

MARYLAND CENTER for SCHOOL SAFETY

School Safety Subcabinet Meeting

November 13, 2023

Subcabinet Items Welcome of the Subcabinet – Chair, Dr. Carey Wright

Declaration of Quorum.....	1
Additions to the Agenda.....	1
Regulations COMAR 14.40.04 Permission to Adopt.....	1
ANNUAL REPORT - Approval.....	4
2024 Safe Schools Fund Grant Applications.....	10
County Funding Grant Requests.....	10
Jurisdictional Funding.....	12
Contractual Services Funding Requests.....	13
2022 Hate Bias Report.....	15
Hate-Bias Examples.....	16
Questions.....	17
Meeting Schedule.....	18
Close Session.....	19

MARYLAND CENTER for SCHOOL SAFETY

School Safety Subcabinet Meeting

November 13, 2023

Subcabinet Items Welcome of the Subcabinet – Chair, Dr. Carey Wright Declaration of Quorum

DR. SYLVIA LAWSON: I would like to please confirm that we are now live streaming and recording is that correct? Okay. I would also like to make sure that we have a quorum. So?

JEANEEN JOHNSON: Good morning. Yes, ma'am, we do.

Additions to the Agenda

DR. SYLVIA LAWSON: All right. Thank you, Ms. Johnson. I appreciate that. The last meeting of the subcabinet was in August, and the August meeting was recorded, and that recording is available on the MCSS website. As such there are no meeting minutes to review? Are there any additions to today's agenda? If there are no additions, then we're going to go ahead and proceed with today's meeting. I'd like to have a motion to add any comments to the agenda. Is there a motion to approve the agenda?

COL. ROLAND L. BUTLER, JR. : Motion.

DR. SYLVIA LAWSON: I have a motion from Colonel Butler. Is there a second?

CAROL A. BEATTY: Second.

DR. SYLVIA LAWSON: I have a second by Ms. Beatty. Any discussion? Okay, there's no discussion. All in favor?

Regulations COMAR 14.40.04 Permission to Adopt

GROUP: Aye.

DR. SYLVIA LAWSON: Any opposed? Any abstentions? The motion passes. The agenda for today is approved. We will now begin our main unit regulation, Ms. Bryan.

KATE BRYAN: Thank you. So, first off, you have a packet in front of you. The report 14.40.04, and that is the regulation for certification and training of School Security Employees and School Resource Officers. So, very quickly some background. The regulation was initially promulgated in 2019. Fast forward a couple of years, we learned a few things. We made some modifications to our SRO and SSE training that we deliver. As such, we determined it was necessary to make modifications to those regulations. So last year, this time last year, we asked the subcabinet to approve for public comments some changes to that regulation. The subcabinet approved. It went out for public feedback and agreed with some of the comments. And so we tweaked and made some changes to that

MARYLAND CENTER for SCHOOL SAFETY

School Safety Subcabinet Meeting

November 13, 2023

regulation, and then came back to the subcabinet in May asking for a second publication of the changes. So those went out for comment and we received those comments closed in August. So what you have in front of you are the comments that we received. And for this one, there were only two, it was from the same individual. Thank you. So, first off, you have a packet in front of you. So the first comment was related to our statement of purpose within the regulation, so that section of the sort of narrative that sits at the top of the regulation, it goes in the Maryland Register, they asked us in the future to ensure that we provide a little more context to the reader so they understand what we're changing. So we agree with that. So moving forward, we're going to make sure that we do that in all of our regulations that we publish. The second, they actually identified an editing error on our part. So the statute requires school resource officers and security employees to participate in our training, but it also allows the opportunity for them to participate in local training that meets the same requirements of our training. And when we drafted the regulation, we accidentally, instead of, we were attempting to remove a date, and we actually removed an entire line, which took away their statutory ability to participate in their own training. So we're asking for the regulation to be adopted with that one deletion placed back in. I spoke with counsel, counsel agrees that it does not impact the locals in any negative way. I don't know if you have any specific comments you want to provide.

JEANEEN JOHNSON: Just that the inclusion of the... reinserting the language, which is already there. So there's no adjustment that would negatively impact the public. So there shouldn't be any reason for it to need to be republished for public comment.

KATE BRYAN: So we're requesting for adoption of that recommendation.

DR. SYLVIA LAWSON: Okay, so is there a motion to adopt code 14.40.04?

MAJOR E. GREG PHILLIPS: I move.

DR. SYLVIA LAWSON: Okay. So moved. Do we have a second?

COL. ROLAND L. BUTLER, JR. : Second.

DR. SYLVIA LAWSON: Okay, any discussion? All in favor please say Aye.

GROUP: Aye.

KATE BRYAN: So the next one is 14.40.05 and this is critical life-threatening incident reports. So when an incident occurs on school grounds that is critical life-threatening by definition, local education agencies are required to conduct after-action meetings, produce an after-action report. And then we at the center are required to publish lessons learned and recommendations that come out of those incidents and those discussions. So as with

