



OFFICE OF SCHOOL SAFETY

LONG BEACH UNIFIED SCHOOL DISTRICT

“Excellence, Equity, and Service”

What We've Noticed

Current Challenges

- LBUSD staff lose operational control of an incident once local Law Enforcement gets involved.
- Varied response actions of local law enforcement.
 - Leading to varied outcomes for similar situations.
 - Subjective and/or unnecessary arrests of students.
 - Leading to punitive records for students.
- Varied response speed and size of local law enforcement response.
- Inability to hire and/or retain current staff.

Reimagined Solutions

The Reimagined Operations Proposal aims to align School Safety operations to LBUSD's Core Values* and Vision 2035:

- Reduce the reliance on external law enforcement agencies. (LBPD, SHPD, LASO).
 - **Authentic Community Engagement and Collaboration; Environment that Fosters Connection, Respect, and Safety;*
- Enhance LBUSD's capacity to explore Alternative Disciplinary Measures.
 - **Equity and Social Justice; Culture of Innovation and Creativity;*
- Improve recruitment and retention of top talent.
 - **Fostering Joy and Commitment; Integrity and Responsible Leadership;*

Reduce Dependence on External Law Enforcement

Current Practice

- Incidents at LBUSD Schools involve:
 - School Safety personnel
 - External Law Enforcement Agency
- External partners are required when:
 - Crime occurs.
 - Victim(s) seek prosecution.
- Once LEA arrives, their policies and procedures are followed.
 - Policies can vary between agencies.
 - LBUSD surrenders control of the outcome.
- Community is often “passed around” to gather information from responding parties.

Proposed Action

Authorizes School Safety personnel with the authority to act, within policy and procedure, and resolve the entirety of an incident.

- Significantly minimizes the need for LEA to respond to schools.
 - Reduces the amount of unnecessary Officers responding.
 - Minimizes the need for students to recount the incident multiple times.
- LBUSD/School Safety policies and procedures take precedence.
- Streamlines the incident management
 - Provides community with one source and contact.
- Frees local law enforcement partners to continue to service the community at large without creating a larger burden.

Exploring Alternative Methods to Punitive Actions

- Fall 2024, LBUSD began a Pilot for Restorative Justice interventions for actions resulting in criminal citations for :
 - Trespassing
 - Vandalism
 - Petty Theft
 - Simple Battery
 - Possession of Knife on school grounds.
 - Results have been highly successful:
 - 15 cases referred (24/25 sy)
 - 15 cases fully dismissed
 - Partnering with local CBOs to build support to expand program.
 - LBUSD recognized as Official Diversion Provider
 - LACO Dep. of Youth Development
 - LB City Prosecutor's office
- LBUSD is the recipient of a \$2 million grant to build and expand this program over the next 3 years.
- Specifically, School Safety will have the ability to directly refer cases to the restorative justice team, without initially involving the courts.

Improve Recruitment and Retention

Current Challenges

- Significant Labor Shortages in LE industry
- Competing financial incentives
 - LBPD = \$78K total incentive
 - Other LA cities = \$50k+ cash bonus
- High Turnover (School Safety Specific)
 - Peace Officer Certification
 - Authorizes and continues to maintain peace officer certification.
 - School Safety's current setup, officers lose certification after 6 years.
 - Staff leave to other agencies to keep their certification.
 - Lost costs associated with training, personal investment, community trust.

Proposed Solution

- Reduces High Turnover
 - Results in:
 - Consistent presence and greater community building
 - Less lost costs
- Increases desirability of LBUSD for employment.
- Increase available training at free or reduced costs.
 - State Reimbursement for POST trainings
- Grant funding available for POST agencies with focus on *violence prevention, substance education, and other programs.*
 - We compete for similar funds as our CBOs, without taking funds from them.

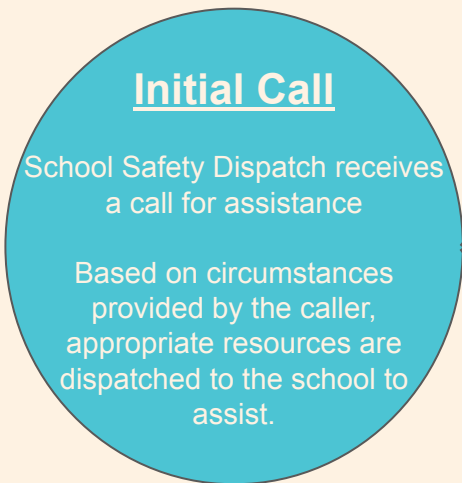


What Will The Community Notice?

