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.
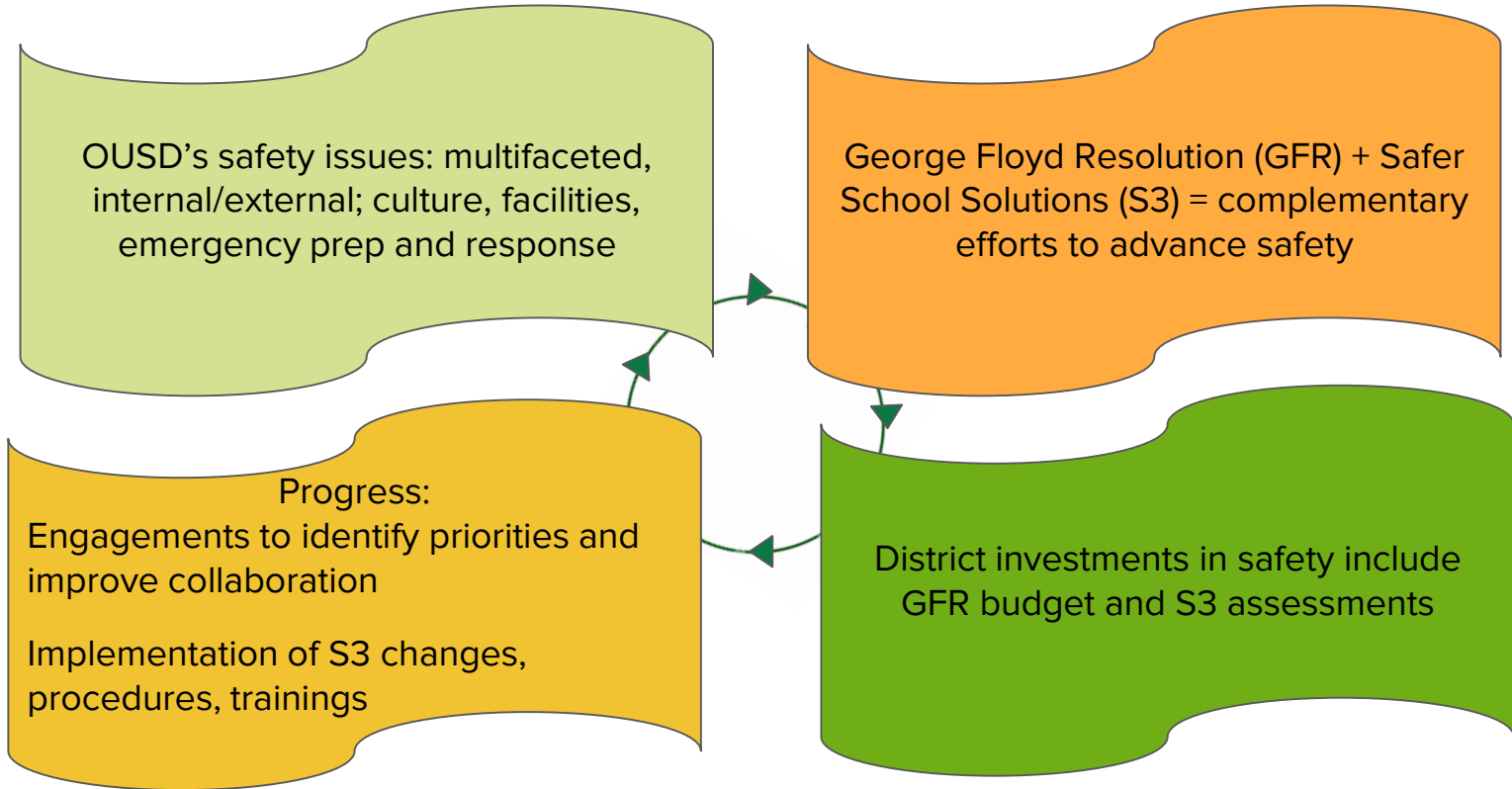
Outline

- 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

OUSD's safety issues: multifaceted, internal/external; culture, facilities, emergency prep and response

George Floyd Resolution (GFR) + Safer School Solutions (S3) = complementary efforts to advance safety

Progress:
Engagements to identify priorities and improve collaboration

Implementation of S3 changes, procedures, trainings

District investments in safety include GFR budget and S3 assessments

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.

PREVENTION

Facilities

SAFETY

Emergency Preparednes

s

Incident Response

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

PREVENTION

Emergency Preparedness

cilities

SAFETY

Incident Response

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

Incident Response:

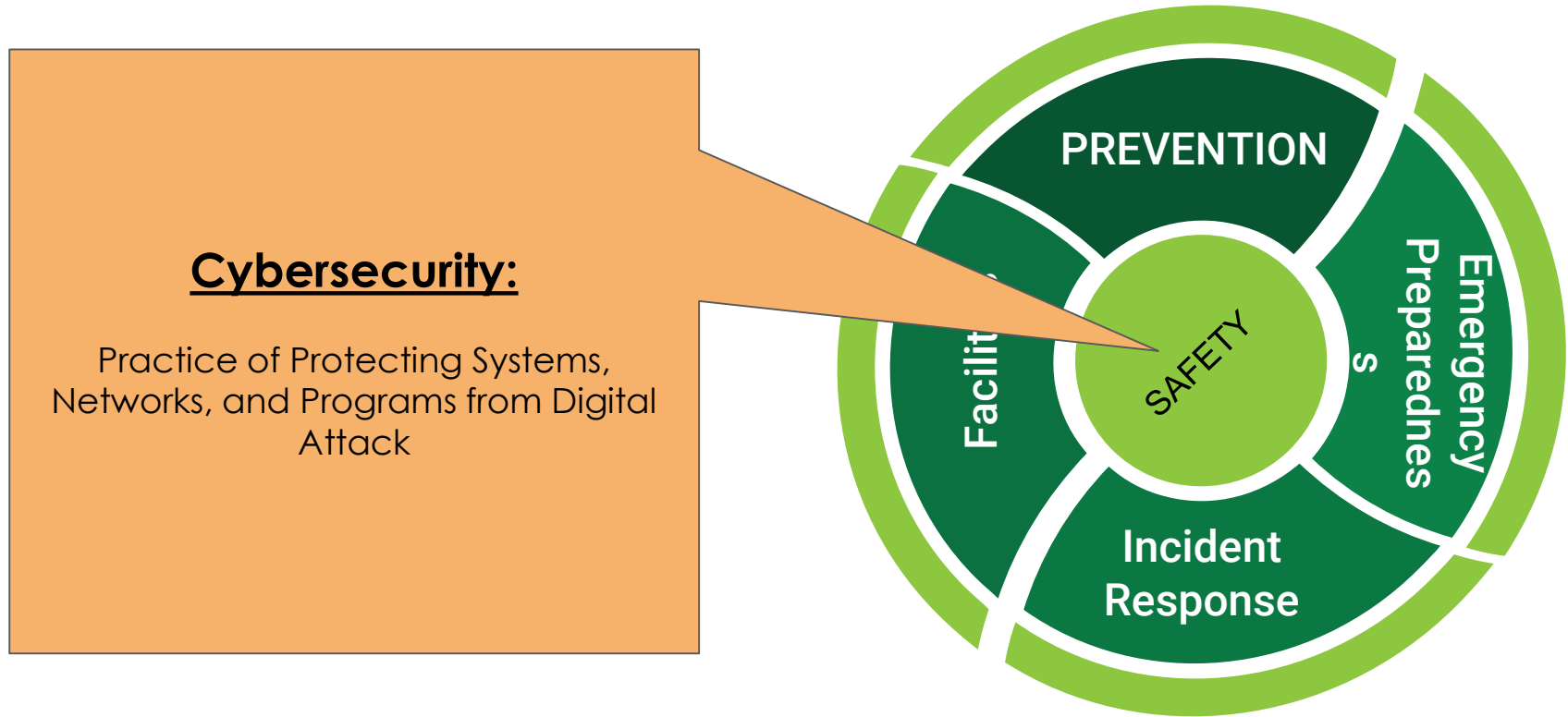Internal Capacity and External Partnerships for Prompt Supportive Responses

