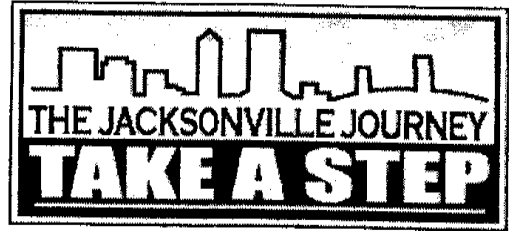


**Education, Truancy, Dropout & Literacy Subcommittee
School Safety Workgroup
2/20/08**

This packet contains handouts that were distributed at the Education, Truancy, Dropout & Literacy Subcommittee/School Safety Workgroup meeting on February 20, 2008 and includes the following items:

- Memo from Skip Cramer (chair, School Safety Workgroup) to School Safety Workgroup dated 2/20/08, re: Workgroup Draft Recommendations

- Workgroup Problem Matrix



Memo

To: School Security Working Group
From: Skip Cramer, SSWG Chair
CC: Renee Brust, City of Jacksonville Liaison
Date: 2/20/2008
Subject: School Security Working Group Draft Recommendations

Guidance from Chair W. C. Gentry of the Education, Truancy, Dropout and Literacy Subcommittee is that all recommendations from the Subcommittee's workgroups must be submitted in final form to City staff liaisons by Wednesday, March 5th for presentation to the full ETDOL Subcommittee on March 12th.

In considering draft recommendations to improve school security and safety, it is recommended the working group operate under the philosophy that the best outcome for students to thrive inside a safe school environment where programs and services result in fully engaged students lower truancy, absenteeism and dropout rates, decreased conduct incidents, and decreased recidivism. The following draft recommendations are for your consideration:

Draft Recommendation #1 Bring the Full Service Schools program to full operating capacity. [Lead: DCPS; United Way]

Note: A closely related recommendation based on United Way's Achievers for Life program may come forward from the Truancy Workgroup

The Full Service School [FSS] program serves over 28,000 students and parents annually and has proven to be effective in reducing student conduct violations and decreased recidivism. The success of FSS has also resulted in wait-lists for counseling at six of seven FSS sites in 2006-07 and delays of up to five months to be seen by a therapist. Five of seven FSS sites are operating at greater than 90% of therapeutic capacity. Among the issues therapists deal with are prior sexual abuse, death or incarceration of a parent, major depression, truant behavior, anxiety and self-destructive behaviors.

Choke points in the FSS system include the part-time DCPS Social Worker/Case Manager positions that serve as gatekeepers of FSS services, and the number of qualified therapists to provide direct services to students. DCPS Social Worker/Case Managers should be serving in

full-time, 12-month-per-year positions that match the FSS year-around program profile. It is estimated 12 new therapist positions are required to eliminate the waitlists at current FSS sites.

Awareness of the scope of the FSS program and services available through FSS is required for school staff, the School Board, SROs, the SAO, and parents. Workshops and other outreach efforts should be a continuing part of the FSS program.

Outcome Measurement: Reduction in serious conduct violations; reduction in student referrals; school climate surveys reflect students feel safer in schools.

Fiscal Impact: The additional annual cost of shifting DCPS Case Managers from 32.5 hour/10 month part-time employees to 40-hour/12 month full time employees is \$65,000. The annual cost in salaries and benefits of adding 12 therapists is approximately \$720,000.

Draft Recommendation #2

Implement the Safe Students in Schools initiative
In all Middle and High Schools [Lead: DCPS; JSO; SAO]

Project Safe Students in Schools targets early intervention with at-risk students before serious conduct violations or criminal activity occurs. SSIS, like the Monitoring At-Risk Students program that preceded it, has great potential provided necessary support services for the students and their parents or guardians are in place. The importance of early parental involvement and engagement is critical to successful outcomes. Programs such as the Parent Project and BLAST address low functioning families and parenting children with serious disciplinary issues.

Implementation of SSIS will require close monitoring to address issues of disproportionate minority contact (DMC) and concerns that minor behavior problems result in premature entry into the juvenile justice system.

SSIS is under active consideration by DCPS and JSO for implementation in school year 2008-09.

Outcome Measurement: Reduction in serious conduct violations; reduction in student referrals; school climate surveys reflect students feel safer in schools.

Fiscal Impact: To be determined.

