

# Beaverton School District SRO Report

## SECTION 1: OVERVIEW

The majority of Beaverton School District (BSD) schools are served by two local law enforcement agencies, the Beaverton Police Department and the Washington County Sheriff's Office. One school (BASE) is served by the Hillsboro Police Department. The following is an overview of the District's evolving relationships with Beaverton Police Department (BPD) and Washington County Sheriff's Office (WCSO).

### **Beaverton Police Department**

Over the last 40 years, Beaverton Police Department (BPD) has had a partnership with BSD. The partnership has continued to evolve as the needs of our community have changed. BPD has recognized the value of connecting with the community it serves, as evidenced by its partnership with BSD. BPD School Resource Officer Team has fully embraced and implemented BSD's pillars of success in its daily duties:

- We Innovate
- We Expect Excellence
- We Embrace Equity
- We Collaborate

In the early years, the partnership between BPD and BSD consisted simply of teaching bicycle and general safety, as chronicled in the 1977 BPD annual report. During this time, Officer Neal Loper and Officer Vic Napoli (BPD Traffic Unit) taught bicycle safety to students.

In the mid 1990s, the concept of community-oriented policing became fully embraced and implemented within BPD. Officers continued to be more involved in BSD through teaching safety and drug awareness classes.

On September 1, 1995, in an effort to further community-oriented policing, BPD and BSD formalized their long-standing relationship. This was the beginning of the Drug Abuse Resistance Education (D.A.R.E.) program. In the early stages of this partnership, D.A.R.E. officers were assigned to schools to talk about various issues such as drugs, bullying and safety. During the 1995-1996 school year, there were four officers assigned to BSD, and these positions were funded by the City of Beaverton. The terms "D.A.R.E. officer" and "school resource officer" (SRO) began to be used interchangeably.



*D.A.R.E., March 1994*



*Officer Dan at Vose Elementary, late 1990s*



In 1996, the SRO team also implemented the Gang Resistance Education and Training (G.R.E.A.T.) program.

In 1999, the role of SROs changed more dramatically in the aftermath of the Columbine High School shooting in Colorado. This tragedy and many others that followed highlighted a need to create a safe school climate.

### **Washington County Sheriff's Office (WCSO)**

Washington County Sheriff's Office (WCSO) has enjoyed a close working relationship with BPD and BSD. The long-standing partnership provides dedicated police services to schools operating in the unincorporated areas of the county. Like BPD, these services have evolved from the D.A.R..E program to the current program. The overall goal always has been to ensure a safe and inclusive environment for all.

### **Daily functions of School Resource Officer (SRO)**

In the City of Beaverton, BPD provides seven SROs and one SRO sergeant to serve BSD, the third largest school district in Oregon. In addition, these services are extended to two large private schools and 66 smaller private schools in the area.

The WCSO's SRO team provides services to 23 BSD schools in unincorporated Washington County and three private schools.

On any given school day, SRO duties include:

- Monitor school radio for situations in the school
- Monitor police radio and respond to serious calls anywhere in the city
- Answer questions from students, staff and parents
- Take reports regarding child abuse, theft, harassment, drugs/alcohol, trespassing, weapons possession, sex trafficking/prostitution, hit and runs, and suspicious persons and threats (either in person or via social media)
- Provide classroom instruction
- Patrol school campus to make sure students are safe
- Attend safety meetings

## Functions within schools vs. outside of school

Although data are not readily, BPD estimates that 95% of an SRO's time is spent either at a school or working in a school-related capacity such as attending meetings or completing investigations. The remainder of the time is typically spent responding to calls nearby a school.

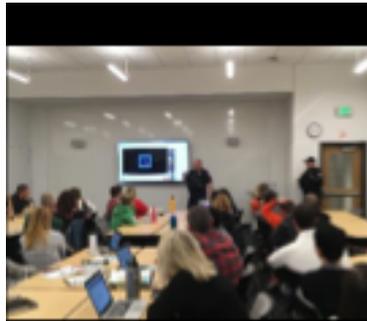
## SECTION 2: SCHOOL SAFETY

### Program development & involvement

In Beaverton, the concern for student safety has been paramount. SROs have spent countless hours working with the approximately 5,000 staff members of BSD to implement safety procedures, known as the Standard Response Protocol. This training has included numerous presentations to all levels of staff including principals, teachers, custodians and bus drivers.



*Tabletop exercises*



*Ofc. VanCleve teaching Mountainside staff*



*Ofc. Dan Cotton talking to Conestoga MS, 2018*

SROs also have taken an active role in working with BSD students in regards to their personal safety. This collaboration has included meetings about what is important to students and what messaging would be most helpful to the student body. As a result, students have created several videos produced in collaboration with the SRO team.

- [PSA with student leaders](#), 2016
- [Safety video](#), 2015
- [PSA with student leaders](#), 2016

In addition to classroom and day-to-day interactions, BPD SROs have conducted a Student Academy almost every year for the last ten years. (The 2019-2020 school year was the only exception, due to COVID-19.) This Student Academy is similar to [BPD Community Academy](#). In the Student Academy, students interact with BPD officers, asking critical questions on a range of topics including use of force, police tactics and the law. The Student Academy is available to all high school students in Beaverton.



*Student Academy*

*Summer Academy*

*Student Academy*

During summer break, the SRO team also provides a Summer Academy. The week-long Summer Academy is open to all Beaverton-area high school students. It is designed for students who are interested in law enforcement careers and provides hands-on experiences. Students have the opportunity to learn about basic police operations and various assignments within law enforcement such as detectives, crime scene investigators and traffic officers.

### **Ongoing efforts**

Both BPD and WCSO are charged with overseeing and/or involved in the following efforts to ensure the well-being of students and staff:

- Develop and continually refine of the parent reunification process with BSD, Tualatin Hills Parks and Recreation District (THPRD), Beaverton Community Emergency Response Team (CERT) and Tualatin Valley Fire and Rescue (TVF&R)
- Participate in Applied Suicide Intervention Skills Training (ASIST)
- Facilitate of Student Threat Assessment Team (STAT)
- Facilitate of school lock-in and lock-out drills
- Conduct evacuation school drills
- Participate in Safe Routes to School Program
- Participate in Safe Routes Committee of Washington County (BPD only)
- Patrol high schools sporting events to ensure security and safety
- Participate in [Oregon Task Force on School Safety](#) (BPD only )
- Facilitate training of 2,000 BSD employees in the Standard Response Protocol and Parent Reunification Protocol (BPD only)
- Teach active threat awareness to students and staff
- Participate in Drug Impairment Training for Educational Professionals (DITEP)
- Participate in underage drinking enforcement/education

### **Student safety assessments**

One of the ongoing functions of a modern-day SRO is the mitigation of threats. Over the past few years, there has been a significant increase in the number of threats made via social media; threats also are made via notes and in person. These threats are sometimes vague in nature; other times, they include students bringing weapons to school. SROs are a vital link between

BSD and Washington County Mental Health, Washington County Juvenile Department, Oregon Department of Human Services and the Sexual Assault Resource Center. These partnerships allow a safety assessment to be made of the student making the threat. The goal of the safety assessment is to lead the student away from violence. This community wrap-around concept has proven to be very valuable in BSD.

*Classroom damaged by a student*



*Intervention of a student making threats*



*Weapon seized from a middle school student*



*Weapon seized from a high school student*

During the 2018-2019 school year, there were a total of 166 Student Safety Assessments, 15 of which were considered a “Level II” assessment. Level II assessments are threats in which a person has taken steps towards committing an act of violence.

### **Campus Supervisors**

BSD currently employs a total of 26 Campus Supervisors. Campus Supervisors are Public Safety Department employees, assigned to specific schools. Campus Supervisors are supervised by the Public Safety Director with on-site supervision provided by the School Administrator or designated Assistant School Administrator (with a few exceptions, primarily at the middle school level.)

Campus Supervisors are primarily assigned to high schools and middle schools. The current middle schools with Campus Supervisors are Cedar Park, Highland Park, Meadow Park, Mountainview and Five Oaks. The middle schools without a Campus Supervisors are Whitford, Stoller and Conestoga. All high schools have Campus Supervisors.

All Campus Supervisors are trained and certified to meet State of Oregon Private Security Professional Standards through the Department of Public Safety Standards and Training

(DPSST). Campus Supervisors also are trained in Safety Care and certified in First Aid/CPR.

