



The 2025 Virginia Division Safety Survey

DATA BY QUESTION

Background

The Virginia Division Safety Survey is intended to provide school divisions and the 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 resource needs across the state. The survey is updated periodically to incorporate updates to best practices and to gather specific data needed 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 2025, all Virginia school division emergency managers received directions for the 2025 School and Division Safety Surveys.

Submission of the online survey is one component of the Virginia School Safety Audit requirement (the *Code of Virginia* § 22.1-279.8).

Once all schools in a division completed their School Safety Survey, a School Response Summary was provided to that division, along with the link to complete their Division Safety Survey. Superintendents, or their designees, completed the web-based survey from May through September of 2025, providing information that reflected conditions in their divisions during the 2024–2025 school year.

If you have any questions, please email the Virginia Department of Criminal Justice Services (DCJS), Virginia Center for School and Campus Safety (VCSCS) at safetyaudit@dcjs.virginia.gov.

1,952 schools, 131 divisions

What roles do you serve in the division? <i>(Select all that apply.)</i>	N= 131	
	# of Divisions	% of Divisions
Director/Coordinator of School Safety	68	52%
Emergency Manager	47	36%
Assistant Superintendent	20	15%
Director/Coordinator of Operations	15	11%
Director/Coordinator of Student Services	15	11%
Director/Coordinator of Transportation	12	9%
Director/Coordinator of Facilities Maintenance	11	8%
Chief Operations Officer	9	7%
Director/Coordinator of Innovation and Technology Integration	9	7%
Director/Coordinator of Compliance	8	6%
Director/Coordinator of Human Resources	7	5%
Executive Director	7	5%
Superintendent (current or acting)	6	5%
Director/Coordinator of Administrative Services	6	5%
Other	6	5%
Deputy Superintendent	4	3%
Director/Coordinator of Research, Testing, and Evaluation	4	3%
Director/Coordinator of Auxiliary Services	2	2%
Director/Coordinator of Finance	1	1%

The 2025 Virginia Division Safety Survey – DATA BY QUESTION

The *Code of Virginia* [§ 22.1-279.8](#), paragraph D, requires that each school division designate an emergency manager.

N= 131		
Was the Emergency Manager position hired to serve specifically in this role, or was this responsibility assumed in addition to another role?	# of Divisions	% of Divisions
The Emergency Manager’s responsibilities were in addition to their other role(s) <i>(not including Director of School Safety/Security)</i>	104	79%
The responsibilities of the Emergency Manager were split among multiple individuals	16	12%
The Emergency Manager position was their only responsibility	11	8%

SECURITY PERSONNEL AND PARTNERSHIPS

The *Code of Virginia* [§ 9.1-101](#) defines school resource officers and school security officers.

N= 131		
Which type(s) of safety/security personnel were working in your division during the 2024–2025 school year? <i>(Select all that apply.)</i>	# of Divisions	% of Divisions
School resource officers (SROs) (employed as certified law enforcement officers)	127	97%
Certified School Security Officers (SSOs) (employed by the school division)	68	52%
Certified School Security Officers (SSOs) (contracted from a private security company)	5	4%
Contracted private security personnel (not SSOs, after-hours ground security)	1	1%
None of the above	1	1%

School Resource Officer (SRO)

N= 127		
Do school division personnel provide consultation and/or input for SRO assignments to individual schools?	# of Divisions	% of Divisions
Yes	90	71%
No	37	29%

N= 127		
Were school administrators provided with information on the roles and responsibilities of SROs?	# of Divisions	% of Divisions
Yes	124	98%
No	3	2%

How many total SROs are provided to your school division? This question refers to the individual persons who are SROs.	# of Individuals	# of Divisions
	1,107	127

How many Full-time SROs are provided to your school division? This question refers to the individual persons who are SROs.	# of Individuals	# of Schools
Elementary (PreK-5)	352	351
Middle (6-8)	295	290
High (9-12)	353	309
Other (Combined grades)	18	14
Total	1,018	964

The 2025 Virginia Division Safety Survey – DATA BY QUESTION

How many Part-time SROs are provided to your school division? This question refers to the individual persons who are SROs.	# of Individuals	# of Schools
Elementary (PreK-5)	51	89
Middle (6-8)	10	19
High (9-12)	14	27
Other (Combined grades)	1	2
Total	76	137

How many SROs act in a floating or supervisory role only?

# of Individuals	# of Divisions
13	4

Certified School Security Officer (SSO)

How many Full-Time SSOs are employed by the school division? This question refers to the individual persons who are SSOs.	# of Individuals	# of Schools
Elementary (PreK-5)	565	385
Middle (6-8)	406	206
High (9-12)	751	220
Other (Combined grades)	56	25
Total	1,778	836

How many Part-Time SSOs are employed by the school division? This question refers to the individual persons who are SSOs.

