

# School Resource Officer Taskforce Report

Lake Washington School District Board of Directors  
July 13, 2020

# Agenda

- General Overview of SRO Program in LWSD
- SRO Task Force Summary
- Overview of House Bill 1216 Requirements and Next Steps



# Board outcomes

- Prepared for acceptance of taskforce recommendations at upcoming board meeting
- Informed about changes to the school resource officer program as a result of recent legislation
- Provide interests for data monitoring

# OE-10

The Superintendent shall establish and maintain a learning environment that is safe, respectful, free from unnecessary disruption and conducive to effective learning.

## The Superintendent will:

- 10.1 Maintain a collaborative school culture that ensures high expectations and success for all children in all classrooms through equitable and aligned systems and supports.
- 10.2 Ensure an inclusive, equitable, welcoming and safe school environment.
- 10.3 Ensure that all policies and procedures regarding discipline are collaboratively developed, appropriately communicated to students and parents, and enforced consistently using reasonable judgment.
- 10.4 Appropriately collect, use, and protect confidential student information.
- 10.5 Assure that no volunteer has unsupervised contact with students without first clearing reasonable background inquiries and checks.

## The Superintendent may not:

- 10.6 Tolerate any behaviors, actions, or attitudes by adults who have contact with students that hinder the academic performance or the well-being of students.
- 10.7 Permit unruly behaviors on school property and at school sponsored events by students or by adults that disrupt learning or that are disrespectful or dangerous.



# What is the role of a School Resource Officer?

- For the purposes of this section, "school resource officer" means a commissioned law enforcement officer in the state of Washington with sworn authority to make arrests, deployed in community-oriented policing, and assigned by the employing police department or sheriff's office to work in schools to address crime and disorder problems, gangs, and drug activities affecting or occurring in or around K-12 schools.
- School resource officers should focus on keeping students out of the criminal justice system when possible and should not be used to attempt to impose criminal sanctions in matters that are more appropriately handled within the educational system.

# Where does LWSD have SROs?

## High Schools

- Eastlake HS
- Redmond HS
- LWHS
- Juanita HS
- Emerson Campus and ICS

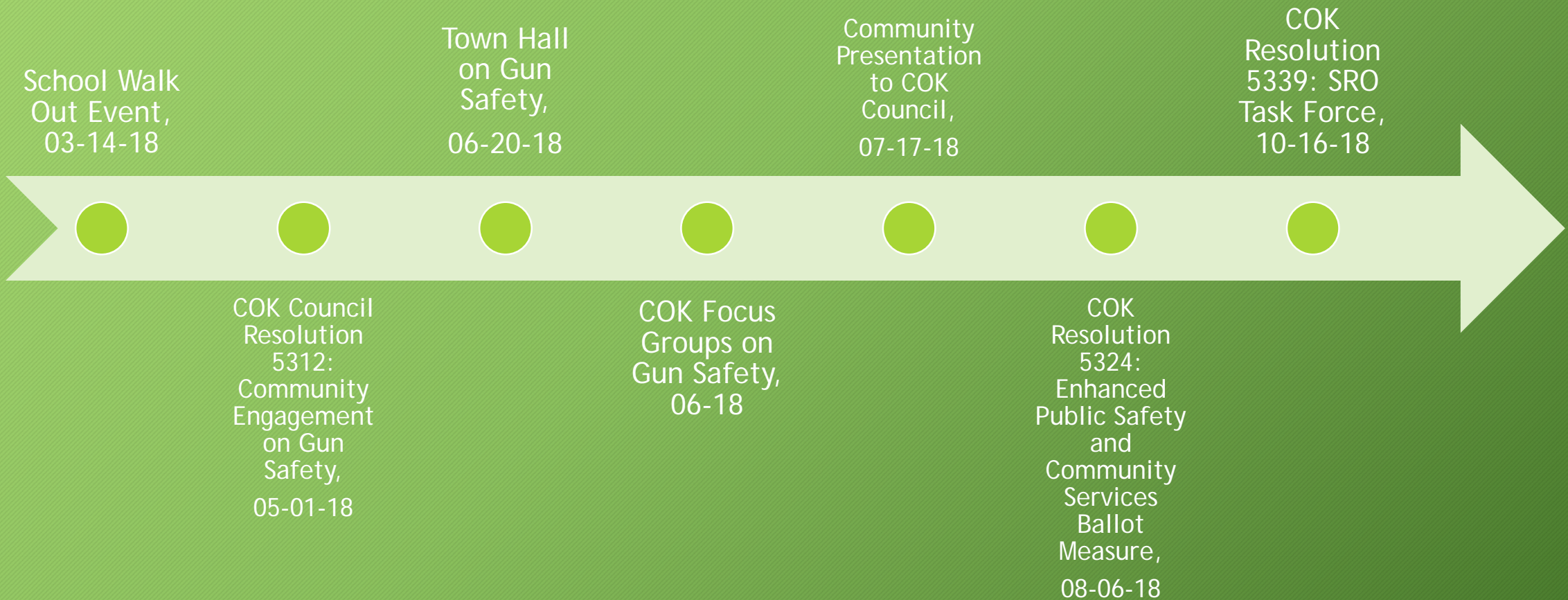
## Middle Schools

- Finn Hill MS/EAS
- Kirkland MS
- Kamiakin MS
- Rose Hill MS/Stella Schola
- Redmond MS
- Inglewood MS
- Timberline MS
- Evergreen MS



# City of Kirkland SRO Task Force

# Timeline





# COK SRO Task Force

- The resolution affirmed that the City intends that the SRO program helps keep students physically, socially and emotionally safe, builds positive relationships between Police agencies and students of all races, religions, immigration status, gender, sexual orientation, ability, and incomes and that it helps students receive services and diverts at-risk students from the criminal justice system.

