Implementation of State and Local Education Agencies Policies and Regulation to Address Gangs, Gang Activity, and Similar Destructive or Illegal Group Behavior
ED §7-424.2 (k)

Maryland
STATE DEPARTMENT OF EDUCATION

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Introduction

The Safe Schools Act of 2010 (Section 7-424.2 of the Education Article, Annotated Code of Maryland) 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 education agency (LEA) policies and regulations to address gangs, gang activity, and similar destructive or illegal group behavior. This report provides the requested information for Maryland's 24 LEAs for the 2023-2024 school year (MSAR # 8476).

Each LEA was required by law to: 1) publicize its policies and regulations in student handbooks, on school system websites, and at any other locations or venues LEAs determined were necessary or appropriate; and 2) develop educational programs to address gangs and gang-like activity in schools. Educational programs must include an educational gang awareness program for students, staff, volunteers, and parents. Educational programs must also include a teacher and administrator development program that trains teachers and administrators to implement the policy.

This report to the Maryland General Assembly addresses the requirements outlined in the Safe Schools Act of 2010 and is designed around three core areas: 1) where local education agency gang policies and 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 trained to implement the gang policy/regulations. In addition to these core areas, MSDE has developed a questionnaire for the purpose of identifying other areas that need to be addressed to optimize technical support. The questionnaire is constructed to appraise the implementation of State and local policies and regulations to address gangs, gang activity, and similar destructive or illegal group behaviors by all LEAs.

Local gang policies were initially developed by LEAs in accordance with the Safe Schools Act and periodically updated as appropriate. MSDE annually surveys all LEAs to collect updated information pertaining to their local gang policies.

LOCAL GANG AWARENESS PROGRAMS AND IMPLEMENTATION

An analysis of the questionnaires submitted by LEAs for this report shows 18 of the 24 LEAs have not updated their gang policy as the threat of gangs has remained the same or decreased. There are four LEAs that indicated changes which include Cecil County Public Schools, Frederick County Public Schools, Queen Anne's County Public Schools, and Wicomico County Public Schools, which were updated as of 2023 and 2024. There are two LEAs, Howard County Public Schools and Talbot County Public Schools, that indicate their policies are in the process of being updated. All public schools reported that the gang policy is reviewed annually. This report shows that all 24 LEAs provide training for staff as it relates to their gang policy. Six LEAs have reported that they now require staff to complete "Safe Schools" training modules or training through *Vector*. The modules include the gang policy they must read and a course they must pass. Other training includes partnering with law enforcement agencies that provide educational and informative presentations to staff and administrators. Information in such presentations includes "gangs 101" details and local activities that include gang-related behaviors, social skills, prevention strategies. For example, Washington County Public Schools reports that their Safety & Security team meets with members of the Mid Atlantic Regional Gang Investigators Network (MARGIN), school administrators, pupil personnel workers, and school counselors that form a county Gang and Safety Committee to discuss gang prevention and other activities.

In addition to the LEAs partnering with their local law enforcement agencies, two LEAs have also established partnerships and a memorandum of understanding (MOU) with their local State's Attorney's Offices. In Carroll County, the State's Attorney's office provides staff training annually. In Montgomery County, the State Attorney's Office supports Montgomery County Public Schools around gang awareness, prevention, and intervention by providing outreach and support to schools, administrators, students, staff, and parents. Both LEAs use this as a metric to measure the effectiveness of their gang policy. It is reported that consistent communication between the State's Attorney's Office and schools has prevented problems in schools and the community.

All LEAs have a mechanism through which communities can report alleged gang activity and receive information regarding how investigation procedures will be conducted by appropriate staff members. St. Mary's County has three options available for community members to report gang-related activity, one of which is the LEA confidential tip line to report information. Information regarding the tip line is posted on the LEAs website. In Washington County, each secondary school has an administrator tasked to serve as the School Safety Security Coordinator. The coordinator and school resource officer will initiate an investigation upon receiving a written or verbal concern. All LEAs utilize the MSDE Bullying, Harassment, or Intimidation Reporting Form, which includes "gang-related" and "gang recruitment" as categories of bullying, harassment, or intimidation. The form may also be used to report gang-related concerns.

Lastly, 15 of the 24 LEAs have reported that gang activity has decreased or remained the same. However, nine LEAs have seen increases over the years. For example, Montgomery County Public Schools reported that gang activity has increased due to student reassignments and unresolved community conflicts. Also in Montgomery County, there has been an increase in the number of younger students who are becoming involved in gang-related activities. Somerset County Public Schools has also reported an increase in gang-related activities in elementary schools with the reason being unknown other than gang growth in some of their impoverished neighborhoods.

MSDE and the Maryland Center for School Safety (MCSS) meet regularly with Directors of Student Services, School Safety Supervisors, and Behavioral Health Coordinators to provide technical assistance on gang policies, awareness, prevention, and a host of other school safety related topics. MSDE and MCSS have invited guest speakers and local and national experts to lend their expertise and provide additional assistance to the LEAs.

The following responses to the MSDE questionnaire provide further information regarding how school systems are addressing the three core areas (promotion of local policies, available programs, and training provided) and identified focus areas.

Allegany County Public Schools

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

    June 15, 2011.

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

    No.

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

    https://www.acpsmd.org/Page/185

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

    Staff attend the Maryland Center for School Safety conferences; host quarterly briefings with the Department of Juvenile Services and participate in the Mid-Atlantic Regional Gang Investigators network training.

5. **In what ways do you feel your gang awareness programs were effective?**

    According to school administrators, local law enforcement agencies, and the Department of Juvenile Services, there are no identified gangs in the Allegany area.

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

    All administrators are trained in are trained by law enforcement and school resource officers.

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 that gang related issues and similar destructive or illegal behavior have increased, decreased, or remained the same as the previous school year?**

    To date, there are no gang-related activities in Allegany County.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your Local education agency.**

    Allegany County Public Schools relies on State and local law enforcement to monitor gang-related behavior.

Anne Arundel County Public Schools

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

   Policy JCCB Gang and/or Gang-like Activity was adopted on July 13, 2011. Regulation JCCB-RA Gang and/or Gang-like Activity was adopted on July 13, 2011.

