



September 2024

# Police in Schools and Alternative Approaches

Jesse Jannetta, Urban Institute

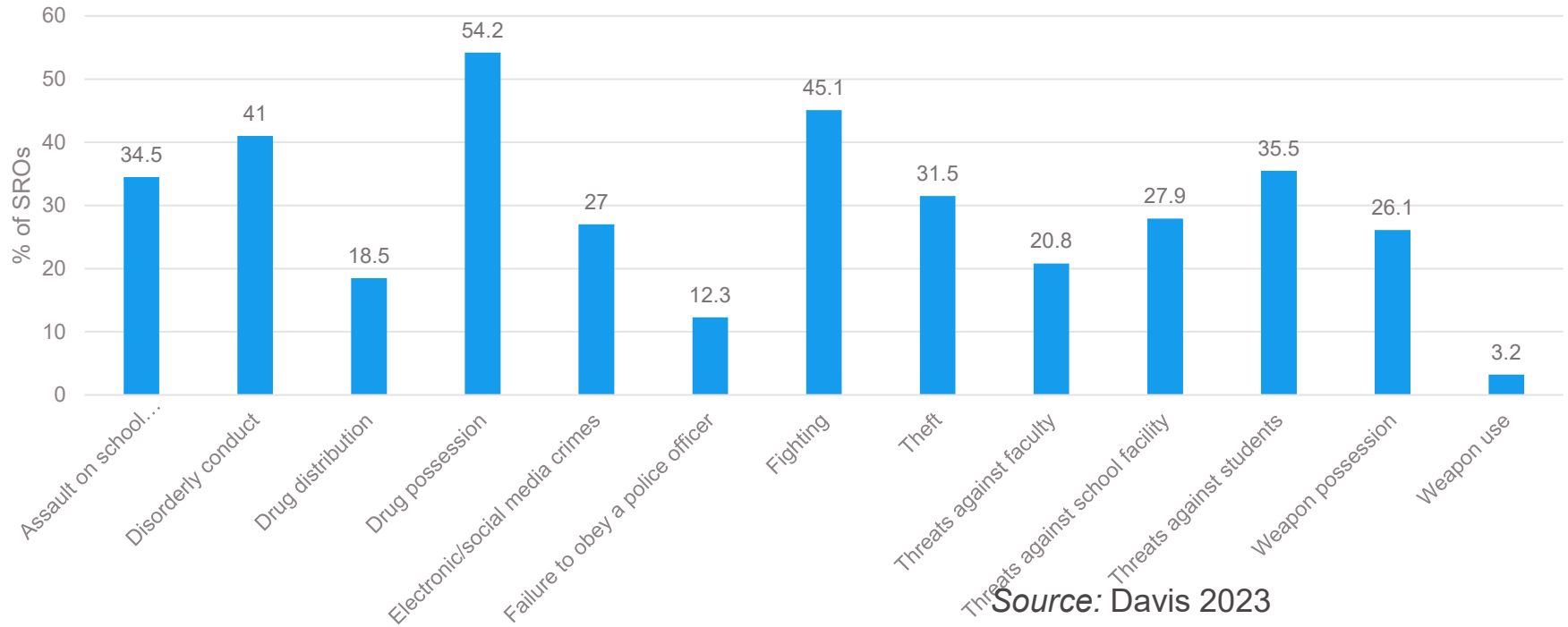


# Prevalence of Police in Schools

- BJS estimated 23,400 sworn school resource officers in the U.S. as of the 2019-2020 school year (Davis 2023)
- Employed by
  - Local police departments (49%)
  - Sheriff's offices (32%)
  - School district police departments (19%)
- Assigned to
  - High school (43%)
  - Middle school (27%)
  - Elementary school (15%)
  - Combined school (15%)

# SROs Arrest Students for a Wide Variety of Offenses

Offenses for which SROs Arrested Any Student (Past 12 Months)



