



Agenda

Committee of the Whole Meeting

City of Kalamazoo

Tuesday, July 6, 2021

5:00 PM

Electronic Meeting

A. CALL TO ORDER/ROLL CALL

B. COMMUNICATIONS

C. PUBLIC COMMENTS

D. SPECIAL AGENDA ITEMS

E. COMMITTEE OF THE WHOLE

1. Review of Items on Upcoming City Commission Agendas

F. WORK SESSION

1. Proposed Memorandum of Agreement with Kalamazoo Public Schools for the Kalamazoo Department of Public Safety to provide School Resource Officer services for the 2021-2022 school year.

G. COMMISSIONER COMMENTS

H. ADJOURNMENT

KPS partnership with KTPD (Kalamazoo Township Police Department) and KDPS (Kalamazoo Department of Public Safety)

Kalamazoo Public Schools (KPS) is the largest, most diverse school district in Southwest Michigan, and the second largest and still the most diverse district on the west side of the state of Michigan.

Learning Together

Along with our rich diversity we boast of a very supportive community. KPS has more than 200 partners within 30 community agencies to remove barriers and create safe spaces for our students to thrive. KDPS and KTPD are members of our community and our partners in that work.

A Closer Look

- About 13,000 Students
- 38.3% African American
- 36.3% White
- 13.1% Latinx
- 10.5% Multi-ethnic
- 0.3% Native American
- More than 1058 English Language Learners
- More than 1500 students with special needs
- 71% free or reduced-price lunch eligible
- **24 School Buildings**
- **2 out of 24 schools have SROs**
 - **Kalamazoo Central and Loy Norrix**

Historical Context of School Resource Officers in KPS

KPS has enjoyed a mutually beneficial relationship with KDPS and KTPD for close to 40 years. Together we were able to accomplish the following:

- Decreasing youth court involvement
- Supporting the safety and security of students, staff, and families on campus
- Exposing students to public safety as a viable career option

3.8 Safety and Crisis Management Policy

Policy:

The District will develop, implement, monitor and report plans relative to safety and crisis management throughout the school system.

Specifics:

1. The District will collaborate with city, county, state, and federal resources, agencies and organizations in conversations of current safety and crises management methods and/or procedures.
2. The District should develop and implement effective support systems for students, parents, staff and community members directly involved in incidents related to safety and crisis situations.

KPS Values and Beliefs

The district believes there must be an end to police brutality and that there has to be continued anti-bias, anti-racism training.

Simultaneously, KPS believes in and is actively working in collaboration with local law enforcement toward continuous improvement.

Our Locus of Control

While we (KPS) agree with national concerns, we can only focus on our district. Therefore, we will be focusing our conversations, as well as our next steps, on our two high schools that have the support of School Resource Officers (SROs)

- Loy Norrix High School
- Kalamazoo Central High School

Community Within a Community



	2018-2019 Loy Norrix	2018-2019 Kalamazoo Central
Public Safety Service Calls	149	150
Reports Written	69	50
Physical Arrests	4	1