MARYLAND CENTER for SCHOOL SAFETY

School Safety Subcabinet Meeting

November 13, 2023

14.40.04, these were published in 2019. We learned a lot since then. We issued some changes to the regulation this time last fall. Again, received some public comments. We had some discussions with our local education agencies, tweaked the draft of the regulation, made changes, went back out for public comment in May, and then received... those closed in August, and we received two comments. So the first comment is or was requesting we replace an or in the language with an and. Our assessment of that is it would put the two... so it's the definition... the two pieces that are in the definition of critical life-threatening, and it would put them in conflict with each other. Because if you look at the regulation, which is on page... the beginning of the second page. It was an individual being charged with a threat of mass violence. That's the first. And they wanted it to be and, which is meets the criteria of a threat of mass violence but cannot be charged because the individual is under 14. So this is on... it's in... it should be on page five of your packet. Sorry, so got to approve 14.40.05. So they wanted us to put an and between those two, right? So it's a threat of mass violence and could have been charged as a threat of mass violence, but the individual is under 14. So those are in conflict with each other. You can't be charged with a threat of mass violence and not be charged with a threat of mass violence. So we disagree with that request. The second commenter had two items. The first was, again, requesting that an or be replaced with an and as it relates to the school grounds. So they wanted to expand... they were concerned that it would expand the reporting of incidents or situations that were not life-threatening or when no death or injury occurred. And we disagree with that assessment of theirs. So we believe that we are still, within this regulation, focusing on those incidents that are critical, life-threatening, that we want school systems to conduct after-action reviews about, right? And determine what worked well, what they might need to improve, so that we can then develop lessons learned and recommendations to address school safety statewide. Their second was a concern... so within the regulation, we added the ability for MCSS to make a determination that a specific incident needs the definition of critical life-threatening. The reason for that is we often receive notifications about incidents through the media. So not through the local education agency, not through the local school safety coordinator, but we do see it on either social media or regular media outlets. And we want to ensure that we can start the process to trigger the activities that tie to a critical life-threatening. In other words, sit down as a group, have a discussion, what worked well, what needs improvement, and make those... so that we can start to develop those lessons learned and recommendations. So again we disagree with that request. We believe that we're we can be reasonable in determining what we feel meets these standard definitions of critical life-threatening incidents. So those are the comments. We request to adopt it as we have changed or included the changes for the other comments not just these. So request an adoption of the recommendations of the changes.

DR. SYLVIA LAWSON: Okay. Is there a motion to adopt the changes to 14.40.05?

COL. ROLAND L. BUTLER, JR. : Motion to adopt vote.

DR. SYLVIA LAWSON: Is there a second?

MARYLAND CENTER for SCHOOL SAFETY

School Safety Subcabinet Meeting

November 13, 2023

KARL POTHIER: Second.

DR. SYLVIA LAWSON: Thank you. Any discussion? All in favor, please say aye.

GROUP: Aye.

DR. SYLVIA LAWSON: Any opposed? Any abstentions? Thank you. Motion passes. MCSS has returned the annual report for review and approval. Ms. Buckheit, will you please provide us an overview of this year's report.

KIMBERLY BUCKHEIT: Thank you, Dr. Lawson, I'm happy to. Nice to see you.

DR. SYLVIA LAWSON: Absolutely.

ANNUAL REPORT - Approval

KIMBERLY BUCKHEIT: Yes, so before you, you have a printed copy of the annual report. Aaron is going to also project digital copies so we can kind of follow along. I want to really start by thanking Aaron for a huge amount of work. We, in the last month, have done a variety of revisions, so you will actually notice a number of changes in addition to this year's report. So particularly we start in the front matter with an executive summary, which is really just kind of an overview of the 2023 year and what you can anticipate within the report, followed by an accomplishment stage. So really kind of featuring what were those things in 2023 that we're really proud of, and as an agency have been able to increase access to our LEAs and our students and our educators, making school safer. Following that, then you will see a priorities page. So we moved this to the front matter from last year and really corresponds also with part of the subcabinet advisory boards and the work that we're doing together. I'll kind of draw your attention to the four items that we have kind of selected as priorities, and for you to understand that these are really based on lessons learned. So speaks to what Kate was actually just talking about in terms of our critical life-threatening incidents, but also after actions national. So as we look at national events and those reports that we get in terms of lessons learned from others, what are those things that we need to make sure we're continuing to advance with all of our schools across the state of Maryland. So I'll speak to a couple of these in the report in more detail. And we can come back to those as well. So one of the nice things that we've done this year, so within our... the next page is your contents page. The contents page is really bookmarked to the different elements. So if you download the PDF version of this, you'll actually be able to toggle back and forth between different segments. and different sections. So each one of those five markers there will actually take you directly to that section of the report when you're in the PDF version. So we have broken the report up into these five sections this year. So we'll start with required reports, then grants, programs, and the other elements that we'll do. So required reports on page... so this is where you get into your first kind of page number 6. It's

