MEMORANDUM

February 28, 2019

TO: Education and Culture Committee
            Public Safety Committee

FROM: Craig Howard, Senior Legislative Analyst
            Susan Farag, Legislative Analyst

SUBJECT: **MCPS Safety and Security**

PURPOSE: Receive briefing from MCPS and MCPD staff, no action required

Expected Participants:

- Dr. Andy Zuckerman, MCPS Chief Operating Officer
- Ed Clarke, MCPS Chief Safety Officer
- Todd Watkins, Director, MCPS Department of Transportation
- Assistant Chief Laura Lanham, MCPD
- Captain Elizabeth Hattenburg, Director, MCPD Community Engagement Division

The Committees will receive an update from Montgomery County Public Schools (MCPS) and Montgomery County Police Department (MCPD) representatives on school safety and security. During FY18 and FY19 capital and operating budget worksessions, the Council reviewed and approved funding for several initiatives intended to enhance MCPS school safety and security. Additionally, in July 2018 the Committees received a briefing on the Maryland Safe to Learn Act of 2018.

For today's meeting, MCPS and MCPD have been asked to update the Committees on the five specific topics listed below. Additional background information on each topic begins on page 2.

1. A breakdown of how MCPS has spent and/or allocated the additional operating and capital funds for security issues the Council approved as part of the FY17-19 operating budgets. Specifically, how much has been spent and what is the status across the system of:

    - Controlled entrances and vestibules;
    - Access control systems;
    - Elementary school cameras;
    - Visitor management systems; and
    - Radio/Communication infrastructure.

2. Detail on how MCPS would utilize the proposed $28 million in new CIP funding for school security as part of the Board's FY19-24 CIP Amendments.

3. Status on the implementation of the Maryland Safe to Learn Act of 2018.

4. MCPS and MCPD's collaboration to review and revise emergency preparedness protocols in schools in alignment with best practices.

5. An update on the School Resource Officer (SRO) Program, to include any revisions to the SRO Memorandum of Understanding and changes to SRO hours.

Background

In spring 2017, MCPS launched a comprehensive review of MCPS protocols, practices, and infrastructure related to maintaining safe, orderly learning environments for all students. In summer 2017, MCPS released the *Interim Report: School Safety & Security Focusing on High Schools*, which specifically related to MCPS high schools. On April 6, MCPS completed and published its *Final Security Report*, which included a review of elementary and middle schools, a safety and security strategic plan, and a 45-day action plan.[1] On April 12, 2018, the MCPS staff provided an update on the *Final Security Report* to the Board of Education. The update identified seven key priority areas, along with specific action steps for each priority area.[2]

Earlier this month, MCPS sent out to the community a mid-year school safety update (attached at ©1). This update includes information on school security infrastructure, school safety plans and protocols, background checks, MCPS' partnership with local law enforcement, and school safety community meetings MCPS has scheduled in collaboration with the Montgomery County Council of PTAs.

Discussion Topics

1. Additional operating and capital funds for security issues the Council approved as part of the FY17-19 operating budgets.

Over the last three fiscal years, the Council and MCPS have worked together to fund approximately $5.0 million in school safety and security enhancements beyond what was initially included in the Board of Education's budget requests.

In FY17, MCPS received an additional $4.1 million from the State as a one-time reimbursement for higher than projected normal costs rates related to the County's state pension contribution. While the Council used $2.1 million of those additional dollars as carryover to help fund the FY18 budget (allowing for full funding of the Board's FY18 request), MCPS allocated the remaining $2.0 million to fund an initial set of security enhancements at school.

During the Council's FY19 budget deliberations, the Board of Education requested FY18 supplemental appropriations totaling $3.0 million ($500,000 in the capital budget and $2.5 million in the operating budget) to initiate safety and security improvements deemed urgent to complete based on the systemwide review of protocols, practices, and infrastructure. After further review and discussion, instead

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[1] http://www.montgomeryschoolsmd.org/departments/security/Security-Report/
[2] https://www.boarddocs.com/mabe/mcpsmd/Board.nsf/files/AXVQLF69D15D/$file/Update%20on%20School%20Safety%20PPT.pdf

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of moving forward with the supplemental requests MCPS and the Council agreed on a plan to re-allocate a portion of requested FY19 resources and drawn down on a portion of FY18 fund balance to cover the $3 million in requested security funding.

Items identified by MCPS during these budget deliberations as requiring the additional funding included:

❖ **Controlled entrances and vestibules.** Several older schools do not have a front entrance that controls or directs visitor access to the main office rather than providing entry to the rest of the building. MCPS is in the process of adding these to schools that do not have them, funded primarily through the School Security Systems CIP project.

   MCPS Update. $1.5 million in FY177 operating funds were used to complete the installation of eight vestibules and twenty-three interior security improvements. These improvements included the installation of cross-corridor doors, gates, and barriers to improve building-wide security operations.

   The design and construction funds, totaling $2.55 million, within the FY19 Capital Budget and $2.35 million within FY20 include an additional eight school security vestibules. These vestibules are scheduled for construction beginning this spring and will continue into the 2019-2020 school year.

❖ **Access Control Systems.** Each school has an Access Control System (ACS) that consists of a camera and intercom at the front entrance so that visitors can connect to the main office prior to being allowed entry. MCPS notes that repairs are becoming increasingly difficult and upgraded systems are now available and is in that process of a full system-wide replacement.

   MCPS Update. The purchase of the new and upgraded Access Control System (ACS) for all schools, totaling 308 entrances, has recently been completed for $900,000. Installation began recently and will continue through the spring. The specific schedule and appropriate pace of installation will be determined based on the results of these early schools. The purchase of the new ACS system was delayed past the initially anticipated timeframe due to a backlog in product availability.

❖ **Elementary school cameras.** In addition to the camera associated with the ACS system, MCPS believes that more systematic and consistent security camera coverage is needed at the elementary school level.

   MCPS Update. $200,000 (~$9,000 per school) in funding is supporting the first phase of installing cameras at approximately 22 elementary schools. Installation has been occurring this school year, with approximately half of the identified schools completed to date. The pace of installation has been affected in part by the process of determining effective placements at each site.

❖ **Visitor Management System (VMS).** This system is in place in all schools to screen visitor identification and cross-reference with the Maryland sex offender registry. Some components of the system require upgrades and replacement.

   MCPS Update. The new Visitor Management System is installed and operational at all 205 schools at a cost of $670,000.

❖ **Radio/Communication Infrastructure.** MCPS is upgrading its communication infrastructure to digital two-way radios.

MCPS Update. While the full amount of $1.7 million has been encumbered, to date $162,500 has been expended. While issues with frequency acquisition have resulted in the delay of project completion, we continue to make progress on building the infrastructure and elements. The following steps have been completed:

- All 1300+ buses have new digital radios installed in them.

- PROnet dispatch command/control system designed and partially implemented at two sites; all mobile radios have active GPS tracking licenses installed and ready for activation.

- Bethesda and Shady Grove South lots converted to digital.

