

***Implementation of State and Local School System Policies and
Regulations to Address Gangs, Gang Activity, and Similar
Destructive or Illegal Group Behavior***

**Maryland State Department of Education
Division of Student, Family, and School Support
200 West Baltimore Street
Baltimore, Maryland 21201**

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**Martin O'Malley
Governor**

**Bernard J. Sadusky
Interim State Superintendent of Schools**



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Implementation of State and Local School System Policies and Regulations to Address Gangs, Gang Activity, and Similar Destructive or Illegal Group Behavior.

INTRODUCTION

The Safe Schools Act of 2010 required the Maryland State Department of Education (MSDE) to submit a report, on or before January 1, 2011 and each year thereafter, to the Maryland General Assembly regarding the implementation of State and local school system policies/regulations to address gangs, gang activity, and similar destructive or illegal group behavior. The Act also required the Maryland State Board of Education (MSBE), in consultation and collaboration with the Department of Juvenile Services, the Department of State Police, the Department of Human Resources, and local school systems, to develop a Model Policy to Address Gangs, Gang Activities, and Similar Destructive or Illegal Group Behavior no later than March 31, 2011. Local school systems (LSSs) then had to develop their own policies/regulations to address gangs, gang activity, and similar destructive or illegal group behavior (which included all components of the MSBE's Model Policy) and to submit these policies/regulations to the State Superintendent of Schools no later than September 1, 2011.

After development by a workgroup of the required representatives and other interested stakeholders, the Model Policy was approved by the MSBE on February 22, 2011 and disseminated to the 24 LSSs. The 24 LSSs developed their policies/regulations utilizing local stakeholder groups according to the law's requirements and submitted them to the State Superintendent by September 1, 2011.

On September 21, 2011, at the MSDE building, a team reviewed the LSSs policies/regulations for compliance with the law. Review team members were: 1. Dr. Diane Powell, Director of Student Services, Prince George's County Public Schools; 2. Ms. Lynn Duncan, Supervisor of Student Services, Talbot County Public Schools; 3. Ms. Robin Brady-Silfer, Director, Investigative Unit, Office of the Inspector General, Department of Juvenile Services (DJS); 4. Mr. Frank Clark, Assistant Director, Gang Prevention Unit, DJS; 5. Mr. Vince DeVivo, Schools Outreach Coordinator, Gang Prevention, U.S. Attorney's Office; and 6. Mr. Dominic Romano, School Safety Specialist, MSDE.

Each LSS was also required by the law to: 1. publicize its policies/regulations in student handbooks, on school system websites, and at any other location or venue the LSSs determined was necessary or appropriate; and 2. develop the following educational programs in its efforts to address gangs, gang activity, and similar destructive or illegal behavior – a. an educational gang awareness program for students, staff, volunteers, and parents; b. a teacher and administrator development program that trains teachers and administrators to implement the policy/regulations.

The first Report to the General Assembly, as required by the Safe Schools Act of 2010, was submitted by January 1, 2011. Since that due date pre-dated the actual completion date for the Model Policy by 3 months and the completion date for local school system policies/regulations by 8 months, the initial report contained a chronology of the development of the Model Policy and a brief summary of local school systems' progress towards the development of their policies/regulations.

This second Report to the General Assembly addresses its requirements as listed in the Safe Schools Act of 2010, namely the implementation of State and local policies and regulations to address gangs, gang activities, and similar destructive or illegal group behavior. Since there are 24 local public school systems in the State, it was felt that the most succinct and informative method of providing this information would be in chart form, with each local school system's chart indicating the status of: 1. where its gang policy/regulations are publicized; 2. what educational gang awareness program(s) are being provided for students, staff, volunteers, and parents; and 3. how administrators and teachers are/were trained to implement the gang policy/regulations. The 24 charts are arranged in alphabetical order by local school system.

**School System Questionnaire
Gang Policies/Regulations**

1. Local school system: Allegany County

2. Where is your gang policy/regulations publicized?

On the school system's web-site.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

We worked with Maryland State Police to train all Assistant Principals, School Psychologists, Pupil Personnel Workers, and Principals. This training was videotaped to allow it to be used in schools to further train teachers and students.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

As an introduction to the system-wide training listed above, an overview of the policy was presented and also videotaped for future use with teachers.

