

**SPECIAL JOINT WORK SESSION OF THE CITY OF
HAYWARD AND THE HAYWARD UNIFIED
SCHOOL DISTRICT**

Tuesday, August 4, 2020

Documents Received After Published Agenda

ITEM #1

Hayward Unified School District and City of Hayward COVID-19 Response

Presentation



City of Hayward/ Hayward Unified School District COVID-19 Response



August 4, 2020



Technology Access/Library Programs

HUSD Reopening Plan: A Phased Approach

Phase I: Distance Learning

Phase II: Hybrid Model*

HUSD will begin the 2020-21 school year in Phase I with a distance learning model due to:

- Local health conditions
- The need for additional time to prepare sites and staff for the return of students to campuses

*

* A Hybrid Model refers to a mix of in-person and distance learning



Made in Hayward

Student Access to Technology

HUSD Commitment: Every student has a working device and internet connection to be able to access distance learning.

In order to meet this commitment, HUSD has ...

- Purchased 4900 additional Chromebooks
- Purchased 300 additional WiFi hotspots
- Opened up parking lots so families may access HUSD WiFi at Schafer Park and the HUB
- Offered technical support to families



Made in Hayward

Staff Access to Technology

HUSD Commitment: Staff have the technology they need to provide an effective distance learning experience.

In order to meet this commitment, HUSD is ...

- Purchasing 1000 new laptops for staff and WiFi hotspots as needed
- Securing licenses for key educational software
- Establishing a single sign-in for all HUSD educational platforms
- Providing staff training



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City of Hayward

HPL to Go/Library Access Programs



- Place library items on hold online at <https://bit.ly/hpltogo>. You can also call us at 510-881-7980 from 11:00 a.m. - 1:00 p.m. or 3:00 p.m. - 5:00 p.m. Monday – Saturday
- Access many library resources (including homework help and tutoring) on the library's website - <https://www.hayward-ca.gov/public-library/resources>
- Secured a grant from Comcast for Chromebook purchases to provide additional home learning resources



Food Security

HUSD Free Meal Programs

- HUSD has served over 350,000 FREE meals to students since closing facilities in March.
 - Multiple pick-up locations across Hayward, no ID required
 - Serving breakfast and lunch, weekend meals on Friday
 - More information at www.husd.us/fs
- Partnering with City of Hayward and Alameda County Food Bank for weekly community meal distributions



Made in Hayward

City of Hayward Food Distribution



Partnership with Alameda County Food Bank/HARD/Chabot College

- Drive-Through ONLY from 11am – 1pm
- Volunteers place food in vehicle trunk
- Open to all community members
- First-come, first serve-basis
- Thursday, August 6 – will relocate to Chabot College parking lot

Hayward Lunch at the Library



- **Runs through August 7**
- **In partnership with HUSD**
- **11:00am – 12:00pm M-F**
- **Any child under age 18 can pick up a free healthy lunch at the Downtown Library, 888 C Street**



Housing Security

Rent Relief Program/Eviction Moratorium

City Council adopted a Moratorium on Residential and Commercial Evictions

For Tenants

- City will bridge the gap between rent cost and what tenants can afford
- **not to exceed a one-time payment of \$2,500/household*

For Landlords

- One-time Rent Relief Grant on behalf of low-income tenants
- Ensures receipt of revenue needed to maintain housing services and prevent foreclosures

Rent Relief Program - Intent

- Support residents who are at the **greatest risk of displacement** due to non-payment of rent
- **Offset corresponding lost revenue** needed to provide housing services
- **Incentivize landlords** to negotiate reasonable repayment plans with tenants

**Using a mix of emergency funds approved by Council and CARES Act Emergency CDBG funding for a total of \$500k*

Hayward Community Relief Fund

Launched on April 2, 2020

*In partnership with the East Bay
Community Foundation*

- Donations are **fully tax deductible**
- Funds **collected by the EBCF**
- **EBCF releases funds to nonprofit
partners with the direction of the City**



