



**May 10**

**2021**

## **REPORT OF THE HEALTH AND SAFETY COMMITTEE**

The Health and Safety Committee met on Monday, April 26, 2021 at 4:00 PM in LaunchED, Room 110, at the Cincinnati Public Schools Education Center.

The public viewed the meeting via Video Conference.

### **ATTENDEES**

#### **Health and Safety Committee Members**

Chairperson Melanie Bates, Pamela Bowers, Ryan Messer

#### **Administration/Staff**

Laura Mitchell, Superintendent; Susan Bunte, Assistant Superintendent; Dan Hoying, General Counsel; Loren Johnson, Director of Transportation; Sarah Trimble-Oliver, Chief Strategy Officer

#### **CPS Government Liaisons**

Eric Kearney, CEO, Kearney and Kearney

George Glover, Co-Managing Director, Focused Capital Solutions

#### **Guest Presenter**

Nia Baucke, Cohear

### **Governmental Liaison Report on State Legislative Topics**

Mr. Glover and Mr. Kearney updated the Committee on their March 2021 Monthly Report.

Mr. Glover informed the Committee about Substitute House Bill (HB) 110. The Bill passed by a vote of 70-27.

The Bill makes operating appropriations for the fiscal years (FY) 2022 and 2023 biennium and includes the Fair Funding School Funding Plan, HB 1, with some modifications. *Ohio School Boards Associations "Facts in a Flash," April 23, 2021.*

The Liaisons report also included the following information about the budget bill and articles pertinent to the District.

The Ohio Budget FY 2022-2023 can be found here: <https://tinyurl.com/2kn5oojg>.

Ohio House budget is latest GOP rebuke of Gov. Mike DeWine's priorities: Analysis

<https://www.cleveland.com/open/2021/04/ohio-house-budget-is-latest-gop-rebuke-of-gov-mike-dewines-priorities-analysis.html>

“A major component is an overhaul of the state's formula for funding K-12 schools, that when fully phased in, would increase the amount the state spends on schools by \$1.8 billion, or 20%. But to pay for the new formula, lawmakers diverted a signature DeWine program, hundreds of millions in “wellness” dollars used to pay for support services for at-risk students.”

Ohio school Districts create ‘extended learning plans’

<https://abc6onyourside.com/news/news-links/ohio-school-districts-create-extended-learning-plans>

State Report Cards to see major changes

<https://www.mariettatimes.com/news/local-news/2021/03/state-report-cards-to-see-major-changes/>

Gamble Montessori receives national sustainability award, Ohio's only 2021 Green Ribbon School

<https://www.cincinnati.com/story/news/2021/04/24/cincinnati-gamble-montessori-high-school-receives-national-sustainability-award/7351914002/>

Cincinnati Public Schools students learn life lessons, one cup of coffee at a time

<https://www.wcpo.com/marketplace/positively-cincinnati/cincinnati-public-schools-students-learn-life-lessons-one-cup-of-coffee-at-a-time>

Greater Cincinnati schools receiving hundreds of millions of pandemic relief dollars from federal government

<https://www.wlwt.com/article/greater-cincinnati-schools-receiving-hundreds-of-millions-of-pandemic-relief-dollars-from-federal-government/36065122#>

\* Meeting with Ohio House Representatives Cedric Denson, Catherine Ingram, Brigid Kelly, Jessica Miranda to discuss legislative concerns and to hear upcoming Statehouse issues on March 12, 2021.

\* Meeting with Ohio Senate Louis W. Blessing, III will be March 18th.

Mr. Glover and Mr. Kearny highlighted the following House Bills.

\*H.B. 73 (Manning, Crawley) To require school districts to form work groups to evaluate the amount of time students spend on testing, and to eliminate retention under the Third Grade Reading Guarantee. **Mr. Kearney reported that this Bill is currently in the Primary and Secondary House Committee and testimony hearing was done the week of April 19. No other movement has taken place as of yet.**

H.B. 117 (Brinkman) To enact new section 3311.242, to repeal section 3311.242 of the Revised Code, and to repeal Sections 6, 7, and 8 of S.B. 89 of the 133rd General Assembly regarding school district territory transfers and to declare an emergency.

