

Security and Disaster Preparedness

School Resource Officer



OBJECTIVES

- **Stakeholder Input/Concerns**
- **Best Practices**
- **Program Analysis**
- **Purpose of the School Resource Officer**
- **Conclusion**
- **Recommendation**
- **Questions**

STAKEHOLDER INPUT/CONCERNS

BENEFITS:

- Targeted school violence
- Feeling of safety
- First responder partnership
- Officer familiar with school and students
- Liaison with juvenile justice system
- Emergency preparedness

CONCERNS:

- School-to-prison pipeline
- Lack of training
- Money
- Use of force
- Used for disciplinarian
- Scares students

THOUGHTEXCHANGE

- **Main Question:** *“What are your thoughts regarding the role of School Resource Officers in PSUSD?”*
- 673 participants
 - 559 staff members
 - 95 parent/guardian or family member
 - 15 students
- 613 thoughts provided

THOUGHTEXCHANGE

RESULTS

Side A

Safe They make me feel safer at work.

★ 5.0 ★ 1.0

I believe Resource Officers are an important way to help support and promote safety at schools Safety of staff and students

★ 4.9 ★ 1.0

I believe School Resource Officers are ESSENTIAL to a school culture and climate. They are important as they help students see their are consequences to our actions, they help support teachers when students are disruptive.

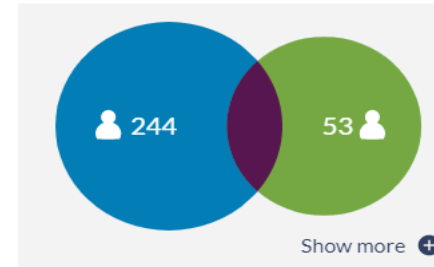
★ 5.0 ★ 1.5

High school age students can engage in behavior risky to the health and safety of other students. It is important to have someone on campus who is able to deal with harmful risky behavior with more authority.

★ 5.0 ★ 1.0

Other than the cost, I do not see a single downside of having resource officers on campus. If you are going to cancel a program, there should be a reason other than politics.

★ 5.0 ★ 1.0



Side A/B Common (high)

All SRO's should have crisis prevention training In nearly all encounters, violence can be prevented or diminished in consequences. These staff encounter kids with mental health and abuse issues and

★ 4.5 ★ 3.4

I like the new less military/law enforcement look These folks should not be viewed as the heavies! Nor should they see themselves that way!

★ 3.7 ★ 4.0

All students should feel safe regardless of race, ethnicity, gender, etc.

★ 5.0 ★ 4.3

Funding should be put into providing more

Side B

Time to use the resources better. Students need to be given the tools to succeed. Not be villainized by the system. A resource officer creates the perception of prison not pupils.

★ 1.0 ★ 4.6

An SRO supposedly has three functions: law enforcement, informal counselor, and educator, but they receive no formal training in the second two areas Why hire an SRO to be a counselor/educator when they have no degrees in either field? Spend the money on an actual counselor or teacher.

★ 1.0 ★ 4.7

I question if it is necessary.