**Hayward Community
Relief Fund**
#HeartoftheBay

Fund Contribution Amount

As of Apr 20, 2020

\$453,500
In contributions
or pledged contributions

\$300,000

**The Stupski
Foundation**

\$126,500

**East Bay
Community
Energy**

\$27,000

**127 additional
individuals
and groups**

Plan to distribute an initial \$400,000 as soon as all pledged amounts are received:

- **\$350,000** - Relief grants to vulnerable populations (*w/ La Familia*)
- **\$40,000** to support Hayward Small Business (*w/Hayward Rotary*)
- **\$10,000** for Testing Center Supplies (*w/ the Firefighters Charitable Organization*)

Initial Focus of Relief Fund



**Hayward Community
Relief Fund**
H e a r t o f t h e B a y

Focus on economically vulnerable residents

- Distribute \$500 grants to Hayward Residents through an Application Process
- Grants will be distributed via Lottery
- Partnership with La Familia to screen applications and distribute grants

Family Engagement and Support



- Virtual parent workshops on:
 - Distance learning
 - Social-Emotional support for students
- Outreach and referral to resources in the community
- Signing up families for health care services including Medi-Cal
- Provision of mental health supports for students through distance learning
- Staff training focused on:
 - Tools for developing online classroom community
 - Recognizing student crisis indicators and accessing supports
 - Staff wellness



Questions?



