

Warbixinta SRO Dugsiga Degmada Beaverton

QAYBTA 1: GUUD AHAAN

Inta badan iskuulada Degmada Beaverton (BSD) iskuulada waxaa u adeega laba hay'adood oo sharci fulineed oo maxali ah, waaxda booliska Beaverton iyo Xafiiska Sheriff County Washington. Hal iskuul (BASE) waxaa u shaqeeya Waaxda Booliska ee Hillsboro. Waxyaabaha soo socdaa waa dulmar guud oo ku saabsan cilaqaadka isbedelka ee Degmadu la leedahay Waaxda Booliska Beaverton (BPD) iyo Xafiiska Gobolka Washington Sheriff (WCSO).

Qeypta Booliska Beaverton

40-kii sano ee la soo dhaafay, Qeypta Booliska ee Beaverton (BPD) waxay iskaashi la yeeshen BSD. Iskaashigu wuxuu sii waday inuu sii kobco iyadoo baahida bulshadeena isbeddelay. BPD waxay aqoonsan tahay qiimaha isku xirka bulshada ay u adeegto, sida ku cad iskaashiga ay la leedahay BSD. Kooxda Sarkaalka Kheyraadka Iskuulka ee BPD waxay si buuxda u qaateen oo hirgaliyeen tiirarka BSD ee guusha howla maalmeedkooda:

- Waan cusbooneysiineynaa
- Wuxuu sii waday inuu sii kobco iyadoo baahida bulshadeena isbeddelay.
- Wuxuu sii waday inuu sii kobco iyadoo baahida bulshadeena isbeddelay.
- Waan wada shaqeynta
-

Sanadihii hore, iskaashiga ka dhixeyya BPD iyo BSD wuxuu ahaa mid si fudud wax u baraya baaskiilka iyo nabadgeleyada guud, sida ku xusan warbixin sanadeedka sanadlahaa ee BPD. Muddadan, Sarkaalka Vic Napoli (BPD Traffic Unit) ayaa baray nabadgeleyada baaskiilka ardayda.

Bartamihii 1990meeyadii, fikradda ka shaqeynta bulshada ee ku haynta bulshada ayaa si buuxda loo aqbalay loona hirgaliyay gudaha BPD. Saraakiisha waxay sii wadeen inay si aad ah uga qeyb qaataan BSD iyagoo baraya casharo la xiriira badbaadada iyo daroogada.

Bishii Sebtember 1, 1995, iyada oo la isku dayey in la sii wado ilaalinta bulshada ku hagaysa bulshada, BPD iyo BSD waxaay aasaasay xiriirkooda muddada-dheer. Tani waxay ahayd bilawgii Barnaamijka Waxbarista Dhibaatooyinka Daroogada (D.A.R.E.). Marxaladihi hore ee iskaashigan, D.A.R.E. Saraakiisha waxaa loo xilsaaray iskuulada inay ka hadlaan arrimo kala duwan sida daroogada, cagajuglaynta iyo amniga. Intii lagu jiray sanad dugsiyedka 1995-1996, waxaa jiray afar sarkaalka oo loo xilsaaray BSD, jagooyinkaasna waxaa maalgeliyey Magaalada Beaverton. Erayada "D.A.R.E. Sarkaalka "iyo" sarkaalka xafiiska dugsiga "(SRO) ayaa bilaabay in si isweydaarsi leh loo isticmaalo.



D.A.R.E., March 1994



Officer Dan at Vose Elementary, late 1990s



Sannadkii 1996, kooxda 'SRO' waxay sidoo kale fuliyeen barnaamijka 'Waxbarashada iyo Tababarka Resangance (G.R.E.A.T.).

Sannadkii 1999, doorkii SROs si aad ah ayey isu beddelay ka dib toogashadii Dugsiga Sare ee Columbine ka dhacday Colorado. Musiibadaas iyo kuwa kale oo badan oo soo raacay ayaa iftiimihey baahi loo qabo abuurista jawiga iskuulka ee nabdoon.

Xafiiska Washington County Sheriff (WCSO)

Xafiiska Washington County Sheriff (WSCO) wuxuu maqsuud ka ahaa xiriir wada shaqeyn dhow oo ka dhxeeyaa BPD iyo BSD. Xiriirka mudada dheer taagnaa wuxuu siiyaa adeegyo boolis oo u go'ay iskuulada ka hawlgala aagagga aan la aqoon ee gobolka. Sida BPD, adeegyadani waxay kasoo gudbeen barnaamijka D.A.R..E ilaa barnaamijka hadda. Hadafka guud markasta wuxuu ahaa in la hubiyo jawi aamin ah oo loo wada dhan yahay.

Hawlaха maalinlaha ah ee Sarkaalka Xallinta iskuulka (SRO)

Magaalada Beaverton, BPD waxay bixisa todobo SROs iyo hal joornaal oo 'SRO' ah si loogu adeego BSD, oo ah dugsiga saddexaad ee ugu weyn degmada Oregon. Intaa waxa u dheer, adeegyadan waxaa loo fidiyay laba iskuul oo gaar loo leeyahay iyo 66 dugsiyo gaar loo leeyahay oo yar yar oo aagga ku yaal.

Kooxda WCSO ee 'SRO' waxay adeegyo siisaa 23 iskuul oo BSD ah oo ku yaal Degmada Washington iyo saddex dugsiyo gaar loo leeyahay.

Maalin kasta oo dugsi la bixiyo, waajibaadka SRO waxaa ka mid ah:

- La soco raadiyaha iskuulka xaaladaha iskuulka ku yaal
- Kormeer raadiyaha booliska kana jawaaba wicitaanada halista ah meelkastoo magaalada ka ah
- Ka jawaab su'aalaha ardayda, shaqaalaha iyo waalidiinta
- Qaado warbixinno ku saabsan xadgudubka ilmaha, xatooyada, kadeedinta, daroogada / aalkolada, xadgudubka, haysashada hubka, ka ganacsiga galmaada / dhilaysiga, garaacida iyo

orodka, iyo dadka laga shakiyo iyo hanjabaadaha (ha ahaato shaqsi ahaan ama iyada oo loo marayo warbaahinta bulshada)

- Bixi hagitaan fasalka

Ku wareeg dugiga agagarkiisa si loo hubiyo ardeyda iney nabad qabaan.

Ka qaybgal fadhiyada nabadgelyada

Hawlaha ka dhex dhaca iskuulada iyo dibedda iskuulka

In kasta oo xogtu aysan si dhakhso ah u dhicin, haddana BPD waxay ku qiyaastay in 95% waqtiga SRO lagu qaato dugsiga ama ka shaqaynta awooda dugsiga la xiriira sida ka qaybgalka shirarka ama dhammaystirkabaaritaannada. Waqtiga haray ayaa sida caadiga ah lagu kharash gareeyaa ka jawaabista wicitaanada u dhaw dugsiga

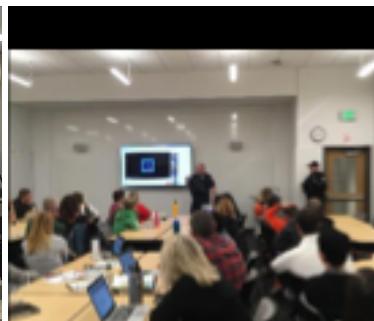
QAYBTA 2: AMNAHA DUGSIGA

Horumarinta barnaamijka iyo kaqeybgalka

Beaverton, welwelka laga qabo badbaadada ardayda ayaa ahmiyada koowaad leh. SROs waxay ku qaadatay saacado aan tiro lahayn inay la shaqeeyaan ku dhawaad 5,000 oo ka tirsan shaqaalah BSD si ay u fuliyaan habraaca nabadgelyada, oo loo yaqaan Nidaamka Heerka Jawaabta. Tababarka waxaa ku jiray soo bandhigyo fara badan dhammaan heerarka shaqaalah oo ay ku jiraan maamulayaasha, macallimiinta, ilaaliyayaasha iyo wadayaasha **basaska**.



Tabletop exercises



Ofc. VanCleve teaching Mountainside staff



Ofc. Dan Cotton talking to Conestoga MS, 2018

SROs sidoo kale door firfircoona ayey ka qaateen la shaqeeynta ardayda BSD marka laga hadlayo nabadgelyadooda shaqsiyadeed. Wadashaqeeyntaani waxaa ka mid ahaa shirar ku saabsan waxa muhiim u ah ardayda iyo waxa fariimaha ugu badan ee wax ka tarikara jirka ardayda. Natiijo ahaan, ardayda waxay abuureen dhowr fiidiyooyin ah oo ay soo saareen iyagoo kaashanaya kooxda SRO.

- [PSA oo la socota hoggaamiyeeyasha ardayda, 2016](#)
- [Fiidiowga amniga, 2015](#)

- [PSA oo la socota hoggaamiyeeyaa ardayda](#), 201

Marka lagu daro is-dhexgalka fasalka iyo maalin-maalmeedka, BPD SROs waxay sameeyeen Akademiyada Ardayda sanad kasta tobankii sano ee la soo dhaafay. (Sanad dugsiyedka 2019-2020 wuxuu ahaa kan keliya ee ka reebban, oo ay ugu wacan tahay COVID-19.) Akademiyada Ardayda waxay la mid tahay [BPD Akadiyamadda Bulshada](#). Akademiyada ardayda, ardayda waxay la falgalaan saraakiisha BPD, iyagoo weydiinaya su'aalo muhiim ah mowduucyo badan oo ay ka mid yihiin adeegsiga xoogga, xeeladaha booliiska iyo sharciga. Akadeemiyada ardayda ayaa loo heli karaa dhammaan ardayda dugsiga sare ee Beaverton.



