

BALTIMORE COUNTY PUBLIC SCHOOLS

Date: April 8, 2008

TO: **BOARD OF EDUCATION**

FROM: Dr. Joe A. Hairston, Superintendent

SUBJECT: **REPORT ON SAFE SCHOOLS INITIATIVE**

ORIGINATOR: Dr. Sonia Diaz, Chief Academic Officer

RESOURCE PERSON(S) Dale R. Rauenzahn, Acting Assistant Superintendent, STEM
Glenda Myrick, Coordinator, Safe and Drug-Free Schools
Captain Thomas Busch, Safe Schools Facilitator
Officer James Barr, School Resource Officer

INFORMATION

That the Board of Education become aware of the initiatives directed toward gangs and bullying/harassment in Baltimore County and the continued collaboration between the Baltimore County Police Department and the Baltimore County Public Schools.

Attachment I - Gang Initiatives
Attachment II – Preventing Gang Involvement Manual – accessible by clicking on <http://www.bcps.org/offices/sss/pdf/Preventing-Gang-Involvement.pdf>
Attachment III – Gang Resistance Education and Training (G.R.E.A.T.)
Attachment IV - Baltimore County Contacts Gang Activity
Attachment V – Gang Awareness in Maryland
Attachment VI – Parents’ Guide to Gangs, English and Spanish
Attachment VII – Community Conferencing for Baltimore County, Transforming Conflict into Cooperation
Attachment VIII – Harassment and Intimidation (Bullying) Brochure – accessible by clicking on <http://www.bcps.org/offices/sss/brochures/Brochure-for-Bullying.pdf>
Attachment IX – The Guardian Newsletter, September 2006 – accessible by clicking on https://intranet.bcps.org/offices/sss/safe_drug-free_schools/pdf/Guardian/September-2006.pdf
Attachment X – The Guardian Newsletter, February 2008 – accessible by clicking on https://intranet.bcps.org/offices/sss/safe_drug-free_schools/pdf/Guardian/February-2008.pdf
Attachment XI – Gang Awareness CD

Gang Initiatives Baltimore County Public Schools Baltimore County Police Department

“Parents’ Guide to Gangs” distributed to parents and community groups beginning **September 2006**.

“Know Gangs” Resource CD distributed to School Resource Officers (SRO) during school year **2005-2006**. The CD includes classroom lessons, video clips, and educational resource materials.

SROs provided gang trainings:

- National Gangs Conference: “An Insider’s View”
Officer Larry Stallings (**February 14, 2006**)
- “Gangs in Baltimore County”
Det. William Blake, Sgt. James Conaboy, Det. Pat Gibbs, and
Det. Matthew Paul (**March 21, 2006**)
- “Gangs” Steve Bailey, Esq., Jason League, Esq. (**June 14, 2006**)
- “Gangs” presentation: Annual Safe Schools Conference
Steve Bailey, Esq. (**September, 2006**)
- “Gangs in Baltimore County”: Trainer of Trainer Model
Sgt. James Conaboy (**February 19, 2007**)
- BCPS Gang Presentation (**August 22, 2007**)

Baltimore County Police Department “Gang Awareness” PowerPoint CD distributed to School Resource Officers to present to all schools’ staff during the **2006-2007 school year**. Gang update presented to the SROs **January 28, 2008**.

Objectives of the CD:

- To give staff general understanding of gang ideology, behavior, signs, symbols, etc.
- To give facts on new legislation pertaining to gang recruitment.
- To give the overview of local and national gang history.
- To give an overview of what the police department is doing in response to gang activity.

Chess Grant obtained for Deer Park feeder system to provide a positive environment for students who exhibit behaviors that may be related to gang activity **beginning July 2007**.

