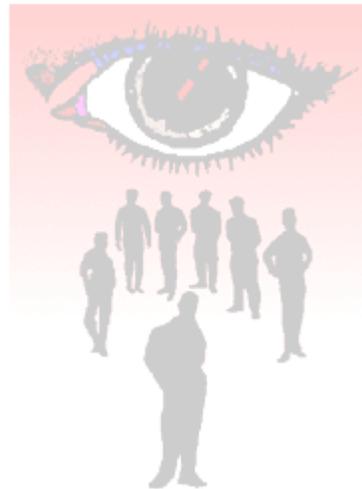
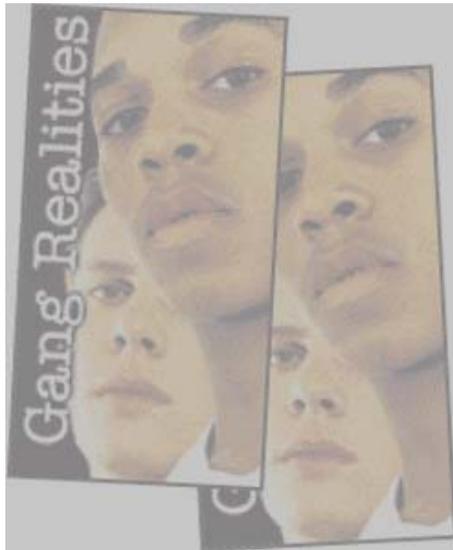




Department of Student Support Services

Preventing Gang Involvement



Contributions From:

Office of Pupil Personnel Services
Pupil Personnel Workers
School Social Workers
Residency Officers
Office of Safe and Drug Free-Schools
Designed by: Millie Hamann

Definition of a Gang

A group of three or more individuals with a common name, symbol, manner of dress, or other commonality who, as a group or individuals, engages in or has engaged in a pattern of criminal activity.

Source: National Crime Information Center (NCIC)



Why do Gangs Form?

1. Formation Influenced by:
 - Geography
 - Ethnic background
 - Identity or recognition
 - Fellowship and brotherhood
 - Race
 - Ideology
 - Intimidation
 - Protection

Personal Factors Contributing to Gang Involvement

- POWER—in affiliation
- PRIDE—second family
- PRESTIGE—ranked according to status
- PEER PRESSURE—most powerful influence



Personal Factors Contributing to Gang Involvement

- ADVENTURE—Hollywood romanticism
- SELF-PRESERVATION—mutual bonds of support and acceptance
- LURE OF MONEY
- LIMITED LIFE OPTIONS—lack of viable alternatives

Source: National Criminal Information Center (NCIC)

PREVENTING GANG INVOLVEMENT

STUDENT SUPPORT STAFF STRATEGIES

- ▶ Design and participate in seminars to increase teacher, parent, and student awareness of gangs.
- ▶ Communicate with school personnel information about parents/guardians, students and/or siblings who have gang involvement.
- ▶ Work with parents/guardians in school, as well as during home visits (when possible) on gang prevention strategies if a student is displaying multiple signs of gang involvement.
- ▶ Promote and implement character building and pro social skills workshops for students and parents/guardians.
- ▶ Encourage student participation in school sponsored activities.
- ▶ Link businesses to schools and connect students to job shadowing and internship opportunities.
- ▶ Connect students to mentors, tutors, and positive role models.
- ▶ Connect students and parents/guardians to positive after-school activities, recreation centers, and organized youth groups.
- ▶ Provide parents/guardians, students, and teachers with the list of gang prevention resources and approved outside agencies that deal with gang prevention.
- ▶ Assist school personnel with determining proactive strategies to deter gang involvement.
- ▶ Participate on school committees on gang prevention.
- ▶ Assist school personnel with designing character development programs that have a gang prevention component.
- ▶ Assist school administrators with the implementation of consistent and fair behavior procedures.
- ▶ Assist schools with the interpretation of school system policies and rules, especially in the area of student behavior.
- ▶ Assist schools with the implementation of Positive Behavior Intervention Systems (PBIS).
- ▶ Develop support groups and anti-bullying programs for parents/guardians and students.



Preventing Gang Involvement School/Teacher Strategies

- ▶ Design school programs, workshops, faculty meetings, assemblies, and parent seminars on gang awareness.
- ▶ Use the information on *Preventing Gang Awareness*. Distribute information to staff and parents.
- ▶ Develop empathy and character building school activities.
- ▶ Hold the entire staff responsible for fostering a climate of respect and civility.
- ▶ Develop specific school procedures and strategies that engender a positive respectful school climate.
- ▶ Encourage all students to participate in school activities.
- ▶ Have a dress code that does not allow gang attire.
- ▶ Look for and remove gang symbols and graffiti.
- ▶ Work with the school resource officer, pupil personnel worker, school social worker, counselor, psychologist, and the school nurse to identify students who are involved in gang activities and then intervene by involving parents/guardians and talking with students and parents/guardians about the dangers and consequences of gang involvement.
- ▶ Implement Positive Behavior Intervention Systems (PBIS), peer counseling, and anti-bullying programs.
- ▶ Implement character building and pro social skills workshops for students and parents/guardians.
- ▶ Build positive community partnerships and connect students to positive role models, mentors, and tutors. Provide job shadowing and internship opportunities.
- ▶ Implement consistent and fair behavior procedures.
- ▶ Have clear expectations for students with a focus on academic achievement.
- ▶ Provide student transportation for after school activities, if possible.
- ▶ Institute peer mediation and conflict resolution centers and refer students to Police Athletic League Centers (PAL).
- ▶ Provide parents/guardians and students with the list of gang prevention resources.
- ▶ Instill school pride and a sense of belonging.