PREVENTION

Emergency Preparedness

Facilities

SAFETY

Incident Response

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

Facilities:

Gates
Doors
Perimeters
Cameras, etc.

PREVENTION

Emergency Preparedness

Facilities

SAFETY

Incident Response

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

Cybersecurity:

Practice of Protecting Systems, Networks, and Programs from Digital Attack

PREVENTION

Emergency Preparedness

Facilit

SAFETY

Incident Response
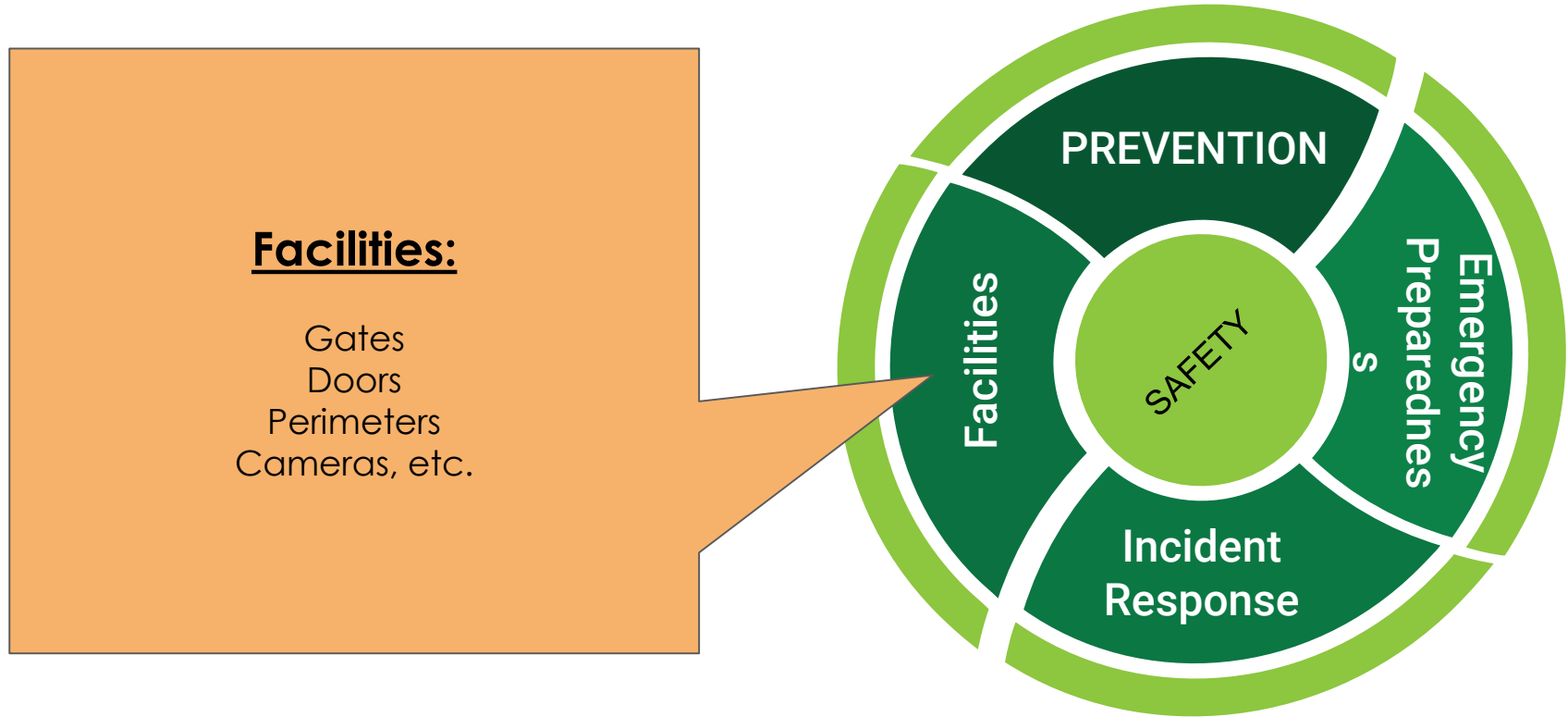
Safer Schools Solutions (S3):

