



LANE TECH COLLEGE PREP HIGH SCHOOL

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Meeting Minutes: LOCAL SCHOOL COUNCIL SPECIAL “SRO” MEETING

Meeting Details: 6:30PM on August 10, 2020, Via Zoom (Recorded) Meeting

Following are the meeting minutes. Original posted Meeting Agenda items are listed with the meeting minutes noted directly below.

1. Call Meeting to Order

Chair Emily Haite called the meeting to order at 6:30PM.

2. Roll Call / Establish Quorum (7 minimum)

Present: Matthew Beudet, William Cashman, Maureen George, Emily Haite, Daniel Law, Anne Lokken, Patricia O’Keefe, Ana Scales, Laura Symons, Brian Tennison (Principal), Dannixa Velez and Benjamin Wong

Absent: Katharine Whittaker Gomez

QUORUM ESTABLISHED

3. Approve Agenda

Motion: Motioned to approve tonight’s Agenda

By: Emily Haite

Second: Anne Lokken

Vote: Unanimous, all in favor

Result: Motion Passes

4. Approve Prior Meeting Minutes

Motion: Approve meeting Minutes from August 4, 2020

By: Emily Haite

Second: Anne Lokken

Vote: All in favor

Result: Motion passes

5. Public Participation 2 minutes each

- Participants must “raise their hand” in the Zoom meeting to be called on.
- We will have an hour of public comments at 2 minutes each
- All emails previously sent to lanetechsro@gmail.com were read prior to this meeting by all the LSC members but they will not be read out loud during this meeting.

Emily Haite thanks all who shared their statements. She gave a few facts. The security staff at Lane will stay, should the School Resource Officers be removed. There are two SRO's at Lane. The SRO's are not involved in discipline, the administration takes care of that. There was no arrest. They are there in case there is an active shooter. The former SRO in question is no longer at Lane. Since remote learning is slated for Chicago Public Schools, CPS said the SRO's will not be paid. CPS also announced they cut the SRO budget; Lane will not get that money for councilors. It is an arrangement between CPS and CPD.

Emily Haite defined the rules for public participation. The LSC really wants to hear from people in the building first.

Participants to raise their hands and share comments and state if Lane Tech SRO's be retained or not retained.

Participants are directed to identify themselves by including 'student', 'alumnus', 'staff', 'teacher', or 'community' in their Zoom conference names, to better enable the Moderator to ensure that each stakeholder category is fairly represented.

Laura Symons (Vice-Chair) will be the Moderator. Anne Lokken will be the Time-keeper, but this time she will voice 'close to two minutes' because last week not all participants were on the video Zoom call and unable to see visual time warnings. Maureen George will mute the person at the end of two minutes. Daniel Law will move people from the waiting room of Zoom to the session.

Public participation began at 6:45 and ended 7:45 pm.

Thirty-three people participated. Teachers and students voiced their opinions to remove the SRO's. Next were alumni followed by parents and guardians, almost all of whom wanted the SRO's removed from Lane. Three participants, alums and parents voiced to retain SRO's and one other was conflicted. All sides expressed similar feelings of insecurity and safety.

6. New Business

- a. Questionnaire Results

Benjamin Wong presented the LSC Questionnaire result. Matthew Beaudet was the author of the survey.

The survey asked, "Should the School Resource Officers be retained at Lane Tech for the 2020-2021 school year?" Participants were also asked to identify their role at Lane, be it student, faculty staff or parent/guardians. Students were also asked as an option to rate, if any, their interaction with the SRO's.

There were 1,327 responders.

- 62.2% of the participants wanted to retain SRO's
- 37.8% said no
- 59.8% were parents and guardians
- 34.4% were students

Of the 614 responses regarding students' rating 'interaction with SRO's', 364 (59.3%) said they had no interaction, 82 (13.4%) neutral, 136 (22.1) positive, 32 (5.2%) negative. There were more responses to the optional student-only question than student responses to the survey. Students, alumni, teachers expressed their support to remove the SRO's.

- b. LSC Discussion and SRO Vote

Motion: I motion to retain the SRO at Lane Tech High School.

By: Emily Haite

Second: Benjamin Wong

Vote: (The secretary called on members. They are directed to comment first, then vote: Yes/Keep (SRO's), No/Remove (SRO's), or Abstain. The first members will be called according to their presence in the building; admin, teachers and student, parent rep, then Community Rep.

1. Brian Tennison/Principal - No/Remove

2. Katharine Whittaker Gomez/Teacher Rep. - absent, (Vote not counted). Wrote an opinion, read by Daniel Law:

"Although I am unable to attend tonight's meeting, I wanted to take a moment to voice my support for the removal of Lane's School Resource Officers. After numerous conversations and email exchanges, in addition to the data collected via the LSC's survey, it is evident that the presence of Lane's SRO's is no longer desired by the majority of Lane's faculty members and student body. With that being said, I stand with my colleagues and the countless Lane students who wish to remove the SRO's from our building. With kindness, empathy, and respect, Katharine Gomez"

3. Daniel Law/Teacher - No/Remove

4. Dannixa Velez/Staff Rep – Yes/Keep

5. William Cashman/Student Rep – No/Remove

6. Emily Haite/Parent Rep and LSC Chair – No/Remove (see attached)

7. Laura Symons/Parent Rep. And LSC Co-Chair – No/Remove

8. Matthew Beaudet/Parent Rep. - Yes/Keep (see attached)

9. Anne Lokken/Parent Rep. FOIA/OMA Officer - No/Remove

10. Patricia O'Keefe/Parent Rep. - Yes/Keep (see attached)

11. Benjamin Wong/Parent Rep. - No/Remove

12. Maureen George/Community Rep. - No/Remove

13. Ana Scales/Community Rep. - No/Remove

The Majority will be the highest number.

Motion carried? No

Result: Motion was denied with 3 votes in favor, 9 against, 0 abstentions, and 1 absentee.

7. Announcements

Next LSC Regular Meeting is Thursday September 17, 2020, 6:30 PM via Zoom.

Emily Haite – The good thing about the students not being in the building in a few weeks, it's going to give us some more time to make a plan...we want to keep our students safe and we will come up with a plan to do so.

8. Adjournment

Motion: Adjourn meeting at 8:40 PM.

By: Emily Haite

Second: Benjamin Wong

Vote: Unanimous, all in favor

Result: Motion Passes

Next Regular meeting will be held on Thursday September 17 , 2020, 6:30 pm via Zoom.

Respectfully submitted,

Ana Scales
LSC Secretary
(attachments)

Submitted to LSC: Freedom of Information Act (FOIA) (5 ILCS 140/)

1. 104 emails were sent to the Lanetechsro@gmail.com, some with attachments supporting their position. Noted: Children with IEP (Individualized Education Program)/School to prison pipeline.
2. 34 pages of alumni testimonies.
3. LSC members received the Lane Tech CPS SRO survey/data and OSS (Out-of-School Suspension) data [only for internal review].
4. Letter from Matt Martin Adlerman of the 47th Ward, in supporting the students, alumni and parents advocating for the removal of SRO's.
5. CPS sent a letter to the LSC announcing the release of the proposed budget for the 2020-21 school year, specifying funding cuts to the SRO program
6. LSC members were invited to attend rally regarding LT SRO's. Ben Wong attended the rally outside Lane Tech Saturday 8/8/20 and announced the LSC's process.
7. School Resource Officer Update/ Presentation to the Board of Education/ June 2020

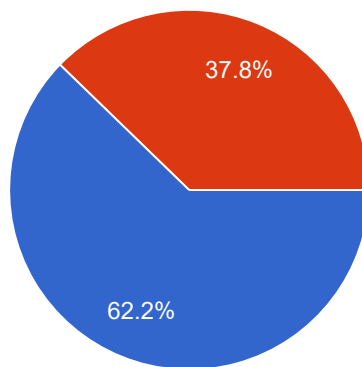
Lane Tech School Resource Officers

1,327 responses

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Should the School Resource Officers be retained at Lane Tech for the 2020-2021 school year?

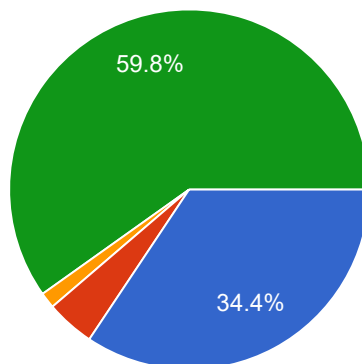
1,327 responses



- The SROs should be RETAINED at Lane Tech for the 2020-2021 school year.
- The SROs should NOT be retained at Lane Tech for the 2020-2021 school year.

Please identify your current Lane Tech status.

1,327 responses

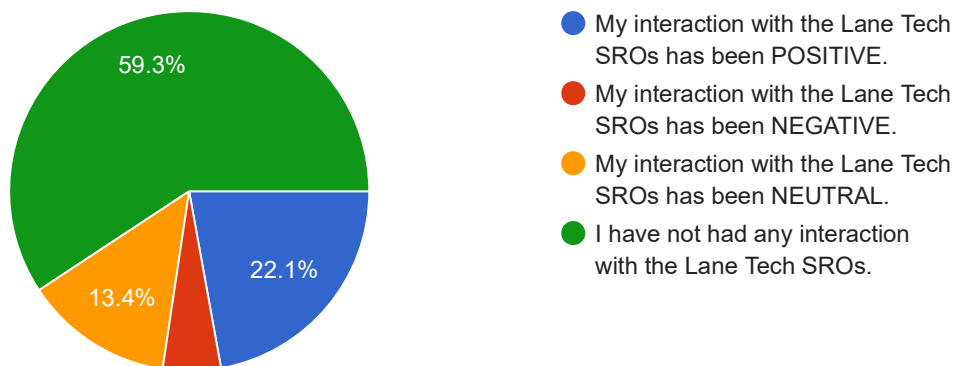


- I am a current Lane Tech STUDENT.
- I am a current Lane Tech FACULTY member.
- I am a current Lane Tech STAFF member.
- I am a PARENT/GUARDIAN of a current Lane Tech student.



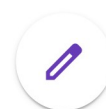
If you are a current Lane Tech STUDENT please feel free to answer the below. (Optional). If you are a current Lane Tech STUDENT and would like to elaborate further on your interaction with the Lane Tech SROs please feel free to email lanetechsro@gmail.com (Optional).

614 responses



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Google Forms



| Stakeholder | # of Responses | % | |
|----------------------|----------------|---------------|--|
| Students | 456 | 34.4% | |
| Faculty | 58 | 4.4% | |
| Staff | 19 | 1.4% | |
| Parents/Guardians | 794 | 59.8% | |
| Overall Total | 1,327 | 100.0% | |

| Stakeholder | Retain | % | Not Retain | % |
|----------------------|------------|----------------|------------|---------------|
| Students | 197 | 23.85% | 259 | 51.7% |
| Faculty | 19 | 2.30% | 39 | 7.8% |
| Staff | 11 | 1.33% | 8 | 1.6% |
| Parents/Guardians | 599 | 72.52% | 195 | 38.9% |
| Overall Total | 826 | 100.00% | 501 | 100.0% |

| Interaction w/ SROs | # of Responses | % |
|----------------------|----------------|---------------|
| No Interaction | 364 | 59.3% |
| Neutral | 82 | 13.4% |
| Positive | 136 | 22.1% |
| Negative | 32 | 5.2% |
| Overall Total | 614 | 100.0% |

| Stakeholder | Responses | Retain | Not Retain |
|-------------------|-----------|--------|------------|
| Students | 456 | 197 | 259 |
| | | 43% | 57% |
| Faculty | 58 | 19 | 39 |
| | | 33% | 67% |
| Staff | 19 | 11 | 8 |
| | | 58% | 42% |
| Parents/Guardians | 794 | 599 | 195 |
| | | 75% | 25% |
| OVERALL | 1327 | 826 | 501 |
| | | 62% | 38% |

| Interaction w/ SROs | Responses | % |
|---------------------|-----------|-------|
| No Interaction | 364 | 59.3% |
| Neutral | 82 | 13.4% |
| Positive | 136 | 22.1% |
| Negative | 32 | 5.2% |
| TOTAL | 614 | |

Results of Student Resource Officer (SRO) Program School Community Survey by School

School: Lane Tech HS

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Overview

The goal of this toolkit is to continue to empower Local School Councils to make the decision on whether to maintain the SRO program in their schools. This section of the toolkit reports responses to the Student Resource Officer (SRO) Program School Community Survey from those who self-identified an affiliation with Lane Tech HS.

School Resource Officer Program

The Chicago Police Department (CPD) School Resource Officer Program is designed to help schools foster a safe and positive environment between officers and the school community. CPD School Resource Officers (SROs) are full-time uniformed CPD officers who work inside of a subset of CPS schools. 72 of 93 (77%) of district run CPS High Schools have SROs; one (1) charter school has SROs.

SRO School Community Survey

On May 26, 2020, CPS's Office of Safety and Security issued a survey intended to get quantitative feedback on the SRO Program from school community members directly related to schools. The survey was issued in English and Spanish, and responses were kept anonymous and confidential. The survey was sent via email directly to members of school communities with CPD School Resource Officers. These members included: administrators, teachers/staff, students, Local School Council members, and parents. The survey was open from May 26, 2020 through June 8, 2020. Community members and general public accessed the link through their own social media postings. CPS received 528 responses to the survey from those who self-identified an affiliation with Lane Tech HS.

Survey Results

Below we report the responses to each of the quantitative questions of the SRO School Community Survey from those who self-identified an affiliation with Lane Tech HS. Aggregated survey results for everyone who responded, as well as student results broken out by race/ethnicity, gender, sexual identity, and justice system involvement, can be found in the "Aggregated Results of Student Resource Officer (SRO) Program School Community Survey" section of the toolkit. The survey results for each question are reported for all respondents at your school, as well as broken out by respondents' self-identified role. Results are reported only for questions that received at least 10 responses. If a question received fewer than 10 responses from a student or parent, student and parent responses are grouped together to preserve anonymity. Similarly, if a question received fewer than 10 responses from administrators, teachers and staff, or LSC members, these members' responses are grouped together. The same is true for responses from community members and those who did not specify a role. We report both the number and percent of respondents who gave a particular answer to each question.

This report includes results pertaining to questions 1-6 and 8-9. Question 7 asked the respondent, "If there weren't SROs in your school, what are some additional safety actions that the school could adopt in order to improve school safety?" The results to this qualitative question are not included in this document and will be published in the final district report.

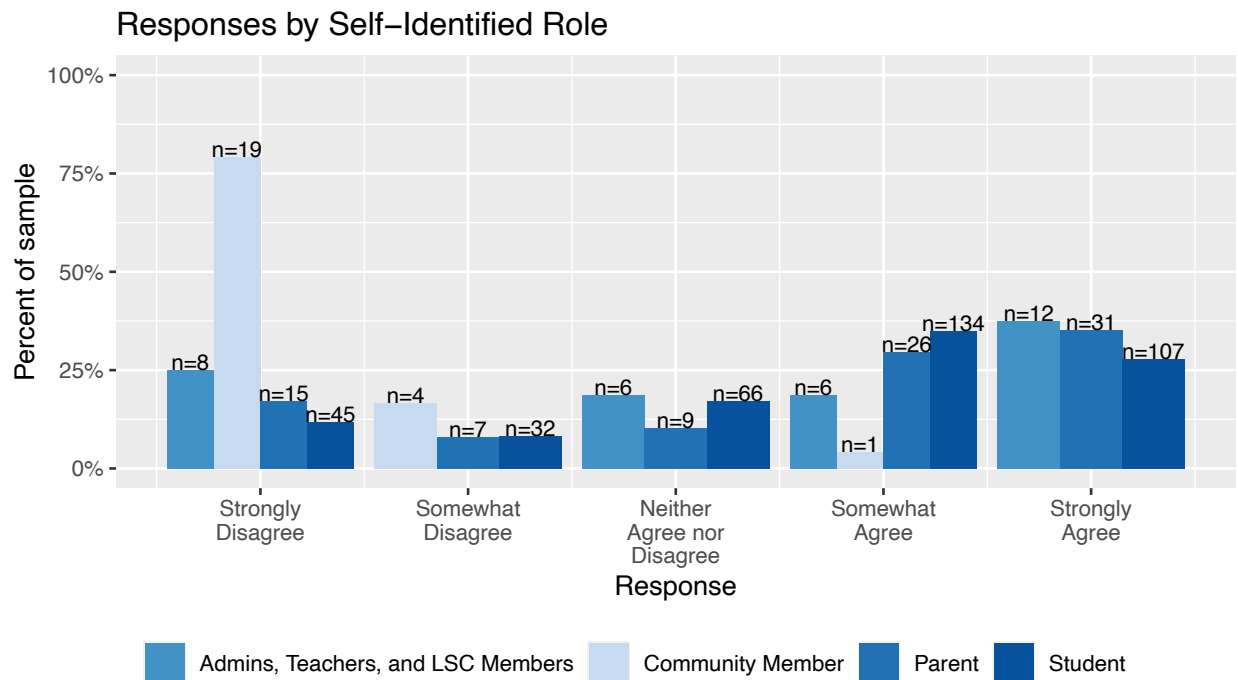
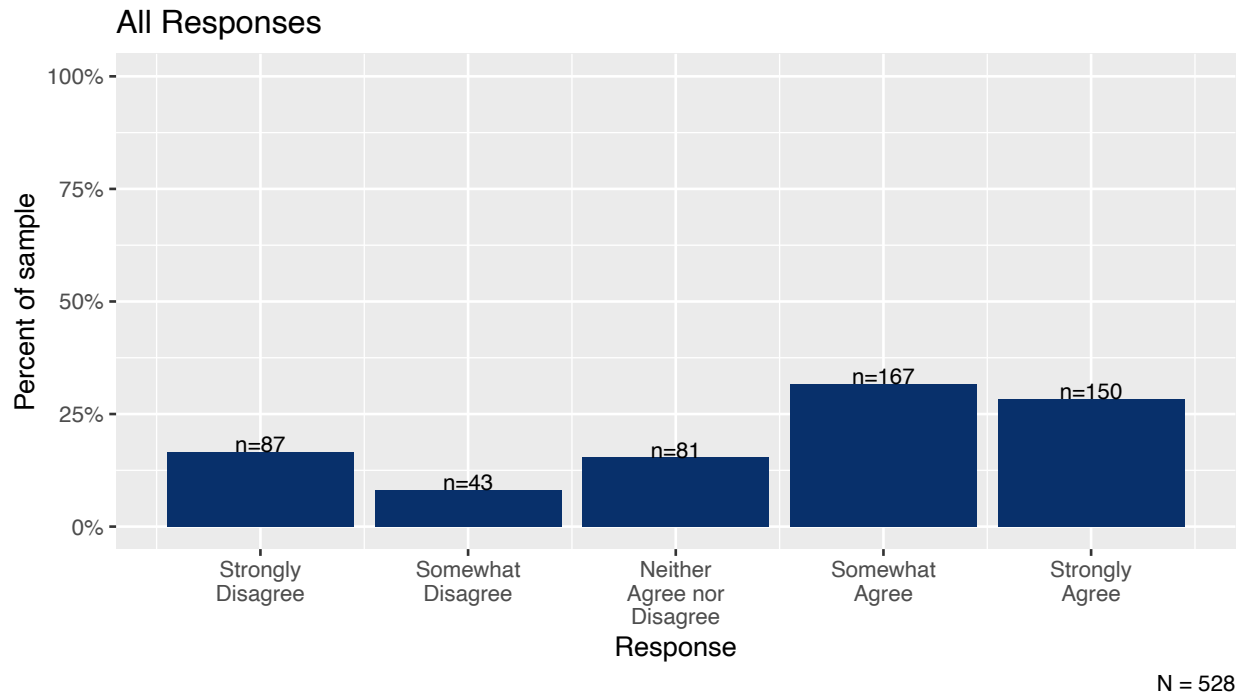
Question 1: Respondent Summary

