

# Office of Student Protections & Title IX

History, Mission, and Recent  
Updates

January 26, 2022



# Protecting Chicago's Children

In 2018, Chicago Public Schools hired former federal prosecutor Margaret Hickey to review the District's handling of sexual misconduct in schools and make policy recommendations. This led to the Office of Student Protections and Title IX being established to protect Chicago's students and coordinate our District's response to sexual misconduct and a failure to report misconduct, as well as providing students with the supports they need to heal.



# Expanding Our Work

OSP's scope of work has expanded to include investigating and supporting students impacted by reported acts of physical and verbal abuse, corporal punishment, as well as reports of discrimination and harassment based on their actual or perceived membership in over 30 protected categories, gender equity issues, and other forms of alleged misconduct by adults against students.



# Our Structure

OSP works with schools to investigate incidents, and coordinate supportive measures, including providing connections to counseling and advocacy and long-term remedies as needed. Additionally, OSP conducts regular training on how to recognize, prevent and appropriately respond to incidents of Title IX and sexual misconduct.

## Coordination

Responsible for coordinating the district's response to all reports of sexual misconduct affecting students, including reports of home based abuse, to ensure that every incident reported to OSP is fully addressed and resolved.

## Investigations

Responsible for leading investigations for the most serious or complex reports of discrimination, harassment, student to student sexual misconduct, non-sexual abuse by staff impacting students and any employee misconduct related to those investigations.

## Compliance and Training

Responsible for developing, implementing, and monitoring effective training, compliance, and prevention programs and address the management of related data.

# Making a Report to OSP

Anyone can contact the Office of Student Protections and Title IX, including any member of a school's community or any member of the public.

This includes:

- Parents or guardians
- Students
- Staff
- Vendors or volunteers
- Community members



# Response to Marine Leadership Academy

OSP partnered with central office departments as well as community organizations to provide a strategic support plan of action targeting harm, restoring trust, and ensuring accountability.



# Centering Our Students

- Students directly impacted were immediately provided individualized support plans
- OSP, OSEL, the Network Chief and staff, and the Chief of Schools created and implemented a plan of action, including; providing an opportunity for disclosures and creating a restorative space for students to process in talking circles
- A special phone line and email address at OSP was initiated allowing OSP to respond to MLA concerns in real time



# Supporting the MLA Community

## Ongoing Support

- OSP collaborated with OSEL to arrange community partner support for the school's Behavioral Health Team and to provide ongoing clinical support
- OSP met with the MLA school counseling team to review protocols and procedures for student mental health and sexual misconduct crises

## Parent Support

- OSP arranged for the Chicago Children's Advocacy Center to visit the school and host a parent session



# Training Staff at MLA

- Specialized in-person ***Protecting Chicago's Children training*** was conducted by OSP at MLA during Professional Development week prior to the beginning of this school year.
- OSP and OSHW enrolled MLA School Counselors in a district level ***teen Mental Health First Aid Instructor Training***.
- OSP and OSEL are organizing a staff wide ***Youth Mental Health First Aid Training***.
- MLA is participating in the ***OSP Prevention Pilot*** which provides comprehensive prevention education to staff, students and parents to assist them with recognizing the signs of unhealthy relationships; ultimately resulting in fewer sexual misconduct and Title IX incidents and cases over time. The YWCA is partnering with OSP to provide this service.

# Responding to Future Reports

## Internal Collaboration

- **OSP and OIG** are meeting frequently to review high level case, and situations where multiple reports may be occurring at the same school as well as discuss targeted student support and relevant school resources.
- **OSP Data Team** is tracking new and historical OIG and OSP reports to capture over and under indexing at schools. The data will be used to immediately target supports.

## Legislation

- Partnering with state representatives to introduce new legislation to protect students.