Alternatives to Suspensions and Expulsion

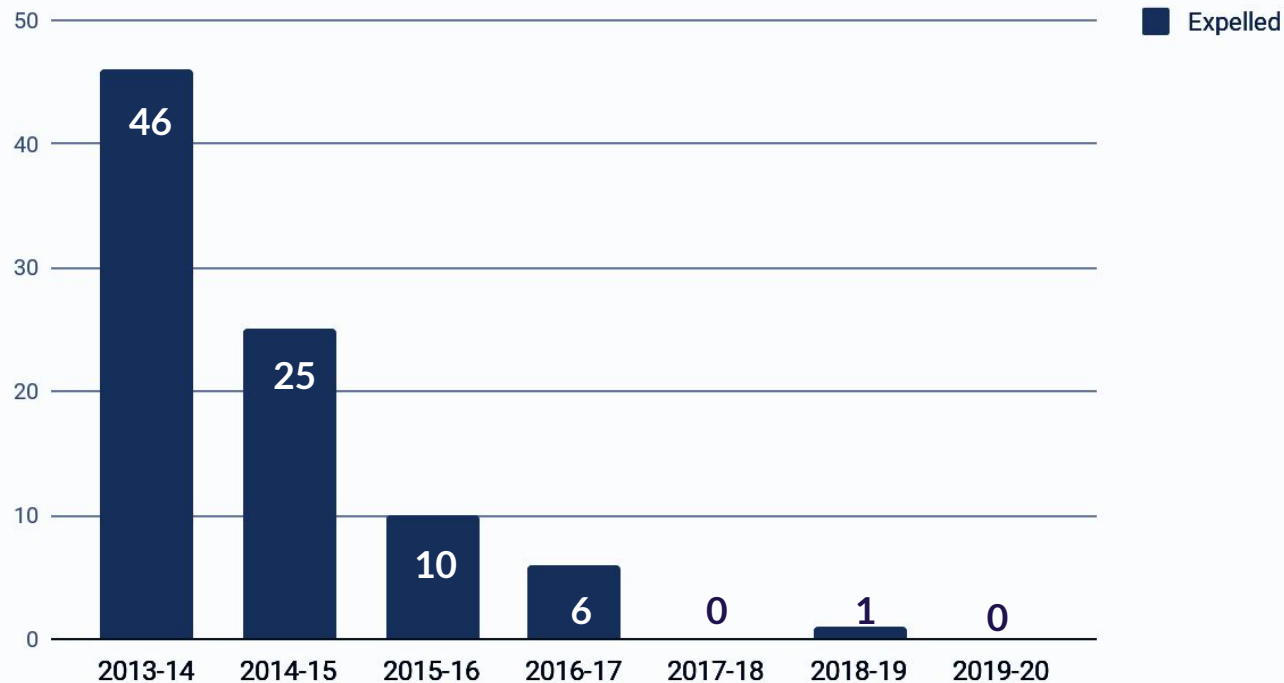
- Gryphon Place resolution and restorative practices
- Drug Court observation and counseling
- Local mental health therapists and counselors
- Attendance Support Coaches
- Restorative Justice Coaches
- Culture Climate Coaches
- Research projects
- Mediation with local law enforcement officials and families
- Integrated Services of Kalamazoo

Collaborating with the student in mind

- Local law enforcement and district officials collaborate when reviewing incident outcome.
- The due process hearing, as well as school provided consequences, allow law enforcement to consider incidents closed and criminal cases are not filed.
- Due to mutual respect, close to 100% of all A&D warrants are executed outside of the school day.