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

   No

   Anne Arundel County Public Schools Policy JCCB - GANG AND GANG-LIKE ACTIVITIES, History: Adopted on 7/13/11; Revised 02/06/19

   Anne Arundel County Public Schools Regulation JCCB-RA – GANG AND GANG-LIKE ACTIVITIES, History: Developed by Superintendent: 09/01/12; 11/07/18 Reviewed by the Board: 09/01/12; 12/05/18 Date Issued: 09/18/12; Revised 02/06/19

   The Anne Arundel County Public Schools (AACPS) initial Policy JCCB Gang and/or Gang-like Activity, and initial Regulation JCCB-RA Gang and/or Gang-like Activity was updated to ensure fair and consistent procedures for prompt information sharing and investigation of suspected gang and gang-like activity, in accordance with the Safe Schools Act of 2010.

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

   The AACPS gang policy/regulation are outlined in the AACPS Code of Student Conduct and the AACPS Policy and Regulations site which are electronically located on the AACPS website www.aacps.org. The policy and regulation are also found at these direct links:

   http://aacpsschools.org/boardpolicies/wp-content/uploads/bsk-pdfmanager/2019/02/FINAL-JCCB-Gang-and-Gang-Like-Activities-2018Copy.pdf

   http://aacpsschools.org/boardpolicies/wp-content/uploads/bsk-pdfmanager/2019/02/FINAL-JCCB-RA-Gang-and-Gang-Like-Activities2018.pdf

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

   Gang-related lessons for students implemented during advisory period in each school. Professional Development for faculty, staff, and volunteers at the beginning of each school year. Outside support through the district's partnership with local law enforcement is provided to the district.

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 with staff members or programs, which may be available at schools MTSS Restorative Practices (RP) circles, 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?**

   AACPS provides:

   Annual training for all school staff regarding gang prevention and intervention resources.

   Mandatory training as practicable for new employees.

   Security meetings for middle and high schools to ensure coordination of gang   prevention, intervention, and suppression efforts in accordance with the Maryland Safe Schools Act of 2010.

   Schools with gang awareness packets. From the Office of School Security.

   Professional development for faculty and staff is provided at the beginning of each school year.

   Gang-related lessons for students are implemented during advisory period in each school annually.

   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 are conducted.

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, Cyber-Bullying, Harassment, and Intimidation Report is located on the AACPS website www.aacps.org for students and parents.

   Electronic Bullying, Cyber-Bullying, Harassment, and Intimidation Investigative Report Form for administrators.

   Office of Safe and Orderly Schools, 410-222-5288

   Office of School Security 410-222-5083

   Maryland Center for School Safety Tip Line: 1-833-MD-B-SAFE/ 1-833-632-7233

   AA County Crisis Response System: 410-768-5522

The Maryland Youth Crisis Hotline: 1-800-422-0009

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?**

   The level of gang activity remained the same.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your Local education agency.**

   Although AACPS has not had reports of actual gangs in the past few years, there has been a consistent concern with community or neighborhood group disagreements that overlap into the school at times. We attempt to remedy these situations with proactive measures such as restorative practices and additional support via MTSS, the Be Present initiative and our mentorship program.

Baltimore City Public Schools

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

   July 26, 2011.

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

   No.

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

   Our policy can be located at:
   https://go.boarddocs.com/mabe/bcpss/Board.nsf/Public?open&id=8KSP7F61C386

4. **What educational gang awareness programs does your school system provide to students, staff, and volunteers?**

   G.R.E.A.T. (Gang Resistance Education and Training).

5. **In what ways do you feel your gang awareness programs were effective?**

   The G.R.E.A.T. Program has allowed us to have programs in schools and at summer camp.

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

   School based administrators were trained as part of the ongoing climate work since the policy came out. Annual training is provided to school police who we have found have the greatest impact in supporting schools relating to the most current awareness of gang 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).**

   A gang-related Incident Reporting Form is located inside of the code of conduct.

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

   We have not had any reported gang activity to date. It appears to be on the decrease.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your Local education agency.**

   N/A

Baltimore County Public Schools

1. **When (date) was your gang policy/regulations 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 policies/regulations been updated? If so, please provide date and brief summary of changes.**

   No

   The BCPS gang policy and rule were readopted in May 2020.

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

   https://go.boarddocs.com/mabe/bcps/Board.nsf/files/BXA2WG7A28BB/$file/POL5551_041420_Fi

   A synopsis of the policy and rule is published in the Student Handbook and titled Gangs, 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 does your school system provide to 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 of their teaching responsibilities. Several schools utilize the Gang Resistance Education and Training (G.R.E.A.T) program for middle school students. Health education teachers provide gang related education at the secondary level. Community presentations are made available through PTAs, advisory groups, and other community associations.

   BCPS provides additional awareness through information posted on the school systems website at bcps.org: Gang Awareness; Gang Incident Reporting Form and Safe Schools Initiative.

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 Web site along with the form for reporting concerns. The partnership between BCPS and the Baltimore County Police Department (BCoPD) facilitates training and communication of concerns. When an issue arose involving English for Speakers of Other Languages (ESOL) students, the BCoPD sent Spanish speaking officers to the school to develop a rapport with students and hired a Spanish speaking officer as a permanent member of its SRO team.

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

    Administrators receive training in the gang policy/rules through the annual Safe Schools Conference and during professional learning opportunities offered after school hours.

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 Web site 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 have increased, decreased, or remained the same as the previous school year?**

    Anecdotal reports show no significant change in gang activity in Baltimore County.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your Local education agency.**

    The partnership with the BCoPD has enhanced the district's awareness of gangs and gang activities as well as prevention and intervention strategies. The BCoPD has recently added a Spanish speaking SRO to the team of SROs at one of our schools to increase communication with students in the regional ESOL program.

Calvert County Public Schools

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

   July 14, 2011

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

   No

   Gang Policy #1119 was reviewed and updated on 8/10/2017, 10/08/20 and 08/0//2024, however there were no changes made since the policy was originally adopted.

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

   It is available electronically on the Calvert County Public Schools web site along with the reporting form.

   [Code of Conduct](#)

4. **What educational gang awareness programs does your school system provide to students, staff, and volunteers?**

   Gang awareness and reporting is covered annually during grade-level assemblies conducted by the Department of Student Services with students and staff at each school within the district.

5. **In what ways do you feel your gang awareness programs were effective?**

   Since 2014, annual meetings with local law enforcement (SROs), and school-based Safety Advocates there has been no increase in gang related issues in Calvert County Public Schools since initiating a Gang, Gang Activity or Similar Destructive or Illegal Group Behavior Policy.