Student Support Services “Preventing Gang Involvement” manual (2006-2007 school year)

SPS piloting the (Gang Awareness Education and Training) G.R.E.A.T. program for Grade 6 students. (beginning September 2007)

Maryland Department of Juvenile Services, “Gang Awareness in Maryland” manual distributed to school counselors and PPWs (2005-2006)

Community Conferencing process utilized for cases that may be indicative of gang involvement (2005-2006)

Police personnel workers provided gang staff development “Gangs and Violence” Frank Clark (Department of Juvenile Services) (January 20, 2006)

“Criminal Street Gangs: A School Safety Perspective” Trooper Greg Kies (January 26, 2007)

Various BCPS and BCPD staff have attended gang workshops and trainings
Gangs (February 2006)

Gangs in Baltimore County (April 2006)

Gangs in our Community (April 2006)

Combating Gangs in our Schools and Communities (November 7, 2007)

Other workshops and trainings

Centralized Baltimore County Police Department “Gang Unit”

Gang presentations at Safe Schools Conference

PTA presentations

Gang coordinator at each police precinct for systemwide information sharing

Statewide Gang Summit (committee) composed of interagency partners

In-service training for bus drivers and attendants on “Gangs” by BCPD
(January 2008)

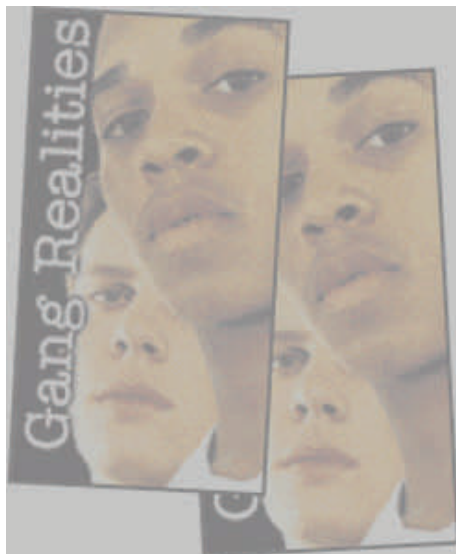
School-based gang intervention meeting (March 2008)

Gang Intervention Workgroup will bring together representatives from the BCPS, BCPD, BCDH, and local gang experts to discuss the types of interventions available to gang-involved youth and their families and those interventions that may need to be implemented (April 2008)



Department of Student Support Services

Preventing Gang Involvement



Contributions From:

Office of Pupil Personnel Services
Pupil Personnel Workers
School Social Workers
Residency Officers
Office of Safe and Drug Free-Schools
Designed by: Millie Hamann

Definition of a Gang

A group of three or more individuals with a common name, symbol, manner of dress, or other commonality who, as a group or individuals, engages in or has engaged in a pattern of criminal activity.

Source: National Crime Information Center (NCIC)



Why do Gangs Form?

1. Formation Influenced by:
 - Geography
 - Ethnic background
 - Identity or recognition
 - Fellowship and brotherhood
 - Race
 - Ideology
 - Intimidation
 - Protection

Personal Factors Contributing to Gang Involvement

- POWER—in affiliation
- PRIDE—second family
- PRESTIGE—ranked according to status
- PEER PRESSURE—most powerful influence



Personal Factors Contributing to Gang Involvement

- ADVENTURE—Hollywood romanticism
- SELF-PRESERVATION—mutual bonds of support and acceptance
- LURE OF MONEY
- LIMITED LIFE OPTIONS—lack of viable alternatives

Source: National Criminal Information Center (NCIC)

