



SACRAMENTO CITY UNIFIED SCHOOL DISTRICT BOARD OF EDUCATION

Agenda Item 8.3

Meeting Date: August 15, 2019

Subject: Approve Plan to Reimagine School Safety

- Information Item Only
- Approval on Consent Agenda
- Conference (for discussion only)
- Conference/First Reading (Action Anticipated: _____)
- Conference/Action
- Action
- Public Hearing

Division: Board Office

Recommendation: Approve Plan to Reimagine School Safety.

Background/Rationale: The Sacramento City Unified School District (SCUSD) Board of Education directed staff to bring forward an alternative district safety plan for the 2019-20 school year that focuses on improving school climate, divesting in school site School Resources Officers (SROs), and ensuring SCUSD students feel welcomed and safe in District schools.

The proposed plan that staff will present includes the following components:

- Training for existing staff, included, but not limited to, implicit bias and restorative practices that focus on building a stronger positive school climate and developing stronger supports for students by caring District and site staff;
- Identifying and seeking increased funding for mental health support to students;
- Focusing on the role of site administrators as the primary contact on discipline matters;
- Eliminating school-based assignments for SROs;
- Centralized data monitoring where non-school site SRO assistance is requested and provided;
- Building more robust processes and procedures pertaining to Comprehensive School Safety Plans, emergency drills, and related policies and protocols through the development of a broad workgroup; and
- Engaging students and families in the planning and monitoring of school safety investments.

Financial Considerations: \$1,400,000 to include trainings, included, but not limited to, implicit bias and restorative practices for various key staff, and the hiring of one Director of School Safety, a centralized Police Sergeant, and up to three non-school site SROs

dedicated to respond to safety issues as needed for more than 70 school sites, 40,000 students, and 4,000 staff.

LCAP Goal(s): Operational Excellence; Safe, Emotionally Healthy and Engaged Students

Documents Attached:

1. Executive Summary

Estimated Time of Presentation: 10 minutes

Submitted by: Lisa Allen, Deputy Superintendent
Nathaniel Browning, Policy and Governance
Manager

Approved by: Jorge A. Aguilar, Superintendent

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I. Overview/History of Department or Program

The Sacramento City Unified School District (SCUSD) Board of Education directed staff to bring forward an alternative district safety plan for the 2019-20 school year that focused on improving school climate, divesting in site-based School Resources Officers (SROs), and ensuring SCUSD students feel welcomed and safe in District schools.

For more than 9 years, SCUSD has had a partnership with the City of Sacramento Police Department to help assist and address issues such as gang-related violence, community violence, drugs, vandalism, assaults, threats on and surrounding campuses, and potential active shooter scenarios. Most recently, that partnership resulted in eight SROs and one Sergeant. The District also previously had a Director of School Safety.

There has been a growing concern within the surrounding community over the past few years that SROs stationed at school sites have been utilized to address general student discipline and school climate concerns; resulting in disproportionality.

It is important to acknowledge community concerns regarding on-campus police presence within the District. Many students may have experienced a heightened sense of concern over the constant presence of a police officer on campus either due to personal experience or stemming from recent reports of alleged police brutality. Conversely, District SROs have played a critical role in ensuring school safety. Any reimagining of school safety must, at its core, prevent, protect, mitigate and respond to any potential and real threats to students, their families, and staff in a time where active shooter situations seem increasingly commonplace.

II. Driving Governance

Every Student Succeeds Act (ESSA) requires that states include data about school climate, bullying, and harassment their annual state report card.

California Education Code sections 32280–89 outlines compliance with requirements including the development, revision, and updating of comprehensive school safety plans through a collaborative process and that plans be approved annually by the Local Educational Agency (LEA) by March 1. School site councils or designated safety committees must work with educators, classified staff, parents, and community leaders; they must consult with law enforcement to ensure these plans are effective and current.

District Board Policy (BP) and Administrative Regulation (AR) 0450—Comprehensive Safety Plan outlines the compliance elements of the California Education Code sections noted above.

III. Budget

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\$1,400,000 to include trainings, included, but not limited to, implicit bias and restorative practices for various key staff, and the hiring of one Director of School Safety, a centralized Police Sergeant, and up to three non-school site SROs dedicated to respond to safety issues as needed for more than 70 school sites, 40,000 students, and 4,000 staff.

IV. Goals, Objectives and Measures

Goals of the 2019-20 District safety plan include:

- Training for existing staff, included, but not limited to, implicit bias and restorative practices that focus on building a stronger positive school climate and developing stronger supports for students by caring District and site staff;
- Identifying and seeking increased funding for mental health support to students;
- Focusing on the role of site administrators as the primary contact on discipline matters;
- Eliminating school-based assignments for SROs;
- Centralized data monitoring where non-school site SRO assistance is requested and provided;
- Building more robust processes and procedures pertaining to Comprehensive School Safety Plans, emergency drills, and related policies and protocols through the development of a broad workgroup; and
- Engaging students and families in the planning and monitoring of school safety investments.

The objective is to increase positive school climate; reduce student interaction with law enforcement, and increase overall school safety through training, planning, and practice.

V. Major Initiatives

Major initiatives include:

- Implicit bias, restorative practices, and other related trainings to further build a stronger positive school climate and culture.
- Increase the number of caring adults on campuses, through community and other strategic partnerships, as identified by students through the School Climate Survey.
- Further define the role of non-school site based SROs on campus.
- Develop and regularly convene a workgroup to fine-tune District safety policies, practices, and planning as outlined by *Presidential Policy Directive (PPD) 8*, and utilizing Federal Emergency Management Agency's (FEMA) publication entitled, *Guide for Developing High-Quality School Emergency Operations Plans*. The PPD 8 is a document released by the White House that specifically focuses on emergency preparedness planning for public organizations and schools.

All of this work is to maintain an ever-safe school environment.

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VI. Results

Results will be measured by:

- Evaluation forms collected from staff after trainings provided.
- Data gathered from SROs that outline service calls.
- Data collected by principals that illustrate how SROs are being utilized at sites.
- Student perceptions as measured by the school climate survey.
- The development of a standardized Comprehensive School Safety Plan template.

VII. Lessons Learned/Next Steps:

- 1) Post for a Director of School Safety.
- 2) Bring forward a modified SRO contract for up to three non-school site-based SROs and a Centralized Police Sergeant to the September 5, 2019 Board Meeting for approval on the Consent Agenda.
- 3) Finalize new policy revisions, in consultation with key community partners, that further outline site administrator responsibilities and guidance on when to call non-school site-based SROs to their site.
- 4) Secure additional funding and supports for student mental health needs.
- 5) Provide ongoing trainings on, including, but not limited to, implicit bias, restorative practices, and other topics for Office Managers, Campus Monitors, Security Officers, Ombudspersons, Principals, Assistant Principals, and other employees.
- 6) Create a working team to develop a robust comprehensive school safety plan template for increased uniformity and understanding by all levels of District employees as well as emergency responders.
- 7) Outline safety measures necessary for Fall sporting and extracurricular events.
- 8) Come back to the Board with an update in February 2020, including recommendations to improve the efficacy of the reimagined school safety plan.