Respondent Summary by Role

| Role | Number of Respondents | Percentage of Total Responses |
|-----------------------------------|-----------------------|-------------------------------|
| Admins, Teachers, and LSC Members | 32 | 6% |
| Community Member | 24 | 4% |
| Parent | 88 | 16% |
| Student | 384 | 72% |
| Total | 528 | 100% |

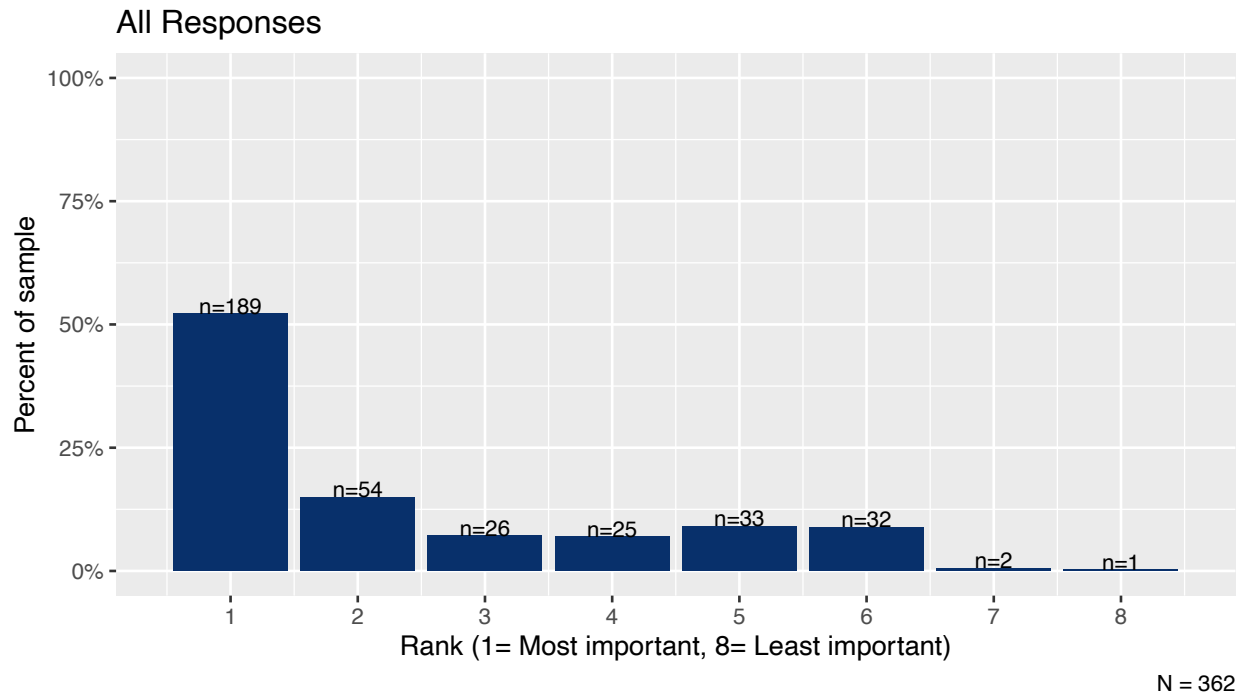
Question 2

I believe our school's School Resource Officers (SROs) help to keep our school safe.

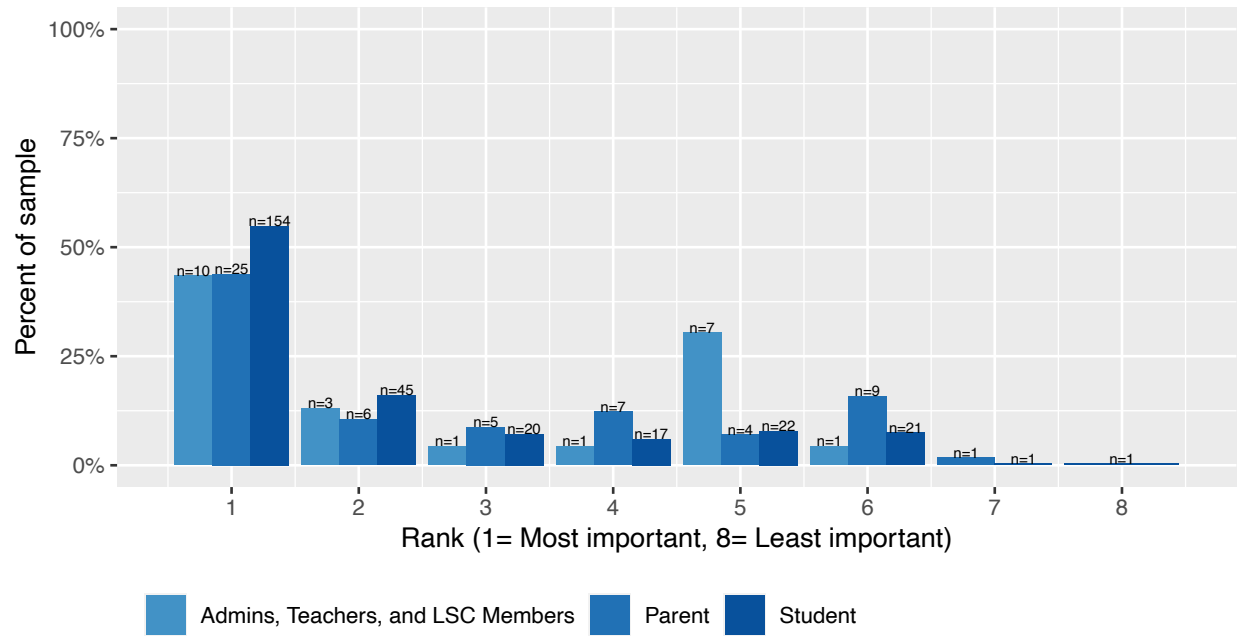


Question 3: Please prioritize/rank the ways that you believe SROs help keep your school safe from greatest importance to least importance.

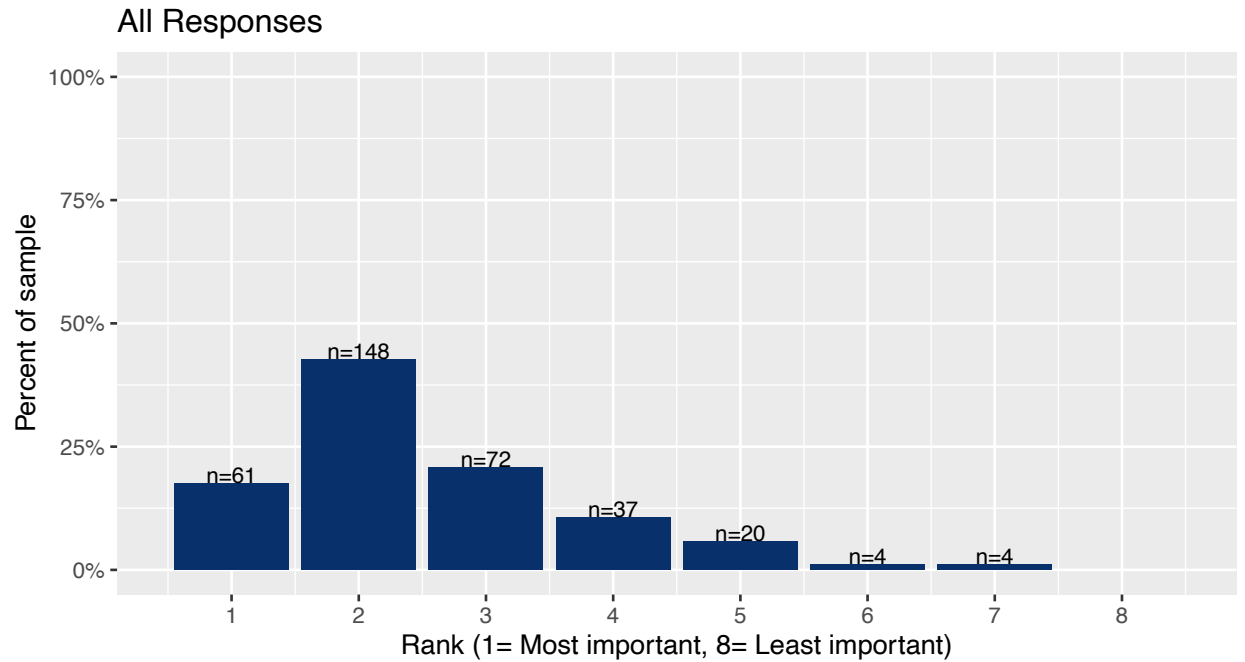
Active Shooter Risks



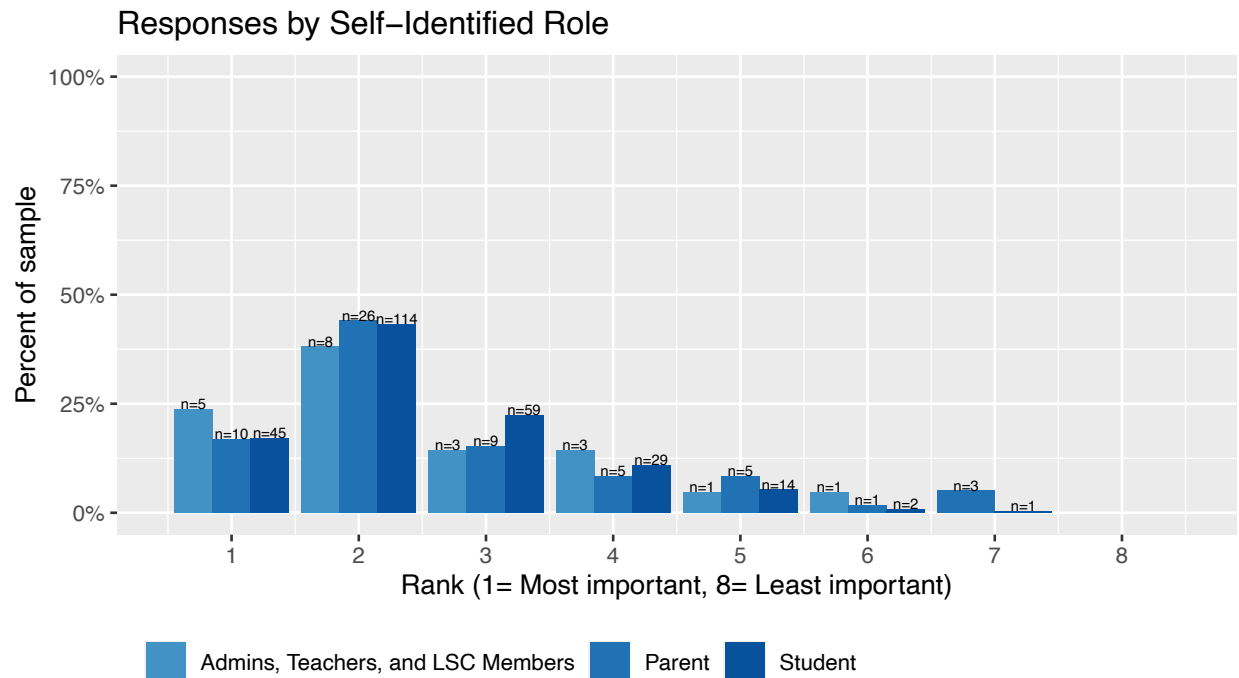
Responses by Self-Identified Role



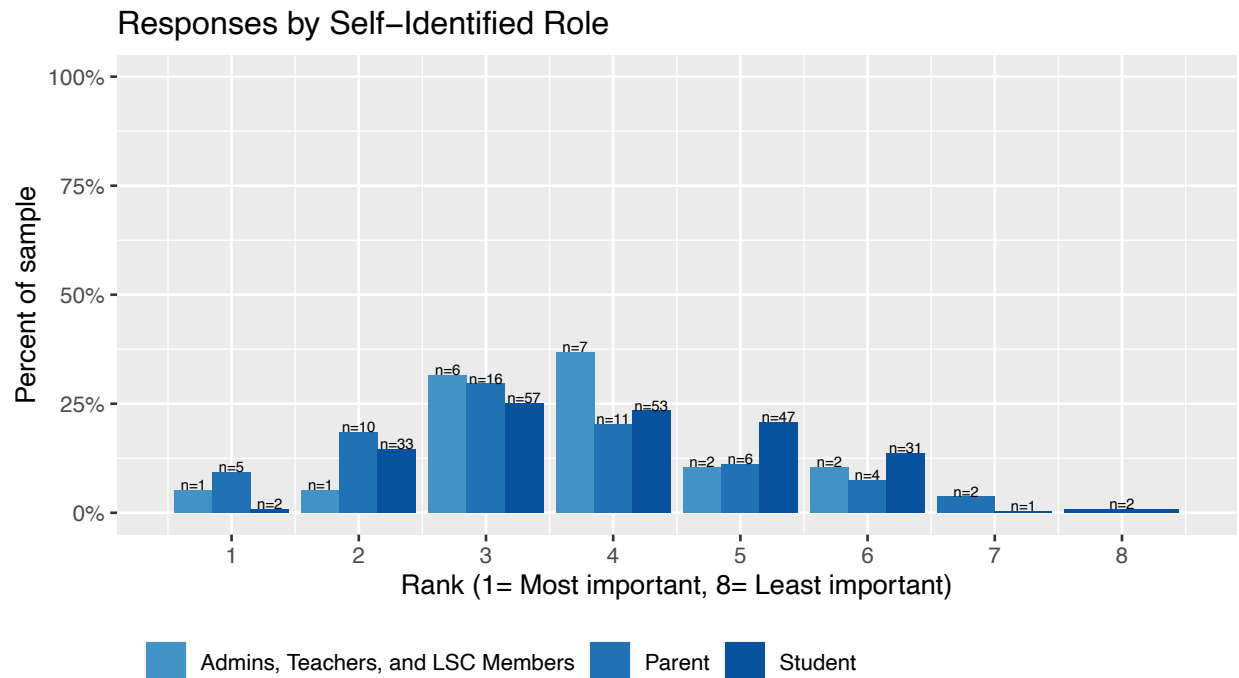
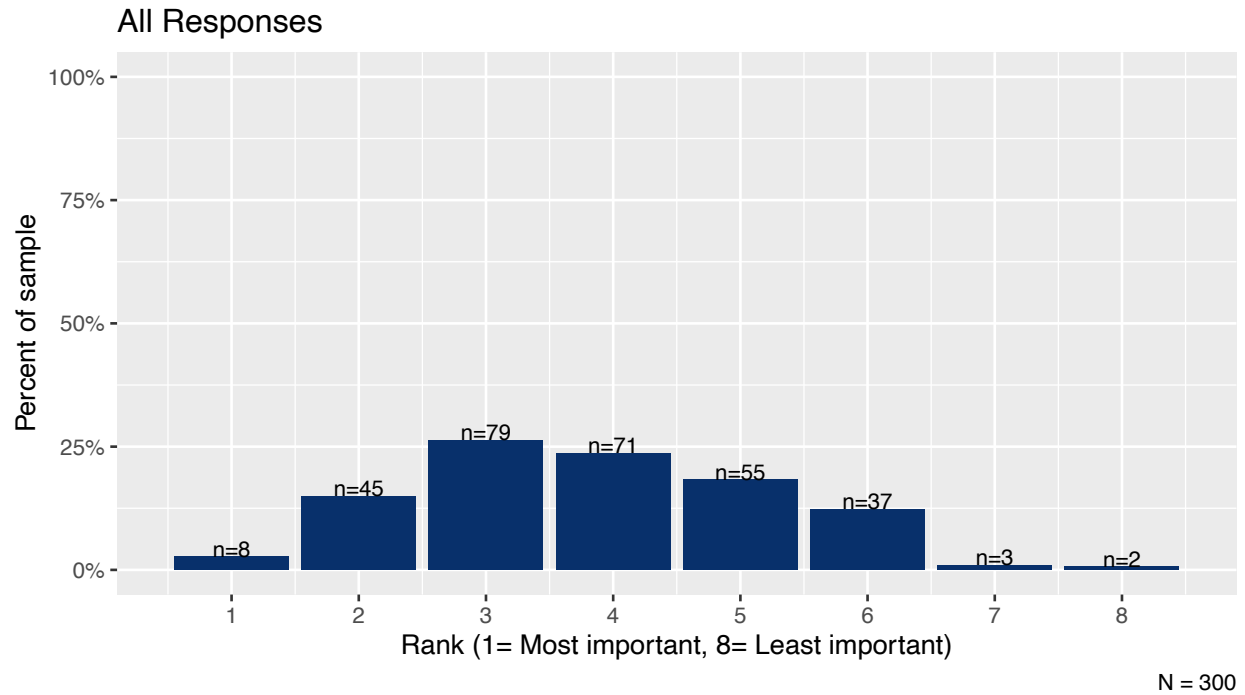
Deter presence of weapons



