

INDEPENDENT SCHOOL DISTRICT NO. 625
Saint Paul, Minnesota
COMMITTEE OF THE BOARD MEETING
Administration Building
360 Colborne Street

December 3, 2019
4:30 PM

A G E N D A

I. CALL TO ORDER

A. Introductions

II. AGENDA

A. Superintendent's Announcements

B. SEAB Report

C. Security & Emergency Management Vision | SY20 and Beyond

1. Introduction

2. Presentation

3. Discussion

4. Action (TBD)

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III. ADJOURNMENT AND SPECIAL MEETING: LEVY HEARING AT 6:00PM



Saint Paul
PUBLIC SCHOOLS

Security & Emergency Management Vision SY20 and Beyond

Laurie Olson, Security & Emergency Management Director
Committee of the Board of Education

December 3, 2019

Purpose

- Security & Emergency Management (SEM) overview
 - Vision SY20 and Beyond
 - Our Mission and Alignment to SPPS Achieves
 - Our team of dedicated professionals
 - Staffing: Where we are and where we're going
 - Budget
- 2019 Year End Review
 - Arrest data
 - Level 4/5 Behavior vs Arrests
 - Use of force data
 - Highlights
- SY20 Contract
 - SY20 Contract approval

Our Mission

In support of SPPS Achieves: Positive School and Culture

SEM's Commitment:
STUDENTS FIRST. ALWAYS
Student-Centered Support

*SEM believes supporting safe, warm and welcoming schools will **inspire** our students to **think critically**, pursue their **dreams** and **change the world**.*

We Believe.....

"Every child deserves a champion: an adult who will never give up on them, who understands the power of connection and insists they become the best they can possibly be."

