

Oakland Unified School District

Board of Education
Paul Robeson Building
1025 2nd Avenue, Suite 320
Oakland, CA 94606-2212
(510) 879-8199 Voice
(510) 879-8000 Fax



ACCESSIBILITY OF AGENDA AND AGENDA MATERIALS

Agenda and agenda materials, if any, associated with this meeting are accessible on the Board of Education's World Wide Web Site at <http://webportal.ousd.k12.ca.us> or from any computer terminal in the Office of the Board of Education at the above-stated address.

AMERICANS WITH DISABILITIES ACT COMPLIANCE

Individuals requiring a reasonable accommodation to participate in meetings other than handicapped access, should notify the Office of the Board of Education seventy-two (72) hours prior to the meeting at either (510) 879-8678 (VM); or boe@ousd.k12.ca.us (E-Mail); or (510) 879-8739 (TTY/TDD); or (510) 879-8000 (Fax).

Minutes (Long)

Tuesday, October 06, 2009

4:00 PM

**Board Room, Paul Robeson Building, 1025 2nd Avenue, Oakland, CA
94606-2212**

Safety Committee

***Jumoke Hodge, Chairperson
David Kakishiba, Member
Alice Spearman, Member***

A. Call to Order

Chairperson Jumoke Hodge called the meeting to order at 4:08 P.M.

B. Roll Call

Roll Call: Present: David Kakishiba and Jumoke Hodge
Absent: Alice Spearman

C. Modification(s) To Agenda

None.

D. Adoption of Committee Minutes



[09-2828](#) Minutes - Safety Committee - September 15, 2009

Approval by Safety Committee of its Minutes of September 15, 2009.

Attachments: [09-2828 - Minutes - Safety Committee - September 15, 2009](#)

A motion was made by David Kakishiba, seconded by Jumoke Hinton Hodge, that this matter be Adopted. The motion carried by the following vote:

Votes: Adv Aye: 0
Adv Nay: 0
Adv Abstain: 0
Aye: 2 - David Kakishiba and Jumoke Hinton Hodge
Nay: 0
Recused: 0
Absent: 1 - Alice Spearman
Preferential Aye: 0
Preferential Abstention: 0
Preferential Nay: 0

E. Adoption of the Committee General Consent Report

None.

F. Unfinished Business

**09-2682****Presentation of the School Climate Plan for the 2009-2010 School Year**

Presentation of the School Climate Plan for the 2009-2010 School Year.

Attachments: [09-2682 - Presentation of the School Climate Plan for the 2009-2010 School Year.ppt](#)

Laura Moran, Chief Services Officer gave the staff presentation. Ms. Moran said what she was bringing back to the Committee was the Safety and School Climate Plan which is the District wide plan, not the specific site plan. Ms. Moran distributed to Committee Members the training booklet used with all the principals the summer. She asked Committee Members to refer to the School Safety Plan for 2009-2010. She said where we train them on a bunch of different elements what we call safety and school climate. This year we are trying to get the principals to create a safety team first to help them do the safety plan so that there is more than one person on the campus that knows what's happening. Ms. Moran referred Committee Members to page 11 and 12. She said we talked about the purpose and membership of the team and gave them an org chart. What we are finding although this has been a compliance requirement for many years (1) a lot of our small schools don't have enough staff; sometimes to put together a school safety team (2) There are so many other teams at the school site. At bigger schools we wanted to give them some clarity of what an ideal school safety and climate team would like. We recommended to the principals that they are the team leader of that team; that on the team should involve (at the high school level) their OUSD Police Officer; if they are at a middle school they might have their lead security officer if they don't have a police officer. There should be their EOC Incidence Commander; in some schools that is also the principal but in a larger high school that could be an assistant principal. Your Incidence Commander is the person who would activate your Emergency Team. We recommend there is a SART Chair; a SART Chair can be many people but it could be a teacher, an outreach worker, your attendance clerk; somebody that is responsible for doing the SART's which is all the handling of the truant cases. We also recommend someone who does discipline or climate coordinator; in many high schools that could be an assistant principal; your SST Coordinator/COST Coordinator if you have one. We also recommended they put the After School Coordinator. What we are finding last year with a number of incidents that happened there wasn't as good communication between the after school program and the regular day program. Often we have safety incidents occurring after school; this year we also did training for all our after school programs on safety as well. We recommended if they were on a shared campus that they think of this as a campus safety team instead of school by school since they are all small schools. Ms. Moran referred Committee Members to the Appendix of the document to the section on school climate and discipline. She said we give them a little more detail pulling on some of the materials we have used over the years; What is the primary goal, the major objective of the safety and school climate team; what are the different functions, what do you want this team looking at. Mr. Moran next referred Committee Members to the section on Campus Safety & Emergency Preparedness and shows them what it takes to have an emergency preparedness team. Page 52 refers to the Chain of Command and Ms. Moran said we are simplifying this for the schools because most people don't have enough folks; we are saying get at least three or four people. Gloria Beltram is going out to schools helping them put together these teams and getting the training. There is on-line training for these Incidence Command Teams and we're also doing First Aid and CPR for at least two people at every campus. We are sending out the new safety plan template; we streamlined it from the ones we used last year. The goal this

year is to make it useable and authentically engage our stakeholders. If an incident occurs the only way you school is safe is if all the adults know their roles and responsibilities; and you must agree on this before the emergency happens not after. The next time we can come back with the new safety plan template and provide a progress report on how we have done. Pete Sarna, Chief of Police, Gloria Beltram and I are actually going to all the major high schools to help them organize their safety teams and start to write their safety plans. We feel safety at the high schools is a major issue especially with a lot of the violence both at schools and around schools and we want to integrate our new police officers into that whole safety team compact.