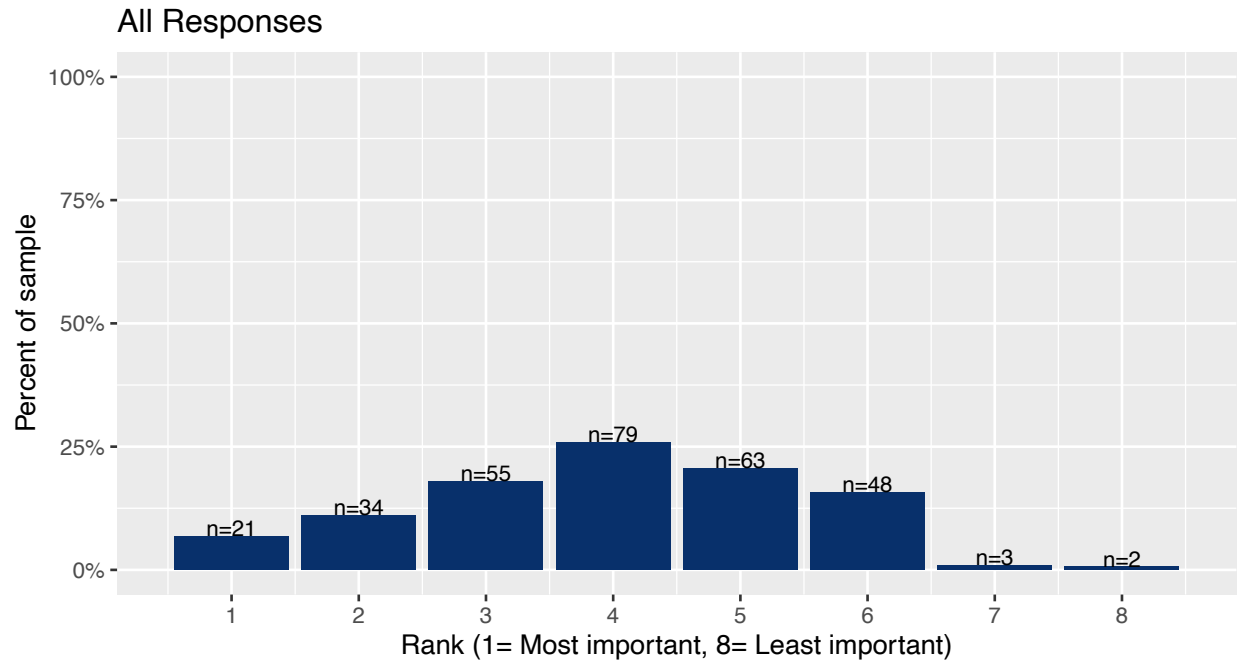
N = 346



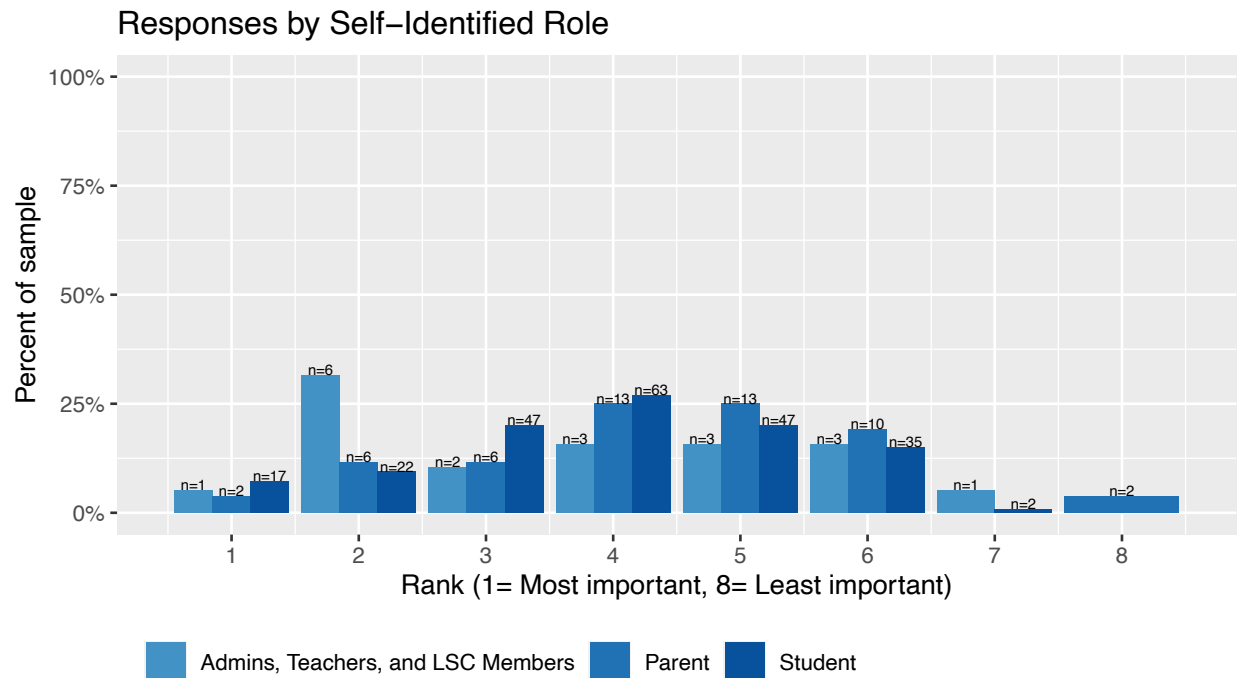
Prevent gang issues



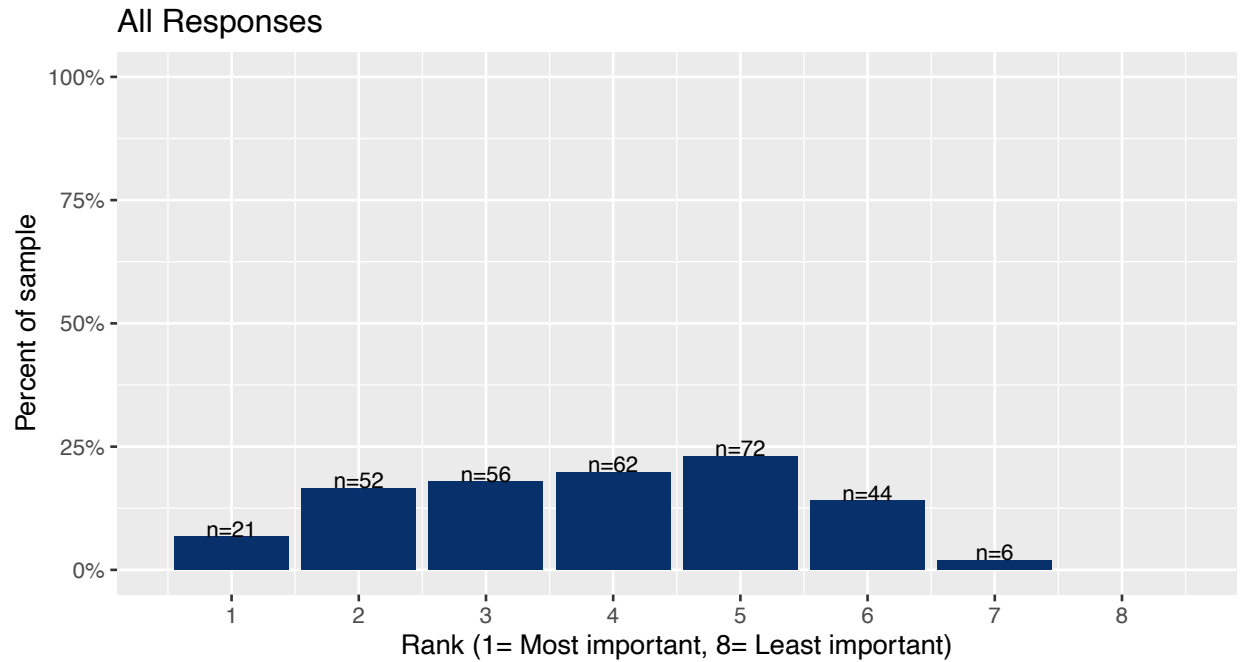
Deter presence of illegal drugs



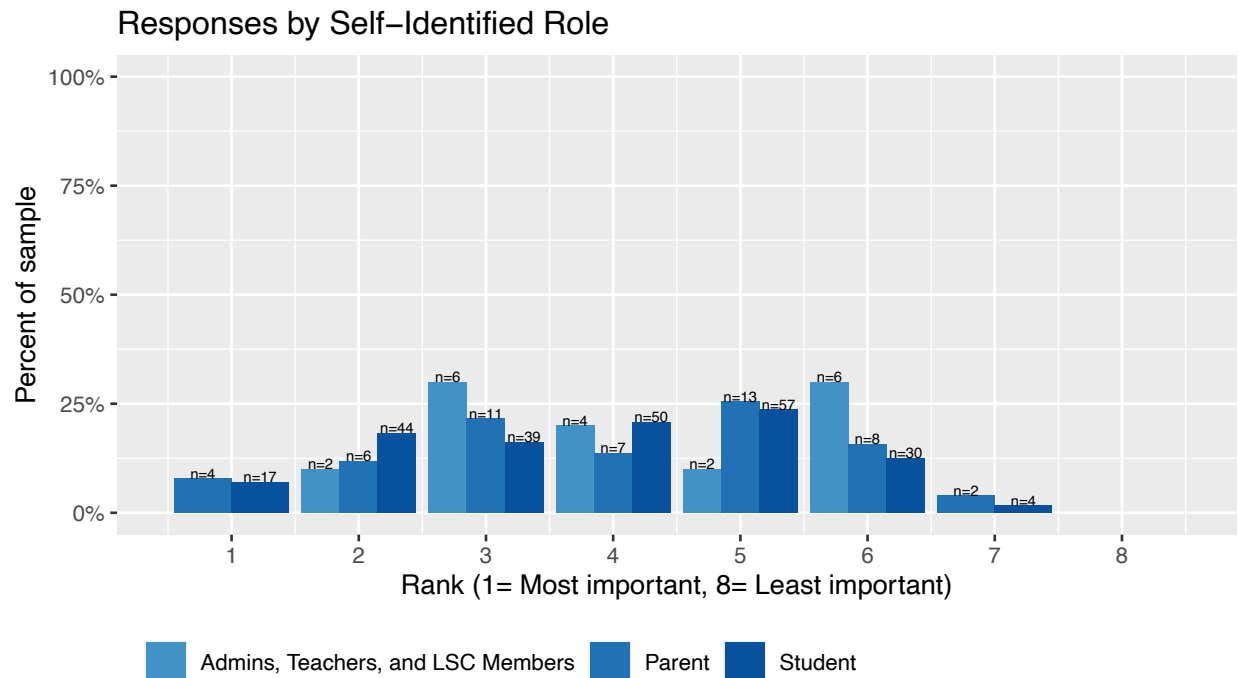
N = 305



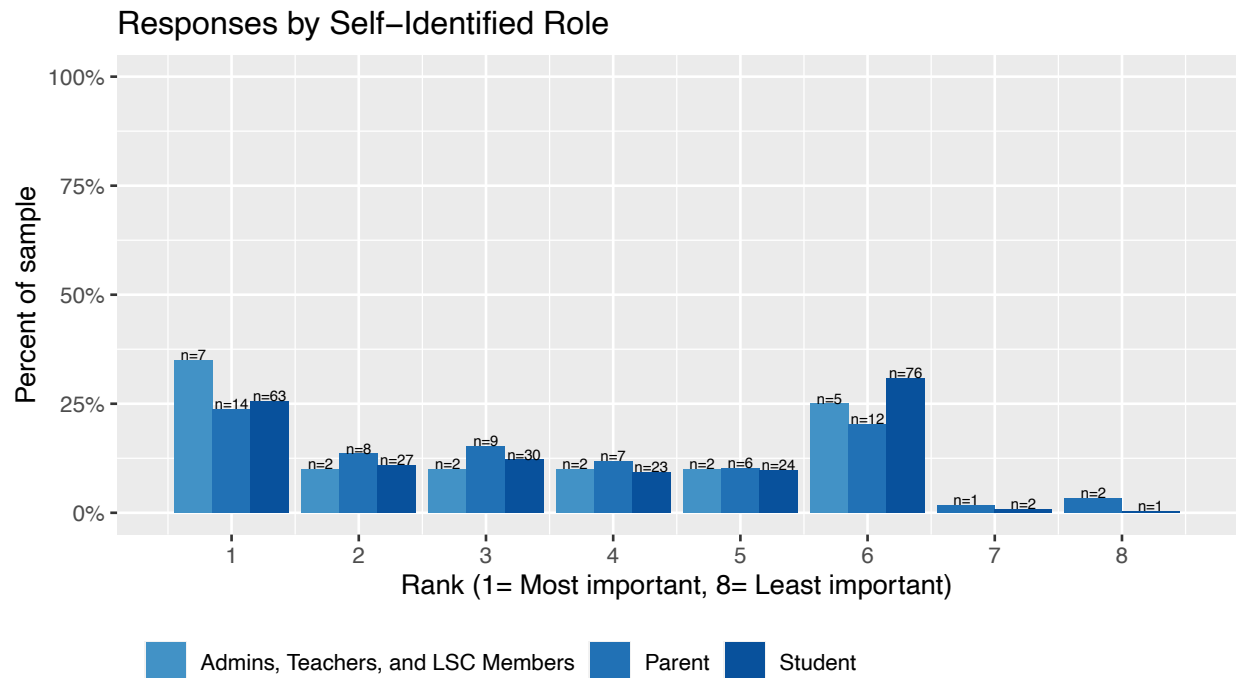
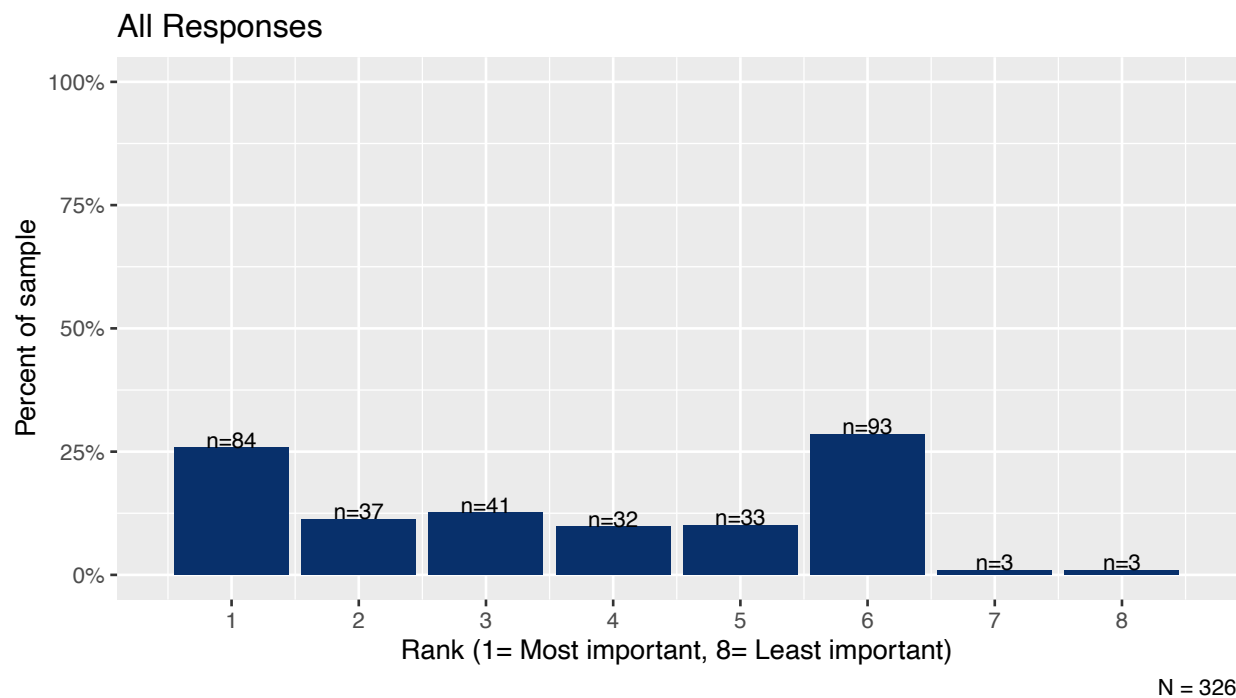
Address large fights



