Disparities in Educational Outcomes Task Force
February 25, 2016

Notes Summary

Welcome and reminders:
- The notes for each meeting are posted on the Knox County Schools' website.
- Reminder of future DEO Task Force meeting dates
- New Task Force member – student representative

Draft of DEO Task Force Recommendations:
- Thanks to the subgroup who worked on the recommendations.
- Feedback from the whole DEO committee was compiled within the themes of practices, programs, training, personnel, and other.
- The final report will have a narrative section, including, but not limited to, (a) the purpose of the committee, (b) data, and (c) what led to the recommended action steps. The final report will be presented to the School Board for adoption.
- The Task Force will have one more opportunity to share with the community the recommendations, which are based on what the community had to say.
- Draft –
  - Are we on the right track? Suggestions?
  - Goals should be phrased in a positive way.
  - Discussion of word "eliminate".
  - Discussion of "Excellence for Every Child."
  - Discussion of achievement gap. We need to recognize that we have made some progress reducing achievement gaps even though there is always room for improvement.
  - Description of the desired outcomes, timeline, how to measure:
    - Do we use the current year data as a benchmark?
    - How do we measure success?
    - How many years do we use for our target date?
  - Task Force responded that 2015-16 should be the baseline year for achievement data and discipline.
- Community involvement in the future can help monitor progress and accountability of the Task Force recommendations.

- Task Force recommendations need to be adopted by the KCS Board of Education. This will insure sustainability.
  - The Task Force can establish targets
  - This is a culture change. The people going to implement the changes must have "a seat at the table." The process will be ongoing.
- Continuation of the Task Force: Some, if not all, of the Task Force should stay intact and meet monthly or quarterly.
- A template or matrix should be used to show progress.
- Suspensions
  - Need other programs to prevent suspensions and need support for those programs.
  - We need to establish alternatives to the present discipline outcomes.
  - Explore programs that are already being used elsewhere.
  - School Board needs to know that there may be a financial commitment to support those programs.
  - Alternatives to suspensions
- Draft Recommendations: Law Enforcement/Justice System section
  - Arrests
    - Reduce arrests in the schools.
    - Add "limit arrest to threat to others, drugs, criminal acts."
    - Interpretation of "criminal act."
    - Use "minimize" instead of "reduce."
    - Arrests should be used as a last resort.
- Achievement Gap:
  - All should have the same opportunities.
  - Always need to increase academic growth.
  - Needs to be measurable.

Teacher Forums
- Thursday, March 10, 4:00-6:00 p.m., Bearden High, Library
- Thursday, March 24, 4:00-6:00 p.m., Central High, Library

Presentation by Gus Paidousis, Chief of Knox County Schools Security
Observations:
- Law enforcement data only tells a piece of the entire story.
- There is strong leadership in the Knoxville Police and Knox County Sheriff Departments and are on the same page with Knox County Schools Security when it comes to security and safety in the schools.
- Safety and security are only part of the total school day.
- The entire school district is committed to having a safe environment for students and staff.
- Data includes approximately eighteen months of information from the Sheriff's Department. The data from the Knoxville Police Department is from 2002 – February 2016.

Purpose and Mission of KCS Security:
- Create safe and secure environment.
- Students who are afraid cannot learn and cannot focus.

- Role model – mentor.
  - Students need time with someone they trust.
  - Security personnel can be good examples/role models.
- Part of school – neighborhood family.
  - Some students spend more time in school or at school than they spend at home.
- Establish healthy relationships with students, staff, parents, and other stakeholders.
  - Students will talk to adults if they have good relationships.

Cost of Security:
- Security in schools is very expensive.
- Knoxville Police Departments places 17 officers in the schools.
- Knox County Sheriff Department places 23 deputies in the schools.
- Most law enforcement in the schools are senior employees.
- Knox County Schools:
  - Employs 100+ security officers
  - Cameras, fencing, secure vestibules, video monitoring and access control, proximity card entry.

Knox County Schools' commitment to security:
- Real commitment to make our school safe.
- School security is about layers of protection.
- Protection of students and staff from outside harm and also from within.
- Each school has a school-based security plan unique to that building.
- SRO (School Resource Officers) program was begun in 2002.

Make-up of Knox County Schools:
- 59,000 students
- 8,339 employees
- Transportation: 337 buses, 40,000 eligible riders, 24,200 miles driven daily, 1,300 bus runs, and 5,000 bus stops. Research shows that the single greatest risk is transportation.
- Diversity of students: (Latinos are not designated but about 6% of "white" population. Multi-racial students are self-identified.)
  - Students at schools inside the city limits:
    - 17,160 White
    - 6,128 African-American
    - 377 Asian
    - 67 American Indian
    - 1,189 Multi-Racial
    - 37 Pacific Island
  - Students in schools inside the county limits:
    - 29,968 White
    - 1,850 African-American
    - 884 Asian
    - 73 American Indian
    - 1,033 Multi-Racial
    - 56 Pacific Island
- Arrests in the Schools
  - All data is for arrests of both adults and students.

- Knoxville Police:
  - 2014-2015 – 126 charges in 26 schools
  - 2015-2016 (to mid-February) – 140 charges in 25 schools
  - Arrests based on race in 41 schools within city limits for time period of January 2002 – February 2016:
    - White = 2,772 (50%)
    - African-American = 2,124 (43%)
    - Asian = 11
    - American Indian = 4
    - Unknown = 80
- Knox County Sheriff's Office
  - 2014-2015 – 79 charges and 33 citations in 15 schools
  - 2015 (August to December) – 24 charges and 13 citations in 6 schools
  - Arrests/citations based on race in schools within county boundaries for time period 2014-2015:
    - Arrests:
      - White = 65
      - African-American = 14
    - Citations:
      - White = 32
      - African-American = 1
  - Arrests/citations based on race in schools within county boundaries for time period 2015 (August – December);
    - Arrests:
      - White = 22
      - African-American = 2
    - Citations:
      - White = 13
      - African-American = 0
- Arrests made in schools, on school grounds, and near school. (Discussion/questions were asked about time of day when arrests were made, how close to school grounds, adults vs. students, staff members vs. parents/community, if data could be presented in graph form.)
- In elementary schools, arrests are usually adults.
  - DCS referrals
  - Trespassing after letters were issued banning an adult from coming onto school property.
- Citations usually, but not always, issued for under-age drinking, tobacco use. There is some discretion in issuing a citation.
- Factors which drive arrests in schools:
  - Socio-economic
  - Quality of life
  - DCS referrals
  - Leadership in the school
  - Interruption of rules

- ▪ Tone and pace set in individual schools
- Questions/concerns/comments about data presented:
  - o Why greater number of African-Americans arrested in city schools?
  - o What are types of crimes?
  - o Where were arrests made?
  - o What is definition of disorderly conduct?
  - o What data do we want to track?
  - o Can data be consistent and standard with police and sheriff departments?
  - o Police crime analysis – what do schools want?
  - o Juvenile Court also has good data to share.
  - o Do students who are arrested have IEPs?
  - o Is disability a factor when a student is arrested?
  - o Need to have student information only.
  - o Need to track arrests that occur during the school day only.
  - o Security and law enforcement is a continuous improvement process.
  - o SRO was originally a protector but now perceived as an enforcer.

Reminders:
- Review Task Force draft recommendations.
- Next meeting will highlight KCS Human Resources and staff selection.