

Sustaining the SRO

Project Directors' Consortium, July 13, 2011

Safe Schools/Healthy Students Initiative

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**TAS John Rosiak, National Center for Mental Health Promotion and
Youth Violence Prevention**



Introductions

- Workshop
- Presenters
- Audience

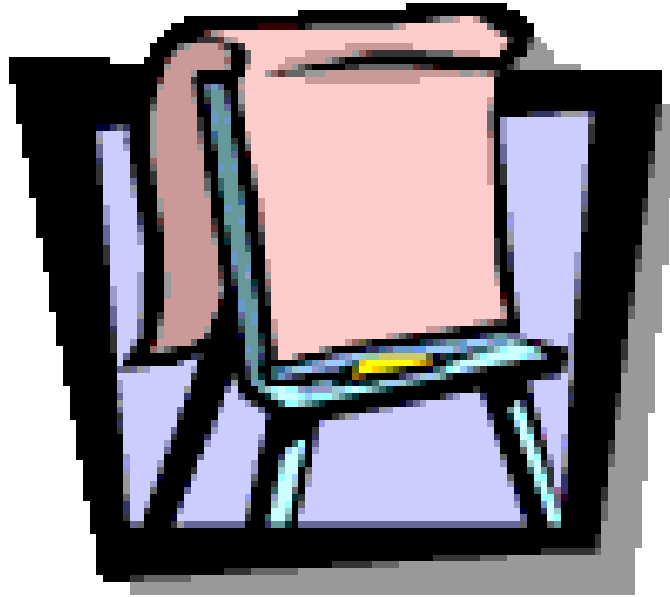


Roadmap

- Introductions
- What do SROs really do?
- SRO Effectiveness
- What does the SRO cost?
- What are the different strategies you can use to sustain the SRO?



Sound Like a Plan?



SS/HS Initiative Goals

Does the SRO Have Anything To Do with These?

- Decrease violence, substance abuse, and school disciplinary activity.
- Improve/increase services to “at-risk” children and their families.
- Link child-serving agencies in a consistent and complementary way.
- Increase the healthy development of children.



SS/HS Underlying Principles

- Link security with healthy childhood development.
- Take a school-based public health approach.
- Provide comprehensive, coordinated services that are developmentally appropriate.
- Encourage school/law enforcement/juvenile justice/mental health partnerships.
- Implement evidence-based programs with demonstrated outcomes.



Five Core SS/HS Elements

Is/Can LE be involved in all of the core elements?:

- Promoting early childhood social and emotional learning and development.
- Promoting mental, emotional, and behavioral health.
- Connecting families, schools, and communities.
- Preventing and reducing alcohol, tobacco, and other drug use.
- Creating safe and violence-free schools.



The Silos



What Do SROs Really Do?

- Make 2 columns on a piece of paper
- On the left, list 10 **activities** you do as SRO



What Do SROs Really Do?

- Report out. Master list. Categorize.
- Does triad model fit? (T, C/M, LE)
- Function approach. SSHS process.
- What functions can only the SRO do?



What do SROs really do?

Activities	



Strategies: SRO ProActive Log

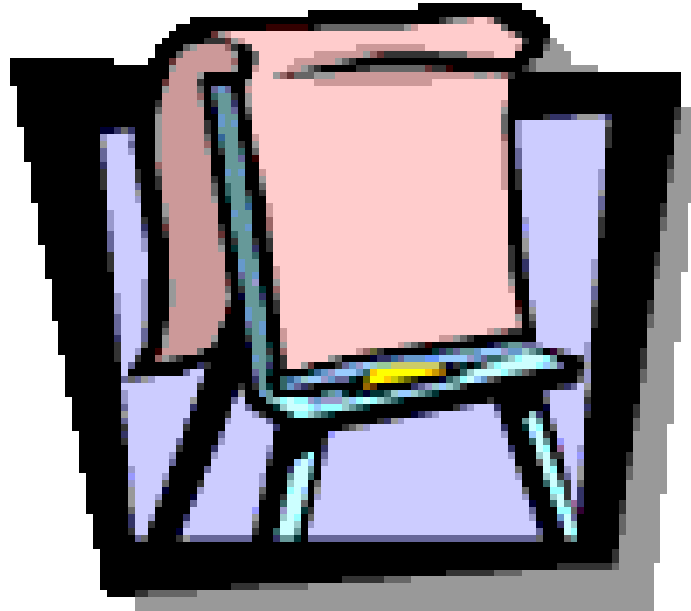
CATEGORY:	Week 1					Week 2					Week 3				
	Elementary	Jr. High	Sr. High	Parents	Staff	Elementary	Jr. High	Sr. High	Parents	Staff	Elementary	Jr. High	Sr. High	Parents	Staff
	Number of Contacts					Number Of Contacts					Number of Contacts				
No School MEETING WITH: SRO STAT															
Neighborhood Parent/Teacher Back to School Night															
CONSULTATION: With															
With Teacher and With															
With Student/s															
MEDIATION :Student to Student to Staff															
Student/Parent/Staff Parent/Staff															
Busdriver/Parent Busdriver/Parent/Student															
Interrogate/Interview															
FOLLOW-UPS: Child Bike Theft															
Student In Crisis: Referred Family To Advised Parent															
RUNAWAY															
PRESENTATION TO: Community Staff Student Organization															

AK State Trooper SRO Reports

- Student Education
- Staff Education
- School Visits
- Safety Inspections
- Parent/Community Education
- Law Enforcement Activities
- Community Activities



SRO Effectiveness?