# Responding to Future Reports

## External Collaboration

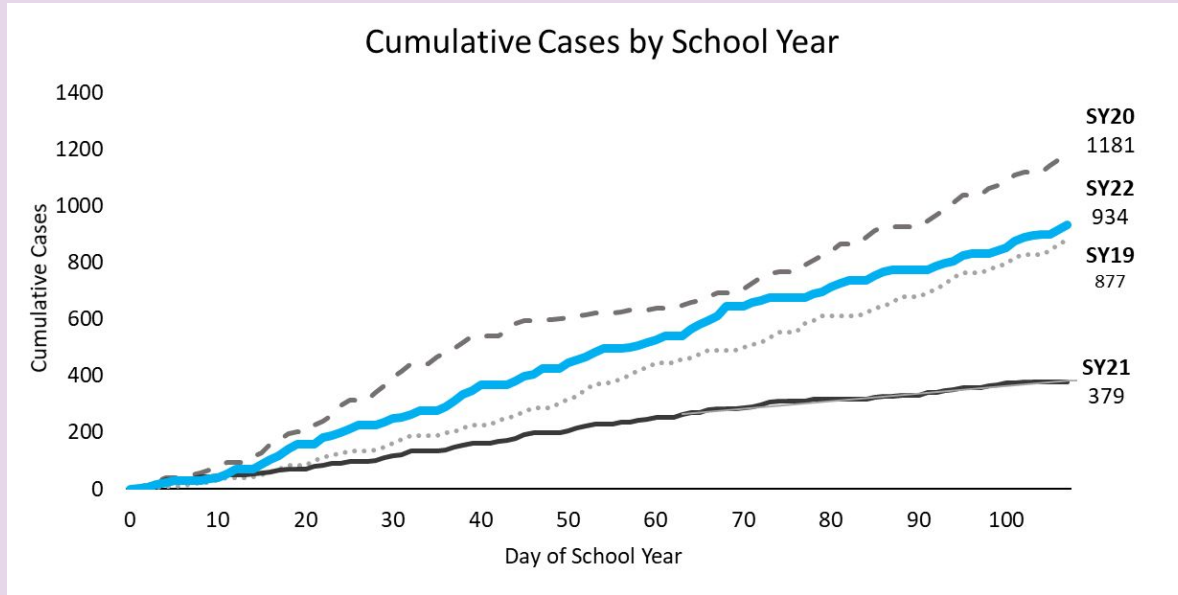
- **Mental Health Awareness Training Grant** - Awarded by the Substance Abuse and Mental Health Services Administration, this grant has provided OSP the opportunity to address gaps in awareness and support for students across the District. These funds will be used to train staff and students who are involved in our District's JROTC programs as well as to provide additional clinical supports to students impacted by allegations of sexual misconduct.
- **Cross-Agency Collaboration** with the Mayor's Office, Chicago Police Department, Department of Children and Family Services, Office of the Cook County State's Attorney, and the Chicago Children's Advocacy Center to review and enhance processes, information sharing, and collaborate on strategies to improve responses to sexual misconduct.
- **Gender-based Advisory Council** - Interdisciplinary cross-agency council held by the Mayor's Office tasked with identifying priority areas within the city's systems to develop or reform capacity to prevent, identify, serve, and/or protect individuals impacted by Gender-Based Violence.

# SY22 Data Analysis

(Includes data from 8/30/2021 through 12/31/2021)



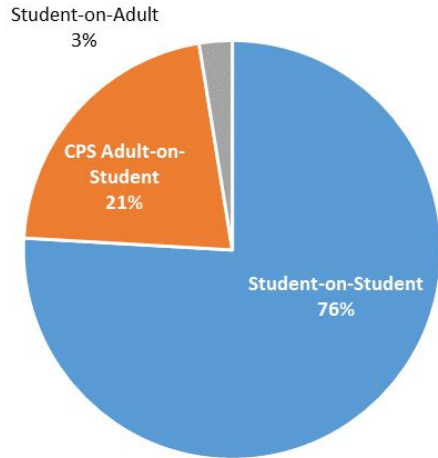
# Increase in Case Volume with In-Person Learning



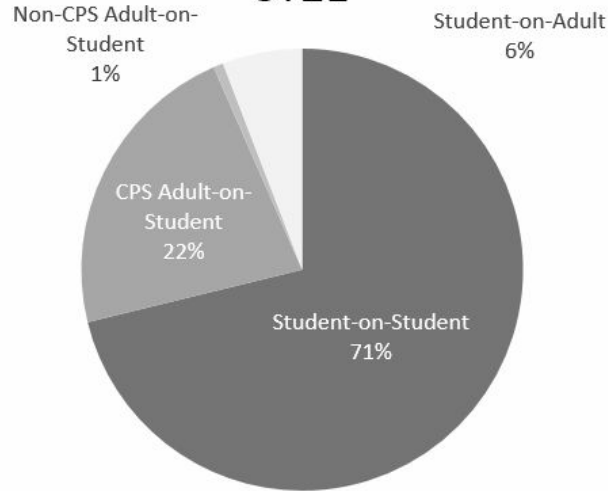
- The return to full-time in-person learning has resulted in a significant increase in the number of reported cases through the first four months of the school year, however cases are not at pre-pandemic level.
- SY22 has seen a 146% increase in the number of reported cases when compared to SY21, but 26% less than SY20. The average cases per school day has also increased from 5.0 in SY21 to 9.3 in SY22, but still down from 18.8 in SY20.

