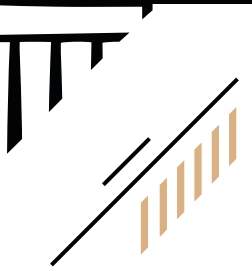






★★★★★



# School Board Work Session School Resource Officers



April 16, 2026

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“Although we have different outlooks,  
maybe even different approaches, we all  
want the same things for our students, and  
we want them to feel safe and included.”

~ Nicole Richardson, CCS School Board Member



# Our Shared Commitment: A Sound, Collaborative Safety Model for CCS



## VISION

Charlottesville City Schools will be a community of hope, growth, and learning where barriers are eliminated and possibilities are limitless.

## MISSION

We are an interconnected, equity-focused school community committed to providing the skills and knowledge needed for lifelong learning, engaged citizenship, and personal fulfillment.



## CORE VALUES

### RELATIONSHIPS

We build authentic connections with each other, elevating diverse perspectives by promoting mutual trust, respect, and a sense of belonging.

### GROWTH

We create an environment that promotes personal and organizational improvement through collaboration, reflection, support, and effort.

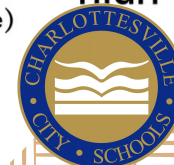
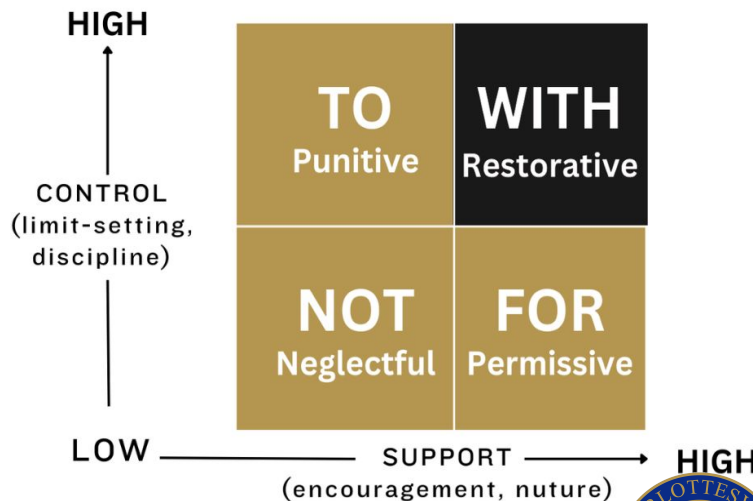
### JOY OF LEARNING

We foster curiosity, play, and exploration to inspire active engagement, discovery, and achievement.

### WELL-BEING

We prioritize mental wellness, safety, and physical health. We recognize that we are better together.

## SOCIAL DISCIPLINE WINDOW



# Key Takeaways

- The School Safety Model is a comprehensive, proactive framework that includes all of us. It ensures the physical, social, and emotional well-being of students and staff with intentional purposes and components - one of them being interaction with law enforcement.
- How schools interact with law enforcement is a polarizing topic. Since 2020 we have heard a range of feedback and opinions, from all stakeholders, on incorporating School Resource Officers into our model: indifference, total disagreement, partial agreement (“cautious optimism”), and total agreement.



# Timeline: How did we get here?

## 2017-2019:

- Charlottesville and CCS engage in equity forums. Black Student Union request racial bias training for SROs

## 2020:

- May: Killing of George Floyd
- June: Board & City end SRO program
- Fall '20/spring '21: Committee develops new safety model

## 2021

- CCS increases mental health staffing
- CCS introduces Care and Safety Assistants (CSA)

## 2022

- Fall: Lockdowns due to hoax threats at Buford, CHS

## 2023

- Restorative justice program begins

## 2024

- Board discusses impact of absence of SROs; CCS proposes YRO model
- May: Board announces plan to vote on YRO model, holds feedback Sessions, then votes to delay vote & requests audit of current safety model

## 2025

- March: Board votes to return SROs to school safety model
- Summer/fall: Committee gathers community feedback & develops MOU

## 2026

- Community campaign calls for revote on SROs






# About the Safety Model



# This presentation

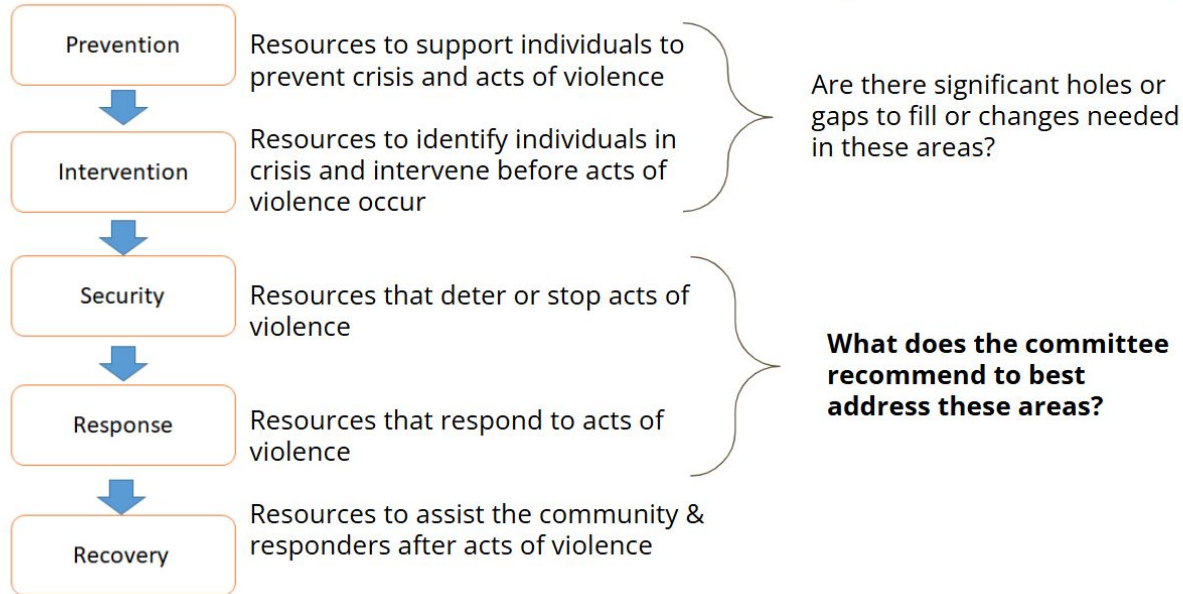
-  **Safety Model**
- Community Feedback
- Memorandum of Understanding
- Frequently Asked Questions
- Staff Recommendation



# What Does a School Safety Model Need to Do?



## Summary - A Framework for Evaluating School Safety



ORIGINAL SLIDE from  
Superintendent's  
Advisory Committee  
Meeting #1  
Slide 26 and  
subsequent work  
group presentations  
November 10, 2020