MARYLAND CENTER for SCHOOL SAFETY

School Safety Subcabinet Meeting

November 13, 2023

just an easy access to all of our reports that are required legislatively on MCSS. And just want to make note that we are submitting all reports on time, actually ahead of time in all of our instances. So we appreciate everybody's... all of the local efforts in terms of submitting data to make that possible. So as we move to... I want to just kind of call out, as we move to the grant section, you'll see a tab at the bottom of each one of these pages also. So that tab will also take you back to the table of contents. So if you happen to toggle to one particular section, you can go back to the contents page by using the tab at the bottom. So we're really trying to make this a really interactive document for folks to be able to find information quickly. We know that it is a document that's used often by the public to access different pieces. So on the grant section, really just want to kind of highlight the very small team at MCSS who does an amazing amount of work. Gifty will be sharing in a moment some of those grant applications and an overview of that. But within this section, you actually have sort of a small description of each grant that's administered by MCSS, as well as the total dollar amounts that were distributed within those grants. On page eight, you actually see kind of a nice breakdown for the Safe Schools Fund Grant in terms of how the funds were used, as well as some items that people were using that grant money within their school systems for. So the next section on page 10 takes us into programs and resources that are administered, offered through MCSS. And so each one of those is also hot linked. So if somebody wanted to just look at the anonymous tip line, they actually could click just on that element and it'll take them right to that page within the PDF version also. So he's going to click programs, and it takes us right back to that section header again. Thanks, Aaron. So within this... a couple of these programs... one of the things I want to make note of, so on each program page, what you're actually going to see is we begin with a brief overview of what the program is, followed by some research evidence. So why is this program critical? So on each page, you will see a little bit of this is what the program is, this is why this program is important, and then some data. So the data you'll find embedded throughout the report related to each program. And where you see data, we try to also use bold as a way to kind of make those data points stand out for you. So we start with our emergency preparedness planning. It's followed then by kind of emergency plans on page 12. from our LEAs, what information we have. On page 13, you actually see a variety of data. So one of the data collections that MCSS does that doesn't necessarily lead to an actual legislative report, but shows up in this document here, relate to the number of threats made within a school, how much time, how many hours they're spending engaged in drills and exercises of real-world events. On page 14, we just kind of do a quick overview of our tabletop program, our tabletop exercises that really became a large initiative in 2023 and very exciting. That ends up being, I think, one of our biggest hits on the MCSS webpage. We have a large volume of traffic going to the tabletop exercise page, which is exciting. It's all about making those emergency plans, living, breathing documents and procedures within our systems. So on page 15, you actually can see at the bottom that little graphic. This is what it looks like on the webpage. So when a school-based administrator, somebody goes there, they can actually kind of select a number of different exercises to pull down and use. So next up on page 16, the after-action review guidelines and support, just want to kind of mention... so this has been a... this is something that we're really kind of entered into at the end of this

MARYLAND CENTER for SCHOOL SAFETY

School Safety Subcabinet Meeting

November 13, 2023

year and we'll be going into 2024. Part of what we recognized as we've modified that regulation has also been in terms of the need for support to our locals in terms of doing a really well done, effective, thorough after-action review. And we saw a lot of variety across the 24 systems in terms of the quality of those meetings. So we have partnered to actually develop a document that will help guide the conversation. So we've developed a form that we're just starting to roll out, that is really a series of questions that individuals answer over the course of the meeting. They fill in as they complete that document. It ends up actually generating a report at the end for them. So it generates in the form of a PDF, the information that's a summary of that after-action conversation that allows them to then communicate back to us, right? This is what occurred. These are the lessons we've learned and allows us then to generate that CLT report to the governor's office. So really becomes a great resource for locals in terms of making those meetings meaningful, but then also helps us to create some consistency and some nice, I think, validity across the 24 jurisdictions in terms of what we're getting from that. So on that page also, you'll see some references there to... and on page 17, to the critical life-threatening incidents last year. So we had 18 CLTs that met that definition. And that bulleted list is really kind of an overview of sort of lessons learned, which again informed our priorities, right? So as we looked at what we were learning from our locals involved in these. I want to draw your attention to the bottom of 17. One of our priorities is really related to the standardization of our response protocols. So what national research, what we know locally, the importance of us having a shared lexicon across jurisdictions. So across counties, but across stakeholder groups. So parents understand what the word secure means, school officials, students, the media, right? That when we're using these terms, people are really clear about what it implies in terms of what the emergency event is and what is actually happening within the school community. So that's one of our priorities this year is to really try to standardize that lexicon across the state of Maryland. On page 18 we get into our school resource officer program. And again, some great data on page 19 in terms of the, we had 278 SRO SSEs trained this past year. That is an increase from the previous year, and we attribute that increase to the increased use of school security employees. We saw a larger volume of those being hired across different jurisdictions and needing to enter that training program.

KATE BRYAN: So I do want to say on the SRO, what is not included here is we just expanded this training to SRO supervisors. So one of the things we were not doing was giving some context to the individuals who supervise school resource officers to explain to them what is it the school resource officer is supposed to be doing in the school, and how can you best supervise them in those activities by working with the school system, the school administrator. So we held sort of a pilot of that class last week. We had about 30 individuals, and it was incredibly successful. So they're all good comments.

KIMBERLY BUCKHEIT: All right, on page 20, we enter into behavior threat assessment. So in 2018, MCSS developed the model policy for behavior threat assessment. This year, 2023, we really have spent a large amount of time with a couple of different additional resources. So the implementation guide, which is noted here in February, I think it was. We