★ 1.3 ★ 4.5

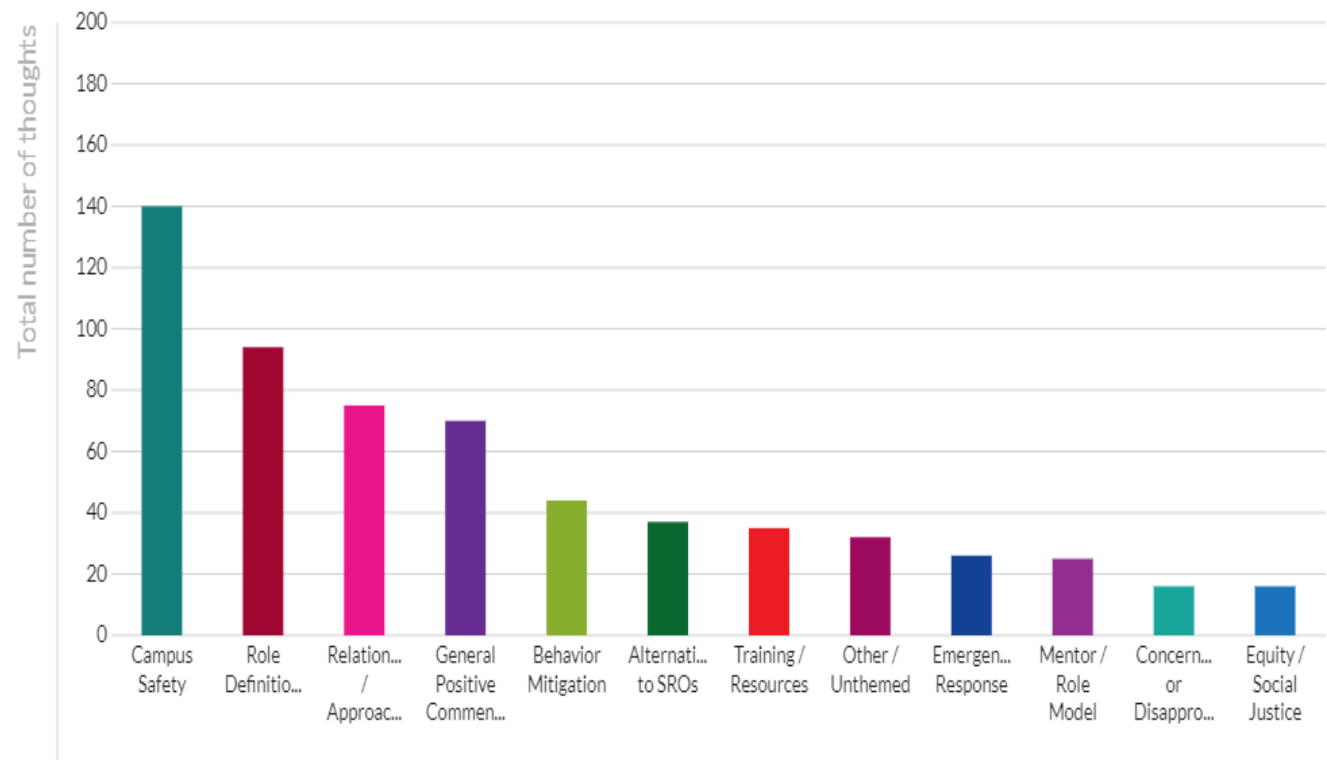
I do not believe having SROs is a necessity for PSUSD. I believe the funds could be allocated to more useful areas, such as student support services. I believe, unfortunately our community/students do not see police as a positive, safe or comforting source and addition to the learning environment.

★ 1.2 ★ 4.8

THOUGHTEXCHANGE

RESULTS PSUSD Assessment Themes

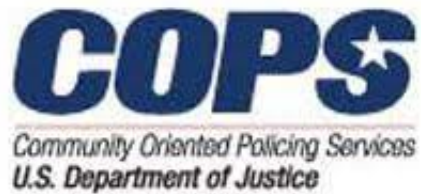
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BEST PRACTICES

- Partnership
- MOU/Agreement
- Collaborative process
- Training relevant and specific to the SRO





U.S. DEPARTMENT of EDUCATION

- **Create a sustainable partnership & formalize MOU between law enforcement agency and school district**
- Draft and publish hiring guidelines with input from law agency and school community stakeholders.
- Develop on-going training programs for SRO
- Continuous evaluation of the SRO program

U.S DEPARTMENT OF JUSTICE(COPS)



- **Develop MOU**
- Training-All funded SROs are trained by NASRO
- Security/safety assessments of learning environment
- **Continuous evaluation and accountability of the SRO program (SECURE)**

NASRO



- Establish MOU between law enforcement agency and school district contractual document
- SRO selection process should be agreed upon by agency and school district
- SRO should be specifically trained in school-based policing (TRIAD)
 - Advocacy within juvenile justice system
 - Victimization
 - Trauma-informed practices
- **Strong collaboration with police agency and school community stakeholders**



IACP

- Identify relevant stakeholders and determine:
 - Scope
 - Goals
 - Parameters of the partnership
- Document interagency agreement/MOU
- SRO assignment is a collaboration of officer, educators, students, parents, and the community
- **SRO should receive specialized training**

