MARYLAND STATE DEPARTMENT OF
EDUCATION
PREPARING WORLD CLASS STUDENTS

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State Superintendent of Schools

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December 22, 2014

The Honorable Martin O'Malley
State House
100 State Circle
Annapolis, Maryland 21401

The Honorable Thomas V. Mike Miller
H-107 State House
100 State Circle
Annapolis, Maryland 21401

The Honorable Michael E. Busch
H-101 State House
100 State Circle
Annapolis, Maryland 21401

RE: Mandated Report (MSAR #8476)

Dear Governor O'Malley, President Miller and Speaker Busch:

For your review, attached is the report on the *Implementation of State and Local School System Policies and Regulations to Address Gangs, Gang Activity, and Similar Destructive or Illegal Group Behavior* as required by Section 7-424.2 of the Education Article, Annotated Code of Maryland. If you have questions or need additional information, please contact Dr. Michael Ford, Specialist, Safe and Supportive Schools, at (410) 767-0031 or by email at michael.ford1@maryland.gov.

Sincerely,

Lillian M. Lowery

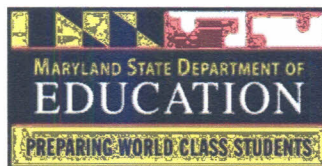Lillian M. Lowery, Ed.D.
State Superintendent of Schools

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Implementation of State and Local School System Policies and Regulations to Address Gangs, Gang Activity, and Similar Destructive or Illegal Group Behavior

Maryland State Department of Education
Division of Student, Family, and School Support
200 West Baltimore Street
Baltimore, Maryland 21201

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Implementation of State and Local School System Policies and Regulations to Address Gangs, Gang Activity, and Similar Destructive or Illegal Group Behavior

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Secretary-Treasurer of the Board
State Superintendent of Schools

Charlene M. Dukes, Ed.D.
President, Maryland State Board of Education

Martin O'Malley
Governor

Implementation of State and Local School System Policies and Regulations to Address Gangs, Gang Activity, and Similar Destructive or Illegal Group Behavior

Table of Contents

Implementation of State and Local School System Policies and Regulations to Address Gangs, Gang Activity, and Similar Destructive or Illegal Group Behavior.

Introduction

The Safe Schools Act of 2010 required the Maryland State Department of Education (MSDE) to submit a report, on or before January 1, 2011, and each year thereafter, to the Maryland General Assembly regarding the implementation of State and local school system (LSS) policies/regulations to address gangs, gang activity, and similar destructive or illegal group behavior. This report provides the requested information for Maryland's 24 LSSs.

The Act also required the Maryland State Board of Education (MSBE), in consultation and collaboration with the Department of Juvenile Services, the Department of State Police, the Department of Human Resources, and local school systems to develop a Model Policy to Address Gangs, Gang Activities, and Similar Destructive or Illegal Group Behavior (Model Policy) no later than March 31, 2011. LSSs were also required to develop local policies/regulations to address gangs, gang activity, and similar destructive or illegal group behavior (which included all components of the MSBE's Model Policy) and to submit these policies/regulations to the State Superintendent of Schools no later than September 1, 2011.

Each LSS was required by law to: 1) publicize its policies/regulations in student handbooks, on school system websites, and at any other location or venue the LSSs determined was necessary or appropriate; and 2) develop the following educational programs in its efforts to address gangs, gang activity, and similar destructive or illegal behavior – a. an educational gang awareness program for students, staff, volunteers, and parents; b. a teacher and administrator development program that trains teachers and administrators to implement the policy/regulations.

This report to the Maryland General Assembly addressed the requirements outlined in the Safe Schools Act of 2010. Since there are 24 local public school systems in the State, it was felt that the most succinct and informative method of providing this information would be in chart form, with each local school system's chart indicating the status of: 1) where its gang policy/regulations are publicized; 2) what educational gang awareness program(s) are being provided for students, staff, volunteers, and parents; and 3) how administrators and teachers are/were trained to implement the gang policy/regulations.

School System Questionnaire
Gang Policies/Regulations

Local school system: <u>Allegany County</u>

1. When (date) was your gang policy/regulations approved by your board of education?

June 15, 2011

2. Where is your gang policy/regulations publicized?

On the school system's website.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

The system conducts yearly trainings for all stakeholders. These trainings are provided by local law enforcement as well as system administrators.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

All administrators are trained in a train-the-trainer method. Administrators then train the staff of the school.

