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CPD MOU: Follow-up Action

March 27, 2025



February 6, 2025 (School Board Mtg)

Step 1:	<p>Staff Working Group to identify best practices for officers working with youth: Based on direction from the Superintendent, the Chief Operations Officer will organize a staff and CPD working group to collect best practices for officers working with youth in schools and in the community.</p>
Step 2:	<p>Staff Working Group to determine budget implications: The working group will determine what the cost would be to implement youth focused (resource) officers.</p>
Step 3:	<p>Staff Working Group to draft a proposed MOU for School Board review & discussion in September: Staff work group will present a draft MOU to incorporate youth-focused resource officers for Charlottesville City to determine if further discussion is desired during the first joint budget work session with Council in December.</p>
Step 4	<p>School Board Vote on MOU October 2025: The Board accepts or rejects the recommendation..</p> <ul style="list-style-type: none"> • If the Board DOES NOT approve, the process stops • If the Board approves the MOU, go to Step 5
Step 5 (if needed):	<p>Community Engagement for Informing & Implementing: Joint (CCS, CPD, City) public work session(s) regarding MOU and implementation recommendations</p>
Step 6 (if needed):	<p>Hiring and Onboarding:</p> <ul style="list-style-type: none"> • Work with the Charlottesville Police Department to facilitate the hiring process. • Focused training to develop the Youth Resource Officers • School specific professional development to understand the youth resource officer role.
Step 7 (if needed):	<p>Ongoing Evaluation:</p> <ul style="list-style-type: none"> • Periodic review & evaluation of the resource officer program (City & CCS impact) • The COO and Coordinator will continue to compile and analyze data, engage with stakeholders, and proactively address safety concerns to make continuous improvements in providing a safe, inclusive, and supportive learning environment for all students.

Procedure for Review of Resource Officer Role in CCS Safety & Security



Staff Working Group (3/12/2025)

The working group included staff members from:

CCS

- Alternative Education
- Communications
- Equity & Family Engagement
- Mental & School Wellness
- Restorative Justice
- Safety and Security
- School Leadership
- Student Services

City Staff

- Commonwealth Attorney
- Deputy Commonwealth Attorney

The agenda explored the following:

- Pros and cons of school resource officers, considering people's experiences with them.
- Existing vulnerabilities and areas of concern.
- Effective practices and key considerations.
- Actionable next steps.



Tonight's vote is not a new action, but a required procedural follow-up.

On March 7, 2024 the Board received a presentation from Kim Powell, Chief Operations Officer, regarding the current safety model and stakeholder survey results. On May 18, 2024 the Board received additional information from CCS staff and Chief Kochis pertaining to resource officers. At the May 30, 2024 Board meeting, Ms. Burns made a motion and the Board took action to defer any decision about resource officers **until March 27, 2025**.

Based on a motion from March 7, 2024, the board must take follow-up action to either:

- **Postpone the decision again until staff complete the process presented at the February 6, 2025 board meeting,**
- **Implement a school resource officer model, or**
- **Discontinue the process.**





Questions