- Repeater sites identified and permission to use the sites with additional antennas and racked RF hardware has been obtained.

- Engineering of four site system complete; final design touches and production of four repeater cores/RF Distribution systems awaiting final frequency acquisition.

- Fourteen of 18 exclusive use frequencies have been secured; working on acquisition of the final four which has been challenging; two of the four are under review by co-channel licensees and, if approved, would leave only two.

- To complete frequency acquisition we have engaged a second FCC frequency coordinator with more relaxed requirements. We are monitoring a slew of UHF frequencies which they have provided to select the cleanest ones. This is a tedious, time-consuming process but it is vitally important for the long-term reliability of the new digital communications system.

2. Proposed $28 million in new CIP funding for school security as part of the Board's FY19-24 CIP Amendments.

The Board of Education's requested amendments to the FY19-24 CIP include an additional $28.0 million in funding over the six-year period for the School Security project, including a $10.5 million increase in FY20. The project description form notes that this increase is requested to "address technology upgrades to various existing security systems, as well as provide secure entrance vestibules and guided building access for schools that currently do not have these features."

MCPS Update. The twenty-two schools and holding facilities remaining without a security vestibule are planned to be completed within the School Security project in the Board of Education's FY19-24 CIP Amendments, or as part of a separate, approved capital project. These remaining vestibules are complex projects and will involve significant building modifications and/or additions. A total of $25 million is budgeted in the School Security project for these vestibules, consisting of $10 million in FY20; $10 million in FY21; and $5 million in FY22.

While these funds correspond to the number of projects we anticipate completing each year, the final schedule will be determined following planning and design for each individual school vestibule and entrance project, given the complexity of the scope of the remaining work.

The remaining $3 million in the School Security project is to support various elements of security technology infrastructure, spread out over the six-year period. Identifying appropriate funding to support the technology infrastructure of our security elements has been an ongoing challenge for many years, and has often resulted in uneven ability to maintain or expand these investments. The funds identified below for this project are intended to provide a more sustainable and reliable approach to maintaining and replacing the security technology being installed across the system. This is particularly important as our investment expands and our use of these systems increases.

- A significant element of these funds, approximately $300,000 each year from FY20-23, is to support the continued implementation of cameras at elementary schools. The requested funding level would provide a base level of camera installation at all elementary schools.

- Approximately $200,000 per year is included to support software related to security cameras, as well as camera refresh and replacement across the system, as our inventory of cameras is increasing significantly. These funds will also allow us to respond to requests for additional cameras where needed in particular circumstances.

- Funds to support the ongoing costs as well as maintenance, refresh, replacement, and expansion as needed of the Visitor Management System and Access Control System are also included in this project.

3. Status on the implementation of the Maryland Safe to Learn Act of 2018.

During the 2018 Legislative Session, the Maryland General Assembly passed the Maryland Safe to Learn Act of 2018. The law covers a broad spectrum of school safety issues that impact both local school systems and local law enforcement. The joint committee received a detailed briefing on the new law in July 2018.[3] At that time, MCPS, MCPD, and other local law enforcement agencies were beginning work with State on the different guidelines and requirements included in the law around items such as school safety emergency plans, school assessment teams, school safety drills, mental health services, and potential state funding to assist with implementation.

MCPS/MCPD Update. The following actions have been completed or initiated:

- MCPS has identified both a school safety coordinator and mental health service coordinator.

- MCPS is developing its model policy for the establishment and implementation of Behavioral Threat Assessment Teams by September 1, 2019, based on the model policy created by the Maryland School Safety Subcabinet (Subcabinet).

- MCPS in collaboration with Montgomery County Police Department (MCPD) submitted data on the number of full and part-time School Resource Officers (SROs) assigned to elementary, middle, and high schools.

- The Maryland Center for School Safety (Center) evaluated statewide SRO data and issued guidelines for SRO staffing, adequate/supplemental local law enforcement coverage, and collaboration/communication with local law enforcement. MCPS and MCPD will be working collaboratively to develop a plan to implement the Center guidelines and submit the plan to the Center by July 1, 2019.

- MCPS is developing a school safety evaluation tool in order to conduct safety evaluations of all schools by June 15, 2019.

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[3] https://montgomerycountymd.granicus.com/MetaViewer.php?view_id=169&clip_id=15328&meta_id=160121

- MCPS has applied for a school safety evaluation grant from the Center to assist in conducting the evaluations.

- MCPS applied for and was issued a FY19 Safe Schools Grant from the Subcabinet to enhance school safety and related training.

- MCPS has scheduled a Center developed and sponsored 40 hour curriculum-based SRO/School Security Employee Training beginning the week of June 22, 2019, for security team members and MCPD SROs.

- All SROs to be trained with in the standards set forth in the Safe to Learn Act of 2018 and by the Maryland Police Standards and Training Commission. There are two training classes that will cover these requirements being held in Montgomery County in May and June of 2019.

- All data collected by SROs on use of force to be reported to the State beginning on September 1, 2019. MCPD is assisting Maryland Center for Safe School (MCSS) on developing the form that will be used to collect data for the report. The report will be collected by MCPD and forwarded to MCPS, who will then send a completed report to MCSS.

4. MCPS and MCPD collaboration to review and revise emergency preparedness protocols in schools in alignment with best practices.

One of the actions required by the Maryland Safe to Learn Act is that local school systems must collaborate with local law enforcement for responding to an emergency at each school. This includes developing school safety drills for active assailant situations.

A summary of MCPS current emergency preparedness procedures are attached at ©5 and include a description of the "Lockdown with Options" for situations involving an attack on a school by an individual(s) with a weapon. MCPS also notes in its mid-year update that "we will make changes to emergency protocols for next year as necessary to align with current best practices for active assailant situations."

MCPS/MCPD Update. The following actions have been completed or initiated:

- MCPS, working with MCPD Deputy Director, Special Operations Division/SWAT Commander, Lieutenant (Lt.) Brian Dillman, developed district-wide "Lock down with options" protocols and response procedures.

- A comprehensive training approach based on the concepts of Avoid, Deny, Defend was also developed in concert with Lt. Dillman.

- High school staff and students have been trained in "Lock down with options", to include situational awareness scenario-based discussions.

- Middle school staff and students are in the final phase of receiving "Lock down with options" training to include situational awareness scenario-based discussions.

- Elementary school staff and students will begin age-appropriate "Lock down with options" training to include situational awareness scenario-based discussions in the spring.

- This training is based on state and national best practice models regarding "Lock down with options" and is in alignment with the expectations of the Maryland Safe to Learn Act.

- Both MCPS and MCPD continually review national school safety active assailant incidents and shootings to glean best prevention, intervention, and response strategies and protocols.

- Lt. Dillman is a member of the Statewide Active Assailant Interdisciplinary Workgroup and the MCPS Chief Safety Officer will be serving in a voluntary participant capacity.

- MCPS in partnership with the Montgomery County Council of Parent-Teacher Associations are hosting four school and safety community conversations/meetings in March which will also include MCPD, Montgomery County Fire and Rescue Service, and mental health service provider involvement.

