Executive Limitation #13: Safety and Security



The Superintendent shall not fail to develop and implement plans to ensure students and staff are provided with safe and secure learning and work environments that support student achievement. The Superintendent shall not fail to provide staff, students, and families with the necessary resources and information to ensure their understanding of FCPS' safety and security plans and their role in such plans. The Superintendent shall not fail to consult with relevant stakeholders in the development of safety plans.

The Superintendent shall not fail to:

1. *Develop procedures that ensure the safety of students and staff and security of schools, offices, transportation services, and grounds that address:*
    a. *Accessibility needs of students, staff, and visitors;*
    b. *The supervision of students during school hours and school-sponsored events;*
    c. *Arrival and dismissal procedures for students, staff, and visitors;*
    d. *Inclement weather procedures;*
    e. *Emergency response procedures;*
    f. *Coordination, when appropriate, with local emergency services and county and city officials;*
    g. *A data-informed process for safe, confidential reporting of security and safety concerns;*
    h. *A plan to inform staff, students, and families of FCPS procedures, responsive actions, and potential threats;*
    i. *A process to evaluate the security needs of each school building and address any areas requiring improvements.*
2. *Implement procedures to ensure safety of students and staff when participating in off site, school sponsored, activities.*
3. *Provide the appropriate training for staff and students on FCPS safety and security procedures, as well as crisis prevention and management.*
4. *Develop and communicate procedures for the reporting of criminal activity to law enforcement and suspected child abuse and neglect to Child Protective Services.*
5. *Implement routine staff background checks and procedures for timely communication with law enforcement regarding employees to ensure a safe learning environment for all students.*
6. *Provide age-appropriate safety and security curriculum for students to support their safety and well-being.*
7. *Establish a comprehensive cybersecurity plan to safeguard students, staff, and the Division from cyber threats.*

Superintendent's Interpretation:

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

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

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

Evidence of Compliance:

Certification:

I hereby present my monitoring report on Executive Limitation #13: Safety and Security (EL-13) in accordance with the reporting schedule set forth in the Board calendar. I certify that the information contained in the report is true as of March 19, 2026 to the best of my knowledge, information, and belief.

Evidence of Compliance: March 19, 2026

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

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

NEW OR NEWLY ADDED EVIDENCE

- As part of the ongoing commitment to strengthening layered safety and security programs, FCPS phased in weapons detection systems across all middle, high, and secondary schools. High schools and secondary schools were completed in September 2025 and all middle schools were completed by November 2025, a month ahead of schedule. (indicator 1)
- Raptor's wearable Emergency Response Buttons (ERBs) are the newest enhancement in FCPS' layered approach to school safety and security. This new emergency management system supports rapid, coordinated emergency response by enabling staff to discreetly request help if standard methods of communication are not accessible. When activated, the ERB alerts emergency responders and on-site staff, providing location information within the school, identifying where the emergency response button was activated. It includes wearable ERBs for FCPS staff working at schools and will only work on school grounds. (indicator 1)

    - Infrastructure installations are complete at all schools and the system will go live in Spring 2026.
    - To support staff understanding of how and when to use the system, a mandatory virtual training, which takes 15 minutes to complete, was assigned to impacted staff. As of March 2, 2026, 92.1% of staff assigned this training had completed it.
- Enhancements have been made to Safety and Security communications tools: (indicator 1)
    - **New console radio software:** A new software system called AVTEC was installed in the 24/7 dispatch center and allows FCPS to now monitor and communicate directly with schools' walkie talkies. It also has the capability to connect two schools' walkie talkie systems so that they can communicate directly with each other. Currently, 73 schools are expected to be completed in the first phase by the end of March 2026 with the remaining schools expected to be completed in the second phase by July 1, 2027.
    - **Radio traffic encryption:** FCPS is working with the Fairfax County Radio Shop, with support from Fairfax County Police Department (FCPD), to begin encrypting FCPS radio traffic. With expected completion by the end of SY 2025-26, this new upgrade to our system will provide greater security in radio communications.
    - **New radios:** New public service radios were programmed and delivered to each school. The new radios are WiFi capable which should eliminate up to 98% of poor reception spots.
    - **Elementary school walkie talkie refresh**: The Office of Safety and Security (OSS), in partnership with FCPS Field IT, replaced 3,500 radios assigned to the elementary schools. As part of this refresh, OSS operations reviewed the allocations of radios to reach elementary schools and determined that a minimum of 20 radios should be allocated. Some schools were below this minimum and received a net increase of two or more radios.
    - **Safety and Security Uniformed Officer radios:** New officer radios were added and now include tracking software, enabling FCPS to see where officers are and allocate resources more quickly, especially in emergencies.
- FCPS is currently in the implementation phase of deploying mobile data tablets on school buses, with a full divisionwide rollout planned for SY 2026-27. The tablets are being introduced as part of a phased approach to strengthen transportation safety, communication, and operational consistency. Once fully implemented, the system will provide drivers with secure, real-time access to routing and student information, support one-way communication with dispatch, and enhance situational awareness during daily operations and emergency conditions. Integrated with existing GPS, radio, and safety protocols, the tablets represent an additional layer in FCPS's comprehensive transportation safety and security framework. (indicator 1)
- The Canine Detection Program was established in the winter of 2025 as an added layer to a comprehensive FCPS security approach. This Canine Detection Program may be used for safety and security purposes including, but not limited to, detection of firearms, components, ammunition, and illegal drugs; support of school-based safety assessments; and divisionwide operational safety activities consistent with FCPS policy. Zeke is certified on the same requirements as the FCPD drug and weapons dogs and can conduct personal article searches outside for any items that have been touched by a human or lost items. The canine team (consisting of a uniformed, K-9-trained Safety and Security Officer and Zeke) has completed weapons searches training at schools and is now available for school requests as well as follow up on relevant OSS reports. (indicator 1)
- Standard Response Protocol (SRP) cards were developed to provide a more coordinated, effective response during an event and to promote consistency of response by using a common, specific vocabulary for emergency situations. Wearable SRP cards (see below) are being issued to the members of the school-based Crisis Management Teams. (indicator 3)