ITEM #2

YOUTH AND FAMILY SERVICES BUREAU PROGRAMS OVERVIEW

Presentation

Collaboration Between HUSD and COH to Protect School Communities

HUSD School Board and Hayward City Council
Joint Meeting

August 4, 2020

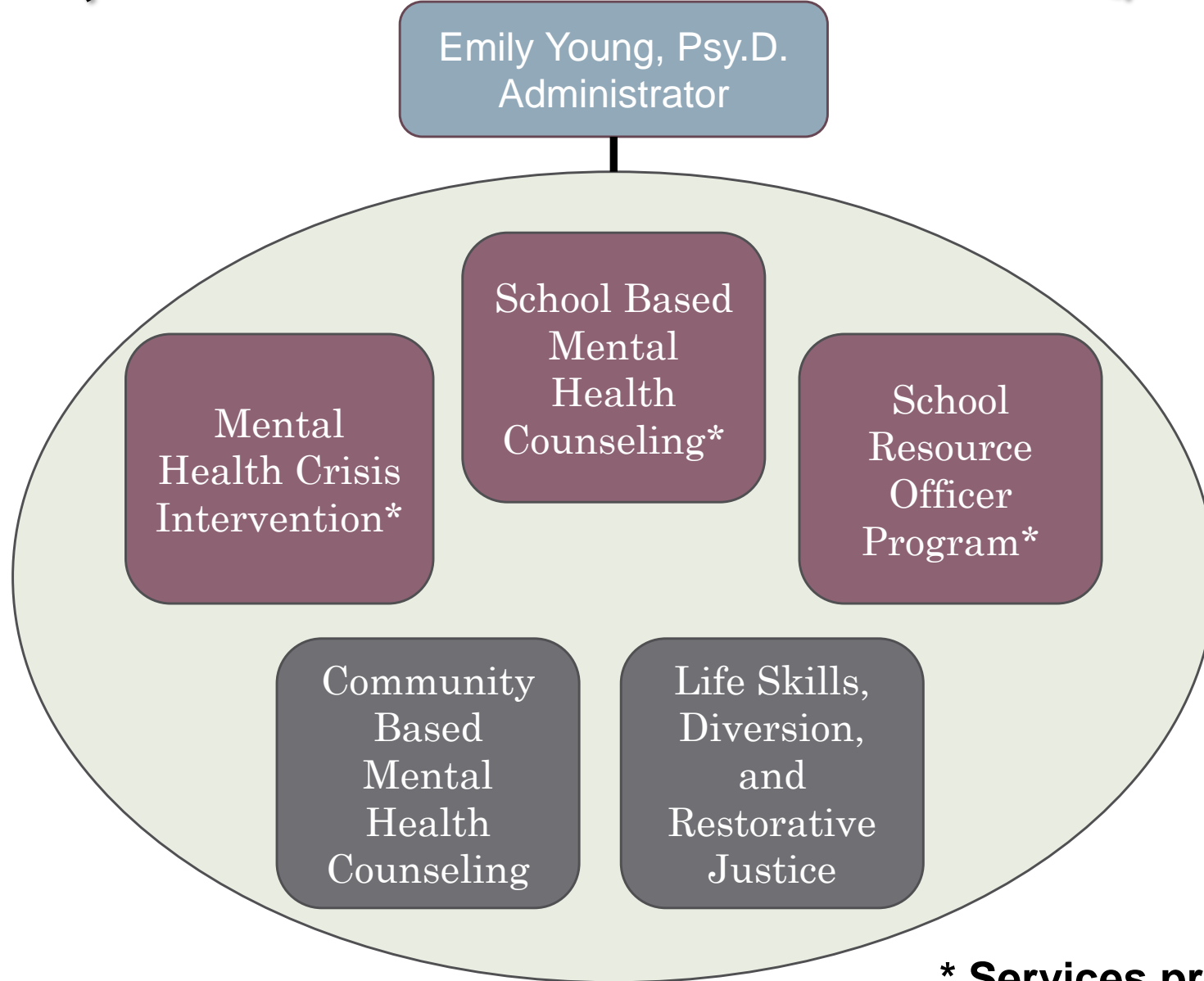
Purpose

1. Provide overview of the Youth and Family Services Bureau and answer questions
2. Discuss the three MOUs between HUSD and HPD
3. Summarize community feedback received so far
4. Review options and identify next steps – no decisions made tonight

Chief Toney Chaplin



Youth and Family Services Bureau



Hayward
Police
Department's
Progressive
Approach to
Crime
Prevention

*** Services provided under MOU with HUSD**

Value of Having YFSB In the Police Department



- Immediate access to mental health services
 - 249 youth referred to services by officers (2-year period)
 - 16 critical incident responses (2-year period)
- YFSB counseling gives police more options
- Positive impact on culture of police department

YFSB's Program Works

- 2377 youth served in FY19-20
- Evidence-based interventions utilized
- All services are voluntary
 - 46% referred by self/family/schools
 - 30% referred by law enforcement
 - 12% referred by Probation
- 73% of youth showed improvement individually, interpersonally, socially and overall (PCOMS)
- 93% successful at preventing arrest or re-arrest after 6 months



The District Has Three Separate MOUs with YFSB

1. Mental Health Crisis Response and Coordination of Services Team Participation
2. Site Based Counseling at Lorin Eden, Southgate, Stonebrae and Mt. Eden
3. School Resource Officer Program

Mental Health Crisis Response and Coordination of Services Team Participation



- Support for students, families, staff and school communities in the aftermath of tragedies



