

GENERAL PRINCIPLES	All District Student Resource Officers shall be annually appraised in performance of their duties. The District's Student Resource Officers' evaluation and appraisal system shall be administered consistent with the general principles set out below.
CRITERIA	The Student Resource Officer's performance of assigned duties and other job-related criteria shall provide the basis for the employee's evaluation and appraisal. Components of the appraisal are: • to help maintain a safe educational environment for students and staff • to be approachable for students and staff • to be a visible deterrent for criminal activity • to have a good rapport with students and staff
PERFORMANCE REVIEW	Evaluation and appraisal ratings shall be based on the evaluation instrument and cumulative performance observed by supervisors throughout the year. Each Student Resource Officer shall have at least one evaluation annually conducted by the campus Principal. (Exhibit A) The campus Principal will send a copy of each evaluation to the Student Services department. The campus Principal will review the evaluation with the supervising SRO Sergeant. The review is to be completed by the third week of May. The supervising SRO Sergeant will review the evaluation with the SRO. Copies of each evaluation will be maintained by the Principal of the campus.

EMS ISD

Administrator's Appraisal of
School Resource Officer

SRO Officer: _____

School: _____

Administrator: _____

Date: _____

Recognizing that officer performance is critical to program success, the campus supervisor's input is very valuable. Please send a copy of this completed report to Student Services.

1 = Strongly Agree; **2** = Agree; **3** = Unsure/Neutral; **4** = Disagree; **5** = Strongly Disagree

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|---|---|---|---|---|---|
| 1. The SRO has helped maintain a safe educational environment for students and staff. | 1 | 2 | 3 | 4 | 5 |
| 2. The SRO is an approachable member of law enforcement for both students and staff. | 1 | 2 | 3 | 4 | 5 |
| 3. The SRO has been a visible deterrent for criminal activity on campus | 1 | 2 | 3 | 4 | 5 |
| 4. The SRO has good rapport with students and staff. | 1 | 2 | 3 | 4 | 5 |
| 5. The SRO has helped me and my staff whenever we have needed assistance. | 1 | 2 | 3 | 4 | 5 |

What do you like the most about School Resource Officer?

Are there any areas in dealing with your SRO that you would like to see improvement or change?

Additional Comments or Suggestions: (use back if needed)

SRO Sgt. Signature/Date _____

Principal Signature/Date _____