# School Safety Model

## Prevention

### PREVENTION—What's currently in place:

- School administrators and instructional staff:
  - Plan for and implement **Social Emotional Learning**
  - Use **community-building circles** and restorative language (when trained)
- School mental health professionals:
  - School counselors implement a comprehensive **school counseling program**
  - Social Workers and Social Emotional Support Counselors **build relationships** and provide consultation
  - **Threat assessment**
- Care and Safety Assistants:
  - **Monitor hallways**
  - **Build relationships**
- Families and Caregivers
  - Support mental health, stay connected with the school, store medicines and guns safely, be a partner in school security, review behavior expectations

### MOU adds:

#### School Resource Officer:

- Educational support
- Mentorship/role modeling
- Safety audits



# Prevention Data: Mental Wellness Supports



ORIGINAL SLIDE from  
“Accessing Student  
Mental Wellness  
Supports”  
presentation to  
School Board  
Slide 10  
January 4, 2024



## Elementary Schools

1 School Counselor, 1 Social Emotional Support Counselor or Social Worker

## Walker and Buford

2 School Counselors, 2 Social Emotional Support Counselors or Clinical Social Workers, Share 1 Social Worker

## Charlottesville High School

6 School Counselors, 3 Social Workers, 1 Social Emotional Support Counselor

## Lugo-McGinness Academy

1 School Counselor, 1 Social Worker (shared)

## Divisionwide + CATEC

1 School Counselor, 4 School Psychologists, 1 Clinical Psychologist, 2 Social Workers



# Prevention Data: Threat Assessments



## Threat Assessment Priority Levels

Priority 5 No Concern/Routine	Priority 4 Low	Priority 3 Moderate	Priority 2 High	Priority 1 Critical/ Imminent
<p>Person does not indicate a threat of violence or harm to self or others; or need for assistance or intervention. No impact on others; environmental factors, or precipitants that need team interventions. Close Case.</p>	<p>Person does not indicate a threat of violence or harm to self or others; would or may benefit from intervention or assistance with concerns. Target, environmental/systemic, or precipitating events may be present at low levels. May involve some ongoing assessment management with passive monitoring and/or periodic active monitoring. Referrals as appropriate; close case if no team interventions or monitoring indicated.</p>	<p>Person does not pose a threat of serious violence or harm through risk cannot be ruled-out. Subject may be developing capability for harm and is engaging in aberrant or concerning behaviors that indicate need for assistance/intervention. Targets/others likely concerned and impacted. Environmental/systemic or precipitating factors may be present. Consider law enforcement notification as appropriate. Requires ongoing assessment and management plan, and active monitoring. Referrals as appropriate.</p>	<p>Person poses, or is rapidly developing capability for, a threat of serious violence or harm to self or others; or is in urgent need of hospitalization or treatment. Targets/others are impacted. Typically involves environmental/systemic factors and consideration for precipitation events. Requires immediate notification of school administration and law enforcement, subject containment, target protection and safety plan, activation of crisis response protocols as appropriate, ongoing assessment and management plan, and active monitoring. Referrals as appropriate.</p>	<p>Person poses an imminent threat of serious violence or harm to self/others and has or may reasonably have significant impact on others. Requires immediate law enforcement and school administration notification, subject containment, target protection and safety planning, implementation of crisis response and notification protocols, ongoing assessment and management plan, and active monitoring.</p>



# Prevention Data: Threat Assessments



ORIGINAL SLIDE from  
 “School Safety &  
 Security Update”  
 presentation to  
 School Board  
 Slide 5  
 October 19, 2024

## Threat Assessment Data (August - October 10th)

<b>Threat to Self</b>	45
<b>Threat to Others</b>	77
<b>Both</b>	8
	<b>130</b>

Prior School Year up to October 13th

Threat to Self	52
Threat to Others	67
	<b>119</b>

	Total	Priority 5	Priority 4	Full Threat Assessment
<b>Elementary</b>	64	32	26	6
<b>Walker/Buford</b>	36	15	16	5
<b>CHS/LMA</b>	30	17	7	6
	<b>130</b>			



# Prevention Data: Threat Assessments

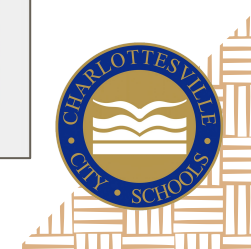
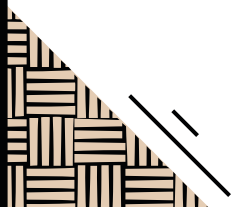


ORIGINAL SLIDE from  
 “Student Supports  
 and Response”  
 presentation to  
 School Board (work  
 session)  
 Slide 4  
 October 23, 2025

## Complex by the Numbers (Threat Assessments)

Category	24/25 (Aug 14 - Oct 13)	25/26 (Aug 13 - Oct 13)	Increase in 25/26
Threat to Self	45	59	+14
Threat to Others	77	91	+14
Both	8	9	+1
<b>Total Incidents</b>	<b>130</b>	<b>159</b>	<b>+29</b>

25/26 (Aug 13 - Oct 13)				
School Level	Total Cases	Priority 5	Priority 4	Priority 3, 2, 1
Elementary	71	41	25	3
Walker	25	5	14	6
CMS	14	7	3	4
CHS/LMA/CATEC	49	16	28	5
<b>Overall Total</b>	<b>159</b>	<b>69</b>	<b>70</b>	<b>18</b>



# Prevention Data: Threat Assessments

25/26 (October 14-December 19)				
School Level	Total Cases	Priority 5	Priority 4	Priority 3,2,1
Elementary	62	39	19	4
Walker	29	10	16	3
CMS	17	9	5	3
CHS/LMA/CATEC	29	10	14	5
Overall Total	137	68	54	15

Category	24/25 (Oct 14-Dec 20)	25/26 (Oct 14-Dec 19)	Decrease in 25/26
Threat to Self	86	43	-43
Threat to Others	100	87	-13
Both	12	7	-5
Total Incidents	198	137	-61

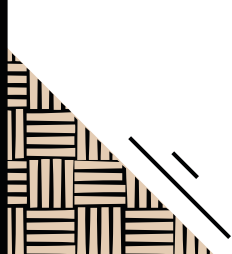


# Prevention Data: CSAs



## Care and Safety Assistants from 2021 to 2026

	FY 2022	FY 2023	FY 2024	FY2025	FY 2026
<b>CMS</b>	3	3	3	3	3
<b>CHS</b>	4	4	9	9	9
<b>LMA</b>	1	1	0	0	0
<b>Walker</b>	0	0	2	2	2
<b>Total</b>	8	8	14	14	14



# Prevention Data: Restorative Justice



ORIGINAL SLIDE from  
“Family Engagement  
and Restorative  
Justice in Education  
Update” presentation  
to School Board  
Slide 10  
January 9, 2025