**School System Questionnaire
Gang Policies/Regulations**

1. Local school system: Anne Arundel County

2. Where is your gang policy/regulations publicized?

They are found on the school system's web-site at:

<http://www.aacps.org/aacps/boe/board/newpolicy/tableofcontents900.asp> under "Gang and/or Gang-Like Activities" and through a link on the front of the web-site under the heading/link: Student Safety Initiative- Gang Awareness and Education Program.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

Students – Gang awareness posters are in all secondary schools. The gang awareness curriculum is now in its 3rd year: First year – gang awareness posters; Second year – gang awareness training classes for grades 5 through 12; Third year – gang awareness training classes for grades 4, 5, 7, 9. The lessons are reviewed and revised each year.

Staff – Training for administrative and instructional staff is conducted by the Anne Arundel County and Annapolis City Police Departments at staff meetings and special informational sessions. This information is updated on a regular basis as the gang situation changes.

Volunteers and Parents – Informational meetings are held at schools and presented by the Anne Arundel county and Annapolis City Police Departments, the Anne Arundel State's Attorney's Office, the U.S. Attorney's Office.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

Administrators were briefed at the summer emergency response training and at fall principals' meetings. School staff is trained by their principals.

**School System Questionnaire
Gang Policies/Regulations**

1. Local school system: Baltimore City (City Schools)

2. Where is your gang policy/regulations publicized?

The policy and regulations are posted on the City Schools website (www.baltimorecityschools.org). The Gang-Related Reporting Form is included in the City Schools Code of Conduct 2011-2012 and is available at all Baltimore City public schools.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

The City Schools Police offer a presentation on gang awareness to school communities. Presentations have been made to school staff, students, and community and parent groups. The City Schools website for school administrators includes the Gangs-Current Trends power point, the Office of Juvenile Justice and Delinquency Prevention (OJJDP) Gang Awareness Handbook, and the Parent's Guide to Gangs pamphlet.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

The policy and regulations were disseminated on City Schools Inside, the City Schools website that shares requirements and information to school system administrators. They have appeared weekly in the Take Action section since September 2, 2011. The policy requires school administrators provide professional development for staff on criminal gang prevention and intervention. The presentation and information outlined in #3 is used to accomplish this task. The City Schools Code of Conduct includes disciplinary interventions and responses for gang-related offenses. The Network Student Support Liaisons provide ongoing training, guidance and support to school administrators on implementation of the Code of Conduct

School System Questionnaire
Gang Policies/Regulations

1. Local school system: Baltimore County

2. Where is your gang policy/regulations publicized?

Board of Education Policy and Superintendent's Rule 551 *Gang Activity, and Similar Destructive or Illegal Group Behavior* is publicized on the Baltimore County Public Schools' website and is also available at each school building and office.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

a. A selected number of schools are involved in the GREAT Program (Gang Resistance Education Training).

b. Gang prevention education, workshops, and training for students, staff, volunteers, and parents are being implemented in schools collaboratively by the Baltimore County Police Department and Baltimore County Public Schools.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

a. A meeting with administrators and all stakeholders was scheduled to discuss the new policy and policy implementation.

b. A web-based training course has been developed for administrators and teachers.

c. Workshops are being developed for administrators and teachers to enhance their knowledge of the issue and policy implementation.

**School System Questionnaire
Gang Policies/Regulations**

1. Local school system: Calvert County

2. Where is your gang policy/regulations publicized?

Calvert County Public Schools' website.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

Grade-level assemblies were provided for the students and staff in each of the schools within the district.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

Administrators were trained to implement the policy during school-level principals' meetings. Other staff were trained during school-based staff meetings.

**School System Questionnaire
Gang Policies/Regulations**

1. Local school system: Caroline County

2. Where is your gang policy/regulations publicized?

The gang policy and regulations are available on the school system website or through the office of Pupil Services. They were sent to law enforcement agencies and the State's Attorney's Office.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

Presentations through the U. S. Attorney's Office and the Maryland State Police Gang Task Force were provided for administrators, in secondary schools (for students and staff) and for the community.

