# Whole School Safety Planning Process

**Board Update** 

April 27, 2022



### How we got here: Reminder of the 2020 Board of Education's Resolution

- Although CPS has historically used CPD School Resource Officers as part of its safety strategy for many of its schools, the district acknowledges that it is critical for CPS to review and reimagine a vision for the future of safety in schools that considers the further reduction or even elimination of the SRO program.
- Per the 2020 Board Resolution, the CPS Board of Education directed CPS to identify and implement alternatives to the SRO program:

CPS must develop an "inclusive, thoughtful and expeditious process to develop and implement alternative systems of safety for CPS students in every school that prioritizes their physical and social-emotional well being, learning and transformation."

- Chicago Board of Education August 2020 Board Resolution



## Whole School Safety Planning and Feedback Process

School -based implementation

FORM SCHOOL SAFETY COMMITTEES DEVELOP PLANS & DECIDE

April 2021

#### Goal:

- Schools form school-specific safety committees to review recommendations from the CBO Steering Committee
- Form School Safety
   Committees to conduct
   school level assessments
   based on examination of
   school data and challenges

Goal:

School-specific safety committees:

Develop school-specific
 Whole School Safety Plans

May – August 2021

- Share draft plans with school community stakeholders
- Revise plans based on feedback

LSCs will vote on their school's Whole School Safety Plan

Community -led feedback

3 ) GATHER FEEDBACK

APPLY FEEDBACK

October 2021 – February 2022

Goal:

- Community-led feedback:
  Lead community based
  organizations (CBOs) gather
  feedback on process,
  perceptions of safety, and
  implementation of
  interventions
- School-based feedback: CPS to gather feedback from schools
- CPD feedback

March – April 2022

#### Goal:

 CPS to apply feedback to process and share changes with schools prior to implementation

# 2021 School -Based SRO votes

Based on last year's 2021 Whole School Safety Planning Process:

# 64% of schools voted to reduce SRO presence:

- 41% voted to remove one SRO
- 23% voted to remove both
- The remaining 36% opted to keep both SROs

#### 2021

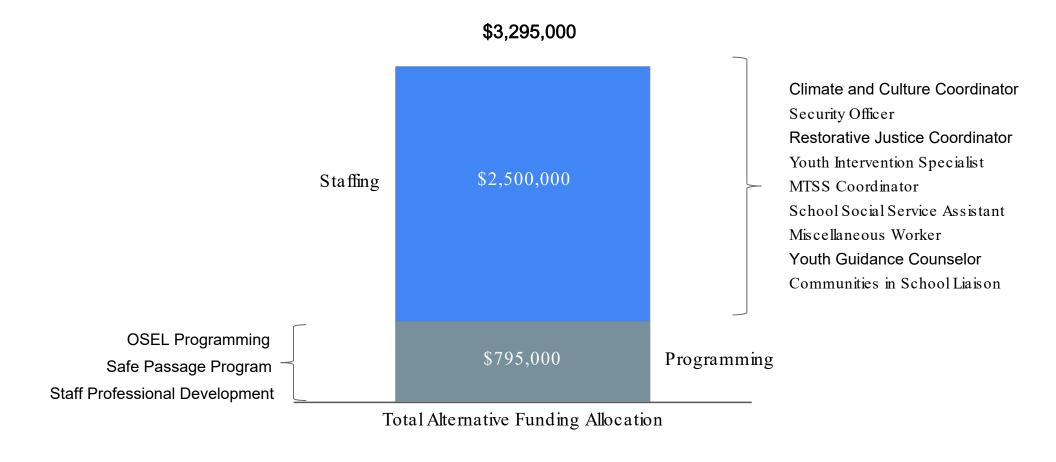
Removed both SROs 12 schools 0 Officers		
Al Raby HS		
Amundsen HS		
Bronzeville/Williams HS		
Goode HS		
Jones HS		
Kennedy HS		
King HS		
Lake View HS		
Prosser HS		
Schurz HS		
Solorio HS		
Von Steuben HS		