- In spring 2025, the Safety and Security Training and Assessment team began conducting unannounced security compliance audits at school sites to assess adherence to established safety protocols, including secured entrances and required staff identification. (indicator 1)
- School Security Specialists and Assistants were issued uniform polo shirts and fleece jackets by OSS so that school security can be more easily identified to first responders in a crisis. (indicator 1)
- The Office of Cyber Investigations (OCI) was established to focus on protecting staff and students from all online threats, including physical threats with a cyber or technology component. The office supports: (indicator 7)
    - investigations when staff or students are being threatened with serious harm, including grooming, physical harm, and mass violence
    - brand protection and removal of abusive content to protect our staff and student community
    - assessment of event-specific threats to protect the community
    - collaboration with our partners in FCPS Behavioral Threat Assessment, Human Resources, Information Technology, Special Education, and Fairfax County law enforcement
- In spring 2025, FCPS began implementing the School Board's recommendation for an annual school traffic and pedestrian safety assessment, led by the OSS Safe Routes to School (SRTS) program, by launching an initial pilot with six schools. (indicator 1)
    - These assessments include a data analysis, based on data collected through the first annual school-based traffic and pedestrian safety assessment, to identify recurring safety concerns, particularly during student arrival and dismissal times, including illegal vehicle movements, unauthorized drop-off locations, speeding, and infrastructure limitations. This will enable SRTS to provide targeted support such as deploying pedestrian and bicycle counters, installing safety signage, improving parent traffic communications, or securing a crossing guard.
- Safe Routes to School initiated development of school-specific walking and biking route maps, laying the foundation for long-term safety improvements. (indicator 1)
- FCPS provided its bus routes (3,000+) and bus stops (42,000) to VDOT for inclusion on their geographic mapping system. This allows VDOT crews to better prioritize FCPS routes and stops when conducting inclement weather preparations and clean-up. This is the first winter season with this in place. A non-disclosure agreement was signed to ensure this information remains confidential and is not public facing. (indicator 1)

- Recent changes to the Code of Virginia require that public elementary and secondary schools with an athletic department or organized athletic programs place clearly marked and easily accessible Automated External Defibrillators (AEDs) at each venue where school-sponsored athletic practices or competitions are held. In early September 2025, FCPS began assessing high school and middle school campuses for locations suitable for outdoor AED installation in proximity to outdoor athletic practice and competition facilities. Outdoor cabinet installation began in December 2025 and has been completed so that all AEDs were placed in cabinets prior to the start of the spring athletic season. (indicator 1)
- In accordance with Virginia House Bill 1806, FCPS is committed to ensuring that students with disabilities receive necessary individualized accommodations during emergency situations, evacuations, and routinely practiced drills (e.g., fire, lockdown, shelter-in-place, and tornado drills). IEP teams, including parents, will make individual determinations for any student requiring support beyond those provided to all students and document these plans on the IEP. IEP teams will reconvene to update these plans whenever a student's unique needs change or if there is a change in the student's physical location or placement within the school. (indicator 1)
- New OSS officer security reports have received upgrades to the reporting and searching capability. These enhancements include the following features: (indicator 1)
    - report approval routing process upgrades
    - new login security
    - new feature to add file attachments such as images
    - a search for persons or license plates feature
    - print ability
    - K-9 deployment collection
    - filterable datagrid that calculates report totals by main groups and by student group.
- In August 2025, the Office of Safety and Security, in coordination with the Office of Communications, published the FCPS weather safety webpage following a comprehensive review of its previous content. (indicator 1)
- In November 2025, OSS established and facilitated the inaugural meeting of the Continuity Working Group (CWG) to support the development of office-specific Continuity of Operations (COOP) plans. OSS is working with all Chief offices on building COOP plans through a centrally created template. (indicator 3)

