



The 2021 Virginia Division Safety Survey Data by Question

This document is designed to provide the state averages for all questions found on the 2021 Division Safety Survey.

Background

The Virginia Division Safety Survey is intended to provide divisions and Virginia Department of Criminal Justice Services (DCJS) with information on how best practices for school safety are being implemented across Virginia. The results of this survey provide valuable information on training and resources needed across the state. The survey is updated each year in anticipation of emerging best practices and to gather data to inform policymakers. The web-based Virginia Division Safety Survey was developed and administered by the DCJS Virginia Center for School and Campus Safety (VCSCS).

In May 2021, all Virginia school division Emergency Managers received directions for the 2021 School and Division Safety Surveys. Submission of the online survey is one component of the Virginia School Safety Audit requirement (*Code of Virginia § 22.1-279.8*). The divisions received information about the surveys, including survey instructions, a preview list of survey questions, and a link to the school survey. Divisions were informed that they would receive the link and access code to the Division Safety Survey once all schools in their division had completed the School Safety Survey and were instructed to inform each of their school principals about the School Safety Survey requirements.

Once all schools in a division completed the School Safety Survey, a snapshot summary of responses was provided to the division along with the link and access code to the Division Safety Survey. Superintendents or their designees completed the web-based survey during the months of June through September of 2021, providing information that reflected conditions in their divisions during the 2020–2021 school year.

All 132 school divisions in the Commonwealth of Virginia completed the 2021 Division Safety Survey.

Interpreting the Findings

Gray bars indicate survey branching based on respondent answers. If the response did not trigger the follow-up question(s), the question(s) was not presented to the respondent.

Many questions requested the reporting of numbers on various topics. These results are reported as such:

Total = Sum of all responses

Schools = Number of schools that reported numbers >1

Mean = Average number reported for schools that reported numbers >1

Range = Spread of numbers reported >1

If you have any questions, please contact the Virginia Department of Criminal Justice Services (DCJS) Virginia Center for School and Campus Safety (VCSCS):

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I. DIVISION IDENTIFICATION AND DEMOGRAPHIC INFORMATION

1. What is the name of your school division?		<i>132 divisions</i>	
2. If we have any questions about your survey responses, we would like to be able to contact you. Please provide us with your contact information:			
First Name	----		
Last Name	----		
Email	----		
Phone Number	----		
3. What is your role in the division?		<p><i>Select all that apply</i></p> <p><i>N=132</i></p> <ul style="list-style-type: none"> <input type="radio"/> <i>Superintendent 22, 17%</i> <input type="radio"/> <i>Assistant Superintendent 18, 14%</i> <input type="radio"/> <i>Deputy Superintendent 2, 2%</i> <input type="radio"/> <i>Chief Operations Officer 3, 2%</i> <input type="radio"/> <i>Director of Administrative Services 8, 6%</i> <input type="radio"/> <i>Director of Auxiliary Services 2, 2%</i> <input type="radio"/> <i>Director of Compliance 4, 3%</i> <input type="radio"/> <i>Director of Facilities Maintenance 6, 5%</i> <input type="radio"/> <i>Director of Finance 1, 1%</i> <input type="radio"/> <i>Director of Human Resources 9, 7%</i> <input type="radio"/> <i>Director of Innovation and Technology Integration 2, 2%</i> <input type="radio"/> <i>Director of Operations 17, 13%</i> <input type="radio"/> <i>Director of Research, Testing, & Evaluation 2, 2%</i> <input type="radio"/> <i>Director of School Safety 28, 21%</i> <input type="radio"/> <i>Director of Special Services 2, 2%</i> <input type="radio"/> <i>Director of Student Services 10, 8%</i> <input type="radio"/> <i>Director of Transportation 4, 3%</i> <input type="radio"/> <i>Emergency Manager 20, 15%</i> <input type="radio"/> <i>Executive Director 4, 3%</i> 	
If you are NOT the current/acting superintendent			
3a. Please provide the name and email address for your current/acting superintendent.			
First Name	----		
Last Name	----		
Email	----		
Phone Number	----		
4. Tell us about your school year?			
	Starting Month	Ending Month	
Typical school year prior to COVID-19	<p><i>N=132</i></p> <ul style="list-style-type: none"> <input type="radio"/> <i>August 90, 68%</i> <input type="radio"/> <i>September 42, 32%</i> 	<p><i>N=132</i></p> <ul style="list-style-type: none"> <input type="radio"/> <i>March 1, 1%</i> <input type="radio"/> <i>May 62, 47%</i> <input type="radio"/> <i>June 69, 52%</i> 	
2020–2021	<p><i>N=132</i></p> <ul style="list-style-type: none"> <input type="radio"/> <i>March 2, 2%</i> <input type="radio"/> <i>April 1, 1%</i> <input type="radio"/> <i>August 66, 50%</i> <input type="radio"/> <i>September 61, 46%</i> <input type="radio"/> <i>October 1, 1%</i> <input type="radio"/> <i>Fully in Person 1, 1%</i> 	<p><i>N=132</i></p> <ul style="list-style-type: none"> <input type="radio"/> <i>May 50, 38%</i> <input type="radio"/> <i>June 81, 61%</i> <input type="radio"/> <i>Fully Remote 1, 1%</i> 	

