



VACORP

Keeping Our Schools Safe

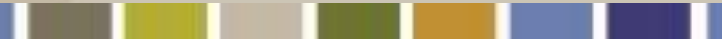
**2018 VSBA Annual Conference
Williamsburg**

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Agenda

- Required Safety
- Security Guards
- VA Student Safety Work Group
- What Schools across Virginia are doing to improve school security/safety

Virginia Code School Safety Requirements



§22.1-79.4 of the Code of Virginia

- Board required to adopt policies for the establishment of threat assessment teams
- Superintendents shall establish a threat assessment team to include persons with expertise in counseling, instruction, school administration, and law enforcement
- Teams shall provide guidance, identify reporting hierarchy and implement policies
- Teams shall report threats immediately
- Superintendent shall attempt notification of parents
- Required to report quantitative data on its activities

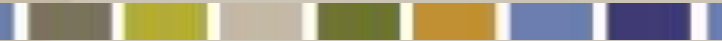
§22.1-279.8 of the Code of Virginia

- Requires School Boards to require written school crisis, emergency management, and medical response plan
 - Essential procedures, operations and assignment to prevent, manage, and respond to a critical event or emergency
 - Must provide to local law enforcement
- Must designate an emergency manager
- Requires all schools to complete annual safety audit
 - Must be made public within 90 days of completion
 - Must provide to Superintendent
- Requires Superintendents to establish a safety audit committee to review the audits

§22.1-279.9 of the Code of Virginia

- School Boards shall develop programs to prevent violence and crime on school property and school sponsored events
 - With the cooperation of local law enforcement, J&D judges and personnel, parents, community at large

Security Guards



Security Guards

What are the options for guards?

School Resources Officer

School Security Officer

Special Conservators of the Peace

Armed/Unarmed

What's the Difference?

§9.01-101 of the Code of Virginia

School Resource Officer

- A law enforcement agency employee
- Complying with federal, state, and local statutes
- Functions under the direction of law enforcement command
- Assigned to school and community activities
- Responsible for enforcing state law
- Responsible for custody and arrest in conformance with law
- Search must be in accordance with state and federal law; search typically requires probable cause
- Laws and custody requirement procedures apply
- Act under the standards of law
- Use of force is permissible as guided by department policy

School Security Officer

- A school employee
- Complying with and guided by local school policies and regulations
- Functions under the direction of local school principal or designee
- Primarily assigned to school campus activities
- Responsible for enforcing school policy
- Responsible for detaining individuals
- Can search students and others based upon reasonable suspicion
- May detain and question students
- Act in absence of parents (*in loco parentis*)
- Use of force should be limited and only used in accordance with local school policy

Training Difference?

School Resource Officer

- A law enforcement training through DCJS
 - Professionalism
 - Legal Issues
 - Communication
 - Patrol
 - Investigations
 - Defensive Tactics/Use of Force
 - Driver Training
 - Physical Training (Optional)
 - Weapons

School Security Officer

- Certified through DCJS
- 6VAC20-240
 - training shall include but not be limited to:
 - (1) The role and responsibility of school security officers;
 - (2) Relevant state and federal laws;
 - (3) School and personal liability issues;
 - (4) Security awareness in the school environment;
 - (5) Mediation and conflict resolution;
 - (6) Disaster and emergency response; and
 - (7) Student behavioral dynamics.
 - The compulsory minimum training shall include a test for each module approved and provided by the department with a minimum passing grade of 80% on each module
- recertification -16 hours of in-service training every 2-years
- must be school security officer related to include a legal update and other relevant topics approved by the department

Who Can Carry a Gun on School Property?

- Law Enforcement
- Certain SSO's
 - Of the 672 SSO's only 22% were former law enforcement officers

Retired Officers and VRS

- Current law limits retired Virginia police officers to a maximum of 80% of full-time employment after qualifying for retirement
- Legislation this year to allow full-time without loss of retirement benefits

Special Conservators of the Peace

- Lee County
- Attorney General Opinion

Liability

- Federal Due Process
 - Special Relationship
 - State created Danger
- Monell Claim
 - *Monell v Dep't of Soc. Servs. Of New York*,
436 U.S. 658 (1978)
- Failure to follow Code requirements

By the Numbers

The 2017 Virginia School Safety Audit Survey Results by Department of Criminal
Justice Services, February 2018
www.dcjs.Virginia.gov

2/3 of all Virginia reported having safety/security
personnel in 2016-17

701 full-time

584 full-time SRO

305 Full-time SSO

62 other*

494 full-time

463 full-time SRO

65 Full-time SSO

30 other**

What about the grant money?

- \$1,300,000

What does it buy?

Roughly 20-25 full-time security personnel

- House Select Committee proposed \$1.7M

Roughly 44 full-time positions

Budgeted cost to hire a new sheriff's deputy:

- \$46,660 Salary plus fixed charges (salary, health insurance, VRS, LODA, taxes, etc.)
- \$500 Academy
- \$3,000 - \$3,500 Police Supplies: Gun, Rifle, Holster, etc
- \$2,000 - \$2,500 Uniform including Ballistic Vest
- \$500 - \$1,500 Department supplies: gas, car insurance, paper (summons, etc)
- \$52,660-\$54,660 plus fixed charges (salary, health insurance, VRS, LODA, taxes, etc.)

