

Whole School Safety Planning Process

May 20, 2021



Status of School Resource Officer Program in Schools

Summer 2020

- Local School Councils were asked to vote on the decision regarding the SRO program at their schools
- 72 schools: 55 schools kept the program / 17 schools removed the program

Fall 2020

- Significant improvements were made to the Inter-governmental Agreement to address key concerns that were previously expressed:
 - New eligibility and selection criteria
 - Principals will now play a role in selection of their SROs
 - SROs are prohibited from using the “Criminal Enterprise Information System”
 - Improved process for complaints involving SROs via COPA
 - Improved Training
 - Compliance with Welcoming City Ordinances

April 2021

- Upon return to in-person learning, SRO program put on pause based on enrollment and low number of remaining school days

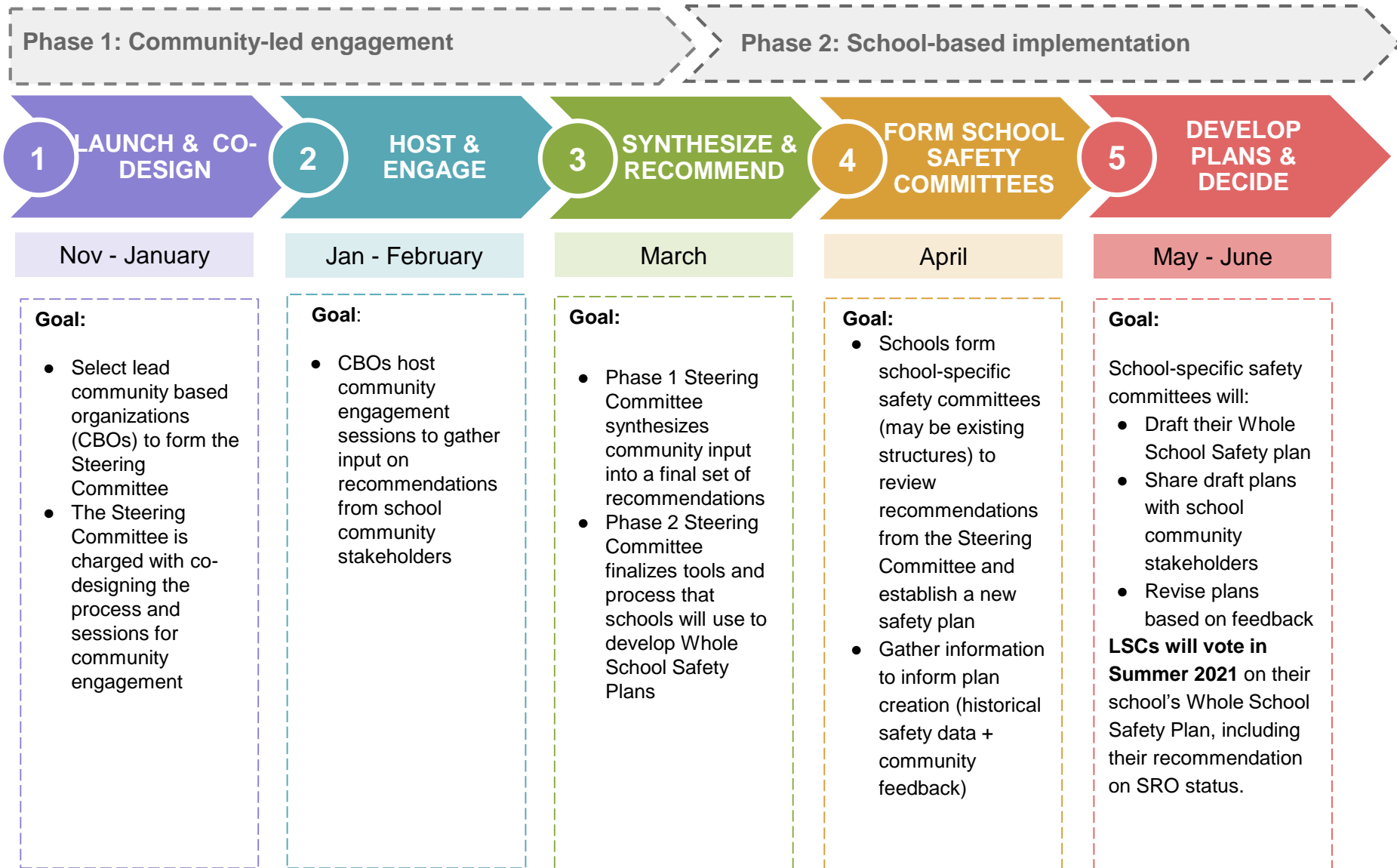
Evolution of School Safety and Chicago Board of Education's Call to Action