KPS is Committed to Our Children

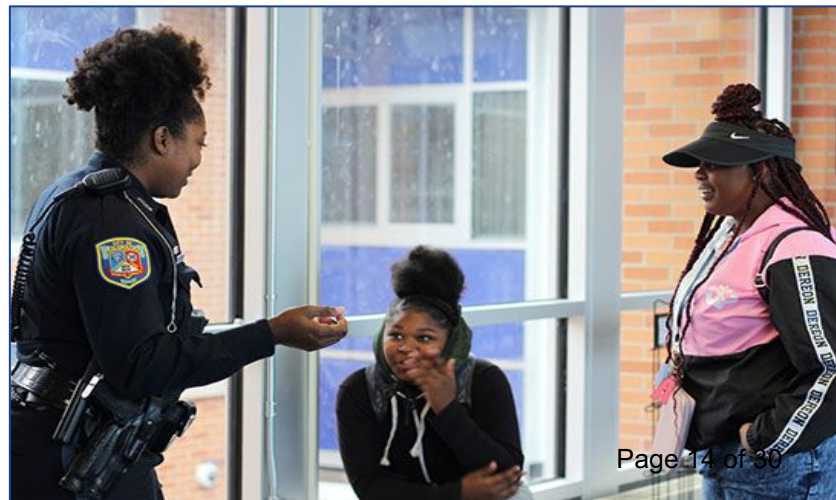
KPS Student Expulsions



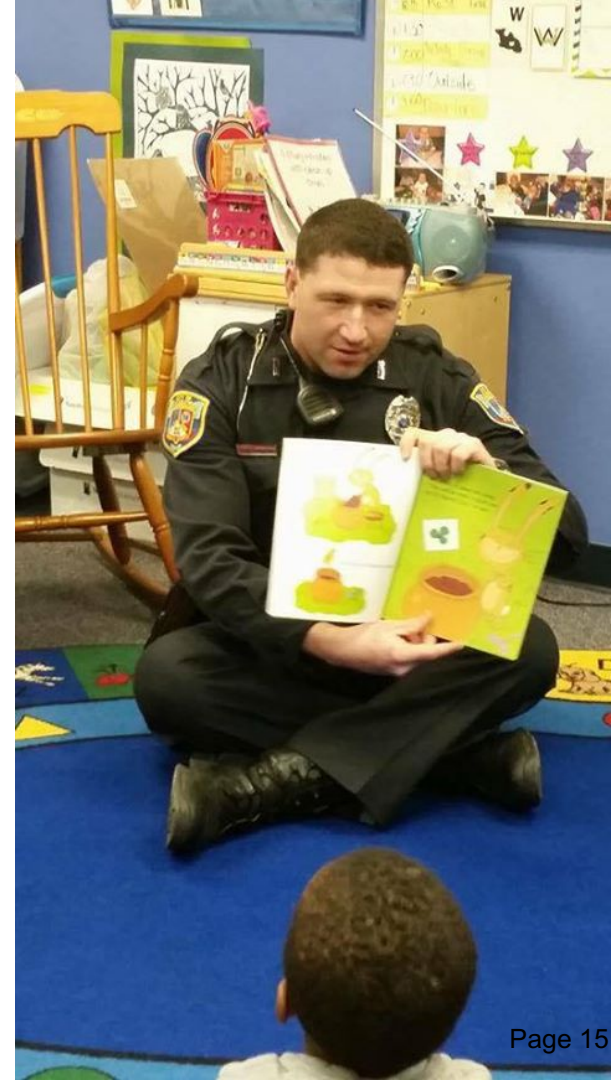
Local Law Enforcement Support

Our local law enforcement partners engage in our various school communities in multiple ways...

- Parks and Recreation Youth Summer Programming
- National Bike to School Days
- National Walk to School Days
- Mentoring in School
- Youth Leadership Academy Program



- Reading for Literacy Month Programs
- Interfaith Back to School Event
- Shop with a Hero
- Boys and Girls Club Winter Party
- Station Tours for Schools
- Career Presentations for Students
- Camp 911 (Presentation and Hands-On Activity)



- Bus Stop Coverage
- 24/7 Access to KDPS and KTPD
- Safety and Wellness Checks for Students and Families Upon Request
- Sponsors Youth Rocket Football programs
- Bridging Opportunities Youth Initiative
- Every School, Every Day



- Block Parties (East Side, Vine, Edison, Oakwood, and Milwood Neighborhoods)
- Family Health Center Back to School Bash
- Parks and Recs Youth Summer Program
- Arcadia Carnival
- Salvation Army Carnival
- Spring Egg Hunt
- Thanksgiving Parties (Interfaith Homes and Boys and Girls Clubs)



The Do's and Don'ts of an SRO

DO

- Solve conflicts
- Offer legal guidance and support
- Maintain safety
- Assess threats
- Establish relationships
- Follow the lead of the principal/designee

DON'T

- Suspend Students
- Expel Students
- Send Students Out of Class
- Make decisions that are in contradiction to the directives of school principal/designee

School Resource Officer Training: KPS specific

- Ethics and the SRO (2018)
- Understanding Special Needs Students (2018, 2020)
- The SRO as an Informal Counselor/Mentor (2018)
- Social Media and Cyber Safety (2018)
- Understanding the Teen Brain (2018, 2020)
- Sex Trafficking of Youth (2018)
- Threat Response: Preventing Violence in School Settings (2018)
- School Law (2018)
- Effects of Youth Trends and Drugs on the School Culture and Environment (2018)

School Resource Officer Training: Specific to Local Law Enforcement

- National Association of School Resource Officers-Basic and Advance SRO Training (2018)
- EMS-CPR & AED Certified (2018 and 2020)
- Diversity and Implicit Bias Training (2019 and 2020)
- ALICE Instructor Training (2018)
- NARCAN/Overdose Awareness Training (2019)
- Introduction to Incident Command System (2018)
- Firefighter I and II (2014)
- Risk Management for After School Activities and Interscholastic Athletics (2018)

