

NOTICE OF MEETING

POLICY AND GOVERNANCE COMMITTEE

Secretary Treasurer's Office
Wednesday, September 6, 2023
Public Viewing via live broadcast

Janet Fraser
Preeti Faridkot
Alfred Chien
Christopher Richardson

Helen McGregor, Superintendent of Schools
Flavia Coughlan, Secretary Treasurer

Notice of Meeting

A Meeting of the **Policy and Governance Committee** will be held in room 180 of the VSB Education Centre (1580 West Broadway, Vancouver, BC) **for participating trustees and staff and stakeholder representatives on Wednesday, September 6, 2023 at 7:00 pm.** The meeting will be live broadcast for the public.

Other Trustees:	Lois Chan-Pedley Victoria Jung (Alternate) Suzie Mah	Jennifer Reddy Joshua Zhang
Student Trustee:	Mia Liu	
Other Senior Management Staff:	Pedro da Silva Michael Gray Jody Langlois	David Nelson Pete Nuij Shehzad Somji
Reps:	Carl Janze, VSTA Glen Hansman, VEAES Sonia Blair, VASSA Jason Eng, VEPVPA Hayden O'Connor, PASA Alan Patola Moosmann, DPAC Tim Chester, IUOE Suzette Magri, CUPE 15 Justin Chapman, Trades Brent Boyd, CUPE 407 Lorriane Liu, VDSC	Alt: Terry Stanway, VSTA (Alt.) Jody Polukoshko, VEAES (Alt.) Annette Vey-Chilton, VASSA Sarah Dash, VEPVPA (Alt.) Rhonda Stangeland, PASA (Alt.) Kyenta Martins, DPAC (Alt. 1) Ian Row, DPAC (Alt. 2) Tim De Vivo, IUOE Chris Brown, CUPE 15 (Alt.)
Other Staff:	Lynda Bonvillain Chris Allen	

POLICY AND GOVERNANCE COMMITTEE MEETING AGENDA

Wednesday, September 06, 2023 at 7:00pm
Room 180, VSB Education Centre

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh Úxwumixw (Squamish Nation) & səliłwətał (Tsleil-Waututh Nation). The meeting is being live-streamed and the audio and visual recording will also be available to the public for viewing after the meeting. The footage of the meeting may be viewed inside and outside of Canada.

Meeting Decorum:

The Board has a strong commitment to ethical conduct. This includes the responsibility of committee members to conduct themselves with appropriate decorum and professionalism. As Chair of the Committee, it is my responsibility to see that decorum is maintained. To do that I ask that:

- i. All members/delegates request to speak through the Chair;
- ii. Civility towards others is maintained as stakeholder representatives and trustees share perspectives and participate in debate;
- iii. Staff be able to submit objective reports without influence or pressure as their work is acknowledged and appreciated;
- iv. Committee members refrain from personal inflammatory/accusatory language/action;
- v. Committee members, trustees, representatives and /staff present themselves in a professional and courteous manner.

Please see reverse for the Purpose/Function and Power and Duties of this Committee.

1. Items for Approval

None

2. Discussion Items

None

3. Information Items

3.1 School Liaison Officer (SLO) Update

Presenters

David Nelson, Deputy Superintendent

3.2 Advocacy Committee Update

Suzie Mah and Christopher Richardson, VSB Trustees

4. Information Item Requests

Committee members may request by email to the Chair of the Committee follow-up information on previously discussed items and/or suggest possible topics for future committee meetings agendas. All requests for future agenda items will be considered by the Chair and Vice Chair at their weekly Agenda Setting meeting.

Date and Time of Next Meeting

October 11, 2023 at 7:00 pm

Policy and Governance Committee

1.1 Purpose/Function:

- 1.1.1 To ensure the Board Policy Handbook is kept current.
- 1.1.2 To facilitate Board capacity building, continuous improvement, accountability, and effective working relationship with the Superintendent.
- 1.1.3 To facilitate the Board's effective advocacy/influence.
- 1.1.4 To review and provide recommendations to the Board in regard to assigned governance matters.

1.2 Powers and Duties:

- 1.2.1 Develop and recommend draft policy positions for submission to the BCSTA Annual General Meeting.
- 1.2.2 Ensure the annual facilitated Board Self Evaluation is carried out in a timely manner and in accordance with Policy. Subsequent to the annual evaluation monitor implementation of the agreed upon actions.
- 1.2.3 Annually develop an Advocacy/Influence Plan, recommend the plan to the Board and monitor the implementation of the agreed upon plan.
- 1.2.4 Annually make recommendations for building governance capacity of the Board and ensure approved actions are implemented.
- 1.2.5 On an ongoing basis identify motions which are intended to have continuing effect and ensure they are integrated into existing or new policy statements.
- 1.2.6 Ensure Board Policies are reviewed on a schedule such that all Policies in the Board Policy Handbook are reviewed at least once in a four year term. Make recommendations to the Board regarding policy revisions.
- 1.2.7 Policy or Governance Matters Referred to the Committee by the Board:
 - 1.2.7.1 Review matters referred and make recommendations as requested.