## Restorative Justice in Education

### Data Review

#### 2023-2024

- 118 Groundwork Meetings
- 26 Staff
- 38 Students
- 7 incidents in “Phase 1”
- 12 full conferences
- 5 Community Building Circles
- 15 Community Concern Circles
- 7 Professional Development sessions for staff
- 1 community facing RJE overview

#### 2024-2025

- 31 groundwork meetings
- 14 Staff
- 9 students
- 1 school
- 3 open incidents in “Phase 1”
- 3 full conferences
- 3 Community Building Circles
- 4 Community Concern Check-ins
- 2 Tier One RJE training opportunities for staff (2 days, 12 hrs)
  - July ‘24 for Teachers
  - Fall ‘24 for CSA’s
- Training to YMCA Summer Camp Staff



# Prevention Data: Restorative Justice



**ORIGINAL SLIDE from  
CCS/CVCJ Restorative  
Supports Partnership  
Data (Slide 3) in  
"Black Student  
Achievement"  
presentation to  
School Board  
March 31, 2026**

YTD 25-26 Combined numbers in partnership with CVCJ

Category	2025–2026 YTD (CVCJ Partnership)
Stakeholder Interactions	457
Referrals	86
Groundwork Meetings	247
Community Building Circles (CBCs)	46
Restorative Conferences	23
Agreements Reached	23
Total Staff Trained	40



# School Safety Model

## Intervention



### INTERVENTION: What's currently in place:

- School administrators and instructional staff:
  - Refer students for consideration of **tier 2 and 3 interventions**
  - Complete **screenings** to identify students in need of intervention
- School mental health professionals:
  - **Tier 2 - small group counseling, check in-check out, skill building**
  - **Tier 3 - individual counseling, crisis intervention, wraparound care/family support**
  - **Refer to community-based interventions**
- Care and Safety Assistants:
  - Implement **components of safety plans** (e.g. supervised transition)
- Restorative Justice Facilitators:
  - **Restorative Conferencing** to repair harm, **Community Concern Circles** to address larger group outcomes

**MOU Adds:**  
None



# Intervention Data: Responses to behaviors



ORIGINAL SLIDE from  
“Student Supports  
 and Responses”  
 presentation to  
 School Board (work  
 session)  
 Slide 13  
 October 23, 2025

## How do we respond?

Discipline Sanction	Behavior Intervention	Instructional Support
<ul style="list-style-type: none"> <li>Administrator / Teacher / Counselor / Student conference <b>99</b></li> <li>Loss of privileges <b>19</b></li> <li>Classroom removal <b>143</b></li> <li>In-school suspension <b>97</b></li> <li>Short-term out-of-school suspension <b>123</b></li> <li>Long term suspension <b>3</b></li> </ul>	<ul style="list-style-type: none"> <li>(1) Parent contact: phone call, letter or conference with parent/guardian <b>510</b></li> <li>(2) Parent involvement in Intervention Planning <b>22</b></li> <li>(3) Referral to Specialized Instructional Support Personnel (ex: school counselor) <b>2</b></li> <li>(4) Referral to multi-disciplinary intervention team (ex: MTSS) <b>1</b></li> <li>(5) Referral to Individualized Education Plan (IEP) team (for a student with a current IEP) <b>7</b></li> <li>(7) Referral / Recommend Behavioral Intervention Plan (BIP) <b>12</b></li> <li>(8) Manifestation Determination Meeting (MDR), as appropriate <b>1</b></li> <li>(9) Participation in Restorative Practices <b>32</b></li> <li>(11) Referral to Threat Assessment Team <b>14</b></li> <li>(12) Administrative Conference with Student <b>100</b></li> </ul>	<ul style="list-style-type: none"> <li>(6) Classwork / graded work provided in school for student if removed from class <b>103</b></li> <li>(7) Other Instructional Programs with face-to-face licensed teacher contact that have been established within the student's home school or at another location. Is not virtual. (ex: alternative school) <b>40</b></li> <li>(7) IEP Services provided during removal <b>2</b></li> <li>(8) Other Instruction without Face-to-Face Teacher Contact <b>123</b></li> </ul>



*Note: Data above reflects 8/12/25-10/22/25*

# School Safety Model

## Security



### SECURITY—What's currently in place

- Additional & Improved **Access Control Systems**
- Expanded **Camera** Systems
- School **Re-keying**
- Comprehensive 3rd Party **Safety Audit** (recommended reconsideration of SROs as part of the safety model)
- **Metal Detectors** (for certain public/ticketed events with CPD support)
- Care & Safety Assistants (CSAs/SSOs)

### MOU Adds:

School Resource Officer

- Traffic support
- Allows for option to run metal detectors



# Security Data: Infrastructure improvements



ORIGINAL SLIDE from  
"School Safety &  
Security Update"  
presentation to  
School Board  
Slide 14  
October 19, 2024

## Physical Safety & Security - Progress YTD

- Weapons detection implemented for large CCS hosted public events
- CHS access control system enhanced to include audible alarm for unauthorized egress and door props
  - 3 additional doors to be addressed this month
- CHS parking lot painting & curb painting
  - Signage and other improvements pending for traffic safety
- Securely Visitor Management System
  - Roll-out included new visitor management protocols/SOP
  - Addressing sticker printing concerns
- Johnson camera system installation completed this month

PO's issued for 7 additional projects across 4 schools for this fiscal year.



# Security Data: Security systems



ORIGINAL SLIDE from  
"School Safety & Security Update"  
 presentation to  
 School Board  
 Slide 3  
 May 18, 2024

## Core Project Status

	Visitor Buzz-in	Visitor ID Scanning	Vestibule	Access Control	Master Rekey	Cameras
Burnley-Moran	2N	X	X	X	In progress	
Clark	2N	X				Ocularis (7)
Greenbrier	2N	X		X		Genetec
Jackson-Via	2N	X	X	X	done - 2022	
Johnson	2N	X	X	X	done - 2023	Genetec (4)
Venable	2N	X	X			
Walker	2N	X		X	done - 2023	Ocularis
Buford	2N	X	new MS	X	new MS	Ocularis
CHS	Aiphone	X	X	X		Genetec
LMA	Aiphone	X		X		Ocularis (4)
CATEC	Aiphone					Axis
DAO	N/A		In progress	X	done - 2023	Ocularis (3)
DAA	Aiphone			X	done - 2022	Genetec (w/CHS)

Security systems are essential infrastructure requiring maintenance, upgrades and sometimes expansions



# School Safety Model

## Response

When harm occurs, the responses determine whether the cycle of harm continues or ends.