- MCPS and MCPD are exploring the possibility and feasibility of issuing key fobs for quick access to school buildings for appropriate designated positions in MCPD and Emergency Communications Center coordination with MCPS for remotely unlocking entry doors at schools for quicker entry by MCPD.

5. Update on the School Resource Officer (SRO) Program, to include any revisions to the SRO Memorandum of Understanding and changes to SRO hours.

The SRO program includes officers from the MCPD, City of Rockville Police Department, City of Gaithersburg Police Department, and Office of the Sheriff. The program currently has 27 officers and deputies assigned to each County public high school. These officers are also responsible for assisting with any issues with their respective middle schools. The Council also approved FY19 funding for three new SRO positions in the winter candidate class that will be deployed to middle schools. The total approved funding for the SRO program in FY19 is approximately $3.0 million.

MCPS and MCPD have a long-standing relationship to jointly provide safety and security to the schools. The governing document for this partnership is the most recent Memorandum of Understanding (MOU), updated in October 2017 (attached at ©7-21). The MOU defines the specific duties and responsibilities of SROs, principals, school security staff, and other stakeholders.

MCPS/MCPD Update:

- The new MCPS Chief Safety Officer serves as the primary school system liaison and point of contact to MCPD and Montgomery County State's Attorney's Office.

- The Chief Safety Officer has regular discussions with MCPD regarding the SRO program and key aspects of the SRO MOU to include any needed updates and revisions.

- The Chief Safety Officer and members of the Department of School Safety and Security have met and will continue to meet on a regular basis with MCPD senior command staff and commanders to discuss issues of school safety, security, emergency preparedness, and the SRO program.

- Maryland Center for Safe School has recently issued recommendations on suggestions for content on MOU's between MCPS and all local police departments. MCPD has provided the suggested recommendations from MCSS to our County Attorney to determine if our current MOU meets the requirement. MCPD will work with MCPS as necessary on any recommended changes to the current MOU.

- Prior to the start of the 2018-2019 school year, Chief Lanham changed the hours that SROs work. They now work a five-day work week providing better coverage that is more reflective of the school hours.

Maryland's Largest School District

MONTGOMERY COUNTY PUBLIC SCHOOLS

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A Message From MCPS—School Safety Update

Dear MCPS Community:

Now that we are midway through the school year, we"d like to update you on our continuing progress to ensure our students have a safe and welcoming environment to learn. As we have previously shared, while our core purpose as a school system is preparing all students to thrive in their futures, we know this cannot be achieved if students don't feel safe and welcomed in our schools.
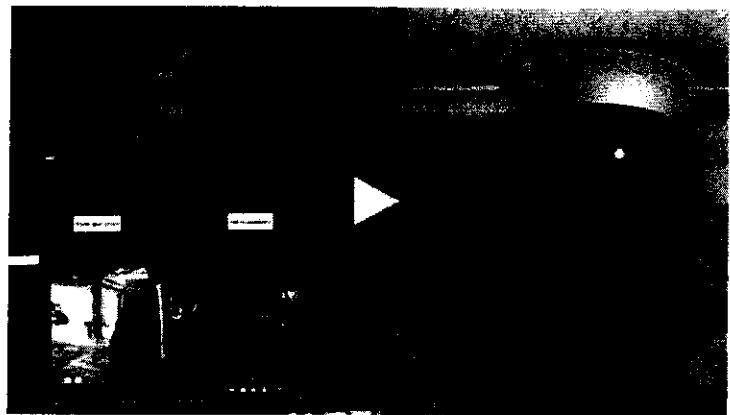
The safety of students and staff is not a one-time "initiative," but rather an ongoing effort under constant assessment, refinement and improvement. You can access a wealth of information about MCPS safety on our website. We invite you to bookmark and revisit this page often to get the latest on all we are doing to keep MCPS students safe.

All of these enhancements, totaling more than $8 million, are critical to strengthening school safety and emergency preparedness. Ultimately, while student achievement is our core mission, student and staff safety must be our top priority. We take this responsibility very seriously and I want you to know of the many initiatives we have under way to continue to promote and enhance school safety and security.

Thank you for everything you do to help us support safety and security in our MCPS community.

Montgomery County Public Schools

Here are some highlights:

Welcoming Ed Clarke, Director, Department of School Safety and Security

In December, MCPS welcomed Mr. Edward ("Ed") A. Clarke to the MCPS team as the director of school safety and security. Mr. Clarke spent more than five years leading the Maryland Center for School Safety, where he helped craft the Maryland Safe to Learn Act of 2018 that enhances protocols and increases funding for school safety. Mr. Clarke previously served as MCPS Director of Safety and Security and is a retired captain from the Montgomery County Police Department. Over the coming months, Mr. Clarke and Dr. Christina Conolly, director of psychological services, will be hosting community conversations across the county to engage with parents, students and staff around school safety. *Read biographical information about _Mr. Clarke_ and _Dr. Conolly_.*

School Security Infrastructure:

- MCPS has initiated a full systemwide modernization and replacement of the Access Control Systems at each school.

- We have upgraded the Visitor Management System (VMS) for schools. VMS screens visitor identification and cross-references with sex offender registries.

- We have 173 schools operating with active security vestibules. Eight of these vestibules were recently installed and are in their final stages of construction. *For more information, click _here_.*

- All secondary schools have a full complement of CCTV cameras located throughout the interior and exterior of the buildings. We have purchased and installed cameras at elementary schools, and strengthened secondary school camera infrastructure where needed. *For more information, click _here_.*

- We are continuing to enhance our communication infrastructure through an upgrade to digital two-way radios. Once the infrastructure is complete, schools will be upgraded to digital radios that will allow radio connectivity between schools, and between schools and security leadership.

School Safety Plans and Protocols:

- We are working with public safety experts to develop new, individualized safety plans for each school in preparation for next school year and a monitoring system to ensure plan fidelity. A section of these safety plans will focus on relocatable classrooms, and what operational practices as well as technology resources are most suited to the specific needs in each school's configuration of outdoor spaces.

- We have established a workgroup with Montgomery County law enforcement partners to review our safety and security protocols and School Resource Officer coverage for schools, and we will make changes to emergency protocols for next year as necessary to align with current best practices for active assailant situations.

- We are collaborating with colleagues across the state to develop a model policy on behavioral threat assessments, which we will then implement locally.

Background Checks:

- We are continuing to enhance background check protocols, including conducting child protective services background checks for returning employees and new hires.

- We have started the process of re-fingerprinting all employees. This process will become part of a regular cycle, as opposed to once at the time of hiring.

Legislation

In April 2018, the governor signed into law the **Maryland Safe to Learn Act**, which significantly increases oversight of school safety and security by the Maryland Center for School Safety and the Maryland State Department of Education. The legislation calls for enhanced safety plans for each school, new policies associated with regular and ongoing behavioral threat assessments, and stronger protocols and training for emergency situations. We very much welcome this legislation and have been working closely with colleagues across the state to plan for implementation of this new law. *For more information, click* **here**.