Draft Recommendation #3

Reduce or end out-of-school suspensions
[Lead: DCPS]

In school year 2005-06, 13.2% (18,428) of Duval County's student population received in-school suspensions one or more times and 15.3% (21,358 students) receive out-of-school suspensions one or more times during the school year. Our out-of-school suspension rates are double to quadruple those of other urban Florida counties.

The Education Subcommittee's efforts in reducing truancy, lowering dropout rates and improving literacy underscore the philosophy that our youth are best served within a structured school environment that provides access to appropriate support services and diversionary tracks that continue the emphasis on learning in a structured school environment.

Outcome Measurement: Reduction in percentage of school population experiencing out-of-school suspensions; reduction in dropout rates

Fiscal Impact: To be determined. Providing in-school alternatives will require additional supervisory staff and classroom space, as well as support services such as Full Service Schools to address the students' needs.

Draft Recommendation #4 Improve school security staffing, training and response Capability [Lead: DCPS]

Schools lack adequate School Police and trained security paraprofessionals. Improvements are needed in standardization of training and appropriate multi-agency drills for all security and school staff to handle both daily security and safety issues and major incidents such as active shooter or hostage incidents. In addition, School Police lack surge capability within the school district's 175 schools. Hiring of five additional School Police staff would provide (1) a Rapid Response Team available to mobilize throughout the District and (2) the core staff to provide standardized training, coordinate drills and exercises, and augment day-to-day security needs within the DCPS system.

Outcome Measurement: Reduction in serious conduct violations; reduction in student referrals.

Fiscal Impact: Estimate salary and benefits for each of the five full time experienced security officers at \$60,000 annually. Additional costs accrue for recruitment, training, office space, equipment, and vehicle support.

Draft Recommendation #5 Accelerate implementation of Student Crime Stoppers and Crime Watch programs in all Middle and High Schools [Lead: DCPS; Crime Stoppers; JSO; SAO]

It is the opinion of DCPS and JSO officials that the best deterrent to crime in the schools is open, trusted communications between students and school staff and School Resource Officers. The Student Crime Stoppers program provides students with an anonymous system of providing information, without fear of reprisal and, if desired, a reward for information that was verified and true. The result is a safer, more secure environment for the student and faculty through personal responsibility and empowerment.

Outcome Measurement: Reduction in serious conduct violations; reduction in student referrals; improvement; school climate surveys reflect students feel safer.

Fiscal Impact: Estimate salary and benefits for each of the five full time experienced security officers at \$60,000 annually. Additional costs accrue for recruitment, training, office space, equipment, and vehicle support.

In addition to the SSWG recommendations listed above, the working group also supports:

- Immediate reactivation of the Juvenile Assessment Center based on the model described under Recommendation #2 of the January 2008 report of the Blueprint Commission on juvenile justice in Florida.

- Rapid expansion of mentoring programs to meet the unserved needs of students in public schools.
- Hiring and deployment of 30 additional attendance Social Workers and coordination of community resources to eliminate truancy (Truancy Workgroup Recommendations #1 and #2)
- Development of a Community Truancy team (Truancy Workgroup Recommendation #3)

SCHOOL SECURITY WORKING GROUP – PROBLEM MATRIX

The desired outcome in all cases is for students to thrive inside a safe school environment where programs and services result in increased student engagement, lower truancy, lower absenteeism and dropout rates, decreased conduct incidents, and decreased recidivism.

Problem		Solution & Lead Agency(s)	Desired Outcome	Timeframe?	Comments & Cost
1	School safety plans not current, effective	Review Commission to review all SSPs [DCPS]	Identify weakness or gaps in plans; resources provided to fix them	Long term	Doing annual assessments of all schools
2	Lack of local community or parental involvement	<ul style="list-style-type: none"> a. Strengthen SAC-school & PTA-school relations [DCPS, Council of PTA/PTSAs, SACs] b. Strengthen CPAC-School link [DCPS, COJ/CPACs] c. Significantly grow the number of mentors available to students d. Expand programs that engage parents and strengthen parenting skills, such as BLAST, the Parent Project, etc. 	<ul style="list-style-type: none"> a. Increased parental and community involvement as measured volunteer hours, student-volunteer ratios, business sponsorships, active PTAs & SACs at every school. b. All students receiving social services have at least one parent actively engaged in their program. 	Long term	
3	Gang or inappropriate clothing in schools	<ul style="list-style-type: none"> a. Mandatory school uniform - pilot project b. Enforce standard dress code [DCPS] 	Reduce serious student conduct violations	Long-term	Enforcement: will it put kids on the street?
4	Weapons in schools; contraband	Unannounced searches with K-9s [DCPS; JSO]	Zero weapons or contraband in schools; school climate surveys reflect students feel safe		Done now, selectively

