

# Board Action Summary

## An Outline of Board Member Raaheela Ahmed’s Recommendation to the Board of Education

**New Program:** Yes • No X

**Modified Program:** Yes • No X

**Subject:** Protect Our Students Proposal

**Abstract and Highlights:**

On Thursday, January 14, 2021, the CEO presented her recommendations for implementing the county’s Police Reform Task Force recommendations regarding school resource officers and school security personnel. Some of the CEO’s responses indicated modifications from the original recommendations of the Task Force. The below chart contains recommended actions for the Board of Education – some that align with the Task Force’s recommendations, some that align with the CEO’s recommendations and others that go beyond them.

*These amendments are being proposed for passage by the Policy & Governance Committee of the Board, and ultimately the full Board of Education.*

Police Reform Work Group Recommendations	CEO’s Recommendations	Recommended Board Actions
<p><b>1A. Realignment of PGCPs security protocol.</b></p>	<p>An assessment of our current school security personnel assignments and the role of school security and principals/ assistant principals in the implementation of the Student’s Rights and Responsibilities (Student Code of Conduct) policy will be conducted and completed by June 30, 2021. Any modifications will be made prior to the start of the 2020-2021 school year.</p>	<p>Accept the CEO’s recommendation for 1A</p> <p><i>Recommendation: Seek input from stakeholders that will be impacted by the realignment.</i></p>
<p><b>1B. Restructure School Resource Officers (SROs) and security personnel.</b></p>	<p>Arrest data from the past three years provides evidence that a large portion of student arrests fall under the authority of PGCPs security personnel. It is important to note removing all arrest powers of internal security personnel may result in an increased number of arrests by SROs. Data will be monitored quarterly to ensure the intent of the recommendation is met by accepting this provision.</p> <p>The CEO will ensure that SROs meet with PGCPs Leadership quarterly to discuss ways we can support our students while reducing arrests.</p> <p>The CEO will explore the feasibility of “soft uniforms” (i.e. PGCPs uniform similar to other operational departments) for SROs or body cameras in consultation with PGPD and General</p>	<p>Prohibit safety and security services personnel from arresting students (adapted from Task Force report)</p> <p>Reduce the size of safety and security services personnel, and reallocate funding towards mental and behavioral health for students (from Task Force report). Reallocate funding towards restorative practices, trauma informed practices, social/emotional supports, wraparound supports.</p> <p><i>Recommendation: FTE reduction via discontinuing positions vacated this school year.</i></p> <p>End MOUs with law enforcement agencies to place School Resource Officers (SROs) in schools and prohibit future contracts with law enforcement agencies to place SROs in</p>

	<p>Counsel to ensure adherence to student rights and privacy laws.</p> <p>The CEO will work with the appropriate labor partners to discuss the renaming of school security personnel and will make the necessary changes by July 1, 2021.</p>	<p>schools. Create a plan for the removal of SROs from schools by the start of the 2021-22 school year in consultation with community stakeholders.</p> <p>By July 1, 2021, work with labor partners and advocates to restructure the role of safety and security services personnel to be mentors/peacekeepers/school climate specialists - revise job descriptions, job titles, hiring procedures to include student/teacher/community presence, implement training, increase collaboration with special education and mental health staff, and integrate into SST/SIT.</p> <p>Reject the rest of the CEO's recommendation for 1B</p>
<p><b>1C. Update school safety training requirements.</b></p>	<p>PGCPS will continue to provide de-escalation, mediation and crisis intervention professional development to all school based employees. Quarterly joint meetings with PGCPS stakeholders will take place at all high schools.</p>	<p>Training will be provided annually.</p> <p>Empanel an oversight committee representing community stakeholders and subject matter experts to meet quarterly and check in on school discipline, including but not limited to: suspensions, expulsions, arrests, diversion and placement in alternative schools practices and provide publicly available reports to the Board. The committee will have a voting membership of which the supermajority represents the community rather than the district or schools; includes members representing students and families impacted by disproportionalities, educators, community special education advocates, and community mental health advocates. The committee membership should be approved cyclically by the Board of Education.</p> <p>Accept the rest of the CEO's recommendation for 1C</p>
<p><b>1D. Establish school safety data metrics to eventually phase out security personnel.</b></p>	<p>The Chief Accountability Officer will work with staff to establish school safety data metrics for optimal annual school safety milestones by July 1, 2021. PGCPS will also establish processes to ensure SRO arrest and use of force data is captured and published annually on the PGCPS website.</p>	<p>Accept the CEO's recommendation for 1D</p> <p>Annual data should also include referrals to diversion programs.</p>

<p><b>1E. Invest in prevention and intervention programming for students.</b></p>	<p>When financially possible, the CEO will make investments to increase school-based personnel to address student behavior concerns. PGCPs will continue to collaborate with the Prince George's County Department of Social Services and the State's Attorney Office to implement crisis prevention strategies and diversion programs. PGCPs will identify personnel to serve as a liaison between SROs and school security personnel for law enforcement purposes and student detainment and arrest.</p>	<p>Invest in and increase the number of high school counselors, mental health counselors, community intervention workers, and restorative justice coordinators to respond to student behavioral problems (from Task Force report).</p> <p>Task a diverse group of experts (e.g., individuals from the Public Defender's Office, the advocate community, and mental health counselors) to determine the types of behavior resulting in school-based incidents that could be addressed via alternate means and should be excluded from criminal charges (from Task Force report).</p> <p>Decriminalize age-appropriate student behavior (e.g., disruption or disruptive behavior are among the top three offenses committed) and use alternatives to arrests (from Task Force report). Limit the ability of school staff to call outside police or seek student arrest in conjunction with other exclusionary discipline and for behavior such as disorderly conduct, disruption, loitering, and trespassing.</p> <p>Reject the rest of the CEO's recommendation for 1E</p>
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**Budget Implications:** Neutral - recommended actions call for the re-allocation of funds

**Staffing Implications:** Reduce safety and security personnel FTEs; role description changes for personnel; increase in mental health professionals; removal of non-PGCPs officers from schools

**School(s) Affected:** All Schools

*Preparation Date:* January 27, 2021

*Endorsed:* \_\_\_\_\_

*Person Preparing:* Raaheela Ahmed

*Approved:* \_\_\_\_\_

*Committee Agenda Introduction Date:* February 1, 2021

*Board Introduction Date:* \_\_\_\_\_

*Board Action Date:* \_\_\_\_\_