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.
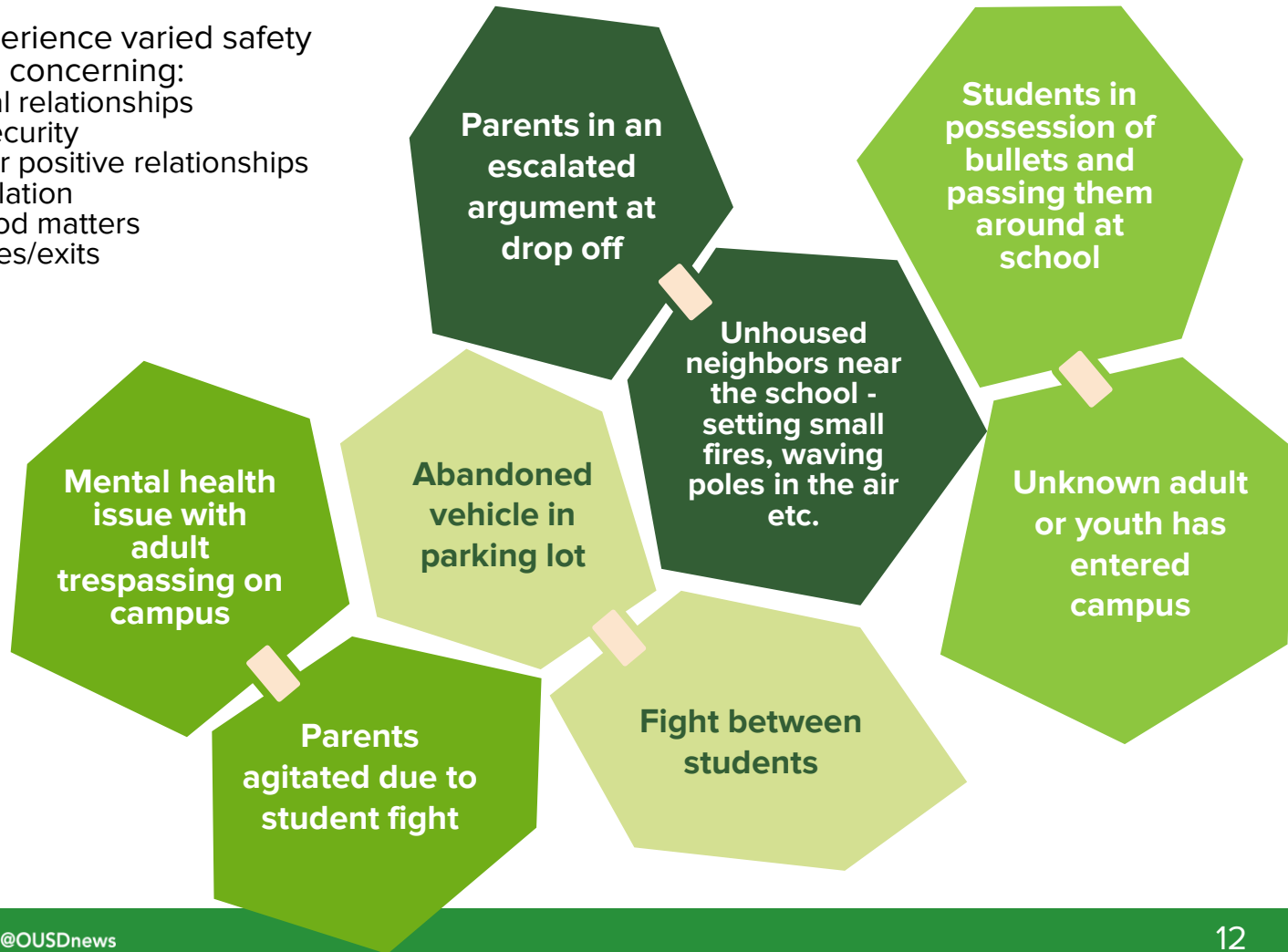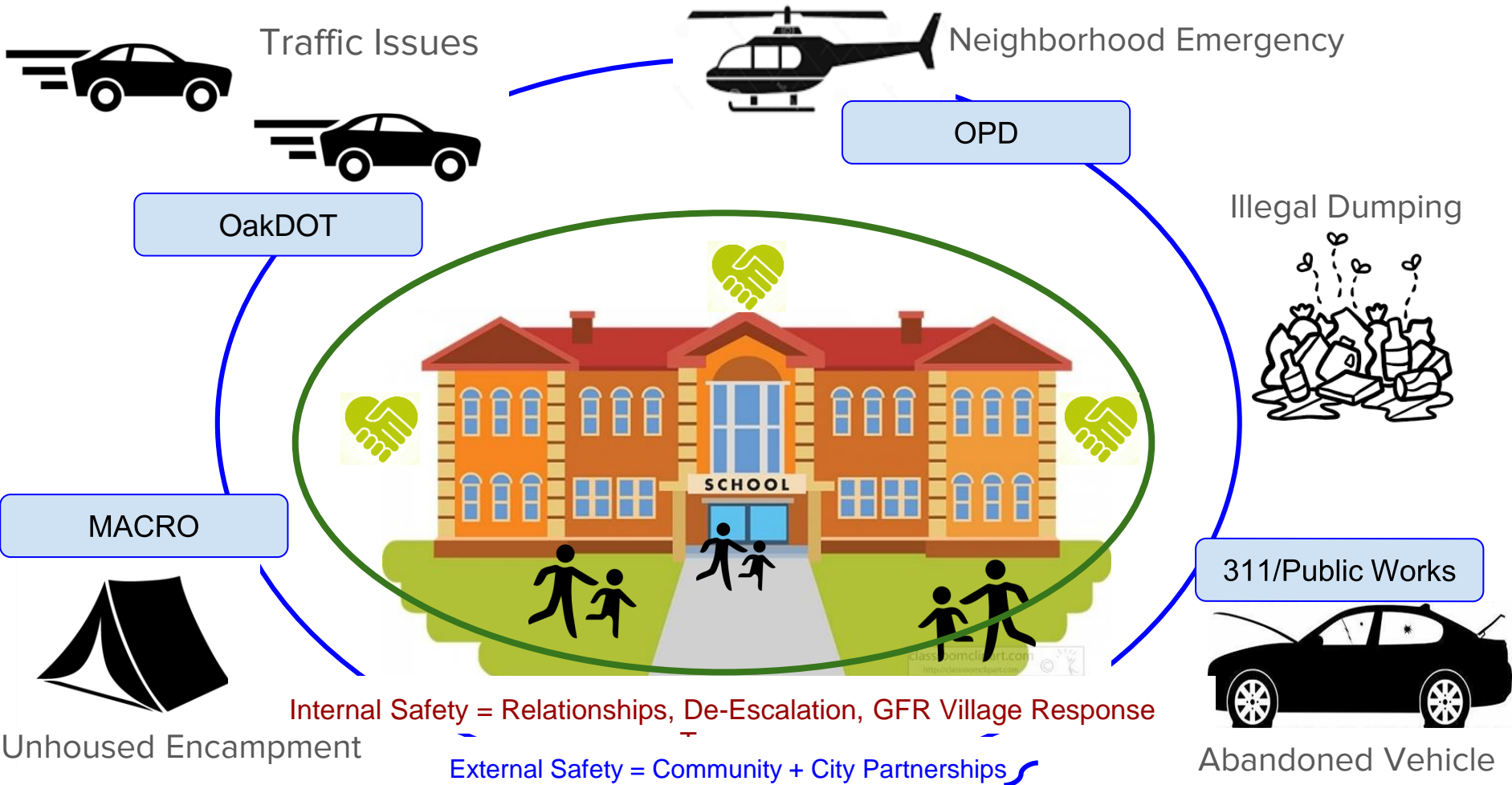
George Floyd Resolution (GFR):

