



Jefferson County Public Schools Proposal

School Safety Officers & Safety Administrators

January 2022

Jefferson County Board of Education
January 27, 2022

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
- Assists with aspects of school safety procedures (i.e., threat assessments, threat monitoring)
- Reports to MS/HS Principal (with two assigned to each Elementary Assistant Superintendent)

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.

Three **alternative schools** will each have an SSO assigned solely to that school. These schools each serve a very special population with unique needs that will require just the right person to work with the students.

▶ **Example of Assignment:**

Ballard	Norton
Kammerer	Norton Commons
Dunn	Wilder



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



Safety Administrators

Safety Administrators

- Assign to each middle and high school and two to each Elementary Assistant Superintendent
- Grant comprehensive schools with **two levels** (Shawnee and Moore) a second Safety Administrator
- Grant middle and high schools that are in **Tier IV** of the new school allocations a second Safety Administrator (Doss, Iroquois, Valley, Western HS, Frost/Stuart, Knight, Olmsted North, Olmsted South, and Thomas Jefferson)

Report to the Principal (middle and high)

- Tie closely to the Culture and Climate department
- Coordinate training and support organized by Culture/Climate division



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
- Suicide Prevention*
- Drug Rehabilitation resources and strategies*
- MTSS/ (Multi-Tiered Support Systems)
- Safe crisis management
- PBIS (Positive Behavior Intervention & Supports)
- Students with IDEA/504 protections
- Student Support and Behavior Intervention Handbook
- Bullying resources
- New employee training and intro to the district
- Flexibility to add other training as the job develops

*Added based on feedback from community

SSOs under Senate Bill 1 (40 hours annually):

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



Budget

Annual Cost for positions:

- 15 additional SSOs and corresponding adjustments to Security Officers' salaries: \$1.3 million
- 66 Safety Administrators: \$5.2 million

Other costs for SSOs including cars, uniforms, equipment, training materials, insurance: \$763,000



Feedback on Proposal

Met with focus groups and incorporated ideas including:

- Topics for training
 - Translation Services to communicate effectively
 - Suicide Prevention
 - Drug Rehabilitation and Resources and Strategies
- Community Review Team to support implementation
- Safety Administrators distributed in an equitable manner
- Consideration for some alternative schools
- Consideration for support to elementary schools
- Communication with Safety Administrators on weekends
- Principal/Administrator training on implementing plan



For Approval

- Approve Job Descriptions:
 - Administrator Safety
 - Officer School Safety (SSO)
 - Officer Security
- Approve Organizational Charts
 - Security and Investigations
 - Elementary Assistant Superintendents
- Approve Project Budget
- Approve Policy 2.31 School Safety Officers (First Reading)
- Review Procedures