MARYLAND CENTER for SCHOOL SAFETY

School Safety Subcabinet Meeting

November 13, 2023

actually published that document and we started to do workshops across the state, meeting at first with local level, kind of our local system level leadership teams, which led really quickly for those system level leaders to say, we want you engaging with our school-based leaders. So we have... I mean almost weekly it feels like, out doing trainings for our school principals on the importance of behavior threat assessment, what the elements of behavior threat assessment are, how they're working well with their teams within their school systems. And then really starting to recognize what are some of the behaviors of concern? What are these true warning signs that we need to be mindful of? So the implementation guide, we did a crosstalk so people understand in the model policy where they can find info and then kind of technical assistance in the implementation guide. And then we've also done... it's actually on the next page, Aaron, as part of that, resource tool for them to our locals, to be working with their team. So part of what's required, within the regulation is that they're training to truly assess their students. So what we've been able to just, again, this fall start rolling out are these training scenarios and this training document. So I was actually on a phone call with one of the locals Friday talking about how they love this kind of quick reference training guide that they've been using pretty frequently in their schools. So I want to... before we move on from behavior threat assessment, though, also just really the importance of that work that we're doing. So very recently, the Oxford Michigan after-action... the Oxford Michigan event, that occurred the after-action for that was released roughly a week and a half ago. And one of the significant findings from that was that although they had a policy on behavior threat assessment, no one knew about what the policy was. And no one had really done their work training school-based folks, training people to understand the importance of behavior threat assessment to avert those types of events from happening. And then that's followed by our Safe Schools Maryland anonymous reporting system. These all end up really becoming... they really go hand in hand. So part of what we're identifying is when we're at schools talking about behavior threat assessment, it really is back to the anonymous reporting system, right? That you only know about the potential of a threat when it's reported to individuals. So these really... the two have been enhancing each other. So when we're there talking about BTA, it really creates the opportunity for us to advance the importance of the anonymous reporting system. We just finished an advertising campaign with the Maryland State Advertising Agency on the tip line targeting our youth, so that 12 to 18 age span using social media to really get advertisements out so that they know about the tip line. And we have definitely, when you look at the data analytics on that on page 23, definitely seen increased use. You know, it's difficult to say whether that's because people are... there are more behaviors of concern or an increased awareness to the tip line. Probably kind of both go hand in hand. We continue to see that bullying cyber bullying is number one number two over the five years of the tip line it has remained in the either top slot or second top slot as tips received. Page 24 we just want to ask... this is our student voice programs. Last year we... so in the past this was referred to as our student focus group. We heard students. We spent a lot of time listening to students and looking at what revisions we needed to sort of make with this program, one was renaming it. So we now are actually... our students are our student advocates for school safety. So it's our SASS program. So really Student Voice is two programs. The SASS,

MARYLAND CENTER for SCHOOL SAFETY

School Safety Subcabinet Meeting

November 13, 2023

which is this group of students who are really helping to lead some initiatives across the state and help to be a voice about what's happening. The Mix It Up Day was a great event that they led last year that we'll be doing again this year. So February 22nd, think about mixing it up. Change roles with folks, spend some time just getting to know, making new connections, building new relationships. And then the school safety club initiative so this is something that you can look forward to in 2024 hearing a lot more about is us expanding and trying to have school safety clubs in all of our buildings. So just the importance of students being really active partners in our school safety efforts. The conference, we were excited. We had a great conference, as I think Jesika reported out the last time. So this is a nice overview of some of the analytics from that. Want to also make sure you mark your calendar, July 17th and 18th 2024 will be the two days for our conference this coming year, and we welcome any of you to join us for opening remarks. It's wonderful to spend the whole day. I know schedules can be tough, but even joining us for part of the day, and we can be very flexible, as Secretary Beatty knows, fitting you in whenever you arrive to give you the opportunity to make some comments. And then also folks have speaker ideas. So if you know of some great speakers that we should be reaching out to or some ideas in terms of some topic areas, please let us know. We have started that planning process already. On page 26 the student safety student art showcase if you get stuff from MCSS and govdelivery, I've been using these photos a lot, love them. And so this is kind of features our winning entries from our elementary, middle, and high school. Definitely a big hit and something that we will continue to do here in the future. The next section, engagement and partnerships that you have. So on page 28 speaks to our coordinated emergency response planning. So one of the initiatives in 2023 was really making sure we as state agencies are coordinating our efforts. If an incident occurs, be it a school shooter type of scenario or a weather event, something large that impacts the school, are we prepared as state agencies to respond in a coordinated way? And that means that we need to know each other, right? And we need to know what we're doing. So this has been an effort that we've been, you can see some kind of analytics and data, different events that we've happening and is ongoing. So we plan to continue to kind of partner as individuals on that effort. On page 29, kind of called out our state agency partnerships this year. So many of you will see yourselves there. And we want to thank you. So any opportunities we have to collaborate and partner on different efforts, we are always excited to do. So just kind of feature those opportunities. You'll also see then on page 31, different type of communication efforts. And 32, our social media posts and followers. On page 32, our webpage analytics, we continue to see a high volume going to our page. No, in 2024... this is... so actually Aaron, Jeyan, and I are kind of working on making some major updates to the webpage. So you can anticipate in next year's 2024 report, we'll have that, maybe, as one of our accomplishments. A nice overhaul for that. And then page 33 are different community engagement events. It's just important for us to be out interfacing with the community in as many opportunities we have. Then the last section is administration. So you'll see yourselves on page 35. And then 36 is our advisory board. And then kind of the last piece is what we've added starting on page 37, is for the MCSS leadership team, some nice bios. So the MCSS team is very diverse and really wanted to highlight and let folks across the state be able to see the diversity that lies inside

MARYLAND CENTER for SCHOOL SAFETY

School Safety Subcabinet Meeting

November 13, 2023

of the small, unique team at MCSS. So questions on the report? Any additions, Kate, that I might have missed?

KATE BRYAN: So I just want to say, it's been five years. So December 5th, I started with MCSS. It's been five years. And I will tell you that this is one of the best teams I've ever worked with. Across the board, my entire career, there is an incredible group of individuals who are so dedicated to what they do. Constantly looking for ways to make improvements, ways to tweak things to make it easier, make it easier for themselves, but also easier for our partners. So I really appreciate everything that they do every single day because I certainly couldn't have done all of this by myself.

KIMBERLY BUCKHEIT: So we will be finalizing the accessibility check. We've done a lot of work to try to make sure the colors, font, and we have some alt text on those photos that we haven't embedded, but we'll do a final check before it will be posted to the website.

KATE BRYAN: Just as soon as it's approved.