- Rita Pierson, Educator

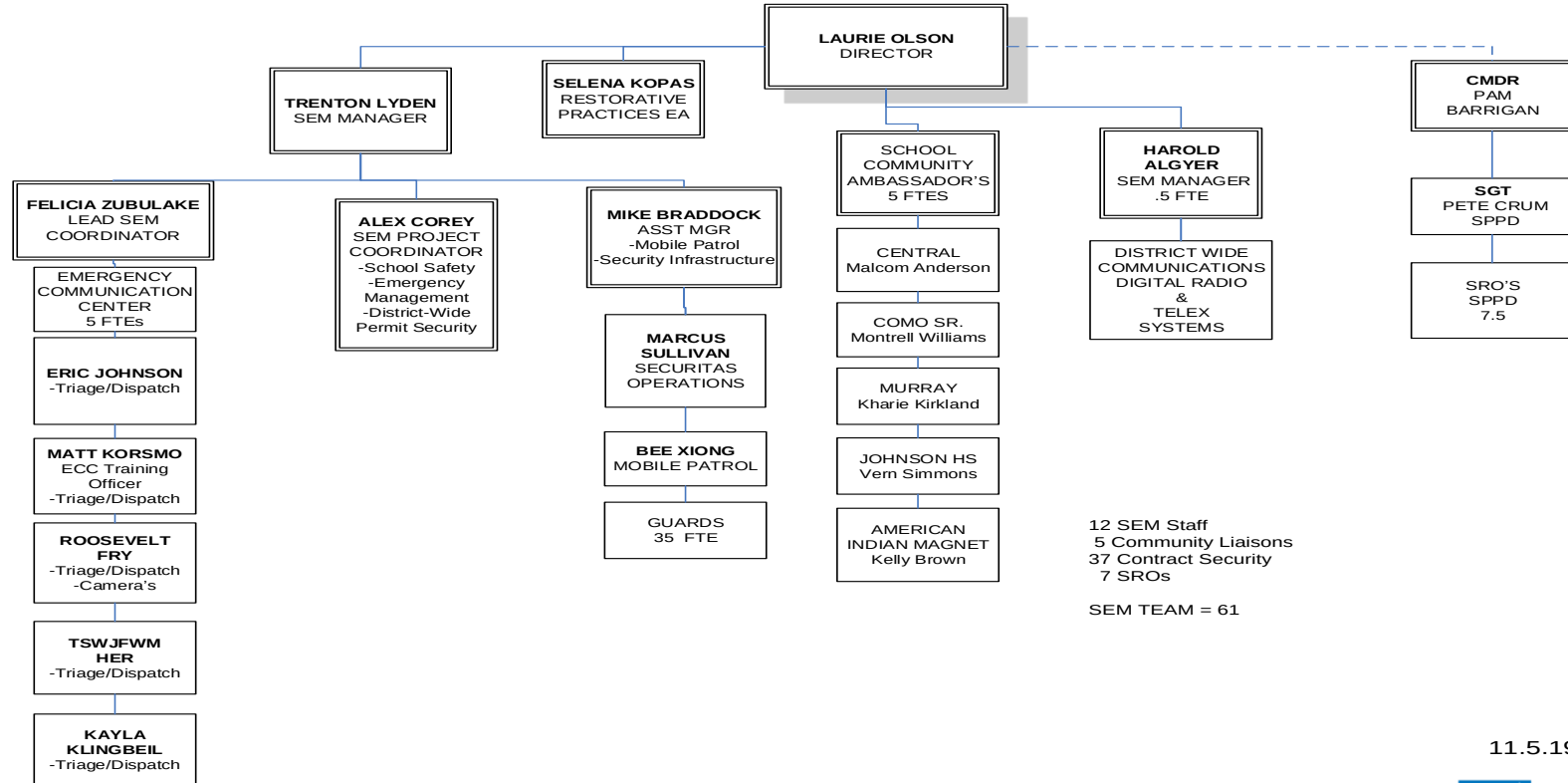


Vision SY20 and Beyond

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A Team of Dedicated Professionals

Security and Emergency Management 2019-2020

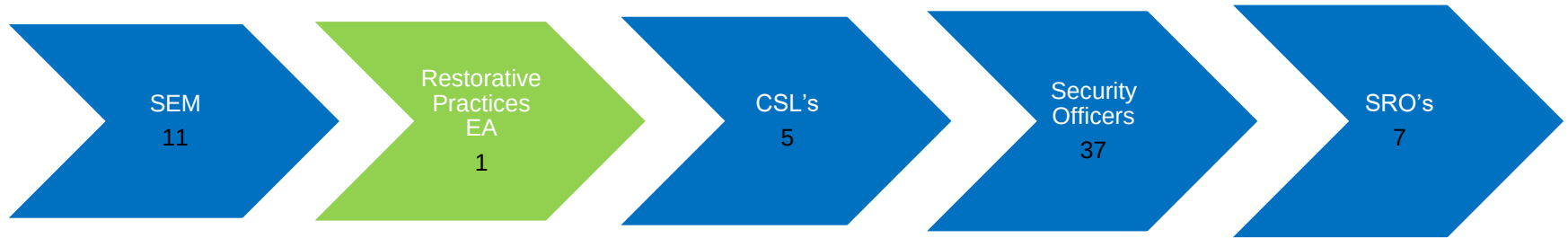


11.5.19

Security & Emergency Management

- Fall, 2019
 - **Addition of a Restorative Practices Professional to the Team.**

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Restorative Practices EA and CSL: Relationship based work – Como Senior

Behavior support within the school-wide Positive Behavior Intervention System (PBIS).

- Complete **restorative behavior processing**
- Proactively working with students to **resolve conflicts** prior to higher level behaviors.
- Support behavior intervention planning for Tier 2 needs
- **Restorative mediations**
- Access school-wide systems of supports

Significant reduction in fights and aggressive behavior
as students are seeking out adult support to resolve conflict.



Selena

Montrell
“Chip”



Community Support Liaisons (CSLs)

Central, Como, Johnson, Murray and American Indian Magnet

- It's all about relationships
- Highly visible
- Positive interactions with all students
- Trained in CPI-Non Violent Crisis Intervention
- Vital member of the SEM team
- Visible at busses during arrival and dismissal
- Positive role models
- Student advocates



Mobile Supports

- SEM and Contracted Staff
- Highly trained
 - Non-Violent Crisis Intervention (CPI)
 - PBIS
 - Restorative Practices
 - Youth Mental Health First Aid
 - First Aid
 - Trauma Informed Care/Decision Making
 - De-escalation, Verbal Judo
- ***Primary support*** to Federal 4 Sites
 - Hands on/restraint as last resort only
 - Safe transportation home



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Security & Emergency Management

- 2nd Semester SY20
 - Begin Hiring Phase One: 7 School Support Liaisons (SSLs) while **reducing contract guard services**
 - 7 Positions: Mobile and School Based Supports

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Contract Security positions reduced to 30

School Support Liaisons (SSLs)

- Provide direct service to school and students by engaging in *proactive security and emergency management initiatives* to help create and sustain a positive school culture.
- **Relationships** are central to this work and will be built upon collaboration with staff, students, families and community members.
- These new positions are part of the AFSCME bargaining unit.

