

**Preliminary Comments from Charlottesville City Schools Survey
about Proposed Model for School Safety Plan (updated 4/27, 10:30am;
newest comments pasted in green)**

Which parts of this proposed plan are most important to you?

mental health

Staff trained in de-escalation and restorative practices. Monitors walking the halls and building relationships with students.

Having an Adult presents in the hallways especially during transitions

Having well trained staff mentors as well as much training for staff also

Utilizing mental health supports and having more access to mental health professionals in the building.

Moving police/SROs out of our schools, increasing funding & staffing in mental health and social support, further building community & engagement within our school system

THE safety of the children in the schools is most important to me. While the outlined priorities make sense, far more information is needed to foster a sense of trust and safety between schools, kids, and their families. Central to this plan (and any worthwhile plan) is the baseline culture in buildings. A training session or safety monitors are not sufficient to consistently support a positive, safe learning environment. Rather, maintaining a culture that will promote consistent positivity is a long term commitment that may well require abandoning old paradigms. This can be an uncomfortable process, particularly for adults. I applaud the district for taking on the challenge. I hope that considerable time is dedicated to processing these changes, as well as the examples of what is going well and what is not for each school staff.

Having mental health professionals in staff.

The parts where we collaborate with each other as well as having a monitor, possible appointed staff member and the help of the police if they are really a necessity is important to me instead of having the negativity of an officer hovering around showing the children they are just waiting around for some action , so to speak!

Safety officers are a good idea

Increased mental wellness staff, safety monitors

Having trained safety monitors in the hallways at ALL times.

Employing mental health professionals at all levels and keeping police officers out of our schools, unless absolutely necessary

No SROs

Restorative relationships

Mental health supports, threat identification, community building

I am VERY glad to get police out of our schools.

Getting rid of SROs and implementing mental health resources

The new system will focus on helpfully identifying problems instead of being an intimidating force.

Getting police out of the schools; ending school to prison pipeline.

The increase in mental health staff is critical.

Keeping SRO'S out of schools.

Mental health

Social/emotional wellness

No sro's in schools

Removing police from the building.

Having a team in place should problems arise.

Increased mental health training and support personnel presence

I like the wholistic approach and focus on well-being, and upgrades to door access systems

Community and connection - our obligations and responsibilities towards others as well as what we receive from them - seems to be eroding. I appreciate the focus on this piece.

That students feels welcome, safe and know that they can seek help during the day at school with these coach, mentor or people who check and walk the school halls.

Supporting mental health; deescalation strategies

Emergency planning

I'm not sure I fully understand the plan yet. I don't quite understand the difference between a school resource officer and a school safety monitor.

Relationships, de-escalation skills, restorative practices expertise

onsite mentors trained in de-escalation/ trauma informed care, restorative practices versus SROs

Having all those things proposed are good ideas

Why would you decide to not have a resource officer and feel that was safer? This makes absolutely no sense at all and I'm wondering how on earth you thought this was a solution to school violence. Only makes it seem more threatening now that you won't have a professional, who can actively defend the school and students. Every year gets worse for Charlottesville city schools, every year. I no longer feel my child is safe with you all.

No police on site and increased mental health education/support

Physical safety and mental/emotional wellness

Staff and others trained in de-escalation, emotional health and well being etc , restoration . The plan seems much more systematic and holistic.

Having someone who's job it is to focus on monitoring issues and resolving them through counseling and other services. I would want to see that person dedicated full time to that work. I'm glad to see they will have safety monitors because at first it sounded like they were getting rid of the SROs and not having anyone.

being proactive in tending to issues, learning social emotional intelligence

Non-police safety monitors / mentors

Door security

children's safety - I thought strong points were controlling entry points with people in charge of checking them and training in mental health and deescalation.

Mental health training

Prioritizing training in de-escalation and mental health. Keeping kids out of the court system.

Relationship building

Getting the police out of the schools EXCEPT when there is an actual emergency.

Appreciate the focus on mental health professionals and mentors

The idea of "minimizing involvement with the courts" through the use of Safety Monitors and other resources and techniques as an alternative to SRO's.

My child safety

People directly focused on the safety of those in the school building.

How safe the students will be at school

People trained in de-escalation being available.

safety monitor

Interpersonal skills, mental health

Relationships, de-escalation skills, restorative practices expertise

Mental health professionals on staff

Kids feel actual school class starting

Using Restorative techniques

Having trained people Onsite and they immediately available, whose first Response is to de-escalate and whose training is based on Relationships, mental health and Student safety

Mental wellness

Limited police presence and increased mental wellness resources.

Mental health supports

The timing of the implementation

Mentorship, Proactive, student engaged, decreased police atmosphere

Removing SROs when there is such strong support for them from students.

my student's safety

Using de-escalation, mental health focus and not using police officers, but hired employees who are trained on the factors I have mentioned and are more integrated into the school and with students.

People directly focused on the safety of those in the school building.

Not having armed police officers in schools and mental health support for kids in need.

I think the plan includes great things that teachers in many areas already do. (restorative practices, community connections etc)

Increased focus on mental health support as a preventative and restorative solution, removing SROs from school buildings, trauma-informed training for staff

Focus on mental health, building positive school climate. In VA, SROs are generally perceived as positive by students and staff (See Issue 18 and 19 of the one pagers linked here:

<https://education.virginia.edu/faculty-research/centers-labs-projects/research-labs/youth-violence-project/virginia-secondary>), which include recent data from all VA schools. Careful consideration needs to be made before removing all LE presence from schools because without knowing the context of the schools, they will not be as effective (see my concerns below).

Mental-health first approach and de-escalation techniques are most important. I am happy the police will be out of schools. I'm glad that the new safety mentors will report to the schools, not the police department.

Securing access points to schools; more mental health services and training.

School Resource Officers

increased social emotional supports

I like the focus on mental health, restorative practices, and getting the community involved.

No police officers in the schools. Better security. Plans in place to help students with mental and interpersonal struggles.

Safety on the one hand, but not having a police presence that may disproportionately impact certain demographics.

A focused attention to mental health and safety within the school and the student bodies. A proactive approach to addressing mental health, bullying behaviors and meeting students where they are in a compassionate, but intentional and targeted way.

mental wellness

controlling door access (locked doors), mentorship/positive role model for students and support for staff

Safety of students and staff. Maybe I missed it, but where is the data coming from where this model would be a better solution and what methodology was used? A model that is only 3 years old seems a little premature to me, were the same demographics used? Are you going to make data available if it isn't already?

Mental health professionals on staff

Practicing with and modeling for students strategies for well-being, positive mental health, de-escalation strategies, and restorative practices.

Mental health and safety

Emphasis on building relationships, restorative practice, and having mentors/monitors in the school

Reallocation of funds away from police dept towards more effective, integrated, and humane approaches to student safety.

Changed focus on decreasing likelihood of aggressive violent students rather than having in-school police

Student/staff safety from violent outside threats.

My child should feel safe and loved at school. High school and middle school aged kids are mean, and not having constant support may make it worse.

I think increased mental health support for students (and families) is great. Training for all staff in de-escalation strategies is important.

That mental health concerns and safety of the schools are at the core of the plan.

Supporting system of mental illness for kids and family during this pandemic
proactive approach is good

Not having armed or uniformed police in school buildings

That there will not be SRO's in schools

additional support for mental health needs; connecting safety monitor roles to the community
mentorship and increased presence from familiar members of the community

Promote mental health and self regulation, equity for all students.

focus on teaching all students social and emotional regulation skills, focus on mental health
de-escalation, mental health, social-emotional skill-building

SAFETY of our students

trained teachers, coaches and community members, incl students = from within

School hired and trained safety monitors that have a connection to the community

Getting police officers, who are trained to be violent, out of the schools.

A staff member dedicated only to school safety/wellness at each school (safety monitor)

mental health support, de-escalation/peer mediation programs

keeping the SRO's out of the schools and making sure school safety coordinators are there to support students and help them feel valued and heard

Removing SROs, mental health and self regulation support

Restorative practices are the most important part of the plan. The change in SROs sounds wise.

