



CRISIS & EMERGENCY PREPAREDNESS

Fauquier County Public Schools

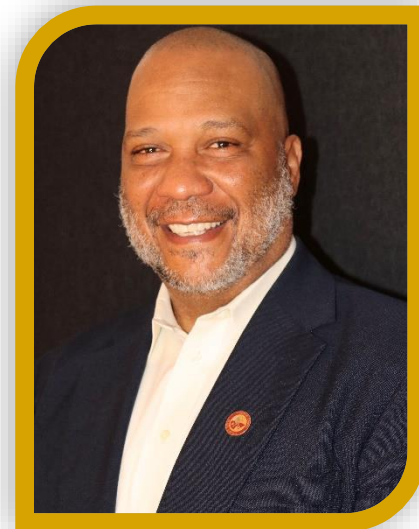


A Message from the Superintendent

Dear Parents/Guardians:

Student, staff, and community safety are the most important issues facing our school community. We take the responsibility of providing a safe school environment very seriously, just as we should. The fact is that students and staff who do not feel safe in school cannot be expected to achieve at high levels academically, nor teach impactfully, and without distraction.

Fauquier County Public Schools and each of our schools have developed crisis management plans so that we are better prepared for, and able to respond to, emergencies and challenging circumstances. Although it is not possible to specifically address every potential school safety scenario, these crisis plans do provide protocols for coordinated responses, the enhancement of student safety, and the minimization of disruptions for students, their families, and the Fauquier County community.



Schools routinely practice responses to various emergencies and review their plans annually. Additionally, our School Division enjoys a close relationship with the Fauquier County Sheriff's Office and works in cooperation with county and state agencies to ensure that our crisis management plan is well-defined and effective.

We know that it is essential for you to have accurate and timely information regarding emergency situations. You will find a variety of communication outlets used by the School Division noted in this pamphlet. The pamphlet also outlines various actions FCPS will utilize during emergencies. We have included school responses to such events as a lockdown, shelter-in-place, and evacuation, so parents and guardians will be better prepared and informed.

We hope that this information is helpful to you. We feel it is important to explain that some information in the crisis management plans is not for public consumption. We do not want to make public any information that might jeopardize the safety of our students and staff; however, we understand our responsibility to provide as much information as possible to describe the processes and procedures that are currently in place.

We will continue to evaluate and update our plans so that all students and staff can have a safe, positive school experience. I know that I can count on you to know and do your part — the success of our plans depend on all of us.

Sincerely,

Major R. Warner

Dr. Major Warner
Superintendent



School Safety

Fauquier County Public Schools recognizes that a safe and secure environment is an essential element in operating schools that foster the academic, social and emotional well-being of students.

A primary component of a comprehensive school safety and security program is the management of emergencies that impact school operations. School Board policy and state law provide the foundation for developing a school crisis and emergency management plan. The plan provides the framework for use by administrators at each school in developing plans specific to their school while maintaining a consistent division-wide response to crises and critical incidents.

The Code of Virginia Section 22.1-279.8 requires every school to develop a “school crisis emergency management and medical emergency response plan”, defined as the essential procedures, operations, and assignments required to prevent, manage, and respond to a critical event or emergency, including natural disasters involving fire, flood, tornadoes or other severe weather; loss or disruption of power, water, communications or shelter; bus or other accidents; medical emergencies, including cardiac arrest and other life-threatening medical emergencies; student or staff member deaths; explosions, bomb threats; gun, knife or other weapons threats; spills or exposures to hazardous substances; the presence of unauthorized persons or trespassers; the loss, disappearance or kidnapping of a student; hostage situations; violence on school property or at school activities; and other incidents posing a serious threat of harm to students, personnel, or facilities.

Crisis Management Planning Phases

FCPS follows the Virginia Department of Criminal Justice Services’ four phases of crisis management planning:

- **Prevention/Mitigation** – This phase includes actions that schools can take to decrease the likelihood that an incident will occur and lessen the impact of emergency situations.
- **Preparedness** - This phase readies schools to respond to an emergency in a rapid, coordinated and effective manner.
- **Response** – This phase includes short-term activities to manage the situation or incident.



- **Recovery** – This phase includes actions taken to return to a normal routine following an emergency.