# COK SRO Task Force

- The resolution authorized the City to work with the LWSD to engage members of the community in a conversation about the SRO program in 2019.
  - Task Force of interested and relevant stakeholders
  - National best practices
  - Review the current program
  - Make recommendations for improvements



# COK SRO Task Force Membership

- Community Members

- Lake Washington School District Equity Team (4 members)
- Eastside Refugee and Immigrant Coalition (Executive Director)
- City of Kirkland Human Services Commission (Representative)
- City of Kirkland Youth Council (Representative)
- Indivisible Kirkland (Representative)
- PTSA (President)

# COK SRO Task Force Membership

- Staff

- City Manager, City of Kirkland (*Co-Chair*)
- Superintendent, Lake Washington School District (*Co-Chair*)
- Chief of Police, CoK
- Associate Superintendent, Student and Community Services, LWSD
- Risk and Safety Manager, LWSD
- Security Manager, LWSD
- Director of Opportunity, Equity and Inclusion, LWSD
- School Resource Officer, CoK



# COK SRO Task Force Schedule

- Task Force Meetings
  - Seven total meetings
  - Between June 2019 and January 2020
- Additional feedback from external stakeholders
  - Four interviews
  - Parents and representatives from advocacy organizations
  - November and December 2019



# Recommendations related to the SRO program's various authorizing documents

- Define a clear statement of purpose for the SRO program that includes “help keep students out of the criminal justice system” as one key purpose of the SRO program
- Align authorization documents related to the SRO program to use a consistent purpose statement and roles and responsibilities
- Include future documents currently being developed by the State Superintendent's Office to update relevant authorizing documents, such as the City-District contract, KPD policies, and SRO job description



# Recommendations related to the SRO in general

- Create proactive communication materials to better introduce the SRO program to the school community, including potentially-impacted community members
- SROs should meet with affinity groups, which are groups formed around a shared interest or common goal, to learn about the varied perspectives and experiences of students and families
- Formalize the community feedback requirement of RCW 28A.320.124, with a particular focus on proactive outreach to potentially-impacted community members
- Explore ways for SROs to be provided information on student behavior-intervention plans for use in emergency response situations, so SROs are best prepared to interact with students who may have specific needs.
- Explore ways to regularly collect and report relevant data that indicates whether disparate negative impacts are occurring for particular groups of students, including students of color, LGBTQ+ students, and students with disabilities
- Evaluate additional mechanisms for feedback, such as 360 or other similar evaluation tools, that includes students, staff, and families to help inform existing evaluation protocols



# Recommendations related to the SRO experience and training

- Update training requirements and offerings for SROs to meet or exceed expectations for RCW 28A.320.124
- Maintain the current expectation of NASRO training for all SROs
- Ensure SROs receive training on referring students to counseling or other services
- Maintain the current hiring requirement of a minimum of two years of experience as a commissioned police officer. Additionally, in the SRO job description, pursuant to bargaining with the Police Guild, consider replacing “willingness and desire” with “demonstrated ability” with respect to interactions with youth (Kirkland)
- Continue emphasizing retention of SROs through the current five-year SRO assignment commitment (Kirkland)



HB 1216

# HB1216 Highlights - SRO Program

- Adopt administrative policy
- Specific training requirements
- Annual review and adoption of agreement with agency partners
- Annual collection of data regarding SRO activities
- Process for families to file complaints and process to investigate and respond to complaints



# Annual Review and Adoption of Agreement

- Using a process that involves parents, students, and community members.
- A clear statement regarding school resource officer duties and responsibilities related to student behavior and discipline that:
  - Prohibits a school resource officer from becoming involved in formal school discipline situations that are the responsibility of school administrators;
  - Acknowledges the role of a school resource officer as a teacher, informal counselor, and law enforcement officer; and
  - Recognizes that a trained school resource officer knows when to informally interact with students to reinforce school rules and when to enforce the law;
- School district policy and procedure for teachers that clarify the circumstances under which teachers and school administrators may ask an officer to intervene with a student.

# Specific Training

- Constitutional and civil rights of children in schools, including state law governing search and interrogation of youth in schools;
- Child and adolescent development;
- Trauma-informed approaches to working with youth;
- Recognizing and responding to youth mental health issues;
- Educational rights of students with disabilities, the relationship of disability to behavior, and best practices for interacting with students with disabilities;
- Collateral consequences of arrest, referral for prosecution, and court involvement;
- Resources available in the community that serve as alternatives to arrest and prosecution and pathways for youth to access services without court or criminal justice involvement;
- Local and national disparities in the use of force and arrests of children;
  - De-escalation techniques when working with youth or groups of youth;
  - State law regarding restraint and isolation in schools, including RCW 28A.600.485;
- Bias free policing and cultural competency, including best practices for interacting with students from particular backgrounds, including English learners, LGBTQ, and immigrants; and
- The federal family educational rights and privacy act (2026 U.S.C. Sec. 1232g) requirements including limits on access to and dissemination of student records for noneducational purposes.



# Annual Data Collection and Reporting

- Calls for law enforcement service and the outcome of each call
- Student arrest and referral for prosecution
- Disaggregated by:
  - School
  - Offense type
  - Race
  - Gender
  - Age
  - IEP/504

# Complaint Process

- Establish process for families to file complaints with the school and local law enforcement agency related to school resource officers and a process for investigating and responding to complaints.



# Moving Forward

- Place taskforce recommendations on upcoming board meeting for adoption
- Adopt administrative policy
- Update contracts for each city and county
- Establish data collection process
- Create a work group to ensure:
  - SRO program meets or exceeds standards set by HB1216
  - Ensure City of Kirkland Task Force Recommendations are woven into program
  - Stakeholder review process created