



1 North San Antonio Road
Los Altos, California 94022-3087

MEMORANDUM

DATE: November 20, 2020

TO: Citizens' Police Task Force

FROM: City Staff

**SUBJECT: PRELIMINARY TASK FORCE RECOMMENDATIONS ON
SCHOOL RESOURCE OFFICER PROGRAM**

One of the objectives of the Citizens' Police Task Force is to develop recommendations to the City Council regarding the School Resource Officer (SRO) Program at Los Altos High School (LAHS). During the November 18, 2020 Task Force meeting, the Task Force approved the following recommendation.

SRO PROGRAM AT LAHS

Elimination of SRO Program at Los Altos High School

1. *Recommendation: Eliminate the SRO program at Los Altos High School and the City encourage MVLA to investigate and implement other non-police models to foster overall student well-being and create a safe and equitable environment*

Should the previous recommendation not be accepted by City Council:

1. *Recommendation: For the duration of the closure of LAHS to on-campus attendance due to COVID-19, direct City staff to work with MVLA and members of the former Task Force to develop a new, comprehensive Memorandum of Understanding (MOU) specific to LAHS for the SRO program to foster overall student well-being and create a safe and equitable environment*

Attachment:

1. Task Force Members' Suggestions for Alternatives to SRO and Potential MOU Items

Attachment 1

From: [Toni Moos](#)
To: [Jon Maginot](#)
Cc: [Moos Toni](#)
Subject: Alternatives to SROs and recommendations for MOU between LAHS and LAPD
Date: Thursday, November 19, 2020 1:04:45 PM

I: Remove SROs — Alternatives for MVLA High School District (Taken from Dignityinschools.org):

Invest in community intervention workers, peacebuilders, behavior interventionists, transformative or restorative justice coordinators, school aides, counselors and other support staff, to prevent and address safety concerns and conflicts.

Have safeguards in place to ensure students' rights to education and dignity are protected, in addition to their constitutional rights to counsel and due process.

Ongoing training and support for all school staff in positive approaches to school climate and discipline, including:

- o Trauma-informed practice;
- o Child and adolescent development and psychology;
- o Comprehensive youth development practices and programming;
- o Conflict resolution and peer mediation;
- o De-escalation techniques;
- o Violence prevention and intervention;
- o Intergroup and interethnic conflict, intervention and truce-building strategies;
- o Bias-based and sexual harassment and sexual violence;
- o Working with youth with disabilities or physical, emotional, or mental conditions;
- o Working with LGBTQ and gender non-conforming youth;
- o Cultural competencies (including understanding and addressing racism, sexism, homophobia, transphobia, ableism, adultism/ageism, and other implicit and explicit biases);
- o The impacts of arrest, court, detention, incarceration and/or deportation on youth life chances;
- o Effective strategies for building safe schools without relying on suppression;
- o Restorative and transformative justice practices;
- o School-Wide Positive Behavioral Interventions and Supports; and/or
- o Other positive approaches to school climate and discipline being used in the district.

<http://restorativejustice.org/restorative-justice/about-restorative-justice/tutorial-intro-to-restorative-justice/lesson-1-what-is-restorative-justice/#sthash.pfsyqZPa.dpbs>
<https://www.edutopia.org/blog/restorative-justice-resources-matt-davis>

National Resource that school can look into:

https://dignityinschools.org/wp-content/uploads/2018/10/AvoidingCriminalization_LawEnforcement.pdf
<https://dignityinschools.org/take-action/counselors-not-cops>
<https://www.pbis.org/>

Funded by the U.S. Department of Education's Office of Special Education Programs (OSEP) and the Office of Elementary and Secondary Education (OESE), the Technical

Assistance Center on PBIS supports schools, districts, and states to build systems capacity for implementing a multi-tiered approach to social, emotional and behavior support. [The broad purpose of PBIS](#) is to improve the effectiveness, efficiency and equity of schools and other agencies. PBIS improves social, emotional and academic outcomes for all students, including students with disabilities and students from underrepresented groups.

II: Suggestions for Memorandum of Understanding (MOU) between LAHS and Los Altos Police Department:

- limit the role of any law enforcement personnel who come in to contact with schools, including by:
 - a. Ensuring that any SROs, police or security officers that are called into a school are not involved in school discipline issues.
 - They shall be responsible only for responding to serious criminal law matters where there is a real and immediate threat of serious physical injury or where it is mandated by law that such offenses be referred to the criminal justice system.
- Setting strict limits on what law enforcement personnel can and cannot do when they are called to schools to respond to serious criminal matters, including notifying the school before entering school property, requiring that school officials immediately contact a student's parents or guardians when law enforcement is called, and whenever possible, before law enforcement is called, and requiring caregiver notification before interrogating or questioning of students.
- Prohibit law enforcement from approaching, interrogating, questioning, fining, ticketing, responding to warrants, or arresting students on school grounds for non-school related incidents.
- Eliminate the ability of law enforcement to question or interrogate students in schools without a parent or guardian present, and allow adequate time for parents or guardians to arrive.
- Promote the use of mental health counselors and other support staff available when students are acting out.
- SRO to wear civilian clothing (with concealed weapon).
- Clearly state goals of the SRO and develop metrics for measuring these goals.
- LAHS shall have annual evaluations of their SRO program and determine whether key objectives were met.
 - Send this information out to students and parents
- Include students (number to be determined), particularly students of color, in the election process of the SRO.
- Include process to educate community, students, and parents about SRO program as well as their individual rights, at beginning of each school year.
 - Include sheet in back to school packet to be signed by parent/student about SRO program and how to file complaint

From: [Curtis Cole](#)
To: [Jon Maginot](#); [Angel Rodriguez](#)
Subject: Items for SRO MOU
Date: Thursday, November 19, 2020 2:43:50 PM

Jon and Angel,
here are some points for inclusion in your list for Friday's meeting:

Recommend that a MOU between the city and school district regarding any SRO program should:

- Describe the goals of the SRO program at LAHS. (e.g. student safety, reduce the number of juveniles in the justice system, keep at-risk students out of crime, build relationships and foster trust between youth and police),
- List the roles and responsibilities of the school district, faculty, police department and SRO,
- Identify metrics to evaluate progress on the goals for the SRO and list the means to measure those metrics
- Document the protocols for school staff in contacting the police department for services (e.g. are counselors and parents contacted first or coincidentally?),
- Document protocols for the police when entering the school campus (e.g go to the front office, record reason for visit, have an faculty member present, etc; identify exceptions),
- Record all service events (e.g. requests for service and police officers on campus); share an annual accounting of the events,
- Document any expectations of SRO interactions with students (e.g. explain rights to students, offer the right to have an adult of their choosing present for interviews, etc),
- Commit to an annual public review of the SRO program and share the performance metrics.

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- Curtis Cole

 *Think Green. Please print this email only when necessary*