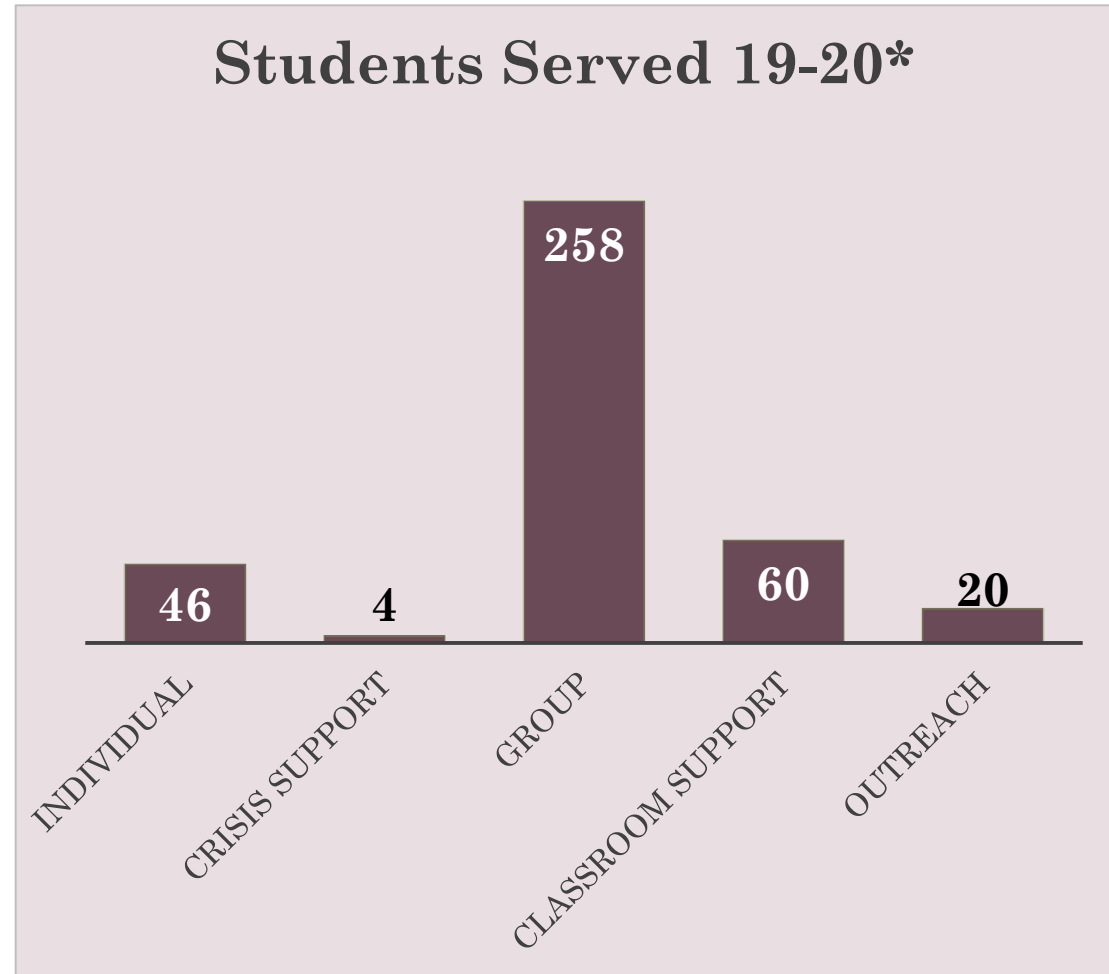
- Participation in Coordination of Services Team to facilitate referral to mental health services at all middle and high schools



- HUSD Cost: \$0

Site Based Counseling at Four Schools

- Focus on school climate and the social emotional learning needs of all students
- 328 Students/Families Served
- 58 hours consultation to staff and administrators
- 1.0 FTE Serves Four Sites
 - Lorin Eden Elementary School
 - Stonebrae Elementary School
 - Southgate Elementary School
 - Mt. Eden High School
- COVID-19 modifications
- HUSD Cost: \$120,000



* Through March 2020

School Resource Officer Program



A Day in the Life of An SRO

Officer Michael Wright



Do SROs Contribute to
School Safety?