The Public Safety Department has worked to enhance the visibility of Campus Supervisors at schools to ensure a safe educational environment.

Roles and responsibilities include:

- Ensure the safety and security of students, staff and school property
- Serve as a visible resource inside and outside of the school buildings
- Provide tangible support to school administrators in addressing safety concerns or risks
- Observe and report on suspicious behaviors or concerns noted while patrolling school campus and grounds
- Respond and support first responders in emergency situations

Benefits of Campus Supervisors:

- Trained to address emergency situations
- Constantly mobile on campus, patrolling school buildings and properties
- Have strong relationships with students, cultivated during passing time, lunch and other school-related events (Currently, many Campus Supervisors are coaches for different school-sponsored sports programs.)
- Knowledgeable regarding school buildings and emergency operational procedures.
- Familiar with alarm systems, surveillance cameras and location of emergency resources (AEDs, first aid kits, fire extinguishers)
- Experience low turnover, which provides a constant and stable resource for many students throughout their middle and high years
- Provide additional staffing support to school administrators and teachers for special events/activities

### **SECTION 3: SOCIAL SERVICE REFERRAL & DIVERSIONARY PROGRAMMING**

#### **2018-19 Student Safety and Intervention Data**

1. Student Threat Assessments (STAT)
2. Suicide Prevention
3. Sexual Incident Responses (SIRP)
4. Social Work Referrals
5. Flight Team Responses

## Social Service Referrals

	Elementary	Middle	High	Options	Total
Suicide Screens	158	171	169	83	578
STAT	65	61	30	10	166
STAT Level 2	4	3	6	2	15
SIRP	102	60	39	21	222
SW Referrals	569	277	382	131	1359
Flight Team Responses	6	1	5	2	14

*Data provided by the Beaverton School District June 2020.*

This numbers were generated by BSD. The BPD SRO team does not generally record this data; however, all SROs work with school social workers when issues arise. This wrap-around team concept is embraced by the SRO team as it has been vital in connecting students who are struggling with homelessness, food insecurity, mental health emergencies and other issues that affect student success. SROs care about the students they serve. Connecting with students who are struggling is a priority for the SRO team, and it wants every possible avenue utilized to see students succeed.

## Beaverton Youth Peer Court

In 1996, the BPD SRO team developed and implemented the Beaverton Youth Peer Court. This program is revolutionary in how it addresses juveniles committing low-level crimes and violations. Put simply, the Beaverton Youth Peer Court is a diversionary program with restorative justice concepts, handling about 52 cases per year. Refer to the [BPD webpage](#) for more information about the Beaverton Youth Peer Court.

### Cases Accepted in Peer Court

ORS#	Offense
162.375	Initiating a False Report
162.385	Giving False Info to a Police Officer
163.195	Recklessly Endangering Another Person
164.043	Theft III
164.045	Theft II
164.140	Criminal Possession of a Rented/Leased Property
164.245	Criminal Trespass II
164.272	Unlawful Entry into a Motor Vehicle
164.335	Reckless Burning (Req. a referral to & evaluation by the local F.D.)
164.345	Criminal Mischief III
164.354	Criminal Mischief II
164.805	Offensive Littering
165.805	Misrepresentation of Age by a Minor
166.025	Disorderly Conduct II
166.065	Harassment

166.090	Telephonic Harassment
166.095	Misconduct with Emergency Phone Calls
167.785	Possession of Tobacco Products or Inhalants
419C.680	Curfew Violation
471.430	Minor in Possession of Alcohol
475.904	Delivery of a Controlled Substance within 1,000 ft of a school
475B.316	Minor in Possession of Marijuana
807.570	Failure to Carry and/or Display a Driver's License
814.485	Failure to Wear Protective Headgear
City Code 5.08.260	Unlawful Use of a Replica Firearm

The only reason a student would not be accepted into Peer Court when referred is if the student had a previous offense or if the offense did not meet the cases accepted as stated above. Decisions regarding types of cases accepted are made by the Washington County Juvenile Department.

A database is kept on all previous and current cases, broken down by offense but not race; the citation does record the race. A note of a family's primary language is usually made to ensure an interpreter can be provided, if necessary, but that is only after the coordinator contacts the family.

### **Student discipline vs. law enforcement intervention**

Cited from the IGA with BSD:

"Discipline for School Violations. If an SRO encounters a school code violation in his or her assigned school, the SRO shall notify school officials of the violation and the school officials shall mete out discipline for the violation. Unless the school code violation also involves criminal conduct, SROs are not responsible for disciplining a student."

## **SECTION 4: RECRUITMENT/TRAINING AND SUPPORT**

### **Beaverton Police Department**

BPD provides ongoing training yearly for trauma-informed care, anti-bias/anti-racism and sexual harassment, in addition to many other types of training. The trainings encompasses many topics which may not be reflected in the title of the training. For instance, Crisis Intervention Training (CIT) covers mental health, trauma-informed care and bias/cultural awareness. The public may access a [database](#) of all trainings for all SROs within the department.

The following individuals are currently assigned to support the SRO program in BSD:

McDonald DPSST #29286  
 Schapp DPSST #51076  
 Potter DPSST #43540  
 Bewersdorff DPSST #37726

Cline DPSST #49964  
Haugen DPSST #46972

### **Washington County Sheriff's Office**

WCSCO provides training to various staff in the following topics: Diversity, Equity and Inclusion (DEI); Crisis Intervention Training; and Bias/Cultural Awareness.

The following are deputies that have been assigned to schools as SROs for the past four years:

2016	McCreary, Greener, Haley and Griffin
2017	Griffin, Haley, Curry, Leach, Greener
2018	Greener, Curry, Haley, Leach
2019	Curry, Haley, Leach, McNeilly

WCSCO SROs also are selected for specialized training related to their school duties. The public can reference the [DPSST training database](#) for specific classes taken by WCSCO SROs.

### **Requirements for becoming a School Resource Officer**

**Beaverton Police Department:** Candidates have a thorough background investigation completed by the department as well as medical and physiological exams before being hired as a police officer. Most SROs have been police officers for a lengthy amount of time prior to accepting a position on the SRO team. The average BPD SRO has 16 years of police work experience.

BPD requires a minimum amount of four years as a police officer to apply to the SRO program. Officers then are required to submit a letter of interest and resume. From there, SRO candidates have peer and supervisor reviews. Then SRO candidates are interviewed by a panel consisting of the supervisor of the SRO team, lieutenant in charge of the division and an administrator from BSD.

- See attachment 1 (2020 Beaverton Police Department School Resource Officer Process)
- See attachment 2 (School Resource Officer, Beaverton Police – SRO)

**Washington County Sheriff's Office:** Candidates have a thorough background investigation completed by WCSCO as well as medical and physiological exams to be hired as a deputy.

WCSCO requires a minimum of three years as a police officer to apply to the SRO team. The selection process continues to evolve; however, it routinely includes a letter of interest, peer review, review of evaluations and a panel interview including representation from the school district.

## Oversight, structure & evaluation of School Resource Officers

**Beaverton Police Department:** Oversight and evaluations are performed by the direct supervisor with input from the various BSD administrators (executive administrators, school administrators and assistant school administrators). Supervisors include:

- Sergeant Kevin McDonald [kmcdonald@beavertonoregon.gov](mailto:kmcdonald@beavertonoregon.gov) 971-253-9693
- Lieutenant Neil Stellingwerf [nstellingwerf@beavertonoregon.gov](mailto:nstellingwerf@beavertonoregon.gov) 971-253-9658
- Captain Mike Smith [msmith@beavertonoregon.gov](mailto:msmith@beavertonoregon.gov) 503-793-2717

**Washington County Sheriff's Office:** SROs are supervised by the SRO lieutenant, sergeant and on occasion, patrol sergeants. Supervisors document performance approximately every 60 days in an evaluation program known as Compass Checks. Supervisors include:

- Lieutenant Chris Schweigert [Chris\\_Schweigert@co.washington.or.us](mailto:Chris_Schweigert@co.washington.or.us)
- Sergeant Chad Martin [Chad\\_Martin@co.washington.or.us](mailto:Chad_Martin@co.washington.or.us)

### How can a student, parent or community member make a complaint against an SRO?

Complaints should be directed to supervisory staff of SROs. If there is a service complaint, the supervisor will contact the person making the complaint. Minor, sustained service complaints may result in field-course correction and/or verbal or written counseling. Complaints of misconduct or gross misconduct are forwarded to the Professional Standards Division for investigation. Findings are made at the command level. Sustained complaints will result in progressive discipline to include written warning, written reprimand, suspension or termination. Employees are granted due process and any economic discipline must be supported by just cause standards. Depending on the seriousness of the allegation, conflict of interest or other circumstances, investigations may be conducted by outside agencies and may include review by the Washington County District Attorney's Office for matters subject to Brady disclosure (1963 U.S. Supreme Court case Brady v. Maryland).

