

## 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.*



### The Superintendent shall not fail to:

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.**
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.*

## **Superintendent's Interpretation:**

This Executive Limitation calls on the Superintendent to develop and implement plans to ensure students and staff are provided with safe and secure learning and work environments that support student achievement.

I interpret this to mean that the Superintendent shall ensure that all staff, students, and families have the necessary resources and information to maximize understanding of FCPS' safety and security plans as well as to maximize their understanding of the role they play in these plans. Additionally, the Superintendent will consult with all relevant stakeholders in the development of all safety plans.

Further, I also interpret this Executive Limitation to mean that it is the responsibility of the Superintendent to direct the work of the Division so that organizational structures are in place to implement and monitor our progress in these areas and to share updates related to this progress with the Board on a regular basis.

## **Evidence of Compliance:**

### **Certification:**

I hereby present my monitoring report on Executive Limitation #13: Safety and Security (EL-13) in accordance with the reporting schedule set forth in the Board calendar. I certify that the information contained in the report is true as of February 6, 2025 to the best of my knowledge, information, and belief.

### **Evidence of Compliance: February 6, 2025**

At the time of this report, to the best of my knowledge, information, and belief, I have gathered information and evidence that I believe supports compliance with the Board's Executive Limitation associated with this topic. In particular, I share with the Board the following information and indicators which I believe meets Executive Limitation #13.

### **Indicators Include, But Are Not Limited To, The Following:**

- 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.

### Newly Added or Updated Evidence Indicator 1:

- New public safety radios have been purchased for each school and will be deployed in March 2025. These radios allow WiFi connectivity and eliminate potential dead zones, ensuring communication is always available. In addition to providing direct and immediate voice communications to/from schools with the Office of Safety and Security (OSS) and the FCPD, the radios have a panic alert function allowing notification to the 911 call center via the press of a button. The new radios have already been issued to OSS uniformed officers, allowing them to communicate more effectively while working in schools during all hours.
- FCPS is contracting with Critical Response Group (CRG) to create digital maps for all FCPS school buildings. The project is still underway, with full completion expected by February-March 2025. Currently, the maps have been created and sent to all school principals for final confirmation and edits. Edits are being sent back to CRG for finalization. The digital maps aim 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. This will help provide a well-coordinated response in the event of an emergency.
- 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. The second group has been submitted for a county permit and should begin construction in the summer of 2025. Group 3 is in early design. Plans for groups 4 and 5 are ongoing and contingent upon funding.
- In 2024, the Office of Safety and Security trained the Fairfax County Sheriff's Office on responding to critical incidents and supplied road deputies with building keys. This training adds upwards of 25 law enforcement personnel to be able to rapidly respond to incidents that may take place at a school.
- 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 to protect children during inclement weather.
- Regulation 2151: Management of Naloxone Administration in Schools (effective March 13, 2024) establishes procedures and guidelines governing the administration and utilization of the opioid antagonist, naloxone nasal spray, on FCPS grounds. Additionally, all school administrators, Substance Abuse Prevention Specialists, school health room aides, public health nurses, school safety and security staff, middle school after-school specialists, transportation staff, athletic coaches, and athletic trainers must successfully complete our online "Narcan Administration Training," which educates staff about recognizing opioid-related overdoses, administering naloxone, and promptly seeking medical attention for drug overdose. Schools can request in-person Narcan training for their larger staff and/or for students by contacting their Substance Abuse Prevention Specialists.

### Continuing Evidence for Indicator 1:

Points below are evidence of 1a through 1i.

- FCPS works proactively to create a comprehensive framework for ensuring the safety, security, and accessibility of FCPS schools and facilities for students, staff, and visitors.
  - The Virginia Department of Criminal Justice Services (DCJS) conducts an annual safety audit, which is managed and monitored by the FCPS Office of Safety and Security (OSS), and consists of 5 components:
    - Safety survey, completed by all schools
    - Divisionwide safety survey, completed by OSS and Department of Special Services

