

George Floyd District Safety Plan (Phase 1)

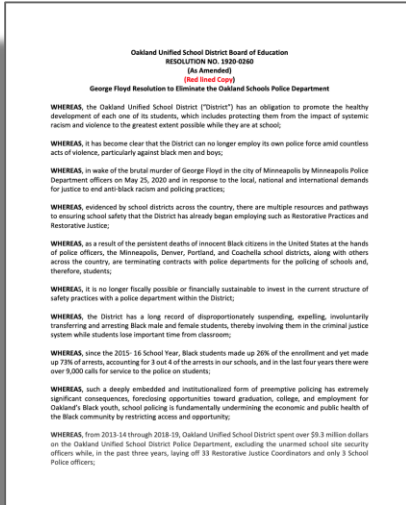


November 12, 2020

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

Resolution to Create a District Wide Safety Plan

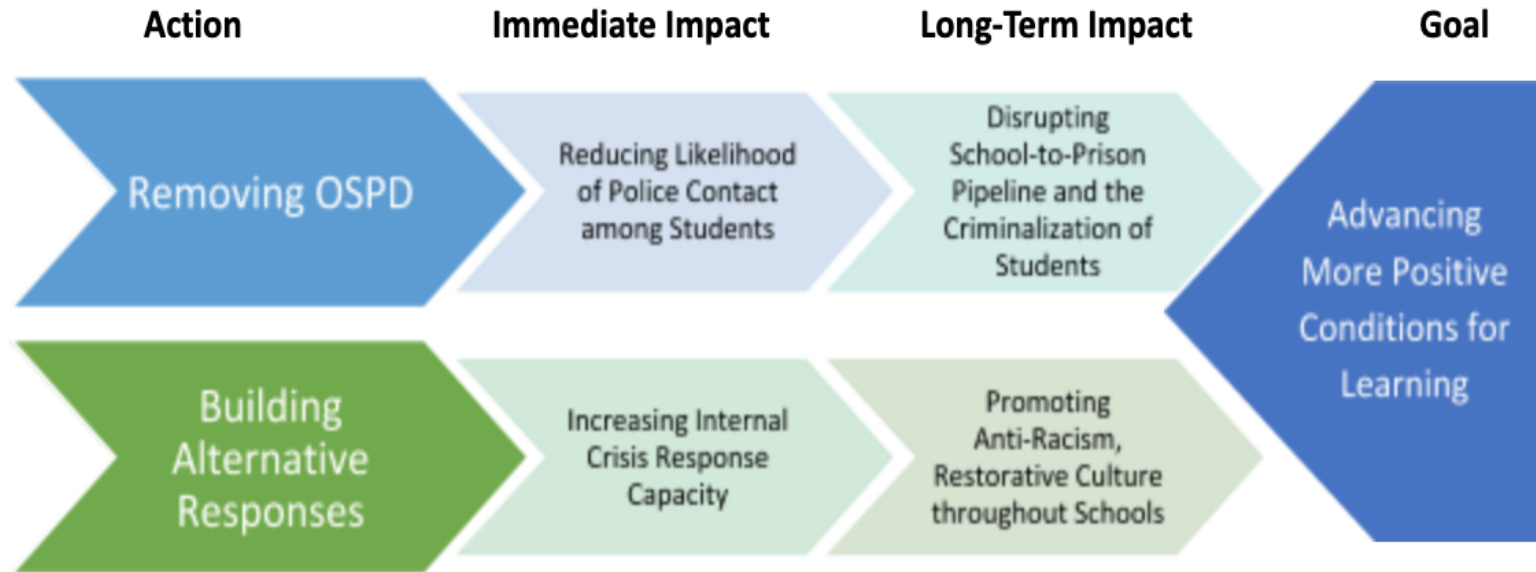
George Floyd Resolution