School System Questionnaire
Gang Policies/Regulations

Local school system: <u>Anne Arundel County</u>

1. When (date) was your gang policy/regulations approved by your board of education?

July 13, 2011

2. Where is your gang policy/regulations publicized?

The gang policy is publicized on the school system's website and in the student handbook:
http://www.aacps.org/aacps/boe/board/newpolicy/Sections/section_900/policyjccb.pdf
http://www.aacps.org/aacps/boe/board/newpolicy/Sections/section_900/JCCB-RA.pdf
http://www.aacps.org/html/studt/studenthandbook.pdf

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

The program, entitled "What You Don't' Know Can Hurt You", is now in place at schools throughout the county. Gang awareness posters were introduced in schools during the fall of 2009. In the fall of 2010, a series of lessons designed to further develop the themes were introduced. Students in grades 5-12 received classroom instruction about gangs, responsible decision-making, and the supports and resources available to them. These lessons are age-appropriate and designed to actively engage the students. The following fall, and every fall since then, the school system has presented the lessons to all 4th, 5th, 7th, and 9th graders. Lessons are reviewed annually and adjusted as needed. Additional local law enforcement has been called upon to provide training for staff, volunteers, and parents as needed and requested.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

All administrators were trained in the gang lesson materials and they in turn, trained their advisory teachers (in secondary schools) to administer the lessons. Student Services staff trained counselors to administer the lessons in the elementary schools.

School System Questionnaire
Gang Policies/Regulations

Local school system: Baltimore City (City Schools)

1. When (date) was your gang policy/regulations approved by your board of education?

July 26, 2011

2. Where is your gang policy/regulations publicized?

The policy and regulations are posted on the City Schools' website (www.baltimorecityschools.org). The Gang-Related Reporting Form is included in the City Schools Code of Conduct, and is available at all Baltimore City Public Schools.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

The City Schools' Police force offers a presentation on gang awareness to school communities. Presentations have been made to school staff, students, and community and parent groups. The City Schools website for school administrators includes the *Gangs-Current Trends* PowerPoint, the Office of Juvenile Justice and Delinquency Prevention (OJJDP) *Gang Awareness Handbook*, and the *Parent's Guide to Gangs* pamphlet. School police officers teach Gang Resistance Education and Training (G.R.E.A.T.) program to elementary and middle school students. City Schools hold a G.R.E.A.T. Summer Camp for students each year.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

 The policy and regulations were disseminated on "City Schools Inside", the City Schools website that shares requirements and information to school system administrators. They have appeared weekly in the "Take Action" section since September 2, 2011. The policy requires school administrators provide professional development for staff on criminal gang prevention and intervention. The presentation and information outlined in #3 is used to accomplish this task. *The City Schools Code of Conduct* includes disciplinary interventions and responses for gang-related offenses. Network Student Support Liaisons provide ongoing training, guidance, and support to school administrators on implementation of the Code of Conduct.

School System Questionnaire
Gang Policies/Regulations

Local school system: <u>Baltimore County</u>

1. When (date) was your gang policy/regulations approved by your board of education?

The current Baltimore County Public Schools' (BCPS) gang policy and rules were approved by its board of education on July 12, 2011.

2. Where is your gang policy/regulations publicized?

The BCPS' gang policy and rule *Gang Activity, and Similar Destructive or Illegal Group Behavior* is posted on the BCPS internet web page (public page).

- Policy 5551
  (http://www.bcps.org/system/policies_rules/policies/5000Series/POL5551.pdf
- Rule 5551http://www.bcps.org/system/Policies_rules/rules/5000Series/RULE5551.pdf

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

BCPS provides training annually for staff and administrators in partnership with local agencies. School resource officers provide education to students at the secondary level as a part their teaching responsibilities. One school utilizes the G.R.E.A.T. (Gang Resistance and Education Training) Program for its middle school students and students receive gang awareness through the health education curriculum at the middle and high school levels.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

Administrators receive annual training in the gang policy/rules through their monthly principals' meetings. New administrators receive training in the use of the *Gang-Related Incident Reporting Form* as a part of their orientation to the policies, rules, and procedures of BCPS. Teachers are trained to implement the policy/rule through workshops scheduled annually.