### Who is responsible for ensuring that all complaints of law enforcement misconduct are thoroughly investigated?

**Beaverton Police Department:** The Chief of Police is responsible for ensuring that all complaints of law enforcement conduct are thoroughly investigated. The department is obligated by federal criminal and civil laws, as well as its accreditation standards, to investigate allegations of police misconduct. BPD Professional Standards and Training Division is staffed by a lieutenant, two sergeants and professional staff with duties that include managing professional standards investigations and records, conducting internal investigations, facilitating incident reviews, managing background investigations, conducting hiring processes, and the facilitation and record keeping of both recruit training and in-service continuing education, training and certification.

**Washington County Sheriff's Office:** The elected Sheriff is ultimately responsible for all complaints. The Sheriff has created a Professional Standards Unit (PSU) that is staffed by a commander, lieutenant and two sergeants.

### **How does BSD work to prevent law enforcement misconduct?**

The strong relationship that the BSD Public Safety Department has built with law enforcement has resulted in clearer communication and clearer understanding of District expectations and policies as they pertain to students and staff. These strong relationships increase accountability at the individual level, because the relationships are not just built between two organizations but between real people.

Each school administration is actively involved with SROs. This involvement is intentional to ensure that both the District and law enforcement agency work within their appropriate jurisdictions. SROs will not actively engage in a discipline matter at the school level unless there is a suspected legal offense.

Both organizations also work together on training regarding issues that impact response and interactions with BSD students and staff.

- Weekly check-ins with members of both organizations
- Regularly scheduled meetings with District administration
- Support and supervision of SROs when they are in school buildings

Recently, there was an interaction between the building administration and law enforcement in regards to the response to a medical emergency. There was a lack of understanding by BSD school administrators on the role that law enforcement plays in situations of that nature. As a result, there was a verbal exchange between the building administrators and the SRO. In that case, Deputy Superintendent Carl Mead was notified and appropriate follow-up was conducted to ensure understanding of all roles.

### **Previous history of complaints**

Neither BSD nor the general public have access to disciplinary records of SROs. Any disciplinary action of an officer is a personnel matter and is handled internally by BPD or WSCO, similar to BSD's practices when addressing personnel matters.

## **SECTION 5: COST TO PROVIDE SRO SERVICES IN BSD SCHOOLS**

From the inception of BPD SRO program in 1995, the City of Beaverton has funded the SRO program exclusively. When BSD added Mountainside High School in 2016, BPD obtained a grant for a seventh SRO position. Under the grant, BPD covered the majority of the cost for the SRO position. In September 2019, BSD took over all the costs of the seventh SRO.

- Beaverton Police Department contribution
  - 7 SRO's = \$1,186,831 (Cost per SRO \$169,547 averaged Bewersdorff, Schapp and Potter. Includes benefits, OT, vacation and incentive pay for 12 months)\*
    - 1 SRO Sergeant = \$186,088
    - 1 Community Services Lieutenant (20%) = \$41,597
  - \*Total Costs encumbered by BPD = \$1,414,516
  - BSD Cost: \$161,000 toward salary and \$9,938.20 toward extended pay for athletic events
- Washington County Sheriff contribution
  - 1 SRO Sergeant (Supervisor), Sgt. Chad Martin
  - 2 SRO Deputies: Deputy Jacob McNeilly, Deputy Dylan Leach, Deputy Scott Haley = \$371,454
  - BSD Cost: \$0
- Hillsboro Police Department contribution
  - HPD is a new partner in our SRO support. Services began with Hillsboro in January and were suspended in March due to COVID-19.
  - BSD Cost: \$37,000

## SECTION 6: DATA

This report includes statistical data from BPD and WCSO from 2015-2019. The data requested by BSD covers arrests/referrals as well as calls for service. Most notable are the arrest/referral data from 2015-2019. In the four-year period, **96% of the arrests/referrals were generated either by staff, students, parents or the community**. The remaining 4% were generated by SROs.

For clarification, arrests/referrals can include violation offenses such as Minor in Possession of Alcohol or Marijuana as well as crimes such as theft. Also, arrest data broken down by race may include the same person being arrested for different offenses during a school year.

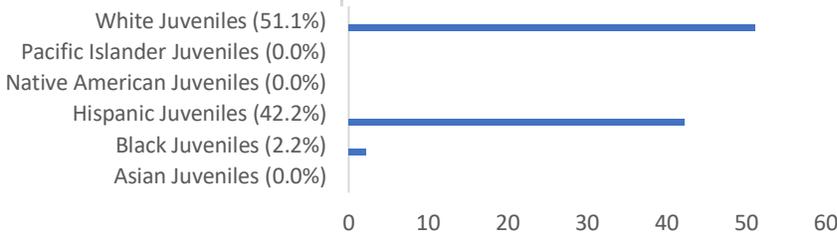
## DEMOGRAPHIC DATA FOR CITY OF BEAVERTON/METRO/BEAVERTON SCHOOL DISTRICT

Demographic Data Beaverton/Metro/BSD										
	2016 Beaverton	2010 Census Portland Metro Demographics			2017/2018 BSD Demographics	2018/2019 BSD Demographics	2019/2020 BSD Demographics			
White	70.3%		76.3%		48.0%		47.0%		46.0%	White
African American	2.9%		2.9%		3.0%		3.0%		3.0%	African American
Native American	0.7%		0.9%		1.0%		0.5%		0.5%	Native American
Asian	11.9%		5.7%		16.0%		16.0%		17.0%	Asian
Pacific Islander	0.5%		0.5%		1.0%		1.0%		1.0%	Pacific Islander
Hispanic	17.1%		10.9%		25.0%		25.0%		25.0%	Hispanic
Other/Multiracial	8.8%		4.9%		8.0%		8.0%		8.0%	Other/Multiracial
<b>Notes</b>										
Percentages will not equal 100% due to multiple reported race										
<b>BSD Student Population</b>										
Elementary	18,611									
Middle School	9,721									
High School	12,502									
<a href="https://www.beavertonoregon.gov/DocumentCenter/View/5133/Demographics-and-Income-Profile?b">https://www.beavertonoregon.gov/DocumentCenter/View/5133/Demographics-and-Income-Profile?b</a> <span style="float: right;">Beaverton Demograp</span>										
<a href="https://resources.finalsite.net/images/v1581032017/beavertonk12orus/qursf6gwkk6sollralfo/Fall1920EthnicityPercentagesbySchool_a">https://resources.finalsite.net/images/v1581032017/beavertonk12orus/qursf6gwkk6sollralfo/Fall1920EthnicityPercentagesbySchool_a</a> <span style="float: right;">BSD Demographic Data</span>										
<a href="https://en.wikipedia.org/wiki/Portland_metroplit">https://en.wikipedia.org/wiki/Portland_metroplit</a> <span style="float: right;">Portland Metro Demographic Data</span>										

### Beaverton Police Department

<b>2016-17 School Year Arrest Data</b>  Source: BPD	Hispanic Male Juveniles	Hispanic Female Juveniles	White Male Juveniles	White Female Juveniles	Black Male Juveniles	Black Female Juveniles	Pacific Islander Male Juveniles	Pacific Islander Female Juveniles	Asian Male Juveniles	Asian Female Juveniles	Native American Male Juveniles	Hispanic Male Adult	White Male Adult	Black Male Adult	Total
	Dispatched Calls for Service	3		3									1		
Admin/Referrals	14		13	4		1					2		1		35
SRO Initiated	1			1											2
Reported by Students	1														1
Total Charge Referral	18	0	17	5	0	1	0	0	0	0	2	1	1	0	45
Percentage	40%	0%	37.8%	11.1%	0%	2.2%	0%	0%	0%	0%	4.4%				

