

Ms. Maria Teresa Rojas, Board Member

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Dr. Lawrence S. Feldman
Dr. Steve Gallon III
Dr. Marta Pérez

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SUBJECT: REVIEW OF CURRENT PROCEDURES AND STAFFING NEEDS FOR THE PERSONNEL INVESTIGATIVE MODEL (PIM), INCLUDING ANY SCHOOL BOARD POLICIES WHICH MAY BE RELATED OR ASSOCIATED WITH THE INVESTIGATIVE MODEL

COMMITTEE: PERSONNEL, STUDENT, SCHOOL & COMMUNITY SUPPORT

LINK TO STRATEGIC BLUEPRINT: INFORMED, ENGAGED, AND EMPOWERED STAKEHOLDERS

The Personnel Investigative Model (PIM) was approved and adopted by the School Board of Miami-Dade County, Florida, November 17, 2004, Agenda Item A-4 Revised, proffered by the Superintendent of Schools. The PIM has been successfully implemented and has guided all employees and supervisors with the appropriate steps to be taken when incidents occur involving Miami-Dade County Public Schools (M-DCPS) personnel. All units involved in this process have been committed to maintaining and promoting lawful and ethical performance standards in accordance with School Board policies, contractual obligations, state statutes, and federal laws.

In accordance with the current PIM Users' Guide, the responsible units involved in the investigative process are members of the Incident Review Team (IRT), a group consisting of a representative from the Office of Civil Rights Compliance (CRC), the Civilian Investigative Unit (CIU), the Miami-Dade County Schools Police (M-DCSP) General Investigative Unit (GIU), the Office of Professional Standards (OPS), District/School Operations, the Office of Human Capital Management, and the School Board Attorney's Office. This group meets to review the alleged incidents and to determine and assign the most appropriate investigative unit. Investigations are conducted by an administrative review, by the Civilian Investigative Unit, by the Office of Civil Rights Compliance, or by M-DCSP General Investigative Unit. It is important to clarify that the Office of Professional Standards is not an investigative unit.

**Revised
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Since its development and implementation, the Personnel Investigative Model has been effectively executed and appropriate changes and modifications have been made throughout the years to enhance the model. At the same time, it is appropriate for the PIM to be fully reviewed in order to determine if modifications and amendments to procedures included in any manuals associated with the PIM may need to be made. It is also judicious to complete a review of any School Board policies which may be related or associated with the investigative model. Furthermore, with the upcoming budget process for the 2019-2020 school year starting in the next few weeks, it is practical to analyze if there are any staffing needs to be considered for this model.

This item has been reviewed and approved by the School Board Attorney's office as to form and legal sufficiency.

ACTION PROPOSED BY

MS. MARIA TERESA ROJAS: That The School Board of Miami-Dade County, Florida, direct the Superintendent of Schools to:

1. review current procedures, timelines, and staffing needs for the Personnel Investigative Model (PIM), including modifications and amendments to any manuals associated with the model, pursuant to applicable collective bargaining agreements;
2. review and recommend any amendments, in consultation with the School Board Attorney, to any School Board policies, as appropriate, which may be related or associated with the investigative model;
3. once the review and revisions are completed, initiate rulemaking proceedings in accordance with the Administrative Procedure Act, including by reference, the Personnel Investigative Model Users' Guide;
4. develop a comprehensive PIM professional development model for administrators to be offered during the 2019-2020 school year, including an online program available for all employees;
5. offer the opportunity to members of the leadership teams of the labor unions to participate in a dedicated PIM professional development program; and
6. present to the Board the findings of the review process and any recommendations at the School Board Committee meeting of June 12, 2019.