The annual Safe Schools Conference for all administrators addresses gang policies and procedures. Additionally, our school safety officers and principals meet with the appropriate stakeholders groups as outlined in the law each spring.

Local school system: <u>Calvert County</u>

1. When (date) was your gang policy/regulations approved by your board of education?

July 14, 2011

2. Where is your gang policy/regulations publicized?

Calvert County Public Schools' website

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

Grade level assemblies were provided for the students and staff in each of the schools within our district. Staff is also required to review the "Safe School" online course titled "Gang Awareness".

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

Administrators were trained to implement the policy during a school level principals meeting. Other staff were trained during school based staff meetings.

School System Questionnaire
Gang Policies/Regulations

Local school system: <u>Caroline County</u>

1. When (date) was your gang policy/regulations approved by your board of education?

June 7, 2011

2. Where is your gang policy/regulations publicized?

The gang policy and regulations are available on the school system website or through the Office of Pupil Services. They were sent to law enforcement agencies and the State's Attorney's Office.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

Presentations through the U.S. Attorney's Office and the Maryland State Police Gang Task Force were provided for administrators in secondary schools (for students and staff) and for the community.

Caroline County Public Schools uses SafeSchools online training courses for all mandatory staff training. SafeSchools is course training on gang prevention which has been made available to staff and volunteers.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

Administrators were trained during several administrators and supervisors meetings. Principals then trained staff at the building level. New administrators are trained as necessary.

Local school system: <u>Carroll County</u>

1. When (date) was your gang policy/regulations approved by your board of education?

Adopted July 6, 2011 and revised on February 22, 2012.

2. Where is your gang policy/regulations publicized?

Student Services Web Page: www.boarddocs.com/mabe/ccps/board/nfs/policybook .
A summary is included in the CCPS Parent/Student Handbook with links to the policy.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

Health curriculum, counselor lessons, presentations by Vince DeVivo-School Outreach Coordinator, U.S. Attorney's Office.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

Train the trainer model, Administrators are trained by Larry Faries, CCPS Supervisor of School Security, and/or Vince DeVivo.

Local school system: <u>Cecil County</u>

1. When (date) was your gang policy/regulations approved by your board of education?

Gang Policy approved July 11, 2011. Regulations were updated in September 2012.

2. Where is your gang policy/regulations publicized?

The Gang Policy and Regulations are publicized on the Cecil County Public Schools' (CCPS) website, along with being published in the Student Rights and Responsibilities Handbook. This handbook contains the Code of Conduct. The handbook is distributed to each student in Cecil County Public Schools during the first week of classes.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

Throughout the year, opportunities are presented to the public to engage with law enforcement to address and inform the public about current trends in adolescent behavior and gang related activities. Opportunities are also presented throughout the year for students to learn about gang awareness through DARE classes. These classes are taught by local law enforcement agents and are presented to all middle and elementary age students. Also, during Local Management Board Meetings, information is shared by participating groups about gang activity and recruitment. These meetings occur monthly. At monthly School Resource Officers (SRO) meetings, all of the local law enforcement agencies gather to share pertinent information regarding criminal activities in CCPS. Standing agenda items includes a report on gang activity and recruitment. At the September meeting, law enforcement officials were all in agreement that gang activity is at a minimum and is having little to no impact on public schools. This was reinforced at the October meeting as well.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

Throughout the year, meetings occur with our Safe School Steering Committee. Various law enforcement agencies are present, along with representatives from the school system, community agencies, and the school resource officers assigned to each of our schools. At this meeting, current trends in student and adolescent behaviors are discussed, along with community trends. During these discussions, gang related activities are also discussed. School resource officers also

have frequent communication with school level administration and teachers discussing adolescent behavior trends and gang related activity.

Local school system: Charles County

1. When (date) was your gang policy/regulations approved by your board of education?

August 9, 2011

2. Where is your gang policy/regulations publicized?

The gang policy is publicized on our school system website (www.ccboe.com) and is also in the Department of Student Services Resource Handbook which has been distributed to all school principals. It can also be found on Board Documents and Code of Student Conduct material.

http:www.boarddocs.com/mabe/ccpsmd/Boardinsf/Public#

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

Each of our schools hold Safe Schools presentations for staff and parents that are conducted by School Resource Officers. This presentation includes information on gang awareness. Gang awareness is also a part of the Drug Abuse Resistance Education (DARE) and Truth and Consequences programs that are also provided by School Resource Officers. The School Resource Officers conduct an annual Summer Youth Achievement Program for at-risk students. This program reviews gang awareness and resistance.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

Gang issues are discussed at the quarterly meetings between the Charles County Public Schools staff and the Charles County Sheriff's Office. Supervisors in the Department of Student Services receive training and updates at monthly staff meetings. School administrators have received annual training from the State Police and/or Charles County Sheriff's Office at monthly principal meetings. Principals in turn inform school-based staff.