Kept one SRO 22 schools 22 Officers	
Air Force HS	Hyde Park HS
Chicago Military HS	Julian HS
CICS-Ellison HS	Lindblom HS
Crane Medical HS	Little Village HS
Douglass HS	Marshall HS
Dunbar HS	North-Grand HS
Englewood STEM HS	Orr HS
Farragut HS	Richards HS
Gage Park HS	Tilden HS
Hirsch HS	Wells HS
Hubbard HS	Westinghouse HS

Kept both SROs 19 schools 42 Officers*	
Austin CCA HS	Foreman HS
Bogan HS	Harlan HS
Bowen HS	Kenwood HS
Carver Military HS	Manley HS
Chicago Vocational HS	Morgan Park HS
Clark HS	Simeon HS
Collins HS	Steinmetz HS
Corliss HS	*Taft HS (2 campuses = 4 Officers)
Dyett Arts HS	Young HS
Fenger HS	



# Schools that traded in one or both of their SROs received almost \$3.3 million in trade -in funds to pay for staff - and program -related alternative safety interventions





# Whole School Safety Planning and Feedback Process

School -based implementation

FORM
SCHOOL
SAFETY COMMITTEES

DEVELOP PLANS & DECIDE

May - August 2021

April 2021

#### Goal:

- Schools form school-specific safety committees to review recommendations from the CBO Steering Committee
- Form School Safety
   Committees to conduct
   school level assessments
   based on examination of
   school data and challenges

\_\_\_\_

#### Goal:

School-specific safety committees:

- Develop school-specific
   Whole School Safety Plans
- Share draft plans with school community stakeholders
- Revise plans based on feedback

LSCs will vote on their school's Whole School Safety Plan

Community -led feedback

3 ) GATHER FEEDBACK

4

APPLY FEEDBACK

March – April 2022

October 2021 – February 2022

Goal:

#### Goal:

- Community-led feedback:
  Lead community based
  organizations (CBOs) gather
  feedback on process,
  perceptions of safety, and
  implementation of
  interventions
- School-based feedback: CPS to gather feedback from schools
- CPD feedback

 CPS to apply feedback to process and share changes with schools prior to implementation

# Over the past several months, CPS has re -engaged the CBO SteerCo from last year to collect feedback on Whole School Safety

#### **Community Engagement**

5 CBOs hosted 9 community meetings engaging 254 people

#### **Activities:**

- ✓ Steering Committee #1 (reflection)
- ✓ "Office Hours" (preparation)
- ✓ 9 Community Meetings
- ✓ Steering Committee #2 (debrief)
- ✓ Steering Committee #3 (synthesis)
- ✓ Steering Committee #4 (capstone)

#### **School Engagement**



Hosted focus groups and distributed school-based survey filled out by 3093 people

#### **Activities:**

- ✓ SEL / Safety Manager Focus Group
- ✓ Network Chiefs Focus Group
- ✓ School-based survey (principals, schoobased staff, LSCs)









#### **Deliverables:**

- List of 5-10 recommendations for updating the WSS process (compiled based on feedback from CBOs and schoebased stakeholders)
- Updated Whole School Safety Process for 202223 school year

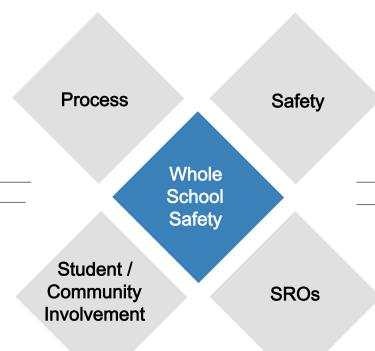


# 5 CBO partners hosted 9 community meetings engaging 254 people and CPS distributed one survey filled out by 3093 students, parents, community members, and school based staff members

#### **Key Questions**

- How did the Whole School Safety planning process go?
- As we look towards year two of implementation of WSS, what if anything - would you change?