ONGOING EVIDENCE

POLICIES

- Regulation 2151: Management of Naloxone Administration in Schools (last revised March 13, 2024) establishes procedures and guidelines governing the administration and utilization of the opioid antagonist, naloxone nasal spray, on FCPS grounds. Additionally, all school administrators, Substance Abuse Prevention Specialists, school health room aides, public health nurses, school safety and security staff, middle school after-school specialists, transportation staff, athletic coaches, and athletic trainers must successfully complete our online "Narcan Administration Training," which educates staff about recognizing opioid-related overdoses, administering naloxone, and promptly seeking medical attention for drug overdose. Schools can request in-person Narcan training for their larger staff and/or for students by contacting their Substance Abuse Prevention Specialists. (indicator 1)
- Procedures for conducting risk assessments for students are outlined in Regulation 2111: Procedures for Conducting Risk Assessments. (last revised March 11, 2024) (indicator 1)

- Policy 2110: Student Safety (last revised June 18, 2020; currently under review) states that principals and teachers shall be responsible for providing a reasonably safe environment for students enrolled in their schools during the time students are authorized to be on the school premises. Further, principals shall be authorized to make and to enforce such rules of conduct as may be necessary to enhance the safety of students while they are enroute to and from school. (indicator 1)
    - Teacher evaluations include a standard about the learning environment. The teacher uses resources, routines, and procedures to provide a respectful, positive, safe, student-centered environment that is conducive to learning.
- Regulation 4116: Employee Background Checks and Required Disclosure for Criminal Charges (last revised July 1, 2025) (indicator 5)
    - Beginning July 1, 2025, all new employees were enrolled as part of the hiring process, which provides criminal record background checks annually or periodically to monitor for unreported criminal record activity. All employees are required to complete their consent through required training assigned at the start of their contract year in myPDE
    - As part of the FCPS application program, all applicants are required to complete a self-disclosure questionnaire form.
    - HR works with schools and departments to support the enrollment of all employees in Rap Back, which is a condition of employment.
- Regulation 7004: Management of Fairfax County Public School's External Communications (last revised January 12, 2024) lists requirements and assigns responsibilities that are consistent with FCPS' expectations for staff who use these channels to communicate on behalf of their school, department, or office. This includes eNotify, News You Choose, and social media. (indicator 1)
- The Student Rights & Responsibilities (SR&R) document explains expectations for student behavior and adult responses to enhance school safety and to create a fair, equitable, and supportive school environment. As per Regulation 2601: Student Rights and Responsibilities Booklet (last revised June 30, 2025), students participate in lessons about the SR&R at minimum twice a year. (indicator 6)
- All FCPS employees have responsibilities under the Code of Virginia and FCPS policy to report suspected cases of child abuse and neglect to Child Protective Services (CPS). (indicator 4)
    - Regulation 2115: Procedures for Reporting Cases of Suspected Child Abuse or Neglect (last revised April 14, 2021) provides a procedure for ensuring compliance with required reporting of child abuse or neglect to Child Protective Services (CPS) of the Department of Family Services of Fairfax County and for cooperating with CPS investigations.
- There are several codes and regulations related to the reporting of criminal activity: (indicator 4)
    - Regulation 1410: Procedures for Reporting and Investigating Embezzlement, Fraud, Waste, or Abuse, and Other Financial Wrongdoing (last revised May 1, 2023) states that any employee who observes or who has a reasonable basis to believe that there is an occurrence of fraud, waste and abuse, shall notify his or her immediate supervisor. The employee may also make a report to the Office of Auditor General (OAG) or the Office of Employee Relations (EER).
    - Virginia Code § 22.1-279.3:1 outlines reports of certain acts to school authorities; reports of certain acts by school authorities to parents; reports of certain acts by school authorities to law enforcement.
- Virginia Code § 19.2-83.1 requires law enforcement agencies, upon arresting a person who is known or discovered by the arresting official to be a full-time, part-time, permanent, or temporary employee of the Division for a felony or a Class 1 misdemeanor or an equivalent offense in another state, to provide notice of such arrest to the Superintendent as soon as practicable. The Superintendent will then notify the School Board of the arrest of any FCPS employee. (indicator 5)