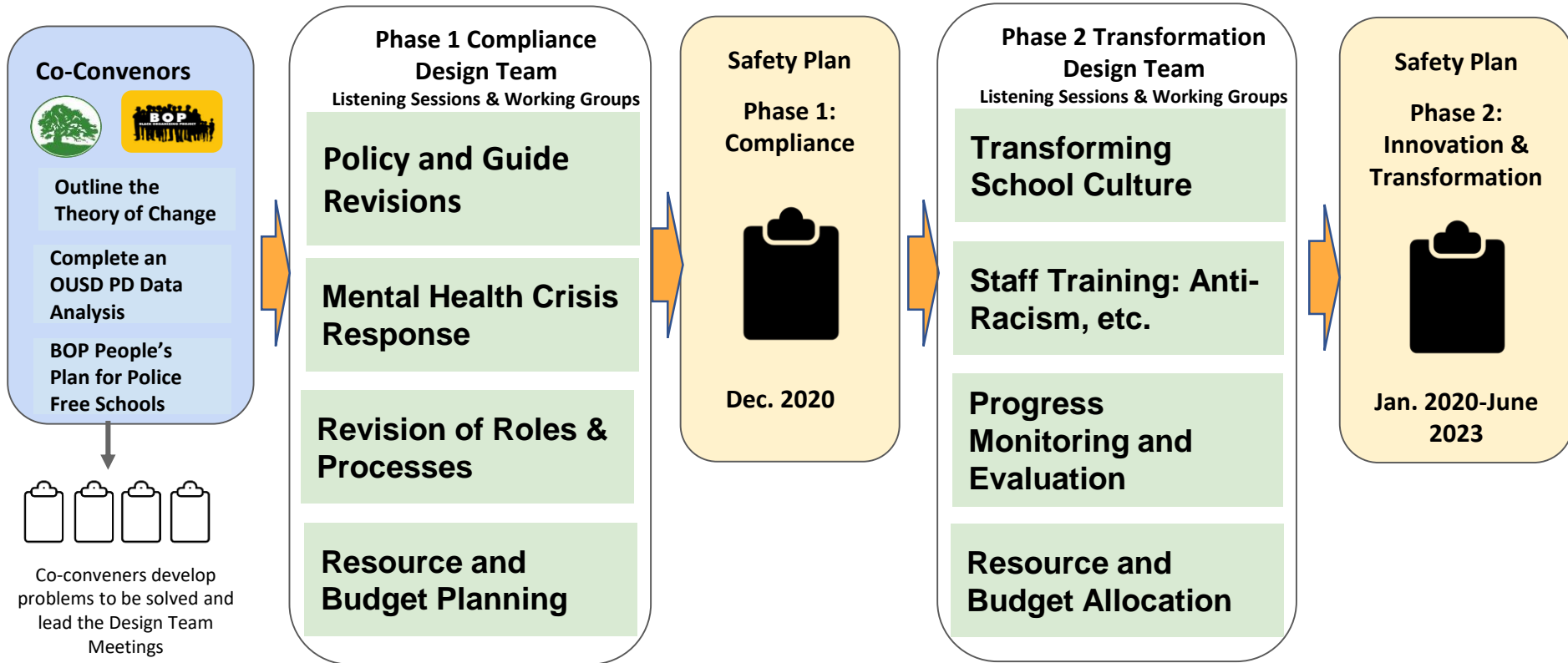
Eliminate OUSD school police department and partner with community in reimagining a transformative vision for school safety to create safe, healthy and welcoming school environments and develop a new district-wide safety plan aligned with that vision.



