

## DMPS SRO Replacement Plan

		Description	Support and Staffing
Level 1	Community Building and Prevention	<p>This level focuses on dramatically increasing the input and decision making power of students, parents and community members. In addition, this level focuses on true community building at each school campus</p> <p>Together, the community:</p> <ul style="list-style-type: none"> <li>• Agrees to common expectation for all which promote safety and community building</li> <li>• Dedicates and coordinates in and out of school time to building relationships</li> <li>• Increases community members engaged and employed on school campus</li> <li>• Takes a leadership role in decision making</li> <li>• Transforms school leadership teams to Community Leadership Teams</li> </ul>	<ul style="list-style-type: none"> <li>• Campus Monitors</li> <li>• Community in Schools</li> <li>• Restoration Facilitators</li> <li>• Student / Parent SLT Stipends</li> </ul>
Level 2	Restoration	<p>This level focuses on restoring the community when any member of the community has committed wrongdoing. Restoration is a process, which takes time and committed community members. Schools have traditionally sought restoration, however the lack of resources (Time, staff, and commitment) have prevented true restoration to occur.</p> <p>Together, the community:</p> <ul style="list-style-type: none"> <li>• Creates a restoration team and process to ensure the following occur when wrongdoing is committed:               <ul style="list-style-type: none"> <li>○ Restores relationships</li> <li>○ Provides accountability</li> <li>○ Repairs harm</li> <li>○ Ensures learning</li> </ul> </li> <li>• Provides all community members with foundational learning on restorative practices</li> <li>• Ensures restorative practices are infused within the community</li> <li>• Prioritizes restoration over all other aspects of the community</li> </ul>	<ul style="list-style-type: none"> <li>• Safety and Restoration Coordinator</li> <li>• Restoration Facilitator</li> </ul>
Level 3	Diversion	<p>This level focuses on diverting serious violations of the law away from convictions and placement within the juvenile and adult court systems. This level will take cooperation with DMPD, DMPS, and community organizations to ensure a robust diversion process.</p> <p>Together, the community:</p> <ul style="list-style-type: none"> <li>• Agrees to respond to violations of the law with instruction, logic, and restoration</li> <li>• Acknowledges that “charges” nor “juvenile court” is an appropriate intervention</li> <li>• Understands that once students are system involved, they remain system involved</li> <li>• Agrees to hold youth accountable for violations with dignity</li> </ul>	<ul style="list-style-type: none"> <li>• JCSL</li> <li>• District level communication / POC for DMPD (Public Safety)</li> </ul>

# DMPS SRO Replacement Plan

## School Restoration and Safety Project

Key Outcomes: (6-12)

### Reduce the use of law enforcement within DMPS

- Student Behavior Referrals - From FY16-FY18, DMPS averaged 275 referrals a year involving law enforcement
- Student Behavior Referrals Disproportionality – From FY16 – FY18 – AA/Black students were 2x more likely than white peers to be involved with law enforcement (261 events)
- Total Police Calls – DMPS averaged 1,036 calls to police per year for grades 6-12
- Total student arrests – DMPS averaged 287 students arrests per year for grades 6-12

### Increase the positive student perception of school safety

- Panoramas school safety survey – Spring 2020 - 47% favorable
  - How often do you worry about violence? – Spring 2020 – 52% favorable
  - How often do students get into physical fights at your school? – Spring 2020 – 31% favorable
- Reduce the number of students involved in physically violent behaviors
  - FY19 – Physical aggression -1,652 , Assault - 45

## FY21 Key Actions

### Implement Safety Protocols

- Emergency Procedures / Crisis Communication (Procedure included)
- Guidance for involvement of Law Enforcement (Draft included)
- Response for students suffering from a mental health crisis versus violations of the law (In development)
- Communication Plan and Protocols with DMPD (In development)

### Provide Professional Development to Current Staff

- Administration
  - De-escalation – CPI
  - Introduction to Restorative Practices
  - Use of Law Enforcement within Schools
  - Seizure and detainment of dangerous materials
  - Documentation and referral writing

## DMPS SRO Replacement Plan

- Communication with DMPD and use of Public Safety
- Introduction to Integrated Services Model
  
- Campus Monitors
  - De-escalation / Physical holds – CPI
  - Introduction to Restorative Practices
  - Service Delivery Model
  
- CPI Teams
  - De-escalation / Physical holds – CPI
  - Updated Chapter 103 guidelines