September 6, 2023

ITEM 3.1

TO: Policy and Governance Committee

FROM: David Nelson, Deputy Superintendent

RE: School Liaison Officer (SLO) Update

*Reference to
Education Plan*

GOAL: The Vancouver School Board will increase equity by...

OBJECTIVE(S): Improving stewardship of the District's resources by focusing on effectiveness, efficiency, and sustainability.

OVERVIEW

At the November 28, 2022, public meeting the Vancouver Board of Education passed the following motion to write to the Vancouver Police Department (VPD) with a request to implement a revised and reimagined School Liaison Officer (SLO) program to be in place by September of 2023:

That the Vancouver Board of Education write to Chief Constable Palmer of the Vancouver Police Department (VPD) and the Vancouver Police Board to request implementation of a revised and reimagined School Liaison Officer (SLO) program, effective and operational no later than September 2023, which takes into consideration the thoughtful inputs and opportunities from the 2021 SLO engagement report compiled by Argyle Communications, along with those from stakeholders and the community.

That staff provide updates to the Policy and Governance Committee on progress in development of a new Memorandum of Understanding (MOU) with the VPD for a reimagined SLO program, and updates on how this program will work collaboratively with the Safe and Caring Schools team.

Over the past several months District staff have been working with the VPD to develop a Memorandum of Understanding (MOU) for a revised and reimagined program.

Yesterday, August 31, 2023, the MOU was finalized and signed by Superintendent McGregor and Chief Constable Palmer. The [MOU has been posted to the District website](#) in its entirety in the interest of public transparency and is attached to this agenda.

At the Policy and Governance meeting, staff will provide an overview of the recently signed MOU.

This item is for information.

Attachment: Memorandum of Understanding between the Vancouver School Board and the Vancouver Police Department School Liaison Officer Program and Appendix

Memorandum of Understanding

Between the
Vancouver School Board
and the
Vancouver Police Department

School Liaison Officer Program



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MEMORANDUM OF UNDERSTANDING

BETWEEN

THE VANCOUVER SCHOOL BOARD

AND

THE VANCOUVER POLICE DEPARTMENT

REGARDING

THE SCHOOL LIAISON OFFICER PROGRAM

VISION

The Vancouver School Board (the "VSB") and Vancouver Police Department (the "VPD") share a strong commitment to ensuring that all Vancouver students are able to work and learn in safe and inclusive schools where they experience connectedness and belonging.

The VSB, as outlined in its 2026 Education Plan, has a strong commitment to creating *“equitable learning environments where every child can experience a deep sense of belonging and is free to pursue pathways that are authentic to themselves.”*

The VPD have outlined in the 2022-2026 Strategic Plan their commitment and belief that *“building positive relationships and mutual trust contributes to safer communities.”*

This partnership between the VPD and the VSB reflects the shared commitment of both organizations to work cooperatively and collaboratively to support school safety through an intentional focus on proactive and preventative strategies and approaches. This preventative approach, focused on building trusting relationships and implementing educational interventions, will enhance school safety and support positive decision making by students. Through proactive intervention it is our shared intent, where possible, to divert students from formal involvement with the criminal justice system.

In implementing this renewed program, both the VPD and the VSB acknowledge the concerns of some members of school communities, in that the presence of police makes them feel less safe and less comfortable at school. These concerns and perspectives have been carefully taken into consideration in planning for this renewed program. Both the VPD and VSB commit to centering the perspectives of Indigenous, racialized, and equity deserving students as the School Liaison Officer (SLO) program is implemented, as well as in making revisions and adjustments to the program moving forward. The renewed SLO program will embrace equity, diversity, and inclusion as key principles.

It is acknowledged that some members of the school community experience stressors such as poverty, childhood adversity, psychological and intergenerational trauma, racism, discrimination, and/or language barriers. SLOs will use a trauma-informed approach that considers the ethnic, cultural, and/or gender identity of students.

In response to concerns raised regarding the previous SLO program, significant changes have been made and are outlined in Appendix A of this Memorandum of Understanding (MOU). Key areas where changes have been made to reflect feedback received include:

- Diversity
- Training
- Uniforms
- Weapons
- Vehicles
- Program Review and Assessment

To ensure the program can be adaptive and responsive, it is intended that this appendix be modified and updated, as required and as agreed to by the VSB-VPD Steering Committee, without requiring the MOU itself to be re-opened.

MEMORANDUM OF UNDERSTANDING

The purpose of this MOU is to outline the working relationship between the VPD and the VSB, and to define the goals, shared objectives, intentions, and protocols of the School Liaison Program (SLP). The intent of the MOU is to clarify the mandates, roles, policies, procedures, and other matters relevant to each party. This agreement is not intended to give effect to binding legal or financial obligations between the VSB and the VPD.

To support implementation of the MOU and to address in a timely manner any issues or concerns which may arise, the VPD and VSB commit to the establishment of a Steering Committee which will consist of a Deputy Superintendent, Associate Superintendent, and Director of Instruction from the VSB, as well as an Inspector and Superintendent from the VPD.