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

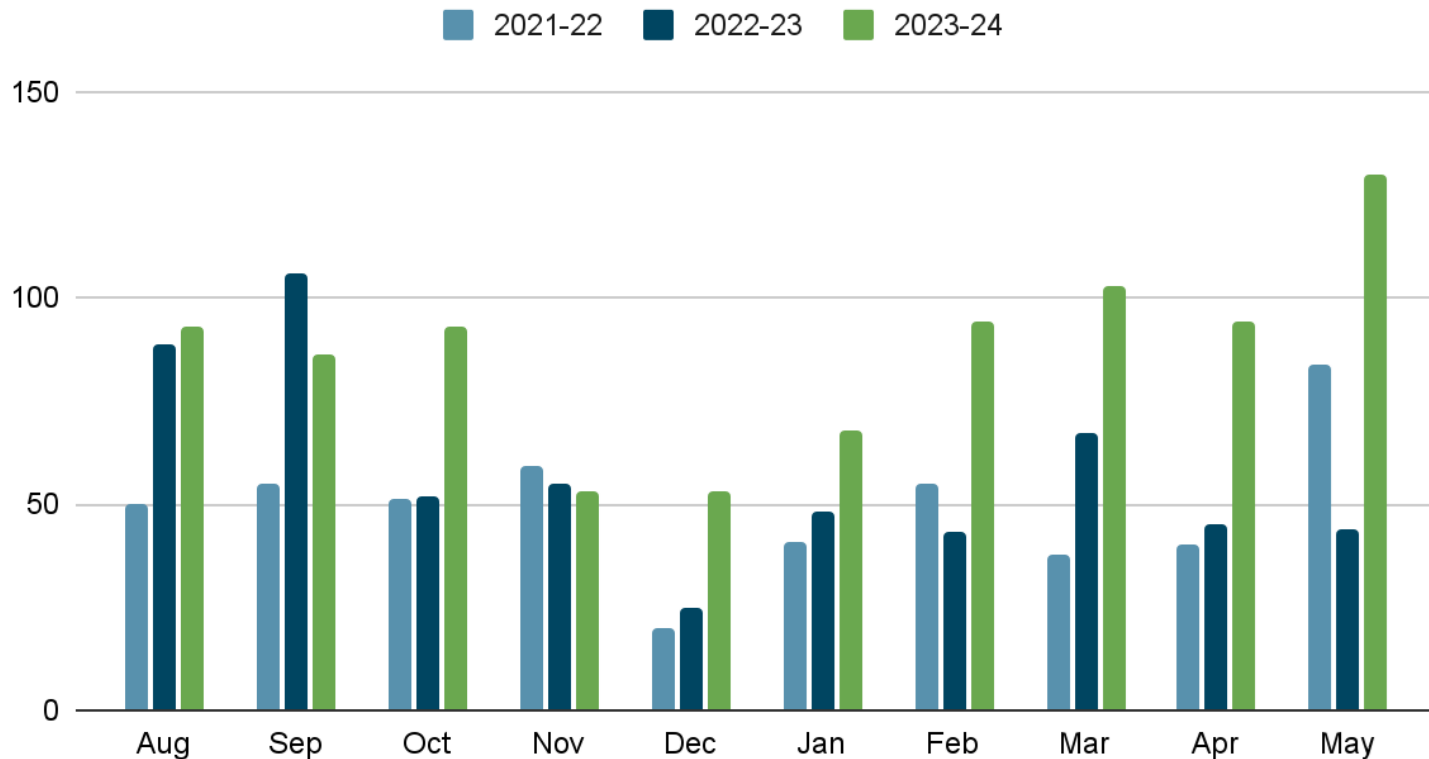Data from 2023 Village Response Plans show school admins have both internal and external safety concerns

Parents in an escalated argument at drop off

Students in possession of bullets and passing them around at school

Unhoused neighbors near the school - setting small fires, waving poles in the air etc.