Caroline County Public Schools uses SafeSchools online training courses for all mandatory staff training. SafeSchools is finalizing a course on gang prevention and when it is ready it will be made available to staff and volunteers.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

Administrators were trained during several A & S meetings. Principals then trained staff at the building level.

**School System Questionnaire
Gang Policies/Regulations**

1. Local school system: Carroll County

2. Where is your gang policy/regulations publicized?

Carroll County Public Schools website, Student Services Manual, Parent/Student Handbook.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

- a. Professional development for staff members.
- b. Classroom lessons for students in Health classes, counselor lessons, and advisory classes.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

- a. Via email from the Director of Student Services.
- b. Professional Development meetings with principals under direction of school-level Directors.
- c. School-based professional development under direction of principals.

**School System Questionnaire
Gang Policies/Regulations**

1. Local school system: Cecil County

2. Where is your gang policy/regulations publicized?

The gang policy is included in the Cecil County Public Schools website under School Board policy and regulations. It is also summarized in the school calendar that is distributed to all students at the start of the school year. In addition, reporting forms are maintained in the front office and in the guidance departments in all schools.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

At the elementary and middle school level, bullying, harassment, and gang awareness programs are provided within the health education curriculum and through the guidance department. The Second Step program provides research-based, developmentally appropriate activities that address a wide variety of social issues including bullying and gang-related behaviors.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

All school administrators were trained regarding the reporting and investigating requirements of the gang policy at our summer leadership development meeting on August 10, 2011. A follow-up meeting with school principals and assistant principals which included more detailed information regarding the legal requirements of the law was conducted on August 16th. All building administrators were provided with binders including the policy, procedures for investigating and reporting gang behavior, and the guidelines of ensuring confidentiality of investigations. On October 27th, all assistant principals received an additional training on reporting and investigating requirements of the bullying and gang-related incidents.

**School System Questionnaire
Gang Policies/Regulations**

1. Local school system: Charles County

2. Where is your gang policy/regulations publicized?

School system website and Board of Education documents.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

All schools have Safe Schools presentations and gang awareness information is incorporated in the presentation.

An in-service on gang awareness and activity is planned for winter 2012 for all administrative and student services staff.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

a. Principals and other administrators were trained at annual leadership conference in August.

b. Student Services staff received the information at staff meetings.

**School System Questionnaire
Gang Policies/Regulations**

1. Local school system: Dorchester County

2. Where is your gang policy/regulations publicized?

On the district website.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

We are currently working with a group of community clergy to provide training using a group from a correctional facility. The group conducted this training last year and again this year. This training is open to anyone who wishes to attend.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

All district staff will be trained using the SafeSchools training program online.

**School System Questionnaire
Gang Policies/Regulations**

1. Local school system: Frederick County

2. Where is your gang policy/regulations publicized?

The policy and regulation are posted on the school system website, listed in the Calendar/Handbook, and viewed during the information about Board meetings on Channel 18.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

GREAT Program and evening meetings by clusters using local experts.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

Mandatory gang awareness and implementation meeting.

School System Questionnaire
Gang Policies/Regulations

1. Local school system: Garrett County

2. Where is your gang policy/regulations publicized?

The Prohibition of Gang Activity and Similar Destructive or Illegal Group Behavior (Policy 452.0 and Procedure 452.1) have been added to the Garrett County Board of Education Policies and Procedures Manual, and is available on the Garrett County Board of Education website. Information has been provided to school staff through in-service training prior to the beginning of school, to students on the first day of school as part of the disciplinary information, and to parents and the community through school newsletters and Back to School nights.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

Garrett County schools, in collaboration with the Garrett County Sheriff's Office, provides a drug education program entitled "Winners" to middle school students, and 9th grade students. As part of this program, additional information has been incorporated to provide education to students about gangs, gang awareness and gang violence. As information becomes available, it is shared with all school staff, substitutes, volunteers, and parents through school media and newsletters. Opportunities are provided for staff to attend conferences and training as available.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

Information about gang policy and procedures was discussed and presented to administrators at several administrative meetings. In-service training on the policy and procedure, and mandated requirements and reporting procedures was provided to all school staff at the county-wide staff development sessions prior to the beginning of the school year. The policy and procedure was also provided to the administrators to be available for discussion at the school-based staff development sessions.