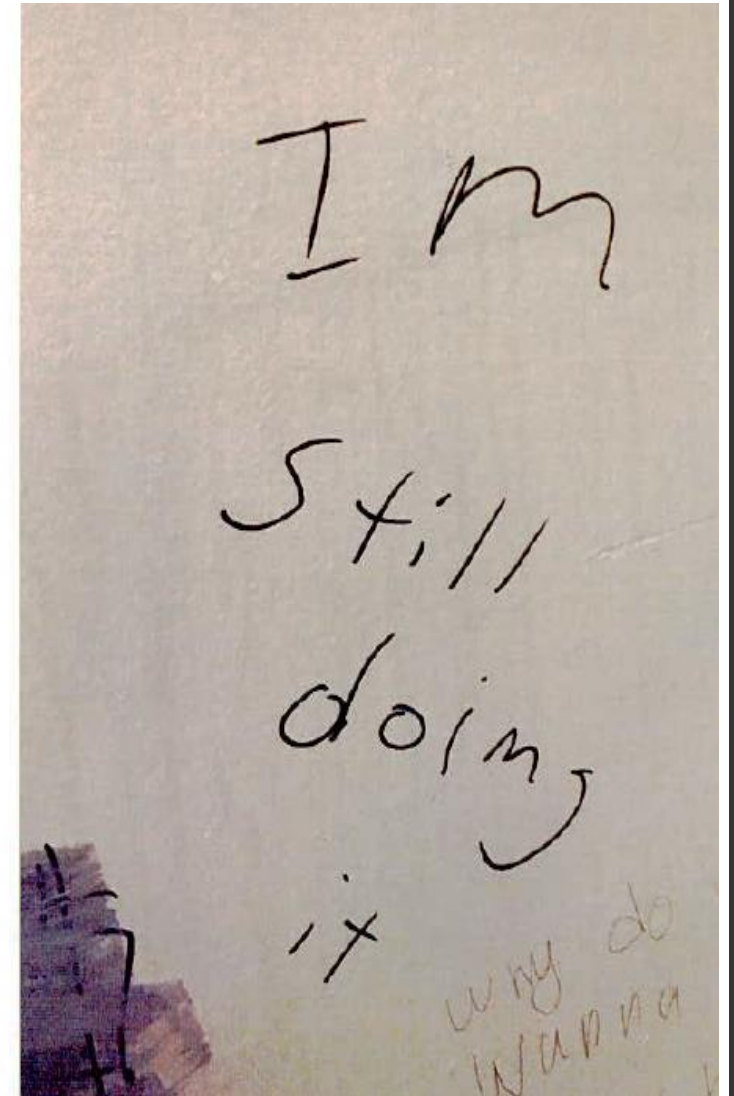
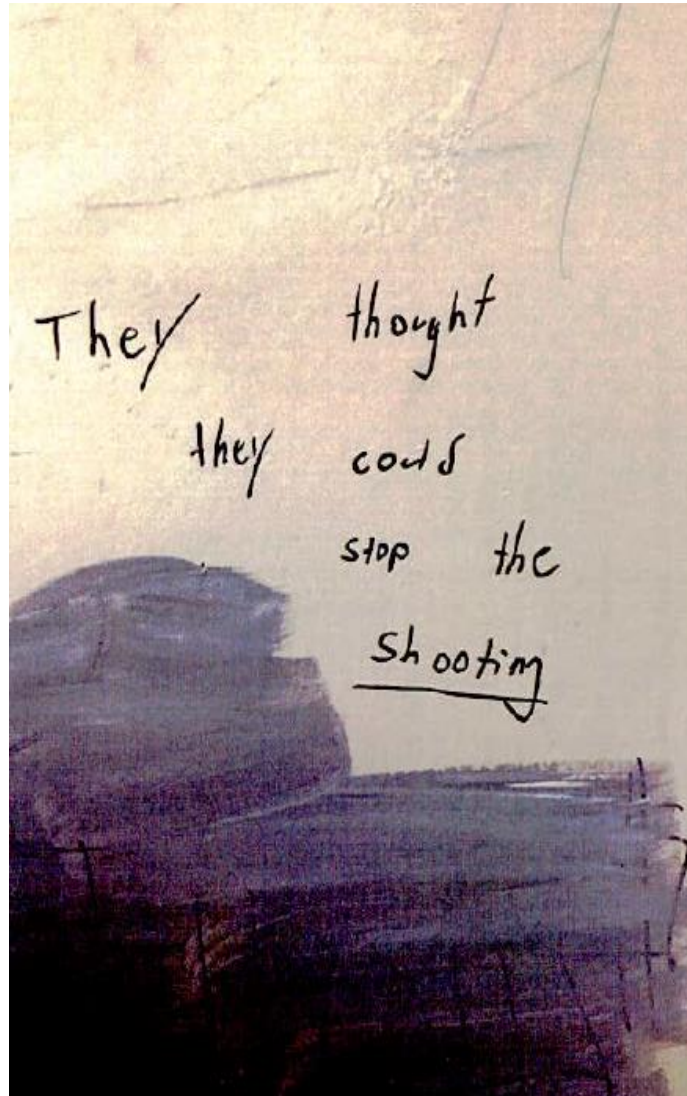
SROs Protect Students



- Investigate child abuse
- Assess danger to self and others

SROs Prevent Violence

- School shooting threats
- Criminal activity
- Threats between students



Do SROs Contribute to
Relationship Building?

