



School and Community Safety Plan

Summary

The Mayor's Executive staff will collaborate with Seattle Public Schools, the Seattle Police Department and the Departments of Health and Human Services, Early Learning, Parks and Recreation and Public Health-Seattle and King County to launch a pilot four school initiative focused on the improvement of community safety before, during and after school hours and establish "safe havens" at local community and recreation centers. This shared strategic plan will increase community capacity, provide intensive training, and coordinate efforts to ensure collaboration between providers, schools, and law enforcement to increase school safety and wellness at four high schools including Rainier Beach High School, Franklin, Garfield, and Chief Sealth High Schools that can be scaled throughout the City of Seattle as needed.

Background

In June 2020, Seattle Public Schools (SPS) suspended partnership with the Seattle Police Department (SPD), enacting a district-wide one year suspension of the School Emphasis Officer (SEO) program. The decision came about in response to feedback from school leadership, families of color, and public outcry against actions that SPD had taken against protesters in Seattle during the national outcry following the murder of George Floyd. As a result of local protests, nearly 17,000 complaints of police misconduct were filed with Seattle's Office for Police Accountability placing a sharp focus on the need for new approaches. The SEOs were reassigned to patrol by Interim Chief Adrian Diaz who called for using the opportunity to consider an appropriate path forward. This action coincided with efforts being made by Public Health-Seattle and King County to work on addressing community safety and gun violence as a public health issue at a Regional level through community-lead solutions and robust collaboration.

During this time, Public Health-Seattle and King County convened leaders across 19 King County and City of Seattle departments to collaborate on building a shared **Regional Community Safety and Wellbeing** plan supported by technical assistance from Cities United and national experts on gun violence prevention and community-led safety solutions. The call to action came as a result of a clear uptick in gun violence attributed in part to the stress caused by Covid-19 uncertainty, increased economic hardship, school/life schedule disruption and lack of healthy socialization. A data walk showed disproportionate impact on youth and young adults of color and highlighted a need for coordination and collaboration across systems. As a result, stakeholder workgroups formed to focus on 5 domains- Education, Workforce Development, Juvenile Justice, Health and Human Services and Community-led Safety to create comprehensive recommendations due in April 2022.

As this effort got underway, a "go-first" strategy called the **Regional Peacekeepers Collective** (RPKC) formed in June 2021 to address immediate issues of gun violence and stand up an effective community-led Critical Incident Response management system. RPKC focused on supporting similar efforts like the City of **Seattle Community Safety Initiative** (SCSI) and worked to develop a comprehensive proven effective protocol and a data driven approach with an emphasis of increased community capacity, rigorous training and technical assistance, weekly shots fired reviews with SPD, robust coordination of services and cross referral, and a hospital-based intervention team at Harborview Medical Center. By bringing these efforts together, community providers are now supported to work

alongside police efforts to address incidents, remediate risk at known “hot spots” and build greater capacity to deliver a proven effective and sustainable approach.

Since November 2021, City of Seattle and King County staffs have been working together to ensure an aligned *model for change* that elevates effective community-led solutions and brings together providers and institutional leaders to build an even more comprehensive plan that includes schools and community centers and ensure greater community safety. The overall goal is to support community leadership, balance policing, and collaborate meaningfully to help prevent and address school shootings and all localized community violence throughout the region.

Recommendations:

With a clear focused mandate on School Safety, our team recommends that the following pilot project components be implemented immediately to reduce violence and crime before, during and after school hours and an increase in community safety. We recommend the following:

1. Ensure a data-driven approach that identifies schools at highest risk/need starting with those schools with the most disciplinary issues including suspensions, expulsions, calls for support from law enforcement, and overall safety issues and concerns obtained from DEEL and SPD
2. Increase and sustain funding to the **Regional Peacekeepers Collective** model (Public Health-Seattle & King County) and expand **Seattle Community Safety Initiative**. These projects are already working to be fully coordinated and align with the Mayor’s vision.
3. Support the new SCSI proposal to provide increased Safe Passage services and School Based Case Management with stipulation of:
 - a. Data informed hours of operation including before, during, after school and summer months including late night
 - b. Strict adherence to safety and communications protocols shared by SCSI, RPKC, SPD, HMC and SPS. (per Aquil and SPD training)
4. Reinstate SEO program at 4 pilot schools with stipulation of:
 - a. Completion of training with community service providers, school, and community center staffs
 - b. Signed MOU that ensures collaboration with SCSI/RPKC shots fired review and critical incident response safety and communications protocols.
5. Mandate training with leading national experts:
 - a. Critical Incident Response and Safe Passage with Aquil Basheer for coordinated critical incident response, safe passage, crisis communication, de-escalation, mediation, active shooter, and cross systems first responder engagement
 - b. *Alive & Free Prescription* training with Dr. Joseph Marshall for faculty and fund community provider facilitation (YMCA) to deliver proven effective violence prevention



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curriculum/groups to ensure positive relationships with credible messengers and promote a culture of nonviolence in schools identified under this plan.