Source: Davis 2023

# Evidence about Police in Schools

- NIJ report to Congress on the state of school policing in the United States (McKenna and Petrosino 2022)
  - Research to date does not support school policing as an effective strategy in increasing safety and security
  - School policing is correlated with some harmful effects, such as increased exclusionary punishment in schools
  - Positive impacts have been reported for school policing, but they are fragmented and inconsistent across the studies
  - The evidence base is not strong

# Community Violence Interventions

- Efforts to address community gun violence through means other than enforcement
- Focus on relational work with people most likely to commit gun violence
- Intervening to interrupt and mediate conflicts and cycles of retaliation
- Positive engagement with people at highest risk

# Thank You!

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# Understanding OUSD's Discipline & Safety Policies

Lives in the Balance Conference  
Sept 2024



**OAKLAND UNIFIED  
SCHOOL DISTRICT**

*Community Schools, Thriving Students*

# Outcomes for today

## OUSD's APPROACH TO SAFETY, INTERVENTION, & DISCIPLINE

- Journey and Components of OUSD's George Floyd Resolution
- Understanding the main principles of OUSD's Discipline & Intervention Matrix





## Introduction

The **George Floyd Resolution** is entering its 4th year. The resolution called for the **elimination of OUSD's internal police department** and charged the district to **reimagine and implement a holistic approach to safety**. Over the past 3 years, site administrators have been trained on the policies, practices and implementation to actualize the resolution.

