

2024 Safety Update

September 25, 2024

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**OAKLAND UNIFIED
SCHOOL DISTRICT**

Community Schools, Thriving Students

Ask of the Board

- Discuss and provide feedback on the updated safety information.

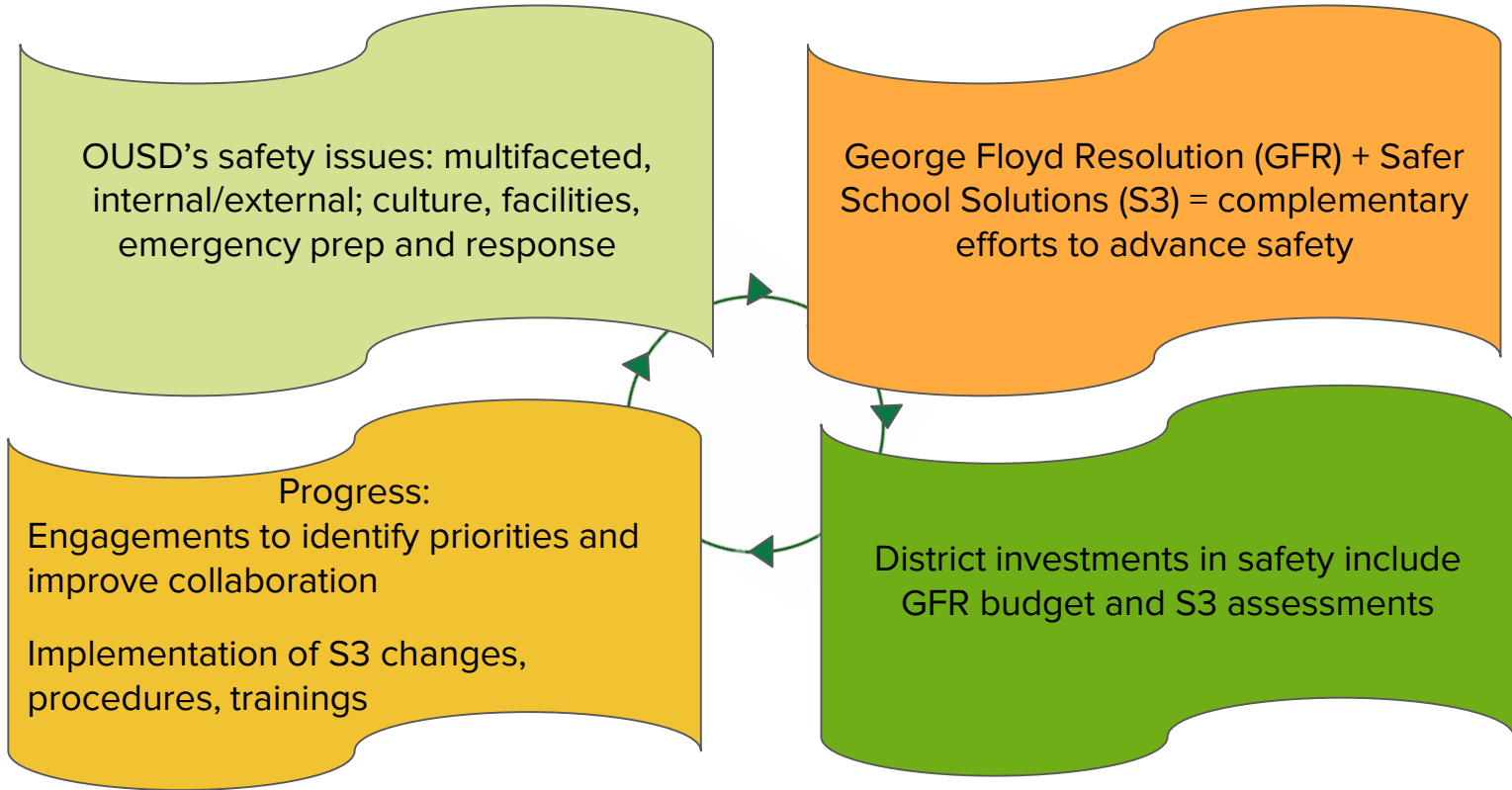
Outline

- Overview of Safety in OUSD;
- Review George Floyd Implementation Data;
- Review Safety-Related Activities and Progress; and
- Conclude with a description of the work moving forward.



Safety Update

Safety in OUSD



Ensuring safe schools and students requires coordination across multiple domains and OUSD departments:

Prevention:

Culture & Climate
Racial Equity
Social Emotional Learning
Restorative Justice
MTSS
Behavioral Health, etc.



Ensuring safe schools and students requires coordination across multiple domains and OUSD departments:

Emergency Preparedness:

Capacity Building to Maximize Safety
When Emergencies Arise:

- Comprehensive School Safety Plans
- Emergency Drills (fire, earthquake, lockdown)
- Safety Protocols
- Crisis Go



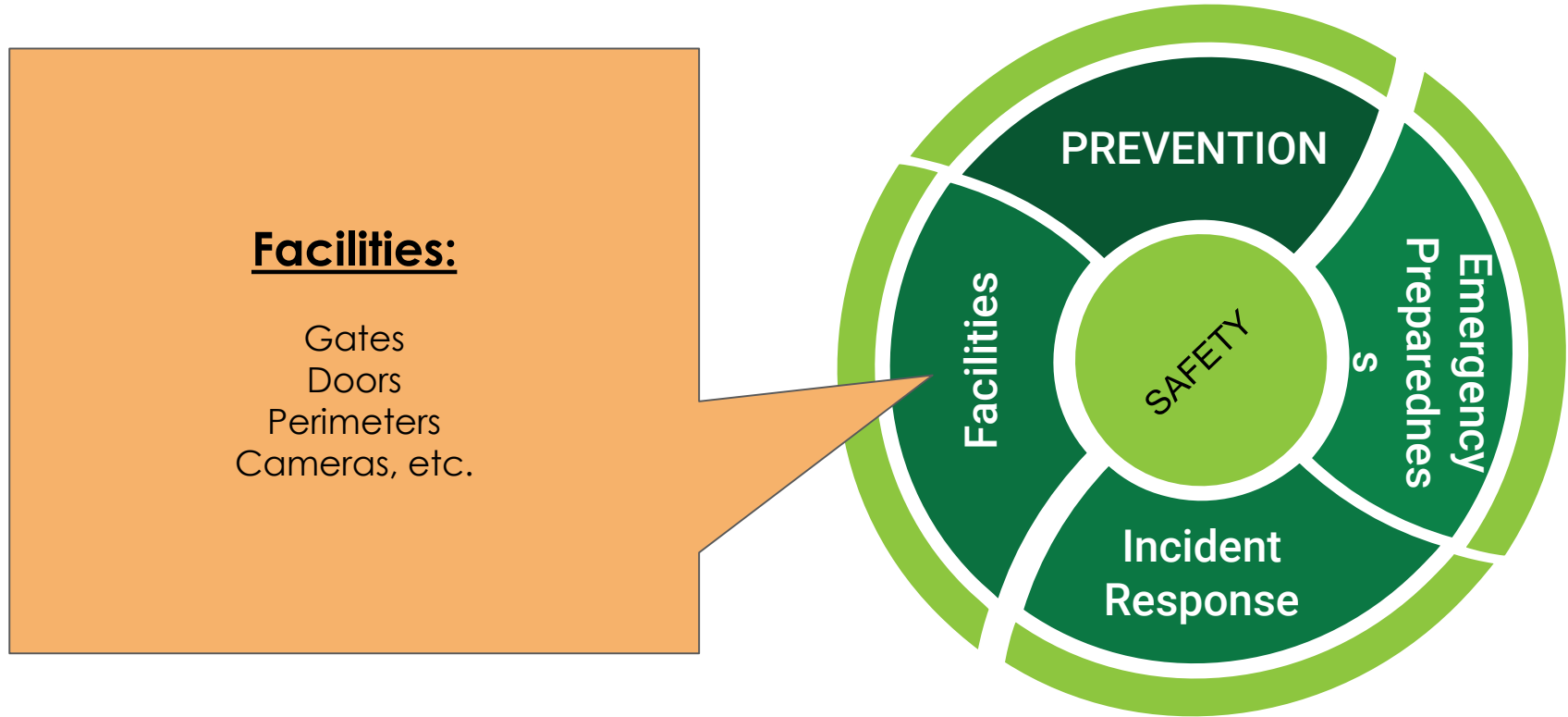
Ensuring safe schools and students requires coordination across multiple domains and OUSD departments:

Incident Response:

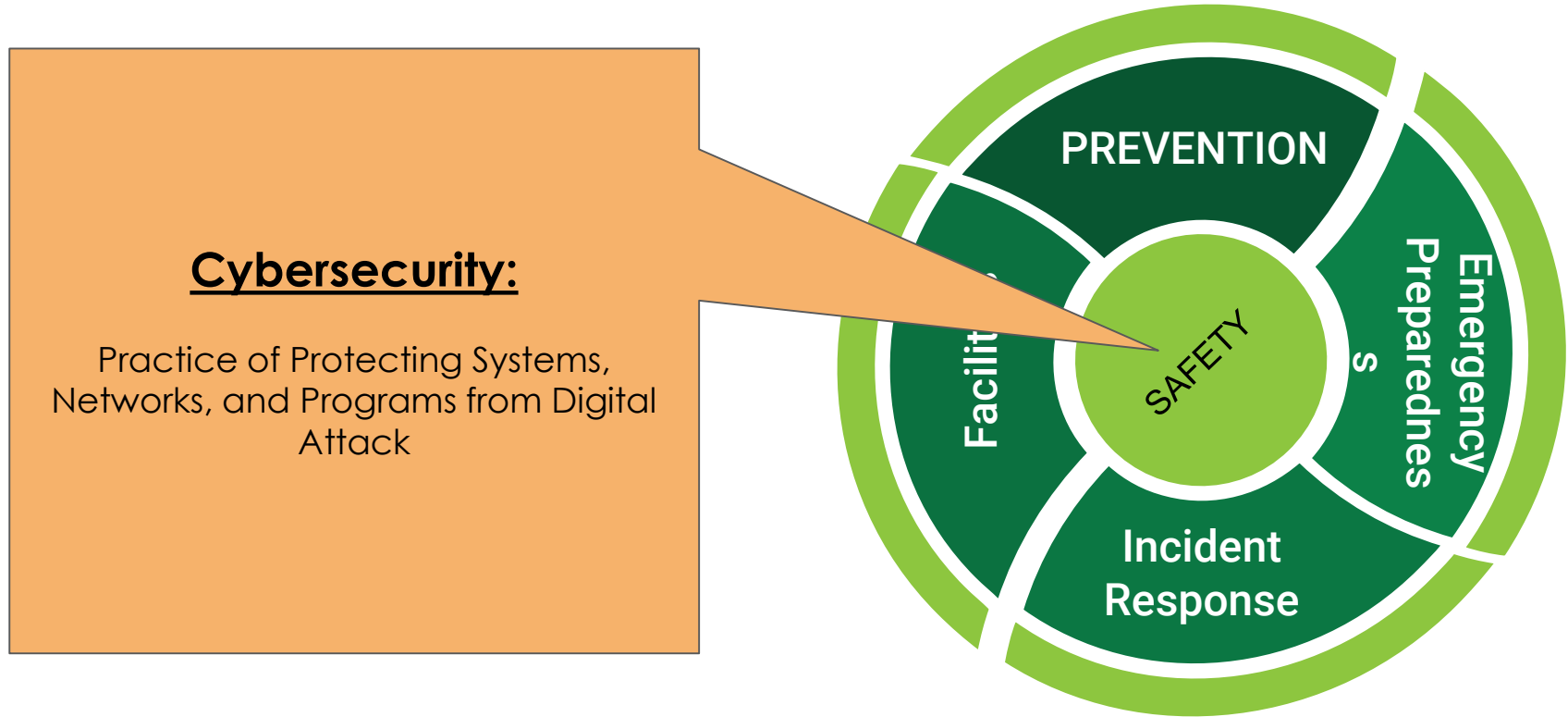
Internal Capacity and External
Partnerships for Prompt Supportive
Responses



Ensuring safe schools and students requires coordination across multiple domains and OUSD departments:



Ensuring safe schools and students requires coordination across multiple domains and OUSD departments:





Safer Schools Solutions (S3):

Safer School Solutions provides tools for school leaders to track and analyze existing safety measures and collaborate with other districts around the nation. The aim is to equip educators with the information and resources they need to implement improved systems and data-driven decision making to help improve the safety and security for students and staff.

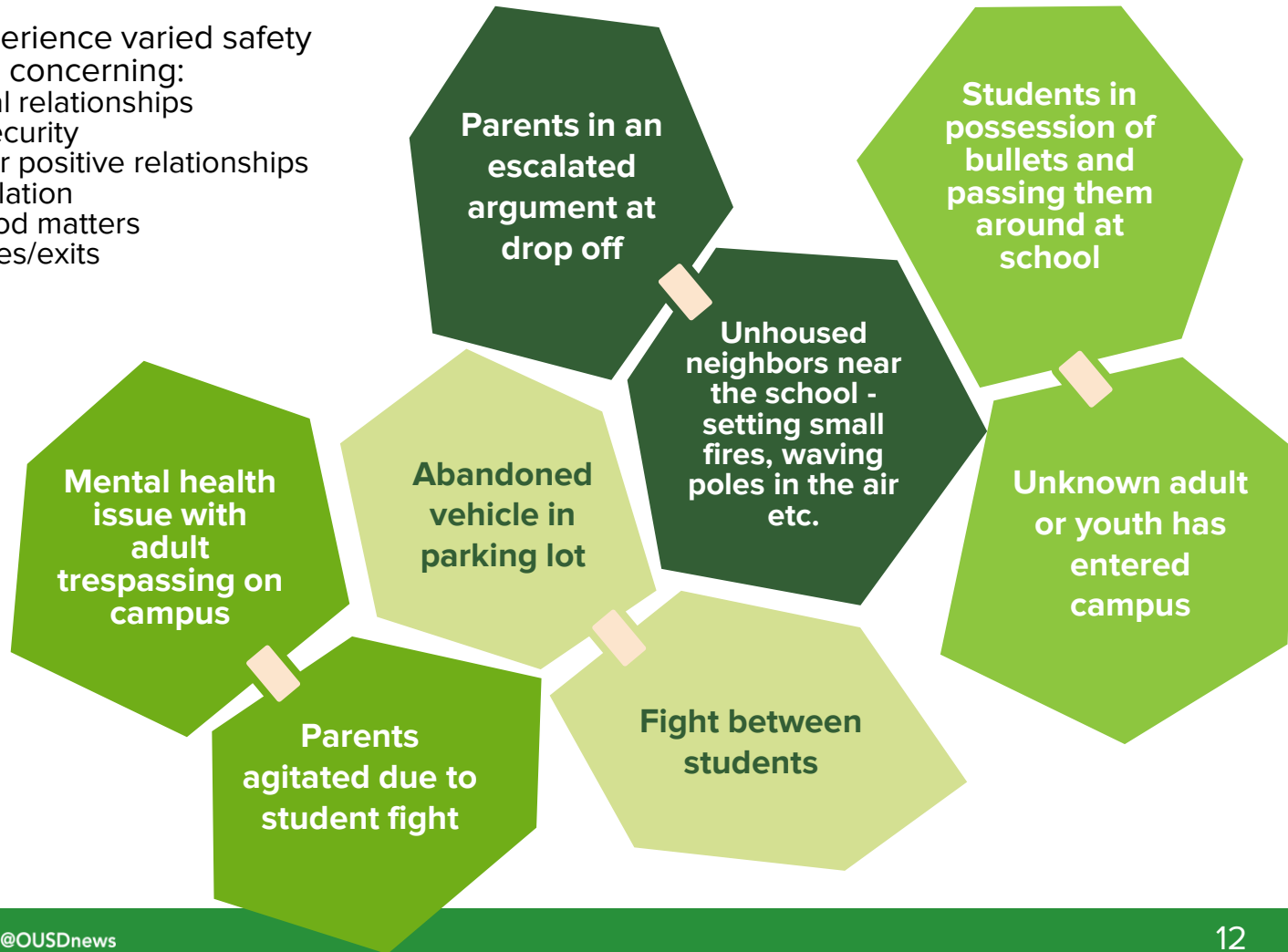
George Floyd Resolution (GFR):