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

   Administrators and Supervisors were informed during (A&S) meetings. Administrators then were to convey this information to their staff. All staff have access to an on-line "SafeSchool" course as a resource 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).**

    Gang, Gang Activity or Similar Destructive or Illegal Group Behavior Reporting Form is available to the Calvert County Public Schools community. See Link to Code of Conduct page, includes gang related incident reporting form options below.

    [Code of Conduct - Calvert County Public School District (calvertnet.k12.md.us)](https://calvertnet.k12.md.us)

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

    There has been no increase in gang related issues in Calvert County Public Schools since initiating a Gang, Gang Activity or Similar Destructive or Illegal Group Behavior Policy.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your Local education agency.**

    N/A

Caroline County Public Schools

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

   June 7, 2011

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

   No

   Amended March 6, 2012, to include: "Activities on or near school vehicles or property".

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

   Student Code of Conduct,

   Board policies: https://go.boarddocs.com/mabe/carps/Board.nsf/Public#

   Code of Student Conduct: https://5il.co/2t9gg

   Parent Guide to the Code of Student Conduct: https://5il.co/2twdh

4. **What educational gang awareness programs does your school system provide to students, staff, and volunteers?**

   Caroline County Public Schools provides training for staff and teachers on gang prevention and locally available resources annually. This is typically done through a web-based "Safe Schools Training" or "Public School Works." CCPS also implements the use of the DARE program.

5. **In what ways do you feel your gang awareness programs were effective?**

   Our school resource officers who are deputies from the county Sheriff's office are instrumental in keeping the school informed. According to policy, these people meet monthly with the appropriate school staff to share information about gang related activity in general and discuss the educational plan for and progress of each student who has been arrested or adjudicated delinquent for gang-related activity..."

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

   Our local police were helpful in addition to training on the "Gang Related Incident Investigation Reporting Form." CCPS also provides annual 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).**

   Reports can be made on the Bullying Harassment and Intimidation Reporting Form of any gang related activity.

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

   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 education agency.**

   N/A

Carroll County Public Schools

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

   Adopted July 6, 2011.

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

   No

   Revised on February 22, 2012.

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

   General Information:

   https://resources.finalsite.net/images/v1724851482/carrollk12org/gwvojgtgwzhdzndmzims/2024-2025InformationalCalendar-web.pdf

   Reporting Form:

   https://www.carrollk12.org/student-services/incident-reporting

   Policy ADDA: Gangs, Gang Activity, and Similar Destructive or Illegal Group Behave

   Carrol County Public Schools Administrative Regulation

4. **What educational gang awareness programs does your school system provide to students, staff, and volunteers?**

   Lessons are provided through the health curriculum and school counselor lessons. In conjunction with our SRO's and Office of School Security parent presentations are made available as requested which may include additional experts in the area of gang involvement. CCPS developed a safe schools module for all staff to be completed annually.

5. **In what ways do you feel your gang awareness programs were effective?**

   Providing annual training for CCPS staff reminds everyone of the presence and potential of gang involvement. The training has made staff aware that gangs are not just found in large cities. It has also provided staff with gang indicators and current trends to look for in Carroll County Public 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?**

   The Office of School Security in collaboration with our SRO's are available for consultation with administrators whenever needed. CCPS developed a safe school's module for all staff to be completed annually.

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. Information collected typically goes through the normal referral process for

school infractions; however, the new Safe Schools Maryland anonymous tip line can also be used to report gang activity.

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

   Gang related activity has remained the same as in previous years.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your Local education agency.**

   N/A

Cecil County Public Schools

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

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

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

   The Cecil County gang policy was reviewed on April 1, 2016. No changes were made to the existing policy.

   The gang policy was reviewed again on October 15, 2024. Changes included updated language, positions, meetings, and an MOU with the States Attorney's Office.

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

   The Gang Policy and Regulations are publicized on the Cecil County Public Schools' website.

   JICA –RA - Gangs

   Gangs Reporting Form

   Information is also 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 does your school system provide to students, staff, and volunteers?**

   Cecil County provides training on policy, regulation, and reporting for staff and volunteers. At the school level, grade level meetings with school administrators and school counselors for students.

5. **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.

   CCPS also disseminates surveys to key stakeholders, examines data by monitoring discipline incidents, and examines data regarding incidents reported by SROs.

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

   CCPS trains Principals and Assistant Principal at annual meetings.

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 have increased, decreased, or remained the same as the previous school year?**

   The number of gang-related incidents in Cecil County is very low. We know that there are small groups of students and youth that call themselves gangs and that this gets reported (not either incidents or activities), but there are no documented incidents of destructive

activities or behaviors. So, the answer here is that gang-related issues 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 education agency.**

   N/A

Charles County Public Schools

1. **When (date) was your gang policy/regulations approved by your board of education?**
   August 9, 2011

2. **Have your gang policies/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 does your school system provide to students, staff, and volunteers?**

   - Schools hold Safe Schools presentations for staff and parents that are conducted by School Safety & Security Office and includes information on gang awareness
   - DARE and Truth and Consequences programs also include this information and are presented to our students
   - Summer Youth Achievement Program for at-risk students includes gang awareness and resistance
   - As of 2018, all volunteers must complete training and a background screening

5. **In what ways do you feel your gang awareness programs were effective?**

   During the 2018/19 school year CCPS began hosting a quarterly gang intervention and prevention meeting where an administrator from each middle and high school, along with gang detectives meet to share information and intelligence on local gangs operating within Charles County. The meetings have resulted in the identification of no less than 3 criminal street gangs and closed a number of felony arrests. The aforementioned meetings have been discontinued for the 2020-2021, 2021-22 school years due to COVID-19 protocol. Scheduled Gang Intervention meetings have resumed for the 2022/23 SY.

6. **How were/are administrators and teachers trained to implement your gang policy/regulations?**
   Administrators were trained and in turn trained their school 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 have access to and can complete the gang reporting form.
   Police officers visit various communities and speak to residents about on-going issues.

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

   Charles County is experiencing an increase in gang related activity; however, the perceived increase could be resulting from better awareness and collaboration between CCPS and law enforcement.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your Local education agency.**

   N/A

Dorchester County Public Schools

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

   September 15, 2011.

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

   Yes.

   Policy 450.10 was reviewed by the Board of Education on 12/16/2021 and will be reviewed again beginning November 2024. The only change on 12/16/21 was correcting a misspelling.

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

   The policy is available on our district website and listed under the Student Services tab and hard copies will be available to parents/community upon request. The DCPS Board Policy, procedures, and code of conduct are also available on the Dorchester County Public Schools website. In addition, the Gang Reporting Form is posted on the Dorchester County Public Schools website under the Student Services Department.