Strengthening our community and relationships, growing the mental health supports and having TRAINED safety monitors. The key work here being trained and not just hired to walk the halls.

Relationships and prevention

De-escalation and mental health training

We opened school for hybrid April 12th and there was NO plan in place one how to handle many of the responsibilities that our SRO offivcers had.

Having QUALIFIED security/monitors in the building.

mental health focus and collaboration with community organizations(hopefully that will be outreach to the families of the children who are struggling and getting more support for those children and famlies) I like the idea of having more social workers available.

Making sure that in the event of an active shooter, we are prepared.

Mental health focus and keeping students safe

Increasing mental health services for our students, and removing armed personnel from schools

Safety Monitors for keeping the students safe

School social workers and psychologist, and MORE sped staff. Increasing those staff numbers will be necessary to achieve this plan.

The proactive approach to student well-being and safety.

It is great that there will be individuals trained in deescalation around the building.

The physical and mental safety of students and teachers. Listening and acting on the concerns of Black students, parents, and teachers in our community.

Restorative justice training and implementation, SEL supports for all grades, integration of SEL into classes (not just separate programs), inclusion of mental health in VTSS, de-escalation training for all stoff, more in-school access to social workers, and trauma-informed practices are all crucially important.

Having well-respected teachers or coaches or community people help in hallways

keeping the children safe from each other and outside threats and not having adults over react mental health supports and teacher training

The students safety

The safety monitors

Having monitors already working in the community.

de-escalation

I feel more safe

Having health providers at all levels at our school.

de escalation

Safety

safety and feel safe in school

More mental health support

nothing really

The fact that there are no more police officers.

we have nice people in the building
Focusing on mental health support for student
all

That there is at least one person making sure the school is safe
safety monitors being trained in mental health

Focus on mental health first aid
man i gotta do this for a grade

Safety

I like how the new sro will be more focused on helping the students in day to day things than
just big emergencies.

Having mental health resources and de- escalation training
safety, and satisfaction

Safety and catering to mental health

Safety

mental health

the fact that they would make people feel more comfortable around them

the programs

Lack of police in schools, mentors instead of police

Keeping the police out of schools

Mental support

Protecting the schools

it's low key

The monitors being trained in mental health & how to deescalate situations without violence.

Replacing SROs with "mentors" who are already respected members of the CHS community
safety monitors

Being in person

That the safety monitors are trained in de-escalation and mental health first aid, and that they
are truly different from SROs

I don't really have an opinion.

removing the SROs. no police, please.

Removing SROs from the building and providing good safety and mental health resources that
will only benefit students, not harm this.

The Mental wellness part

how do i get safety fast

None

It doesn't really make sense to me but it will work

helping students feel comfortable

Being safe

wearing masks

Being safe from Covid.

nothing

Safety

I like how this program follows what the numbers say. I'm glad the school is taking into account
what methods researchers have found to limit school dangers.

I guess making sure that I am still safe and well-protected at school!

The safety of all students

They are all nice

I think emphasis on mental health is super important for teenagers.

Having mental health issues gain more attention

Making students feel more at ease in their school environment.

I think the focus on mental health seems very important especially during and after COVID 19, as many students might be struggling about that.

I will feel unsafe in the building without School Resource Officers.

idk if the officers had guns but if they did then i'm glad that's out of the school

de-escalating skill

The safety

our safety

deescalation instead of force

all

Bringing in school officers who are focused more on mental-wellness than muscle is important to me. I think it promotes a beneficial habit of trying to confront and help the problems of students rather than cause intimidation, which can feed those problems. It seems like a step in the right direction.

putting monitors

Raising up community mentors to be an extra set of hand in the hallway to keep student safe.

that people have someone they know can help

That we are keeping all the students an staff safe and healthy

Making sure that students have access to mental health support and even if the school safety monitors are not qualified to provide that, they're able to direct a student to someone who is

I think the most important parts of this proposed plan are the resources for mental health and wellness and the professionals that can help students with their mental wellness.

all of it

That every student is and feels safe in the school.

That the safety monitors won't have guns

Student's needs - at least the corrupt public school system is trying to make an effort. Mental health is very important, and I like the emphasis they put on it.

mental wellness

I mean it wasn't very specific, it just basically said that you all are taking SRO's out of the school and focusing on mental health more, but you didn't specify the deescalation tactics at all.

talks about the safety model

monitors

safety

The safety of myself an my friends at school

Mentors

The covid safety part and adjusting for the pandemic.

The mental wellness and the lack of armed officers in the school building.

the safety part

The focus on mental health and descalation

Not taking cops out

the safety and mental health of people within the school

DEFUNDING THE POLICE

Everything. Safety first

Easier access to mental health resources with trained counselor-ish people replacing SROs.

safety

nothing

The restorative and relational skills and practices are the most valuable to me. I have seen how respected adults in a school setting can do SO much more good than a potentially threatening outsider trying to come in and help.

The replacement of SROs with people more trained in de-escalation and mental health

Get cops out of school.

I think probably just not having such an intimidating presence.

Keeping the school safe and having a good connection with the people in the building

restorative practices, and mental wellness

Mental health professionals

Keeping police out of the schools while keeping the schools safe

The safety

I like the locked doors aspect

I think removing the SRO was a good call for certain people.

safety mesurments

Supporting our students mental health.

The removal of the role of police officers on an everyday basis in schools and the addition of mental health personnel

Stronger emphasis on staff that provide a emotional and mental support system

safety monitors

to make sure people are safe

That teachers are trained in ways similar to SROs

that police officers are being taken out of school - good!

mental health and student supports

yes

Mental health, conflict deescalation

being safe

Teaching students how to avoid fights and such

Probably watching the doors and making sure everything is safe.

all of it

The students feeling safe and not under pressure when being encountered by one of these people.

all of them

For me the most important part is protecting students from school shootings.

Making sure that schools are safe from violence, both if violent threats arise, but also actively preventing these tragedies from even beginning through mental health education, support and monitoring.

Staying safe at school.

Lots of monitors to spread out more

The fact that SROs are being removed from CHS. Due to recent events, school resource officers can put POCs in very uncomfortable situations.

Nothing really I think they all are important

Security in school for staff and students.

safety

most of it

elimination of SROs

I don't really care about any of them because I am staying online (for all of these)

yes

they are all important

Teaching us new skills

I don't know

all of them

Extra support staff at the school.

I don't have one that really stood out to me.

Taking care of mental health.

The ability of the school to break up fights and protect us from shooters.

Not taking cops out

the safty part

I like the safety monitors, and focus on mental wellness.

Hiring safety monitors

de-escalting skill

Having schools hire people who are trained to work with children in healthy ways.

The part where they said that the safety monitors are trained to deescalate sounded like a good thing.

The training of new and current staff in the processes that will make this proposal actually work.

It needs to be ready to hit the ground running the first day of school. We have had enough of

"we have to get started even though we only have the basic plan"

Putting mental health workers and mentors in with lots of training

I thought the fact that the plan has been done before and worked is important. I also liked the addition of mental health providers as I believe that can make a difference. Finally, I thought it

was important that the community's input, stress with SROS and some members on the committee, was considered.

Building relationships with the most vulnerable students.

Adding trained safety monitors of which we have staff in this role and they are great mentors to the students. It's helped our African young men to see men in the building they can relate with

Having people at the school who can really focus on de-escalation of violence/incidents, preventing bullying, helping mental wellbeing of students...ie keeping my kids safe, but ideally not with guns as the main solution.

I didn't watch the video

Mental health support

Safety of and relational connection to kids

How acts of violence in the schools will be handled.

Emphasis on not criminalizing behavior.

Mental health support at all levels

Equity and prevention via behavioral interventions, mental health interventions and availability and non-punitive disciplinary actions

Training for safety staff to include mental wellness crisis intervention

I appreciate and understand the desire to move in a structurally anti-racist direction. It's important to start that process concretely, institutionally, and in ways that hold us all accountable for making real progress. What's most important is both the safety and the mental wellbeing of students, staff, faculty and those tasked with providing support in place of SROs. Everyone needs to feel that someone is looking out for them and that they will have the support they need proactively, before anything of a harmful nature happens, and then in the moment and after, if something does happen to put in jeopardy the wellbeing and safety of students, staff, faculty, and those replacing SROs.

