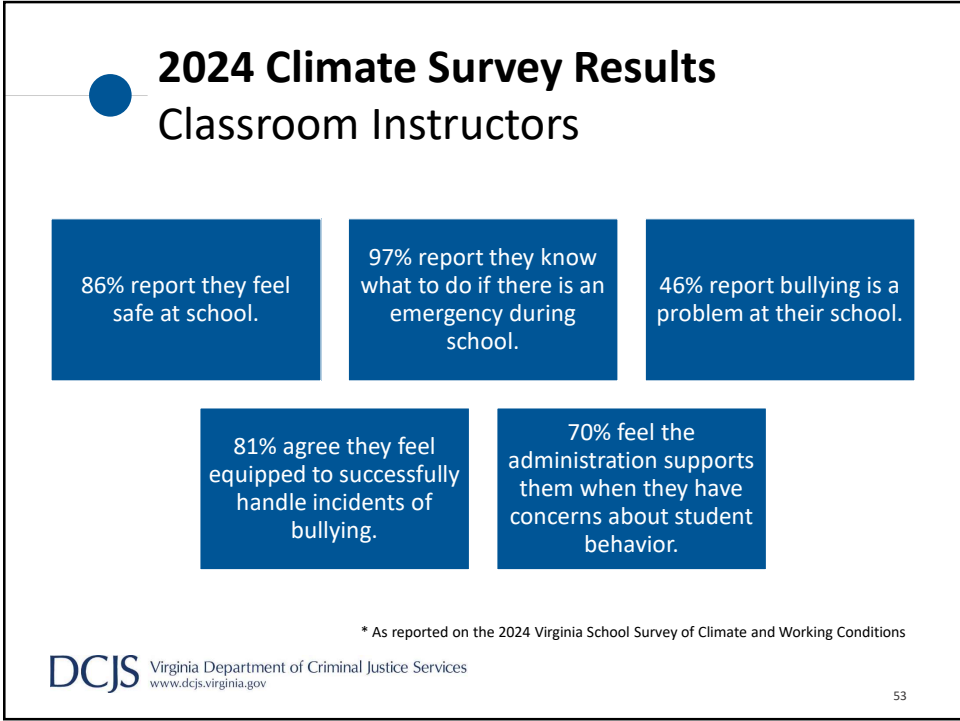
92% feel safe outside the school and in their classes.  
82% feel safe in the hallways and bathrooms.

\* As reported on the 2024 Virginia School Survey of Climate and Working Conditions

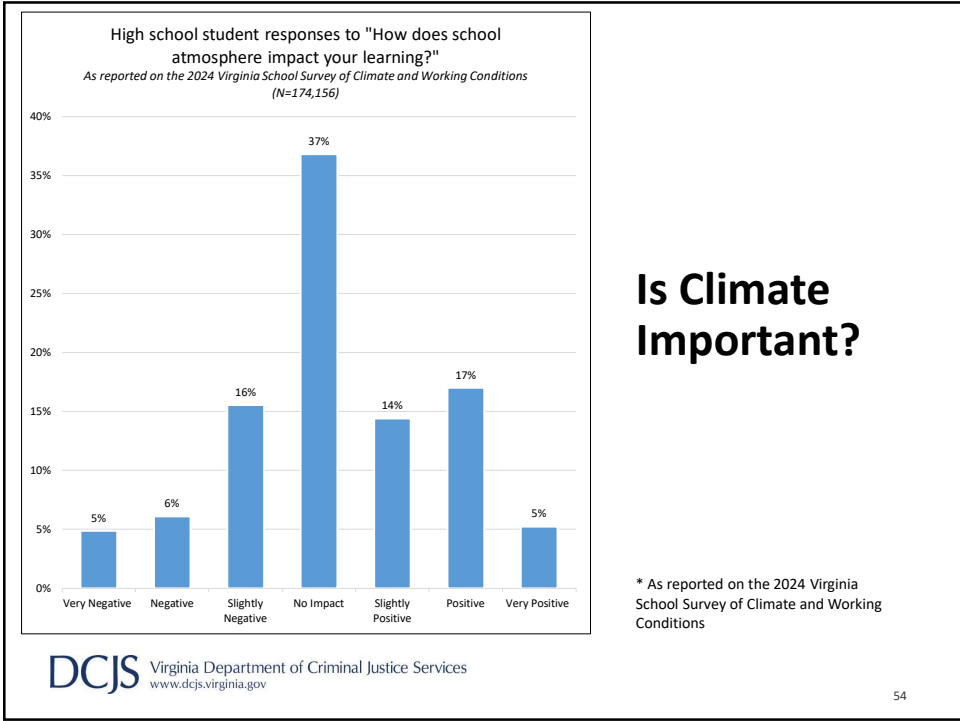
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## SROs and SSOs in Virginia Schools