**Mr. Glover reported that this Bill may not move forward and that the Board should “keep an eye” on the Bill. “Many across the State are not in favor of this Bill per Kearney. Chairperson Bates reported that CPS administration is opposed to the Bill.**

\*H.B. 200 (Jones, Robinson) To repeal section 3302.12 of the Revised Code to revise the state report card and school accountability systems.

\*H.B. 205 (Ghanbari, Sheehy) To enact Collin's Law: The "Ohio Anti-Bullying and Hazing Act" with regard to school discipline and bullying and hazing policies at schools and colleges. Please note: “Requires each school district, community school, and STEM school to adopt an “evidence-based” or “evidence-informed” policy requiring a district or school to take a disciplinary action against a student in any grade 4-8 who commits an offense of harassment, intimidation, or bullying.”

Mr. Kearney reported that he is meeting and working with Krista on issuing letters for House Bills 34, 73, 200, 205 and 244. He also recommended that the District “weigh-in” on the budget bill.

**Child Abuse Prevention**

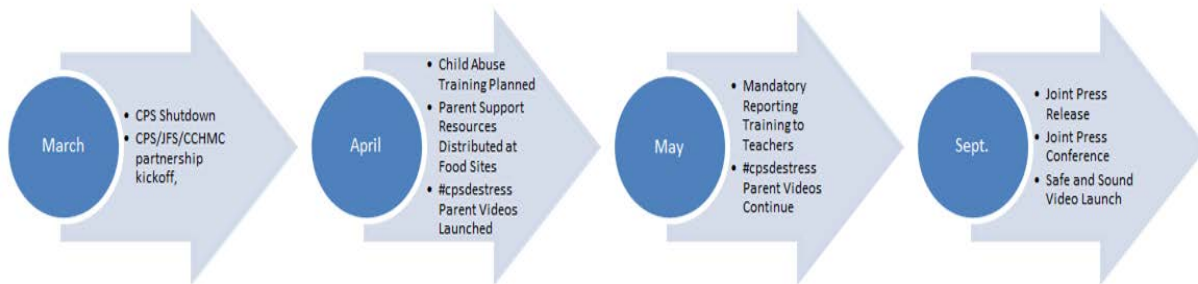
Assistant Superintendent Bunte opened the discussion and reported that in March 2020, CPS leadership was very concerned about the increased potential of child abuse and neglect during the statewide shutdown and the significant decrease in child abuse reporting during the closure due to the pandemic.

Ms. Bunte reported that CPS requested support from Cincinnati Children’s Hospital (CCHMC), who then sought out collaboration with Hamilton County Jobs and Family Services (HCJFS).

CCHMC, CPS, and HCJFS met and collaborated on child abuse prevention interventions that targeted parents, teachers, and community members

It is mandated that teachers take child abuse training on a yearly basis to improve their knowledge of mandated reporting of any suspicions teachers may have of their students’ abuse or neglect. Training included what to look for in student behavior and surroundings and how to have difficult conversations with parents.

Ms. Bunte updated the Committee on the following timeline, initiatives and results for child abuse training for the months of March 20, 2020 – September 2020.



**Child Abuse Initiative Summary**

<u>Initiatives</u>	<u>Lead Partners</u>	<u>Target Audience</u>	<u>Link to Resources</u>
1. #cpsdistress SEL Support Videos	CPS and JfFC	Parents	<a href="#"><u>CPSYOUTUBE SEL CHANNEL</u></a>
2. Child Abuse Prevention and Mandated Reporting Training	CPS and JfFC	Teachers	<a href="#"><u>JfFC Resource Library</u></a>
3. Safe and Sound at Home	ACT and JFS	Parents and Community	<a href="#"><u>Safe and Sound Parent Handout CCHMC</u></a> <a href="#"><u>Getting Through Uncertain Times Video</u></a> <a href="#"><u>Press Release, Press Conference</u></a>

## Overall Success

01	#cpsdestress SEL Support Videos	<ul style="list-style-type: none"> <li>6,740 views on YouTube</li> <li>Uploaded on district website and social media</li> </ul>
02	Child Abuse and Mandated Reporting Training	<ul style="list-style-type: none"> <li>Over 50 teacher participants</li> <li>Acceptability rating over 90%</li> </ul>
03	Safe and Sound at Home	<ul style="list-style-type: none"> <li>Parent Handouts Distributed across 9 food sites for 62 schools</li> <li>1,065 views on YouTube for video</li> <li>Press Release to all Cincinnati News Agencies</li> <li>Live News Segments and Online Articles across Media Outlets</li> </ul>

