

From: [TCOE HOCO](#)
To: [BoE Email](#)
Subject: [External] Presentation regarding TCOE's stance on SROs
Date: Tuesday, March 16, 2021 11:03:57 AM
Attachments: [TCOE-Presentation-RacialEquityTask Force.pptx](#)

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Good Morning,

I thought that I had provided this presentation to the BOE when asked to put something together for the Racial Equity group, but I am not sure that you received it. It is attached again and I believe applicable to our concerns based on the incident that occurred yesterday at Glenwood Middle School.

Again, we believe that removing SROs will pose a risk to the safety of ALL students!. Chief Myers stated the same concern about response time for the incidents at the schools. All serious fights do not involve weapons, is the comment she made. There is a lot of hatred out there that cannot be ignored and to pull SROs at this time is an unnecessary risk.

Please let me know if you have any questions.

Thanks in advance.

Elder Towanda Brown, TCOE Chair



The Council of Elders of the Black Community (TCOE)

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TCOE's Mission and Vision

Mission:

The mission of the Council of Elders of the Black Community of Howard County is two-fold.

1. To develop, strengthen, guide and advance the educational and cultural well-being of the Black Community of Howard County.
2. To sustain and grow itself as a community of Elders that actively serves to advocate for the Black Community of Howard County in collaboration with parents, educators and other community leaders

Vision:

We envision a vibrant organization whose members have pride in our Ancestry and who work together to support the educational, cultural and social opportunities for the Howard County Black Community resulting in a confident, aware Community and optimum success in the Black family.

TCOE's Executive Committee

- 28 members
- 5 student/graduate members



Elder Towanda Brown
Chair



Elder Camille Cranson
Vice-Chair



Elder Earl Owens
Education Chair



Elder Quiana Holmes
Secretary



Elder Tequila McDuffie
Treasurer



Elder Milly Muchuchuti
Financial Secretary



Elder Jamel Riley
Membership Chair

Our Formation

Initial Formation of TCOE

- In 1992, The Council of Elders of the Black Community of Howard County (TCOE) was established by Gloria Washington Wallace to serve as advisors to The Black Student Achievement Program (BSAP) in the Howard County Public School System (HCPSS).

Independence of TCOE

- In 1997, TCOE became an independent entity — responsible first to the Black community of Howard County, based on a change that we wanted to make in the criteria for acknowledging Black students.





Partnership with the HCPSS

Celebration of Student Achievements

- It is important for students to know that someone is watching and acknowledging their accomplishments, and this remains the top priority of TCOE in conjunction with the HCPSS Black Student Achievement Program (BSAP).

Focus on Suspension Statistics

- There has always been disproportionality regarding the percentage of Black students attending Howard county schools and the % of students that are suspended. TCOE works with the HCPSS focusing on the review of data based on breakdowns by race, gender, school, FARMS and Special Need Services.

Focus on Staff Diversity

- Based on the percentage of Black students in Howard County, TCOE believes there should be more diversity in HCPSS Staff and works with the HCPSS to partner with HBCUs and review data regarding hires.



Additional Partnership Topics

Focus on Student Arrests

- Under Superintendent Dr. Renee Foose in November 2014, TCOE started discussing student arrests in the HCPSS and Maryland requiring reporting on these students. The comment at this time was: “The police officers are trained to get to know the students at the school, provide education and serve as a force when necessary.”

Educating the Community

- TCOE partnered with the HCPSS regarding various topics that affect the community and conducts 4 Community Academies throughout the school year. This year, TCOE partnered to create a Financial Management Series that will be presented in February.

Focus on Parental Rights

- TCOE has been focused on parents and families understanding what is available, their rights and supports available. TCOE works with the HCPSS to simplify documentation regarding the parent concern and bullying process and provides advocacy support to families, particularly in the area of Special Education Community Advisory Committee (SECAC).

School Resource Officers (SROs) in the HCPSS

TCOE acquired a copy of the Memorandum of Understanding with the SROs made January 26, 2015. Based on the mission statement, the primary purposes of the partnership between the HCPSS and the HCPD are to promote safety, specifically, to provide a safe school environment conducive to learning, and to assist schools in their mission of educating students.