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SSL's: Highly trained to work with youth

Examples of training include:

- Non-Violent Crisis Intervention/De-escalation
- Restorative Practices
- Positive Behavior and Intervention Support
- Social- Emotional Learning
- Trauma Informed
- Racial Equity
- Specialized Services
- Adult and Pediatric CPR/First Aid

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SSL's: Positive school culture & climate

The School Support Liaisons will focus on **building a sense of community and trust** with our students by working to understand the “pulse” of the building, initiate early interventions and seek out supports on behalf of students.

- **Restorative Practices, Positive Behavioral Interventions and Supports (PBIS) and Social-Emotional Learning**
 - Work closely with building administrators, counselors, social workers, teachers and other support staff to reinforce supports and directives provided to our students through consistency and understanding.
- **Non-Violent Crisis Intervention**
 - Effectively communicate with students and staff members during crisis situations. Techniques may include using verbal de-escalation and safe physical intervention. Post-intervention meetings or “fix-it’s” will be conducted to rebuild or restore relationships and reinforce communication, expectations and safe behavior.
- **Through Racial Equity and Diversity Training,**
 - Understand how their verbal and non-verbal interactions can affect the behavior of others; how unconscious and implicit biases can affect interactions; and how to conduct more effective and conscious conversations.

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Security & Emergency Management SY21 and beyond

- Comprehensive Student-Centered Model
 - **Add a Full-Time Social Worker to the team**
 - Multi-disciplinary team of professionals dedicated to student-centered supports

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**** Full phase out of school based contract security positions**

Social Worker

- Mental Health Support
- Ride along with mobile SEM support
- Vital addition to threat assessment team
- Assist in creation of student success plans
- Liaison to community mental health services and referrals
- Advocate for students
- Provide on-going training to all SEM staff on student mental health supports

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Budget Allocation for Security & Emergency Management – SY20

- **Total SEM Budget - \$2.8M**

- \$1.4M is from the annual Safe Schools Levy
- \$1.4M is from the District General Fund

- **Allocations:**

- Staffing 17.5 FTEs - \$1.4M
 - Emergency Communications Center, Emergency Management, Restorative Practices, Community Support Liaisons, School Based Supports
- Purchased Services - \$1.3M
 - SROs and Contract Security Guard Services
- Materials, Vehicles, Fuel - \$100,000

- **One-Time Safe School Monies \$1.2M**

- Replace radio communication system in every school – Including Discovery Club and Community Ed
- DMR Radios and Telex – System wide communications

Radios – Moving to District-wide communication platform.

● Limitations of older radios

- Current system has been discontinued and must be replaced
- Many “dead spots” in our buildings
- No connection to the District Emergency Communications Center (ECC)
- No interoperability – building to building, building to emergency responders
- Limited use on playgrounds and fields



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● Benefits of newer radios (DMR)

- Improved range with 5 watt radio
- Connectivity through district IP network
- Ability to talk “school to school.”
- Direct connection to ECC
- Ability to “patch” emergency responders into school radio platform
- Future expansion opportunities
 - Transportation
 - Distribution
 - Facilities



Anticipated radio infrastructure upgrade timeline – without using one-time monies

- High schools - 2019-2020
- Middle schools - 2020-2021
- Elementary and program centered buildings - 2021-2023

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The use of the safe schools one-time monies will allow us to bring all buildings on-line this academic year. This will provide another layer of safety and security through improved communication.

Without the use of these funds, we would need to seek alternative funding (grants, etc.) SEM budget is unable to support the upgrade.

