MARYLAND STATE DEPARTMENT OF
EDUCATION
PREPARING WORLD CLASS STUDENTS

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Interim State Superintendent of Schools

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December 23, 2015

The Honorable Larry Hogan
State House
100 State Circle
Annapolis, Maryland 21401-1925

The Honorable Michael E. Busch
H-101 State House
100 State Circle
Annapolis, Maryland 21401-1991

The Honorable Thomas V. Mike Miller
H-107 State House
100 State Circle
Annapolis, Maryland 21401-1991

RE: **Mandated Report (MSAR #8476)**

Dear Governor Hogan, President Miller and Speaker Busch:

Enclosed please find 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. The report provides insight as to how the Local School Systems address Gang Activity, Awareness and Prevention methods.

We hope you find this information helpful. If you have questions or need additional information, please contact Michael Ford, Specialist, Safe and Supportive Schools, at (410) 767-0031 or michael.ford1@maryland.gov.

Sincerely,

Jack Smith, Ph.D.
Interim State Superintendent of Schools

JS: MLF

c: Kristina Kyles Smith
   Walter Sallee
   Michael Ford, Ed.D

Implementation of State and Local School System Policies and Regulations to Address Gangs, Gang Activity, and Similar Destructive or Illegal Group Behavior
MSAR #8476

Maryland State Department of Education
Division of Student, Family, and School Support
200 West Baltimore Street
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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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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 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, the most succinct and informative method of providing this information is 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.

All of the Local School Systems have updated their policies since 2010 which can be found on their district website. All systems provide gang awareness training such as training from local law enforcement agencies, the G.R.E.A.T program in elementary and middle schools, information from the U.S. Attorney's Office and DARE program. All LLSs also have a mechanism where the community can report alleged gang activity, which would be subsequently reviewed and investigated by the appropriate staff members.

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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. **Have your gang policy/regulations been updated? If so, please provide date and brief summary of changes.**
   No

3. **Where are your gang policy/regulations located/electronically communicated?**
   On the School system's website.

4. **What educational gang awareness programs are your school system providing for students, staff, and volunteers?**
   The system conducts yearly trainings for all stakeholders. These trainings are provided by local law enforcement as well as system administrators.

5. **In what ways do you feel your gang awareness program were effective?**
   Stakeholders are aware of the lookfors for identifying and reporting activity.

6. **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.

7. **Is there a mechanism in place for community members to report gang activity involving school age youth to local schools? If so, please describe the procedure (data collection)**
   Yes, we use the forms and methods provided by MSDE.

8. **Do you feel the gang related issues and similar destructive or illegal behavior has increased, decreased, or remained the same as the previous school year?**
   Within our schools it has remained the same.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your local school system.**
   N/A

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

1. **On what date was your gang policy approved by your Board of Education?**
   - Policy History- Adopted on 7/13/11
   - Regulation- Originally adopted: 7/13/11; updated 09/18/12

2. **Have your gang policy/regulations been updated? If so, please provide date and brief summary of changes.**

   Gang-Related Activity is currently a violation of <u>The AACPS Student Handbook</u>. The approach to handling gang related concerns level 2-5 consequences and may carry a major incident referral for a request of (45) day extended suspension pending outcomes of the level 5 investigation.

   Our gang related policy/regulations prohibits students from knowingly participating in gang and/or gang-like activity, irrespective of whether schools are in session, within Board of Education owned or leased property, including school buildings or on school grounds; on school buses or other school vehicles; or during any school, or school sponsored activity, whether held on school property or at locations off school property, which includes, but is not limited to:

   1. Wearing, possessing, using, distributing displaying, or selling any clothing, jewelry, emblem, badge, symbol, sign, or other item which evidences or reflects membership in or affiliation with any gang.
   2. Commission of any act which furthers the interests of any gang, gang-like activity, or act of violence, including but not limited to:
   3. Solicitation for membership in a gang.
   4. Requesting any person to pay for protection or otherwise intimidating or threatening any person.
   5. Committing or inciting criminal acts or violation of AACPS policies.
   6. Soliciting other students to engage in physical violence against any other person.
   7. Engaging in any act, either verbal or nonverbal, including gestures handshakes, slogans, drawings, etc. showing membership or affiliation with any gang.
   8. Challenging or provoking fights, stare-downs, mad-dogging (threatening glance; to stare fixedly at someone in a hostile manner), flashing colors, verbal remarks, etc.
   9. Marking or defacing school property with messages, symbols, or slogans that may signify gang affiliation.
   10. Displaying gang apparel, signs, symbols, or slogans on personal property.
   11. Engaging in physical confrontations where one or more persons confront another individual or group.
   12. Using electronic devices such as pagers, cell phones, or computers to communicate gang activities while on school property.

3. **Where are your gang policy/regulations located/electronically communicated?**
   - Our gang policy/regulations and policies are outlined in The AACPS Student Handbook which is electronically located on the Anne Arundel County website www.aacps.org.
   - The Gang and/or Gang-like Activities Policy and Regulation are located in Section JCCB-RA are located in Section J (SLM2) of the Board of Education Policies and Regulations and can also be found on www.aacps.org.

4. **What educational gang awareness programs are your school system providing for students, staff, and volunteers?**
   - Gang related lessons for students implemented in elementary schools by school counselors during classroom guidance lessons and during advisory period in each secondary school.
   - Professional Development for faculty, staff and volunteers at the beginning of each school year.

5. **In what ways do you feel your gang awareness programs were effective?**
   - The most effective approach is one that involves communication between representatives of the groups involved. Students have been encouraged to seek assistance through the following staff members or programs, which may be available at schools: conflict resolution/peer mediation, mentors, school nurses, teachers, school counselors, principals, school psychologists, pupil personnel workers, school resource officers, school social workers, and school administrators.

