

## **SLEP Advisory Group Proposal**

We are proposing the creation of a SLEP Advisory Group to increase internal and external stakeholder involvement with the ACPS and Alexandria Police Department partnership. It is important to note that while the advisory group will assist in the continued development and refinement of the partnership as well as establish recommendations to the School Board, the advisory group will not have final decision making authority in regards to program operations or administration.

### **SLEP Advisory Group Mission**

The mission of the SLEP advisory group is to assist ACPS leadership, the Superintendent and the School Board in reimagining the school law enforcement partnership with the Alexandria Police Department in order to ensure a positive, safe and equitable school experience for all students.

### **SLEP Advisory Group Purpose and Deliverables**

The purpose of the SLEP Advisory Group is to provide additional guidance and insight into the school law enforcement partnership, to include the school resource officer (SRO) work program. The advisory group will support reimagining the ACPS/APD partnership in the following ways:

- Supports ACPS's commitment to the safety and security of students and staff through the review of the partnership between ACPS and APD
- Provides recommendations to the School Board (via Superintendent) on innovative approaches, areas for policy changes, or enhancements to reimagine the partnership
- Promotes communication between parents, students, ACPS staff and administration, safety professionals, members of the School Board and City Council, and the community on the partnership with APD

### **Composition of SLEP Advisory Group**

The Advisory Group will be a 16 member group, comprised of the following:

- ACPS Staff (7 members)
  - Director of Safety and Security Services
  - Security and Emergency Services Coordinator
  - Executive Director of Equity and Alternative Programs
  - Secondary Principal Representative

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- School Dean
- Teacher Representative
- Psychology Representative
- Non-ACPS Staff (9 members)
  - Parent Partner (of a student(s) currently enrolled in ACPS)
  - Parent Partner (of a student(s) currently enrolled in ACPS)
  - Representative to support focus on Black male achievement
  - Community Representative
  - APD Representative (recommendation from the Chief of Police and/or designee)
  - City Representative
  - Representative with Criminal Justice Reform expertise
  - Student Representatives (2)

**The group will be led by an external facilitator to create an environment of neutrality within the process.**

### **Selection of SLEP Advisory Group Members**

Advisory Group members will be selected through a process, as noted below:

#### **ACPS Staff Members Selection**

- ACPS Central Office/Facilities and Operations members (i.e. Director of Safety and Security Services, Coordinator of Security and Emergency Services and Executive Director of Equity and Alternative Programs) were selected based on their direct involvement with security operations, student conduct matters, equity work program and associated social and emotional programs. This expertise is important to better understand how the SLEP partnership relates to general school operations and promote optimal student interactions
- The Secondary principal will be selected due to the assignment of School Resource Officers (SROs) at their location and/or their familiarity with the SRO program within a school setting. Selection of the Secondary Principal will be made by the Chief of Teaching, Learning and Leadership.
- The School Dean will be selected by Executive Director of School Leadership

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- The Teacher representative will be selected from a secondary school location and recommended by the Principal Lead group to the Superintendent. Prefer that the teacher is not from a high school campus, to allow for varied perspectives
- The Psychology representative will be selected by the Executive Director of Student Support Teams

### **Non-ACPS Staff Members Selection**

- The Parent partners will be selected through an application process by the Office of Partnerships and Community Engagement based on their area of expertise with law enforcement, black male achievement, and/or school-community engagement and relations
- The representative with focus on Black male achievement will be selected through an application process by the Office of Partnerships and Community Engagement based on the their area of expertise with law enforcement, black male achievement, and/or school-community engagement and relations
- The Community representative will be selected through an application process by the Office of Partnerships and Community Engagement based on the their area of expertise with law enforcement, black male achievement, and/or school-community engagement and relations
- APD representative will be recommended by the Chief of Police (or his designee)
- The City representative will be recommended by the Mayor
- The student representatives will be:
  - One of the School Board student representatives
  - One student who is not a School Board representative, who will be selected by the Executive Principal of ACHS
  - Both students will be from the High School
- The representative with a focus on criminal justice reform will be selected through an application process by the Office of Partnerships and Community Engagement based on the their area of expertise with law enforcement, black male achievement, and/or school-community engagement and relations

### **Meeting Frequency**

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Once formed, the advisory group is recommended to meet monthly to review relevant data and discuss any updates from the subcommittees. If the updated proposal presented on April 21, 2022 receives consensus to move forward, the goal is to have the first meeting by May or June 2022 (dependent on external facilitator availability), with initial feedback and recommendations to the Superintendent by December 2022. If able to maintain this timeline, it will provide the SLEP advisory group at least six (6) months to meet and formulate their recommendations. Subcommittees are recommended to meet bi-monthly, to include a report-out on their progress by their Chair to the core SLEP advisory group during the monthly meeting.