PREVENTING GANG INVOLVEMENT

STUDENT SUPPORT STAFF STRATEGIES

- ▶ Design and participate in seminars to increase teacher, parent, and student awareness of gangs.
- ▶ Communicate with school personnel information about parents/guardians, students and/or siblings who have gang involvement.
- ▶ Work with parents/guardians in school, as well as during home visits (when possible) on gang prevention strategies if a student is displaying multiple signs of gang involvement.
- ▶ Promote and implement character building and pro social skills workshops for students and parents/guardians.
- ▶ Encourage student participation in school sponsored activities.
- ▶ Link businesses to schools and connect students to job shadowing and internship opportunities.
- ▶ Connect students to mentors, tutors, and positive role models.
- ▶ Connect students and parents/guardians to positive after-school activities, recreation centers, and organized youth groups.
- ▶ Provide parents/guardians, students, and teachers with the list of gang prevention resources and approved outside agencies that deal with gang prevention.
- ▶ Assist school personnel with determining proactive strategies to deter gang involvement.
- ▶ Participate on school committees on gang prevention.
- ▶ Assist school personnel with designing character development programs that have a gang prevention component.
- ▶ Assist school administrators with the implementation of consistent and fair behavior procedures.
- ▶ Assist schools with the interpretation of school system policies and rules, especially in the area of student behavior.
- ▶ Assist schools with the implementation of Positive Behavior Intervention Systems (PBIS).
- ▶ Develop support groups and anti-bullying programs for parents/guardians and students.



Preventing Gang Involvement School/Teacher Strategies

- ▶ Design school programs, workshops, faculty meetings, assemblies, and parent seminars on gang awareness.
- ▶ Use the information on *Preventing Gang Awareness*. Distribute information to staff and parents.
- ▶ Develop empathy and character building school activities.
- ▶ Hold the entire staff responsible for fostering a climate of respect and civility.
- ▶ Develop specific school procedures and strategies that engender a positive respectful school climate.
- ▶ Encourage all students to participate in school activities.
- ▶ Have a dress code that does not allow gang attire.
- ▶ Look for and remove gang symbols and graffiti.
- ▶ Work with the school resource officer, pupil personnel worker, school social worker, counselor, psychologist, and the school nurse to identify students who are involved in gang activities and then intervene by involving parents/guardians and talking with students and parents/guardians about the dangers and consequences of gang involvement.
- ▶ Implement Positive Behavior Intervention Systems (PBIS), peer counseling, and anti-bullying programs.
- ▶ Implement character building and pro social skills workshops for students and parents/guardians.
- ▶ Build positive community partnerships and connect students to positive role models, mentors, and tutors. Provide job shadowing and internship opportunities.
- ▶ Implement consistent and fair behavior procedures.
- ▶ Have clear expectations for students with a focus on academic achievement.
- ▶ Provide student transportation for after school activities, if possible.
- ▶ Institute peer mediation and conflict resolution centers and refer students to Police Athletic League Centers (PAL).
- ▶ Provide parents/guardians and students with the list of gang prevention resources.
- ▶ Instill school pride and a sense of belonging.

GANG
Prevention and Intervention
A Study in Best Practices

PARENT STRATEGIES



WHAT PARENTS/GUARDIANS CAN DO TO PREVENT STUDENT GANG INVOLVEMENT

- Spend quality time with your child. Make time for your family to play, eat meals together, take trips and have family meetings to talk about plans, feelings, and complaints.
- Get involved in your child's school activities.
- Be a positive role model and set the right example.
- Know your child's friends and their families.
- Encourage good study habits.
- Teach your child how to cope with peer pressure. Help your child practice simple ways to respond to peer pressure.
- Help your child develop good conflict resolution skills. (www.safeyouth.org/scripts/teens/conflict.asp)
- Encourage your child to participate in positive after school activities with adult supervision (recreation centers, organized youth sports, youth groups).
- Take action in your neighborhood, (create a neighborhood alliance, report and remove graffiti).
- Set reasonable boundaries and structures at home.
- Be aware of what is going on in your neighborhood.
- Talk with your child about the dangers and consequences of gang involvement. Let your child know that you don't want to see him/her hurt or arrested. Explain to your child that he/she should **NOT**:
 - * Associate with gang members.
 - * Attend parties or social events sponsored by gangs.
 - * Use hand signs, symbols, or language that is meaningful to gangs.
 - * Wear clothing including specific colors, which may have meaning to gangs in your area.