PRACTICES

Safety & Security

Preventive Measures

- FCPS is committed to maintaining a safe environment for all students and staff. To achieve this goal, the following safety checks are completed on a regular basis: (indicator 1)
    - Every school undergoes a thorough fire inspection annually to maintain fire safety compliance.
    - Schools receive safety walkthroughs to identify and address any potential safety hazards.
    - Uniformed security officers conduct random inspections throughout the schools to proactively identify and address any emerging safety concerns.
    - OSS environmental specialists conduct annual inspections of school chemistry labs to facilitate the safe handling of hazardous materials.
    - In middle and high schools, annual theater inspections are conducted to support the safety of students and staff involved in theater productions.
    - FCPS demonstrates its commitment to ongoing safety improvement by promptly responding to requests from schools for additional safety and security assessments.
- The following school safety precautions are implemented across FCPS schools and administrative sites to keep staff and students safe: (indicator 1)
    - Faculty and staff must have their FCPS photo identification badges and Raptor ERB badge (for those issued one) displayed at all times. Regulation 4215: Identification Badges (last revised September 19, 2025; currently under revision) is being amended to reflect this new requirement.
    - Exterior doors are locked during the day.
    - Cameras monitor exterior doors and grounds wherever CCTV is present.
    - A driver's license or similar photo ID is required to check out a student during the school day. Only parents, legal guardians, and people on the student's emergency contact list may check out a student.
- All comprehensive middle and high schools (also Bryant HS and Mountain View HS) in FCPS have a School Resource Officer (SRO) to support a collaborative, problem solving approach to school safety and security issues. These SROs also participate in the risk assessment process at all elementary schools. (indicator 1)
- In SY 2023-24, OSS began the implementation of uniformed security patrols at elementary schools. These officers perform a variety of safety checks, including, but not limited to, ensuring that doors are locked and that students use the buddy system in the hallways. Each safety report is given to the principal for review and an opportunity to improve areas signaled in the report. These reports are also kept in an OSS database. (indicator 1)
    - Although this program is not new this year, it has experienced significant growth and momentum. The program has expanded to include an officer assigned to each region, along with a supervisor who oversees daily operations. This structure has strengthened oversight, improved consistency, and allowed staff to dedicate more time to addressing complex issues.
- FCPS provides 24/7 building security to include uniformed security patrols and a security operations center. (indicator 1)
- OSS has systems in place to monitor school safety drill compliance in order to support schools with fire, tornado, lockdown, and bus evacuation drills in accordance with the Code of Virginia. These drills train staff and students on how to prepare for various emergency situations. (indicator 3)

    - During SY 2025-26, OSS changed the requirement for the second school lockdown drill to occur in January or February to reinforce practices and remind students at the midway point of the year. Previous practice often had both drills taking place early in the school year.
- FCPS works proactively to create a comprehensive framework for ensuring the safety, security, and accessibility of FCPS schools and facilities for students, staff, and visitors. (indicator 1)
    - The Virginia Department of Criminal Justice Services (DCJS) conducts an annual safety audit, which is managed and monitored by the FCPS Office of Safety and Security (OSS), and consists of 5 components:
        - Safety survey, completed by all schools
        - Divisionwide safety survey, completed by OSS and Department of Special Services
        - Crisis Management Plans, completed by all schools and reviewed and approved by OSS
        - School Safety Inspection List for Virginia Public Schools, which utilizes a detailed 31-section, 30-page inspection checklist to monitor compliance with all safety standards, is conducted every 3 years at each school, as mandated by the Code of Virginia. The 3-year cycle certification was due in 2023 and successfully certified on August 31, 2023. OSS is on schedule to certify the next cycle by August 2026.
        - The Virginia School Survey of Climate and Working Conditions is administered in the spring. High school staff are surveyed in even years while elementary and middle school staff are surveyed in odd years. The student survey is administered to alternating grade levels (9-12 and 6-8) each year. For the 2024 survey, all licensed staff (instructional and support personnel) in any public schools serving grades 9 through 12, regardless of the grades the individual serves, must be invited to participate. Additionally, all students in grades 9 through 12 must be given the opportunity to participate. Results are published here when available.
    - To comply with Virginia Code § 22.1-279.8, which mandates a written crisis, emergency management, and medical emergency response plan for every school, all FCPS schools develop and update their emergency plans annually. OSS reviews, approves, and certifies that these plans also consider accessibility needs of staff and students and meet state and Division standards. Using employee data about roles and responsibilities from the crisis plans, OSS inputs crisis team members into an application that allows for rapid communications during a critical incident.
    - FCPS meets all state safety training compliance requirements and provides additional school-based staff safety training by conducting annual safety and security training at all schools. This training incorporates tabletop exercises with input and support from outside agencies, and the Department of Special Services to review safety and security guidelines, and includes scenarios to better prepare school crisis management teams. This training has also been conducted at FCPS administrative centers. Feedback from this yearly training is used to redesign the following year's training to meet the needs of school-based administrative and crisis management teams.
    - Fire Evacuation Staging Areas (FESA) rooms are located in every school to support the safe and secure evacuation of students with mobility issues.
    - FCPS collaborates across departments within and outside of FCPS on training programs annually. This feedback loop allows for adapting the training based best practices, identified needs, and upcoming threats.
    - FCPS has an anonymous Safety Tip Line to report school safety issues, such as threats, unsafe or dangerous situations, illegal drug activity, theft, gang activity, the existence of weapons, vandalism, and concerns about student wellness. Tips can be submitted via phone, text, email,

