

***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  
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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.

The second Report to the General Assembly addressed 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.

This third Report to the General Assembly follows the same format as last year's report. The information pertaining to the implementation of State and local policies and regulations to address gangs, gang activities, and similar destructive or illegal group behavior is listed alphabetically by local school system in chart form. Each chart indicates the status of: 1. where the 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 were trained to implement the gang policy/regulations.

**School System Questionnaire  
Gang Policies/Regulations**

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**1. Local school system:** Allegany County

**2. Where is your gang policy/regulations publicized?**

It was publicized in the local newspaper and 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 have had student assemblies, parent awareness meetings, and staff trainings.

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

The administration and staff were trained to implement the policy during our staff in-services at the beginning of each year.

**School System Questionnaire  
Gang Policies/Regulations**

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**1. Local school system:** Anne Arundel County

**2. Where is your gang policy/regulations publicized?**

The Board of Education policy documents are available to the public on the Anne Arundel County Public Schools web-site at: <http://www.aacps.org/aacps/board/newpolicy/tableofcontents900.asp>.

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

We are in the fourth year of gang awareness instruction. In 2009 we began with anti-gang posters in all secondary schools. In 2010 we provided gang lessons for all of our students. In 2011 we revised and continued the gang lessons for grades 4, 5, 7, and 9. In 2012 we continue to work with our law enforcement partners to provide gang awareness information to parents, staff, and the community at large. This is accomplished with the Anne Arundel County Police Department, Annapolis Police Department, the States Attorney's Office, and the United States Attorney.

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

We have provided information and training on the gang policy to all principals to include the gang activity report and investigation forms. The principals provide the training to staff.

**School System Questionnaire  
Gang Policies/Regulations**

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**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](http://www.baltimorecityschools.org)) and included in the Administrator's Student Discipline Handbook. The Gang-Related Incident Reporting Form is included in the City Schools Code of Conduct 2012-2013 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. School Police Officers teach the Gang Resistance Education and Training (GREAT) program to elementary and middle school students. City Schools held a GREAT summer camp for students.

**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. 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**

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**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 held to discuss the new policy, policy implementation, and available resources.

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

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

**School System Questionnaire  
Gang Policies/Regulations**

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**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**

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**1. Local school system:** Caroline County

**2. Where is your gang policy/regulations publicized?**

Caroline County Public Schools Webpage.

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

Training for staff annually. Presentation conducted by Vince DeVivo from the Maryland Community Crime Prevention Institute.

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

The school resource officer in each school shall meet monthly with the appropriate school staff to share information about gang-related activity and implementation supporting policy. Schools are encouraged to collaborate with stakeholders to provide gang prevention and intervention services.

**School System Questionnaire  
Gang Policies/Regulations**

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**1. Local school system:** Carroll County

**2. Where is your gang policy/regulations publicized?**

CCPS – ADDA Gang Regulations can be found in the Student Services Web Page, the Student-Parent Handbook and in our online policy book: [www.boarddocs.com/mabe/ccps/board/nfs/policybooks](http://www.boarddocs.com/mabe/ccps/board/nfs/policybooks).

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

Students receive Gang Awareness training through information found in our Health Education Curriculum. Our ADDA Gang regulation is found in our “Safe Schools” Training Program that is mandated for all staff and available to all volunteers. Parents are afforded several Gang Awareness internet sites that are contained in our policy and regulations.

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

As stated above, all administrators and teachers are mandated to review our ADDA Gang Regulations annually. We also provide training from the Maryland State Police Gang Unit, from Vince DeVivo (Maryland Community Crime Prevention Institute), and from our Coordinator of School Security. There is also an extensive Gang Awareness module in the Safe Schools Training Program.

**School System Questionnaire  
Gang Policies/Regulations**

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**1. Local school system:** Cecil County

**2. Where is your gang policy/regulations publicized?**

The Gang Policy and Regulations are publicized on the Cecil County Public Schools website, along with being published in the Student Rights and Responsibilities Handbook. This handbook contains the Code of Conduct. The handbook is distributed to each student in Cecil County Public Schools during the first week of classes.