Akademiyada Ardeyda



Akadeemiyada Hagayda



Akademiyada Ardeyda

Xilliga fasaxa xagaaga, kooxda 'SRO' sidoo kale waxay bixiyaan Akademiyada Xagaaga. Akadeemiyada Xagaaga ee toddobaadlaha ah waxay u furan tahay dhammaan ardayda dugsiga sare ee Beaverton-aingga. Waxaa loogu talagalay ardeyda danaynaya mihnadaha sharci fulinta waxayna bixiyaan khibrado gacan ku qabasho ah. Ardayda waxay fursad u leeyihii inay wax ka bartaan howlaha aasaasiga ah ee booliiska iyo shaqooyin kala duwan oo ka mid ah fulinta sharciga sida baarayaasha, baarayaasha goobta dambiyada iyo saraakiisha taraafikada.

Dadaalo soconaya ah

Labada BPD iyo WCSO labadaba waxaa lagu eedeyay inay kormeerayaan iyo / ama ku lug leeyihii dadaallada soo socda si loo hubiyo wanaagga ardayda iyo shaqaalaha:

- Samee oo had iyo jeer dib u habeeya howlaha dib u mideyn ta waalidka BSD, Beeraha Tualatin Hills iyo Degmada Madadaalada (THPRD), Kooxda Kajawaabidda Xaaladda Degdega ee Beaverton (CERT) iyo Kooxda Dabdemiska Dooxada Tualatin iyo badbaadada (TVF & R)
 - Kaqeybgal Tababbarka Xirfadaha Waxka-ka-qabashada Is-dilidda
 - Fududeyn ta Kooxda Qiimeyn ta Hanjabaada Ardayda (STAT)
 - Fududeyn ta iskuullada xirida iyo xiritaanka dugsiga
 - Samee tababbarka guuritaanka dugsiga
 - Kaqeybgal Wadooyinka Nabdoon ee Barnaamijka Iskuulka

- Kaqeybgal Guddiga Nabdoonaanta ee Degmooyinka Gobolka Washington (BPD kaliya)
- Ilaali dhacdooyinka isboorti ee dugsiyada sare si loo xaqijiyo amniga iyo nabadgelyada
- Kaqeyb gal [Task Force ee Amniga Iskuulka Oregon](#) (BPD oo keliya)
- Fududeyn taababbarka 2,000 ee shaqaalaha BSD ee ku jira Borotokoolka Jawaabta Heerka Jawaabta iyo Nidaamka Isukeenista Waalidka (BPD oo keliya)
- Bar wacyiga firfircoo ee ardayda iyo shaqaalaha
- Kaqeybgal Tababbarka La'aanta Daroogada ee Xirfadlayaasha Waxbarsho (DITEP)
- Kaqaybqaadato hirgalinta aalkolada / waxbarashada

Qiimeynta Amniga Ardeyga

Mid ka mid ah howlaha socda ee 'SRO-ga casriga' waa yareynta hanjabaadaha. Sanadihii la soo dhaafay, waxaa si weyn u kordhay tirada hanjabaadaha lagu sameeyo warbaahinta bulshada; Hanjabaada sidoo kale waxaa lagu sameeyaa qoraallada iyo shaqsi ahaan. Hanjabaadahan ayaa mararka qaar ah wax aan macquul ahayn oo dabiici ah; waqtiyada kale, waxaa ka mid ah ardayda keenaysa hub dugsiga. SROs waa xiriir muhiim ah oo ka dhexeeya BSD iyo Caafimaadka Maskaxda ee Gobolka Washington, Waaxda Dhallaanka ee Gobolka Washington, Waaxda Adeegyada Aadanaha ee Oregon iyo Xarunta Kheyraadka Faraxumeynta. Wadahawlgalayaashaani waxay u oggolaanayaan qiimeynta amniga in ardayga laga sameeyo qatarta. Himilada qiimeynta amniga ayaa ah in ardayga laga kaxeeyo rabshadaha. Fikradda bulshada ku duubani waxay cadeysay inay aad u qiimo badan yihiin BSD.

Fasallo ardeyda at burburiyeen





Ka hortagga ardeyga ay sameynatyaa hanjabaad



Hub lagu qabtay ardey dugsiga dhexe



Hub lagu qabtay ardey dugsiga sare

Intii lagu jiray sannad dugsiyedka 2018-2019, waxaa jiray wadarta guud 166 Qiimeynta Amniga Ardayga, oo 15 ka mid ah loo tixgeliyey qiimeynta "Heerka II". Qiimaynta Heerka II waa hanjabaado in qofku qaaday tillaaboooyin uu qaaday fal rabshad ah

Kormeerayaasha Xerada

BSD waxay hadda shaqaaleysiisaa 26 horjoogeyaal kambaska. Kormeerayaasha Xerada ka shaqeeya waa shaqaalahaa waaxda amniga dadweynaha, oo loo xilsaaray iskuulo gaar ah. Kormeerayaasha kambaska waxaa kormeeraya Agaasimaha Badbaadada Dadweynaha oo leh kormeer goobta ah oo uu bixyo Maamulaha Iskuulka ama Kaaliyaha Maamulaha Iskuulka (oo leh waxyaabo ka reeban, gaar ahaan heerka dugsiga dhexe.)

Kormeerayaasha Kaamaska ayaa inta badan loo xilsaaray dugsiyada sare iyo dugsiyada dhexe. Iskuulada dhexe ee hada ilaaliya kormeerayaasha waa Cedar Park, Highland Park, Meadow Park, Mountainview iyo Five Oaks. Iskuulada dhexe ee aan lahayn horjoogayaasha kambasku waa Whitford, Stoller iyo Conestoga. Dhamaan iskuulada sare waxay leeyihiiin horjoogeyaal kambuyuutareed.

Dhamaan kormeerayaasha kambaska waxaa loo tababaray oo loo sharcieysiiyay inay la kulmaan Heerarka Xirfadleyda Amniga Khaaska ah ee Oregon iyada oo loo marayo Waaxda Heerarka Amniga Dadweynaha iyo Tababarka (DPSST). Kormeerayaasha kambaska ayaa waliba lagu tababaray Daryeelka Badbaadada oo waxaa lagu caddeeyay Gargaarka Degdegga ah / CPR.

Waaxda Badbaadada Dadweynaha waxay ka shaqeysay kor u qaadida aragtida kormeerayaasha Xarunta kambaska ee iskuulada si loo hubiyo jawi waxbarasho oo aamin ah.

Doorarka iyo waajibaadka waxaa ka mid ah:

- Hubinta amniga iyo amniga ardayda, shaqaalahaa iyo hantida iskuulka
- U adeego sidii isha muuqata ee gudaha iyo dibedda dhismayaasha dugsiga
- In la siiyo taageero la taaban karo maamulayaasha iskuulka si wax looga qabto walaacyada amni ama qatar
- Fiiri oo soo sheeg dabeecadaha laga shakiyo ama walaacyada la muujiyey inta lagu guda jiro kormeerida dhismaha dugsiga iyo sababaha
- Ka jawaab iyo taageer jawaabeyaasha ugu horreeya ee xaaladaha degdegga ah

Faa'iidooyinka kormeerayaasha Xerada.

- Loo tababaray in wax laga qabto xaaladaha degdeggaa ah
- Si joogto ah u wareega, kormeerka dhismayaasha dugsiga iyo dhismayaasha
- Xiriir adag la leh ardayda, la beero inta lagu gudajiro waqtiga qadada, qadada iyo munaasabadaha kale ee la xiriira dugsiga (Waqtigaan, kormeerayaal badan oo kambaska ah ayaa tababarayaal u ah barnaamijyada isboorti ee ay dugsiyadu maalgeliyaan.)
- Aqoon leh oo ku saabsan dhismayaasha dugsiga iyo qaabsocodyada hawlgallada degdeggaa ah.
- Aqoon u leh nidaamyada digniinta, kaamirooyinka ilaalada iyo meesha ay ku yaalliin agabyada degdeggaa ah (AEDs, xirmada gargaarka degdeggaa ah, dab-bakhtiiyeyaasha)
- Khibrad hooseeya, oo siisa xasilooni iyo xasilooni joogto ah ardayda badan inta ay ku jiraan dhexda iyo sannadaha sare
- U fidinta taageero shaqaale dheeraad ah maamulayaasha iskuulka iyo macalimiinta munaasabadaha / nashaadaadka gaarka ah

QAYBTA 3: TILMAAMAH ADEEGYADA BULSHADA & BARNAAMIJK AALAAMADKA DUWAN

Xogta Badbaadada Ardayda iyo Macluumaadka 2018-19

1. Qiimaynta Hanjabaada Ardayda (STAT)
2. Ka-hortagga Is-dilka
3. Jawaabaha Galmada (SIRP)
4. Gudbinta Shaqada Bulshada
5. Jawaabaha Kooxda Duulista

Gudbinta Adeegga Bulshada

	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.

