

# School Law Enforcement Partnership (SLEP) MOU

---

ALEXANDRIA CITY SCHOOL BOARD (ACPS)  
& ALEXANDRIA POLICE DEPARTMENT (APD)

TERM: JULY 1, 2023 – JUNE 30, 2025



# Preamble

---

School safety is best achieved through collaboration between ACPS & APD.

APD staff are professional law-enforcement partners to ACPS.

Va. Code § 22.1-280.2:3 requires an SRO MOU.

HJR 91 (2020) affirms commitment to diversity & civil rights for all Virginians.

ACPS commits to respect for diversity, dignity, and self-worth; Strategic Plan 2025 centers racial equity.

Shared goal: maintain professional law-enforcement services in support of safe schools.

# Resolution

ACPS and APD resolve to safeguard the safety and security of students and staff.

# Overview

---

Foster mutual respect, collaboration, and understanding to build a positive, safe school environment.



Most student misconduct is best addressed through classroom and in-school strategies.



Students' developmental differences warrant reasonable, consistent, and fair responses.



Prioritize in-school supports before suspension, expulsion, police involvement, or court referral.



Follows DCJS School/Law Enforcement Partnership (SLEP) Guide format.

# 1. Purpose

---



Facilitate effective, timely communication and coordinated efforts between ACPS & APD.



Provide a mutually beneficial framework to achieve shared goals.

## 2. Goals

---

1

Clearly define roles & responsibilities of ACPS and APD.

2

Create & maintain welcoming, safe, and secure school environments.

3

Foster a positive and supportive school climate.

4

Establish metrics to measure partnership effectiveness.

# Goals — How We Work

## Role clarity

- ACPS retains administrative control; APD manages operational employment of officers

## Safe environments

- Prevent/reduce crime & fear; minimize student justice-system involvement

## Positive climate

- Expand law-related education, safety & prevention
- Police interventions are a last resort

## Tiered supports

- Restorative Practices (RP)
- PBIS
- SEL; equity coaching/monitoring by Student Services & Equity

“Official contact” reportable

- Questioning for law-enforcement purposes
- Detainment
- Apprehension/arrest

Incidents tracked/reviewed by school administration and ACPS Safety & Security.

### 3. Evaluation — What's Tracked



# Evaluation — Measurable Objectives



## VDOE DCV Reporting

Count incidents per year;  
differentiate admin  
discipline vs.  
law-enforcement actions



## APD Statistical Reports (quarterly)

ACPS Law Enforcement  
Occurrence Report within  
24 hours  
Analyze demographics &  
outcomes



## School Climate Survey

Review trends annually via  
VCSCS



## Quarterly Performance Reviews

Aug/Nov/Feb/May:  
attendance, calls,  
incidents, education, SRO  
Assessment



## Educational Activities

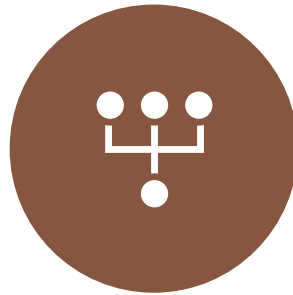
Aim: one approved  
activity/quarter per SRO;  
reported in quarterly  
reviews

# Evaluation — Transparency

---



OTHER RELEVANT DATA MAY  
BE USED.



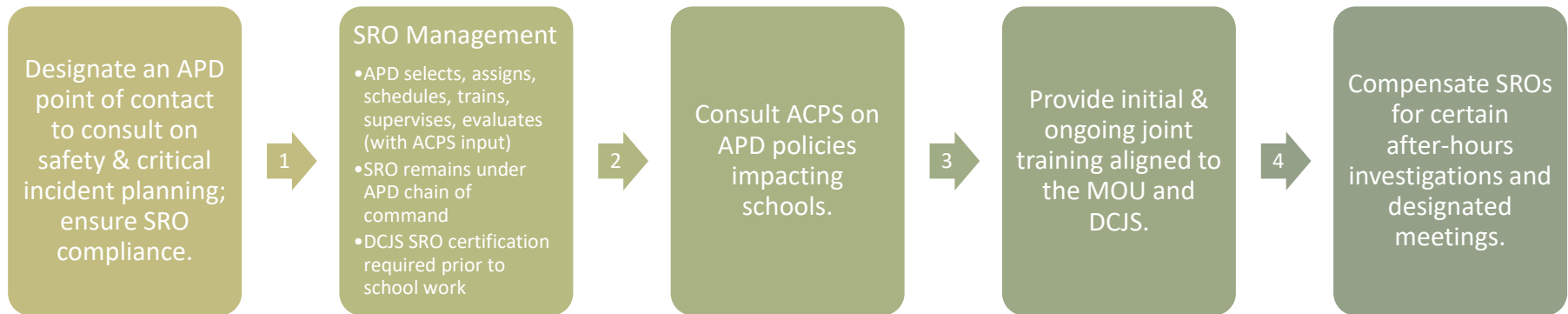
ANNUAL JOINT REVIEW BY  
ACPS SAFETY & SECURITY  
AND APD DESIGNEES.



