



# Chicago Public Schools

Whole School Safety Policy  
Presentation to the Board of Education

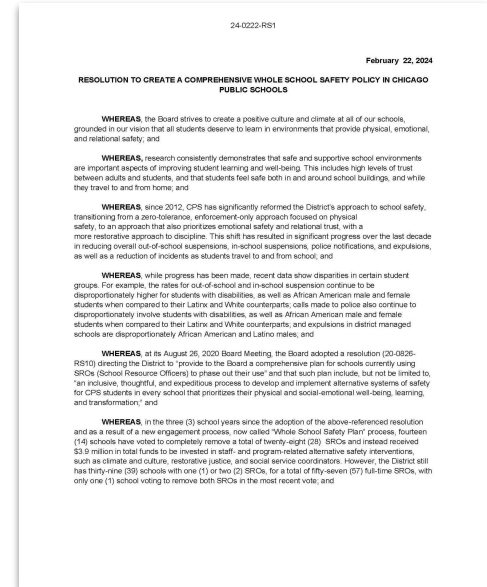
July 25, 2024

# Whole School Safety Framework Evolution

Per the August, 2020 Board Resolution, the Board directed CPS to 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”

Per the February, 2024 Board Resolution, the Board directed CPS to expand the Whole School Safety framework to the entire district

- Going forward, all schools across the district will adopt a holistic safety approach that incorporates physical safety, emotional safety, and relational trust
- The District will sunset the SRO program at the end of SY24, June 2024

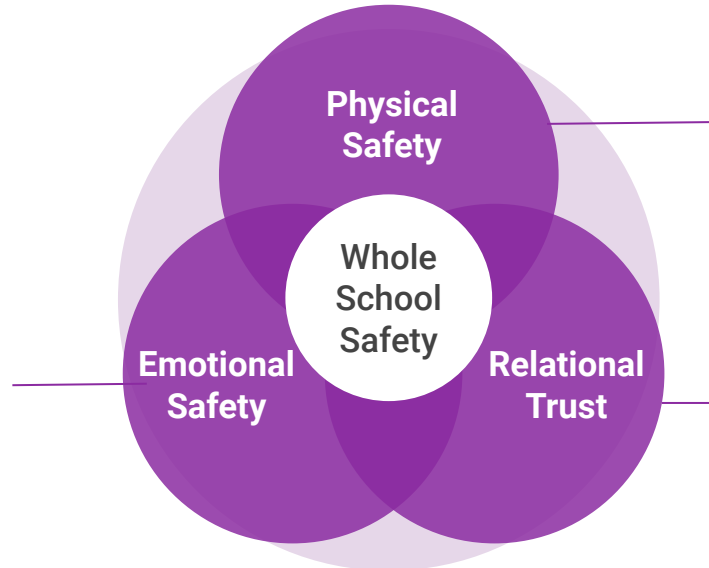


# Whole School Safety Policy Draft Highlights

## Framework Review

This policy will guide all schools to adopt the comprehensive **Whole School Safety Framework** that addresses the following pivotal components:

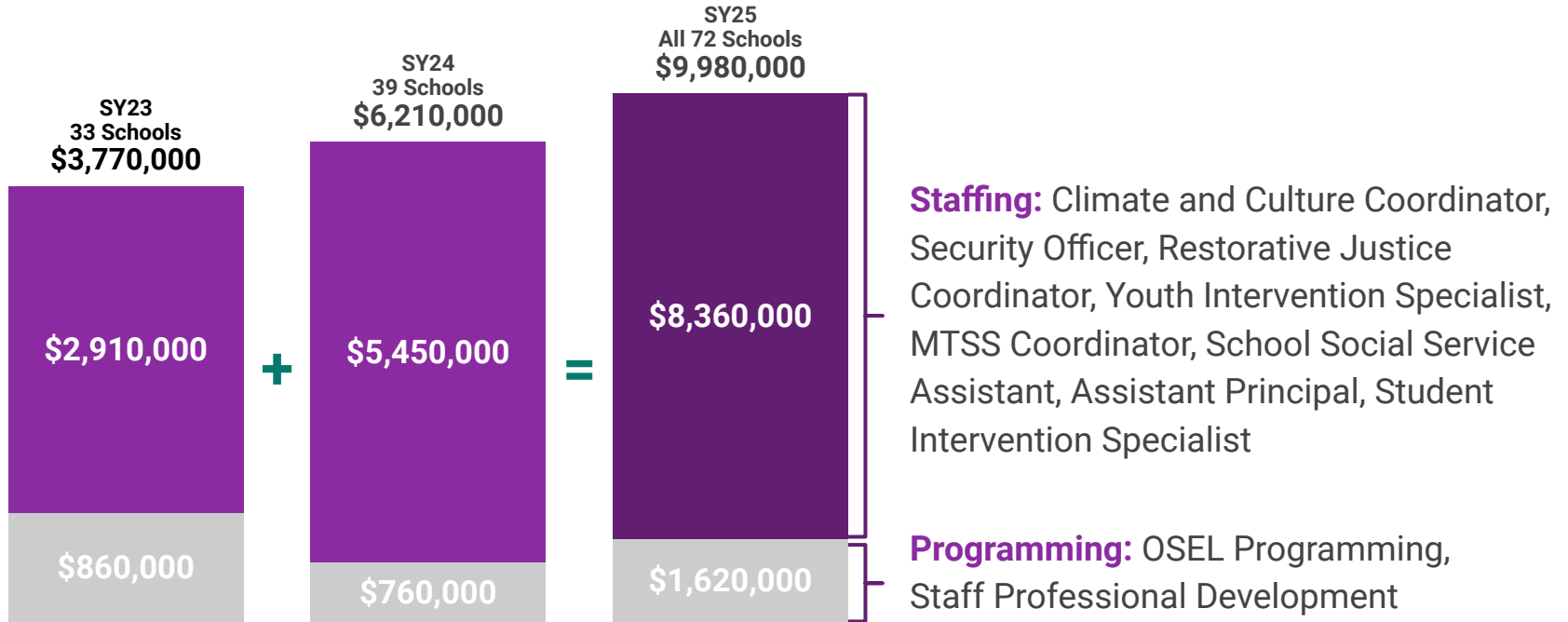
Administrators, staff, and students feel safe to express emotions, are comfortable in their environment, feel secure about taking risks, and are challenged to try new things



Administrators understand how best to prevent and respond to threats of violence, neighborhood incidents, and emergencies to keep students and staff safe

Interpersonal relationships among administrators, students, teachers, and staff are built on mutual trust

# Alternative Resources that Schools Selected in their Plans: **Total Alternative Funding Allocation**

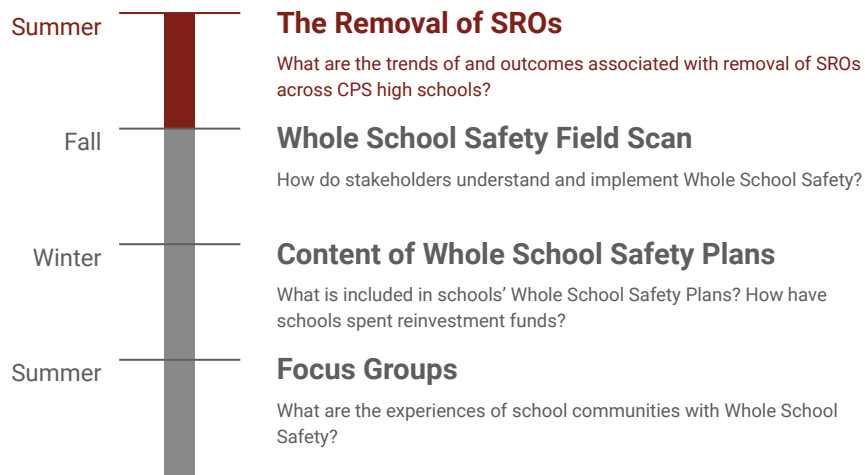


# Research Partnership



## 4 Research Briefs

[consortium.uchicago.edu/SROs2024](https://consortium.uchicago.edu/SROs2024)