4. **What educational gang awareness programs does your school system provide to students, staff, and volunteers?**

   All employees are required to take Safe Schools training modules. In the modules is the gang policy they must read and a course they must review and pass.

   D.A.R.E is part of our student curriculum.

   Currently we have no gang awareness program for volunteers other than our policy.

5. **In what ways do you feel your gang awareness programs were effective?**

   DCPS currently does not have a specific metric to determine gang awareness program effectiveness. Because of the Safe Schools Training, staff and administrators are able to recognize gang members.

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

   DCPS staff are trained through Safe Schools Training, MCSS, and Local police training and intel.

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 can report gang activity involving school age youth by completing and submitting the Gang Reporting Form which is posted on the Dorchester County Public Schools website under the Student Services Department. 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 have increased, decreased, or remained the same as the previous school year?**

   Reports and data reveal that currently there has not been an increase or decrease in gang related issues. The amount of gang related activity has remained the same over the past few years. Dorchester 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 education agency.**

N/A

Frederick County Public Schools

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

   Board Policy 423 *Gang Activity* adopted 9/14/11, amended 11/11/20
   https://apps.fcps.org/legal/doc.php?number=423

   FCPS Regulation 400-87 *Gang Activity* issued 10/3/07, amended 2/27/12

   https://apps.fcps.org/legal/doc.php?number=400-87

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

   Yes

   FCPS Regulation 400-87 *Gang Activity* was amended 2/27/12 as follows:
   - Updated to correspond with state's model
   - Added language – if a report is of a high level of severity, then an investigation will be initiated immediately, but not later than 24 hours
   - Listed additional resources, including FCPS brochure "Youth Gang Involvement"

   FCPS Policy 423 *Gang Activity* was amended 11/11/20 as follows:
   - Amended to include a Policy Statement, Purpose, Definitions, Standards/Prohibitions, and Delegation of Authority

   FCPS Policy 423 *Gang Activity* was amended 8/7/24 as follows:
   - The policy was updated recently to better align with the current legislation and school system discipline procedures.

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

   Policy and regulation are located on the FCPS Web site.
   Policy: https://apps.fcps.org/legal/documents/423/history/331
   Regulation: https://apps.fcps.org/legal/documents/400-87/history/219

4. **What educational gang awareness programs does your school system provide to students, staff, and volunteers?**

   FCPS staff and partner law enforcement agencies provide educational and informative presentations to staff and administrators. The information contained within it includes general "gangs 101" details and local activities.

   Students and families have access to gang awareness resources provided online at the Safety & Emergency Management Department webpage.

5. **In what ways do you feel your gang awareness programs were effective?**

   - Educating parents/guardians on "look fors" regarding gang related behavior.
   - Educating administrators on "look fors" regarding gang related behavior; how to intervene; the importance of connecting with local law enforcement.
   - Collaborative meetings and messaging with school administrators and our law enforcement partners. These meetings occur monthly or earlier if needed.

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

   The Safety & Emergency Management Department staff and our law enforcement partners offer training and collaborative meetings to inform and train school staff. The training includes information about the policy / regulations.

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 online bullying and harassment form through FCPS Student Services Department, and the MCSS P3 anonymous tips lines accepts and processes reports. The FCPS Student Services collects and maintains a repository of the forms. The MCSS tips line retains records of the tips as they are received.

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

   The school administrators and SROs verbally report an increase in gang on gang activities, and the SEMD staff coordinate with them to document incidents. Unknown reasons for the increase in incidents.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your Local education agency.**

   N/A

Garrett County Public Schools

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

   September 14, 2011.

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

   No.

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

   JICF - https://go.boarddocs.com/mabe/garrett/Board.nsf/goto?open&id=AU6J8M4BB1ED

4. **What educational gang awareness programs does your school system provide to students, staff, and volunteers?**

   Garrett County does not have a gang specific program, but we use safe schools' videos to train on areas of bullying, harassment and mental health awareness, intervention and referral.

5. **In what ways do you feel your gang awareness programs were effective?**

   GCPS uses attendance data, behavioral data, reportable offenses data, incidents and local agency discussion to determine the effectiveness of gang awareness. There has been a lack of gang related incidents.

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

   Safe schools training videos are utilized online to ensure training of designated staff. Discussion and consultation regarding the application of the policy and procedures are provided with staff 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).**

   Activity can be reported by submitting the Gang reporting form or reporting to the School Resource Officers or local and state police.

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

   Over my three years as Director in GCPS, we have not had any issues related to perceived or gang related behaviors or incidents.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your Local education agency.**

   N/A

Harford County Public Schools

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

   April 25, 2005

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

   No

   A change happened on December 3, 2012, the addendum to the policy included a distinction of a "School Security Officer". Last review was December 4, 2017.

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

   All HCPS policies available on the HCPS Website by clicking on Board of Education and selecting HCPS Procedures and Board Policies.

4. **What educational gang awareness programs does your school system provide to students, staff, and volunteers?**

   Administrators meet with students and parents on an individual basis when students are suspected of gang association. We use a brochure titled, "Parents' Guide to Gangs," to offer school counseling for positive ways to belong, and provide consultation with the school resource officer so the student and parents better understand the risks associated with gang involvement.

5. **In what ways do you feel your gang awareness programs were effective?**

   Principals now collaborate with the School Police Team/SROs on identifying emerging gang activities within schools. Students who are involved with gangs generally keep their gang-related activities and affiliation out of school, based on principal reports.

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

   HCPS uses in-person professional development during the summer. Also, consultation on an as-needed basis between school administrators and student services.

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, Parents report gang behavior by using the online bullying reporting site and by contacting the school resource officer, safety liaison, or administrator.

   Administrators meet with students and parents on an individual basis when students are suspected of gang association. We use a brochure titled, "Parents' Guide to Gangs," offer school counseling for positive ways to belong, and provide consultation with the school resource officer so the student and parents better understand the risks associated with gang involvement.

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

   County-wide, there has been a decrease. Consistent education, enforcement, interventions, and disciplinary removal in imminent threat cases.

Gang activity is a function of community culture and increases and decreases based on community circumstances.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your Local education agency.**

   N/A

Howard County Public Schools

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

   July 1, 2011.

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

   No.

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

   HCPSS Policy
   HCPSS Website: https://policy.hcpss.org/9000/9290/implementation/

   Written notices are posted in every Howard County Public School System (HCPSS) school that contains information regarding gang activity and similar destructive or delinquent group behavior.