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

Throughout the year, opportunities are presented to the public to engage with law enforcement and address informing the public about current trends in adolescent behavior and gang-related activities. Opportunities are also presented throughout the year for students to learn about gang awareness through DARE classes. These classes are taught by local law enforcement agents and are presented to all middle and elementary aged students. Also, during Local Management Board meetings, information is shared by participating groups about gang activity and recruitment. These meetings occur monthly. At monthly School Resource Officers' (SROs) meetings, all of the local law enforcement agencies gather to share pertinent information regarding criminal activities in CCPS. Among the agenda items is always a report on gang activity and recruitment. At the September meeting, law enforcement officials were all in agreement that gang activity is at a minimum and is having little to no impact on public schools. This was reinforced at the October meeting as well.

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

Throughout the year, meetings occur with our Safe Schools Steering Committee. Various law enforcement agencies are present, along with representatives from the school system, community agencies, and the SROs assigned to each of our schools. At this meeting, current trends in student and adolescent behaviors are discussed along with community trends. During these discussions, gang-related activities are also discussed. SROs also have frequent communication with school-level administrators and teachers discussing adolescent behavior trends and gang-related activity.

**School System Questionnaire  
Gang Policies/Regulations**

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**1. Local school system:** Charles County

**2. Where is your gang policy/regulations publicized?**

Charles 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 our district. Staff is also required to review the “Safe School” on-line course titled “Gang Awareness.”

**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**

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**1. Local school system:** Dorchester County

**2. Where is your gang policy/regulations publicized?**

They are publicized on the Dorchester County Public Schools website. The policy number is 450.10.

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

The gang awareness program for Dorchester County Public Schools is in development right now with local law enforcement agencies. Dorchester County Public Schools plans to implement these programs as soon as they are completed.

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

- a. Safe Schools Training - at the beginning of each school year all Dorchester County Public School employees complete gang awareness and safety training on-line.
- b. Dorchester County Public Schools has a presenter from the U.S. Attorney's Office come to present to school faculties on site. Dorchester County Public Schools also work closely with the Dorchester County Sheriff's Office to stay up-to-date on gang safety.
- c. All Dorchester County Public Schools employees are free to contact the student service personnel with any questions or concerns about gang activity at their school or in their area.

**School System Questionnaire  
Gang Policies/Regulations**

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**1. Local school system:** Frederick County

**2. Where is your gang policy/regulations publicized?**

2012-2013 Calendar Handbook; Security Office news letter (Cliff Notes); Frederick County Public Schools website; in the FCPS Security Brochure “Youth Gang Involvement” in English and Spanish (copies also on-line under the Security Department pages).

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

GREAT (Gang Resistance Education Training Program) presented by the Frederick City Police Department. Schools shared gang awareness information with the school community at evening meetings presented by the U.S. Attorney’s Office. Gang brochures distributed to all schools and on-line. All administrators will take SAFE SCHOOLS “Gang Awareness” (Full Course) – the goal of the course is to provide basic information about gang culture, ideology, and behavior.

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

- a. We conducted gang awareness and regulation implementation training for administrators, counselors, and SROs from all schools. Those administrators and counselors then took the awareness information and strategies back to their respective schools to share with students and staff.
- b. Our Gang Activity Regulation was also reviewed during a county-wide principals’ meeting.
- c. The gang regulation and our awareness program was also reviewed with all of our Transportation Department to include drivers.
- d. Presentations by local law enforcement experts and the U.S. Attorney’s Office.

**School System Questionnaire  
Gang Policies/Regulations**

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**1. Local school system:** Garrett County

**2. Where is your gang policy/regulations publicized?**

Beginning of school, through the required training, each school's newsletter and websites.

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

Staff receives annual training in gang awareness and reporting, students have this reviewed as part of the disciplinary policy and with the drug education program (WINNERS), and it is publicized in the school newsletters.

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

Administrators and teachers are trained in the requirements of COMAR and our Policy and Procedure, including awareness of gang activity, and procedures for completing and submitting the reporting forms, and administrators on completing form.

**School System Questionnaire  
Gang Policies/Regulations**

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**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. 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 2012-13 school year.
- b. Gang awareness information will be posted and updated on the HCPS website.
- c. Summer 2012 training for all administrators that included gang policy implementation.
- d. 60-minute SharePoint video training from Gang Expert Mike Rudinski.
- e. Tri-fold Pamphlet provided for administrators to use for gang awareness, parents/student conferences.

