

SRO Presentation to the Committee of the Board

Tuesday, July 26, 2016



History of SROs in SPPS

**Early
1980's**

Two School Liaison Officers (SLO) at Central
SLOs at each high school with junior high coverage (11)

1989

Six officers added to teach D.A.R.E – bringing coverage to 17

1997

SLOs become SROs following National model

2003

School year D.A.R.E ends. Officers rolled into SRO program

Budget adjustments made and officers reduced

2016

Current staffing = 9 officers



Training

- **National Association of School Resource Officer (NASRO)**

- Foundations of School-Based Law Enforcement
- Ethics and the SRO
- The SRO as a Teacher/Guest Speaker
- The SRO as an Informal Counselor/Mentor
- Understanding the Teen Brain
- Sex Trafficking of Youth
- Youth trends, drugs and their effects on School Culture and Environment
- Social Media
- School Law
- Threat Response: Preventing Violence in Schools
- School Safety and Emergency Operations Planning
- Crime Prevention through Environmental Design (CPTED)

SPPS Sponsored

- **Beyond Diversity – Courageous Conversations**
- **Special Education – Non Violent Crisis Intervention**
- **Youth Mental Health First Aid**



Feedback on SROs - Multiple Perspectives

- Students
 - Student Engagement & Advancement Board (SEAB)
 - Pan African Student Union (PASU)
- Saint Paul Principals Association
- Community
- St. Paul Police Department

SEAB on SROs

Some concerns include:

- The majority of students do not interact with their SRO and some do not have positive interactions.
- Most students (and some staff) don't know how to interact with their SRO and don't know what they do.
- Cost of contract
- Students being criminalized in school

SPPD acknowledged the concerns and have proposed the following changes:

- SROs will be involved in opening week assemblies including a get to know your SRO meet and greet
- Each high school will have a student led advisory group that meets monthly with their SRO.



Pan-African Student Union (PASU)

Some concerns include:

- SRO staffing concerns – PASU wants input into decisions like hiring and training.
- SRO office hours not to exceed 20 per week
- Less intimidating uniform or plain clothes
- District develop a complaint process to log and follow through on student concerns about SRO
- SROs should reflect the diversity of the SPPS students

List of concerns from PASU meeting on 7/19/16 shared with SPPD On 7/20/16



Saint Paul Principal's Association (SPPA)

- The Saint Paul Principals Association strongly recommends renewing our contract with SPPD for these reasons:
- SROs support positive building climates. Hundreds of positive daily interactions with students and staff help build a positive school climate.
- SROs establish positive relationships with students. These relationships repeatedly help schools prevent problems before they occur.
- Without SROs, SPPS would have to rely on emergency response from the SPPD. This would make the climate in the building less safe:
 - Schools would have to endure longer wait times for Police during emergencies.
 - SPPD Officers would not be available to proactively work with school leaders to address concerns.
 - SPPD Officers would not have the time to develop positive relationships with students in our buildings.



Using Feedback to guide negotiations

- **SPPD has changed SRO uniform** – light blue polo shirt with white lettering
- SROs will be part of the **Opening week assemblies**.
 - Introductions – tell students about themselves, why they wanted to be an SRO, etc.



Using Feedback to guide negotiations

- SROs will **work to be more visible and promote positive interactions** with students during the day.
- **Whenever possible, if an SRO must have a hands on engagement with a student, a school administrator should be present.** This includes arrests. SPPS staff person will walk with SRO until student is placed in vehicle.
- **Quarterly progress check-in** to evaluate new initiatives
- High school SROs will **work with a school specific student advisory team.** They will meet a minimum of once per month



Details of FY17 Contract Proposal

Officers (9) \$713,457 (\$79,273 per officer*)

Fringe Benefit 37.99%

TOTAL **\$984,499**

- SPPD pays \$100,000
(+ provides full-time Sergeant, all vehicle expenses)
- SPPS pays \$884,499

** rate is based on a 10 year average*



Acknowledging Good Work

Celebrations

- SRO Mike Tharlson – Employee of the Year – Harding H.S.
- SRO Toy Vixavong – MN Police Officer of the Year – Como H.S.
- SRO Vern Simmons – State winning Basketball Coach/Mentor retires – Johnson H.S.
- SRO Cortez Hull – Provides before/after school coaching and mentoring in health and fitness including personal training and nutrition – Highland H.S.



Getting fit with Officer Hull



SPPD – Deputy Chief Paul Iovino

- Critical time for police/community relationships
- What we know about DARE
- Post Columbine and Sandy Hook World
- Patrol vs SRO approach
- SRO Police and Community Class
- Continued input from SPPS students and staff about expectations
- We value this relationship greatly!

National Best Practices

School-Police Partnerships – 4 Recommendations

POLICY STATEMENT 1:

School districts and individual schools engage in a collaboration process with law enforcement, the school community, and other stakeholders to consider the most appropriate school-police partnership.

POLICY STATEMENT 2:

Educators and school officials do not call on officers to respond to a students' minor misbehavior that can be appropriately addressed through the school's disciplinary process, and officers use their discretion to minimize arrests for these offenses when possible.



National Best Practices

School-Police Partnerships – 4 Recommendations

POLICY STATEMENT 3:

In collaboration with school authorities, police leaders develop recruitment and selection processes to ensure that school-based officers are suited for the position and receive comprehensive training, support and supervision.

POLICY STATEMENT 4:

Written agreements formalize key elements on the school-police partnerships that are periodically reviewed and refined based on data and feedback from a diverse group of stakeholders.



Next Steps

- SRO staffing model review
 - School based and Mobile
- Explore future opportunities for student engagement.
- Explore SPPS/SPPD authored Memorandum of Understanding (MOU) to define roles and responsibilities.
- In collaboration with SPPD, develop an incident tracking system that will provide data on number and type of police contacts in the schools.
- SPPS to develop a school based concern/complaint process
- Explore forming district wide advisory committee
 - community, administrators, SPPD, SEM



Questions?