2021–2022 and beyond		<i>N=132</i> <ul style="list-style-type: none"> ○ July 1, 1% ○ August 102, 77% ○ September 27, 20% ○ October 1, 1% ○ Hybrid 1, 1% 		<i>N=132</i> <ul style="list-style-type: none"> ○ May 61, 46% ○ June 70, 53% ○ Hybrid 1, 1% 	
	What form of instruction occurred for 80% of the first quarter of the year?	What form of instruction occurred for 80% of the second quarter of the year?	What form of instruction occurred for 80% of the third quarter of the year?	What form of instruction occurred for 80% of the final quarter of the year?	
Elementary <i>N=132</i>	<ul style="list-style-type: none"> ○ Fully Remote 50, 38% ○ Fully in-person 14, 11% ○ Hybrid 68, 52% 	<ul style="list-style-type: none"> ○ Fully Remote 34, 26% ○ Fully in-person 13, 10% ○ Hybrid 85, 64% 	<ul style="list-style-type: none"> ○ Fully Remote 17, 13% ○ Fully in-person 20, 15% ○ Hybrid 95, 72% 	<ul style="list-style-type: none"> ○ Fully Remote 5, 4% ○ Fully in-person 31, 23% ○ Hybrid 96, 73% 	
Middle <i>N=132</i>	<ul style="list-style-type: none"> ○ Fully Remote 55, 42% ○ Fully in-person 7, 5% ○ Hybrid 70, 53% 	<ul style="list-style-type: none"> ○ Fully Remote 39, 30% ○ Fully in-person 6, 5% ○ Hybrid 87, 66% 	<ul style="list-style-type: none"> ○ Fully Remote 19, 14% ○ Fully in-person 13, 10% ○ Hybrid 100, 76% 	<ul style="list-style-type: none"> ○ Fully Remote 6, 5% ○ Fully in-person 26, 20% ○ Hybrid 100, 76% 	
High <i>N=132</i>	<ul style="list-style-type: none"> ○ Fully Remote 56, 42% ○ Fully in-person 6, 5% ○ Hybrid 70, 53% 	<ul style="list-style-type: none"> ○ Fully Remote 40, 30% ○ Fully in-person 5, 4% ○ Hybrid 87, 66% 	<ul style="list-style-type: none"> ○ Fully Remote 20, 15% ○ Fully in-person 12, 9% ○ Hybrid 100, 76% 	<ul style="list-style-type: none"> ○ Fully Remote 6, 5% ○ Fully in-person 24, 18% ○ Hybrid 102, 77% 	
If Hybrid was selected					
4a. You stated that you had a hybrid-learning environment for some portion of your school year; please provide a description of this format.		<i>N=114</i> Respondents were asked to write in a description. Those responses were coded and categorized. <ul style="list-style-type: none"> ○ 2 days a week were in-person, 3 days a week were remote learning 71, 62% ○ Parent/student option to be virtual or in-person 20, 18% ○ In-person Learning, Virtual Learning, Concurrent Learning 11, 10% ○ 4 days a week in person, 1 day of the week Virtual 7, 6% ○ Week A and Week B format 4, 4% ○ 1 day in person and 4 days remote 1, 1% 			

II. SAFETY-RELATED PERSONNEL AND PARTNERSHIPS

[§ 22.1-279.8](#). Paragraph D requires that each school division designate an emergency manager.

D. Each school board shall ensure that every school that it supervises shall develop a written school crisis, emergency management, and medical emergency response plan, consistent with the definition provided in this section, and shall include the chief law-enforcement officer, the fire chief, the chief of the emergency medical services agency, the executive director of the relevant regional emergency medical services council, and the emergency management official of the locality, or their designees, in the development of such plans. **Each school division shall designate an emergency manager...**

If the individual completing the survey is **NOT** the Emergency Manager

5. Please provide the name and email address for the person designated as the division's Emergency Manager.

First Name	----
Last Name	----
Email	----
Phone Number	----

ALL

6. What role(s) does the Emergency Manager play in the overall safety of the school division?	<p><i>select all that apply</i> N=132</p> <ul style="list-style-type: none"> <input type="radio"/> Responsible for ensuring completion of school safety audit components 117, 89% <input type="radio"/> Served as a liaison between the school division and first responders in an emergency 111, 84% <input type="radio"/> Served as a liaison between the school division and first responders in an emergency 111, 84% <input type="radio"/> Led division and school safety activities 107, 81% <input type="radio"/> Served as a liaison between the school division and the law enforcement agency providing School Resource Officers (SROs) 94, 71% <input type="radio"/> Served as the Director of School Safety/Security (or some similar title) 88, 67% <input type="radio"/> Supervised School Security Officers (SSOs) 33, 25% <input type="radio"/> Other 12, 9%
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7. Was the position of Emergency Manager hired to serve specifically in this role, or was this responsibility assumed in addition to another role?	<p><i>select one</i> N=132</p> <ul style="list-style-type: none"> <input type="radio"/> The Emergency Manager responsibilities were in addition to their other role(s) (not including Director of School Safety/Security) 102, 77% <input type="radio"/> The responsibilities of the Emergency Manager are split among multiple individuals 20, 15% <input type="radio"/> The Emergency Manager position was their only responsibility 10, 8%
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If the Emergency Manager was **NOT** also the Director of School Safety

7a. Was there a Director of School Safety or Director of School Security (or person of similar title whose responsibility was the oversight of school safety-related activities) employed within the school division?	<p>N=44</p> <ul style="list-style-type: none"> <input type="radio"/> Yes 17, 39% <input type="radio"/> No 27, 61%
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If there **WAS** a Director of School Safety

7b. Please provide the name and email for the person designated as the school division's Director of School Safety/Security or similar designation.