SUMMARIES SHARED WITH  
SCHOOL BOARD AND PUBLIC  
ON ACPS/APD WEBSITES.

# 4a. APD Responsibilities

---



# 4b. ACPS Responsibilities

---

Designate division-level POC (Director of Safety & Security Services).

Facilitate effective SRO communication with students & staff.

Provide SRO workspace

- Tech access, private interview space, secure storage (as needed)

Discipline is ACPS' role

- SROs involved only in exceptional circumstances per MOU

Train administrators

- Role of SROs; behavioral interventions (e.g., restorative practices)

Compensate officers for working school events/activities.

Behavioral Frameworks

- PBIS (K–8)
- Restorative practices (8–12); notify APD/SRO when mandated reporting applies

## 4c. School Resource Officer (SRO)

- Armed sworn APD officer assigned daily; immediate response to serious violence/crime.
- Supplements unarmed SSOs in campus safety; acts as active security staff member.
- Absent imminent safety threats, SRO acts upon administrator request and as last resort.

## 4d. Principals & Administrators

Exercise	Exercise operational control over SRO work location in collaboration with Safety & Security.
Ensure	Ensure enforcement of Student Code of Conduct and safe environment (per 8VAC 20-131-210/260).
Develop	Develop school-specific procedures with SROs (approved, written, on request).
Route	Route concerns/complaints about SROs to school admin & Safety & Security for coordination with APD.

# 4e. School Security Officers (SSOs)

---

Unarmed ACPS employees/contractors; extension of school admin focused on order & safety.

Assist with Code of Conduct and assigned security duties (screening, patrols, CCTV, emergencies).

Report to Security Services Supervisor; DCJS certification within 60 days; authority limited to duty at ACPS sites.

- School staff handle discipline; SROs do not enforce school rules.
- Use effective, developmentally appropriate, fair interventions; consider alternatives.
- Actions taken fairly without regard to protected characteristics.
- Ensure appropriate supports for children with disabilities.

## 5a. Discipline vs. Crime



## 5b. Information Sharing

FERPA governs student records; access/disclosure only as authorized.

Share relevant non-routine info (as permitted) to accommodate disabilities.

Consent required for SRO to access education records (except as allowed).

Health & Safety Emergency Exception permits necessary disclosures.

Law-enforcement records are not student records; APD may limit sharing to protect prosecutions.

## 5c. Investigation & Questioning

- SROs may question students about criminal activity; exigent circumstances allow immediate action.
- Otherwise, notify principal; verify parent/guardian contact before questioning.
- If parent requests presence or off-site interview, accommodate, with limited exceptions.
- Conduct privately with an administrator present; limit intrusion into instruction.
- Advise students in age-appropriate manner of rights (silence, leave, stop, request parent/attorney).
- SROs lead criminal investigations; do not question for code-only violations.

## School Admin

- Search based on reasonable suspicion; reasonable in scope

## SRO/LEO

- Search based on probable cause; obtain warrant when required/feasible; reasonable in scope; outside presence of students/staff except admins

SROs do not direct administrative searches or use admins as agents; may secure contraband/weapons found by staff.

# 5d. Searches

# 5e–f. Arrests & Physical Intervention

---

Prefer arrests outside school hours; coordinate with admin if during school; notify parents.

SROs should not restrain students unless imminent danger of serious harm.

Report/document any restraint promptly to principal & APD supervisor; use Appendix 2 form.

SROs review ACPS seclusion/restraint guidelines; follow APD policy & state law.

Reasonable efforts to inform parents the same day.

## 5g. Shared Technology

Use emergency notification platforms to alert stakeholders, including APD, during emergencies.

SRO Supervisor receives/dispatches responses to threats/anonymous life-safety reports.

ACPS included in APD tech discussions impacting schools (e.g., body-worn cameras).

## 6. Statutory Responsibilities — Crime Reporting

---

Per §22.1-279.3:1, APD notifies division/principal of qualifying student offenses & release status.

---

Principals report certain criminal activity to APD per policy CLA; many misdemeanors no longer mandatory.

---

Encourage graduated sanctions/education before juvenile charges; notify parents of reported incidents.

# 6. Statutory Responsibilities — Threat & Safety

---



## Threat Assessments

Per §22.1-79.4 and DCJS guidance;  
SROs may serve on Safety teams; APD  
streamlines criminal history sharing as  
needed



## School Safety Audits

Annual DCJS-managed audits; SROs  
collaborate on walkthroughs (no  
students present), crisis planning, and  
admin advisories

# 7. Approval & Review

---

Review at least bi-annually; amend as needed.