Reproduced from U.S. Department of Justice

www.cops.usdoj.gov

www.ojjdp.ncjrs.org



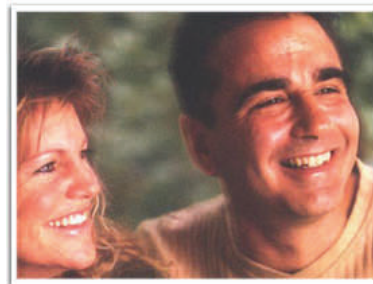
SCHOOL AND PARENT GUIDE ON COMMON GANGS



This guide provides common warning signs of gang involvement, but may not be all-encompassing. Parents/guardians should look for multiple signs to indicate possible gang involvement because some of these indicators alone, such as clothes or musical preferences, are also common among youth not involved in gangs. Parents/guardians are encouraged to familiarize themselves with the local gang symbols, seek help early, and consider contacting school personnel, local law enforcement, faith leaders, and community organizations for additional assistance.

Warning Signs That Your Child/A Student May Be Involved With A Gang:

- √ Admits to “hanging out” with kids in gangs.
- √ Shows an unusual interest in one or two particular colors or a particular logo.
- √ Has an unusual interest in gangster-influenced music, videos, movies, or websites.
- √ Uses unusual hand signals to communicate with friends.
- √ Has specific drawings or gang symbols on school books, clothes, walls, or tattoos.
- √ Comes home with unexplained physical injuries (fighting-related bruises, injuries to hand/knuckles).
- √ Has unexplained cash or goods, such as clothing or jewelry.
- √ Carries a weapon.
- √ Has been in trouble with the police.
- √ Has confrontational behavior, such as talking back, verbal abuse, name calling, and disrespect for parental authority.
- √ Exhibits negative changes in behavior such as:
 - ◆ Withdrawing from family
 - ◆ Declining school attendance, performance, behavior
 - ◆ Change in attitude about school
 - ◆ Staying out late without reason
 - ◆ Displaying an unusual desire for secrecy
 - ◆ Exhibiting signs of drug use
 - ◆ Breaking rules consistently
 - ◆ Speaking in gang style slang.





Interviewing Gang Members (For School Staff Only)

The process of interviewing a gang member involves being respectful, patient, and having an open mind. You should always carefully plan your interview session. Saying the wrong thing or having the wrong attitude can cause your interview to go in a negative direction. So it is important to keep the following in mind:

- ✓ **ASK NEUTRAL NON-THREATING QUESTIONS**
- ✓ **LEAVE YOUR EGO AND OPINIONS AT THE DOOR**
- ✓ **ASSESS BODY LANGUAGE**
- ✓ **NEVER INTERVIEW IN A GROUP**
- ✓ **BE RESPECTFUL**
- ✓ **IF THE STUDENT WON'T TALK, BACK OFF, and**
- ✓ **DON'T BE AN EXPERT (LISTEN)**

During the interview process, it is best to ask “open ended” questions. These types of questions give the gang member an opportunity to elaborate on what he or she is talking about. Some examples of “open ended” questions are:

- ▶ **TELL ME MORE ABOUT THAT...**
- ▶ **BE MORE SPECIFIC ABOUT ...**
- ▶ **TELL ME WHAT YOU MEAN BY...**
- ▶ **GO ON, PLEASE...**
- ▶ **GIVE ME AN EXAMPLE OF WHAT YOU MEAN ...**
- ▶ **TAKE SOME TIME AND THINK/REMEMBER...**
- ▶ **AND THEN...**

Preventing Gang Involvement School Sources

Brian Zeiler

The Language of “Thug Life” and Street Culture

Cpl. Joe M. Woods, Georgia Police Department

<http://www.teachersworkshop.com/twshop/gang.html>

Frank L. Clark Jr.

