



*Jefferson County Public Schools Proposal*

# School Safety Officers & Safety Administrators

*January 2022*

**Jefferson County Board of  
Education  
January 11, 2022**

# Purpose of Session

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



# Current

## 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.

## To Support 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



# History

## SROs in Schools 2018-19

- 28 schools had an SRO assigned inside the building for the entire day
- These 28 Officers worked for the following entities:
  - LMPD 17
  - Sheriff's Office 8
  - J'Town PD 2
  - St. Matthews PD 1
- LMPD did not renew JCPS Contract in July, 2019
- St. Matthews Police Department pulled their officer out of the SRO program
- JCPS did not renew contracts with other departments



# Overview of Concept:

A combination of two positions to support schools

## Safety Administrator:

- Manages safety-related issues at the school
- Builds relationships with students
- To assist with aspects of school safety procedures (i.e., threat assessments, threat monitoring)
- Reports to Principal

*Assigned to each middle & high school*

## School Safety Officer (SSO):

- Patrols approximately 3-7 schools in a specified geographic zone; more officers would be hired to serve schools
- Serves a set of schools and all schools have an SSO assigned
- 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 School Safety Officers

- To protect and maintain the safety of students and staff
- To work with district staff and community partners
- To respond to crimes and emergencies
- To maintain proper training and certification to serve as an armed, sworn law enforcement officer
- To respond when School Administration calls at request of Principal

*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 in order to have a quick response time. 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



# 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 assist with aspects of school safety procedures (i.e., threat assessments, threat monitoring)

*NOT responsible for student discipline*





# 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
- Use of Interpreters with ELs for effective/appropriate communication
- 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 and introduction to the district
- 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
- assist with aspects of school safety procedures (i.e., threat assessments, threat monitoring)

## 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
- respond when School Administration calls at direction of Principal



# Feedback on Proposal

## Met with focus groups

- shared proposal
- answered questions
- received feedback

## Participants included representatives from:

- Urban League
- NAACP
- LaCasita
- No More Red Dots
- PTA
- Cities United
- AROS
- ACLU
- LMPD
- Superintendent's Student Advisory Council
- Community Missionary Church
- Metro Louisville Government
- Rajon Rondo Foundation
- University of Louisville
- Advisory Council for Racial Equity
- JCTA Black Teacher Caucus



# Next Steps

- **January 12** Virtual Town Hall for input
- **Mid-January** Special Called Policy Meeting
- **January 26** Proposed Meeting to Consider: organizational chart & job descriptions, budget, policy
- **After approval** Hire and begin training

