

School Safety Officer Program Report

Oakland Police Department

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BACKGROUND

The Oakland Police Department submitted a proposal for the Fiscal Year (FY) 2011 COPS Hiring Program that focused on enhancing public safety in and around middle schools. The USDOJ/COPS awarded the City \$10,739,575 to fund the entry-level salary and fringe benefit costs of twenty-five police officers for a thirty-six month period. Due to the time requirements needed to hire and train officers, OPD was not able to commence the program until August of 2012. As a result, OPD applied for, and received, an 18-month extension of the COPS grant money award period, until February 29, 2016.

The four main goals of the School Safety Officer Program are (1) to reduce and / or eliminate child trafficking; (2) to reduce and / or eliminate student truancy; (3) to provide students safe passage to and from school; and (4) to provide mentoring services to students. This program covers students enrolled at the following schools (1) Roosevelt Middle School, (2) Coliseum College Prep Academy and Roots International Academy (located on the former Havenscourt Middle School campus), (3) Elmhurst Community Preparatory School, (4) Frick Middle School, (5) Parker Elementary, and (6) Bunche Academy.

After receiving the award, the City of Oakland participated in a strategic working group including the Black Organizing Project and the Public Counsel to develop an implementation plan for the COPS School Safety Program. This group was compiled of representatives from the Mayor's Office, Oakland Unified School District ("OUSD"), OPD, and community members. The group collectively produced the OUSD-OPD Memorandum of Understanding ("MOU") allowing the OPD to maintain a presence on the designated school campuses.

The COPS School Safety Program was implemented in September of 2012. The initial staffing was twenty-four officers, who were part of the Schools and Youth Safety Section of OPD. Four officers were assigned to each of the six campuses. At each campus, two officers were assigned to work within the school to begin mentoring and relationship-building. The other two officers at each campus were assigned to provide safe passage to and from campus by working in the immediate area. Officers quickly developed relationships on the campuses with staff and students, becoming a fixture for kids and providing sense of safety on campus and in the community.

The City of Oakland and the Oakland Unified School District finalized the three year MOU in September of 2014. The MOU provides clarity and definition with regard to the responsibility of OUSD, Oakland Schools Police, the City of Oakland, and OPD. The MOU defines the relationship between the City of Oakland and OUSD. The MOU requires OPD to provide a report to OUSD regarding the officers' activities on campus.

The MOU agreement requires officers to be assigned to the same six OUSD campuses originally selected. In addition to providing safe passage for students coming to and from campus and mentoring and relationship-building on campus, OPD officers assist with truancy reduction; combat human trafficking; provide G.R.E.A.T. training for students;

and participate in restorative justice sessions on campus. G.R.E.A.T. is Gang Resistant Education and Training, an evidence-based and effective gang violence prevention program built around school-based, law enforcement officer-instructed classroom curricula.

PROGRAM OVERVIEW

The twenty-five officers provided by the COPS School Safety Program have permitted OPD to assign community policing officers to the neighborhoods surrounding the designated schools. Community policing efforts focus on improving relations between local youth and police, offering OPD an opportunity to positively impact young people at a critical stage in their lives by enhancing safety in and around neighborhood schools through acting as role models and providing mentoring.

Since the School Safety Officers started in September 2013, student absentee rates have been reduced through working closely with school administrative staff, students, and families. Officers have referred over a hundred children to youth services including community based organizations in the City of Oakland. These referrals have allowed students to receive tutoring assistance, mental health assistance, and participation in extracurricular activities like basketball, soccer, baseball, football, and track.

Officers have made a significant impact regarding OPD's effort to build stronger relationships with the community. Officers have participated in numerous community meetings with students and in several panel discussions regarding law enforcement as a career. Currently there are over 350 children signed up for the PAL program. This program allows officers to work closely with the students on and off campus with parent or guardian permission.

All School Safety Officers have also received extensive training in several different areas including Restorative Justice, Effective Communication with Youth, Crisis Intervention, and Response to Critical Incidents on School Campuses. These trainings have equipped officers with the ability to handle incidents on school campus where arrest is the least desirable option. In addition, officers are aware of the myriad services available to students as an alternative to arrest, and understand the importance of utilizing these services.