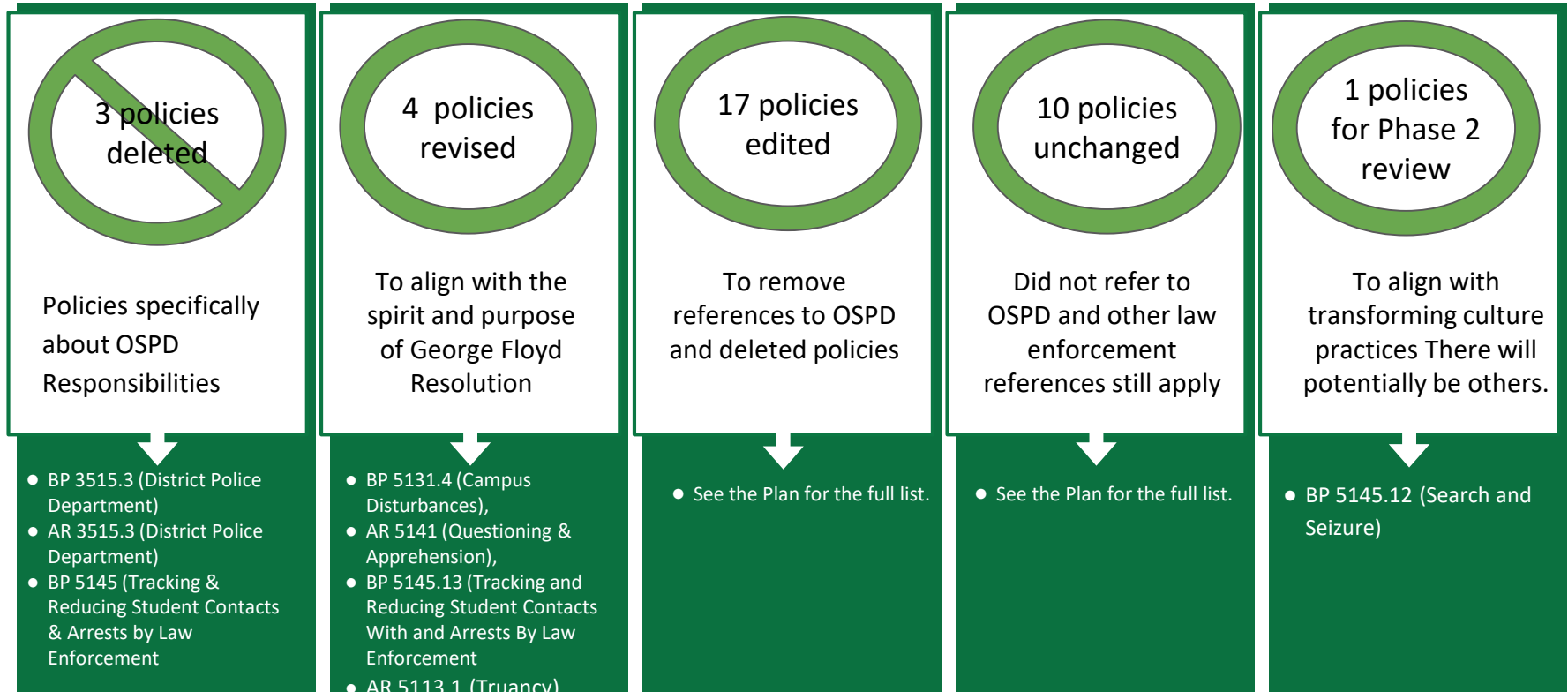
Theory of Change



Planning Process in Two Phases



Policy Revisions



Guide Revisions

Emergency Preparedness
Manual (Classroom Guide)