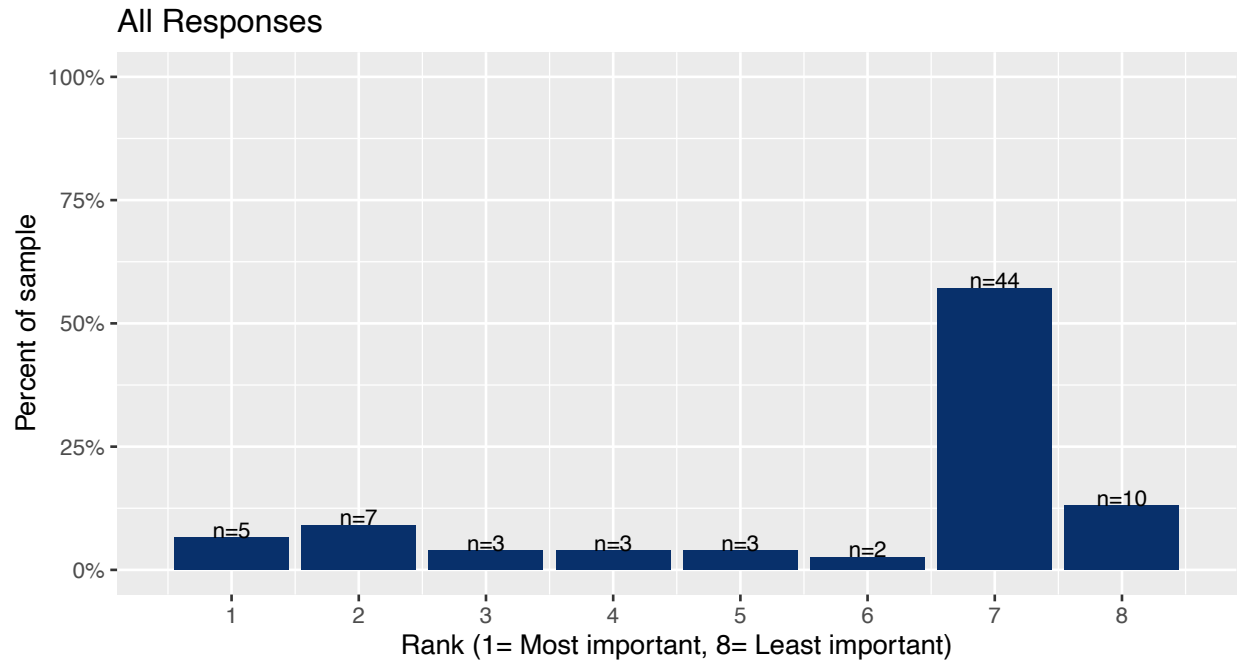
N = 313



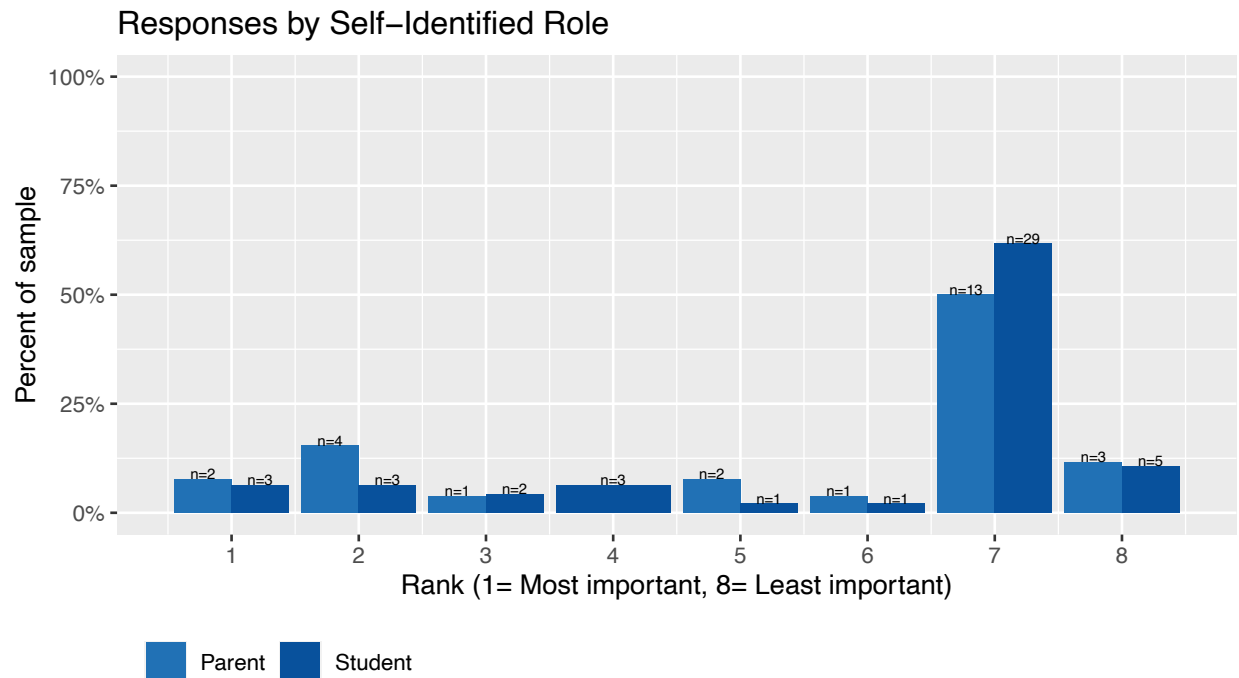
Provides general peace of mind



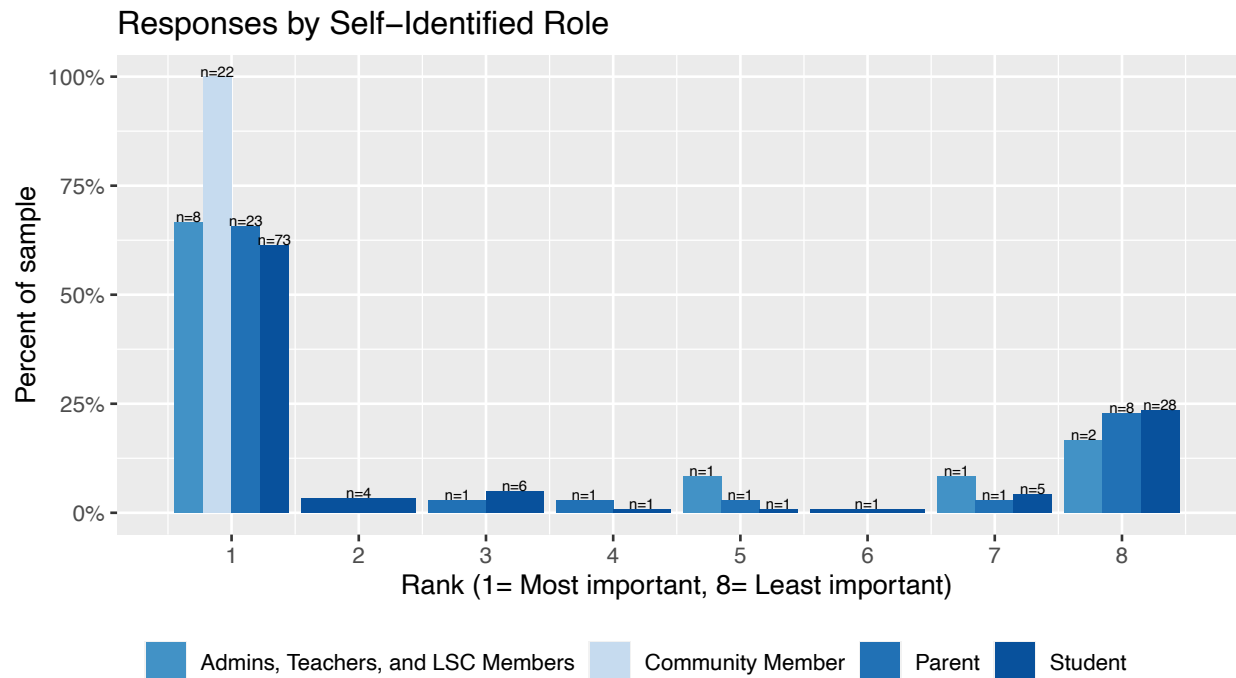
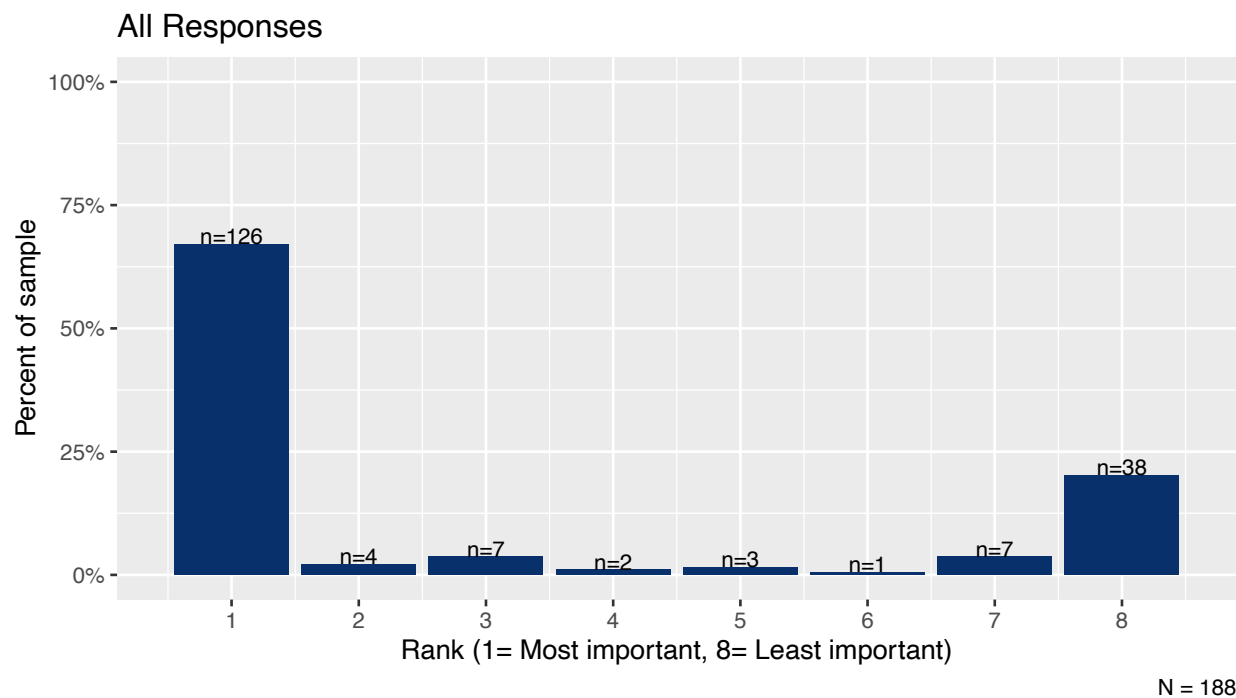
Other



N = 77

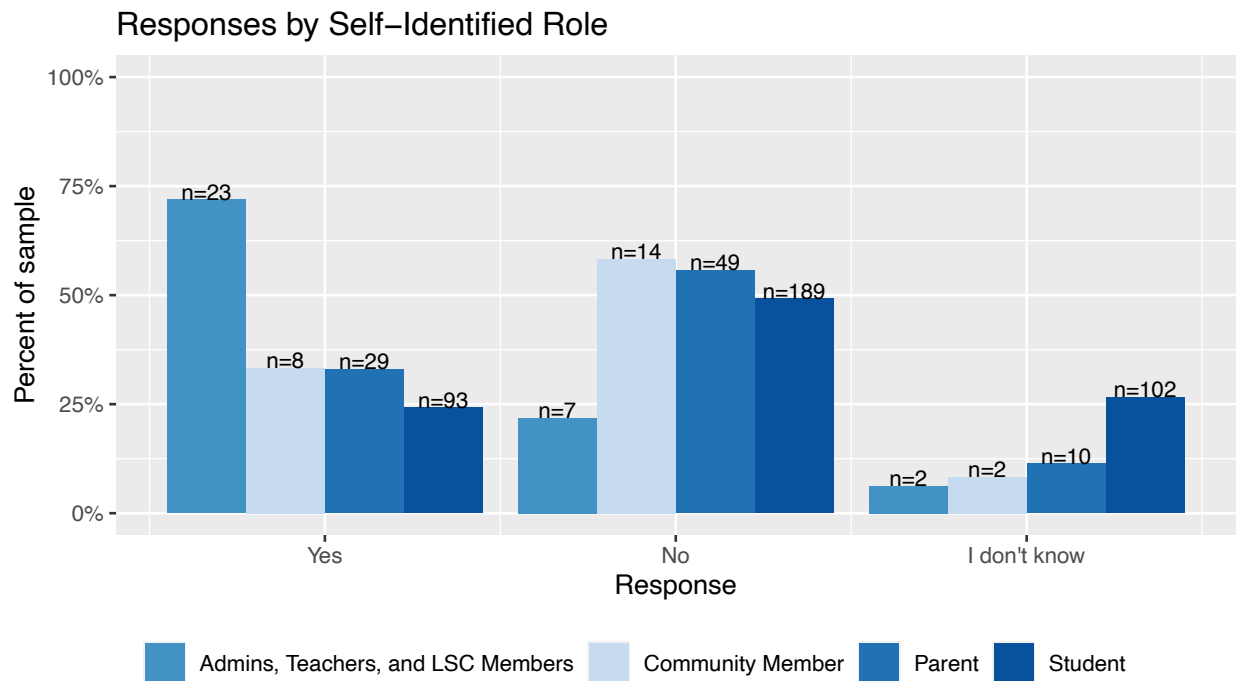
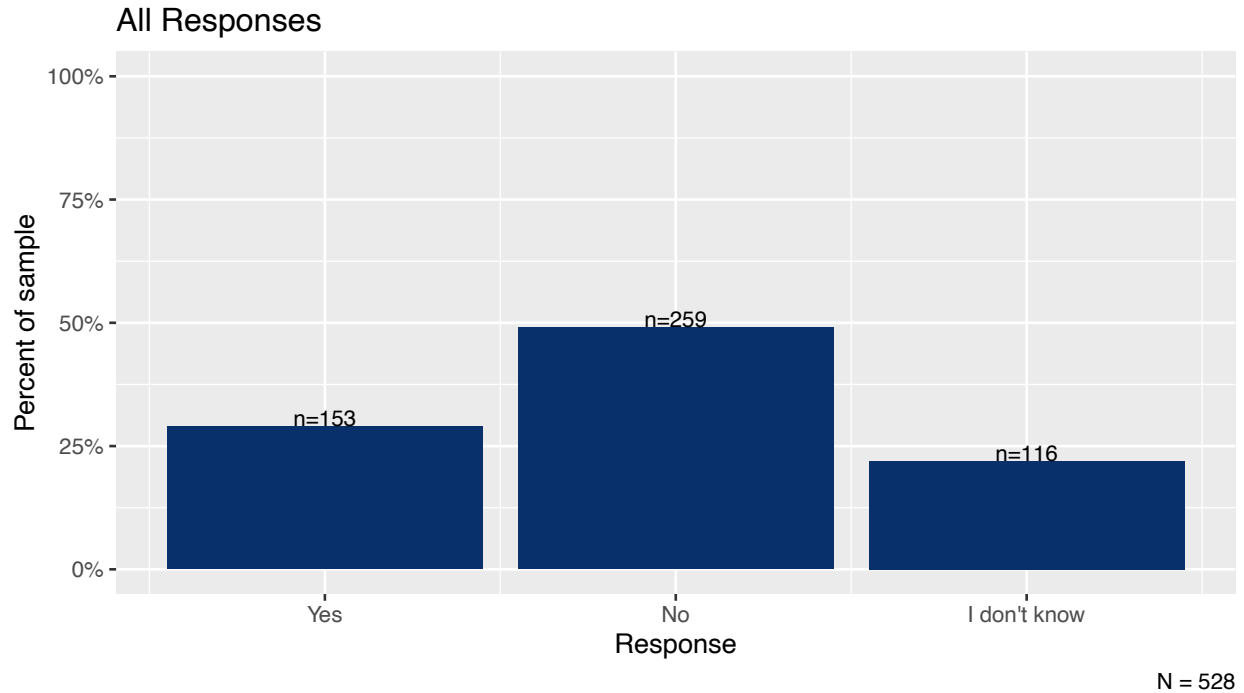