# Schools removed SROs without detrimental changes in student disciplinary outcomes or perceptions of school climate.

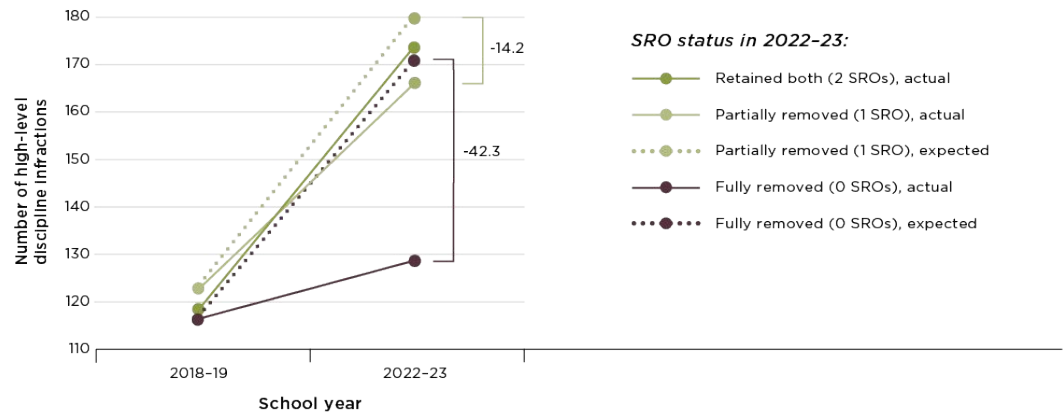
SRO removal was significantly related to having fewer **high-level discipline infractions**.

**Police notifications** declined in schools that removed both SROs (though this was not statistically significant).

SRO removal was not related to changes over time in student and teacher **perceptions of physical safety**.

FIGURE 9

The number of high-level behavioral infractions was lower than expected in high schools that removed both SROs



# SRO removal differed by schools' student body composition.

*Schools that retained SROs in 2022-23 (vs. schools that removed both SROs) were more likely to*

- serve predominantly black students,
- be smaller, and
- have higher suspension rates.