**School System Questionnaire
Gang Policies/Regulations**

1. Local school system: Harford County

2. Where is your gang policy/regulations publicized?

- a. HCPS website
- b. 2012-13 HCPS Student/Parent Handbook
- c. HCPS Gang-related Incident Reporting Form will be available on the HCPS website, and in the school office, counselor office, and other identified areas in each school.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

- a. School resource officers have provided schools with mobile display boards containing information on gang-related behaviors and activity.
- b. Gang presentation to administrators by U.S. Attorney's Office for the District of Maryland, Vincent DeVivo.
- c. A resource list on community resources and internet sites regarding gang prevention and intervention is being developed for dissemination through school offices, the HCPS website, and community stakeholders.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

- a. Staff training for school administrators and teachers will be conducted on professional development days throughout the 2011-12 school year.
- b. Gang awareness information will be posted and updated on the HCPS website.

**School System Questionnaire
Gang Policies/Regulations**

1. Local school system: Howard County

2. Where is your gang policy/regulations publicized?

The Howard County Public School System's Gang Policy is publicized on its website. In addition, the Public Relations Department has provided parents information regarding the policy via its monthly newsletter.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

Educational gang awareness is being incorporated into the Health curriculum at the secondary level. Jointly, the local police department and the school system's security office are working on a workshop that can be presented to school staffs and community groups. The school system is also working with the local police department to create a School Resource Officer Program at the middle schools. One focus of this program will be gang prevention.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

All administrators were provided with a workshop via Elluminate on the new policy. There were also two scheduled times during the November administrators' meetings to discuss the new policy and answer questions that administrators had regarding gang policy.

**School System Questionnaire
Gang Policies/Regulations**

1. Local school system: Kent County

2. Where is your gang policy/regulations publicized?

Website and school offices.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

Counselors are providing awareness materials as available.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

Vince DeVivo from the U.S. Attorney's Office trained all administrators. Administrators then trained their staff.

**School System Questionnaire
Gang Policies/Regulations**

1. Local school system: Montgomery County

2. Where is your gang policy/regulations publicized?

It is posted on the MCPS website in the Policies and Regulation Handbook. Schools also post a link to the regulation, forms, and other resources on each school website. Schools have also been advised to include the reference in school newsletters and handbooks.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

The Department of Student Services in collaboration with School Safety and Security developed an online training resource for principals to use in order to train their staff members about gang prevention, awareness, and intervention. All secondary principals received training on May 11, 2011. Schools upload gang awareness resources to their individual websites in order to inform parents and the school community. These resources are available in hard copy and include the gang reporting form. The Montgomery County Gang Youth Prevention Task Force, through the department of Health and Human Services, provides additional support for families and school communities. The Department of Family and Community Partnerships provides workshops for parents entitled “A Parenting Guide to Gangs.”

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

Principals received the online gang awareness, prevention, and intervention training through Power Point presentation that was created in collaboration with School Safety and Security Staff. Principals were directed to show the presentation during a school staff meeting. Staff members who were not in attendance were told to watch it upon their return to work. The training included the MSDE and MCPS gang prevention and intervention policies. The reporting and investigating forms were reviewed and community resources were included.

School System Questionnaire Gang Policies/Regulations

1. Local school system: Prince George's County

2. Where is your gang policy/regulations publicized?

The gang policy and corresponding Administrative Procedure (AP 5142) are posted on the PGCPS website under policies and procedures. In addition, copies of the administrative procedure were distributed to all administrators via school mail. The regulations are also posted on subject area Google sites. Each school maintains a copy of the policy and procedures in their Administrative Procedures Handbook.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