First Name	----
Last Name	----
Email	----
Phone Number	----

<p>7c. What functions were the Director of School Safety/ Security responsible for?</p>	<p><i>select all that apply</i> <i>N=17</i></p> <ul style="list-style-type: none"> <input type="radio"/> <i>Responsible for ensuring completion of School Safety Audit components 14, 82%</i> <input type="radio"/> <i>Served as a liaison between the school division and first responders in an emergency 12, 71%</i> <input type="radio"/> <i>Served as a liaison between the school division and law enforcement providing SROs 11, 65%</i> <input type="radio"/> <i>Led division and school safety activities 9, 53%</i> <input type="radio"/> <i>Supervised School Security Officers (SSO) 7, 41%</i> <input type="radio"/> <i>Other 3, 18%</i>
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School Resource Officers and Certified School Security Officers

[§ 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.

“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.

<p>8. Which type(s) of security personnel worked in your division during the 2020–2021 school year?</p>	<p><i>select all that apply</i> <i>N=132</i></p> <ul style="list-style-type: none"> <input type="radio"/> <i>School resource officers (SROs) 124, 94%</i> <input type="radio"/> <i>Certified school security officers (SSOs) 43, 33%</i> <input type="radio"/> <i>None of the above 6, 5%</i> <input type="radio"/> <i>Contracted private security officers (not SSOs) 2, 2%</i>
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If you HAD School Resource Officers (SROs) in your division

[§ 22.1-280.2:3](#). *School boards; local law-enforcement agencies; memorandums of understanding.*

The school board in each school division in which the local law-enforcement agency employs school resource officers, as defined in [§ 9.1-101](#), shall enter into a memorandum of understanding with such local law-enforcement agency that sets forth the powers and duties of such school resource officers. The provisions of such memorandum of understanding shall be based on the model memorandum of understanding developed by the Virginia Center for School and Campus Safety pursuant to subdivision A 12 of [§ 9.1-184](#), which may be modified by the parties in accordance with their particular needs. Each such school board and local law-enforcement agency shall review and amend or affirm such memorandum at least once every two years or at any time upon the request of either party. Each school board shall ensure the current division memorandum of understanding is conspicuously published on the division website and provide notice and opportunity for public input during each memorandum of understanding review period.

<p>9. What is your division’s process for updating the school division Memorandum of Understanding (MOU) with law enforcement?</p>	<p><i>N=124 Respondents were asked to write in their process, these responses were coded and categorized.</i></p> <ul style="list-style-type: none"> <input type="radio"/> <i>Annual updates by committee 57, 46%</i> <input type="radio"/> <i>Continuous updating by division and Law Enforcement 50, 40%</i> <input type="radio"/> <i>Every two years by committee 11, 9%</i> <input type="radio"/> <i>Other 4, 3%</i> <input type="radio"/> <i>Every three years by committee 2, 2%</i>
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<p>10. When updating the MOU with law enforcement, from whom do you gather input?</p>	<p><i>select all that apply</i> <i>N=124</i></p> <ul style="list-style-type: none"> ○ <i>School Administration 114, 92%</i> ○ <i>School Resource Officers 109, 88%</i> ○ <i>Other Division Personnel 74, 60%</i> ○ <i>School Board 71, 57%</i> ○ <i>Other Community Partners 41, 33%</i> ○ <i>Parents 39, 31%</i> ○ <i>Students 29, 23%</i> ○ <i>Other (describe) ___ 24, 19% (Other law enforcement personnel 12; model MOU/DCJS 3; Code of Virginia updates 2; legal 1; public comment 1; maintenance and transportation 1; regional superintendents 1)</i>
<p>11. What method did you use to provide the administrators/ staff of all your division's schools with information on the MOU with local law enforcement?</p>	<p><i>N=120 descriptive responses were coded and categorized.</i></p> <ul style="list-style-type: none"> ○ <i>Reviewed during meetings/trainings 57, 48%</i> ○ <i>A copy is provided 26, 22%</i> ○ <i>Announced at a principals meeting. Posted on the division website. 13, 11%</i> ○ <i>Shared via email 8, 7%</i> ○ <i>Updates shared as needed 4, 3%</i> ○ <i>The MOU is presented for review at the School Board meeting 3, 3%</i> ○ <i>Available for upon request 2, 2%</i> ○ <i>Included in crisis plan or local policy 2, 2%</i> ○ <i>Just assumed due to SRO position 1, 1%</i> ○ <i>Notified that they would have SROs in their buildings and who they were 1, 1%</i> ○ <i>They are told there is an MOU with local law enforcement 1, 1%</i> ○ <i>N/A 2, 2%</i>
<p>12. Are you, the division, consulted in some way on SRO assignments?</p>	<p><i>N=124</i></p> <ul style="list-style-type: none"> ○ <i>Yes 90, 73%</i> ○ <i>No 34, 27%</i>
<p>13. Were school administrators provided with information on the roles and responsibilities of SROs?</p>	<p><i>N=123</i></p> <ul style="list-style-type: none"> ○ <i>Yes 121, 98%</i> ○ <i>No 2, 2%</i>
<p>14. How were school resource officers (SROs) funded in your division?</p>	<p><i>select one</i> <i>N=124</i></p> <ul style="list-style-type: none"> ○ <i>From a combination of funding sources (school division, LEA funds, and/or DCJS grant funds) 43, 35%</i> ○ <i>Solely by a law enforcement agency (LEA) 52, 42%</i> ○ <i>Solely by the City or locality 12, 10%</i> ○ <i>Solely by the school division 9, 7%</i> ○ <i>Through grant funds from DCJS (SRO/SSO Incentive Grant Program) 8, 6%</i> ○ <i>Don't know 0, 0%</i> ○ <i>Other 0, 0%</i>
ALL	
<p>15. Did your division apply for SRO grant funds last year?</p>	<p><i>N=132</i></p> <ul style="list-style-type: none"> ○ <i>Yes 25, 19%</i> ○ <i>No 107, 81%</i>

