

**Chicago Public Schools
School Safety Update
CPD School Resource Officers (SROs)**

**Presentation To Board of Education
August 2019**



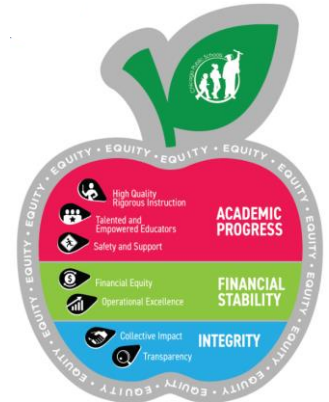
Agenda

- **CPS School Safety Paradigm Shift and Strategies**
- **Summary of Role of CPS Security Officers**
- **Summary of Role of School Resource Officers (SRO)**
- **Process and Feedback for SRO Plan**
- **Recommendation – IGA/MOU**
- **Implementation of SRO Plan**



Paradigm Shift in school safety at CPS from “enforcement only” to a restorative approach

- Support “Academic Progress” (5 year goals) by building a culture where all adults work together to ensure the physical and emotional safety of our children
- Use progressive discipline reform and interventions to keep children inside of school and inside of the classroom
- Understand that supporting our children means looking at safety 24 X 7, both in and outside of schools



SY18 vs. SY13	Reductions seen across General CPS Student Population	Reductions seen across African-American Males
Reductions in Total # Misconducts	(29%)	(50%)
Reductions in Out of School Suspensions	(77%)	(77%)
Reductions in Expulsions	(83%)	(77%)
Reductions in CPD Notifications	(46%)	(43%)

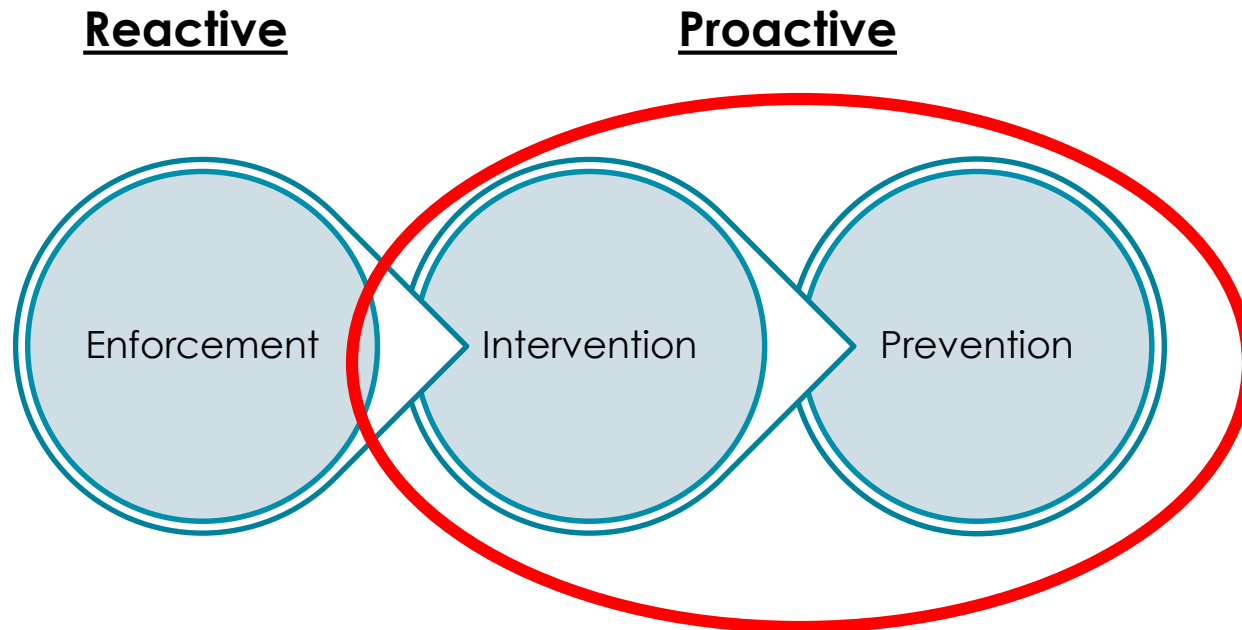
Key CPS Safety and Security Strategies

Safety Culture	Student Support	Policies and Systems
<ul style="list-style-type: none">• Rethink the role of Security Officers• Refocus the role of CPD School Resource Officers (SROs)	<ul style="list-style-type: none">• Safe Passage• Mentoring• Jobs• Interventions	<ul style="list-style-type: none">• Eliminate the School-to - Prison Pipeline• Anti-Bullying Strategies• Safe Schools Certification



CPS Security Officers: Rethinking their Role

- Security officers are the primary first responders in day to day situations at schools.
- Security officer cultural transformation is based on the feedback from CPS students.



