

# Whole School Safety Update

Board Presentation  
August 25, 2021



# Evolution of School Safety and Chicago Board of Education's Call to Action

- 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 is ***seeking 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*

# Objectives in the Whole School Safety Planning Process

- Empower individual school communities to assess their specific needs and goals in the area of school safety
- Encourage stakeholder engagement especially students and parents
- Give school communities the flexibility in assigning **proactive and supportive** safety resources in lieu of school resource officers
- Promote school partnerships with their Local School Councils and school communities to build ownership of their respective plans



# What is a Whole School Safety (WSS) Plan?



- A Whole School Safety Plan outlines a **school's vision, priorities, and strategies to create an environment of physical, emotional, and relational safety, regardless of SRO status.**
  - The plans are collaboratively developed with a WSS Committee that represents various views, including teachers, staff, parents, and students
  - LSCs voted on the approval of the WSS plan



- What's new about this?
  - Schools will create a holistic “Whole School Safety Plan” that reviews other safety strategies **above and beyond just SRO decision**
  - Alternate resources **consistent with WSS recommendations** can be contemplated if a school wishes to trade in one or both of their SRO positions



- A Steering Committee, made up of principals, students, teachers, and CBO representations, collaborated to create a template that schools used to develop their recommended WSS plan

# Highlights of Stakeholder Engagement to Introduce the Process

Date	Event and Objective	Event Hosts	Key Stakeholders/ Target Audience
1/26/21	CPS Principals Liberatory Thinking Session	Office of Equity/ Office of Safety and Security/ Office of Social Emotional Learning	<ul style="list-style-type: none"> <li>- Principals at schools with the SRO Program</li> <li>- Network Chiefs</li> </ul>
3/15/21	Local School Council Advisory Board Meeting	Office of Local School Council Relations/ Office of Safety and Security	<ul style="list-style-type: none"> <li>- Local School Council Advisory Board Members</li> </ul>
3/17/21	Director's Meeting with LSC Chairs –	Office of Local School Council Relations/ Office of Safety and Security	<ul style="list-style-type: none"> <li>- Local School Council LSC Chairs</li> </ul>
4/6/21	Whole School Safety Webinar for Principals at Schools with the SRO Program	Office of Safety and Security/ Office of Social Emotional Learning/ Office of Network Support	<ul style="list-style-type: none"> <li>- Principals at Schools with the SRO Program</li> <li>- Network Chiefs</li> </ul>
4/8/21	Ask the Expert Webinar: Whole School Safety Process	Office of Family and Community Engagement/ Office of Safety and Security	<ul style="list-style-type: none"> <li>- Open to General Public</li> </ul>
5/20/21	Whole School Safety Webinar for LSCs at Schools with the SRO Program –	Office of Local School Council Relations/ Office of Safety and Security	<ul style="list-style-type: none"> <li>- Local School Council LSC Members (including Principals and Administrators) at Schools with the SRO Program</li> </ul>
6/15/21	“The Curie Way” Webinar – sponsored by the “CPS Whole School Safety Process” - Objective: Introduce a school whose model	Hosted by Chicago Sun Times Reporter, Laura Washington/ Curie Administration Team and Students (incl Dr. Allison Tingwall, Dr Chris Graves and their team) / Office of Safety and Security/ CBO Partners including VOYCE and COFI Power-PAC	<ul style="list-style-type: none"> <li>- Open to General Public</li> </ul>