Well trained individuals.

Community building and creating a positive atmosphere

Having trained "safety monitors" and increased access to mental health services

Shifting to more mental health/mentorship support personnel

Removing police officers from the building and replacing them with trained professionals that can deescalate situations and provide the support people need to cope with ongoing issues.

Increased mental wellness support

Mental health awareness

The safety and security of a learning space for children.

Mental health and de-escalation practices

Having enough staff to meet goals

Protecting all students, equity, mental health support, identifying individuals at risk for violent behavior, preventing gun violence

The safety of everyone

everyone's safety

maintaining a positive school atmosphere

All of it

That the student feel comfortable and supported

Replacing SROs with better mental health support

every part

the no more school resource officers

Getting rid of SRO

All of the main ideas of the new plan are important to me.

Focusing on getting rid of the problem at the root of the issue instead of just dealing with the consequences.

Mental wellness

That we don't have school officers anymore.

Not sure about most important

Focusing on mental health and wellbeing

Not having police in the school

the removal of police officers from the school

Increases student mental wellness.

The resource officers.

Safety monitors.

mental health and community focus

the patrolling people are doing their jobs and not imposing any biases in their work in the school.

making sure its actually safe for if something does happen

"The most important part of this proposal is that we don't loose any meaningful amount of security in the school when we loose the SRO's

Securing all the entrances is super important. "

safety for students

the change from SRO's to more civilian safety workers

Student and teacher safety

Maintaining student relationships

The training the safety monitors have in de-escalation and mental health first aid and removal of SROs.

who all can come back to school

absence of police in CHS

learning

I think it is very important that armed officers will no longer be in the building with this plan, and that more resources will be devoted to mental health and deescalating conflicts. This plan will make me feel safer at school, knowing that people specifically trained in deescalation are in the building rather than SROs.

Our safety.

the safety

I really like the thought of instead of a ARMED officer i the building that they replace them with people to deescalate certain situations. I feel that having a armed officer makes us students feel lie were in a prison being watched by a armed guard its scary. i know that they are there to help but still this is supposed to be school where kids come to have fun and actually want to come and not feel scared. I wanna feel happy and motivated to go to school i wanna feel safe etc.

the safety

Promoting an environment in which all people in the building feel and ARE safe.

As long as we same sort of safety or security type of office or monitor then it looks like a good idea

Getting help in the halls

No police involvement!

The mental health approach support to reducing issues.

That the student feel comfortable and supported

The proposed individuals that will replace SRO's.

The proposed individuals that will replace SRO's.

the covid safety part

Student and teacher safety

Mental health supports and members of the community serving the student population.

The most important part of the plan is having somebody to break up fights which inevitably arise at CHS.

all of them

Student and teacher safety

Getting rid of SROs at school seems more political than anything else

That the student feel comfortable and supported

Mentoring students, monitoring the school for safety, and providing supports for mental health

Safety monitors are trained and supervised by school staff, not police department.

Focus on relationship building and restorative practices

Moving away from having a formal police presence in the building.

That the person in this role is not affiliated with the police department and will work to build relationships with students and deescalate issues as they arise instead of punish mental health, community-building, restorative practices, mentorship over discipline

Which parts of this proposed plan do you have questions or concerns about?

need lots of community outreach

Building Safety and the number of entry/exit points (specifically at CHS); How is the school protected from outside threats

I worry about the funding and having enough support in the building for students and staff to feel safe

We are continuing to push more trainings on teachers. We need to be purposeful how, where, and when we decide to teach those skills to students. What are we going to take out of the curriculum to make room for the new?

Police coming to the school to "promote safety" -- regardless of individual persons, positions, or beliefs, the police system unfairly and unjustly targets people of color, especially Black boys and men. All police, due to their position within that system, cause harm through the weakened trust between police and civilians and within our community due to the biases and skew created by the police system and it's history.

How will the district assess the success or struggles of this plan? If students, staff and/or families are struggling, what supports will be offered?

I'm not seeing anything negative in the plan, Keeping the previous plan would be the big concern.

These safety officers will only be at the Middle and High school level.....that is what the print says but the person says they will report to principals (I guess not all principals). Why did you gloss over that?

Emergency response time. When situations arise that require immediate emergency help, a hallway monitor is not enough.

A lot of the issues related to safety (physical violence) are the result of events in the community. The students arrive at school with a plan to escalate things which means the school doesn't have the opportunity to intervene - who is expected to intervene once things turn physical? It seems unfair to ask school staff and admin to intervene at that point but also unsafe to simply wait until police arrive. The violence in Charlottesville right now is high and we would be

irresponsible to not consider how that might play out in our schools. I am concerned that CHS and Buford are currently back at school without any plan and am concerned that this plan won't be fully functional by the time we return in the fall.

Whether the schools will have the courage to be a leader

All

No SROs

I want to make sure that the people acting as safety monitors are thoroughly and properly trained, so that they can be effective in their role.

Under what circumstances would police be asked to intervene?

The new staff's ability to handle violent situations.

My only concern is that the counselors are overbooked so that they wouldn't have time to meet individually with students as needed, and the next few years it will be a lot. I'd recommend one counselor see only students 1:1 and another counselor do classroom activities, etc

The circumstances that require police intervention.

Police coming into schools

Wish the city would pay for it out of reductions in police budget. Worried about sustainability of using grant money for this essential purpose.

I'd be interested to learn the ratio planned for number of students to counselors/MH staff

How will the social/mental health principles actually be implemented? Just giving a presentation in P.E./Health class about mental health won't be sufficient. There needs to be real change, though I don't know what that looks like. I like the idea of following Canada and other progressive countries that have demonstrated successful models.

If there were to be an armed threat, which may be unlikely but the U.S. seems to keep increasing those episodes, how would students be protected? I don't want armed guards in the hallways but I don't want to repeat the tragedies we've seen in the news.

I would love that this new model for safety would be implant as quick as possible.

Will classroom teachers receive training on these proposed strategies?

Emergency/critical incident planning seems lacking. Ways to promote positive police engagement seems lacking

What is the difference between a school resource officer and a school safety monitor? Could you give some example situations and how they might be handled?

Does CCS have the expertise and capacity to train these safety officers adequately? What best practices resource will be used to support the training?

ratio of mentors/identified staff to student population (how is the number determined)

I am worried about school shooters and lack of police presence on school property, especially at the high school level. Also my daughter has witnesses several violent fights at CHS and I wonder if the mentors (staff) should really be put at risk to try to de-escalate.

The music and happy children do not make up for the masquerade you have going on. Taking protection away from the children so you can have someone hold 3 jobs as a coach, mentor, and safety monitor? You think that guy or girl is going to take down an active shooter? No. They won't have the means to. This looks more like gaslighting that actively creating a solution. I hope more parents watch this and share their concern.

The lack of consideration of transportation safety and consideration of how school schedules can affect mental wellness. ie: students may be getting enough sleep because of what time school starts or the bus comes.

I'd like more info on the status of security and physical upgrades to the buildings.

Will the safety monitors be effective or sufficiently trained to deal with situations that arise?

I'm interested in the details of what it would look like and how you would create the culture change for staff and students.

The specifics... there were none. What are the specific situations when police have to be called?

I think more detail is needed in several places, such as how many school counselors there will be, how they will manage case loads, how they will work with the safety people, the type and level of training that will be provided and whether it is informed by research, whether just attending training is enough or if there will be some type of assessment to make sure people are appropriately trained

Need for safety officers as a separate category of employees

What will the ratio of Safety Monitors to students be?

To make sure my child stay safe

Will there be a full time person in each school dedicated to focus on safety.

How effective the safety monitors prevent bully/violence at schools

The safety monitor. It's unclear exactly what role and authority they have.

Will students really be held accountable for their actions and learn new skills/approaches to their interactions? What are the benchmarks and measurements?

Does CCS have the expertise and capacity to train these safety officers adequately? What best practices resource will be used to support the training?