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## Per the *Code of Virginia* [§ 9.1-101](#)

**School  
Resource  
Officer**

means a certified law enforcement officer hired by the local law enforcement agency to provide law enforcement and security services to Virginia public elementary and secondary schools.

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## Per the *Code of Virginia* [§ 9.1-101](#)

### School Security Officer

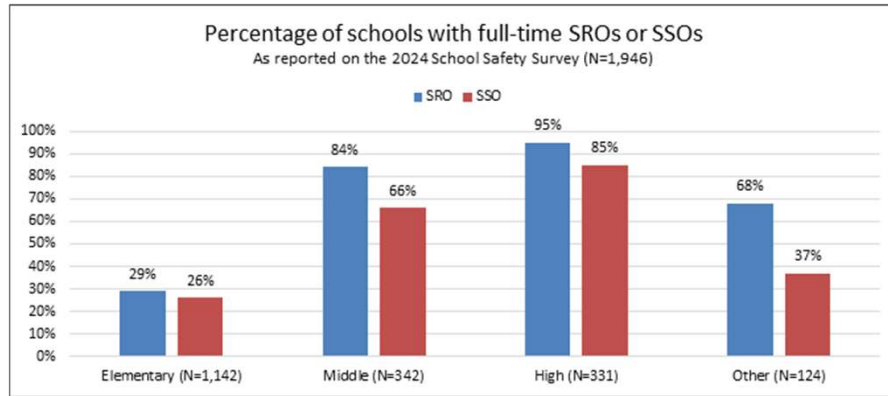
means an individual who is employed by the local school board or a private or religious school for the singular purpose of maintaining order and discipline, preventing crime, investigating violations of the policies of the school board or the private or religious school, and detaining students violating the law or the policies of the school board or the private or religious school on school property, school buses, or at school-sponsored events and who is responsible solely for ensuring the safety, security, and welfare of all students, faculty, staff, and visitors in the assigned school.

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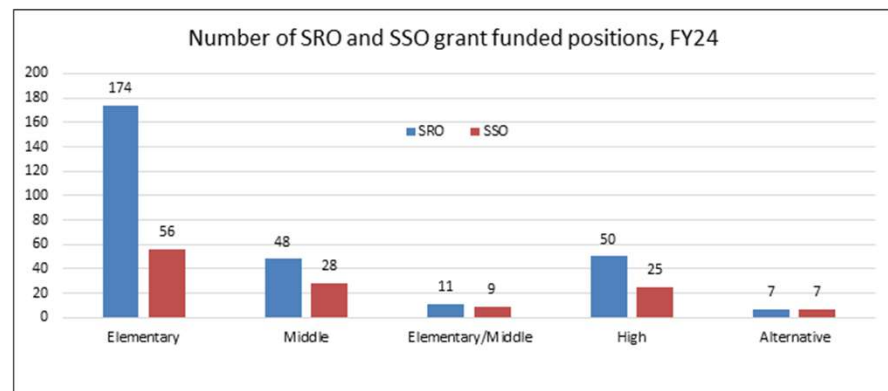
## Comparison of SRO and SSO Roles

<i>School Resource Officer</i>	<i>School Security Officer</i>
1. A school employee	1. A law enforcement agency employee
2. Complying with and guided by local school policies and regulations.	2. Complying with federal and state laws and local ordinances.
3. Functions under the direction of local school principal or designee.	3. Functions under the direction of law enforcement command.
4. Primarily assigned to school campus activities.	4. Assigned to school and community activities.
5. Responsible for enforcing school policy.	5. Responsible for enforcing laws.
6. Responsible for detaining individuals.	6. Responsible for custody and arrest in conformance with law.
7. Can search students based upon reasonable suspicion in accordance with local school board policy.	7. Search in accordance with State and Federal laws; search requires probable cause or permission.
8. May detain and question students.	8. Laws and custody requirement procedures apply.
9. Act in absence of parents (in loco parentis).	9. Act under the standards of law.
10. Use of force should be limited and only used in accordance with local school policy.	10. Use of force is permissible as guided by department policy.