Mental health issue with adult trespassing on campus

Abandoned vehicle in parking lot

Unknown adult or youth has entered campus

Parents agitated due to student fight

Fight between students

Traffic Issues

Neighborhood Emergency

OPD

Illegal Dumping

OakDOT

MACRO

311/Public Works

Unhoused Encampment

Abandoned Vehicle

SCHOOL

Internal Safety = Relationships, De-Escalation, GFR Village Response

External Safety = Community + City Partnerships

George Floyd Implementation Data 2023-24 School Year

OUSD Intake Call Log Summary

Total calls to OUSD Intake Number August - May

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

Number of Calls to Intake Number per Month 2021-24

■ 2021-22   ■ 2022-23   ■ 2023-24

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

Legend: 2019-20, 2021-22, 2022-23, 2023-24

Months: Aug, Sep, Oct, Nov, Dec, Jan, Feb, Mar, Apr, May
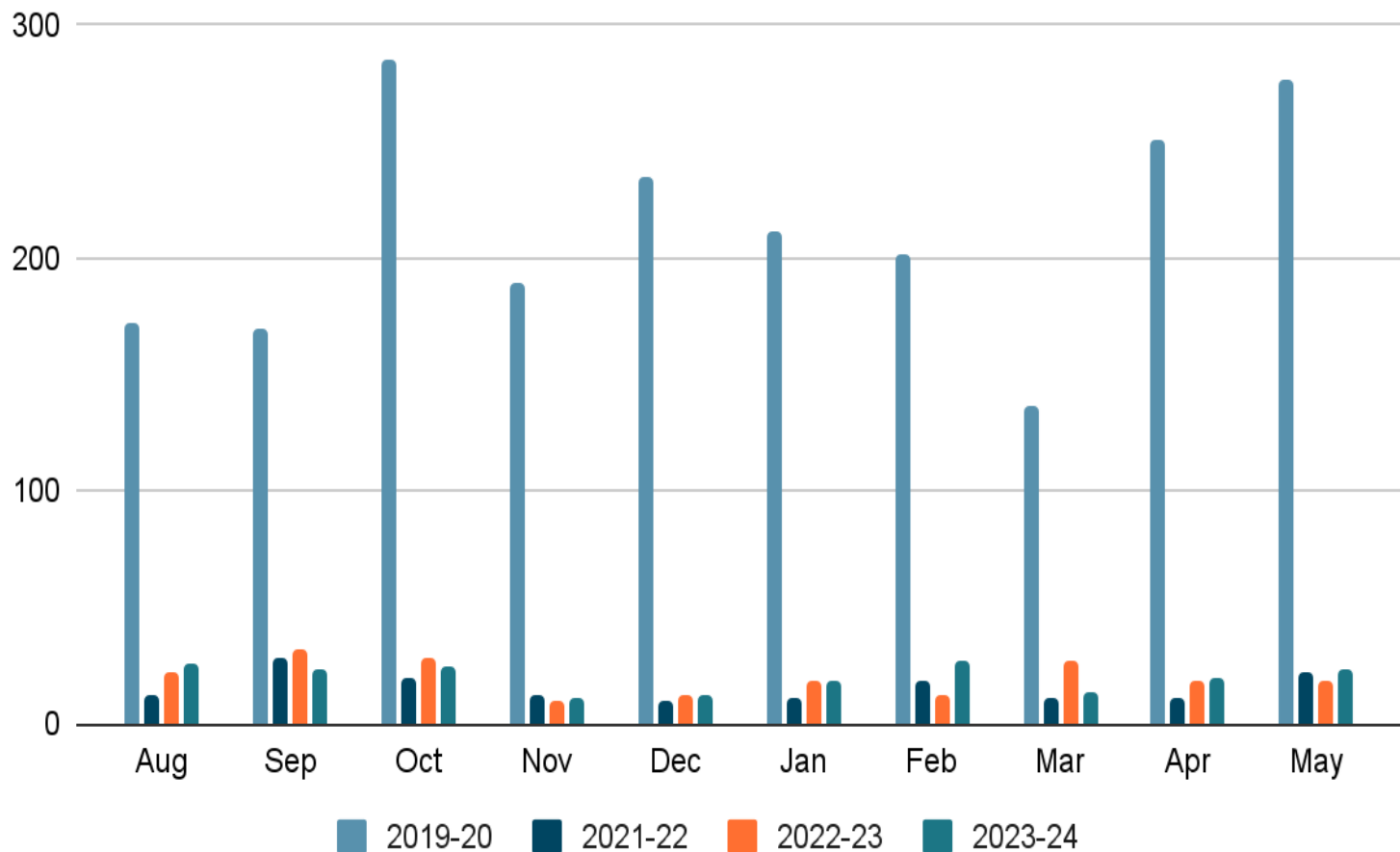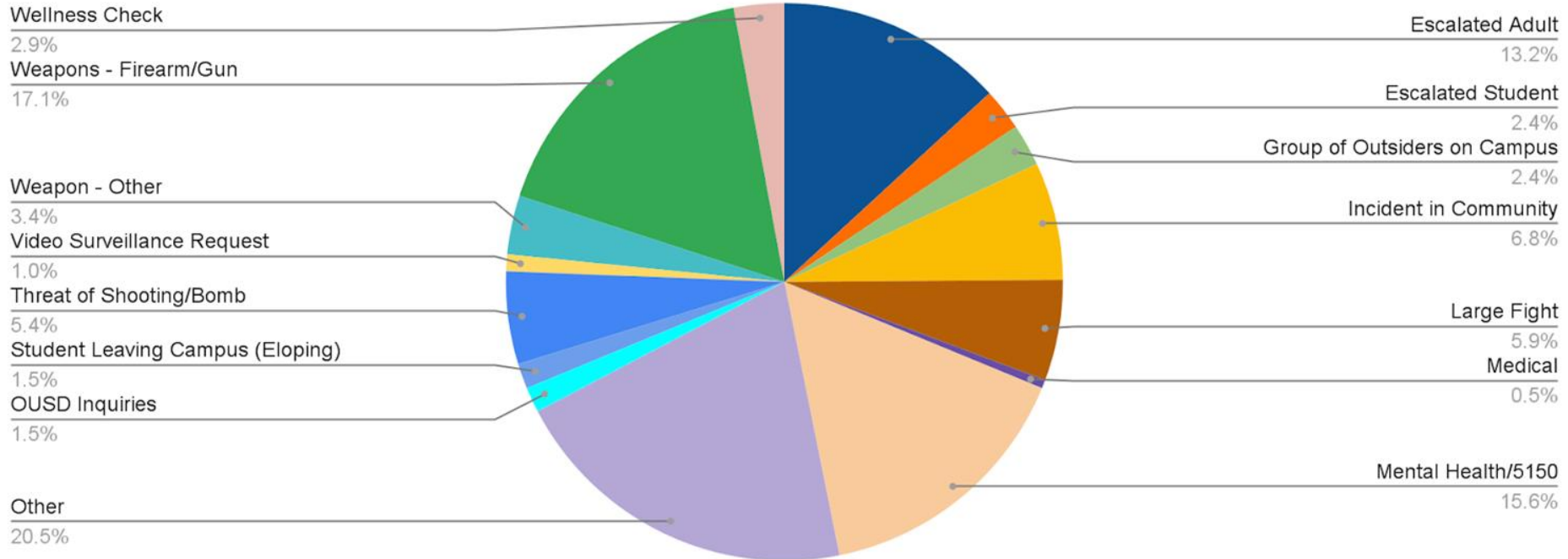
Police Calls and Responses 22-23
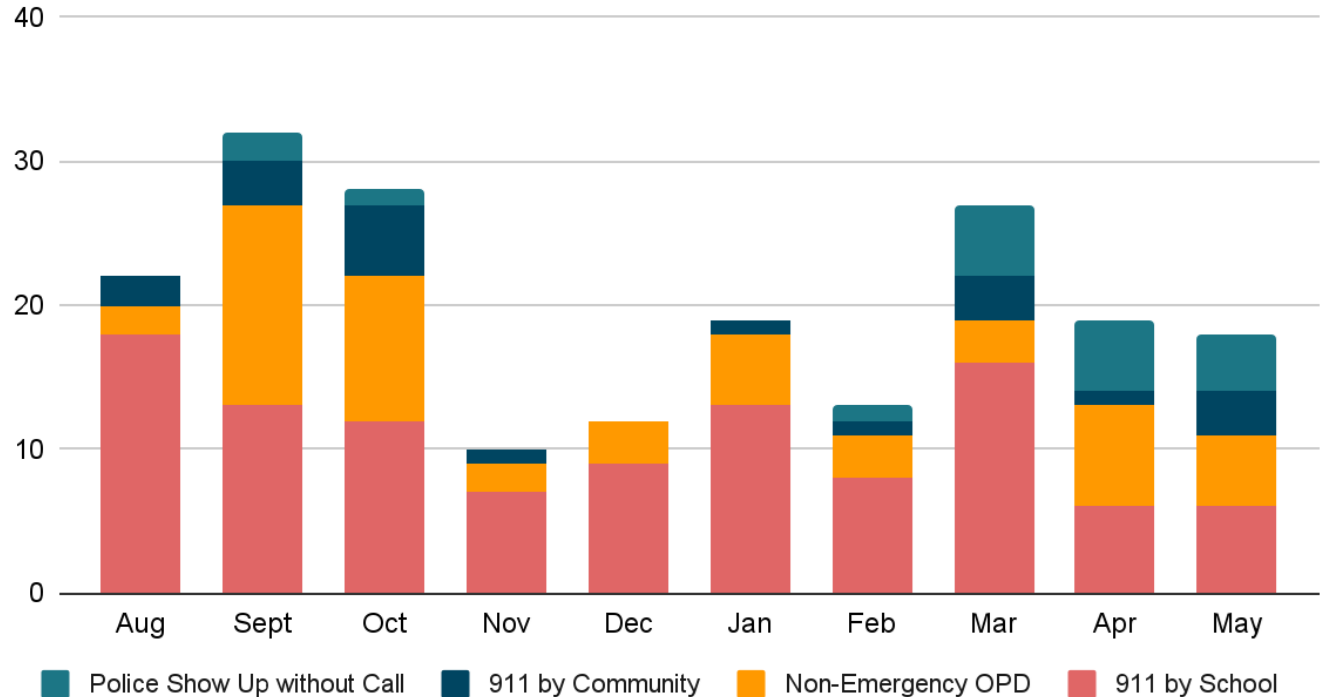
A total of 200 police calls were made between August 2022 and the end of the school year (including calls for non-emergencies, 911 calls from non-school community members, 911 calls from the school, and instances when police arrive without having been called).