SROs Get to Know Students



- 90 youth annually participate in Gang Resistance Education And Training
- Workshops on cybersafety, drugs and alcohol, consent and sexual assault, police youth relationships and many more.
- Student mediation and conflict resolution

SROs Coach Summer Baseball When School is Closed (Junior Giants)

- Engage kids in healthy and productive activity during the summer
- Non-competitive baseball and life skills
 - Focus on character development
 - Healthy eating
 - Summer reading
 - Bullying prevention
- Over 600 youth served annually
- Co-Funded by SF Giants Community Fund



Photo Credit: San Francisco Giants

Who Pays for SROs
and How Much Do
They Cost?

The Investment of the City of Hayward and HUSD

HUSD Cost	\$479,412
COH Cost	\$1,315,309
Total SRO Program Cost	\$1,794,721

Total program cost is for 6 police officers (paid the same as patrol), 1 Sergeant and .3FTE YFSB Administrator. Does not include YFSB Social Service Programs

Training and Selection of SROs

SROs Receive Specialized and Ongoing Training in Youth Issues

- SRO School
- GREAT Training
- Child Abuse/Sexual Assault Investigations
- Missing Unidentified Persons
- Children/ Abduction, Missing, and Amber Alerts
- Policing the Teen Brain in Schools
- Investigating Social Media Threats
- Consultation with YFSB Mental Health Counselors



SROs are Carefully Chosen



How is Hayward's
SRO Program
Unique?

Research on SRO Programs

- There is data for and against the presence of police in schools.
- “No data indicates that police in schools improve either the students’ mental health, educational outcomes, or their safety—indeed, in many cases they are causing harm. When in schools, police do what they are trained to do—detain, handcuff, and arrest. This leads to greater student alienation and a poorer school climate. It also leads to greater and greater criminalization of our youth.”

- *Cops and No Counselors: How the Lack of School Mental Health Staff Is Harming Students*, American Civil Liberties Union

- “National juvenile-crime and school-based crime statistics, as well as state statistics and studies of county and local SRO programs show how dramatically SROs can reduce crime on campus and beyond.”

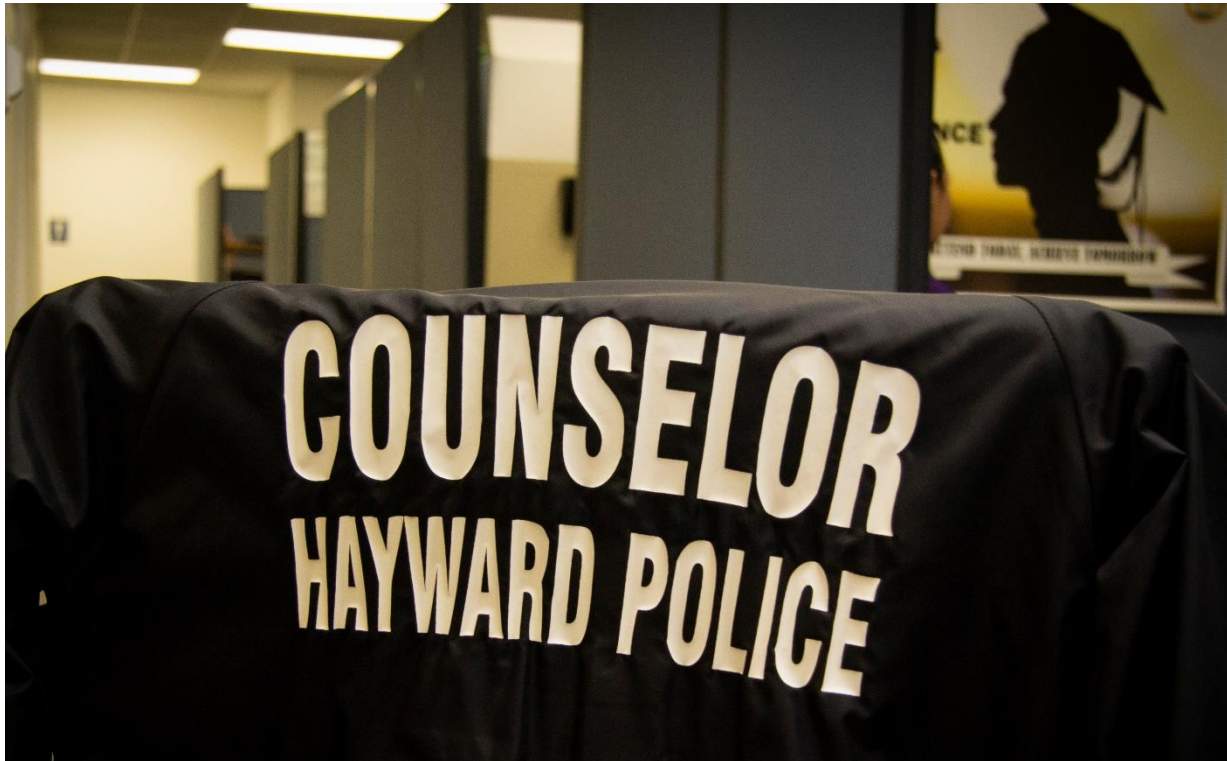
- *To Protect and Educate: The School Resource Officer and the Prevention of Violence in Schools*, National Association of School Resource Officers