6. **How were/are administrators and teachers trained to implement your gang policy/regulations?**
   - Administrative review of gang related activity, identification of pattern of criminal gang activity, underlying crime, anti-social behavior, gang-like activities, and signs of gang membership.
   - The Office of School Security provides the schools with The Gang Awareness Packets.
   - Professional Development for faculty and staff at the beginning of each school year.
   - Gang related lessons for students implemented in elementary schools by school counselors during classroom guidance lessons and during advisory period in each secondary school.

7. **Is there a mechanism in place for community members to report gang activity involving school age youth to local schools? If so, please describe the procedure (data collection).**
   - Electronic Share Point for New Gang-Related Incident Report is located on the AACPS website www.aacps.org. for students and parents.
   - Electronic Share Point for Bullying, Harassment, and Intimidation Report is located on the AACPS website www.aacps.org. for students and parents.
   - Electronic Bullying, Harassment, and Intimidation Investigative Report Form for administrators
   - Office of School Security 410-222-5083

- Student Safety Hotline: 1-877-676-9854
- AA County Crisis Response System: 410-768-5522
- Maryland Youth Crisis Hotline: 1-800-422-0009

8. **Do you feel that gang related issues and similar destructive or illegal behavior has increased, decreased, or remained the same as the previous school year?**

The data shows a decrease.
- 2012-13 (11) incidents of Gang-related reports
- 2014-15 (9) incidents of Gang-related reports

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your local school system.**

Local school system: Baltimore City (City Schools)

1. **On what date was your gang policy approved by your Board of Education?**
   The current Baltimore City Public Schools' gang policy was approved on July 26, 2011.

2. **Have your gang policy/regulations been updated? If so, please provide date and brief summary of changes.**
   N/A. The gang policy/regulations have not been updated since approval on July 26, 2011.

3. **Where are your gang policy/regulations located/electronically communicated?**
   The gang policy/regulations are posted on City Schools' website (www.baltimorecityschools.org). In addition, the Gang-Related Reporting Form is included in the district's Code of Conduct booklets, as well as available at all schools.

4. **What educational gang awareness programs are your school system providing for students, staff, and volunteers?**
   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 a Current Trends on Gangs 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 also holds a G.R.E.A.T Summer Camp for students each year.

5. **In what ways do you feel your gang awareness programs were effective?**
   City Schools considers the decrease in reported gang activity throughout the school district as demonstrated evidence of program effectiveness.

6. **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. The information has appeared weekly in the "Take Action" section since September 2, 2011. The policy requires school administrators to provide professional development for staff on criminal gang prevention and intervention. Additionally, School Support Liaisons (SSLs) provide ongoing training, guidance, and support to school administrators on implementation of the Code of Conduct, which includes disciplinary interventions and responses for gang-related offenses.

7. **Is there a mechanism in place for community members to report gang activity involving school age youth to local schools? If so, please describe the procedure (data collection).**

City Schools has a dedicated telephone line for community members to express public safety concerns, including issues involving gang activity amongst school age youth. All matters will be subsequently reviewed and investigated by the appropriate staff members.

8. **Do you feel that gang related issues and similar destructive or illegal behavior has increased, decreased, or remained the same as the previous school year?**
Data shows that reported gang related issues and similar destructive or illegal behavior within the school district has decreased due to the gang awareness programs offered by City Schools' Police.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your local school system.**
The School Police Officers have been teaching the G.R.E.A.T and D.A.R.E program within Baltimore City Public Schools for several years and it has proven to be an effective tool in gang awareness and prevention.

Local school system: Baltimore County

1. **On what date was your gang policy approved by your Board of Education?**
   The current Baltimore County Public Schools' (BCPS') gang policy and rule were
   approved by its board of education on July 12, 2011.

2. **Have your gang policy/regulations been updated? If so, please provide date and
   brief summary of changes.**
   No. The BCPS gang policy and rule have not been updated in the last year.

3. **Where are your gang policy/regulations located/electronically communicated?**
   Policy 5551
   (http://www.bcps.org/system/policies_rules/policies/5000Series/POL5551.pdf and
   Rule 5551http://www.bcps.org/system/Policies_rules/rules/5000Series/RULE5551.pdf
   are listed on the BCPS Website.
   A synopsis of the policy and rule is published in the *Student Handbook* and titled Gang
   Activity and Similar Destructive or Illegal Group Behavior. This handbook is distributed
   to all students at the beginning of each school year, reviewed, and taken home by
   students to be shared with their parents.

4. **What educational gang awareness programs are your school system providing for
   students, staff, and volunteers?**
   Baltimore County Public Schools 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
   GREAT program for its middle school students. Health education teachers provide gang
   related education at the secondary level. Community presentations are made through
   PTAs, advisory groups, and other community associations.

5. **In what ways do you feel your gang awareness programs were effective?**
   BCPS uses a variety of strategies to provide gang prevention education and makes
   resources available on its Website along with the form for reporting concerns. The
   partnership between BCPS and the Baltimore County Police Department facilitates
   training and communication of concerns.

6. **How were/are administrators and teachers trained to implement your gang
   policy/regulations?**
   Administrators receive training in the gang policy/rules through 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. In addition,
   administrators attended a special presentation on the use of social media for gang

recruitment and communication also facilitated by the Baltimore County Police Department.

7. **Is there a mechanism in place for community members to report gang activity involving school age youth to local schools? If so, please describe the procedure (data collection).**
Community members can access the *Gang-Related Incident Reporting Form* on the BCPS Website at *Gang-Related Incident Reporting Form.* The form is submitted to a school who enters the data and addresses the issue.

8. **Do you feel that gang related issues and similar destructive or illegal behavior has increased, decreased, or remained the same as the previous school year?**
Incidents related to gangs and similar destructive behaviors have not changed over the past year.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your local school system.**
The partnership with the Baltimore County Police Department has enhanced the district's awareness of gangs and gang activities as well as prevention and intervention strategies.