DR. SYLVIA LAWSON: Thank you so much, Kim. You know, I would like to echo what Kate has said. She has been here, you said six years now?

KIMBERLY BUCKHEIT: Five years.

DR. SYLVIA LAWSON: Five years now. I have been at the state department for eight years. And each and every year I've seen it get better and seen immense improvement. Looking at long-term, not just short-term, what we can do in order to make schools safer. I would like to thank everyone for the work that has gone into this report. It is very evident of the fact that a lot of thought and insight has gone into making this report a reality. And I would just like to point out three things that I really took note of. First and foremost, that now we are also bringing the SRO supervisors into training, and into knowing what's going on as far as the training that the SRO offices have been given. And that allows conversations beyond just the students themselves. And the threat assessment training that's in there with the principals and the students as well as with the students themselves. I think that is absolutely phenomenal. And last and certainly not least is the fact that you are bringing students into it in eloquent ways and into shared spaces. When you've been in the school system for as many years as I have, you will know that students focus great on these things and certainly be able to bring them in and having them as a part of making schools safe is certainly important. So thank you so much for that. At this time I would like to ask is there a motion of approving of the Annual Report of 2023?

CAROL A. BEATTY: I give that motion.

DR. SYLVIA LAWSON: Thank you so much Carol. Do we have a second?

MARYLAND CENTER for SCHOOL SAFETY

School Safety Subcabinet Meeting

November 13, 2023

KARL POTHIER: Second.

DR. SYLVIA LAWSON: Thank you. Any discussion? All in favor please say aye.

GROUP: Aye.

DR. SYLVIA LAWSON: The motion passes. Okay, and at this time, I hope I say this correctly. You can let me know. At this time, Ms. Quarshie, please continue with the year 2024 school safe fund grant applications.

GIFTY QUARSHIE: You did say it just right.

DR. SYLVIA LAWSON: Okay, good.

2024 Safe Schools Fund Grant Applications

GIFTY QUARSHIE: Good Morning Dr. Lawson and members of the subcabinet. Today we have 18 applications. So before I start with anything, I want to go back out to you to see how we'd like us to go through this. Would you like us to look at them individually? Would you like us to maybe go by the type of request, which is, you know, equipment versus contractor services, where we might have a group of employees in the application? I'd like to give the opportunity before we're ready to go through all these applications.

DR. SYLVIA LAWSON: I would to defer to the group for what they decide.

County Funding Grant Requests

GIFTY QUARSHIE: I think we can go by the type of request. And as you probably saw from our annual report, equipment purchase requests are among the top requests that we get in the application. And I know the annual report for FY23 will show about 40% and that's approximately for this year as well. And before I go through each application, I think it's important to note what we have this year in terms of funding, which is pretty much the same thing that we've had in the last four years, I believe, which is \$600,000 in the Safe Schools Fund to be used by LEA for all 10 categories in the State Community Safety Learning Act. So with that, I will start with... and so it is possible that it will not be in order because the way you pack it is not always by alphabetical order. But I will list out each LEA so you can look at your particular request. So for equipment, we have Anne Arundel County Public School Systems requesting radios and batteries. Howard County Public School Systems requesting surveillance cameras. We have Cecil County requesting radios and repeaters. Dorchester County is requesting to use their funding for radios. Frederick County would like to use their funds to purchase fire alarm control panels with an emergency communication system for about 17 schools in their jurisdiction. Calvert County Public

MARYLAND CENTER for SCHOOL SAFETY

School Safety Subcabinet Meeting

November 13, 2023

Schools want to use their funds to purchase radios and batteries. And they would also like to purchase uniforms for their new school security employees who are primarily stationed at their middle and high schools. They will also like to purchase a new software application, which was included in their overall request. And it is called eHall Pass, and it allows them to manage the traffic in each of the hallways during the school year, sorry. The Queen Anne's County Public School System would like to use their funding to purchase radios. Carroll County Public Schools wants to use their funding to purchase radios, radio batteries, and chargers. And they are also asking to use the funds to purchase seven AAVs and the AAV cabinets for those AAVs. And finally Wicomico County Public School systems would like to use their funding to purchase multi-unit radio chargers, radios, and part of that funding, about \$5,700 a week, will go towards purchasing anti-bullying program to be administered throughout the school system.

KATE BRYAN: Could you read those jurisdictions again just to make sure everyone's clear?

GIFTY QUARSHIE: Sure, absolutely. Excuse me. So the jurisdictions are Anne Arundel Public County School Systems, Calvert County Public Schools, Cecil County Public Schools, Dorchester County Public Schools, Frederick County Public Schools, Harford County Public Schools, Queen Anne's County Public Schools, Talbot County Public Schools, and Wicomico County Public Schools.

DR. SYLVIA LAWSON: And right here is the amount?

GIFTY QUARSHIE: Yes, ma'am. Yes, ma'am. The maximum allowable amount that they can apply for is \$25,000 per jurisdiction. So all of these applications are either for 25 or slightly below the \$25,000 request.

DR. SYLVIA LAWSON: Okay. So at this point in time, we have a total of nine jurisdictions requesting grant funding for training. Is there a motion to approve?

KARL POTHIER: I move to approve.

DR. SYLVIA LAWSON: Do we have a second?

CAROL A. BEATTY: Second.

DR. SYLVIA LAWSON: Thank you. Any discussion? All in favor please say aye.

GROUP: Aye.

DR. SYLVIA LAWSON: Any, opposed? Any abstentions? So the motion passes. Okay.