Types of Emergencies

Emergencies take many forms and occur from various consequences, including:

- **Technological and man-made hazards:** nuclear waste disposal spills; radiological, toxic substance, or hazardous materials accidents; utility failures; pollution; epidemics; crashes; explosions; urban fires.
- **Natural disasters:** earthquakes, floods, hurricanes, tornadoes, freezes, blizzards of snow and ice, extreme cold, forest fires and drought.
- **Internal disturbances:** civil disorders such as riots, out-of-control demonstrations, large-scale prison breaks, strikes leading to violence, and acts of terrorism.
- **Energy and material shortages:** caused by strikes, price wars, labor problems, and resource scarcity.
- **Attack:** nuclear, conventional, chemical, or biological warfare.



Drills Required With Student Involvement

The drills required to be conducted with students are established by law, policy and school division requirements. No drills shall be conducted during mandatory testing. At a minimum, students must participate in the following drills:

- Fire/evacuation
- Lockdown
- Shelter-in-place
- Tornado
- Earthquake
- Bus evacuation

Fire Evacuation

The Code of Virginia Section 22.1-137 requires every public school to conduct a fire evacuation drill with students at least twice during the first 20 school days of each school session and shall hold at least 2 additional fire drills during the remainder of the school year. Fauquier County Public Schools follows the direction of the Fire Marshall for Fauquier County who requires one fire drill in the first 10 days of school then once per month thereafter. No drills shall be conducted during mandatory testing. During summer school, fire drills shall be conducted for both morning and afternoon sessions at least once a week for the first two weeks of school.

Lockdown

LOCKDOWN is used when there is extreme danger in the school building or in close proximity to the building. A **LOCKDOWN** alert provides students and staff with options that can be considered to best protect individuals from harm.



Shelter-in-place

SHELTER-IN-PLACE is a short-term measure (minutes or hours, not days) designed to use a facility and its indoor atmosphere to temporarily separate people from a hazardous outdoor atmosphere, such as a chemical spill or other hazardous materials release. **SHELTER-IN-PLACE** may be used while deciding if an evacuation is practical.

Tornado

Severe weather may include high wind events, heavy rains, flooding, lightning, and tornados. An emergency response is required when weather events pose a danger to staff and students. Schools shall have an operational weather radio alerting them to possible severe weather and ensure the radio is monitored.

Earthquake

At least one earthquake drill is required annually, which will typically be scheduled division-wide in collaboration with the regional emergency management initiative. The drill will include the Drop, Cover and Hold On procedure and the evacuation of the school.

Bus Evacuation

The Virginia Administrative Code 8VAC20-70-110 requires bus emergency drills be conducted at least once during the first 30 calendar days of each school session. Getting the passengers off the bus safely in the shortest possible time in an orderly fashion is the objective, regardless of which method is used.

Additional Safety Precaution

FCPS works in conjunction with local law enforcement to monitor our community.



Secure the Building:

When a potential threat occurs near the school that does not pose immediate danger to building occupants, school administration should **SECURE THE BUILDING**. Examples of situations when **SECURE THE BUILDING** is advised are public safety emergencies such as a bank robbery, outside hostage situation, and dangerous animal in the vicinity.

Family Reunification

Family reunification refers to the process of reuniting students with their families after a disaster or emergency event has occurred. Reunification is required for disasters or emergencies when standard or modified school dismissal procedures for students does not or cannot occur. Modified release procedures refers to those times such as when an early dismissal may occur for weather-related causes.

It is essential that FCPS has updated emergency contact and evacuation release information for every student. Parents/guardians should update this information annually online at <https://www.fcps1.org/Page/2725>.



Communications

FCPS will provide official, accurate information and timely updates as quickly as possible. Channels of communication are varied and include:

- School division website at <https://www.fcps1.org>
- Individual school websites
- Twitter accounts @FCPS1Alerts and @FCPS1News
- Facebook account @FCPS1Official
- School automated calling system which sends messages to phones and email contacts from the Student Information System
- Local media (television and radio)

When an incident occurs at an individual school, FCPS will notify parents in the following order: first, parents of students in the school that is the site of incident; second, parents of students in schools located in vicinity of the incident; third, remaining schools (as the need is determined).

School Security Staffing

The Fauquier County Sheriff's Office will assign school resource officers (SROs) to all three high schools and five middle schools. The Sheriff's Office has also added one SRO to Claude Thompson Elementary School and Mary Walter Elementary School.

FCPS has placed one school security officer (SSO) at each of the three high schools—Fauquier, Kettle Run, and Liberty—to join the existing SRO. The school division has one SSO at Southeastern and one at each of the remaining elementary schools. Substitute SSO's are also in place when needed.