Mentoring and Relationship-Building Program

The mentoring program was developed by OPD's Mentor Unit. Mentor officers explore ways to improve the program to better meet the community policing goals and the four main goals provided by the COPS Grant. The mentor program uses partnerships and problem-solving techniques to proactively address common conditions that give rise to public safety issues - crime, social disorder, and fear of crime - as they relate to youth. The program aims to reduce and prevent truancy, mitigate the risk of juvenile delinquency, and promote school engagement by assigning officers to selected schools in the City of Oakland.

Mentor Officers meet with their mentees, teachers, counselors, and social workers, in order to fully and effectively engage the mentee and successfully meet the goals and objectives outlined for the mentee. Occasionally, objectives are established through face-to-face meetings that include the student and officer, and school counselor. These individuals look at areas for the individual student that need to be improved, such as attendance. The officer mentors and supports the student in the identified areas. If the identified area is attendance, the mentor officer will call the student and parent or guardian. The officer will also provide a ride to school if necessary.

Although officers make the final choice as to who they will mentor in the High Level Interaction Initiative (HLII), collaboration and recommendations from school staff, on-site school community-based organizations (CBOs), and parents are encouraged and preferred. Mentor Officers obtain parental/guardian permission to have mentees participate in this initiative, meeting and getting to know mentee parents/guardians and siblings when feasible.

Mentor Officers are made aware of and trained on all resources available to them on- and off-campus that can aid them in attaining the goals and objectives set for the mentee. Every Mentor Officer attends an OPD in-house School Resource Officer course. This course includes information in gangs: enforcement and prevention; laws of search and seizure; child abuse and molest; drug and alcohol recognition; cultural diversity; community oriented policing; school personnel training; police-school relationships and politics; mentoring and basic teaching and presentation skills. Mentor Officers also receive Restorative Justice Training through Restorative Justice for Oakland Youth (RJOY). Mentor Officers receive additional training through Community Works and OUSD.

Because mentees come with an array of issues, many of which officers do not have the professional or academic background to handle, they use a resource list to make appropriate referrals and collaborate with on- and off-campus community-based organizations and trained professionals. Every mentee participating in the HLII is also encouraged to join the Oakland Police Activities League (OPAL). During the summer, officers continue to work with their mentees in OPAL when applicable.

Since many activities occur after school hours and during officers' days off, officers are encouraged to flex their work hours and days off in order to be fully effective with their mentees.

SUMMER INTERSHIP PROGRAM AND MURAL PROJECT

In the summer of 2014, the OPD School Safety Unit organized an Explorer/Intern "Academy". This was the first program of its kind within the Oakland Police Department and was very successful. This program was successful because fifteen OUSD students participated in the eight-week program. Upon completion of the program, participants had received forty hours of training related to law enforcement. This training included

gaining familiarity with all aspects of OPD – from the Criminal Investigation Division to the Crime Lab to Field Operations and beyond. Each student received a certificate of completion. There was a 100 percent completion rate. Student evaluations reflected the highest rating (“highly effective”) for all students and indicated that the students had learned a great deal.

For many years, Oakland youth have been assigned and/or volunteered to work at OPD through the City of Oakland Summer Job Program for Youth Internship. In the past, interns were assigned to work in an “office type” setting within OPD. Traditionally, their duties have included filing, answering phones, and providing information to members of the community who would come to the police department for various reasons.

Despite the actual experience of working at a police department during the summer, interns found themselves not really understanding the inner workings of the police department or what it means to be a police officer, or to be an officer at OPD. This was one reason why the OPD School Unit launched the first ever Inter/Explorer “Academy”.

Fifteen interns/Explorers spent their first two weeks of the summer internship learning about various aspects of police work, perspectives of police work, and community relations within OPD. Interns were exposed OPD’s Criminal Investigations Division, Traffic Investigations Division, Media Relations/Public Information’s Office, Community and Police Relations topics, Patrol Assignments and Procedures, and the structure of the judicial system.

Students were asked to participate in various classroom activities. Students were encouraged to talk, ask questions, and give opinions about what they have seen, heard, and/or experienced with police officers and law enforcement. Students were involved in “role playing” scenarios acting as police officers, witnesses, victims, and violators of the law. These activities lead to the interns’ better understanding of the different aspects and perspectives of police work. From these activities, the interns saw for themselves the true value of looking beyond just the headlines of a controversial current event. Education and understanding of the law, as well as waiting/wanting more thorough information and details about an event before passing judgment were two key goals of this program.