How many Part-Time SSOs are employed by the school division? This question refers to the individual persons who are SSOs.	# of Individuals	# of Schools
Elementary (PreK-5)	170	81
Middle (6-8)	24	38
High (9-12)	34	45
Other (Combined grades)	1	1
Total	229	165

How many Full-Time SSOs are provided to the division **from a private security agency?** This question refers to the individual persons who are SSOs.

How many Full-Time SSOs are provided to the division from a private security agency? This question refers to the individual persons who are SSOs.	# of Individuals	# of Schools
Elementary (PreK-5)	10	18
Middle (6-8)	7	8
High (9-12)	29	16
Other (Combined grades)	-	-
Total	46	42

How many SSOs act in a floating role only?

# of Individuals	# of Divisions
159	17

The 2025 Virginia Division Safety Survey – DATA BY QUESTION

N= 70

Are the SSOs in your division required to wear a uniform identifying them as security?	# of Divisions	% of Divisions
Yes	51	73%
No	19	27%

N= 70

What is your division's current policy on allowing SSOs that meet all requirements under Virginia Code 22.1-280.2:1 to be armed?	# of Divisions	% of Divisions
SSOs are not allowed to be armed in division schools, and we are not considering changing this policy in the near future.	49	70%
SSOs are allowed to be armed in division schools.	15	21%
We do not currently allow SSOs to be armed, but we are considering allowing it.	6	9%

N= 15

Are they required to qualify with their handgun?	# of Divisions	% of Divisions
Yes	15	100%
No	-	0%

N= 15

How often are they required to qualify with their handgun?	# of Divisions	% of Divisions
Annually	12	80%
Biannually	1	7%
Quarterly	1	7%
Not sure	1	7%

Private Security

All individuals serving as school security officers as defined by the *Code of Virginia § 22.1-280.2:1* shall be certified as school security officers. This includes licensed private security officers contracted by a school division.

How many private security NOT used as SSO(s) but ONLY for grounds security during and after school hours are provided to your school division?
This question refers to individual persons.

# of Individuals	# of Divisions
47	1

How are the private security personnel being used?

*This follow-up question was a free response; participants were asked to write in how the personnel are being used.

Visitor Management

EMERGENCY PLANNING, DRILLS, AND RESPONSE

DCJS has adopted the [Standard Response Protocol and Standard Reunification Method](#) for divisions, schools, and partners to use free of charge at their discretion.

N= 131

Standard Response Protocols (SRP) - Does your division use these protocols?	# of Divisions	% of Divisions
Yes.	96	73%
Not at this time, but it is in our future plans.	24	18%
We are aware of these protocols, but have no future plans to implement them.	7	5%
No, I am not aware of these protocols.	4	3%

Standard Response Protocols (SRP) - Has your division completed training?	# of Divisions	% of Divisions
No, we have not completed training yet.	46	35%
Yes, through DCJS.	45	34%
Yes, through the I Love U Guys foundation.	40	31%

Standard Reunification Method (SRM) - Does your division use these protocols?	# of Divisions	% of Divisions
Yes.	82	63%
Not at this time, but it is in our future plans.	41	31%
We are aware of these protocols, but have no future plans to implement them.	4	3%
No, I am not aware of these protocols.	4	3%

Standard Reunification Method (SRM) - Has your division completed training?	# of Divisions	% of Divisions
No, we have not completed training yet.	57	44%
Yes, through the I Love U Guys foundation.	40	31%
Yes, through DCJS.	34	26%

N= 131

Is your division using the updated Model Crisis Management Plan Template?	# of Divisions	% of Divisions
Yes	87	66%
No	34	26%
Not sure	10	8%

N= 131

Has your division used the DCJS Critical Incident Response Curriculum to prepare students and/or staff for responding to emergencies?	# of Divisions	% of Divisions
No	58	44%
Yes	54	41%
Not sure	19	15%

The 2025 Virginia Division Safety Survey – DATA BY QUESTION

N= 131

What topics related to crisis planning and/or crisis management have you received training on, and which topics would you be interested in receiving training on? (Select all that apply.)

