



Jefferson County Public Schools Proposal

School Safety Officers & Safety Administrators

January 2022

Purpose of Session

- To provide a summary of the current supports and the new safety proposal
- To get feedback to determine next steps



Current

Support in Schools:

- MHPs and Counselors in schools to support mental health
- In-School Security Monitors in each middle / high school and many elementary schools
- Multiple building improvements including cameras at front doors, locking classroom doors, etc.

Support to Schools:

- District Security department including District Security Monitors

Positions Recently Added:

- 4 MHPs to support gun involved youth, youth experiencing trauma due to violence, & youth or victims of youth threatening violence
- Court Liaison who will serve, support, & respond to students who are court-involved
- Specialist for Violence Prevention who promotes health & wellness by coordinating with community partners, specifically those engaged in local violence prevention efforts



Overview of Concept:

A combination of two positions to support schools

Safety Administrator

- Employed within each middle and high school and part of school administrative staff
- Builds relationships with students
- Coordinates all aspects of school safety
- Manages safety-related issues at the school
- Reports to Principal

School Safety Officer (SSO)

- Patrols approximately 3-7 schools in a specified geographic zone; more officers would be hired to serve every school
- Serves as an armed, sworn law enforcement officer
- Partners with Safety Administrator who reaches out to SSO for support
- Reports to Security & Investigations department

Very similar to current District Security Monitor- increasing number of officers



Purpose of Safety Administrators

- To foster positive school culture and climate
- To build relationships of trust with students and employees
- To maintain positive relationships with school stakeholders
- To coordinate all aspects of school safety, including physical plant, drills (fire, etc.), trainings, threat monitoring, threat assessments, school safety plans, incident intervention, etc.

NOT responsible for student discipline



Purpose of School Safety Officers

- To protect and maintain the safety of students and staff
- To collaborate with district staff and community partners including local law enforcement
- To respond to crimes and emergencies
- To maintain proper training and certification to serve as an armed, sworn law enforcement officer

NOT responsible for student discipline



SSO Assignments

School Safety Officers will serve a group of schools in a geographic area that aligns with a high school. The officers will patrol their assigned schools and will be ready to respond to any who need help. The SSOs will primarily be in their cars in order to respond quickly to a school that needs them.

Example of Assignment:

▶ Ballard

Kammerer

Surrounding Elementaries



Both Positions:

Responsibilities to Support Students

As one of their first duties, both will get to know:

- Mental health services
- Substance abuse assessment and treatment providers
- Child Protective Services
- Shelters
- Domestic violence services
- Family counseling agencies



Training

JCPS training for School Safety Officers and Safety Administrator (Approximately 60 hours annually):

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

SSOs under Senate Bill 1 (40 hours annually):

- State-mandated training for School Resource Officers
- Peace Officer Professional Standards (POPS) Certification



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
- Atlanta Public Schools, GA



Feedback on Proposal

Safety Administrators are proposed to

- be assigned to each Middle and High school and will report to the Principal
- foster positive school culture and climate
- build relationships of trust with students and employees
- maintain positive relationships with school stakeholders
- coordinate all aspects of school safety, including physical plant, drills, trainings, threat monitoring, threat assessments, school safety plans, incident intervention, etc.

School Safety Officers are proposed to

- serve as an armed, sworn law enforcement officer with appropriate equipment
- be provided a vehicle and regularly patrol assigned locations
- protect and maintain the safety of students and staff
- respond to crimes and emergencies



Next Steps

- **January 11** Board Meeting work session
- **Mid-January** Virtual Town Hall for input
- **Mid-January** Special Called Policy Meeting
- **January 25** Proposed Board Meeting to Vote