### 2016-17 Charge Referrals by Race

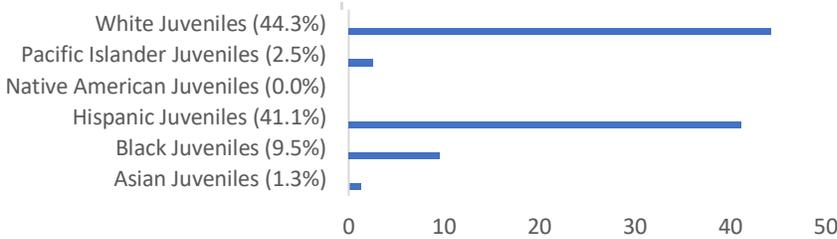


### 2017-18 School Year Arrest Data

Source: BPD

	Hispanic Male Juveniles	Hispanic Female Juveniles	White Male Juveniles	White Female Juveniles	Black Male Juveniles	Black Female Juveniles	Pacific Islander Male Juveniles	Pacific Islander Female Juveniles	Asian Male Juveniles	Asian Female Juveniles	Native American Male Juveniles	Hispanic Male Adult	White Male Adult	Black Male Adult	Total
Dispatched Calls for Service	11	11	6	2	3						2	1	1		37
Admin/Referrals	28	10	44	11	9		4		2			1	4	2	115
SRO Initiated	2			1	1							1			5
Reported by Students				1											1
Total Charge Referral	41	21	51	14	13	0	4	0	2	0	2	3	5	2	158
Percentage	25.9%	13.3%	32.3%	8.9%	8.2%	0%	2.5%	0%	1.3%	0%	1.3%				

### 2017-18 Charge Referrals by Race



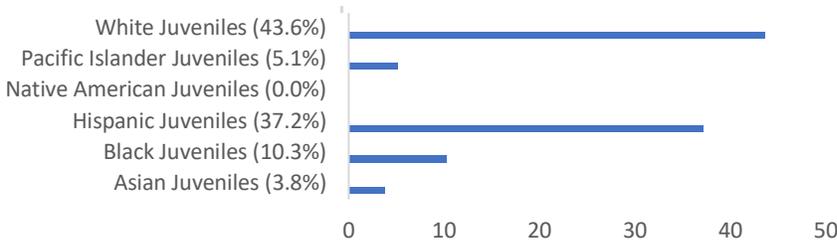
### 2018-19 School Year Arrest Data

Source: BPD

	Hispanic Male Juveniles	Hispanic Female Juveniles	White Male Juveniles	White Female Juveniles	Black Male Juveniles	Black Female Juveniles	Pacific Islander Male Juveniles	Pacific Islander Female Juveniles	Asian Male Juveniles	Asian Female Juveniles	Hispanic Male Adult	Total
Dispatched Calls for Service	9	1	3	1	1							15
Admin/Referrals	11	6	23	7	6		4		2			59
SRO Initiated	1									1		2

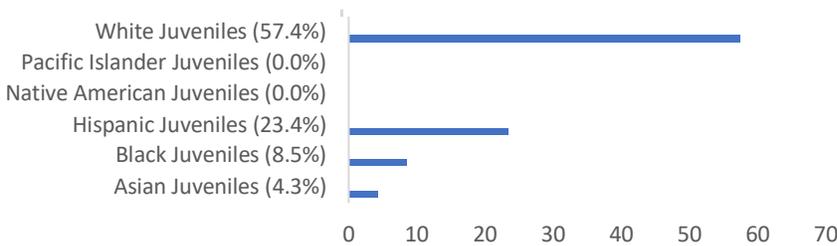
Reported by Students					1							1
Total Charge Referral	21	7	26	8	8	0	4	0	2	1	1	78
Percentage	26.9%	9%	33.3%	10.3%	10.3%	0%	5.1%	0%	2.6%	1.3%		

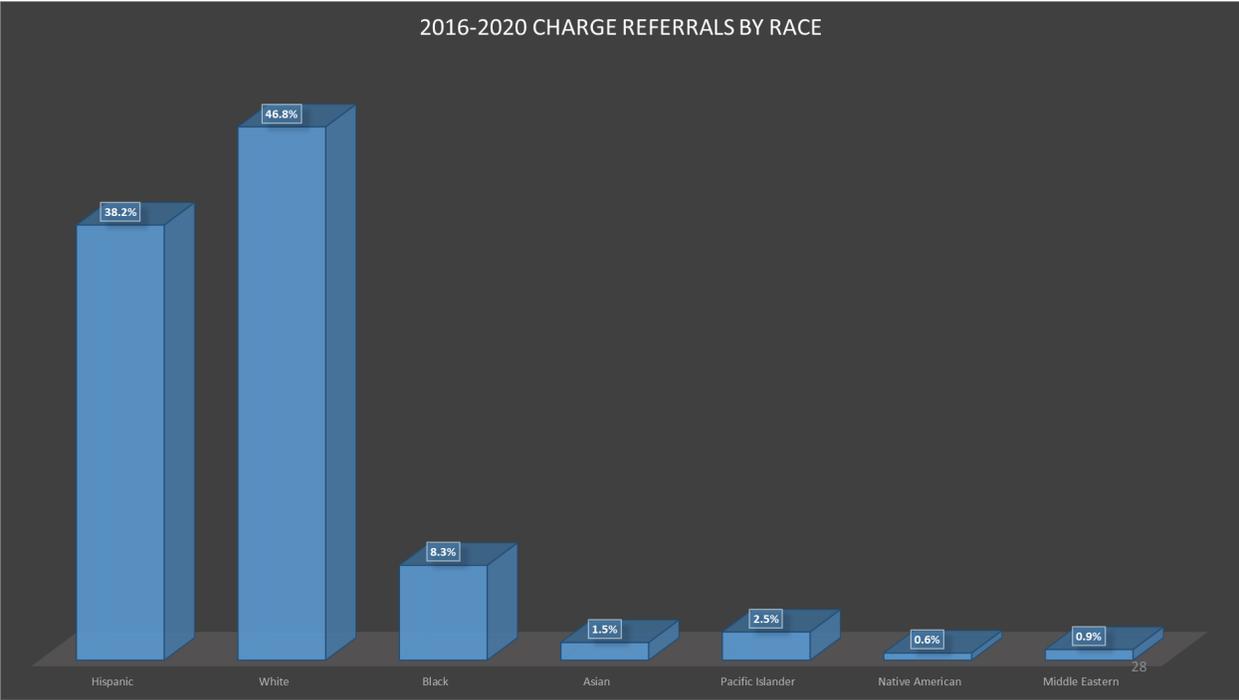
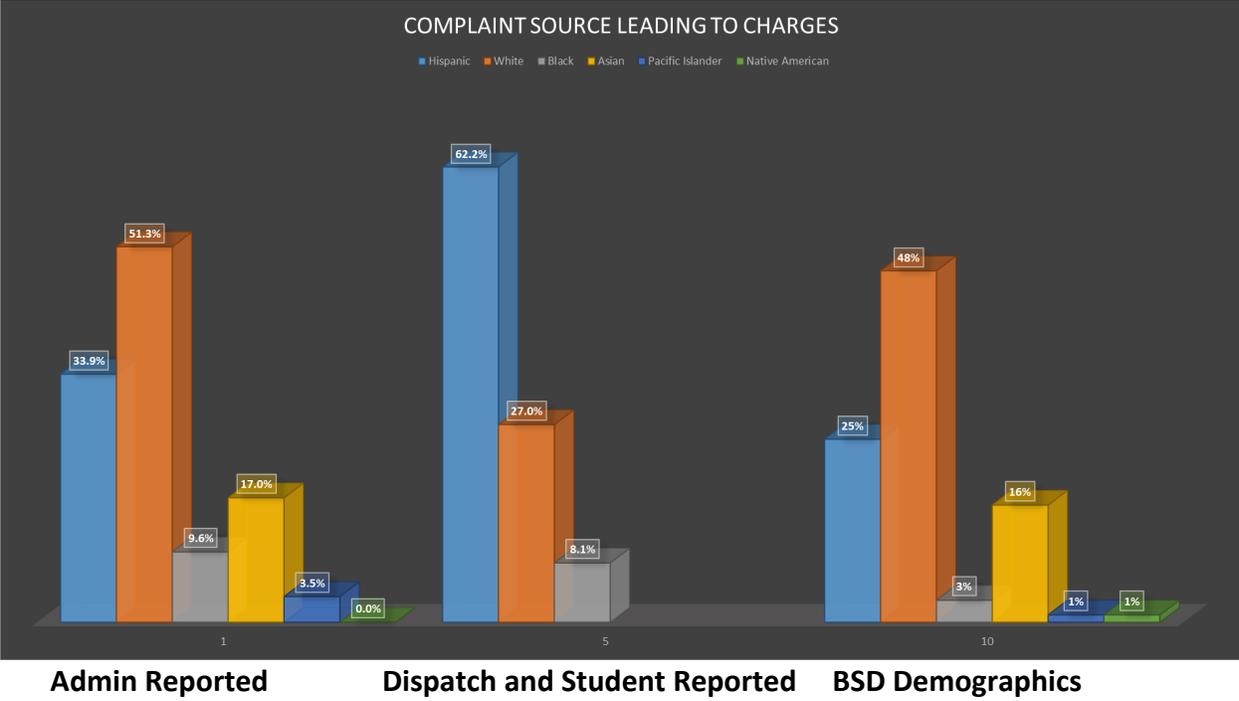
### 2018-19 Charge Referrals by Race