   Annually, the principal will notify students, parents, employees, and third parties of the general provisions of this policy. Notification may be:

   Given via announcement over the school public address system.

   Published in newsletters, on the school/system websites, or in student/employee handbooks.

   Posted on bulletin boards in offices and other commonly used areas.

4. **What educational gang awareness programs does your school provide to students, staff, and volunteers?**

   The Office of School Security will coordinate professional development periodically to ensure that staff are aware of the prevalence, causes, and consequences of gang involvement and can use evidenced-based positive behavior supports in dealing with these situations.

   Administrators collect, analyze, and use school-specific data regarding the number of incidents of gang or gang-related activities to guide school improvement efforts to ensure safe and nurturing environments and an "anti-gang culture." Components of "anti-gang culture" include but are not limited to:

   Behavioral expectations

   A plan for teaching behavioral expectations.

   An ongoing system for recognizing appropriate behaviors.

   A process for responding to problem behaviors.

   Collection and analysis of data to implement strategies for improving school climate.

   Gang prevention education will be included in the elementary and secondary curriculum as developmentally appropriate.

   Staff members will encourage students to be involved in activities which address creating a general culture of peer support and mutual respect.

5. **In what ways do you feel your gang awareness programs were effective?**

   Pre- and Post-Program Surveys: Conduct surveys among students, teachers, and parents before and after the program to measure changes in awareness, attitudes, and behaviors regarding gang activity. These surveys can assess knowledge of gang-related risks,

understanding of gang prevention strategies, and overall feelings of safety in the school community.

Incident Reports and Discipline Data: Monitor school discipline records and reports of gang-related incidents. A reduction in gang-related altercations, graffiti, or disciplinary actions could be an indicator that the program is effective.

Engagement Metrics: Track student participation in gang prevention and alternative activities promoted by the program. Higher engagement in positive school clubs or mentorship programs, as well as student-led initiatives, may reflect the program's success in diverting students from gang involvement.

Feedback from Staff and Community: Collect feedback from teachers, counselors, school resource officers, and community partners. Their insights can help gauge how well students are applying what they've learned and whether there's been a noticeable shift in the school climate regarding gang awareness.

Long-term Follow-up: Conduct follow-up evaluations over the school year and beyond to see if the awareness and preventative strategies continue to have a lasting impact. This could include tracking students' involvement in gang-related activities or engagement in positive behaviors like academic improvement and extracurricular involvement.

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

   Our office of Safety and Security provides yearly training on Gang Awareness and the implementation of the policy.

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).**

   Upon receipt of a report, the administrator/designee and the school security officer will initiate an immediate investigation within 24 hours and determine whether the suspected gang activity actually occurred. A gang report of a high level of security will initiate immediate notification of appropriate school system personnel within 24 hours. They will take steps to verify who committed the act and whether others played a role in perpetrating this act. Other related complaints, if any, will be reviewed in making this determination.

   Administration will apply consequences and/or remedial actions consistent with the Student Code of Conduct, Policy 9200 Student Discipline, Policy 7030 Employee Conduct and Discipline, and the Procedures for the Threat Management Process.

   Administrators will notify parents of both the offender and/or victim of the allegation.

   The administrator/designee will create a record of the gang-related incident, which will include the Gang-Related Incident Investigation Form and any disciplinary actions taken, statements of the offender, the victim, and witnesses. Discussions with all parties will be documented.

   The school principal will be responsible for creating a repository for the gang-related activity information and the reporting forms.

   HCPSS will maintain a monitoring/tracking system to use as a database for evaluation purposes.

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

   Gang 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 education agency.**

   N/A

Kent County Public Schools

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

   The policy was approved on August 1, 2011, and the procedure was approved on June 4, 2012.

2. **Have your gang policies/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 policy/regulations are communicated through our website and Board Docs.

   Board Policy: https://go.boarddocs.com/mabe/kcps/Board.nsf/goto?open&id=8QES736CCD32#

   Website: Gang Activity Procedure, 600-89

4. **What educational gang awareness programs does your school system provide to students, staff, and volunteers?**

   Students – Material from MSDE is being used in health classes and assemblies that include gang related activity as a topic.

   Volunteers and Staff – Safe Schools training.

5. **In what ways do you feel your gang awareness programs were effective?**

   The SROs are deputies from the Sheriff's Office and are instrumental in keeping the schools informed about reportable offenses, as well as gang related activity. School climate survey results provide information from stakeholders about general school safety.

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

   All employees are required to complete a yearly online Gang Awareness course provided by Vector Solutions.

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 Bullying/Harassment Intimidation Form is also available online from the district website.
   - The District App includes a local tip line accessible not only to students but any stakeholder.
   - The Safe Schools Maryland app tip line is a second avenue that can be used by anyone to report unsafe gang-like behavior.
   - Being in a rural community, stakeholders will often call in reports directly to our schools or student services office and we will complete the paperwork.

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

   It has remained the same – we have few issues in Kent County. We communicate with local and state police at our security meetings held twice per year.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your Local education agency.**

   N/A

Montgomery County Public Schools

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

   MCPS Regulation JHG-RA, *Gangs, Gang Activity, or Other Similar Destructive or Illegal Group Behavior Prevention*, was developed initially in August 2011, revised in September 2012, and revisions were made July 24, 2017, to address where copies of the gang reporting form are distributed to facilitate better reporting and monitoring within MCPS and to reflect the appropriate MSDE contact name and contact information.

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

   No

   MCPS 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 was that upon receipt of a Gang-Related Incident Report, the principal or designee, assistant principal, and the school security officer would initiate an investigation within 24 hours. Revisions were made again in July 2017 to establish reporting requirements that allow the district to follow and monitor the number of incidents, types of behaviors, and findings from school investigations. Related documents related to the MCPS gang regulation include:

   a) Montgomery County Board of Education Policy COA, Student Well-being and School Safety, (June, 24, 2019) which builds upon the ongoing work of MCPS to promote student well-being and school safety. This policy also aligns with Board Policy JPG, Wellness: Physical and Nutritional Health.