Provide appropriate law enforcement services



Counsel and advise students



Serve as a resource for HCPSS staff, including in areas of law-related education

Statistics

Through December 1, 2020, since the Columbine massacre in 1999, 304 people have died as the result of school shootings, which includes perpetrators.

[A Timeline of School Shootings Since Columbine \(security.org\)](https://www.security.org/)

- Since Columbine, there have been 231 school shootings, not including misfires and stopped attempts. Out of these shootings, six have caused over 10 fatalities each.
- Along with fatalities, an additional 485 people have been injured from on-campus shootings since Columbine.
- In 2018 alone, there were 35 mass school shootings.
- Since 1999, there have been 10 school shootings at elementary school specifically.



Topic of SROs in the Schools

In February 2018, TCOE added pilot student members to the organization. That same year, a restorative circle was conducted with Dr. Kevin Gilbert and Ron Morris with the SROs and the student members. The top suggestion: establish relationships between the students and SROs

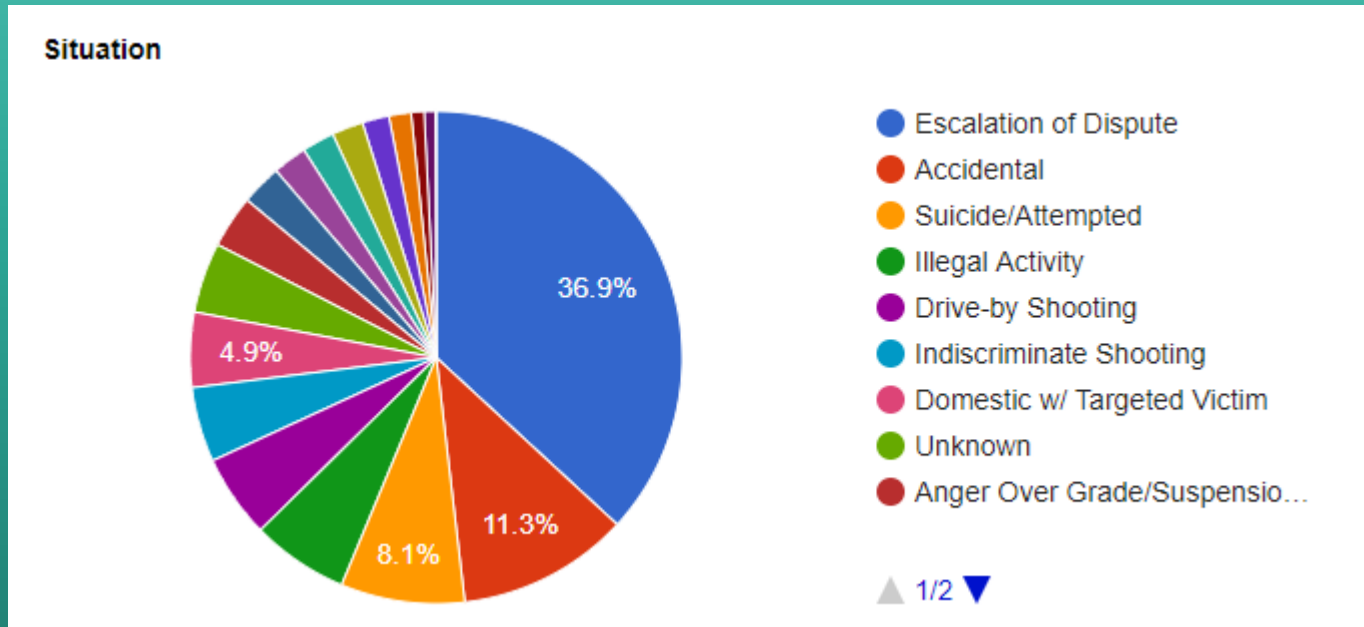
When TCOE found out in June 2020 that the African American Community Roundtable (AACR) took a position on SROs in the schools, TCOE conducted a survey with its members, which included student members. TCOE has the privilege of members who are teachers who know about staff limitations.