None of the above, they do not help our school be safer



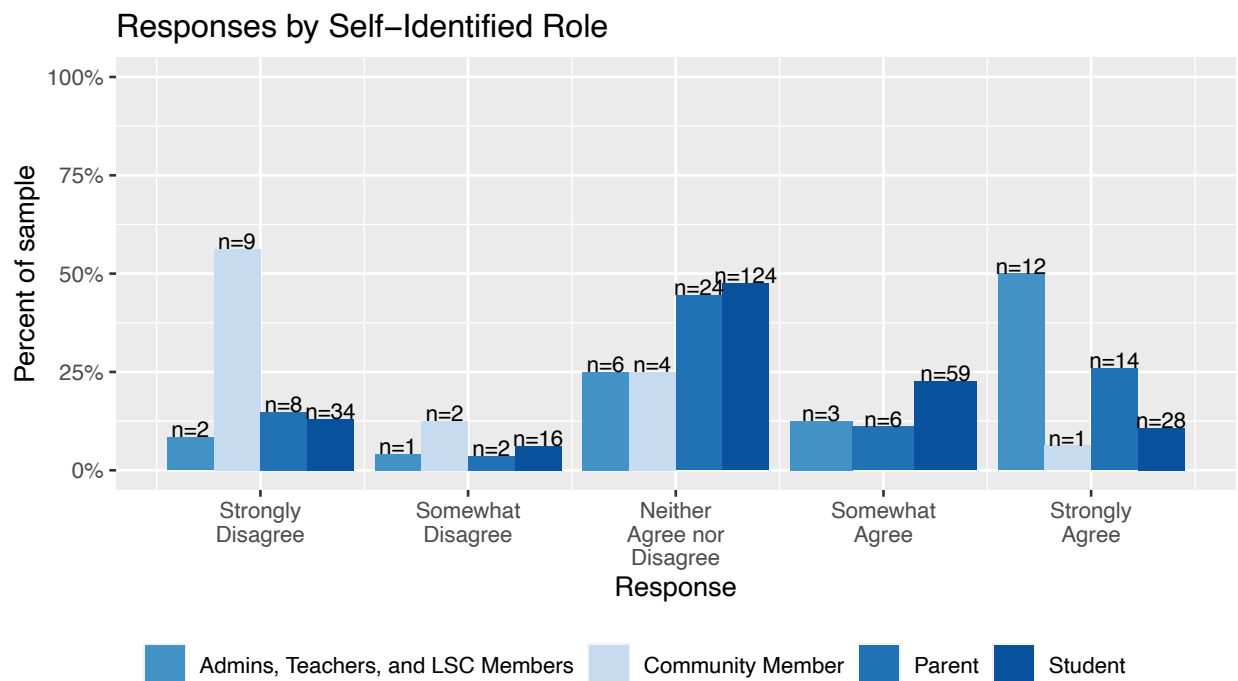
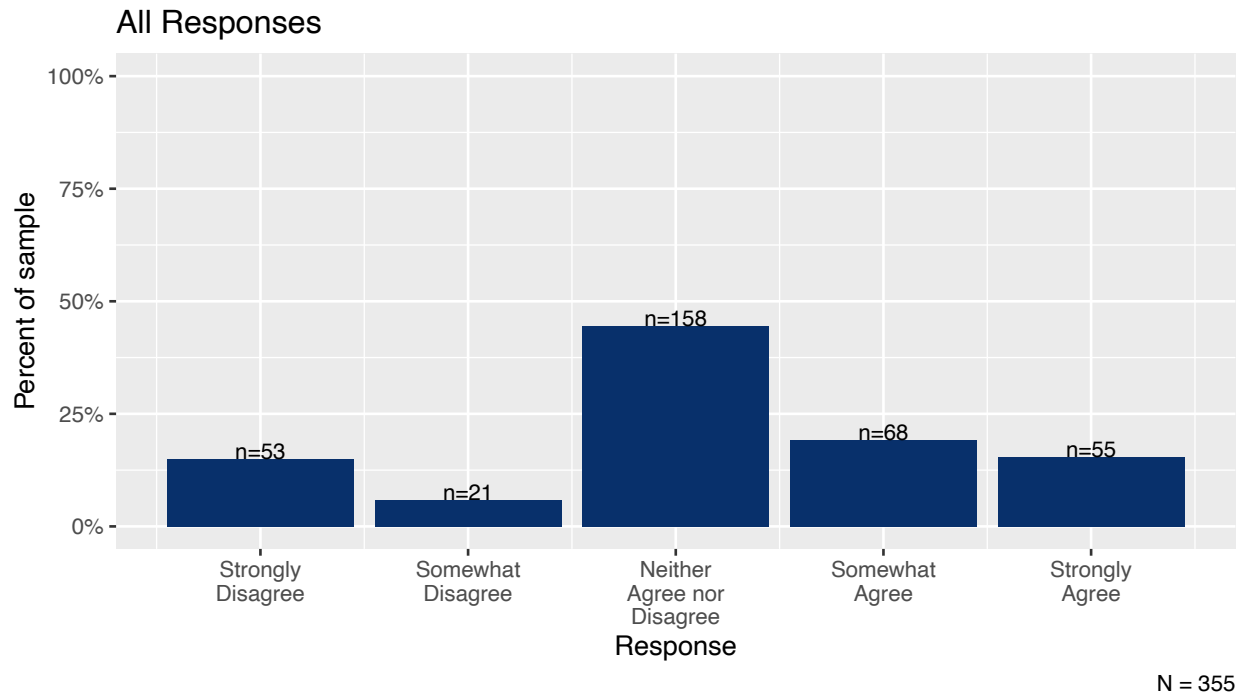
Question 4

Have you met your school's SROs?

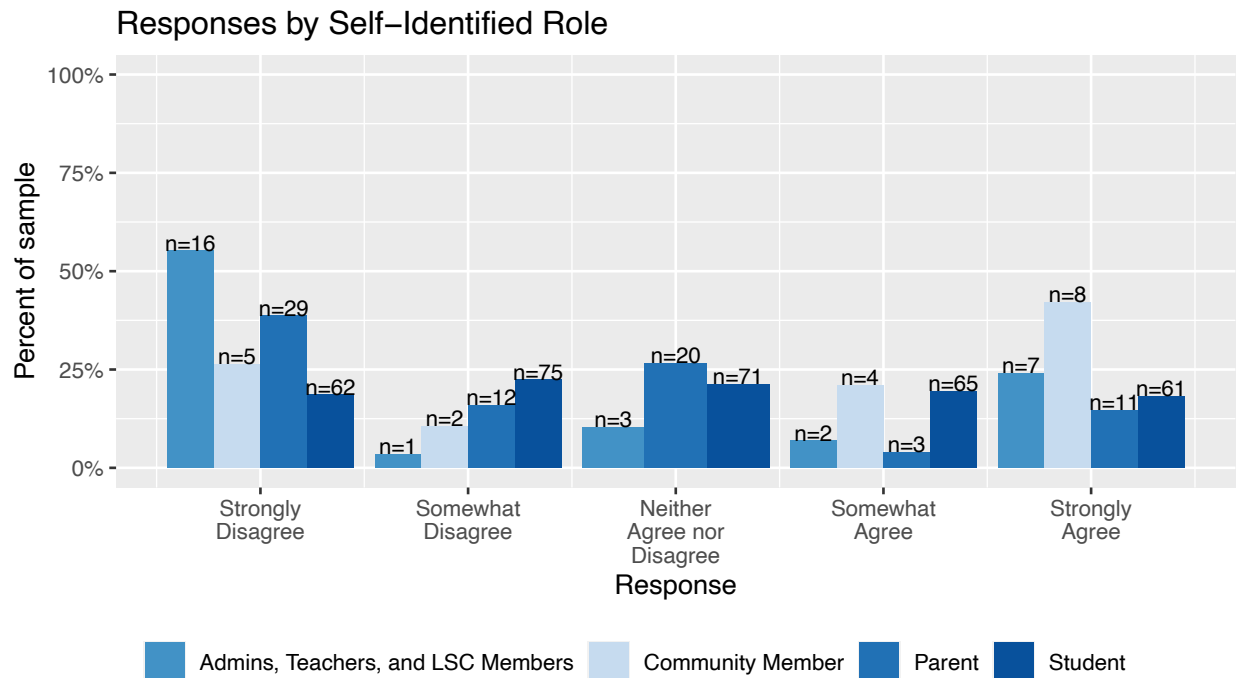
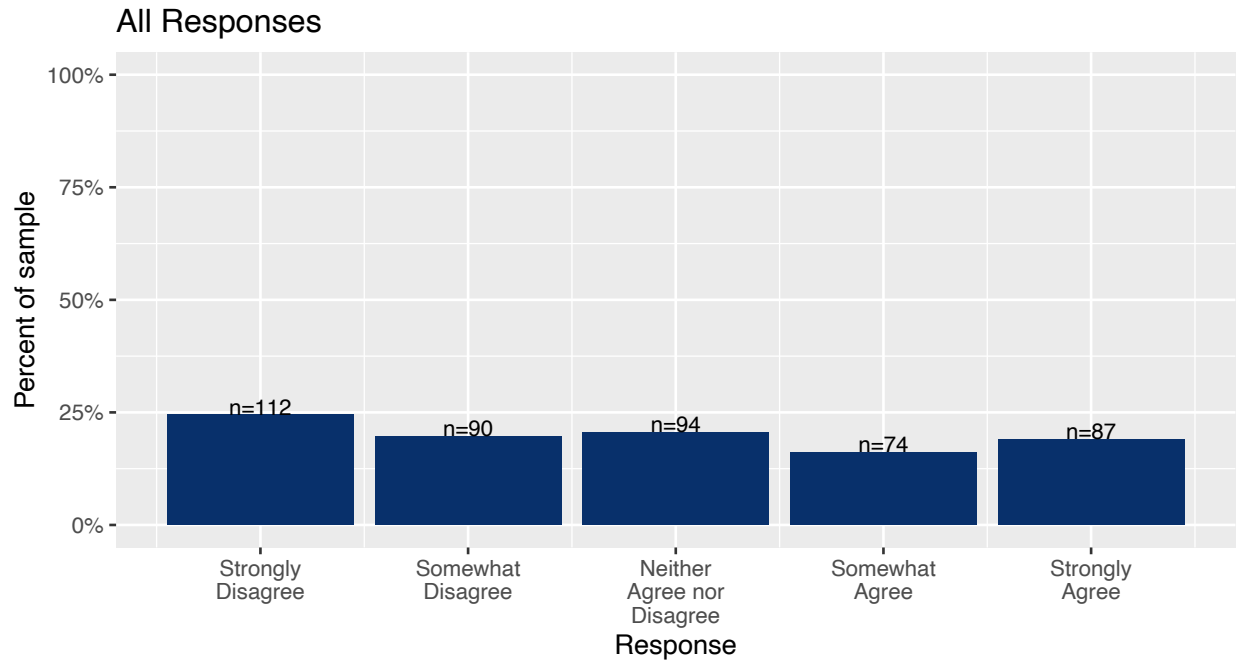


Question 5

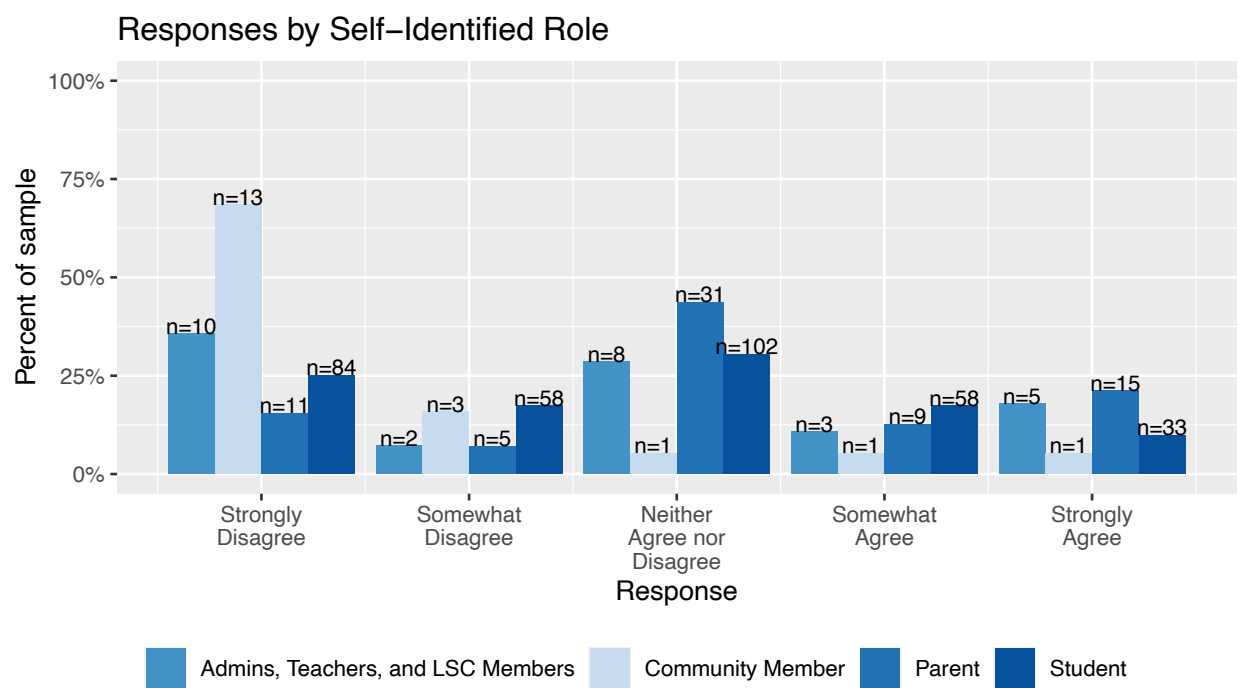
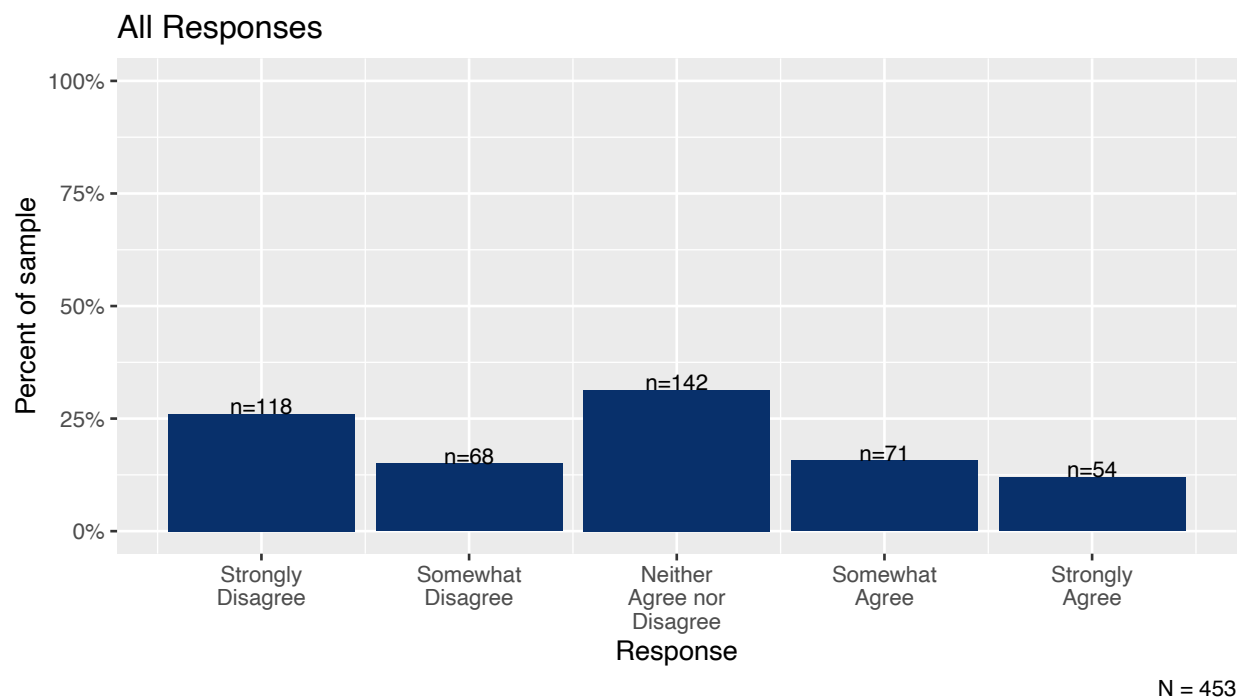
I, personally, have had positive relationships with our school's SROs.



I am not comfortable approaching our SROs.

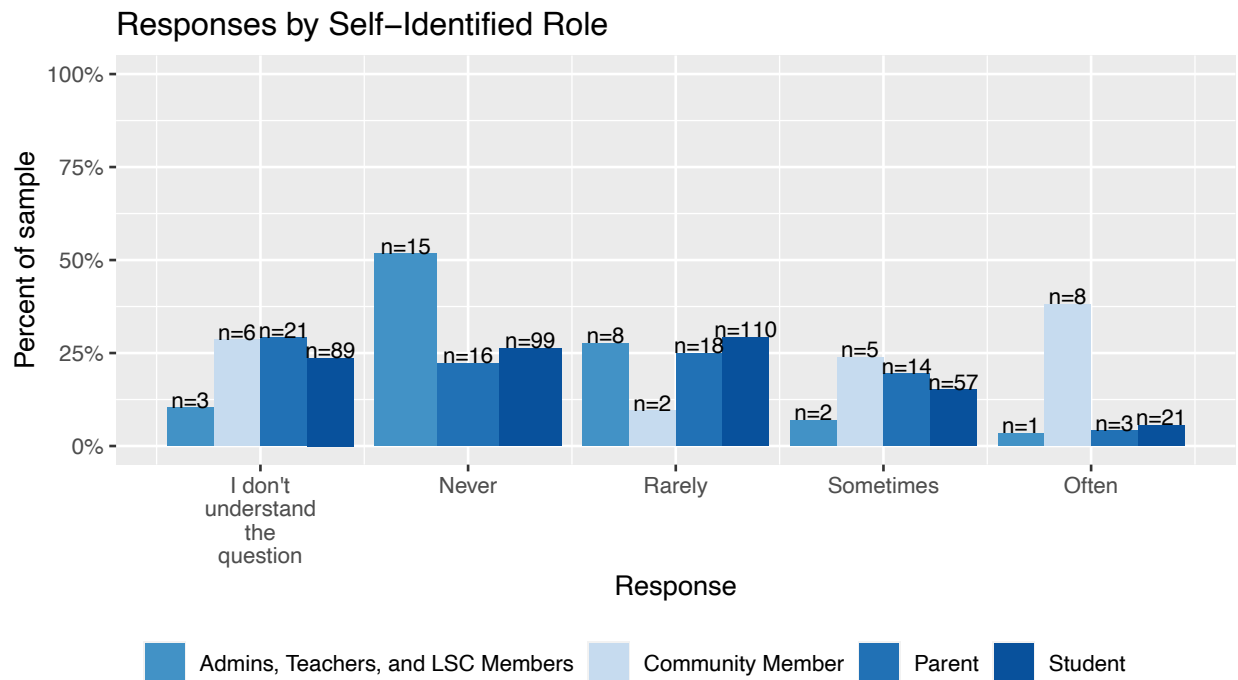
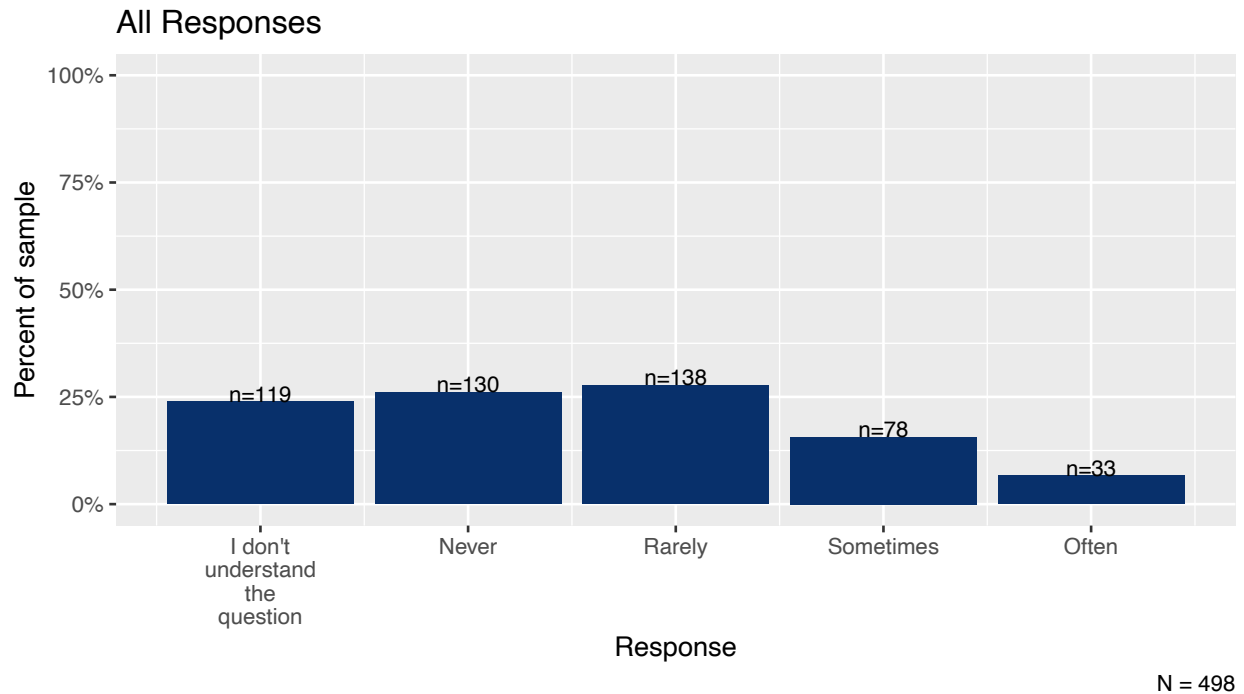


Our school’s SROs have worked to build relationships with the students at our school.