The school system has launched multiple gang awareness educational efforts to ensure that staff, students, volunteers, and parents are knowledgeable of the process for reporting concerns related to gangs or similar criminal behavior. Student awareness is inclusive of, but not limited to, the delivery of the GREAT Program in conjunction with local law enforcement, bi-annual student assemblies on the Student Code of Conduct as it relates to gang or similar criminal behaviors, dissemination of the Parent's Guide to Gangs and Gang Activity in English and Spanish, publication of a Community Resource Guide in English and Spanish, increased surveillance and monitoring in schools by staff, assignment of Security Intervention Specialists in schools by the Department of School Security, and training conducted by multiple community and agency partners. To support these efforts in designated Turn Around schools, funding was provided through the United Way and Maryland States Attorney's Office for gang intervention strategies that will be delivered by community and faith-based partners. The Department of School Security will also host community forums to further educate school staff, parents, students, and the community at-large about gangs and risk factors related to gangs, gang activity, and similar destructive or illegal behavior.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

All administrators attended mandatory summer training during the month of July entitled *Things All Principals Need to Know*. Over a period of 4 consecutive weeks, principals participated in training sessions on the implementation of the Gang Policy and AP 5142. As an outgrowth of the training, principals received copies of the training Power Point and associated training materials. Principals were charged with conducting awareness training with all staff by September 30, 2011. Additionally, all school psychologists, professional school counselors, pupil personnel workers, and school security staff received training on the implementation of the gang policy/regulations in accordance with the Safe Schools Act of 2010. Ongoing training and technical assistance is provided by the Department of Student Engagement and School Support to both schools and office.

School System Questionnaire
Gang Policies/Regulations

1. Local school system: Queen Anne's County

2. Where is your gang policy/regulations publicized?

A copy of the Queen Anne's County Public Schools gang policy appeared on the school system website in July, 2011 as the system went through three readings of the policy with the Board of Education. Each month for three months, the Supervisor of Student Services presented the policy to the School Board. These presentations were on live television on the cable access channel QACTV. A live stream also appears on the QACTV.com website. The website was posted for public viewing and for public feedback.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

At this time, presentations are being developed for each school that can be shared with students, staff, and parents. One presentation will focus on educating school staff about the policy. This will include identification of gang activity and the proper reporting methods. Students will also be made aware of the gang policy through the school counselors who will make classroom visits and share the policy and information about the policy with students. Parents will be updated on the policy on a school by school basis, through the PTA, newsletters, and school-based parent meetings. Two or three articles are also planned for publication in the local newspapers explaining the policy. Parents, staff, and community members will have access to more information and a downloadable form on the school system website.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

Vince DeVivo from the U.S. Attorney's Office provided professional development to administrators and supervisors at the August Leadership Team meetings at the central office. This hour-long presentation addressed the issue of gangs in the schools and how administrators can deal with this issue. An overview of the policy was also given and how to best implement it in the schools. In September 27, 2011, Mr. DeVivo provided similar professional development to school counselors since they work directly with students. At the December, 2011, Leadership Team meeting, the Supervisor of Student Services will roll out the school-based training plan for staff. This will include gang awareness information and also more specific information about the policy and how to fill out the gang form.

School System Questionnaire
Gang Policies/Regulations

1. Local school system: St. Mary's County

2. Where is your gang policy/regulations publicized?

2011-2012 St. Mary's County Public Schools (SMCPS) Student Handbook and Code of Conduct pp. 20-21 and the SMCPS website: <http://www.boarddocs.com/mabe/smcps/Board.nsf/Public>.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

a. Students-Gang awareness education is currently addressed through middle school student participation in the Drug Abuse Resistance Education (D.A.R.E.) program presented at all SMCPS middle schools, in partnership with the St. Mary's County Sheriff's Office. Additional gang awareness training is currently under development.

b. Staff-Gang awareness education is addressed currently through the "Safe Schools" annual on-line training module that is mandatory for all school system employees. This school year the required completion date was October 7, 2011. Additional gang awareness training is currently under development.

c. Volunteers-There is no specific Gang awareness education program or training for volunteers at this time. Community-based gang awareness training is currently under development.

d. Parents-There is no specific Gang awareness education program or training module for parents at this time. Community-based gang awareness training is currently under development.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

a. Professional development training for all assistant principals on August 4, 2011.

b. Professional development training for all administrative and supervisory staff provided in partnership with Cpl. Gregory Shackelford, Maryland State Police and the Maryland Coordination and Analysis Center on August 11, 2011.

c. Professional development training for all school-based safety and security assistants in partnership with Cpl. Gregory Shackelford, Maryland State Police and the Maryland Coordination and Analysis Center on August 22, 2011.

d. On-line mandatory "Safe Schools" training for all school system employees with a required completion date of October 7, 2011.