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

1. **On what date was your gang policy approved by your Board of Education?**
   7/14/11

2. **Have your gang policy/regulations been updated? If so, please provide date and brief summary of changes.**
   No changes since the policy was originally adopted

3. **Where are your gang policy/regulations are located/electronically communicated?**
   Electronically, on the district webpage.

4. **What educational gang awareness programs are your school system providing for students, staff, and volunteers?**
   The school systems web-site, Students Rights and Responsibilities Booklet and Grade Level Assemblies for each school in the system.

5. **In what ways do you feel your gang awareness programs were effective?**
   Collective involvement between the school system, local and state law enforcement, and State's Attorney Office join together to share any reported gang-like activities on school property. Information is also shared regarding student involved gang-like activities occurring in the community.

6. **How were/are administrators and teachers trained to implement your gang policy/regulations?**
   Administrative and Supervisor were informed during (A&S) meetings. Administrators then were to convey this information to their staff. All Staff are further required to complete an on-line "SafeSchool" course to identify gang-like activities.

7. **Is there a mechanism in place for community members to report gang activity involving school age youth to local schools? If so, please describe the procedure (data collection).**
   The Gang Related issues and similar Destructive or Illegal Behavior Report is inserted in the Students' Rights and Responsibilities Booklet that all students in the district receives. The data is collected on file in the Department of Student Service.

8. **Do you feel that gang related issues and similar destructive or illegal behavior has increased, decreased, or remained the same as the previous school year?**
   There have been only (1) gang related or destructive or illegal act occurred on school property since this procedure was enacted.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your local school system.**
   None

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

1. **On what date was your gang policy approved by your Board of Education?**
   June 7, 2011

2. **Have your gang policy/regulations been updated? If so, please provide date and brief summary of changes.**
   No

3. **Where are your gang policy/regulations located/electronically communicated?**
   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.

4. **What educational gang awareness programs are your school system providing for students, staff, and volunteers?**
   Presentations through the U.S. Attorney's Office and the Maryland State Police Gang Task Force were provided to administrators in secondary schools (for students and staff) and for the community.
   Caroline County Public Schools uses Safe Schools online training courses for all mandatory staff training. SafeSchools is a course training on gang prevention which has been made available to staff and volunteers.

5. **In what ways do you feel your gang awareness programs were effective?**
   There is constant communication with our local Caroline County Sheriff's Department and the local municipal police. We have not seen a great increase in gang related activity at this time.

6. **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.

7. **Is there a mechanism in place for community members to report gang activity involving school age youth to local schools? If so, please describe the procedure (data collection).**
   The principal or school resource officer of each middle and high school conduct quarterly meetings to share general information with representatives of law enforcement, the State's Attorney, gang prevention and intervention programs, or any other appropriate individual about gang related activity that has been reported to the school. Schools are encouraged to collaborate with stakeholders to provide gang prevention and intervention services and programs based upon their available resources and those available in

Caroline County. Caroline County is small, and because the schools are such an integral part of the community, communication between community, schools and law enforcement agencies is strong.

8. **Do you feel that gang related issues and similar destructive or illegal behavior has increased, decreased, or remained the same as the previous school year?**
Gang related issues and other destructive/illegal behavior has remained the same.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your local school system.**

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

1. **On what date was your gang policy approved by your Board of Education?**
   Adopted July 6th, 2011.

2. **Have your gang policy/regulations been updated? If so, please provide date and brief summary of changes.**
   Revised on February 22, 2012.

3. **Where are your gang policy/regulations located/electronically communicated?**
   Student Services Web Page: www.boarddocs.com/mabe/ccps/board/nfs/policyhandbook

4. **What educational gang awareness programs are your school system providing for students, staff, and volunteers?**
   Health curriculum, counselor lessons, presentations by Vince DeVivo – School Outreach Coordinator, U.S. Attorney's Office.

5. **In what ways do you feel your gang awareness programs were effective?**
   The training has made staff aware that gangs are not just found in large cities. It has also given staff gang indicators to look for at Carroll County Public Schools. As of this time, Carroll County Public Schools has not identified any gang type behaviors in schools. Carroll County Public Schools takes a proactive approach and because of our informational ongoing training, we try to be very alert for the potential of gangs forming at all times.

6. **How were/are administrators and teachers trained to implement your gang policy/regulations?**
   Train the trainer model, Administrators were trained by Larry Faries (former CCPS Supervisor of Security) and/or Vince DeVivo.

7. **Is there a mechanism in place for community members to report gang activity involving school age youth to local schools? If so, please describe the procedure (data collection).**
   We have a good partnership and communication with our local law enforcement agencies therefore, if any gang activity involving school age students occurs, they will alert Carroll County Public Schools. As of this time, any data collected would go through the normal referral process for school infractions.

8. **Do you feel that gang related issues and similar destructive or illegal behavior has increased, decreased, or remained the same as the previous school year?**
   Gang related activity has remained the same as previous years.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your local school system.**
Some administrators are experiencing more incidents with drug possession and coming to school under the influence with 9th graders than in previous years.

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

1. **On what date was your gang policy approved by your Board of Education?**
   Gang Policy approved July 11, 2011. Regulations were updated in September 2012.

2. **Have your gang policy/regulations been updated? If so, please provide date and brief summary of changes.**
   Cecil County's Gang Policy has not been updated.

3. **Where are your gang policy/regulations located/electronically communicated?**
   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.

4. **What educational gang awareness programs are your school system providing for students, staff, and volunteers?**
   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.

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

6. **In what ways do you feel your gang awareness programs were effective?**
The information shared with various stakeholders is critical to keeping knowledge about gangs and gang activity in the forefront of key individuals. While Cecil County has not seen growth in gang activity, keeping information flowing is critical to being proactive in limiting the spread of this activity.