Budgeted cost to hire a sheriff's deputy with 10 years experience:

- \$66,484 Salary plus fixed charges (salary, health insurance, VRS, LODA, taxes, etc.), with no training cost
- \$3,000 - \$3,500 Police Supplies: Gun, Rifle, Holster, etc
- \$2,000 - \$2,500 Uniform including Ballistic Vest
- \$500 - \$1,500 Department supplies: gas, car insurance, paper (summons, etc)
- \$71,984-\$73,984 plus fixed charges (salary, health insurance, VRS, LODA, taxes, etc.)

Line of Duty Act

- § 9.1-400 of the Code of Virginia
- Provides death benefit and continuing health insurance to officers injured in the Line of Duty and their beneficiaries

VA Student Safety Work Group

- Marjory Stoneman Douglas High School shooting in February 2018, Parkland, FL
- Gov. Northam convened Work Group on Student Safety
- Work Group met three times
- Developed list of twenty recommendations

Recommendations

- Enhance Information – Sharing and Effectiveness of Threat Assessment Teams
- Role and Prevalence of SROs and SSOs
- Suicide Prevention

Recommendations

- Lower ratios of School Counselors and Support Staff to Students
- Increase access to trauma-informed care within schools and communities
- Increase funding for mental health training for teachers and school professionals
- Increase availability of online training on critical school and student safety issues

Recommendations

- Identify opportunities to increase \$100K cap on School Security Equipment Grants
- Increase transparency and communication with students
- Encourage school divisions to partner with local law enforcement agencies and ensure integration of response protocols

Top 10 Safety Audit Recommendations

The 2017 Virginia School Safety Audit Survey Results by Department of Criminal Justice Services, February 2018
www.dcjs.Virginia.gov

- Cameras
- Entry improvements
- Fencing
- Lighting
- Communication
- Locks
- Radio
- Security Staff
- Use of CPTED (Crime Prevention Through Environmental Design)
- Safety Improvements

Questions posed about “Real Life” Activities in our Schools

- Low Cost/No Cost Measures to address school violence?
- Working with local law enforcement?
- Provided any training to staff?
- Do you plan to change current procedures?
- Have you updated your Crisis Plans?

Low Cost/No Cost Measures

- Security Officers Conduct random inspections
- Unannounced lock-down drills in collaboration with the City Government Emergency Planner.
- Quarterly safety assessments
- Crisis Response Teams clearly defined roles and responsibilities.
- Armed intruder drills
- Bomb threat drills

Low Cost/No Cost Measures

- Training of all School Safety Coordinators on Incident Command System courses
- Collaboration with City/County Government
- Training our front office staff, school safety monitors, and SRO's with hands-on scenarios and discussions

Low Cost/No Cost Measures

- Enabling staff was able to openly talk about safety concerns
- Hallway and cafeteria doors locked during the regular school day. Staff issued keys to unlock the doors as needed
- Blinds installed on several windows of concern so they can be closed in the case of an emergency

Low Cost/No Cost Measures

- Continuous training and requiring faculty and staff to remain vigilant about enforcing existing security measures
- Participation in quarterly drills with Emergency Operations Center
- Signage placed on each entrance door to the buildings reminding students not to open doors for visitors and to direct visitors to the main office area of each school.”
- Visitor management system....all visitors are screened by inserting license into scanner

Working with Local Law Enforcement?

- School Security Advisory Committee developed methods for responses to emergency and crisis situations
- School security coordination meetings are held at all secondary schools to review and discuss school crisis plans and develop plans to address any security concerns identified by administrators, staff, and students
- Members comprised of maintenance and facilities, transportation, law enforcement, school administrators, school security officers, and supervisors

Working with Local Law Enforcement?

- Work closely with Local Law Enforcement, Fire Dept., and VA Dept. of Emergency Mgt
- Administrators and law enforcement review lessons learned after “armed intruder” drills
- Law Enforcement reviews each schools’ emergency management plan
- Law Enforcement train in our schools off-hours to better familiarize themselves with school layout and other conditions
- Issued security access cards to police officers, allowing them unlimited access to the schools

Working with Local Law Enforcement?

- Master keys issued deputies
- Police now parking at our schools
- Schools feed any State Police Officer
- Troopers complete paperwork in school parking lots

Staff Training

- We have incorporated the non-violent crisis intervention training for all school security officers, school administrators, and select school staff.
- Dept. of Pupil Personnel and Security Services in collaboration with the Police Dept., Division of Homeland Security, and City Emergency Management held a Security Summit. The topics included first responder, active shooter, infrastructure protection, and crisis plan review

Staff Training

- School psychologist trained to perform threat assessments
- Informal talks were held with each staff member and training will be scheduled with local law enforcement regarding school violence
- We have reviewed our plans and looked carefully at ways to improve. This is a very hard issue to plan for. When we did the active shooter drill last year at our high school, it was apparent that the shooter had the upper hand very quickly. Two officers were shot before the shooter was apprehended by their own men!

Procedural Changes

- A review of all security plans is currently being conducted
- Reviewing all policies and procedures related to school discipline to ensure that policies address behavior infractions and any violence appropriately
- Proximity card readers and cameras at every school entrance.
- Reduced the number of exterior doors accessible from the outside. Visitors must be acknowledged via the camera to the front office, and the front office staff hits and electronic door release to allow visitors to enter.

Coverages Provided by VACORP to All Member Schools, include:

- Ransom
- Legal Liability
- Personal Accident (death, loss of limb/sight/permanent total disablement)
- Identity Threat
- Loss of Earnings
- Travel Security Evacuation
- Kidnap
- Hostage Crisis
- Child Abduction
- Assault

Other Coverages Available

- Extra Expense
- Capital Expense
- Funeral Expense
- Public Relations Expense
- Life Insurance

Rest assured, with us, you're covered.

Reach out, we're here for you.



VACORP

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