Comprehensive Climate &
Culture Guide

Discipline Matrix

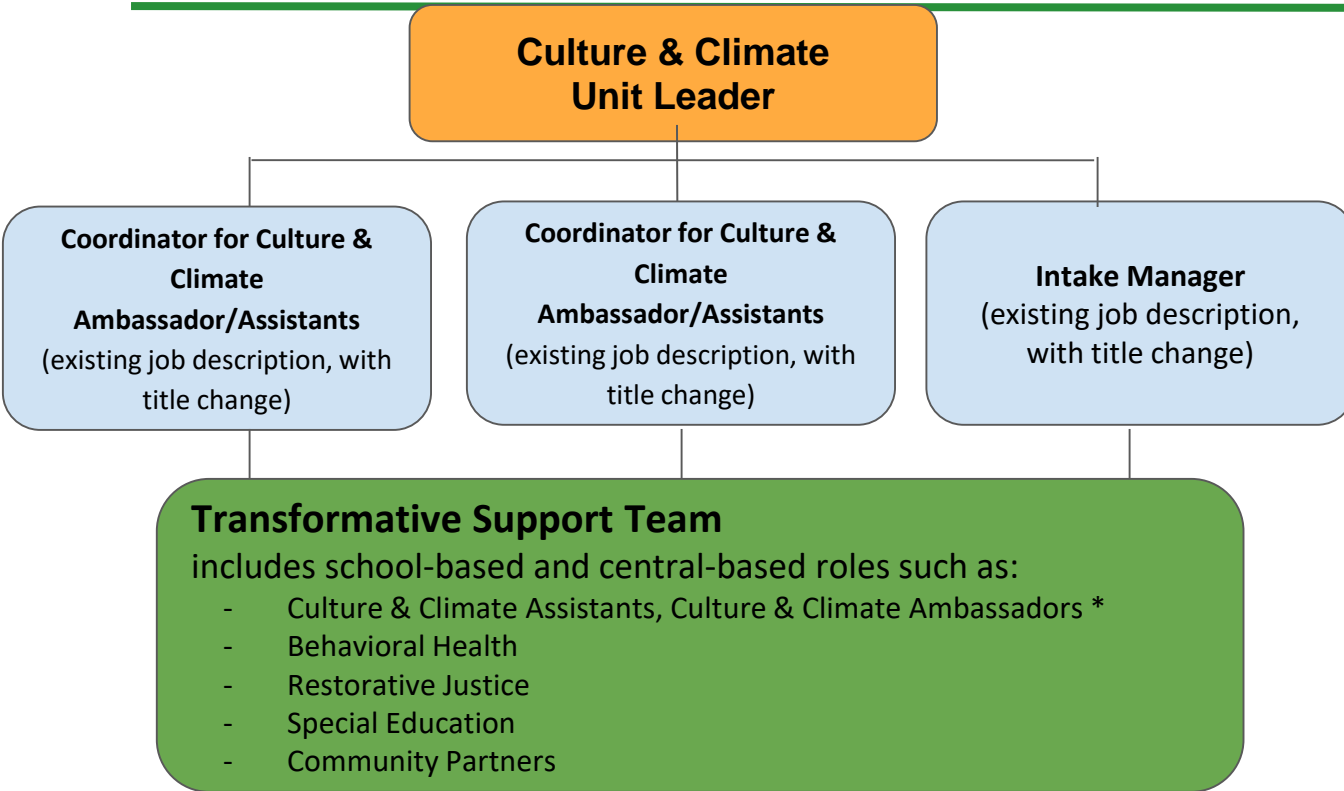
Site-Level Safety Planning Guide

1) Remove OSPD

1) Review when 911 or Oakland Police
Department is needed

1) Build in language directing staff to
behavioral health, de-escalating, restorative
supports

Culture & Climate Positions



“School security personnel have an important role in schools because they are predominantly Black and Brown and have roots in the East Bay; they tend to have relationships with Oakland families and communities of color and have backgrounds working with children and youth of color. School security personnel can be trained/deployed as caring adults to enhance safety on and around the school grounds.”

- BOP People’s Plan

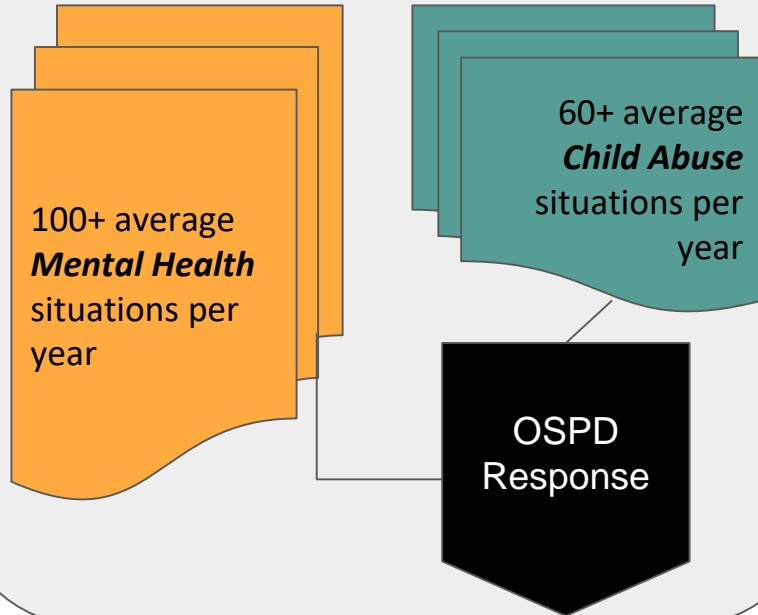
* No reduction of existing site-level SSO FTEs