School Resource Officers (SROs)

7 SROs
5/7 Officers of Color
1 Female
6 Male

Training

National Association of School Resource Officer (NASRO)

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- | | |
|---|---|
| <ul style="list-style-type: none">• Foundations of School-Based Law Enforcement• Ethics and the SRO• The SRO as a Teacher/Guest Speaker• The SRO as an Informal Counselor/Mentor• Sex Trafficking Youth | <ul style="list-style-type: none">• Youth trends, drugs and their effects on School Culture and Environment• Social Media• Threat Response: Preventing Violence in Schools• Understanding Teen Brain |
|---|---|

- **Beyond Diversity – Courageous Conversations**
- **Special Education – Non Violent Crisis Intervention**
- **Youth Mental Health First Aid**
- **Restorative Practices**
- **PBIS**

2019 Year End Review

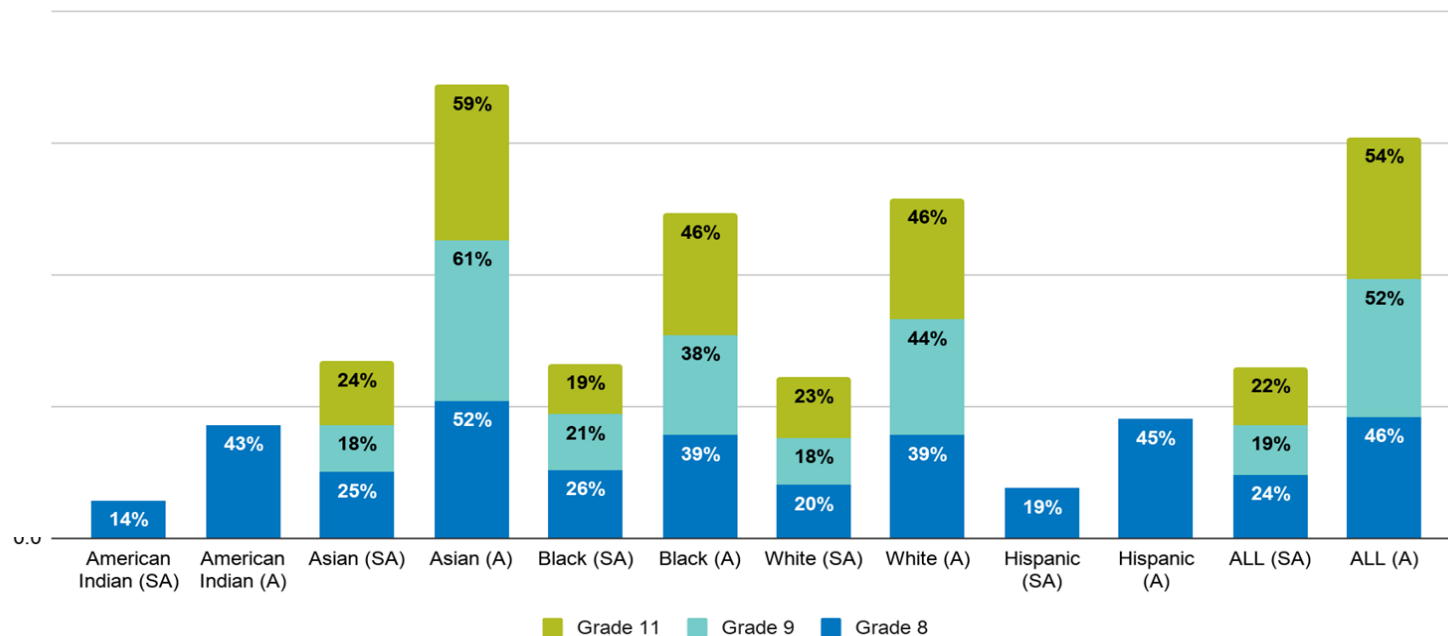
SRO Data

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SPPS Student Voice MN Student Survey Data SROs

If I knew about something unsafe or illegal at my school, I would tell the SRO or police officer.*