1.0 DEFINITIONS

1.1 The definitions in this subsection apply in this MOU.

“adult” means any person 19 years of age or older that is working, volunteering or otherwise interacting with students on school grounds or at school activities.

“child” means a person who is or, in the absence of evidence to the contrary, appears to be 5 years old or older, but less than 12 years old.

"youth" means a person who is or, in the absence of evidence to the contrary, appears to be 12 years old or older, but less than 19 years old.

"student" means a child or a youth, and includes both, unless the term is limited by specific additional reference to a child or youth, to whom the VSB provides services in accordance with its mandate.

2.0 MISSION

2.1 The VPD and the VSB will work collaboratively to:

- a. Improve school environments to ensure they are safe, caring, welcoming and inclusive places for all students, staff, and families.
- b. Center the perspectives of Indigenous, racialized and equity deserving students in implementing a program which is inclusive and accessible.
- c. Implement proactive educational and intervention strategies to support students in making positive decisions and to attempt to divert students from formal engagement with the criminal justice system, where and when possible. Restorative justice principles will be applied in accordance with the *Youth Criminal Justice Act*.
- d. Establish and maintain effective and timely communication between the VSB and the VPD.

3.0 GOVERNING PRINCIPLES

3.1 Nothing in this MOU will be interpreted or applied so as to contravene obligations and procedures required by provincial or federal legislation, as well as the policies, procedures, and regulations of the VPD and the VSB, including but not limited to the:

- a. *BC School Act*
- b. *Freedom of Information and Protection of Privacy Act*
- c. *Youth Criminal Justice Act*
- d. *Criminal Code of Canada*
- e. *BC Police Act*
- f. *Child, Family and Community Service Act*
- g. VSB Policy Handbook
- h. VSB Administrative Procedures Manual
- i. Collective Agreements applicable to VSB or VPD employees

3.2 In order to ensure it is meeting the shared commitment to maintain safe and inclusive learning environments, the VPD and VSB will engage in supportive,

collaborative, and consultative processes to develop, refine, and adjust this partnership as the renewed SLO program is implemented.

- 3.3 The role of SLO officers assigned to schools shall focus primarily on proactive and preventative education and intervention. It is understood that all police officers have a statutory and common law duty to investigate crimes. Criminal investigations by SLOs will be conducted in accordance with applicable laws and VPD policy and procedures.
- 3.4 The VSB and the VPD will ensure that each other's relevant policies and procedures are understood and, where policies are in conflict, the matter will be referred to the Steering Committee.

4.0 STRATEGIES

The following strategies will be applied to achieve the mission set out in section 2.0 of this MOU.

- 4.1 **Prevention and Education:** This strategy includes: education and awareness programs, role modeling, developing positive relationships, and supporting schools and communities to create safe and inclusive learning environments.
- 4.2 **Establishing Positive Connections:** SLOs will work to establish positive connections with the school communities to which they are assigned. This will include being available to support students and families who may be in contact with and/or experiencing challenges with the criminal justice system. With the support of the school administrator, SLOs will actively build trust with students and families who have had negative experiences with the police and/or have concerns about having SLOs in schools.
- 4.3 **Early Intervention:** The earliest possible identification of students at risk of harm, exploitation, victimization or criminal behaviour is a primary objective for the VPD and the VSB. Referrals to agency partners and remedial processes will be pursued at the earliest opportunity to mitigate risks and reduce the potential for harm to self or others.
- 4.4 **Supporting Victims of Crime:** SLOs will actively work to support members of the school community who have been the victim of a crime. The SLO will work collaboratively with school administrators and families to ensure victims of crime are heard and supported.
- 4.5 **Crime Prevention:** SLOs will engage in intervention and crime prevention activities within the school community. Where possible and appropriate, SLOs will refer students to programs/support in an effort to divert them from becoming engaged

with the criminal justice system.

- 4.6 **Justice System Processes:** When all other diversion options have failed or are not appropriate, students who have committed a criminal offence may be processed through criminal justice processes. The VPD will take the lead in criminal investigations in accordance with the *Youth Criminal Justice Act*.
- 4.7 **Information Management:** The collection of information to identify students who are at risk of or engaged in criminal activities is a priority for ensuring safe and healthy schools. The collection and sharing of information will be done in compliance with and enabled by the provisions of the *Freedom of Information and Privacy Protection Act* and the *Youth Criminal Justice Act*.

5.0 ROLE OF SCHOOL ADMINISTRATORS

- 5.1 School principals and vice principals are responsible for the administration of the school and for ensuring staff and student safety as per the *BC School Act* and *VSB Board Policy*. This MOU does not in any manner alter or deter from the role and responsibility of the school principal/vice principal in this regard.
- 5.2 School principals and vice principals are responsible for student conduct and discipline, in alignment with the *District Code of Conduct* and the school *Code of Conduct*.
- 5.3 School principals and vice principals will work collaboratively with the SLO(s) assigned to their school community and ensure the officer has the information and support required to fulfill their role. The privacy rights of staff and students, as well as all applicable law, shall be adhered to in providing information to SLO officers.
- 5.4 School principals and vice principals will contact their Director of Instruction for advice and guidance, as required, in relation to the SLO program at their site.

