

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

**July 26, 2016**  
**4:30 PM**

**A G E N D A**

**I. CALL TO ORDER**

A. Introductions

**II. AGENDA**

A. FMP Update: Design & Engagement

1. Introduction

2. Presentation

2

3. Discussion

4. Action (TBD)

B. SRO Contract Review

1. Introduction

2. Presentation

14

3. Discussion

4. Action (TBD)

C. Standing Item: Policy Update

D. Standing Item: SEAB Report

31

E. Standing Item: SSSC 2.0 Update

F. Work Session

**III. ADJOURNMENT**

# Facilities Master Plan: Design and Engagement Update

Committee of the Board of Education

July 26, 2016

2



# Agenda

- 2016-17 facility projects improvement schedule
- FMP engagement and communications model
- Budget revision process

ω



# The Benefits of a 5-Year Plan

- Clear descriptions of work that will occur at each school
- Start (continue) design conversations years in advance of construction
- Clear definition of role of community in annually evolving the 5-year plan (FMP-C)

## FMP Five-Year Implementation Plan

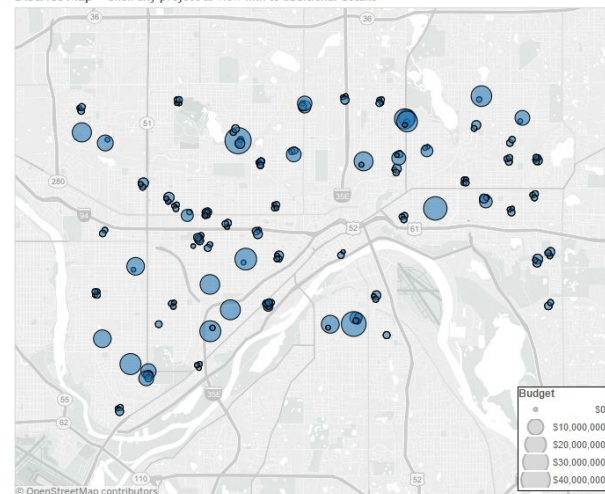
The map below shows proposed facilities improvement projects as part of the 2016 Five-Year Facilities Maintenance and Capital Implementation Plan. **A comprehensive list of the proposed facilities projects is also available.**

The Board of Education will vote to approve these projects on April 26, 2016. The plan will be revisited every year by the **Facilities Master Plan Committee** as part of the **five-year rolling plan**.

These projects will be completed between July 2017- June 2021.

Hover your mouse over the project to learn details. Click the bubble to find additional links to more information.

District Map - Click any project to view link to additional details



© OpenStreetMap contributors

Undo Redo Reset

1,333 views | more by this author

Share Download

# Major Construction Projects, 2016-2017

These large projects will break ground in the next 12 months:

- Adams Spanish Immersion
- Como Park Senior High
- Highland Park Elementary
- Horace Mann
- Humboldt Secondary
- Linwood Monroe - Upper
- Linwood Monroe - Lower
- RiverEast
- St. Anthony Park

*This list excludes existing system replacement projects. See [www.spps.org/fmp](http://www.spps.org/fmp) for a complete list of projects.*

# Major Construction Projects, 2018-2019

These large projects will start design this year for:

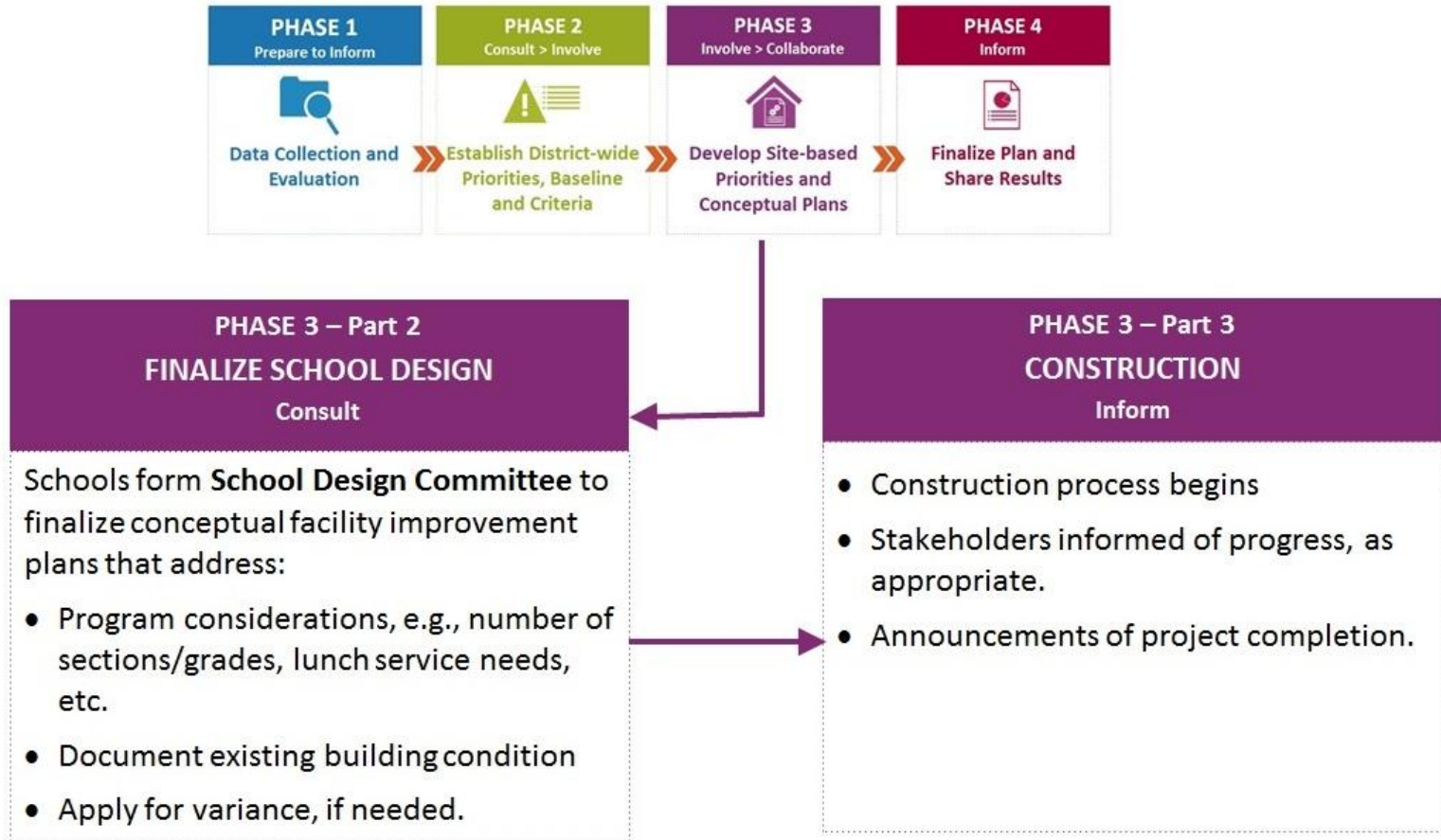
## Construction 2018

- Gordon Parks
- New Middle School

## Construction 2019

- American Indian Magnet
- Highland Park MS / HS

*This list excludes existing system replacement projects. See [www.spps.org/fmp](http://www.spps.org/fmp) for a complete list of projects.*



# Engagement and Communications

- **School Design Team**

- Principals recruit members and ensure diverse perspectives
  - Similar to FMP, need an intentional mix of students, parents, teachers, administrators, partners, and community
- SDT helps do outreach / communication to school and broader community

∞





# Engagement and Communications

- **District Councils**

- Clearly define how facility projects impact their community
- Identify a representative to be part of SDT
- Solicit perspective on related community vision
- Ask to be a communication conduit:
  - Link to FMP and individual project websites
  - E-mail blasts
  - Provide articles for newsletters to inform mutual stakeholders of upcoming facility projects in their area



# Engagement and Communications

- **Community Outreach:**

- Identify projects with higher potential community interest
- More transparency on variance / entitlement process
- Flyer immediate neighbors living across school on all sides
- Coffee Chats

- **Communication tactics:**

- E-news update list-serves
- FMP website devotes page to each school site project
- Interactive map of projects and schedules
- TBD: Info ads in community newspapers



# Stakeholder mapping

Spectrum of Public Participation (Source: IAP2)				
Inform >	Consult >	Involve >	Collaborate >	Empower