Committee Chair Bates informed the Committee about the Cincinnati Enquirer's April 25, 2021 article, *COVID-10 aftermath: Is child abuse going unnoticed due to pandemic isolation, weariness?* (Copy available in the Board office)

### Transportation Review: Communication and Bus Schedules

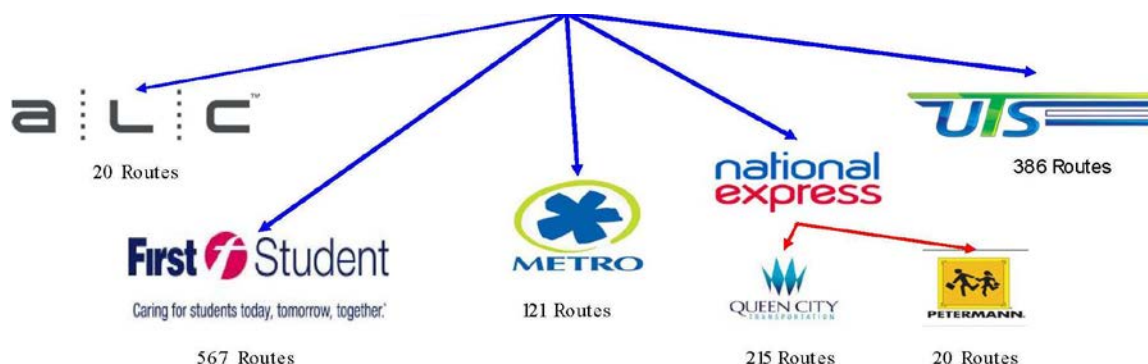
Committee Chair Bates reported that Transportation updates normally occur in the Budget, Finance and Growth Committee. But due to feedback from parents about unsafe conditions as a result of bus schedules being off schedule, the lack of communication and tracking the buses, the HSC found it important to address parents' concerns in order to come up with solutions in making sure all kids are safe when being transported to and from school.

Ms. Bates reported that the HSC and Budget, Finance and Growth Committee agree about possibly not extending bus contracts due to lack of communication, accountability, a plan for accountability not being in the contract, and bus drivers not following routes appropriately.

Ms. Trimble-Oliver informed the group that improvements have been made on services and communication over a few years ago. She also reported that Mr. Johnson has been applying quality improvements methods this year for CPS operations as well as vendor operations. These methods were learned from Children's Hospital.

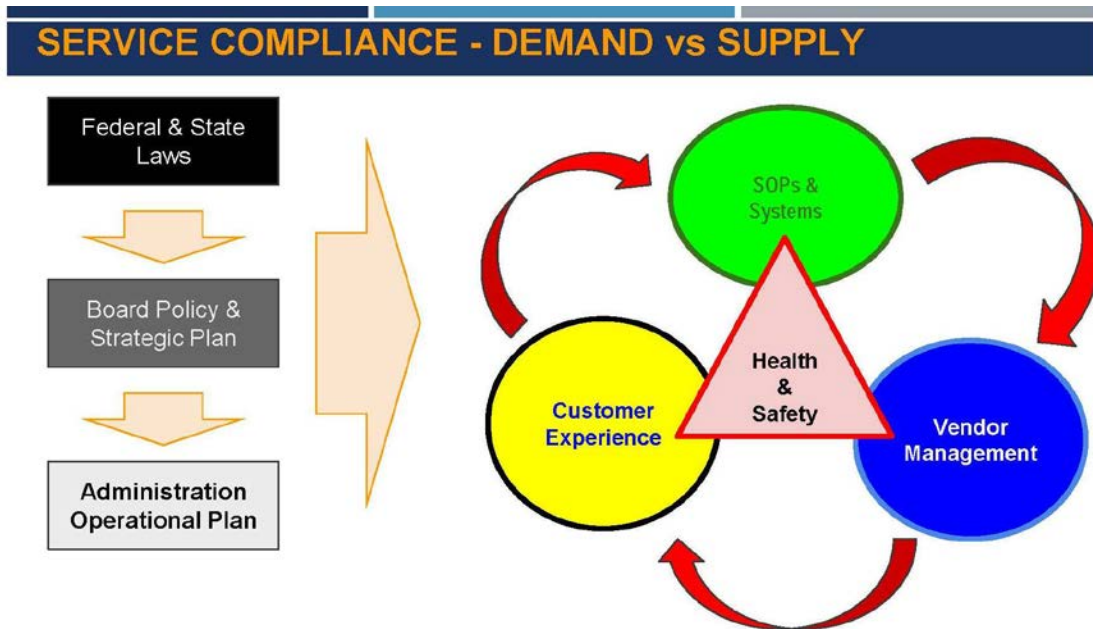
Mr. Johnson provided the Committee with an overview of the District's Transportation service and reported that department was tasked with: (1) Creating an efficient transportation operation without compromising safety (2) Providing a better customer experience (3) Focusing on ensuring the health and safety of students during transport.