Hayward's Program is Guided by Research

“Effective SRO programs recognize and utilize the special training and expertise law-enforcement officers possess that is well suited to effectively protect and serve the school community. SROs contribute to the safe-schools team by ensuring a safe and secure campus, educating students about law-related topics, and mentoring students as counselors and role models. This is the Triad Model of SRO responsibility: educator, informal counselor, and law enforcer.”

- *To Protect and Educate: The School Resource Officer and the Prevention of Violence in Schools*, National Association of School Resource Officers

A Clinical Psychologist Supervises Police Officers

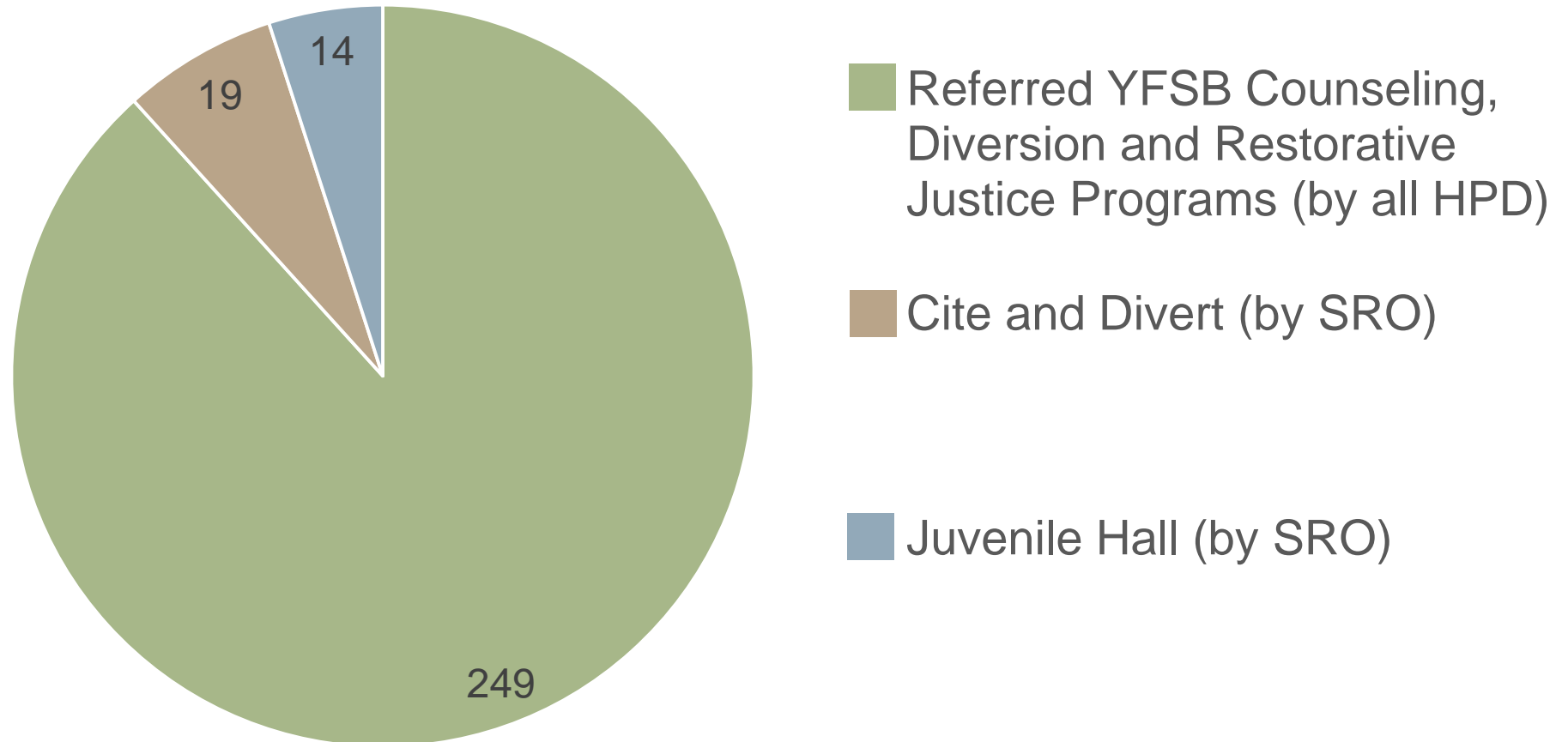


Emphasis on:

- Child and Family Success
- Resilience and Trauma Awareness
- Brain Science and Typical Adolescent Development
- Restorative Practices
- Cultural Responsiveness
- Social-Emotional Learning

Hayward Officers Overwhelmingly Refer Youth to Services - Relationship Matters

Hayward Police Youth Contacts AY 2018-20





HPD is Committed to Working Differently

- Social services embedded in HPD prevent crime through addressing root causes
- YFSB designed to promote safety and keep youth out of the system
- SRO relationship building and specialized training allow for thoughtful handling of complex incidents
- Students need to feel safe for instruction to happen
- Welcome conversations to improve SRO program

What is the
Community Saying?

Town Hall, Monday July 13th

- Continued mix of opinions and comments
- Call for the inclusion of a variety of perspectives at future town hall meetings
- Need for student input

Community Feedback

- Social Media & Email response to HUSD – Varying perspectives and responses from staff, alumni, parents, and community members.
- Common themes in community feedback:
 - Support SROs
 - Support Ongoing Discussion
 - Support Removal of SROs

Support SROs