	Have previously had training on		Would like training on	
	# of Divisions	% of Divisions	# of Divisions	% of Divisions
Active threat	113	86%	32	24%
Lockdown	109	83%	15	11%
Fire	100	76%	12	9%
Evacuation	99	76%	21	16%
Medical emergencies	90	69%	15	11%
Bomb threat	88	67%	28	21%
Crisis Management Plan Development	88	67%	40	31%
Drill planning, implementation, and debriefing	84	64%	34	26%
Weather-related incidents	79	60%	16	12%
On-site reunification	78	60%	42	32%
Shelter	74	56%	9	7%
Off-site reunification	72	55%	56	43%
Bus & vehicle accidents	69	53%	37	28%
Drug-related overdoses	64	49%	26	20%
Safety plans for individuals with disabilities	57	44%	37	28%
Suicide	56	43%	32	24%
Death of a student or staff member	55	42%	38	29%
Pandemic	51	39%	13	10%
Building/Facility recovery procedures	45	34%	37	28%
Mental health recovery procedures	45	34%	43	33%
Utility system failure	42	32%	25	19%
Acts of terrorism	41	31%	29	22%
Reverse evacuation	40	31%	34	26%
Chemical spill/Gas leak (hazmat)	39	30%	29	22%
Social media emergency response	38	29%	49	37%
Demonstration/Protest/Walkout	23	18%	42	32%
Abduction of a student	18	14%	44	34%
Other (describe)	-	0%	3	2%
None	-	0%	4	3%

How did first responders (police/fire/EMS) have access to your school's buildings during a lockdown so they would not have to breach doors or windows to gain access, if necessary? (Select all that apply.)

N= 131

	# of Divisions	% of Divisions
Master key cards were provided to the agency.	91	69%
Master key/card is in the fire department KnoxBox.	90	69%
Master keys are provided to the agency.	52	40%
Master key/card is hidden on campus; location is known to law enforcement agencies.	4	3%
They only have access to some of our school buildings.	1	1%
They do not have access to any of our school buildings.	-	0%

The 2025 Virginia Division Safety Survey – DATA BY QUESTION

N= 91

Who has key cards? <i>(Select all that apply.)</i>	N= 91	
	# of Divisions	% of Divisions
All patrol law enforcement officers have a master key card.	64	70%
The local fire department has a master key card.	44	48%
Specific law enforcement officer(s) are given a key card, but it is not distributed department-wide.	25	27%
The local emergency medical team has a master key card.	23	25%
One key card was given to the local law enforcement agency.	3	3%

N= 131

Do any of your division policies include incidents of antisemitism, anti-religious bigotry, or ethnic violence?	N= 131	
	# of Divisions	% of Divisions
No	72	55%
Yes	59	45%

N= 131

Do any of your schools have digitally mapped floor plans?	N= 131	
	# of Divisions	% of Divisions
Yes, all	123	94%
Yes, some	6	5%
No, none	2	2%

N= 129

Have any of your schools with digital maps encountered crises where digital mapping was a factor in the response?	N= 129	
	# of Divisions	% of Divisions
No	119	92%
Yes	10	8%

N= 131

Do any schools have electronic key card access to exterior buildings?	N= 131	
	# of Divisions	% of Divisions
Yes	126	96%
No	5	4%

N= 126

Which schools and what doors have key card access? <i>(Select all that apply.)</i>	N= 126			
	All schools		Only some schools	
<small>*Only asked of those divisions reporting "Yes," they have electronic key card access to exterior buildings.</small>	# of Divisions	% of Divisions	# of Divisions	% of Divisions
All exterior doors	66	52%	31	25%
Only the main entrances	71	56%	8	6%

The 2025 Virginia Division Safety Survey – DATA BY QUESTION

N= 131

Do exterior school doors have electronic locking systems that can be engaged during an emergency situation?	# of Divisions	% of Divisions
No, at none of our schools	56	43%
Yes, at all schools	55	42%
Yes, at some schools	20	15%

N= 131

Do school camera systems have the ability to give remote access to first responders during an emergency?	# of Divisions	% of Divisions
Yes	91	69%
No	40	31%

THREAT REPORTING AND ASSESSMENT

The *Code of Virginia § 22.1-79.4* describes the roles of threat assessment teams and oversight committees in school divisions.