Opportunity

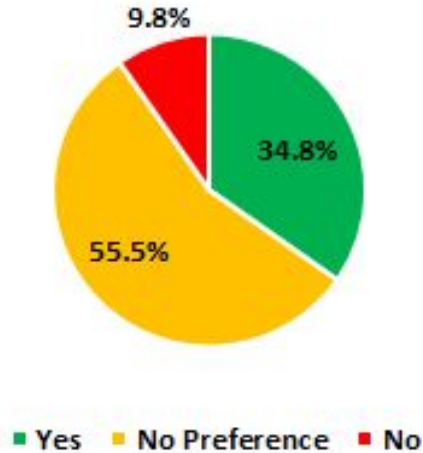
Now is our opportunity
to enhance and improve
our relationship with
local law enforcement!



Student Surveys

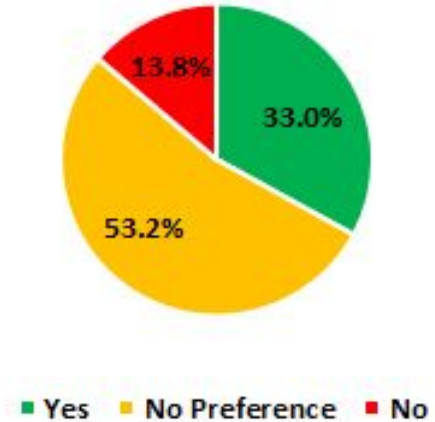
Do You Value Having a School Resource Officer (SRO) at Kalamazoo Central?

(N=400, 27% Response Rate)



Do You Value Having a School Resource Officer (SRO) at Loy Norrix?

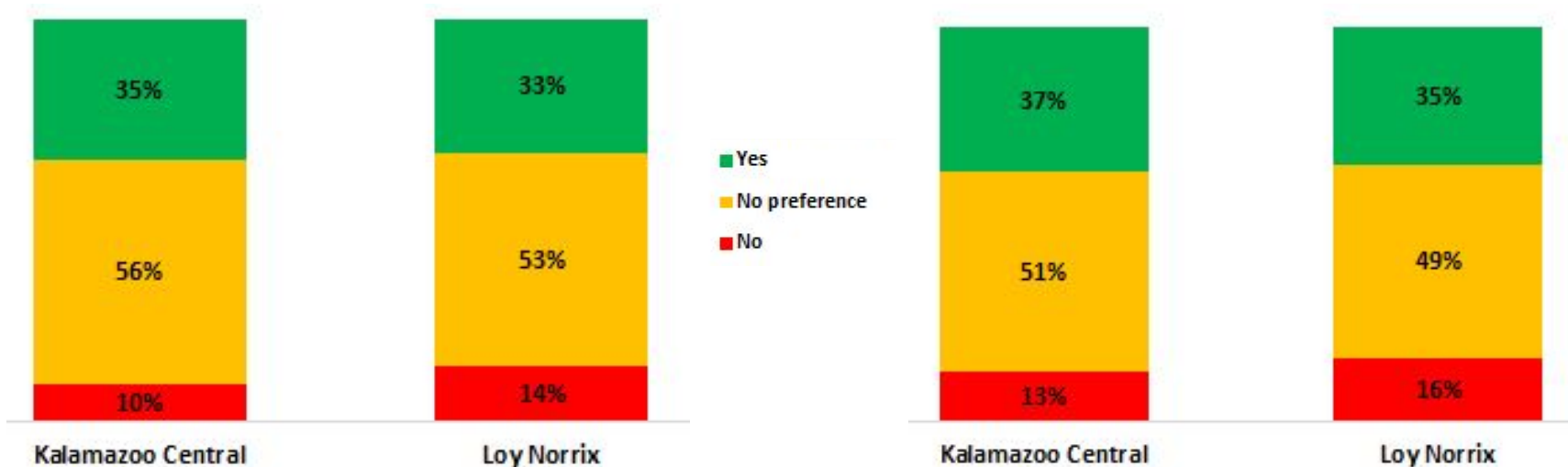
(N=494, 33% Response Rate)



Responses by Building

Grades 9-12 (n=894)

