

# Orange County *School-to-Prison Pipeline*

2017-18

## Schools are Understaffed

**School counselors** support safe learning environments, to respond to behavior and foster healthy relationships.

**Social workers** help students access services to address unmet needs and trauma often behind behavior.

**School psychologists** address learning, motivation, behavior, mental health and social development.

Industry Recommendation	Actual Ratio	Schools with No Provider
250 students per Counselor	549	81
250 per Social Worker	2,752	244
500-700 students per Psychologists	1,884	259

## Counterproductive Discipline Continues

Exclusionary discipline like suspensions and expulsions not only increases risk of drop out and arrests, but has been found to be ineffective at curbing problem behaviors.

**14,648**  
In-school  
suspensions

**7,610**  
Out-of-school  
suspensions

**609**  
Expulsions  
and  
alternative  
placements

## Police Fill the Gaps

In the absence of adequate support for students and clear roles for police, behavior management is left to police, leading to students arrested for school fights, class disruptions and other behavior issues. A single arrest increases the likelihood of future arrests and school drop out.

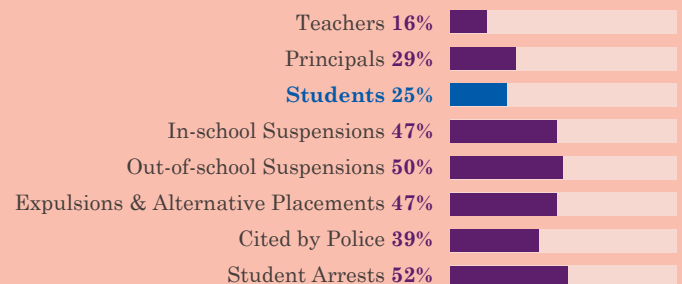
**362**  
Arrests at  
School

**239**  
Citations at  
School

**33**  
Arrests for  
Disorderly  
Conduct at  
School

## The Impact is Unequal

Students with disabilities, LGB and gender-nonconforming students and students of color, especially Black students, are particularly vulnerable to the school-to-prison pipeline. This chart illustrates Black representation in school staffing and discipline.



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## Captured by the Criminal Justice System



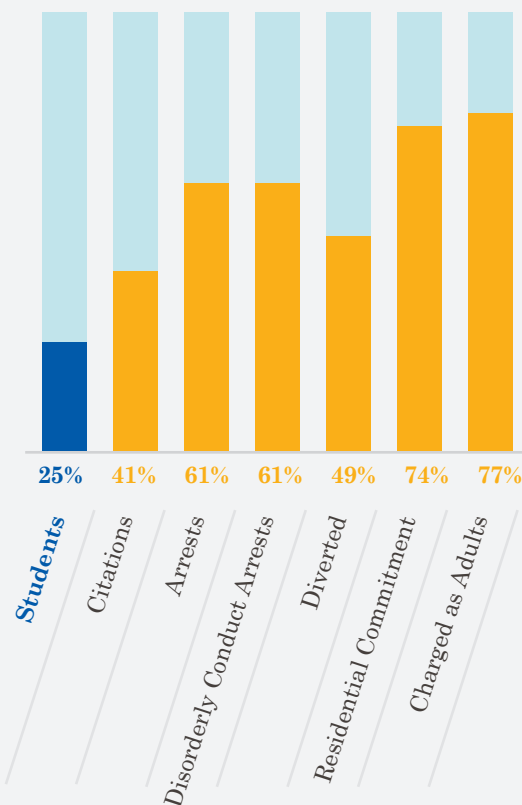
Out of the 4,512  
total youth arrests:

**447**  
were *eligible* for  
civil citations

**300**  
were *committed*  
to residential  
programs

**73**  
were *charged*  
as adults

### Black Representation



## Recommendations - Orange County's Youth Should:

**Be Treated Fairly** - Revise policies on student discipline, school policing, pre-arrest diversion and transfers to the adult system to **promote** age-appropriate practices and uniformity.

### Be Respected -

- ✓ **Increase** administrator and teacher diversity.
- ✓ **Require** implicit bias training for all staff and any security or police officers.

### Be Supported -

- ✓ **Invest** in school-based mental health providers, like school counselors, social workers and psychiatrists, and use their expertise when making policy.
- ✓ **Train** teachers, including substitute teachers, and staff on de-escalation tactics, trauma-informed care, and positive discipline.

### Be Disciplined, Not Punished -

- ✓ **Invest** in social-emotional learning and conflict resolution that teach students, not exclude them.
- ✓ **Ban** the use of exclusionary discipline and arrests for young students.
- ✓ **End** the arrest of students for disorderly conduct and disruption of a school function.
- ✓ **Invest** in community rehabilitation programming and services for at-risk youth.

### Be Protected -

- ✓ **Ban** the use of Tasers, pepper spray and other violent policing tactics on juveniles.
- ✓ If school police are used, ensure their role is clearly defined to **protect** the students and not to police student behavior.
- ✓ **End** the practice of charging youth as adults without the input of a judge or grand jury.

