

George Floyd District Safety Plan (phase 1)

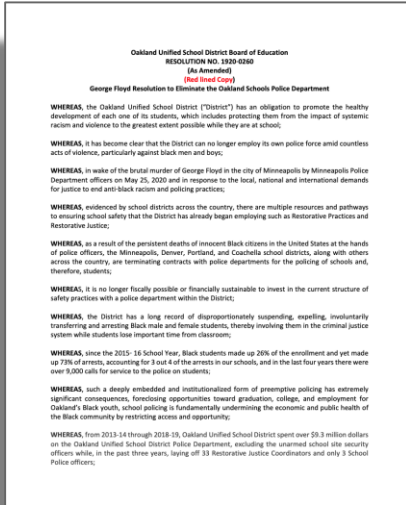


December 9, 2020

Presented by Curtiss Sarikey, Chief of Staff and Jessica Black, Director Black Sanctuary, Black Organizing Project

Resolution to Create a District Wide Safety Plan

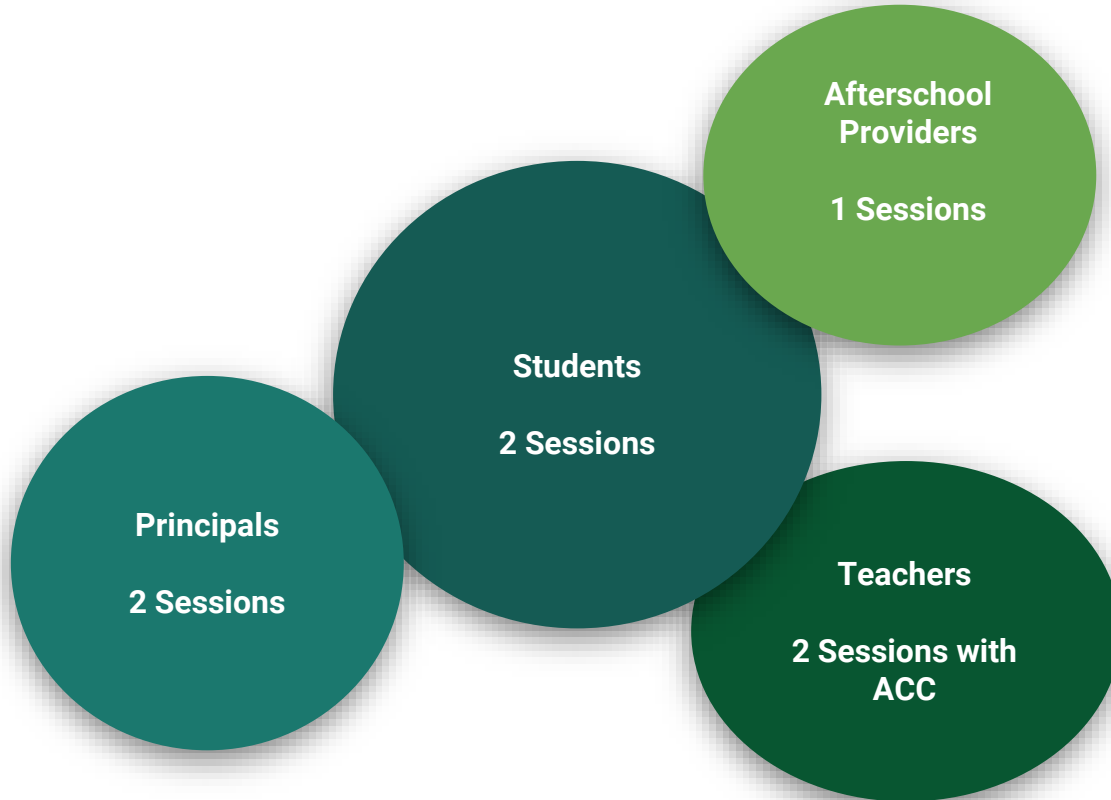
George Floyd Resolution



Eliminate OUSD school police department and partner with community in reimagining a transformative vision for school safety to create safe, healthy and welcoming school environments and develop a new district-wide safety plan aligned with that vision.