Lambarada waxaa soo saaray BSD. Kooxda BPD SRO guud ahaan ma duubto xogtaan; si kastaba ha noqotee, dhammaan SROs waxay la shaqeeyaan shaqaalaha arrimaha bulshada ee dugsiga markay arrimaha soo baxaan. Fikradda kooxda isku-dhafka ah waxaa soo dhoweyey kooxda 'SRO' maxaa yeelay waxay muhiim u ahayd isku xirka ardayda la halgamaya guri la'aanta, cunno yari, xaaladaha degdeggaa ah ee caafimaadka maskaxda iyo arrimaha kale ee saameeya guusha ardayga. SROs waxay daneeyaan ardayda ay u adeegaan. Ku xirnaanta ardayda halganka u ah mudnaanta koowaad ayey u tahay kooxda SRO, waxayna dooneysaa in dariiq kasta oo suurtagal ah loo adeegsado si loo arko ardayda inay guuleystaan.

Maxkamada dhalinyarada Isku Herka ah ee Beaverton

Sannadkii 1996, kooxda 'BPD SRO' waxay horumarisay oo ay hirgelisay maxkamadda dhalinyarada ee Beaverton. Barnaamijkani waa kacaan sida uu wax uga qabanayo dhalinyarada falalka dambiyada hoose iyo ku xadgudubka. Si fudud, Maxkamadda Dahallinyarada Isku Heerla ee Beaverton waa barnaamij ka duwan oo leh fikradaha cadaalad soo celinta, wax ka qabashada qiyaastii 52 kiis sanadkii. U tixraac [BPD websaydka](#) si aad u hesho macluumaad dheeraad ah oo ku saabsan Maxkamadda Heer-ka Dhallin-yarada Beaverton.

Kiisaska la aqbalay maxkamada Isku Heerka ah

ORS # Dembi

162.375 Bilaabidda Warbixinta Beenta ah

162.385 Bixinta Macluumaad Been Ah Sarkaal Boliis ah

163.195 Si Qunxumeyn Ah Ayaan Khatar gelisa Shaqsi Kale

164.043 Xatooyo III

164.045 Xatooyo II

164.140 Haysashada Dembiilaha ee Hanti La Kiraystay / La Kiraystay

164.245 Ku-xadgudubka Dembiga II

164.272 Galitaan Sharci darro ah Gawaarida

164.335 Dembi Xad-gudub

164.345 Fal Dambiyeed III

164.354 Fal Dambiyeed II

164.805 Qashin qubka

165.805 Si khaldan u sheegida Da'da Yar

166.025 Anshax xumo II

166.065 Dhibaatayn

166.090 Dhibaataynta Telephonic

166095

167.785 Haysashada Alaabada Tubaakada ama Waxyabaha lagu neefsado

419C.680 Xadgudubka Bandoowga

471.430 Yar oo Haysashada Khamriga

475.904 Keenida Maandooriyaha La xakameeyay gudaha 1,000 ft dugsiga

475B.316 Yar oo Lahaanshaha Marijuana

807.570 Ku guuldaraysiga Qaadashada iyo / ama Muujinta Liisanka Darawalka

814.485 Ka gaabinta Xirashada Madaxa Xakameynta

Xeerka Magaalada 5.08.260 Si sharci-darro ah u Iisticmaalida Hubka Maqaarka

Sababta kaliya ee ardayga aan loo aqbali doonin maxkamada Peer marka la soo gudbiyo waa hadii ardayga horey u lahaa dambi hore ama hadii dambiga uusan la kulmin kiisaska la aqbalay sida kor lagu sheegay. Go'aannada ku saabsan noocyada kiisaska la aqbalo waxaa sameeya Waaxda Dhallaanka ee Gobolka Washington.

Kaydinta macluumaadka ayaa lagu hayaa kiisaska hore iyo kuwa hadda jira oo dhan, oo ay jabsadeen dambiile laakiin aan ahayn midab; tixraaca ayaa duubista tartanka. Qoraal ku

saabsan luqadda koowaad ee qoyska waxaa badanaa loo sameeyaa si loo hubiyo in la bixin karo tarjumaan, haddii loo baahdo, laakiin taasi waa uun ka dib xiriiriyaha qoyska.

Edbinta ardayda iyo faragelinta fulinta sharciga

Waxaa laga soo xigtay IGA oo leh BSD:

“Anshax marinta ku xadgudubka iskuulka. Haddii SRO uu la kulmo ku xad gudubka xeerka iskuulka ee lagu meeleyay iskuulkiisa, SRO wuxuu ogeysiinayaara saraakiisha iskuulka xadgudubkaas masuuliyiinta iskuulkana waxay ku qiimeyn doonaan edbinta xadgudubka. Ilaa iyo xad gudubka xeerka iskuulka uu ku jiro sidoo kale fal dambiyeed, SROs mas'ul kama ahan edbinta ardayga.”

QAYBTA 4: DIIWAANGALINTA / TABABARKA IYO TAAGEERADA

Qeybta Boliiska Beaverton

BPD waxay bixisaa tababaro soconaya sanadkasta oo loogu talagalay daryeelka dhacdooyinka dhaawacyada, eexda / cunsuriyadda iyo kadeedka galmaada, marka lagu daro noocyoo kale oo badan oo tababar ah. Tababarka wuxuu ka kooban yahay mowduucyo badan oo laga yaabo inaysan ka muuqan cinwaanka tababarka. Tusaale ahaan, Tababbarka Ka hortagga Dhibaatooyinka (CIT) wuxuu daboolayaa caafimaadka maskaxda, daryeelka dhaawacyada ay ka warqabaan iyo eexda / wacyiga dhaqanka. Dadweynuhu waxay marin u heli karaan [xog uruurinta](#) dhammaan tababbarka loogu talagalay dhammaan SROs waaxda dhexdeeda.

Shakhsiyadka soo socda waxaa hada loo xiisaaray inay taageeraan barnaamijka 'SRO' ee BSD:
McDonald DPSST # 29286

Schapp DPSST # 51076

Potter DPSST # 43540

Bewersdorff DPSST # 37726

Cline DPSST # 49964

Haugen DPSST # 46972

Degmada Xafiiska Sheriff Washington

WCSO waxay siisaa tababar shaqaalaha kala duwan mowduucyadan soo socda: Kala duwanaanshaha, Sinaanta iyo ku darista (DEI); Tababbarka Dhibaatada; iyo Bias / Ogaanshaha Dhaqanka

Kuwan soo socdaa waa ku xigeeno loo xiisaaray dugsiyada inay yihiiin SROs afartii sano ee la soo dhaafay:

2016 McCreary, Greener, Haley iyo Griffin

2017 Griffin, Haley, Curry, Leach, Greener

2018 Greener, Curry, Haley, Leach

2019 Curry, Haley, Leach, McNeilly

CSO SROs sidoo kale waxaa loo xushay tababbarka gaarka ah ee la xiriira waajibaadka iskuulka. Dadweynaha ayaa tixraaci kara [keydka tababarka DPSST](#) ee fasalada gaarka ah ee ay qaadato WCSO SROs.

Shuruudaha si aad u noqoto Sarkaalka Wax soo saarka Iskuulka

Waaxda Booliska Beaverton: Musharixiintu waxay leeyihiin baaritaan asal ah oo ay soo dhameeyeen waaxda iyo sidoo kale baaritaanno caafimaad iyo jir ahaaneed ka hor inta aan loo dirin sarkaal booliis ah. Inta badan SROs waxay ahaayeen saraakiil boliis muddo dheer ka hor inta aysan aqbalin jago kooxda 'SRO'. Celcelis ahaan BPD SRO waxay leedahay 16 sano oo waayo aragnimo shaqo boolis ah.

BPD waxay u baahan tahay ugu yaraan afar sano askar booliis ahaan si ay ugu codsato barnaamijka SRO. Saraakiisha ayaa markaa laga rabaa inay soo gudbiyaan warqad qof ka hadalkooda oo xiisaha leh oo ay dib u bilaabaan. Laga soo bilaabo halkaas, musharixiinta SRO waxay leeyihiiin dib-u-eegisyso facooda iyo horjooge. Ka dib murashaxiinta SRO waxaa wareysto guddi ka kooban kormeeraaha kooxda SRO, kuxigeenka mas'uul ka ah qeybta iyo maamule ka socda BSD.

- Fiiri lifaaqa 1 (2020 Nidaamka Sarkaalka Kheyraadka ee Waaxda Booliska ee Beaverton)
- Eeg lifaaqa 2 (Sarkaalka Wax soo saarka Iskuulka, Booliska Beaverton - SRO)

Xafiiska Washington County Sheriff: Musharixiinta waxay leeyihiiin baaritaan asal ah oo ay soo dhameeyeen WCDSO iyo sidoo kale baaritaano caafimaad iyo jir ahaaneed oo loo shaqaaleysiinayo ku xigeen ahaan.

WSCO waxay u baahantahay ugu yaraan sadex sano sarkaal boolis ah si ay uga codsato kooxda SRO. Habka xulashada ayaa sii socota; si kastaba ha noqotee, waxay si joogto ah uga kooban tahay warqad xiisaha leh, dib u eegista asxaabta, dib u eegista qiimeynta iyo wareysiga guddiga oo ay ku jiraan wakiil ka socda degmada dugsiga.