### RESPONSE: Currently in place

- School administration determines **responses and resources** needed.
  - **Discipline** response:
    - Actions are based on Student Rights and Responsibilities by a school administrator
  - **Mental health** response:
    - Actions are based on assessment of student or person in need by a school mental health professional
  - **Situational awareness** response:
    - Actions are based on assessment of situation by a school administrator and/or care and safety assistants
  - Medical response:
    - Actions are based on **assessment of medical needs** by the school nurse
  - Emergency response:
    - Call 911, the non-emergency number, or the CPD CCS liaison for service - patrol response



# School Safety Model

## Response



### RESPONSE—Spotlight on what's currently in place for Emergency and Imminent Threats

- Call 911, the non-emergency number, or the CPD CCS liaison for service - patrol response
  - Note: A sub-group of the original 2020 committee developed a protocols document in an effort to fill this gap. It did not address the needs because:
    - pre-scripted scenarios to illustrate protocols cannot cover all details & circumstances that make response situations unique
    - patrol officers responding to various calls for service do not have pre-existing relationships with school staff & students, and do not have specialized training to work with youth in the school environment

### MOU Adds:

School Resource Officer

- Dedicated, specially trained personnel to more promptly address calls for service
- Leveraging pre-existing supportive relationships to lessen stress for all involved (both staff & students).



# Response Data: Working with CPD



ORIGINAL SLIDE from  
“Safety & Security  
Resources”  
presentation to  
School Board  
Slide 13  
April 2021

## Systems & Relationships

### CPD MOU

New MOU will need to address the three mandatory interface areas (required reporting, crisis planning and threat assessment), along with procedures and protocols to address:

- Weapons, drugs and fights/violence that require police response
- Support for event security and traffic control
- Student contact in school and outside of school under various scenarios and circumstances (arrest warrants, protective orders, etc.)
- Support for missing person investigations
- Student elopement and other safety concerns (wellness checks, etc.)
- Neighborhood pursuit alerts and other lockdown situations
- Communications regarding community incidents impacting students



# Response Data: Working with CPD



ORIGINAL SLIDE from  
“Safety Updates”  
presentation to  
School Board  
Slide 10  
August 5, 2021

## CCS & CPD Protocols

A collaborative effort with special thanks to the following committee members who remained engaged through the iterative process of reviewing and editing this document:

- Dave Chapman
- Ashley Cinalli-Mathews
- Kathryn Laughon
- Cleve Packer
- Deputy Chief Mooney

The diverse perspectives, expertise and care of these individuals was significant in shaping this outcome.

### **The Document Addresses:**

Purpose & Guiding Principles  
Roles & Responsibilities  
Communications Requirements, Expectations & Procedures  
Requests for Support Services (traffic, etc.)  
School & Police Investigations  
Reporting of Children Suspected to be in Need of Protection  
Safety Audits  
Review & Evaluation of Protocols and Performance  
Procedures for Specific Scenarios



# Response Data: Working with CPD

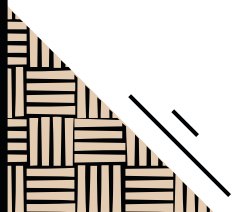


ORIGINAL SLIDE from  
"School Safety &  
 Security Update"  
 presentation to  
 School Board  
 Slide 3  
 October 19, 2024

## Eg11 Dispatches to CCS Addresses

		2022			2023			2024													
		Grand Total	Fire/EMS	Police	Grand Total	Fire/EMS	Police	Grand Total	Fire/EMS	Police	BME	GBR	JMA	JON	SES	TES	WLK	BUF	CHS	LMA	CATEC
Q1	January	35	5	30	55	7	48	45	2	43	4	0	3	0	5	1	1	14	13	2	0
	February	37	9	28	43	9	34	58	6	52	5	1	9	0	2	6	2	13	12	2	0
	March	29	9	20	43	2	41	44	9	35	3	0	3	0	4	2	1	9	9	4	0
Q2	April	48	8	40	47	9	38	44	5	39	3	0	2	0	6	3	2	14	7	1	0
	May	42	12	30	63	15	48	33	3	30	3	1	2	0	1	3	3	12	6	0	0
	June	27	4	23	26	5	21	27	3	24	2	0	3	0	2	0	2	11	1	2	0
Q3	July	25	5	20	26	7	19	17	3	14	1	1	1	0	1	1	0	4	4	1	0
	August	36	10	26	32	6	26	36	6	30	5	1	0	0	2	5	2	6	6	3	0
	September	53	12	41	44	9	35	33	5	28	5	1	2	0	0	1	1	5	13	1	0
Q4	October	29	7	22	45	10	35	<b>337</b>	<b>42</b>	<b>295</b>	<b>31</b>	<b>5</b>	<b>25</b>	<b>0</b>	<b>23</b>	<b>22</b>	<b>14</b>	<b>88</b>	<b>71</b>	<b>16</b>	<b>0</b>
	November	34	5	29	52	5	47														
	December	30	8	22	42	3	39														
		<b>425</b>	<b>94</b>	<b>331</b>	<b>518</b>	<b>87</b>	<b>431</b>														

*In addition to the data above, from August 8th to October 10th this year, there were 17 collaborations with CPD in relation to threats or actual incidents of harm involving CCS students in the community.*



# Response Data: Working with CPD



This Data Was Last  
Sent to the Board on  
3/12/26

Update pending for  
4/16/26 Work  
Session with revised  
& expanded format

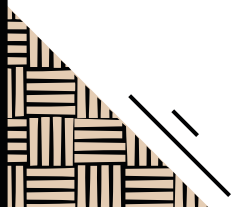


UNCLASSIFIED//FOR OFFICIAL USE ONLY

## Calls For Service at Charlottesville Schools Charlottesville Police Department

The information below is pulled directly from CPD's Law Enforcement Record Management System and shows all the Calls For Service in the respective year, occurring Monday through Friday and between the hours of 0700 and 1600, at each listed address.

Calls For Service During School Hours, Monday-Friday								
School	2020	2021	2022	2023	2024	2025	2026	Total
Charlottesville High School	65	41	95	82	76	55	1	415
Charlottesville Middle School	28	24	83	45	37	54	5	276
Walker Upper ES	18	8	28	30	10	13	0	107
Greenbrier ES	13	7	3	7	4	10	0	44
Jackson-Via ES	35	9	38	17	20	13	0	132
Summit ES	30	13	24	36	23	80	1	207
Sunrise ES	39	17	25	34	27	32	0	174
Tall Oaks ES	19	10	38	15	5	13	1	101
Trailblazer ES	24	33	7	0	0	13	1	78



# School Safety Model

## Recovery



### RECOVERY—What's currently in place:

- School administrators and instructional staff:
  - Follow outlined **safety plans**, participate in **restorative framework**
- School mental health professionals:
  - Support and provide immediate **crisis intervention**, coordinate with community agencies
  - **Individual/group counseling**
  - Assess long-term needs and plan for **trauma-informed support** in school
  - Bridge gaps between families and community resources, **make referrals**
- Restorative Justice Facilitators:
  - **Re-entry meetings**, circles and individual meetings
- Care and Safety Assistants:
  - **Increased monitoring**