or web. When tips are submitted via text messages, OSS can engage in two way communication in real time to gather more information while maintaining anonymity of the reporter. All tips are addressed and followed up on through successful investigation/intervention/mitigation by OSS, schools, the FCPD, and others.

Reported Safety Tips Processed		
	SY 2023-24	**SY 2024-25**
Online Email	438 via School Messenger	556 via School Messenger
Text	98 via original messages	82 via original messages
Telephone	320 via voice tipline	325 via voice tipline

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

- All FCPS schools follow a shared visitor protocol to support safety and security for all school sites: (indicator 1)
    - Visitor protocols are posted on school websites.
    - Visitor control is monitored through an electronic door access system.
    - As outlined in Regulation 4215: Identification Badges a visitor's ID badge must be displayed on visitor's clothing at all times.
- FCPS safety measures include bus safety to support safe practices and minimizing risks during student commutes. (indicator 1)
    - Bus drivers conduct evacuation drills twice a year, ensuring students are familiar with emergency procedures.
    - A monthly crash review board analyzes incidents and accidents, allowing for adjustments to driver training as needed.
    - Bus drivers participate in ride-alongs and receive recurring refresher safety training. Additionally, pre-trip inspections are conducted before each bus use, similar to routine car maintenance.
    - Buses with lifts and specialized equipment are utilized to safely transport students with specific needs.
- The Fairfax County Police Department provides crossing guards at designated school crossings. New requests for crossing guards are reviewed by OSS. If there is merit, OSS contacts the FCPD for a review. (indicator 1)
- The Office of Transportation works with schools to support the elementary Safety Patrol Program to assist in safety arrival and dismissal procedures for students. Additionally, student safety patrol officers help bus drivers by assisting during emergency drills, maintaining order on the bus and at the bus stop, and serving as lookouts while the bus is backing up. (indicator 1)
- In January 2025, the Office of Safety and Security amended and updated guidance for extreme cold and wind chills to provide more structure and consistency across the Division to protect children during inclement weather. (indicator 1)

- The Division provides support so that schools are aware of emergency weather conditions and events, including but not limited to, tornados, severe thunderstorms, high winds, excessive heat, and snow or icy conditions.
    - All schools are equipped with a systemwide weather radio. (indicator 1)
    - Systemwide alerts are sent in the event of an extreme weather event.
    - OSS and the Chief Operating Officer lead a severe weather team to determine school operating status (closed, later arrival, early dismissal) in the event of inclement weather.
- The Office of Facilities Management responds to all weather-related emergencies (hurricanes, snow storms, earthquakes, etc.) to assess facility damage and take any necessary action to restore FCPS' buildings to safe operational status so the educational process may resume. (indicator 1)