Mr. Johnson reported that CPS' multiple vendors make over 1300 trips on a daily basis.



Mr. Johnson informed the Committee that the District's service compliance is demand vs supply. This is due to Federal and State laws, Board Policy, the District's Strategic Plan and the Administration's Operational Plan that is influenced by State voters, parents, families, and community members.

Health and Safety is centered around: Customer Service, Vendor Management and SOP (Standard Operating Procedures) and Systems. Any break downs in these areas would permit the system from operating where it should be.



Mr. Johnson reported that *Quality Service and On Time Performance* is to **create an efficient transportation operation without compromising the health & safety of student.**

The following has been done to meet efficient transportation.

1. Effectively monitors and manages all services through GPS/AVL data maintaining 95% or better reporting.
2. Maintain daily communication with all vendors including direct access to communicate with the drivers.
3. Provide services that promote the safest least restive mode of service is provided.

Mr. Johnson reported that *On Time Performance* is about getting students to school on time, which is 99 percent apart of Health and Safety.

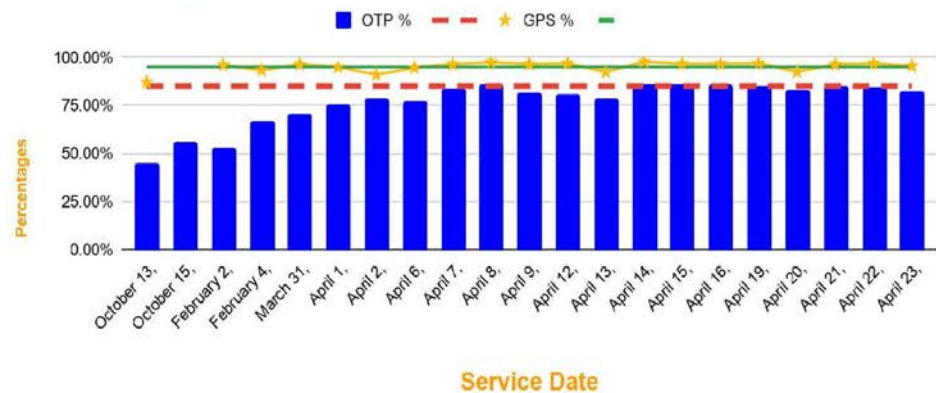
He stated that fewer than 58 thousand routes has been executed and 66 percent of those routes had been running due to COVID-19. He also reported that 95.6 percent of the executed routes that were running reported GPS data and 77 percent of those buses were arriving on time within in five minutes of their scheduled arrival time.