2019-20 School Year Arrest Data Source: BPD	Hispanic Male Juveniles	Hispanic Female Juveniles	White Male Juveniles	White Female Juveniles	Black Male Juveniles	Black Female Juveniles	Pacific Islander Male Juveniles	Pacific Islander Female Juveniles	Asian Male Juveniles	Asian Female Juveniles	Middle Eastern Male Juveniles	Hispanic Male Adult	White Male Adult	Asian Male Adult	Black Male Adult	Total
	Dispatched Calls for Service			5												
Admin/Referrals	9	2	13	6	2	1			1		3			1	1	39
SRO Initiated			1	1									2			3
Reported by Students																0
Total Charge Referral	18	0	17	5	0	1	0	0	0	0	2	1	1	1	0	47
Percentage	19.1%	4.3%	40.4%	12.8%	4.3%	2.1%	0%	0%	2.1%	0%	6.4%					

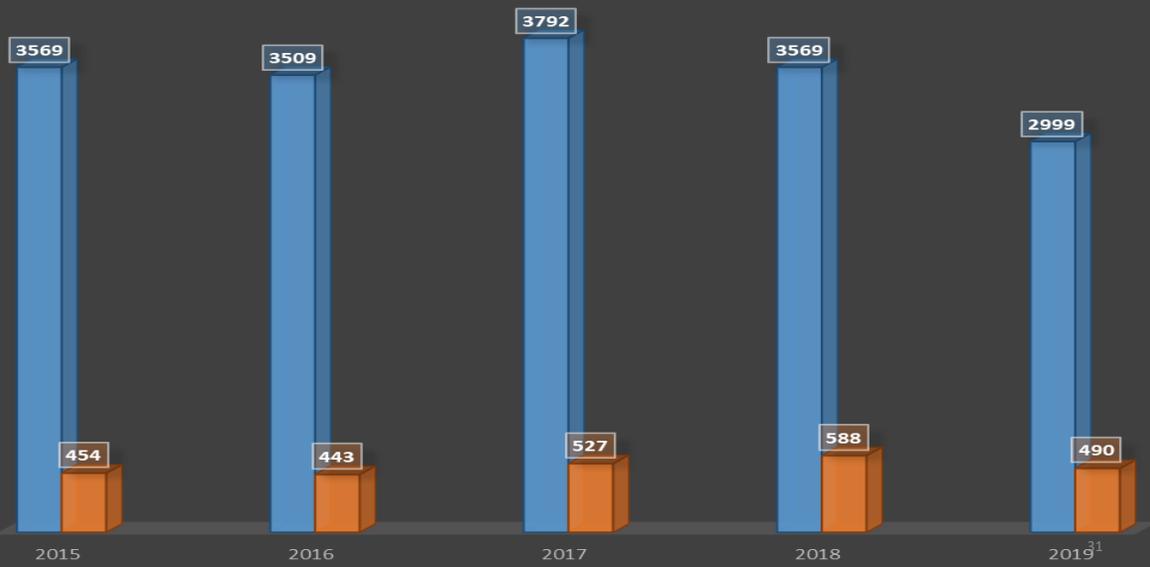
### 2019-20 Charge Referrals by Race



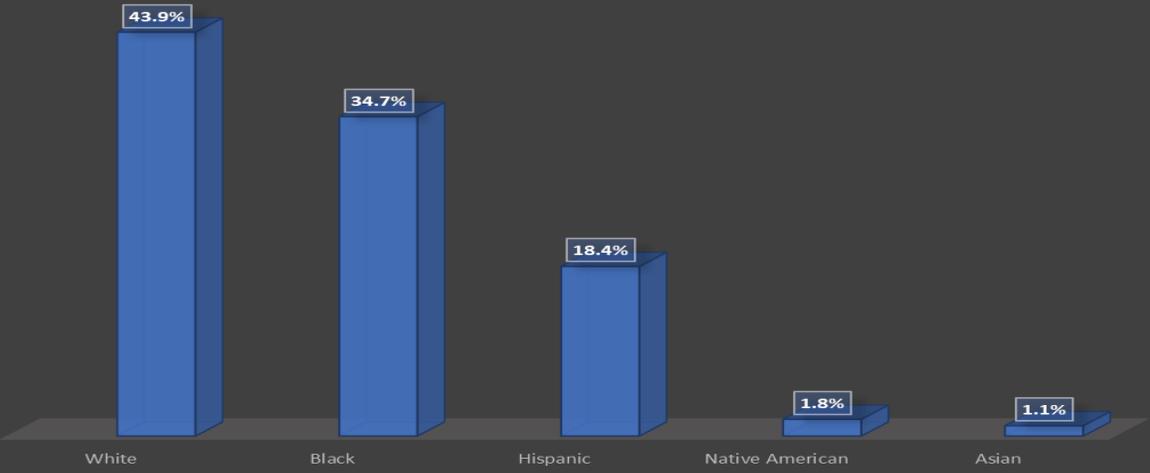


## TOTAL CALLS AND REPORTS FOR SCHOOLS

■ Total Calls ■ Total Reports



## NATIONAL REFERRALS BY RACE



# Reported Arrests (RMS)

## by School Year

Arrests by Officer/School	School Year				Grand Total
	2016-2017	2017-2018	2018-2019	2019-2020	
<b>HALEY (17)</b>					
Aloha HS		1			1
Westview HS	9	5	1	1	16
<b>MCNEILLY (13)</b>					
Meadow Park			1	3	4
Mt. View			3	2	5
Springville				1	1
Stoller			2	1	3
<b>LEACH (12)</b>					
Aloha HS			4	6	10
Aloha Huber				1	1
Stoller		1			1
<b>GRIFFIN (2)</b>					
Aloha HS				1	1
Westview		1			1
<b>GREENER (1)</b>					
Aloha HS		1			1
<b>Grand Total</b>	<b>9</b>	<b>9</b>	<b>11</b>	<b>16</b>	<b>45</b>

Arrests by School	School Year				Grand Total
	2016-2017	2017-2018	2018-2019	2019-2020	
Westview	9	6	1	1	17
Aloha HS		2	4	7	13
Mt. View			3	2	5
Meadow Park			1	3	4
Stoller		1	2	1	4
Springville				1	1
Aloha Huber				1	1
<b>Grand Total</b>	<b>9</b>	<b>9</b>	<b>11</b>	<b>16</b>	<b>45</b>

Arrests by Race & Gender	F	M	Grand Total
White	6	10	16
Hispanic	2	11	13
Black	1	7	8
Asian	2	5	7
Pacific Islander/Native Hawaiian		1	1
<b>Grand Total</b>	<b>11</b>	<b>35</b>	<b>45</b>



**The overall picture:**

Arrest Charge	Count
POH	11
MIP MARIJUANA	6
ASSAULT	5
HARASSMENT	3
MIP TOBACCO	3
THEFT II	2
JUVENILE WARRANT	2
MIP ALCOHOL	2
PCS SCHED IV DRUG	2
THEFT III	1
THEFT	1
SEX ABUSE	1
THEFT I	1

TRESPASS	1
CRIM TRESPASS II	1
AGG ASSAULT	1
ROBBERY	1
ARSON	1
PCS COCAINE	1
Grand Total	46

Of the Assault, only **one** was noted to be a student assaulting a teacher—the others were student/student.