6.0 ROLE OF THE VANCOUVER POLICE DEPARTMENT

- 6.1 The VPD is a police department duly constituted in accordance with the provisions of the *BC Police Act*, R.S.B.C. 1996 c. 367, and is mandated to conduct law enforcement investigations, among other duties.
- 6.2 The VPD also has a role in assisting in the development and undertaking of crime prevention activities, community and student engagement, supporting victims of crime, as well as apprehensions and referrals for students at risk.

7.0 ROLE OF SCHOOL LIAISON OFFICERS

- 7.1 SLOs serve to build relationships between school communities and the VPD, fulfilling a unique role in that they retain all the duties of a peace officer, while also undertaking responsibilities relative to working in an educational setting with students and other adults, including parents, teachers, staff, and administrators.
- 7.2 It is not the role of SLOs to enforce school discipline, rules, or *Codes of Conduct*. This is the responsibility of the school administrator.
- 7.3 The specific duties of the SLO include:
 - a. Delivering safety and crime prevention programs.
 - b. Providing advice and guidance to students, staff, and parents who seek support.
 - c. Acting as a resource to students, administrators, and staff.
 - d. Working to enhance the safety and security of the school.
 - e. Supporting and engaging with various school teams and clubs, and accompanying classes on field trips when requested.
 - f. Investigating criminal offences related to schools when required.
 - g. Serving as a liaison between the school and the criminal justice system.

8.0 RESPONSIBILITY OF THE VSB

- 8.1 The VSB will provide each SLO with an office space that is private and in close proximity to the office or counseling department, where feasible. The school principal will collaborate with the assigned SLO to determine a suitable space. The VSB will provide materials required for the SLO office including:
 - a. telephone,
 - b. computer and printer with internet access,
 - c. locking filing cabinet,
 - d. school interior master key,
 - e. clothing wardrobe, and
 - f. office furniture and supplies.

9.0 RESPONSIBILITY OF THE VPD

- 9.1 The responsibilities of the VPD in relation to the SLO program include the following:
 - a. Providing police constables to work as SLOs within VSB schools, both elementary and secondary, during the regular school calendar year and summer school.

- b. Providing SLOs with all requisite duty equipment, including cellular phones, laptops with wireless access to police databases (including "PRIME", "CAD" and "CPIC"), and vehicles, as well as a locking (key lock) gun locker at each school, in order to effectively perform their duties.
- c. Outlining operational deployment of SLOs as stated in a standalone document managed by the VPD, with VSB to be consulted on any operational changes and/or amendments to the document.

10.0 COLLABORATIVE RESPONSIBILITY OF THE VSB AND THE VPD

10.1 The collaborative responsibilities of the VSB and the VPD include the following:

- a. Conduct an annual review of SLO program to determine areas of improvement.
- b. Conduct joint training between SLOs and VSB staff on topics of shared interest and need.
- c. SLO officers will complete the VSB anti-racism and non-discrimination training module.

11.0 ORIENTATION PROTOCOLS

11.1 The VSB assigns a staff member as an SLO program liaison, and the VPD SLO supervisor(s) will inform the VSB liaison of the SLO assignments prior to commencement of each school year.

11.2 The VSB will inform school administrators of their assigned SLO prior to school start.

11.3 Each school administrator and the assigned SLO will meet prior to school start-up for the purpose of an orientation to the school, and the orientation should include:

- a. a school administrator-led tour of the school,
- b. a meeting between the SLO and school staff,
- c. providing the SLO with a school timetable,
- d. an introduction to the Violence Threat Risk Assessment (VTRA) Model, Tool Kit, Protocol, and Site-Specific VTRA Team,
- e. an overview of school policies, bell schedules, school goals, school code of conduct, and other school specific information, and
- f. the establishment of a regular meeting schedule between the SLO and the school administrator.

12.0 COMMUNICATION PROTOCOLS

- 12.1 VSB school administrators or staff will call 9-1-1 in the first instance when they learn of a critical incident unfolding at the school. Part of the SLO role is to intervene in critical police-related incidents within the school, and in the event of their absence, the SLO will provide an alternative SLO contact person to the school administrator.
- 12.2 When staff changes in the SLP or in SLOs occur during the year, the VPD SLO supervisor(s) and the VSB Liaison will notify each other of these changes and will update contact information as appropriate.
- 12.3 The VSB and VPD will ensure they notify the other partner as soon as possible of any procedural, policy, or program changes and/or modifications to the SLP.
- 12.4 Complaints and concerns by either a SLO or school staff shall be brought to the attention of the VPD SLO supervisor(s) and/or the school administrator.

