

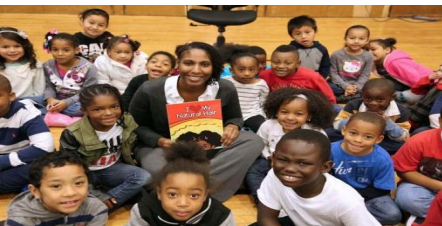


OAKLAND UNIFIED
SCHOOL DISTRICT

Community Schools, Thriving Students

School Safety Information Report

Education Partnership Committee 4/13/26



Presented by Nelson Alegria, Executive Director of Safety

Misha Karigaca, Director Student Support & Safety

OUSD All City Council Eman Ibrahim, Culture and Climate Director

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OUSD Safety Team

- **Misha Karigaca**, Director Student Support & Safety
- **Emily Zanoli**, Prog Mgr Violence Prevention
- **Rebecca Littlejohn**, Risk Management Officer
- **Vilma Bermudez**, Emergency Preparedness Manager
- **Jules Milstead**, Coordinator of Culture Keepers & Ambassadors

All City Council Student Safety Leaders

Maximus Simmons,
Student Board
Director



Sophie Mehouelley,
Health and Wellness
Director

Marianna Smith,
Student Board
Director



Eman Ibrahim,
Culture and Climate
Director

Guiding Principles



Creating Joyful Schools

Reimagining school to be
Places of Joy, Inclusion,
and Beauty



George Floyd Resolution

Eliminate the OSPD and develop
alternatives that reduce policing,
create positive relationships,
and support an anti-racist,
restorative culture.
Creation of the Village Response
Teams



Pillars of School Safety

Facilities, School
Culture & Climate,
Emergency
Preparedness, Central
Support

George Floyd Resolution (GFR)



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Board adopted shift in how OUSD approaches school safety (2020)



**Removed the OUSD
School Police
Department and
ended on-campus
policing**

Redirected those funds into school-based safety infrastructure

- Increased campus supervision and safety staff
- Expanded behavioral health and student support services
- Implementation of restorative practices and intervention strategies
- Development of site-based safety systems (Village Response Teams, Intake Line, Central Office coordinated response)

Safety Supporting Roles

District Safety Support Departments

Behavioral Health, Community Schools, Student Support and Safety, Risk Management, Facilities, Communications

Site Safety Support Staff

Culture Keepers, Site based Culture & Climate Ambassadors, Central Culture & Climate Ambassadors

Site Based Culture Climate Staff

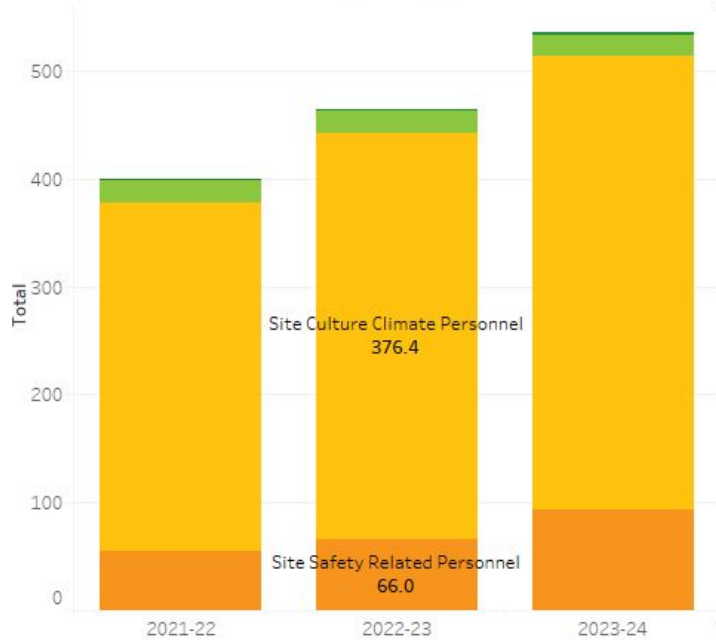
School Counselors, Targeted Strategies Staff, Restorative Justice Facilitators, Community School Managers, Social Workers / Clinicians



Safety Investments GFR

Fiscal: FTE

Academic Year



■ Additional Revenue / Programs
 ■ Non-Personnel Safety Plan Imple..
 ■ Site Safety Related Personnel
■ Central Leadership / Supports Per..
 ■ Site Culture Climate Personnel

Full Time Employees (FTEs) included in the bar chart are described below:

1. Site Culture Climate Personnel

- a. School Counselors
- b. Targeted Strategies Staff
- c. Restorative Justice Facilitators
- d. Community School Managers
- e. Social Workers / Clinicians (newcomer, general ed, special ed therapists)

2. Site Safety Related Personnel

- a. Culture Keepers
- b. Site Based Culture & Climate Ambassadors
- c. Central Culture & Climate Ambassadors

3. Central Leadership / Supports Personnel

- a. Violence Prevention Leadership - Director, Coordinator, & Program Manager
- b. Behavioral Health Program Managers & Director (trafficking, interns, network)



Safety Investments GFR

2021-22: Total Investment

\$45,173,386

2022-23: Total Investment

\$56,440,536

2023-24: Total Investment

\$80,486,226



Site Safety
Related Personnel



Site Culture
Climate Personnel



Central Leadership /
Supports Personnel



Non-Personnel Safety
Plan Implementation
Costs (estimated)



Additional Revenue
/ Programs



GFR Impact

Police Calls (Before & After GFR)



police calls annually before GFR

*includes unknown # of misdial/prank 911 calls

Since GFR:

- 21-22: 159
- 22-23: 202
- 23-24: 201
- 24-25: 271

Since the 22-23 school year, we average **200-300 misdial or prank 911 calls** annually.

Internal Support System

In addition to staffing investments, our internal system allows us to provide appropriate responses rather than call 911

What's coming through the system:

- Student conflict & behavioral concerns
- Mental health and wellness needs
- Safety threats or concerning behavior
- Requests for support from school sites

What happens after a call:

- Routed to site leadership and support teams
- Assessed for level of response (site-based vs. central support)
- Connected to appropriate intervention (counseling, supervision, threat assessment, etc.)

VIOLENCE INTERVENTION & PREVENTION PROGRAM (VIP)

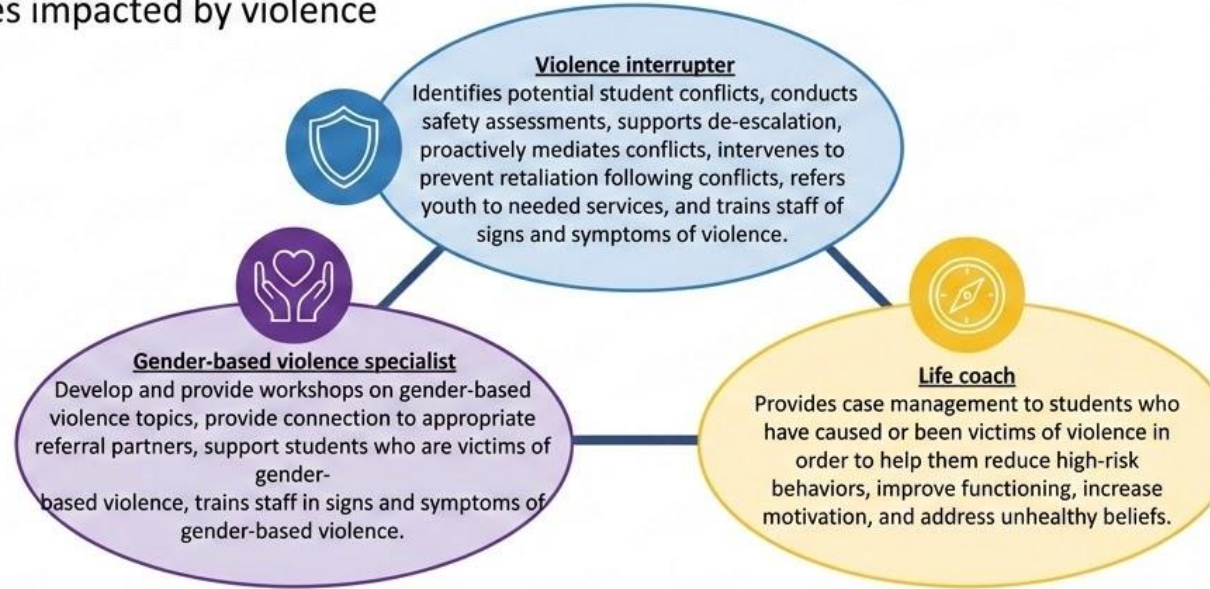


- The Department Of Violence Prevention (DVP) has grant funded the school VIP Program in partnership with OUSD. The program has been integrated into select high schools and offering supports for students & families impacted by violence

Current Site Programs

- Dewey Academy
- Fremont High School
- McClymonds High School
- Oakland High School
- Ralphe Bunche Academy
- Rudsdale Continuation School
- Oakland Technical High School
- Skyline High School*
- Castlemont High School*