Police coming to the school when needed versus being on site at all times

Social distance

You are still giving a person a power position which can present difficulties.

If there are urgent safety concerns, I am concerned about the speed of the police response to get to school to react to a situation that needs escalated response beyond a safety monitor.

That is the trade off that we make by removing safety officers.

Social worker involvement and records being kept within the school over a student's behavior

How will teachers and administrators handle the frequent fights? I teach at CHS and many students are bigger than I am. I've been here for over a decade and have seen the SRO's

handle some very violent fights. Without immediate help in these situations, what are teachers supposed to do? We were always told to call the office and let the SRO handle breaking it up.

Are we supposed to let them fight now or are we expected to break up fights? I feel like the proposed plan is good on many levels, but it seems like something that should get phased in.

Being back in school with students and no plan in place for handling a violent crisis makes me feel very vulnerable. There have also been a lot of shootings lately and I just don't see how a

safety monitor can handle an active shooter situation. If an SRO is in the building, a shooter can be confronted within 3-5 minutes. If police have to be called from the outside, it could take

15 minutes or more. The move to take officers out should not have been handled as a knee-jerk reaction without a solid plan in place first. This new plan will take months, if not years, to

implement. So now, we are left in a very vulnerable place.

Training of the new safety employees

Will there be a full time person in each school dedicated to focus on safety.

None - I fully support this plan!!!!

I hear you that the data is not solid in the need of SROs but I will share that I have seen them as a very important part of our school community. They speak with students as they walk the halls and the relationships that they build in school carry out into the community. I wonder if we still had them but they wore plain clothes instead of their uniforms...?They are so important. I have always felt safe at the school I teach in but without them I definitely do not.

I'd like to see more explicitly stated what the "clearly defined situations" are in which the police would still be brought in to the school.

"Currently, VA law requires threat assessment teams (one of the strategies noted in the video) require LE on the team. How will these LE be selected for TA teams (and trained? what will their connection to the school be? How will CCS and CPD continue to foster a relationship so that when there is an issue in which police presence is necessary - or for TA team membership - these LE know the context of the school?) It is important that LE serving on TA teams be trained and have a relationship with the school/students in order to understand the context and provide their expertise to the team.

How will this be funded (the community based mentors, PL on restorative justice/deescalation for staff)? How will students be involved in these initiatives - how will they be explicitly taught to report threats, interact with mentors, the rationale for this approach?) How will mentors support teachers/school staff and build relationships with them. When I was a teacher, I had students get in a fight in my classroom and two other teachers and the SRO came to assist. Would these community-based mentors serve this purpose so a teacher doesn't have to intervene - as breaking up fights is NOT their role?) "

Sometimes it feels like the main focus of the school system is just keeping kids safe. That's definitely important -- safety is paramount. But feels like learning and academic excellence sometimes takes a back seat to safety. I can't afford to send my kid to a private school where, frankly, I think he'd probably get a better education because more time is spent on actual learning and less time spent on just keeping order.

School Resource Officers

Schools providing all of the training for proposed staff

I would like more details on what exactly the safety officers would be doing and what their role would entail. It mentions that they wander the halls but doesn't go much beyond that.

I think it's important these school placed staff that are replacing the SRO are minorities that can better relate to those issues that come up.

There needs to be a high level of staff training and hiring to address student's safety needs on a level that serves every single student. The only way this approach will work will be actually knowing EVERY kid and meeting their needs on an individualized level.

One the advantages of having a police officer in the schools was to help establish better relationships with the police. Many kids (and people) fear police or view them as threatening. Not all police are racist nor are they likely to abuse their authority. I felt having an officer in the schools provided a positive experience for children with a police officer.

Will the "Safety Monitors" have the abilities to de-escalate/detain someone during an altercation if needed?

Police coming to the school when needed versus being on site at all times

How will those trainings be accomplished--do we have the staffing for it and do the trainees have the capacity for it?

How to ensure a rapid response at the high school in the event of a violent event. Who will intervene and how?

Is it sustainable given realities of year to year budgets and shifting priorities? Will training of staff (especially teachers) be effective?

The school bus situation. Pre-pandemic, the bus was the primary locus of stress for our Walker 5th grader. One adult (driver) did not seem adequate for managing the behavior of students on board, and on more than one occasion police were called in to assist in moments of crisis, a response which for our child was itself the source of considerable anxiety and bad feelings.

Under the proposed plan, might staffing resources be allocated toward these sorts of issues?

I didn't see much "meat on the bones" about how CCS will help lonely or depressed kids.

CCS schools seem to already be staffed with qualified and trained teachers, counselors and administrators. I'm not sure about the value-added in hiring additional mentors.

Safety of my child.

How will you manage fights at CHS and Buford, particularly ones involving more than two students? Regardless of SEL, social workers, etc., there will be fights. Are teachers expected to break up fights involving multiple students? Drug use? How will that be stopped?

If police may be called to schools there should be a plan in place to ensure that their presence will be minimized as much as possible.

does not address students' role

how the Toronto model will translate to Charlottesville. IF it will translate.

i get the big focus ideas but would like more specificity on how these will be implemented

NO SRO

potentially false sense of security, do we have hard assets available?

Pace of building upgrades

Under what circumstances would police officers be called?

The need for the change was not explained. What drove the change in the model? And why?

Further, it's unclear what you are truly proposing. Switching SRO for safety monitor? Why is this better?

Not being equipped to handle active shooter situations

Whether one resource person is enough for Buford and CHS

I'd like to know more about the specific job description of safety coordinators, their training, and how they are encouraged and allowed to approach students in heightened states of arousal or stress

I think that the overall systems that make up our current public school system need to be examined. Also, as a school professional in a other district I know that families need support, too. The issues that we may be as "school safety" are really rooted in community issues, inequality, prejudice, and poor support for families.

"My kids have attended Johnson, Walker, Buford, and CHS. In these contexts, they have experienced extraordinarily disruptive behavior from a small subset of students (throwing chairs, ripping things off walls, yelling at teachers, hitting other students, etc.). These students have remained in classrooms, such that 80% or more of a teacher's energy is devoted to 10% of the students. Disruptive students have learned by experience that regardless of their behavior, they

will remain in the classroom. Non-disruptive students have learned by experience that nothing short of bringing a firearm to school will remove a disruptive classmate from their classes. The learning results of this approach have been nothing short of devastating, as has teacher attrition. The most recent data prior to the pandemic (<https://schoolquality.virginia.gov/schools/>) shows that for black students at Walker and Buford in 2018-19, fewer than 51% demonstrated proficiency in ANY subject area assessed. I volunteer weekly with students from Walker and Buford and can say anecdotally that students are still counting on their fingers for single digit addition and subtraction problems, and struggle to write a grammatically correct sentence. I have also experienced verbally abusive behavior from these students and have deep compassion for teachers who serve these students. As a former classroom teacher I see a direct connection between devoting 80% of teacher attention to the behavior of a small group of students and the learning outcomes of all students. Any serious attempt at educational equity must directly address the small group of students that is destabilizing learning for all through individualized, intentional, focused self-regulation practice AND laser-focused individualized instructional practice for students that have not demonstrated proficiency. Creating temporary alternative learning environments for chronically disruptive students is essential to addressing THEIR emotional and educational needs AND for classroom teachers to address the educational needs of the vast majority of students who need only minor growth in self-regulation but LOTS of support in mastering basic skills.

From what I have read and viewed in the city's safety approach, it is focused on SROs. If there is not a deeper and more fundamental commitment to addressing the intense behavior needs of a few and the significant learning needs of many students, we should not expect different learning outcomes."

Bathroom monitoring with male/female staff? My kids won't even use the restrooms at school because they say that is where everything starts.

Immediate security in our schools, not just 21-22 school year.

I am concerned about not having a SRO in the building in the high school level.

I am not overly confident in the training that will be provided by the district. I think this person should have training from an accredited institution (especially in the area of intervention and counseling)

It doesn't sound like the mentors would be doing this full-time or available if an emergency happens

How will we ensure that everyone feels safe and secure?