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

### School Year Police Contacts

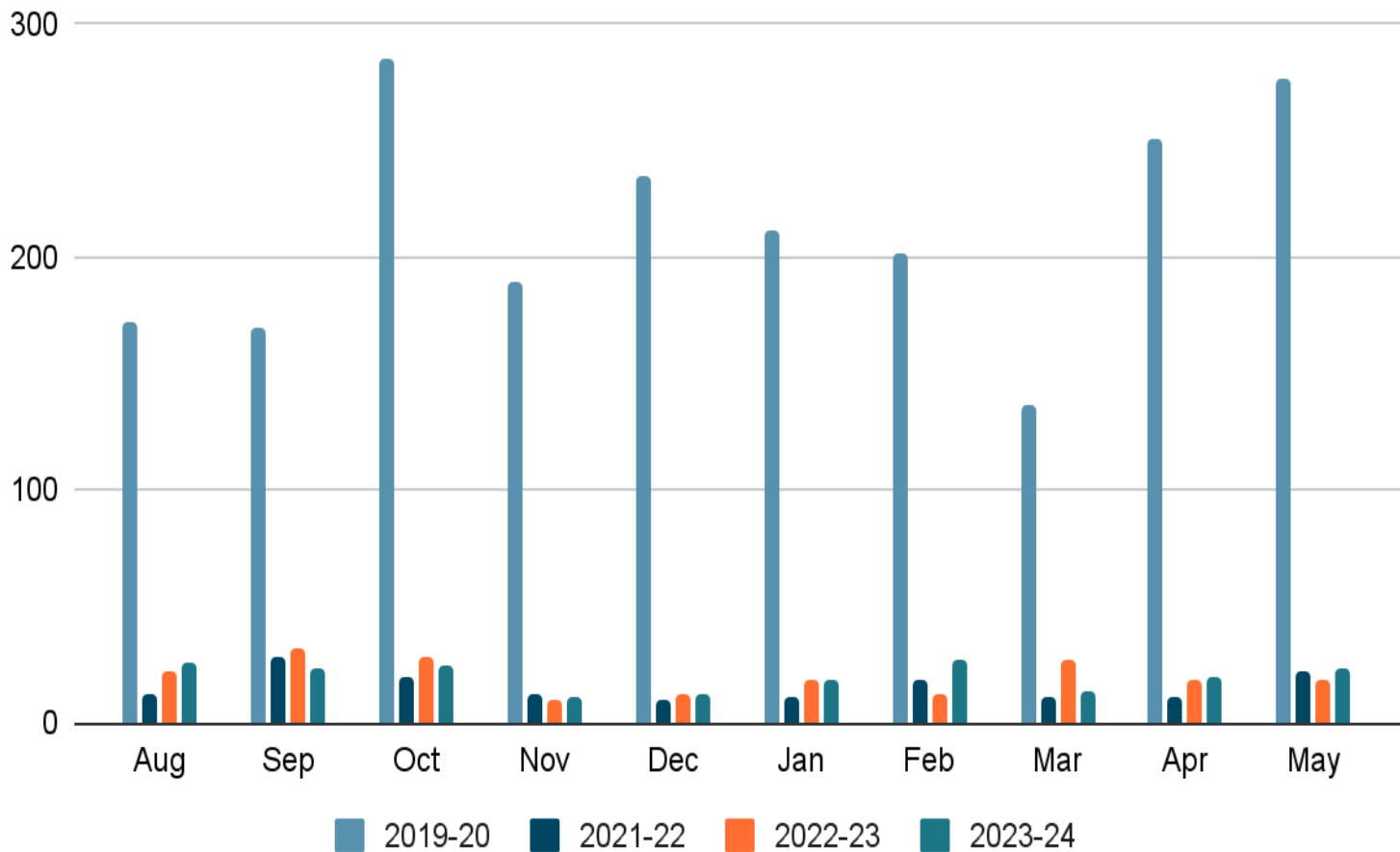
2019-20: **2,128**

2021-22: **157**

2022-23: **200**

2023-24: **202**

## Comparison of Police Contacts Before and After GFR



# School Administrator Guidance to Police-Free Response

\*\*\* Please note: Except in an extreme emergency, only School Admin (or designee) should call these numbers.\*\*\*

## Who does Admin call if we need support?

Admin calls **OUSD Intake Line** to access OUSD nonviolent de-escalation supports, for example:

- Severely escalated student, causing harm or danger to themselves or others
- Student running away from campus and their safety is in jeopardy (*elopement*)
- Fight that school personnel cannot subdue unassisted
- Unwelcome outsider(s) hanging around the outside of campus
- Situation in the neighborhood that appears to involve police
- Any other situation requiring immediate nonviolent de-escalation supports or when you're unsure if situation might require law enforcement
- Lockdowns / Secure School

**Please note:** Only School Admin (or other staff at the direction of admin) should call this number. Please do not distribute this number out to other people.

*If you suspect a student is experiencing human trafficking, immediately notify your school's Human Trafficking Lead, if you have one, and OUSD Legal. Otherwise, notify Legal, COST Lead, and Behavioral Health Program Manager.*

## When would Admin call the OPD non-emergency line?

Admin calls **510-777-3333** to reach the Oakland Police Department for non-emergencies, for example:

- Staff has a reasonable suspicion that a student may commit a homicidal act (*call immediately*)
  - To dispose of a firearm or illegal drugs
  - If a serious crime is believed to have taken place (*but is not currently in progress*) - this includes Suspected Child Abuse where the victim is **NOT** related to the accused; See [Legal Guidelines](#).
  - Secure School/Lockdown updates or questions
- If a parent/guardian demands that the police be called, provide them 510-777-3333 to call themselves, unless the situation is a mandatory school notification of OPD, then administrator must call (*refer to list of when to call 911*).

## Important Numbers:

- **Child Protective Services:** 510-259-1800 (where the victim **IS** related to the accused; See [Legal Guidelines](#))
- **Sexual Victimization (not in progress):** BAWAR: (510) 800-4247; Family Justice Center: (510) 267-8800
- **Mental Health Crisis:** (510) 891-5600
- **Crisis Support Service:** (800) 309-2131
- **Homelessness/Adult MH Crisis:** macro@oaklandca.gov
- **Unauthorized Vehicle Towing:** 311

## When would we call 911?

Call **911** whenever there is an imminent danger to someone's health or safety. For example:

- Active shooter
- Person brandishing a gun or explosive
- Bomb threat/discovery of a bomb
- Medical emergencies
- Fire
- Death on school site (*including suicide*)
- Serious injury
- Hostage situation
- Abduction/kidnapping (*observed/suspected*)
- Major violent crime in progress (e.g., *sexual assault, attempted murder, etc.*)
- Emergency building evacuation (e.g., *fire, hazardous materials/fumes, gas leak, etc.*)
- Any operational failure that puts lives in danger (e.g., *broken water, gas lines*)
- Any other situation posing an imminent danger to someone's health or safety

**When 911 is called, or law enforcement comes to campus you must also call OUSD Intake Line after 911 is called. OUSD Coordinator of Safety will also respond.**

**What does imminent danger mean?** A situation that is reasonably expected (or highly likely) to cause serious physical harm and cannot be resolved through other means. It is not merely a fear of future harm, no matter how great the fear and no matter how great the likelihood of the harm, but is one that, from appearances, must be instantly confronted and addressed.

## What if there's a mental health crisis (5585/5150)?

- If risk of harm to self or others is imminent: call 911, stay with student, and call parent(s)/guardian(s). Otherwise screen student for risk of harm to self or other. This must be done by trained staff (e.g., site therapist, psychologist, social worker). Call OUSD Intake to connect site for a consultation if needed.
- **If screen determines assessment is needed**, contact the below to preferably conduct **in-person** assessment (and provide services if appropriate) or transport for off-site assessment:
  1. Call Alameda Mobile Crisis (510-891-5600) to conduct assessment or transportation for assessment. [Note: Crisis team is not available 24/7.]
  2. Call 911 (Request Ambulance/EMS Response) for transportation for assessment.While waiting for assessment/response/transportation, immediately inform the parent(s)/guardian(s). However, do not release student to parents/guardians until assessment is complete or student is in custody of Mobile Crisis, CATT and/or OPD/EMS. **IMPORTANT: Student should NEVER be left unsupervised on site.**
- **If screen determines NO assessment is needed**, contact parent(s)/guardian(s) to explain situation and follow up as needed (including safety plan as needed).

## Legal Guidelines: When Law Enforcement Comes on Campus - Short Version

If any instructions below are unclear, please refer to OUSD's more detailed [Legal Guidelines: Interactions with Law Enforcement](#) and consult FAQ.

### Examples of When to Direct Law Enforcement to OUSD Legal Department ([OUSDLegal@ousd.org](mailto:OUSDLegal@ousd.org))

- Immigration and Customs Enforcement ("ICE") personnel come onto campus, attempt to come onto campus, or request student/family records
- Law enforcement comes without a warrant to arrest a student
- Law enforcement (other than Probation) requests information about a student (e.g., student address, phone number, attendance records, etc.)
- Law enforcement requests surveillance video (unless a violent crime is in progress)
- Law enforcement asks to serve a subpoena
- Law enforcement arrives without having been called and wants to speak with a student, but there is neither imminent danger nor a warrant

### Examples of When to Comply with Law Enforcement Direction and/or Provide Law Enforcement with Information

- Law enforcement tells you that someone is in imminent danger (comply with all requests)
- Law enforcement presents a warrant for arrest or legal search (provide access to student or search location)
- A student refuses to turn over gun to admin (provide law enforcement access to student location)
- A gun has been secured by admin (hand over gun to law enforcement and use [form](#))
- An OUSD employee has a reasonable suspicion that a student is preparing to commit a homicidal act (must be reported immediately to law enforcement)
- An active violent crime (felony) is in progress or has just occurred (provide video access, student information, and any other requests)
- Probation wants to speak with a student (provide access to student)
- Probation wants access to student records (provide requested records)
- Law enforcement requests to speak with staff (inform staff member(s) of request)
- Welfare check (provide access to student if student agrees)