Committee Members Comments

Chairperson Hodges said when you say you are going out to provide the tech support and you are going to McClymonds tomorrow, you would be meeting with this proposed team or the principal for right now. Ms. Moran said right now for the principals she is trying to encourage the principals if they have identified two members to bring them to the meeting. She said at Castlemont they are still trying to figure out who they can put on the team. What we did was walk them through the importance of it; listened to what are your current safety challenges; what are the strategies you are using; what are some of the ways we can help you. We will do a second session with Castlemont. Chairperson Hodge asked Ms. Moran did she find that people had a plan. Mr. Moran said she think that most people have the standard plan and we are giving them some of the standard pieces. There are some schools do a great job; they are on top of safety, they have their plan, they have their team and meet regularly. Chairperson Hodge asked would this plan be in the front of the school posted on the walls coming in so a parent would I be able to walk in and see who my school's Safety Team is. Ms. Moran said that was a great suggestion; she said last year it was in the office and the principal and secretary has it. She said once the Safety Plans are done it should go to all the parents and all the teachers. Chairperson Hodge asked about the budget piece. She asked Ms. Moran if she saw any impact on safety in the schools. Ms. Moran said everywhere she goes most of the principals say one of their biggest problems with safety and school climate is lack of resources. She said the schools are struggling with the budgets they have. Chairperson Hodge said this is a Safety Plan for schools different than your School Climate Team. Ms. Moran said it was combined; it your Safety and School Climate Team.

Discussed

G. New Business

09-2683 Presentation on Restorative Justice

Presentation on the District's Restorative Justice practices and related polices, if any.

Ms. Moran said one of the things we wanted to do was have Barb McClung and Rita Alfred give you an overview on Restorative Justice and give you an update on what we have done over the past year. We have funding to train some 20 schools. This year we did a basic overview to all the schools of what Restorative Justice is and the fact that we all embrace moving toward more restorative practices. The next step for us is getting Board support and endorsement of this and coming up with a strategic funding plan. Ms. Moran said she did put this on the list of priorities for the Superintendent for funding from external

agencies. What would it look like to fully integrate restorative practices at all our schools and all our policies and procedures as a district. We are starting to do with the discipline and we are starting to do a little with our work with probation. Our plan should identify what are the multiple ways that we are integrating restorative practices into our policies and procedures at a district and school level; how will we know we got there; how will we measure success over a three to five year period. Ms. Moran asked Barb and Rita to make a presentation and provide Q & A.

Barbara McClung coordinates the community mental health services of the District and the leader of the Restorative Justice Initiative. Ms. McClung gave some background on the Restorative Justice. She said we had in 2007-2008 a federal grant called the Mental Integration Partnership Grant; one of the deliverables on the grant was to seed restorative practices. There were two specific objectives; (1) Help build social capital for youth and students in our schools that were disengaged and disenfranchised; (2) To shift the discipline practices so that we can reduce our suspension and expulsion rates. She said in collaboration with the Restorative Justice Oakland Youth who we contracted with to provide training and technical assistance. We trained over 200 administrators and staff members at 20 different school sites. The grant required us to serve five schools but there was a huge outpouring of interest in restorative practices. We modeled our training after the work that had been done at Cole Middle School that was funded through Measure "Y" Violence Prevention Funding and it is continuing this year. Rita Alfred spoke next.

Ms. Alfred said she started out as a DHP Case Manager in OUSD. She said her directors at that time were really interested in alternatives to suspension and one of the things they both encouraged us is to really look at ways that we can assist with that. The four case managers at the four middle schools tried different things. She said the thing she tried was Restorative Justice after we were all mandated to go to training by Restorative Justice for Oakland Youth 2005. Coming back from that training and having had the background she had in mental health counseling and social action work, the principal at that time was really interested and willing to try this. After conversations with her and the staff for about half a year we actually introduced a training all year. In 2006-2007 we did all year training for only the adults. She said that was one of the critical things they did because Restorative Justice has been adopted in many places but it has not gotten the kind of results we got at Cole. She said she thinks it has everything to do with the fact that we got the adults on the same page and they were willing to try something new in places where it did not agree with them. There were conversations about it so when we practiced it we learned how to deal with some of those conflicts that you see in every school. She said there are difference in how classified staff look at things; how certificated staff look at things; how administrators look at things; how CBO's how are located at schools look at different things. It brought the different prospective together and we were able to say ok we don't agree on 100% of it but we are willing to try it. She said because of that by the end of the first year, teachers were asking to actually do this with the students the following year. In the first year of training fighting went down and defiance went up but it started that conversation that teachers were willing to have. A lot of times when teachers can actually sit down and talk to students about how they react to something they said it kind of helps both of them see each side of the story. In 2007-2008 we introduced it to the students and again fighting went down and defiance was starting to go down because of the teacher/student circles that we were doing. In 2008-2009 it started getting dramatic, Ms. Alfred said she thinks it had something to do with Cole was closing and the population was