**MOU Adds:**  
None






# Community Feedback



# This presentation

- Safety Model
-  **Community Feedback**
- Memorandum of Understanding
- Frequently Asked Questions
- Staff Recommendation



# Community Feedback Around 2020 Decision

## Climate Survey Data - CHS

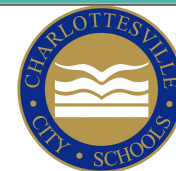
	2020 - CHS					2018 - CHS				
<b>School Resource Officers</b>										
The school resource officer (SRO) makes me feel safer at school.	No SRO	Strongly Disagree	Disagree	Agree	Strongly Agree	No SRO	Strongly Disagree	Disagree	Agree	Strongly Agree
School	3%	7%	20%	54%	16%	3%	8%	20%	53%	16%
State	4%	8%	18%	51%	19%	5%	9%	19%	49%	18%
about how often have you spoken ("interacted" 2019) with the SRO (school resource officer) who works in your school? <i>(If there is more than one officer at your school, add them together. 2019)</i>	Never	Once or Twice a Semester	About Weekly	Every Day		Never	Once or Twice a Semester	About Weekly	Every Day	
School	76%	19%	3%	2%		68%	25%	4%	3%	
State	71%	23%	4%	2%		70%	22%	5%	3%	

## Climate Survey - Buford

	2019 - Buford					2017 - Buford				
<b>School Resource Officers</b>										
Many schools have a police officer called a school resource officer (SRO) or a security officer who works in school. Do you have an officer in your school?	Yes	No	Don't Know			Yes	No	Don't Know		
School	96%	<1%	3%			96%	<1%	3%		
Region/State	80%/88%	6%/3%	14%/9%							
The school resource officer (SRO) makes me feel safer at school.	This school doesn't have an SRO	Strongly Disagree	Disagree	Agree	Strongly Agree	Strongly Disagree	Disagree	Agree	Strongly Agree	
School	6%	9%	23%	48%	14%	6%	16%	55%	23%	
Region/State	10%	6%	12%	42%	31%	6%/6%	13%/12%	49%/51%	32%/31%	
Over the past school year, about how often have you spoken ("interacted" 2019) with the SRO (school resource officer) who works in your school? <i>(If there is more than one officer at your school, add them together. 2019)</i>	Never	Once or Twice a Semester	About Weekly	Everyday		Every Day	About Weekly	About Monthly	Once or Twice a Semester	Never
School	74%	20%	5%	2%		10%	9%	2%	14%	64%
Region/State	69%	23%	6%	3%		9%/8%	9%/7%	4%/4%	18%/19%	60%/62%

The 2017 survey report included Region & State numbers - the 2019 report provided Region only.

ORIGINAL SLIDES from  
Superintendent's Advisory Committee Meeting #1  
 Slides 21 and 22  
 November 10, 2020



# Community Feedback Around 2020 Decision

ORIGINAL SLIDE from  
Superintendent's  
Advisory Committee  
Meeting #2  
Slide 7  
November 18, 2020

## Listening Session Feedback - Staff

- Sense that decision to end the MOU was “quick” and without a plan to recover or backfill
- **In general, students and staff feel safer with SRO's, and some students have very positive relationships with SRO's**
- **SRO's provide an important connection with or between CPD and the community**
- **“We” (CHS) have incidents that require law enforcement (drugs, weapons, overdose situations that impact other students, fights)**
- **Building security is a concern - CHS has 70+ entrances and many “alternate” routes inside. Although generally locked, doors get propped open, hang on carpets, etc.**
- Can we consider SRO's not carrying lethal weapons, and maybe not wearing the standard uniform (which can be “triggering” from some students)?
- **Staff need a point person to handle certain situations, and response time matters**
- **All SRO's are not the same - officer selection is key - must be a fit for the school**
- **Officer training and practice are concerns**
- Elementary shouldn't be left out of this discussion (but “ineffective” at the elementary level)
- Staff & students need strong voices in this conversation - concern for under representation of staff in the session (additional session now being offered Friday 11/20, 1:00)

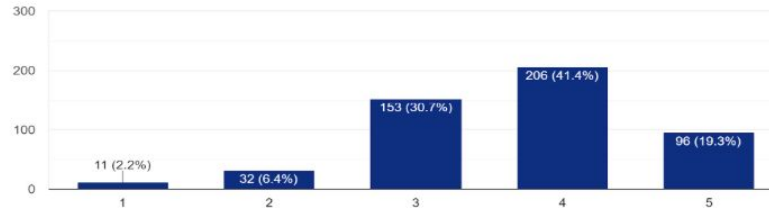


# Community Feedback Around 2020 Decision

ORIGINAL SLIDE from  
“Safety and Security  
Resources”  
presentation to  
School Board  
Slide 3  
May 6, 2021

## Engagement Update

How satisfied are you with this draft plan?  
498 responses



1= Very Dissatisfied

5=Very Satisfied

Note: graph taken from English form; 4 other responses have come in with 2 users selecting #4 and 2 users 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)



# Pros and Cons Shared With Community in 2024



**ORIGINAL INFO from**  
**"Board to Vote on**  
**Possibility of Adding**  
**Youth Resource**  
**Officers at May 30**  
**Meeting."**  
**ParentSquare**  
**message sent to**  
**whole division**  
**May 22, 2024**

We recognize that there is a wide range of opinions in our community about this possibility. You can find some of the representative "pros" and "cons" concerning adding youth resource officers to our school safety plan, below.

## Pros

- **Communications improvements:** Having an officer with a police radio in the school improves coordination.
- **Response time to a situation:** Police are on-site as situations arise.
- **Greater efficiency:** Since police must be present at most threat assessments, it would reduce school leaders' work to schedule and coordinate these meetings if an officer were present at all times.
- **Relationship building with an officer:** Officers are already in our schools on a near-daily basis. Having an officer who is trained in adolescent development and who knows the school community would be better than working with the officer who happens to be assigned to respond.
- **Commitment to diversion and problem-solving:** This model is based on a joint commitment to minimizing youth involvement in criminal justice through restorative practices and addressing student/family needs.
- **Crime prevention:** There has been a rise in juvenile access to firearms. Knowing an officer was present on campus every day could deter students from illegal activities.

## Cons

- **Unbudgeted cost:** Adding police back in schools is a new expenditure during a year when schools had to cut other needed positions.
- **Possibility of creating a surveillance atmosphere that has historically had a disproportionate impact on people of color.** Is it better to have police on campus only when needed?
- **Risk of having guns on campus.** Even with a trained user, having a firearm present can be unsettling and increases risk of firearm usage.
- **Who's in charge here?** Even with best intentions/policies/procedures, certain situations may expose conflict between principal's authority and police authority.
- **Distrust of police as the best approach:** If a social-work approach to policing is at the heart of this model, why not hire more social workers?
- **Unproven track record:** Data has not proven the effectiveness of the school resource officer model. In addition, while some students/staff/families report feeling safer with an officer on site, others report feeling less safe.