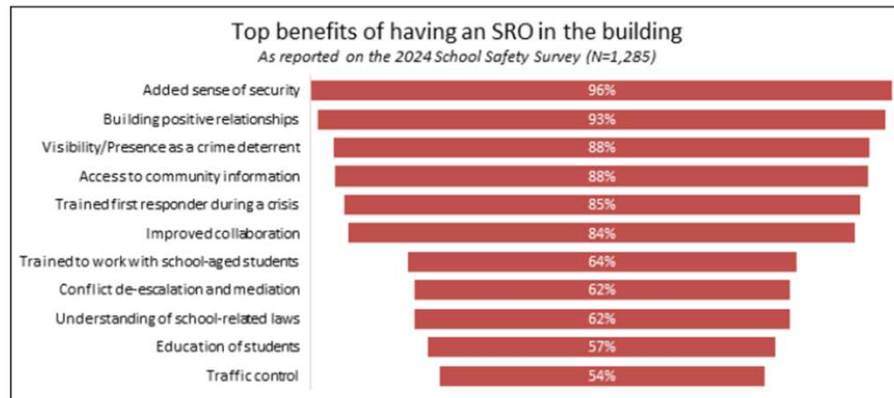
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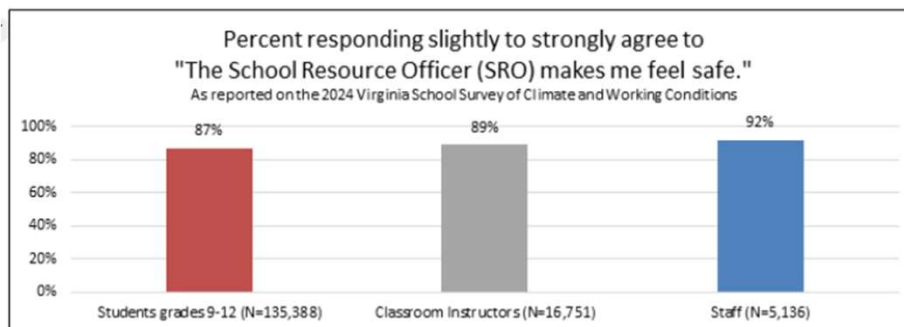
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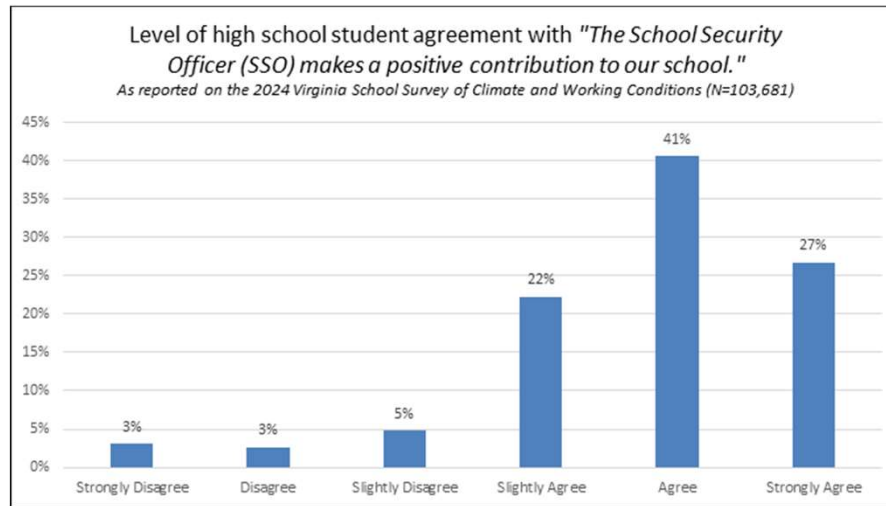