- School Safety Officers will no longer need to involve local law enforcement in low-level incidents and petty offenses.
- More situations are resolved without external agency involvement.
- More accountability and outcomes through LBUSD diversion program referrals.
 - Accountability/Response is seen and felt faster, leading to quicker resolution and healing.
- Consistency in which officer responds where, creating greater capacity for building trust and partnership within the community.
- Increase in responding personnel trained specifically with a youth-centered approach.
- More transparency, wider range of support and resources, and student-centered outcomes.

Implementing Feedback

Differentiated Response from Office of School Safety



School Intervention Specialists

- Personnel responding to situations that do not warrant an officer. (ex. defiant elementary student)
- Focused on student behavior intervention, behavioral dysregulation, and violence prevention through conflict resolution to promote a positive and safe campus environment.
- Participate in school events and classroom visits to build positive connections and interact with the community.

School Crisis Response Clinicians

- Contract staff (2) from The Guidance Center Long Beach
- Certified MFTs focused on responding to and supporting students in acute mental health crisis and emotional dysregulation, as well as providing consultation and support to school staff.
- Provide mental health based trainings to school safety personnel and other LBUSD staff.

School Safety Officers

- Respond to incidents with potential to result in or have resulted in criminal activity, including incidents involving violent acts, weapons, and threats against persons or schools.
- De-escalate highly charged situations occurring on and around district sites.
- Participate in school events and classroom visits to build positive connections and interact with the community.





Implementing Feedback

Collaboration with Restorative Justice Team

- The recommended action puts the Office of School Safety in a position to directly support the Restorative Justice efforts currently in place and those to be expanded through the Prop 47 Grant award.
- All infractions and citations issued by the Office of School Safety will be screened through the Restorative Justice Team and all eligible cases will be diverted prior to court filings.
 - This directly eliminates juvenile records for youth who successfully complete the diversion program.
- This will eliminate a known equity gap by ensuring all eligible youth are provided the opportunity for intervention.
 - Currently, schools falling within LA County's jurisdiction are not eligible for LBUSD's Restorative Justice diversion program unless citations are issued by the Office of School Safety.



Implementing Feedback

Specialized Training

In addition to the established POST training standards, including continuous trainings, and the training standards set in the School Safety Officer classifications, all school safety personnel receive specialized training from a variety of resources focused on serving the unique needs of a K-12 environment.

Training topics include, but are not limited to:

- Sandy Hook Promise
 - Building Resilience - Supportive talks and interactions with students
 - Trusted Adult - Fostering supportive and approachable relationships
- The Guidance Center
 - Crisis Management and De-Escalation Strategies through a trauma informed approach.
 - Inclusive Support Strategies for LBGTQIA+ youth
- California POST and Lexipol
 - Recognizing and Responding to Mental Health Disorders
 - Implicit Bias
 - Child Abuse
 - Discriminatory Harassment

Next Steps



- Development of MOUs with local law enforcement partners
- Intentional communication and deployment of new processes throughout LBUSD
 - Provide support with shifting from “we used to do” to “now we...”
 - System wide-training for all focused on restorative practices and safety responses
- Build a co-designed committee to increase accountability, transparency, and guide best practices
- Through ongoing collaboration, explore additional recommended trainings, with an emphasis on violence prevention and intervention
- Continued evaluation for opportunities to improve processes and focus on student centered-outcomes through violence prevention

Collaborative Wins



- 2016 - School Intervention Specialist program began pilot
- 2019 - Vacant School Safety Officer positions were reallocated to fund School Crisis Response Clinician program
- 2021 - Student Wellness Centers are present at all LBUSD Middle and High Schools
- 2022 - Reallocation of funds to create an additional 4 School Intervention Specialist positions
- 2023 - Job study and job description modifications to all School Safety Related positions to include the Campus Staff Assistants



Collaborative Wins

- 2023 - Safe Passage enhancements with multiple community organizations/parents to include the City of Long Beach
- 2023 - Adoption of new software for data tracking/incident reporting.
- 2024 - Director, Office of School Safety job description was re-imagined through co-design with Safer LBUSD to highlight the focus on violence prevention and restorative practices.
- 2024 - Revisions to the Pulse Survey to seek input from grades 6-12 on school safety related feelings and experiences