- Crisis Management Plans, completed by all schools and reviewed and approved by OSS
  - [School Safety Inspection List for Virginia Public Schools](#), which utilizes a detailed 31-section, 30-page inspection checklist to ensure compliance with all safety standards, is conducted every 3 years at each school, as mandated by the Code of Virginia. The 3-year cycle certification was due in 2023 and successfully certified on August 31, 2023.
  - The [Virginia School Survey of Climate and Working Conditions](#) is administered in the spring to all high school staff and students. High school staff are surveyed in even years while elementary and middle school staff are surveyed in odd years. The student survey is administered to alternating grade levels (9-12 and 6-8) each year. For the 2024 survey, all licensed staff (instructional and support personnel) in any public schools serving grades 9 through 12, regardless of the grades the individual serves, must be invited to participate. Additionally, all students in grades 9 through 12 must be given the opportunity to participate. Results are [published here](#) when available.
- To comply with [Virginia Code § 22.1-279.8](#), which mandates a written crisis, emergency management, and medical emergency response plan for every school, all FCPS schools develop and update their emergency plans annually. OSS reviews, approves, and certifies that these plans also consider accessibility needs of staff and students and meet state and Division standards. Using employee data about roles and responsibilities from the crisis plans, OSS inputs crisis team members into an application that allows for rapid communications during a critical incident.
  - FCPS exceeds school-based staff safety training compliance by conducting annual safety and security training at all schools. This training incorporates tabletop exercises with input and support from outside agencies, and the Department of Special Services to review safety and security guidelines, and includes scenarios to better prepare school crisis management teams. This training has also been conducted at FCPS administrative centers. Feedback from this yearly training is used to redesign the following year's training to meet the needs of school-based administrative and crisis management teams.
  - Fire Evacuation Staging Areas (FESA) rooms are located in every school to ensure the safe and secure evacuation of students with special needs. An FCPS workgroup is reviewing the use of these rooms to determine if any improvements or changes are needed in how these rooms are used in an emergency, and the physical evacuation of students and staff with special needs.

### FESA Examples



- FCPS collaborates with other departments within and outside of FCPS on training programs annually. This feedback loop allows for adapting the training based best practices, identified needs, and upcoming threats.

- 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. When tips are submitted via text messages, OSS can engage in two way communication in real time to gather more information while maintaining anonymity of the reporter. All tips are addressed and followed up on through successful investigation/intervention/mitigation by OSS, schools, the FCPD, and others. For SY 2023-24, OSS received and processed a total of 1,342 tip communications, averaging 3.7 per day, as follows:

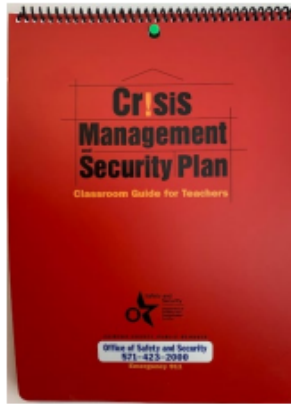
SY 2023-24 Reported Safety Tips Processed		
Online Email	Text	Telephone
438 via School Messenger	98 via original messages	320 via voice tipline

Note: All totals above represent raw data. Individual tips often yield additional correspondence with FCPS to provide additional information

- FCPS safety measures include bus safety to ensure safe practices and minimizing risks during student commutes.
  - Bus drivers conduct evacuation drills twice a year, ensuring students are familiar with emergency procedures.
  - A monthly crash review board analyzes incidents and accidents, allowing for adjustments to driver training as needed.
  - Bus drivers participate in ride-alongs and receive recurring refresher safety training. Additionally, pre-trip inspections are conducted before each bus use, similar to routine car maintenance.
  - Buses with lifts and specialized equipment are utilized to safely transport students with specific needs.
- The Division takes active approaches to ensuring there is clear communication with families around safety and security measures.
  - The Office of Communications collaborates with OSS in compliance with [Regulation 7001](#): Reporting Serious and Unusual Incidents to ensure clear, timely and accurate incident communication to its stakeholders. Systems are in place to ensure internal notifications of events are communicated to appropriate parties.
  - FCPS informs families about upcoming lockdown drills, and typically notifies families when they are completed. FCPS also provides [online guidance](#) for parents/guardians to support students before, during, and after required lockdown drills.
  - In case of school evacuation due to fire, odor, or other emergencies, FCPS has pre-designed communication templates for eNotify, ensuring timely and clear communication with families.
  - FCPS provides clear guidelines for the safety and security protocols of Lockdown, Secure the Building, Shelter in Place, and Stay Put, Stay Tuned, outlining actions to be taken before and after initiating these protocols.
  - The [Safe Students, Safe Schools brochure](#) highlights various safety measures in FCPS. The brochure is updated as appropriate.
- FCPS ensures all schools conduct fire, tornado, and lockdown drills in accordance with [the Code of Virginia](#). An online reporting tool for drills (fire, lockdown, tornado, bus evacuation) allows OSS to verify and monitor the completion of required safety drills. To date in SY 2024-25:



- All schools were compliant in conducting lockdown drills.
- All schools have been compliant in conducting fire drills.
- All schools have been compliant in conducting tornado drills (must be completed by March 31, 2025 for SY 2024-25).
- In SY 2022-23, Crisis Management Security Plan, Classroom Guide for Teachers (red book), located in all FCPS classrooms received a full update and system-wide redistribution.



- School building safety initiatives have been implemented to improve student safety at school sites. These include:
  - Systemwide replacement of classroom door locks to current push button specifications and security features, a project which has been completed a year ahead of schedule.
  - Replacement of all classroom vision panels covers systemwide to support lockdown protocols.
  - Security camera project that provided internal and external cameras to all middle and high schools was completed in SY 2023-24, a year ahead of schedule.
    - Currently 80 elementary schools have external cameras. With grant and operational funding support, 17 additional elementary school external camera projects are underway, with anticipated additional schools added next school year.
    - Currently, 44 elementary schools need funding for CCTV. Once fully funded, it is expected that all 44 elementary schools can be completed within 3 years, possibly sooner.
  - All FCPS schools are equipped with electronic door access with audio and video intercoms, and intrusion alarm systems.
- FCPS provides 24/7 building security to include uniformed security patrols and a security operations center.
- OSS has added features for administrative offices to increase security measures.
  - In 2023, elevator access controls were added to the Gatehouse Administration Center, with additional security enhancements currently under consideration.
  - In 2023, plans were initiated to begin updating all FCPS employee IDs to include higher encryption features. FCPS began transitioning to higher encryption badges for central office and school-based staff from the Summer of 2024 through the Winter of 2024-25. Despite delays with the vendor receiving badge allocations, we are on track to complete this upgrade by April 2025.
  - All middle and high schools in FCPS have a School Resource Officer (SRO) to support a collaborative, problem solving approach to school safety and security issues. These SROs also participate in the risk assessment process at all elementary schools.
  - In SY 2023-24, OSS began the implementation of uniformed security patrols at elementary schools, currently with one officer per region to cover elementary schools exclusively.

- [Policy 2110: Student Safety](#) states that principals and teachers shall be responsible for providing a reasonably safe environment for students enrolled in their schools during the time students are authorized to be on the school premises. Further, principals shall be authorized to make and to enforce such rules of conduct as may be necessary to enhance the safety of students while they are enroute to and from school.
  - Teacher evaluations include a standard about the learning environment. The teacher uses resources, routines, and procedures to provide a respectful, positive, safe, student-centered environment that is conducive to learning.
- The Division works in collaboration with the Fairfax County Police Department (FCPD) to provide crossing guards at designated school crossings.
- The Office of Transportation works with schools to support the elementary Safety Patrol Program to assist in safety arrival and dismissal procedures for students. Additionally, student safety patrol officers help bus drivers by assisting during emergency drills, maintaining order on the bus and at the bus stop, and serving as lookouts while the bus is backing up.
- All FCPS schools follow a shared visitor protocol to ensure safety and security for all school sites:
  - Visitor protocols are posted on school websites.
  - Visitor control is monitored through an electronic door access system.
  - As outlined in [Regulation 4215](#): Identification Badges, all visitors to FCPS schools follow a registration process utilizing the Visitor Management System. This system scans the visitor's photo ID and checks against a nationwide sex offender database. A visitor's ID badge is printed and must be displayed on visitor's clothing at all times. Visitors without identification are not allowed beyond the main office until completing an assisted process to verify the visitor's identity. Only authorized visitors are allowed in the building.
- The following school safety precautions are implemented across FCPS schools and administrative sites to keep staff and students safe:
  - Faculty and staff must have their FCPS photo identification badges displayed at all times.
  - Exterior doors are locked during the day.
  - Cameras monitor exterior doors and grounds wherever CCTV is present.
  - A driver's license or similar photo ID is required to check out a student during the school day. Only parents, legal guardians, and people on the student's emergency contact list may check out a student.
- The Division ensures schools are aware of emergency weather conditions and events, including but not limited to, tornados, severe thunderstorms, high winds, excessive heat, and snow or icy conditions.
  - All schools are equipped with a systemwide weather radio.
  - Systemwide alerts are sent in the event of an extreme weather event.
  - OSS and the Chief Operating Officer lead a severe weather team to determine school operating status (closed, later arrival, early dismissal) in the event of inclement weather.
- The Office of Facilities Management responds to all weather-related emergencies (hurricanes, snow storms, earthquakes, etc.) in a quick and orderly fashion to assess facility damage and take any necessary action to restore FCPS' buildings to safe operational status so the educational process may resume.
- The Office of Communications manages use of the FCPS emergency messaging system (eNotify) which is used to send text messages and emails (with phone option also available) to notify families and staff of critical operational issues.
- The Office of Communications maintains internal resources for crisis communications, response points of contact, templated messages, roles and responsibilities, and resources to support critical operational issue messaging.