Also under the Maryland Safe to Learn Act, a Safe Schools Fund Grant was created. MCPS received a Safe Schools grant in excess of $1 million dollars.

MCPS Report

If you have not had the chance to read the MCPS report on school safety and security, I encourage you to review it. You can access the report HERE. The report lays out a short-term action plan and long-term strategic plan for safety and security in our district.

Safe Schools Maryland Hotline

If you see or hear something, say something. MCPS has an ongoing campaign to make sure all students and staff know that they can call the statewide school safety hotline at 833-MD-B-Safe (833-632-7233) to anonymously report known or suspected threats to MCPS students, staff or schools, for immediate investigation and action by the appropriate authorities.

Montgomery County Police and Local Law Enforcement Partnership

The Department of School Safety and Security (DSSS) has developed an outstanding partnership with the Montgomery County Police, the Sheriff's Office, and municipal law

enforcement agencies. Members of the DSSS recently met with the Montgomery County Police senior-level command team to discuss and address school safety issues and concerns to improve the collective approach to school safety. In addition, the DSSS will be meeting with the various district commanders to discuss and address issues of school safety. DSSS members will be holding similar meetings with our municipal law enforcement partners regarding school safety.

All of our Montgomery County law enforcement agencies participate in the School Resource Officer (SRO) Program. Regular discussions are held regarding the SRO Program with the Montgomery County Police.

The Montgomery County Police Department has expanded the SRO coverage to five days a week at all MCPS high schools.

Maryland Center for School Safety—Individualized Safety Plans

The DSSS is working with the Maryland Center for School Safety on several initiatives. Eventually, the DSSS will use a building assessment form to determine the safety and security infrastructure needs of our schools. Each school will also have an individualized safety plan that will look at best practices of security throughout the day. Finally, in May 2018, all principals received a memorandum establishing guidelines and best practices for our portable classrooms and DSSS has also worked on providing ACS to schools that have received portable classrooms.

School Safety Community Meetings

The DSSS and the Public Information Office is working with the Montgomery County Council of PTAs to hold five school community meetings to discuss school safety issues, student mental health concerns, and lockdown with options protocols. The community meetings will begin in February and run through March 2019. *For dates and locations, click here*.

ARE YOU READY?

EMERGENCY PREPAREDNESS

Montgomery County Public Schools is committed to providing a safe and welcoming learning environment for our students and staff. Every year, each MCPS school conducts a number of emergency drills to ensure students are prepared in the case of an emergency.

Lockdown with Options

What: A safety procedure developed by law enforcement for emergency situations involving an attack on the school by an individual(s) with a weapon. Maryland passed the Safe to Learn Act of 2018 requiring this new drill.

How: Students and staff are trained in situational awareness to engage in one of the following strategies to stay safe:

» Secure themselves in a classroom or behind a locked door, covering windows, turning off lights and remaining silent until further instruction.

» Move quickly away from the building beyond the boundaries of the school grounds with guidance from staff.

» When age appropriate, be prepared to defend themselves as a last resort. This may include throwing something to distract or injure the attacker.

This procedure strengthens the traditional Lockdown protocols.
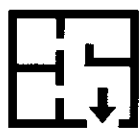
Evacuation

What: A safety procedure used to exit a school when it is too dangerous to remain in the building (ex. fire, gas smell, etc.)

How: Students and staff exit the building to a designated location away from the building. Public safety officials will designate when re-entry to the school is permitted.

Shelter in Place

What: A safety procedure used when there is either a serious law enforcement incident in the community surrounding the school or when emergency services need unobstructed access inside the school building to address a medical issue or a contained incident. Instruction continues during Shelter-in-Place.

How: During a Shelter-in-Place involving a situation in the building, students remain in their classrooms (or designated area) while the issue is addressed by emergency personnel. If the incident is in the surrounding community, outdoor activities are brought inside and exterior doors remain locked.

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LOCKDOWN WITH OPTIONS

Why is this drill necessary?

In the wake of the school shooting tragedies last year, Maryland passed the Safe to Learn Act of 2018 which recommends that active assailant drills be revised and conducted in alignment with recent changes to best practices developed by law enforcement and other school districts. While data show schools are one of the safest places to be, we must remain vigilant in keeping our schools safe.

What is the difference between the Lockdown with Options drill and the Lockdown drill we have been doing for years?

Lockdown with Options is an enhancement of our traditional lockdown procedure based on changes in best practices. While the safest step to take when there is an active assailant on site is to be in a locked classroom, the Lockdown with Options outlines safety strategies for students and staff when they are not able to access a classroom.

Strategies include moving quickly away beyond the boundaries of the school grounds if there is opportunity to do so. Staff and students (when age appropriate) also need to understand that they should be prepared to defend themselves as a last resort. This may include throwing something at the assailant to distract or injure him or to attack the assailant if, for example, he manages to enter a classroom.

When will schools be conducting a drill?

All school staff will be trained during the first and second semesters followed by student drills in some schools either during second quarter or during second semester. Each school will inform its community when the student training will occur.

If students leave the building, where should they go, and how do they know when to return?

With guidance from staff, students should move quickly beyond the boundaries of the school far enough that they cannot see the school. Students who have left school should call 911 and also contact their family to let them know where they are. Students need to be accounted for, so they should get far enough away from school to be safe, but close enough to return to school when it is safe.

When the danger is over, police or staff will go to the boundaries of the school to tell students to return, and students should check cell phones for media announcements. MCPS is exploring various apps to help with communications during such emergency situations.

Why are we doing a training session with students instead of a more active drill where students would actually hide or run from the school?

The *Lockdown with Options* is a significant change that may cause stress and anxiety, so we need to be thoughtful in how we prepare staff and students for the new protocols. Additionally, *Lockdown with Options* drills require staff and students to be quickly decisive to either hide in a classroom or office or to leave the building. This thinking is called situational awareness which is the perception and analysis of one's surrounding environment that can influence the way a person acts. The training sessions with staff and students will emphasize situational awareness.

MEMORANDUM OF UNDERSTANDING
BETWEEN
MONTGOMERY COUNTY PUBLIC SCHOOLS
AND
MONTGOMERY COUNTY DEPARTMENT OF POLICE
AND
MONTGOMERY COUNTY SHERIFF'S OFFICE
AND
ROCKVILLE CITY POLICE DEPARTMENT
AND
GAITHERSBURG CITY POLICE DEPARTMENT
AND
TAKOMA PARK POLICE DEPARTMENT
AND
MONTGOMERY COUNTY STATE'S ATTORNEY'S OFFICE

School Resource Officer Program &
Other Law Enforcement Responses to School-Based Incidents

A.   MISSION

The above law enforcement agencies, Montgomery County Public Schools (MCPS), and
the Montgomery County State's Attorney's Office (SAO) enter into this Memorandum of
Understanding for the purpose of establishing and improving the School Resource Officer
Program, defining specific duties and responsibilities, and establishing a working protocol
for exchanging information and addressing matters of concern cooperatively with the goal
of maintaining and enhancing a safe and secure learning environment for students, staff,
and the MCPS school community within Montgomery County, Maryland. The parties
agree that:

- The vast majority of student misconduct is best addressed through classroom and in-
  school strategies that maintain a positive learning environment and afford students
  opportunities to learn from their mistakes, correct any harm that results from their
  behavior, and restore relationships that are disrupted by their conduct.