I'm concerned about proposed action without follow through or financial support for the case managers, social workers and psychologists in our school system.

How will all of these different components be integrated at the school level?

Safety when a fight breaks out.

"The scenario of a school shooting, though I pray it's something we never have to deal with.

The Toronto Plan guides us here. Canada has not had the issues with school shootings that America has had. The concern is about response if there is a school shooting. I don't know the answer to this question, and I don't know if there are research studies on this, but here it is: Do SROs and/or a police presence in a school help when there is a school shooting? The police department is a short drive away from CHS, but every minute counts. How will the school safety monitors be trained in the event of a school shooting?"

We do not yet have a clear system in place for new students arriving with trauma, particularly refugees and unaccompanied minor students who have faced very recent trauma. Additional and intentional supports are needed for these students to feel welcomed, supported and connected at school, so that they can adapt and be successful.

Funding to make it happen—too good to be true?

teacher training and clearly outline systems for interventions

How will it help with mental wellness for students who have difficult home lives?

How would they make it work?

words aren't going to stop two people from beating each other

Safety

different students do great opinions

No more SROs

no questions

Why are there not school resource officers they help with situations that teachers can't control.

are there new rules in place instead of the SRO

idk about people walking around constantly looking at me, but whatever.

When will police be allowed to come to school? How will conflicts be handled if police are involved.

Who is going to protect the schools, I don't mind not having SROs and I understand why, but I don't know who can fill their spots

the door thing is not good

Will teachers actually receive training on restorative justice/practices? I am interested in this.
safety

i think these security monitors need to be trained Really Well. you can see what a lack of training did to the police officers, so i don't want the same to happen to these security monitors.

I want to feel confident that the training the safety monitors are receiving is adequate and will actually be able to help the students.

what was the point of getting rid of sro because it sound like sro did all of that stuff

Are they taking the officers out of the school??

How will the students react to the transition after we've already done some in-person.

I don't know if it's a good idea to take SRO's out of the schools, because of the history of fights in Charlottesville High School. I've talked to many peers and they said they really like the SRO's and they feel a lot more safe with them in the building They don't see them as a threat at all, and some have really gotten to know them.

Police officer, due too many shootings lately.

Will I still be safe during certain drills? Is anything about our safety going to change?

i don't have any questions

I have no questions or concerns

What types of training have they gone through to be qualified for this? I would prefer knowing more details. Also, it sort of feels like they would just be another adult in a place of power and I don't know how comfortable I would be having them near me if I am in a situation such as a panic attack, a fight, etc

How will the proposed community members who will help students and patrol the hallways differ from SRO's? How will they be designated? Will students be informed of their position so that if need be, they can contact someone for help?

I feel like this is a good plan, and I don't have any questions.

Will this decrease the amount of school violence?

Is this plan part of the Green Dot initiative?

what do they mean by will keep upgrading facilities with a focus on door access control.

I don't really have any questions or concerns about this plan. Everything seems like it's going to work well and really help students. I only wonder what would specific things would constitute Police coming to our school.

I think it would be very helpful to know more specifically what they do.

safety model

resource officers

Why would you remove the resource officers? That explanation in the video gave no reason as to why you removed them. This isn't Canada it's America where school shootings happen often. I get the aspect of someone being there for a persons mental health, but that is no reason for you to be removing the SRO's

time that cops will make it to to school

I'd like to hear more about the ways that a mental health focus will be implemented and what resources will be available to students to help them reach these desirable, but not very specific, goals of relational skills and self-regulation.

I just would like to feel safe and feel that there is some control in school which I still believe there will be, but I'm not sure how situations where we used to use SRO will go.

I do not have any questions or concerns.

when would police come

If a threat does occur, have teachers and administrative practice what will take place. I feel as there needs to be a practice.

What happens when a fight breaks out and admin isn't around at the moment and someone is hurt?

Continue to make sure staff and parents are part of the conversation.

I don't really think that "updating our buildings with a focus on door access control" is what Charlottesville schools need.

are the monitors being paid fairly? what exactly do they do to train?

none I think I understand it

Qualifications of the safety people ("trained by the division"?)

how is this much different from before. I thought we already had hall monitors

Who will break up a fight when they occur?

What would the instances of police presence look like? Why would they be at the school?

How if there is a danger to the students there will be no one that can help

Will it actually be possible to find, train, and pay the mentors? Also, based the video the mentors day-to-day role seems relatively similar to SRO's

what do you mean by mental health support/wellness training? what does that entail?

What is the difference between them and the police?

In situations where police officers are necessary, how will the school make sure that they are contacted quickly and arrive at the school in time to solve or deescalate the issue?

How are the hired safety monitors are different from the SROs.

As professionals this probably won't happen, but I hope that the mental health professionals don't make students feel overwhelmed or suffocated unintentionally.

I don't quite sure that Do we still have police in school?

Mental wellness

In the unlikely event that there is an armed and dangerous person at our school I would feel safer knowing that there are well equipped officers that we are familiar with to protect us.

none I think this is the best plan for the future.

De-escalation training for teachers and staff.

I would like to know more about what the school will do to protect us from the possibility of a shooter. It seems like SROs would be the best protection, but I'm far from an expert, so I'm open to the idea that alternatives are better.

I don't have any questions.

Someone with little to no muscle couldn't stop a fight or worse.

In the unlikely event that there is an armed and dangerous person at our school I would feel safer knowing that there are well equipped officers that we are familiar with to protect us.

Again, training of staff. What is the time line for hiring the mentors/community members for the safety duty?

Details about the training and its review quarterly

I didn't really have that many questions while watching this.

When a situation does arise that requires immediate police presence: 1. Will they take the call serious because they may feel like they have been "pushed" out of the school system? 2. How quickly can and will they arrive to protect children and adults?

"When does a problem switch over from the jurisdiction of a school safety monitor to the police? How do they work together?

I do support this move (in the schools and in society). Yet at the same time, I worry that this prevents kids from seeing police officers regularly, getting to know them (and officers getting to know the kids), and seeing the police as helpers or a valid place to go if they need assistance. I wonder if keeping police out of schools and separating them from kids will make them seem more foreign to each other, instead of being part of the same community and living/working/playing together. Maybe there is another way to achieve this familiarity and comfort between students and police? Yes, we should be striving to achieve this model in society as in schools and have ""society safety monitors"" fulfill more of the roles that current police do now, but as/until that happens I still want my kids to rely on the police as helpers and trusted community members. "

The extent to which police will still be asked to come to schools. I hope this is minimal.

Making sure the hired safety monitor actually follows through

When violence occurs, who will be involved to help ensure safety? How many new positions will be at Walker, Buford and CHS? How can the schools improve communication to parents and guardians about events that occur in the school where students/faulty/staff's safety is threatened, and those who witness these acts.

The experience level of the new safety officers.

"How many mental health professionals will be at each school and what will be the scope of their role? This is a DIRE need in Charlottesville schools. How will guidance counselors be (or not be) involved in this school safety plan?

How many safety monitors will be at each school?

In what specific ways do you propose creating a more positive and supportive environment?"

The background/experience of the individuals filling these roles

I would like to know more concrete details about specific examples of how this new system will work. For example, if a teacher has a crisis in the classroom, where someone seems in distress and/or seems to be of potential harm to self or others, what are the steps that students and teachers are to follow? Who gets called, what happens, how will it work? If a student or students have a crisis or in harm's way in a common area like the bathrooms or cafeteria what steps are they to follow to get help and make sure all involved are safe and cared for? If someone tries to enter the school with the intent to do harm, what measures will be in place to assure the safety of everyone in the building and on the grounds? I also would like more concrete details about 1) the training that the replacement SROs will get (what, how, when, research-based?) and how their work will be assessed for efficacy; 2) the number and quality (training, experience?) of new mental health professionals who will work proactively and on an ongoing basis with students to help promote wellbeing and prevent unsafe situations; 3) the extent to which engaging and accurate mental health and wellbeing awareness and advocacy will be implemented into the curriculum of every class, for every student, and not just something that is "taught" to the replacement SROs, administrators, faculty, staff; 4) stats on how many times the police and SROs, over the past two years, say, have had to respond to incidents deemed a threat to the safety and wellbeing of all at CHS, and what the top five "offenses" or safety crises have been that caused them to respond -- and for each of those top five situations, how will this new model propose preventing the situation or responding to it in an alternative way?

