

SCHOOL LAW ENFORCEMENT PARTNERSHIP

Advisory Committee

Meeting #3 - Learn from Others

Sept 12, 2022



Meeting Objective: Provide an opportunity for committee members to gain a first-hand experience of how school leaders and law enforcement currently work together to build safety and security within a school building.

- I. Check-In (5 min)
- II. Leadership Welcome from Superintendent Kay-Wyatt (15 min)
- III. Subcommittee Update (20 min)
- IV. School Experience with SROs + Scenarios (90 min)
- V. Closing and Next Steps (10 min)

Mutual Learning Mindset and Behaviors



We go by first names

Curiosity

Transparency

Informed Choice

Accountability; take and make space

Compassion; consider impact of intent

Others?

Mutual Learning Mindset and Behaviors

State views and ask genuine questions

Share all relevant information

Use specific examples and agree on what important words mean

Explain reasoning and intent

Focus on interests, not positions

Test assumptions and inferences

Jointly design next steps

Discuss undiscussable issues

Others?

What are the characteristics of an effective partnership?



SLEP Advisory Group **Mission**

The mission of the SLEP advisory group is to assist ACPS leadership, the Superintendent and the School Board in

reimagining the school law enforcement partnership

with the Alexandria Police Department in order to ensure

a **positive, safe and equitable school experience** for all

students.

Update from **Hanover Research**

- **Now Open!** SLEP Stakeholder Feedback Survey to gather stakeholders' perceptions of school and division safety.
 - *Survey Window: 9/12 – 10/2*
 - *Access the Survey: <https://bit.ly/SLEPSURVEY>*
- **Focus Groups** will be held in October, more information to be shared by Hanover when signups become available.



Superintendent
Dr. Kay-Wyatt

SLEP Subcommittee Milestones

WE ARE HERE

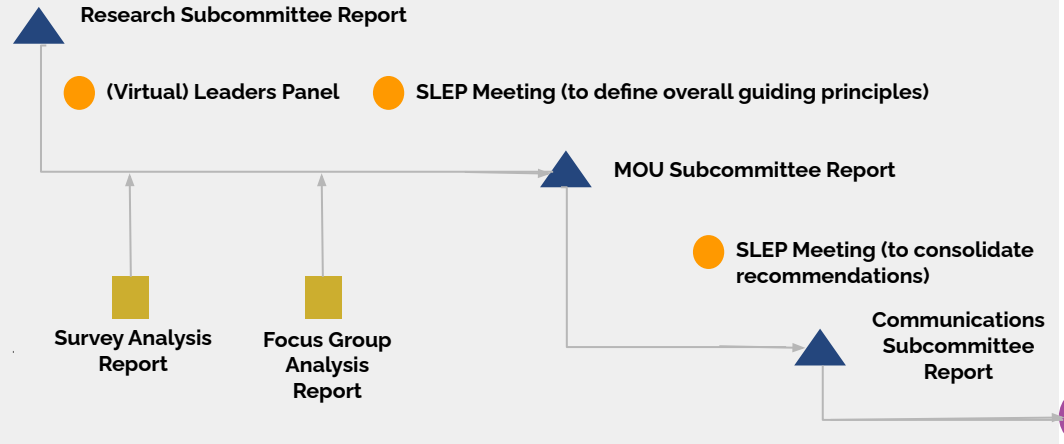


SLEP Meeting (to research and share best practices)

SLEP Meeting (to understand stakeholder perspectives)

Key

- SLEP Meeting
- Subcommittee Report
- Analysis Report
- Final Subcommittee Recommendations



Subcommittee Leads Share Out



**MOU
Subcommittee**



**Research
Subcommittee**



**Communications and
Community Relations
Subcommittee**

WELCOME

Sergeant Ian Torrance

SRO Pierre Hill

SRO Richard Sandoval

SRO Angelo Suarez

- Tell us a little about yourself.
- Why did you choose to become an SRO?
- Describe a typical work day for you.
- How might we reimagine the relationship between law enforcement and ACPS so that students are safer in school?

**How might we give more support
to the people responsible for ensuring
a positive, safe and equitable
school experience?**

Scenario #1: Trespassing

1

Adult trespasser enters ACHS in the morning along with students. Blends in with students, goes unnoticed by students or staff.

2

The morning school bell rings and all students go to class. Trespasser has nowhere to go, and so he walks around campus for another 45 minutes and ends up deep within the building.

3

The Asst. Principal spots the trespasser, and confronts him. Trespasser is not violent, and so AP decides to walk him out of the building.

4

The Asst. Principal then informs the Principal of the incident. The Principal immediately calls the SRO...