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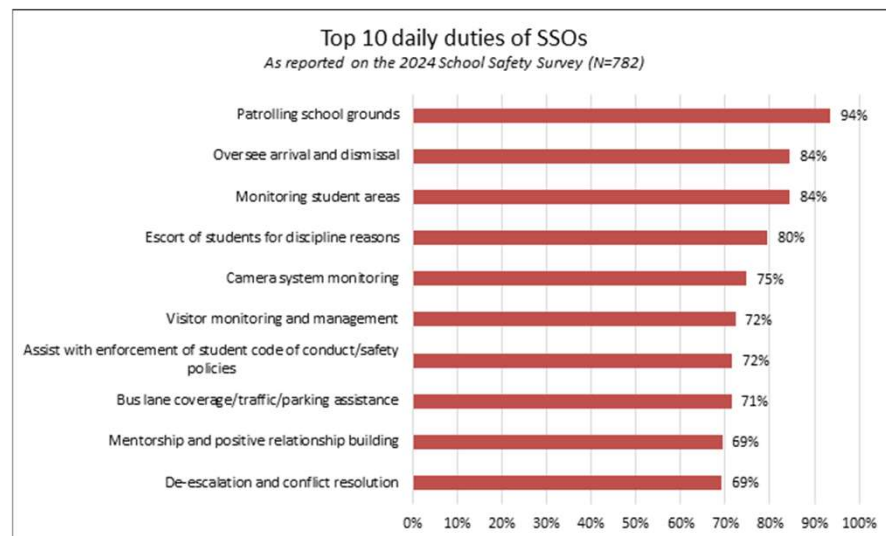
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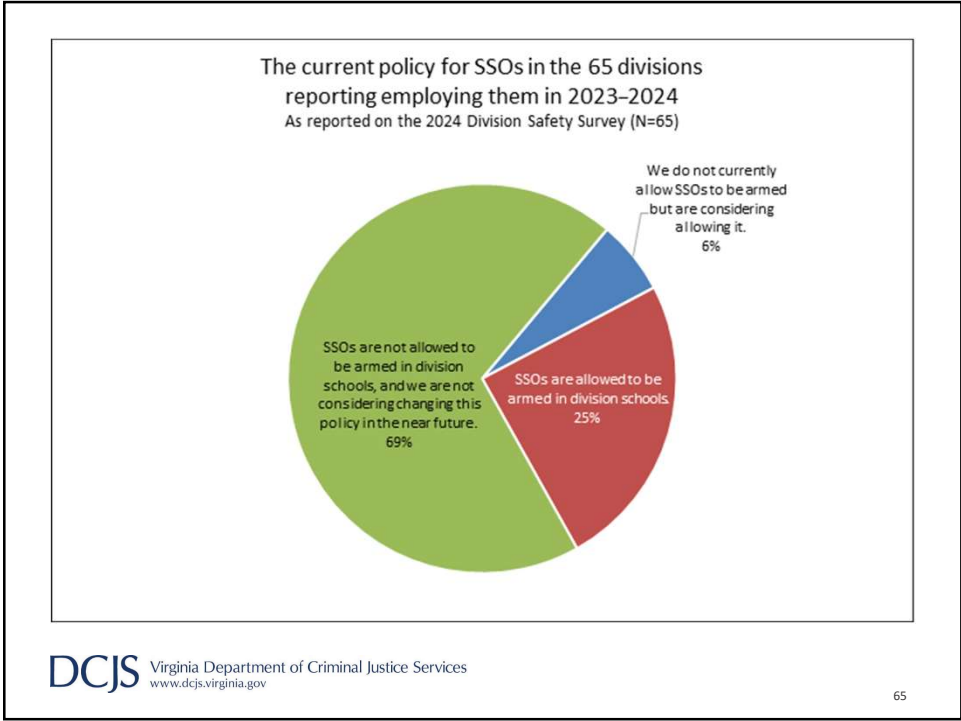