- Each school is provided with a public service radio which allows immediate contact with FCPS OSS as well as two way radios (walkie-talkies) for internal communications within school sites.
- OSS maintains the FCPS School Alerts System that notifies each school's crisis management team of situations requiring action or attention. The same system sends out automatic alerts for tornado watches and warnings to affected schools.
- FCPS works closely and collaboratively with local agencies to ensure safe and timely response to emergency situations:
  - OSS has established a comprehensive emergency operations plan in collaboration with Fairfax County Government.
  - A Fairfax County Police Department Captain is assigned to the FCPS Office of Safety and Security at the Gatehouse Administration Center during regular school hours, with after-hours access and communication protocols. This position is known as the School Liaison Commander (SLC) and was recently upgraded to a captain position. A captain from the Fairfax County Fire and Rescue Department is also designated as a liaison to FCPS.
  - FCPS has a representative on the Fairfax County Emergency response planning team.
  - OSS has established radio interoperability with police and fire departments, allowing for immediate communication with the Fairfax County Police Department and the Fairfax County Fire and Rescue Department.
  - The Office of Communications coordinates message content and timing of distribution with local emergency services, county, and city officials to ensure clear and accurate communication to the community.
  - After action reviews are conducted after every major emergency event led by OSS, school-based administration and emergency services, as needed, in order to improve response and training.
- FCPS has implemented a data-driven system for safe and confidential reporting of security and safety concerns. The [Safety Tipline](#) allows for confidential and anonymous reporting of school safety issues and is available to students, parents, staff, and other members of the FCPS community.
- FCPS has an evidence-based [risk prevention program](#) and process for responding to student threats of harm to self or others or concerning behaviors that could result in harmful, dangerous, or violent situations. A “risk assessment” is a process for identifying students who present concerning behaviors that could result in harmful, dangerous, or violent situations; assessing these behaviors; and managing and mitigating potential safety risks to all individuals involved. Risk assessments are conducted when students express an intent to harm themselves and/or others or demonstrate a pattern of concerning behavior. Each school has a risk assessment team with school staff trained to recognize and report concerning behaviors and explicit or implicit threats. The goal of conducting a risk assessment is to provide assistance to the student being assessed, to support victims or potential victims, and to take appropriate preventive or corrective measures to maintain a safe and secure school environment. Numerous risk assessments are conducted annually with the goal of immediate mitigation of risk and providing intervention and support that ultimately result in short- and long-term corrective behavior and successful student learning. These procedures outline the specific steps that must be taken by educators when a student poses a safety risk to themselves or others. [Regulation 2111](#): Procedures for Conducting Risk Assessments (updated 3/11/24) contains procedures for conducting risk assessments.
  - Per [Virginia Code § 22.1-79.4](#), FCPS has established a multi-disciplinary Risk Assessment Oversight Committee that oversees the operation of school-based risk prevention teams across the Division. This team meets monthly to identify and solve any challenges or improvements in the risk assessment process.