*Students who were*

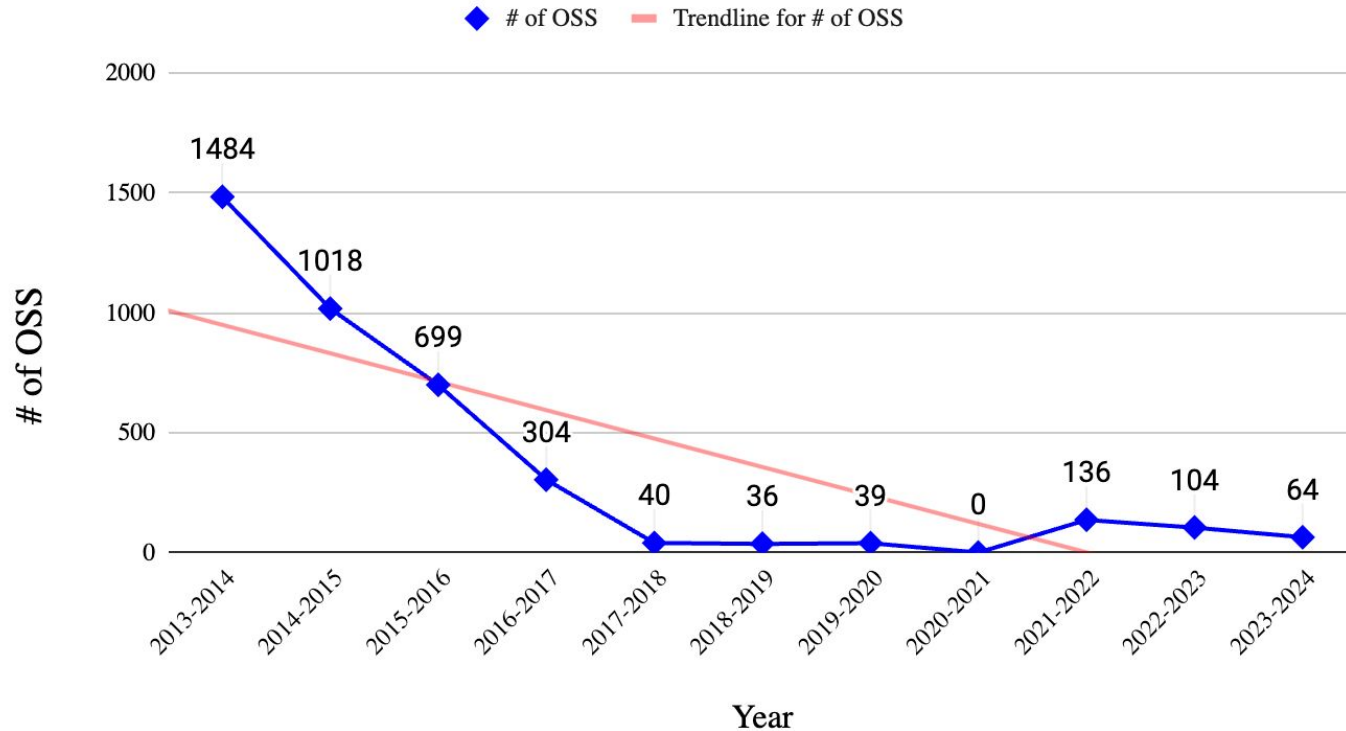
- Black,
- eligible for FRPL,
- not English Learners, or
- in special education

*were more likely than their peers to be in schools that retained one or both SROs.*