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# Other Ways We Have Responded

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BEFORE	DURING	AFTER
<ul style="list-style-type: none"> <li>• <b>Partnerships</b></li> <li>• <b>Resources &amp; Training related to:</b> <ul style="list-style-type: none"> <li>– New programs and dedicated coordinators for major safety areas</li> <li>– Drills and other legislation mandates</li> <li>– Handle With Care</li> <li>– SROs and SSOs</li> <li>– School and law enforcement partnership</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <b>New Programs including:</b> <ul style="list-style-type: none"> <li>– Critical Incident Response</li> <li>– Digital Mapping</li> </ul> </li> <li>• <b>Statewide Adoption of:</b> <ul style="list-style-type: none"> <li>– Standard Response Protocol</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <b>Statewide Adoption of:</b> <ul style="list-style-type: none"> <li>– the Standard Reunification Method</li> <li>– Handle With Care</li> </ul> </li> <li>• <b>Review of All Available Debriefs and Lessons Learned</b></li> </ul>

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## Federal Grant Funding

2020 BJA	2021 COPs	2023 BJA
<ul style="list-style-type: none"> <li>• Pathways for Prevention</li> <li>• Suicide Prevention PSAs – Know.Talk.Ask</li> <li>• Handle With Care</li> <li>• Sustainability Videos and E-Learning Modules</li> </ul>	<ul style="list-style-type: none"> <li>• Before, During, and After Training and TTT</li> <li>• Updates and Upgrades to Model Crisis Plans</li> <li>• Updates and Upgrades to School Safety Inspection Checklist</li> <li>• Age and Audience Appropriate Critical Incident Response Curriculum</li> </ul>	<ul style="list-style-type: none"> <li>• Ok.2.SpeakOut PSAs on TV, Radio, and Social Media</li> <li>• Case Management Tool</li> <li>• Training</li> </ul>

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## Digital Mapping Program

### What is required?

#### **Code of Virginia § 22.1-140**

Plans for buildings to be approved by division superintendent

#### **Code of Virginia § 22.1-279.8**

"Each local school board shall require all schools under its supervisory control to annually conduct school safety audits, as defined in this section, consistent with such list and in collaboration with the chief law-enforcement officer of the locality or his designee. As part of each such audit, the school board shall create a detailed and accurate floor plan for each public school building in the local school division or shall certify that the existing floor plan for each such school is sufficiently detailed and accurate."

### What is available?



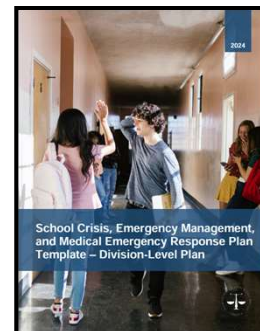
## Development of the Required School Crisis, Emergency Management, and Medical Emergency Response Plans

### TRAINING

- On-demand, virtual, and in-person sessions
- SRO Basic training
- SSO Initial Certification
- 2025 School Safety Training Forum (July 28-30)

### RESOURCES

- Division Crisis Planning Guide
- Model Crisis Plan (Division)
- Model Crisis Plan (School)
- Resource templates



## Available Resources and Tools

### BEFORE

- Contact Lists
- Hazard analysis
- Individual Safety Plan
- Virginia Planning Guide for Individuals with Special Needs
- Staff skills survey
- Drill records
- Virginia Educators Guide to Conducting Drills
- Training

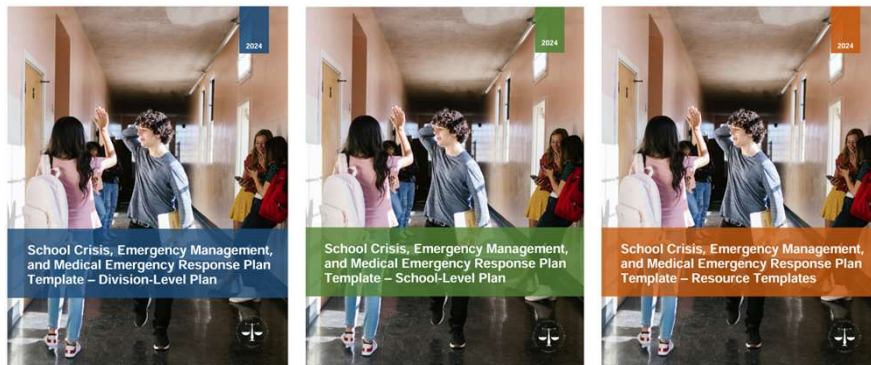
### DURING

- Incident Command System Chart for Schools
- MOUs and Mutual aid agreements
- Digital Maps
- Go Kits
- Staff badge access
- Standard Response Protocol actions