Department of Juvenile Services

www.cops.usdoj.gov

www.ojjdp.ncjrs.org

Challenge Day Program

www.challengeday.org



Source: Department of Juvenile Services, Gang Awareness



GANG PREVENTION RESOURCES

Name of Organization: National Youth Gang Center
Contact Number: 1-850-385-0600 ext. 224
Website: www.iir.com/nygc

Name of Organization: Juvenile Justice Clearing House
Contact Number: 1-800-638-8736

Name of Organization: Baltimore County Department of Recreation and Parks
Contact Number: 410-887-3871
Website: www.baltimorecountyonline.info

Name of Organization: Baltimore County Police Department—Counseling Unit
Contact Number: 410-887-5823
Website: www.baltimorecountyonline.info

Name of Organization: Baltimore County Police Athletic League (P.A.L.)
Contact Number: 410-887-5892
Website: www.co.ba.md.us

Police Athletic League Centers

Cockeysville P.A.L. Center
410-887-7708

Scotts Branch P.A.L. Center
410-887-4710

Dundalk P.A.L. Center
410-887-7729

Shady Spring P.A.L.Center
410-887-0505

Mars Estates P.A.L. Center
410-887-6422

Winfield P.A.L. Center
410-887-4707

Hillendale P.A.L. Center
410-887-5561

Woodmoor P.A.L. Center
410-887-6806

Lansdowne P.A.L. Center
410-887-1488

GANG PREVENTION RESOURCES

Name of Organization: Baltimore County Police Department General Information
Contact Number: 410-887-2214
Website: www.baltimorecountyonline.info

BALTIMORE COUNTY POLICE DEPARTMENT PRECINCTS

Precinct 1—Wilkens (410) 887-0872
Community Outreach (410) 744-1584

Precinct 2—Woodlawn (410) 887-1340
Community Outreach (410) 887-1340

Precinct 3—Garrison (410) 887-1570
Community Outreach (410) 887-1610

Precinct 6—Towson (410) 887-2361
Community Outreach (410) 887-5933

Precinct 7—Cockeysville (410) 887-1820
Community Outreach (410) 887-1861

Precinct 8—Parkville (410) 887-5310
Community Outreach (410) 887-5310

Precinct 9—White Marsh (410) 887-5000
Community Outreach (410) 887-5035

Precinct 11—Essex (410) 887-0232
Community Outreach (410) 887-0220

Precinct 12—North Point (410) 887-7320
Community Outreach (410) 7337

Name of Organization: Dundalk Youth Service Center
Contact Number: 410-288-4356
Website: www.dysc.erols.com

Name of Organization: Family Crisis Center of Baltimore County, Inc.
Contact Number: 410-288-4357
Website: www.fcchelp@bcpl.net

Name of Organization: First Step, Inc.
Contact Number: 410-628-6120
Website: www.firststepmd@aol.com

Name of Organization: Fontana Village Community Outreach Center
Contact Number: 410-682-6607

Name of Organization: Freestate Challenge Academy-Military Youth Corps, MD National
Contact Number: 1-800-820-6692
Website: www.richard.young@usag.apg.army.mil

GANG PREVENTION RESOURCES

Name of Organization: Y.M.C.A. Baltimore County
Contact Number: 410-285-7030

CENTERS

ALLIANCE, INC., Wise Avenue
410-284-0376

FLEMING, Dundalk
410-282-6977

BACK RIVER, Essex
410-391-1566

REISTERSTOWN
410-526-4158

CAMPFIELD, Liberty Road
410-602-8190

RIVERVIEW, Lansdowne
410-536-4611

COLGATE, Dundalk
410-288-0706

TOWSON
410-668-8315

EMILY HARRIS, Catonsville
410-788-8802

WHITE MARSH
410-665-0951

Name of Organization: Job Corps—Education and Job Training Program
Contact Number: 1-800-440-1010 or 410-625-8400
Website: www.jobcorpsregion2.com

Name of Organization: Maryland Volunteer Lawyers Service
Contact Number: 410-547-6537, Intake
Website: www.info@mvslaw.org

Name of Organization: Salvation Army Center for Worship and Service, Boys and Girls Club
Contact Number: 410-682-2450
Email: nitabee56@yahoo.com
Website: www.salvationarmy.org



G.R.E.A.T. (Gang Resistance Education and Training)

The G.R.E.A.T. program is a school-based, law enforcement officer-instructed classroom curriculum. With prevention as its primary objective, the program is intended as an immunization against delinquency, youth violence, and gang membership.