Let's discuss

What guidance does MOU provide to the Asst. Principal during the incident?

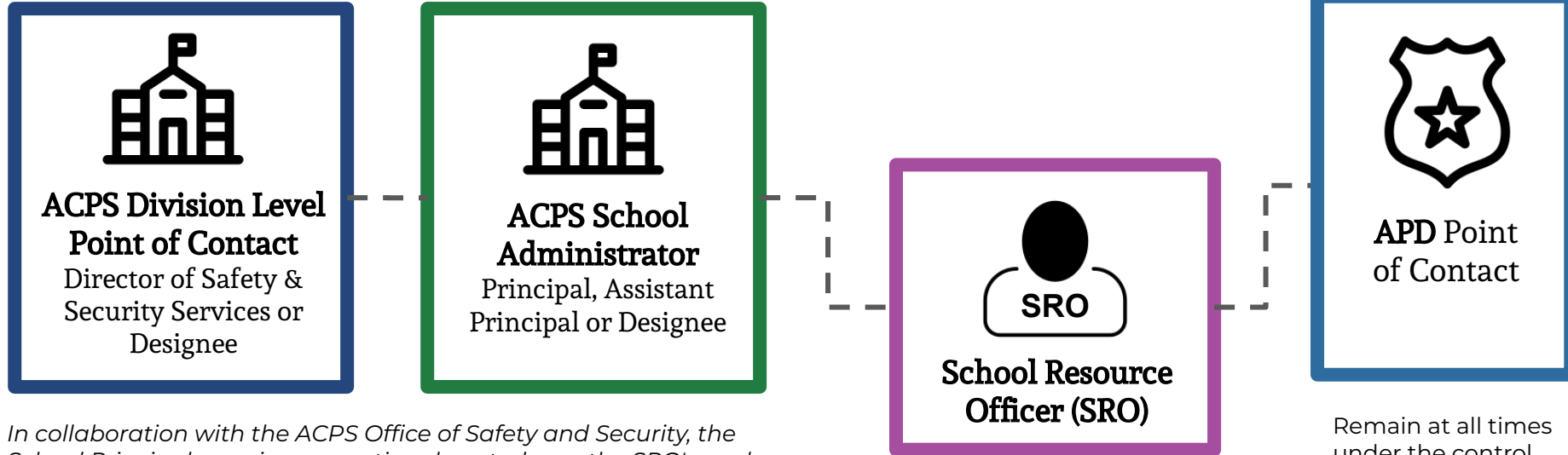
Are there sections of the MOU to guide actions of School Leaders and SROs after the incident?

What preventive measures could have been in place?

What would be the chain of communication/responsibilities for the school admin after an incident like this one occurs?

Scenario #1 Discussion:

General Roles + Responsibilities



In collaboration with the ACPS Office of Safety and Security, the School Principal exercises operational control over the SRO's work assignment location in or around the school building and grounds.

Remain at all times under the control, through the chain of command, of the law enforcement agency

Scenario #1 Discussion:

SRO Responsibilities

Nov 2020 MOU ACPS + APD
SECTION 4



- The SRO is a duly-appointed, armed, Police Officer who works in the schools and is to provide immediate law enforcement assistance in the event of serious physical violence and crime.
- The SRO acts as both a deterrent and response to protect the safety of students and staff.
- The SRO supplements support of the school security staff (unarmed security staff) to ensure campus safety, where applicable.
- Because the SRO is assigned on a daily basis as the representative of a school, the SRO should be considered as active security staff members of their assigned schools.
- The SRO assists with matters related to safety, security, and the exchange of information.
- Unless there is a clear and imminent threat to safety, the SRO should act only upon request of school administrators and as a last resort to the actions of school administrators.

Scenario #1 Discussion:

ACPS Division and School Responsibilities

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SECTION 4



**ACPS Division Level
Point of Contact**

- Designate a primary division-level point of contact to implement the partnership and to maintain ongoing communications with APD officials
- School Administrators (Principal or Designee) facilitate effective communication between the SRO and school staff and to support the goals of the partnership
- Provide work area(s) for the SRO that allow access to technologies, private interviewing of several persons, and locking storage space for securing physical evidence.
- Responsible for communicating the goals and role of the SRO to all school administration, staff, and students.
- School Administrators receive relevant training on the roles and responsibilities of SROs.
- Provide payment to compensate officers for working school events/activities such as sporting events, social events, plays, and school sponsored programs.
- Requests for SRO law enforcement assistance are to be channeled through a school administrator.