- Although CPS has historically used CPD School Resource Officers as part of its safety strategy for many of its schools, the district acknowledges that it is critical for CPS to ***review and reimagine a vision for the future of safety in schools*** that considers the further reduction or even elimination of the SRO program.
- Per the 2020 Board Resolution, the CPS Board of Education is ***seeking alternatives to the SRO program:***

CPS must develop an “inclusive, thoughtful and expeditious process to develop and implement ***alternative systems of safety for CPS students*** in every school that prioritizes their physical and social-emotional well being, learning and transformation.”

- *Chicago Board of Education August 2020 Board Resolution*

The following process was created in response to the school board resolution



Phase 1 focused on community engagement across the city to collect inputs on alternatives to SROs

1 5 community-based organizations (CBOs) hosted **18** community meetings which reached **676** total people in order to generate recommendations.



2 In line with CPS' Healing Centered Initiative (HCI) Framework, community members were asked to develop holistic recommendations that extended *beyond* physical safety to include emotional safety and relational trust



Phase 1 Steering Committee Whole School Safety Recommendations

- Implement holistic **restorative practices**
- Increase access to **social emotional learning** (SEL) and **mental health resources**
- Create **safe and welcoming** physical school environments
- Increase **investments in student leadership** and decision-making processes
- Increase **authentic parent and community engagement** opportunities
- Provide additional school-level support for **trauma-informed crisis intervention**
- Promote and enhance **Behavioral Health Teams**

High Level Phase 2 Timeline

- **April 2021:** Schools formed and launched school-level Whole School Safety (WSS) Committees
- **April - May 2021:** WSS Committees will conduct analysis and prepare draft WSS plans
- **May 2021:** WSS Committees will make recommendations on WSS Plans in conjunction with budget reviews
- **June - July 2021:** Local School Councils will vote on recommendations on WSS Plans
- **August 2021:** Recommendations presented at August Board Meeting

WSS Committees are encouraged to engage and update LSCs throughout the above timeline.

What is a Whole School Safety (WSS) Plan?



- A Whole School Safety Plan outlines a **school's vision, priorities, and strategies to create an environment of physical, emotional, and relational safety, regardless of SRO status.**
 - The plans are collaboratively developed with a WSS Committee that represents various views, including teachers, staff, parents, and students
 - LSCs will vote on the approval of the WSS plan



- What's new about this?
 - Schools will create a holistic “Whole School Safety Plan” that reviews other safety strategies **above and beyond just SRO decision**
 - Alternate resources **consistent with WSS recommendations** can be contemplated if a school wishes to trade in one or both of their SRO positions



- A Steering Committee, made up of principals, students, teachers, and CBO representations, collaborated to create a template that schools will use to develop their recommended WSS plan

Whole School Safety Plan – SRO Decision

Whole School Safety Plans will include a decision on whether the school wishes to keep the SRO program

	We recommend that our school REMOVE its SRO program and supplement with strategies for Whole School Safety alternatives
	We recommend that our school KEEP ONE SRO and supplement with strategies for Whole School Safety alternatives
	We recommend that our school KEEP TWO SROs

Note on Budget: If a school wishes to “trade in” one or both SROs, the plan can consider alternate resources worth up to \$50K per SRO position.

- There will be an **annual budget review** approval process every year, so schools can consider the trade-in as an ongoing resource and not just a one time program.
- Additional funds above \$50K will be reviewed based on the **CPS Equity Index**

LSCs will be asked to participate in an annual process related to WSS planning

LSCs will vote on their schools' proposed Whole School Safety Plan

- Schools have been asked to submit plans to LSCs as soon as they are available, but no later than June 14
- LSCs should conduct their vote on the Whole School Safety Plans no later than July 14

Spring: Schools reconvene their Whole School Safety Committees

Spring: Schools update their Whole School Safety Plans

Summer: LSCs review Whole School Safety Plans

School Year: Schools execute WSS Plans

■ Summer 2021 Action
■ Annual Action

- The ultimate goal of this process is to conduct the review each year.
 - The WSS Plan vote can be revisited each year
 - LSCs not ready to remove their SROs this year can choose to do so next year
 - However, **once a school removes an SRO, they will not be able to restore the position in the future**