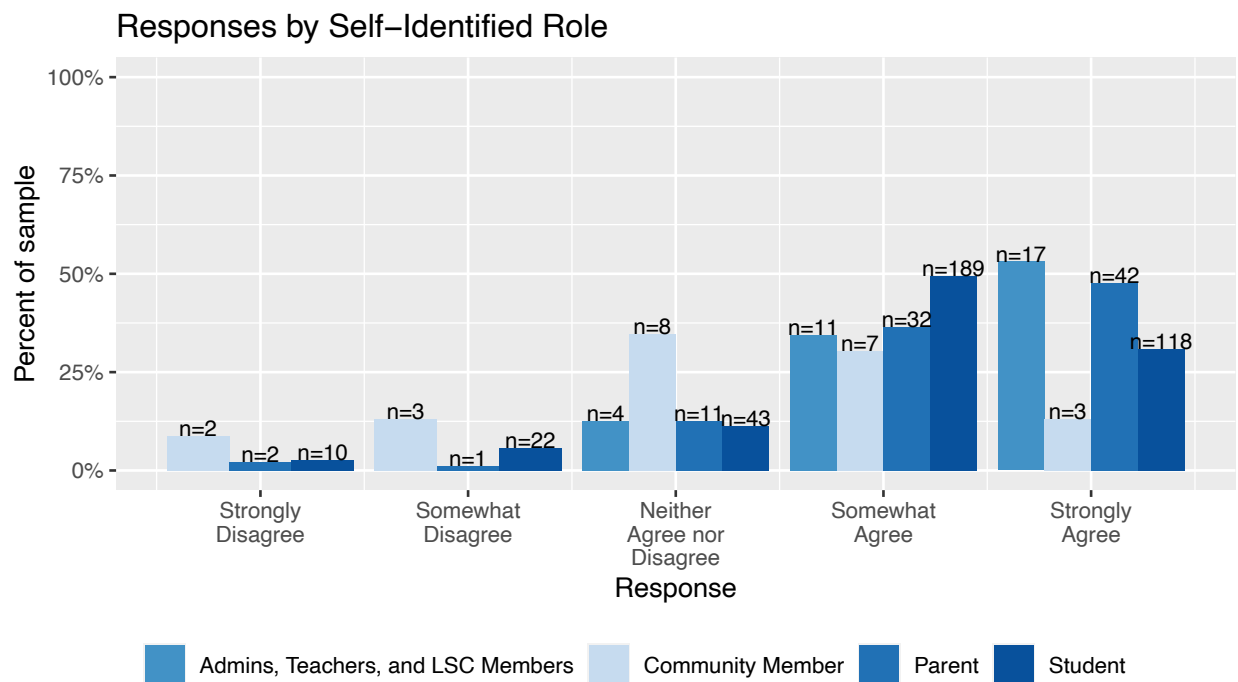
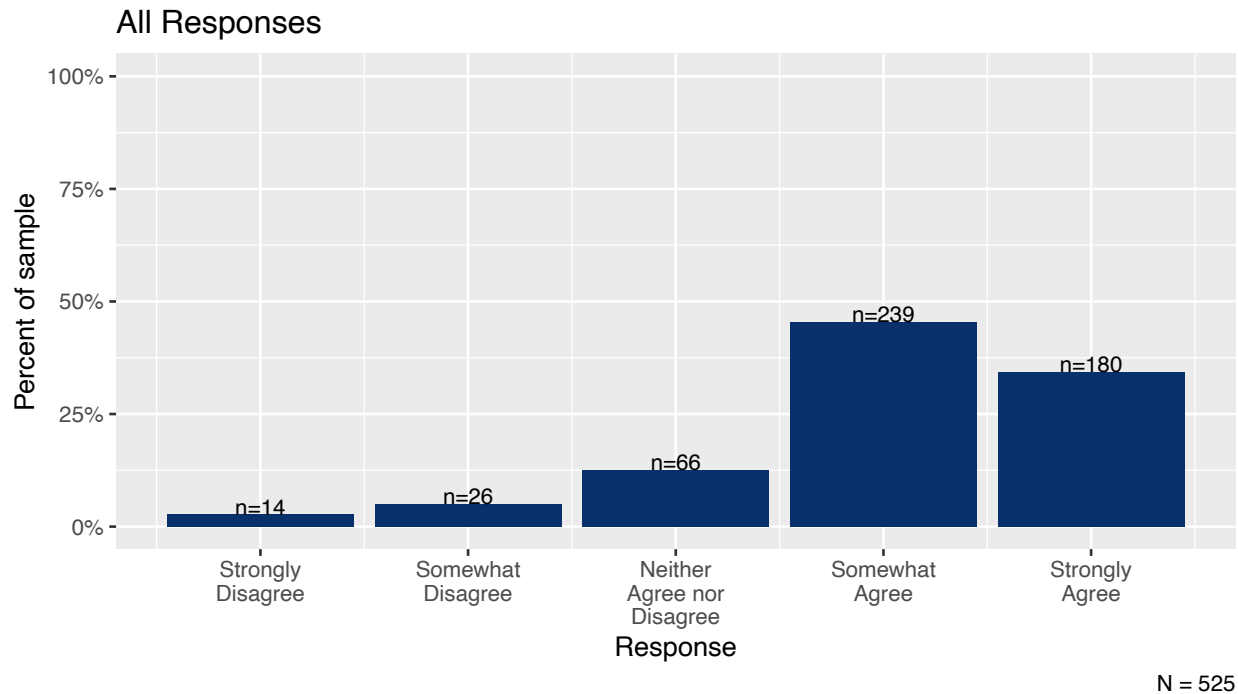
Question 6

At your school, how often do SROs get involved with any disciplinary issues that are supposed to be handled by administration?

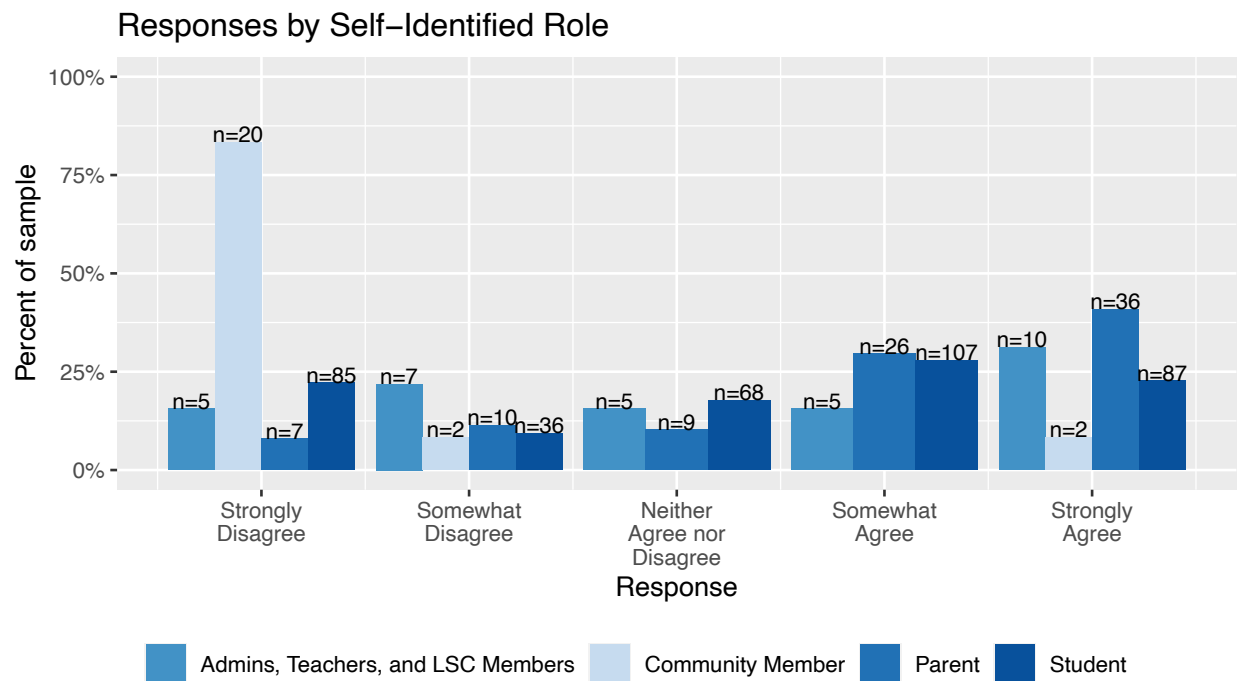
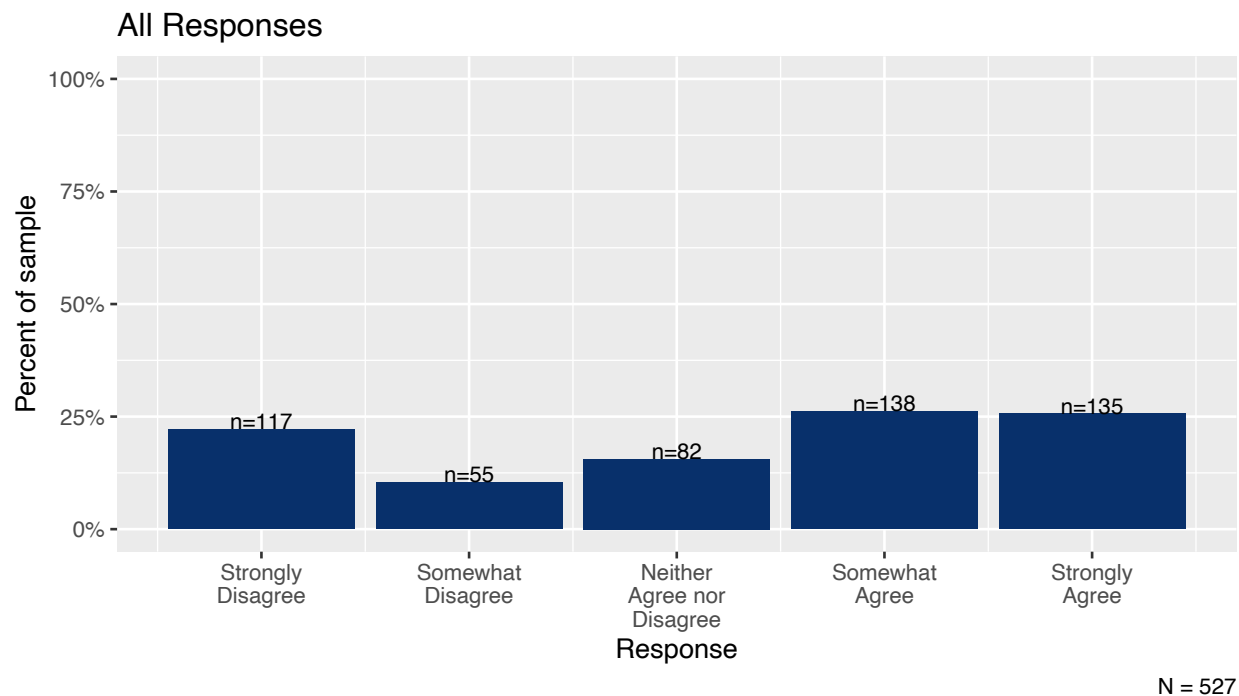


Question 8

I believe that our school administrators and staff have good relationships with students.

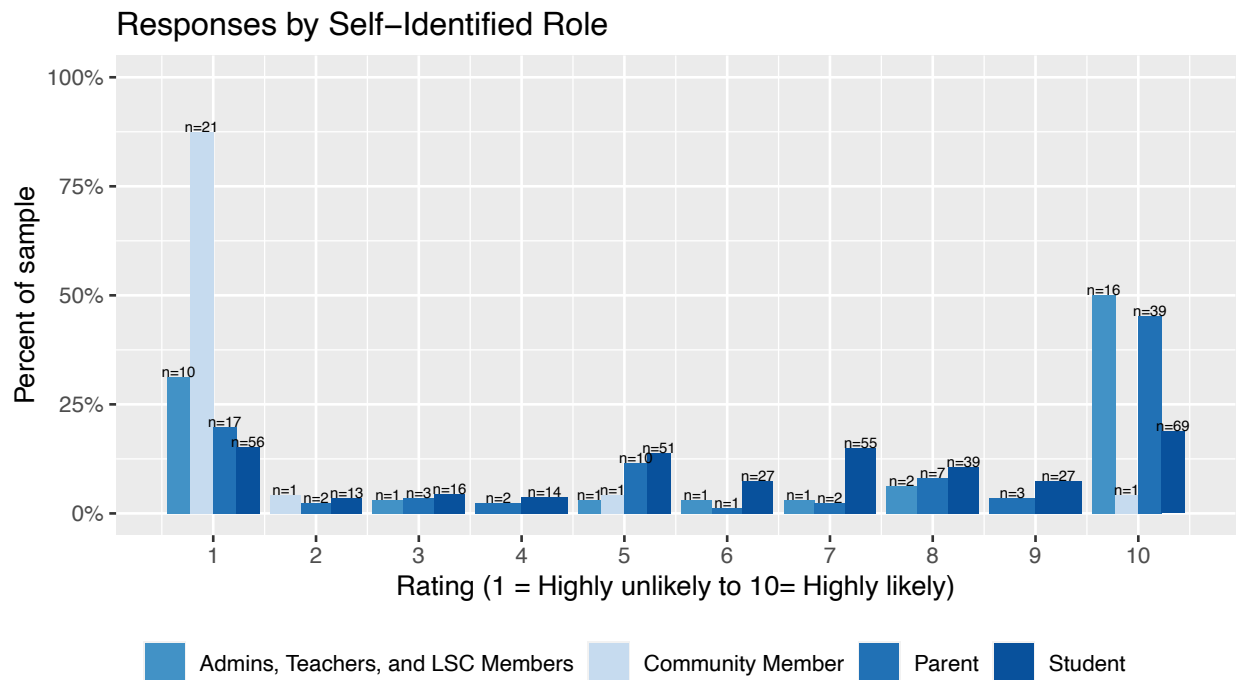
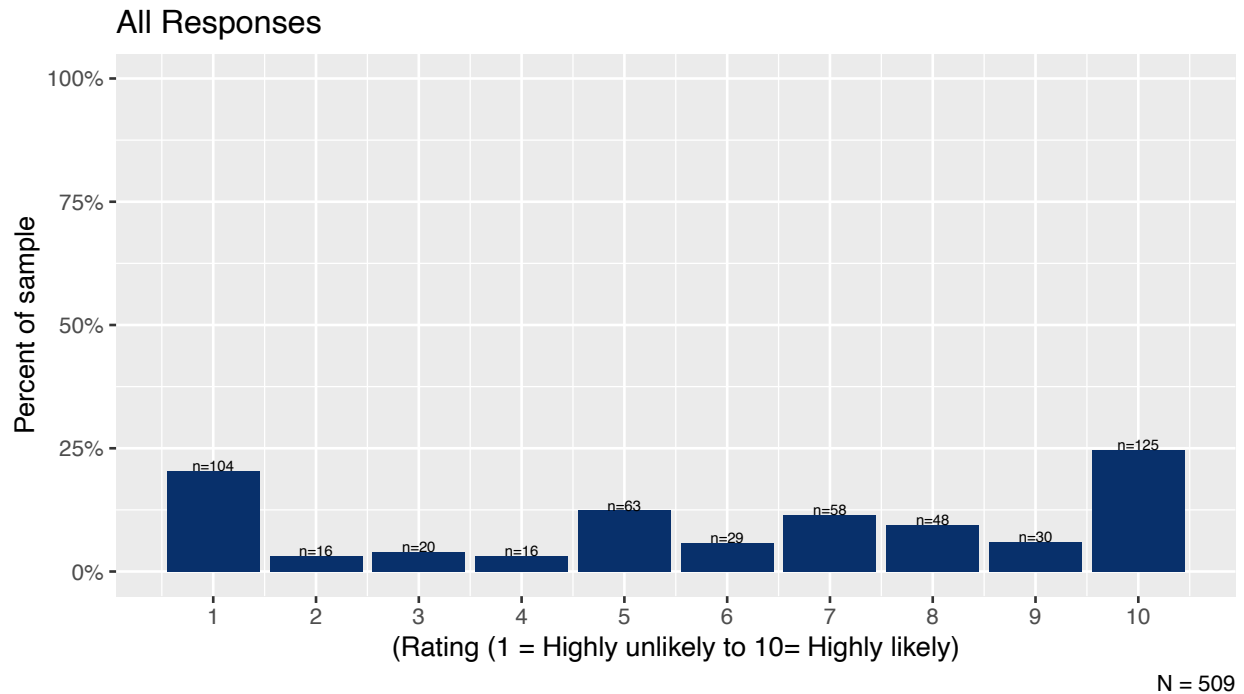


Overall, I have a generally positive feeling about CPD officers in the community (outside of school).