Staff Professional Development and Training

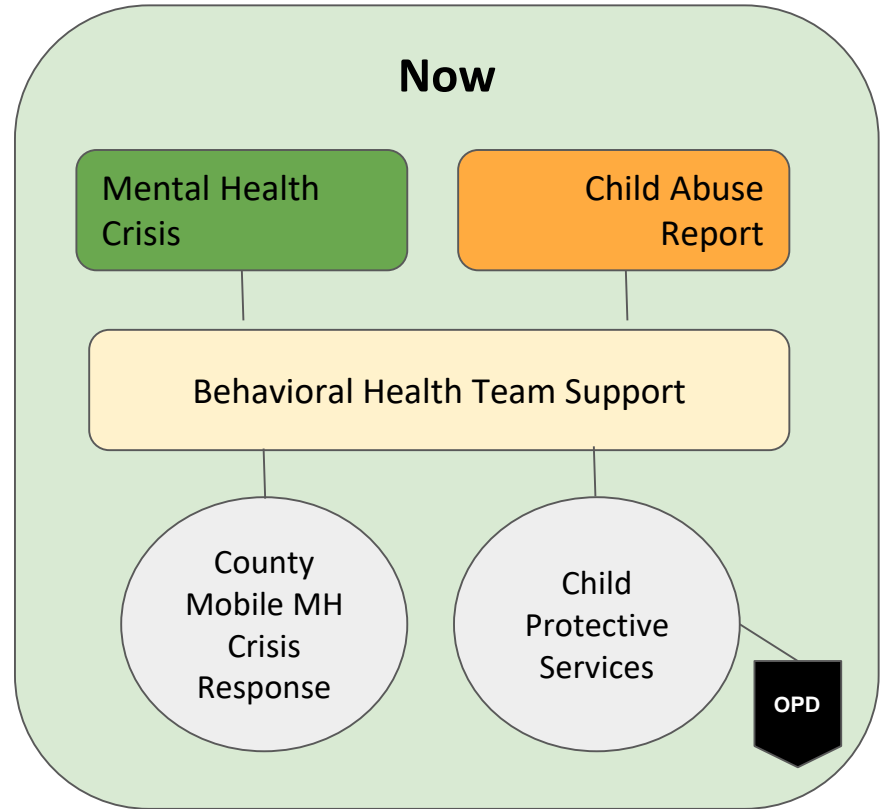
	Train on new protocol and flow chart for mental health emergencies	Trauma Informed and Culturally Relevant Verbal De-escalation Training	Mental Health First Aid Training	School Crisis Prevention Intervention (CPI) Training (Verbal and Physical De-escalation)
Culture & Climate Ambassadors and Assistants	☑	☑	☑	☑
School Administrators	☑	☑	☑	
All Teachers	☑	☑	☑	Select groups of high priority teachers (SPED teachers) and OUSD staff
Support Staff	☑	☑	☑	☑
Behavioral Health Staff (District + CBO)	☑	☑		

Mental Health Response & Child Abuse Reporting

Before



Now



Phase 1 Budget Allocation

Category	Description	Estimated Allocation
Personnel	Culture & Climate Ambassadors and Assistants will have a higher level of training than SSOs, which will also entail an increase in pay. As the aim is to retain the same number of FTE at sites, this pay increase will represent a new and ongoing budget expenditure.	TBD
Training	A number of trainings are required for the implementation of Phase 1. The costs associated with these trainings may include paying trainers as well as paying for substitutes and overtime.	TBD
Printing	Hard copies of the revised guides and visual aids (flowcharts) will need to be printed professionally.	TBD
Website Update	Web-based versions of all documents and updates to the website will also be made to reflect policy and procedural changes.	TBD
Total		TBD

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

Proposed Phase 2 Timeline

Milestone	Description/Notes	By Date
Define work groups for Phase 2 Plan, identify potential members, and create meeting schedule	Co-convenor group to begin plan for Phase 2 Design begin in new year	Dec 10
Invite Phase 2 Design Team members	Ask them to hold times for bi-weekly planning meetings	Dec 11
Create draft agenda for first Phase 2 Design Team Meeting (Jan 14, 2pm-4pm)	Agenda for the first Phase 2 Design Team should be tight. Brief overview of project aims and data that frames the work.	Dec 17
First Phase 2 Design Team Bi-Weekly Meeting (2-4pm Thursday)	Set framing, deliverables and timeline for working groups -- breakout into working groups	bi-Weekly, Jan 14 - TBD
Community Engagement and Listening Sessions	Engage students, teachers, school administrators, central office, and community stakeholders to inform plan	Jan 14 - TBD
Deadline for Plan Completion	First draft due for internal review and for first Board reading; Revised Plan submission date	TBD



EVERY STUDENT THRIVES!



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