- The parties will work together to promote safe, inclusive, and positive learning
  environments and exercise discretion and judgment in responding to MCPS school-
  based incidents.

B.   DELINEATION OF DUTIES

I.   Involved Law Enforcement Agencies Duties and Responsibilities

<u>School Resource Officer:</u>

A **School Resource Officer (SRO)** is a sworn uniformed law enforcement officer trained
in emergency preparedness, crisis management, community policing concepts, and

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problem solving who is assigned to work as a liaison to MCPS.

Duties:

- The SROs will assist school staff in enhancing safety within their assigned schools and serve as a liaison between his/her agency and MCPS officials for school and police-related concerns and incidents.

- The SROs will assist in calls for service at their assigned schools and incidents occurring around their schools when they are available to respond. The responding SRO and/or the appropriate police department's unit having follow-up responsibility will investigate these calls for service at the direction of the patrol supervisor(s) in a way that, to the greatest extent possible, minimizes disruption to the school day and classroom instruction.

- The SROs will meet regularly with parents, teachers, principals, other school administrators, and students to discuss issues of concern.

- The SROs will act as a resource and assist with emergency preparedness, to include participating in lock-down, shelter in place, and evacuation drills, as well as safety awareness education to the high school population age groups.

- The SROs will serve as a point of contact to deliver law enforcement programs such as crime prevention, conflict resolution and mediation, drug and alcohol awareness, anti-bullying, violence prevention, gang awareness, and community relations and outreach.

- The SROs will maintain contact with beat officers who patrol the area around their schools for the purpose of sharing information and generating discussions pertaining to community concerns.

- The SROs will maintain contact with members of their agency's gang units in order to stay informed regarding current gang trends, share information, coordinate interventions, and support gang investigations.

- When possible, SROs, in coordination with school administrative staff, will provide training and presentations about law enforcement or school-related topics useful for students, staff, school administrators, school security, parents and other law enforcement agency personnel to aid efforts to enhance the safety of the school environment.

- SROs will assist with traffic safety and enforcement activities in and around their assigned school areas.

- When needed, the SROs will coordinate assistance at major school events such as athletic events, large dances, or other activities.

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- SROs will coordinate familiarization training ("walkthroughs"), to include review of the schools' emergency response plan/procedures, for responding officers within their district. These walkthrough trainings will be coordinated with school administration.

- SROs will provide advance notice to and obtain approval from the principal or the principal's designee prior to conducting any "ride-along" visits on school premises, including with parents or community members. SROs will ensure that visitors respect student privacy and minimize disruption to the school day and classroom instruction.

- SROs will inform the principal or the principal's designee of their duty schedule on a weekly basis, including, whenever possible, any obligations that require them to leave school premises.

- SROs will not be used to enforce MCPS policies, rules, regulations, and/or procedures.

- The SROs will have no special law enforcement emphasis while performing their duties and responsibilities. While on MCPS property, the SROs have full authority as sworn police officers. All enforcement actions will be taken in accordance with appropriate Federal, State, County and Local laws, and involved law enforcement agency policies and procedures. MCPS and the appropriate school staff will be notified of any actions taken in accordance with normal practice and any appropriate agreements between the involved law enforcement agencies and MCPS.

- SROs will acknowledge the authority of the principal, as the administrator of the school, at all times as to matters within the scope of his/her authority.

SRO Supervisors:

Each involved law enforcement agency will appoint a designated supervisor for its respective SROs. An SRO roster, including supervisor(s), shall be provided to MCPS on an annual basis, preferably before the start of each school calendar year, or as needed if personnel should change. This list should include current contact information; i.e., work cell/office telephone numbers and an e-mail address for each SRO and supervisor.

The Montgomery County Police Department Patrol Services Bureau (PSB) Lieutenant and Sergeant will coordinate training within the SRO Program, attend meetings with MCPS principals and/or administrators, and act as the point of contact for the Montgomery County Police Department (MCPD) and MCPS to assist with resolving any conflicts or matters of concern.

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The MCPD PSB Lieutenant and/or PSB Sergeant will be notified by a MCPD officer's supervisor of any incidents involving any use of force on school property, and notify the MCPD PSB Chief.

Principals also should meet on a quarterly basis with their district commander to provide feedback on their SROs.

II.   Montgomery County Public Schools (MCPS) – Duties and Responsibilities

MCPS Security Personnel:

A **Security Team Leader (STL)** is assigned to the high school to assist the school administration in maintaining a safe and secure learning atmosphere for staff and students. Major job responsibilities include supervision and leadership of the security team and investigation of incidents on school property. Under supervision of the principal or designee, the STL assists in controlling access to buildings and grounds by unauthorized persons and in assuring that students report to their assigned instructional areas.

Duties of the STL:

- Investigates incidents on school property and prepares a written report for administrative purposes.

- Advises the principal on all school security-related matters.

- Maintains a high profile to discourage disruptive acts.

- Provides surveillance of suspected problem areas.

- Provides day-to-day supervision and leadership of the security assistant(s) and provides guidance and assistance to them in the more difficult situations.

- Assists the administration with staff and student awareness programs.

- Acts as a liaison between the school administration and emergency service agencies.

- Represents the school in criminal cases.

- Assists feeder schools with security problems

- Communicates, under the direction of the principal, with the school SRO about safety issues. Whenever practicable, the STL shall consult with the principal or a principal's designee to determine whether a school-based incident necessitates a call for service to an SRO or other law enforcement officer as dictated by this MOU.

A **Security Assistant (SA)** is assigned to the local school to assist the school administration in maintaining a safe and secure learning environment for the school community. Under the general supervision of the STL, the SA assists in screening visitor access to school facilities, maintains student class attendance and carries out other responsibilities related to school security operations. The SA receives guidance and assistance from the STL on the more difficult or unusual situations.

Duties of the SA:

- Patrols school buildings and grounds to prevent loitering and to ensure compliance with school regulations and local laws.

- Checks parking areas and entrances to school.

- Queries visitors on the school premises and assures that such persons report to the school office or leave the buildings or grounds.

- Reports unusual incidents and observations to the STL or appropriate school or law enforcement personnel in accordance with procedures established by principals.

- Checks hallways, restrooms, cafeterias, and remote areas of the facility.

- Investigates incidents on school property and prepares written reports for administrative purposes.

- Confers with students regarding improper behavior and attempts to obtain voluntary compliance with school standards.

- Reports to the STL or principal/designee regarding building conditions or practices which interfere with maintenance of building security or the welfare and safety of students.

MCPS Principals/Senior Administrators:

The principal is responsible for administering and supervising the total school program, including the safety and security for students and staff and providing educational leadership for the students and staff consistent with the educational goals of the community.