13.0 STUDENT INFORMATION DISCLOSURE PROTOCOL

- 13.1 The VSB and the VPD will manage student information in accordance with the *Freedom of Information and Protection of Privacy Act*, and where applicable, *Youth Criminal Justice Act*.
- 13.2 VSB school administration shall only disclose to SLOs the personal information of employees, parents and students, in accordance with section 33(3) of the *Freedom of Information and Protection of Privacy Act*.
- 13.3 Personal information disclosed to and collected by SLOs from the VSB may only be used or further disclosed by SLOs for an investigative purpose, if the personal information was specifically obtained for such a purpose, or for any resultant court process or as otherwise required by law.
- 13.4 The VPD and VSB acknowledge that in order to fully pursue the goals and spirit of this MOU, it may also be desirable to pursue a formal information sharing agreement in accordance with section 33.2(k) of FIPPA. This section authorizes the sharing of personal information between VPD and VSB if the information is necessary for the delivery of a common or integrated program or activity. The VPD and VSB agree to discuss the merits of section 33.2(k) as part of an enhanced information sharing protocol, within six (6) months of signing this MOU.

14.0 CRITICAL INCIDENT PROTOCOLS

- 14.1 The VPD hereby advises the VSB that the SLO should not be deemed to be the

immediate point of contact in emergencies, regardless of the presence of a SLO in a school. In emergency situations, school staff are advised to call 9-1-1 for assistance.

- 14.2 To ensure the VSB is made aware of police situations that may arise in or around schools, the SLO supervisor(s) or SLO will notify the VSB and the schools affected.
- 14.3 The SLO will not make the arrest of a student or school employee while on school premises except in the event that a criminal act is in progress or when it is required to ensure staff, student, and public safety.
- 14.4 Police and school officials should work together to devise a communication plan in the event of a critical incident, with VPD and VSB public affairs liaising accordingly. Police are responsible for addressing the media with respect to any criminal incident, including public safety concerns and police response to the incident. School and district personnel are responsible for dealing with media on issues pertaining to staff and student safety.

15.0 COMPLAINTS AND CONCERNS PROTOCOLS

- 15.1 Complaints and concerns regarding an SLO or school staff shall be brought to the attention of the VPD SLO supervisor(s) and the school administrator, and will be investigated accordingly.
- 15.2 Depending on the nature of the complaint, it may involve *BC Police Act* or *BC School Act* investigations.
- 15.3 Concerns regarding the program will be directed to the Steering Committee.

16.0 TERMINATION

- 16.1 This MOU may be terminated by either the VSB or the VPD at any time and for any reason on the provision of thirty (30) calendar days written notice of termination. Each Party will be responsible for its own cost, expenses, and liabilities arising from such termination.

We, the signatories, agree to the commitment described herein.



August 31, 2023

Helen McGregor Superintendent of Schools, Vancouver School Board



August 31, 2023

Adam Palmer Chief Constable, Vancouver Police Department

Appendix A

SCHOOL LIAISON OFFICER PROGRAM

OPERATIONAL COMPONENTS

This appendix is intended to outline operational aspects of the School Liaison Officer (SLO) program. As a working document it will be updated from time to time to reflect changes made to the program to either improve and enhance service and/or address areas of concern. It is understood that amendments to operational components of the SLO program will be made in a collaborative and transparent manner between the Vancouver Police Department (VPD) and the Vancouver School Board (VSB). This appendix will be kept up to date and will reflect operational changes made in the interest of public transparency.

STAFFING

The VPD is the sole funder of the support provided as part of the SLO program. As such, levels of staffing will be determined, on an annual basis, by the VPD. Information on changes to staffing will be shared with the VSB through the Steering Committee.

For the 2023-24 school year the staffing provided by the VPD will include:

- 15 Constables organized into 2 teams
- 2 Sergeants
- 1 Youth Justice Programs Coordinator

UNIFORMS

The SLO attire outlined below is intended to be worn by SLOs upon their return to school communities, and will readily identify SLOs as police officers. The SLO attire will provide an alternative to the standard VPD operational uniform, which will still be worn when deemed operationally necessary.

The daily SLO attire will consist of the following items:

- Blue golf shirt branded with the VPD crest on the chest
- Black or blue hiking style pants
- VPD identification jacket
- Winter jacket with crest
- Black shoes

In order to engage in recreational/athletic outreach events, standardized physical training gear will be issued to all SLOs, to be used at their discretion, and will include:

- T-shirts, branded with VPD crest
- Athletic shorts

FIREARMS

In direct response to concerns raised about SLOs carrying firearms, SLOs will be equipped with a smaller firearm that will not be visible and will be concealed.

VEHICLES

The VPD have commissioned 15 unmarked electric vehicles (Hyundai Kona) which will be used by SLOs.

TRAINING

The renewed SLO program consists of a revised, mandatory training portfolio for all SLOs. The additional training requirements for SLOs is intended to be robust and well-rounded, with particular emphasis on:

- Equity, Diversity, and Inclusion (EDI)
- Specialized Investigation and Youth
- Leadership and Effective Communication
- Supporting students with diverse learning profiles

EDI has been identified as the area of focus most pertinent to student perceptions of safety. In recognizing that Black and Indigenous students are less likely to associate police with feelings of care, support, and security, the SLO program acknowledges that more can be done by way of training to help address concerns. The SLO program recognizes the importance of cultural humility, knowledge, and awareness, and in ensuring a comprehensive curriculum for training, the revised SLO program encompasses mandatory EDI courses. Additionally, a trauma-informed approach to policing has been identified as a central tenet to the function and operation of the reimagined SLO program, with numerous courses designed to educate SLOs on ways to work with trauma.