GFR called for the end of the OUSD Police Department and for the development of alternative systems that minimize law enforcement, promote positive relationships, and advance anti-racist and restorative culture and climate to create conditions conducive to learning, especially for students who have historically and disproportionately been subjected to racism, exclusion, and criminalizing practices in schools.

Most schools experience varied safety issues and needs concerning:

- Interpersonal relationships
- Perimeter security
- Staff skills for positive relationships and de-escalation
- Neighborhood matters
- Porous entries/exits
- Supervision

Data from 2023 Village Response Plans show school admins have both internal and external safety concerns

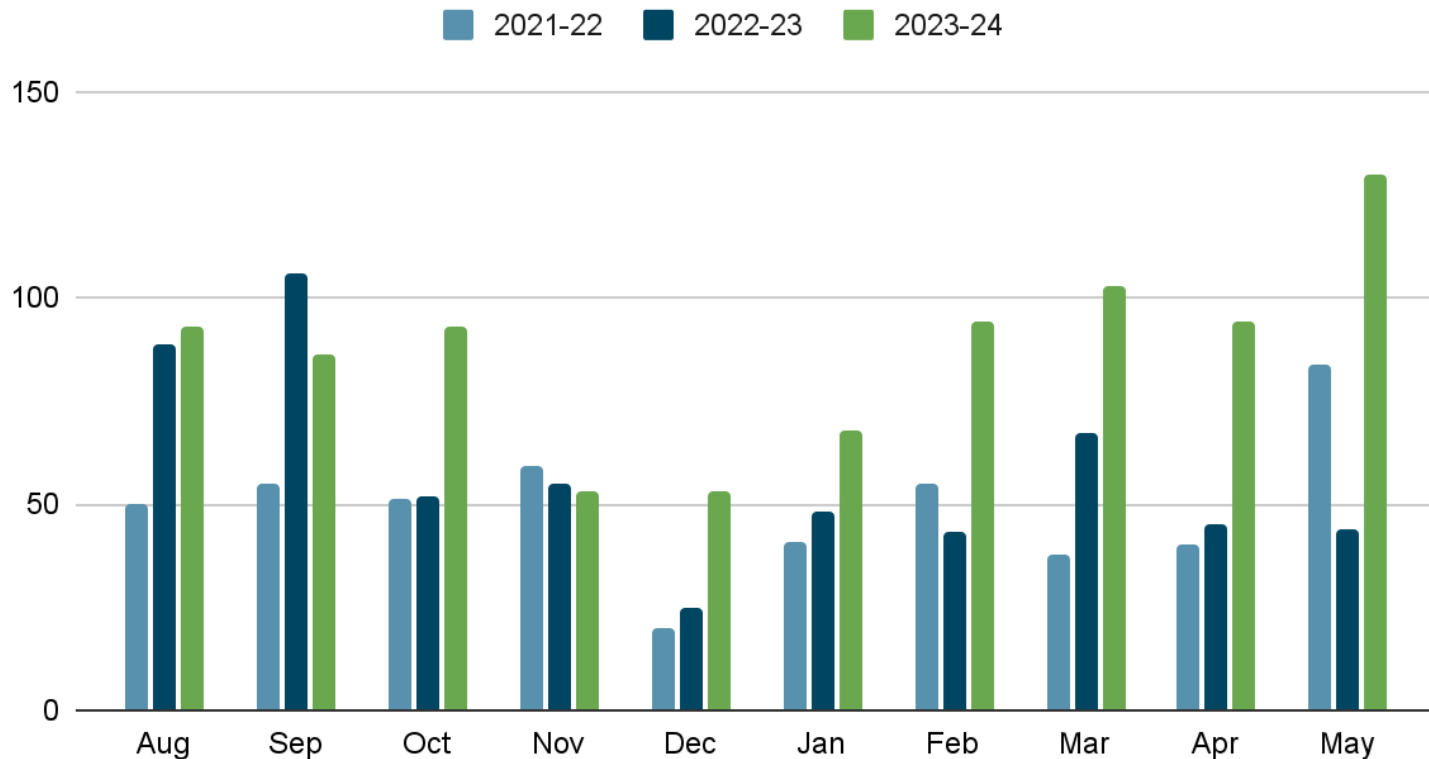




George Floyd Implementation Data 2023-24 School Year

OUSD Intake Call Log Summary

Number of Calls to Intake Number per Month 2021-24



Total calls to
OUSD Intake
Number
August - May

2021-22: 528
2022-23: 598
2023-24: 893

Police calls to campus have dropped dramatically since the George Floyd Resolution.