School System Questionnaire
Gang Policies/Regulations

1. Local school system: Somerset County

2. Where is your gang policy/regulations publicized?

The Gang Policy/regulation information is publicized in student handbooks, the county calendar (given to every student for parents), on the county website, and also shared with the County Safety Team.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

a. A gang prevention and resource guide was developed and distributed to all schools, has been posted on the school system website, and was shared with administrators and support staff.

b. School counselors in middle and high schools reviewed this guide with their students and a copy was sent home to parents.

c. Core Essentials (Character Education) lessons and announcements are shared with teachers at all schools on a monthly basis to be incorporated in the classrooms.

d. Collaboration with the local police agency results in DARE being taught to 5th graders at 2 of the elementary schools (also exploring the GREAT program).

e. PBIS initiatives at all eligible schools includes specific strategies that would be gang prevention.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

a. Policy/regulation and resource guide information was reviewed with administration at a Leadership meeting; one of the local gang task force members also presented to the group.

b. Teachers were trained at individual school level in a variety of ways (i.e. games, question and answer etc.); several schools have used local law enforcement to speak with staff about Gang prevention.

c. Ongoing periodic school safety meetings occur with school administrators (school safety officers), local police representatives, State's Attorney's Office, and various community agencies where data, programming, and local supports are shared and discussed.

**School System Questionnaire
Gang Policies/Regulations**

1. Local school system: Talbot County

2. Where is your gang policy/regulations publicized?

Talbot County mailed out calendars to all parents and guardians in August, 2011. The gang policy was included as a point of information. The policy and its administrative regulations are posted online on the Talbot County Public Schools website. The reporting form is included under the Student Services department also on the Talbot County Public schools website.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

All administrators were in-serviced in the Spring of 2011 by Vince DeVivo, School Outreach Coordinator, U. S. Attorney's Office, District of Maryland. In August, 2011, he returned and provided in-service for all middle and high school faculty and staff. The gang policy is also reviewed by the teachers with their students for each of the remaining elementary school's faculties, staff, and interested parents this 2011-2012 school year.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

Training by the Office of Student Services was provided during the summer for all administrators and for faculty and staff as well. Gang policies were reviewed for each faculty and staff at each of the schools by the administrative staff

**School System Questionnaire
Gang Policies/Regulations**

1. Local school system: Washington County

2. Where is your gang policy/regulations publicized?

- In the Washington County Public Schools (WCPS) Handbook
- On the WCPS website
- Gang Reporting Forms are available in school guidance and administrative offices

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

- An overview of the gang awareness program was provided to all school-based administrators on August 15, 2011.
- An overview of the gang awareness program was provided to all food service workers on August 22, 2011.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

School Security Coordinators participated in a gang training provided by the Maryland State Police Department on October 7, 2011. Secondary school principals were asked to provide their faculty with an overview of the policy during the month of September.

**School System Questionnaire
Gang Policies/Regulations**

1. Local school system: Wicomico County

2. Where is your gang policy/regulations publicized?

Copies of the gang policy have been distributed to every building administrator in the district. The policy will be placed on the WCBOE website.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

- a. Offering training for administrators and teachers.
- b. Offering training for PTA's and other civic groups.
- c. Offering training through media, PAC 14 television station.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

Administrators/teachers will have specific meetings to understand the policy and its implementation.

School System Questionnaire
Gang Policies/Regulations

1. Local school system: Worcester County

2. Where is your gang policy/regulations publicized?

Board Policy and Procedure, school newsletters, student handbooks/WCPS calendar for the 2012-2103 school year, Family Resource Center display, and on the Worcester County Public Schools' website.

3. What educational gang awareness program is your school system providing for students, staff, volunteers, and parents?

Schools provide awareness through grade level class meetings, school assemblies, hall and wall displays, newsletters, and school announcements.

4. How were/are administrators and teachers trained to implement your gang policy/regulations?

Three workshop sessions were held for all administrators during August, 2011. Teachers are provided professional development throughout the year during county-wide in-service days, faculty meetings, and SRO meeting.