### Finalize Staffing for FY22

- Implement staffing plan to ensure a base allocation of:
  - Campus Monitors – 1/400
  - Restoration and Safety Coordinators – 1/1000
  - Restoration Facilitators – 1 per building
  - Update to Juvenile Court School Liaison role and responsibility
  
- Hire Staff
  - Work with HR to attract and find the best candidates for the 20 new positions
  - Hire staff through a collaborative effort between buildings to ensure the best candidates are hired
  - Complete hiring by April 1<sup>st</sup> to allow for on boarding and training to occur throughout the summer
  - Complete the public bidding process to find a community partner to provide 5 restoration facilitators

### Finalize the DMPS Safety Framework

- Continue District Safety Team (Operations, Office of Schools, DMPD) to tightly align communication and services to schools, i.e. badge access, physical plant safety, crisis response, Student Response Teams, etc.
- Continue collaborative effort of Student and Family Services and Operations to streamline school safety and security into one DMPS framework
- Finalize the four-key area DMPS Safety Framework between Operations and Student and Family Services
  - Prevention
  - Planning
  - Response
  - Recovery

## DMPS SRO Replacement Plan

- Provide initial training to District Administration for feedback

### Define Stakeholder Expectations

- DMPS SEL Work, Board Limitation 2.10, requires DMPS to clearly articulate expectations for all stakeholders
- Leverage current community stakeholder groups (SEL task force community collaborative), Student equity groups, and staff teams to universally define expectations
- Update the student code of conduct to reflect the changes in processes, protocols and supports
- Provide communication and instruction to stakeholders on the updated expectations

## FY22 Key Actions

### Professional Development and On Boarding of New Staff

- July, 2021

#### All new Campus Monitors, Restoration and Safety Coordinators

- De-escalation, Physical Holds – CPI
- Introduction to restorative practice
- Service Delivery Model

#### Restoration Facilitators

- Introduction to Restorative Practices
- Circles and Formal Conferencing

- August, 2021 – All Campus Monitors, Restoration and Safety Coordinators

- Seizure and detainment of dangerous materials and weapons
- Anti-Bias training
- Trauma informed care (Mental Health First Aid)
- Scenario and response training

#### Restoration and Safety Coordinators - only

- Physical Plant Security
- Chapter 103 – advanced training
- Crisis Response
- Teaming

## DMPS SRO Replacement Plan

- Continued Development through monthly PLCs

### Monitoring and Evaluation:

- Monthly progress monitoring and evaluation by the District Safety Team (Includes district representatives for the Department of Student and Family Services, Operations, and DMPD); indicators of progress include, but are not limited to:
  - A. Student Behavior Referrals,
  - B. Student Behavior Referrals Involving a Law Enforcement,
  - C. Total Police Calls,
  - D. Total Student Arrests,
  - E. Student, Staff and Parent Panorama Perspective Survey,
  - F. Percent of Students involved in Physically Violent Behaviors
- Monthly fidelity checks by Restoration and Safety Coordinator
- Quarterly data reports for district administration
- Annual Treatment of Students Board Report

