JCPS School Safety Officers Work Session

Jefferson County Board of Education

December 17, 2019

Project Manager, Minerva Virola

- Built upon previous work based upon professional expertise

- Worked at LMPD, retired 2012 with 26 years; U.S. Navy, retired 23 years; and FBI; all areas of experience in law enforcement

- Past board member of: La Casita Center, Wesley House, Latino Coalition, Latino Citizens Academy, Portland Hospital, and Volunteers of America

Purpose of Work Session

- To provide a summary of the current safety proposal

- To get feedback from board members to determine next steps

Purpose of School Safety Officers

- To work closely to build relationships with school staff, students, and community and become part of the JCPS team

- To protect and ensure the safety of students and staff

- To serve schools using the Triad model

- To work with district staff and community partners

Surveys

- 2,573 staff responded to survey sent to all middle and high schools

- Certified, Classified and Administrative staff were surveyed

- 90% responded that they would like an SRO at their school

- Full survey results are provided

Background

Studied other districts:
- Fayette County Public Schools, KY
- Baltimore City Public Schools, MD
- Duval County Public Schools, FL
- Austin Independent School District, TX
- Miami-Dade County Public Schools, FL
- Los Angeles Unified School District, CA

District	Student Population	Police chief reporting structure	How SROs are assigned
Los Angeles, CA	700,000	Reports to Chief of School Climate Culture and Safety, who reports to the Superintendent	• Elementary: 8-15 Officers (respond to calls, random patrols) • Middle: SROs assigned to high need schools (non-sworn security at lower need schools) • High: approximately 2 Officers at each school (1 Officer for every 850-1000 students)
Duval Co., FL	129,000	Reports to Superintendent	• Every HS and MS has a least 1 SRO and any school that has more than 2500 students has 2 SROs • Each SRO has 2-3 Elementary responsibilities and check in with the principal at those locations every 2-3 days
Fayette Co., KY	41,000	Reports to General Counsel	To geographic regions
Miami-Dade., FL	356,000	Reports to Chief of Human Capital with dotted line to Superintendent	1 Officer in every MS and HS, other officers patrol and cover a set of schools
Baltimore City, MD	82,000	Reports to Chief of School Climate and Safety	• Officers assigned to foot patrol and assigned multiple campuses to patrol (six geographic sectors) • Seven high schools have permanently assigned school police officers • 37 school-based, unarmed officer sites
Austin, TX	83,000	Reports to Superintendent (by state law) but functionally to Chief of Staff	SROs are assigned to high schools, while patrol officers cover all 160 campuses

Naming the Unit and First Steps

School Safety Unit

- Hire an Executive Administrator of School Safety to work side by side with Executive Administrator of Security and Investigations; both report to Chief Operations Officer

Phased Rollout

- Phase 1: Hire School Safety Officers and place in high schools that previously had SROs
- Phase 2: Officers placed in middle schools that had SROs
- Phase 3: Officers placed in other middle and high schools and assigned to cover elementary schools in area

Training

- State-mandated training for School Resource Officers under Senate Bill 1 (40 hours annually)

- JCPS training (Approximately 60 additional hours annually):
  - Cross-cultural communication/implicit bias training
  - De-escalation
  - Restorative practices
  - Trauma-informed care
  - Safe crisis management
  - MTSS/PBIS (Multi-Tiered Support Systems and Positive Behavior Intervention and Supports)
  - Students with IDEA/504 protections
  - Student Support and Behavior Intervention Handbook
  - Bullying resources
  - New employee training and introduction to the district
  - Flexibility to add other training as the job develops

Feedback on Project Manager's Proposal

- Identifiable uniforms

- Equipment

- Vehicles

Next Steps

- Propose organizational chart and job descriptions for Board approval

- Take SRO policy to Policy Committee and then to Board for approval

- Finalize and approve Board policy

- Hire and begin training

- Assign to schools

JCPS
School Security
Proposal

Questions & Feedback