LSC Voting Process for WSS Plan

LSC Status	Action
LSC has full quorum	- Vote on WSS Plan
LSC does not have quorum due to membership	- LSC should poll community participants, in addition to polling members of the LSC who are present.
LSC does not have quorum due to meeting attendance	- LSC should re-convene when quorum can be achieved
“Non-Functioning LSC”: Defined as having multiple LSC members from a technical standpoint, but do not have any active LSC members other than the principal	- School should convene and conduct public participation with community members and make a recommendation based on their input

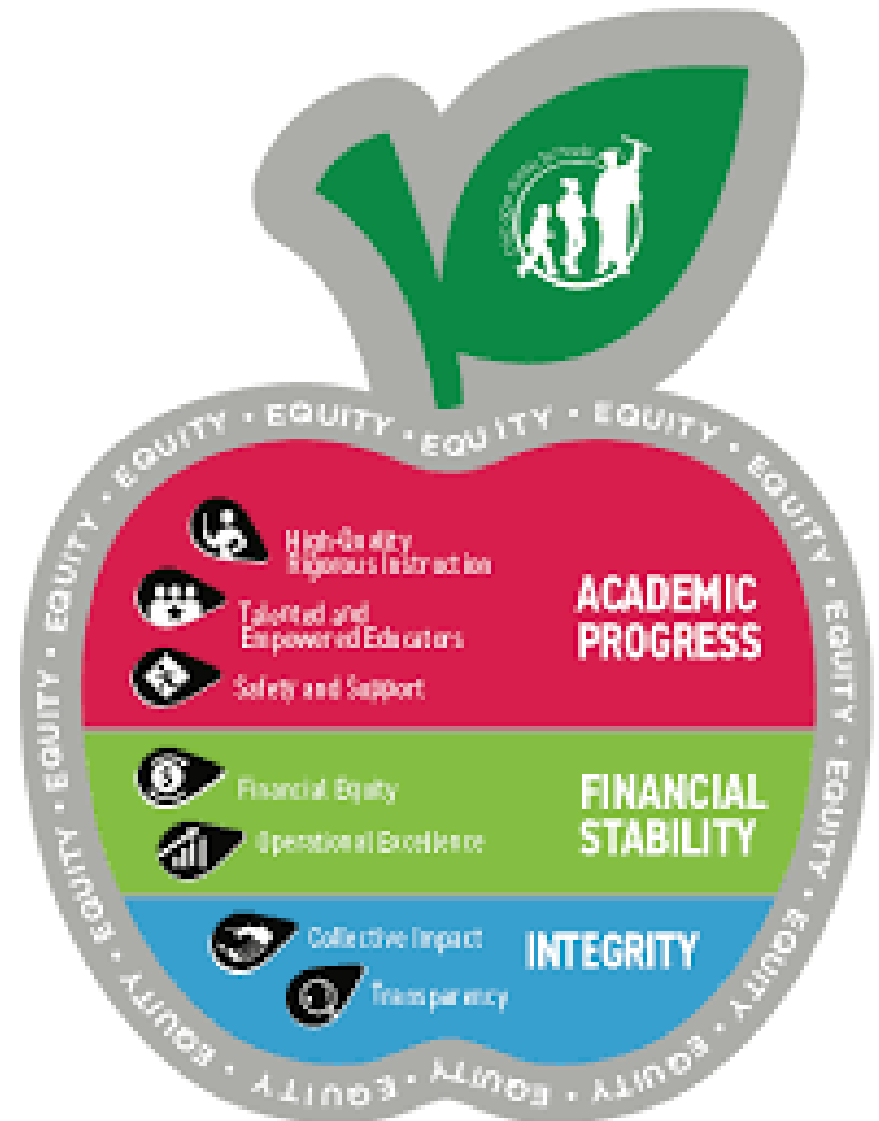
Recap

- Each LSC is asked to vote on the WSS plan for your school
 - Schools have been asked to submit plans to LSCs as soon as they are available, but no later than June 14
 - LSCs should conduct their vote no later than July 14
- All recommendations will be compiled and a summary will be presented to the Chicago Board of Education Meeting, August 2020.

APPENDIX

CPS Commitment

Under the commitment of Academic Progress, CPS commits to driving **safe and supportive school cultures that enhance learning**



CPS Progress Towards Dismantling School-to-Prison Pipeline

CPS has seen progress since School Year 2012:

- 91% reduction in out-of-school suspensions
- 87% reduction in expulsions
- 80% reduction in student arrests taking place at school

Unfortunately, despite these improvements, exclusionary disciplinary actions still disproportionately impact students of color