“The SRO Program has been nothing but beneficial to the students and staff for years! Their presence has helped improve police community relationships with our youth all while providing a sense of security and immediate emergency response.”

“The safety of our children is not something you should be playing with. Truth is that SRO’s are a great asset to our schools, they mentor our children, educate, and are present when things go bad.”

Support Ongoing Discussion

“I do appreciate the pause from HUSD based on the current world status. I pray that whatever the final decision is that it’s best for our students and the community as a whole”

“Good idea to just pause and have a discussion that includes the community. Thank you.”

Support Removal of SROs

“More social workers, more mental health supports, more counselors, less police presence and stop your military recruitment on campuses.”

“Our schools are grossly underfunded and the current system is broken, especially for our black and brown students/families, so we must reimagine and not continue the status quo. This means drastically rethinking budget allocations and current partnerships.”

What Are the Next
Steps?

SRO Program Options For Consideration

No decisions will be made tonight; opportunity to discuss and ask questions

Option 1: Modify SRO Program. Meaningful change would require learning more about the impact of the program and possible alternatives. We would need until December for staff analysis and to continue to gather community input. **Joint decision**

Option 2: Continue with the program as is. **Joint decision**

Option 3: HUSD opts not to contribute to program funding; City decides to continue program – likely with significant service reductions. **HUSD decides first, COH decides second**

Option 4: Discontinue the program. **HUSD decision**

Other Options?

Next Steps

1. HUSD Board will discuss and decide on approving the two counseling MOUs
2. HUSD Board will discuss and decide on their preferred option for the SRO Program
3. Hayward City Council will respond to HUSD Board direction

Q and A