**School System Questionnaire  
Gang Policies/Regulations**

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**1. Local school system:** Howard County

**2. Where is your gang policy/regulations publicized?**

Howard County Public School System Web Site  
Howard County Public School System Intranet, Policy and Report Forms

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

Gang Awareness and avoidance is included into selected middle schools through a pilot program named "Passages." This program is a collaboration with the Howard County Police Department. The Police Department also provides Gang Awareness training to schools and PTAs as requested.

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

Howard County Public School System administrators were trained on the Gang policy in November 2011. All new teachers received Gang Awareness/Gang Policy training in 2011 and 2012. Additional Gang Awareness/Gang Policy training will be provided during future professional development days. This system is also looking into developing a distance learning training with Safe Schools.

**School System Questionnaire  
Gang Policies/Regulations**

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**1. Local school system:** Kent County

**2. Where is your gang policy/regulations publicized?**

County calendar, student handbook, county website, and school counseling offices.

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

- a. building level administrators presented information to their staffs at the start of 2011-2012 school year.
- b. all staff will complete the gang awareness training module through the Safe Schools Program during the 2012-2013 school year.
- c. we have had a difficult time finding a specific gang awareness programs for students.
- d. we implement PBIS in all schools and Second Step (pro-social/anti-violence) program in grades Pre-K – 8.

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

- a. policy and procedures were reviewed.
- b. speaker presented to all administrative staff at start of 2011-2012 school year.

**School System Questionnaire**  
**Gang Policies/Regulations**

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**1. Local school system:** Montgomery County

**2. Where is your gang policy/regulations publicized?**

The gang policy and regulations are published on Montgomery County Public Schools' (MCPS) website, in the MCPS Principal's Handbook, with the Office of School Safety and Security, and with the Office of Special Education and Student Services.

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

A. Prevention

All schools must implement gang-related behavior prevention and intervention strategies and/or activities that teach and reinforce responsible pro-social behavior. Included are: 1. implementation and analysis of school climate surveys to guide local decision-making related to prevention, intervention, and professional development; 2. annual professional development activities for all staff members that focus on the prevalence, causes, and indicators of gang-related behaviors, social skill development, positive school climate, tolerance of differences, age appropriate behavior, expectation, and strategies to prevent instances of gang-related behaviors; 3. professional development provided to staff hired during the school year; and, 4. school-wide prevention programs implemented as part of positive behavioral supports, character education, violence prevention and school improvement at all secondary schools, and, as appropriate, at the elementary school level.

B. Intervention

Included are: 1. collaboration with families and community stakeholders about the prevalence, indicators, causes, and consequences of gang-related behaviors and the means to prevent them; 2. education, counseling, or other direct interventions; 3. information provided for staff, students, and parents on social services, health, and behavioral health resources for students who persist in engaging in gang-related activities; and, 4. recognition of positive behavioral changes.

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

Administrators and teachers are trained to implement our gang policy regulations through a variety of venues that include: 1. workshops with Montgomery County Police and Gang Unit; 2. workshops and presentations at administrative and supervisory meeting; 3. principal Professional Learning Community meetings; and, 4. school-based information and awareness training through department of student services.

**School System Questionnaire**  
**Gang Policies/Regulations**

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**1. Local school system:** Prince George's County

**2. Where is your gang policy/regulations publicized?**

Policy 5175 is publicized on the Board of Education website and can be linked from the PGCPS home page. The specific administrative procedure, AP 5142, is also on the web. A copy was provided to each principal and Central Office as an update for their Board of Education Administrative Procedures Handbook. The Administrative procedure that accompanies this policy was approved in August, 2011. Copies of the policy are in each school and are available on the web.

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

Training has been provided to students as a part of the bi-annual review of the Code of Student Conduct and disciplinary procedures. Information has been disseminated to parents in Spanish and English focusing on gang awareness and prevention. A resource guide has been distributed to parents in Spanish and English listing community-based supports for gang involved and for those with gang-like behaviors. The Office of Safe and Drug Free Schools is working to strengthen the SAP programs in high schools to include interventions and supports for students who are gang-involved. Community resources such as the PG community mediation board are called upon to intervene in gang-related conflicts. The PG Office of Security has conducted in-depth training on this topic for all security assistants and investigative counselors. The Office of Student Engagement and School Support has conducted annual training on this topic for security staff and provided a cheat sheet on the process of collecting reporting data and investigating allegations.