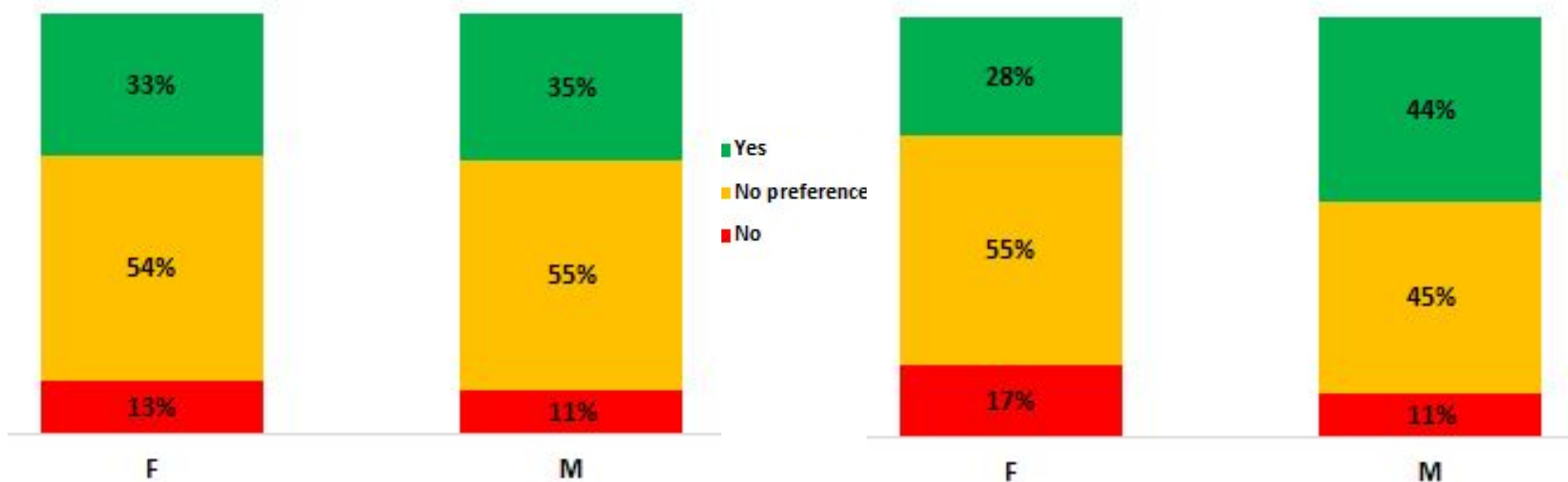
Grades 10-12 (n=617)



Responses by Gender

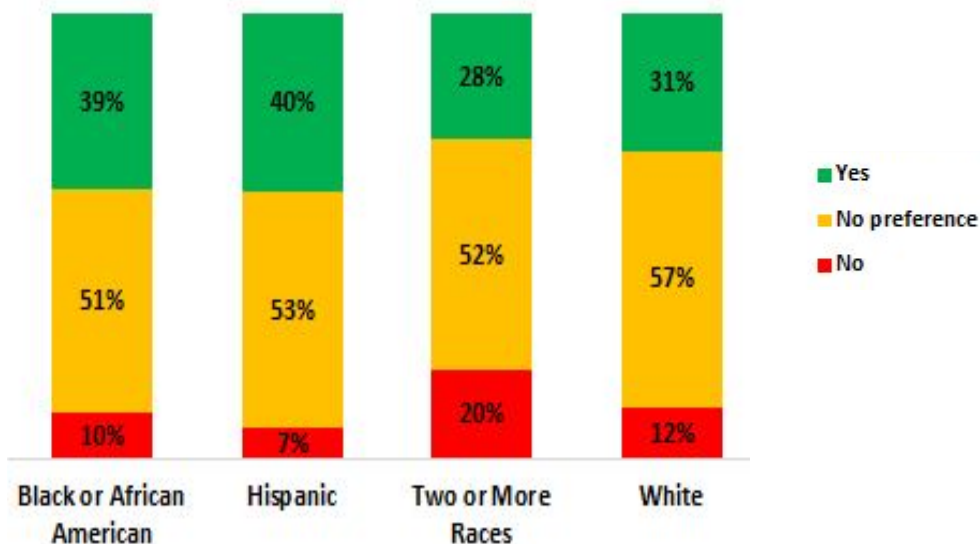
Grades 9-12 (n=894)