- **Safety First:** Call 911 when anyone's health or safety is in imminent and serious physical danger and that danger cannot be prevented by a non-law enforcement response. When calling 911, explain the situation in as much detail as possible.
- **Do Not Obstruct:** You may inform students of their right to refuse to speak to law enforcement and to have a parent and/or lawyer present, but **school personnel cannot direct or encourage a student not to respond to law enforcement.**
- **Family Notification:** Notify parents/guardians of an interaction with law enforcement immediately (or, if someone's health or safety is in imminent and serious physical danger, after there is no longer any such danger). But do not notify parents/guardians in situations where child abuse/neglect by parent/guardian is suspected.
- **After Any Law Enforcement Interaction:** Do all of the following:
  - File [incident report](#);
  - Call OUSD Intake (510-874-7777); and
  - Inform parent(s)/guardian(s) as appropriate

#### Additional Resources:

[National Youth Law Center Student Rights Rights Guide](#)  
[Miranda Protections Guide for Schools](#)



# Village Response Teams

Our Vehicle to Implement Safety Measures within OUSD:

- Created as an outcome from the George Floyd Resolution in re-imagining school safety.
- Strategically organizing site and central staff to de-escalate situations to prevent the need for law enforcement for many incidents
- Every member understands the total game plan and their role within the game plan

Program Goal  
Build Capacity of  
School Sites to  
Prevent & Respond to  
a Number of Safety  
Related Incidents

# Village Response Plan Components

## Safety Plan

Identifies team members & roles, meeting time, key safety priorities, planning tool for incident response, and opportunities to assess GFR implementation.

## Supervision Map

Planning tool to establish arrival, dismissal, lunch, school day, and special event supervision plans.

## Asset & Partner Map

Identifies all resources available on campus.

## Resource Page

- Crisis Documents
- Safety Protocols & Procedures
- Community Based Resources
- Village Response Plan Information
- Police Free Response Guidance
- OUSD Toolkits



# Calls to OUSD Intake Line for Central Ambassador Support

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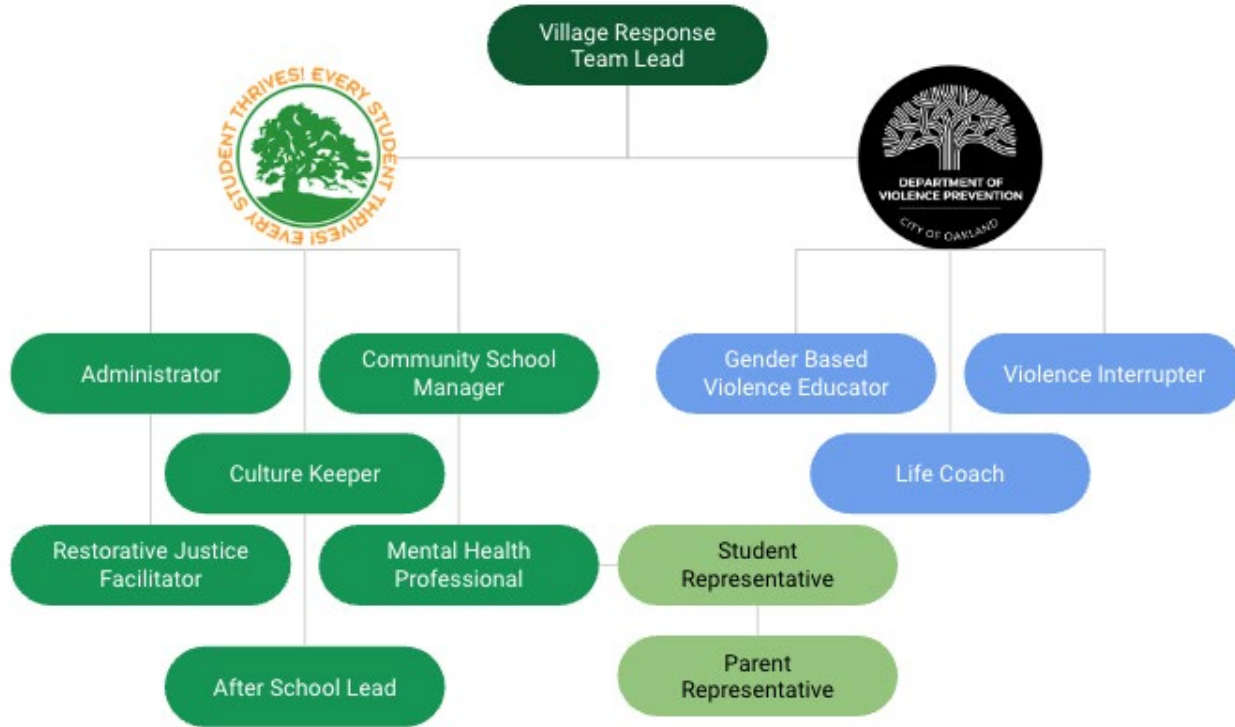
Central Ambassadors responded to 189 calls for support in SY 23-24