7. **Is there a mechanism in place for community members to report gang activity involving school age youth to local schools? If so, please describe the procedure (data collection).**
Cecil County has a Gang Incident Reporting Form that is available online for any interested stakeholders to complete and return to the appropriate school. Cecil County has an open door policy for community members who should and would feel comfortable coming forward to report gang activity.

8. **Do you feel that gang related issues and similar destructive or illegal behavior has increased, decreased, or remained the same as the previous school year?**
It has remained the same. We have very little gang activity in Cecil County.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your local school system.**
N/A

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

1. **On what date was your gang policy approved by your Board of Education?**
   August 9, 2011

2. **Have your gang policy/regulations been updated? If so, please provide date and brief summary of changes.**
   No

3. **Where are your gang policy/regulations located/electronically communicated?**
   - School system website (ccboe.com)
   - Dept. of Student Services Resource Handbook available on our internal drive and distributed to all schools
   - Located on Board Docs
   - Referenced in our Code of Student Conduct

4. **What educational gang awareness programs are your school system providing for students, staff, and volunteers?**
   - Schools hold Safe Schools presentation for staff and parents that are conducted by SROs and include information on gang awareness
   - DARE and Truth and Consequences programs also include this information and are presented to students
   - Our Summer Youth Achievement Program for at-risk students includes gang awareness and resistance

5. **In what ways do you feel your gang awareness programs were effective?**
   We have not had any reports completed on gang activity

6. **How were/are administrators and teachers trained to implement your gang policy/regulations?**
   Administrations were trained and in turn train their own staff
   Administrative staff receives updates from quarterly meetings with the Sheriff's Office

7. **Is there a mechanism in place for community members to report gang activity involving school age youth to local schools? If so, please describe the procedure (data collection).**
   Community members can complete the gang reporting form
   Police officers visit various communities and speak to residents about ongoing issues

8. **Do you feel that gang related issues and similar destructive or illegal behavior has increased, decreased, or remained the same as the previous school year?**
   There have not been any reports either year so it seems that it has remained the same

9. Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your local school system.
   N/A

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

1. **On what date was your gang policy approved by your Board of Education?**
   September 15, 2011

2. **Have your gang policy/regulations been updated? If so, please provide date and brief summary of changes.**
   Not since implemented in 2011.

3. **Where are your gang policy/regulations located/electronically communicated?**
   The policy is available on our district website and provided to each student and parent in our district calendar handbook.

4. **What educational gang awareness programs are your school system providing for students, staff, and volunteers?**
   Staff complete annual training using our SafeSchools online program.

5. **In what ways do you feel your gang awareness programs were effective?**
   It provides detail on a process for anyone who may feel that gangs are present.

6. **How were/are administrators and teachers trained to implement your gang policy/regulations?**
   Staff complete annual training using our SafeSchools online program.

7. **Is there a mechanism in place for community members to report gang activity involving school age youth to local schools? If so, please describe the procedure (data collection).**
   Yes. We have posted the reporting form on our website and provide the link in the calendar handbook for parents and students.

8. **Do you feel that gang related issues and similar destructive or illegal behavior has increased, decreased, or remained the same as the previous school year?**
   They have remained the same.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your local school system.**
   None at this time.

Local school system: Frederick County

1. **On what date was your gang policy approved by your Board of Education?**
    February 27, 2012

2. **Have your gang policy/regulations been updated? If so, please provide date and brief summary of changes.**
    No

3. **Where are your gang policy/regulations located/electronically communicated?**
    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.

4. **What educational gang awareness programs are your school system providing for students, staff, and volunteers?**
    Community meeting with representatives from FCPS, law enforcement, States Attorney's Office, & Public Housing.

    Frederick Police Department Gang Analyst and Safe Streets Coordinator conducts gang informational presentations for local schools and their communities.

    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.

5. **In what ways do you feel your gang awareness programs were effective?**
    Increased sharing and awareness between county agencies.

6. **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.

7. **Is there a mechanism in place for community members to report gang activity involving school age youth to local schools? If so, please describe the procedure (data collection).**
Community members would report possible community gang activity to local law enforcement and law enforcement would share with local schools where appropriate.

8. **Do you feel that gang related issues and similar destructive or illegal behavior has increased, decreased, or remained the same as the previous school year?**
Gang related issues in the community have remained the same with a similar impact on our schools.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your local school system.**
Sharing of gang information among local agencies and our schools has been most beneficial.

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

1. **On what date was your gang policy approved by your Board of Education?**
   9/14/2011

2. **Have your gang policy/regulations been updated? If so, please provide date and brief summary of changes.**
   No

3. **Where are your gang policy/regulations located/electronically communicated?**
   Board of Education Website- Policies & Procedures Handbook

4. **What educational gang awareness programs are your school system providing for students, staff, and volunteers?**
   Safe Schools training program for staff, Winners program for middle school students, Health curriculum, Project AIM.

5. **In what ways do you feel your gang awareness programs were effective?**
   Students become aware of the impact of their choices and decisions

6. **How were/are administrators and teachers trained to implement your gang policy/regulations?**
   Safe Schools training

7. **Is there a mechanism in place for community members to report gang activity involving school age youth to local schools? If so, please describe the procedure (data collection).**
   Can be reported to the School Resource Officer's

8. **Do you feel that gang related issues and similar destructive or illegal behavior has increased, decreased, or remained the same as the previous school year?**
   Remained the same

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your local school system.**

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

1. **On what date was your gang policy approved by your Board of Education?**
    December 10, 2012

2. **Have your gang policy/regulations been updated? If so, please provide date and brief summary of changes.**
    No

3. **Where are your gang policy/regulations located/electronically communicated?**
    *   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

4. **What educational gang awareness programs are your school system providing for students, staff, and volunteers?**
    *   School resource officers have provided schools with mobile display boards containing information on gang-related behaviors and activity
    *   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
    *   Gang Resistance Education and Training - G.R.E.A.T. program has been introduced into select elementary schools.