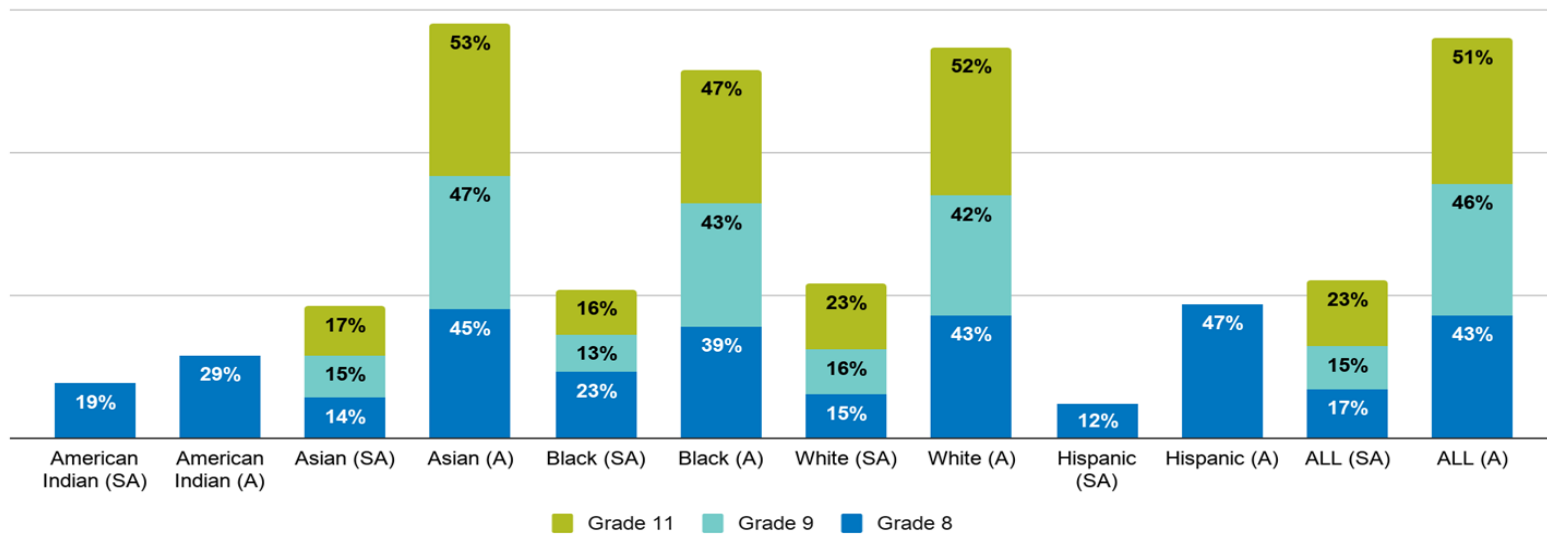


SA= Strongly Agree A=Agree

* If student said there is a police officer or SRO at the school

I would feel comfortable going to my school's SRO or police officer if I was having problems or needed help.*

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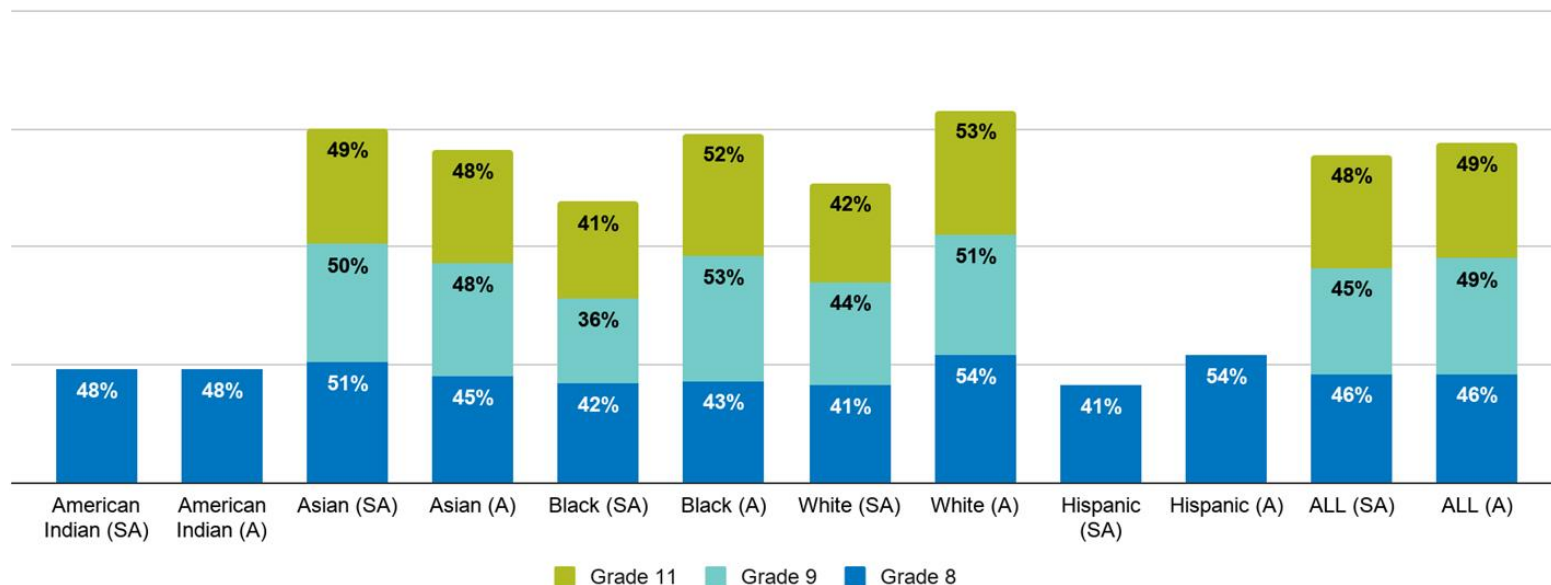