# Timeline of Community Feedback Around 2025 Decision

- **February 2024:** Community survey indicated 60% of respondents “strongly” or “very strongly” supported exploring the possibility of having Youth Resource Officers (YROs) in our schools and the community (vs. 25% “strongly” or “very strongly” opposed to learning more).
- **March 7, 2024** - School Board meeting includes discussion of Safety Model including possibility of adding resource officers from CPD
- **May 14, 2024** - Westhaven CPD/CCS outreach event
- **May 18, 2024** - School Board Work Session includes discussion of safety model that includes resource officers
- **May 22, 2024** - Greenstone on 5th CPD/CCS outreach event
- **May 29, 2024** - Ridge/South 1st St. CPD/CCS outreach event at Mt. Zion
- **May 30, 2024** - School Board meeting with planned vote on safety model that includes resource officers, postponed till March 27, 2025

## Board Votes to Approve SRO Model- March 27, 2025

- **May 14-** CHS Student Listening Focus Groups with classes
  - **May 15-** CHS Student Listening Focus Groups with classes
  - **May 28-** CSA Listening Session
  - **May 29-** CHS Admin Team Listening Session
  - **June 5-** Middle and High School Principals Listening Session
  - **June 28-** MRC’s Event Rock the Block Listening table
  - **July 17-** Tonsler League Basketball Game Listening table
  - **August 2-** Westaven Community Day Listening table
  - **August 26-** SRO Townhall (“Can I Talk to You Cville”)
  - **September 9-** Online Listening Session
  - **September 11-** CHS Lunch Listening Session
  - **September 12-** CHS Impact Listening Session
  - **September 15-** Westhaven Listening Session
  - **September 17-** Staff only- Online Listening Session
  - **September 25-** Online Listening Session
  - **September 30-** Online Listening Session
  - **October-** Student Survey to CMS and CHS
  - **October 1-** LMA Listening Session
  - **October 7-** Justice Coalition Meeting
  - **October 9-** CHS Lunch Listening Session
  - **October 8-** Kindlewood Listening Session
  - **October 10-** CHS Impact Listening Session
  - **October 13-** CHS Listening Session before PTO meeting
  - **October 17-** Staff only- Online Listening Session
  - **October 22-** Charlottesville Middle School Listening Session
  - **October 30-** Online Listening Session
- Additional Feedback Communications:**
- August: Google Form collecting questions & suggestions on MOU
  - Public comment at School Board meetings and work sessions
  - Individual meetings/conversations and social media conversations



# Community Feedback Around 2025 Decision

ORIGINAL SLIDE from  
“[SRO MOU Work  
Group Update](#)”  
presentation to  
School Board  
Slide 5  
August 7, 2025

## Stakeholder Discussions - Focus Groups

### Key Takeaways:

#### Variety of Perspectives

- Students, staff, and CSAs shared both support and concern about the return of SROs.
- While some felt SROs could enhance safety and provide support during emergencies, others expressed anxiety and mistrust, particularly related to firearms, past negative experiences, and the potential impact on school culture.

#### Community Input and Transparency

- Several participants noted that the decision felt rushed or lacking in community involvement.
- There was a strong desire for clear planning, communication, and transparency from the School Board and leadership.

Learn More: [Summary of Focus Group Findings](#)



# Community Feedback Around 2025 Decision

## Stakeholder Discussion

- CSA
- CHS Administrative Team

### Questions:

**I am aware of the current conversation about bringing SROs back to CHS.**

CSA's Yes: 14% No: 86% A-Team Yes: 20% A little: 80%

**I agree or disagree with bringing officers back into the schools.**

CSA's Agree: 29% Somewhat: 29% Disagree: 42%

A-Team Agree: 60% Somewhat: 40% Disagree: 0%

## Stakeholders - Students

- CHS student focus group sessions conducted 5/14 & 5/15
  - Health/PE Classes (mostly 10th)- 5/14
  - English 9 Classes (mostly 9th)- 5/15
  - Public Speaking II (10th-12th)- 5/15

### Questions:

**I am aware of the current conversation about bringing SROs back to CHS.**

Yes: 23% A little: 4% No: 72%

**I agree or disagree with bringing officers back into the schools.**

Agree: 30% Kinda/Maybe: 53% Disagree: 17%

**ORIGINAL SLIDE from  
Superintendent's Advisory Committee**

**Meeting, Slide 4**

June 16, 2025

**ORIGINAL SLIDE from  
Superintendent's Advisory Committee**

**Meeting, Slide 5**

May 16, 2025

**Learn More:  
Summary of  
Focus Group  
Findings**



# Community Feedback Around 2025 Decision

ORIGINAL SLIDE  
from  
Superintendent's  
Advisory  
Committee  
Meeting, Slide 7  
May 16, 2025

## Stakeholders - Families: Varied, Polarized Opinions

### Opposed (likelier to speak in public or in signed emails)

- Perceive that the March vote to restore SRO's was a surprise and wanted more opportunities for input prior to decision
- Often cite data/academic studies that do not support the value of police in schools and emphasize risks/harms
- Focus attention on potential negative impacts for some students, wanting to avoid surveillance or arrests
- Want to implement the current safety model with greater fidelity and more resources

### In Favor (usually from anonymous surveys or forums like Reddit)

- Perceive that this public conversation has gone on too long – reference all surveys showing community support for SROs
- Often cite personal experiences about the value of police in schools
- Express particular concern for staff, wanting to make sure staff are not tasked with police duties
- Value current model but want to add dedicated, trained police officers who know the school culture and will build relationships

### All stakeholders agree:

- Express concern for immigrant/refugee students
- Don't want Black or other racial groups to be disproportionately impacted or targeted
- Want diversionary, restorative practices



# Community Feedback Around 2025 Decision

**ORIGINAL SLIDE from**  
School Board Report  
about Draft  
Memorandum of  
Understanding with  
Charlottesville Police  
Department

**Slide 9**

September 4, 2025

## CONCLUSION: COMMUNITY CONSENSUS

No matter what our safety model has been, over the years, our community has clearly communicated that we have strong consensus on what we'd like in our safety model:

Positive school culture with strong relationships

Strong mental health supports

Teaching the behaviors we expect to see

Using a restorative approach whenever possible

Connecting the schools and the community



# Community Feedback Around 2025 Decision

ORIGINAL SLIDE from  
School Board Report  
about Draft  
Memorandum of  
Understanding with  
Charlottesville Police  
Department  
Slide 3

October 9, 2025

## COMMUNITY ENGAGEMENT

### Past Events/Opportunities in September and Early October



- Survey remains open at [charlottesvilleschools.org/SROs](https://charlottesvilleschools.org/SROs)
- 6 community or staff “info hours”
- Student events at CHS and LMA
- Participated in 10/7 Justice Coalition meeting