In accordance with the *Youth Criminal Justice Act* and the guiding principles of restorative justice approaches, SLOs are trained to ensure that diversion from the criminal justice system takes place wherever possible. Through alternative measures and decriminalization, SLOs are conversant in ways to manage and minimize the residual impacts of crime, both for youth victims and perpetrators.

Leadership and effective communication courses will help to support SLOs in performing the daily functions of their role. Given the emphasis on informal relationship building and connection in this role, it is of the utmost importance that SLOs are effective communicators who can readily de-escalate challenging situations.

The VSB will engage members of the Education Services team to provide training and information to SLOs regarding working with students who have complex learning needs and profiles. This training will support SLOs in effectively interacting with these learners.

As a key component of the program, the VPD and the VSB also commit to working with one another to determine and co-facilitate opportunities for school staff and SLOs to engage in shared learning opportunities on an ongoing basis.

DIVERSITY OF OFFICERS

The VPD will seek to recruit qualified officers from various demographic and cultural backgrounds, while adhering to the requirements of VPD processes, rules, and collective agreements. SLOs will be carefully selected based on their qualifications, experience, character, and fit for this community-oriented role.

SLO DEPLOYMENT

The SLO program will consist of five-day coverage to ensure that there is support for the VSB school district throughout the school week. It is likely that SLOs will split their time between their assigned schools and the Youth Services office depending on need. Regular shifting patterns for the SLOs will consist of the following options:

- Monday to Thursday – half the SLOs, first assigned Sergeant
- Tuesday to Friday – half the SLOs, second assigned Sergeant

It is necessary that dedicated office space at each VSB secondary school be close to school administration, including the principal, vice-principal, and school counsellors. This enables students and staff to speak with SLOs in an accessible, safe, and secure location, thereby increasing privacy, confidentiality, and trust. It is of the utmost importance that SLOs are readily accessible, as they will be actively involved with school communities through informal conversations and relationship building, wherever possible.

PROGRAM REVIEW

ANNUAL SURVEY

On an annual basis, a survey will be distributed to gather input and feedback on the effectiveness and impact of the SLO program. The survey will be anonymous.

FACILITATED DISCUSSIONS

In addition to the general survey, small groups will be asked to participate in facilitated conversations about the impact of the SLO program. Participants in these discussions will have had direct involvement with the SLO program. Like the surveys, the intent will be to gather input and feedback to inform changes and enable adjustments, thereby ensuring that the SLO program continues to meet the needs of school communities on an ongoing basis.

INDEPENDENT, THIRD PARTY REVIEW

As the SLO program moves into year two, the VPD and the VSB share the commitment to engaging an independent third party to conduct a review of the program, in order to provide

objective information on program strength and efficacy, as well as areas for revision and improvement.

COMMUNICATION

At the start of the school year, the VSB will send information to school communities informing them of the plans for the SLO program in their school community. This includes information on the SLO assigned to support the school community, ways students and/or families can contact the SLO, and an overview of key supports and activities the SLO will be involved in within the school community.

INDIGENOUS RIGHTSHOLDERS

As the renewed SLO program is launched, the VPD and the VSB commit to continuing to share information with, and seek input from, Indigenous Rightsholders through the Indigenous Education Council (VSB) and the Indigenous Advisory Committee (VPD) structures. As part of our shared commitment to the Truth and Reconciliation Calls to Action, both the VPD and VSB commit to continuing to engage with, and learn from, Indigenous Rightsholders and Nations.

SAFE AND CARING SCHOOLS TEAM

The VPD will work with the VSB to determine how the Safe Schools team and the SLOs will work together to support students and families in the District. As processes are established, further updates will be made to this appendix as appropriate.

Adoption Date: August 31, 2023

Revised:

September 6, 2023

ITEM 3.2

TO: Policy and Governance Committee

FROM: Trustee Suzie Mah, Chair of Advocacy Committee
and Trustee Christopher Richardson

RE: Advocacy Committee Update

*Reference to
Education Plan*

GOAL: The Vancouver School Board will increase equity by...

OBJECTIVE(S): Improving stewardship of the District's resources by focusing on effectiveness, efficiency, and sustainability.

INTRODUCTION

The Vancouver School Board has a long history of advocacy work on behalf of its students. On the VSB website, there is [advocacy correspondence](#) dating back to 2009. Decisions of the Advocacy Committee have resulted in correspondence sent to external recipients requesting support and highlighting educational issues of concern under themes such as funding, facilities, educational programs, and health and safety.

The original terms of reference stated that “the VSB’s Advocacy Committee will provide advice and guidance to the Board in:

- Anticipating, identifying, and addressing emerging educational needs and issues
- Lobbying for and/or responding to (local, provincial, and national) policy, legislation and/or funding issues
- Ensuring public awareness of educational issues
- Advocating on behalf of Vancouver students and school communities”

Although the Advocacy Committee met and highlighted issues to advocate for, there was no developed plan outlining short and long-term goals. The areas listed in the original terms of reference also need updating. It is essential to involve education stakeholders in this update and development of an Advocacy Plan.