## Public participation levels for particular school projects

In Development INVOLVE	Finalizing Plans INFORM	Decision Completed INFORM	Construction Phase INFORM
<p>Seeking input on XYZ; modifications to plan still possible; design evolves considerably</p> <p><i>Community input still being considered based on parameters (e.g. technical and educational program)</i></p>	<p>Completing design; changes only accepted based on fine grain details or architectural specs</p> <p><i>Community input is refining final plan; no more perspectives sought at this point -- minimal changes possible</i></p>	<p>In the pipeline for bidding and construction process</p> <p><i>All community and SPPS input has been considered and plan completed; no input considered</i></p>	<p>Building preparation and implementation</p> <p><i>No opportunity for public input; but "informing" still happens for community</i></p>

# Initial Implementation of 5-Year Plan

- 5-Year Implementation Plan will be updated every spring
  - Convene the FMP-C in March
  - Present to the BOE in April / May
- In this 1st year of having a 5-Year Plan, an interim update on scope and budget will be provided in the fall
  - Significant design evolution since end of FMP Phase III
  - Additional investigation of existing systems (e.g. HVAC)
  - Increasing specificity on strategic decisions
    - RiverEast
    - New Middle School

⇒



# THANK YOU

## Questions?



**651-744-1800**

**[facilities@spps.org](mailto:facilities@spps.org) | [spps.org/fmp](https://spps.org/fmp)**



# SRO Presentation to the Committee of the Board

Tuesday, July 26, 2016

# History of SROs in SPPS

**Early  
1980's**

Two School Liaison Officers (SLO) at Central  
SLOs at each high school with junior high coverage (11)

**1989**

Six officers added to teach D.A.R.E – bringing coverage to 17

**1997**

SLOs become SROs following National model

**2003**

School year D.A.R.E ends. Officers rolled into SRO program

Budget adjustments made and officers reduced

**2016**

Current staffing = 9 officers



# Training

- **National Association of School Resource Officer (NASRO)**

- Foundations of School-Based Law Enforcement
- Ethics and the SRO
- The SRO as a Teacher/Guest Speaker
- The SRO as an Informal Counselor/Mentor
- Understanding the Teen Brain
- Sex Trafficking of Youth
- Youth trends, drugs and their effects on School Culture and Environment
- Social Media
- School Law
- Threat Response: Preventing Violence in Schools
- School Safety and Emergency Operations Planning
- Crime Prevention through Environmental Design (CPTED)

## **SPPS Sponsored**

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



# Feedback on SROs - Multiple Perspectives

- Students
  - Student Engagement & Advancement Board (SEAB)
  - Pan African Student Union (PASU)
- Saint Paul Principals Association
- Community
- St. Paul Police Department



# SEAB on SROs

## Some concerns include:

- The majority of students do not interact with their SRO and some do not have positive interactions.
- Most students (and some staff) don't know how to interact with their SRO and don't know what they do.
- Cost of contract
- Students being criminalized in school

18

## SPPD acknowledged the concerns and have proposed the following changes:

- SROs will be involved in opening week assemblies including a get to know your SRO meet and greet
- Each high school will have a student led advisory group that meets monthly with their SRO.



# Pan-African Student Union (PASU)

## Some concerns include:

- SRO staffing concerns – PASU wants input into decisions like hiring and training.
- SRO office hours not to exceed 20 per week
- Less intimidating uniform or plain clothes
- District develop a complaint process to log and follow through on student concerns about SRO
- SROs should reflect the diversity of the SPPS students

List of concerns from PASU meeting on 7/19/16 shared with SPPD On 7/20/16



# Saint Paul Principal's Association (SPPA)

- The Saint Paul Principals Association strongly recommends renewing our contract with SPPD for these reasons:
- SROs support positive building climates. Hundreds of positive daily interactions with students and staff help build a positive school climate.
- SROs establish positive relationships with students. These relationships repeatedly help schools prevent problems before they occur.
- Without SROs, SPPS would have to rely on emergency response from the SPPD. This would make the climate in the building less safe:
  - Schools would have to endure longer wait times for Police during emergencies.
  - SPPD Officers would not be available to proactively work with school leaders to address concerns.
  - SPPD Officers would not have the time to develop positive relationships with students in our buildings.



# Using Feedback to guide negotiations

- **SPPD has changed SRO uniform** – light blue polo shirt with white lettering
- SROs will be part of the **Opening week assemblies**.
  - Introductions – tell students about themselves, why they wanted to be an SRO, etc.