      MCPS work on the Be Well 365: The Framework to Support the Physical, Social, and Psychological Well-being of All Students as well as the MCPS Restorative Justice Initiatives. Specifically, Board Policy COA addresses safety from the Perspective of promoting a positive school climate, accountability for all, behavioral threat assessment, facilities, security staff, and technology, collaboration with county partners including health and law enforcement agencies, and emergency planning and preparedness.

   b) Revised MCPS Regulation COA-RA, Behavior Threat Assessment, which addresses Maryland legislative mandates in the Maryland Safe to Learn Act of 2018, and the Maryland's Model Policy for Behavior Threat Assessment that sets forth mechanisms, best practices, procedures, policies, and guides for the establishment of an assessment team or teams in each Local education agency.

   c) Montgomery County Board of Education Policy JFA-RA, *Student Rights and Responsibilities* (revised in August 2021).

   d) MCPS Regulation JFA-RA, *Student Rights and Responsibilities*. Related publications include the *2021-2022 Student's Guide to Rights and Responsibilities in MCPS*, and the *2021-2022 Student Code of Conduct in MCPS*, 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 also referenced in the mandatory online training for staff (see #6 below). The regulation is available in multiple languages to ensure broad access to our school community.

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

Schoolwide Prevention Programs: Implement schoolwide prevention programs, including positive behavioral supports, character education, and violence prevention at secondary schools and, when appropriate, at elementary schools.

INTERVENTION:

Collaboration with Families and Communities: Work with families and community stakeholders to raise awareness about gang-related behaviors, their causes, and prevention strategies.

Student Interventions: Provide education, counseling, and direct interventions for students exhibiting gang-related behaviors, including remedial approaches and skill-building for self-esteem, self-advocacy, and prevention.

Range of Proven Interventions: Implement interventions to address the social, emotional, behavioral, and academic needs of students involved in gang-related or similar destructive behaviors to prevent future incidents.

Resource Information: Provide staff, students, and families with information on social services, health, and behavioral health resources for students continuing gang-related activities or affected by gang-related incidents.

Recognition of Positive Change: Recognize students who have shown positive behavioral changes, victims implementing recovery strategies, and bystanders actively preventing future gang-related behaviors.

CONSEQUENCES:

Consistent and Fair Consequences: Apply consequences and remedial actions consistently and fairly for individuals involved in gang-related behavior or false accusations, following a thorough investigation.

Adherence to MCPS Guidelines: Ensure consequences align with MCPS Student Rights and Responsibilities.

5. **In what ways do you feel your gang awareness programs were effective?**

MCPS has maintained a proactive approach towards training staff members to recognize, document, report, and investigate any suspected gang-related signs or activities. As a result, we disseminate school climate surveys to our staff, students, and community. We have ongoing communication with our police partners and ongoing communication with our community partners and street outreach networks.

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

All MCPS staff are trained annually through asynchronous virtual "MCPS Compliance Training Modules".

Additional ad-hoc training is implemented as needed for school teams led by the Office of Systemwide Safety and Emergency Management in collaboration with Montgomery County Police Department's Gang Unit.

Additionally, school security staff members are trained through the MCSS SRO/SSE Certification 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).**

   Safe Schools Helplines (no caller ID) are staffed 24 hours a day, seven days a week, to receive anonymous information about school safety and security concerns including gang activity:

   MCPS Safe Schools Hotline: 301-517-5995

   Montgomery County Police Drug Tip Hotline: 240-773-3784

   Montgomery County Police Gang Tip Hotline: 240-773-4264

   Information can also be submitted digitally online:

   Apple App Store / Google Play Application

   Safeschoolmd.org

   1-800-MD-B-SAFE

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?**

   Gang activity has increased in MCPS, we believe due to the following factors:

   Student Reassignments: Students involved in gang-related behaviors are often transferred from their home schools to an alternative school and then most likely to another school in the system, where unresolved community conflicts continue to persist, leading to the spread of gang-related issues across different campuses.

   Younger Involvement: An increasing number of younger students are becoming involved in gang-related activities, and due to their age, they often face fewer consequences from law enforcement, allowing these behaviors to go unchecked.

   Lack of Gang Emergence Prevention: Insufficient preventive programs targeting early signs of gang emergence in communities have allowed these activities to take root before effective intervention can be implemented.

   Social Media Influence: The use of social media has amplified gang recruitment and communication, allowing students to be exposed to and influenced by gang culture more easily and frequently, both in and out of school.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your Local education agency.**

   N/A

Prince George's County Public Schools

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. 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 policies/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 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, available in both Spanish and English, an informational brochure on gangs has been published and distributed to schools. *The Student Rights and Responsibilities Handbook* has information about gangs. An electronic version of the handbook is available to students and parents each year. This handbook addresses consequences for gang involvement, gang activity, and similar destructive or illegal behavior. 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 does your school system provide to students, staff, and volunteers?**

   School Administrators and Pupil Personnel Workers (PPWs) review The Student Rights and Responsibility Handbook with all students annually. Students are required to sign a Code of Conduct Memorandum of Understanding indicating that they understand the policies and regulations outlined in *The Student Rights and Responsibility Handbook*. The system-wide student dress code also prohibits the wearing of gang colors and/or gang paraphernalia.

   Staff members receive awareness training annually at the beginning of the school year. PPWs receive an annual refresh on gang involvement and the implications for student truancy. Principals have had the School Resource Officers and staff members from the Department of Student Services conduct parent informational sessions on gangs and how to look vigilantly for signs that gangs may be recruiting their children. Schools also develop school-based interventions and programs that are germane to the needs of their buildings.

   Additionally, Prince George's County Public Schools (PGCPS) has reached out to parents to provide awareness on gangs through the Department of Family and School Partnerships and Community Outreach (DFSPCO). This division also provided a session on "Warning Signs: Gangs/Drugs and At-Risk Behaviors developed to illuminate adolescent behaviors indicative of gang involvement.

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?**

   Over the years, school administrators received training on the implementation of the Administrative Procedure related to gangs and gang prevention. All security staff members have received training through local police entities. An internal Google site maintained by the Department of Security is a place where administrators can go for information. We currently provide a Gang Awareness Training module through the Safe-Schools portal that is available to all school staff on gangs and school safety.

   The goal of this course is to provide school staff members with basic information about gang culture, ideology, and behavior. Knowledge gained through the 30minute course will help school staff better understand gang activity and the role they play to build a safe school environment. Topics covered include gang facts, why young people join gangs, identifying gang members in school, and actions you can take to increase safety in your 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).**

   PGCPS' Anti-Bullying website has a link which may be accessed to complete the Bullying, Harassment, or Intimidation Form. This form also provides an opportunity to report gang-related or gang recruitment activity. The electronic report can be found at http://stopbullying.pgcps.org/ and can be translated in English, Spanish and French.