Local school system: Dorchester County

1. When (date) was your gang policy/regulations approved by your board of education?

September 15, 2011

2. Where is your gang policy/regulations publicized?

The policy is publicized on the Dorchester County Public Schools (DCPS) website.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

Dorchester County Public Schools' provide information on Gang Awareness during DARE program presentations and assemblies. There are also school resource officers in both high schools that provide assistance as needed regarding gang awareness. School staff is provided the training listed in question four.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

Administrator and teachers complete the Safeschools online training for gang awareness annually. Presenters were invited from the Police and Correctional Training Commission to provide professional development for district administrative staff.

School System Questionnaire
Gang Policies/Regulations

Local school system: Frederick County

1. When (date) was your gang policy/regulations approved by your board of education?

February 27, 2012

2. Where is your gang policy/regulations publicized?

Frederick County Public Schools' (FCPS) Calendar Handbook, FCPS web page under "Board of Education", FCPS Gang Involvement Brochure (English and Spanish), principals' meetings, Security Department and local schools review Gang Policy/Regulations with students.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

G.R.E.A.T. Gang Resistance and Education Training (A gang and violence prevention program built around school based law enforcement officer instructed classroom curricula). The lessons focus on providing life skills to students to help them avoid using delinquent behavior and violence to solve problems. The program offers a continuum of components for students and their families.

Safe Schools Gang Awareness Course provides school staff with basic information about gang culture, ideology, and behavior. This knowledge assists staff in better understanding gang activity and their role in building a safer school environment. The School Security Department updates local community gang information shared by the State Attorney's Office and law enforcement.
Videos (The Big Lie, Unmasking the Truth Behind Gangs) and (The Wrong Family)
FCPS Gang Brochure, Sharing signs of possible gang involvement along with gang information resources.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

Gang Policy/Regulations are reviewed with Principals by their Directors and taken back to their respective schools for dissemination to staff. The School Security Department sends out updates and reminders concerning Gang Policy/Regulation procedures.

School System Questionnaire
Gang Policies/Regulations

Local school system: <u>Garrett County</u>

1. When (date) was your gang policy/regulations approved by your board of education?

August 9, 2011

2. Where is your gang policy/regulations publicized?

Available with policies and procedures on the Garrett County Public Schools' website, school newsletters, Student Rights and Responsibilities Handbook, each school's Code of Conduct Guide.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

Provided through review and training with back-to-school meetings and orientations, and school based mandated staff trainings. All 8th graders receive training through the WINNERS program provided by the Garrett County Sheriff's Office as part of the 8th grade health curriculum.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

Review of the Garrett County Public Schools Policy 452.0 and Procedures 452.1 and associated Annotated Code requirements

Local school system: <u>Harford County</u>

1. When (date) was your gang policy/regulations approved by your board of education?

December 10, 2012

2. Where is your gang policy/regulations publicized?

- Harford County Public Schools (HCPS) Website

- HCPS Parent-Student Handbook

- HCPS Gang-related Incident Reporting Form is available on the HCPS' website, and in the school office, counselor's office, and other identified areas in each school

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

- School resource officers have provided schools with mobile display boards containing information on gang-related behaviors and activity

- Gang presentation to administrators by U.S. Attorney's Office for the District of Maryland, Vincent DeVivo

- A list of community resources and internet sites regarding gang prevention and intervention is being developed for dissemination through school offices, the HCPS website, and community stakeholders

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

- Staff training for school administrators and teachers have and will continue to be conducted on professional development days throughout the school year

- Gang awareness information will be posted and updated regularly on the HCPS website

- Summer 2012 training held for all administrators that included gang policy implementation

- 60-minute SharePoint video training from "Gang Expert", Mike Rudinski

Local school system: Howard County

1. When (date) was your gang policy/regulations approved by your board of education?

July 1, 2011

2. Where is your gang policy/regulations publicized?

Yes, online with other policies. Every school also displays an anti-gang poster.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

When requested, the system works with The Howard County Police Department's Gang Unit to conduct trainings.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

All new staff undergo gang awareness training which includes policy. The system is looking into on-line training with Safe School to expose other staff.