Grade 12 only (n=170)

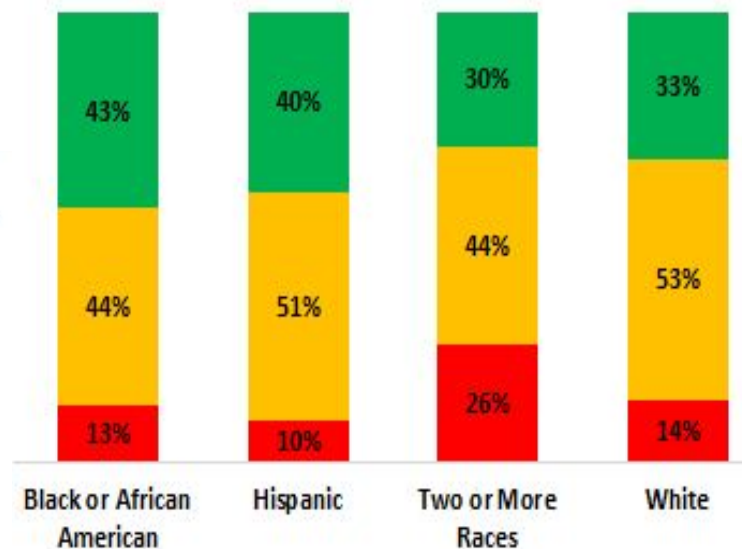


Responses by Federal Reported Race*

Grades 9-12 (n=870)



Grades 10-12 (n=599)

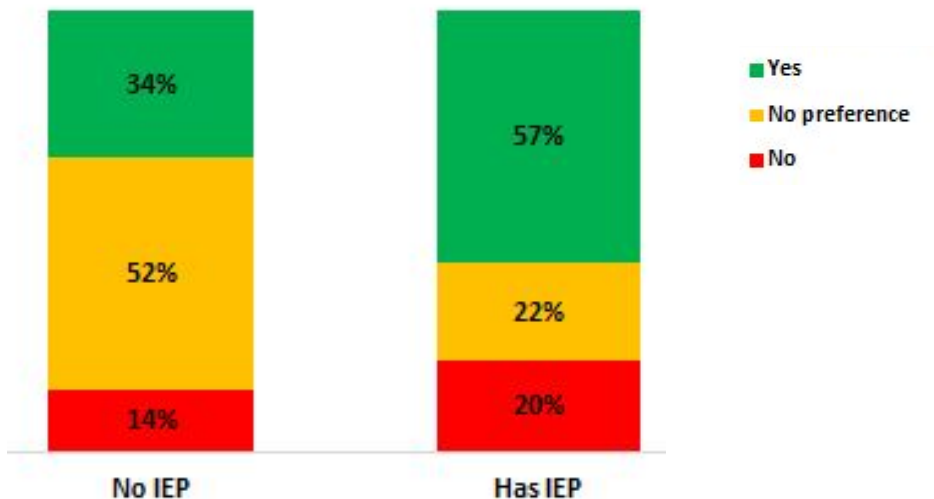


*Only includes categories with more than 30 responses

Responses by IEP and ELL Status

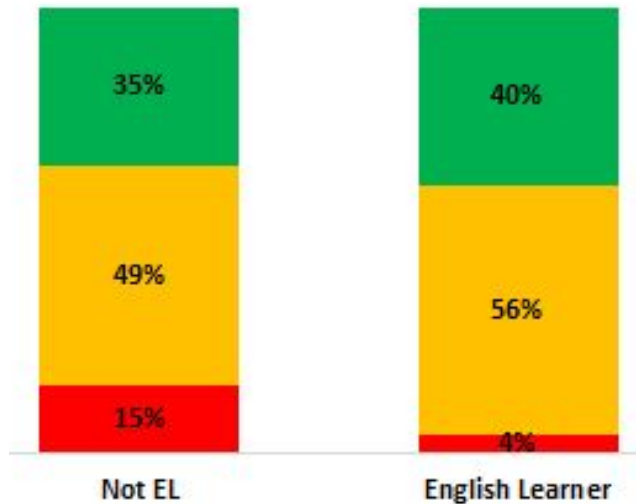
IEP Status

Grades 10-12 (n=617)