In the event that a student misbehaves, the principal or his/her designee will be the primary source of administrative disciplinary consequences and interventions. The MCPS *Code of Conduct* provides detailed information on administrative disciplinary consequences and interventions and shall guide the school-based responses to particular types of misbehavior.

Whenever possible, the SRO and other law enforcement agencies will work with the principal when responding to school-based incidents involving students, and will work

together with MCPS staff to de-escalate those incidents. Principals or their designees will make every effort to notify the SRO and/or any other law enforcement officer who responds to a school-based incident if any student involved is a student with disabilities, limited English proficiency, or other special needs and therefore may require special treatment and accommodation in addressing the incident at issue.

C.   **SELECTION PROCESS FOR SROs**

SRO positions will be formally announced by involved law enforcement agencies. The selection process will include the submission of a memorandum of interest from officer(s), review of personnel files, and a formal interview that includes the participation of an MCPS high school principal and the MCPS Director of School Safety and Security or his/her designee.

D.   **TRAINING**

Officers who are selected to join the program will be required to attend and successfully complete 40 hours of training provided by MCPD within three months of being selected. Training should be specific to the following areas: role of the SRO, review of the current SRO MOU, SRO's specific agency's policies/procedures involving juvenile arrests/investigations, legal updates, review of the MCPS *Code of Conduct* and applicable security policies, emergency preparedness and responses to critical incidents (criminal, weather, national disasters), threat assessment training, mediation and conflict resolution, childhood and adolescent development, alcohol/drug awareness, gang awareness, truancy, child abuse and neglect, and county/community-based supports and outreach resources. MCPD and MCPS will work together each year to assess the current level of training and new proposals. MCPS will provide additional specialty training that the parties agree is in the best interest of the SRO program.

SRO Biannual Training During the School Year

On a biannual basis, the SROs, MCPS administrators, and/or MCPS security staff will participate in joint training opportunities on matters that are the subject of this MOU, current trends or issues within the school communities, and other topics of mutual interest.

This training will be conducted by the MCPD PSB Administrative Lieutenant, PSB Administrative Sergeant, MCPS representatives, and involved agencies. Ongoing training on the topics included in the initial 40 hours of training will be conducted as appropriate.

SROs will maintain familiarity with, and be respectful of, the current version of the MCPS *Code of Conduct* and the Montgomery County Board of Education's policies, rules, regulations, and procedures regarding student discipline and other school norms.

E.   **MEETINGS**

Annual Meetings

On an annual basis (preferably the first meeting should be held before the start of the school year), MCPD PSB and participating agency supervisors will meet with MCPS leadership and community stakeholders to discuss current matters of mutual interest, including MOU implementation issues and joint training opportunities.

School-Based Meetings

It is highly recommended that SROs be invited to school administrative and security meetings within their assigned schools, and they should be encouraged to attend.

Monthly Data Review

On a monthly basis, the MCPS Department of School Safety and Security shall consult with the PSB Lieutenant to review data on SRO reports of arrests and other interventions during the prior month. At the earliest opportunity, the parties will address and debrief specific cases of interest with the intent to enhance the quality of the program.

F.   **SCHOOL ASSIGNMENT CRITERIA**

Although these are guidelines, every situation should be considered under the totality of the circumstances. At a minimum, the final decisions should be made between the MCPD Chief of Patrol Services Bureau and a designated senior MCPS administrator. The following criteria should be considered during this decision process: school enrollment, calls for service, anticipated number of after-school events both sponsored by the school and/or parents, and traffic challenges (e.g., urban location and number of egress and ingress options).

G.   **ON-SITE ACCOMMODATIONS FOR SROs**

It is recommended that the SROs be provided a designated space/office with access to a telephone and a computer at their assigned school locations.

H.   **INFORMATION SHARING AND INVESTIGATIONS**

The sharing of appropriate and timely information between the law enforcement agencies and MCPS is critical to the mission of maintaining and enhancing a safe and secure learning environment. Within the context of the SRO Program, the sharing of information will follow the protocols below between the law enforcement agencies and MCPS in accordance with applicable federal, state, and local laws.

1. **Reporting Critical Incidents Involving Students or Others on School Property.**
    The parties agree that the offenses set forth in Sections H(1)(a) and H(1)(b), termed "critical incidents," that occur on MCPS property (e.g., school buses, MCPS sponsored

event including extra-curricular activities) shall be reported to the appropriate law enforcement agency by the principal, administrator-in-charge, or designee as soon as practicable so that the agency can determine the appropriate law enforcement response in accordance with the procedures in Section H(2) below. Such notification must be made by direct communication with the SRO, if immediately available, or to the Public Safety Communications Center (911) or 301-279-8000, with the exception of rape and/or sexual assault, which shall be reported directly to the Special Victims Investigations Division of the Montgomery County Police Department (240-773-5400). Voice mail messages to the SRO will not suffice and must be followed with a call to 911.

a. **Critical Incidents Where Police Shall Take the Lead in Investigating.** The appropriate law enforcement agency shall take the lead in investigating the following critical incidents, in accordance with the procedures in Section H(2).

- Death
- Rape and/or sexual assault with another by force or threat of force[1]
- Arson (willful and maliciously set fire) or verbal or written threat of arson
- Manufacture or possession of a destructive device (explosive, incendiary, or toxic material combined with a delivery or detonating apparatus or modified to do so)
- Knowingly make false reports about the location or detonation of a destructive device
- Robbery/attempted robbery (taking property of another from his person or in his presence by force, reasonable fear of violence, or intimidation whether the perpetrator is armed or unarmed)
- Hate crime (harassing[2] a person or damaging property of a person because of his race, color, religious beliefs, sexual orientation,[3] or national origin)
- Possession of a firearm, knowingly brought onto or brandished upon school property, or knowingly brandishing or using any other dangerous or deadly weapon, including any device designed or manipulated to shoot any projectile, to cause harm
- Distribution or manufacture of a controlled dangerous substance

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[1] Meaning engaging in a sexual act or sexual contact, without consent, by force or threat of force, and/or employing or displaying a dangerous weapon or object reasonably believed to be a weapon (sexual offense in the first, second, or third degree). Note that these sexual offenses, as well as child abuse and neglect more generally, are subject to a separate Memorandum of Understanding as well as other MCPS policies and regulations.

[2] Harassment is defined as a persistent pattern of conduct intended to alarm or seriously annoy another, without a legal purpose, after receiving reasonable warning or request to stop.

[3] Sexual orientation means the identification of an individual as to male or female homosexuality, heterosexuality, bisexuality, or gender-related identity.