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
<b>TOTAL</b>	<b>114</b>	<b>189</b>

# Oakland School Violence Intervention and Prevention Teams

- **Violence interrupters** conduct safety assessments for students at risk for violence, mediate student conflicts, facilitate support groups for students who are group affiliated
- **Life coaches** support students at risk of violence with identifying and completing goals that reduce their risk for violence
- **Gender-based violence specialists** provide short-term case management for victims of GBV
  - Deliver trainings to school staff and host educational workshops for students on issues of dating violence, stalking, sexual harassment, sexual assault, and commercial sexual exploitation
- **Community healing providers** facilitate healing and community-building circles in response to incidents of violence at school or in the community.
  - Deliver trainings in restorative justice practices for teachers and school administrators

# School Site Village Response Team Composition



# Understanding Our Journey

## Implementation Challenges:

- Establishing a framework that meets the unique needs of each school-site
- Coordination and supervision structures between city and district team members
- Time constraints of district administrators
- Learning how to utilize the city positions effectively

## Key Learnings:

- A team lead must be identified to liaise between the city program team members and the school staff, each coordinated by program managers
- Meetings held on a weekly or bi-weekly basis
- Strong communication systems established early (walkies/radios, group text thread, frequent meetings, etc)
- The strength of relationships between staff members, students, and families are a key indicator of success

# Program Collaboration for School VIP Program

- 2 Representatives at each organization (City DVP & OUSD)
- Met 2x a month for the first 2 years
- Recently, moved to 1x monthly
- Frequent communication
- Quarterly all team meetings
- Convene annual Summer Safety Summit



## Introduction

Over 15 years ago, **Oakland Unified School District** came to a **resolution** with the **Office of Civil Rights**. The Office of Civil Rights contested that Oakland Unified School District was **implementing unjust and unfair discipline practices** which caused a significant **disproportionality of exclusionary discipline practices** particularly amongst **students of color**.

The result of this resolution included a **Unified Discipline and Intervention Matrix**.

Although our exclusionary discipline data shows that overall we have made a reduction, we are still seeing high levels of disproportionality.



# The Discipline & Intervention Matrix is used for:

Guidance & Parameters for:

- Intervention
- Suspension
- Expulsions

[OUSD's Discipline & Intervention Matrix](#)

# Types of Violence In OUSD

Gender-based violence, violence to self, threats of violence, physical violence, gun-violence, group-network related violence.

## Physical Violence Makes Up 71% of All Suspensions

- 2023-24 Suspension Categories:
  - Bullying (39)
  - Defiance (23)
  - Drugs (130)
  - Harassment (165)
  - Obscenity (63)
  - Other (134)
  - **Violence (1530)**
  - Weapon (68)

## Gun Violence Has a HUGE Impact and is Harder to Quantify

- 2023-24 Incidents Reported:
  - Secure Schools: 54
  - Lockdowns: 3
  - Threats of Shooting: 20

# Thank you

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# Community Schools, Thriving Students



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