# School Spotlight: Phillips HS Trends, SY14-SY24

Preliminary Data

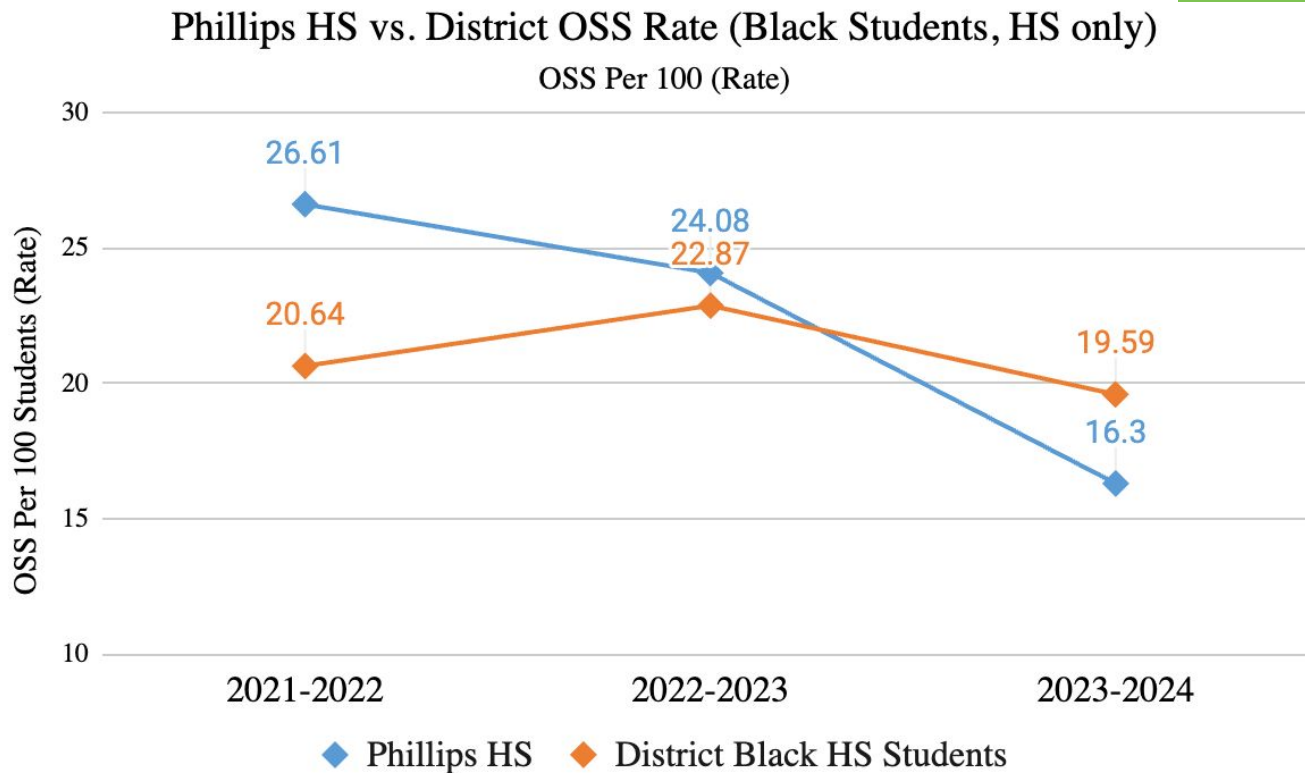
## Phillips High School: Total OSS





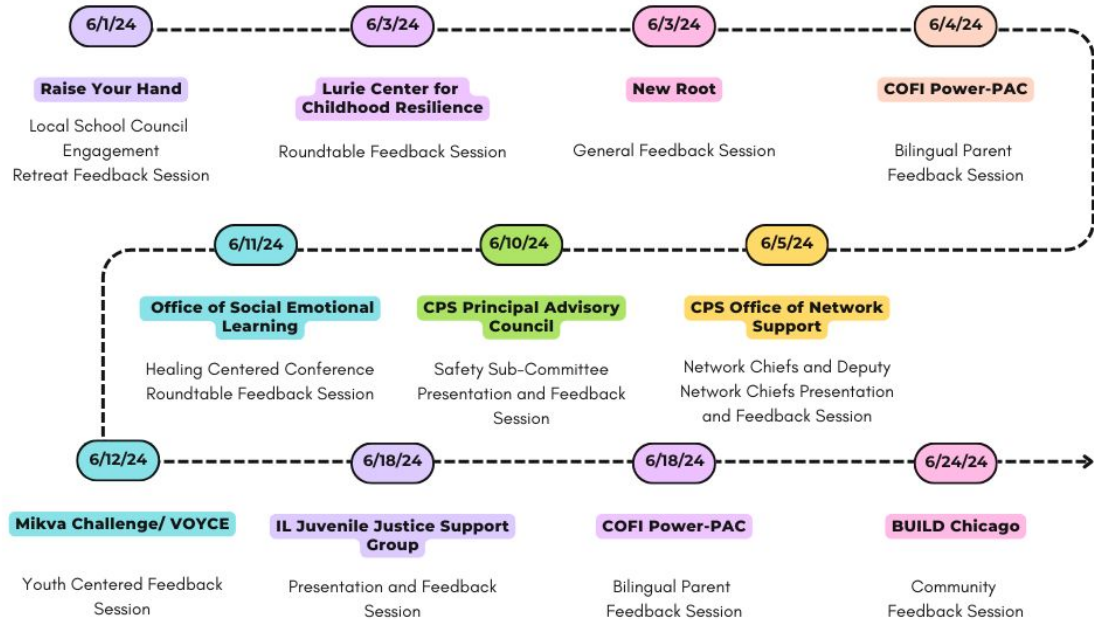
# School Spotlight: Phillips HS Trends, SY14-SY24