I would still like for the community to build a "trusting" relationship with cops in some way. It isn't really clear how police will be involved, or how they will work together with mentors. What data support the proposal that resource officers have worse outcomes than safety monitors?

While teacher training is useful, I hope whatever plan is chosen DOES NOT require teachers to be mental health professionals on top of everything else that is expected

How will staff and students with regular access be prevented from bringing weapons into the building? How will individuals who are struggling to self-regulate, who have made threats, or otherwise seem at risk for violent behavior be identified and addressed?

Will the plan change over time?

That the monitors answer to the Administrators

the police still coming because the police don't think before they act

Have we trained or hired any safety monitors before getting rid of SRO

What is the safety system in place right now if this model is starting in the fall?

I think we should always have a SRO due to the fact that they are here to protect us and if anything bad were to happen like if a terrorist entered the school we wouldn't have any law enforcement and I think that's crazy and unsafe.

I don't agree with removing SRO's

None

Not being as safe

none

How it will be handled if there's actually something violent happening

What would happen if there was a safety emergency and police were not already on the scene?

No SRO.

I like the old school officers.

none.

that if something were to actually happen that talking cant actually cut it when it comes to complete safety

My biggest concern is what happens if there is a significant security event like an active shooter in the school. In my opinion, that is the main benefit of having an armed officer in the building.

none

none

how big of a change will this be, and will it effect the day to day lives of students.

Who will be pulling students off of each other if there does happen to be a fight

none

The power of safety monitors and the patrolling the halls part of them.

could i come back to school

I am concerned about why Charlottesville needed to get rid of resource officers.

None

I don't really have any concerns as of right now.

nun

well it raises the question like will these new people be enough? But i feel like it'll be ok

what if there fights that's so bad?

Proposals, procedures, plans for keeping people from outside our school community who wish to perpetrate harm from getting onto grounds and into the building.

none

When school is threatened what are we going to do ?

None

none

That police will still be called to handle situations at the schools

The danger that there will not be a strong enough response to significant dangers such as weapons.

When school is threatened what are we going to do ?

That the monitors answer to the Administrators

Hiring the appropriate individuals.

I would like to have the police officers back because they make me feel safer.

Hiring the appropriate individuals.

i think the pickup is kind of confusing

Who will be pulling students off of each other if there does happen to be a fight

Specifics on what the plan will be for when police officers enter the school building.

What will the new agreement look like?

Who will be pulling students off of each other if there does happen to be a fight

We love our police officers at schools. They are always kind and courteous and supportive. The children love them. Why are you removing them??

That the monitors answer to the Administrators

none

Who will be the safety monitors? The term "safety monitor" how will they be trained?

While I support moving from a formal police presence in the building, I do believe it is important for students and staff to feel safe while at school. For some, police presence/access brings that feeling of safety/security/competence to address threats to safety/security as they arise. The ideas presented sound great in theory however I'd like to hear more detailed information about what that will actually look like operationally - i.e., how many staff will be hired for this purpose and how many will be placed in each school? What will the new agreements with local law enforcement consist of in terms of new protocols, response time, etc.? Is the "training" adequate enough? Is the history/demographics of the school in Toronto similar to Charlottesville? Have you spoken to black community members about their concerns? Have you spoken to BUCK Squad members who have experience and personal knowledge of Charlottesville about their concerns and recommendations? How do we know that students of color will not be targeted?

I'm concerned about when the police would be called, how will this be "clearly defined" as stated in the video.

What changes or additions to this plan would you propose?

Provide as much actual detail as possible regarding plan specifics.

The training should be very intensive. Perhaps weeks or months of training is required to get these monitors on the same page. Also I hope monitors job expectations include getting out into the neighborhoods and interacting with communities in events around Charlottesville.

We need more support in learning about the issues that are affecting our students in our community (drugs, community violence, etc)

Not sure of any changes or additions that I would make at the moment.

I think the elementary schools would benefit from additional mentoring and hall monitoring .

A concrete plan for how and who will intervene when physical altercations do happen. To keep our students and staff safe.

All

Not calling the police, except for external safety threats.

Something to consider for safety that I've often wondered about is PTO communication. Many PTOs have public social media channels and websites and post details about school events etc. it's often struck me as unsafe as anyone would be aware of large gatherings at the school and have access to this information freely. While CCS doesn't govern PTOs I think they should discuss online safety best practices.

Emphasis on DEI in hiring these new positions.

More specifics about how this will actually happen. Too often, good intentions and pretty language capture our attention but nothing substantial comes from it. I'd love to see a school where children saw themselves as part of a community. Perhaps encouraging all children to do the sorts of tasks Japanese schoolchildren do in terms of tidying their rooms and making sure the school is taken care of would help foster more thoughtfulness, unity, and responsibility.

I would give more freedom to students during the day for (walk in halls or bathroom break) since there would be more adults walking and checking halls and doors. There would be opportunity for the students to talk with these new helpers/coach/ mentors.

Working with CPD to provide similar support staff for our community and neighborhoods.

Procedures for fast police response based on real-time safety monitor requests during an emergency, ie if there are no SROs, what is in place to get police to the school quickly if they are needed?

More detail and a clear job description.

I feel as though the high school, at least, and maybe Buford, still need a police presence on sight. Even if it's a small satellite station/ office located on school grounds. They would only be called in during violent situations and the other staff could take care of the minor incidents and de-escalation. I've heard from many high schoolers that they would not feel safe without a police presence at school.

Scratch it, ball it up, start over. Maybe try not cutting the budget further for the children. Putting them in harms way for it? It gets worse, the more I think about it.

A child development based reassessment of school schedules. Adjust accordingly. community involvement?

Make it an actual plan rather than a glossy video (or set of accomplishments, which is what I saw on the website)

For middle and high school, metal detectors and clear backpacks

see above- some type of assessment for those in charge of children's safety to know that they understood the training, passively watching it is probably not sufficient.

Diversify teaching staff and have designated teachers/coaches trained with some of the safety functions currently segregated

The specifics on numbers of mentors, social workers and other mental health professionals aren't noted in the video, so hard to propose additions without those specifics.

Provide students and parents with the clear message that if the police are required for any given situation, they can and will be called in immediately.

Keep up the good work

Armed security guard to prevent school shootings

While day to day safety is essential and appears well addressed by the proposed model, there does not seem to be a mechanism for rapidly responding to a significant threat.

More detail and a clear job description.

Police not being on staff at all times and will come if needed! Police need to be on staff at all times, do you know how long it takes for response time from time call is placed to have police on site it's not immediate it's much longer

Need think about

Well there isn't much detail to start with so it's hard to say

Peer conflict resolution skills and reaching out to parents regarding a child acting out due to various disabilities and the need possibly for therapy or medications that could help the child regulate emotions better

I still like the idea of having the SRO in the school in addition to these supports. I don't see why they have to be exclusive. Give the safety monitor and SRO clear guidelines and have the police intervene only in matters of safety like a fight or a shooting. Let the safety monitor handle other matters.

Take into account the student preferences to not just take into account prevention but also how to handle problems when they do occur.

Just want to ensure the parents, guardians, students and teachers have the opportunity to weigh-in on the proposed changes.

I'd like to see continued hiring of mental health professionals to give kids even more support.

Having dedicated officers (perhaps former SROs or those officers who are trained as SROs) that serve on all TA teams division-wide and also act as liaisons/the "first responders from CPD when needed" between the schools and CPD. I would envision it would still be important for students and staff to know who these designated officers are so that they can build a positive relationship with them, feel comfortable when they see them in school and in the community, etc.