# Using Feedback to guide negotiations

- SROs will **work to be more visible and promote positive interactions** with students during the day.
- **Whenever possible, if an SRO must have a hands on engagement with a student, a school administrator should be present.** This includes arrests. SPPS staff person will walk with SRO until student is placed in vehicle.
- **Quarterly progress check-in** to evaluate new initiatives
- High school SROs will **work with a school specific student advisory team.** They will meet a minimum of once per month



# Details of FY17 Contract Proposal

Officers (9) \$713,457 (\$79,273 per officer\*)

Fringe Benefit 37.99%

**TOTAL \$984,499**

- SPPD pays \$100,000  
(+ provides full-time Sergeant, all vehicle expenses)
- SPPS pays \$884,499

*\* rate is based on a 10 year average*

# Acknowledging Good Work

## Celebrations

- SRO Mike Tharlson – Employee of the Year – Harding H.S.
- SRO Toy Vixavong – MN Police Officer of the Year – Como H.S.
- SRO Vern Simmons – State winning Basketball Coach/Mentor retires – Johnson H.S.
- SRO Cortez Hull – Provides before/after school coaching and mentoring in health and fitness including personal training and nutrition – Highland H.S.





# Getting fit with Officer Hull



# SPPD – Deputy Chief Paul Iovino

- Critical time for police/community relationships
- What we know about DARE
- Post Columbine and Sandy Hook World
- Patrol vs SRO approach
- SRO Police and Community Class
- Continued input from SPPS students and staff about expectations
- We value this relationship greatly!

# National Best Practices

## School-Police Partnerships – 4 Recommendations

### **POLICY STATEMENT 1:**

School districts and individual schools engage in a collaboration process with law enforcement, the school community, and other stakeholders to consider the most appropriate school-police partnership.

### **POLICY STATEMENT 2:**

Educators and school officials do not call on officers to respond to a students' minor misbehavior that can be appropriately addressed through the school's disciplinary process, and officers use their discretion to minimize arrests for these offenses when possible.



# National Best Practices

## School-Police Partnerships – 4 Recommendations

### **POLICY STATEMENT 3:**

In collaboration with school authorities, police leaders develop recruitment and selection processes to ensure that school-based officers are suited for the position and receive comprehensive training, support and supervision.

### **POLICY STATEMENT 4:**

Written agreements formalize key elements on the school-police partnerships that are periodically reviewed and refined based on data and feedback from a diverse group of stakeholders.



# Next Steps

- SRO staffing model review
  - School based and Mobile
- Explore future opportunities for student engagement.
- Explore SPPS/SPPD authored Memorandum of Understanding (MOU) to define roles and responsibilities.
- In collaboration with SPPD, develop an incident tracking system that will provide data on number and type of police contacts in the schools.
- SPPS to develop a school based concern/complaint process
- Explore forming district wide advisory committee
  - community, administrators, SPPD, SEM

# Questions?

# **Student Engagement and Advancement Board**

Presentation Follow-up and Discussion

Committee of the Board Meeting  
July 27<sup>th</sup>, 2016

# Purpose

The purpose of this presentation is to discuss and reach agreement on the recommendations presented by the Student Engagement and Advancement Board (SEAB) during their “Future of SEAB” presentation at the May 7<sup>th</sup>, 2016 COB meeting.



# Board Liaisons for SEAB Projects

- SEAB requested more communication and connection with Board members
- They would like to be able to request a Board member to volunteer as a liaison for some projects
  - They will complete 3-5 projects each year. SEAB would determine which projects could benefit from a Board liaison
  - Liaison would “check-in” with the students and offer assistance or advice
  - Liaisons could be assigned when projects are determined, based on Board member interest

# Board Liaisons for SEAB Projects

- Board discussion:
  - Do you accept the request for volunteer board liaisons on some projects?