6. Coordinate across relevant departments to establish “Safe Haven” locations in each of the four pilot school neighborhoods and ensure that Safe Passage service providers and Seattle Police Officer(s) are stationed at the community centers during and after school hours to respond to or follow-up on emergency situations
7. Increase access to case management, mental health counseling, referral for services and emergency supports for youth impacted by gun violence incidents
8. Create joint task force led by Mayor’s Strategic Advisors including Gun Violence Liaison, Public Health-Seattle and King County Regional Peacekeepers Collective team, Dept. of Education and Early Learning, Seattle Public Schools, Seattle Police Dept., Dept. of Health and Human Services, Dept. of Parks and Recreation, Dept. of Neighborhoods and Dept. of Transportation to provide coordination, oversight, and accountability across gun violence reduction efforts

Budget

Line Item	Per Person/Event Cost	Recommended Number	Total
Coordinated Critical Incident Response Management and Coordination (RPKC/SCSI)			
SCSI Community-based Safe Passage and school-based Case Management		See corrected SCSI proposal & Reviewed Budget (after HSD investment review)	
Training and Capacity Building <ul style="list-style-type: none">• Aquil Basheer- PCITI Critical Incident Response and Safe Passage• Dr. Joseph Marshall- Alive & Free Schools			
SEO Program			
Community Center “Safe Havens” model			

Emergency Services including relocation, mental health support and disability accommodation for youth/families impacted by incidents		See SCSI/RPKC proposals	
Evaluation			
Total			

About SCSI

SCSI currently contracts four organizations –Community Passageway’s, The Boys and Girls Club of King County, the YMCA of Greater Seattle, and Urban Family Center –who collectively serve Central, Southeast and West Seattle. SCSI outreach workers work with local schools to support community safety issues that occur off school property but not in the immediate school community. Supporting students with safe passage to and from school as well as during lunch time is an essential function of this resource as well as de-escalating conflict in the community before it becomes a 9-1-1 emergency situation. The Seattle Community Safety Initiative (SCSI) has recently joined the Regional Peacekeeper Collective.

About RPKC

The Regional Peacekeepers Collective (RPKC) takes a multi-partner approach, with a selected Lead Agency (Community Passageways and Rainier Beach Action Coalition) and subcontracted partners (YMCA Alive & Free, Freedom Project, Renegades for Life, Progress Pushers) to provide critical services in three domains: Intervention, Prevention and Restoration. This approach ensures rigorous training and capacity building, shared protocols, centralized critical incident response, hospital-based intervention, care services coordination, evaluation, and reporting.

Data driven efforts are focused on the most at-risk young people and their families, supporting, and healing impacted families to avoid retaliation and further violence. The Regional Peacekeepers Collective (RPKC) takes a public health approach to gun violence prevention in Seattle and King County and has been selected by the White House as a model for regional efforts under the Community Violence Initiative.

About PCITI Safe Passage/Critical Incident Response Training:

[The Professional Community Intervention Institute \(PCITI\) - Gang Intervention Certification Training Los Angeles](#)

Trainer: Aquil Basheer, Technical Advisor/Master Street Safety Trainer_for White House Community Violence Intervention Project

Training: PCITI provides a depth of services designed to tackle the essential concerns that influence distressed individuals, families, communities and municipalizes. With our practitioner-based hands-on



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approach coupled with our collaborative methodology, we provide holistic solutions related to specialized training, consulting, personal refinement, advocacy, and community restoration.

Training components include:

- Public Safety Protocols (Community and Law Enforcement)
- Practitioner Based Violence Intervention Training
- School and Community Location Safe Passage
- Professional Critical Incident Response
- High Risk Individual Intervention and Street Outreach
- Hospital Based Intervention
- Neighborhood Safety and “Hot Spot” Remediation

About the Alive and Free School Program

[Alive & Free - The Prescription to End Violence and Change Lives \(stayaliveandfree.org\)](https://stayaliveandfree.org)

Trainer: Dr. Joseph Marshall, Founder of Alive & Free Movement/International Street Soldiers Consortium and Senior Advisor for Congressional Commission on Status of Black Men and Boys

Training: [The Alive & Free School Adoption Program](#) assists schools in transforming its environment by providing training and technical assistance to school faculty and staff in the Alive & Free Prescription violence prevention methodology, with the goal of infusing this methodology into the fabric of the school.

Key Decisions and Action Items:

- Identify and confirm funding source
- Mayor’s signoff and announce to community
- Identify safety security specialists that are able to build relationships with students to address 90% of the conflicts that make its way to school.

Timeline

- Identify schools and neighboring community centers April 2022
- Hold school assembly in announce pilot May 2022
- Hire and train staff to provide safe passage May 2022
- Launch pilot in May 2022
- Expand safety model into RPKC *Safer Summer* efforts and ensure rigorous outreach and programming June – August 2022
- Deliver 2 phase training: May and August with identified stakeholders and trainers
- Implement full 4 school pilot model in Fall – September 2022

Next Steps:

- Notify principals/key partners of Mayor’s support and green light to begin building the expansion of the program
- Coordinate internal & external stakeholder groups
- Announce funding awards to providers
- Confirm launch date
- Develop press release

- Schedule training
- Begin pilot project implementation