

## Job Description

**Job Title:** Director of School Safety

**Supervisor:** Executive Director of Crisis Planning,  
Prevention & Response

**Position Code:**

**Pay Grade:** 50

**Job Classification:** Exempt

**Contract Length:** 245 Days

### Job Summary

Position is responsible for directing and managing all school division operations related to safety and security.

### Essential Duties

1. Develops, implements and oversees an effective school division safety plan to include preparation, prevention, response and recovery.
2. Ensures compliance with all local, state and federal laws related to school safety.
3. Responds to school division emergencies and works in direct partnership with Newport News Police, Fire and the city emergency management team.
4. Develops and maintains relationships with City of Newport News Police & Fire and other jurisdiction crisis teams to assist in the implementation of crisis and emergency response plans.
5. Designs and directs the training and advocacy of division-wide safety and security to all school division personnel, parents, and community groups.
6. Collaborates on the evaluation and effectiveness of division safety and emergency management plans and policies and makes recommendations to division leadership, Superintendent and School board.
7. Works closely with other NNPS departments, schools and locations to coordinate the assignment of all security personnel and installation and maintenance of safety equipment to include cameras, metal detectors etc.
8. Prepares and manages the security department's annual budget to include cost and productivity analyses.
9. Attends meetings, conferences and workshops related to school safety to stay abreast of updates and new information.
10. Prepares and presents oral reports, presentations and training to individual school personnel and community groups relative to school safety.
11. Keeps the division leadership, Superintendent and School Board abreast on district-wide matters related to safety and security.
12. Acts as a critical component of investigations and after action reviews, as directed by division leadership, Superintendent or the School Board.
13. Serves as the division liaison to the Virginia Department of Criminal Justice Services. Certifies the division's compliance with all VDCJS audits, surveys, and mandates.
14. Serves on committees, task forces and special projects as needed and assigned.
15. Perform related work, as required.

(These are intended only as illustrations of the various types of work performed. The omission of specific duties does not exclude them from the position if the work is similar, related, or a logical assignment to the position.)

### Other Duties

1. Performs any other related duties as assigned by the Chief of Staff or other appropriate administrators.

### Job Specifications

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill and/or ability required. Reasonable accommodation may be made to enable individuals with disabilities, who are otherwise qualified, to perform the essential functions.

### Minimum Qualifications (Knowledge, Skills and/or Abilities Required)

Bachelor's degree and a minimum of 10 years of training or any equivalent combination of education and experience. Preferred background in military, law enforcement, emergency management and/or administrative-

level experience in school safety. Considerable knowledge of the principles and practices of school safety. Must have a thorough knowledge of the school division's strategic plan, procedures, and organization; ability to demonstrate, deliver and articulate oral presentations and written communication; ability to demonstrate excellent oral and written communication skills; ability to establish and maintain effective working relationships with school officials, administrators, community partners and the public.

**Working Conditions & Physical Requirements**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodation may be made to enable individuals with disabilities to perform essential functions. Must have the ability to sit and stand; exhibit manual dexterity to dial a telephone, to enter data into a computer; hear and understand speech at normal levels; speak in audible tones so that others may understand clearly; physical agility to lift up to 25 pounds; to bend, to stoop, to sit on the floor, to climb stairs, to walk and to reach overhead.

**Work Environment**

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. Duties are normally performed in an office or school environment. The noise level in the work environment is usually moderate to loud.

**Supervision Exercised:** Security Staff

**Supervision Received:** Executive Director of Crisis Planning, Prevention & Response

*This job description in no way states or implies that these are the only duties to be performed by this employee. The Director of School Safety will be required to follow any other instructions and to perform any other related duties as assigned by the Executive Director of Crisis Planning, Prevention & Response or appropriate administrator. Newport News Public Schools reserves the right to update, revise or change this job description and related duties at any time.*

**Approvals**

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Supervisor

Date

**I acknowledge that I have received and read this job description.**

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Employee Name (Print)

Signature

Date

7/2024 LS (updated)