"I fully support the district's emphasis on equity and inclusion, deescalation, mental wellness, mentoring, and self-regulation. But as a parent of two students, I can't help but wonder why any school district, facing the unique threats posed by America's gun culture and unprecedented mass shootings, would imagine that a Toronto program would translate seamlessly into our very different socio-political environment. I wish that Virginia were Ontario, Canada, but wishing it doesn't make it so. Kids in Toronto are simply not targets for active shooters the way that kids in Charlottesville are. The NRA's pet shibboleth about a "good guy with a gun" is often little more

than right-wing posturing. But in the school context, in the country that gave us Columbine, Newtown and countless other school shootings, I can't help but think that it makes a degree of sense to have trained police officers embedded in the school population.

As for the SROs themselves, I have only heard good things about the contributions they have made in our schools. When I was a student in the years before Columbine, the SROs I knew were incredibly friendly, outgoing, and pro-student. I never saw them abuse their power. They were a positive and comforting presence in the hallways and at school functions. Instead of removing them from the building entirely, why not increase their training in deescalation tactics, hire new mental health professionals to work alongside them, and encourage them to participate in community activities that foster a culture of mutual respect and inclusion, so as to minimize the likelihood that their weapons will ever be used?

America has a clear problem with police violence, especially against people of color. It also has a problem with active shooters targeting innocent school children. We need policies in our schools that address BOTH issues at once, not policies that emphasize the former at the expense of the latter. Decommissioning SROs sounds great in a glossy video. But in the world we actually live in, in Virginia, not Ontario, Canada, it does not seem like the wisest approach. It will only make my kids and yours—already the softest of soft targets in their classrooms and learning environments—more vulnerable to those who would do them harm. "

Have training provided by those with proven expertise

Keep at least one SRO.

Police not being on staff at all times and will come if needed! Police need to be on staff at all times, do you know how long it takes for response time from time call is placed to have police on site it's not immediate it's much longer

This is likely already in the mix, but I would suggest iterative training practices--introduce a concept and follow 6 weeks later (or some other time interval) so that real-life experiences can be mapped to the training and then constructive reflection/adaptations can be discussed, analyzed, enacted.

See above

Mental health, social work & counseling services in schools available and proactively reaching out to families (in coordination with city resources)

Decreasing, or even removing the presence of armed uniformed police officers is fine, but the potential for violent outside intrusion remains. I would like to see continued efforts toward building security during school hours prioritized.

To keep the officers!

I think having the SROs in the building was important for students to build a positive relationship with police officers, particularly for students who live in communities and families where police are feared. I saw firsthand the strong positive relationships that Officers Pendleton and Shiflett established with students.

I think it will be important to be mindful of the composition of the safety team. We would need to ensure that the core of the team isn't by default all black but rather is a diverse mix of people represented in the school.

Please consider having plain clothes security in the school with direct contact with the police department. There are numerous access points into the buildings, Charlottesville is a hot bed community and we receive threats, so how will you ensure that teachers and students feel safe?

more information on how students will be notified of changes and what their responsibilities are regarding school safety

more detail

Instead of hiring new monitors - specialize training for SRO

allowing teachers/staff members to be properly trained and carry an effective defensive weapon if they choose to do so.

I'm not sure I understand the new plan to begin with ...

Would still love police presence irregularly, perhaps rotating, as a deterrent

Training for staff and students on bridging differences such as class, culture, race, religion, sexual orientation, gender, disability.

"1. Identify students who demonstrate (1) lack of self-regulation and/or (2) intentional disruptive behavior.

2. Develop clear guidelines for what behavior will not be accepted in a classroom. Any student who does not meet those guidelines needs an alternative, supportive environment to build social and academic skills in order to return to classroom settings. Establish clear benchmarks for self-regulation and academic performance at which a student is ready to return to classroom learning.

3. With the consistent disrupters receiving the support that they need in alternative settings, focus intently in differentiated instruction to help academically delayed students to master basic skills - computation, sentence construction, reading fluency, and recall."

nothing at the moment

Meetings, discussions, staff feedback about what we need to plan for just in case.

Principals should be involved in the interview/selection process of the monitors. They should have the right of refusal.

More details about what the mentors would be doing throughout the entire school day

Hiring additional staff for the aforementioned roles

"The proposal is good. It all depends on the actual safety monitors that are hired.

Our last pair of SROs formed good relationships with students and staff. The pair before that were not as strong."

I would propose adding an SEL instructional coach to support individual teachers in integrating SEL into class routines, implicit bias training, de-escalation techniques, restorative justice, and creating academic lessons that support both content skill areas and SEL competencies. I would also add an intentional mental health screening for new students with suspected trauma, and quick and easy access to in-building supports for students who need and are open to these services in their first month at their new school.

Instead of having like an officer or something maybe just hire like other adults to monitor the hall ways and things.

SRO's

Safety

what your doing now gets students opinions

Don't get rid of SROs

no changes

Keeping the police officers in school.

It seems good

I would propose no changes

No door thing

Nothing really

once vaccines are available to everyone, make them mandatory to attend school

Have the monitors know where all the classrooms are so the students don't get lost and can ask where to find their classes.

maybe releasing the training plan so the community can make suggestions?

Nothing other than making sure the students feel that they have a relationship with the safety monitors and want them in their environment and will only be helped by them.

getting back sro

have some extra knowledge, like things about the outside world and promoting the good about other race, religion, ethnicities, countries, etc...

I would implement better hallway techniques, as currently it is very difficult to properly social distance when transitioning between classes.

None at the moment, but I will let you know if I do.

I don't have anything additional to add being that I am now a CHS Senior and will not be attending for the 2021-2022 school year.

Having multiple people provide this service, make it an option to go see them if in need of mental health help or guidance that you would be more comfortable going to them about than guidance counselors (?)

I don't have any recommended changes.

I do not have any changes or additions to this plan as of now.

I wouldn't really change anything about this plan.

safety monitors

to stay safe

shorter days

not calling them safety monitors

Maybe after the plan has been in place for a while there could be student survey to see how the student body feels about the new safety model.

DOING WHATS BEST FOR BLACK AND BROWN STUDENTS, AND NOT PROTECTING THE FEELINGS OF WHITE PARENTS WHO DON'T HAVE TO ENDURE THE FEAR OF POLICE PRESENCE.

This plan can still work with SRO's present. The SRO's job is separate from this new safety plan

I think the outline of the plan looks solid, I don't think I have enough details to propose specific changes.

Break up lunch more

I do not have anything I would want to change or add.

I think teachers should be trained to break up fights.

separation between safety events like fights versus potential shootings

Not kicking the police out. If a shooter or something similar comes to the school, I do not want any delay between the police getting there.

Mandatory class that teaches us how to react in a situation where someone wants to fight you or you want to fight someone.

I wouldn't make any changes

Making sure that there is consistent, adequate communication between school administration, school safety monitors, the police, guidance counselors, community members, and families so that potential mental health crises, which could lead to a person harming themselves or others, are avoided by providing the correct support in all areas.

I guess trying to prevent bullies, because I think a few students are probably being bullied in the school. And maybe having a counselor to talk to time to time might help others.

We need new model for school safety

Maybe don't have officers patrol the school and watch over us at lunch.

Maybe add on things for school counselors helping with kids in distress

I can't think of anything I would change.

Maybe don't have officers patrol the school and watch over us at lunch.

It's not a plan. It's a proposal. There is no meat on the bones. I would want to know the when, how, and why of the proposal.

Review quarterly with parents

I think it looks good.

Some way to regularly bring in police to work with/mentor/present to kids about important things like safety, but also regular community stuff, like e.g. road rules/how to ride a bike in traffic. So they get that police help with crime but also get exposed to them in non-threatening ways as well and are familiar with their other duties.

Maybe an occasional police presence from time to time to build rapport/relationships

Communication to guardians about incidents that occur.

Please provide more information about plans to protect the physical safety of students with things like buiding security, beyond just securing the doors.

I like the general idea, but knowing a bit about some rather unsafe situations at CHS over the past few years, I truly would appreciate hearing specifically and concretely how this new model will work.

Allow some way for students to have a "good relationship" with cops. Find a positive police liaison that could come on occasion for education and relationship building.

The removal of equity from school programs. I am satisfied with equal treatment of all students and a focus on education. Equity programs promote ideological agendas that I often do not approve of.