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

The Office of Student Engagement and School Support has conducted annual training on this topic for security staff and provided a cheat sheet on the process of collecting reporting data and investigating allegations. As a part of the "Things All Principals Need to Know," PD training has been conducted on this topic for all principals. Principals were engaged in interactive training and provided a power-point presentation in order to train their staff. PD is also provided to school staff by the Department of Student Engagement and School Support and by the Office of the Court Liaison. All PPWs, School Psychologists, and Professional School Counselors have received training on the gang policy/regulations and on signs of gang activity in schools. Principals contact the appropriate offices and complete reporting and investigating forms as well as enter data in SchoolMax for gang-related and suspected gang-related offenses.

**School System Questionnaire  
Gang Policies/Regulations**

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**1. Local school system:** Queen Anne's County

**2. Where is your gang policy/regulations publicized?**

Our Gang Policy is publicized on our website. It is available for download at [www.qacps.org](http://www.qacps.org). The policy is also mentioned in our calendar/handbook which goes home to every parent.

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

All of our administrators and school counselors received training in "Gang Awareness" from Vince DeVivo who is the School Outreach Coordinator for the Maryland Crime Control and Prevention Office.

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

In the fall of 2011, once our Gang Policy was approved, it was reviewed with principals and provided a power-point that they were to share with all staff. As a follow-up to that presentation principals were contacted by the Supervisor of Student Services to make sure they were sharing information with staff.

**School System Questionnaire  
Gang Policies/Regulations**

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

**2. Where is your gang policy/regulations publicized?**

The gang policy and regulation are posted on the SMCPs website and printed in the student handbook. They are also explained in the student handbook presentation.

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

Gang awareness information is provided in several ways. Safety festivals are held for students at each high school. Information is provided to the community through the Superintendent's Safety and Security meetings held quarterly. All staff receives training through the required online programs.

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

All staff are trained quarterly as part of the required child abuse training. System-wide training is provided for administrators.

**School System Questionnaire**  
**Gang Policies/Regulations**

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**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 (annual requirement).
- 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 (i.e. respect).
- d. Collaboration with the local police agency results in DARE being taught to 5<sup>th</sup> graders at 2 of the elementary schools (also exploring the GREAT program).
- e. PBIS initiatives at all eligible schools include specific strategies that address a safe and healthy school climate.
- f. Incorporating Daily rap this year at several schools which will give students an opportunity to talk to teachers about any concerns they have.
- g. Parent Orientations were held for all schools and a review of procedures and expectations were shared for academics, attendance, and behavior.

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

- a. Policy/regulation review requirement was shared with Administrators during leadership to include resources; one of the local gang task force members will present again this year at our School Safety meeting.
- b. PBIS Summer Training included presentation on Gang Awareness and Prevention this included teams from each school (administrators and teachers).
- c. Annual requirement for all staff to be trained at each school; Principals will submit verification of that training to the Central Office.
- d. 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 (will continue).

**School System Questionnaire  
Gang Policies/Regulations**

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**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 and 2012. 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, Maryland Crime Control and Prevention Office. 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 at the beginning of the school year. Mr. DeVivo returned and provided in-services for all but one of the remaining elementary school's faculties, staff, and interested parents for the 2011-2012 school year. In August of 2012, Mr. DeVivo in-serviced all newly hired Talbot County teachers. In October, 2012, he will train the last of our elementary schools.

**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**

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**1. Local school system:** Washington County

**2. Where is your gang policy/regulations publicized?**

The gang regulation and electronic copies of the reporting forms can be found on the Washington County Public School web-site. In addition, the students receive a paper copy of the handbook.

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

Washington County Public Schools has a safety committee that addresses gang topics. Each middle and high school has a representative on the gang sub-committee. In addition to the standing members, administrators from elementary schools attend. Our goal is to train the trainer. The school representative receives gang awareness from State and local law enforcement. The Student Services Supervisor discusses alternatives to suspending at-risk students. The SROs work with administrators to address at-risk students and work on alternative options.

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

Dr. Michael Markoe, Associate Superintendent, met with new administrators and expressed the importance of being pro-active. Because the policy is new, Dr. Markoe meets with the Supervisor of Student Services and the Safety Manager to make sure the schools understand the policy and recording procedures. The next safety meeting is planned for the end of September. Administrators will be given an opportunity to ask questions and work as a group to offer suggestions that may improve our goal.

**School System Questionnaire  
Gang Policies/Regulations**

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**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**

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**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.