## DMPS SRO Replacement Plan

DMPS SRO Replacement Plan			
Job Description and alignment	Current: Title and Basic Job Functions	Proposed: Title and Basic Job Functions in addition to current role and responsibilities	
	Campus Monitor	Campus Monitor	Campus Monitor
	<ul style="list-style-type: none"> <li>• Common area supervision</li> <li>• First responder</li> <li>• Enforce student expectations</li> <li>• Parking violations</li> <li>• Communicate</li> <li>• Visitor management</li> <li>• Activity supervision</li> <li>• Neighborhood support</li> <li>• Support home visits</li> <li>• Restraint support</li> <li>• Emergency situation support</li> <li>• Physical plant security</li> <li>• De-escalate</li> </ul>	<ul style="list-style-type: none"> <li>• Implement de-escalation and physical holds (CPI trained)</li> <li>• Implement restorative practices (International Institute of Restorative Practices)</li> <li>• Seizure and detainment of dangerous materials and weapons (CPI and/or DMPD)</li> <li>• Implement anti-bias and trauma informed care</li> <li>• Work in concert with, and under the direction of, the <u>restoration and safety coordinator</u></li> </ul>	<ul style="list-style-type: none"> <li>• Implement de-escalation and physical holds (CPI trained)</li> <li>• Implement restorative practices (International Institute of Restorative Practices)</li> <li>• Seizure and detainment of dangerous materials and weapons (CPI and/or DMPD)</li> <li>• Implement anti-bias and trauma informed care</li> <li>• Work in concert with, and under the direction of, the <u>restoration and safety coordinator</u></li> </ul>
At-Risk Student Supports	Restoration and Safety Coordinator	Restoration and Safety Coordinator	
<ul style="list-style-type: none"> <li>• Track students w/ problems and in alternative settings</li> <li>• Maintain tutoring/after school services</li> <li>• Provide supports for students</li> <li>• Respond to level II events</li> <li>• Participate in the RTI/MTSS process</li> <li>• Proactive strategies to work with students</li> <li>• Infinite campus logging/tracking</li> </ul>	<ul style="list-style-type: none"> <li>• Lead the restoration process and implementation of restorative practices within the school community (IIRP trainer and practitioner)</li> <li>• Lead the safety and security of the building through the implementation of the District Safety Framework (new)</li> <li>• Maintains the CPI crisis response team and is a certified CPI trainer for the building</li> <li>• Provides professional development to all staff in restorative practices and school safety</li> <li>• Work close with law enforcement and DMPS public safety to maintain a safe and secure learning environment</li> <li>• Work directly with DMPS to support diversion of youth</li> <li>• Lead and organize all <u>community restoration facilitators</u></li> <li>• Works closely with the District Operations team to ensure preparedness and compliance with physical plant safety and crisis response</li> <li>• Seizure and detainment of dangerous materials and weapons</li> <li>• Implement anti-bias and trauma informed care</li> </ul>	<ul style="list-style-type: none"> <li>• Lead the restoration process and implementation of restorative practices within the school community (IIRP trainer and practitioner)</li> <li>• Lead the safety and security of the building through the implementation of the District Safety Framework (new)</li> <li>• Maintains the CPI crisis response team and is a certified CPI trainer for the building</li> <li>• Provides professional development to all staff in restorative practices and school safety</li> <li>• Work close with law enforcement and DMPS public safety to maintain a safe and secure learning environment</li> <li>• Work directly with DMPS to support diversion of youth</li> <li>• Lead and organize all <u>community restoration facilitators</u></li> <li>• Works closely with the District Operations team to ensure preparedness and compliance with physical plant safety and crisis response</li> <li>• Seizure and detainment of dangerous materials and weapons</li> <li>• Implement anti-bias and trauma informed care</li> </ul>	

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New Positions	
	Restoration Facilitator
	<ul style="list-style-type: none"> <li>❖ <i><u>This position will be hired through the public bid process and in collaboration with a community organization</u></i></li> <li>• Highly trained and experienced restorative practices facilitator (maintains IIRP certification)</li> <li>• Ability to provide small group questioning, small/large group circles, formal conferencing and other restorative practices at a high level</li> <li>• Coordinates with the building restoration and safety coordinator to build a daily schedule responsive to student, adult and community need</li> <li>• Provides a positive and pro-social presence while on campus and not engaged in restoration</li> <li>• Maintains confidentiality and meets all FERPA guidelines as they relate to public school</li> </ul>
	Student and Parent SLT Stipend
	<ul style="list-style-type: none"> <li>❖ <i><u>Each school will receive an allocation of 4 stipends as a base and may increase with building funds as needed</u></i></li> <li>• Participates in monthly School Leadership Team (SLT) meetings</li> <li>• Has decision making ability and input on action steps to ensure the school reaches its school improvement goals and Board of Directors Goals</li> <li>• Participates in onboarding training in data literacy, decision making, and role responsibility</li> <li>• Maintains confidentiality as it pertains to building level data and outcomes</li> </ul>
	DMPS Public Safety Supervisor
	<ul style="list-style-type: none"> <li>• Serve as the point of contact between DMPS and DMPD</li> <li>• Serve has the communication hub for all non-emergency events which require a district level response</li> <li>• Provide documentation (NCO, police reports, etc.) to building administration as requested in a prompt and efficient manner</li> </ul>

	Allocation									
	East		Hoover		Lincoln		North		Roosevelt	
	FY21	FY22 Base	FY21	FY22 Base	FY21	FY22 Base	FY21	FY22 Base	FY21	FY22 Base
Campus Monitor	3	6	2	3	4	6	2	4	3	5
AR- SS / RSC	1	2		1		3	2	2	2	2
Restoration Fac.		1		1		1		1		1
SLT Stipend		4		4		4		4		4