School Year Police Contacts

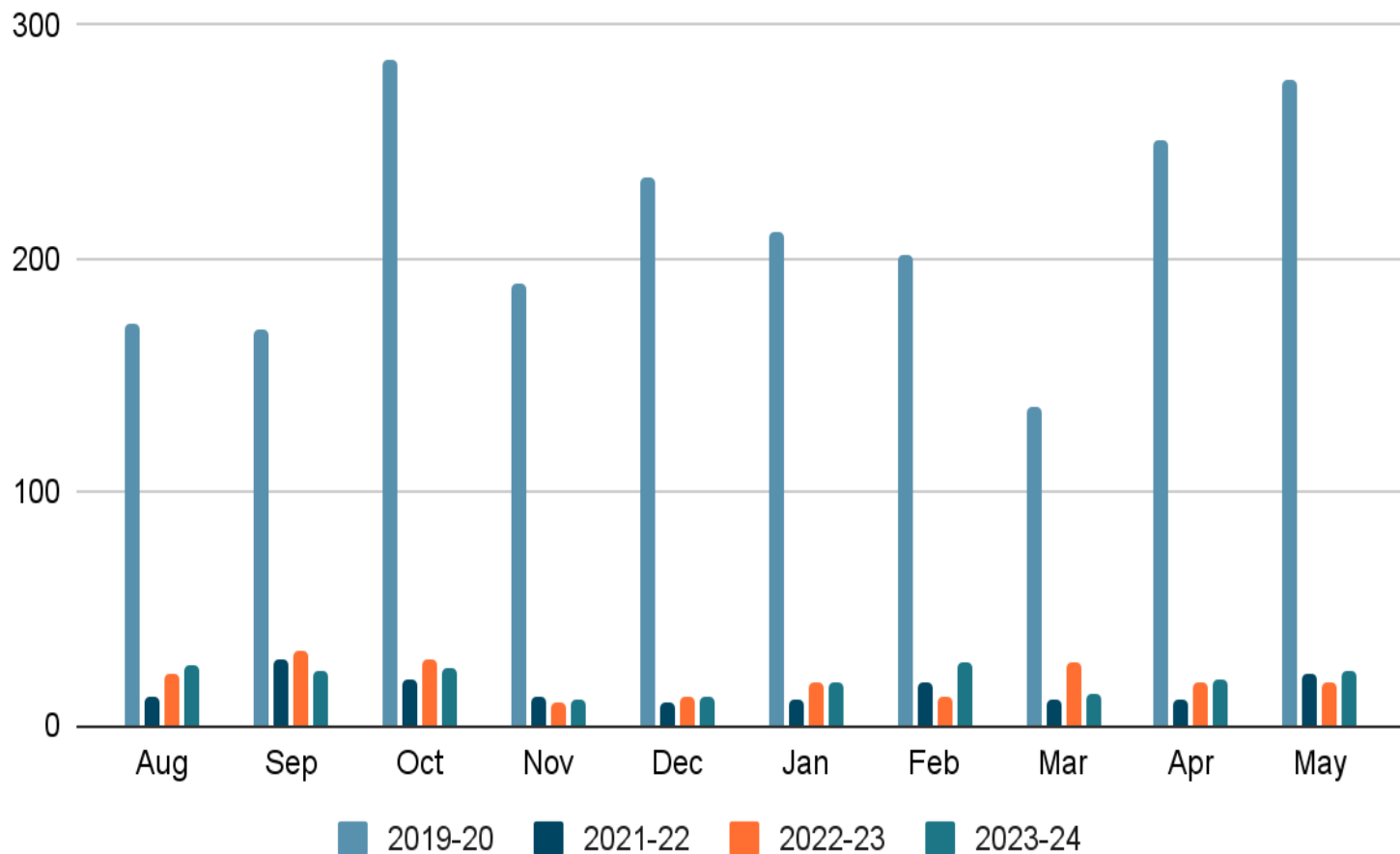
2019-20: 2,128

2021-22: 157

2022-23: 200

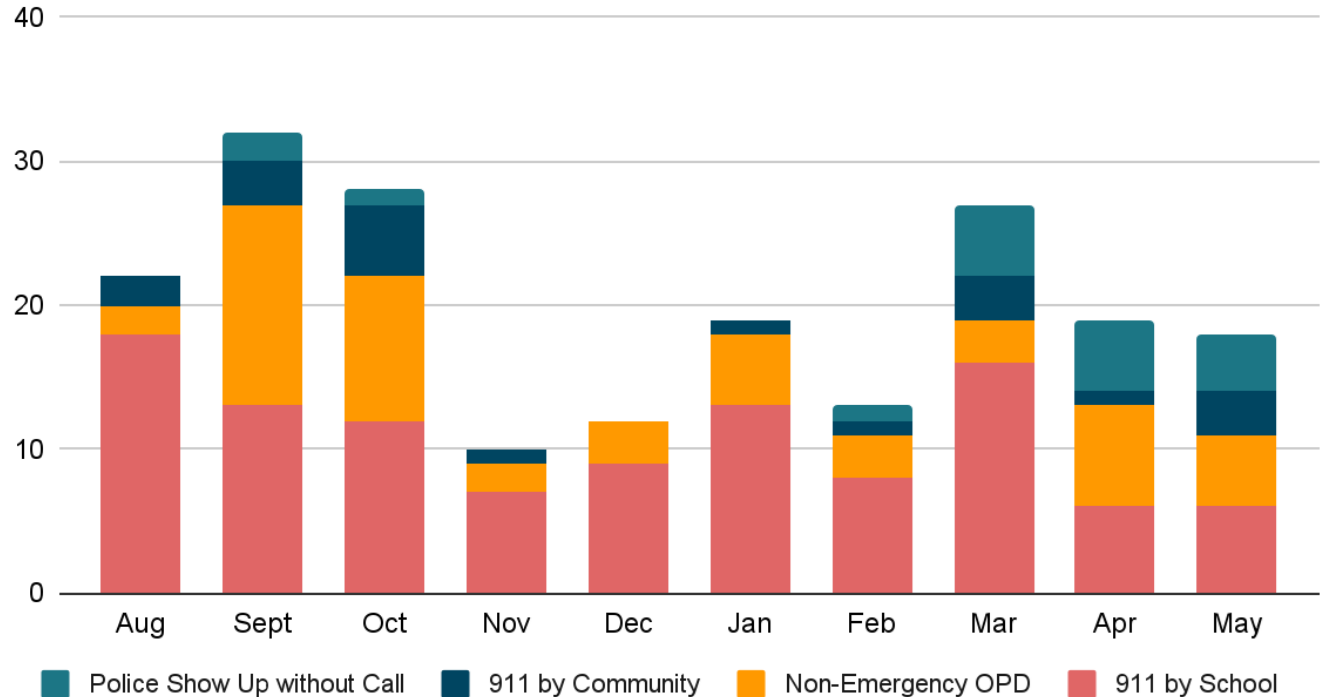
2023-24: 202

Comparison of Police Contacts Before and After GFR



Police Calls and Responses 22-23

Police Calls by Type 2022-23

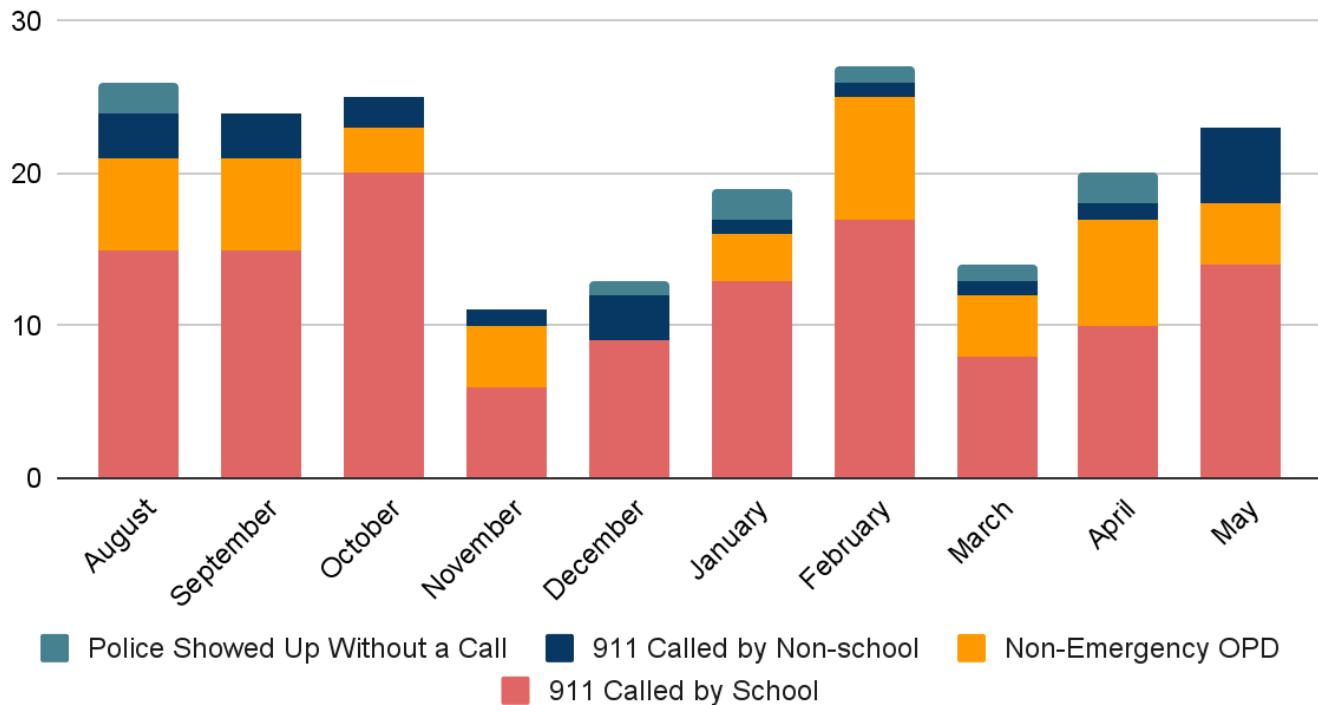


A total of 200 police calls were made between August 2022 and the end of the school year (including calls for non-emergencies, 911 calls from non-school community members, 911 calls from the school, and instances when police arrive without having been called).

Police Calls and Responses 23-24

A total of 202 police calls were made between August 2023 and the end of the school year (including calls for non-emergencies, 911 calls from non-school community members, 911 calls from the school, and instances when police arrive without having been called).

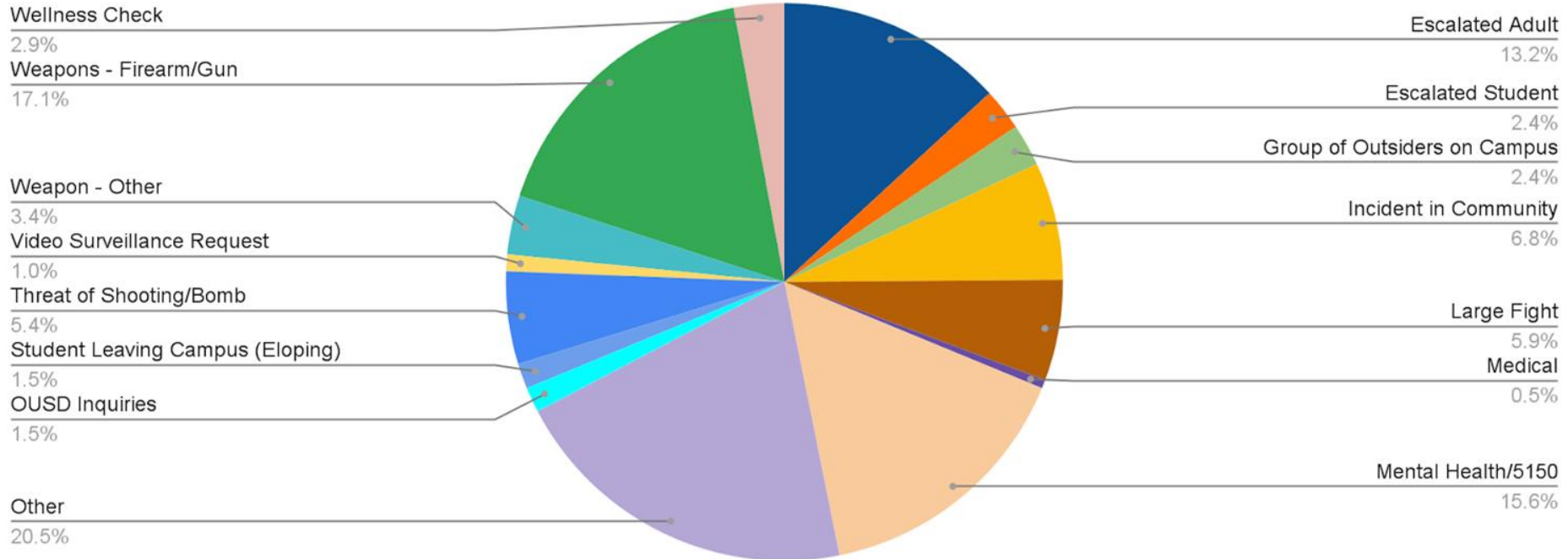
Police Calls by Type 2023-24



Police Contacts by Incident Type 2023-24

Total Police Calls by Incident Type

SY 23-24



Number of Campus Arrests/ Citations

August 2023 - May 2024:

7 Arrests Made at OUSD Campuses/Events