Police Calls by Type 2022-23

Legend: Police Show Up without Call · 911 by Community · Non-Emergency OPD · 911 by School

Police Calls and Responses 23-24
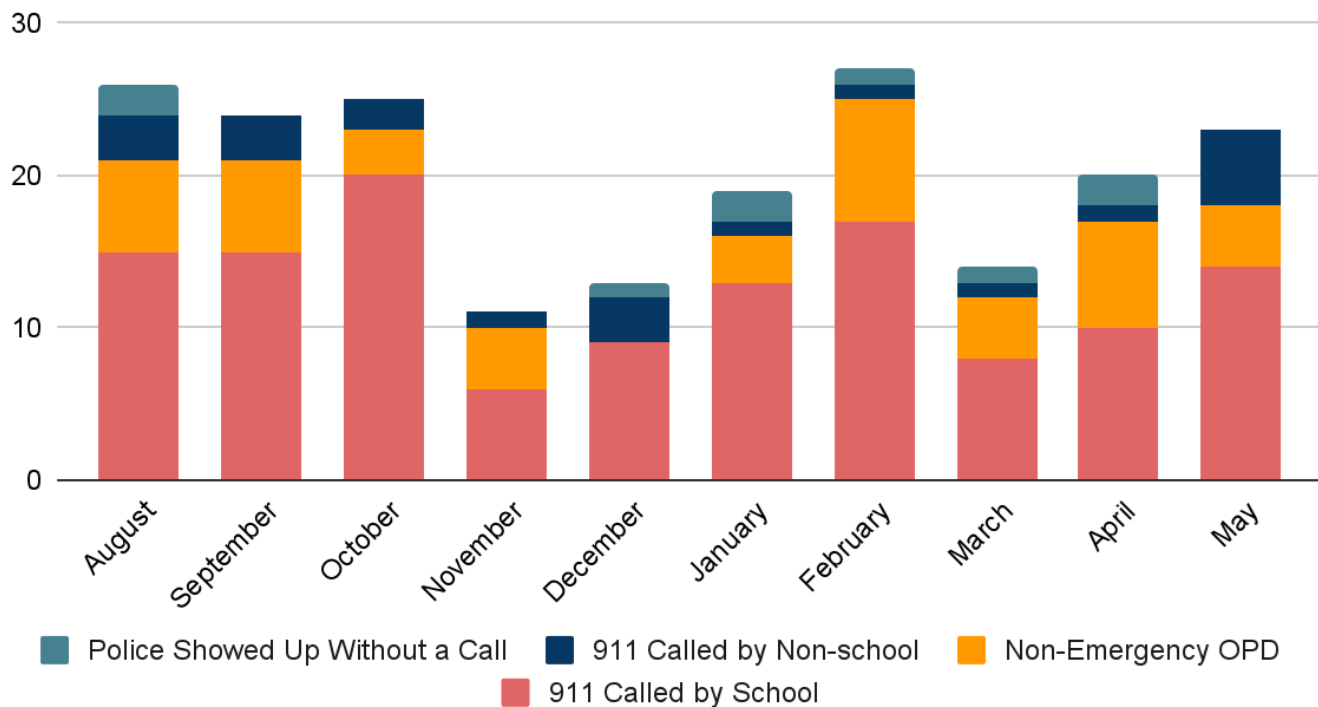
A total of 202 police calls were made between August 2023 and the end of the school year (including calls for non-emergencies, 911 calls from non-school community members, 911 calls from the school, and instances when police arrive without having been called).

Police Calls by Type 2023-24

Legend:
- Police Showed Up Without a Call
- 911 Called by Non-school
- Non-Emergency OPD
- 911 Called by School