MARYLAND CENTER for SCHOOL SAFETY

School Safety Subcabinet Meeting

November 13, 2023

Jurisdictional Funding

GIFTY QUARSHIE: And so we move on to jurisdictions that are requesting to use their funding for training. There's about three them. The first one is Howard County Public Schools. They would like to use their funding to contract out a vendor to provide mind wise innovation science of suicide training. They would allow them to purchase 34 licenses. It's at about \$300 per license. And so this training will be provided in the school for school administrators to use. They also would like to conduct the Prepared School Crisis Prevention and Intervention training. It's a two workshop for 40 school staff that will be attending, and each staff member will attend the two workshops. Again, Howard County would like to use their funding to conduct training via the MindWise Innovation Science of Suicide training, and also to Prepared School Crisis Prevention and Intervention training. Montgomery County, as in previous years, would like to use their funding for training of school staff in general school safety initiatives. Just like in prior years, they contract out vendors to provide this training or use part of the funding to provide stipends for their contractor staff as in ten-month employees to attend the classes for training. And finally, Worcester County Public Schools would like to use their funding to contract a vendor to train school personnel on development and implementation of threat assessment and crisis intervention planning. This is a software or contractual funding for them, but it allows them to be able to bring this training to all of their staff, and they are requesting the \$25,000 as well. So we have all three jurisdictions requesting to use all of their grant funding for training purposes.

DR. SYLVIA LAWSON: We have three counties who would like to request funding for training. Is there a motion to approve?

COL. ROLAND L. BUTLER, JR. : Motion.

DR. SYLVIA LAWSON: Okay. We have a question.

JOANA JOASIL: With the exception of Dorchester County with the other counties requesting training, will this training be available for all school staff, including bus drivers, health care workers, et cetera?

GIFTY QUARSHIE: So going through their application, which jurisdictions?

JOANA JOASIL: So Howard County and Montgomery County specifically, because I think Dorchester County seems a little bit more complex than Howard is. I don't know if it's that.

GIFTY QUARSHIE: So it is not clarified in the actual narrative, but that's a question that I can take back to the new issues. The only challenge, though, in terms of whether you need that information prior to approving is the fact that this meeting is held every quarter. And so

MARYLAND CENTER for SCHOOL SAFETY

School Safety Subcabinet Meeting

November 13, 2023

if the approval is dependent on that response, then those systems will not receive your answers up until the next subcabinet in which case, I will be happy to clarify that for you.

JOANA JOASIL: I don't think it's a necessary condition for the approval, just perhaps a follow-up, but to clarify that for all the staff who received this particular level of service.

KATE BRYAN: Absolutely, and we can do that for the future. So for future applications, we can ask who are the attendees or anticipated attendees if they have a question.

DR. SYLVIA LAWSON: Okay, so we'll go back again. Is there a motion to approve?

COL. ROLAND L. BUTLER, JR. : Motion.

DR. SYLVIA LAWSON: Thank you. Do we have a second?

CAROL A. BEATTY: Second.

DR. SYLVIA LAWSON: Any further discussion? All in favor please say aye.

GROUP: Aye.

DR. SYLVIA LAWSON: All opposed? And since there is no further discussion, the motion passes.

Contractual Services Funding Requests

GIFTY QUARSHIE: And the final category is for contractual services. So we have about six jurisdictions that are requesting to use their Safe Schools Fund grant for contractual services. Baltimore County, I know when Kim presented, talked about the increase in our SRO existing training, Baltimore County is actively hiring a lot more school security employees. So they are asking to use their FY24 funding to provide stipends for about 150 province student safety assistance, essentially the same as the school safety employees. And many of these employees are ten-month employees, so they will use the funding to provide stipends and overtime pay for them to be able to attend this required training. The training is titled, Why Are We Hurting Ourselves? Help Us, and it is a professional learning seminar that will be provided for these schools' security employees. In addition to that, Barrett County Public School would also like to use their funding to provide overtime pay for their sheriff's office deputies to provide pedestrian and traffic safety in the immediate vicinity of the schools during peak hours at the school. And in addition to that, I think it's important to know that this year MCSS has introduced a new grant, not part of the review, but it's important to know, which is the School Safety Evaluation Grant Program. It is a one-year grant that we put out this year. The last time we did this was in fiscal year '19, and we did

MARYLAND CENTER for SCHOOL SAFETY

School Safety Subcabinet Meeting

November 13, 2023

receive quite a few applications from the areas. So going back to contractual services, Carroll County Public Schools System would also like to contract with the Carroll County Human Services Bureau to provide wrap around psychiatric and therapeutic services to students in crisis. This is a request that we have had over the last three years from Carroll County. And as you know, the Safe Schools Fund grant is a reimbursable grant. And so part of the reimbursement process is we request to get all of the literature related to these services that are provided or if third party vendors are used, all of the billing and information that is associated with the services. So this is something that we've done over the last three years and they're requesting the same thing for '24. Somerset County Public Schools is also requesting to contract Safer Schools Together to perform online threat assessment monitoring and provide behavioral threat assessment. In fact, this is the same request from St. Mary's County Public Schools as well. As you are aware there are a lot of incidents that occur online at most of these jurisdictions and many of them are now using software to be able to track some of those incidents that occur online. So both Somerset County and St. Mary's County are requesting to use their funds to contract this software to be able monitor their student online activity during the school year. And finally, Washington County Public School System is requesting to use their funds. This is also a request that they have had over the last three years, I believe, but to provide essentially wraparound services for all of their students. Their funding, of course, is broken down in terms of professional development, community engagement, and mental health resources for their students and their staff and their student experience.