- To what extent was student voice captured in this process?
- Do you feel your voice was captured in this process?



- How has your perception of safety in the school buildings you support changed as a result of Whole School Safety, if at all?
- If your school choose to remove its SROs, do you feel the alternative safety supports are effective?
- Do you have a positive relationship with your school's SROs?
- Do you feel safer after your school chose to remove/keep its SROs?
- Are there any changes you can think of for how we can transform the police partnership?



## Recommendations for Whole School Safety Improvement



#### 1. Increasing transparency and accountability by...

- a) Sharing information and timely updates about Whole School Safety(e.g. SRO decisions, safety plans and budgets, implementation progress, outcomes, bestpractices) in a centralized location and accessible way
- b) Elevating school success stories in the Whole School Safety Process
- c) Instituting improved progress monitoring and support structures that measure the success of Whole School Safety (e.g. police notification / arrest data, perceptions of safety, etc.)

#### 2. Improving collaboration through...

- a) Increasing the involvement of students and community in Whole School Safety decisiormaking and implementation processes
- b) Encouraging collaboration and communication between schools on Whole School Safety implementation best practices

#### 3. Reflecting continuously by...

- a) Expanding conversations about Whole School Safety beyond schools involved in the SRO program
- b) Regularly collecting community and student feedback on school safety
- c) Considering ways to ensure that CPS -CPD relationship and the role of SROs in schools and the community at-large is as productive as possible

# What to expect: 2022-23 Whole School Safety Implementation

#### IF A SCHOOL REMOVED BOTH SROS based on your vote in Summer 2021 :

- Schools that voted to remove their SROs are allowed to reinstate them
- It is not mandatory for schools with zero SROs to reconvene their Whole School Safety Committees for the 2022-2023 process (though your school may choose to do so)
- Schools will receive the same funding amount as last year, however they may choose to allocate their funding differently
  - If schools would like to change *how* they allocate their funding, schools will submit changes to their LSC as part of the 2022-23 CPS LSC budget approval process

#### IF A SCHOOL STILL HAS SROs (1 or 2) based on your vote in Summer 2021 :

- Schools that have any SROs in the building will need to complete the *entire*2022 School-Based Whole School Safety Process, which includes:
  - Re-convening Whole School Safety Committees Participation incudes a min of 2 students and 2 parents
  - Completing the Whole School Safety Plan Template and gathering feedback
- LSCs will vote on the new Whole School Safety Plan and SRO status Emphasizing that Student LSC Reps should vote in the process
- CBOs are offering advocacy sessions for students and parents over the coming weeks



# 2022 WSS School -Based Implementation Timeline

For schools that still have SROs

# 1. Create or Convene Committee

2. Prepare

#### 3. Develop Plan

4. Finalize Plan 5. LSC Vote

#### Week of April 11

☐ Begin reconvening
Whole School Safety
Committees, making
any necessary updates
to membership

April 18 - 29

#### Gather Inputs:

- Review and discuss safety data with a focus on racial equity
- Solicit feedback from your school community on the current state of safety at your school, with particular emphasis on capturing student voice

#### Update Vision:

Review your school's current vision for school safety and update if desired

#### May 2 – May 13

- ☐ Update WSS Plan
  ☐ Provide a
  - recommendation on the future state of SRO program
- ☐ Engage community / stakeholders to provide feedback on WSS Plan

#### May 16 - May 27

- Week of May 16:
  Incorporate feedback
  from school community
  and stakeholders
- ☐ Week of May 23:
  Submit plan to Network
  Chief, Network Safety
  Manager, and SEL
  specialist for budget
  review
- ☐ Week of May 30:
  Finalize plan in
  preparation for
  presentation to LSC (as
  relevant)

#### No later than June 15

☐ Present plan and SRO recommendation to LSC for vote



# Thank you for your continued support!

Jadine Chou
Chief of Safety and Security
jpchou@cps.edu