**ACPS School
Administrator**

Scenario #1 Discussion:

APD Responsibilities

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SECTION 4



- Designate a direct point of contact between APD and ACPS
 - Address operational and admin issues
 - Serve as a consultant for school safety / security issues (including assessments and critical incident response planning)
 - Maintain working knowledge of school rules, regulations, laws regarding school safety and conduct
 - Establish and maintain effective relationship with school and division personnel
- Selection, assignment, scheduling, training, supervision, and evaluation of School Resource Officers (SROs)
- Develop and implement law enforcement practices that may affect schools
- Ensure the SRO receives relevant trainings prior to any assignment in a school and ongoing joint training with school administrators
- Provide payment for SROs that attend certain school staff meetings and after hours police investigations

Scenario #2: Fight in the Cafeteria

1

The day started like any other at ACHS. However, a fight breaks out in the cafeteria between two students. Staff members in the cafeteria break fight apart, and send the two students to the Principal's office.

2

Principal counsels the students and takes appropriate disciplinary action. Principal emails parents/guardians to inform them of the incident. Students go home at the end of the day.

3

The next school day, the parent of one student comes to school demanding to press charges against the other student.

4

Principal seats the parent in a conference room, and calls the SRO in...

Let's discuss

What guidance does MOU provide to the Principal during the incident?

How does the MOU define disciplinary and criminal actions?

Are there sections of the MOU to guide actions of School Leaders and SROs when the parent arrives?

When would an arrest be warranted in this scenario? (Place, # of students involved, severity of injury?)

What preventive measures could have been in place?

What would be the chain of communication/responsibilities for the school admin after an incident like this one occurs?

Scenario #2 Discussion:

Nov 2020 MOU ACPS + APD

Differentiating **Disciplinary Misconduct** from **Criminal Offenses**

SECTION 5

School Admin & Teachers

School Resource Officers

Responsible for handling disciplinary misconduct and not criminal offenses

1

Responsible for handling criminal offenses on school property and not disciplinary misconduct that are not violations of the law

Responsible for interventions and school sanctions related to school discipline. Will ensure that responses are developmentally appropriate and fair

2

Familiar with the school division code of student conduct, but not involved in enforcement of school rules that are not violations of the law

Will consider alternatives to suspensions for violations of school rules

3

Will consider alternatives to referrals to juvenile court services and arrests for student violations of law

Any action taken in response to disciplinary misconduct and/or criminal offense will be administered fairly and without regard to race, national origin, disability, religion, gender identity, gender expression, sexual orientation or marital or parental status.

4

Any action taken in response to disciplinary misconduct and/or criminal offense will be administered fairly and without regard to race, national origin, disability, religion, gender identity, gender expression, sexual orientation or marital or parental status.

Scenario #2 Discussion:

Discipline Processes

Nov 2020 MOU ACPS + APD
SECTION 4

ACPS will handle discipline within the school disciplinary process without involving SROs other than in exceptional circumstances.

Following sequence shall be considered an ideal disciplinary process:

1

School Administrators, Student Support Teams, and Staff

Engage the student

2

School Administrators, Student Support Teams, and Staff

Resolve the event

Assistance provided by the appropriate Central dept (Office Student Support and/or Safety & Security Services)