- FCPS has also established a multi-disciplinary Behavioral Threat Assessment and Management (BTAM) team that meets bi-weekly to discuss and support schools with specific risk assessment cases. Created in Spring 2024, the team comprises FCPD and FCPS staff (primarily from the Office of Safety and Security and the Office of Intervention and Prevention Services) and local, state, and federal agency partners.
- There are several regulations outlining risk assessment procedures for students and staff, including, but not limited to:
  - [Regulation 2120](#): Procedures for Conducting a Suicide Risk Assessment
  - [Regulation 4411](#): Procedures for Responding to Student Threat or Physical Assault Against a Fairfax County Public School (FCPS) Employee
  - [Regulation 8613](#): School Emergency Management Plans and Procedures
- FCPS has established a comprehensive communication plan to inform staff, students, and families about FCPS safety procedures, responsive actions, and potential threats.
  - Crisis training is provided for all school-based administrators in the online learning system, MyPDE.
  - OSS has produced videos to inform students and parents on a variety of safety and security topics including, but not limited to:
    - [Know Your Security Terms](#)
    - [Lockdown Video Preview for Parents](#)
  - FCPS Office of Communications meets with new principals about media crisis response and to talk through actual scenarios and responses.
    - Crisis Response and Communications training was provided in October 2024 for new principals and school leaders via the Principal Induction Program (PIP) and the new School Based Administrator Induction Program (SBAIP).
  - FCPS hosts safety meetings with the Superintendent for parent representatives from each school to bring safety and security concerns to the Superintendent.
- FCPS is committed to maintaining a safe environment for all students and staff. To achieve this goal, the following safety checks are completed on a regular basis:
  - Every school undergoes a thorough fire inspection annually to ensure compliance with all fire safety regulations.
  - Schools receive safety walkthroughs to identify and address any potential safety hazards.
  - Uniformed security officers conduct random inspections throughout the schools to proactively identify and address any emerging safety concerns.
  - Fire marshals also perform regular inspections to ensure fire safety compliance.
  - The Office of Safety and Security's environmental specialists conduct annual inspections of school chemistry labs to ensure the safe handling of hazardous materials.
  - In middle and high schools, annual theater inspections are conducted to guarantee the safety of students and staff involved in theater productions.
  - FCPS demonstrates its commitment to ongoing safety improvement by promptly responding to requests from schools for additional safety and security assessments.
- In compliance with the rules of play of sports governing bodies, FCPS requires the purchase and use of personal protective athletic equipment that complies with standards established by the National Operating Committee on Standards for Athletic Equipment (NOCSAE).
  - New personal protective equipment must bear the NOCSAE seal indicating the piece of equipment met the standard at manufacture.

- Personal protective equipment already in a school's inventory is reconditioned on an annual basis throughout the lifespan of the item to ensure it still meets applicable standards before being returned to use.
- Protective equipment that has exceeded its lifespan or fails to meet the applicable standard is discarded from the school's inventory.

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

### Newly Added or Updated Evidence Indicator 2:

- Risk Management maintains a list of prohibited student activities that pose a risk and should be avoided while students are under the care and supervision of the School Division.
- 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.

### Continuing Evidence for Indicator 2:

- The Student Activities and Athletics Office has established procedures to safeguard students and staff when participating in off-site, school-sponsored activities:
  - Support the development of emergency action plans (EAPs) that are specific to the location and event. EAPs are expected to include the identification of an emergency response team and highlight personnel, communication, equipment, transportation, and maps of the location to ensure emergency situations can be managed. New coaches are supported with developing EAPs during orientation sessions. EAPs are also developed for events such as graduation ceremonies at EagleBank Arena.
  - Loaner Automated External Defibrillators (AEDs) are provided to athletic teams when traveling to off-campus locations that lack on-site AEDs. This program ensures access to this life-saving equipment during off-site activities.
- FCPS ensures student safety on field trips through Regulation 5790: Field Trips – Planning, Financing, and Conducting which covers transportation, chaperone supervision, and emergency procedures.
  - All field trips must be approved by the principal. In addition to the principal, all unusual field trips require review by Risk Management (RM) and are to be submitted at least four weeks prior to the date of the trip. Unusual trips include any trip that presents liability exposure to student safety or to FCPS, overnight or international travel, and any water-related activities.
  - A sufficient number of qualified staff members accompany students on field trips and other off-site events.
  - A comprehensive field trip form process is in place which outlines essential details about the trip, including location, itinerary, emergency procedures, and permission for student participation.