CPS Security Officers: Improving Standards and Performance

- Beginning September 2019 – All newly hired security officers will be sourced from a centralized eligibility hiring pool
- All newly hired security officers must go through the training curriculum prior to working in a school:
 - **Safety Care:**
 - Safe, respectful intervention strategies
 - Understanding of behavioral challenges and trauma-informed care
 - **Technical Security:**
 - Relationship building
 - Student Code of Conduct overview
 - Entry screening, audits and emergency preparedness
 - **LGBTQ Policies:** “Out for Safe Schools”
 - **Implicit Racial Bias**
 - **Sexual harassment:** Misconduct and abuse prevention reporting and response



CPD SROs in Schools: Refocus their Roles

- CPS Security Officers serve as the primary first point of contact in most cases
- Schools should only involve CPD SROs in two situations:

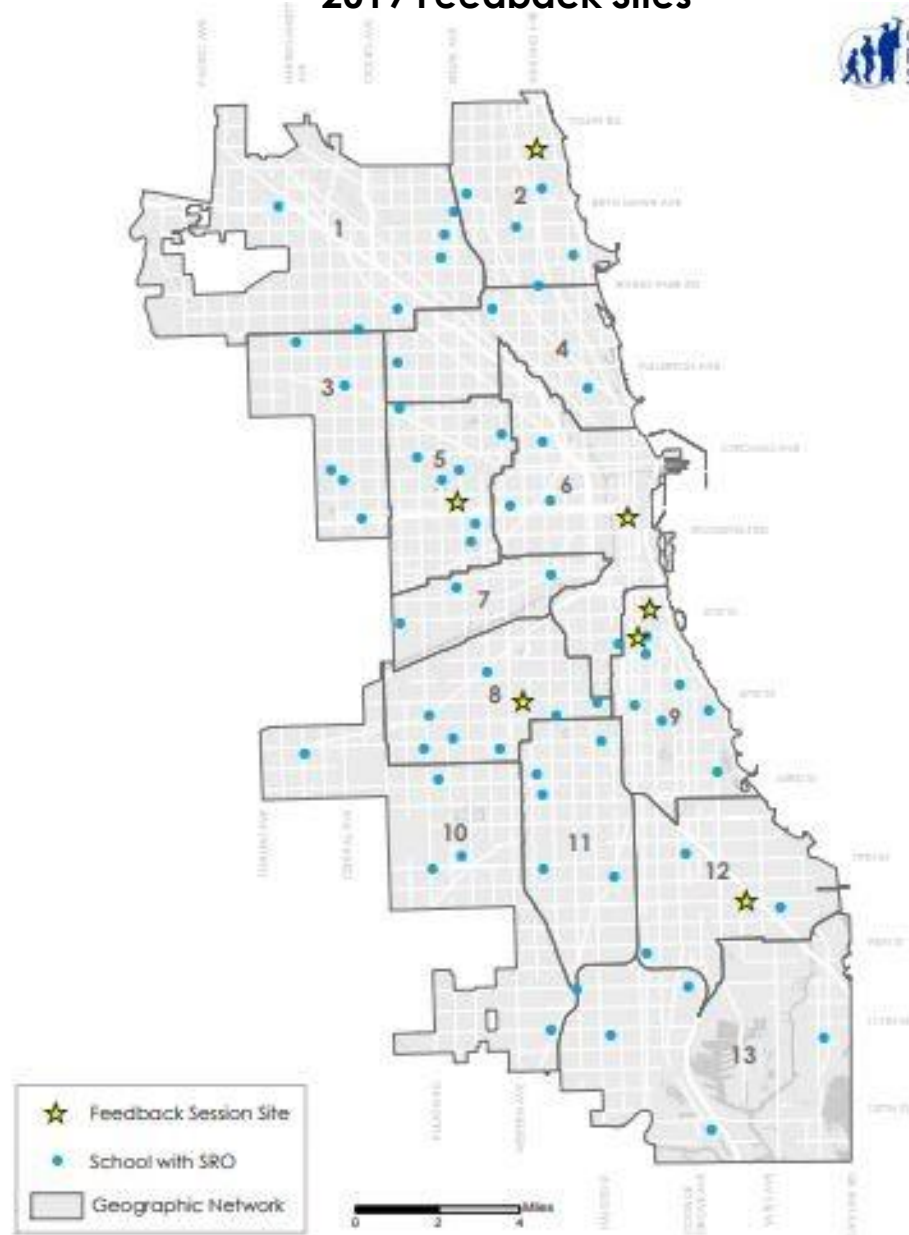
When a crime has been committed	<ul style="list-style-type: none">- Schools should not involve CPD in mere disciplinary matters- CPS Student Code of Conduct is very specific on the types of situations where CPD should be involved
When there is a serious, imminent safety threat	<ul style="list-style-type: none">- Schools with SROs have the benefit of on-the-spot support in the event of a serious safety threat- On average, CPS receives 2-5 serious threats (e.g. verbal or social media threats) each week