DR. SYLVIA LAWSON: Okay, so we have six counties that are requesting grant funding for contracted services. Is there a motion to approve?

KARL POTHIER: I move to approve.

DR. SYLVIA LAWSON: Thank you. Do we have a second?

COL. ROLAND L. BUTLER, JR. : Second.

DR. SYLVIA LAWSON: Any discussion?

JOANA JOASIL: I do have a question.

DR. SYLVIA LAWSON: Okay.

JOANA JOASIL: For the services, the custom therapy services, are these for youth who do not qualify for Medicaid?

GIFTY QUARSHIE: You said... which jurisdiction?

MARYLAND CENTER for SCHOOL SAFETY

School Safety Subcabinet Meeting

November 13, 2023

JOANA JOASIL: Looking at Washington County, probably should be Carroll County as well as Somerset County.

GIFTY QUARSHIE: So that's also information that's not readily available based on the narrative that is provided. I can definitely follow up on that.

DR. SYLVIA LAWSON: Any further discussion? All in favor, please say aye.

GROUP: Aye.

DR. SYLVIA LAWSON: All opposed? Any abstentions? The motion passed. Okay, at this time Major Greg Phillips is here to present the 2022 Hate Bias Report.

MAJOR E. GREG PHILLIPS: Good morning everyone. As Dr. Lawson said, I'm Major Phillips with Maryland State Police and Maryland Coordination and Analysis Center. Today I'm going to present a brief overview of hate-bias to include priors of hate-bias incidents not only across the state, but each Maryland State Police mandate be required to that be reported to us. So I always point out that the federal definition of a hate crime differs greatly than how Maryland defines it. Department of Justice defines a hate crime as a criminal offense against a person or property motivated in whole or in part by an offender's bias against race, religious, sexual orientation, ethnicity, gender, or gender identity. The federal government only requires hate crimes to be reported. In Maryland, our law requires not just hate crime, but also a hate bias incident be reported. So that's very important to understand. If you could go to the next slide, please.

2022 Hate Bias Report

MAJOR E. GREG PHILLIPS: Maryland Public Safety Article 2-307 requires Maryland law enforcement, as well as the state fire department's office, to provide the Maryland state police with reports related to incidents seemingly directed against an individual or group because of their race, color, religion, religious beliefs, sexual orientation, gender, disability, or national origin, and you'll notice, Maryland has added homelessness, which the federal government does not include in their definition. Every year, the Maryland State Police and the Maryland Coordination and Analysis Center in our composite report of these incidents, and 2022's report is available on the Maryland State Police website, and we have a copy before you of the first few pages, which includes the executive summary and key findings. So whenever I speak about hate bias, I always point out that these incidents are vastly under-reported. It's usually because victims are not sure what to report. They think it has to be a crime. And sometimes law enforcement is not sure what needs to be reported as a hate crime or an incident. So for example, if a school administrator finds a noose hanging in school, it's not a crime, but that's something that should be reported. If a swastika is spray-painted on a locker, that's something that we would want reported to local law enforcement.

MARYLAND CENTER for SCHOOL SAFETY

School Safety Subcabinet Meeting

November 13, 2023

If another student uses a racial slur towards an administrator or a student, while it's not a crime, it's a hate-bias incident that should be reported to law enforcement if we expect to get an accurate annual report we need to do just that. So in 2016, hate crimes and hate bias incidents have risen sharply in Maryland and nation-wide as well. We speak to a lot of administrators, and they're kind of hesitant to report these incidents because they don't want students introduced into the criminal justice system. But we tell administrators, when these hate bias incidents are reported to us, we don't include student identifiers in the annual report. We only list the nature of the incident, the zip code of the incident, and the age, race, and gender of the offender as well as the victim. And you can see on the right side what is not included. So last year in Maryland, there were 465 incidents, which is up from 388 in 2021. They had 15 counties that reported at least one incident last year. So we know it happens in every county across the state. So there's several jurisdictions that had zero hate bias incidents. And you can see by year. Green is K through 12, yellow is Colleges/Universities and you can see every year since 2015 there's been a rise except for the two years students were home learning or learning virtually but you can see there's been a sharp spike 2022 and this year it's vastly risen. So as I said some counties are better at reporting hate bias than others. The top four counties in Maryland that reported hate-bias are Montgomery County, which reported 159 incidents last year. Baltimore County reported 98, Anne Arundel County reported 57, and Howard County reported 53. These four counties alone reported almost 79% of all incidents throughout the state. So it's not that these counties, these four counties have more incidents. They're just better at reporting theirs.

MAJOR E. GREG PHILLIPS: So race, ethnicity, and ancestry account for almost 62% of incidents, with anti-black or African-American accounting for 219 last year. And historically, anti-black, anti-Semitic, and anti-gay, specifically male, are the highest targeted protected classes. So the reporting shows a significant increase in anti-religious bias reporting from 57 in 2021 to 105 in 2022. That's an almost 85% increase. Specifically anti-semitic incidents are up from 48 in 2021 to 77 in 2022. In juveniles, we've got almost 20% of the victims and 18% of the offenders. As far as the location of these crimes and incidents, last year, private residences had the highest target, followed by elementary and secondary places of education. So there were 100 incidents that took place at homes, and 90 took place at schools. So if you could go to the next slide.