PROGRAM ANALYSIS

- **Partnership**
 - Actively engaged in building and maintaining law enforcement relationships
- **MOU**
 - Two (2) different agreements
 - General Agreement
 - Cathedral City PD
 - Desert Hot Springs PD
 - Palm Springs PD
 - Riverside County Sheriff's Office
 - County driven document
- **Collaboration**
 - Inconsistent scope of work
 - General agreement only speaks of "SRO Services," without defining those services
 - RSO agreement has some language specific to duties of school-based policing
- **Training**
 - All SROs needs to be trained in duties specific to their job
 - SROs have been trained in school-based programs
 - Youth Mental Health First Aid
 - Restorative Practices
 - Crisis Intervention Team

PURPOSE of SCHOOL RESOURCE OFFICER

To assist school administration in maintaining a safe and secure educational environment:

The Triad of SRO Responsibility

- **Law enforcement officer**
- **Law-related counselor**
- **Law-related educator**

LAW ENFORCEMENT OFFICER

- Emergency responder liaison
- Emergency preparedness (Safe School Plans)
- Special event planning (Graduations and other events)
- Enforce law violations (drugs, alcohol, gang activity)
- Violent critical incident response



LAW-RELATED COUNSELOR

- Maintain an “open-door” policy for students
- Engage in in-formal counseling sessions
- Refer students to social services
 - Legal-aid
 - Community-services
 - Public-health agencies
- Chatting about mutual interest to form a rapport
- Providing an attentive ear for whatever is on a student’s mind



LAW-RELATED EDUCATOR

- Bullying/Cyberbullying
- Dating Violence
- Gang Violence
- Driving Safety
- Underage Drinking
- Drinking and Driving
- Internet Safety
- Substance Abuse



CONCLUSION

Our current School Resource Officer program is needs improvement across the four major categories of concern:

- Partnership
- Agreements/MOU
- Collaboration
- Training

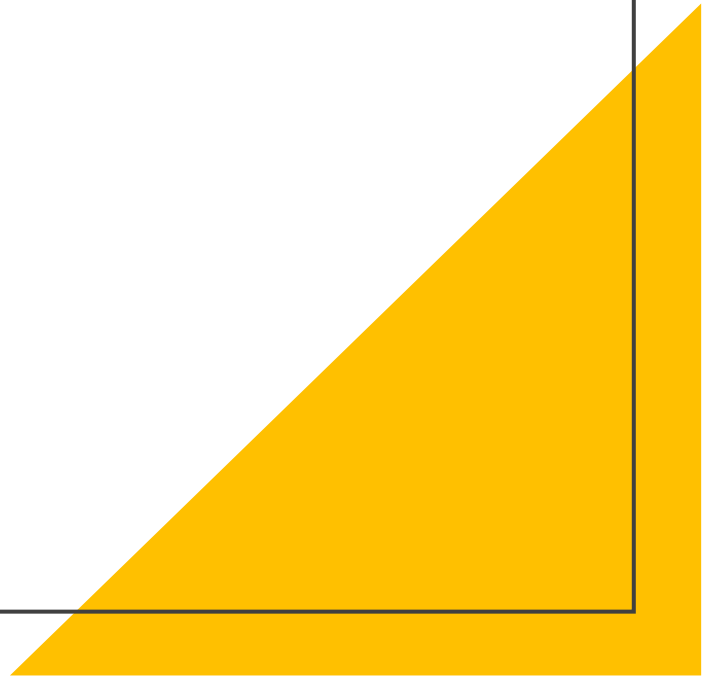
Consequently, our program is not operating at its full designed potential, in part that is why the School Resource Officer is viewed as a punitive tool instead of a wraparound support.



RECOMMENDATION

1. Rebuild the School Resource Officer program following current guidelines and best practices. Once the program meets those standards, we can restore the program. The rebuilding process might take a year or more to complete
2. Determine our best alternatives if we do not meet the standards for moving the program forward.

QUESTIONS



REFERENCES

- **International Association of Chiefs of Police**
 - *School-Police Partnership*
- **National Association of School Resource Officers**
 - *Standards and Best Practices for School Resource Officer Programs*
- **United States Department of Education**
 - *SECURE Rubric*
- **United States Department of Justice (COPS)**
 - *Assigning Police Officers to Schools*
- **United States Secret Service**
 - *Averting Targeted School Violence*