**The sorted breakdown:**

Charge	Count
Assaults	6
Arson	1
Trespass	2
Harassment	3
Juv. Dept. Warrants	2
MIP Citations	11
Drugs	3
POH	11
Robbery	1
Sex Abuse	1
Thefts	5
Grand Total	46

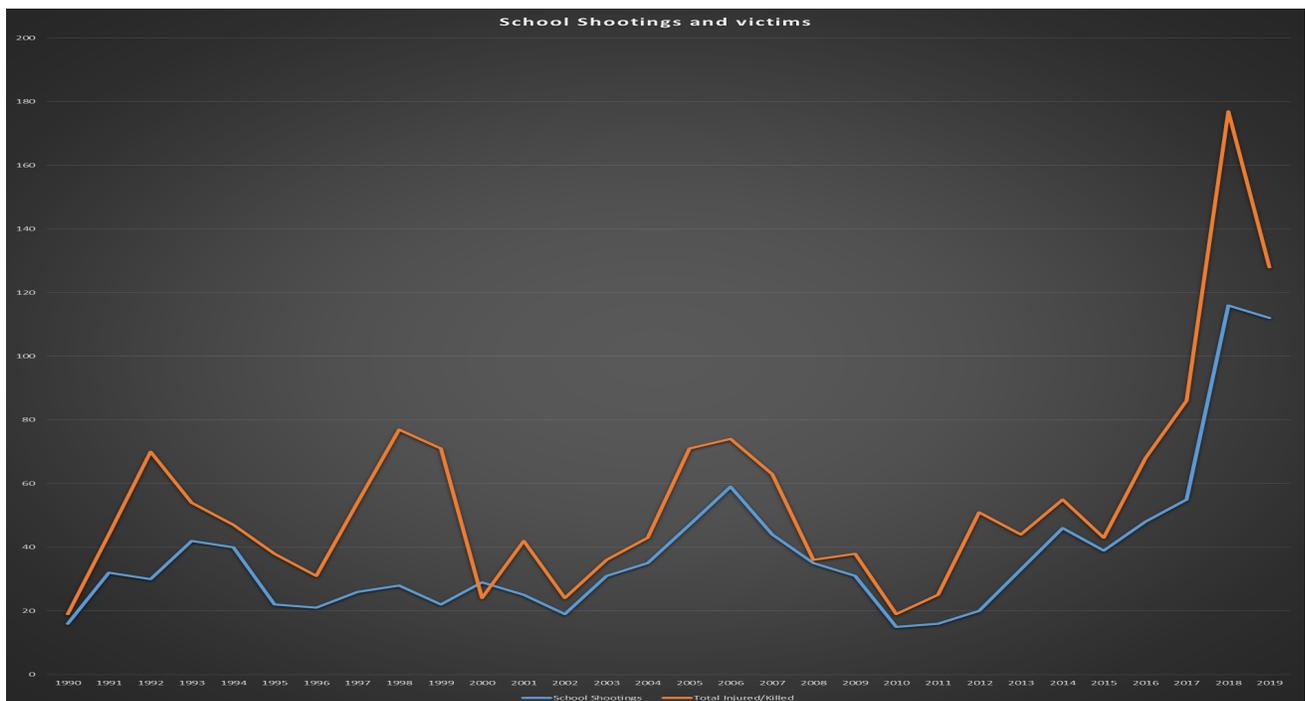
## National Percentage of petitioned cases adjudicated delinquent, resulting in probation

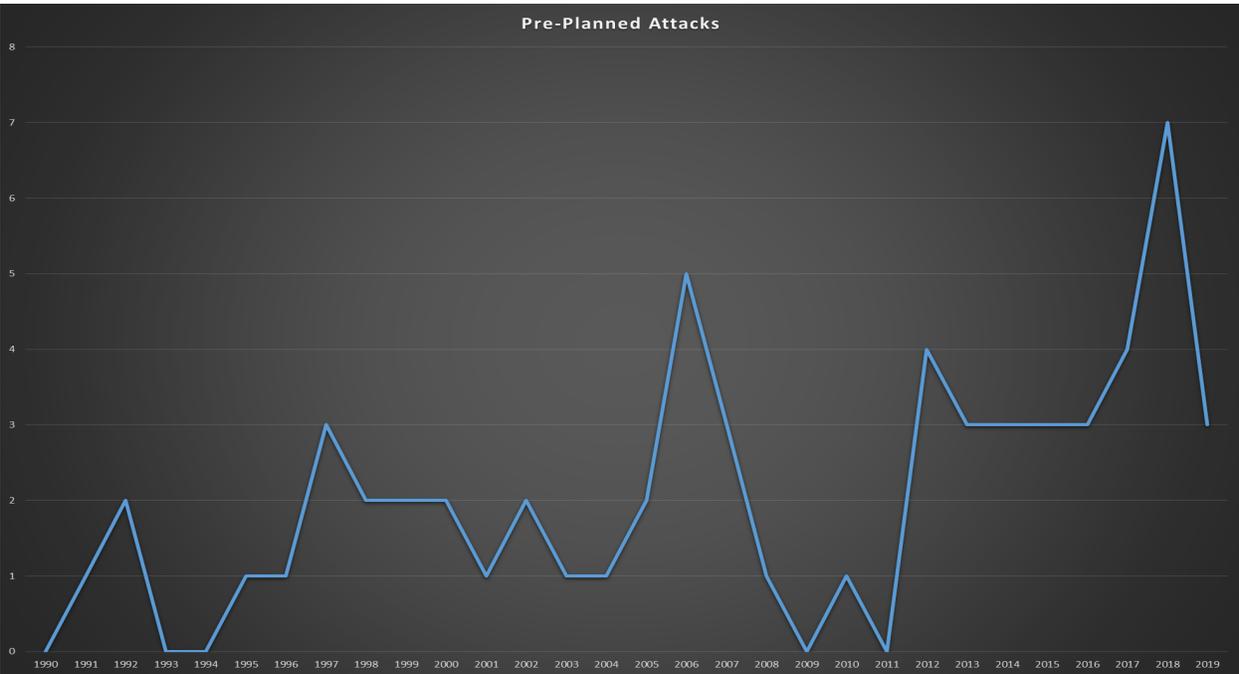
Most Serious Offense	Ethnicity				
	White	Black	Hispanic	American Indian	Asian
<b>2018</b>					
Delinquency	65%	61%	64%	62%	75%
Person	68%	60%	63%	63%	78%
Property	66%	62%	65%	62%	77%
Drugs	73%	68%	74%	65%	N/A
Public Order	57%	58%	60%	61%	73%
<b>2005</b>					
Delinquency	64%	61%	64%	66%	67%
Person	66%	63%	65%	68%	66%
Property	66%	63%	66%	67%	69%
Drugs	72%	63%	70%	75%	66%
Public Order	57%	57%	60%	59%	65%