# Frequency of Case Types

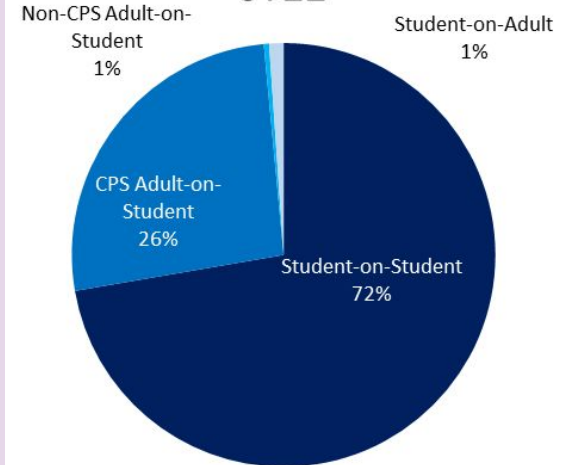
SY20



SY21

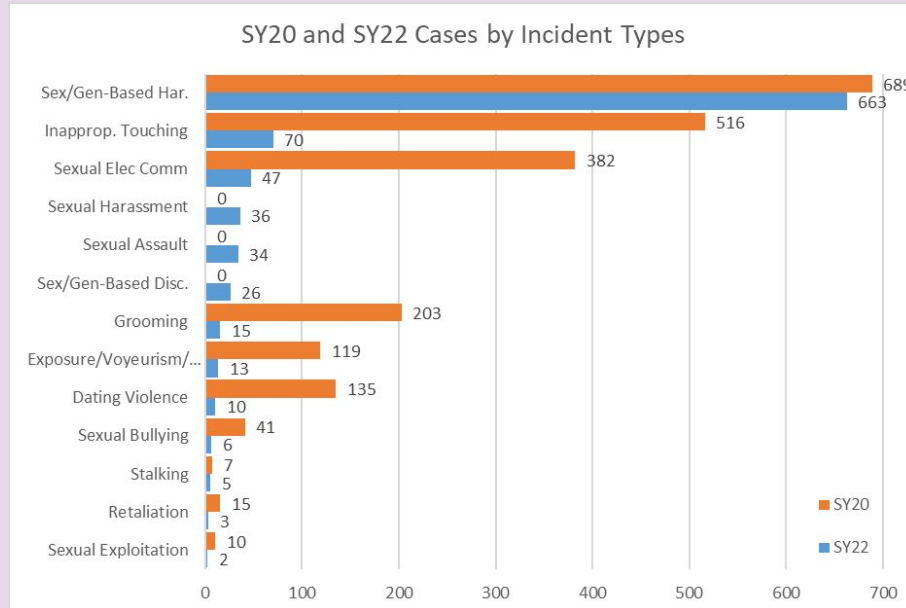


SY22



- Since returning to full-time in-person learning, we have seen an increase in the percentage of cases that involve student-on-student misconduct, increasing from 71% to 72% of total cases in SY22, this is lower than the 76% we saw in SY20
- Nearly all other cases in SY22 so far involve misconduct against students by CPS-affiliated adults

# Frequency of Incident Types



- Through the first four months of SY22, 66% of all cases have involved Sex/Gender-Based Harassment, which was also the most common incident type in SY20.
- The return to in-person learning has also resulted in an uptick in Inappropriate Touching cases and a drop in Sexual Electronic Communication cases (as a proportion of total cases).

*\*some cases have not been categorized yet as the investigation progresses*

# Update on PCC and Mandated Reporter Trainings

Training	Complete	Incomplete	% Complete
Protecting Chicago's Children Training	48,145	9,239	82.6%
DCFS Mandated Reporter Training	47,252	10,132	81.0%

- As of 1/9/2022, more than 81% of District and Non-District employees had completed both the Protecting Chicago's Children training and the DCFS Mandated Reporter training
- OSP will keep working with network chiefs and school administrators throughout the remainder of the school year to ensure all employees complete each required training session



# Questions

## Office of Student Protections & Title IX

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