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- Gang[4] related incident/crime

b. **Critical Incidents Where Police May Take the Lead in Investigating Depending on the Circumstances.** After reporting the following critical incidents to the appropriate law enforcement agency, the principal or designee shall consult with the SRO or other law enforcement officers responding to the incident to determine who should take the lead in investigating depending on the totality of the circumstances; provided, however, that the law enforcement agency shall take the lead in investigating, in accordance with the procedures in Section H(2) below, in any case in which: (i) there is evidence that the alleged perpetrator is not a student; and/or (ii) there is a serious and imminent threat to the safety of the school and its community. As circumstances warrant, those on the scene may consult with MCPS staff in the Office of School Support and Improvement (OSSI) and the Department of School Safety and Security, supervisors in the Police Department, the Special Victims Investigations Division, and/or the State's Attorney's office. (If the law enforcement agency does not take the lead in the initial investigation, that determination does not preclude subsequent law enforcement action.)

- Physical attack on another that requires medical attention outside of the school health room
- Theft (any single incident or series of incidents committed by the same perpetrator where the value of the stolen property is $500 or more)
- Possession of a potentially dangerous or deadly weapon on school property that is not knowingly brandished or used to cause harm[5]
- Possession of, and/or possession with intent to distribute, a controlled dangerous substance (whether or not law enforcement takes the lead in the investigation, MCPS staff shall turn over to the appropriate law enforcement agency any substance that comes into their possession that they suspect to be a controlled substance)

c. **Releasing Student Information.** Notwithstanding any other provision of this agreement, the parties shall fully comply with the Family Educational Rights and Privacy Act (FERPA) and all other applicable state or federal laws regarding the confidentiality of student information, as well as MCPS Regulation JOA-RA, *Student Records.* Information obtained by school staff may be shared with a law enforcement officer/agency or SAO as long as the information is not derived from

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[4] A formal or informal ongoing organization, association, or group of three or more persons who: (a) have a history of criminal street gang activity; (b) have a common name or common identifying signs, colors, or symbols; and (c) have members or associates who, individually or collectively, engage in or have engaged in a pattern of criminal activity.

[5] A butter knife is not a dangerous or deadly weapon. *See In re Melanie H.*, 120 Md. App. 158 (1999).

school records.[6] For example, information received orally from a student may be shared, even if later recorded in a written statement used by school staff for disciplinary purposes. Information from school records can be shared under any one of the following circumstances:

- "Directory information" unless the parent/guardian has asked specifically that such information be kept confidential
- With consent of the parent/guardian or adult student
- In response to a subpoena, including a subpoena from the SAO[7]
- In a specific situation that presents imminent danger to students or members of the community or that requires an immediate need for information in order to avert or diffuse serious threats to the safety or health of a student or other individual

2. **Investigation of Critical Incidents Occurring on School Property**

MCPS shall immediately notify the appropriate law enforcement agency of all critical incidents as described in both Sections H(1)(a) and H(1)(b) of this agreement. The agency will respond promptly to such incidents or will keep the school staff advised of any delay in the response of officers.

For those critical incidents in which the law enforcement agency is taking the lead in the investigation, MCPS will limit its administrative investigation of the critical incident to ascertaining basic facts and doing what is necessary to stabilize the situation until a law enforcement officer arrives, absent exigent circumstances. For such critical incidents, MCPS will defer taking written statements from students and/or witnesses, thereby permitting the law enforcement agency the opportunity to do so. In addition, MCPS shall consult with the appropriate law enforcement agency to determine whether it is appropriate to notify the school community and the timeline for so doing.

If requested by MCPS for purposes of conducting its own disciplinary processes within the timeframes mandated by state law, the law enforcement agency shall provide copies of written student and witness statements to MCPS within one day of the critical incident, with the approval of the SAO, which shall make the determination after consultation with the law enforcement agency. The law enforcement agency will assist MCPS with its administrative procedures by providing the relevant information requested (including a synopsis of relevant facts) in order that statutory and administrative deadlines may be met and by providing witness statements in any closed investigations and as otherwise authorized by the SAO.

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[6] School records are those records identifiable to an individual student, governed by FERPA.

[7] Release of documents from a student record requires that the school first make reasonable efforts to notify the parent/guardian or adult student of receipt of the subpoena in advance of complying with the subpoena so the parent/guardian may seek protective action, unless the issuing authority has ordered that the existence or contents of the subpoena not be disclosed.

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The principal or his/her designee shall be present during any interview conducted by the law enforcement agency on school property and may interview the individual after the officer has concluded his/her interview. Students should be questioned by the appropriate law enforcement agency, when necessary, in a manner and at a time that is age-appropriate, minimizes disruption to the school day and classroom instruction, and is consistent with all applicable laws and regulations. When questioning of students by law enforcement officers occurs on school property, MCPS staff will strive to promptly contact the student's parent/guardian to inform them of the nature of the incident, unless the investigation involves suspected child abuse or neglect.

In the event that the law enforcement agency has not arrived and school dismissal is about to occur, MCPS will notify the law enforcement agency, and MCPS may conduct an administrative investigation, including taking student and witness statements. The law enforcement agency understands that MCPS does not have the authority to arrest individuals or hold them for the law enforcement agency.

3. **Arrests and Other Law Enforcement Actions.**

Absent an immediate public safety need to stop an illegal activity, effect an arrest, and/or seize evidence, SROs and other law enforcement officers will collaborate with the principal or his/her designee prior to a law enforcement action to assess the totality of the circumstances and applicable agreements/legal guidelines, and address the matter in a manner that is the best interest of the student and the welfare of the school community. If circumstances do not allow for consultation prior to a law enforcement action, the parties will come together as soon as possible thereafter to address the matter. Every opportunity should be made to debrief especially critical incidents at the appropriate time to identify lessons learned.

Circumstances to consider under the totality of circumstances regarding law enforcement action include:

- Absence or presence of perceived intent
- Whether the matter is solely administrative in nature or involves a criminal nexus[8]
- Input from the SAO on appropriate charges, if any, in instances of ambiguity and/or exceptional circumstances not clearly addressed by the criminal code
- Whether or not the offender was coerced and/or threatened to participate in the inappropriate behavior. (i.e. gang coercion, threat of retaliation, etc.)
- Which least proposed action (physical arrest, paper arrest, citation, suspension, mediation, counseling, etc.) will achieve the desired goal of correcting behavior

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[8] Section 26-101(a) of the Maryland Education Code, which makes it a misdemeanor to "willfully disturb or otherwise willfully prevent the orderly conduct of the activities, administration, or classes of [a school]," requires a disturbance that significantly interferes with school operations; it does not apply to minimal or routine disruption, such as "[a] child who speaks disrespectfully or out of turn, who refuses to sit down or pay attention when told to do so, who gets into an argument with another student, who throws a rolled-up napkin across the room, who comes to class late, or even who violates the local dress code in some way." *In re Jason W.*, 378 Md. 596 (2003).

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while being accountable to all stakeholders within the school community
- Administrative and/or delinquent history of the offender
- The student's age
- Cultural or linguistic factors, as well as any student disability or other special needs, that may provide context to understand student behavior
- Other mitigating circumstances

When an arrest of a student or adult on school premises and/or during the school hours is necessary, it shall be done in such a manner as to avoid both embarrassment to the student being arrested and jeopardizing the safety and welfare of other students. In addition, every effort shall be made by school officials to inform the parent or guardians immediately. After an arrest of a student is made on school premises, law enforcement officers shall not engage in further questioning and remove the student from the school premises as soon as practicable, except in circumstances that pose a serious and immediate threat to school safety.