*OUSD Funded



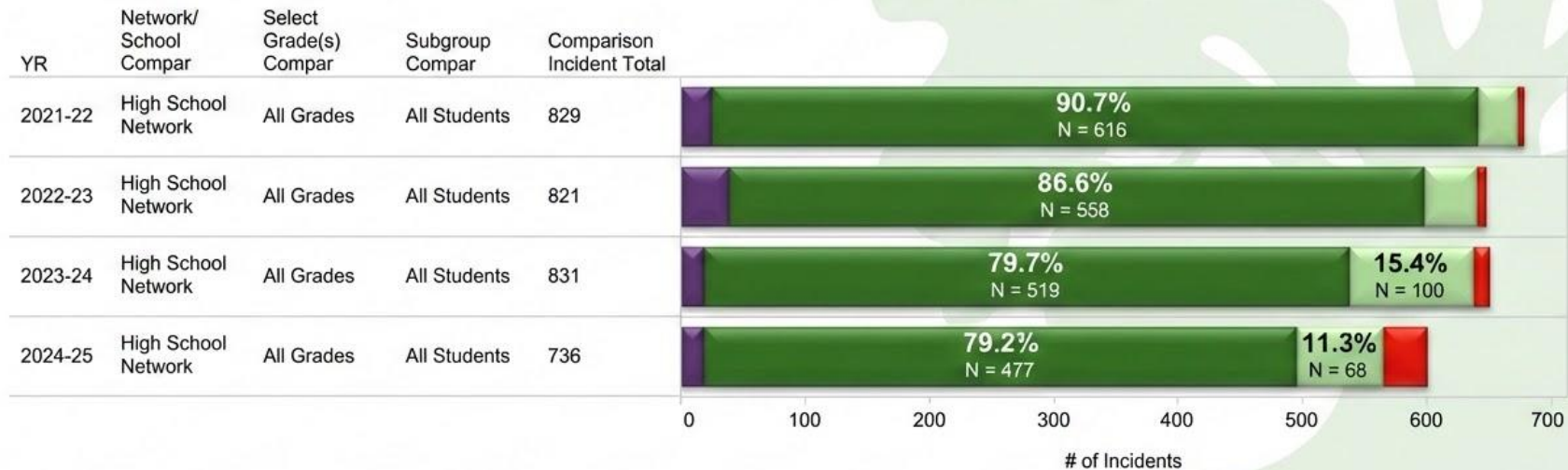
VIP Impact



Out of school Suspensions: Violence, Bullying, Harrasment & Weapons High School Network Grades 9-12

Percent and Number of Suspension Incidents

Note: Network/School(s) filtering may be present.



Offense Class

- Bullying
- Harassment
- Violence
- Weapon

VIP Impact



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OUSD is actively pursuing external funding to continue the School VIP Services



Maintaining all current services costs approximately \$600,000 per site.



We are reviewing each school's needs, with particular focus on high-need sites that are not currently served by the program.



Future adjustments to the program model are likely, based on funding availability, site-specific needs, and campus incidents, such as the one at Skyline High School.

“

“The folks (VIP Staff) who are most effective are the ones who know the community and can speak the language of our students—they can de-escalate situations in ways school staff sometimes can’t.”

***- High School Network
Principal***

Successful City Partnerships



Federal Immigration Enforcement

- OUSD has been participating in Mayor Barbara Lee's Protect The Town Task Force alongside several community organizations



Illegal Dumping & Neighborhood Conditions

- Many successful cleanups near schools have taken place
- We will continue to partner with Public Works to address dumping near schools

Challenges

Success



Future of Safety

Expanded Alternatives to Law Enforcement



- Launched CATT Direct-Dispatch pilot with Behavioral Health
- Law enforcement involvement in mental health intake calls reduced: **38 (SY 24-25) → 9 (SY 25-26 to date)**

Strengthening Site-Based Safety Systems



- 50+ Village Response Team Leads trained through quarterly PLCs
- Participation has doubled compared to last year

Systemwide Training & Capacity Building



- Trained 300+ administrators at Leadership Institute on real-world safety scenarios
- Reached ~700 new staff through onboarding focused on safety + GFR

Clearer Tools for Staff Response



- Updated pre/post intervention referral guides
- Aligned with Universal Referral Form and Discipline Matrix



The Future of Safety



Student Committee for Safety & Violence Prevention



10 students from Middle &
High School



Launched 5 Action Projects



De-escalation, Culture Keepers,
Preventive Measures



OUSD Wide Survey



May 13th Board Meeting



Report back on results



Student centered policy
change requests

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