

CPS and Cincinnati Police Department SRO Partnership

December 15, 2021

THE
FUTURE
IS BRIGHT



PREPARING STUDENTS
FOR LIFE



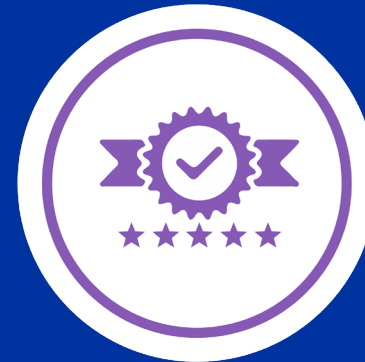
**Student-Centered
Decision Making**



**Health and
Safety**



**Community
Engagement
and Influence**



**Optimized
Capabilities**



Growth

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CPS Planning Team Goals and Timeline

Shauna Murphy
Assistant Superintendent



**Health
and Safety**

CPS: Safety Planning Team Goals



Health and
Safety

1. Review the MOU
with CPD

2. Provide ongoing PD
in restorative practices

3. Redesign of
The Promise Center

4. Implement Alternative
Learning Centers in schools

5. Shared data with Health
and Safety Committee
regarding national SRO
best practices



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CPS: SRO Timeline

May 2020 – June 2021



Health and
Safety

May 2020

Speak Up,
Speak Out

December 2020

Parent insight,
Cohear

Board anti-racism
policy established

January 2021

Student insight,
Cohear

April 2021

Principal insight,
Cohear

June 2021

ACLU
conversation

Health and Safety
Committee visit
the CPD Cadet
Program



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CPS: SRO Timeline

July 2021 – October 2021



Health and
Safety



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Cohear



Health and
Safety

- Parents or caregivers of students ages 12 and above enrolled in CPS
- Students in grades 9-12 enrolled in a CPS high school
- High school principals from the majority of CPS building
- Community Members
- Recommendations:
 - Increase engagement efforts to improve trust levels
 - Be transparent about the role of SROs, why they exist, and what qualifies them
 - Practice empathy and understanding when interacting with students



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CPS & CPD MOU and ACLU Data

Dan Hoying
Legal Counsel



**Health
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Response to ACLU Study



Health and
Safety

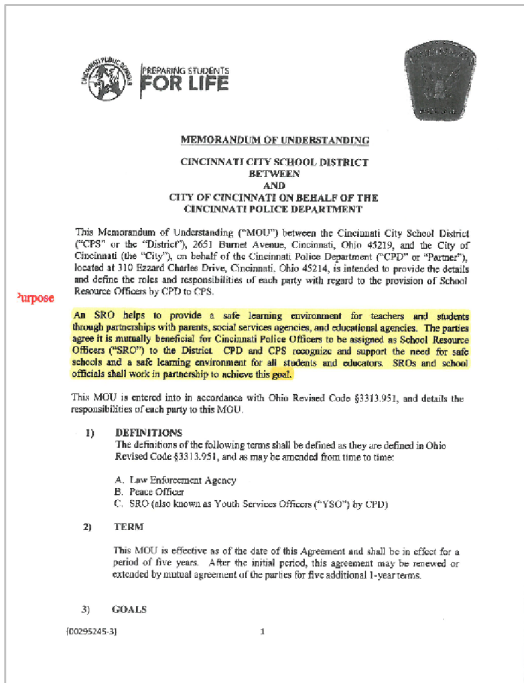
1. Student discipline data (suspensions and expulsions) not related to School Resource Officers (SROs).
2. Arrest and police referral statistics were highly exaggerated. ACLU has corrected the April 2021 report to reflect that CPS reported 81 student arrests in 2017-18 (not 273 as originally reported).
3. Data taken from SRO logs should reflect that SROs serve CPS students, charter schools, and private / parochial schools.



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Review of MOU with City



The Office for Community Oriented Policing Services, a division of USDOJ, has published recommendations for MOUs between school district and city police departments.

- Clearly defined purpose, goals, roles, and responsibilities
- Prohibition of police being involved in school discipline matters:

“Non-criminal violations of student conduct are the responsibility of school administrators...The SRO shall not be involved in any situation that can safely and appropriately be handled by the school’s internal disciplinary procedures.”



Monitoring Plan

William Bell
Director of Safety
Services



**Health
and Safety**

Principals & School Resource Officers



Health and
Safety

High School Principals & SROs
met September 2021



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Monitoring Plan



Health and
Safety

November
2021

CPD will submit monthly
arrest information
involving students
arrested on school
property to CPS.

Age
Sex
Race
Location (school)
Criminal charges

Student identity (name) will remain confidential.



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Restorative Practices

Shauna Murphy
Assistant Superintendent



**Health
and Safety**



Health and
Safety

What are Restorative Practices

- Proactive processes that precede wrongdoing
- Focuses on building relationships and creating community in order to prevent conflict
- Aligned tightly to Behavioral Interventions and Supports (PBIS)

80% of the “work” is in this proactive space



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Myths and Facts About Restorative Practices

- **Myth:** Restorative practices are “soft” - they do not allow for consequences
- **Myth:** We no longer have exclusionary consequences when using restorative practices
- **Fact:** Restorative practices are about repairing harm
- **Fact:** Restorative practices are used “with” students



Restorative Practices in CPS



Training is being provided by the YMCA which has been certified by the International Institute of Restorative Practices

CPS Restorative Practices Roll-Out Plan

- Year 1
 - Promise Center Staff
 - ALC Facilitators
 - School Personnel (Principal, Assistant Principal, and Two Teachers)
- Year 2
 - Building PD (Circles)
 - All ESPs trained
- Year 3
 - All CPS



Next Steps



Health and
Safety

1. MOU conversation with CPD

2. Restorative Practices PD for CPS and CPD

3. Speak Up, Speak Out in all high schools



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