- Weather monitoring and response processes for field trips are established. These procedures ensure that trip organizers are aware of potential weather hazards and have a plan in place to keep students safe in case of inclement weather.

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

**Newly Added or Updated Evidence Indicator 3:**

- 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. As of January 22, 2025, 85.3% of full time staff have completed this training. Staff with overdue required training receive electronic reminders and reminders from their supervisors. Additionally, all School Board members were invited to attend school-based tabletop exercises in SY 2024-25.

**Continuing Evidence for Indicator 3:**

- All school-based staff and students receive annual safety and security training. FCPS provides staff with access to targeted learning opportunities to build their knowledge and capacity to support students in crisis.
- All classrooms are equipped with a Crisis Management Security Plan, Classroom Guide for Teachers (red book) to effectively prepare and respond to emergencies. Teachers discuss content with students.
- Mandatory drills for lockdown, fire, tornado, and bus evacuation train staff and students on how to prepare for various emergency situations.
- School staff have been provided protocols for addressing opioid overdoses occurring both on school grounds and off. These protocols include clear processes for in the moment actions as well as actions after the overdose to support those staff and students who may have been impacted.
- School-based crisis management teams participate in annual tabletop crisis management training conducted by OSS. These trainings are modified yearly to meet the needs of the team and current events.
- OSS conducts after action reviews following emergency responses to better prepare for future emergencies and inform future staff and student training.

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

**Continuing Evidence for Indicator 4:**

- All FCPS employees have responsibilities under [the Code of Virginia](#) and [FCPS policy](#) to report suspected cases of child abuse and neglect to Child Protective Services (CPS).
  - [Regulation 2115](#): Procedures for Reporting Cases of Suspected Child Abuse or Neglect provides a procedure for ensuring compliance with required reporting of child abuse or neglect to Child Protective Services (CPS) of the Department of Family Services of Fairfax County and for cooperating with CPS investigations.

- All employees are required to complete yearly training on Reporting Child Abuse and Neglect. This training is offered via MyPDE. As of January 22, 2025, 87.9% of full time staff have completed this training. Staff with overdue required training receive electronic reminders and reminders from their supervisors. There are several codes and regulations related to the reporting of criminal activity:
  - [Regulation 1410](#) states that any employee who observes or who has a reasonable basis to believe that there is an occurrence of fraud, waste and abuse, shall notify his or her immediate supervisor. The employee may also make a report to the hotline or the Office of Employee Relations (EER).
  - [Regulation 5780](#) covers the reporting procedures for vandalism, theft, or break-in. When these incidents happen, principals and program managers will report the incident to the Fairfax County Police Department, notify FCPS Office of Safety and Security, and submit appropriate documentation related to property loss, damage, and repairs.
  - [Virginia Code § 22.1-279.3:1](#) outlines reports of certain acts to school authorities; reports of certain acts by school authorities to parents; reports of certain acts by school authorities to law enforcement.

**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.**

**Newly Added or Updated Evidence Indicator 5:**

- In July 2023, FCPS began re-fingerprinting employees hired before 2006 to store all employee fingerprints digitally and conduct routine background checks. As of January 2025, 90.9% of all necessary fingerprints have been completed. Further action is being taken to ensure all fingerprints are captured. Communication is ongoing with employees offering them the option to come to Gatehouse for fingerprinting or to use the remote fingerprinting option through Field Print. Failure to complete the fingerprinting by the due date will result in the beginning of progressive discipline.
- Beginning in June 2024, the Office of Talent Acquisition began using Verifent to verify new employees' prior experience. This does not replace reference checks for potential hires. At the time of this report, 3,458 requests were sent to previous employers, and 2,745 were completed (the previous employer responded).
  - HR's Employee Services and Operations team implemented Verifent on June 13, 2024, to serve our current and previous employees with commercial verifications (e.g., loans, rental agency) and employment verifications for exited employees.
  - Implementing Verifent reduced response time for commercial verifications from 3 to 5 business days to less than an hour turnaround time.
  - Since implementation, 1,079 commercial verifications have been provided to verifiers.
- OSS hosted the "Bomb Threat Assessment for Decision Makers" course from the Federal Emergency Management Agency's Office of Bombing Prevention on January 23, 2025. 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. The first offering was for school principals.
- In January 2025, OSS sent notices to the heads of law enforcement agencies across the Commonwealth, reminding them of the need to report school employee arrests.

