

## SAFETY PLAN UPDATE: BOARD MEETING – 12/13/22

- 11 months ago safety plan was approved
- 7 million allocated to safety
- 66 safety administrators have been placed (note: These are not SROs. JCPS calls SROs, SSOs in their terminology)
- 10 months this program on safety has been working
- New JCPS violence prevention team (community efforts and partnership with various local organizations)
  - Restorative Justice Volunteers of America
  - Office of Safe and Healthy Neighborhoods
  - Louisville Gun Violence Intervention Team
  - Louisville Metro Police Department
  - Juvenile Court
- Audio Enhancement: Provide audio enhancement, lanyards that can signal students can hear better. Epic platform and safe alert system where a teacher can signal for immediate assistance. All schools should have this system in place by the end of every school. Some already have it.
- Metal Detection system that detects weapons with smart technology is the one they are looking at. Have to consider staffing and secondary screening and staffing to man the kiosk. You have to take into consideration Chromebook would have to dislodge the Chromebook. Building considerations and older buildings have a lot of entry points and what about late entries into the building?
- Key card access
- Open door signaling and alarm systems are being looked at in the security audits. It would be on all exterior doors and this is compatible with an audio enhancement system.
- SSO (School Safety Officers)
  - SIU
- Joe Marshall questioning:
  - Definitely on the right track
  - Do we have a goal in mind to hit some of these goals
  - Pollio says we will never have 155 SSO in the schools. For us to get to where we are it has been non-stop work. I think we can get to the 40 we have a goal of but it will take several years. The Police officers are not out there. Keycards are out there and it is just about getting it done and plan to have it done in the next year.
  - All schools have at least 2 security cameras and some have more.
  - All new schools will have full security cameras and audio enhancement
- Linda Duncan questioning:
  - She wants metal detectors and she wants it shown to the public that we are doing something about this. What are our prospects of getting this done?
  - Pollio: it is on our mind and we are living in a community where there are a lot of guns and that is why we are exploring it. We have to ensure logistically can handle it. It would take 8 personnel fully trained to do this. It is a huge challenge. Secondly, we want to visit other districts that have done this and make sure it is working. We have to make sure it would work because data is conflicting on this.
  - Linda says so we are basically only be reacting to problems.

- Linda: we need to start thinking about space needs for equipment and training facilities as we grow the JCPS security team. JCPS is basically working to be its own police department with its own vehicles.
  - We have to attract officers from other police departments and pay from other departments is based on rank. Do we have a ranking system? Have we thought about how we can put that in place so we can recruit better?
- James Craig questions:
  - 40 is the number of SSO that was in the safety plan. If we achieve the goal of 40 would we try to hire more? Pollio: after we get to the 40, we would have to take it back to the board to approve more. I don't see us getting to the 40 anytime soon.
  - Wants continued discussions on metal detectors and want it equitable so that if one school gets it all schools get it at each level.
  - Do we have data on kids reporting to SA on issues? No, they don't. It is anecdotal on kids reporting issues. It would be nearly impossible to collect data on this due to privacy issues.
  - Craig: I have full confidence in our efforts and safety remains a concern for Craig coming off elections and hearing for the community.
- Sarah McIntosh questions:
  - I understand data will be hard to pull but I want to make sure we are allocating our resources correctly.
  - We didn't talk about drugs and that contributes to the safety issues in schools. I have been asked by staff to address this and whether can we use drug dogs. JCPS has been using dogs and contracts with a K9 company for a drug dog and a weapon dog. It is usually requested by a principal for drug search. The k9 company has a dog that can sniff out weapons too if they need it. McIntosh questioned if we should have our own dog instead of contracting it.
- Kolb questions:
  - It is hard to believe that there is another district in the country that is doing what we are doing but has anyone seen anything we can do based on other districts that JCPS has seen? Pollio thinks we have the best innovation but that our facilities need some help to complete some of these safety goals.
  - How long have we been working on restorative justice work? It started in 2016. JCPS is proud of its work in this area and the training continues particularly with new principals. All schools have additional training if they want.
  - Kolb wants to make sure we communicate to the public about everything JCPS doing for the implementation of restorative justice. He thinks we are doing great on RP.
- Shull questions:
  - No questions but wanted to encourage our continued support of JCPS SSO and SA from an administrator's perspective.
- Porter Questions:
  - How do our parents and community know what are exact safety plan is and how do we communicate it? We are working with building administrators and giving community updates and outreach. Pollio adds that this is something we need to be better at with a better wall-to-wall plan.

- Can we talk about salary issue to attract more retirees? Yes, the board needs to think about raising salaries to attract and compete and get quality people this should be looked at.
- Does hiring retiree police shorten the process? Yes, it does shorten the training time down to weeks because it just comes down to student-specific training and not any law enforcement training. Richmond POP-certified training is 20 weeks long which is a long time and they have to go away.
- Porter wants to clarify that it is the board's responsibility to allocate the resources and it is their responsibility to allocate funds necessary for metal detectors if needed. She supports the dogs too and clear backpacks.
- Porter wants to know more about elementary school safety and an update specifically on that.
- Pollio wants to make clear that funds are not the issue here and that it is more of an implementation issue.