Incident Response

- FCPS works closely and collaboratively with local agencies to promote a safe and timely response to emergency situations: (indicator 1)
    - OSS serves as a participating and supporting organization to the Fairfax County Department of Emergency Management and Security, providing support for countywide emergency response and information sharing during critical events such as severe weather and federal, state, or local elections, as well as during planning efforts that involve or impact school facilities.
    - A Fairfax County Police Department Captain is assigned to the FCPS Office of Safety and Security at the Gatehouse Administration Center during regular school hours, with after-hours access and communication protocols. This position is known as the School Liaison Commander (SLC). A captain from the Fairfax County Fire and Rescue Department is also designated as a liaison to FCPS.
    - The Chief of Safety and Security meets quarterly with other public safety leaders, including the Deputy County Executive, Chief of Police, Fire Department Chief, and Director of the 911 center.
    - OSS has established radio interoperability with police and fire departments, allowing for immediate communication with the Fairfax County Police Department and the Fairfax County Fire and Rescue Department.
    - The Office of Communications coordinates message content and timing of distribution with local emergency services, county, and city officials to support clear and accurate communication to the community.
    - After action reviews are conducted after every major emergency event led by OSS, school-based administration and emergency services, as needed, in order to improve response and training.
    - During summer 2025, OSS conducted a full scale exercise with the Senior Leadership Team (SLT) utilizing role players and videos to simulate a real-world example (in this case, a ruptured gas line at a school). (indicator 3)
    - In 2024, OSS trained the Fairfax County Sheriff's Office on responding to critical incidents and supplied road deputies with building keys. This training adds upwards of 25 law enforcement personnel to be able to rapidly respond to incidents that may take place at a school. (indicator 1)
- OSS hosts a "Bomb Threat Assessment for Decision Makers" course from the Federal Emergency Management Agency's Office of Bombing Prevention which provides foundational knowledge on the assessment and evaluation of bomb threats and related responses while also looking at how to distinguish between low, moderate, and high-risk bomb threats using techniques and best practices from FEMA. This course was designed for school-based administrators, executive principals, regional assistant superintendents, and incident supervisors from Crisis Management Teams. (indicator 5)

    - The course is being held again this year in Spring 2026. The FCPS team also presented this training in July 2025 at the Department of Criminal Justice Services (DCJS) School Safety Conference (annual conference of school security in Hampton, VA).
    - An additional course was added this school year, “Response to Suspicious Behaviors and Items”, designed for all staff.
- The Office of Communications manages use of the FCPS emergency messaging system (eNotify) which is used to send text messages and emails (with phone option also available) to notify families and staff of critical operational issues. (indicator 1)
- The Office of Communications maintains internal resources for crisis communications, response points of contact, templated messages, roles and responsibilities, and resources to support critical operational issue messaging. (indicator 1)

Security Technology and Equipment

- FCPS contracted with Critical Response Group (CRG) to create digital maps for all FCPS school buildings. Digital mapping is now complete for all locations, and copies have been distributed to each school site. The digital maps aim to support emergency response teams, both internal and external to FCPS, by working from the same nomenclature for room numbers, exits, and all other named locations within the schools. This will help provide a well-coordinated response in the event of an emergency. FCPS continues to facilitate cross-departmental coordination between the county police department, fire department, and the school division to better support system compatibility and reunification map updates. (indicator 1)
- Security vestibule installations are being conducted in five phases. (indicator 1)

Security Vestibule Installation by Phase					
	Phase 1	**Phase 2**	**Phase 3**	**Phase 4**	**Phase 5**
Timeline	Completed January 2025	Completed November 2025	Out for bid, set to begin Spring 2026	Funded, design to begin March 2026	Funded, design to begin March 2026
# schools	19	20	21	20	16

- A security camera project that provided internal and external cameras to all middle and high schools was completed in SY 2023-24, a year ahead of schedule. (indicator 1)
    - Currently, 95 elementary schools have finalized external cameras. The remaining elementary schools are in progress or have funds committed for completion.
    - All FCPS schools are equipped with electronic door access (with audio and video intercoms) and intrusion alarm systems.
- OSS has added features for administrative offices to increase security measures. (indicator 1)
    - In 2023, elevator access controls were added to the Gatehouse Administration Center, with additional security enhancements currently under consideration. Elevator security video enhancement at Gatehouse will be completed by June 2026.
    - FCPS began transitioning to higher encryption badges for central office and school-based staff from the Summer of 2024 through the Winter of 2024-25. This upgrade was completed in April 2025.

- OSS maintains the FCPS School Alerts System that notifies each school's crisis management team of situations requiring action or attention. The same system sends out automatic alerts for tornado watches and warnings to affected schools. (indicator 1)

Student Risk Assessment

- FCPS has an evidence-based risk prevention program and process for responding to student threats of harm to self or others or concerning behaviors that could result in harmful, dangerous, or violent situations. A "risk assessment" is a process for identifying students who present concerning behaviors that could result in harmful, dangerous, or violent situations; assessing these behaviors; and managing and mitigating potential safety risks to all individuals involved. Risk assessments are conducted when students express an intent to harm themselves and/or others or demonstrate a pattern of concerning behavior. Each school has a risk assessment team with school staff trained to recognize and report concerning behaviors and explicit or implicit threats. The goal of conducting a risk assessment is to provide assistance to the student being assessed, to support victims or potential victims, and to take appropriate preventive or corrective measures to maintain a safe and secure school environment. Risk assessments are conducted as needed with the goal of immediate mitigation of risk and providing intervention and support that ultimately result in short- and long-term corrective behavior and successful student learning. These procedures outline the specific steps that must be taken by educators when a student poses a safety risk to themselves or others. Regulation 2111: Procedures for Conducting Risk Assessments (last revised March 11, 2024) contains procedures for conducting risk assessments. (indicator 1)
    - Per Virginia Code § 22.1-79.4, FCPS has established a multi-disciplinary Risk Assessment Oversight Committee that oversees the operation of school-based risk assessment teams across the Division. This team meets monthly to identify and solve any challenges or improvements in the risk assessment process.
    - During SY 2024-25, FCPS has continued to convene bi-weekly meetings of the multi-disciplinary Behavioral Threat Assessment and Management (BTAM) Team. The team includes representatives from FCPS Office of Intervention and Prevention Services, the Office of Safety and Security, Division Counsel, and School Counseling Services and the Fairfax County Police Department. BTAM reviews high-risk risk assessment cases and provides guidance to schools regarding appropriate intervention and management strategies.