5. **In what ways do you feel your gang awareness programs were effective?**
    *   Addressing awareness at an earlier age through the G.R.E.A.T. program.

6. **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

7. **Is there a mechanism in place for community members to report gang activity involving school age youth to local schools? If so, please describe the procedure (data collection).**
   - Community members have multiple means of reporting gang activities, the HCPS Gang-related Incident Reporting Form is available online at the HCPS' website, as is the Board of Education online contact form, and Incident Reporting Forms are available at each school office

8. **Do you feel that gang related issues and similar destructive or illegal behavior has increased, decreased, or remained the same as the previous school year?**
   Gang related issues have remained the same as in the previous school year

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your local school system.**

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

1. **On what date was your gang policy approved by your Board of Education?**
    July 1, 2011

2. **Have your gang policy/regulations been updated? If so, please provide date and brief summary of changes.**
    No

3. **Where are your gang policy/regulations located/electronically communicated?**
    Through our website HCPSS.org, along with other HCPSS policies.

4. **What educational gang awareness programs are your school system providing for students, staff, and volunteers?**
    When requested, our school system works with the Howard County Police Department Gang Unit to conduct the most up to date gang information training.

5. **In what ways do you feel your gang awareness programs were effective?**
    By providing increased awareness through education is the key to reducing gang activity.

6. **How were/are administrators and teachers trained to implement your gang policy/regulations?**
    As noted in question #4, we request support from the Howard County Police Gang Unit to provide up to date training.

7. **Is there a mechanism in place for community members to report gang activity involving school age youth to local schools? If so, please describe the procedure (data collection).**
    Students staff and parents are encouraged to report any gang related activity to an administrator who is required to complete and submit a Gang Related Incident Reporting Form. We have posters at every school prohibiting gang activity and encouraging the reporting any gang related activity.

8. **Do you feel that gang related issues and similar destructive or illegal behavior has increased, decreased, or remained the same as the previous school year?**
    Gang related activity has remained about the same.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your local school system.**
    HCPSS is looking into an on-line training module through Safe Schools to be tailored with our gang policy for staff to access throughout the school year.

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

1. **On what date was your gang policy approved by your Board of Education?**
   Policy approved 8/1/2011
   Procedure revision reviewed 6/6/2012

2. **Have your gang policy 'regulations been updated? I f so, please provide date and brief summary of changes.**
   No revision since 6/6/2012

3. **Where are your gang policy lregulation s located/electronically communicated?**
   Student handbook, school counselors' offices, school offices, district website

4. **What educational gang awareness programs are your school system providing for students, staff, and volunteers?**
   See below

5. **In what ways do you feel your gang awareness programs were effective.**
   There is definitely a general awareness for staff because of training.

6. **How were/are administrators and teachers trained to implement your gang policy/regulations?**
   Procedures are reviewed with administrators as needed.

7. **Is there a mechanism in place for community members to report gang activity involving school age youth to local schools? If so, please describe the procedure (data collection).**
   No

8. **Do you feel that gang related issues and similar destructive or illegal behavior has increased, decreased, or remained the same as the previous school year?**
   It has remained same in Kent County.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your local school system.**
   All school staff complete Gang Awareness training module through Safe Schools on-line training program. Additionally, local law enforcement meets with administrators regularly through School Security Partnership meetings.

Local school system: Montgomery County

1. **On what date was your gang policy approved by your Board of Education?**
   Regulation JHG-RA: Gangs, Gang Activity, or Other Similar Destructive or Illegal Group Behavior Prevention was developed initially in August 2011 and revised in September 2012.

2. **Have your gang policy/regulations been updated? If so, please provide date and brief summary of changes.**
   Regulation JHG-RA: Gangs, Gang Activity, or Other Similar Destructive or Illegal Group Behavior Prevention was revised in September 2012 to incorporate information received from the Maryland State Department of Education. The major change by the state is that upon receipt of a Gang-Related Incident Report, the principal or designee, assistant principal, and the school security officer shall initiate an investigation within 24 hours.

   Related documents include MCPS Policy JFA: Student Rights and Responsibilities (revised in June 2014) and the 2015–2016 Code of Conduct in Montgomery County Public Schools which are revised and published annually.

3. **Where are your gang policy/regulations located/electronically communicated?**
   The MCPS gang regulation is located on the MCPS website at:
   www.montgomeryschoolsmd.org/departments/policy/pdf/jhgra.pdf.
   It is communicated annually to all school staff members through a memorandum from the Department of Student Services, Office of Special Education and Student Services. The memorandum is addressed to all school principals and directs them to:
   - Implement school wide gang-related behavior prevention and intervention strategies, including school climate surveys, to teach and reinforce responsible pro-social behaviors.
   - Conduct annual professional development activities that focus on the prevalence, causes, indicators, and consequences of gang-related behaviors and include strategies to prevent instances of gang-related behaviors. Ensure that all staff members have the opportunity to participate in the professional development activity and that staff members hired later in the school year receive this professional development.
   - Collaborate with families and community stakeholder groups on the prevalence, causes, indicators, and consequences of gang-related behaviors.
   - Provide information, including a list of community resources, to staff members, students, and families on social services, health, and behavioral health resources for those students exhibiting and victims and bystanders of gang-related behaviors.
   - Inform staff members, students, and parents/guardians about suspected gang activity reporting procedures at the beginning of the school year and periodically through the school year using newsletters, the school website, Parent Teacher Association meetings, and the school handbook.