SA=Strongly Agree A=Agree

* If student said there is a police officer or SRO at the school

I think it is a good idea to have an SRO or police officer at our school.*

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SA=Strongly Agree A=Agree

* If student said there is a police officer or SRO at the school

Annual Fall Food Drive for the Hallie Q. Brown Food Shelf

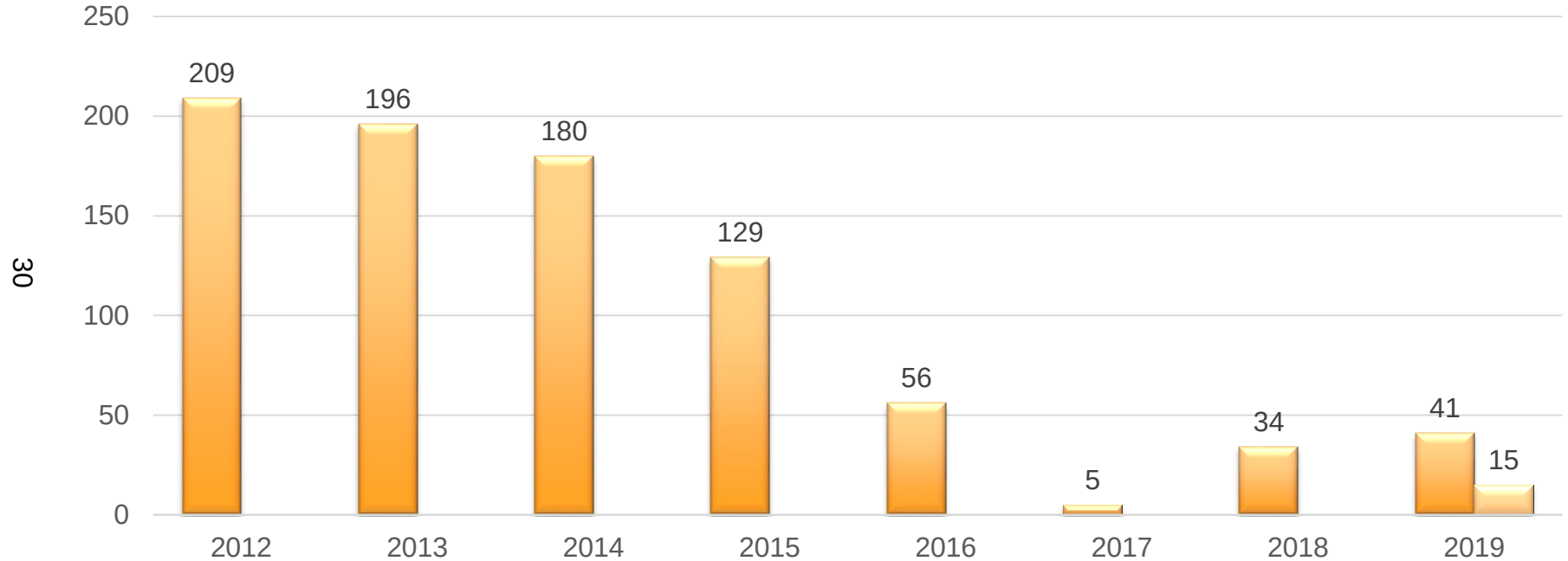


2265 Pounds
of food collected
November 6, 2019

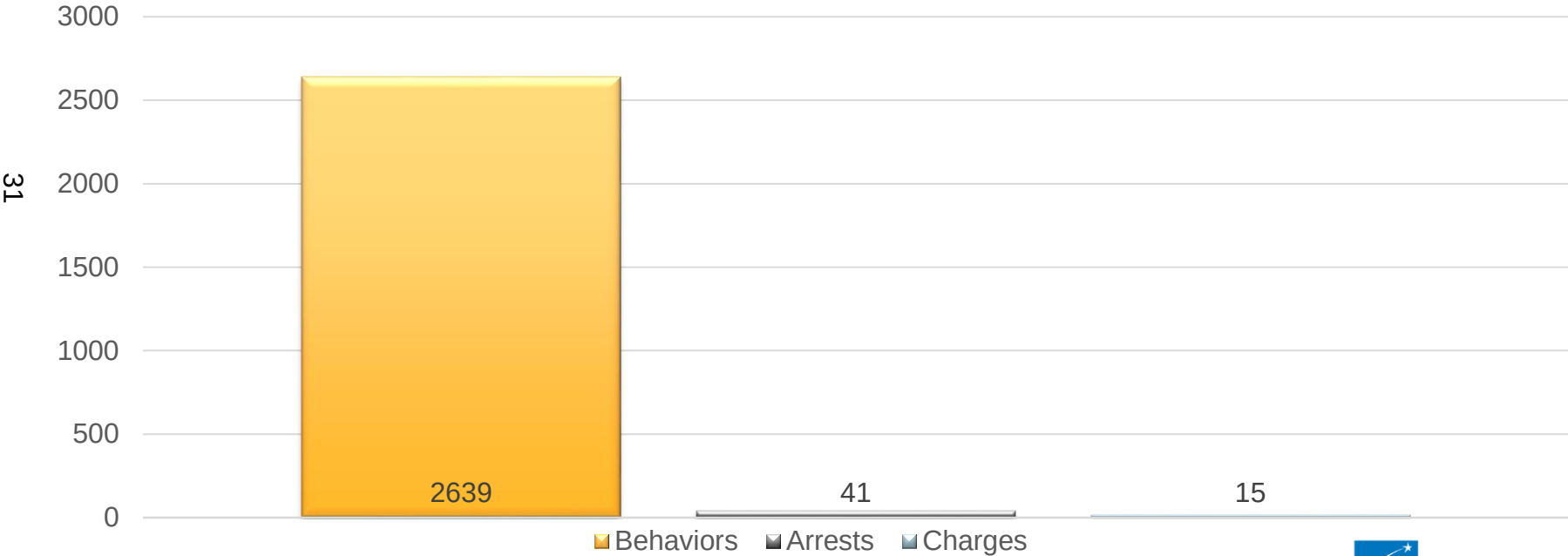


2019: 41 Arrests. 15 Charged. 26 Diverted/Declined

Arrest Data



Level 4/5 Offenses vs Arrests



Use of Force

2016-2017	2017-2018	2018-2019
Pepper Spray: 1	Pepper Spray: 1	Pepper Spray: 1
Use of Handcuffs: 19	Use of Handcuffs: 31	Use of Handcuffs: 37

SRO Contract SY20

2019-2020 SRO Contract

- One year agreement for 7 SROs
 - NOT TO EXCEED \$775,000 per year
 - 90/10 Split of actual salary expenses
 - SPPD provides an additional .5 FTE SRO
 - SPPD provides full time Sergeant
- SPSS to capture potential savings within 2019-2020
 - Higher pay senior officers replaced by lower paid officers
 - Short term vacancy - 2 month savings

Looking ahead

- Engaging Student Voice

- SEM staff will consult with REA to develop a yearly survey for all High School students in buildings with SROs
 - Questions would be similar to those listed in the Minnesota Student Survey

- Continued Community Work

- JDAI
- DMC

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Questions?