This report is for information.

ADVOCACY COMMITTEE TERMS OF REFERENCE (TOR)

Attached to this report are the draft terms of reference for the advocacy committee.

Advocacy Committee

Foundational Statement

Education is a fundamental human right and a strong public education system is critical to preserving the ideals of a democratic society. The United Nations' Declaration of Human Rights states the following in Article 26, part 1: Everyone has the right to education.

The VSB believes in having a collective responsibility to uphold the mandate of public education and to ensure that it is strong and viable.

Advocacy can be defined as follows: *"... the act of speaking in support of human concerns or needs. Where people have their own voice, advocacy means making sure they are heard. Where they have difficulty in speaking, it means providing help. Where they have no voice, it means speaking for them."* (Joyce Preston, BC Child, Youth and Family Advocate).

Advocacy is multi-faceted and involves strong and sustained actions by education partners working together to ensure stability and innovation in our public education system. Collectively we are responsible for ensuring that all students benefit from having the best possible learning experience.

Purpose:

To develop a draft Advocacy Plan in alignment with [Board Policy 2, Section 7](#) and the Board's [Education Plan](#) for consideration and adoption by the Board.

To regularly review and recommend updates to the Board's adopted Advocacy Plan.

To Implement the Advocacy Plan as directed by the Board.

To monitor and report on progress in implementation of the Advocacy Plan and provide regular updates to the Board via the Policy and Governance Committee.

Membership:

The Vice-Chair (or a delegate chosen by the Board Chair) will be responsible for chairing the meetings. Up to three additional [trustees](#) shall be appointed annually on the recommendation of the Chairperson of the Board. Any member of the Board may attend meetings and participate in the discussion of the Advocacy Committee.

Representatives from the following employee groups are invited to send one representative:

1. [Vancouver Elementary and Adult Educators' Society](#)
2. [The Vancouver Secondary Teachers' Association](#)
3. [Vancouver Elementary Principal and Vice-Principal Association](#)
4. [Vancouver Association of Secondary School Administrators](#)
5. [Professional and Administrative Staff Association](#)
6. [Canadian Union of Public Employees, Local 407](#)
7. [International Union of Operating Engineers, Local 963](#)
8. [Canadian Union of Public Employees, Local 15](#)

Representatives from the following non-employee groups are invited to send one representative to each of the committee meetings:

1. [District Parent Advisory Council](#)
2. [Vancouver District Student Council](#)

Accountability

The Advocacy Committee is a sub-committee of the Policy and Governance Committee. The Advocacy Committee will make recommendations for the consideration of the Board via the Policy and Governance Committee. The Chair of the Advocacy Committee will keep the Policy and Governance Committee updated as to progress on implementation of the Board's Advocacy Plan.

Meetings

Meetings will be scheduled at least 4 times per school year. The dates and times will be coordinated annually.

OUR VSB

Vancouver School District Policy and Governance Committee

September 6, 2023

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INDIGENOUS ACKNOWLEDGEMENT

With deep gratitude and respect, we are honoured to be learning and unlearning on the ancestral and unceded lands of the x^wməθk^wəyəm (Musqueam), S^kwxwú7mesh Úxwumixw (Squamish Nation) & səilwətaʔ (Tsleil-Waututh Nation).



x^wməθk^wəyəm
(Musqueam)



S^kwxwú7mesh Úxwumixw
(Squamish)



səilwətaʔ
(Tsleil-Waututh)

2

Live-streamed

The meeting is currently being broadcasted live, and both the audio and video recordings will be accessible to the public for viewing even after the meeting ends.

Footage from this meeting may be viewed from Canada or anywhere else in the world.

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Meeting Decorum

The Board has a strong commitment to ethical conduct. This includes the responsibility of committee members to conduct themselves with appropriate decorum and professionalism. As Chair of the Committee it is my responsibility to see that decorum is maintained. To do that I ask that:

- all members/delegates request to speak through the chair;
- civility towards others is maintained as stakeholder representatives and Trustees share perspectives and participate in debate;
- staff be able to submit objective reports without influence or pressure as their work is acknowledged and appreciated;
- committee members refrain from personal inflammatory/accusatory language/action;
- committee members, trustees, representatives and staff present themselves in a professional and courteous manner.

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Committee Roll Call

- Stakeholders: please state your first and last name and the name of the group you are representing
- Trustees and staff: please state your first and last name and position

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ITEM 3.1 School Liaison Officer (SLO) Update

David Nelson, Deputy Superintendent

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School Liaison Officer (SLO) Update

At the November 28, 2022, Public Board Meeting the Vancouver Board of Education passed a motion to write to the Vancouver Police Department (VPD) with a request to implement a revised and reimagined School Liaison Officer (SLO) program to be in place by September of 2023.

Over the past several months District staff have been working with the VPD to develop a Memorandum of Understanding (MOU) for a revised and reimagined program.

On August 31, 2023, the MOU was finalized and signed by Superintendent McGregor and Chief Constable Palmer.

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MOU and Appendix

The purpose of the MOU is to outline the working relationship between the VPD and the VSB, and to define the goals, shared objectives, intentions, and protocols of the program.