- Encourage the completion of MCPS Form 230-37: *Gang-Related Incident Reporting Form* whenever a verbal report of suspected gang-related behavior is made to school staff members.
- Ensure that all incidents of gang-related behavior are reported and investigated within 24 hours.

The memorandum includes two PowerPoint presentations (one for elementary and one for secondary schools) and a list of community resources.

4. **What educational gang awareness programs are your school system providing for students, staff, and volunteers?**
The Comprehensive Health Education Unit in the Office of Curriculum and Instructional Programs is in the process of developing a specific objective for the high school Health Education course that will address the issue of gangs.

MCPS collaborates with the Montgomery County Department of Health and Human Services (DHHS) and Identity, Inc. to provide gang awareness programs and interventions to students, staff members, and volunteers. An extremely valuable resource and intervention specialist is Luis Cardona, Administrator, Positive Youth Development Initiative, DHHS. He serves as the coordinator of the Street Outreach Network whose mission is to "prevent, neutralize, and control hostile behavior in high risk youth and youth gangs through the development of positive relationships between youth [and] community stakeholders and outreach workers. The outreach worker utilize[s] positive youth development programs and leisure time activities as the intervening vehicle for redirecting antisocial and aggressive behaviors"

(admin.infomontgomery.org/query/programs.aspx?PrgID=771).

MCPS also collaborates closely with the Montgomery County Police Department (MCPD) on monitoring trends in gang activity in the community.

5. **In what ways do you feel your gang awareness programs were effective?**
MCPS has maintained a proactive approach towards training of staff members to recognize, document, and report any suspected gang-related signs or activities. As a result, gang activity in schools is limited and when it does occur, staff members respond immediately to mitigate the negative impact it could have on a positive and safe learning environment.

Identifying possible gang involvement among students results in the formulation of mentoring opportunities for school-based staff members. These mentoring opportunities often lead to alternative options for supporting at-risk students and their families.

6. **How were/are administrators and teachers trained to implement your gang policy/regulations?**
As reported above, all MCPS principals are provided with information and a standardized PowerPoint presentation (customized for either elementary or secondary schools) to facilitate training on how to implement the MCPS gang regulation. This is an annual training that usually is conducted during preservice week. Principals also are advised to

provide new hires who join their schools after the initial training with the information contained in the PowerPoint.

7. **Is there a mechanism in place for community members to report gang activity involving school age youth to local schools? If so, please describe the procedure (data collection).**
Community members are informed of MCPS policy and regulations and are advised to contact school staff members and complete Form 230-37: *Gang-Related Incident Reporting Form* whenever they learn of suspected gang-related behavior.

8. **Do you feel that gang related issues and similar destructive or illegal behavior has increased, decreased, or remained the same as the previous school year?**
MCPS Department of Student Services (DSS) recently was notified of suspected increase in gang recruitment behavior affecting, in particular, students who are English language learners. DHHS, MCPD, and the MCPS Department of School Safety and Security are working closely with DSS to discuss this apparent rise in gang-related behavior and to develop appropriate interventions to support MCPS students. This is one example of how MCPS collaborates effectively with its county partner agencies to maintain the safety of our students.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your local school system.**

Local school system: Prince George's County

1. **On what date was your gang policy approved by your Board of Education?**
   The Gang Policy 5157 was approved on June 20, 2011, by the Prince George's County
   Board of Education. On August 1, 2011, the Superintendent and Executive Cabinet
   approved the administrative procedure (AP 5142), which explains the process by which
   the policy is implemented.

2. **Have your gang policy/regulations been updated? If so, please provide date and
   brief summary of changes.**
   There have been no updates to the regulation or the administrative procedure.

3. **Where are your gang policy/regulations located/electronically communicated?**
   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, both Spanish and English informational brochure on gangs have been published
   and distributed to schools. The revised version of the Student Rights and Responsibilities
   Handbook, 2015-2016, was distributed to every student and parent. This handbook
   addresses consequences for gang involvement, gang activity, and similar destructive or
   illegal behavior. This document is published in both English and Spanish.

   Prince George's County Public Schools also maintains a Gang Google site, which has
   resources for schools to use.

4. **What educational gang awareness programs are your school system providing for
   students, staff, and volunteers?**
   The Student 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. For the
   2015-2016 school year, a video was produced to accompany the handbook. The video
   highlighted the changes that were made in the handbook from the prior school year.
   Staffs receive awareness training annually at the beginning of the school year. Principals
   have had police officers and staff from student services conduct parent informational
   sessions on gangs and how to be vigilant for signs that gangs may be recruiting children.
   The system-wide student dress code also prohibits the wearing of gang colors and/or
   gang paraphernalia.

5. **In what ways do you feel your gang awareness programs were effective?**
   The programs were effective in helping both staff and parents understand what signs to
   look for in children of gang related activities. These programs have increased gang
   awareness for adults.

6. **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 receive 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. Administrators and designated staff conduct trainings annually at each school 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 about gangs.

7. **Is there a mechanism in place for community members to report gang activity involving school age youth to local schools? If so, please describe the procedure (data collection).**
   The Gang home page, found on the school system's website, has a link by which any person can access the Gang Related Incident Reporting Form. The form is used to report any gang related activity or similar destructive behavior. Schools conduct an investigation for each incident that is reported. In every case, schools used the student information system to record their gang information. Both Student Services and Security work collaboratively to record data. Each year, data is reviewed to determine trends and action steps that are needed to reduce incidents.

   Additionally, the school system has partnered with Crime Solvers in a program called "See Something Say Something". Community members are able to report incidents via a toll free number.

