



## **A Community-Based Toolkit for Parents & Caregivers & School Stakeholders Chicago Public Schools & Chicago Police Department School Resource Officers**



This toolkit was created with Chicago's public school primary stakeholders in mind. This resource is intended to inform and engage the community on the discourse whether to remove or retain the Chicago Police Department's (CPDs) School Resource Officers (SROs) from Chicago Public Schools (CPS). We encourage school stakeholders; students, parents, caregivers and guardians, educators, faculty and community members use these resources to engage Local School Councils (LSCs) in the decision-making process of whether to maintain the SRO program.

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Raise Your Hand for Illinois Public Education engages, informs, and empowers parents to protect and strengthen public education for all children in Chicago and Illinois, eliminate inequities in public schools, and work at the grassroots for the public good that is public education.

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## Youth-Led Police Free Schools Coalition

“Safety does not exist when Black and Brown young people are forced to interact with a system of policing that views them as a threat and not as students. For many Black and Brown youth, the presence of police in their schools disrupts their learning environments.”

### Youth-Led Police Free Schools Coalition, Cont.



Youth led research: [CPS/CPD Report](#) | [Find Your SRO Map](#)

Youth-led sites: [copsoutcps.com](#) | [Facebook](#) | [Twitter](#) | [Email](#) | [Coalition Link Tree](#)

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## **Chicago Police Department Federal Consent Decree Is The Reason The Decision To Remove SROs is required by CPS Schools**

**FAQ:** Why are the school district and LSCs voting to retain or remove CPD SROs? **Answer:** The City of Chicago is under federal monitoring mandated under consent decree reform of the Chicago Police Department. This followed two scathing reports from the City of Chicago Inspector General: [2018](#) | [2019](#)

In August 2017, the Office of the Illinois Attorney General sued the City of Chicago in federal court regarding civil rights abuses by the Chicago Police Department. The [2017 Department of Justice Investigation Report](#) found that CPD had a history of civil rights violations, including a pattern and practice of excessive force and abuse.

\*See page 34: “CPD’s pattern or practice of unreasonable force includes the use of excessive less-lethal force against children.”

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On January 31, 2019, a federal judge approved a [consent decree](#) negotiated by the Illinois Attorney General’s Office and the City of Chicago that will institute comprehensive reforms of the Chicago Police Department. The judge appointed a federal independent monitor, Maggie Hickey. Ms. Hickey leads the Independent Monitoring Team, which monitors the City of Chicago’s progress in meeting the consent decree’s requirements.

\*See sections E. *Interactions with Youth* on page 8 | G. *School Assigned Officers* on page 11.

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On June 18, 2020, Ms. Hickey released the annual [Independent Monitoring Report](#). The report details a significant number of missed deadlines relative to the CPD. Additionally, there are a number of non-compliance areas regarding the SRO program and policing Chicago's youth. \*See pages 61 through 77.

### **Key Dates for 2021**

- ~~January – May: Community led events, workshops, teach-ins on CPS-CPD SRO program~~
- ~~March: CPS BOE to determine process of phase re: CPD SRO Program | [CPS Board Resolution](#)~~
- ~~May – June: Whole Schools Safety Committees | [CPS Whole Safety Schools Presentation](#)~~

### **What The Research Says...**

ACLU Reports

- ❑ [President Biden: Stop Funding the Policing of Our Students](#), Feb 2021
- ❑ [ACLU of IL Responds To Chicago Police Department's Report On Consent Decree Progress](#)
- ❑ [Police in Schools Continue to Target Black, Brown, and Indigenous Students with Disabilities. The Trump Administration Has Data That's Likely to Prove It](#), July 2020
- ❑ [Chicago Police Officers Have No Place In Public Schools](#), July 2020
- ❑ [School-To-Prison Pipeline](#)
- ❑ [Cops And No Counselors, How the Lack of School Mental Health Staff is Harming Students](#)

### **Recommended Watch List**

- ❑ [Reimagining Public Safety Webinar Companion Guide - February 6, 2021](#)
- ❑ City Council Joint Committee Hearing (Public Safety & Education) July 2, 2020 Meeting: [Agenda](#) | [Video](#)
- ❑ (2hr 10mins) [Reimagining Safety #PoliceFreeSchools Webinar & Companion Guide](#)- June 2020
- ❑ (1hr 29mins) Facebook Webinar: [Following Young People to Police Free Schools](#) - June 2020
- ❑ \*Graphic\* [Marshall HS Student Tased Does Not Match What CPD SROs Originally Said](#), April 2019
- ❑ [Race and policing in Chicago](#), October 2016

### **Recommended Reading List**

The Advancement Project: [We Came To Learn: A Call To Action For Police-free Schools](#)

Embedded Report: [We Came To Learn](#)

Medium: [Police in Schools Research for CPS LSCs, July 16, 2020](#) (Professor, Loyola) [\[Spanish\]](#)

LA Times: [For teen activists, defunding school police has been a decade in the making](#)

WaPo: [Black children have always known state violence: What's at stake in debates about police in schools](#)

Injustice Watch: [Amara Enyia: Chicago must defund—not just reform—the police](#)

Chicago Now: [We need to talk about the thorny relationship between teachers and police](#) (CPS Educator)