Preliminary Data

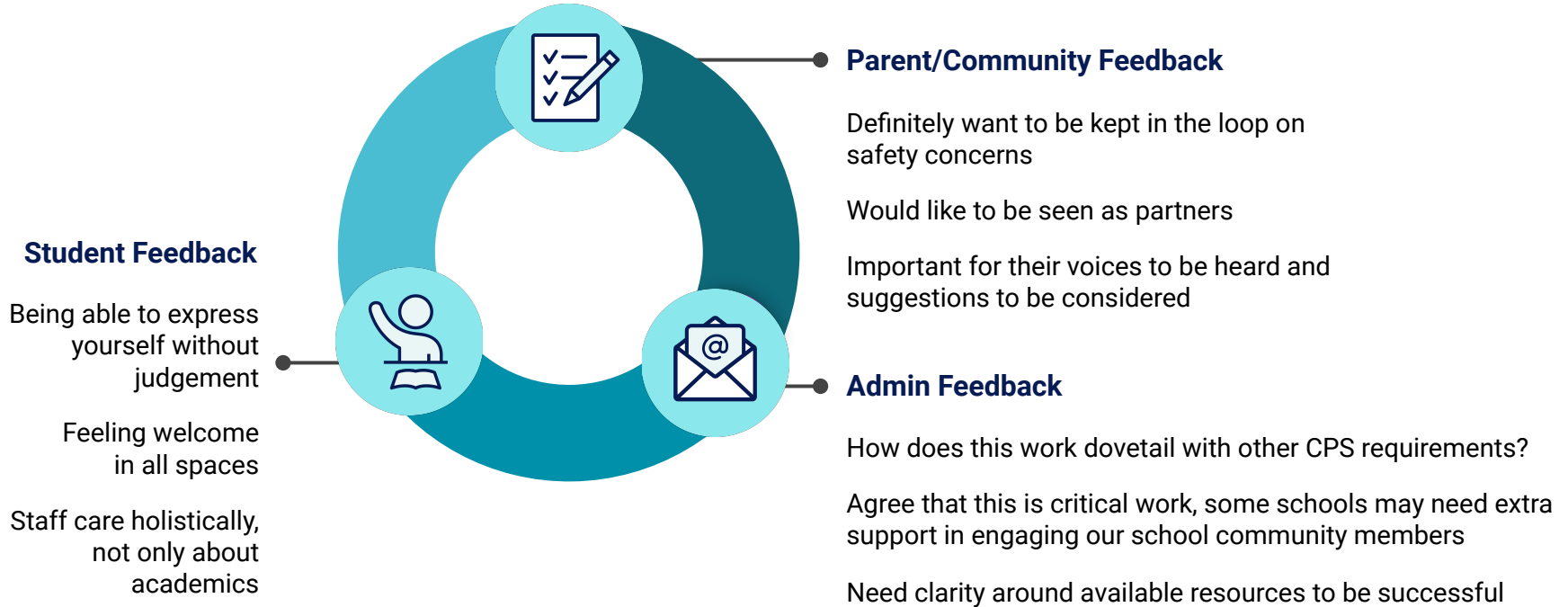


# Whole School Safety Stakeholder and Public Comment Engagement Sessions

Whole School Safety Steering Committee Members partnered with Office of Safety and Security and Office of Social Emotional Learning to host sessions for the public and specific target audiences

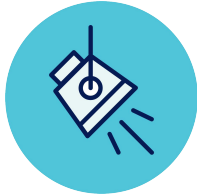


# Whole School Safety Policy Engagement Sessions



# Whole School Safety Policy **Online Public Comment**

## Data/Process Monitoring

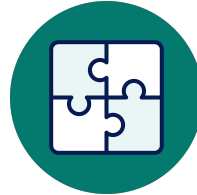


Clear guidance on the formal feedback process (timing, frequency)

Transparent details on what data schools should use to analyze their progress

Specifics on the oversight process to promote accountability

## Training and Support



Ensure SEL tools and training are available to schools to promote positive school culture and support for building relationships