   Schools are required to investigate each reported incident. In every case, schools use the student information system to record gang information. The Department of Student Services and the Department of Security Services work collaboratively to record and review data to determine trends and action steps to reduce gang related incidents.

   To make anonymous reporting easier for students, parents, and community onlookers, PGCPS has developed a new Bullying, Harassment, or Intimidation (BHI) app that will be released in January 2020. This platform can be used to report Gang-related activity. Videos for staff members to provide training on how to use the app as well as a BHI Parent Tutorial have been developed to provide guidance on how to use this new tool. We recognize this avenue provides all stakeholders with the power to report incidents without trepidation.

   Additionally, PGCPS has collaborated 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 have 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 education agency.**

   PGCPS realizes gang activity, involvement, and recruitment are not just community issues but involve those who enter our school doors. We have sought ways to address at-risk behaviors that students exhibit that are "warning signs" for gang involvement.

   We have partnered with a number of community agencies that provide after school activities and family partnerships to include Latin American Youth Center, CASA Multicultural Center, Youth Services Bureau, and Community Conferencing to name a few. We have now hired a Restorative Practices Coordinator to usher in restorative circles aimed at connecting students and teachers that would facilitate an environment that is nurturing, positive, and fosters a sense of belonging for all of our students. When we build opportunities for greater student engagement through academics, career academies, mentoring, and community services, we are hoping to build mechanisms for better student-school connectivity and self-fulfillment.

Lastly, through trauma informed approaches, we will be able to build bridges with students whose life changing traumatic experiences are often fertile ground for gang involvement or other at-risk behaviors.

Queen Anne's County Public Schools

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

   September 2011

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

   We have not updated our policy. We continue to model the state policy.

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

4. **What educational gang awareness programs does school system provide to students, staff, and volunteers?**
   All school staff receive a yearly presentation for all staff through Vector Safe Schools online.

5. **In what ways do you feel your gang awareness programs were effective?**

   We feel our gang program is effective. We feel that our school staff are aware of the policy and how to report.

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

   The Supervisor of Student Services reviewed the policy with principals and provided a Power Point that they were to share with all staff. As a follow-up to that presentation the Supervisor of Student Services contacted principals to make sure they were sharing information with staff. All staff receive annual gang awareness training through Safe Schools.

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 Policy, as well as the Gang Reporting Form is on our webpage and all community members can make a report.

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

   We have a low incidence of gang related activity in Queen Anne's County. Overall gang activity has decreased over the past few years.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your Local education agency.**

   N/A

St. Mary's County Public Schools

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

    June 8, 2011

    [Policy JF - Student Responsibilities - Gang Activity and Similar Destructive Behaviors Prohibited in School Number JFDJ](#)

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

    The policy was reviewed on November 13, 2013. The companion regulation was reviewed and revised on July 1, 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 (SMCPS) website.

    [SMCPS - Student Handbook & Code of Conduct](#)

4. **What educational gang awareness programs does your school system provide to students, staff, and volunteers?**

    Gang awareness information is included in the Student Handbook and is reviewed annually by students and staff. All staff receive training through an online training program.

5. **In what ways do you feel your gang awareness programs were effective?**

    SMCPS has been transparent about emerging student involvement in reported gang-related activities and the increasingly destructive and disruptive actions taken by individuals identifying themselves as members of local community gangs. We have partnered with the Sheriff's office to coordinate messaging, information, and appropriate response. Our efforts have made the 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?**

    Administrators and teachers are trained annually as part of the required online training. 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 options available for community members to report gang-related activity. First, the school system has a confidential tip line to report information. Information regarding the tip line is posted on the school system website. Second, the gang-related incident reporting form is available on the school system website.

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

   The number of gang-related incidents in St. Mary's County continues to increase. Gang activity is having a residual impact on the school environment. We continue to work with local and state law enforcement agencies to investigate reported gang activity. The number of students involved is isolated to a very small percentage of the total number of students. Disruptions in the school environment have occurred ranging from physical attack on students and staff as well as other illegal activity to include vandalism, drug possession, and weapons on campus. There has been an increase in the number of student-involved in gun related crimes occurring in the community. This has resulted in outreach to law enforcement partners to investigate and potentially validate suspected gang activity and further coordination with the St. Mary's County State's Attorney's Office. Meetings are held on a weekly basis with law enforcement and school administrators to address any gang related concerns. The Department of Student Services is proactively engaged in intervention strategies to assist students who have been determined to be a significant risk to the school environment due to their declared gang affiliation and participation in crimes both on and off the school campus.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your Local education agency.**

   St. Mary's County Public Schools and law enforcement have a collaborative working relationship that is beneficial to the ongoing work in both the schools and community.

Somerset County Public Schools

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

   Originally approved on June 14, 2011.

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

   No

   Minor revisions were made on July 8, 2019, and approved on August 20, 2019, by the Board. The revisions included adding the language "3 or more" individuals in defining a gang; Language changed from School Security Officer to School Resource Officer and the reporting procedures were removed from the policy and added to the administrative procedures section.

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

   Policy: https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/3497/SCPS/2720142/600-43_Student_Gang__Gang_Activity_or_Similar_Destructive_or_Illegal_Group_Behavior.pdf

   Administrative Procedures: https://core-docs.s3.amazonaws.com/documents/asset/uploaded_file/3497/SCPS/2720329/600-43_Administrative_Procedures.pdf

4. **What educational gang awareness programs does your school system provide to students, staff, and volunteers?**

   SCPS use the reporting form in our administrative procedures guide for gang related incidents and follow up.

   Some of our schools do provide support to students suspected of being in a gang and speak with them and their parents when there is a concern.

   We have SROs through the Sheriff's Office that build positive relationships with students beginning in elementary school.

5. **In what ways do you feel your gang awareness programs were effective?**

   Improved school climate; staff and student awareness and a decrease in reporting of gang related incidents.

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 a verification of that training to the Central 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).**

   Yes, the gang reporting form is available on our website and at schools; we have a partnership with our local police departments that provide officers that conduct walk-throughs regularly; we have SROs that are based at or provide services to all our schools.

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

   We have been seeing more increased activity in our elementary schools. This information has been shared by our Sherriff's Office with district administrators. The reason is unknown other than gang growth in some of our impoverished neighborhoods.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your Local education agency.**

   The Juvenile Justice Reform Act has had a negative impact on criminal prosecution of juveniles while in the process of gang-related activity.