- Reason: 2 for assault with weapon, 2 for weapon possession, 1 for Assault on staff, 1 for threatening to do school shooting on social media, 1 for being classified as a missing student from group home
- Race/Ethnicity/Gender: 5 AA Males, 1 AA Female, 1 Middle Eastern Male, 1 Latino Male
- Ages: 12, 14, 15, 16
- GenEd/SpEd: 5 GenEd, 1 Pending Assessment, 1 Sp. Ed

School Sites with Most Frequent Calls/Contact 23-24

Sites with Most Intake Line Calls	#	Sites with Most Police Calls	#	Sites with Most <i>Unrequested</i> Police Contacts	#
Castlemont	27	Oakland Tech	13	Elmhurst	3
Oakland Tech	25	Castlemont	11	Edna Brewer, Emerson, Fremont, Garfield, Laurel, Rudsdale & Skyline	1
Elmhurst & Fremont	21	OAK	10		
WOMS	18	Fremont, Skyline	8		
Frick & McClymonds	17	Elmhurst, Frick, O High	7		

Calls to OUSD Intake Line for Central Ambassador Support

Central
Ambassadors
responded to
189 calls for
support in SY
23-24

Incident Type	22-23	23-24
Escalated Adult	28	43
Escalated Student	27	12
Group of Outsiders on Campus	9	11
Incident in Community	8	2
Large Fight	1	10
Medical	0	2
Mental Health/5150	1	10
Other	14	58
OUSD Inquiries	0	4
Student Leaving Campus (Eloping)	1	1
Threat of Shooting/Bomb	5	9
Video Surveillance Request	0	3
Weapon - Other	15	7
Weapons - Firearm/Gun	5	15
Wellness Check	0	2
TOTAL	114	189