# What We Observed during the Process

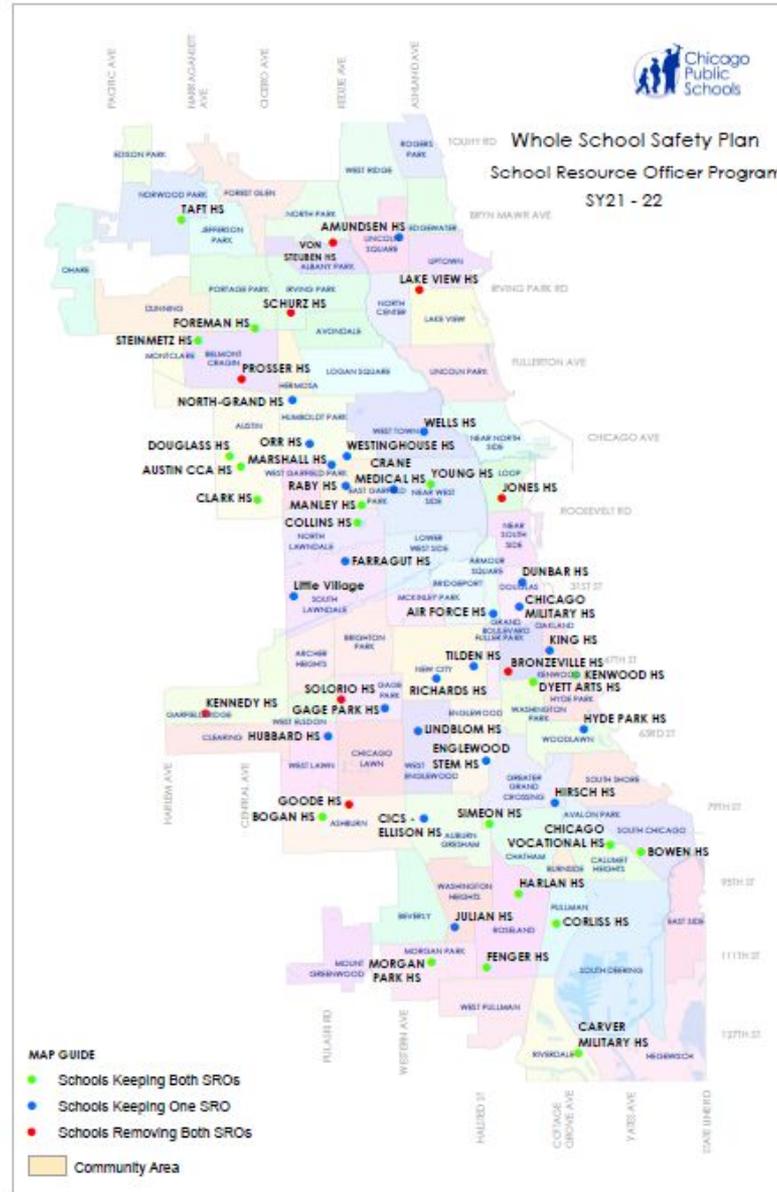
- This is a complex conversation
- School stakeholders care very deeply about this process – Over 650 school community members participated in the Whole School Safety Committees
- This is not just about whether schools will have SROs or not
  - Schools universally understand that this goes beyond just “physical safety” – emotional and relational safety are just as, if not more, important
- We need to continue to partner with schools and the community to evaluate progress in school safety
- This is a journey and each school is traveling this journey at a different pace as shown in the decisions made by each school community



# Local School Council SRO Recommendations for Whole School Safety Plans

Keep Two SROs (20 Schools*: 42 Officers)		Keep One SRO (24 Schools: 24 Officers)		Remove Both SROs (9 Schools)
AUSTIN CCA HS	HARLAN HS	AIR FORCE HS	JULIAN HS	GOODE HS
BOGAN HS	KENWOOD HS	AMUNDSEN HS	KING HS	JONES HS
BOWEN HS	MANLEY HS	CHICAGO MILITARY HS	LINDBLOM HS	KENNEDY HS
CARVER MILITARY HS	MORGAN PARK HS	CICS - ELLISON HS	LITTLE VILLAGE HS	LAKE VIEW HS
CHICAGO VOCATIONAL HS	SIMEON HS	CRANE MEDICAL HS	MARSHALL HS	PROSSER HS
CLARK HS	STEINMETZ HS	DUNBAR HS	NORTH-GRAND HS	SCHURZ HS
COLLINS HS	TAFT HS (*2 Campuses)	ENGLEWOOD STEM	ORR HS	SOLORIO HS
CORLISS HS	YOUNG HS	FARRAGUT HS	RABY HS	VON STEUBEN HS
DOUGLASS HS		GAGE PARK HS	RICHARDS HS	WILLIAMS/ BRONZEVILLE HS
DYETT ARTS HS		HIRSCH HS	TILDEN HS	
FENGER HS		HUBBARD HS	WELLS HS	
FOREMAN HS		HYDE PARK HS	WESTINGHOUSE HS	

# Local School Council SRO Recommendations for Whole School Safety Plans



# Equity Model for Whole School Safety Plans

- Schools that opted to keep both SROs were not granted trade-in reinvestment resources
- Schools were offered an initial \$50K per SRO trade-in reinvestments
- Based on affordability, school plans were tweaked based on their CPS Equity Index
- In total, schools re-invested \$3.21 M towards positions aligned with alternative proactive safety strategies:
  - Restorative Justice Coordinators
  - Climate and Culture Coordinators
  - Mental Health Supports

CPS Equity Index	Trade-in Reinvestment Value of one SRO
Equal to or greater than 3	\$80,000
Less than 3, but <u>equal to</u> or greater than 2	\$75,000
Less than 2	\$65,000

***In total, schools re-invested \$3.21M towards alternative safety strategies that replace police as a safety strategy.***

# Immediate Next Steps

- Coming out of the pandemic, out of concerns raised by CPD to ensure the safety of schools and their school communities: For schools who are transitioning from 2 SROs to 1 SRO, CPD has directed that they will be sending a **temporary** second officer to support in this transition period.
  - It is CPS' intention to ensure that this is only a temporary arrangement. CPS will not be required to pay for the second officer and this does not affect the reinvestment funds that have already been transferred to schools.
- CPD has requested a new review of the IGA and therefore, the renewal of the IGA has been postponed.
  - Once there is an agreement on the terms of the IGA, CPS will bring the proposal to the Board of Education for review. Until then, CPS and CPD will operate under the IGA from the previous year.