At the end of the two week course, the interns were asked to fill out a survey. The interns understood that this was the first program of its kind and that OPD wanted their important feedback in order to ensure successful future Intern Academies. The survey was anonymous and they were asked to be open about their opinions and improvements that could make the academy better. The evaluations were extremely positive. These evaluations are available upon request.

CONCLUSION

The OPD School Safety Unit has worked hard to develop and implement a COPS Grant Program that is built on forging positive relationships with students, families and administrative staff within the OUSD. The Oakland Police Department is committed to providing students with a safe pathway to and from schools campus and understands the value of safe schools and safe communities.

The School Safety Officers of OPD continue to conduct their duties on schools campuses with the upmost professionalism, working in a collaborative effort with the campus administrators, teachers, students, and campus staff. School Safety Officers will continue to utilize alternatives to arrest and making on-campus arrest a last option. Officers will continue to participate in the Restorative Justice Program on campus when available and will utilize Measure Z/Oakland Pride as an option.

Officers will continue to adhere to all requirements of the OUSD-OPD MOU and, in partnership with the OUSD, believe this can make a difference in the lives of Oakland youth.

Oakland Police Department School Section Stat Sheet
September 1, 2014-January 1, 2015

SCHOOLS	<u>Category</u>	R. Bunch	Roosevelt	Havenscourt	Parker	Elmhurst	Frick	Total
	Speaking Engagements Completed by Officers	27	75	120	52	13	24	311
	Counseling Sessions Completed by Officers	14	77	81	17	12	111	312
	Hours of Counseling by Officers	23.5	33.0	170.0	30.0	12.5	60.0	329
	<u>Referrals by Staff to School Safety Officers</u>							
	Parent/Teacher/Officer Sessions	12	19	34	12	18	46	141
	Teacher/Officer Meetings	95	21	70	24	18	86	314
	Restorative Justice Sessions with Officers	2	3	5	2			12
	Student Attendance Review Board¹							
	Truants	2	2	3	1	8	1	17
	Student Contacts by Officers (Relationship Building)	385	114	250	245	80	391	1,465
	Acceptances of City of Oakland Services							
	Acceptances of OUSD Services			1			4	5
	Acceptances of Measure Y/Oakland Unite Services	6	3	5	2	3	6	25

¹ School Safety Officers did not attend Student Attendance Review Boards during this period. This has since been reconciled and officers are now attending when invited by OUSD staff.

Oakland Police Department School Section Stat Sheet
2013-2015

<u>Incidents Involving Students</u>	R. Bunch	Roosevelt	Havenscourt	Parker	Elmhurst	Frick	
Arrests: Felony*	0	0	1	0	0	0	1
Arrests: Misdemeanor	0	0	0	0	0	0	0

*The Havenscourt arrest was for a firearm-related offense where a student was in possession of a gun on campus. Previously, a second arrest was mistakenly reported for Frick Middle School but did not involve a student. The second arrest occurred at 5900 Holway St (approximately seven blocks from school). The incident was mistakenly attributed to Frick Middle School because the officers assigned to the school made the arrests.

Oakland Police Department City-Wide Juvenile Arrest and Detention Stats

Association	2013	2014
Arrestee	598	514
Cited	10	26
Detainee	131	102
Suspect	8	5
Total	747	647

Current Staffing

SCHOOL SAFETY MENTOR UNIT - TEAM ONE

Monday through Thursday 7:00 am to 5:00 pm

Commander A/Lt. Arturo Bautista 7909

OFFICER/SERIAL #		ASSIGNED SCHOOL
1.	Sergeant John Koster 8344 (Supervisor)	N/A
2.	Officer Erich Cumby 8906	Bunche Academy
3.	Officer William Seay 9052	Bunche Academy
4.	Officer Kevin Arias 8607	Roosevelt Middle School
5.	Officer Bobby Ko 8776	Roosevelt Middle School
6.	Officer Samuel Tith 8742	Parker Elementary School
7.	Officer Charles Stone 8420	Parker Elementary School

SCHOOL SAFETY MENTOR UNIT - TEAM TWO

Monday through Thursday 7:00 am to 5:00 pm

Commander A/Lt. Arturo Bautista 7909

OFFICER/SERIAL #		ASSIGNED SCHOOL
1.	Sergeant Trevor Mackson 7865 (Supervisor)	N/A
2.	Officer Pedro Elias 8881	Coliseum College Prep Academy
3.	Officer John Hargraves 8756	Roots International Academy
4.	Officer Elton Morris 8815	Frick Middle School
5.	Officer Keith Souza 8653	Frick Middle School
6.	Officer Francisco Romero 8363	Elmhurst Community Prep
7.	Officer Michael Cooper 8711	Elmhurst Community Prep