8. **Do you feel that gang related issues and similar destructive or illegal behavior has increased, decreased, or remained the same as the previous school year?**
   Gang related activity has remained flat from the prior year.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your local school system.**

Local school system: Queen Anne's County

1. **On what date was your gang policy approved by your Board of Education?**
   July 2011

2. **Have your gang policy/regulations been updated? If so, please provide date and brief summary of changes.**
   No. Due for review in 2016

3. **Where are your gang policy/regulations located/electronically communicated?**
   Queen Anne County Public Schools Website:
   qacps.schoolwires.net/cms/lib02/MD01001006/Centricity/Domain/6/GangPolicy.pdf

4. **What educational gang awareness programs are your school system providing for students, staff, and volunteers?**
   Vince Devivo presented at the June 2015 staff development conference in Queen Anne's County.

5. **In what ways do you feel your gang awareness programs were effective?**
   We have a low incidence of gang activity in Queen Anne's County

6. **How were/are administrators and teachers trained to implement your gang policy/regulations?**
   Professional development is delivered on an annual basis to administrators and staff.

7. **Is there a mechanism in place for community members to report gang activity involving school age youth to local schools? If so, please describe the procedure (data collection).**
   Text-2-Stop it in Queen Anne's County allows anonymous reporting.

8. **Do you feel that gang related issues and similar destructive or illegal behavior has increased, decreased, or remained the same as the previous school year?**
   Gang activity remains low.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your local school system.**

Local school system: St. Mary's County

1. **On what date was your gang policy approved by your Board of Education?**
   June 8, 2011

2. **Have your gang policy/regulations been updated? If so, please provide date and brief summary of changes.**
   The policy was reviewed on November 13, 2013. There were no changes.

3. **Where are your gang policy/regulations located/electronically communicated?**
   The gang policy and regulation are posted on the St. Mary's County Public School's website.

4. **What educational gang awareness programs are your school system providing for students, staff, and volunteers?**
   Gang awareness information is provided in several ways. Gang awareness information is included in the student handbook. Student handbook presentations are provided at each school. Safety festivals are held for students at each high school. Information is also provided through the Superintendent's Safety and Security meetings held quarterly. All staff receive training through the required online program.

5. **In what ways do you feel your gang awareness programs were effective?**
   The number of gang-related incidents in St. Mary's County remains low. Student feedback indicates the safety festivals are well received and thus, the school system continues to offer the programs each year.

6. **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 school year.

7. **Is there a mechanism in place for community members to report gang activity involving school age youth to local schools? If so, please describe the procedure (data collection).**
   There are three options available for community members to report gang-related activity. First the school system has a confidential hotline to report information. Information regarding the hotline is posted on the school system website. Second, the gang-related incident reporting form is available on the school system website. Third, the gang-related incident reporting form is also available in the student handbook.

8. **Do you feel that gang related issues and similar destructive or illegal behavior has increased, decreased, or remained the same as the previous school year?**
Gang-related issues are minimal and have remained the same based on the work of the Department of Safety and Security and the St. Mary's County Sheriff's Office.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your local school system.**

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

1. **On what date was your gang policy approved by your Board of Education?**
   Originally approved on June 14, 2011.

2. **Have your gang policy/regulations been updated? If so, please provide date and brief summary of changes.**
   Yes; Reviewed on December 13, 2011 & July 15, 2014; revised policy effective August 19, 2014 to reflect the changes made to align the discipline code/policy.

3. **Where is your gang policy/regulations located/electronically communicated?**
   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.

4. **What educational gang awareness programs is your school system providing for students, staff, and volunteers?**

   - 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
   - Elementary students (5th grade) receive DARE instruction
   - Parent Orientations were held for all schools and a review of procedures and expectations were shared for academics, attendance and behavior
   - Annual review with school Administrators and school staff

5. **In what ways do you feel your gang awareness programs were effective?**
   - Improved school climate
   - Staff & Students Awareness

6. **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.
   - 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.

7. **Is there a mechanism in place for community members to report gang activity involving school age youth to local schools? If so, please describe the procedure (data collection).**
Yes; the gang reporting form is available on our website & at schools; we have a partnership with our local police departments who provide officers that conduct walk-throughs regularly; we have a SRO that is based at our Middle School that visits schools consistently.

8. **Do you feel that gang related issues and similar destructive or illegal behavior has increased, decreased, or remained the same as the previous school year?**
In reviewing the incidents that have been reported, we would say a decrease in the schools.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your local school system.**
N/A

Local school system: Talbot County

1. **On what date was your gang policy approved by your Board of Education?**
   May 18, 2011

2. **Have your gang policy/regulations been updated? If so, please provide date and brief summary of changes.**
   No

3. **Where are your gang policy/regulations located/electronically communicated?**
   Talbot County Public Schools mails school calendars to all parents and guardians every year that includes the Talbot County Board of Education Gang Policy and Administrative Regulation. The TCPS Board Policy and Administrative Regulation is also available on the Talbot County Public Schools website. In addition, the Gang Reporting Form is posted on the Talbot County Public Schools website under the Student Services Department.

4. **What educational gang awareness programs are your school system providing for students, staff, and volunteers?**
   All administrators and staff have been trained by Vince DeVivo, School Outreach Coordinator, and US Attorney's Office. Each year, Mr. DeVivo provides training to all newly hired teachers. Gang awareness is presented to Elementary 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. Annually, administrators, counselors, local police representatives, State's Attorney and Public Defenders meet yearly to discuss trends in local gang activity. Information from these meetings is shared with other administrators and staff.

5. **In what ways do you feel your gang awareness programs were effective?**
   Our efforts have been effective in making administration, staff, students, and the community aware of the identification and reporting of gang related activities.

6. **How were/are administrators and teachers trained to implement your gang policy/regulations?**
   All administrators and staff have been trained by Vince DeVivo, School Outreach Coordinator, and US Attorney's Office. Each year, Mr. DeVivo provides training to all newly hired teachers.