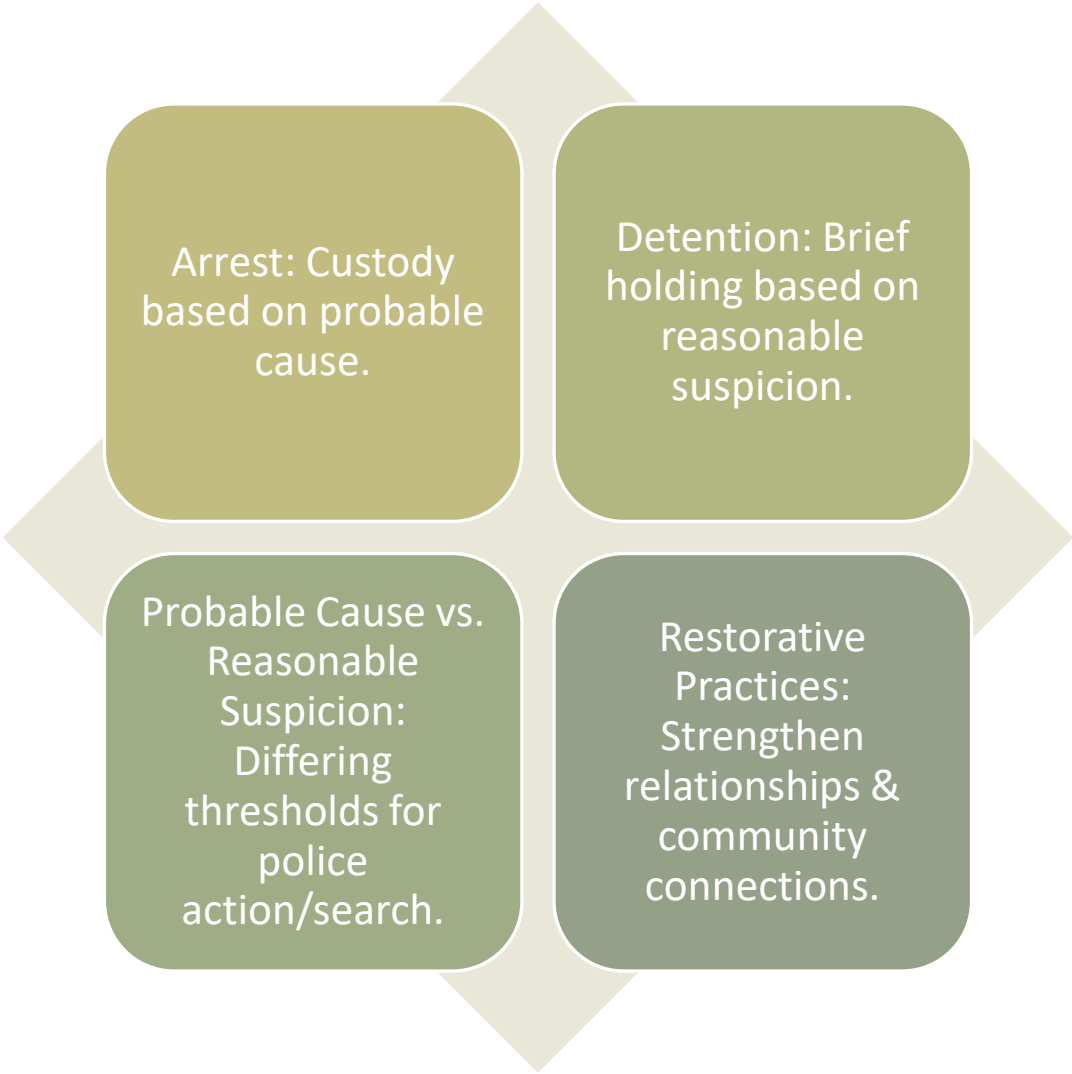
Quarterly performance reviews by ACPS/APD designees support implementation.

Remains in force until rescinded by either party with 45-day notice via email or written notification.

Executed by APD Chief of Police and ACPS Superintendent on behalf of School Board.



# Glossary — Selected Terms



Arrest: Custody  
based on probable  
cause.

Detention: Brief  
holding based on  
reasonable  
suspicion.

Probable Cause vs.  
Reasonable  
Suspicion:  
Differing  
thresholds for  
police  
action/search.

Restorative  
Practices:  
Strengthen  
relationships &  
community  
connections.

## Work Standards

- Uniform & marked vehicle (unless authorized)
- Long arms only in emergencies
- Body cameras only for LE purposes; protect juvenile info
- Narcan only by trained SROs

## Functions

- Law enforcement officer (primary)
- Law-related educator (as resources permit)
- Informal mentor/role model

# Appendix 1 — SRO Roles (Summary)