## Service Performance Overview

OTP% & GPS% Analysis



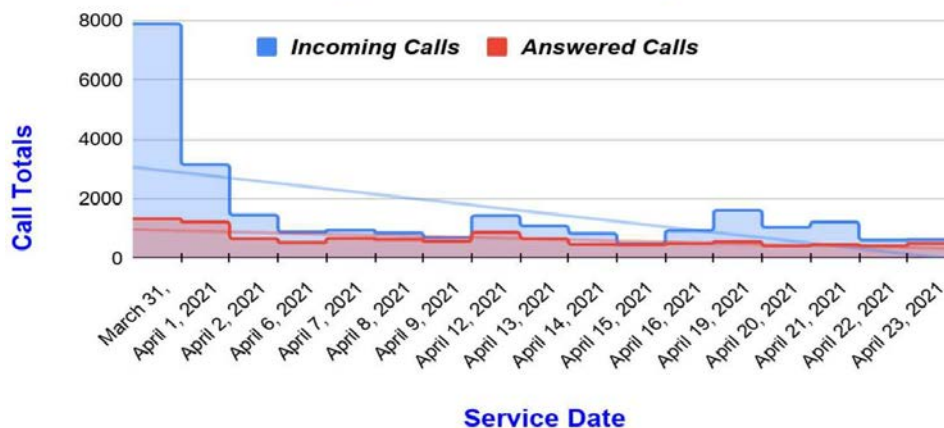
Mr. Johnson providing the following update on *Customer Service: Effective Communication*

1. Developed and implemented a single point of contact network for all services.
2. Developing and implementing a tracking system focused on service inquiries, accidents, and incidents.
3. Recruiting & hiring bilingual staff to support the diversities within our District

Mr. Johnson reported that 8000 calls were received on March 31, 2021 and all could not be serviced due to staffing. He stated that 1500 calls are received on a daily basis with a 33 percent answer rate. Calls requiring additional customer service, affects the rate of answer.

## AVAYA Call Management System

Incoming Calls vs Answered Calls Analysis



Mr. Johnson updated the Committee on *Safety Protocols and Procedures*. The focus is on ensuring the health and safety of students during transport.

### 1. Documented Standard Operating Procedures:

- a. Missing Student
- b. Student Not Received at Drop off
- c. Student Conduct

Mr. Johnson informed the Committee about the following *Opportunities for Improvement*.

### **Operational Team**

- Increase Efficiencies (Demand vs Supply)
- Curb to Curb Service (IEP Compliance)
- Bus Stop Safety Audit

### **Customer Experience Team**

- High Call Volumes/Unavailable agents
- Executing Missing Student Procedures
- Bilingual Support for ESL Families

### **Service Implementation**

- On Time Performance
- Student Drop off Procedures i.e. correct stops
- Driver Recruitment & Retention

Mr. Johnson emphasized the need to recruit the right drivers that care about students.

Committee member Messer stated that there has been significant improvement in transportation since his time on the Board.

He also expressed concern about the 8000 calls and inquired about other ways to engage with parents as well as the possibility of putting together a parent advisory Board to help support the work of transportation. He asked if students no longer riding the buses could be brought back into the bus system and dialogue take place to learn about their experiences and why they left.

Mrs. Mitchell reported that she would look into a parent group.

Mr. Messer recommended doing a campaign to raise awareness about bus drivers caring for the students that they transport.

Mr. Loren referenced parent engagement and reported that parents will have the opportunity to do a survey at the end of their phone calls. He also stated customer experience cards are being developed for drivers to hand out.

Committee Chair Bates recommended to add questions on the District's website that do not require a call with a Customer Service Representative.

Superintendent Mitchell reported that she will follow up on Ms. Bates recommendation.

Committee member Bowers asked if CPSS is involved in the hiring of drivers.

Mr. Johnson reported that CPS puts together the framework of requirements for hiring the drivers and he vets them before they are given the "stamp of approval" to drive for the District.

Mr. Messer asked if there was a day when bus drivers get appreciated. Mr. Johnson reported that Bus Driver Appreciation Day is May 3, 2021 and he will take part in the celebration and making sure that CPS drivers are recognized.

### **School Resource Officers (SRO)**

Assistant Superintendent Murphy reported that student groups "Speak Up Speak Out" and the "Cincinnati Young Activist Coalition" contacted CPS Administration with equity concerns on how School Resource

Officers discipline black and brown students. The groups also requested that SROs be removed from the schools.

The Administration addressed the students' requests by reaching out to Nia Baucke of Cohear, to assist the District in addressing the groups concerns.

Ms. Baucke reported that Cohear had conversations with two focus groups: 20 CPS High School and Junior students, and 12 CPS parents. Twelve schools were represented and five Resource Officers were present at the meeting to answer questions from both focus groups. The groups consisted of parents and students that had a negative experience with SROs.