# SEAB at Board Meetings – Rotating Model

- SEAB requested representation at Board meetings
- Proposed model
  - Two students seated at each COB and regular BOE meetings
    - Emphasizes that they are speaking as SEAB, not individuals
    - Allows an opportunity for more SEAB members to participate
  - Students serve for consecutive months, with rotations from all interested SEAB members
    - Rotating so that there is always someone with experience

# Example of Rotating Model

Month	Student 1	Student 2	Notes
September	<b>A</b>	<b>B</b>	Only month with two inexperienced students
October	<b>A</b>	<b>B</b>	Two experienced students
November	<b>C</b>	<b>B</b>	<b>B</b> remains. <b>A</b> rolls off and is replaced by <b>C</b> .
December	<b>C</b>	<b>D</b>	<b>C</b> remains. <b>B</b> rolls off and is replaced by <b>D</b> .
January	<b>C</b>	<b>D</b>	Two experienced students
February	<b>E</b>	<b>D</b>	<b>D</b> remains. <b>C</b> rolls off and is replaced by <b>E</b> .
March	<b>E</b>	<b>F</b>	<b>E</b> remains. <b>D</b> rolls off and is replaced by <b>F</b> .
April	<b>E</b>	<b>F</b>	Two experienced students
May	<b>G</b>	<b>F</b>	<b>F</b> remains. <b>E</b> rolls off and is replaced by <b>G</b> .
June	<b>G</b>	<b>H</b>	<b>G</b> remains. <b>F</b> rolls off and is replaced by <b>H</b> .
July	<b>G</b>	<b>H</b>	Two experienced students
August	<b>I</b>	<b>H</b>	<b>H</b> remains. <b>G</b> rolls off and is replaced by <b>I</b> .

# SEAB at Board Meetings – Logistics

- At COB meetings, add two more seats at table
- At Regular BOE meetings, seat SEAB students with administrators
  - Students will be able to fit since number of Chiefs has been reduced by one
  - May require removing Communications spot
- Create SEAB nameplates – not individual names
- SEAB will receive annual Board meeting training in the fall
- SEAB representatives for each Board meeting will review meeting agendas with administration beforehand

# SEAB at Board Meetings

- Board discussion and alignment
  - Is the proposed model for rotating participation accepted?
  - Are the proposed logistics for implementation accepted?

# SEAB participation in Superintendent Search

- SEAB requested that they be included in the search for a new superintendent
- They would like to provide the Board with:
  - A list of qualities that they would like to see in a superintendent
  - Suggestions for interview questions
- They would like to be included in discussions with final candidates. Two possible methods of achieving this:
  - Option A: Some students participate with Board in interviews
  - Option B: Candidates meet with SEAB

# SEAB participation in Superintendent Search

- Board discussion
  - Is the request to provide a candidate qualities list accepted?
  - Is the request to provide a list of interview questions accepted?
  - Align on method for SEAB interaction with finalists



# SEAB in Policy

- SEAB requested that they be added to Board policy
- Board Policy Work Group proposes a new policy – 211.02 – *Student Voice in District Decisions*
  - Developed with input from stakeholders, including SEAB students
  - Work group recommends that policy be brought for first reading at August BOE meeting

# SEAB in Policy

- Board discussion:
  - Review proposed policy
  - Is the policy approved for first reading?
  - Is the timing (introduction in August, approval in October) accepted?

# Questions?

## **211.02 STUDENT VOICE IN DISTRICT DECISIONS**

### **PURPOSE**

Saint Paul Public Schools recognizes the importance of student voice in District decisions. The purpose of this policy is to establish a student committee (Committee) to support authentic student engagement.

### **VALUING STUDENT PERSPECTIVES**

- A. The Board may, by resolution, establish a committee comprised of students to advise the Board on issues concerning the district. The Board will ensure ongoing engagement and involvement with the Committee.
- B. The role of the Committee is to: inform students of matters important to them, design and/or conduct engagement of the greater student body to collect feedback, inform the Board and District administration of student perspectives, and advise the Board and administration based on student outreach.
- C. Recruitment and selection for the Committee will be held annually. The process will be intentionally designed to solicit participation from students with diverse perspectives.
- D. The Committee will be allocated resources to effectively operate.
- E. The Committee may appoint student representatives to participate with the Board at Board meetings. The process for such participation is to be agreed upon by the Committee and the Board, with details outlined in the Committee manual.

#### Other Policy Titles Considered:

**STUDENT ENGAGEMENT  
STUDENT VOICE ON BOARD  
STUDENT REPRESENTATION IN DISTRICT DECISIONS  
STUDENT ADVISORY BOARD**

#### Other Subsection headings considered

**HONORING STUDENT VOICE  
STUDENT ENGAGEMENT  
STUDENT COMMITTEE**

#### **LEGAL REFERENCES:**

#### **CROSS REFERENCES:**