If your division did NOT apply for SRO grant funds	
15a. Why did your division not apply for SRO funds last year?	<p><i>select all that apply</i></p> <p><i>N=106</i></p> <ul style="list-style-type: none"> <input type="radio"/> <i>Not eligible due to local funding 64, 60%</i> <input type="radio"/> <i>Grant applied for by local law enforcement agency 18, 17%</i> <input type="radio"/> <i>Not aware of grant opportunity 11, 10%</i> <input type="radio"/> <i>Other (describe) 9, 8%</i> <input type="radio"/> <i>Temporary nature of grant funding (cannot sustain when grant ends) 7, 7%</i> <input type="radio"/> <i>Timing of application deadline 5, 5%</i> <input type="radio"/> <i>Not interested in funding SRO positions 3, 3%</i> <input type="radio"/> <i>Denied funding in the past 2, 2%</i> <input type="radio"/> <i>Applied for the SSO grant 1, 1%</i> <input type="radio"/> <i>Grant funds were not available 1, 1%</i> <input type="radio"/> <i>Had used previously but decided not to apply in subsequent years 1, 1%</i> <input type="radio"/> <i>LEA funded by local grant/ local funding 1, 1%</i> <input type="radio"/> <i>Local law enforcement agency did not agree to staff an SRO 1, 1%</i> <input type="radio"/> <i>Our needs have not been matching the priority areas for the grant in the past couple of years 1, 1%</i> <input type="radio"/> <i>Preoccupied by COVID-19 response 1, 1%</i> <input type="radio"/> <i>Turned it down due to COVID-19 budget downfalls 1, 1%</i> <input type="radio"/> <i>We applied 1, 1%</i>
If you HAD School Security Officers (SSOs) in your division	
16. Please provide the name, title, and email address for the person responsible for supervising your division's SSOs. <i>Only needed if this person is different from your Emergency Manager or School Safety Director</i>	
First Name	----
Last Name	----
Title	----
Email	----
Phone Number	----
<p>§ 22.1-280.2:1 describes the purposes for which a local school board may employ a certified school security officer (SSO) and the requirements if they are to carry a firearm.</p> <p>Local school boards and private or religious schools may employ school security officers, as defined in § 9.1-101, for the purposes set forth therein. Such school security officer may carry a firearm in the performance of his duties if (i) within 10 years immediately prior to being hired by the local school board or private or religious school he (a) was an active law-enforcement officer as defined in § 9.1-101 in the Commonwealth or (b) was employed by a law-enforcement agency of the United States or any state or political subdivision thereof and his duties were substantially similar to those of a law-enforcement officer as defined in § 9.1-101; (ii) he retired or resigned from his position as a law-enforcement officer in good standing; (iii) he meets the training and qualifications described in subsection C of § 18.2-308.016; (iv) he has provided proof of completion of a training course that includes training in active shooter emergency response, emergency evacuation procedure, and threat assessment to the Department of Criminal Justice Services pursuant to subdivision 42 of § 9.1-102, provided that if he received such training from a local law-enforcement agency he received the training in the locality in which he is employed; (v) the local school board or private or religious school solicits input from the chief law-enforcement officer of the locality regarding the qualifications of the school security officer and receives verification from such chief law-enforcement officer that the school security officer is not prohibited by state or federal law from possessing, purchasing, or transporting a firearm; and (vi) the local school board or private or religious school grants him the authority to carry a firearm in the performance of his duties.</p>	

17. Are the SSOs in your division required to wear a uniform?	<i>N=43</i> <input type="radio"/> <i>Yes 25, 58%</i> <input type="radio"/> <i>No 18, 42%</i>
18. Do the SSOs in your division carry any standard equipment?	<i>N=42</i> <input type="radio"/> <i>Yes (describe) ___28, 65%</i> <ul style="list-style-type: none"> • <i>Radio 20, 80%</i> • <i>Side arm 7, 28%</i> • <i>Uniform 4, 16%</i> • <i>Other 4, 16%</i> • <i>Handcuffs 3, 12%</i> • <i>Master Key 2, 8%</i> • <i>Pepper spray 2, 8%</i> <input type="radio"/> <i>No 15, 35%</i>

ALL

Questions 11 and 12 refer to the *Code of Virginia § 22.1-279.3:1* paragraphs B and D.

[§ 22.1-279.3:1](#). Reports of certain acts to school authorities.