Offsite & School Sponsored Events

- Risk Management maintains a list of prohibited student activities that pose a risk and should be avoided while students are under the care and supervision of the School Division. (indicator 2)
- FCPS takes a proactive approach to field trip safety, including, but not limited to: (indicator 2)
    - Commercial bus carriers transporting students on field trips have been reviewed by Risk Management for adherence to Virginia Department of Transportation (VDOT) safety measures.
    - Copies of Emergency Care forms for each student are sent with the appointed teacher in charge for each field trip.
    - Each field trip form sent home provides an emergency contact number for the teacher in charge.
    - The recommended ratio is one chaperone to every ten students.
    - For walking field trips, the principal or teacher at a school determines the acceptable distance for their students to walk with the proper number of chaperones for supervision and guidance. Schools can contact OSS to determine route safety.
    - FCPS proactively monitors news, locally and globally, for any safety concerns and works with schools planning trips to impacted areas in case plans need to be adjusted.

- FCPS outlines student safety on field trips through Regulation 5790: Field Trips – Planning, Financing, and Conducting (last revised April 15, 2024) which covers transportation, chaperone supervision, and emergency procedures.(indicator 2)
    - All field trips must be approved by the principal. In addition to the principal, all unusual field trips require review by Risk Management (RM) and are to be submitted at least four weeks prior to the date of the trip. Unusual trips include any trip that presents liability exposure to student safety or to FCPS, overnight or international travel, and any water-related activities.
    - A sufficient number of qualified staff members accompany students on field trips and other off-site events.
    - A comprehensive field trip form process is in place which outlines essential details about the trip, including location, itinerary, emergency procedures, and permission for student participation.
    - Weather monitoring and response processes for field trips are established. These procedures are designed to inform trip organizers of potential weather hazards and facilitate the development of safety plans for inclement weather.
- The Student Activities and Athletics Office has established procedures to safeguard students and staff when participating in off-site, school-sponsored activities: (indicator 2)
    - Support the development of emergency action plans (EAPs) that are specific to the location and event. EAPs are expected to include the identification of an emergency response team and highlight personnel, communication, equipment, transportation, and maps of the location. New coaches are supported with developing EAPs during orientation sessions. EAPs are also developed for events such as graduation ceremonies at EagleBank Arena.
    - Loaner Automated External Defibrillators (AEDs) are provided to athletic teams when traveling to off-campus locations that lack on-site AEDs.
    - In compliance with the rules of play of sports governing bodies, FCPS requires the purchase and use of personal protective athletic equipment that complies with standards established by the National Operating Committee on Standards for Athletic Equipment (NOCSAE). (indicator 1)
    - New personal protective equipment must bear the NOCSAE seal indicating the piece of equipment met the standard at manufacture.
    - Personal protective equipment already in a school's inventory is reconditioned on an annual basis throughout the lifespan of the item so that it still meets applicable standards before being returned to use.
    - Protective equipment that has exceeded its lifespan or fails to meet the applicable standard is discarded from the school's inventory.

Training

- A MyPDE safety and security training, called School Based Safety and Security Orientation, became mandatory for all school based staff in SY 2025-26. The training provides a holistic all-hazards emergency management approach so that all school staff is trained beyond members of the school's crisis management team that typically attend annual tabletop exercises for school-based crisis management teams. Additionally, all School Board members are invited to attend school-based tabletop exercises. (indicator 3)
- All school-based staff and students receive annual safety and security training. FCPS provides staff with access to targeted learning opportunities to build their knowledge and capacity to support students in crisis. (indicator 3)
    - All OSS uniform officers are MANDT trained and recertify annually.
- All classrooms are equipped with a Crisis Management Security Plan, Classroom Guide for Teachers (red book) to effectively prepare and respond to emergencies. Teachers discuss content with students.
- School staff have been provided protocols for addressing opioid overdoses occurring both on school grounds and off. These protocols include clear processes for in the moment actions as well as actions after the overdose to support those staff and students who may have been impacted. (indicator 3)