Hate-Bias Examples

MAJOR E. GREG PHILLIPS: So what I've included, or what our analysts included were some scenarios just to show you the difference between an incident and a crime. I'll let you take a minute and review these. So this is something that might not be reported to law enforcement because it's not a crime, but it is a type of incident that can be hate bias. So this is a crime, an assault took place. So, this is one that law enforcement needs to be made aware of. So, what do you guys think? Crime or is this an incident? So this is a threat of a crime. So this definitely needs to be reported to law enforcement. We can't just see that as a crime, but it also is a hate bias incident. Yes. So again, not a crime, but it's an incident that

MARYLAND CENTER for SCHOOL SAFETY

School Safety Subcabinet Meeting

November 13, 2023

needs to be reported to law enforcement. Are there any items that are not a crime, but are hate-bias incidents that law-enforcement needs to be made aware of. There October of last year that took place in Howard County. There was an incident in were four male students, and they were making racial slurs towards an Asian male in the school. It came to the awareness of the administrators. Law enforcement wasn't even aware of it. Our analysts somehow heard of it, reached out to Howard County, the administrators, again, like I said, didn't want to bring it to the attention of law enforcement. They didn't want to expose students. No police report was filed, but once we reached out to the office of Howard County Police, they went out to the school and the report was done. So that's just an example of how vastly underreported these incidents are occurring in schools. Either administrators don't know the incident needs to be reported or they want to protect the students.

Questions

MAJOR E. GREG PHILLIPS: Are there any questions? Yes, please go ahead.

JOANA JOASIL: Yes. Consequences for systems that do not report these incidents to law enforcement?

MAJOR E. GREG PHILLIPS: Maryland law requires it, but there's nothing, I'm not aware of any penalties for them not.

KATE BRYAN: So I will say there is value. So one of the things that we're doing, because we work with the data that they produce, and so we are training, it's part of our school resource officer and security employee training. We include an entire unit on hate-crime and hate-bias reporting. We included that in the SOA supervisor training that we held last week. We try to work with our local school safety coordinators for why they aren't they aren't reporting. Because for us, we actually have a hate crime grant. So we provide funding to public, private, and non-public special education facilities who may be at risk for the crimes. So there is additional... so there may not be the stick if the reporting is not done, but there is certainly the carrot. Right, which is there is funding provided to us. The governor's office of crime prevention services also has a hate crime grant that they have available. So there is some incentive for them to provide.

MAJOR E. GREG PHILLIPS: If we go back to the chart, it had the hate-bias motivation report of colleges and universities. That's all.

KIMBERLY BUCKHEIT: Two down. There we go.

MAJOR E. GREG PHILLIPS: So this shows there were only five cases at colleges and universities. We were at Frostburg University a few months ago, and the chief of police told

MARYLAND CENTER for SCHOOL SAFETY

School Safety Subcabinet Meeting

November 13, 2023

us they had at least 60 incidents the prior year. So that's just an example of how under-reporting happens. So we just need to better educate school administrators, law enforcement, and citizens here. This was on a day we allow people from the community to come in with law enforcement if we're doing this with developing issue in the civil rights in the agency's office.

So Kate, thank you for what you're doing the conversation is really geared towards understanding school administrators are trying to spare kids with a whole the view of going in to the system. Well, we all know when an incident occurs, what's the first thing you do? You go back and look at how to stop the issue. You can't help but think hindsight being 2020 had law enforcement get involved in social services with some type of counseling program, could that have been prevented? And also you think from a standpoint will you hold back on that? Are you victimizing that victim a second time?

MAJOR E. GREG PHILLIPS: Any other questions I can answer?

CAROL A. BEATTY: I guess I would just comment also, when I look at a specific and different classification, it's you know, difficult to think about. You think about how often this occurs regularly. So again how do we use this information?

DR. SYLVIA LAWSON: Is there any further discussion? You know, I would just like to say that the new school systems at the beginning of the school year are trainings that any of the school systems have, so it would be a good suggestion to include this as part of those trainings, if you could go through those trainings to technically impact the role of certain active people in situations where there are incidents that should be reported but aren't.

KIMBERLY BUCKHEIT: Yeah, we can facilitate that information to local Superintendents.

KATE BRYAN: So it has been in the past. It was not this past year, but it has been in the past. And we can certainly bring it back. So that would be an excellent topic for individuals to present on the importance of reporting. It's a good thing for individuals because again our conference is bigger than just the public space right it includes we're starting to get some higher ed folks attending and then obviously the private and public schools.

MAJOR E. GREG PHILLIPS: So David Curry is our advice expert on our hate-crimes information.

Meeting Schedule

DR. SYLVIA LAWSON: Thank presentation. you Major Phillips. This is certainly an important conversation that clearly makes its way through the school system. So, thank you

MARYLAND CENTER for SCHOOL SAFETY

School Safety Subcabinet Meeting

November 13, 2023

for your Okay, our upcoming meeting dates. We have a slide to show those upcoming meeting dates. Please see the meeting dates. As always, the minutes of today and information about meetings are always available on the MCSS website. So please read those.

Close Session

DR. SYLVIA LAWSON: And next I'm going to read the statement that will allow the subcabinet to go into a closed session. The subcabinet will not be returning to the open session following the closed session. Pursuant to the subsection 3-305B1 the subcabinet will adjourn to a closed session to discuss personnel matters. I will now enter a motion to go into closed session. Do I have a motion?

KARL POTHIER: So moved.

DR. SYLVIA LAWSON: Do we have a second?

COL. ROLAND L. BUTLER, JR. : Second.

DR. SYLVIA LAWSON: Thank you. Any discussion? All in favor please say aye.

GROUP: Aye.

DR. SYLVIA LAWSON: Any opposed? Any abstentions? The motion passes. We will now go into a closed session. Thank you.