

## **Craven County School Resource Officer Goals and Objectives:**

**Goals #1:** Increase the awareness of Incident Command Structure (ICS) and have a solid working knowledge of incident management and participation through using ICS

*Objectives:*

- Have all current School Resource Officers (SROs) complete ICS training online. <https://training.fema.gov/emiweb/is/icsresource/>
- Successfully complete ICS 700, 100, and 200 (in that order).
- Show an understanding of the different needs for the management of a critical incident event (staging, check in procedures, response, role of incident command or EOC, after action functions and needs, etc.).
- Assist in developing short table-top scenarios for review and discussion within their respective schools.

**Goal # 2:** Prepare SROs (mentally and physically) for protecting all staff and students in a school setting.

*Objectives:*

- Have all SROs attend training in solo responder to an active threat.
  - Emphasis is to build confidence and ingrain options to revert to under extreme stress, through understanding responsibilities and through scenario based and live training.
- Training for all SROs in crisis intervention techniques (CIT) and de-escalation techniques (to include CIT for Veteran's).
- Training for all SROs in implicit bias and impartial policing.

**Goal #3:** School Resource Officers assume leadership roles in training school staff for violent incident response, in conjunction with school safety coordinators and school staff.

*Objectives:*

- Hold training for all school staff prior to the first day of classes in the fall semester.
  - Training will consist of walking the school property and reviewing evacuation rally points, for violent threats, isolated threats, and relocation.
  - SROs will explain and demonstrate the differing roles of the teachers in a violent threat situation, and what options they may have to revert to in the event of an advancing threat (child welfare and observation responsibilities).
- Ensure teachers and staff understand potential hazards particular to that property and know how to handle these hazards in the event of a critical incident.

**Goal #4:** To further strengthen communications between law enforcement, dispatch centers, and all Craven County Schools.

*Objectives:*

- Ensuring all information that will be needed in the event of a critical incident is understood by all involved parties.

**Goal #5:** SROs will take leadership in their respective school's emergency management and preparation, in conjunction with school safety coordinators and school staff.

*Objectives:*

- SROs will assist in developing evacuation rally points, familiarizing themselves with the property and all potential hazards that could pose issues during an actual evacuation.
- Work with school administrative staff to routinely inspect, review, and update each schools' black boxes and ready bags / go bags (red bags).
- SROs will review and suggest / implement changes for classroom preparation for enhanced lockdowns, based on current Craven County Schools risk management plans and make suggestions based on best accepted practices.
- SROs will be present for and assist in the running of fire, intruder, and tornado drills for their respective schools.
- SROs will develop traffic plans for their schools when relocations and on-site reunification take place. These plans will be maintained as part of the school's risk management plan.

**Goal #6:** Community engagement and serving the school community.

*Objectives:*

- Maintain a presence in these schools, prioritizing developing relationships with staff and students.
- Routinely patrol your campus, checking for the proper implementation of basic safety measures (doors and windows locked and working properly).
- Relay a positive image of law enforcement to staff and students.
- Work with school staff to develop programs that encourage good citizenship and civic mindedness.

**Goal # 7:** Career development of all SROs in the areas of school resource officer training, emergency management, and crime prevention.

*Objectives:*

- All SROs successfully attend and complete basic SRO training through an North Carolina Justice Academy approved program.
- All SROs continue to seek out and attend progressive emergency management / ICS training through the Department of Homeland Security (DHS) Federal Emergency Management Agency (FEMA), North Carolina Emergency Management, and the North Carolina Department of Public Safety.
- Attend crime prevention through environmental design (CPTED) training for all SROs.