5	Weapons in schools; contraband	a. Metal detectors b. Magnetic wands and training for school security, staff [DCPS]	Zero weapons or contraband in schools; school climate surveys reflect students feel safe	Near-term	Doorway detectors disruptive to education environment; wands OK
6	Lack of accountability	Enforce standards & hold students, staff, DCPS, DCSB accountable [DCPS]	Improved school climate survey results	Mid- to long term	
7	Lack of leadership	Leadership development and training with DCPS [DCPS]	Improved safety & staff retention, higher student performance	Mid- to long term	
8	Access of unauthorized individuals to school property; student conduct violations on campus	a. Improved electronic surveillance, school interior and grounds; trained personnel b. Limited access; single point of entry to school [DCPS]	Reduce trespass and unauthorized presence on/in school property. Currently being done @ all secondary schools	Mid-term	In work
9	Insufficient school security staff; lack of surge capability for hotspots	a. Increase SROs b. Increase Security Paraprofessionals; improve & standardize training c. 5-member Rapid Reaction Team [JSO; DCPS]	Reduce serious student conduct violations	Near-term	Training curriculum in work
10	After-hours sporting event safety	Revise security procedures (access, signage, searches, staff, package size limits, no loitering, etc) [DCPS]	Zero weapons incidents; reduced incidents of violence	Near-term	In work
11	Prevention & early intervention with students at risk of serious behavior infractions	a. Safe Students in Schools program with necessary safeguards & full support services for	a. Safer school and learning environment b. Reduce incidence of	Mid-term	SSIS under DCSB review. FFS covers areas beyond

		<p>student.</p> <p>b. Expand Full Service School capacity at all existing sites; U-Way "Helping Students Achieve"</p> <p>c. Mental health counselor/social worker paired with each SRO</p>	<p>serious conduct violations.</p> <p>c. Lower dropout, truancy, absentee rates</p>		<p>host school. Bring current FSS to full capacity before adding new FSS location. Need more MH staff.</p>
12	Juvenile crime incidents in hours immediately following school day; student dropouts on the streets	<p>a. Enhanced after-school programs; mentoring; academic enrichment [BBBS, B&GC, PAL, DCPS, Mentor Alliance]</p> <p>b. Raise voluntary dropout age to 18</p> <p>c. Eliminate out-of-school suspensions (DCPS, Duval Del.)</p>	Reduced juvenile crime rates	Near- to long-term	<p>a. Programs in place can expand.</p> <p>b. Pilot being considered to raise DO age to 18.</p>
13	"No snitch" environment; need for student involvement in crime prevention	<p>a. Accelerate implementation of Student Crime Stoppers program in all HS/M Schools</p> <p>b. Implement Student Sheriff's Advisory Councils in schools</p>	Reduced student conduct incidents; reduced crime rates	Near- to mid-term	
14	School physical environment conducive to crime and misconduct	a. Implement Crime Prevention Through Environmental Design at all schools; new and existing.	Reduced conduct or crime incidents; school climate survey shows students feel safer		Reviewed at each annual assessment. Live-on security has

		b. On-campus resident security district-wide			been done on several campuses
15	Student misconduct on school buses	a. Video surveillance on all school buses b. Security staff on buses	Reduce incidents on buses; improve accuracy of incident reporting	Mid- to long-term	Item (a) is done; item (b) costly
16	Inadequate consequences for criminal acts	a. Consistent prosecution for firearms & criminal acts on campus b. Reopen JAC; have stiffer penalties than ISSP and Detention for criminal violations.	Reduce serious student conduct violations; improve school safety climate	Mid- to long-term	SAO limited by 4 th Amdt rights.
17	Improve preparedness for active shooter/mass casualty incident in schools	a. Update all-hazards plans for all schools; conduct frequent drills, exercises & joint training [DCPS, JSO]	Improved school readiness; fully trained staff	Long term	2 DCPS staff currently doing updates; training improvements in work.
18	Neighborhoods immediately surrounding some schools are blighted	a. Improve coordination between city departments (i.e. Zoning, code enforcement, DART) to address blight within 1000' of schools. b. Target Seeds of Change in areas round targeted schools	Improved neighborhood appearance; reduction in neighborhood crime	Long term	