N= 131

Did your division have a division oversight committee for threat assessment in 2024–2025?	# of Divisions	% of Divisions
Yes	109	83%
No	22	17%

N= 131

What threat assessment training, if any, has been provided to general school personnel (non-core members of the threat assessment team) by your division? <i>(Select all that apply.)</i>	# of Divisions	% of Divisions
Annual awareness training on a process to assess threats and how to report concerns to the appropriate personnel.	98	75%
General emergency response training.	73	56%
DCJS training and/or materials.	56	43%
School-level threat assessment teams are responsible for training general staff.	56	43%
Online training modules, which include general training on threat assessment.	14	11%
No current training has been provided to general school personnel at this time.	6	5%
Third-party in-person training.	2	2%
Other	1	1%

N= 131

How do threat assessment teams in your division identify levels of threat?	# of Divisions	% of Divisions
Priority 1–5 (Critical/Imminent–Routine/No Known Concern)	59	45%
High risk – Low risk	49	37%
Substantive – Transient	23	18%
Other	-	0%

The 2025 Virginia Division Safety Survey – DATA BY QUESTION

N= 131

Select the training topics that DCJS could provide to help improve your division's threat assessment (TA) process. *(Select all that apply.)*

	# of Divisions	% of Divisions
Case studies, scenario training (social media, harm to self, harm to others)	75	57%
Digital threat assessment	72	55%
Refresher training	63	48%
Conducting threat assessments for unique populations (i.e., students with disabilities, elementary-age students, ESL students, etc.)	55	42%
Level of threat training, when to conduct a TA (how to respond to various threat levels, when a low-level threat requires a TA)	53	40%
Conducting a threat assessment involving threats of self-harm/suicide	52	40%
Threat assessment for non-students (i.e., adults, former students, etc.)	45	34%
Recognition of threatening or aberrant behavior	44	34%
Case management and record keeping	43	33%
Information sharing	31	24%
Other	-	0%
None	3	2%

N= 131

In 2024–2025, did your division use the Behavioral Threat Assessment Resource Toolkit for K-12 Virginia **Schools** to inform students and/or staff on how to recognize and report threatening, aberrant, or concerning behavior?

	# of Divisions	% of Divisions
Yes	71	54%
No	60	46%

N= 71

How did your division use the Behavioral Threat Assessment Resource Toolkit for K-12 Virginia **Schools**? *(Select all that apply.)*

	# of Divisions	% of Divisions
Shared resources with instructional staff (all licensed staff, including teachers, school counselors, etc.)	65	92%
Shared resources with support staff (custodians, cafeteria workers, bus drivers, secretaries, etc.)	17	24%
Used the staff video to provide awareness of the threat assessment process for instructional and support staff.	17	24%
Used school-level videos for students to make them aware of recognizing and reporting concerning, threatening, or aberrant behavior (elementary, middle, and high school)	11	15%
Used the parent video to provide awareness of the threat assessment process for parents and guardians	2	3%

N= 131

In 2024–2025, did your division use the Behavioral Threat Assessment Resource Toolkit for K-12 Virginia **Parents** to inform parents of how to recognize and report threatening, aberrant, or concerning behavior?

	# of Divisions	% of Divisions
No	114	87%
Yes	17	13%

The 2025 Virginia Division Safety Survey – DATA BY QUESTION

N= 17

How did your school use the Behavioral Threat Assessment Resource Toolkit for K-12 Virginia Parents? <i>(Select all that apply.)</i>	# of Divisions	% of Divisions
Posted the toolkit on the school website	12	71%
Held an in-person event and shared the toolkit (Back-to-School Night, PTA/PTO meeting, Principal's Coffee, stand-alone threat assessment event, etc.)	5	29%
Provided a link to the toolkit in the student handbook	5	29%
Sent an email to all parents/guardians with the toolkit link	3	18%

SAFETY AUDIT, TRAINING, AND RESOURCE NEEDS

N= 131

To whom does your division provide human trafficking training? <i>(Select all that apply.)</i>	# of Divisions	% of Divisions
Did not provide	107	82%
Staff	18	14%
Teachers	14	11%
Students	12	9%
Parents	4	3%

N= 131

Does your division participate in the "Handle with Care First Responders-School Trauma Informed Communication System"?	# of Divisions	% of Divisions
Yes.	54	41%
Not at this time, but it is in our future plans.	37	28%
We are aware, but have no plans to participate at this time.	21	16%
No, I am not aware of this program.	19	15%

N= 54

Has your division completed Handle with Care training?	# of Divisions	% of Divisions
Yes, through DCJS.	39	72%
No, we have not completed training.	13	24%
Yes, through the West Virginia Center for Children's Justice.	2	4%

The *Code of Virginia* [§ 22.1-279.8](#) requires schools in Virginia to complete an annual safety audit. The School Safety Audit Program consists of five key components. These components are:

N= 131

1. School Safety Audit Survey	# of Divisions	% of Divisions
Please certify that all your schools have completed their survey, and the division has reviewed their responses:	131	100%

N= 131

2. Division Safety Audit Survey	# of Divisions	% of Divisions
Completion of this current survey will satisfy this requirement.	131	100%

The 2025 Virginia Division Safety Survey – DATA BY QUESTION

		N= 131	
3. Crisis Management Plan Certification		# of Divisions	% of Divisions
Please certify that all your schools have updated their plans, and the division has reviewed them:		131	100%

		N= 131	
4. Virginia School Survey of Climate and Working Conditions		# of Divisions	% of Divisions
This component was completed from January–March 2025.		131	100%

5. School Safety Inspection Checklist	
It must be completed at least once in each school every three years. Certification is not required again until 2026.	

