

THE SRO PROGRAM

The mission of the School Resource Officer program is to improve school safety and the educational climate at the school. The role of the SRO on campus typically involves three parts: law enforcer, informal counselor, and educator. SRO's shall support a positive school climate by developing positive relationships with students, parents, and staff, and by helping to promote a safe, inclusive, and positive learning environment.

Site-level school administrators and staff shall maintain order and handle routine disciplinary matters. Site-level school administrators and staff shall not ask law enforcement officers to respond to student behaviors that can be safely and appropriately handled by school staff utilizing internal school disciplinary procedures.

The SRO shall meet with site-level school administrators, teachers, parents, and student representatives at least annually, at the beginning of each school year, to discuss issues of school safety. The SRO shall be integrated into the school community through participation in faculty and student meetings and assemblies as appropriate. The site-level school administrator shall participate in quarterly reviews of the SRO Program.

The SRO shall maintain monthly activity reports and submit monthly summaries of these reports to site-level school administrators, district-level school administrators, and the relevant law enforcement agency. The monthly summaries shall include, for each SRO, the numbers and descriptions of all incidents or calls for service; names of school officials involved (referring teachers, principals, etc.); student searches; student questioning; citations; filing of delinquency petitions; referrals to a probation officer; actual arrests; and other referrals to the juvenile justice system.

Absent a determination by the SRO of a real and immediate threat to student, teacher, or school safety, and absent the situations described above where formal law enforcement intervention is deemed appropriate, site-level school administrators shall have final authority on the school-site.

STUDENT RIGHTS

A School Resource Officer may conduct or participate in a search of a student's person, possessions, or locker only where there is reasonable suspicion to believe that the search will turn up evidence that the child has violated or is violating either the law or the rules of the school. The SRO shall inform school administrators prior to conducting a reasonable suspicion search where practicable.

A school official may conduct a search of a student's person, possessions, or locker only where there is reasonable suspicion to believe that the search will turn up evidence that the student has violated or is violating either the law or the rules of the school, and the search is justified in scope given such suspicion. Absent a real and immediate threat to student, teacher, or public safety, a school official shall not ask a SRO to be present or participate in such a search.

A SRO may question or participate in the questioning of a student about conduct that could expose the child to court-involvement or arrest and it is the student's decision whether or not to speak with the SRO. If the student has been arrested the SRO may question the student only after informing the student of his or her Miranda rights. The SRO shall inform school administrators prior to questioning the student where practicable. The SRO shall not ask a school official to question a student in an effort to circumvent these protections. If the student being questioned is a student with special needs, a case manager familiar with the student's needs shall discuss the needs of the student with the SRO prior to the SRO questioning the student.

Absent a determination by the SRO of a real and immediate threat to student, teacher, or public safety, a school site administrator shall not ask a SRO to be present or participate in the questioning of a student that could expose the student to court-involvement or arrest.

Strip searches of children by either school officials or SROs shall be prohibited. Absent a real and immediate threat to student, teacher, or public safety, other physically invasive searches by a school official or SRO shall not be conducted on a child. An SRO shall use only that amount of physical force or restraints --- including handcuffs, Tasers, Mace, or other physical or chemical restraints --- that reasonably appears necessary, given the facts and circumstances perceived by the officer at the time of the event, to effectively bring an incident under control.

SRO's may conduct a frisk search of students, when deemed necessary for officer safety.

TRANSPARENCY AND ACCOUNTABILITY

The school district and relevant law enforcement agency shall maintain annual publicly available data, without disclosing personally identifiable information, documenting the following:

- Number of incidents resulting in a juvenile arrest for conduct on school grounds or at a school-sponsored event, broken down by school; offense; grade level, race, sex, and disability status; and disposition/result;
- Number of incidents resulting in other forms of law enforcement intervention --- including referrals, searches and seizures by SROs; questioning by SROs; issuance of a criminal citation, ticket, or summons; filing of a delinquency petition; and referral to a probation officer --- for juvenile conduct on school grounds or at a school sponsored event, broken down by school; offense or reason; type of law enforcement intervention; juvenile's grade level, race, sex, and disability status; and disposition/result;
- Number of suspensions or other disciplinary consequences imposed on students, broken down by school; offense; grade level, race, gender, and disability status;
- Regulations, policies, and protocols governing the SRO program;
- Budget information for the SRO program including funding and expenditures;
- Number of SROs deployed to each school;

- Training materials for SROs; and
- Number and types of complaints lodged against SROs.

The SRO program shall set forth a simple and straightforward mechanism for any student, parent, teacher, principal, or other school administrator to submit a complaint, orally or in writing, of abuses or misconduct by SROs.

- Parents shall be permitted to submit a complaint in their native language.
- The complaint system must be confidential and protect the identity of the complainant from the SRO to the extent consistent with the SRO's due process rights.
- The system shall provide for an independent investigation into the allegations in the complaint.
- Complaints shall be investigated and resolved, and complainants shall be furnished with a written explanation of the investigation and resolution, within 30 days.
- Where serious allegations of abuse or misconduct are raised, the SRO shall be temporarily removed from having contact with students as appropriate.
- Where allegations of abuse or misconduct are substantiated, the SRO shall be suspended or permanently removed from school assignments or receive additional training as appropriate.
- Every student, parent, and guardian in the school system shall be informed of the complaint procedure.

SRO MINIMUM TRAINING REQUIREMENTS

Every School Resource Officer shall receive at least 40 hours of pre-service training, provided by their agency, and 10 hours of annual in-service training provided by the District in consultation with the police department on the following topics:

- Education Law – Discipline code and student privacy
- Child and adolescent development and psychology;
- Positive behavioral interventions and supports (PBIS), conflict resolution, peer mediation, de-escalation techniques, and/or other restorative justice techniques;
- Working with at-risk students (trauma, social isolation, drop-outs, behavioral, etc.)
- Children with disabilities or other special needs; and
- Implicit bias and cultural competence.

The School Resource Officer shall be familiar with and trained in all programs adopting non-punitive approaches to discipline available in the school district. If a school has implemented a specific program designed to improve overall school climate or respond to student behaviors in specific ways, the SRO shall participate in all trainings associated with that program.