- Majority of the TCOE members support SROs in the school
- ...Some of the SRO's are more in touch with students and their families than school staff are...
- 75% of the student members supported SROs and requested better relationships with the SROs
- "I think as it pertains to SRO's they can be left in schools but should try to establish a relationship with the students present. At my former high school many students stated that they perceived the SRO to be harsh and mean to African American students... I feel as though we need to make classes like Law and the Citizen mandatory, with the SRO's involved as they were at my school, so we can know our rights and learn both sides..."



Important Information

- A Center for Homeland Defense and Security website exists named the “K-12 School Shooting Database”
<https://chds.us/ssdb/>





Reasons SROs are engaged

A Senate bill prohibits school resource officers from entering a school building unless invited by an administrator; for an emergency or to use a restroom. But SROs have been busy, according to the [school safety tip line](#).

The tip line recorded 432 calls:

- 14.1% regarding assault.
- 9.7% bullying and cyber bullying.
- 7.0% drug distribution.
- 6.5% planned school attacks.

What are the Statistics against having SROs?

When it comes to the SRO decision, people are focused on emotions:

- Students are traumatized from guns

BUT WHERE IS THE DATA THAT SUBSTANTIATES REMOVING THE SROs? On a previous slide, of 432 calls made to the SROs, 6.5% were planned attacks

YOU CANNOT MEASURE SOMETHING THAT HAS BEEN PREVENTED

- What population of students were surveyed...was it only students and their friends that have had run-ins with the SROs?





Baltimore City Experience

Baltimore City made a decision to remove SROs in 2016 – and quickly reversed their decision after a student was stabbed to death in school

Akil L. Hamm, Chief of Police made changes that should be reviewed by the HCPSS

Transparency - Educating the Community

- [School Police | Baltimore City Public Schools \(baltimorecityschools.org\)](http://baltimorecityschools.org)
- Publicly makes information available (Officer responsibilities, Officer vs school administrator responsibilities, specialized training courses)
- A Civilian Review Board of Baltimore City was created, that is an independent agency, where a complaint can be issued



What is the solution?

Return to the original mission: the HCPSS and the HCPD are to promote safety, specifically, to provide a safe school environment conducive to learning, and to assist schools in their mission of educating students.

Training

- Need “culturally-sensitive” and “trauma informed care” training
- HCPD Officers need to be humbler. If a student has a non-traditional response, will the SRO take time to de-escalate the issue or just react because they feel that their authority was questioned?
- Use “Lessons-Learned from other districts

Accountability

- Expectations need to be clear for the School Resource Officer (SRO) and HCPSS staff

Ability to Report Issues

- Baltimore City provided an independent entity that will receive reports of non-compliance and other issues

Apply Consequences

- Examples must be made of staff (whether in the HCPD or the HCPSS) who have violated the rules. We have policies and procedures that itemize the penalties for students (who have an excuse because they are just developing), why can't the adults be held equally accountable in their professional roles?



What does the HCPSS say?

Thomas McNeal oversees the Office of Safety and Security, which includes security, risk management and emergency planning for school sites and central office. Do we have an official statement from the risk management and security perspective?

What are the Risks?

- Based on the statistics regarding violence in the schools, what are the physical risks?

There are Financial Risks

- Currently the Howard County Police Department (HCPD) covers the cost of the School Resource Officers (SROs) that are in the schools. With the learning gaps that have become apparent after COVID, the funds can be applied to assisting students who need the support.

There are Physical Risks

- When there is a crisis and the HCPD is called to a school, there is an immediate response and officers that arrive may be untrained to properly deal with students.

What research has been done?

If any of this information is new, additional investigation should be done by those involved in the decision-making process before making a choice

There is a plethora of information at <https://chds.us/ssdb/>

This is the link to the Center for Homeland Defense and Security website with access to the “K-12 School Shooting Database”. Select “Charts and Graphs”

Don't forget the violence at the Board of Education building...with students returning to school in March 2021, what protections are in place for ALL of the students based on the statistics presented?



Questions & answers