SROs and SSOs Defined

Both SSOs and SROs work to keep the school community safe, yet differences exist between the two officer positions.

School resource officers (SROs) are sworn law enforcement officers employed by the Sheriff's Office who are placed in designated schools. SROs may carry a gun on school property and have the power to arrest.

School security officers (SSOs) are individuals employed by local school boards for the purposes outlined in [Virginia Code Section 9.1-101](#) to include maintaining order and discipline, preventing crime, investigating violations of school board



policies, and ensuring the safety, security, and welfare of students, staff, and visitors. School security officers must meet qualifications and be authorized by the School Board to be armed. On October 17, 2018, the Fauquier County School Board adopted the *Resolution to Authorize Fauquier County Schools' School Security Officers (SSOs) to Carry Firearms in Schools in the Performance of Their Duties*.

SSOs will report to the building principal and will provide support to the school community including daily building checks, drill assistance and evaluation, visibility, and social media monitoring.

SSO Qualification and Training

To qualify as a school security officer, candidates must be former law-enforcement officers who left their departments in good standing. The Sheriff's Office vets all SSO candidates through a rigorous process that includes a comprehensive background investigation.

Each SSO must complete extensive training, as required by the Code of Virginia and approved by the Fauquier County Sheriff's Office, including firearms qualification, active shooter training, and Department of Criminal Justice Services SSO training. On-going SSO training will be completed in conjunction with local law enforcement when possible. This collaboration will help to build relationships between staffs.

The following chart outlines the roles of the SSO and the SRO:

School Security Officer (SSO)	School Resource Officer (SRO)
A school employee	A law enforcement agency employee
Complying with and guided by local school policies and regulations	Complying with federal, state and local statutes
Functions under the direction of local school principal or designee	Functions under the direction of law enforcement command
Primarily assigned to school campus activities	Assigned to school and community activities
Responsible for enforcing school policy	Responsible for enforcing state law
Responsible for detaining individuals	Responsible for custody and arrest in conformance with law
Can search students and others based upon reasonable suspicion	Search must be in accordance with State and Federal law
May detain and question students	Laws and custody requirement procedures apply
Act in absence of parents (in loco parentis)	Act under the standards of law
Use of force should be limited and only used in accordance with local school policy	Use of force is permissible as guided by department policy

Credit: Virginia DCJS School Security Officer Curriculum

Safety and Security Features - Facilities

Annual Reviews & Audits:

- Review & update of Crisis Management Plan
- Annual safety audits
 - Division safety survey
 - Fire marshal
 - School climate survey

Technologies/Tools:

- Video surveillance
- Raptor – immediate notification to law enforcement when activated
- Anonymous Tip Line link (See Something; Say Something)
- GPS on buses
- Bus surveillance systems
- Bus stop-arm cameras

Door Access Controls:

- Single point-of-entry
- Controlled entry
- Raptor Visitor System

K-9 Sweeps:

- Substance prevention
- Bomb threats

Safety Personnel:

- School Resource Officer Program
- School Security Officer Program

Trainings:

- Active shooter training for all school staff
- VDEM (live and table top exercises)
- Hostile Intruder Functional Exercise (schools, DFREM, Sheriff's Office, hospital staff)



Safety and Security Features – Student Support

A. Prevention/Early Intervention

- **Youth Mental Health First Aid (YMHFA)**
 - Over 400 FCPS staff certified in YMHFA
 - YMHFA-certified staff identified with purple lanyards
- **Tiered support teams via Virginia Tiered Systems of Support (VTSS)**
- **Alternative options to suspension**
- **Use of data tools to identify behavioral concerns**
- **Professional development sessions on topics such as**
 - “Trauma Impact on Learning”
 - “Strategies for Addressing Anxiety in the Classroom”



B. Intervention/Responsive Actions

- **Check-In/Check-Out (CICO)**
- **Response to Intervention (RTI) support plan**
- **School counseling programs**
 - Core instruction in social emotional learning, targeted and intensive supports, behavior intervention plans
- **Restorative practices & interventions**
- **Threat/risk assessment**
- **Specialized support personnel and programs**
 - School social workers
 - School psychologists
 - Behavior Interventionalists
 - Southeastern Alternative School
 - The Thorpe House Learning Center
 - Home-based instruction

The information in this document provides an overview of our emergency and crisis preparations. For the protection of our students, we have excluded tactical security information as provided through Virginia Code § 2.2-3705.