Kormeer, qaab dhismeedka & qiimeynta Saraakiisha Kheyraadka iskuulka

Waaxda Bileyska Beaverton: Kormeerka iyo qiimeynta waxaa sameeya kormeeraaha tooska ah iyadoo talooyin laga helo maamulayaasha kala duwan ee BSD (maamulayaasha fulinta, maamulayaasha iskuulada iyo kaaliyaha maamulayaasha iskuulka). Kormeerayaasha waxaa ka mid ah:

- Sarreeye Kevin McDonald kmcDonald@beavertonoregon.gov 971-253-9693
 - Neil Stellingwerf nstellingwerf@beavertonoregon.gov 971-253-9658
- Kabtan Mike Smith msmith@beavertonoregon.gov 503-793-271

Degmada Washington Xafiiska Sheriff's: SROs waxaa kormeera sarkaalka SRO, sarkaalka iyo laba alifle, kormeerayaasha ilaalada ah. Kormeerayaashu waxay diiwaangeliyaan waxqabadka qiyaastii 60-kii maalmoodba markay ku jiraan barnaamijka qiimaynta ee loo yaqaan "Compass Checks". Kormeerayaasha waxaa ka mid ah:

- Sarreeye Chris Schweigert Chris_Schweigert@co.washington.or.us
- Sarreeye Chad Martin Chad_Martin@co.washington.or.us

Sidee arday, waalid ama xubin ka tirsan bulshada uga caban karaan SRO?

Cabashooyinka waa in lagu hagaajiya kormeerka shaqaalah SROs. Haddii ay jirto cabasho adeeg, kormeeraha ayaa la xiriiraya qofka cabashada samaynaya. Yar,, cabasho adeeg joogto ah waxay ku dambayn karaan sixitaanka koorsada goobta iyo / ama hadal-hadal ama qoraal ah. Ashtakooyinka anshax xumada ama akhlaaq xumada waxaa loo gudbiyaa Qeybta Heerarka Xirfadeed si loo baaro. Natijooyinka waxaa lagu sameeyaa heerka taliska. Cabashooyinka joogtada ah waxay ku dambayn doonaan edbin horukac ah oo ay kujirto digniin qoraal ah, canaan qoraal ah, ganaax ama joojinta. Shaqaalah waxaa la siiyaa hanaanka sharciga oo qof kasta oo edbinta dhaqaalaha ah waa in lagu taageeraa oo kaliya halbeegyada sababaha jira. Waxay kuxirantahay halista eedeynta, isku dhaca danta ama duruufaha kale, baaritaanada waxaa sameyn kara wakaaladaha dibada waxaana ku jiri kara dib u eegis Xafiiska Xeer Ilaaliyaha Degmada Washington ee ku saabsan shaacinta Brady (1963 kiiska maxkamada sare ee Mareykanka Brady v. Maryland) .

Ayaa mas'uul ka ah hubinta in dhammaan cabashooyinka dhaqan xumada sharci darrada ah in si buuxda loo baaro?

Qeybta Boliiska Beaverton: Taliyaha Booliska wuxuu mas'uul ka yahay hubinta in dhammaan cabashooyinka dhaqan galinta sharciga si buuxda loo baarayo. Waaxdu waxaa ku waajib ah sharciga federaalka iyo sharciga madaniga, iyo sidoo kale heerarkeeda aqoonsi, in ay baaraan eedeymaha anshax xumada booliska. Heerarka Xirfadeed ee BPD iyo Qeybta Tababbarka waxaa shaqaaleeya lataliye, laba macallin iyo shaqaale xirfad leh oo wata hawlo ay ka mid yihiin maareynta heerarka xirfadaha iyo diiwaangelinta, sameynta baaritaannada gudaha, fududeynta dib u eegista dhacdada, maaraynta baaritaannada asalka, qabashada habraaca shaqaaleynta, iyo fududeynta iyo haynta diiwaangelinta ee labadaba tababarka shaqaalaynta iyo sii wadista waxbarashada gudaha, tababarka iyo shahaado.

Xafiiska Washington County Sheriff: Sheriff la soo doortay wuxuu ugu dambeyntii mas'uul ka yahay cabashooyinka oo dhan. Sheriffku wuxuu abuuray cutub heerar mihnadeed (PSU) oo ay ka shaqeeyaan taliye, kuxigeen iyo laba sarkaal.

Sidee BSD u shaqeysaa si looga hortago dhaqan galinta sharci darrada?

Xiriirka adag ee ay la yeelato Waaxda Badbaadada Dadweynaha ee BSD oo leh xoojinta sharciga waxay dhalisay is-gaarsiin zaa'id ah iyo faham cad oo ku saabsan himilooyinka degmada iyo siyaasadaha sida ay u leeyihii ardayda iyo shaqaalaha. Xiriirradan adagi waxay kordhinayaan isla xisaabtanka heer shaqsiyed, maxaa yeelay cilaqaadyadu kaliya maaha mid u dhaxeeya labada hay'adood laakiin waxay u dhaxeeyaan dadka dhabta ah

Maamulka dugsi kastaa wuxuu si firfircoo ugu lug leeyahay SROs. Ku lug lahaanshanan waa wax ula kac ah in la hubiyo in labadaba Degmada iyo wakaaladda xoojinta sharciga ay ku shaqeeyaan gudaha xukumadooda ku habboon. SROs si firfircoo ugama qaybqaadan doonaan arrinta edbinta heer dugsi illaa ay jirto dambi looga shakisan yahay oo sharci darro ah.

Labada hayadoodba waxay sidoo kale ka wada shaqeeyaan tababbarka la xiriira arrimaha saameynta waxqabadka iyo is-dhengalka ardayda BSD iyo shaqaalaha.

- Baaritaan toddobaadle ah oo ay yeeshaan xubnaha labada urur
- Kulano joogto ah oo lala yeesho maamulka degmada
- Taageerida iyo kormeerida SROs markay joogaan dhismayaasha dugsiga

Dhawaan, waxaa jiray wada shaqeyn dhex martay maamulka dhismaha iyo xoojinta sharciga marka laga hadlayo jawaabta gurmadka caafimaad ee degdeggaa ah. Waxaa jiray faham la'aan maamulka BSD ee maamulka iskuulka doorka hirgelinta sharcigu ka ciyaaro xaaladaha noocas ah. Sidaas darteed, waxaa jiray is-weydaarsi afka ah ee u dhexeeya maamulayaasha dhismaha iyo SRO. Xaaladaas, kuxigeenka Kormeeraha Guud Carl Mead ayaa la ogeysiyyay dabagal ku habboon ayaa la sameeyay si loo hubiyo fahamka dhamaan doorarka.

Taariikhda hore ee cabashooyinka

Midkoodna BSD ama dadweynaha oo dhami uma ay heli karaan diiwaannada edbin ee SROs. Tallaabo kasta oo edbin ah oo sarkaal ah waa arrin shaqaale oo waxaa gacanta ku haya gudaha BPD ama WSCO, oo la mid ah hab-dhaqanka BSD markii wax laga qabanayo arrimaha shaqaalaha.

QAYBTA 5: UGU DANBEEYSO ADEEGYADA SRO EE DUGSIYADA BSD

Markii la aasaasay barnaamijka 'BPD SRO' 1995, Magaalada Beaverton waxay maalgelisay barnaamijka 'SRO' si gaar ah. Markii BSD ay ku dartay Dugsiga Sare ee Mountaintside 2016, BPD waxay heshay deeq loogu talagalay booska toddobaad ee SRO. Gargaarkas, BPD waxay daboolaysay inta badan qiimaha loogu talagalay booska SRO. Bishii Sebtembar 2019, BSD waxay la wareegeen dhammaan kharajyadii SRO toddobaad.

Deeqda Ku biirinta Waaxda Booliska Beaverton
o 7 SRO's = \$ 1,186,831 (Qiimaha halkii SRO \$ 169,547 celcelis ahaan Bewersdorff, Schapp iyo Potter.

1 SRO Sareeye = \$ 186,088

1 Beeraha Adeegyada Bulshada (20%) = \$ 41,597

* Isugaynta kharashaadka ay qortay BPD = \$ 1,414,516

o Qiimaha BSD: \$ 161,000 dhanka mushaarka iyo \$ 9,938.20 xagga mushaharka la dheereeyay ee munaasabadaha ciyaaraha

Deeqda Ku biirinta Washington County Sheriff

o 1 Sarkaalka Sarkaalka ah (Horjoogaha), Sgt. Chad Martin

2 Wakiilka SRO: Kuxigeenka Jacob McNeilly, Kuxigeenka Dylan Leach, Kuxigeenka Scott Haley = \$ 371,454

o Qiimaha BSD: \$ 0

Deeqda Ku tabarucida waaxda booliska ee Hillsboro

o HPD waa shuraako cusub kaalmadeena 'SRO'. Adeegyadu waxay ka bilaabmeen Hillsboro bishii Janaayo waxaan la hakiyey bishii Maarso sababtuna waa COVID-19.

o Qiimaha BSD: \$ 37,000.