Ms. Baucke informed the group that most students and parents who were asked about removing SROs, were not advocating for SROs to be removed but wanted to see relationships strengthened, de-escalation practices get more innovative, and develop relationships with School Resource Officers. (See below)

The theme of the meeting was about increasing engagement, being transparent on the role of SROs and practicing empathy. Transparency was the biggest theme that came from parents and practicing empathy was the biggest theme that came from students. (See below)

### **1. Increase Engagement Efforts to Improve Levels of Trust**

- Ensure adequate opportunities for students and parents to engage with SROs.
- Create more opportunities for officers to introduce themselves to students, especially Junior High and Freshman students.
- Develop meaningful opportunities for SROs and students to understand each other's unique perspectives more.

### **2. Be Transparent About the Role of SROs, Why They Exist and What Makes Them Qualified**

- Make the role of SROs in discipline, and the potential legal consequences of fights and other incidents, clear to both students and parents.
- Educate kids and parents alike on the role of their SROs and their qualifications to ensure full transparency and promote higher levels of trust.

### **3. Practice Empathy and Understanding When Interacting With Students**

- Encourage innovative and positive methods of de-escalation.
- Create protocol for SROs and school administration to communicate with parents as soon as an incident or concerning behavior occurs.
- Ensure SROs are listening to students first and seeking to understand their situation.
- SROs need to express a willingness to improve, acknowledge the legitimacy of student and parent concerns, and accept partial responsibility for any deterioration in relationships if they want to build more trust in the future.

Ms. Baucke recommended that the District look into exploring what it looks like when students are out of school in the summer and they come in contact with police officers that are not SROs. Students should also be asked about how they feel about the two different encounters. She also highly recommended that conversations take place with Principals and SROs.

Ms. Baucke provided the Committee with the following *Actionable Ideas*.

- Ensure adequate opportunities for students and parents to engage SROs
- Encourage innovative and positive methods of de-escalation.



- Make the role of SROs in discipline, and the potential legal consequences of fights and other incidents, clear to both students and parents.
- Educate kids and parents alike on the role of their SROs and their qualifications to ensure full transparency and promote high levels of trust.
- Create protocol for SROs and school administration to communicate with parents as soon as an incident or concerning behavior occurs.
- Create more opportunities for officers to introduce themselves to students, especially Junior High and Freshman students.
- Ensure SROs are listening to students first and seeking to understand their situation.

*Cohear is a community engagement and strategy company based in Cincinnati, Ohio that helps leaders develop meaningful solutions to difficult problems by organizing and engaging with community members*

Committee Chair Bates informed the Committee that the Young Activist group provided her with a written report due to time not available for them to present in the HSC meeting. She submitted the report to the full Board.

General Counsel Hoying reported that he has reviewed the group’s information and will be scheduling a meeting with someone from the American Civil Liberties Union Foundation.

Ms. Bates reported that General Counsel Hoying is working with the City to get data on arrest. She also expressed concern about the City not providing the District with SRO data on a regular basis.

Committee Chair Bates informed the Committee about the Cincinnati Enquirer’s April 21, 2021 article, *In the past 12 months, 477 juveniles have been assaulted or killed in Cincinnati* (Copy available in the Board office). Mr. Messer stated that this article is “a call to action.”

**ACTION:** Ms. Bates will recommend to the Board at the May 10, 2021 Business Meeting, that conversations take place between the Board and the City’s appropriate Committee around juvenile assaults and crime. This will be a topic of priority.

**ACTION:** The Committee agreed to accept Cohear’s presentation. The Administration will provide the Committee and the full Board with an update on the data that was received by the Young Activist on April 30, 2021.

**Strategic Plan Strategies / Budget 2021-2022**

The Committee will review the document and provide feedback on items that are pertinent to the HSC.

The meeting adjourned at 5:31 pm.

**Health and Safety Committee**

Melanie Bates, Chair  
 Pamela Bowers  
 Ryan Messer

**Staff Liaisons**

Laura Mitchell, Superintendent, absent  
 Susan Bunte, Assistant Superintendent  
 Sarah Trimble-Oliver, Chief Strategy Officer