Feedback Collected at Recent Spring 2019 Input Sessions

- **Feedback collected:**
 - Selection Criteria
 - Training
 - Roles and Responsibilities
 - MOU terms
- **15 Group Sessions held at sites across the city**
 - Local School Council and CAC members
 - Principals
 - Students
 - Staff
 - Advocate Groups
 - General Public

2018-19 CPS Schools w/ SROs with Spring 2019 Feedback Sites



Highlights of Feedback Collected from Input sessions

SRO Selection Criteria:

- Desire to work with youth and support their success
- Considers disciplinary history
- Experience in working with youth
- Treats students with respect

Roles and Responsibilities:

- Intervene when there is a serious safety issue or criminal issue
- Build relationships
- Serve as protector
- Be a part of the team

SRO Training:

- Youth development
- Relationship building
- De-escalation
- Knowledge of CPS policies
- Implicit racial bias
- Restorative justice

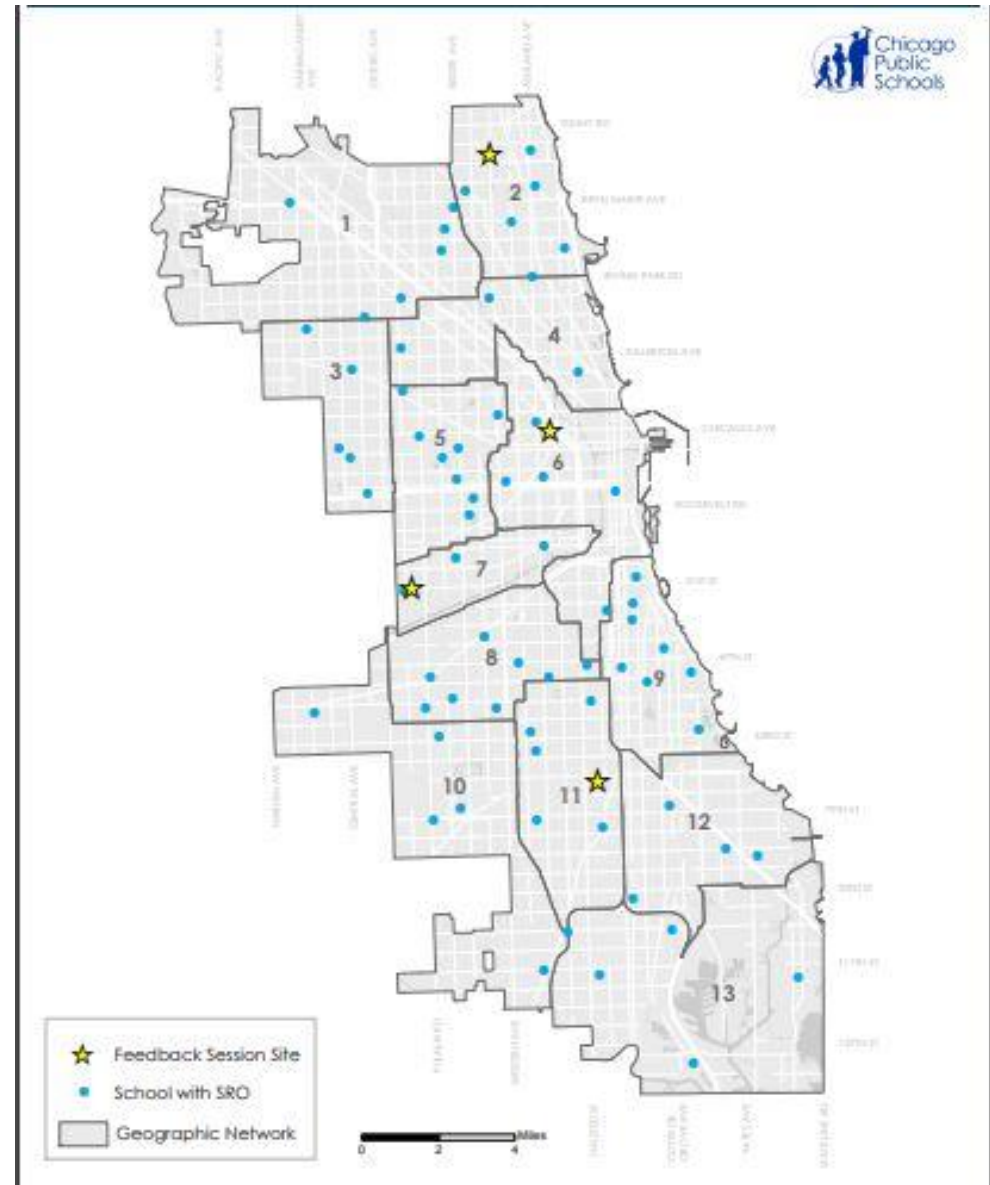
MOU – define expectations re:

- Roles and responsibilities
- Supervision and accountability
- Mandatory training
- Selection criteria



Additional Feedback from the summer, July 2019 - 4 more sessions.

- **Feedback collected:**
 - Share the feedback we heard from the spring meetings
 - Confirm that we got it right
- **4 Group Sessions that were held at sites across the city**
 - General Public



Recommendation: IGA/MOU

- The CPD Consent Decree has been the catalyst to drive clarity and improvement
- Key Highlights:

Subject Area	New MOU
Selection Criteria	<ul style="list-style-type: none"> - While not required by Consent Decree, CPD will designate one point of contact who will oversee SROs to ensure consistency - CPS Principals will play a role in selecting SROS - Specific selection criteria <ul style="list-style-type: none"> - Enthusiastic interest in working with youth - Suitability based on background working with youth - Performance history with CPD
Training	<ul style="list-style-type: none"> - Training topics will be defined by considering community input – some examples: <ul style="list-style-type: none"> - CPS protocols and CPS Student Code of Conduct - Youth development - CIT Training, including CIT for Youth - Conflict resolution and de-escalation - Implicit racial bias - Response to student groups including ODLSS, LGBTQ, homeless, students with limited English proficiency
Roles and Responsibilities	<ul style="list-style-type: none"> - Specific roles and responsibilities consistent with CPS policy – (1) When a crime has been committed, and (2) When there is an imminent safety threat - Complaint process for schools and school community



Implementation of SRO Plan

- Deliver training to SROs and parallel training to CPS Administrators
- Over the summer, CPS held informational webinars with Administration of those high schools that have SROs to confirm the school community's desire to maintain SRO presence
- During August 2019, Principals and LSCs at schools with SROs were asked to vote to confirm their current preference: to maintain or remove SRO presence
- At this time, all current SRO schools have opted to maintain SRO presence
 - Principals will be engaging with CPD in selection/confirmation of SROs
- Continue to engage with community-based organizations to hear and work through concerns

Conversations will continue as we return to school and ongoing



Thank you!