Question 9

Given your experience with the SRO program this year, how likely are you to recommend that your school keeps them for next year?



School Resource Officer Update

Presentation to Board of Education

June 2020



Contents

- SRO Program Update
- Overview of changes from previous year
- Share Recent Survey Results
- Review Discipline Data
- Recommended Next Steps

School Resource Officers (SROs) Program Update

- 72 of 93 (77%) of district run CPS schools have SROs; One (1) charter school has SROs
- The following improvements were made last year:
 - Significant feedback collected last summer on SROs in schools through feedback sessions and focus groups across the city
 - This feedback led to improvements in the SRO program
 - New MOU was signed for SY19-20 school year
 - Program Improvements:
 - Presence of SRO in the Schools
 - Selection Criteria
 - Improved Clarity Re: Roles and Responsibilities
 - Training
 - Complaint Process

Presence of SRO Program

Previous:

- Process was more informal where schools with SROs determined if they wished to remove the program. Transition plan was developed and implemented.

Improvements from last year:

- CPS codified that Local School Councils (LSCs) would have the ability to vote and decide if they wanted to retain the SRO Program in their schools
- CPS Safety and Security was available for consultation at any time
- LSCs were allowed to revisit their vote at any time during the school year



Selection Criteria

Previous:

- CPD District Commander selected assignments for SROs to schools
- Selection criteria was not transparent

Improvements with last year's MOU:

- Selection criteria is codified with specific parameters
- CPS Principals have the ability to participate in the selection process
 - Principals can elect to change their SRO assignments
 - Principals received resumes for their SRO candidates

Improved Clarity on Roles and Responsibilities

Previous:

- SRO program was implemented in a less consistent way

Improvements with last year's MOU:

- Roles and responsibilities were codified with specific guidelines (including but not limited to):
 - Visible, positive presence inside of schools and build relationships with school communities
 - Immediate response to calls involving emergency situations, esp those defined per CPS Student Code of Conduct
 - SHOULD NOT have involvement in school disciplinary situations and ensure that no other CPD officers are asked to engage in disciplinary situations
 - Coordinate and participate in training and conducting emergency drills, incl. active shooter drills
 - Work with school administration to proactively develop plans to mitigate serious safety incidents



Training

Previous:

- Inconsistent training to SROs
- Limited guidance to CPS Principals/Administrators

Improvements with last year's MOU:

- Mandatory 40 hour NASRO training + 8 additional hours of enhanced NASRO training
- Mandatory 8 hours of supplemental Chicago -specific training:
 - CPD Protocols
 - CPS Protocols
 - CPS Student Code of Conduct
- Principals were provided with training on how to improve the SRO program in their schools

Complaint Process

Previous:

- Process was more informal where individuals with complaints would contact the CPD district office or their CPD contacts

Improvements from last year:

- Complaint process was codified that all complaints would be centralized and follow the standard CPD process to ensure that there was appropriate tracking and follow through
 - All complaints should be directed to COPA - Civilian Office of Police Accountability

SRO Survey Results

June, 2020

SRO School Community Survey

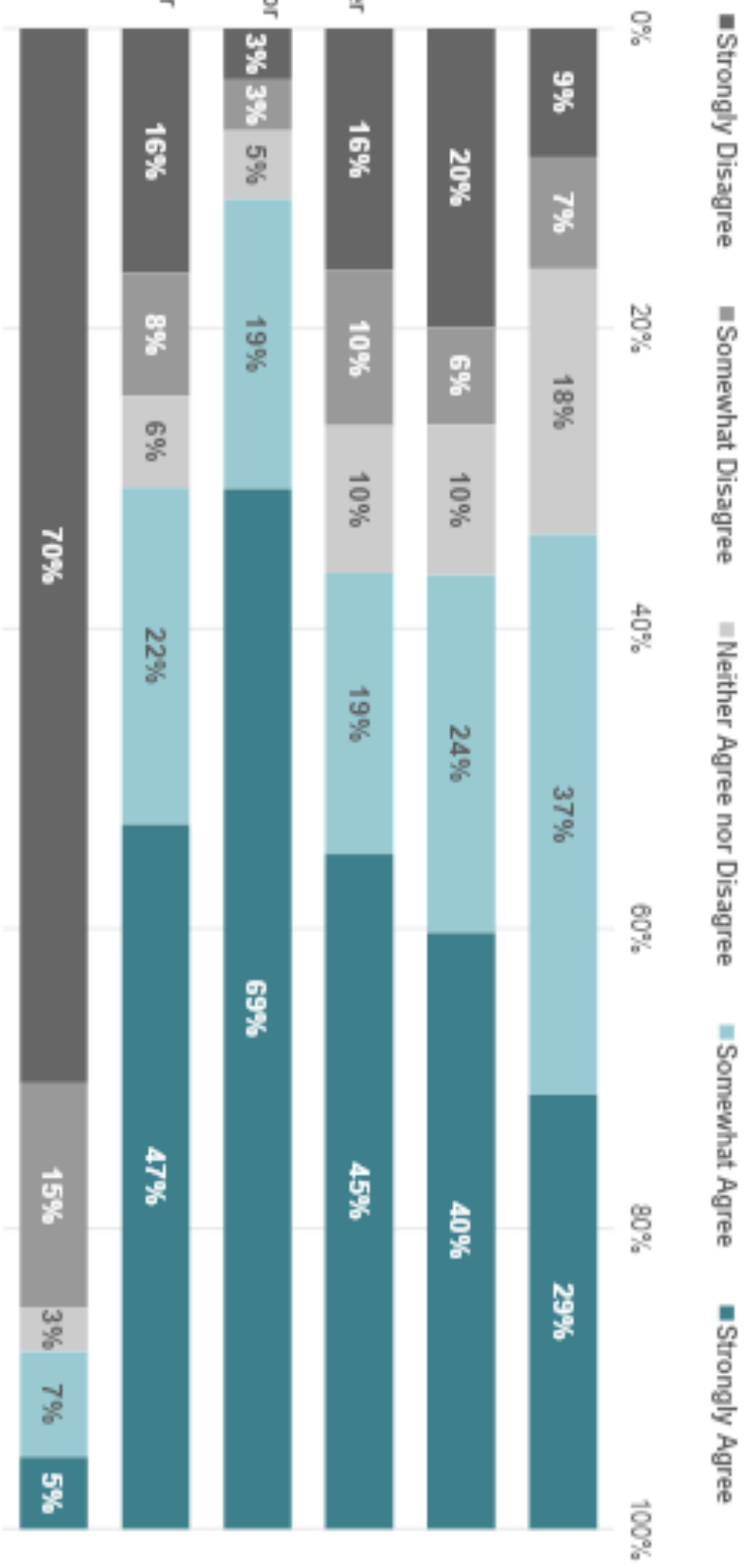
- In May, 2020, CPS issued a survey intended to get quantitative feedback from school community members directly related to schools . Survey was issued in English and Spanish.
- Local School Council Engagement:
 - On 5/18/20, we met with the Local School Council Advisory Board to discuss updates and survey
 - On 5/20/20, we met with the Local School Council Chairpersons who are at CPS schools that have SROs to discuss updates and survey
 - On 5/22/20, we provided Principals with updates and announced the survey
 - On 5/26/20, we sent the survey to members of school communities that have SROs:
 - Administrators
 - Teachers/ Staff
 - Students
 - Local School Council Members
 - Parents (to the email address registered in Aspen)
- Survey was open from 5/26/20 - 6/8/20. Community members and general public accessed link through their own social media postings.

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- This question included N/A Option - School Community = 11% and Community at Large = 29%

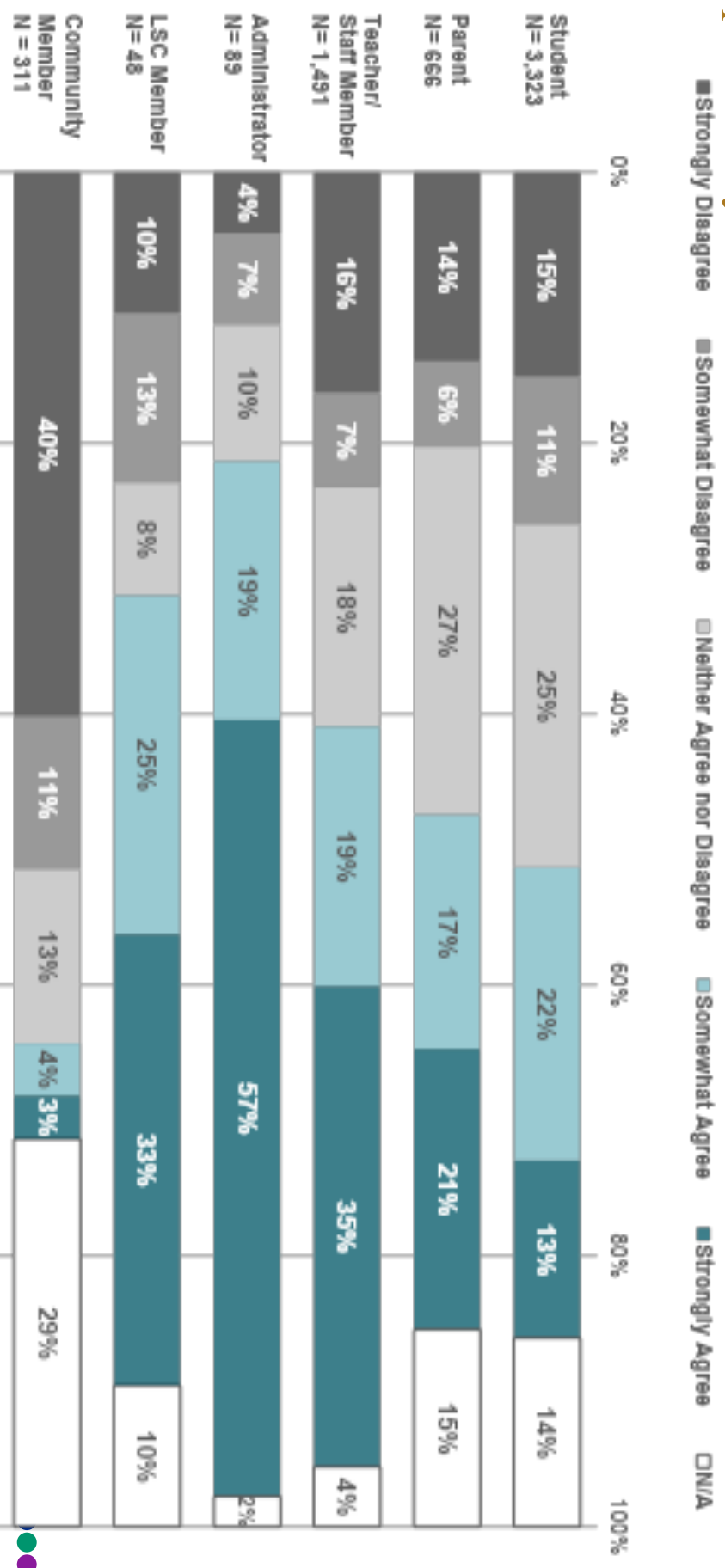
Statement #1: I believe our schools' School Resource Officers (SROs) help to keep our school safe.

Responses by Role/Affiliation



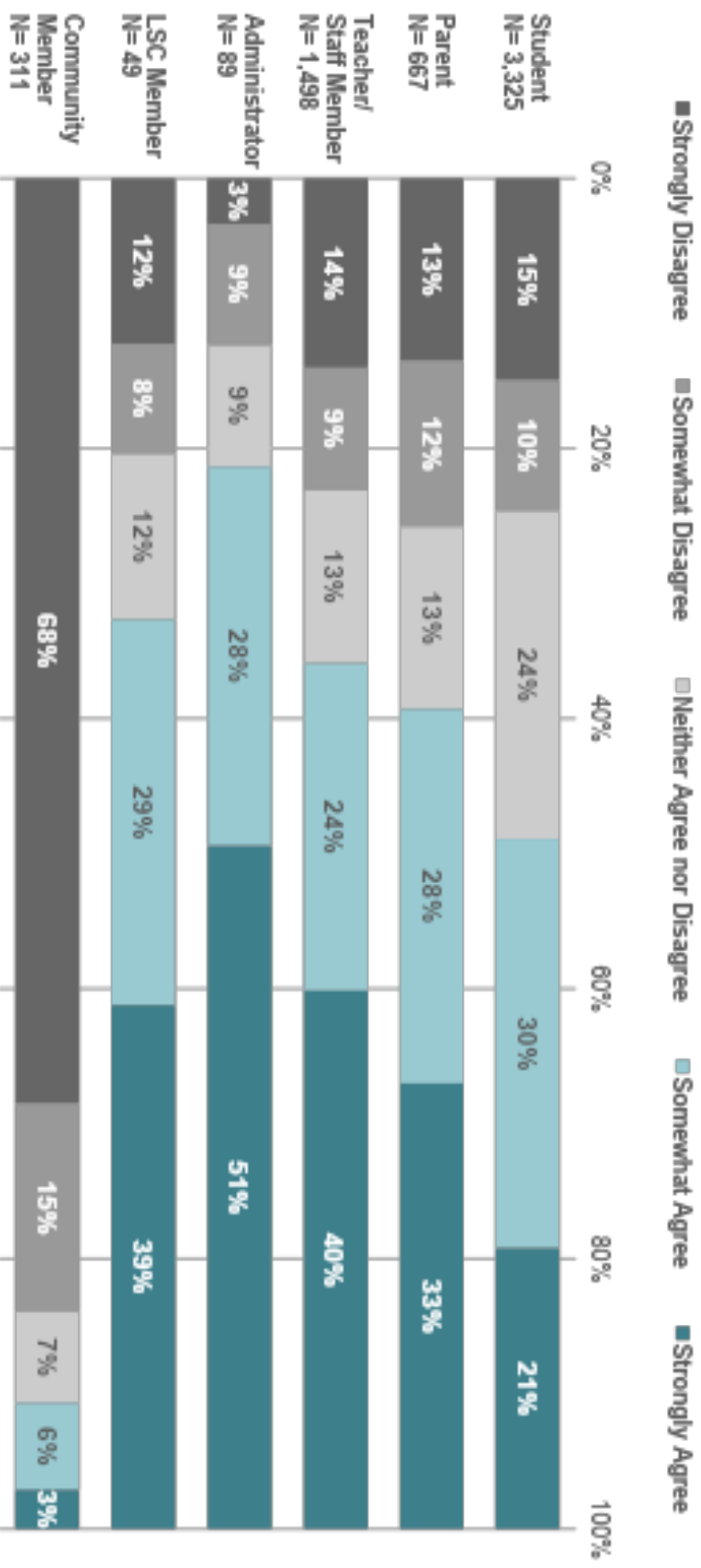
S2: Our school's SROs have worked to build relationships with the students at our school.

Responses by Role/Affiliation



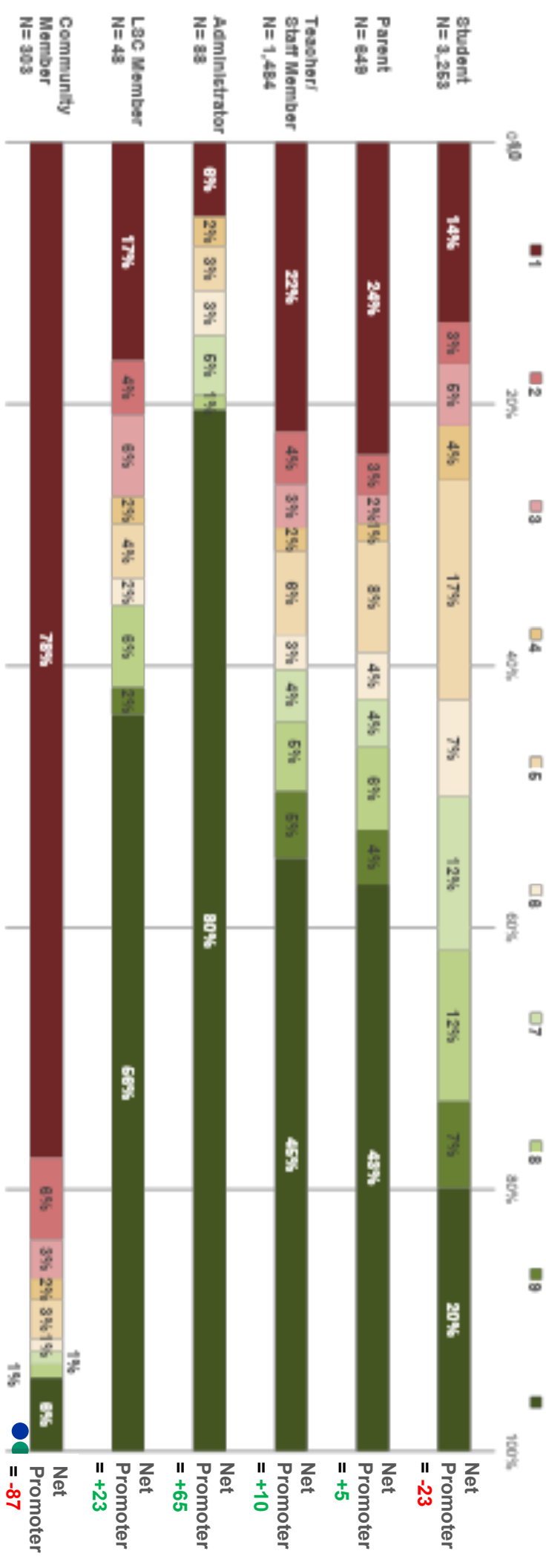
S3: Overall, I have a generally positive feeling about CPD officers in the community (outside of school).