B. Notwithstanding the provisions of Article 12 ([§ 16.1-299](#) et seq.) of Chapter 11 of Title 16.1, local law-enforcement authorities shall report, and the principal or his designee and the division superintendent shall receive such reports, on offenses, wherever committed, by students enrolled at the school if the offense would be a felony if committed by an adult or would be a violation of the Drug Control Act ([§ 54.1-3400](#) et seq.) and occurred on a school bus, on school property, or at a school-sponsored activity, or would be an adult misdemeanor involving any incidents described in clauses (i) through (viii) of subsection A, and whether the student is released to the custody of his parent or, if 18 years of age or more, is released on bond. As part of any report concerning an offense that would be an adult misdemeanor involving an incident described in clauses (i) through (viii) of subsection A, local law-enforcement authorities and attorneys for the Commonwealth shall be authorized to disclose information regarding terms of release from detention, court dates, and terms of any disposition orders entered by the court, to the superintendent of such student's school division, upon request by the superintendent, if, in the determination of the law-enforcement authority or attorney for the Commonwealth, such disclosure would not jeopardize the investigation or prosecution of the case. No disclosures shall be made pursuant to this section in violation of the confidentiality provisions of subsection A of [§ 16.1-300](#) or the record retention and redisclosure provisions of [§ 22.1-288.2](#). Further, any school superintendent who receives notification that a juvenile has committed an act that would be a crime if committed by an adult pursuant to subsection G of [§ 16.1-260](#) shall report such information to the principal of the school in which the juvenile is enrolled.

D. Except as may otherwise be required by federal law, regulation, or jurisprudence, the principal shall immediately report to the local law-enforcement agency any act enumerated in clauses (ii) through (vii) of subsection A that may constitute a criminal offense and may report to the local law-enforcement agency any incident described in clause (i) of subsection A. Nothing in this section shall require delinquency charges to be filed or prevent schools from dealing with school-based offenses through graduated sanctions or educational programming before a delinquency charge is filed with the juvenile court.

Further, except as may be prohibited by federal law, regulation, or jurisprudence, the principal shall also immediately report any act enumerated in clauses (ii) through (v) of subsection A that may constitute a criminal offense to the parents of any minor student who is the specific object of such act. Further, the principal shall report that the incident has been reported to local law enforcement as required by law and that the parents may contact local law enforcement for further information, if they so desire.

<p>19. Were there formal written processes or protocols in place for your school division to receive notification on the <i>Code of Virginia</i> listed offenses from local law enforcement?</p>	<p>N=132</p> <ul style="list-style-type: none"> ○ Yes 90, 68% ○ No 42, 32% <p><i>If yes, please describe – responses were coded and categorized</i></p> <p>N=82</p> <ul style="list-style-type: none"> ○ Law enforcement sends us appropriate written reports 41, 50% ○ Via verbal communication 18, 22% ○ Outlined in the MOU 12, 15% ○ There is written School Board policy on the reporting process 5, 6% ○ Outlined in our school’s Code of Conduct 4, 5% ○ In division crisis plan 1, 1% ○ Received from VDOE 1, 1%
<p>20. Were there formal written processes or protocols in place for your division to provide notification to law enforcement on the <i>Code of Virginia</i> listed offenses when committed by students?</p>	<p>N=132</p> <ul style="list-style-type: none"> ○ Yes 104, 79% ○ No 28, 21% <p><i>If yes, please describe – responses were coded and categorized</i></p> <p>N=98</p> <ul style="list-style-type: none"> ○ Via verbal communication 33, 34% ○ Outlined in School Board policy 20, 20% ○ Via written communication 16, 16% ○ Outlined in MOU 14, 14% ○ Detailed in school’s Code of Conduct 11, 11% ○ Code of Virginia dictates 1, 1% ○ Completed through Threat Assessment meetings 1, 1% ○ Division crisis plan 1, 1% ○ Follow the guideline provided by VDOE 1, 1%

III. EMERGENCY PLANNING, DRILLS, AND RESPONSE

<p>21. Did first responders (police/fire/EMS) have electronic/internet-based access to current schematics for all schools in your division in case they needed to respond to a large-scale security incident at the school?</p>	<p><i>N=132</i></p> <ul style="list-style-type: none"> ○ <i>Yes 93, 70%</i> ○ <i>No 39, 30%</i>
<p>22. Did first responders (police/fire/EMS) have access to the school during a lockdown so they would not have to breach doors or windows to gain access, if necessary?</p> <p><i>This may be in the format of a lockbox on the school grounds or an override code or key card etc.</i></p>	<p><i>N=132</i></p> <ul style="list-style-type: none"> ○ <i>Yes 116, 88%</i> ○ <i>No, not all school buildings 13, 10%</i> ○ <i>No, none of our school buildings 3, 2%</i>
<p>23. Did your division take advantage of the VDOE drill waiver for the 2020–2021 school year?</p>	<p><i>N=132</i></p> <ul style="list-style-type: none"> ○ <i>Yes 65, 49%</i> ○ <i>No 67, 51%</i>

IV. THREAT REPORTING AND ASSESSMENTS

Since 2013, and in accordance with [§ 9.1-184](#) and [§ 22.1-79.4](#), threat assessment teams are legislatively mandated in Virginia for all public schools grades K-12. Each division superintendent shall establish, for each school, a threat assessment team that shall include persons with expertise in counseling, instruction, school administration, and law enforcement. Threat assessment teams may be established to serve one or more schools as determined by the division superintendent. It is also mandated that each team:

- Provide guidance to students, faculty, and staff regarding recognition of threatening or aberrant behavior that may represent a threat to the community, school, or self;
- Identify members of the school community to whom threatening behavior should be reported; and
- Implement school board policies for the assessment of and intervention with individuals whose behavior poses a threat to the safety of school staff or students.

In addition to requiring the establishment of threat assessment teams, the Code of Virginia [§ 22.1-79.4](#) also instructs that:

“Each threat assessment team established pursuant to this section shall report quantitative data on its activities according to guidance developed by the Department of Criminal Justice Services.”

