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)

III. ADJOURNMENT AND SPECIAL MEETING: LEVY HEARING AT 6:00PM
Security & Emergency Management Vision
SY20 and Beyond

Laurie Olson, Security & Emergency Management Director
Committee of the Board of Education
December 3, 2019
Inspire students to think critically, pursue their dreams and change the world.

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.
"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
A Team of Dedicated Professionals
Security & Emergency Management

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

### Security & Emergency Management Team

- **SEM**
  - 11

- **Restorative Practices EA**
  - 1

- **CSL's**
  - 5

- **Security Officers**
  - 37

- **SRO's**
  - 7
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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.
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

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.
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
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

**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
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

- **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

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.
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School Resource Officers (SROs)

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

<table>
<thead>
<tr>
<th>National Association of School Resource Officer (NASRO)</th>
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<tbody>
<tr>
<td>• Foundations of School-Based Law Enforcement</td>
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<td>• Ethics and the SRO</td>
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<td>• The SRO as a Teacher/Guest Speaker</td>
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<tr>
<td>• The SRO as an Informal Counselor/Mentor</td>
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<td>• Sex Trafficking Youth</td>
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<td>• Youth trends, drugs and their effects on School Culture and Environment</td>
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<td>• Social Media</td>
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<td>• Threat Response: Preventing Violence in Schools</td>
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<td>• Understanding Teen Brain</td>
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<td>• Beyond Diversity – Courageous Conversations</td>
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<td>• Special Education – Non Violent Crisis Intervention</td>
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<td>• PBIS</td>
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2019 Year End Review
SRO Data
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.*

* 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.*

* 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.*

* 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
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Arrest Data

2019: 41 Arrests. 15 Charged. 26 Diverted/Declined
Level 4/5 Offenses vs Arrests

- Behaviors: 2639
- Arrests: 41
- Charges: 15
### Use of Force

<table>
<thead>
<tr>
<th>Year</th>
<th>Pepper Spray</th>
<th>Use of Handcuffs</th>
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<tr>
<td>2016-2017</td>
<td>1</td>
<td>19</td>
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<tr>
<td>2017-2018</td>
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<td>31</td>
</tr>
<tr>
<td>2018-2019</td>
<td>1</td>
<td>37</td>
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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

- SPPS 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
Questions?