Talbot County Public Schools

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

   May 18, 2011

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

   No.

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

   Talbot County Public Schools (TCPS) sends a summer mailing 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 does your school system provide to students, staff, and volunteers?**

   Staff are trained through the Safe Schools learning modules. We have been unable to find a gang awareness program for students, but address the issue by teaching refusal skills, healthy coping skills, self-advocacy, etc.

5. **In what ways do you feel your gang awareness programs were effective?**

   We monitor how many gangs reports we get each year and review our school climate surveys (both internal and State).

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

   All Staff are trained through the Safe Schools learning modules. We have been unable to find a gang awareness program for students, but address the issue by teaching refusal skills, healthy coping skills, self-advocacy, etc.

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 have 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 education agency.**

   N/A

Washington County Public Schools

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

   July 12, 2011

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

   No

   Last updated was on May 15, 2012. The MSDE review team recommended that the principal or designee initiate an investigation *within 24 hours* of receiving a Gang Related Incident Reporting Form. WCPS Policy JICF, entitled "Addressing Gangs,

   Gang Activity, and Similar Destructive or Illegal Group Behavior; "was updated to include this language.

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

   Information on the WCPS gang policy is published in our annual student handbook and is available on the WCPS website.

   Policy: https://go.boarddocs.com/mabe/wcps/Board.nsf/files/8UDRHK6DE5CD/$file/JICF%20FINAL%2015May12.pdf

   Regulation: https://go.boarddocs.com/mabe/wcps/Board.nsf/files/8L8JM74DCDE2/$file/JICF-R%20final%2012Jul11.pdf

4. **What educational gang awareness programs does your school system provide to students, staff, and volunteers?**

   WCPS has a Supervisor and Coordinator of School Safety & Security who maintain close contact with local law enforcement and works closely with our school administrators. The Coordinator of School Safety & Security with WCPS is the regional director and a member of the Mid Atlantic Regional Gang Investigators Network (MARGIN). This representative meets with the school administrators, pupil personnel workers, counselors, and our county Gang & Safety Committee. Each middle and high school has a representative on the committee. Several elementary schools attend these meetings, but this committee is not required for elementary staff. The Hagerstown City Police and Washington County Sheriff's Department also assist WCPS by providing updates to designated school administrators throughout the year.

5. **In what ways do you feel your gang awareness programs were effective?**

   There is communication between the police, the school administration and students who identify as gang members. Communication has prevented problems in the schools and the community.

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

   Secondary schools have school-based safety committees that meet regularly. These committees discuss issues and share information/updates with staff. The Coordinator of School Safety & Security and the SROs participate with these school-based safety committees, but they do not educate or inform students. Students, parents, and staff have access to information on gangs and what constitutes gang activity. All parties are made aware of the procedures to report gang activities. Staff are required to report suspected gang 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).**

   Students, parents and staff have access (paper and electronically) to the Gang Related Incident Reporting Form.

   Gang-Related Incident Reporting Form:
   https://go.boarddocs.com/mabe/wcps/Board.nsf/files/8JVRTF6F8887/$file/JICF-E(1)%20final%2012Jul11.pdf

   Each secondary school has an administrator tasked to serve as the School Safety Security Coordinator. The coordinator and SRO initiate an investigation upon receiving a written or verbal concern.

   Gang-Related Incident Investigation Form:
   https://go.boarddocs.com/mabe/wcps/Board.nsf/files/8JVRTF6F8887/$file/JICF-E(1)%20final%2012Jul11.pdf

   We have an SRO who is a member of MARGIN. We also have Task Force member meetings with the school administration on a regular basis. Information received by social media or parents is shared with the above contacts.

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

   It appears that some students are identifying with a gang. Outside influences have increased. There is a perception that violence has increased in the city of Hagerstown. A 2019 FBI report indicates Hagerstown violent crime rose 3% and is above the national average.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your Local education agency.**

   N/A

Wicomico County Public Schools

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

   Adopted 9/14/2011

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

   Yes
   Prior revision was Approved on 7/12/2016.
   - Format changes for presentation purpose.
   - Removed term "gang-like" and replaced with "gang related".

   Current revision was Approved on 12/12/23
   - The updates from old to new are not included in the current version.

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

   - Included in student handbook.
   - Posted on wcboe.org website. Policy: https://go.boarddocs.com/mabe/wcboe/Board.nsf/files/CYHLZE58F7B5/$file/SFS%20SAF%20PL%20017%20WCBOE%20Gang%20Policy.pdf
   - Posted on Safe Schools page.

4. **What educational gang awareness programs does your school system provide to students, staff, and volunteers?**

   Our team of SROs maintain updated information and participate in meetings/conversations as requested to provide awareness. Building administrators continue to carry the information forward to staff and students.

5. **In what ways do you feel your gang awareness programs were effective?**

   By monitoring the issues that occur and measuring against previous experiences. By also communicating with our building leaders and determining their needs based on the rise and fall of situations/incidents involving gang activity.

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

   The Policy was sent to all building administrators in the beginning and is reviewed in principal and assistant principal meetings 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).**

   Yes. Direct communication with building administration, through our bullying report process either online or in person, and through the state tip line.

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

   Although gang activity has been noted in our community recently, the behavior has been remaining very much the same within our schools. Through communication with students, it is believed the activity is kept outside the school building.

9. **Optional: Please share any other thoughts, questions, or comments regarding gang activity, regulation, policies, or awareness programs in your Local education agency.**

    Our community has faced serious violent criminal activity committed by students with gang affiliation outside our schools. Some of the one-on-one conflict has made its way to our schools, to date the activity making its way to the schools has not grown larger. It does seem our youth respect the schools and do communicate this respect to the building leaders.

Worcester County Public Schools

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

   July 2011.

2. **Have your gang policies/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 policy is located on Worcester County school webpage and can be found in the Board of Education Docs policy.

4. **What educational gang awareness programs does your school system provide to students, staff, and volunteers?**

   Recognizing that comprehensive gang prevention requires a community effort by schools, law enforcement and other agencies, Worcester County Public Schools will work collaboratively to help identify and prevent any and all gang related activity.

5. **In what ways do you feel your gang awareness programs were effective?**

   WCPC ensure effectiveness by working with law enforcement and the States Attorney's Office.

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

   We have a memorandum of understanding with the States Attorney s Office to foster coordination of current and future gang prevention, intervention and suppression efforts.

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, 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 a range of consequences under the WCPS Code of Conduct.

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

    Activity 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 education agency.**

    N/A