Phase 1 Safety Plan Listening Session



Phase 1 Design Team Members

Black Organizing Project	OUSD Staff	Community Partners	Facilitators & Writers
<p>*Jessica Black, Black Sanctuary Director Nadia Brooks, Member Leader Manuel Criollo (Forward Change) Tumani Drew, Youth Member and OUSD Graduate Ebony Johnson, Member Leader *Daniel Kim (Forward Change) Oscar Lopez (East Bay Community Law Center) *Tia Martinez (through Forward Change) *Desiree McSwain-Mims, Member Leader & OUSD Parent *Rebecca Peterson, Member & OUSD Parent Zoe Rawson (Forward Change) Savanna Shange, BOP Supporter</p>	<p>Matin Abdel-Qawi, Supt of High School Network Jennifer Blake, Executive Director Special Ed Andrea Bustamante, Executive Director Community Schools Student Services David Cammarata, Special Education Coordinator Andrea Epps, Deputy General Counsel Cary Kaufman, Special Education Coordinator Misha Karigaca, Coordinator Attendance and Discipline Support Services *Jenine Lindsay, Executive Director Labor Relations LaResha Martin, Network 4 Superintendent Barbara McClung, Director Behavioral Health Jules Milstead, SSO Coordinator *Curtiss Sarikey, Chief of Staff Sandra Simmons, Clinician Behavioral Health *Jody Talkington, Senior Director Strategic Projects Holly Wilson, Behavior Specialist, Network 4</p>	<p>Teiahsha Bankhead, Restorative Justice for Oakland Youth Jodie Geddes, RJOY Healing Circles Coordinator Janine Grantham, Boys & Girls Club Fania Davis, Restorative Justice for Oakland Youth Macheo Payne, Community & Youth Outreach Kampala Taiz-Rancifer, Oakland Education Association Ishmael Armendariz, OEA Vice President John Torres, Youth Alive Saun-Toy Latifa Trotter, Program Manager School Based Behavioral Health, UCSF Benioff Children's Hospital Oakland</p>	<p>* Moira DeNike *Sangita Kumar, Be the Change *Greg Hodge, Khepera Consulting</p>

Additions to the Final Phase 1 Report

- 1) The "Oakland Schools Police Mandatory Safety Protocol," contained in all school safety plans and in the Secondary Comprehensive Culture Guide and developed by OSPD was replaced.
- 2) The Discipline Matrix was revised in alignment with the new "Law Enforcement Protocols," as well as other OUSD policies.
- 3) Budget details were added, clarifying how funds will be spent to support George Floyd Resolution implementation in 2021-2022.

Law Enforcement Protocols

Old OSPD “Mandatory Safety Protocols” listed 18 situations for which school personnel should immediately call the police.

This was replaced with a more detailed "Law Enforcement Protocols" document, guided by state and federal laws, instructing OUSD staff on the specific circumstances under which law enforcement must be contacted immediately, contacted promptly, or notified in writing.

Emergencies:

Immediately Contact
Police or Emergency
Responders

Threats, Recovery of
Drugs or Firearms,
etc.:

Promptly Contact
Police

Certain infractions
and crimes:

Make quarterly
summary report, or
immediate Police
Report

Drug-related
incidents:

Prompt reporting
within district - no
police notification

Discipline Matrix

- The Discipline Matrix was re-named “Discipline and Intervention Matrix”
- Situations where the Matrix originally instructed a call to police were adjusted to reflect new Law Enforcement Protocols, including situations where a summary report will suffice
- Other updates were made (e.g., listing cyber-communication and “vape pen” incidents which were not as prevalent when document was initially written)

Phase 1 Budget Allocation

	Budget Estimate Summary
Revised 2020-21 OSPD Budget	\$6,246,855
Estimated Remaining Salary & Compensation for Eliminated Positions in 2020-21 and final OSPD Dept expenses	(\$3,424,873)
Estimated Salary and Compensation for Positions Transitioning from OSPD to New Culture & Climate Unit, HR, and Risk Management	(\$633,960)
New/Proposed Culture and Climate Positions and Changes in Comp 3/1/2021-6/30/2021	(\$375,438)
Remaining Budget for Phase 1 Training and Phase 2 Design	\$1,812,584

Phase 2: Innovation & Transformation

Anti-Racism Training & Accountability:

Creating district-wide procedures and processes to ensure OUSD personnel at all levels actively counteract systemic and interpersonal racism – including but not limited to anti-racism training capacity building and employee accountability systems job performance measures that align with anti-racist practices

Trauma-Informed De-Escalation:

Building skills among all student-facing personnel, including but not limited to Culture & Climate Assistants & Ambassadors

Positive, Restorative School Climate & Culture:

Developing a detailed plan that builds on current strategies and programs and advances positive, restorative, and equitable school culture and climate, further shifting away from punitive responses to student behavior

Progress Monitoring & Evaluation:

Ensuring close monitoring of implementation of the George Floyd Resolution, including but not limited to measuring potential impacts on school safety, racially disproportionate use of discipline, and arrests

Next Steps

December

- Define Phase 2 deliverables and timeline
- Develop Common Learning Experiences for the Phase 2 Design Team
- Develop Training Modules for Staff

January

- Create Phase 2 Design Team Working Groups
- Phase 2 Design Team Kick Off
- Start Training for Staff

February

- Develop and begin Listening Sessions
- Phase 2 Design Team Working Groups Begin
- Continue Training for Staff

March-June

- Phase 2 Design Team Working Groups Continue
- Continue Training for Staff
- Updates to the Board



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