[§ 22.1-79.4](#) describes the roles of threat assessment teams and oversight committees in school divisions.

- A. Each local school board shall adopt policies for the establishment of threat assessment teams, including the assessment of and intervention with individuals whose behavior may pose a threat to the safety of school staff or students consistent with the model policies developed by the Virginia Center for School and Campus Safety (the Center) in accordance with [§ 9.1-184](#). Such policies shall include procedures for referrals to community services boards or health care providers for evaluation or treatment, when appropriate.
- B. The superintendent of each school division may establish a committee charged with oversight of the threat assessment teams operating within the division, which may be an existing committee established by the division. The committee shall include individuals with expertise in human resources, education, school administration, mental health, and law enforcement.
- C. Each division superintendent shall establish, for each school, a threat assessment team that shall include persons with expertise in counseling, instruction, school administration, and law enforcement. Threat assessment teams may be established to serve one or more schools as determined by the division superintendent. Each team shall (i) provide guidance to students, faculty, and staff regarding recognition of threatening or aberrant behavior that may represent a threat to the community, school, or self; (ii) identify members of the school community to whom threatening behavior should be reported; and (iii) implement policies adopted by the local school board pursuant to subsection A.

24. Did your division have a division oversight committee for threat assessment in 2020–2021?	N=132 ○ Yes 98, 74% ○ No 34, 26%
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25. Please provide the name and contact information of your division’s primary threat assessment coordinator or oversight committee chair.

First Name	----
Last Name	----
Email	----
Phone Number	----

<p>26. Were threat assessment records (such as <i>Threat Assessment and Response Reports</i>) stored at the division level during 2020–2021?</p>	<p><i>select all that apply</i> <i>N=132</i></p> <ul style="list-style-type: none"> ○ <i>Central Office/School Board Office 47, 36%</i> ○ <i>They were not stored at the division level 32, 24%</i> ○ <i>Student Services Office 27, 20%</i> ○ <i>Secure online database 22, 17%</i> ○ <i>Other 15, 11%</i> ○ <i>Superintendent’s Office 7, 5%</i> ○ <i>Safety Office 7, 5%</i>
<p>27. How did your division monitor social media (i.e. Facebook, Twitter, Snapchat, etc.) to detect and mitigate potential threats and other safety issues?</p>	<p><i>select all that apply</i> <i>N=132</i></p> <ul style="list-style-type: none"> ○ <i>We did not have a specific monitoring process 60, 45%</i> ○ <i>Local law enforcement agency monitored and shared appropriate information as needed 44, 33%</i> ○ <i>Someone at the division level was responsible for monitoring (i.e., it was assigned as a job related task) 35, 27%</i> ○ <i>Someone at the school level was responsible for monitoring (i.e., it was assigned as a job related task) 25, 19%</i> ○ <i>We contracted with a third party that scanned/monitored social media for us 16, 12%</i> ○ <i>Other (describe) _____ 1, 1% (Sentinel)</i>
<p>28. Does your division have a written policy or procedure for notifying local law enforcement or other institutions when a threat is made by students or non-students at your schools?</p>	<p><i>N=132</i></p> <ul style="list-style-type: none"> ○ <i>Yes 102, 77%</i> ○ <i>No 30, 23%</i> <p><i>If yes please describe-responses were coded and categorized</i> <i>N=98</i></p> <ul style="list-style-type: none"> ○ <i>Via verbal communication 34, 35%</i> ○ <i>Law Enforcement is part of the Threat Assessment Team 18, 18%</i> ○ <i>Outlined in division policy 17, 17%</i> ○ <i>Addressed in MOU 9, 9%</i> ○ <i>Outlined in emergency management protocols 7, 7%</i> ○ <i>Outlined in student Code of Conduct 6, 6%</i> ○ <i>Via written communication 4, 4%</i> ○ <i>We follow UVA threat assessment model 2, 2%</i> ○ <i>No 1, 1%</i>
<p>29. If there were obstacles to sharing information with law enforcement or other institutions, what were they?</p>	<p><i>select all that apply</i> <i>N=132</i></p> <ul style="list-style-type: none"> ○ <i>There were no obstacles 109, 83%</i> ○ <i>Concern about privacy laws 18, 14%</i> ○ <i>Lack of knowledge on when to share information 10, 8%</i> ○ <i>Lack of knowledge with whom to share information 7, 5%</i> ○ <i>Other 0, 0%</i>

30. What kind of training or technical assistance would help improve your division’s threat assessment (TA) process?

select all that apply

N=132

- *Training for new staff 72, 55%*
- *Refresher training and review 67, 51%*
- *Online training in threat assessment 65, 49%*
- *Mental Health training (recognition and understanding) 64, 48%*
- *Recognition of threats, threat types, and behavioral red flags 57, 43%*
- *Case studies, scenario trainings (social media, harm to self, harm to others) 55, 42%*
- *Suicide prevention, ideation, threat assessment for suicide threat 47, 36%*
- *Level of threat training, when to conduct a TA (how to respond to various threat levels; when does a low-level threat require a TA) 44, 33%*
- *Regional training with other divisions 34, 26%*
- *Additional training by DCJS 31, 23%*
- *Case management and record keeping 24, 18%*
- *Specific TA-related topics 12, 9%*
- *None 6, 5%*
- *Other (describe)___ 3, 2% (How to be proactive not just reactive, how to monitor social media, violence prevention)*

If you selected “Additional training by DCJS.” What specific threat assessment training topics would be most helpful?