Safety Audit Review

The culmination of the School Safety Audit is a review of the data collected for each component.

Areas to review:

- Safety/Crisis management (data sources such as School Safety Survey, Crisis Management Plan, after-action assessment, etc.)
- School climate (data sources such as the Virginia School Survey of Climate and Working Conditions, counseling needs assessment, etc.)
- Facility safety (data sources such as Safety Inspection Checklist or physical assessment of the buildings and grounds, etc.)
- Other data (data sources such as discipline, attendance, counseling needs assessment, community input, etc.)

		N= 131	
Please select the issues and areas of concern where your division could improve. <i>(Select all that apply.)</i>		# of Divisions	% of Divisions
Absenteeism/Tardiness/Skipping		89	68%
Mental health		48	37%
Bullying/Cyberbullying		47	36%
Disrespectful behavior		45	34%
Parent involvement		45	34%
Threat assessment		42	32%
Behavior management/Student aggression		40	31%
Camera coverage		36	27%
Aggressive behaviors		30	23%
Classroom disruptions		30	23%
Active attack training		28	21%
Appropriate social media use		28	21%
Doors need repair or upgrades		28	21%
Fencing/Gates		26	20%
Cell phones		25	19%
Student engagement		25	19%

The 2025 Virginia Division Safety Survey – DATA BY QUESTION

Anonymous threat reporting system	24	18%
Training/Professional development	24	18%
Social media	22	17%
Out-of-school suspensions	21	16%
Perceptions of safety	21	16%
Social-Emotional Learning	21	16%
Substance use	21	16%
Crisis plan development	20	15%
SRO/Admin partnership	20	15%
Two-way communications	19	15%
Bus referrals	18	14%
Key/Access control	18	14%
Restrooms	18	14%
Suicide/Self-harm	18	14%
Traffic design	18	14%
Security of exterior entrances	17	13%
Destruction of school property	16	12%
Signage	16	12%
Weapons	16	12%
Physical Incidents/fighting	15	11%
Understanding of the SRO role	15	11%
Identification badges	14	11%
Drill procedures	11	8%
Landscaping	11	8%
Acceptable use policy (computers/internet)	10	8%
High-risk area monitoring	10	8%
Visitor management system	10	8%
In-school suspensions	9	7%
Drill accommodations for staff/students	8	6%
Relationships	8	6%
School connectedness	8	6%
SRO training	8	6%
Supportive/Consistent leadership	8	6%
Security alarm	7	5%
Custodial closets and mechanical rooms	6	5%
Easy, prohibited roof access	6	5%
Incomplete building repairs	6	5%
Non-compliance	6	5%
Poor or broken lighting	6	5%
Windows need repair or upgrades	6	5%
Staff collegiality	5	4%
Unclean building	5	4%
Cafeteria behavior management	4	3%
Hallways/Walkways	4	3%
Tolerance	4	3%
Security of records	3	2%
Work/Assignment completion	3	2%
Academic integrity	2	2%
Other	4	3%

The 2025 Virginia Division Safety Survey – DATA BY QUESTION

N= 131

What resources are needed to resolve the issues identified?
(Select all that apply)

	# of Divisions	% of Divisions
Funding	85	65%
Training/Professional development	61	47%
Mental health resources	56	43%
Parent education and involvement	50	38%
Cameras/Camera system upgrades	37	28%
Time	37	28%
Additional counseling staff	36	27%
Replacement locks/Door repairs	30	23%
Additional security personnel	29	22%
Security system repairs or upgrades	29	22%
Student training	29	22%
Alternatives to suspension	26	20%
Additional administrative staff	25	19%
Fencing/Gates	25	19%
Building repairs/upgrades	23	18%
Construction/Renovations	23	18%
Re-keying of doors	21	16%
Community partnerships	20	15%
Clear guidance	19	15%
Additional teaching staff	16	12%
Signage	16	12%
VTSS/PBIS	14	11%
Improved communications equipment	12	9%
Window coverings	11	8%
Visitor management equipment	10	8%
Review of jobs, workload, and policies	9	7%
Landscaping	8	6%
Lighting	6	5%
Other (describe)	4	3%