### AFTER

- Counseling and Trauma Support
- Essential departments and functions
- Standard Reunification Method
- Debrief and After-Action Reports

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## Model Crisis Plans and Resource Templates *Included Prompts*

- A pre-planned list of who will do what (that's ICS)
- "Almost ready" emergency letters
- Bomb threat procedures/form
- Contact lists
- Floor plans
- Family Assistance Center/Reunification Plan
- Go-Kits containing emergency supplies
- Food safety plan
- Near and far evacuation sites
- Plans to assist individuals with special needs



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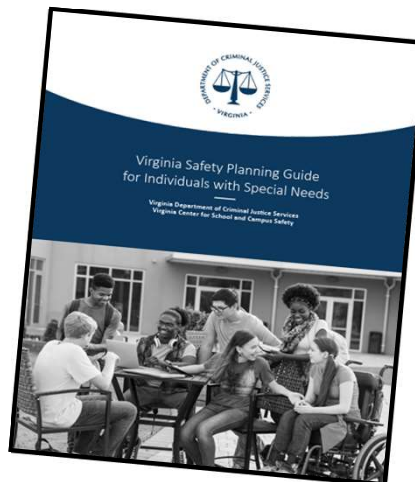
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## ● Individual Safety Plans

[§ 22.1-137.4](#) School building evacuation plans; updates for students with mobility impairments

[§ 22.1-274.7](#) IEP language for CMP supports for students with disabilities and mobility impairments



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Support Category	Individuals who may benefit from an Individualized Safety Plan	Person(s) Responsible for Coordinating
<b>T</b> Transportation & Mobility	1. _____ 2. _____ 3. _____ 4. _____	1. _____ 2. _____ 3. _____ 4. _____
<b>E</b> Emotional, Mental & Behavioral Health	1. _____ 2. _____ 3. _____ 4. _____	1. _____ 2. _____ 3. _____ 4. _____
<b>A</b> Auxiliary Communication	1. _____ 2. _____ 3. _____ 4. _____	1. _____ 2. _____ 3. _____ 4. _____
<b>M</b> Medical Health	1. _____ 2. _____ 3. _____ 4. _____	1. _____ 2. _____ 3. _____ 4. _____
<b>S</b> Security & Supervision	1. _____ 2. _____ 3. _____ 4. _____	1. _____ 2. _____ 3. _____ 4. _____

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**STANDARD  
RESPONSE PROTOCOL™**

**Statewide Adoption of Standard Response Protocol and Standard Reunification Method**

*Facilitate a Coordinated, Effective Response (and Reunification)*



**STANDARD  
REUNIFICATION METHOD™**

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**STOP THE PROP!**  
**KEEP THE DOOR LOCKED!**

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**¡ALTO A LAS PUERTAS ABIERTAS!**  
**¡MANTENGA LA PUERTA CERRADA!**

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*Encourage making safety part of the culture.*

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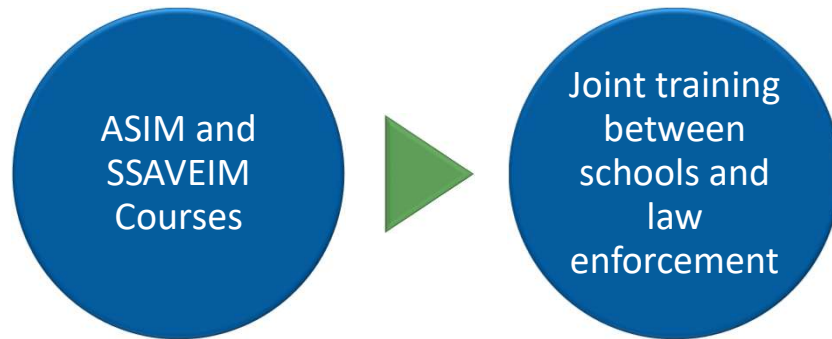
## What's Next

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## ● Application of 2025 COPS Grant



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