N=29

- *Mental health 5, 17%*
- *Recognition of threats 5, 17%*
- *Active Shooting drills 4, 14%*
- *Abbreviated training on assessment and intervention 4, 14%*
- *Level of threat and how to respond 3, 10%*
- *Case studies regarding social media threats 2, 7%*
- *How should the findings of the TA be used 2, 7%*
- *Completing the threat assessment form 1, 3%*
- *Scenario trainings 1, 3%*
- *Interventions and successes of assessments 1, 3%*

31. What were the biggest challenges to your division threat assessment team or conducting threat assessments?

select all that apply

N=132

- *Limited staff and staff turnover/retention 42, 32%*
- *Team coordination (managing team member schedules, availability to meet in timely manner) 40, 30%*
- *Determining level of threat (when does an act become a threat, how to determine a threat’s appropriate level, what constitutes a threat) 40, 30%*
- *Training for new staff and for team members 37, 28%*
- *Competing priorities 32, 24%*
- *Consistency in division-wide practices 26, 20%*
- *Understanding the function of threat assessments vs. discipline 24, 18%*
- *Length of the documentation 20, 15%*
- *None 20, 15%*
- *Conducting reviews and updates 19, 14%*
- *Conducting thorough TA/review/debrief in a timely manner 19, 14%*
- *Loss of instruction time 18,14%*
- *Threat assessment training resources 15, 11%*
- *Privacy issues ([FERPA](#), outside team members maintaining student confidentiality requirements) 13, 10%*
- *Other (describe) _____7, 5% (COVID-19 and virtual threat assessments; getting outside agencies to provide allowable information)*

V. CONCERNS, TRAINING, AND RESOURCE NEEDS

<p>32. Does your division participate in the "Handle With Care Law Enforcement–School Trauma Informed Communication System"?</p>	<p>N=132</p> <ul style="list-style-type: none"> ○ Yes 22, 17% ○ No, we are not aware of this program 60, 45% ○ No, it is in our future plans 24, 18% ○ No, we have no plans to participate at this time 26, 20%
<p>The Code of Virginia § 22.1-279.8 requires that all schools in Virginia complete an annual safety audit. The audit is a “written assessment of the safety conditions in each public school to (i) identify and if necessary, develop solutions for physical safety concerns, including building security issues and (ii) identify and evaluate any patterns of student safety concerns occurring on school property or at school sponsored events. Solutions and responses shall include recommendations for structural adjustments, changes in school safety procedures, and revisions to the school board’s standards for student conduct.”</p>	
<p>The School Safety Audit Program consists of five key components. These components are:</p>	
<p>1. School Safety Audit Survey Please certify that all your schools have completed this survey and the division has reviewed their responses: (The division survey link will be sent upon the completion of all school surveys)</p>	
<p>Date of Review: N=132</p> <ul style="list-style-type: none"> ○ June 4, 3% ○ July 15, 11% ○ August 113, 86% 	<p>Signature: ----</p>
<p>2. Division Safety Audit Survey Completion of this survey will satisfy this requirement.</p>	
<p>3. Crisis Management Plan Certification Please certify that all your schools have updated their plans and the division has reviewed them:</p>	
<p>Date of Review: N=132</p> <ul style="list-style-type: none"> ○ October (2020) 1, 1% ○ June 3, 2% ○ July 16, 12% ○ August 108, 82% ○ September 4, 3% 	<p>Signature: ----</p>
<p>4. Virginia School Survey of Climate and Working Conditions Completed January–March 2021</p>	
<p>5. School Safety Inspection Checklist Certification not required again until 2023.</p>	
<p>§ 22.1-279.8 paragraph C requires that a division’s school safety audit committee review the schools’ safety audits and submit any plans for improving school safety to the division superintendent for submission to the local school board.</p>	
<p><i>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.</i></p>	