## GENERAL THEMES FROM INFO HOURS AND GOOGLE FORM

- Dissatisfaction with the decision-making process
- A larger share of voices at these events have opposed the decision, but we’ve also heard from people who support it
- A focus on hiring and training
- Questions about “sworn police officers” (who are armed) since these are the officers authorized to handle state-required police tasks at schools
- Curiosity about the day-to-day or specific scenarios
- A commitment to making sure our schools feel warm and welcoming



# Community Feedback Around 2025 Decision

## COMMUNITY ENGAGEMENT

### Past Events/Opportunities This Fall



- Feedback form remains open at [charlottesvilleschools.org/SROs](https://charlottesvilleschools.org/SROs)
- 10 community or staff “info hours”
- Student events at CHS, CMS, and LMA
- Student survey in October
- Participated in 10/7 Justice Coalition meeting

## STUDENT THEMES

- Wide range of opinion, from supportive to opposed – largest share expressed this is “not that important to me”; another theme was “cautious optimism”
- Concerns focused on officer’s gun and impacts on students of color or other groups
- Agreement focused on importance of training in areas like cultural sensitivity, de-escalation, and mental health
- Students say most important element of school safety is equipping students to know what to do in a crisis
- Success of SRO program would be if CHS remains warm and welcoming with fewer safety incidents & no increase in student arrests
- Want to meet the SRO “as a person, not an officer” at school lunches in spring or at special events/school open house in August
- Link to [Superintendent Summary of Student Feedback](#)

## COMMUNITY THEMES

- Continued focus on program accountability and oversight
- Recognition that version 2 of MOU reflects community feedback
- Actionable feedback continues to come in – questions about role of SRO when not at school, suggestions for accountability resources
- Continued attention to school culture, protection of vulnerable populations

## STAFF THEMES

- Changes to version 2 of MOU were well-received
- Focus on training – not only of SROs and CSAs, but to help all staff understand the safety model, the roles of SROs/CSAs, and the idea that teachers will not directly call for SRO assistance
- Importance of hearing more from our Care and Safety Assistants to learn from their experiences and create good structures for CSAs and the SRO to work well together

Learn more: [Superintendent Summary of Student Feedback](#)

**ORIGINAL SLIDE from**  
**School Board Update about Draft Memorandum of Understanding and Standard Operating Procedures with Charlottesville Police Department**

**Slide 3**

November 6, 2025





# Memorandum of Understanding

# This presentation

- Safety Model
- Community Feedback
- → **Memorandum of Understanding**
- Frequently Asked Questions
- Staff Recommendation



# MOU Process

## VERSION 1

August 2025

Developed by  
Superintendent's  
Advisory Committee of  
CCS staff, CPD, School  
Board members,  
community members

## VERSION 2

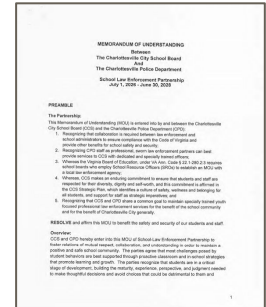
October 2025

Incorporated community feedback focusing on:

- Reducing the number of SROs and reducing the costs of the program
- Incorporating language and ideas from the NYCLU model MOU
- Building out the specifics of how CCS will co-select and train the SROs
- Defining what circumstances would signal an automatic termination of the program.
- Reviewing specific metrics for program evaluation and developing the ongoing feedback tools

## FINAL VERSION

December 2025

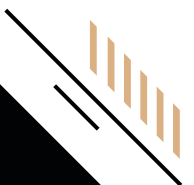


# Clarifying Roles: SROs vs. CSAs

**ORIGINAL INFORMATION**  
“Roles-Responsibilities:  
Student Supports”  
 shared with SRO MOU  
 Work Group  
 October 2025

	Care & Safety Assistants	School Resource Officers
# of FTEs	15	0
Fosters relationships with students	X	X
Provides initial outreach to families based on the needs of students		X
Provides individual counseling sessions.		
Facilitates group counseling sessions		
Facilitates Screening, Brief Intervention, and Referral to Treatment programs to address substance use		
Addresses compliance with required reporting of certain acts under Code of VA §22.1-279.3:1		
Supports home visits	X	X
Provide psychoeducation to parents		
Trained member of threat assessment team		X
Ensures safety of the school by monitoring halls	X	
Monitors gathering areas, building exteriors and campus/perimeter	X	X
Works with administration and other school staff to mitigate, report and/or address student SRR violations	X	
Facilitates restorative sessions/circles		
Assists and responds to the de-escalation of student behavior using relational skills	X	X
Utilizes technical MANDT skills to respond to and de-escalate student behavior	X	

	Care & Safety Assistants	School Resource Officers
Assists with weapon searches and seizures	X	X
Ensures compliance with Code of VA required reporting (§22.1-279.3:1)		X
Familiar resource for students dealing with safety or criminal concerns inside or outside of school		X
Assist students when they become involved with the justice system from situations inside or outside school		X
Respond and help facilitate response to emergency situations in the school	X	X
Part of the emergency mental wellness response team		
Leads preventative, Tier 1 Mental Wellness team		
Participates in case consultation with clinical supervision		
Conduct safety audits		X
Deliver Safety Training Programs		X
Safety Inspections	X	X
Support development & maintenance of DCJS Required Plans		X
Provide information regarding gangs, juvenile criminal activity, and other incidents/activities in the community that may impact school safety		X
Connection to first responder communication channels		X
Welfare Checks & Missing Persons Reports		X



# MOU: Filling in gaps, erecting guardrails

## Gaps in the safety model addressed by the new MOU include:

- Slower response times and communication gaps
- Threat of physical harm to the school campus from the outside
- Dependency on police response from patrol officers unfamiliar with our students and schools
- Staff having to do jobs only police are trained for (e.g. responding to physical violence or searching for a weapon)

## Guardrails included in the new MOU include:

- Monitoring and reviewing of SRO's actions in the school
- CCS and CPD have ability to end the MOU at any time and for any reason
- Officers work under the daily direction and leadership of school administration and can only act unilaterally if a threat is imminent

# How Community Feedback Changed MOU

**ORIGINAL SLIDE** from  
School Board Report  
about Draft  
Memorandum of  
Understanding with  
Charlottesville Police  
Department

**Slide 4**

September 4, 2025

## WE'RE LISTENING. WHAT WE'VE HEARD:

- Define qualifications of SROs and define the SRO's role at schools other than CHS & CMS
- Before expanding the number of SROs, consider expanding the number of CSAs
- Explicitly state there will be no sharing of immigration status or cooperation with immigration enforcement
- State that we'll pause agreement if federal government takes over CPD
- Articulate clearly the data metrics for quarterly review in MOU or SOP with data disaggregated by demographics
- Articulate the process for when/how the agreement with CPD would be terminated
- Further clarify police interactions with students, including any use of a body-worn camera
- Alter MOU so SROs will not routinely carry guns
- Require SRO training in areas such as Multi-Tiered Systems of Support and working with students with special needs
- Board should approve MOU
- Develop a plan for ongoing community feedback
- Initiate the MOU sooner than August 2026



# How Community Feedback Changed MOU

**ORIGINAL SLIDE from**  
School Board Report  
about Draft  
Memorandum of  
Understanding with  
Charlottesville Police  
Department  
**Slide 2**

October 9, 2025

## Headline Changes to MOU

MOU version 2 was published as part of this presentation materials.