Local school system: <u>Kent County</u>

1. When (date) was your gang policy/regulations approved by your board of education?

The policy and procedures were originally approved on August 1, 2011. A revision to our procedures was reviewed by our BOE on June 6, 2012.

2. Where is your gang policy/regulations publicized?

The Anti-Gang policy and procedure is referenced and available in the school calendar, the Student Handbook, the School Counselors' offices, the district website, and the schools' offices.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

All administrators received training through the U.S. Attorney's Office. There are also School Security Partnership meetings with all local law enforcement and administrators during the school year. We also require all school staff to complete the Gang Awareness training module through the Safe Schools on-line training program.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

The policy and procedure is reviewed at the start of the school year. Follow up is provided through the School Security Partnership meetings that occur during the school year.

School System Questionnaire
Gang Policies/Regulations

Local school system: Montgomery County

1. When (date) was your gang policy/regulations approved by your board of education?

September 4, 2012

2. Where is your gang policy/regulations publicized?

Principals are informed of the Montgomery County Public Schools (MCPS) Regulation JHG-RA, *Gangs, Gang Activity, or Other Similar Destructive or Illegal Group Behavior Prevention* as part of the annual Principal's Handbook that is distributed at the beginning of each school year. Principals also receive an informational memorandum explaining the requirement to provide annual staff development so that all staff members understand the gang reporting procedures. Regulation JHG-RA is published on the MCPS Office of School Safety and Security and the Office of Special Education and Student Services websites. The gang incident reporting and investigation forms are is available on-line on the MCPS website.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

All schools implement gang-related behavior prevention and intervention strategies and include activities that teach and reinforce prosocial behavior.

1. Prevention:
   a. Implementing and analyzing school climate surveys to inform local decision-making as it relates to prevention, intervention, and professional development.

   b. School-wide programs are implemented using the Positive Behavioral Interventions, and Supports framework. Additional school programs include character education and violence prevention. School improvement programs are implemented in all secondary schools and, as appropriate, in elementary schools.

   c. Annual professional development is required for all staff members and focuses on prevalence, causes, and indicators of gang-related behaviors, social skills development, positive school culture, appreciation of individual differences, age-appropriate behavior, behavioral expectations, and strategies to prevent instances of gang-related behaviors.

d. Professional development is provided to new staff members who are hired after the start of the school year.

e. Parents/guardians and students are informed of the availability of the reporting form through the school website, PTSA meetings, and school meetings.

2. Intervention:

a. Schools collaborate with families and community stakeholders on prevalence, indicators, causes, and consequences of gang-related behaviors and the methods that can be used to prevent them.

b. Direct interventions, such as education and counseling, are provided to students.

c. Staff, students, and parents/guardians are informed about social services, health, and behavioral health resources for students who have engaged or continue to engage in gang-related activities.

Positive behavioral changes are recognized and celebrated.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

The Director of School Safety and the Director of Student Services conducted a training session, regarding gangs in Montgomery County and MCPS regulation JHG-RA, *Gangs, Gang Activity, or Other Similar Destructive or Illegal Group Behavior Prevention*, for secondary school administrators and security personnel with representatives of the Montgomery County State's Attorney's office and Police Department.

A power-point presentation is provided to administrators to share with their staff regarding gangs in Montgomery County and the MCPS regulation JHG-RA, *Gangs, Gang Activity, or Other Similar Destructive or Illegal Group Behavior Prevention*. The presentation covers:

1. Facts About Gangs

2. Procedures for Prevention and Intervention

3. Consequences

4. Procedures for Reporting and Investigating

5. Supports and Community Resources

Training on the implementation of MCPS Regulation JHG-RA is provided through:

1. Workshops with the Montgomery County Police Department's Gang Unit

2. Workshops and presentations at administrative and supervisory meetings

3. Workshops on school-based information and awareness provided through the Department of Student Services

4. Principal Professional Learning Community meetings

School System Questionnaire
Gang Policies/Regulations

Local school system: Prince George's County

1. When (date) was your gang policy/regulations approved by your board of education?

The Gang Policy 5175 was approved on June 20, 2011, by the Prince George's County Board of Education. The administrative procedure (AP 5142) that articulates the implementation of this policy was approved on August 1, 2011, by the Superintendent and Executive Cabinet.

