EXCELLENCE EQUITY & OPPORTUNITY

2023–30 STRATEGIC PLAN

February 6, 2025

Executive Limitation 13: Safety and Security

FCPS.

Executive Limitation #13: Safety and Security

The Superintendent shall not fail to develop and implement plans to ensure students and staff are provided with safe and secure learning and work environments that support student achievement. The Superintendent shall not fail to provide staff, students, and families with the necessary resources and information to ensure their understanding of FCPS' safety and security plans and their role in such plans. The Superintendent shall not fail to consult with relevant stakeholders in the development of safety plans.

Executive Limitation #13: Safety and Security

1. Develop procedures that ensure the safety of students and staff and security of schools, offices, transportation services, and grounds that address:

   a. Accessibility needs of students, staff, and visitors;

   b. The supervision of students during school hours and school-sponsored events;

   c. Arrival and dismissal procedures for students, staff, and visitors;

   d. Inclement weather procedures;

   e. Emergency response procedures;

   f. Coordination, when appropriate, with local emergency services and county and city officials;

   g. A data-informed process for safe, confidential reporting of security and safety concerns;

   h. A plan to inform staff, students, and families of FCPS procedures, responsive actions, and potential threats;

   i. A process to evaluate the security needs of each school building and address any areas requiring improvements.

Executive Limitation #13: Safety and Security

2. Implement procedures to ensure safety of students and staff when participating in off site, school sponsored, activities.

3. Provide the appropriate training for staff and students on FCPS safety and security procedures, as well as crisis prevention and management.

4. Develop and communicate procedures for the reporting of criminal activity to law enforcement and suspected child abuse and neglect to Child Protective Services.

5. Implement routine staff background checks and procedures for timely communication with law enforcement regarding employees to ensure a safe learning environment for all students.

6. Provide age-appropriate safety and security curriculum for students to support their safety and well-being.

7. Establish a comprehensive cybersecurity plan to safeguard students, staff, and the Division from cyber threats.

#1: Develop procedures that ensure the safety of students and staff and security of schools, offices, transportation services, and grounds

- In 2024, the Office of Safety and Security (OSS) trained the Fairfax County Sheriff's Office on the responses to critical incidents, and supplied road deputies with keys to the buildings, adding upwards of 25 law enforcement personnel to be able to rapidly respond to incidents that may take place at a school.

- New public safety radios with WiFi connectivity have been purchased for each school and will be deployed in March 2025.

- FCPS is contracting with Critical Response Group (CRG) to create digital maps for all FCPS school buildings in order to ensure that all emergency response teams, both internal and external to FCPS, are working from the same nomenclature for room numbers, exits, and all other named locations within the schools and will help provide a well-coordinated response in the event of an emergency.

#1: Develop procedures that ensure the safety of students and staff and security of schools, offices, transportation services, and grounds

- Security vestibule installations are being conducted in five groups.

  - The first group of 19 schools is anticipated to be completed by the end of January 2025.

- In January 2025, the Chief Operating Officer, Chief of Safety and Security, and Chief of Facilities shared their plans for a pilot to implement the School Board's recommendation for a comprehensive, annual school traffic and pedestrian safety assessment, which will commence in the spring of 2025.

- In January 2025, the Office of Safety and Security amended and updated guidance for extreme cold and wind chills to provide more structure and consistency across the Division for the protection of children during inclement weather.

#1: Develop procedures that ensure the safety of students and staff and security of schools, offices, transportation services, and grounds

- FCPS has an anonymous Safety Tip Line to report school safety issues, such as threats, unsafe or dangerous situations, illegal drug activity, theft, gang activity, the existence of weapons, vandalism, and concerns about student wellness. Tips can be submitted via phone, text, email, or web.

- All tips are addressed and followed up on through successful investigation/intervention/mitigation by OSS, schools, the FCPD, and others.

SY 2023-24 Reported Safety Tips Processed		
Online Email	**Text**	**Telephone**
438 via School Messenger	98 via original messages	320 via voice tipline

Note: individual tips often yield additional correspondence with FCPS to provide additional information

#2: Implement procedures to ensure safety of students and staff when participating in off site, school sponsored, activities.

FCPS takes a proactive approach to field trip safety, including, but not limited to:

- Commercial bus carriers transporting students on field trips have been reviewed by Risk Management for adherence to Virginia Department of Transportation (VDOT) safety measures.

- Copies of Emergency Care forms for each student are sent with the appointed teacher in charge for each field trip.

- Each field trip form sent home provides an emergency contact number for the teacher in charge.

- The recommended ratio is one chaperone to every ten students.

- OSS proactively asks school administrators to reschedule or avoid trips to Washington, DC, during selected high-profile events.

#3: Provide the appropriate training for staff and students on FCPS safety and security procedures, as well as crisis prevention and management.

- In SY 2024-25 a mandatory MyPDE safety and security training, called School Based Safety and Security Orientation, was added for all school based staff.

  - The training provides a holistic all-hazards emergency management approach that ensures all school staff is trained beyond members of the school's crisis management team that typically attend annual tabletop exercises.

- Additionally, all School Board members were invited to attend school-based tabletop exercises in SY 2024-25.

#5: Implement routine staff background checks and procedures for timely communication with law enforcement regarding employees to ensure a safe learning environment for all students.

- In July 2023, FCPS began the process of re-fingerprinting employees hired prior to 2006 in order to store all employee fingerprints digitally and conduct routine background checks.

  - As of January 2025, 90.9% of all necessary fingerprints have been completed and further action is being taken to ensure all fingerprints are captured.

- In January 2025, the Office of Safety and Security sent notices to the heads of law enforcement agencies across the Commonwealth reminding them of the need to report school employee arrests.

- The Office of Safety and Security hosted the "Bomb Threat Assessment for Decision Makers" course from the Federal Emergency Management Agency's Office of Bombing Prevention, with its first offering in January of 2025 to school principals.

  - This course provides foundational knowledge on the assessment and evaluation of bomb threats and related responses, while also looking at how to distinguish between low, moderate, and high-risk bomb threats using techniques and best practices from FEMA.

#6: Provide age-appropriate safety and security curriculum for students to support their safety and well-being.

- A new grade level appropriate lockdown video is available as of January 2025 for students in grades K-5. The previously existing video will be used for students in grades 6-12.

- The Alcohol, Tobacco, and Other Drugs (ATOD) unit was revised in SY 2023-24 and implemented beginning in fall 2024. ISD collaborated with substance abuse prevention specialists (SAPS) to ensure current best practices for substance use prevention were embedded throughout and there was a strong no-use message to students.

#7: Establish a comprehensive cybersecurity plan to safeguard students, staff, and the Division from cyber threats.

- In SY 2024-25, FCPS has begun to roll out the NIST Risk Management Framework (RMF), which closely complements National Institute of Standards and Technologies (NIST), Cybersecurity Framework (CSF), and Center for Internet Security (CIS). NIST, CSF, and CIS help us implement controls and measure progress, while NIST RMF provides a framework for risk-based assessments and authorizations.

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