# Path Forward - Plans for School Year 2022

- We will continue to offer support for all schools in conjunction with the CPS OSEL: Healing Centered Initiative
  - The Whole School Safety Process will continue to be a major focus
- The CPS Office of Student Safety and Security, Office of Social and Emotional Learning, Lurie Children's Hospital Center for Childhood Resilience (CCR) and community partners led by Voices of Youth in Chicago Education (VOYCE) are designing an effort to offer:
  - Professional Learning Community and individual school coaching
  - Consultation with Whole School Safety Teams



# Path Forward - Plans for School Year 2022 - Continued

- In the spirit of our community-led efforts, we want to proceed with a continuation of this approach in partnership with a Phase 3 Steering Committee
  - Continue to refine the role of SROs in schools
  - Define the Theory of Change to achieve Zero School to Prison Pipeline
  - Define the best measurements:
    - School Level Surveys of School Community Stakeholders
    - Disciplinary Metrics
    - Other metrics as defined by Phase 3 Steering Committee
- Review the process in anticipation of the next round of WSS planning



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**Thank you!**  
**Questions:**  
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# Appendix

# CPS Commitment

Under the commitment of Academic Progress, CPS commits to driving **safe and supportive school cultures that enhance learning**



# Disciplinary Outcomes During SY21

- A large portion of the year was in remote learning, however, there were still incidents involving exclusionary disciplinary actions

	Out of School Suspensions (District Only)			Police Notifications (District Only)			Expulsions (District + Charter)		
	SY21	SY20	SY19	SY21	SY20	SY19	SY21	SY20	SY19
Total District	43	6,006	11,586	57	1,584	1,757	4	72	171
High School	18	3,652	6,533	18	848	1,054	2	63	133
Elementary School	25	2,354	5,053	39	736	703	2	9	3

In SY21, the most frequent SCC violations leading to police notifications in district schools were:

- 5-14: Use of computer/social networking device to harm others
- 2-5: Failing to abide by school rules
- 2-2: Leaving school without permission
- 5-7: Inappropriate sexual conduct
- 4-13: Possession of dangerous object



# Status of School Resource Officer Program as of August, 2020

- Last fall, significant improvements were made to the Inter-governmental Agreement to address key concerns that were previously expressed:
  - New eligibility and selection criteria
  - Principals will now play a role in selection of their SROs
  - SROs are prohibited from using the “Criminal Enterprise Information System”
  - Improved process for complaints involving SROs
    - Centralized intake via COPA
    - COPA will have a special unit to review SRO-related complaints
  - Improved Training
  - Compliance with Welcoming City Ordinances

# Phase 1 focused on community engagement across the city to collect inputs on alternatives to SROs

1 5 community-based organizations (CBOs) hosted **18** community meetings which reached **676** total people in order to generate recommendations.



2 In line with CPS' Healing Centered Initiative (HCI) Framework, community members were asked to develop holistic recommendations that extended *beyond* physical safety to include emotional safety and relational trust



# Phase 2 focused on school-based implementation



**Create / Convene Committee:** Each high school will create or convene a **school-level safety planning team** that includes a diverse set of community stakeholders, particularly including **parent and student voice**.



**Prepare:** This School Safety Team will gather information to inform their Whole School Safety Plan, including but not limited to:

- Soliciting feedback from the school community** via public sessions
- Reviewing and discussing historical school safety data** with a focus on racial equity



**Develop Plan:** This School Safety Team will **develop a Whole School Safety Plan** that incorporates feedback from the community and approval of its LSC. Budget will be reviewed using an equitable resource allocation process.

# Phase 1 Steering Committee Whole School Safety Recommendations

- Implement holistic restorative practices
- Increase access to social emotional learning (SEL) and mental health resources
- Create safe and welcoming physical school environments
- Increase investments in student leadership and decision-making processes
- Increase authentic parent and community engagement opportunities
- Provide additional school-level support for trauma-informed crisis intervention
- Promote and enhance Behavioral Health Teams

# High Level Phase 2 Timeline/Next Steps

- **Early April, 2021:** Schools will form and launch school-level Whole School Safety Committees
- **April-May, 2021:** Whole School Safety Committees will review school's safety data and conduct school community engagement
- **May, 2021:** Schools will make recommendations on Whole School Safety Plans in conjunction with budget reviews
- **June, 2021:** Local School Councils will vote on final recommendations on Whole School Safety Plans