<p>33. Safety Audit Review: The culmination of the School Safety Audit is a review of the data collected for each component. In the following questions, please provide the top two issues or concerns identified from the review of each component for your division.</p>	
<p>Top 2 Issues Identified</p>	<p><i>Text responses were content coded and categorized. There were multiple issues identified by each division, will not equal 100%. Only those issues appearing 1% or more of the time are listed below.</i></p> <p>N=792</p> <ul style="list-style-type: none"> ○ Fencing 30, 4% ○ Threat Assessment Training 18, 2% ○ Training 18, 2% ○ Lighting 17, 2% ○ Bullying concerns 16, 2% ○ Social and Emotional Learning 16, 2% ○ Signage 14, 2% ○ Student behavior concerns 14, 2% ○ Student climate and engagement 14, 2% ○ Two-way radios 13, 2% ○ Visitor Management 13, 2% ○ Alarm and alert systems 11, 1% ○ Crisis planning and prevention 11, 1% ○ SRO numbers and perception 11, 1% ○ Traffic and transportation concerns 11, 1% ○ Planning time 10, 1% ○ Policy and procedure 10, 1% ○ Relationships 10, 1% ○ Discipline issues 8, 1% ○ General construction needs 7, 1% ○ Key control 7, 1% ○ Aging buildings 6, 1% ○ Landscaping 6, 1% ○ Social media 6, 1% ○ Teacher support and staffing issues 6, 1% ○ De-escalation and mediation 5, 1% ○ New teacher supports/mentors 5, 1% ○ Overall climate 5, 1% ○ Return to in-person learning 5, 1% ○ Trauma informed care/classrooms 5, 1% ○ Working conditions 5, 1%
<p>Potential Solution</p>	<p><i>Text responses were content coded and categorized. There were multiple solutions identified by each school, will not equal 100%. Only those solutions appearing 1% or more of the time are listed below.</i></p> <p>N=792</p> <ul style="list-style-type: none"> ○ Additional training opportunities and resources 97, 12% ○ Add or upgrade camera systems 56, 7% ○ Apply for grant funding 41, 5% ○ Repair, replace or re-key doors 27, 3% ○ Follow COVID guidelines 24, 3% ○ Install or repair fencing 22, 3% ○ Hire additional staff 20, 3% ○ General upgrades 19, 2% ○ Purchase more two-way radios 19, 2% ○ Improve communication procedures 18, 2% ○ Build vestibules 17, 2% ○ Construction or renovations 17, 2% ○ SEL Curriculum and continued training 16, 2% ○ Provide more counselors and services 15, 2% ○ Capital improvement or budget consideration 14, 2% ○ Funding increase 13, 2% ○ Technology Upgrades 13, 2% ○ Identify and prioritize necessary improvements 13, 2% ○ Install ID badge scanners 12, 2% ○ Increase Maintenance and Custodial team efforts 11, 1%
<p>Recommendation was made to School Board</p>	<p>N=792</p> <ul style="list-style-type: none"> ○ Yes 431, 54% ○ No 361, 46%
<p>Issue Resolved</p>	<p>N=792</p> <ul style="list-style-type: none"> ○ Yes 164, 21% ○ No 53, 7% ○ Ongoing 575, 73%

Resources needed	<p><i>Text responses were content coded and categorized. There were multiple resources identified by each division; will not equal 100%. Only those issues appearing 1% or more of the time are listed below.</i></p>
	<p><i>N=792</i></p> <ul style="list-style-type: none"> <i>○ Funding or grants 259, 33%</i> <i>○ Training 58, 7%</i> <i>○ Time 37, 5%</i> <i>○ Issue resolved 32, 4%</i> <i>○ New or upgraded equipment 32, 4%</i> <i>○ Additional staff 23, 3%</i> <i>○ Additional cameras or upgrades to systems 17, 2%</i> <i>○ COVID-19 related training and resources 12, 2%</i> <i>○ Construction or renovations 11, 1%</i> <i>○ Additional counselors 9, 1%</i> <i>○ Data and research to evaluate need 9, 1%</i> <i>○ Facilities/landscape services staffing and efforts 7, 1%</i> <i>○ Door hardware 5, 1%</i> <i>○ Fencing 5, 1%</i> <i>○ Improved community partnerships 5, 1%</i> <i>○ Mental health training and resources 5, 1%</i> <i>○ Resources 4, 1%</i> <i>○ Signage 4, 1%</i>

Questions contained in this survey may elicit responses that are exempt from public release pursuant to the *Code of Virginia* [§ 2.2-3705.2](#) and [§ 22.1-279.8](#). Each public body is responsible for exercising its discretion in determining whether such exemptions will be invoked. The DCJS Virginia Center for School and Campus Safety reports aggregate survey data for all schools and divisions and will not share individual division responses unless otherwise required by state law.

Resources

School Safety Audit Program

[Virginia School Safety Audit Infographic](#)

Crisis and Emergency Planning

[Critical Incident Response Video](#)

[Critical Incident Response for School Faculty and Staff](#)

[School Crisis, Emergency Management and Medical Emergency Response Plan](#)

[School Crisis, Emergency Management and Medical Emergency Response Plan – Quick Guide](#)

[Guidance on Emergency Manager Designee](#)

[Guidance for School Systems in the Event Victims Arise from an Emergency 2018](#)

[Virginia Educator's Drill Guide](#)

[Guidance on Required Evacuation/Fire and Lockdown Drills 2016 *\(update pending\)*](#)

[Virginia Schools Bus Driver and Monitor Safety and Security Manual](#)

[Virginia Schools Bus Driver and Monitor Video](#)

[Academic Community Exercise Starter Kit](#)

Threat Assessment

[Threat Assessment in Virginia Public Schools: Model Policies, Procedures and Guidelines – pdf](#)

[K-12 Threat Assessment in Virginia: A Prevention Overview for School Staff, Parents, and Community Members](#)

[K-12 Threat Assessment Video](#)

[K-12 Threat Assessment Form – Fillable pdf](#)

[K-12 Threat Assessment Form – Fillable MSWord](#)

[Technical Assistance for Threat Assessment and Management Teams for Virginia Schools and Institutions of Higher Education](#)

[Threat Management Consultant – Request for Services](#)

Bullying and School Climate

[School Climate, Student Engagement and Academic Achievement](#)

[Preventing Teen Dating Violence: Interactive Guide on Informing Policy](#)

[US DOE School Climate and Discipline Packet](#)

[Suicide and bullying: Issue Brief \(SPRC\)](#)

[Bullying: The Relationship Between Bullying and Suicide: What We Know and What it Means for Schools](#)

[Model Policy to Address Bullying in Virginia Schools \(DOE\)](#)

[Preventing Youth Suicide – National Association of School Psychologists](#)

Additional K-12 Resources

[Juvenile Law Handbook for School Administrators](#)

[U.S. Department of Education Acts on School Safety Report Recommendation to Improve Understanding of Student Privacy Law](#)