### **Continuing Evidence for Indicator 5:**

- FCPS runs background checks for all new hires through Virginia State Police, the Federal Bureau of Investigation, and the Department of Social Services.
- Regulation 4116: Employee Background Checks and Required Disclosure for Criminal Charges
  - As a continuing condition of employment, the Department of Human Resources will submit all employees (including temporary employees, hourly staff, and substitutes) for criminal record background checks annually or periodically to monitor for unreported criminal record activity.
  - Applicants are required to complete a self-disclosure questionnaire form as part of the application process.
- Virginia Code § 19.2-83.1 requires law enforcement agencies, upon arresting a person who is known or discovered by the arresting official to be a full-time, part-time, permanent, or temporary employee of the Division for a felony or a Class 1 misdemeanor or an equivalent offense in another state, to provide notice of such arrest to the Superintendent as soon as practicable. The Superintendent will then notify the School Board of the arrest of any FCPS employee.

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

#### **Newly Added or Updated Evidence Indicator 6:**

- 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.

### **Continuing Evidence for Indicator 6:**

- All students receive safety and security training regularly through classroom instruction, drills, and a set of safety training videos that are required to be shown to students each year, usually in concert with one of the two required lockdown drills. The videos are grade-level specific and are each five minutes long. Teachers must take safety training incorporating the lockdown videos before showing them to students. Expectations around using these videos are communicated via the Actiongram which also includes additional guidance for supporting students.
- The Student Rights & Responsibilities (SR&R) document explains expectations for student behavior and adult responses to enhance school safety and to create a fair, equitable, and supportive school environment. As per Regulation 2601, students participate in lessons about the SR&R at minimum twice a year.
- FCPS health curriculum includes a variety of topics and lessons related to student safety and well-being. These topics build from elementary to middle to high school.
  - 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 that current best practices for substance use prevention were embedded throughout the process and that students had a strong no-use message.



<b>Examples of FCPS Student Safety and Well-Being Curriculum Topics</b>			
	<b>K-3</b>	<b>4-6</b>	<b>7-10</b>
<b>Transportation</b>	Bus, pedestrian, and car safety	Vehicle safety	Design and promote safe walking and bike routes to and from school or other locations in the community
<b>Building</b>	Classroom rules, playground safety, fire safety	Schoolwide safety drills/procedures, role of self in preventing injuries	How to contribute to a positive environment, school safety protocols
<b>Community</b>	Appropriate behaviors, internet safety, gun safety, emergency preparedness, responding to inappropriate behaviors (FLE)	Cyberbullying, social media and texting, gang prevention, laws that protect children from inappropriate behaviors (FLE)	Risky behaviors, cyberbullying, social media and texting, gang prevention, preventing exploitation (FLE)
<b>Alcohol, Tobacco, &amp; Other Drugs (ATOD)</b>	Safe use of medication, poison, refusal skills, harmful effects of misuse of medicine	Consequences of ATOD use, refusal skills, how to get help, assessing information accuracy	Short and long term effects of ATOD, opioid prevention, personal standards to resist use
<b>Other</b>	Correct posture, proper lifting, and carrying techniques	Prevention vision and hearing loss, vaccinations, basic first aid skills	Recognize harmful and risky behaviors related to personal safety, preventative health measures, driver education (part of HPE10)

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

**Newly Added or Updated Evidence Indicator 7:**

- In SY 2024-25, FCPS has begun to roll out the NIST Risk Management Framework (RMF), which closely complements the 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.

**Continuing Evidence for Indicator 7:**

- FCPS has adopted the National Institute of Standards and Technologies (NIST) Cybersecurity Framework (CSF) to measure and track organizational cybersecurity maturity, and the Center for Internet Security (CIS) top 18 controls to track the implementation of bare minimum security protections.
- The Office of Cybersecurity (OCS) regularly updates the Superintendent on progress toward meeting organizational cybersecurity goals.
- OSS and OCS monitors social media for threats, takes down inappropriate content, and removes trademarked content.