GANG
Prevention and Intervention
A Study in Best Practices

PARENT STRATEGIES



WHAT PARENTS/GUARDIANS CAN DO TO PREVENT STUDENT GANG INVOLVEMENT

- Spend quality time with your child. Make time for your family to play, eat meals together, take trips and have family meetings to talk about plans, feelings, and complaints.
- Get involved in your child's school activities.
- Be a positive role model and set the right example.
- Know your child's friends and their families.
- Encourage good study habits.
- Teach your child how to cope with peer pressure. Help your child practice simple ways to respond to peer pressure.
- Help your child develop good conflict resolution skills. (www.safeyouth.org/scripts/teens/conflict.asp)
- Encourage your child to participate in positive after school activities with adult supervision (recreation centers, organized youth sports, youth groups).
- Take action in your neighborhood, (create a neighborhood alliance, report and remove graffiti).
- Set reasonable boundaries and structures at home.
- Be aware of what is going on in your neighborhood.
- Talk with your child about the dangers and consequences of gang involvement. Let your child know that you don't want to see him/her hurt or arrested. Explain to your child that he/she should **NOT**:
 - * Associate with gang members.
 - * Attend parties or social events sponsored by gangs.
 - * Use hand signs, symbols, or language that is meaningful to gangs.
 - * Wear clothing including specific colors, which may have meaning to gangs in your area.

Reproduced from U.S. Department of Justice

www.cops.usdoj.gov

www.ojjdp.ncjrs.org



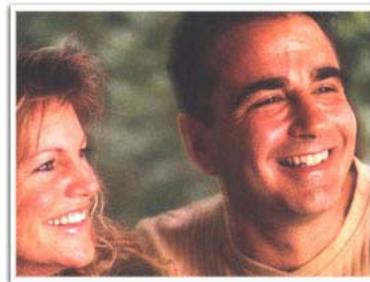
SCHOOL AND PARENT GUIDE ON COMMON GANGS



This guide provides common warning signs of gang involvement, but may not be all-encompassing. Parents/guardians should look for multiple signs to indicate possible gang involvement because some of these indicators alone, such as clothes or musical preferences, are also common among youth not involved in gangs. Parents/guardians are encouraged to familiarize themselves with the local gang symbols, seek help early, and consider contacting school personnel, local law enforcement, faith leaders, and community organizations for additional assistance.

Warning Signs That Your Child/A Student May Be Involved With A Gang:

- √ Admits to “hanging out” with kids in gangs.
- √ Shows an unusual interest in one or two particular colors or a particular logo.
- √ Has an unusual interest in gangster-influenced music, videos, movies, or websites.
- √ Uses unusual hand signals to communicate with friends.
- √ Has specific drawings or gang symbols on school books, clothes, walls, or tattoos.
- √ Comes home with unexplained physical injuries (fighting-related bruises, injuries to hand/knuckles).
- √ Has unexplained cash or goods, such as clothing or jewelry.
- √ Carries a weapon.
- √ Has been in trouble with the police.
- √ Has confrontational behavior, such as talking back, verbal abuse, name calling, and disrespect for parental authority.
- √ Exhibits negative changes in behavior such as:
 - ◆ Withdrawing from family
 - ◆ Declining school attendance, performance, behavior
 - ◆ Change in attitude about school
 - ◆ Staying out late without reason
 - ◆ Displaying an unusual desire for secrecy
 - ◆ Exhibiting signs of drug use
 - ◆ Breaking rules consistently
 - ◆ Speaking in gang style slang.





Interviewing Gang Members (For School Staff Only)

The process of interviewing a gang member involves being respectful, patient, and having an open mind. You should always carefully plan your interview session. Saying the wrong thing or having the wrong attitude can cause your interview to go in a negative direction. So it is important to keep the following in mind:

- ✓ **ASK NEUTRAL NON-THREATING QUESTIONS**
- ✓ **LEAVE YOUR EGO AND OPINIONS AT THE DOOR**
- ✓ **ASSESS BODY LANGUAGE**
- ✓ **NEVER INTERVIEW IN A GROUP**
- ✓ **BE RESPECTFUL**
- ✓ **IF THE STUDENT WON'T TALK, BACK OFF, and**
- ✓ **DON'T BE AN EXPERT (LISTEN)**

During the interview process, it is best to ask “open ended” questions. These types of questions give the gang member an opportunity to elaborate on what he or she is talking about. Some examples of “open ended” questions are:

- ▶ **TELL ME MORE ABOUT THAT...**
- ▶ **BE MORE SPECIFIC ABOUT ...**
- ▶ **TELL ME WHAT YOU MEAN BY...**
- ▶ **GO ON, PLEASE...**
- ▶ **GIVE ME AN EXAMPLE OF WHAT YOU MEAN ...**
- ▶ **TAKE SOME TIME AND THINK/REMEMBER...**
- ▶ **AND THEN...**

Preventing Gang Involvement School Sources

Brian Zeiler

The Language of “Thug Life” and Street Culture

Cpl. Joe M. Woods, Georgia Police Department

<http://www.teachersworkshop.com/twshop/gang.html>

Frank L. Clark Jr.

Department of Juvenile Services

www.cops.usdoj.gov

www.ojjdp.ncjrs.org

Challenge Day Program

www.challengeday.org



Source: Department of Juvenile Services, Gang Awareness



GANG PREVENTION RESOURCES

Name of Organization: National Youth Gang Center
Contact Number: 1-850-385-0600 ext. 224
Website: www.iir.com/nygc

Name of Organization: Juvenile Justice Clearing House
Contact Number: 1-800-638-8736

Name of Organization: Baltimore County Department of Recreation and Parks
Contact Number: 410-887-3871
Website: www.baltimorecountyonline.info

Name of Organization: Baltimore County Police Department—Counseling Unit
Contact Number: 410-887-5823
Website: www.baltimorecountyonline.info

Name of Organization: Baltimore County Police Athletic League (P.A.L.)
Contact Number: 410-887-5892
Website: www.co.ba.md.us

Police Athletic League Centers

Cockeysville P.A.L. Center
410-887-7708

Scotts Branch P.A.L. Center
410-887-4710

Dundalk P.A.L. Center
410-887-7729

Shady Spring P.A.L.Center
410-887-0505

Mars Estates P.A.L. Center
410-887-6422

Winfield P.A.L. Center
410-887-4707

Hillendale P.A.L. Center
410-887-5561

Woodmoor P.A.L. Center
410-887-6806

Lansdowne P.A.L. Center
410-887-1488

GANG PREVENTION RESOURCES

Name of Organization: Baltimore County Police Department General Information
Contact Number: 410-887-2214
Website: www.baltimorecountyonline.info

BALTIMORE COUNTY POLICE DEPARTMENT PRECINCTS

Precinct 1—Wilkens (410) 887-0872
Community Outreach (410) 744-1584

Precinct 2—Woodlawn (410) 887-1340
Community Outreach (410) 887-1340

Precinct 3—Garrison (410) 887-1570
Community Outreach (410) 887-1610

Precinct 6—Towson (410) 887-2361
Community Outreach (410) 887-5933

Precinct 7—Cockeysville (410) 887-1820
Community Outreach (410) 887-1861

Precinct 8—Parkville (410) 887-5310
Community Outreach (410) 887-5310

Precinct 9—White Marsh (410) 887-5000
Community Outreach (410) 887-5035

Precinct 11—Essex (410) 887-0232
Community Outreach (410) 887-0220

Precinct 12—North Point (410) 887-7320
Community Outreach (410) 7337

Name of Organization: Dundalk Youth Service Center
Contact Number: 410-288-4356
Website: www.dysc.erols.com

Name of Organization: Family Crisis Center of Baltimore County, Inc.
Contact Number: 410-288-4357
Website: www.fcchelp@bcpl.net

Name of Organization: First Step, Inc.
Contact Number: 410-628-6120
Website: www.firststepmd@aol.com

Name of Organization: Fontana Village Community Outreach Center
Contact Number: 410-682-6607

Name of Organization: Freestate Challenge Academy-Military Youth Corps, MD National
Contact Number: 1-800-820-6692
Website: www.richard.young@usag.apg.army.mil

GANG PREVENTION RESOURCES

Name of Organization: Y.M.C.A. Baltimore County
Contact Number: 410-285-7030

CENTERS

ALLIANCE, INC., Wise Avenue
410-284-0376

FLEMING, Dundalk
410-282-6977

BACK RIVER, Essex
410-391-1566

REISTERSTOWN
410-526-4158

CAMPFIELD, Liberty Road
410-602-8190

RIVERVIEW, Lansdowne
410-536-4611

COLGATE, Dundalk
410-288-0706

TOWSON
410-668-8315

EMILY HARRIS, Catonsville
410-788-8802

WHITE MARSH
410-665-0951

Name of Organization: Job Corps—Education and Job Training Program
Contact Number: 1-800-440-1010 or 410-625-8400
Website: www.jobcorpsregion2.com

Name of Organization: Maryland Volunteer Lawyers Service
Contact Number: 410-547-6537, Intake
Website: www.info@mvslaw.org

Name of Organization: Salvation Army Center for Worship and Service, Boys and Girls Club
Contact Number: 410-682-2450
Email: nitabee56@yahoo.com
Website: www.salvationarmy.org