English Learner Status

Grades 10-12 (n=617)

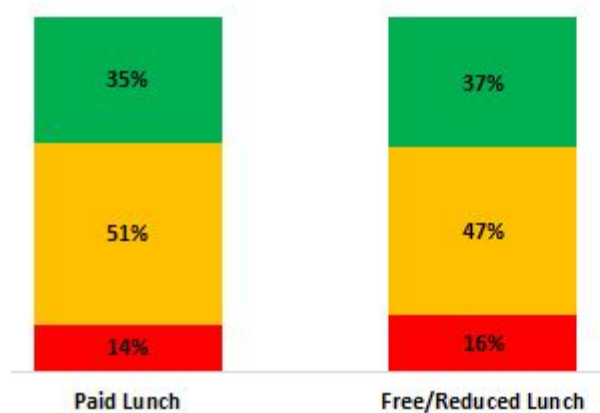


Responses by Lunch Status

Grades 9-12 (n=894)

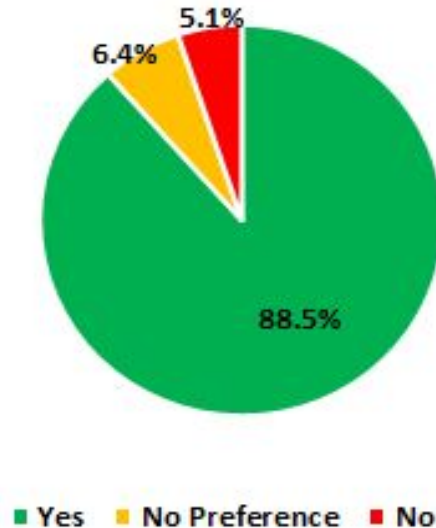


Grades 10-12 (n=617)

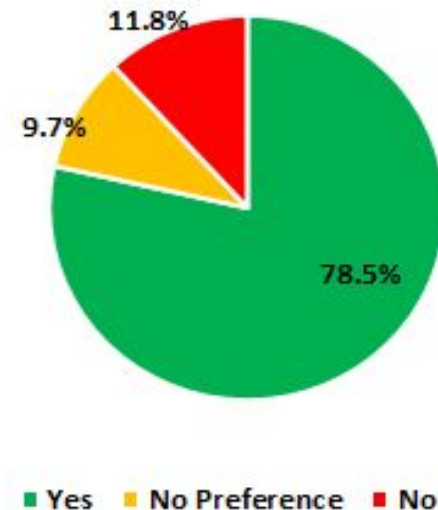


Staff Surveys

Do You Value Having a School Resource Officer (SRO) at Kalamazoo Central?
(n=78)

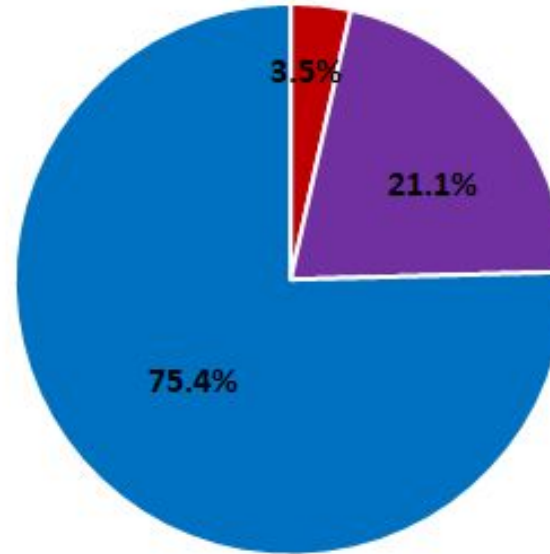


Do You Value Having a School Resource Officer (SRO) at Loy Norrix?
(n=93)



Staff Survey: Role in School

What is your role in the school? (n=171)



■ Administrator ■ Support Staff ■ Teacher

It is recommended that KPS
continue the partnership
with KTPD and KDPS.