QAYBTA 6: DATA

Warbixintan waxaa ku jira xogta tirakoobka ee BPD iyo WCSO laga soo bilaabo 2015-2019. Xogta ay codsatay BSD waxay daboolaysaa qabashada / gudbinta iyo sidoo kale wicitaanada adeegga. Kuwa ugu caansan ayaa ah xogta qabashada / gudbinta laga soo bilaabo 2015-2019. Mudada afarta sano ah, **96% qabashada / gudbinta waxaa soo saaray shaqaalaha, ardayda, waalidiinta ama bulshada**. Inta soo hartay 4% waxaa soo saaray SROs.

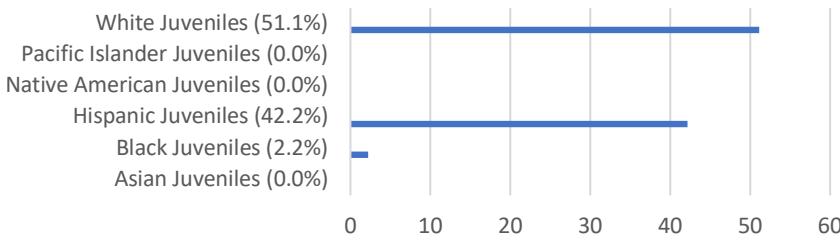
Si loo caddeeyo, qabashada / xawilaada waxaa ku jiri kara dembiyada xadgudubka sida Yar ee Haysashada Khamriga ama Marijuana iyo sidoo kale dembiyada sida xatooyada. Sidoo kale, xogta xiritaanka qowmiyadaha waxaa ka mid ah isla qofkaas oo loo xiray dambiyo kala duwan sanad dugsiyedka.

MACLUUMAAD DHEERAAD AH EE MAGAALADA BEAVERTON / METRO /DEGMADA BEAVERTON

Qeybta Boliiska Beaverton

Beaverton Police Department

2016-17 Charge Referrals by Race

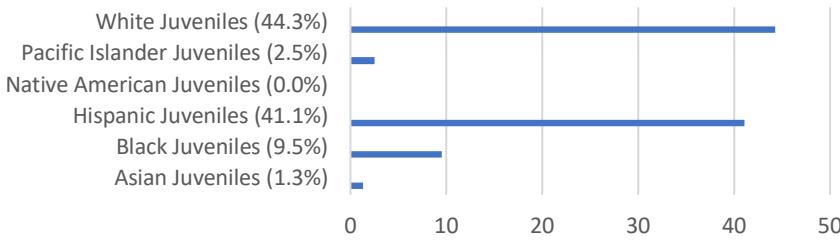


2017-18 School Year Arrest Data

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



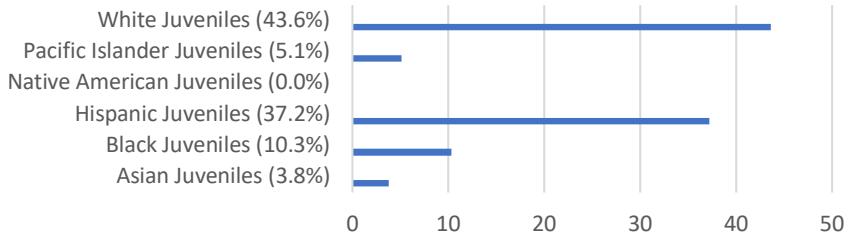
2018-19 School Year Arrest Data

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

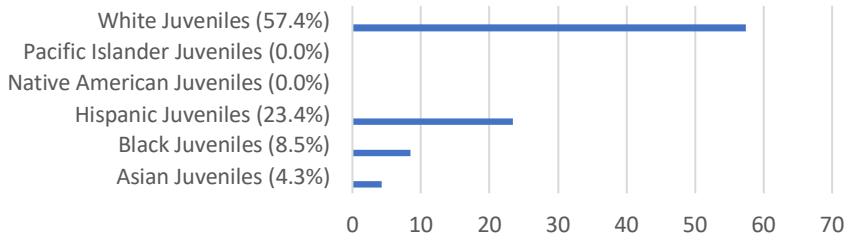
Reported by Students					1						1
Total Charge Referral	21	7	26	8	8	0	4	0	2	1	1
Percentage	26.9%	9%	33.3%	10.3%	10.3%	0%	5.1%	0%	2.6%	1.3%	

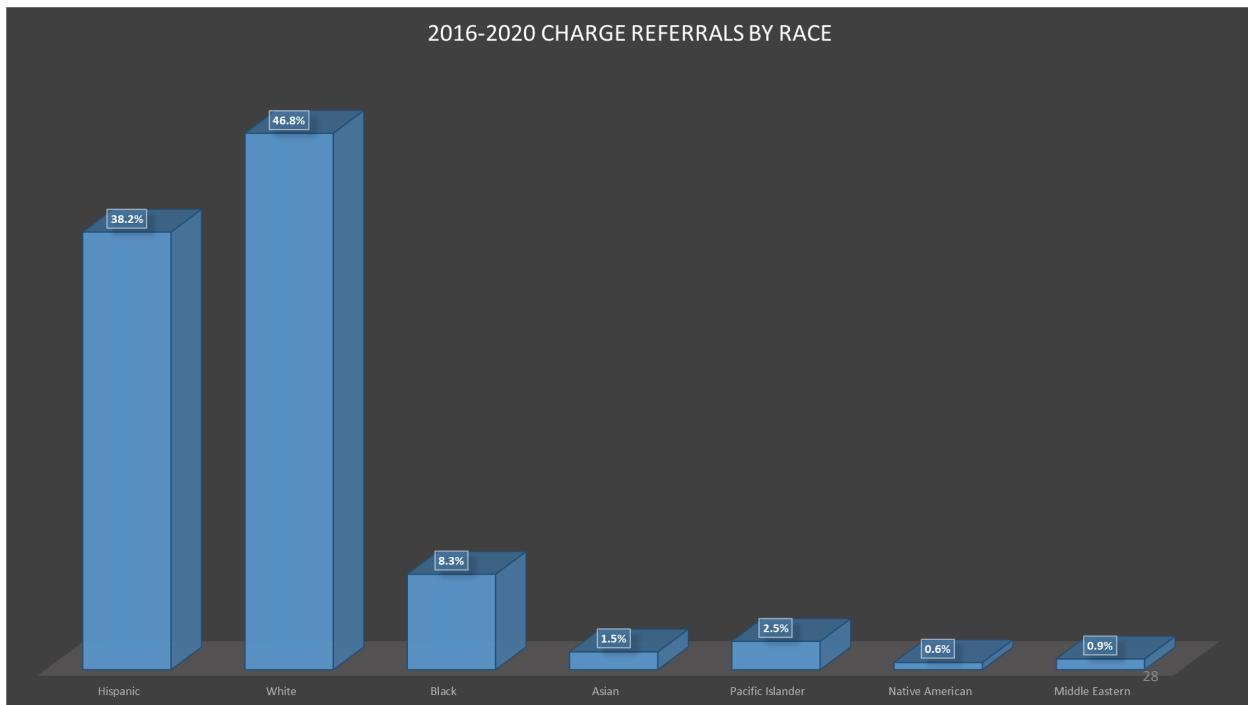
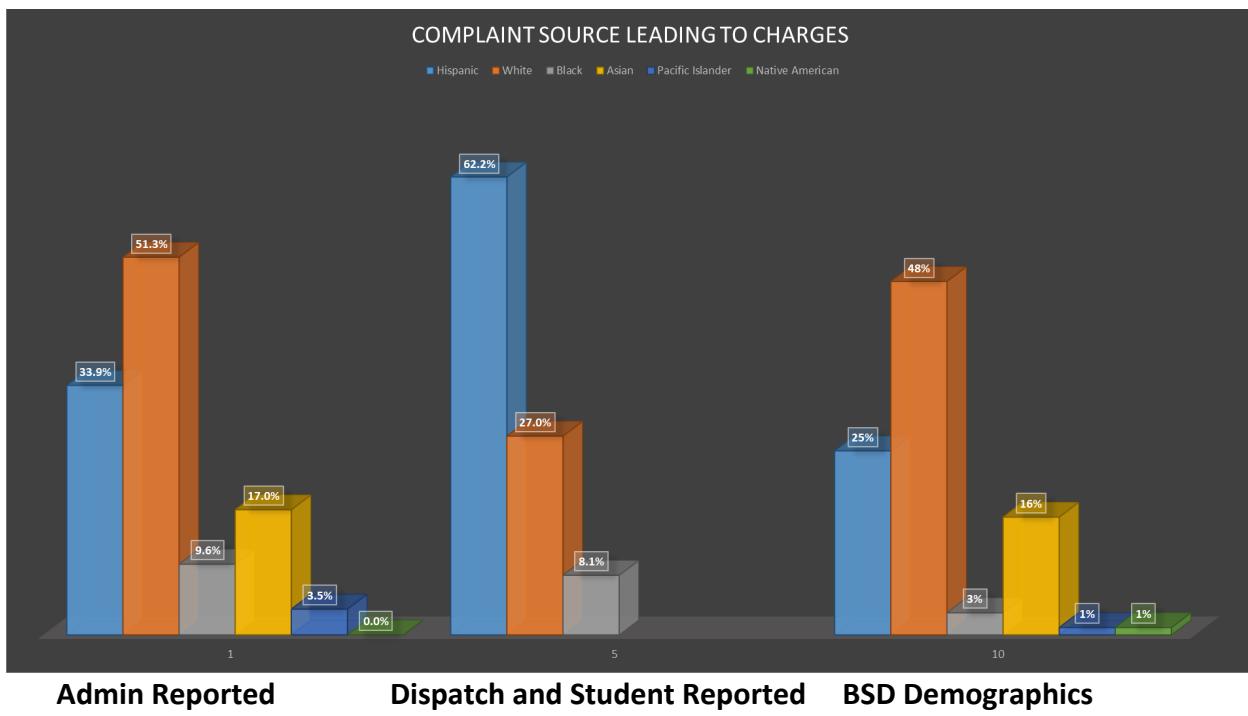
2018-19 Charge Referrals by Race