2. Where is your gang policy/regulations publicized?

The Prince George's County Public School system posts all policies and administrative procedures on a web site that is accessible to all employees and the public-at-large. In addition, an informational brochure on gangs has been published and distributed to schools in Spanish and English. The revised version of the Student Rights and Responsibilities Handbook, 2014-2015, was distributed to students and parents. This document addresses consequences for gangs, gang activity and similar destructive or illegal behavior. This document is published in both English and Spanish.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

The Students Rights and Responsibility Handbook is reviewed with all students by Pupil Personnel Workers. Students are required to sign a Code of Conduct Memorandum of Understanding indicating that they understand these policies and regulations. Staff receive awareness training annually at the beginning of school. Principals have had police officers and staff from student services conduct parent informational sessions on gangs and signs that students may be being recruited by a gang. The system-wide student dress code also prohibits the wearing of gang colors and or gang paraphernalia. This is addressed with students at the beginning of the school year.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

All school administrators have received training on the implementation of the policy and received a copy of the PowerPoint and other informational tools. All security staffs have received training through local police entities and from the Department of Student Engagement and School Support. Trainings are conducted annually at each school by administrators and

designated school staffs to ensure that teachers understand the administrative procedures and reporting processes. New principals receive an overview of the policies and procedures. An internal google site is available for administrators with information that addresses this area of concern.

School System Questionnaire
Gang Policies/Regulations

Local school system: Queen Anne's County

1. When (date) was your gang policy/regulations approved by your board of education?

September 2011

2. Where is your gang policy/regulations publicized?

The Gang Policy is publicized on our website. It is available for download at www.qacps.org. The policy is also mentioned in our calendar/handbook which goes home to every parent.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

All administrators and school counselors received training in "Gang Awareness" from Vince DeVivo who is the School Outreach Coordinator for the U.S. Attorney's Office. As a follow-up the system provided professional development to school counselors. The Sherriff's Department has also worked with school staff in an effort to educate staff about gang awareness.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

The director of student services reviewed the policy with principals and provided a PowerPoint that they were to share with all staff. As a follow-up to that presentation the director contacted principals to make sure they were sharing information with staff.

Local school system: <u>St. Mary's County</u>

1. When (date) was your gang policy/regulations approved by your board of education?

June 8, 2011

2. Where is your gang policy/regulations publicized?

The gang policy and regulation are posted on the St. Mary's County Public Schools' website. Information is also printed in both the student handbook and in the school community calendar. All students/families received a copy of the student handbook, as well as a copy of the calendar. The policy and regulations are also explained in the student handbook presentation.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

Gang awareness information is provided in several ways. Gang awareness information is included in the student handbook and in the school community calendar. Student handbook presentations are provided at each school. Safety festivals are held for students at each high school. Information is provided to the community through the Superintendent's Safety and Security meetings held quarterly. All staff receives training through the required online programs.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

Administrators and teachers are trained annually as part of the required online trainings through Safe Schools. Staff members are required to complete the training by mid-October of each year.

Local school system: <u>Somerset County</u>

1. When (date) was your gang policy/regulations approved by your board of education?

The gang policy was implemented on June 14, 2011 and revised on March 20, 2012.

2. Where is your gang policy/regulations publicized?

The Gang Policy/regulation information is publicized in student handbooks, the county calendar (given to every student for parents), on the county website, and also shared with the County Safety Team.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

- A gang prevention and resource guide was developed and distributed to all schools, has been posted on our website, and was shared with administrators and support staff.

- School Counselors in middle and high schools reviewed this guide with their students and a copy was sent home to parents (annual requirement).

- Core Essentials (Character Education) lessons and announcements are shared with teachers at all schools on a monthly basis to be incorporated in the classrooms (i.e. respect).

- Positive Behavioral Intervention and Supports (PBIS) initiatives at all eligible school includes specific strategies that address a safe and healthy school climate.

- Incorporating "Daily Rap" this year at several schools which will give students an opportunity to talk to teachers about any concerns they have.

- Parent Orientations were held for all schools and a review of procedures and expectations were shared for academics, attendance and behavior.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

- Policy/regulation review requirement was shared with Administrators during an Administrators & Supervisors meeting.