7. **Is there a mechanism in place for community members to report gang activity involving school age youth to local schools? If so, please describe the procedure (data collection).**

Yes, community members are able to report gang activity involving school age youth by completing and submitting the Gang Reporting Form which is posted on the Talbot County Public Schools website under the Student Services Department.

8. **Do you feel that gang related issues and similar destructive or illegal behavior has increased, decreased, or remained the same as the previous school year?**
Talbot County is a rural school system with very little gang related activity. The amount of gang related activity has remained the same over the past few years. Talbot County Public Schools will continue our efforts to maintain a safe and gang free environment for our students.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your local school system.**

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

1. **On what date was your gang policy approved by your Board of Education?**
   July 13, 2011

2. **Have your gang policy/regulations been updated? If so, please provide date and brief summary of changes.**
   The original policy is in place.

3. **Where are your gang policy/regulations located/electronically communicated?**
   The gang policy/regulation and electronic reporting forms can be found on the Washington County Public School Website. The information is also included in the student handbook. The handbook is issued to each family and can be found on-line on our website.

4. **What educational gang awareness programs are your school system providing for students, staff, and volunteers?**
   Washington County Public Schools has a county wide safety committee that includes a gang education coordinator from each middle and high school and several elementary schools. The committee receives updates from members who are assigned to the local drug and gang task force. Each school has a safety committee and the information is relayed through the coordinator.

5. **In what ways do you feel your gang awareness programs were effective?**
   Communication. The school, parents and the police exchange information to make sure school is a safe environment.

6. **How were/are administrators and teachers trained to implement your gang policy/regulations?**
   Coordinators and school based administrators work with the school safety committee to address problems that could be related to drug or gang involvement.

7. **Is there a mechanism in place for community members to report gang activity involving school age youth to local schools? If so, please describe the procedure (data collection).**
   No

8. **Do you feel that gang related issues and similar destructive or illegal behavior has increased, decreased, or remained the same as the previous school year?**
   Same

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your local school system.**
   N/A

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

1. **On what date was your gang policy approved by your Board of Education?**
   September 13, 2011

2. **Have your gang policy/regulations been updated? If so, please provide date and brief summary of changes.**
   No they have not. This policy is currently under review and revisions will be presented to our board members during this academic year.

3. **Where are your gang policy/regulations located/electronically communicated?**
   The gang policy is found on our Wicomico County Public Schools Website (www.wcboe.org) with our other policies. As well, this document is housed in the public site through BoardDocs.

4. **What educational gang awareness programs are your school system providing for students, staff, and volunteers?**
   Informational sessions are offered by the School Resource Officers in conjunction with current investigative inquiries.

5. **In what ways do you feel your gang awareness programs were effective?**
   The sessions allow the stakeholders to understand that we are vigilant in the observation of possible gang activity, overtly or covertly, and that we are prepared to act accordingly.

6. **How were/are administrators and teachers trained to implement your gang policy/regulations?**
   They were instructed in gang activity awareness definitions, colors, language, hand signs, and apparel.

7. **Is there a mechanism in place for community members to report gang activity involving school age youth to local schools? If so, please describe the procedure (data collection).**
   Community members are encouraged to contact the school principals and/or central office staff including members of the Safe Schools team to share any concerns, questions, etc.

8. **Do you feel that gang related issues and similar destructive or illegal behavior has increased, decreased, or remained the same as the previous school year?**
   Actions such as these have a lessened frequency in schools as compared with past years.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your local school system.**

Local school system: Worcester County

1. **On what date was your gang policy approved by your Board of Education?**
   July 2011

2. **Have your gang policy/regulations been updated? If so, please provide date and brief summary of changes.**
   No

3. **Where are your gang policy/regulations located/electronically communicated?**
   All policies are kept in at least two different locations in each school. In addition, the policies are housed on the county website.

4. **What educational gang awareness programs are your school system providing for students, staff, and volunteers?**
   - Some schools have researched the GREAT Program.
   - School administrators and school deputies address the issues of gangs during faculty meetings.
   - We work collaboratively with Worcester County Sheriff's Department to present information to the community.
   - Our Administrators and Supervisors receive periodic trainings from law enforcement agencies.

5. **In what ways do you feel your gang awareness programs were effective?**
   - The gang awareness programs were effective because it prepares the staff to proactive with identifying characteristics of gang related activity.

6. **How were/are administrators and teachers trained to implement your gang policy/regulations?**
   - Administrators are trained every two to three years formally.
   - We review our policies and practices on a monthly basis with school administration. As a result, we review this policy at least one time per school year.

7. **Is there a mechanism in place for community members to report gang activity involving school age youth to local schools? If so, please describe the procedure (data collection).**
   - Entered into a memo of understanding with the State Attorney's Office to foster coordination of current, and future gang prevention, intervention, and suppression efforts.
   - Anyone having knowledge of alleged gangs, gang activity, similar destructive behavior, or illegal group behavior shall report it immediately to the principal/designee.

- A report of alleged gang-related activity, similar destructive, or illegal behavior is required using the Worcester County Public Schools Gang-related Incident Reporting Form.
- Initial reports may be given verbally or in writing. If a verbal report is given, a written report shall be requested and submitted using the WCPS Gang-related Incident Reporting Form.
- If a student, parent, or guardian, or other person informs a school employee of any alleged gang-related activity, similar destructive or illegal group behaviors, the school employee shall report that information to the principal/designee.
- Reporting forms can be obtained from the principal/designee. The principal/designee shall maintain original alleged gang reports and related information in a secure file and shall not be part of student's educational record.
- Retaliation against a student for making a report in good faith is prohibited. Individuals knowingly making a false report will be subject to the range of consequences under the WCPS Code of Conduct.

8. **Do you feel that gang related issues and similar destructive or illegal behavior has increased, decreased, or remained the same as the previous school year?**
Remained the same as the previous school year.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your local school system.**
N/A

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