Police Contacts by Incident Type 2023-24

Total Police Calls by Incident Type

SY 23-24

Wellness Check
2.9%

Weapons - Firearm/Gun
17.1%

Weapon - Other
3.4%

Video Surveillance Request
1.0%

Threat of Shooting/Bomb
5.4%

Student Leaving Campus (Eloping)
1.5%

OUSD Inquiries
1.5%

Other
20.5%

Escalated Adult
13.2%

Escalated Student
2.4%

Group of Outsiders on Campus
2.4%

Incident in Community
6.8%

Large Fight
5.9%

Medical
0.5%

Mental Health/5150
15.6%

Number of Campus Arrests/ Citations

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 *Unrequested* 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
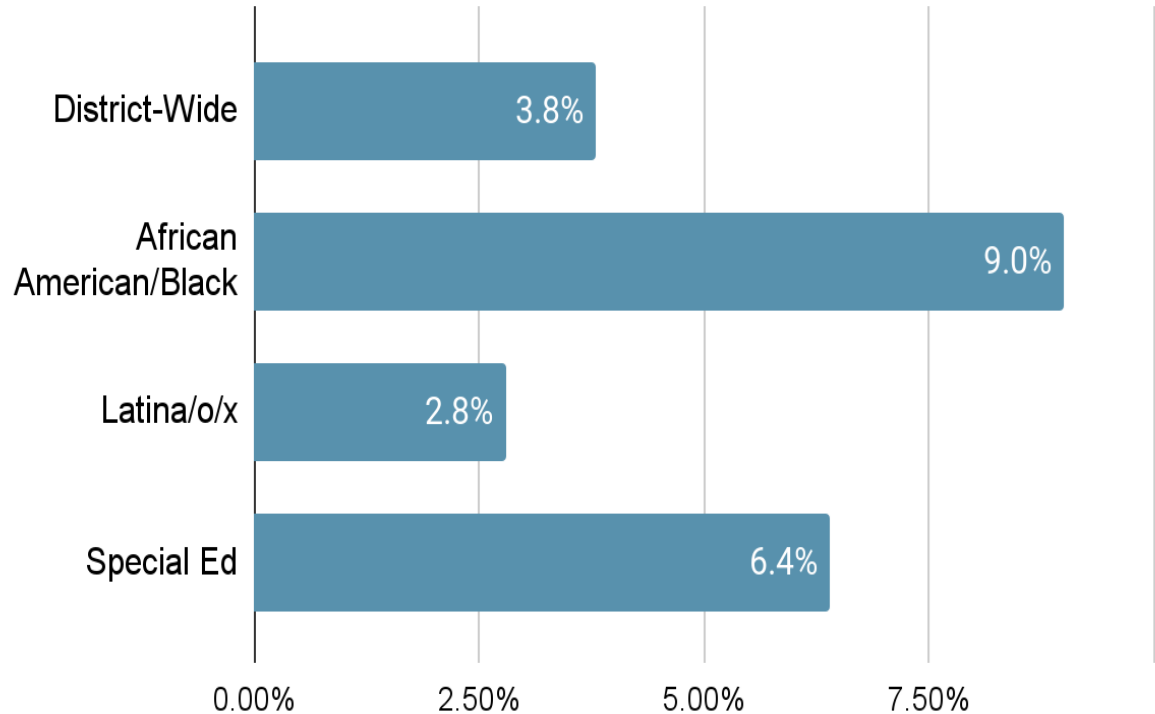
Schools with Highest Suspension Rates

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

Expelled
30.0%

Diverted
70.0%
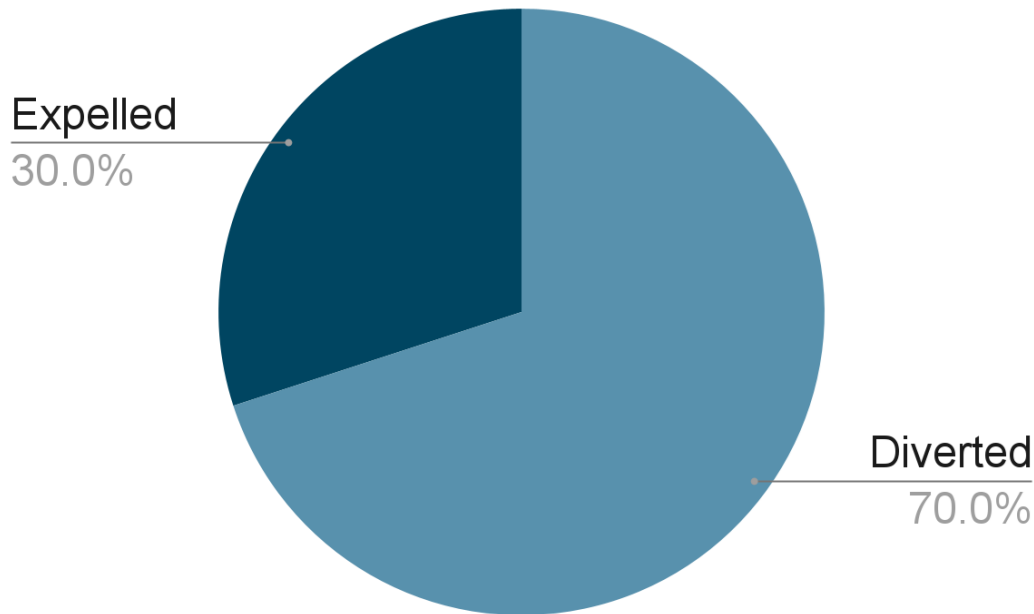
Expulsion Reasons

- Serious Violence: 7
- Violence with Weapon: 2
- Weapon-Related: 3
- Possession of a large amount of Drugs: 4
- Severe Harassment: 1
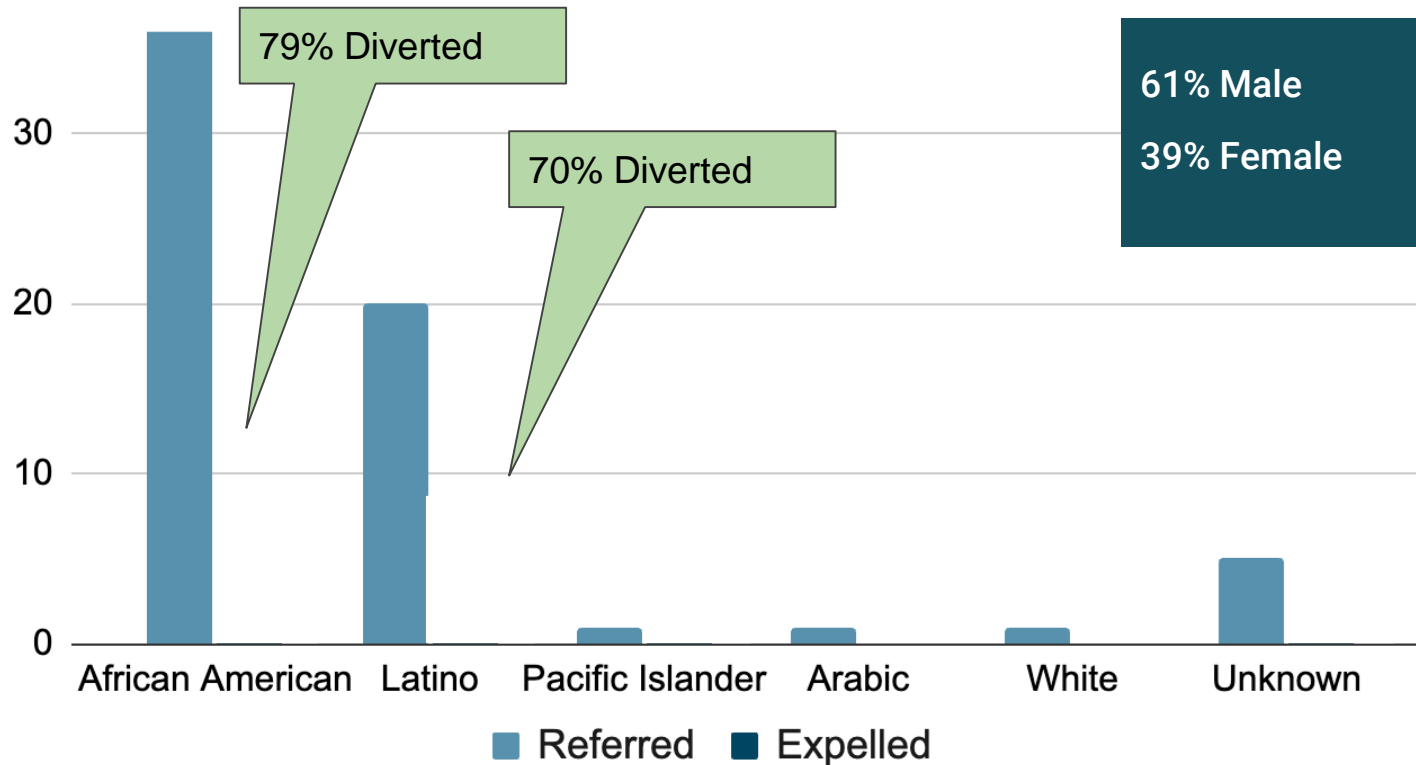
of Culture Keepers and Culture & Climate Ambassadors