June 25, 2019

Dear Superintendent Dr. Barbara Jenkins and Orange County School Board Members,

After years of working to undo damage from fear-based policymaking, Florida is poised to repeat so many mistakes that have ruined young lives. We urge you to consider this very real threat as you implement new legislation and strengthen security at schools. To assist your efforts, we offer the attached report, Safe to Learn: An Assessment of School Climate and Discipline in Florida, and a profile of Orange County's School-to-Prison Pipeline.

### How does Orange County compare to other districts?

- Among top 25% of districts for highest student to school counselor ratio (549:1).
- The highest number of students subjected to exclusionary discipline such as expulsion and alternative placement in the state (609).
- Lower than state average school arrest rate.

Our students continue to be undersupported, with no school district meeting the industry recommended student-to-professional ratios for school counselors, school psychologists or school social workers. Even when these professionals are employed in schools, they are too often used for administrative or student supervisory tasks at the expense of the support services they are trained to deliver. Despite having a student population the top 10% of Florida counties, Orange County Schools are severely understaffed. The student: counselor ratio of 549 places Orange County counselors in the top 25% of overburdened counselors in the state.

This past Spring, the Florida Legislature amended s. 1011.62(16), F.S., to outline appropriate uses for the Mental Health Assistance Allocation. You must improve your student-to-support staff ratios and increase the time they are spending on supporting students. Undoubtedly, fiscal restraints continue, but the evidence shows investing in these professionals will improve school climate to reduce conflict, increase student achievement and engagement, and prevent violence.

**Student Support Staffing, FY 2018-19**

	<b>School Counselors</b>	<b>School Psychologists</b>	<b>Social Workers</b>
FTE	381	111	76
Student Ratio	<b>549: 1</b>	<b>1884: 1</b>	<b>2752 : 1</b>
Industry Recommendation	250 : 1	500-700 : 1	250 : 1

Without the necessary student supports, schools are increasingly relying on police to maintain school discipline. Police presence in schools has grown, with police integrated deeply within school administration. The state does not require any special training for police to work in schools. It is up to you to ensure the police in your schools are trained to work with youth and have clearly defined roles that keep them focused on preventing and responding to serious physical threats to school safety and out of disciplinary matters. These can only be accomplished through clear, thorough policies and memorandums of understanding that are informed by families, students, teachers and community stakeholders.

**For the first time after decades of decline, *more* students are being arrested at school in Florida.** Orange County avoided this trend in FY 2017-18, as its youth arrest rate continued to fall. As we review arrest rates, arrests for charges such as disorderly conduct and disruption of a school function are highly suspect. These sorts of charges are highly discretionary and result in stark racial disparities. For example, Black students were 7 times as likely to be arrested for disorderly conduct in Florida than their peers.



4343 West Flagler  
Street, Suite 400,  
Miami, FL 33134  
(786) 363-1082  
mmorton@aclufl.org

Michelle Morton  
Juvenile Justice Policy  
Coordinator

### Policing Students, FY 2017-18

Cited by Police at School	School Arrests		
	All Arrests	Disorderly Conduct	Civil Citation Eligible
239	362	33	60

Reviewing pre-arrest diversion (i.e. civil citation) data gives a clearer snapshot of how kids are being pulled into the justice system. The Florida Department of Juvenile Justice tracks all first-time misdemeanor offenses, which by law are eligible for pre-arrest diversion. Examining this data for school-related offenses, we've found that police are accusing more youth of these first-time low-level offenses at school. **Orange County avoided this trend in FY 2017-18, as the number of students accused of such significantly declined.** Many of these offenses, fighting, disorderly conduct, misdemeanor drug possession, were historically – and are more appropriately – handled by school administration.

As you examine your local policies and implement state legislation, we urge you to look at the data. To assist in this, we have enclosed a synopsis of data related to how Orange County's students are pushed out of the school system and captured by the justice system. You may find a more detailed report on our website, [www.acluf.org/schoolsafety](http://www.acluf.org/schoolsafety). This data is consolidated from publicly available data from Florida's Departments of Education and Juvenile Justice. We encourage you to collect and track data within your district to both inform your policymaking and to see the consequences of it.

We encourage you to stand strong as a voice of reason in these highly charged times. Do not sacrifice the futures of Orange County's most vulnerable students in your effort to be prepared for the rare worst-case scenario or in your quest for top-rated schools. Take measured steps and ensure that policies are informed by both child development experts and impacted students. Prioritize supporting student social and emotional learning. Purposely combat the disparities that are causing Orange County Schools to lose so many youth of color, LGB and gender-nonconforming youth and youth with disabilities.

**Work toward schools that are safe for all children, every day.** Striving for this goal is the very best way you can prevent the next tragedy and equip Orange County's youth for a successful future.

Sincerely,

**Michelle Morton | Juvenile Justice Policy Coordinator**  
American Civil Liberties Union Foundation of Florida  
[mmorton@acluf.org](mailto:mmorton@acluf.org) | [acluf.org](http://acluf.org)  
[acluf.org/keepkidslearning](http://acluf.org/keepkidslearning)