Chalkbeat: [As conversation on school police in Chicago rushes ahead, here are five things you need to know](#)

Chicago Unheard: [A CPS Mom Explains the How CPD Got Into CPS and How to Get Cops Out of Schools](#)

Chicago Reporter: [We protest police in the streets, so why do we let police in our schools?](#) (CPS Educator)

Chalkbeat: [Chicago community groups have long called to remove police from schools. Is this their moment?](#)

Teen Vogue: [How the School-to-Prison Pipeline Works](#)

CPS Recommended LSC SRO Toolkit [English](#) | [Spanish](#) \*Does not include the information in this toolkit. July 2020

CityLimits: [Opinion: Why We Organize For Police-Free Schools](#)

WBEZ: [Vote Leaves Black Students Far More Likely To Have Police In School Than Other Teens](#)

Blog: [Going "Black to School" With Counselors Not Cops!: An interview on the victory for #PoliceFreeSchools with Minneapolis student leader Nathaniel Genene](#)

ABCNews: [Florida teen body-slammed by school resource officer 'traumatized,' family says](#)

NPR: [Rochester Mayor Suspends Police Officers Who Pepper-Sprayed 9-Year-Old Girl](#)

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South Side Weekly: [Where The Pipeline Begins: A History of Police In Chicago Public Schools](#)  
Chicago Reader: [A rosy CPS survey on cops in schools falls short](#)  
GAO: [Discipline Disparities for Black Students, Boys, and Students with Disabilities](#)  
CBS Bay Area: [Oakland School Board Gives Final Approval To Resolution Removing Police From Schools](#)  
Chicago Inspector General Report: [OIG Finds That Chicago's Response To George Floyd Protests And Unrest Included Breakdowns In The Mass Arrest Process, Unfulfilled Use Of Force Reporting Obligations, And Operational Structure And Policy Gaps That Crippled Accountability From The Start](#)  
[Committee OKs \\$300K settlement to former CPS special needs student Tased by cops at Marshall HS](#)

### **Possible Actions You Can Take At Your School**

- If you're on the LSC; talk to fellow members before meetings/vote to discuss and research data
- Organize with other parents, students, colleagues and community members to inform decision-making
- [Know Your Rights](#) at public meetings: learn about the Open Meetings Act (City Bureau)
- Attend your school's LSC Meetings and speak during public comment {Usually 2-3 minutes}

### **Ways to Engage Your LSC**

1. Email LSC Members at your school. Consider including research/data and personal experience/testimony.
  - [SRO Vote Organizing](#)
  - [PPT about SROs out of Clemente HS](#)
  - [Sample SRO Policy Statement](#)
  - [Full Washington HS Organizing Guide 2020](#)
2. Create school-based petitions, sign-on or personal letters:
  - Example petitions: [Lane Tech](#) | [Washington HS](#) | [CPS Alumni for Abolition](#) | [Lincoln Park](#)
  - Example sign-on letter: [Chicago physicians call for police free schools](#)
  - Example personal letter: [Marshall High School Parent to Mayor Lightfoot and CPS](#)
3. Contact your school LSC representatives; parents, teachers, community and student reps to see how they're implementing the [CPS-CPD SRO Toolkit](#) recommendations to engage school stakeholders prior to their vote. Also find out when LSCs are having their SRO meeting [here](#).

### **Reimagining Safe Schools and Trauma-informed Supports Without Police**

Question: When considering what schools could look and feel like without police...what do you want to see?

We pulled together a short list of best practices for your school to consider as you reimagine what safety looks like in your school:

- How many counselors are in the school? A nurse? A therapist?
- Be brave about identifying equity gaps and develop strategies to end Zero Tolerance Policies.
- Request the principal/LSC host public meetings to review zero tolerance policies, restorative and transformative justice practices at the school. And as a school community; examine how zero tolerance policies are applied to Black, Latinx, SpEd, LGBTQ, Diverse Learners and other marginalized youth.
- Request that your CPS security guards be retrained in line with their specific duty requirements, restorative and transformative practices:
  - See CPS Description: [Roles & Duties of CPS School Security Officers](#)
  - CPS Brief on Security Roles: [CPS Safety Update - Board of Education Presentation](#)
- Ask if the school's teachers and faculty have professional development (PD) on trauma-informed, antiBlack bias/racism and related training. Some LSCs have used school budgets to help facilitate PD.

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- See PD Catalog: [CTUF Quest Center Training](#)
  - Ask how often teachers email parents and engage them in their child's learning.
  - Ask how to get involved in the school. Because involved parents and community are critical partners in the process of reimagining the safety that our children deserve.
  - Engage in resources, mentors from the community and *National Best Practices on Police-Free Schools*.

Remember, above all, the best schools for learning center young people and their needs. These are just a few...share with us how your school plans to grow and keep students and schools safe in police-free schools.

### **National Police Free Schools**

Resolutions to remove SROs: [Denver](#) | [Milwaukee](#) | [Minneapolis](#) | [Oakland](#) | [San Francisco](#) | [Seattle](#)

**2021 National Models for Prioritizing Student Safety and Police Free Schools \*New**  
[Oakland, CA](#) | [Maryland](#) | [Massachusetts](#)

### **Want additional information and support?**

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