Site-Based Support

59 Culture Keepers

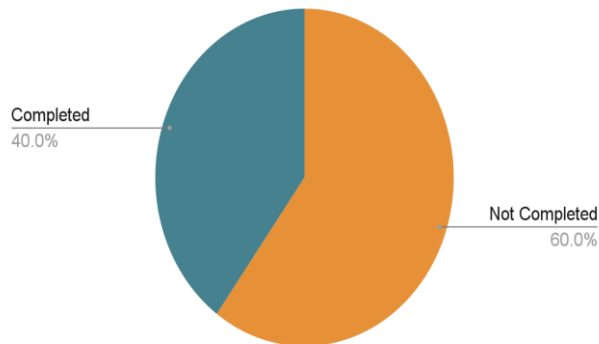8 Site-Based Culture & Climate Ambassadors

Central Support

6 Central Culture & Climate Ambassadors

- CCAs responded to *189 calls* June '23 - May '24
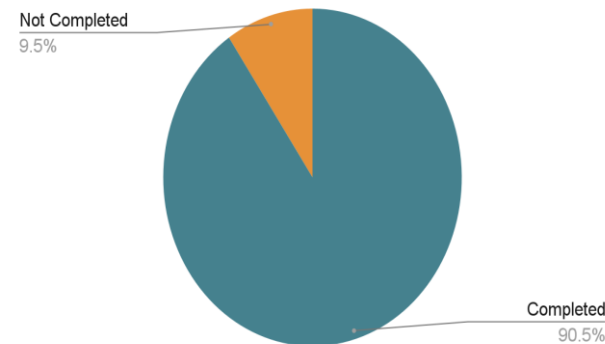
Village Response Plans

21-22

22-23

23-24

Year 1
- Completed 40.0%
- Not Completed 60.0%

Year 2
- Not Completed 13.0%
- Completed 87.0%

Year 3
- Not Completed 9.5%
- Completed 90.5%
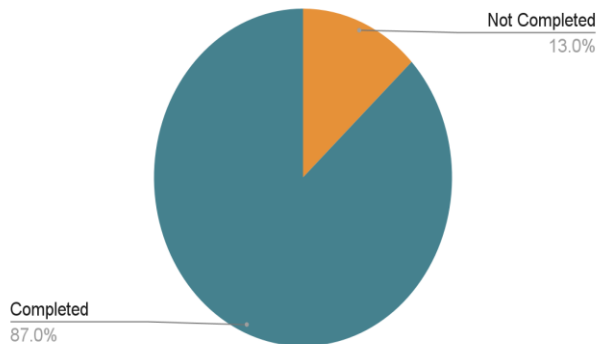
Year 4 Changes
- Identifying Site-Specific Safety Priorities using site data
- Identifying Village Response Team Leads to guide team through yearly scope & sequence
- Begin training VRTs to improve implementation

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

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.

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%
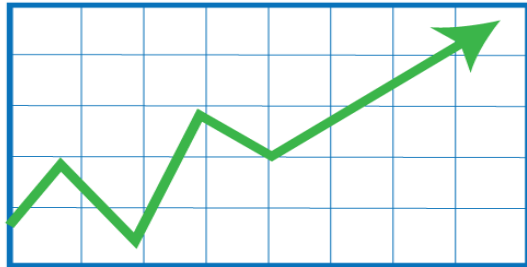
Culture Keepers: 44 FTE ➜ 66F TE + Raises

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

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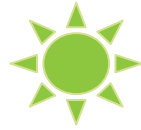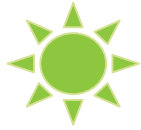Build Relationships w/ City and County Leaders & Organizations for Improved Responses

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**
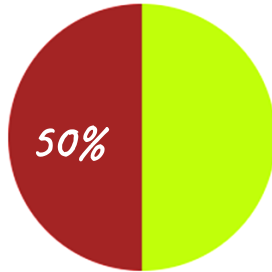➢ **Work Time for Safety Plans**

FEBRUARY 2024

➢ **Reviewing Law Enforcement on Campus Procedures**

MARCH 2024

➢ **Crisis Go & Visitor Management System**
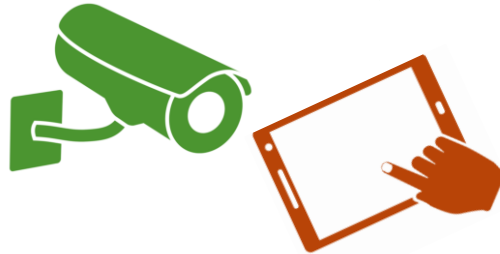➢ **Legal Restraint & Discipline Guidance**

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

50%

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

Community Schools, Thriving Students

OAKLAND UNIFIED SCHOOL DISTRICT
Community Schools, Thriving Students

1011 Union Street, Oakland, CA 94607