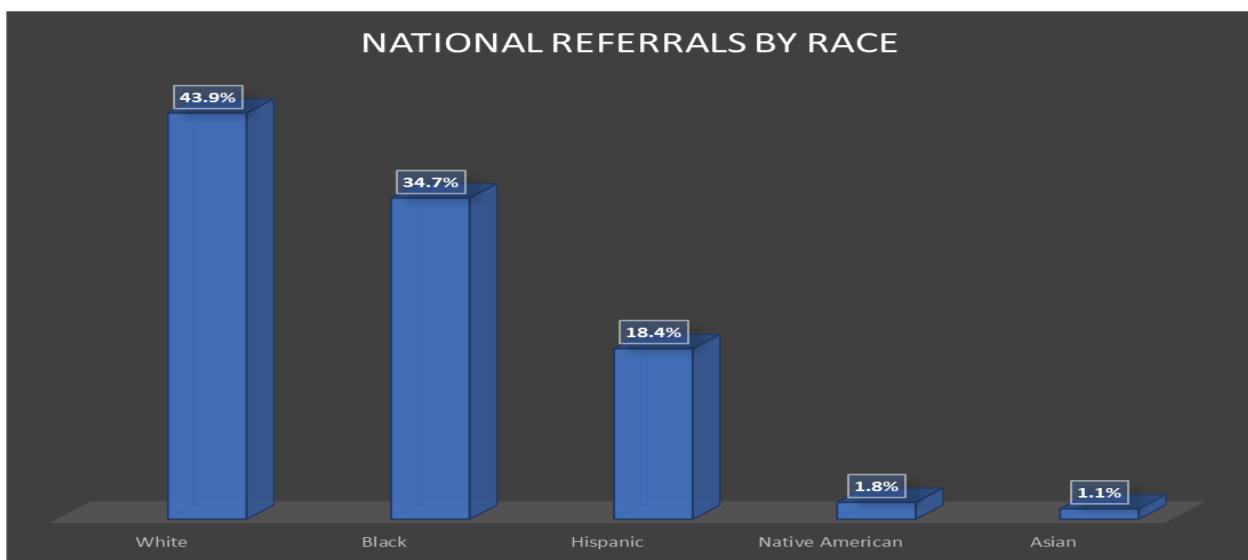
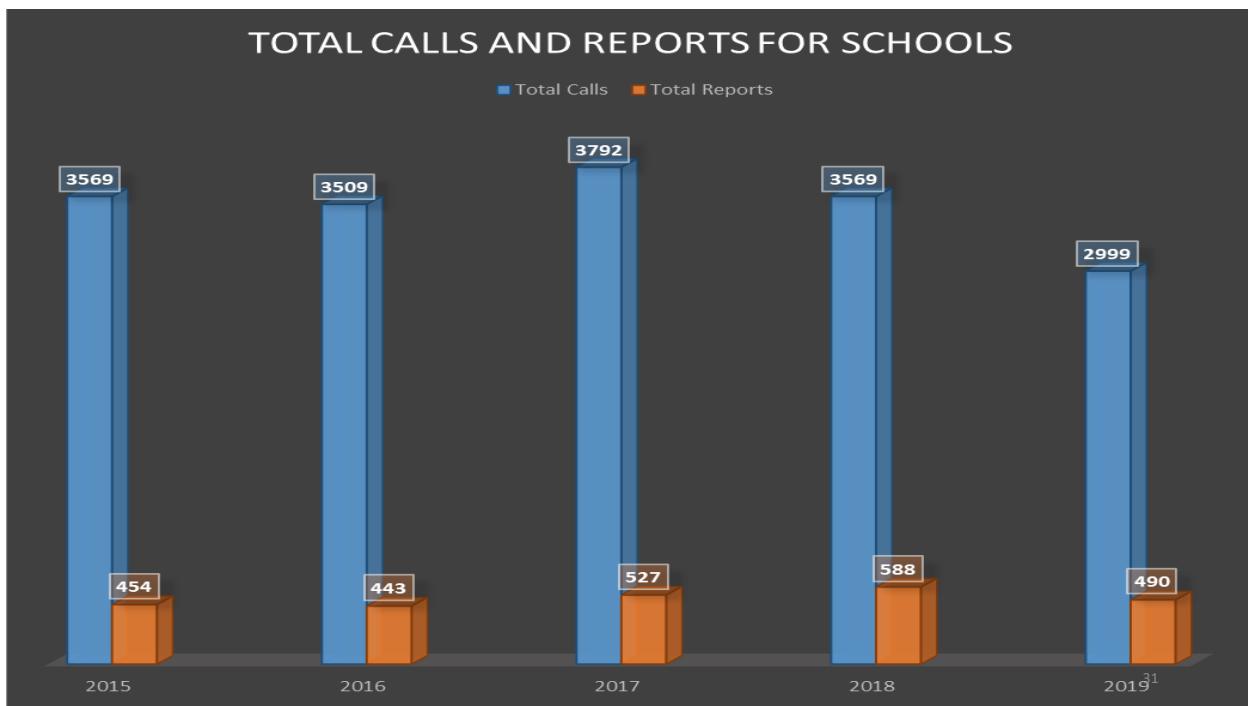


Category	2019-20 School Year Arrest Data												Total		
	Hispanic Male Juveniles	Hispanic Female Juveniles	White Male Juveniles	White Female Juveniles	Black Male Juveniles	Black Female Juveniles	Pacific Islander Male Juveniles	Pacific Islander Female Juveniles	Asian Male Juveniles	Asian Female Juveniles	Middle Eastern Male Juveniles	Hispanic Male Adult	White Male Adult	Asian Male Adult	Black Male Adult
Dispatched Calls for Service			5												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	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







XAFIISKA DEGMADA SHARIFFKA WASHINGTON

Reported Arrests (RMS) by School Year

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

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
Grand Total	9	9	11	16	45

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
Grand Total	11	35	45



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

Sawirka guud

Weerarka, **mid** ayaa loo aqoonsaday inuu yahay arday weeraraya macalin - kuwa kale waxay ahaayeen arday / arday.

Burburkii kala-soocidda:

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

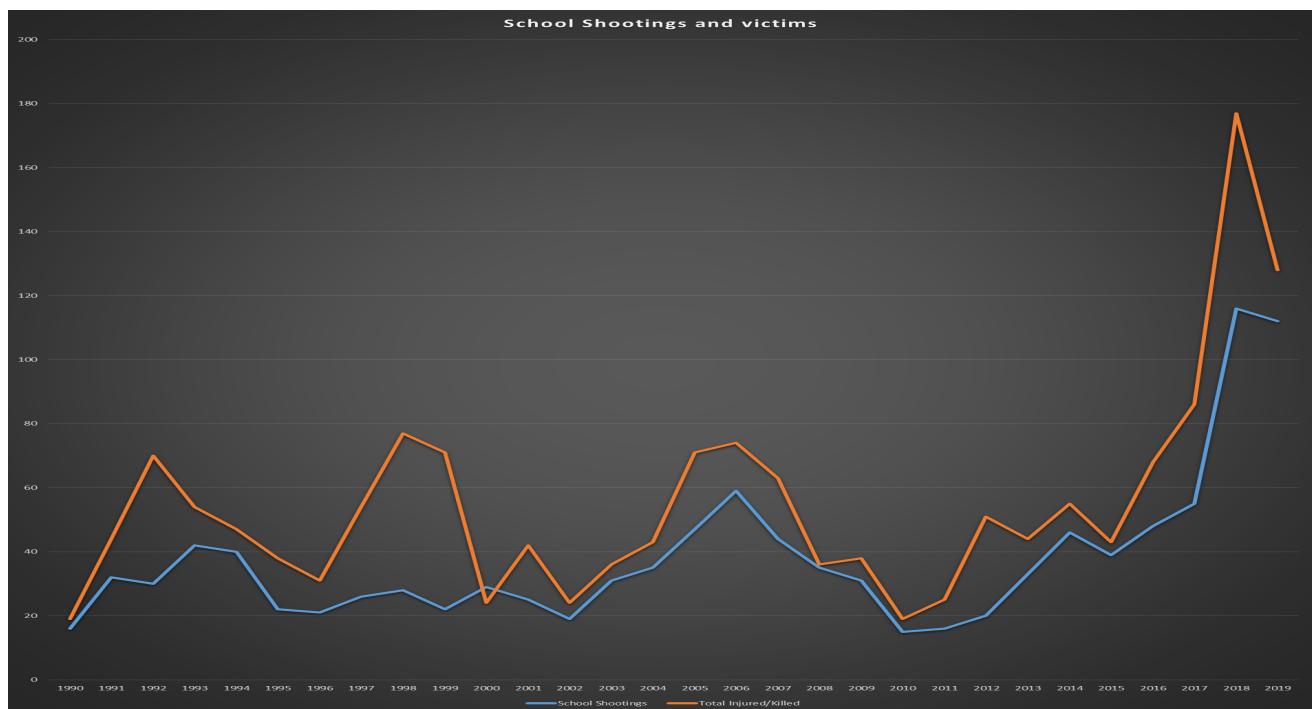
National Percentage of petitioned cases adjudicated delinquent, resulting in probation

