

# Safety, Security & CEO Enhancements: MOU Highlights

<b>Increased Partnership and Relationship Building</b>	<p>MCPS contributing to, or participating in, the CEO selection process</p> <p>CEOs participating in school initiatives as outlined in MOU such as <i>DARE</i> and <i>GREAT</i> or assemblies, Career Days, Study Circles, and staff and student games and events</p>
<b>Clearly Defined Role</b>	<p>CEOs will not patrol hallways</p> <p>CEOs will not respond to school incidents</p>
<b>Annual Collective Agency Engagement</b>	<p>District Commanders and MCPS will collaborate to engage school leaders at all levels to discuss school and community initiatives or concerns.</p>
<b>Softened CEO/LEO uniforms*</b>	<p>Consideration should be given to plainclothes detective style approach to uniform while maintaining essential items per Law Enforcement Officials' (LEO) collective bargaining agreements</p> <p><i>*pending association collective bargaining</i></p>

# Community Engagement Officer Evolution & Differences (CEO) 2.0

SRO Model	2021-2022 CEO Model	CEO 2.0
Stationed in high schools full-time	Not present in any way on MCPS campus	Designated work station in high schools, not stationed permanently
Limited to no cluster engagement	Limited to no cluster engagement	Engagement with schools across the entire cluster
Direct line of communication with principal	Principal cannot contact CEO directly; calls 311 or 911	Direct line of communication with school
Assisted with school incidents "as requested"	Do not respond to school incidents	<b>Do not respond to school incidents</b>
Shall take lead in death, sexual assault, robbery, arson, hate crime, destructive devices and firearms, distribution of controlled substance	Shall take the lead in death, sexual assault, robbery, hate/bias events, firearms/brandishing a deadly weapon, gang-related events	Shall take the lead in death, sexual assault, robbery, hate/bias events, firearms/brandishing a deadly weapon, gang-related events

# Shared Learning Experiences rooted in Relationship Building, Equity, and Restorative Justice

Audience	Learning Topics	
MCPS, CEOs, Department of Health and Human Services (DHHS), Community Partners	<ul style="list-style-type: none"> <li>• Guidelines for Student Gender Identity</li> <li>• Safety in a Digital Age</li> <li>• Religious Diversity</li> <li>• Student Bullying</li> <li>• Child Abuse and Neglect</li> <li>• Who do we serve?</li> <li>• Restorative Justice (RJ)</li> </ul>	<ul style="list-style-type: none"> <li>• Behavior Threat Assessment Team &amp; Social-emotional Supports</li> <li>• Special Populations: An Introduction to special needs students and programs</li> <li>• Non-Violent Crisis Intervention / Introduction to the MCPS De-escalation strategies</li> <li>• Equity and Culturally Responsive Engagement</li> </ul>
CEO's and High School Administrators	<ul style="list-style-type: none"> <li>• Relationship building and team building</li> <li>• CEO 2.0 MOU: Your Job, My Job, Our Job</li> <li>• MCPS Code of Conduct &amp; Restorative Justice Dispositions</li> <li>• 1/2 day at the school site conducting walkthroughs</li> <li>• (Document provided by the operations group).</li> </ul>	



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## Multi-Stakeholder Oversight

*Non-Negotiable: ensuring there is no disproportionate impact on students of color and other student groups*

Restorative Response Team	Multi-Agency Team*
Administrator, counselor, Restorative Justice Coach, social worker, trusted adult	DHHS, MCPD, MCEA, MCAAP, SEIU, Student Leaders
Holistic review of student serious incident to prioritize repair and restoration via Code of Conduct	Review wellness data, MCPD engagement data, and MCPS serious incident data and provide ongoing feedback and support; iterative process



*\*formally Bi-Agency Team*