# **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

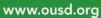
### **George Floyd Resolution**

RESOLUTION NO. 1920-0260 Flowd Resolution to Eliminate the Oakland Schools Police Departmen WHEREAS, the Oakland Unified School District ("District") has an obligation to promote the healthy ment of each one of its students, which includes protecting them from the impact of systemic racism and violence to the greatest extent possible while they are at school; WHEREAS, it has become clear that the District can no longer employ its own police force amid countles acts of violence, particularly against black men and boys; WHEREAS, in wake of the brutal murder of George Floyd in the city of Minneapolis by Minneapolis Police Department officers on May 25, 2020 and in response to the local, national and international demands for justice to end anti-black racism and policing practices; to ensuring school safety that the District has already began employing such as Restorative Practices and WHEREAS, as a result of the persistent deaths of innocent Black citizens in the United States at the hands of police officers, the Minneapolis, Denver, Portland, and Coachella school districts, along with others across the country, are terminating contracts with police departments for the policing of schools and, WHEREAS, it is no longer fiscally possible or financially sustainable to invest in the current structure of safety practices with a police department within the District: WHEREAS, the District has a long record of disproportionately suspending, expelling, involuntarily transferring and arresting Black male and female students, thereby involving them in the criminal justice system while students lose important time from classroom; WHEREAS, since the 2015; 16 School Year, Black students made up 26% of the encollment and upt made up 73% of arrests, accounting for 3 out 4 of the arrests in our schools, and in the last four years there were over 9,000 calls for service to the police on students; WHEREAS, such a deeply embedded and institutionalized form of preemptive policing has extremely significant consequences, foreclosing opportunities toward graduation, college, and employment for Oakland's Black youth, school policing is fundamentally undermining the economic and public health of the Black community by restricting access and opportunity; WHEREAS, from 2013-14 through 2018-19, Oakland Unified School District spent over \$9.3 million dollars on the Oakland Unified School District Police Department, excluding the unarmed school site security officers while, in the past three years, laving off 33 Restorative Justice Coordinators and only 3 School

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 districtwide safety plan aligned with that vision.







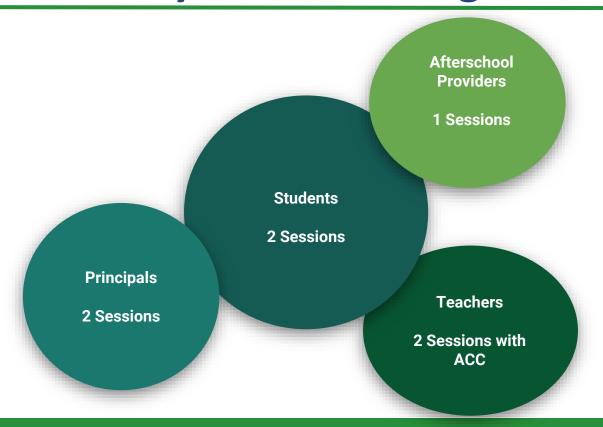








# **Phase 1 Safety Plan Listening Session**







# **Phase 1 Design Team Members**

### **Black Organizing Project**

\*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

#### **OUSD Staff**

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** 

### **Community Partners**

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

### **Facilitators &** Writers

- \* Moira DeNike
- \*Sangita Kumar, Be the Change
- \*Greg Hodge, Khepera Consulting











# **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



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### 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 February March-June January Phase 2 Design Define Phase 2 Develop and begin Create Phase 2 **Team Working** deliverables and **Design Team Listening Sessions Groups Continue Working Groups** timeline Phase 2 Design **Develop Common Team Working Continue Training** Phase 2 Design for Staff Learning Team Kick Off **Groups Begin** Experiences for the Updates to the **Start Training for Continue Training** Phase 2 Design for Staff **Board** Staff Team **Develop Training Modules for Staff**





