G.R.E.A.T. has developed partnerships with nationally recognized organizations, such as the Boys & Girls Clubs of America and the National Association of Police Athletic Leagues. These partnerships encourage positive relationships among the community, parents, schools, and law enforcement officers.

G.R.E.A.T. lessons focus on providing life skills to students to help them avoid using delinquent behavior and violence to solve problems. The G.R.E.A.T. program offers a continuum of components for students and their families.

The G.R.E.A.T. program consists of four components: a 13-session [middle school curriculum](#), an [elementary school curriculum](#), a [summer program](#), and [families training](#).

Five regional training centers provide training to sworn law enforcement officers to teach the G.R.E.A.T. curriculum in elementary and middle schools across the country.

Baltimore County Contacts

GANG ACTIVITY

If you observe gang/suspicious activity occurring call 911 and Officers can respond to investigate/identify individuals. If you have questions or generalized information that you wish to share you can contact the Gang Enforcement Team or the appropriate Precinct Gang Coordinator.

Gang Enforcement Team Sgt. Jim Conaboy (410) 887-2293
 Det. Matt Paul
 Det. Pat Gibbs
 Det. Chris Hodnicki

PC GANG COORDINATORS

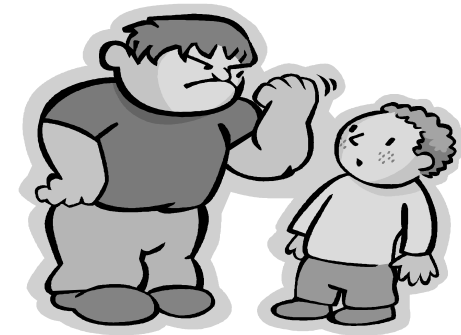
Precinct/Office	NAME	
PC01 Wilkens	Officer Phil Schwartzman	887-0872
PC02 Woodlawn	Detective Jane Irwin	887-6837
	Detective Christine Thayer	887-6837
PC03 Pikesville	Detective Steve Davalli	887-6979
PC04 Franklin	Detective Heidi Ebbert	887-1282
PC06 Towson	Detective Colt Bracken	887-5508
PC07 Cockeysville	Detective Tom Fanshaw	887-1823
PC08 Parkville	Detective Jim Rice	887-5310
PC09 White March	Detective Cliff Saunders	887-5040
PC11 Essex	Detective Evelyn Kindle	887-0230
PC12 Northpoint	Detective Joe Alex	887-7312

SUGGESTIONS TO CURB BULLYING AND HARASSMENT

- **Don't ignore name-calling, teasing, and meanness.**
- **Model and teach appropriate behaviors.**
- **Survey students to see if bullying is an issue.**
- **Educate students about bullying.**
- **Distribute a bullying fact sheet.**
- **Add language about bullying to Code of Conduct matrices.**
- **Have students sign no-bullying contracts.**
- **Support individual and group counseling for bullies, victims, and bystanders.**
- **Provide "safe" rooms for kids having problems.**
- **Keep unsupervised areas monitored.**



**Baltimore County Public Schools
OFFICE OF SAFE & DRUG-FREE SCHOOLS
OFFICE OF SCHOOL COUNSELING**



HARASSMENT AND INTIMIDATION (BULLYING)