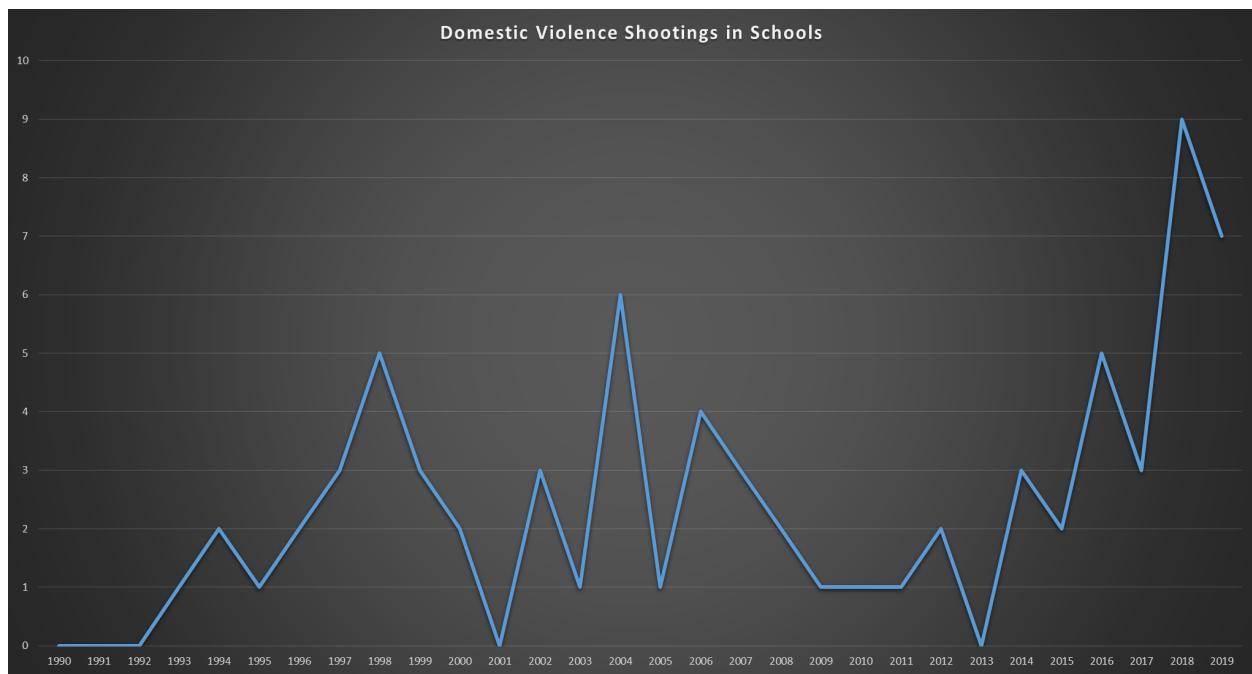
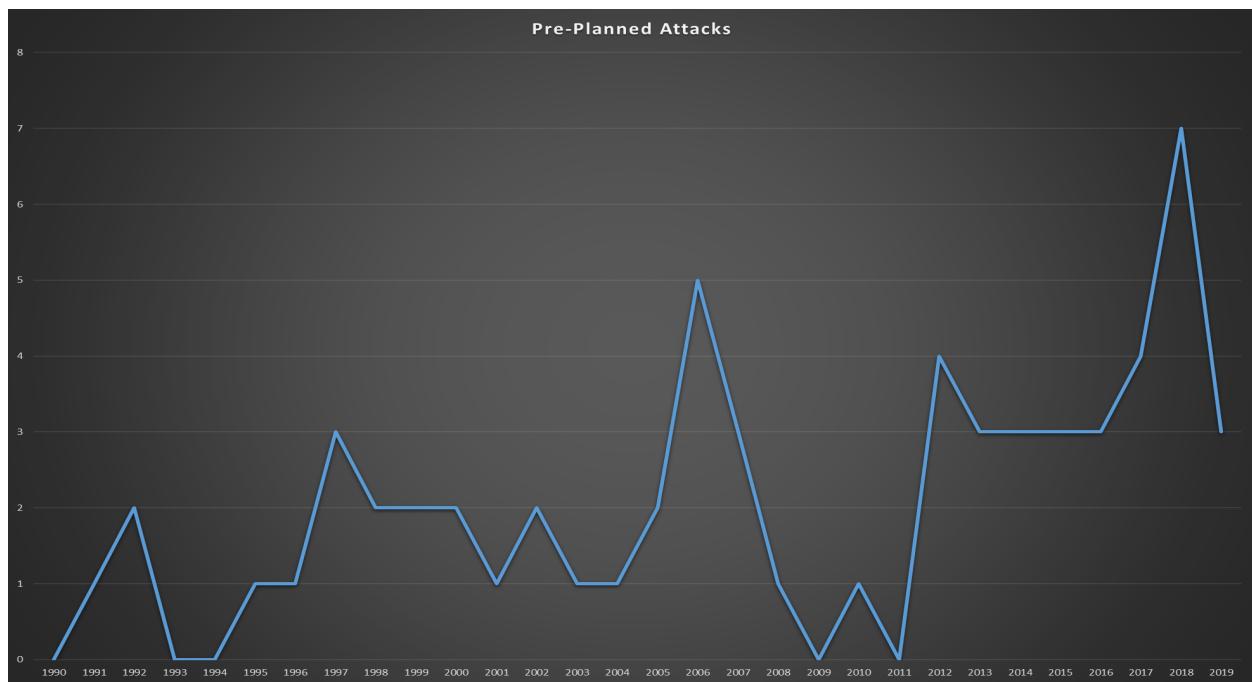
Most Serious Offense 2018				American	
				Indian	Asian
	White	Black	Hispanic		
Delinquency	65%	61%	64%	62%	75%
Person	68%	60%	63%	63%	78%
Property	66%	62%	65%	62%	77%
Drugs	73%	68%	74%	65%	N/A
Public Order	57%	58%	60%	61%	73%
2005					
Delinquency	64%	61%	64%	66%	67%
Person	66%	63%	65%	68%	66%
Property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

