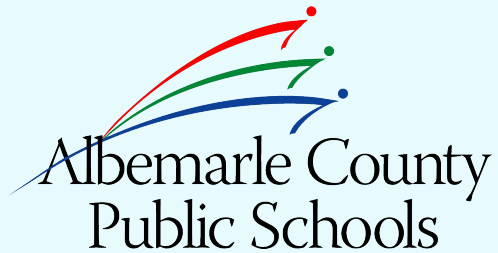


School Resource Officer Program

Community Awareness Update - SEAC



Strategic Plan: Learning for All

VISION

Our learners are engaged in authentic, challenging, and relevant learning experiences, becoming lifelong contributors and leaders in our dynamic and diverse society.

MISSION

Working together as a team, we will end the predictive value of race, class, gender, and special capacities for our children's success through high-quality teaching and learning for all. We seek to build relationships with families and communities to ensure that every student succeeds.

We will know every student.

VALUES

Equity
Excellence
Family and Community
Wellness

GOALS



Thriving Students



Affirming and Empowering Communities



Equitable, Transformative Resources

GOAL 2: AFFIRMING AND EMPOWERING COMMUNITIES

ACPS commits to developing a culturally-responsive environment that will respect and champion the diversity of life experiences of all stakeholders and supports the physical and mental health of our students, staff, and families so they are actively empowered to engage in our school community.

Objective 4:

ACPS will prioritize the safety of students, staff, families, and community through comprehensive prevention, preparedness, and response strategies to create a secure and supportive learning environment.

Strategies:

- Enhance School Security Measures
- Develop Comprehensive Emergency Response Plans
- Promote Mental Health and Threat Assessment Teams
- Foster a Positive School Climate
- Ongoing Staff Training on Safety Protocols

Department Mission



The mission of the Office of School Safety and Security is to build relationships with students, families, staff, and community partners to create a culture of safety and security to ensure a safe environment for learning and growth. Program activities and achievements will be in compliance with applicable federal, state, and local emergency, fire, health, and safety codes. Programs will be designed for success and to support both quality and equity within the school district.

Agenda

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Training***

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Safety & Security Overview

Safety Staffing & Personnel

➤ **Office of Safety & Security**

- Director
- Safety and Security Coordinators (2)

➤ **School Security Officers (SSOs) (22)**

- School based positions
- DCJS certification standards
- Assigned to each secondary school (15 HS, 5 MS, 1 CLS, 1TLC)

➤ **School Resource Officers (SRO) (3 Assigned to AHS, MHS, and WAHS)**

- ACPD Floater SRO Certified (1 Assigned to middle schools)

➤ **Additional school staff**

- Student Safety Coaches (SSC) at secondary schools (8)
- Collective responsibility for school safety

Procedures & Practices

Crisis Management Plans

- Revised template implemented for 2025/26 school year
- Plans are updated as needed

Crisis Response Training

- All school-based staff have received ALICE training, ongoing.
- SRP and SRM Models
- Incident Command System Training
- Medical Response Training
- Transportation Emergencies

Tabletop Exercises

- Implemented in October 2024
- Each school will participate in multiple exercises each year
- Review CMP and conduct practical scenarios

Operational Practices

- Safety Audit/CPTED
- Radio Communications Practices
- Crisis Communications

[Crisis Communications](#)



Physical Infrastructure

Highlights:

Visitor
Management

Access
Controls

Card Readers

Controlled
Entrances

Security
Cameras

Security Film

CPTED
Crime Prevention Through
Environmental Design

Vape
Sensors

School Resource Officer Program

What is a School Resource Officer (S.R.O.)?

Code of Virginia [§ 9.1-101](#):

An SRO is a certified law enforcement officer employed by a local law enforcement agency to provide law enforcement and security services to public elementary or secondary schools. A required Memorandum of Understanding (MOU) establishes the framework for the SRO program, defining the purposes, goals, and responsibilities of each agency involved. Its primary aim is to clearly outline the roles of both schools and law enforcement in the use of SROs, creating a mutually beneficial partnership.

<https://www.dcjs.virginia.gov/virginia-center-school-and-campus-safety/school-resource-officers>

ACPS SRO Program Expansion

- ❖ The SRO program is designed to enhance school safety by providing a dedicated law enforcement presence in and around the servicing schools. The SROs serve to protect students, staff, and property, foster positive relationships between law enforcement and the community, and assist in crisis management, conflict resolution, and education on legal issues.
- ❖ The funding request for the FY26 budget added two additional SROs. Each officer is assigned to the (3) servicing high schools. These additional positions ensure a consistent safety presence across all comprehensive high schools.
- ❖ ACPD Provided one additional SRO certified officer to serve as a floater.
- ❖ [SRO FY26 Budget FAQ](#)



Difference between SRO and a police officer

- ❖ SROs are sworn police officers that primarily interact with students. The position requires an understanding of student dynamics for building trust, overcoming cultural barriers, helping foster inclusivity, and ultimately helping to build a safer and healthier school environment.
- ❖ Both police officers and SROs enforce the law, but SROs receive specialized training and play a unique role in schools as educators and mentors, ensuring a safe and supportive environment.