Reporting Criminal Activity

- Throughout FY 2025, FCPS worked closely with the Virginia State Police to enroll the Division in the FBI Rap Back program beginning July 2025. FCPS is the first school division in the state to participate, and beginning July 1, 2025, all new employees were enrolled as part of the hiring process. HR will follow FCPS' performance management process to address any issues of noncompliance. (indicator 2)
    - As of November 19, 2025 FCPS has enrolled nearly 37,000 employees. HR works with schools and departments to support the enrollment of all employees in Rap Back, which is a condition of employment.
    - All employees are required to complete their consent through required training assigned at the start of their contract year in myPDE.
    - Consent has been included in onboarding for new hires as of July 1, 2025.
- In July 2023, FCPS began the process of re-fingerprinting employees hired prior to 2006 in order to store all employee fingerprints digitally and conduct routine background checks. Further action was taken to capture fingerprints for all current active employees. (indicator 5)
- FCPS runs background checks for all new hires through Virginia State Police, the Federal Bureau of Investigation, and the Department of Social Services. (indicator 5)
- Beginning June 2024, HR began using Verifent to verify new employees' prior experience. This does not replace reference checks for potential hires. (indicator 5)
    - Effective May 2025, TAM incorporated a key question from Verifent in the FCPS reference check forms, "*Is this applicant eligible for rehire?,"* creating greater alignment between the FCPS reference form and applicant eligibility.
    - In FY25, 4,932 Verifent requests were sent to employers for verification.
    - In FY26, starting July 1, 2025 through November 7, 2025, 1,974 Verifent requests were sent to employers for verification.

Safety Curriculum for Students

- All students receive safety and security training regularly through classroom instruction, drills, and a set of safety training videos that are required to be shown to students each year, usually in concert with one of the two required lockdown drills. The videos are grade-level specific and are each five minutes long. Teachers must take safety training incorporating the lockdown videos before showing them to students. Expectations around using these videos are communicated via the Actiongram which also includes additional guidance for supporting students. (indicator 6)
    - A new grade-level appropriate lockdown video was made available in January 2025 for students in grades K-5. The previously existing video will be used for students in grades 6-12.
- FCPS health curriculum includes a variety of topics and lessons related to student safety and well-being. These topics build from elementary to middle to high school. (indicator 6)
    - The Alcohol, Tobacco, and Other Drugs (ATOD) unit was revised in SY 2023-24 and began implementation in fall 2024. The Instructional Services Department collaborated with substance abuse prevention specialists (SAPS) so that current best practices for substance use prevention were embedded throughout the process and that students had a strong no-use message.
    - In accordance with Virginia Code § 22.1-253.13:1, students in grades seven and eight receive one hour of personal safety training that includes situational awareness and social media education as part of health education. Grade nine health education includes research-based instruction on hazing prevention.

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

PUBLIC

- The Division takes active approaches to ensuring there is clear communication with families around safety and security measures. (indicator 1)
    - The Office of Communications collaborates with OSS in compliance with Regulation 7001: Reporting Serious and Unusual Incidents (last revised January 1, 2017; currently under review) to provide clear, timely and accurate incident communication. Systems are in place to facilitate internal notifications of events and that they are communicated to appropriate parties.
    - FCPS informs families about upcoming lockdown drills, and typically notifies families when they are completed. FCPS also provides online guidance for parents/guardians to support students before, during, and after required lockdown drills.
    - In case of school evacuation due to fire, odor, or other emergencies, FCPS has pre-designed communication templates for eNotify, ensuring timely and clear communication with families.
    - FCPS provides clear guidelines for the safety and security protocols of Lockdown, Secure the Building, Shelter in Place, and Stay Put, Stay Tuned, outlining actions to be taken before and after initiating these protocols.
    - The Safe Students, Safe Schools brochure highlights various safety measures in FCPS. The brochure is updated as appropriate.
- FCPS has established a comprehensive communication plan to inform staff, students, and families about FCPS safety procedures, responsive actions, and potential threats. (indicator 1)
    - Crisis training is provided for all school-based administrators in the online learning system, MyPDE.
    - OSS has produced videos to inform students and parents on a variety of safety and security topics including, but not limited to:
        - Know Your Security Terms
        - Lockdown Video Preview for Parents
    - FCPS Office of Communications meets with new principals annually about crisis communications and to talk through actual scenarios and responses.
        - Crisis Response and Communications training is provided to school based administrators.
    - FCPS hosts safety meetings with the Superintendent for parent representatives from each school to bring safety and security concerns to the Superintendent.