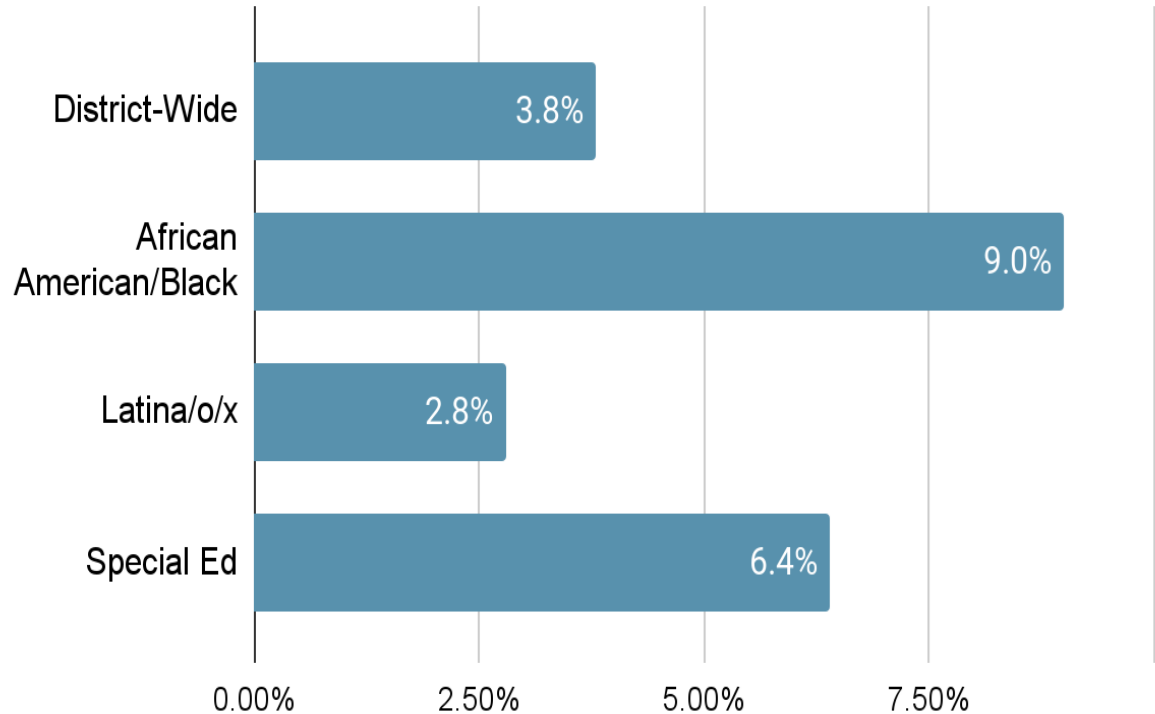
Suspension Data 2023- 24

of Suspensions District-Wide:

2,160

African American/Black students account for nearly 51% of all suspension incidents; 32.5% of incidents involve Latinx students, and 36.1% of incidents involve students receiving special education services.

Suspension Rates by Subpopulation



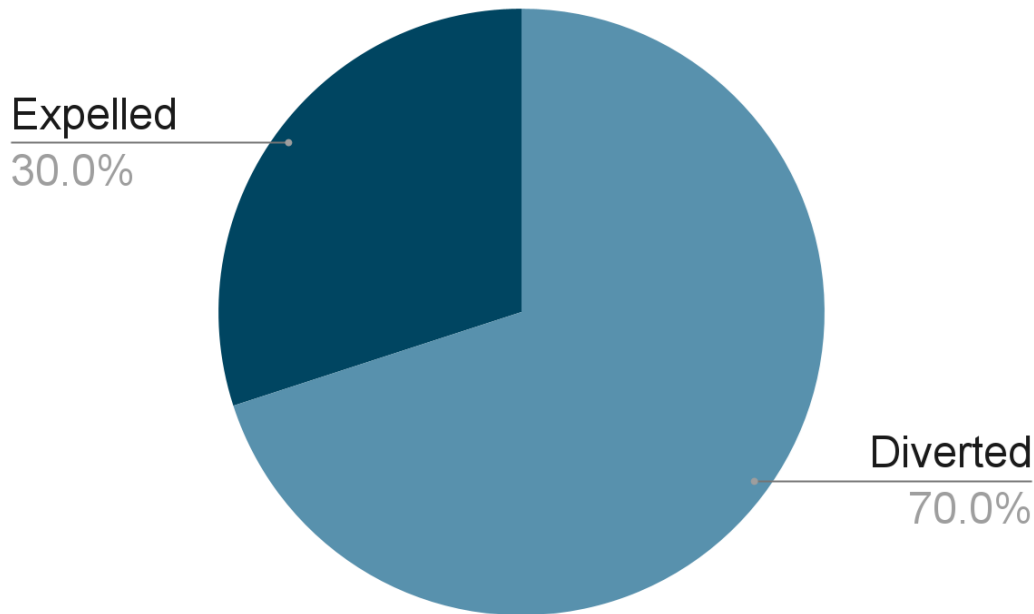
Schools with Highest Suspension Rates

Sites with Highest Overall Suspension Rates	%	Sites with Highest African American Suspension Rates	%	Sites with Highest SpEd Suspension Rates	%
WOMS	21.4%	Global Family	60.0%	Street Academy	29.2%
McClymonds	16.9%	Frick	32.7%	WOMS	28.3%
Bret Harte	15.2%	WOMS	23.8%	Frick	21.9%
Street Academy	13.6%	McClymonds	21.4%	UFSA	21.7%
Frick	13.6%	CCPA	21.2%	McClymonds	21.1%

Total Referrals for Expulsion: 70

Total Expelled: 18

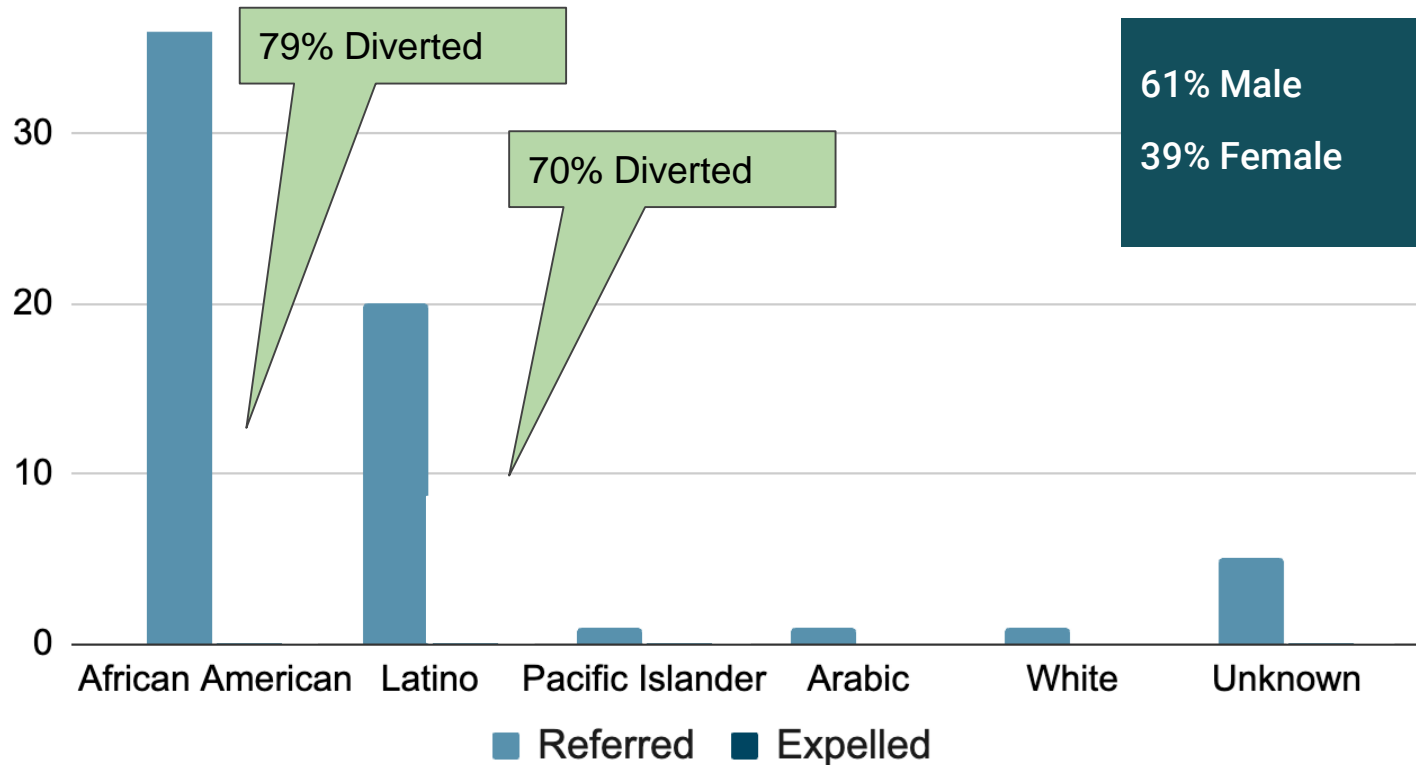
Total Suspended Expulsions: 13



Expulsion Reasons

- Serious Violence: 7
- Violence with Weapon: 2
- Weapon-Related: 3
- Possession of a large amount of Drugs: 4
- Severe Harassment: 1