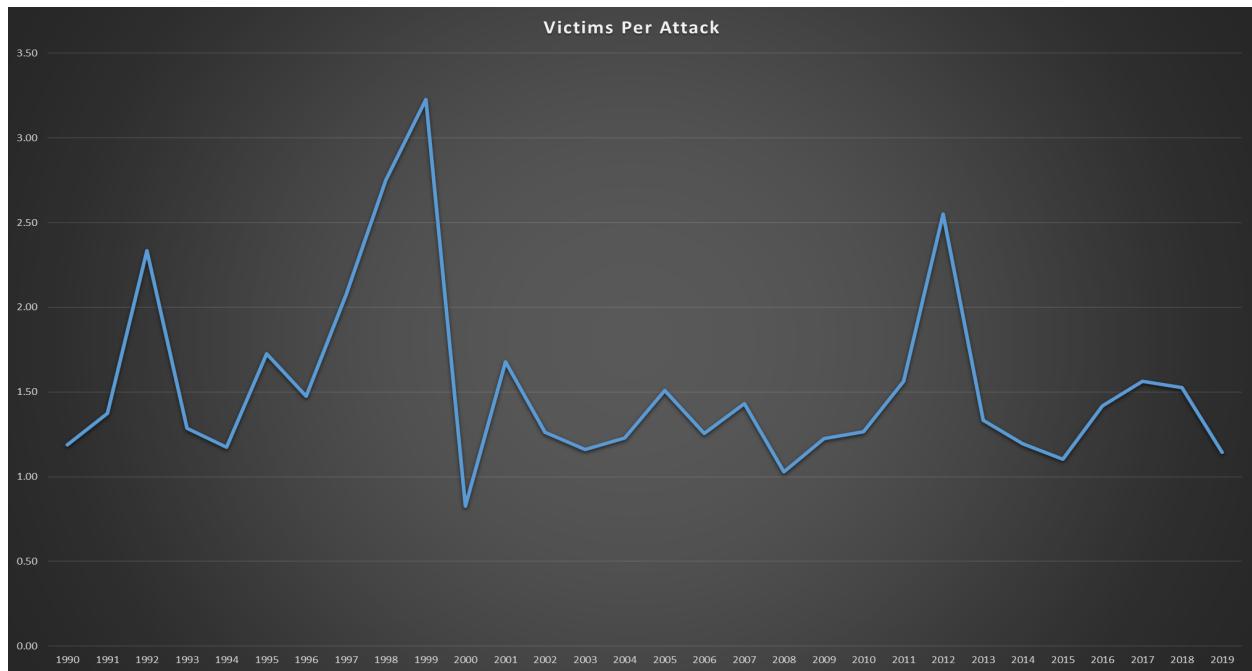
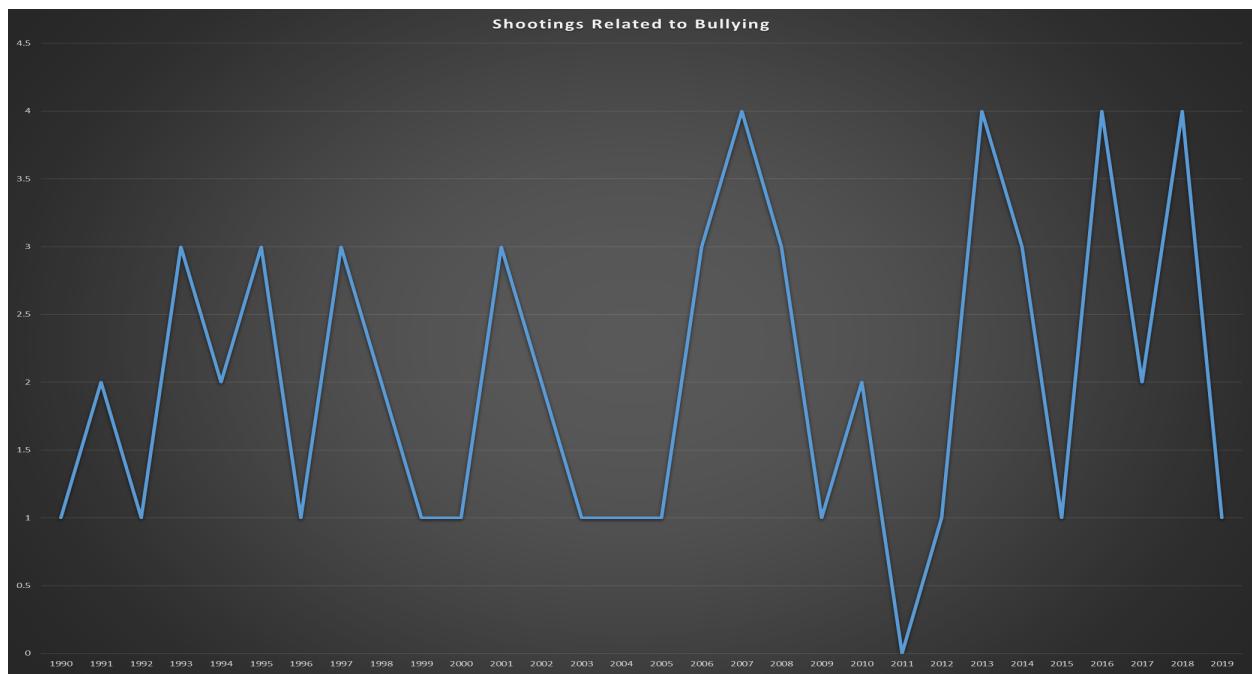
34

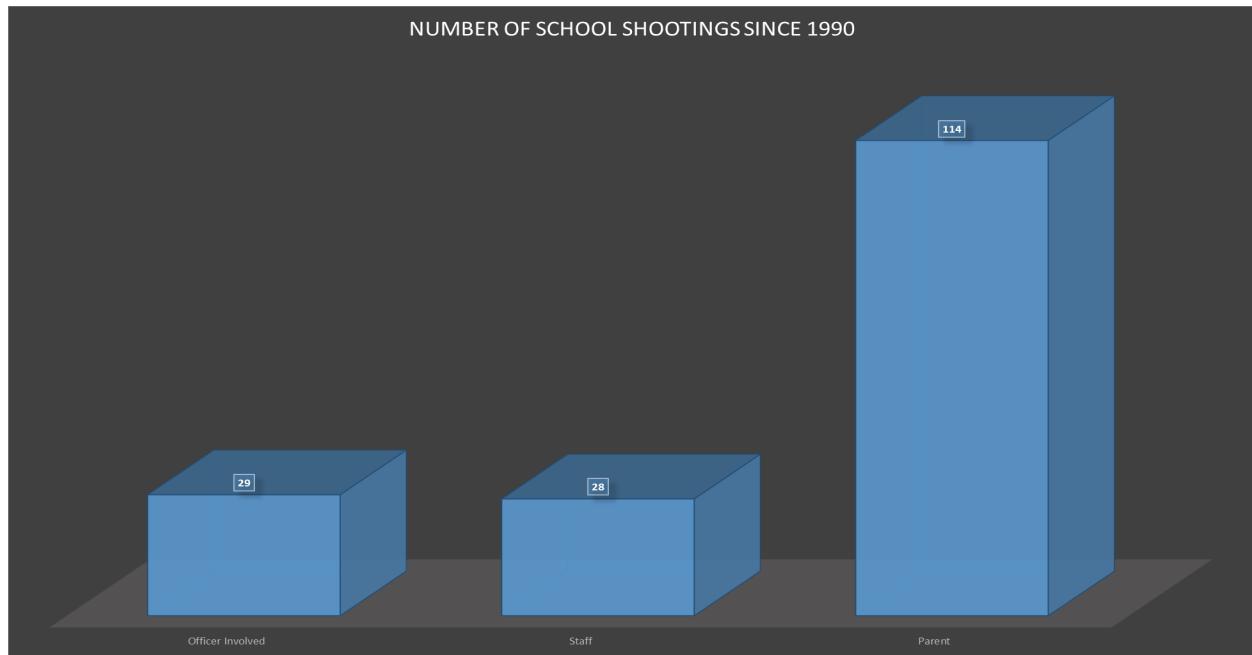
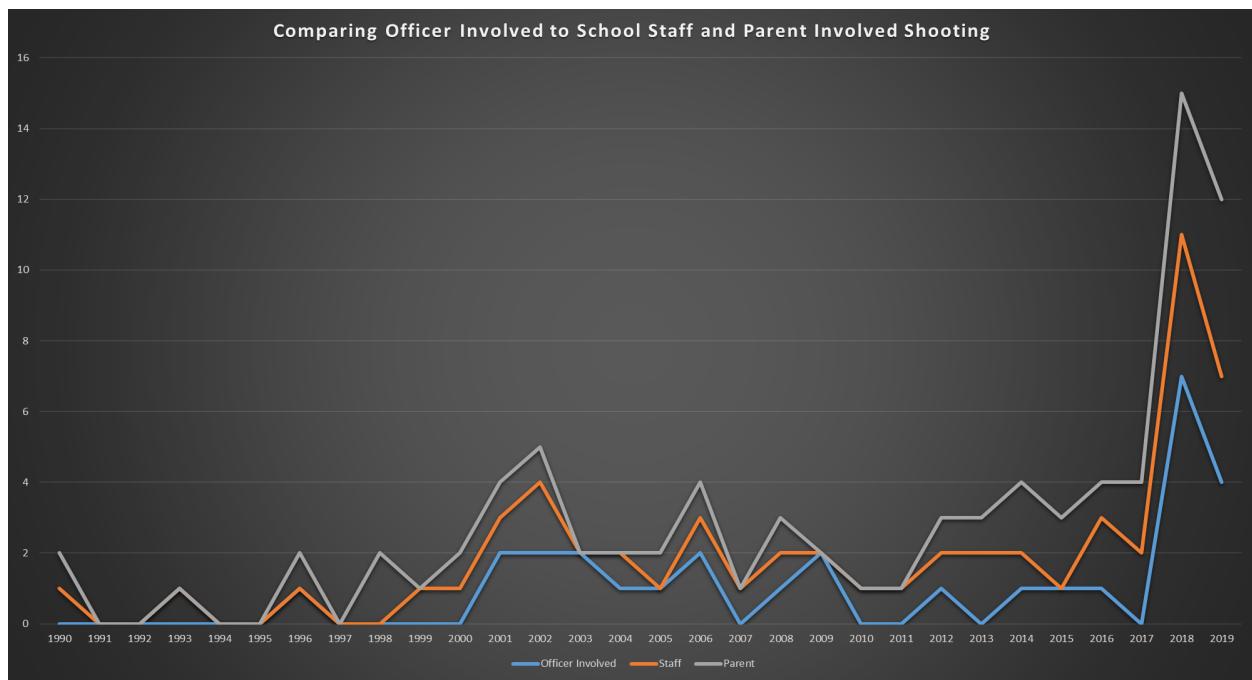
Xogta toogashada iskuulka 1990-2019

K-12 keydka macluumaadka toogashada ee iskuulka ayaa diiwaangeliya midkasta oo markasta qoriga lagu xareeyo, la toogto, ama rasaas ay ku dhacdo hantida iskuulka sabab kasta ha noqotee, iyadoo aan loo eegeyn tirada dhibanayaasha, waqtiga maalinta, ama maalinta usbuuca. Maalin kasta ayaa la cusbooneysiyyaa. <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://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/>

Attachment 1

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 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.

Attachment 2

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).

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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

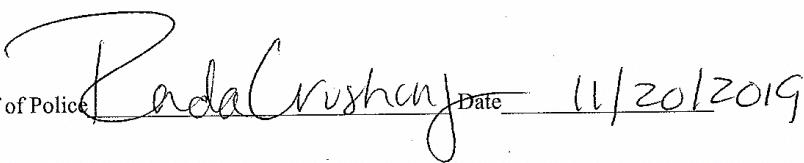
Administered when the assignment becomes available.

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


Linda Crushen Date 11/20/2019

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