Provide tools to Behavioral Health Teams to assess student needs

## Funding and Resources



Review budget allocations for schools to be able to access the necessary resources to meet Whole School Safety expectations

# How Feedback was Incorporated into Policy

## Feedback



### Data/Process Monitoring

Clear guidance on the formal feedback process (timing, frequency)

Transparent details on what data schools should use to analyze their progress

Specifics on the oversight process to promote accountability



### Policy Adjustments

Implementation of tools to monitor and enhance school climate

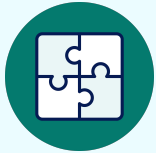
Additional specificity around accountability structures

Additional information around the progress monitoring requirements and outcomes of the WSSC should use to set clear benchmarks and track progress

Note: Some feedback was specific to their own school's needs (such as traffic concerns or concerns over specific threats of violence), this serves to highlight the importance of the customization of plans to specific school communities

# How Feedback was Incorporated into Policy

## Feedback



### Training and Support



### Policy Adjustments

Ensure SEL tools and training are available to schools to promote positive school culture and support for building relationships

Provide tools to Behavioral Health Teams to assess student needs

Training for all staff who work in school buildings, in addition to training for students, teachers, and administrators

Addition of suggested resources BHTs can use to access student needs

Inclusion of SEL items in the Physical Safety section of the Policy

Note: Some feedback was specific to their own school's needs (such as traffic concerns or concerns over specific threats of violence), this serves to highlight the importance of the customization of plans to specific school communities

# How Feedback was Incorporated into Policy

## Feedback



### Funding and Resources

Review budget allocations for schools to be able to access the necessary resources to meet Whole School Safety expectations



### Policy Adjustments

Consider project-based funding opportunities to schools to implement specific components of a Whole School Safety Plan as part of the annual budget process

Note: Some feedback was specific to their own school's needs (such as traffic concerns or concerns over specific threats of violence), this serves to highlight the importance of the customization of plans to specific school communities

# Whole School Safety Policy Implementation

**Year 0**  
SY24

SRO program will sunset for all CPS schools (39 remaining high schools) **effective June 30, 2024**

All applicable schools will transition to alternate WSS supports **by June 30, 2024** in time for Fall 2024

*Total 72 high schools will have WSS plans by end of year (up from current 33 high schools with WSS plans)*

**Year 1**  
SY25

**Review and refinement of existing WSS Plans**

**A baseline assessment will be conducted for each school**

**A tiered criteria for implementation will be used, based on each school's use of exclusionary disciplinary practices**

*High number of misconducts, including out-of-school suspensions and police notifications with a focus on the use of disproportionate application of these actions*

**Years 2-4**  
SY26-SY28

**All schools will establish Whole School Safety Committees**, based on the timeline, driven by the tiered criteria from their Year 1 assessment

**SY29**  
Year 5

All schools will have established Whole School Safety Committees and have **developed and implemented a Whole School Safety Plan**

All High Schools will have a **Student Voice Committee** established

All school security officer allocations will be **budgeted through the Whole School Safety Framework implementation**



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# Appendix

- **Immediate Next Steps**
- **Whole School Safety Implementation Guide**

# Immediate Next Steps

In collaboration with the Whole School Safety Steering Committee the following next steps will be taken:

1

Work with OSEL to compile the necessary data for the Year 1 assessments for all schools

2

Schools will be placed into tiers based on the assessment, which will determine which schools will begin the process first, second and so on

3

Review the existing Whole School Safety Plans for the 72 high schools and work with them individually to ensure that each plan is comprehensive and they are positioned for implementation success

# Whole School Safety Implementation Guide



## What

- Guidance on how to review data assessments
- Menu of interventions for each of the three pillars
- List of available training opportunities
- Additional resources including contact information for subject matter experts



## Where

- Admin and staff implementation guide will be available on the CPS public website with additional info available on the CPS intranet
- Student and parent guide will be available on the CPS public website



## How

- The implementation guide will be a living document and will be updated annually based on feedback from stakeholders who are using the guide



Chicago  
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