DHP Referrals



of Culture Keepers and Culture & Climate Ambassadors

Site-Based Support



59 Culture Keepers

8 Site-Based Culture & Climate Ambassadors

Central Support



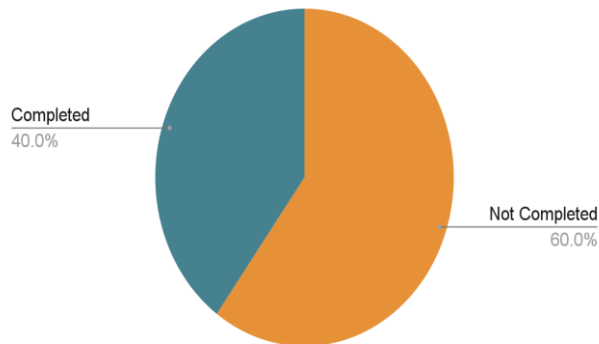
6 Central Culture & Climate Ambassadors

- CCAs responded to 189 calls June '23 - May '24

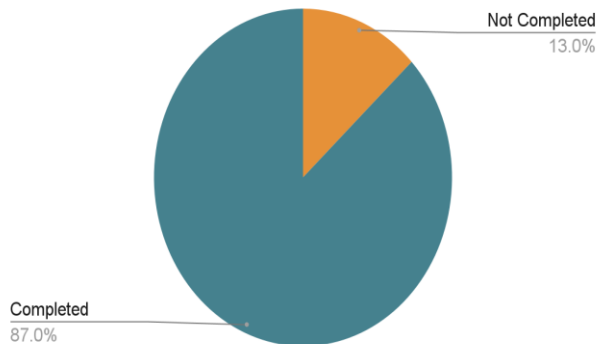
Village Response Plans

21-22

Year 1



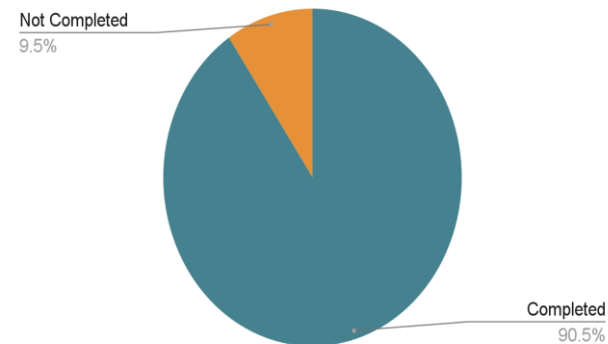
Year 2



22-23

23-24

Year 3



Year 4 Changes

- Identifying Site-Specific Safety Priorities using site data
- Identifying Village Response Team Leads to guide team through yearly scope & sequence
- Begin training VRTs to improve implementation

Trainings Delivered in 2022-24



Topic	Hrs	Audience	Provider
Trauma-Informed Escalation Prevention	1.5	All staff, Village Response Teams	OUSD BH Unit
Disrupting Anti-Black Racism	6	All staff, Village Response Teams	Quetzal Education Group
CPR/First Aid	3	CKs & CCAs	External Provider
Active Assailant Response	2.5	CK & CCAs, Open to All Staff	Merritt Training
Restorative Practices	2	CKs & CCAs	OUSD RJ Staff
School Threat Assessment	6	CKs & CCAs, Open to Additional Staff	Dewey Cornell
Verbal & Non-Verbal De-Escalation	12	CCAs	Crisis Prevention Institute



Safety-Related Activities & Progress

Background: S3 & OUSD



OAKLAND UNIFIED
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Community Schools, Thriving Students

In November 2022, Oakland Unified School District (“OUSD”) partnered with Safer School Solutions (“S3”). Funded by an expansion of a grant from Chiefs for Change (“CFC”) with some District funding, the objectives of the project are to:

1. Identify opportunities to enhance safety, security, climate, and emergency preparedness at OUSD; and
2. Increase the capability of OUSD and its community partners to prevent, prepare for, respond to, and recover from a wide array of possible safety incidents in the future.

This engagement aligns with OUSD’s Strategic Plan and values in advancing: Social, emotional and physical health, High quality and effective instruction, Safe, healthy and supportive schools, Accountability for quality, and Full-service community District.

SAFER
SCHOOL SOLUTIONS





Safety Engagement Conversations

Stakeholder Group Safety Engagement: Consistent Themes (Jan-May 2024)

Internal Safety:

- ☐ GFR principles
- ☐ Relationship building
- ☐ De-escalation Skills
- ☐ Minimizing the presence of law enforcement on campus to the extent that is safe

External Safety Issues:

- ☐ Whom to call and when to resolve external safety issues (e.g., unhoused occupants, abandoned vehicles, neighborhood emergencies requiring lockdown, illegal dumping)
- ☐ How to improve response from city partners (e.g., OPD, 311, MACRO, Public Works, etc.)

Communications:

- ☐ Balance information sharing with panic prevention during crises
- ☐ Assure families that OUSD has a plan for the safety of their children
- ☐ Regular safety updates for Board and public

All City Council	Educational Partnership Committee
Cross-Divisional Safety Planning Team	Oakland Board of Education
Principal Advisory Committee	Senior Leadership Team
Charter School Leaders	Mayor's Office

School Safety Factors

External Factors

- Unhoused Occupants
- Illegal Dumping
- Abandoned Vehicles
- Traffic Safety
- Neighborhood Lockdowns/
Secure Schools
- Public and Private Agency
Systems for Response &
Coordination

Internal Factors

- Visitor Management Systems
- Communication Protocols
- Emergency Preparedness
- Prevention
- Incident Response
- Cybersecurity



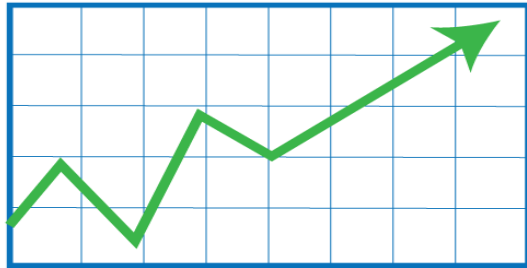
Outcomes of S3 Engagement:

- ★ Assess a sample of sites, looking for each site's safety strengths and needs
- ★ Develop a dashboard visualizing the site-based data collected and produce an Executive Summary Report of findings and recommendations
- ★ Identify ways to monitor safety and security improvements at school sites over time
- ★ Make districtwide recommendations across: People, Process, and Technology & Infrastructure, prioritized as Immediate, High and Long Term
- ★ Senior Leadership Team moves forward with highest-leverage priority safety and security recommendations (entry systems, doors, perimeters, etc.)
- ★ Improved safety measures anticipated to have an impact on ~36,000 students and their families
- ★ Improve safety at Board Meeting site (La Escuelita Education Center), enabling better resource allocation for safe and effective Board meetings

George Floyd Resolution (GFR) Investments

Since 2021-22, the District has **increased** the GFR budget by

66%



Culture Keepers: 44 FTE → 66F TE + Raises

Central Culture & Climate Ambassadors: 10 → 12 Month

Community School Managers: 30 Additional FTE

Social Workers/Clinicians: 7 Additional FTE

Restorative Justice: 25% Budget Increase

Professional Development: 5x Previous Investment

CBO Behavioral Health: Expanded Contracts

New Safety Director Position



Identification of the following in development:

- Candidate profile
- Internal and external interactions
- How to set the position up to advance multi-faceted safety

All Safety Efforts Have a Common Aim

The diagram features a background of a blue sky with white clouds and green trees. On the left, there are two distinct colored areas: a green one at the top and a blue one at the bottom. Each area contains a list of safety efforts. Two large, thick, orange arrows originate from the right side of these lists and point towards a single orange circle on the right. The circle contains the text 'Improved Conditions for Learning'.

- Reduce Likelihood of External Threats to Campuses
- Ensure Consistent Responses to Safety Concerns & Crises
- Improve Safety & Security through Technology, Training, and Procedures
- Build Relationships w/ City and County Leaders & Organizations for Improved Responses

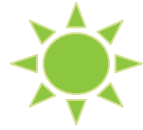
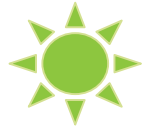
Improved
Conditions for
Learning

- Transform Culture + Climate
- Advance Racial Equity
- Build Capacity for Trauma-Informed De-Escalation
- Improve Adult-Student Relationships
- Build Non-Law Enforcement Safety Response Infrastructure



Accomplishments

Bright Spots & Wins



- Increased clarity and communication protocols for incident responses internally;
- Safety trainings;
- S3 progress + implementation of recommendations;
- Tier 3 safety response;
- New threat assessment tool; and
- Cybersecurity improvements.

Updated Safety Protocols

- Secure School
- Political Issues
- Power Outage, Water Outage
- Racial Incidents



Safety Trainings Throughout 2023-24

JULY 2023

- Active Assailant Training

AUGUST 2023

- Updated Suicide Risk Protocol
- George Floyd Resolution Process & Timeline

SEPTEMBER 2023

- Discipline/Expulsion

OCTOBER 2023

- Reunification Training Safety Facilities Updates Timeline for Different Plans
- Crisis Go
- Work Time for Safety Plans

FEBRUARY 2024

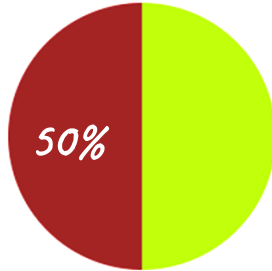
- Reviewing Law Enforcement on Campus Procedures

MARCH 2024

- Crisis Go & Visitor Management System
- Legal Restraint & Discipline Guidance

S3 Progress + Implementation

S3 has now completed half of total site visits - remainder in Winter 2024



Implementation of recommendations from S3 assessment, including:

- ❖ Cameras
- ❖ Visitor management systems
- ❖ Increased recognition of how to keep schools safe
- ❖ Improved cybersecurity (i.e., multi-factor authorization to log in)



Improved Safety Protocols for Board and Committee Meetings





SCHOOL *of* **EDUCATION**
and **HUMAN DEVELOPMENT**



OUSD has adopted the University of Virginia Comprehensive School Threat Assessment Protocol

- ★ Robust, evidence-based threat assessment process & framework for understanding and managing behavioral threats
- ★ OUSD mental health providers and culture keepers trained on the using tool

Improvements in Cybersecurity



OUSD successfully rolled out **multi-factor authentication** (MFA) across the district's information systems.

This **dramatically reduces** the risk of phishing attacks wherein an internet intruder breaches cybersecurity to access data or commit fraud.

California SB 553 *Workplace Violence*

As of July 2024, SB 553 requires training and record keeping pertaining to workplace violence

SB 553 requires California employers to:

- Provide training to employees on a workplace violence prevention plan,
- Provide additional training when a workplace violence hazard is identified,
- Maintain records of workplace violence incidents, hazards, and their resolution, as well as workplace violence training records.



Ongoing Work Moving Forward

Areas for Continued Work



- Ongoing need for improved response from City partners;
- Need for increased clarity among school admins on the various dimensions of “safety”;
- Investigating how to integrate GFR Village Response plans and Mandated School Safety Plans to simplify safety protocols for school admins; and
- Need for clearer guidelines on *how* and *when* to involve law enforcement.

Culture Keeper and Culture & Climate Ambassador Training Outlook 2024-25

Culture & Climate

- ❖ **Relationship Building***
- ❖ **Trauma-Informed Escalation Prevention***
- ❖ **De-Escalation (i.e., CPI)***
- ❖ Racial Equity
- ❖ Crisis Management
- ❖ Compassion Fatigue
- ❖ Mental Health First Aid
- ❖ Mediation & Conflict Resolution



Basic Job Skills

- ❖ **Professionalism***
- ❖ **Shadowing at Secondary School w/ an Ambassador*** (new hires)
- ❖ **Coaching at Assigned Site w/ an Ambassador*** (new hires)
- ❖ Peer Reflection Sessions (all)
- ❖ Coaching Skills (CCAs only)



Security, Supervision, & Emergency Preparedness

- ❖ **Active Shooter***
- ❖ **CPR***
- ❖ Firearm Safety
- ❖ Safety & Security/Emergency Response



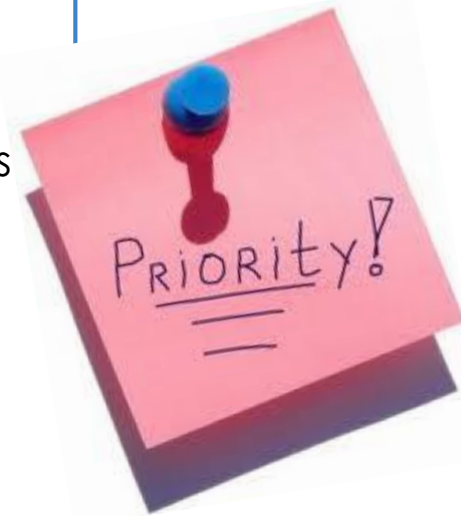
Administrative & Policy

- ❖ **Sexual Harassment***
- ❖ **Mandated Reporter***
- ❖ **Safety Policy Review***
- ❖ Administrative Tasks & Tech Literacy
- ❖ Workplace Safety



Safety Priorities for 2024-25

- Hiring and onboarding Executive Director of Safety
- Expanding the Comprehensive School Threat Assessment Protocol to Community School Managers and school safety teams
- Expanding implementation of the Village Response Team as a safety tool across the district and integrating with Comprehensive School Safety Plans
- Workplace violence training in compliance with Senate Bill (SB) No. 553
- Deepening training for Culture & Climate Ambassadors and Culture Keepers
- Assessing and strengthening safety and security at large-scale school-based evening and weekend events, including graduations
- Increasing coordination and improving partnership with city agencies and responders





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