Questions

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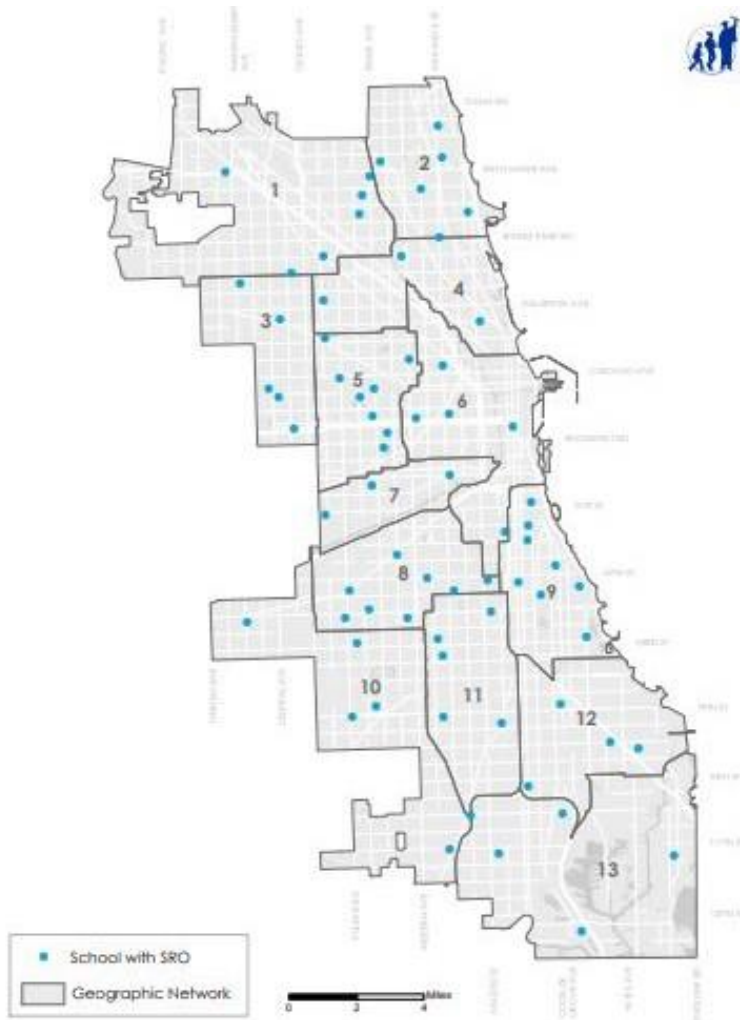
Appendix

- Status of SROs in Schools
- Ongoing Feedback from the Past 4-6 Years
- Alternative strategies to School Resource Officers



Local School Councils (LSCs) and School Administration have the authority to opt out of SROs

2018-19 CPS Schools w/ SROs



- 2009 – All CPS District High Schools had at least 2 SROs
- 2019 – 72 out of 93 CPS High Schools across the city have 2 SROs
- School communities can opt to remove their SROs and allow CPD to redirect officers back into the community if they choose not to have an SRO
- School works with the LSC to make that decision



Ongoing Feedback and Conversations with Key Stakeholders for the past 4-6 years



CPS' Safety & Security team works with external partners to get feedback to inform safety strategies. Through these sessions, CPS has learned:

- Most **students did not want to remove SROs** from their schools, however, students agreed that **SROs should improve how they interact** with students by building relationships
- Overall, while **parents may have mixed feelings** about CPD in schools, they believed that if schools wish to have them, there **must be improved training and clarity of roles**
- **Schools that have SROs are inclined to keep them**, but all agree that **additional training and clarity of roles is critical**



SROs as a Safety Strategy and Potential

Alternatives

- Overall, schools with SROs indicate that they provide an increased perception of safety among students and staff
- CPS Office of Safety and Security will consult with School Administrations and Local School Councils to support them in reviewing the decision to have SROs

Reason for Maintaining SROs	Potential Alternatives
SROs build relationships with students, which serves to promote a positive, safer environment	<ul style="list-style-type: none"> - Schools have many adults in the building who have built relationships. By implementing a “Student Guide” program, schools can ensure that every student has at least one trusted adult that they can report concerns to. - Schools can maintain CPD officers who are assigned to their schools to sustain the important relationships by having them schedule regular visits
Students and staff feel that the presence of SROs can serve as a deterrent for very unsafe behaviors	<ul style="list-style-type: none"> - Schools can have ongoing conversations with students and staff about school climate and through specific SEL strategies, create action plans to help build and stabilize safe climates
Serves as immediate first responder to active shooter threats/incidents	<ul style="list-style-type: none"> - There are many preventative strategies to ensure that schools are able to mitigate this type of threat/incident - In addition, through more rigorous emergency drills, schools can realize that the CPD response to an active shooter is actually the primary response to such situations