It is intended that the appendix be modified and updated, as required and as agreed to by the VSB-VPD Steering Committee, without requiring the MOU itself to be re-opened.

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Vision

This partnership between the VPD and the VSB reflects the shared commitment of both organizations to work cooperatively and collaboratively to support school safety through an intentional focus on proactive and preventative strategies and approaches.

Through proactive intervention it is our shared intent, where possible, to divert students from formal involvement with the criminal justice system.

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Mission

The VPD and the VSB will work collaboratively to:

- Improve school environments to ensure they are safe, caring, welcoming and inclusive places for all students, staff, and families.
- Center the perspectives of Indigenous, racialized and equity deserving students in implementing a program which is inclusive and accessible.
- Implement proactive educational and intervention strategies to support students in making positive decisions and to attempt to divert students from formal engagement with the criminal justice system, where and when possible. Restorative justice principles will be applied in accordance with the *Youth Criminal Justice Act*.
- Establish and maintain effective and timely communication between the VSB and the VPD.

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Strategies

- Prevention and Education
- Establishing Positive Connections
- Early Intervention
- Supporting Victims of Crime
- Crime Prevention
- Justice System Processes
- Information Management

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Role of Administrators

School principals and vice principals are responsible for the administration of the school and for ensuring staff and student safety

School principals and vice principals are responsible for student conduct and discipline, in alignment with the *District Code of Conduct* and the school *Code of Conduct*.

It is not the role of SLOs to enforce school discipline, rules or Codes of Conduct.

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Role of School Liaison Officers

SLOs serve to build relationships between school communities and the VPD...

The specific duties of the SLO include:

- a. Delivering safety and crime prevention programs.
- b. Providing advice and guidance to students, staff, and parents who seek support.
- c. Acting as a resource to students, administrators, and staff.
- d. Working to enhance the safety and security of the school.
- e. Supporting and engaging with various school teams and clubs, and accompanying classes on field trips when requested.
- f. Investigating criminal offences related to schools when required.
- g. Serving as a liaison between the school and the criminal justice system.

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Critical Incident Protocols

In emergency situations, school staff are advised to call 9-1-1 for assistance.

To ensure the VSB is made aware of police situations that may arise in or around schools, the SLO supervisor(s) or SLO will notify the VSB and the schools affected.

The SLO will not make the arrest of a student or school employee while on school premises except in the event that a criminal act is in progress or when it is required to ensure staff, student, and public safety.

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MOU Appendix

The appendix is intended to outline operational aspects of the program.

As a working document the appendix will be updated from time to time to reflect changes made to the program.

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Areas Covered in Appendix

- Staffing, Recruitment
- Training
- Uniforms, Firearms, Vehicles
- Deployment Schedule
- Program Review
- Working with Indigenous Rightsholders
- Safe and Caring Schools Department

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Staffing and Recruitment

The VPD is the sole funder of the support provided as part of the SLO program.

For the 2023-24 school year the staffing provided by the VPD will include:

- 15 Constables
- 2 Sergeants
- 1 Youth Justice Programs Coordinator

The VPD will seek to recruit qualified officers from various demographic and cultural backgrounds.

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Training

The renewed SLO program consists of a revised, mandatory training portfolio for all SLOs.

The additional training requirements for SLOs is intended to be robust and well-rounded, with particular emphasis on:

- Equity, Diversity, and Inclusion (EDI)
- Specialized Investigation and Youth
- Leadership and Effective Communication
- Supporting students with diverse learning profiles

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Uniforms, Firearms, Vehicles



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Weekly Schedule

Monday to Thursday – half the SLOs, one Sergeant

Tuesday to Friday – half the SLOs, one Sergeant

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Working with Indigenous Rightsholders

The VPD and the VSB commit to continuing to share information with, and seek input from, Indigenous Rightsholders through the Indigenous Education Council (VSB) and the Indigenous Advisory Committee (VPD) structures.

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Program Review

Annual Survey

- On an annual basis, a survey will be distributed to gather input and feedback on the effectiveness and impact of the SLO program.

Facilitated Discussions

- In addition to the general survey, small groups will be asked to participate in facilitated conversations about the impact of the SLO program.

Independent, Third-Party Review

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Safe and Caring Schools Team

The VPD will work with the VSB to determine how the Safe and Caring Schools team and the SLOs will work together to support students and families in the District.

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QUESTIONS?

ITEM 3.1

School Liaison Officer (SLO) Update

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OUR VSB

ITEM 3.2 Advocacy Committee Update

Suzie Mah and Christopher Richardson, VSB Trustees

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Advocacy Committee Update

The Vancouver School Board has a long history of advocacy work on behalf of its students.

On the VSB website, there is [advocacy correspondence](#) dating back to 2009. The Advocacy Committee has sent correspondence to external recipients requesting support and highlighting educational issues of concern under themes such as funding, facilities, educational programs, and health and safety.

There is a draft Advocacy Committee Terms of Reference.

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QUESTIONS?

ITEM 3.2

Advocacy Committee Update

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Information Item Request

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Thank you for your time.