### Subcommittees

Two subcommittees will be composed of five (5) SLEP advisory group members, with the third being composed of six (6) SLEP advisory group members. In an effort to gain robust feedback through the subcommittee process, we will also add two additional participatory subcommittee member slots for each of the three committees; this will increase each subcommittee to either seven (7) or eight (8) members. The participatory subcommittee member slots will be filled by stakeholders (staff, parent/family or community members) who will add value to the subcommittee deliverables.

These participatory subcommittee members will not be part of the core SLEP advisory group but rather will provide valuable insight (through the subcommittee process) that the core SLEP advisory group can use towards making recommendations. The participatory subcommittee members will be selected through an application process.

Each subcommittee will select a Chair to lead the subcommittee process. The selection of the Chair will be facilitated with the support of the external facilitator. In order to best organize the advisory group effort, it is recommended that the following subcommittees are formed:

Committee Type	Purpose/Goal	Deliverable
<b>Communication and Community Outreach Subcommittee</b>	Develop a line of communication with students, staff and community that will promote awareness and education of the ACPS/APD partnership	Form and provide recommendations on improving communication of the school law enforcement program externally with community members, internally within ACPS, and jointly between APD and ACPS. Use of

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		focus groups of staff, students, community members and parents.
<b>Research Subcommittee</b>	Complete research of other nationwide school law enforcement partnerships in an effort to determine best practices and innovation as it relates to SLEP partnerships.	Form and provide recommendations on how the administration and operation of the school law enforcement program could improve to meet both stakeholder and safety needs. Additionally, provide recommendations on how to increase the depth and breadth of community involvement and engagement
<b>Memorandum of Understanding Subcommittee</b>	Assist ACPS in completing a comprehensive review of the current Memorandum of Understanding between ACPS and APD to then make recommendations that will serve to promote an equitable, welcoming and safe learning environment for ACPS students.	Analyze the existing MOU to gain a better understanding and review other division MOUs to determine if there are other sections to be included, language that needs to be changed, or areas to be omitted.

### Subcommittee Proposal Recommendation Process

Subcommittees will meet regularly in order to review data or determine best practice changes for review by the core SLEP advisory group. There will be short-term and long-term goals and both will follow the same review and approval process.

- Subcommittee submissions:
  - Subcommittee Chairs will present all proposals, findings and guidance during full advisory group meetings
    - The Chair must be a core SLEP advisory group member
  - The core SLEP advisory group will decide (by majority vote) if the proposal and/or guidance will be elevated to the Superintendent, the Acting Chief of Facilities and Operations and the Chief of Student Services and Equity for consideration
  - The Superintendent will review all proposals and then relay to the School Board for consideration and/or approval

### Meeting Minutes

The agenda and minutes of the SLEP Advisory Group meetings will be notated and made available through the External Facilitator.

### Communication and Engagement with Internal and External Stakeholders

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In addition to the SLEP Advisory Group, there will be engagement opportunities with both internal and external stakeholders through the use of focus groups including:

- Internal Stakeholders
  - Focus groups with teachers, staff and students to include:
    - Middle School Student focus group
    - High School Student focus group
    - Staff focus group
    - Building Administration/Central Office Leadership focus group
- External Stakeholders
  - Focus groups to include impacted stakeholders such as:
    - Community Organizations such as TWU, NAACP, DPC, and others
    - Individual parent focus groups to include English, Spanish, Amharic and Arabic speaking families
    - Targeted family group for Black parents

Facilitation of the focus groups and analysis will be conducted by an external facilitator.

### **Additional Engagement/Feedback Strategies**

- Surveys (administered by the external facilitator)
- In-depth interviews (applicable when additional feedback is required from focus group process)

### **Role of the School Board**

The School Board will review recommendations that come from the SLEP advisory group (via the Superintendent) and determine if the recommendations will be approved via Board vote. Approval signals that the Superintendent may move forward with implementation of the recommendation(s) without any additional input.