

---

---

# Charlottesville City Schools Safety & Security Resources

— School Board Presentation —  
May 6, 2021

---

---

# Process to Date - by the numbers

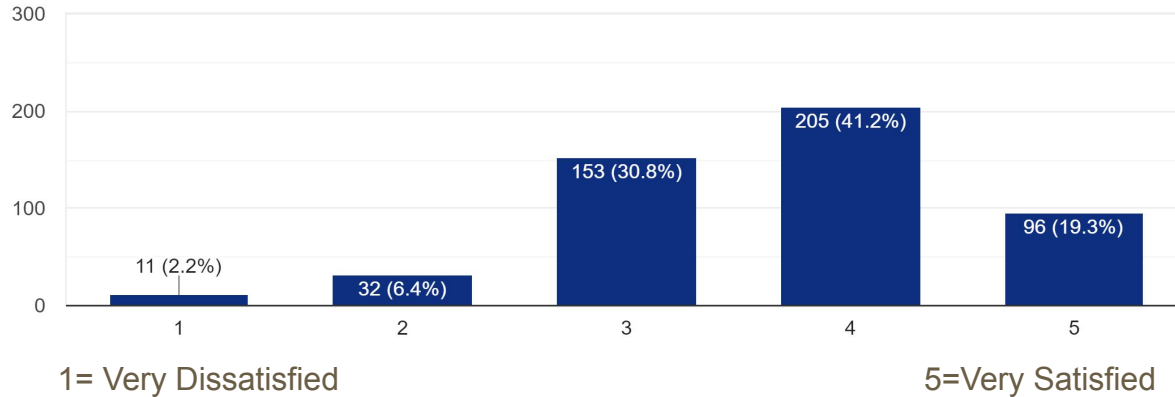
- ❖ 30+ committee members (school staff, parents, students & community members)
- ❖ 8 committee meetings since November
- ❖ 2 staff listening sessions (November)
- ❖ 1 community/parent listening session (November)
- ❖ 1 initial student survey plus, input from the BSU & Student School Board Reps' survey
- ❖ 1 public forum with exit survey (January)
- ❖ 1 School Board presentation (March)
- ❖ 4-pronged community engagement push around proposed new model using an informational video & surveys in 6 languages (for students, staff, parents & community)
  - 500+ survey responses with 61% choosing "satisfied" vs 9% choosing "dissatisfied"
- ❖ 1 public meeting (April 27th) to provide additional model information and answer questions from the community

All Committee Work & Process Information is Posted at  
[charlottesvilleschools.org/safety](https://charlottesvilleschools.org/safety)  
(select "Click Here for Minutes, Resources and More")

# Engagement Update

How satisfied are you with this draft plan?

497 responses



Note: graph taken from English form; 3 other responses have come in with 2 users selecting #4 and 1 user selecting #5.

## Common Feedback:

- Support the new model
- Specific support for not stationing police in schools (alongside some questioning of this move)
- Specific support for mental wellness, de-escalation, relational emphasis
- Requests for details
  - MOU
  - Job descriptions
  - Staff role
  - # positions/school
  - Funding
- Concerns about
  - Fights
  - True emergencies
- Request for school “liaisons” among police who know schools and teens

Find full feedback at:

[charlottesvilleschools.org/safety](https://charlottesvilleschools.org/safety)

# Goal

**Maintain safe and supportive school environments for all students and staff to thrive via a preventative & proactive approach that utilizes:**

- Caring relationships built on shared experiences and training that appropriately equips both dedicated safety staff and all staff with tools for de-escalation & student support
- Communications that create a culture of caring and mutual respect in the CCS community for all students & staff
- Common sense and consistent tools, technology & resources to secure facilities and respond to emergencies

# Plan Elements

People/Positions

Training/Communications

Systems/Relationships

**Our Mission:**

**Every Learner. Every Day. Everyone.**

# People/Positions:

- Care & Safety Assistants (CSA's)
  - 3 at Buford (1 new position, 2 existing positions)
  - 4 at CHS (all new positions)
  - 1 at LMA (existing position)
- Social Worker/Social Emotional Support Counselors (as proposed in the FY 2022 Budget)
  - 1 per Elementary School (Walker will have 2)
  - 2 at Buford
  - 3 at CHS
  - .5 at LMA
- Restore CHS AP Position eliminated for FY20 (as proposed in the FY 2022 Budget)
- Redefine existing operations supervisor position to include additional safety oversight responsibilities
  - CSA's will be hired & managed by the building principals - This position will support and coordinate training working with the Intervention & Support Supervisor and Mental Wellness Facilitator.
  - Crossing Guards will report to this position (shifting from CPD to CCS employment in FY 2022 - at least 2 additional need to be hired)

# People/Positions - HR Elements

## Integrate Plan Elements in Essential HR Activities:

- Job Descriptions - ensure job descriptions for new positions in the model clearly specify the duties and responsibilities
- Personnel Selection - develop interview questions for all CCS positions to effectively capture candidates' experiences relative to safety, relationship building, and supportive behaviors
- Personnel Evaluation - integrate topics related to verbal de-escalation and relationships in the evaluation process for all staff

# Training & Communications

## Essential Knowledge & Core Trainings:

Mental Health & Stress First Aid  
De-escalation Techniques  
Restorative Practices  
Cultural Competence in areas such as  
race and gender  
Trauma Informed Practices  
School Policies & Safety Protocols

## Key Elements:

Update policies, procedures, flip charts and other documents

Leverage community and state agency training resources

Professional Learning (PL) Plan to systematically address school safety & security with a clear and consistent combination of both start-up & refresher trainings

---



# Systems & Relationships

- CPD MOU
  - New MOU will need to address the three mandatory interface areas (required reporting, crisis planning and threat assessment), along with other procedures/protocols
- Other Community Resources (mediation services and partnerships with community mental health agencies to provide a continuum of support)
- Crisis Plans, Safety Audits & Threat Assessment
- Mental Health Professionals, Student Organizations & Initiatives
- Facilities & Technology (visitor management, access control & video systems, etc.)
- Metrics & Reporting
  - New CCS surveys will be needed to gauge student and staff perceptions of school climate and safety under the new model
  - Surveys should be administered at beginning and end of each school year
  - A reporting tool will be needed to document CCS calls for emergency services (police, fire, rescue)

## It takes a village.

It's essential for the CCS community and the Charlottesville community as a whole to work together to maintain safe & supportive schools for all students and staff to thrive!