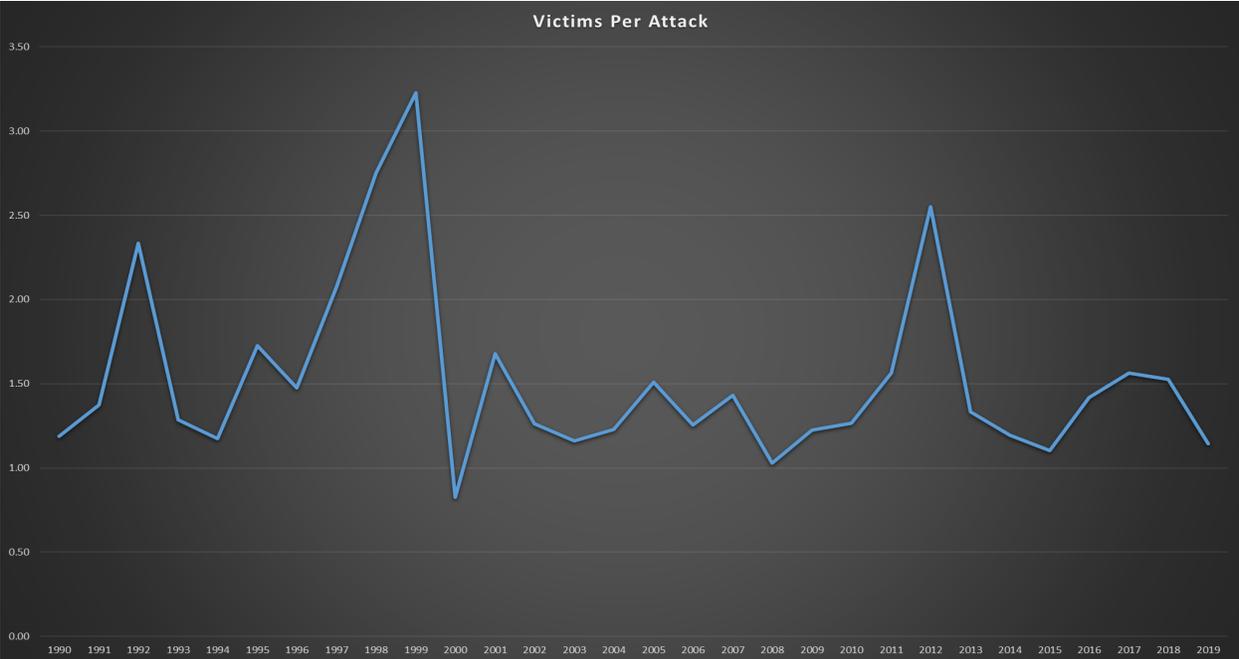
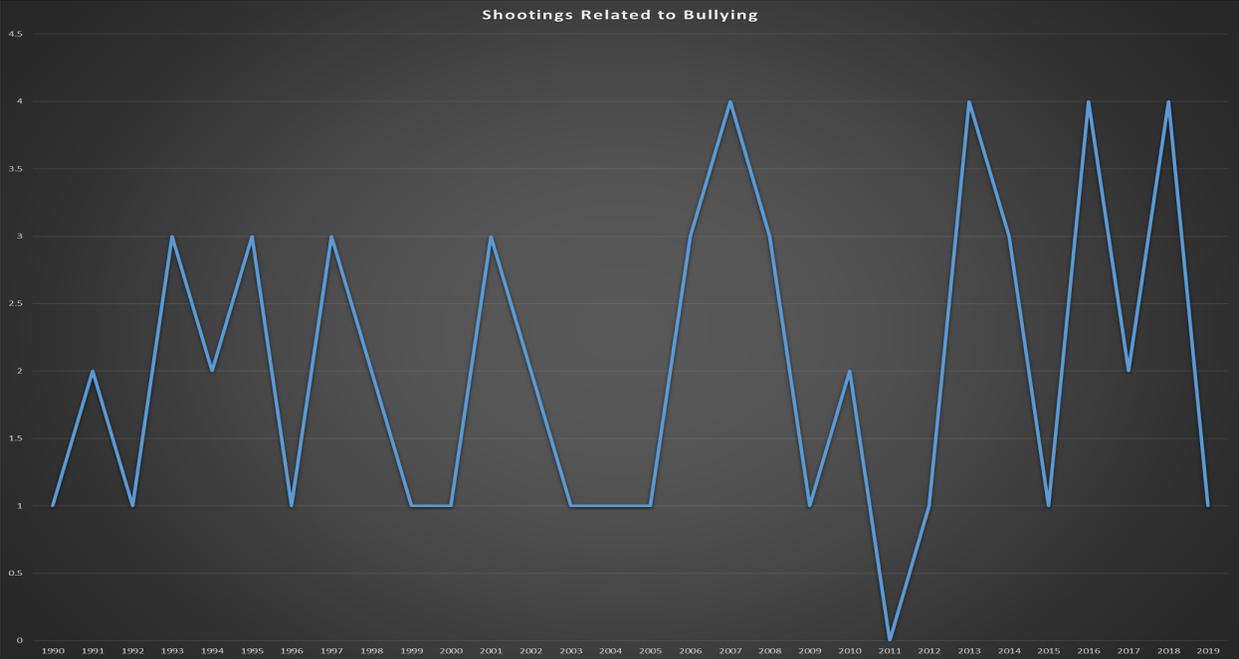
34

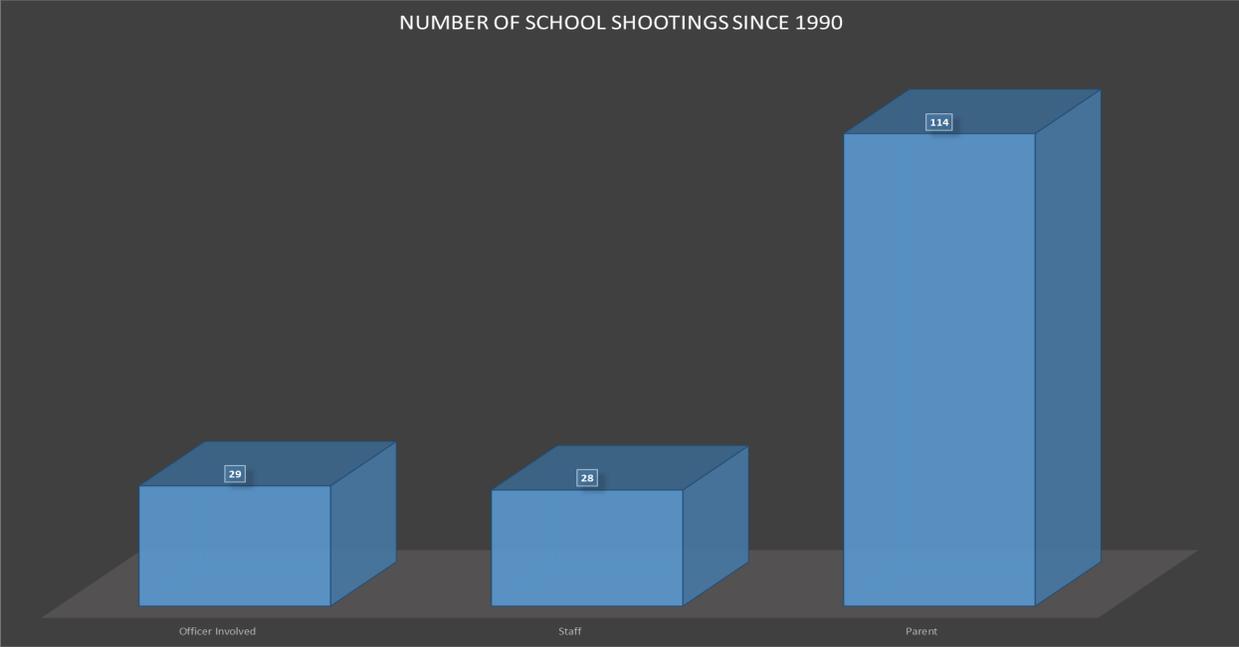
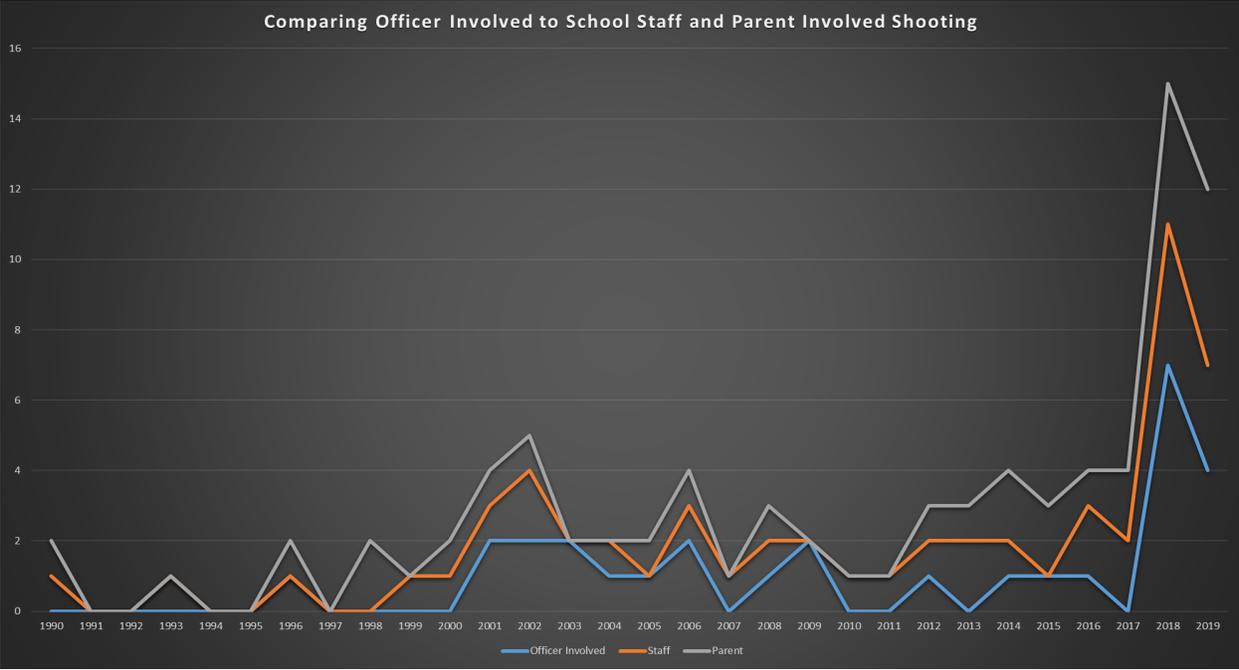
### School Shooting Data 1990-2019