3

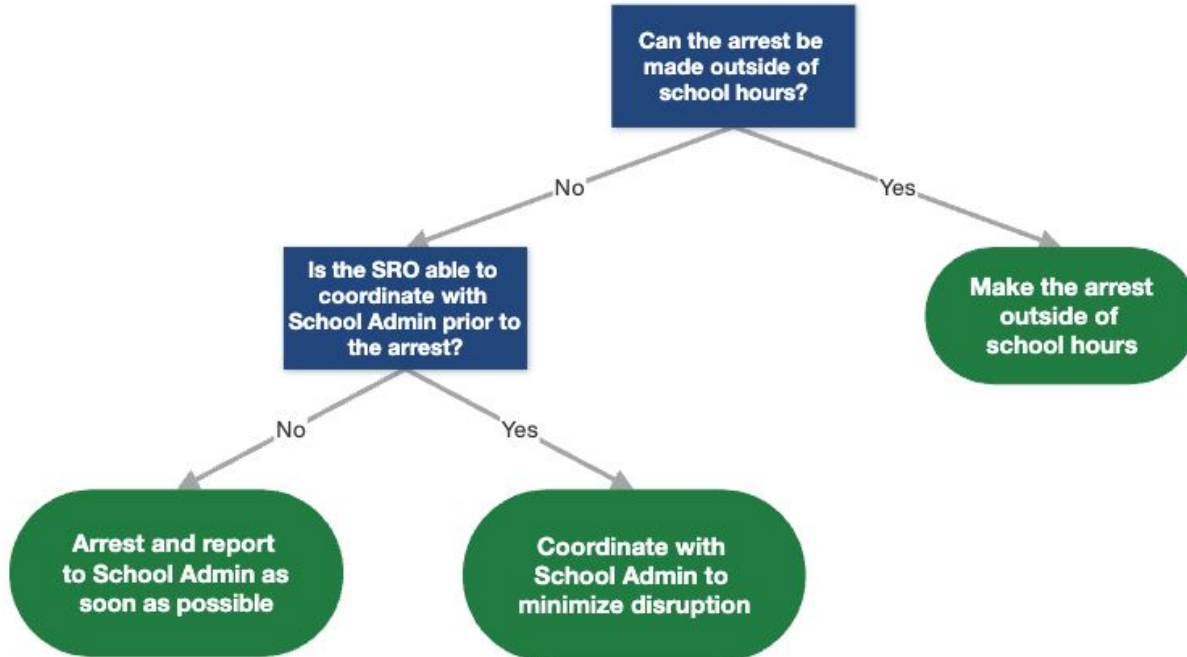
Student

Responds positively to agreed restorative program

ACPS will continue to utilize a positive behavior intervention strategy (PBIS) system in grades K- 8. Additionally, ACPS will utilize restorative practices with grades 8-12. Restorative practices include the use of restorative circles to mediate conflict and disciplinary issues. Restorative practices are also used when a student returns from a suspension.

Scenario #2 Discussion: Arrests

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SECTION 5



Both SROs and School Administration is responsible for notifying parents and legal guardians upon a school based arrest of their children

Scenario #3: Incident at after-school event

1

It's the homecoming dance at the school auditorium. The venue is packed with students from ACHS, and their dates (both from ACHS and from other schools as well).

2

There are 5 SROs at the dance, who are working after hours to cover the event. There are also staff and parent chaperones attending.

3

A parent goes to the restroom and finds a group of students in there with substances that he suspects are drugs. The parent leaves the restroom, and finds an SRO.

4

The school principal sees the parent speaking to the SRO, and joins the conversation...

Let's discuss

What guidance does MOU provide to the Principal and SROs during the incident?

Are there sections of the MOU to guide actions of School Leaders and SROs when the parent approaches?

When would an arrest be warranted in this scenario?
(type/quantity of drugs?)

Does the MOU outline how processes differ for after-school events? When non-ACPS minors are involved?

Does the MOU outline who can search the students for illegal substances, and how it is determined when a search can be conducted?

Scenario #3 discussion: Searches

School administrator searches

- School officials may conduct searches of student's property and person under their jurisdiction when **reasonable suspicion exists** that the search will reveal evidence that the student has violated or is violating either the law or the rules of the school.
- The standard for search by a school official is reasonable suspicion.
- School officials may request SROs to become involved in administrative (school related) searches for the limited purposes of providing security or protection, or to handle contraband or weapons found by school staff.

SRO searches

- Any search initiated by SROs or other law enforcement officer shall be based upon [probable cause](#) and, when required, a search warrant should be obtained.
- SROs and law enforcement officers should obtain a **search warrant** in all cases where initial consent was not obtained and probable cause exists that a crime has been committed.
- All searches should occur outside the presence of students and school staff, with the exception of school administrators, unless there is a clear and immediate threat to physical safety.

Scenario #3 discussion:

Investigation & Questioning

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SECTION 5

Q: Does an SRO have the authority to question a student?

A: SROs have the authority to question students who may have information about criminal activity (on or off school property).

Q: When does an SRO need/not need prior approval to question a student?

A: Not needed in [exigent circumstances](#): As sworn law enforcement officers, SROs have authority to stop, question, interview, and take law enforcement action without prior authorization of the school administrator or contacting parents, especially when timely information will help prevent injury, death or evidence destruction. Needed in non-exigent circumstances: when it becomes necessary for the SRO to interview a student on school premises, the school principal or their designee shall be contacted immediately. Prior to any questioning of a student, the student's parents, guardian, or legal custodian shall be notified of the pending interview.

Q: Who should be present at an interview, in addition to SRO?

A: Parent/Legal guardian (unless parent/legal guardian has indicated they cannot be present), School Principal or principal or his/her designee.

Q: Where can/should the interview take place?

A: The interviewing of students - whether suspects, victims, or witnesses - should be conducted privately in an office setting. SROs will take steps to ensure minimal intrusion into the educational experience of students being questioned in the school setting.

Ahead of our Next Meeting - November 14



- Review survey results, forthcoming in October from Hanover Research
- Meet as a subcommittee at least once to identify key decisions/areas of recommendations for your subcommittee
- Keep an eye out for a virtual leader forum in October