**OFFICE OF SAFE & DRUG-FREE SCHOOLS
OFFICE OF SCHOOL COUNSELING**

9610 Pulaski Park Drive
Baltimore, Maryland 21220

Phone: 410-887-6439
Fax: 410-780-9480

Phone: 410-887-0291
Fax: 410-391-9122



**BALTIMORE COUNTY
PUBLIC SCHOOLS**

House Bill (HB 407) Safe Schools Reporting Act Of 2005

HB 407 was signed into law in July 2005 and required the Maryland State Department of Education to develop a form to be used to report all incidents of harassment or intimidation in schools. The form



identifies the victim and perpetrator, describes what happened, and what corrective action was taken by the school. Schools must complete and submit this form whenever there is a situation of bullying or harassment.

What is Harassment?

Harassment is conduct that adversely affects a student's ability to participate in or benefit from the school's educational programs or activities because it is so severe, pervasive, or objectively offensive; and is based upon his or her actual or perceived identity with regard to race, color, national origin, gender, disability, sexual orientation, religion, or other identifying characteristic.

What is Intimidation (Bullying)?

Intimidation (bullying) is repeated exposure over time to intentional negative actions or aggressive behavior on the part of one or more other students that adversely affects a student's ability to participate in and benefit from the school's educational program or activities. Bullying causes harm from repeated negative conduct in a relationship with an imbalance of power.

- Hitting, kicking, shoving, and other acts of physical aggression
- Taunting, teasing, name-calling
- Spreading rumors about others
- Excluding or ignoring others in a mean way
- Taking money or other belongings
- Threatening looks or gestures
- Sending mean e-mails or notes

Cyber Bullying



Because of its difficulty to track, cyber bullying is rapidly becoming one of the more popular ways to bully. Instant messaging, text messaging, web pages, and e-mails via computers and cell phones are other popular methods that technology-savvy students are using to harass, bully, threaten, and intimidate peers. Youth who encounter a bully online should follow these guidelines:

- Do not respond.
- Do not delete the offending message.
- Preserve the evidence and tell an adult.

Effects of Harassment & Intimidation



Bullying, a behavior once considered a rite of passage and harmless, research now suggests has far reaching effects on victims, bystanders, and perpetrators, including a decreased interest in school, a diminished sense of safety and well being. Statistics also suggest that school-aged bullying and harassment may be a gateway to the judicial system, as 60 percent of school-aged bullies commit crimes by adulthood.

The Baltimore County Public Schools implements the following programs and practices to address bullying and harassment in our schools:

- Student Behavior Handbook
- Schoolwide Codes of Conduct
- Character Education
- Health Curriculum (grades 2-8)
- School Counseling
- Positive Behavior Planning Guide
- Positive Behavior Interventions and Supports
- Behavior Programs (e.g. Second Step)
- Public Service Announcements
- Safe Schools Conference

Warning Signs

A Child:

- Has torn, dirty, or wet clothes or damaged books, or "loses" things without being able to give a proper explanation of what has happened
- Has bruises, injuries, cuts, and scratches and cannot give a credible explanation for what caused them
- Loses interest in school and gets poorer grades
- Does not bring classmates home and rarely spends time with classmates after school
- Seems afraid or unwilling to go to school in the morning
- Chooses an "illogical" route to and from class or school
- Seems unhappy, downhearted, depressed, or has mood swings with sudden outbursts of irritation or anger
- Often has little appetite, headaches, or stomach aches
- Sleeps restlessly with nightmares and possibly cries in his/her sleep
- Steals or asks for money from members of the family (to soften up the bullies)

Suggested Resources

Books

Langan, Paul, [Bullying in Schools: What You Need to Know](#)

Bullying Is Not A Fact of Life, U.S. Department of Health & Human Services

How to Establish a Character Education Program in Your School: A Handbook for Administrators

Websites

www.stopbullyingnow.org

www.modelprograms.samhsa.gov

Violence Prevention Programs

BRAVE Program

PATHS

Bully-Proofing Your School

Second Step

Peacemakers

Success in Stages