SOP to be published October 15.

Community input shaped the changes, including these 5 “headline” items:

MOU reduces # of SROS from 4 to 2

This SRO staff reduction means there is no budgetary impact at CCS or CPD

The MOU automatically pauses in case of federal take-over of CPD or ICE agreement

Clarifies that CCS will co-select SROs

We used the NYCLU Model MOU as a source of student-centered language and protections

2



# Evaluation of MOU

At the request of School Board members, the CCS/CPD MOU was recently sent to **Dr. Dewey Cornell**, Virgil S. Ward Professor of Education, and **Dr. Jennifer Maeng**, Research Associate Professor, both of the **UVA Youth Violence Project** at the UVA School of Education and Human Development.


Dr. Cornell and Dr. Maeng will be presenting their findings in an independent presentation.

About the Youth Violence Project: *"We conduct research on youth violence prevention and school safety and provide training and consultation on topics such as threat assessment, bullying prevention, and forensic psychology."*



# Frequently Asked Questions

# This presentation

- Safety Model
- Community Feedback
- Memorandum of Understanding
-  **Frequently Asked Questions**
- Staff Recommendation



# What does an SRO in Virginia do?

*"The Virginia Model Memorandum of Understanding emphasizes the multiple roles SROs serve in schools. The roles are interrelated, but all are carried out with the aim to contribute to school safety and security and to promote positive and supportive school climates. The key roles of an SRO are Law Enforcement Officer, Law-Related Educator, and Role Model/Informal Mentor."*

-Virginia Department of Criminal Justice Services

*"Unless there is a clear and imminent threat to safety, the SRO should act only upon request of school administrators."*

-CCS/CPD MOU

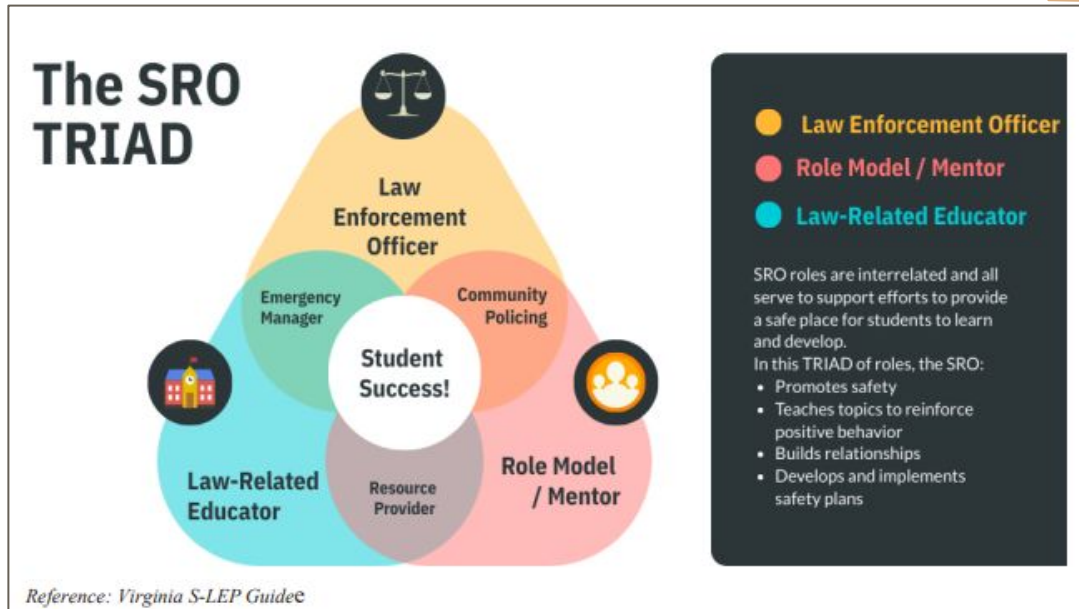


Image from DCJS Website



# More FAQs

## **Do SROs have to be inside the buildings?**

Yes. The Virginia SRO model requires officers inside the schools.

## **Do SROs really need to carry a gun?**

Yes. Guns are required for all sworn CPD officers. This is a national practice for SROs without exception. Officers utilize secure holsters designed to prevent accidental removal or usage of the gun.

## **Are SROs needed to police/discipline students?**

No. SROs do not enforce our code of conduct (the Student Rights and Responsibilities). Discipline of students is the responsibility of school admin.

## **Will SROs break up fights?**

Possibly. Managing student interactions is primarily the job of school staff. But there may be times when, to ensure the personal safety of staff and/or students, SROs may have to intervene.

## **Will having an SRO in the building mean more students will be charged for crimes?**

No. The MOU includes SROs deferring to school disciplinary procedures over criminal charges, when practical, even when with behaviors that “contain all the necessary elements of a criminal offense (e.g., assault).”



# When does the SRO Program begin?

- Up to 2 SRO's beginning in August 2026
- Continue evaluating and refining the entire school safety model
- Establishing the division implementation committee whose roles include:
  - Ongoing evaluation and updating of all components of the school safety model
  - Implement and standardize components of the school safety model processes and practices as needed
  - Create and update division-wide safety policies (emergency response, visitor control, threat reporting, etc.)
  - Ensure alignment with state laws and best practices
  - Recommend evidence-based updates or improvements to the Superintendent
  - Promote a positive school climate (reduces safety risks)
  - Analyze incident reports and safety data
  - Identify trends and risks
  - Ensure schools meet legal and regulatory safety requirements
  - Prepare reports for school boards or state agencies
  - Monitor implementation of safety initiatives
  - Provide guidance to division staff, school principals and safety teams

## *Possible Committee Members:*

- *CCS Chief Operations Officer*
- *CCS School Safety Coordinator*
- *CCS Supervisor of Strategic Initiatives*
- *CCS Director of Student Supports*
- *CCS Restorative Justice Coordinator*
- *CCS Mental Wellness Coordinator*



# This presentation

Safety Model

Community Feedback

Memorandum of Understanding

Frequently Asked Questions

➔ **Staff Recommendation**



# Staff Recommendation

**ORIGINAL SLIDE from  
"CPD MOU: Follow-Up  
Action"  
Slide 4  
March 27, 2025**

The superintendent recommends that the Board maintain the current MOU between CCS and CPD, signed December 2025.

**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.**





# Thank You!

