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Chief of Safety and Security

25000018

Posting Date : May 2, 2025

Primary Location : Central-42 West Madison Street (Safety & Security)

CPS Non-Union Job Grade: S13

Position Type: Non-Union Position

Overtime Status: Exempt

Final salary offers are dependent upon candidate qualifications.

JOB DESCRIPTION

Chicago Public Schools (CPS) is a district on the rise, serving over 320,000 students in 500+ schools and employing over 44,000 people, most of them teachers. CPS has set ambitious goals to ensure that every student, in every school and every neighborhood, has access to a world-class learning experience that prepares each for success in college career, and civic life. In order to fulfill this mission, we make three commitments to our students, their families, and all Chicagoans: academic progress, financial stability, and integrity. Six core values are embedded within these commitments – student-centered, whole child, equity, academic excellence, community partnership, and continuous learning.

Safety is among the top priorities at Chicago Public Schools, and the Office of Safety and Security has implemented a comprehensive system that includes trained staff, protocols, programs, and policies to keep students and staff safe before, during, and after school.

Job Summary:

Reporting to the Chief Operating Officer, the Chief of Safety and Security is responsible for developing and leading the district-wide strategy to promote the physical safety, security, and emergency preparedness of Chicago Public Schools (CPS). This high-impact, executive-level opportunity is responsible for ensuring the safety and well-being of more than 320,000 students and 40,000 staff across 600+ CPS schools and facilities. In this senior leadership role, the Chief of Safety and Security will oversee internal and external safety staff, implement best-in-class operational safety practices, and strengthen community-centered strategies that ensure CPS students and staff thrive in safe and welcoming environments.

The Chief of Safety and Security will lead a comprehensive portfolio, integrating school-based safety, facilities security, emergency response, behavioral threat assessment, and interagency coordination. This includes oversight of security officers, contracted vendors, surveillance systems, crossing guards, crisis response teams, and emergency drills. The Chief will also drive continuous improvement to innovate practices, enhance compliance, and build stakeholder trust. This is a full-time, exempt position that will be paid for time worked on a salary basis.

The Chief of Safety and Security will be held accountable for the following responsibilities:

- Lead the development, implementation, and evaluation of a district-wide safety and security strategy aligned to CPS' values of equity, care, and academic excellence.
- Oversee daily operations of CPS security programs, including direct management of district security staff, external vendor contracts, access control, surveillance, and safety technologies.
- Supervise, develop, and manage the performance of school-based and central safety teams, contracted partners, and emergency response units to ensure proactive and responsive coverage.

- Coordinate district-wide emergency preparedness efforts including drills, school crisis plans, incident response protocols, and emergency management planning in partnership with the Office of Emergency Management and Communications (OEMC), CPD, and other public safety agencies.
- Serve as CPS' lead incident commander during critical security and emergency events, including coordination with citywide departments and communication with executive leadership.
- Promote trauma-informed and restorative safety approaches, ensuring strategies uphold student dignity and foster positive school climates.
- Design and implement data-informed performance monitoring systems to track incidents, identify safety trends, and guide operational decision-making.
- Strengthen transparency and public trust by developing safety reports, presenting to stakeholders, and engaging families and community partners.
- Support capital and facility projects by integrating safety design principles and facility security reviews.
- Stay abreast of national school safety trends, legislative changes, and evolving threats to ensure CPS practices are modern, comprehensive, and equitable.
- Other duties as assigned.

In order to be successful and achieve the above responsibilities, the Chief of Safety and Security must possess the following qualifications:

Education Required:

- Bachelor's degree from an accredited college or university required.
- Master's degree in Criminal Justice, Public Administration, Emergency Management, Education Leadership, or related discipline strongly preferred.

Experience Required:

- Minimum of ten (10) years of progressive experience in public safety, law enforcement, school safety, or emergency management.
- Minimum of five (5) years in a senior leadership role overseeing safety operations in a complex, urban environment.
- Demonstrated success managing large, cross-functional teams, high-value contracts, and emergency preparedness systems.

Knowledge, Skills, and Abilities:

- Tactical expertise and visionary leadership to evolve how safety is delivered across Chicago Public Schools.
- Strong familiarity with urban school systems, restorative justice practices, behavioral threat assessment, and community-based safety models.
- Strategic leadership and vision-setting for large-scale safety and security initiatives.
- Operational management of multi-site and multi-modal safety systems.
- Deep understanding of school safety policy, emergency operations planning, and interagency coordination.
- Proficiency in incident data systems, reporting protocols, and trend analysis.
- Skilled in staff development, team leadership, and performance accountability.
- Strong interpersonal and crisis communication skills; ability to represent CPS safety vision publicly and build trust with diverse stakeholders.
- Ability to lead under pressure and make sound decisions in critical situations.
- Commitment to student-centered, trauma-informed, and equity-driven leadership.

Conditions of Employment

As a condition of employment with the Chicago Public Schools (CPS), employees are required to:

- **Establish/Maintain Chicago Residency** - Employees are required to live within the geographic boundaries of the City of Chicago within six months of their CPS hire date and maintain residency throughout their employment with the district. The Chicago residency requirement does not apply to temporary/part-time positions, however, all CPS employees must be residents of Illinois.

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