4. **Notification of State's Attorney's Office**

The MCPS Department of School Safety and Security will make reasonable efforts to notify the SAO when it receives notice that a student has been arrested by the law enforcement agency and charged with one of the offenses listed under Section H(1)(a) above as critical incidents where the police shall take the lead in investigating, in order for the SAO to obtain the information necessary to present the State's case at a detention hearing or other judicial proceeding which generally will be held within the next business day following the student arrest.

When legally permissible, the SAO shall advise MCPS of whether the student was or was not prosecuted for a school-based incident.

6. **Serious Incidents in the Community**

In addition to the required notification of reportable offenses committed by students in the community, the law enforcement agency will notify MCPS as soon as practicable of any serious incident involving MCPS schools, facilities, students, or staff that the law enforcement agency reasonably believes will impact MCPS operations in order for appropriate measures to be taken by MCPS to address the impact. Examples include:

- Death of a student or staff member
- Child abuse or neglect, including sexual offenses
- Serious or life-threatening injury to a student or staff member
- Hostage-barricade, criminal suspect at large, or hazardous materials incident that may affect students and/or staff
- Gang related incident/crime
- After-hours property damage to an MCPS facility, school, bus, or other vehicle

During normal business hours, the law enforcement agency will provide notice to the MCPS Department of School Safety and Security at 301-279-3066. At all other times, the

law enforcement agency will notify the Electronic Detection Section, the MCPS 24-hour communication center, at 301-279-3232.

I. COLLABORATION, MONITORING, AND REVIEW OF THE SRO PROGRAM

School administrators and officials of the law enforcement agencies are encouraged to periodically meet at the school community level to establish and foster good working relations between the agencies.

In order to monitor specific trends in and around the high school communities, the MCPD Patrol Services Bureau will maintain and share with the other parties to this Agreement disaggregated statistical data through monthly SRO reports and crime analysis.

The SAO will provide MCPD and MCPS with regular summary reports on pending charges and adjudications by the juvenile justice system.

The signatory agencies agree that this MOU and its implementation will be reviewed by the parties annually in order to determine if any inadequacies exist and further agree to revise the MOU as may be appropriate, upon the agreement of the parties, in order to further the safety and welfare of the school community. Furthermore, the signatory agencies will meet annually thereafter to review the provisions contained within this MOU as well as the implementation of it. Amendments, with the agreement of each agency, may be made from time to time, as desirable.

The MCPS Department of School Safety and Security, MCPD PSB, and the appropriate principal will promptly discuss any complaints regarding the actions of any signatory of the agreement within the bounds of collective bargaining agreements and applicable confidentiality laws/procedures if such a conference is necessary to maintain operational efficiency and a professional work environment.

J. GANG AWARENESS AND PREVENTION

In addition to the gang awareness activities specified elsewhere in the MOU, pursuant to the Maryland Safe Schools Act of 2010, the parties will collaborate to develop and implement gang awareness, prevention, and intervention programs for MCPS students and their families with a focus on outreach to at-risk MCPS students.

The SAO and law enforcement agencies also will assist MCPS in developing ongoing training on gang awareness for MCPS staff. The parties further agree to meet regularly to address current trends in gang activity; and MCPS will convene regular school security meetings for the middle schools and high schools to ensure the coordination of gang prevention, intervention, and suppression efforts.

K. NON-DISCRIMINATION AND OTHER GENERAL PROVISIONS

The parties agree that no person shall be subjected to discrimination on the basis of actual or perceived personal characteristics, including race, ethnicity, color, ancestry, national origin,

religion, immigration status, sex, gender, gender identity, gender expression, sexual orientation, family/parental status, marital status, age, physical or mental disability, poverty and socioeconomic status, language, or other legally or constitutionally protected attributes or affiliations in the performance of the parties' respective duties, responsibilities, and obligations under this agreement.

Each party is an independent contractor with the others for all purposes. None of the provisions of this Agreement are intended for the benefit of any third party, and no such third party shall have the right to enforce the provisions of this Agreement.

L. DESIRED OUTCOMES

- Enhanced safe and secure learning environments for students, staff, and the school community within Montgomery County, Maryland.

- MCPS and the law enforcement agencies have an effective emergency preparedness plan and response in the event of an emergency, disaster, crisis, or dangerous situation.

- Increased efficiency of communication between local law enforcement agencies, other government agencies, and MCPS in an emergency, disaster, crisis, or dangerous situation.

- Enhanced relationships and communications among the involved law enforcement agencies, MCPS, administrators, staff, students, parents, and community stakeholders.

This MOU replaces the original COPS in School Grant MOU between MCPD and MCPS (dated 05-16-02); the MOU between MCPS, MCPD, Montgomery County SAO, Gaithersburg City PD, Rockville City PD, and Takoma Park PD (dated 06-04-10); the MOU between MCPS, MCPD, SAO, and other law enforcement agencies (dated 07-23-13); and the revised MOU between MCPS, MCPD, SAO, and other law enforcement agencies (dated 06-17-15).
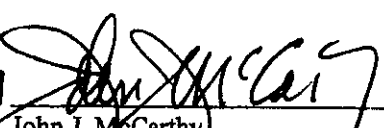
In witness, thereof, the parties have executed this memorandum of understanding on this /1 th day of October 2017.
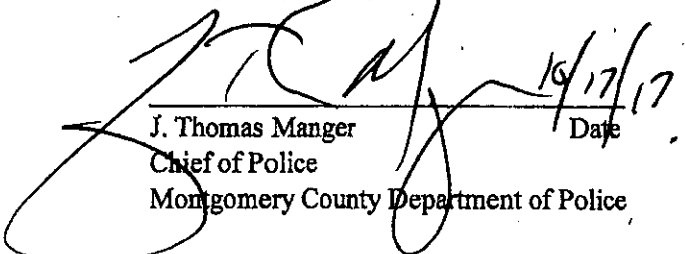
APPROVED

_____ 10/17/17	_____ 10/17/17		
Jack R. Smith Date	John J. McCarthy Date		
Superintendent of Schools	Montgomery County State's Attorney		
Montgomery County Public Schools			
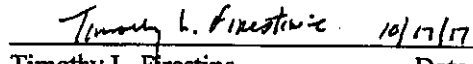
_____ 10/17/17
J. Thomas Manger   Date
Chief of Police
Montgomery County Department of Police

_____ 10/17/17
Timothy L. Firestine   Date
Chief Administrative Officer
Montgomery County, Maryland

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Darren M. Popkin   Date   Bob Rappoport   Date
Sheriff   Acting Chief of Police
Montgomery County Sheriff's Office   Rockville City Police Department

Mark P. Sroka   Date   Dan Frishkorn   Date
Chief of Police   Acting Chief of Police
Gaithersburg City Police Department   Takoma Park Police Department

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