Difference between SRO and a police officer

Category	Police Officer	School Resource Officer
Primary Role	Patrol the county, respond to incidents, and enforce laws in various settings.	Work within schools to ensure student and staff safety; collaborate with administrators to maintain a secure learning environment.
Training	Receive standard law enforcement training in procedures, criminal law, and community policing.	Complete standard police training plus specialized training in adolescent psychology, de-escalation, and supporting students with special needs.
Responsibilities	Enforce laws, conduct investigations, and respond to emergencies countywide.	Follow the triad model: • Law enforcement officers • Educators (e.g., safety, substance abuse prevention) • Mentors/trusted adults (relationship-building, guidance, connecting to services)
School/Community Presence	Serve the broader community, including occasional school involvement.	Are integrated, active members of the school community; proactively address concerns and build rapport.

How does an SRO contribute to school safety?

SRO's help schools to maintain a safe learning environment by acting as a visible law enforcement presence, responding to emergencies, fostering positive relationships with students, and providing education on safety and legal issues. SROs can help:

- ❖ Respond to crises or emergencies
- ❖ Prevent and respond to crime
- ❖ Collaboration with school staff
- ❖ Mental health support
- ❖ Build relationships with students
- ❖ Provide safety education
- ❖ Specialized training

SROs do not participate in discipline matters unless the action takes place in the officers presences

School Resource Officer Training

SRO Training

Per [DCJS](#): The Code of Virginia [§ 9.1-102.54](#) directs DCJS to provide training for SROs as follows:

Establish compulsory minimum training standards for certification and recertification of law-enforcement officers serving as school resource officers. Such training shall be specific to the role and responsibility of a law-enforcement officer working with students in a school environment and shall include:

- Relevant state and federal laws;
- school and personal liability issues;
- security awareness in the school environment;
- mediation and conflict resolution, including de-escalation techniques;
- disaster and emergency response;
- awareness of systemic and individual racism, cultural diversity, and implicit bias;
- working with students with disabilities, mental health needs, substance use disorders, or past traumatic experiences; and
- student behavioral dynamics, including current child and adolescent development and brain research.

To meet this directive, the SRO Program of the DCJS' Virginia Center for School and Campus Safety (VCSCS) provides numerous training opportunities for both law enforcement and schools throughout the Commonwealth. DCJS offers year-round training for SROs to help them enhance their skills and better serve their communities.

SRO Training (cont.)

Per the current MOU:

The SRO selected shall, as soon as practicable after having been assigned, complete DCJS SRO Certification training and, at least every two (2) years, meet in-service requirements by DCJS, and complete forty (40) hours of training, by the ACPD or Virginia Department of Criminal Justice Services that may include the following:

- Mental health specific training and crisis intervention training in accordance with established and certified state standards;
- Disability awareness training;
- Implicit bias/racial bias training outlining attitudes and stereotypes that affect our understanding, actions, and decisions in an unconscious manner;
- Restorative justice techniques;
- Cultural competency training that is provided to ACPD staff; and
- NASRO/DCJS SRO Update Training.

The review of the MOU provides an opportunity to have further discussion of priorities and requirements.



SRO Training Update

Current Training Completed

- ACPS SRO SPED
- 2025 Virginia School Safety Training Conference
- Be Safe Virginia
- Communicating Through Crisis: Key Tips for Schools
- Fostering Resilient Schools: Integrating Culture, Climate, and Safety Strategies
- Emergency Substantial Risk Orders
- Legal Issues in Schools
- Value of Mentors and Relationships with SRO's
- Decoding Autism
- Departmental Legal Updates / School Related
- ALICE Training

Projected Training

- Cultural Competency
- Crisis Intervention Program (CIP)
- Mentoring

Delivered Training

- Driving Safety
- Online Safety
- Respect - You Give and You Get

MOU between ACPS and ACPD

The current MOU can be found at the website: [ACPS and ACPD Memorandum of Understanding for SRO Program](#). Per State Code, the MOU must be reviewed every two years and opportunity for public input must be provided.

The primary goals of the MOU are to:

- Promote a positive and supportive school climate;
- Create and maintain safe and secure school environments;
- Collaborate to increase law-related education, expand school safety and crime prevention efforts, reduce conflict, and support effective interventions for students;
- Reduce and deter crime, violence, victimization, and fear in and around schools, and minimize student involvement with the juvenile and criminal justice systems; and
- Provide mutual understanding between school staff and the SRO about the role of SRO.

Additional Sections/Highlights:

- Roles/Responsibilities
- Training Requirements
- Communication/Information Sharing
- Operational Procedures



Feedback



Feedback

- *What has been your personal or child's experience with SROs in our schools?*
- *What are your hopes for this program? What does success look like?*
- *What concerns do you have about the presence or role of SROs?*
- *Whose perspectives are often missing or overlooked in these conversations?
How can we include them?*