- PBIS Summer Training included presentation on Gang Awareness and Prevention which included teams from each school (administrators and teachers)

- Annual requirement for all staff to be trained at each school principals submit verification of that training to Central Office.

- Ongoing periodic school safety meetings occur with school administrators (school safety officers), local police representatives, State Attorney's Office, and various community agencies where data, programming, and local supports are shared and discussed.

Local school system: <u>Talbot County</u>

1. When (date) was your gang policy/regulations approved by your board of education?

May 18, 2011

2. Where is your gang policy/regulations publicized?

Talbot County Public Schools mails school calendars to all parents and guardians every year that, beginning in August 2011, includes the Talbot County Board of Education Gang Policy as a point of information. Both the policy and administrative regulations are posted on the Talbot County Public Schools website. The reporting form is posted on the Talbot County Public Schools website under the Student Services Department and Parent Forms.

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3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

All administrators and staff have been trained by Vince DeVivo, School Outreach Coordinator, US Attorney's Office. Each year Mr. DeVivo provides training to all newly hired teachers. Gang awareness is also presented to students through **Drug Abuse Resistance Education** (DARE) classes that are taught by an officer from the Talbot County Sheriff's Department. Middle and High School students review gang awareness through the Health Curriculum. In addition, administrators, counselors, local police representatives, State's Attorney and Public Defenders meet yearly to discuss trends in gang activity. Information from these meetings is shared with other administrators and staff.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

Training by the Office of Student Services is provided during the summer for all administrators. Gang policies are reviewed for each faculty and staff at each of the schools by the administrative staff.

School System Questionnaire
Gang Policies/Regulations

Local school system: <u>Washington County</u>

1. When (date) was your gang policy/regulations approved by your board of education?

July 13, 2011

2. Where is your gang policy/regulations publicized?

The gang regulation and electronic copies of the reporting forms can be found on the Washington County Public Schools' website. In addition, a summary of the regulation and all forms are included in the WCPS Student Handbook, provided to every student and family each school year.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

Washington County Public Schools has a School Safety committee that addresses topics related to gangs and gang activity in schools. Each middle and high school has a representative on the gang sub-committee. In addition to the standing members, administrators from elementary schools attend. WCPS employs a train the trainer approach. As such, all school representatives to the School Safety Committee are provided with gang awareness training delivered by State and local law enforcement experts and are then expected to share this information with staff at their schools. The WCPS Supervisor of Student Services provides training and information for all Assistant Principals on alternatives to suspending at risk students. The School Resource Officers (SROs) function as members of the school team and work with administrators to address at risk students and work on alternative options.

5. How were/are administrators and teachers trained to implement your gang policy/regulations?

The supervisor of student services and the safety manager regularly update administrators on gang awareness and ensure that school staff understand the policy and recording procedures.

School System Questionnaire
Gang Policies/Regulations

Local school system: <u>Wicomico County</u>

1. When (date) was your gang policy/regulations approved by your board of education?

September 9, 2011

2. Where is your gang policy/regulations publicized?

Copies of the gang policy have been distributed to every building administrator in the district. The policy will be placed on the Wicomico County Board of Education (WCBOE) website.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

Informational sessions offered to School Resource Officers on environment.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

The school administrators were given several work sessions from local and State law enforcement officials. The policy was shared with school administrators by central office staff.

School System Questionnaire
Gang Policies/Regulations

Local school system: <u>Worcester County</u>

1. When (date) was your gang policy/regulations approved by your board of education?

It was adopted July 2011 and revised in August 2012.

2. Where is your gang policy/regulations publicized?

The gang policy is publicized in the policy manual of which each administrator and supervisor receives a copy. It is updated on an as-needed basis.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

- Some schools have researched the G.R.E.A.T. Program. This program has not been officially implemented.

- Our school administrators and school counselors address the issue of gangs during their classroom visit with students and at faculty and staff meetings.

- At parenting meetings in Pocomoke and Snow Hill, consultants and law enforcement officers have made presentations about gang awareness to parents and students.

- A & S meetings - Maryland State Police officers have made presentations for administrators and supervisors. The information was shared with faculty and staff.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

Administrators have received training through consultants that have visited this school system. Also, we use local law enforcement to keep us up to date on any changes or issues.

Lillian M. Lowery, Ed.D.
State Superintendent of Schools

Charlene M. Dukes, Ed.D.
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