There still needs to be clear consequences for students when these interventions do not change behavior and dangerous situations are still present in school.

There needs to be a strong provision for individuals who have made threats against others or posted "red flag" materials online. Many of the mass shootings that have occurred in schools have been committed by people who clearly had violent intentions and made them known beforehand.

I think that the monitors should work with the counseling staff as well as the administration the police only coming for emergencies

I would put the SRO's back in

None

Adding some sort of safety officer that can break up fights, exc.

maybe creating activities to dive deeper into awareness

I have none the plan seems pretty good.

I would propose taking everyone out.

none.

i dont know just also a police officer along with the trained people

Is there any way that an office person could monitor which doors are opened? Students are constantly letting people into the building. A friend will txt them to let them in a side door. If that door is not secured, it is an unmonitored entry point. Home security systems have this feature, can we adopt that idea to our schools?

none

none

not to much seems like a good idea.

Not sure

none

I would have to see how this one works out before I felt comfortable offering a suggestion.

destroying zoom entirely

Talk about school security in the case of a school shooting or threat

None.

Everyone in the school system should have some sort of training on safety and whatnot.

nun

more interaction with kids, teachers that can actually make students feel happy to work and be there more reward to actually going to school i feel like students now aren't motivated to go anymore of course at the elementary level kids might be a bit more motivated but now its like i go because i have to not because i want to. Also kids might have things going on at home nd who wants to come to school that just adds more stress.

make sure the schools safe

nothing i can see

None

none.

none

This proposal is so VAGUE! We want detailed policy and procedures about who will be providing these roles and how de-escalation will actually be handled.

Have an SRO available within 2 minutes of the school at all times.

None

I think that the monitors should work with the counseling staff as well as the administration

make a better pickup plan so walkers and self drivers can leave on time

nothing really

I think that the monitors should work with the counseling staff as well as the administration

More full time counselor positions in the schools, especially Walker, Buford, and CHS

Ensure that safety monitors represent the body of students they are interacting with—think about race match and hiring members of the community.

Additional clarity regarding logistics, what the "backup plan" would be in the case of emergencies, etc.

The person in this role should be a professional counselor or social worker

I don't think there is ever an appropriate time to have police in schools. I am concerned that the "safety staff" could become defacto "security guards" that practice similar harmful behaviors to

the police. I am concerned that this plan does not explicitly address racial bias and profiling (at least not in the video). How that will be addressed in training safety personnel? How will this plan and its implementation be made transparent including staffing & practices? How will documentation be kept and made available to the public?

Do you have other comments or suggestions?

Thanks for all your hard work.

What programming/organizations/etc could be put in place to encourage ownership of a positive culture in the students of the district? While broad rules often require being stated in the negative ("Students may not...), I have faith that kids want to feel safe and accepted anywhere they are. Safety monitors, increased mental health supports and strong community partnerships are essential and will do a lot to meet the needs of individuals already experiencing negative attitudes toward school, peers, teachers, colleagues, etc. Previous to the need becoming obvious, kids draw most of their support from each other. I think it would be a good idea to give them ample tools, space, knowledge to be supportive citizens of CCS schools.

Additional social workers to help liaison with families would be helpful too.

Keep SROs out of the schools. Thank you for developing such a progressive model. I hope that other neighboring school districts learn from your good example, and follow suit.

I would be interested in hearing more information about community building and reparative relationships.

It would be great if the mentors could be people of color since schools are more white, generally, and that could help students of color feel more connected.

Thank you for this effort

Thank you!

It would be helpful if the safety website could define some of the terminology used in the summary plan video. There is a lot of material posted at the site which can be overwhelming to look through, though I believe all the terms are probably defined somewhere amongst all the various meeting minutes, etc.

how are students being trained to notify adults if they have concerns about other potential students who may be planning harm to school or other students?

Extremely disappointed

None come to mind

How do you plan on keeping a kid from possibly bringing a weapon to school?

If separate safety officers are hired, they have to reflect the demographic make-up of the student body (other than in age). Is it possible to train more students (and teachers) in recognizing mental health concerns in friends and classmates? Region X offers a program that may be suitable at least for juniors and seniors (and may fit well with the psychology course) and of course for teachers. This would have benefits that go well beyond "safety" but extends into the wellness.

Nope. Like the decision. Hope to see a full plan.

Doing an awesome job!! Thank you for loving our kids!!! 😊

Please communicate with faculty what our expectations are in regards to breaking up fights and handling emergencies where we would have normally called the SRO. I have talked to a few teachers who are anxious about this. I know we are handling the COVID crisis and everyone is laser-focused on that, but what are the practicalities of having no SRO and no safety plan in place for the foreseeable future until monitors have job descriptions written, get hired, and get trained? There's no way that will happen before the end of the school year.

I like the direction of this!!!

I am also glad you are working on these community partnerships.

Proud of you CCS.

Thank you for doing this work!

I'd like to see a more proactive approach to preventing bullying, and other ways to make every student feel like they belong to a community of friends. School lunch rooms are a disaster, filled with anxiety for so many kids. The way they work needs to be re-thought.

I never felt that armed police officers in schools were meant to enforce student discipline, but I realize that they have been utilized as such. Certainly that role should end. However, there is something about a police car parked in front of a school that will probably deter would-be outside troublemakers.

Officer Nash and McKeown were loved at CHS. They were the epitome of community policing. They both visited my class often, did art with the students, and were consistently seen having wonderful interactions with the students. Officer Nash worked as a coach for the football team, and brought his therapy dog Yogi to school. If anything, it should be known that they are greatly missed at CHS, they helped bridge the community divide between black and brown students and the police, and they genuinely cared about our students and staff. They are a loss to our school. I understand what the statistics show about police in schools, but could it have been considered that our school system could do it the right way with the right people?

Building community? SRO can be a POSITIVE role model and gain more one on one time with students - while showing them they are there to help. Will these monitors carry guns - sadly in our world there are times that is needed. Not just what goes on IN the school but outside - students from other schools or parents/adults of other students coming to the school - need to be handle - by a SRO not a monitor.

I know that a lot of my teachers don't actually have us do lockdown drills when the school is having one (for example, locking the doors but not having us go where we would actually go in an emergency). This really stresses me out. Other than that, I think the plan seems really good. I am currently on the Mental Wellness Action Team, and would be happy to bring more teacher perspective to these areas of SEL and trauma. For the past 4 years, I have won and implemented a national SEL grant at CHS. I would also be interested in offering PD or doing coaching in SEL.

SRO's

make it more chill

This plan looks good.

Thank you for working toward this goal in a restorative and relational way.

I think reducing the role of police will help ensure equity-- or at least remove the inequity that police have produced.

I like that this new proposed model has taken police officers out of schools and looked at other places to find a solution

I think there will be less conflicts between students.

I really like the idea of taking out school resource officers!

I'm glad that change is being made. I would like less police presence in school for sure, but I am also worried about school shootings.

"As a survivor of a school shooting, I understand the need for a safety plan. I have worked with the SROs in all the schools I've been in and agree that relationships are the most important thing. The relationships with our SROs during the shooting saved countless lives. They were there in the moment, they had both training and authority to do what needed to be done.

I know that the former SROs at CHS had good relationships with the students and the staff. I worry that it will take too much time to develop new relationships with the newcomers."

I think this sounds like a good idea.

no, just thank you for undertaking this -- I think it's a model we need to try; I just would like to know much more concretely how it will work, and I want to be sure each student knows clearly what is in place to help them stay mentally and physically well and safe while at CHS. I hope we can truly commit the resources necessary to make this work as well as it can.

The removal of the honors program was highly disappointing.

I appreciate the model CCS is considering implementing and think it is an improvement over having SROs in schools, especially where equity is concerned. I do hope there will still be a very vigilant and agile response system for individuals who are signaling risk of violent behavior.

From my perspective, the resource officers at CHS were very helpful and great at creating good bonds with kids, so I would like to know if Charlottesville specifically had data to say that they were a negative presence in our schools.

I just wanna see change.

Concern that some student's behaviors may place the school in an awkward position in regards to legality of certain situations.

See above comments/ concerns. Thank you.