getting smaller. The students were really getting involved in being restorative; caring about their school; getting away from the notion of snitching when it came to safety issues. It got to a point where students would tell us when there was going to be a fight. Our academic results by the third year we increased our test scores by 74 points. She when you actually bring the student back into the school and there is a way of reintegrating the student, the student doesn't re-offend and parents are involved. We retained our teachers almost 100%; the person who left went away for higher studies.

Committee Comments

Director Hodge spoke on being in the experience of Cole. She said people knowing her were real honest about things on the table. She said there was a hard incident that happened at Cole where a student who had been DHP'd throughout the system, landed at Cole, and struggling in the community a lot brought a gun to school. Chairperson Hodge said she felt like there was this moment where people were saying "but that's the Restorative Justice school and that's not suppose to happen there." She said it is supposed to happen because life happens; in our communities that's going to happen; it's an unfortunate reality. The second thing I witnesses happening in a couple of weeks we did a celebration of the community and brought folks in to speaks, cultural events; music. The school was vibrating and people were saying we have to restore what we had before this violence happened. Chairperson Hodge said even with his infraction, this notion of re-integration or not throwing people away she said she think it was an amazing experience.

Funding - Ms. McClung said the grant has finished but there is some money that I would like to use to support restorative practices for this year and these are some of the kinds of things we would like to do:

- 1. Continue to coach the school sites that have received training in Restorative Justice so that those seeds can grow.*
- 2. Have a PLC for administrators around restorative discipline.*
- 3. Integrate restorative practices with our trauma services.*
- 4. Use restorative practices for staff wellness.*
- 5. It would be great if we could create a Restorative Justice Specialist position.*

Director Kakishiba said one of the things when people talk about school reform and District reform on a national level one of the things that goes on historically is that there is a big burst of energy in resources for doing something better or unique. After a couple of years fan fare dies down, money dies down and there is no institutional commitment so we sort of go nowhere. Every 10 years we sort of repeat the cycle. Director Kakishiba said at this Committee level and when the Board deliberates with the District's strategic priorities that we need to go beyond label and get more nitty gritty about what those labels mean; what are the ingredients in those labels; if school safety and school climate becomes one of those strategic priorities we need to see sort of high, middle, and maintenance budget levels for these kinds of things. If it is framed in the context of achieving some real measurable impacts around improving school climate and reducing negative consequences, negative behaviors, suspensions, expulsions, etc., it's worth it. It is a combination of realigning resources within your department but it is also fundraising. It could be realigning from other parts from the District and Director Kakishiba said the Board is serious about looking at that and not just simply balancing the budget; we want within that limited budget to make a difference.

Chairperson Hodge said she has been feeling compelled to put a Resolution out there and she said the elements for her are around looking at how we align. The Resolution would be that vehicle to have that conversation around how our policies, procedures, practices really match up in a way that are restorative, positive and create these positive school climates. Chairperson Hodge requested staff do an initial first write of a Resolution that looks at using restorative practice that looks at youth and adult that will impact school climate, our discipline policies and procedures, and really speaking to professional development (our adults).

Discussed

H. Public Comments on All Non-Agenda Items Within the Subject Matter Jurisdiction of the Committee

There were no speaker cards submitted.

I. Chairperson's Statement Disclosing Item(s) to be Discussed in Closed Session Today

Chairperson Hodge said the Committee would recess the Public Session to Closed Session to discuss student matters [published on agenda].

J. Closed Session Item(s):

Admission(s) Hearing

08-2519 Admission Hearing - Student H

K. Recess to Closed Session

Chairperson Hodge recessed the meeting to Closed Session at 4:51 P.M.

L. Reconvene to Public Session

Chairperson Hodge reconvened the meeting to Public Session at 5:02 P.M.

M. Second Roll Call

Roll Call: Present: David Kakishiba and Jumoke Hodge
Absent: Alice Spearman

N. Chairperson's Statement of Reportable Action Taken in Closed Session and the Vote or Abstention of Members Present, if any.

Chairperson Hodge said there were no reportable action in Closed Session.

O. Introduction of New Legislative Matter

Chairperson Hodge requested staff do an initial first write of a Resolution that looks at using restorative practices among youth and adults that will impact school climate, our discipline policies and procedures, and really speaking to professional development for adults.

P. Adjournment

Chairperson Hodge adjourned the meeting at 5:04 P.M.

Prepared By: _____

Approved By: _____