The K-12 school shooting database documents each and every instance a gun is brandished, is fired, or a bullet hits school property for any reason, regardless of the number of victims, time of day, or day of week. Updated daily. <https://www.chds.us/ssdb/>









## **Additional Articles and Media**

<https://pamplinmedia.com/bvt/15-news/391466-281980-the-last-of-the-beat-cops>

[https://www.kptv.com/westview-high-school-parents-rush-to-pick-up-students-after/video\\_08c87b5b-7b23-5d52-8ba5-4ed92c4d9f71.html](https://www.kptv.com/westview-high-school-parents-rush-to-pick-up-students-after/video_08c87b5b-7b23-5d52-8ba5-4ed92c4d9f71.html)

<https://katu.com/news/local/police-place-extra-patrols-at-beaverton-schools-after-district-receives-threat>

<https://www.usatoday.com/story/news/local/2015/10/12/southridge-principal-alerts-parents-online-threat/73827580/>

<https://www.koin.com/archives/beaverton-police-train-teens-at-summer-academy/>

## 2020 Beaverton Police Department School Resource Officer Process

### Part 1 – LETTER OF INTEREST (30 points possible)

- Each applicant will complete a Letter of Interest and Resume (see next page for instructions). A Letter of Interest and Resume must be submitted each time you apply. To be considered, the letter of interest and resume must be turned in to Professional Standards by 4:00 PM on May 27, 2019.
- **Submission must be in electronic form.** You can email [nstellingwerf@beavertonoregon.gov](mailto:nstellingwerf@beavertonoregon.gov) with your submission and/or questions regarding the process.
- In addition to your submission, evaluations and any disciplinary events in the last three years will be evaluated towards the appropriate categories. Disciplinary events are defined by policy and Association contract as an oral reprimand, written reprimand, demotion, and/or suspension.
- The resume should outline each applicant's meeting of the minimum requirements for the position and is pass/fail.

### Part 2 – SUPERVISOR/PEER REVIEW (20 points possible)

- Each applicant will be evaluated by each of the Sergeants and Lieutenants on the core values and overall performance. Each applicant will also be graded by their peers on the core principles plus teamwork. The peer review will be anonymous.
- The applicant's final score for this portion will be the total of points earned based on the ratings received from both the supervisors and peers.

### Part 3 – PANEL INTERVIEW (50 points possible)

- Applicants should be prepared to discuss and answer interview questions relevant to the position.
- The applicant's final score for this portion of the screening process will be the average of all evaluator

### Letter of Interest Instructions

Past and current School Resource personnel within the Beaverton Police Department (SRO's, Sergeants, and Lieutenants) were asked to provide what they believed to be the top core principles of a successful School Resource Officer. The result was the list of core principles shown below along with descriptions of each.

Each applicant's letter of interest should provide detailed experience in each of the core principles. You will be evaluated on your level of skills and abilities described in each category. It is recommended that each applicant's description of skills and abilities apply to the category you are writing about. Each category should **be about 250 words**.

The descriptors below are a guideline for areas in which you may have experience. It is not necessary to provide examples of each descriptor within the category, but be thorough. There is no one right or wrong answer. Your response will be evaluated on its **content and relevance** to each category and position you are applying for. Unless otherwise noted, please feel free to connect the core principles to your experience both inside and outside of law enforcement.

**1. Self-Motivated:**

An SRO must be a self-starter, be able to manage their case load, identify problems along with potential solutions, and make critical decisions with little direction. Please describe how you have demonstrated the core principle of self-motivation.

**2. Organized/Detail Oriented:**

*The SRO position requires an officer who can remain organized and is detail oriented. Individual SRO's, as well as the whole team, can be pulled in several different directions. The best laid plan for your day will often times be derailed by something or someone. Please explain how you remain organized and attentive to detail in your current assignment and how you plan to remain organized as an SRO if selected.*

**3. Ability to Instruct and Communicate:**

**A successful SRO must have the ability to communicate orally and in written word with the team, other officers, school district staff, and parents. An SRO must also be able to communicate the information in a manner that is easily understood, with minimal preparation time, and in a public or group setting. Please explain how you have demonstrated the ability to successfully communicate information and provide instruction, both orally and written, specifically with regards to public speaking.**

**4. Team Player:**

**Having the ability to network and build relationships within a small team is critical to being a successful SRO. An SRO must be able to work well with other SRO's, school district personnel, and multi-disciplinary teams. A successful candidate must want to be part of a team where the greater good is more important than the individual team members. Discussion, debate, and conflict must also be managed in a professional manner as an SRO navigates their day. Please explain your involvement on a successful team and how your role added to its success. Please include examples of when you were faced with differing opinions on how to successfully solve a problem and how you managed that debate or conflict.**

**5. Strong desire to lead/coach/mentor youth:**

**An SRO must have a desire to listen to, teach, mentor, and be a role model for youth of all ages. Please explain how you have lead, coached, and mentored youth and how that experience effected your level of satisfaction in a job and/or in your personal life.**

## SCHOOL RESOURCE OFFICER (SRO)

Officers in this assignment are responsible for law enforcement and prevention activities within the city's schools. These activities include providing classroom instruction on various topics, focusing on curriculum already in place at the schools. School resource officers may be called upon to work as regular uniform police officers during those times when schools are not in session.

It is recommended that persons interested in this assignment develop communications and counseling skills and abilities; have a high degree of interest in working with children; have the dynamics to take charge in various situations; be able to develop and present lesson plans; be able to interact well with students, parents, and school staff; and serve as a positive role model for young people.

It is recommended that officers wishing to pursue this assignment also focus on expanding their knowledge relative to juveniles, family and social situations, not limited to those criminal in nature.

### Experience

Four years experience as a police officer, to include two years with this department, or a lateral police officer with five (5) years previous experience as a police officer who has successfully completed the probationary period.

### Training

Must have or be eligible to receive the DPSST Intermediate certificate.

### Education

Recommended two years college level work.

### Assignment Period

Retention of this assignment will be based upon operational need, performance, promotion or mutual agreement to separate. The maximum duration of this assignment will be 4 years. Upon notice of the end of the 4 year assignment period the incumbent officer may request, in writing, a maximum of 2 additional 1 year extensions.

Written requests for extensions shall be addressed to the lieutenant responsible for the operation of the unit and will be due within 7 calendar days of receiving notice of the end of the assignment period(s).

## SCHOOL RESOURCE OFFICER (continued)

### Selection Process

Candidates will be evaluated by a selection committee made up of a captain, lieutenant and sergeant. The process will consist of two phases:

- Phase I will be a Supervisor Recommendation Survey which will be completed by all BPD sergeants except the sergeant who serves on the selection committee.

In order to move to Phase II in the selection process, candidates must receive positive recommendations from 70% of the sergeants who respond to the survey.

- Phase II will consist of a review and evaluation of the candidate's letter of interest, resume, and personnel file, including previous evaluations, discipline, awards, commendations and assignments, and may consist of a candidate interview before the selection committee.

Selection committee recommendations will be submitted to the Chief of Police for final approval. The Chief of Police reserves the right to make the final selection.

### Testing Dates

Administered when the assignment becomes available.

### Special Requirements

Must be willing to work a flexible schedule.

**Note: Length of service for eligibility purposes will be computed in relation to the closing date of this posting. The Chief of Police may amend or waive this qualification requirement, when necessary, to ensure available candidates for this position.**

Chief of Police RadaCrushan Date 11/20/2019