Responses by Role/Affiliation



S4: Given your experience with the SRO program this year, how likely are you to recommend that your school keeps them for next year?
(Rate 1 = Highly unlikely to 10 = Highly likely)

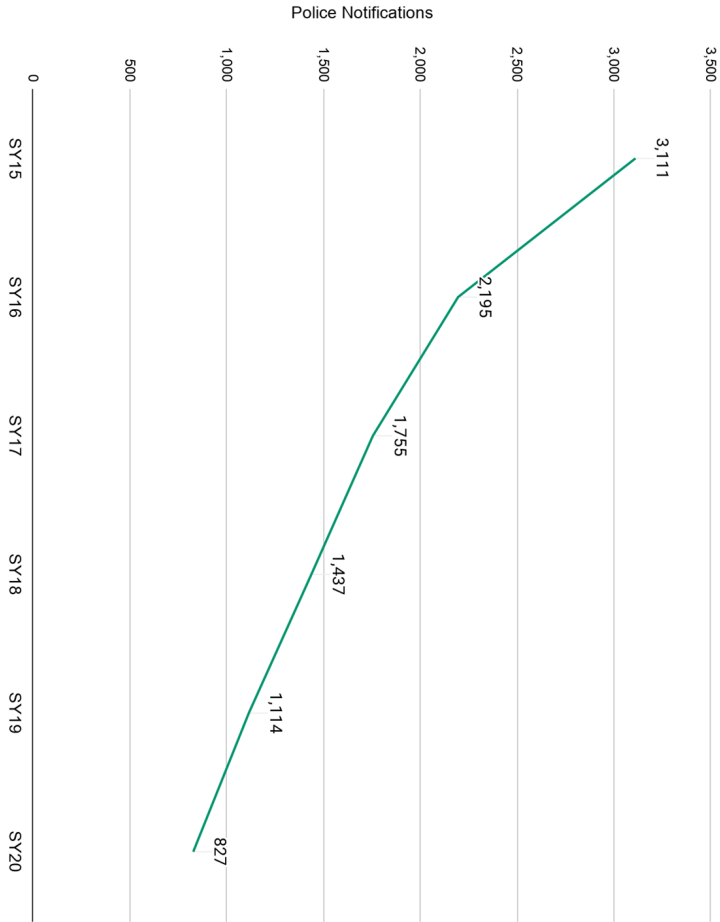
Responses by Role/Affiliation



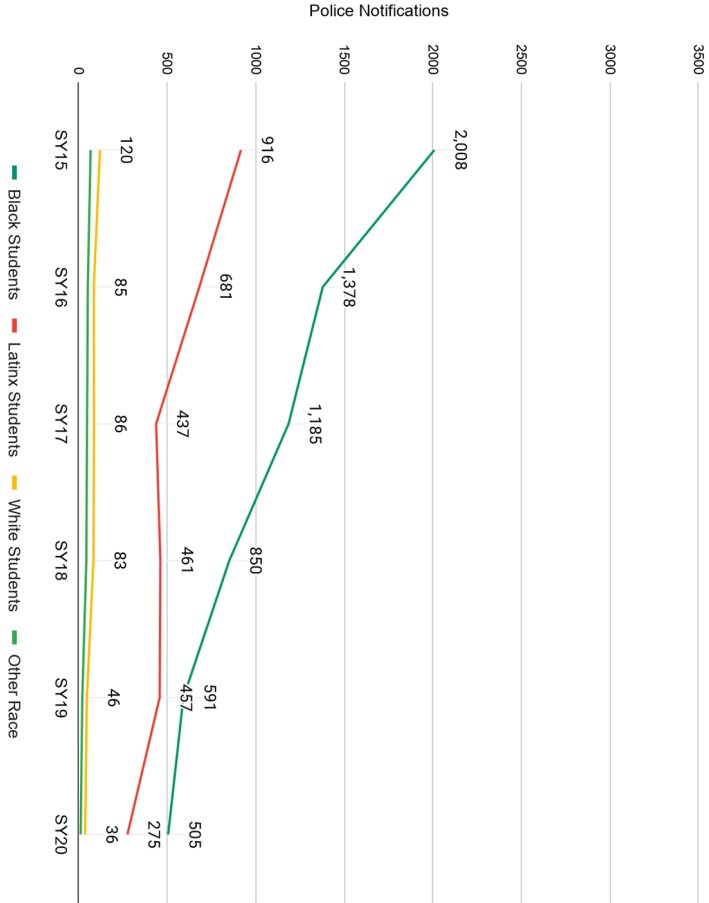
SY20 Discipline Data

District High School Police Notifications Over Time

Police Notifications in High Schools, SY15 to Present

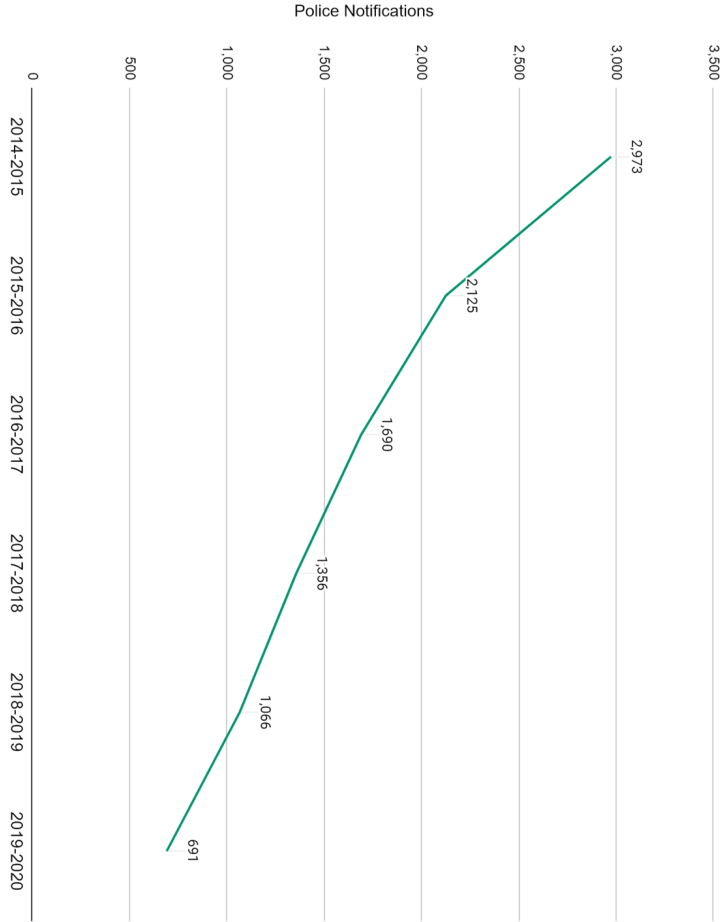


Police Notifications in High Schools by Race, SY15 to Present

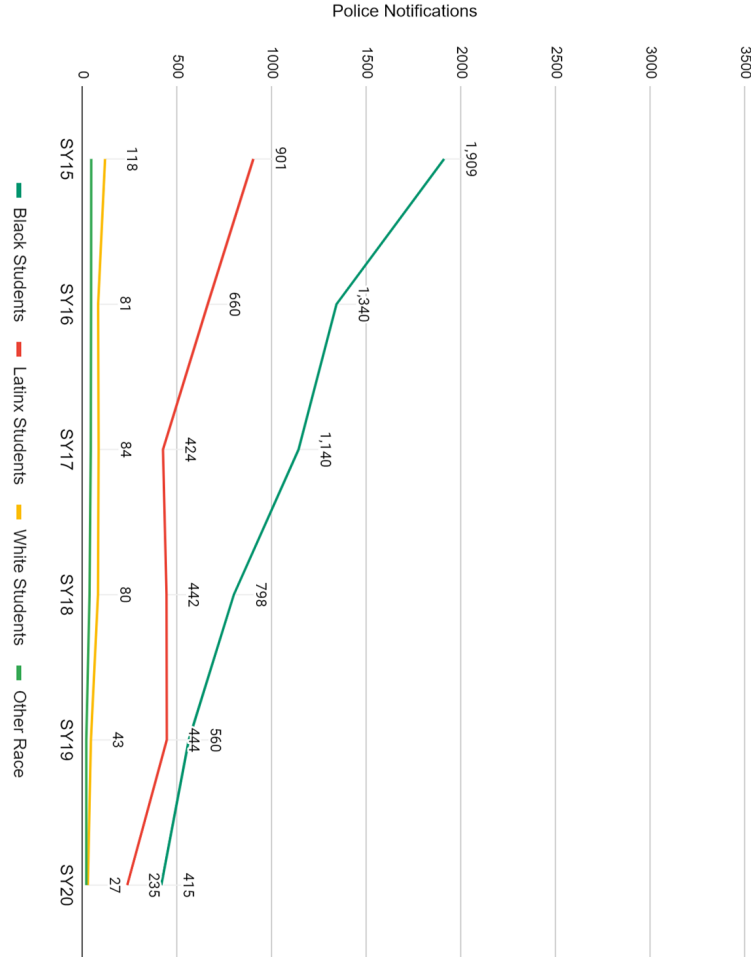


Schools with SROs Police Notifications Over Time

Police Notifications in High Schools with SROs, SY15 to Present

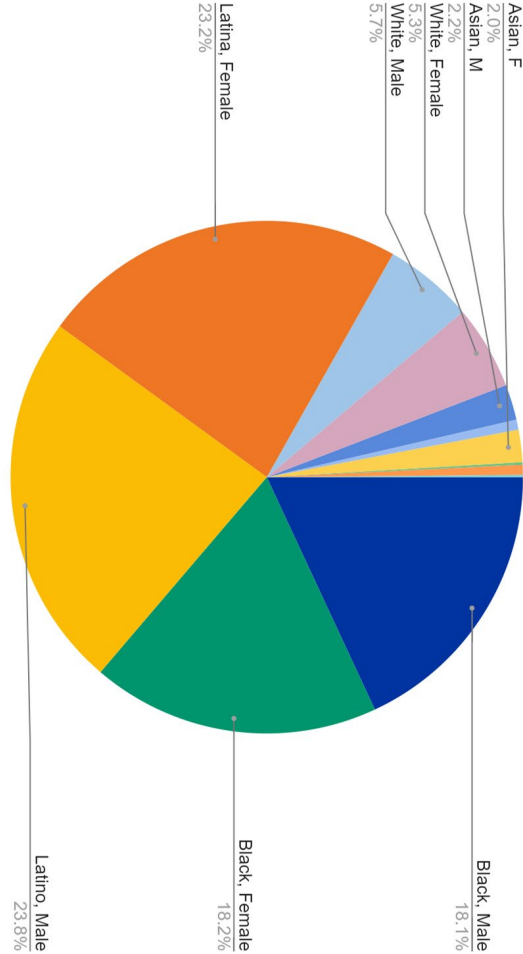


Police Notifications in High Schools with SROs by Race, SY15 to Present

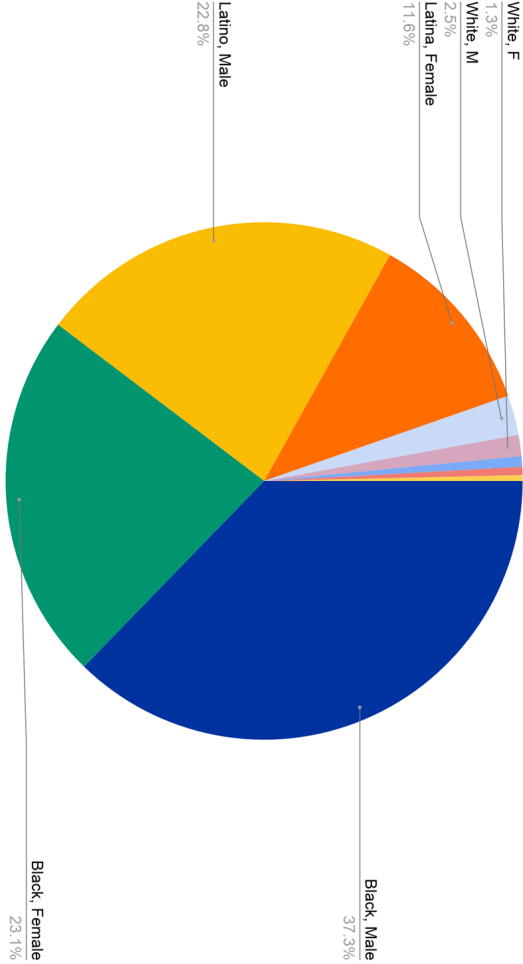


SY20 Police Notifications by Student Subgroup (All Schools)

CPS Enrollment by Race & Gender



SY20 CPS Police Notifications by Race & Gender (All Schools)

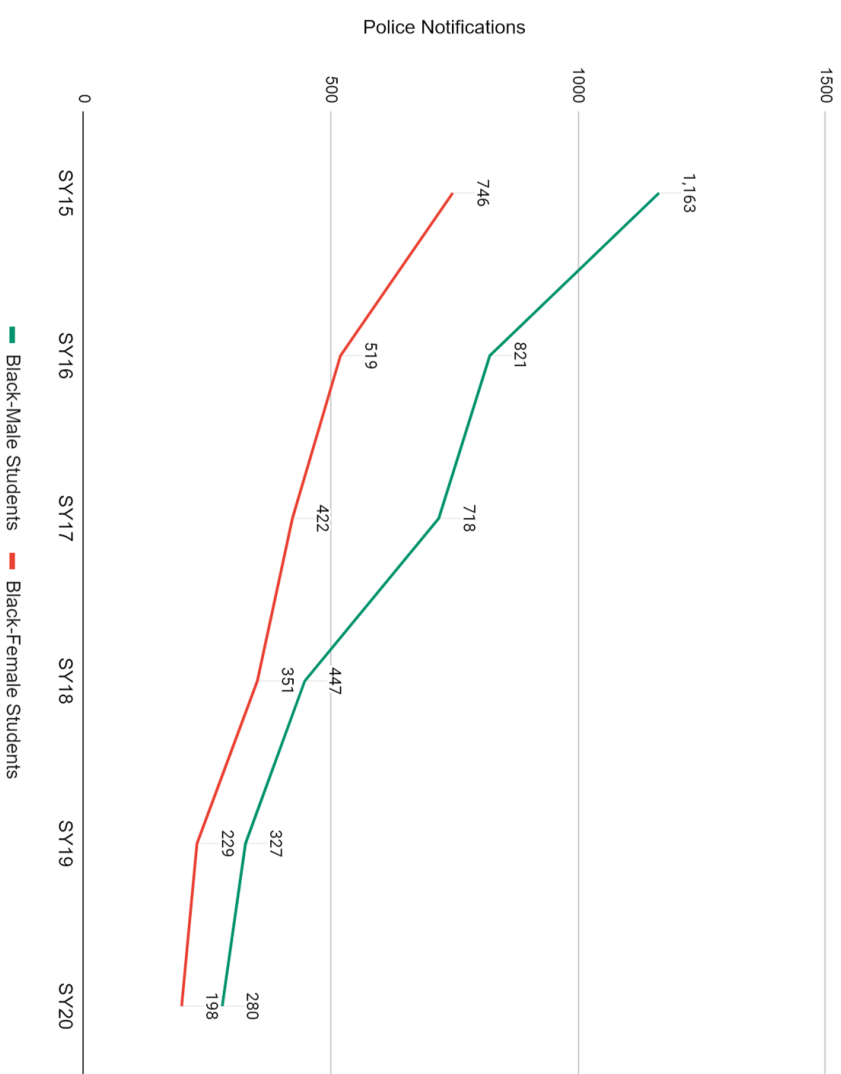


There is still a disproportionate number of police notifications towards African -American students at a district -wide level.



Schools with SROs Police Notifications Over Time - Race & Gender

Police Notifications in High Schools with SROs by Race & Gender, SY15 to Present



CPD Notification Comparison

- CPS continues to work to eliminate disparities in the disciplinary process
- There has been progress made, but we acknowledge that there is still a long way to go

| Number of CPD Notifications | | | |
|--|---------|---------|-------------------------------|
| | SY14-15 | SY18-19 | Change SY18-19 vs. SY14-15 |
| Among all Students District Wide | 4,210 | 1,758 | -58.2% |
| Among all Students at High Schools w/ SROs | 2,973 | 1,066 | -64.1% |
| Among African American Students at High Schools w/ SROs | 1,909 | 560 | -70.7% |



Recommended Next Steps

- Continue to empower Local Schools Councils to make the decision on whether to maintain the SRO program in their schools
 - Deliver a “toolkit” to help LSCs facilitate a thorough discussion in their decision making process
 - LSCs must re-vote before school resumes in the fall
 - LSCs can decide they wish to revisit their decision at any time during the school year
 - LSCs also must ensure that their school communities are aware of the vote to encourage participation
- Work with schools and advocate groups to host formal feedback sessions with students and parents across all perspectives related to this important topic
- Continue to provide training to SROs and school communities on how to partner with SROs
- Further promote conversations around the evolution of school safety with and without the SRO program