SCHOOL SAFETY MOTOR UNIT

Tuesday through Friday 6:30 am to 4:30 pm

Commander Lt. David Elzey 8407

OFFICER/SERIAL #		ASSIGNED SCHOOL
1.	Sergeant Darrell Kelley 7620 (Supervisor)	N/A
2.	Officer Timothy Dolan 8483	Elmhurst Community Prep
3.	Officer Stephen Hewison 8339	Roosevelt Middle School
4.	Officer Richard Kane 8137	Roosevelt Middle School
5.	Officer Steven Lorda 8610	Coliseum College Prep Academy and Roots International Academy
6.	Officer Mario Martinez 8258	Elmhurst Community Prep
7.	Officer Joel Warford 8862	Parker Elementary School
8.	Officer Delbert White 8707	Frick Middle School
9.	Officer Michael Munoz 8389	Bunche Academy

Sean Whent
Chief of Police
Oakland Police Department

Prepared by:
Arturo Bautista Acting Lieutenant of Police
Youth and School Safety Section
Oakland Police Department

ATTACHMENT 1 to

School Safety Officer Program Report –

MOU Report per Section 7

September 2014-January 1, 2015

- (A) Designated school site crime incidents reported to, or observed by, COPS Grant Officers /OPD, disaggregated by school site, offense, age, race, ethnicity, gender, and whether the encounter was the result of a call-for service, a consensual contact, an on-viewed crime or other.

CRIME INCIDENT	SCHOOL SITE	OFFENSE	AGE	RACE	ETHNICITY	GENDER	CALL ORIENTATION
0	0	0	0	0	0	0	0

- (B) Number of arrests of students made by COPS Grant Officers /OPD at a designated school site:

- i. By COPS Grant Officers /OPD on OUSD designated school sites for school related offenses.

SCHOOL-RELATED OFFENSE ARRESTS	SCHOOL SITE	OFFENSE	AGE	RACE	ETHNICITY	GENDER	DISPOSITION
0	0	0	0	0	0	0	0

- ii. By COPS Grant Officers /OPD on OUSD designated school sites for non-school related offenses.

NONSCHOOL-RELATED OFFENSE ARRESTS	SCHOOL SITE	OFFENSE	AGE	RACE	ETHNICITY	GENDER	DISPOSITION
0	0	0	0	0	0	0	0

Such data shall be disaggregated by designated school site, offense, age, race, ethnicity, and gender, with information about the disposition of the matter. Note: When making arrests of students on OUSD school sites, COPS Grant Officers shall consider those factors set forth in Section 14 of this MOU.

- (C) Truancy: (1) The number of home visits conducted by COPS Grant Officers; (2) a general description of the police action taken regarding the home visits; and (3) other relevant information concerning COPS Grant Officer's action in "truancy abatement" efforts, including the number of students cited or referred to the Truancy Court, or other Juvenile Court that adjudicates truancy cases, if the Truancy Court is abolished, rather than being returned to school or referred to another diversion or support program.

TRUANCY	17
HOME VISITS	0
STUDENTS CITED	0
STUDENTS REFERRED TO TRUANCY COURT OR EQUIVALENT	0

- (D) Complaints/Grievances: The number of complaints/grievances against COPS Grant Officers. All complaints against COPS Grant Officers shall be handled according to OPD policy and procedure, and as dictated by the Court's orders in *Delphine Allen v. City of Oakland*, USDC Action No. C00-4599 TEH. All said complaints received by OUSD shall be forwarded to the individual COPS Grant Officers supervisor and/or directly to OPD Internal Affairs.

COMPLAINTS/GRIEVANCES	0
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- (E) Referrals: Number of referrals of students from school sites to wellness centers, medical facilities, tutors, mentors or other resources in lieu of arrest or citation.

REFERRALS	0
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- (F) Child Protective Services: Number of referrals of students on school sites made to Child Protective Services.

CPS REFERRALS	0
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- (G) Full and complete copies of the COPS Grant Officers Logs.

LOGS	0
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