SRO Effectiveness?

- Take your list of activities. On the right side write what data you have to document the activity, and its impact.
- How could you evaluate these functions?



Measuring SRO activities

Activities	Measures

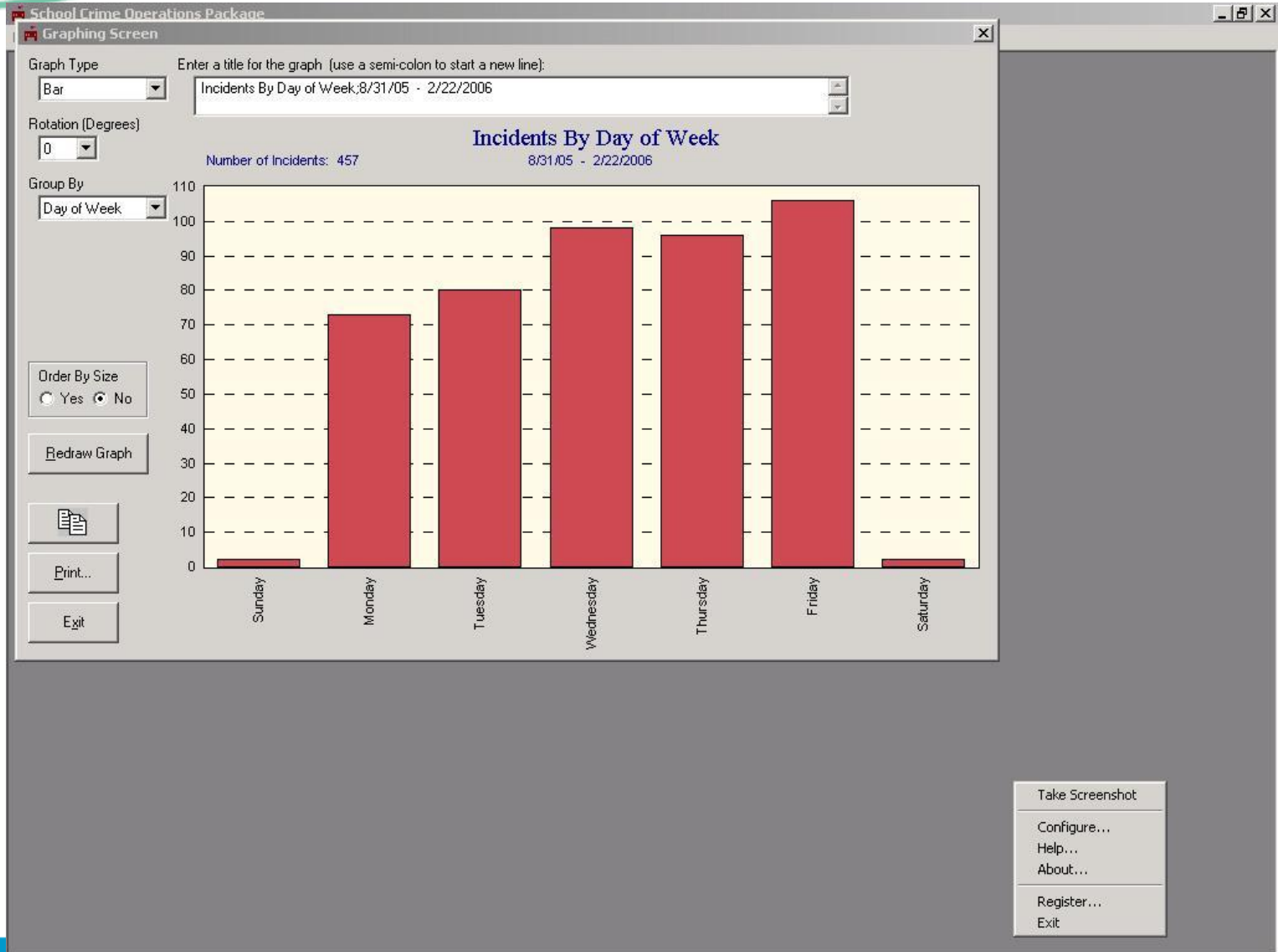


Anchorage SRO study: Number of adults who agree or strongly agree that having police in schools is a good way to:

- reduce violent crime--82%
- enhance safety in schools--88%
- reduce rates of juvenile crime--60%



School COP Database



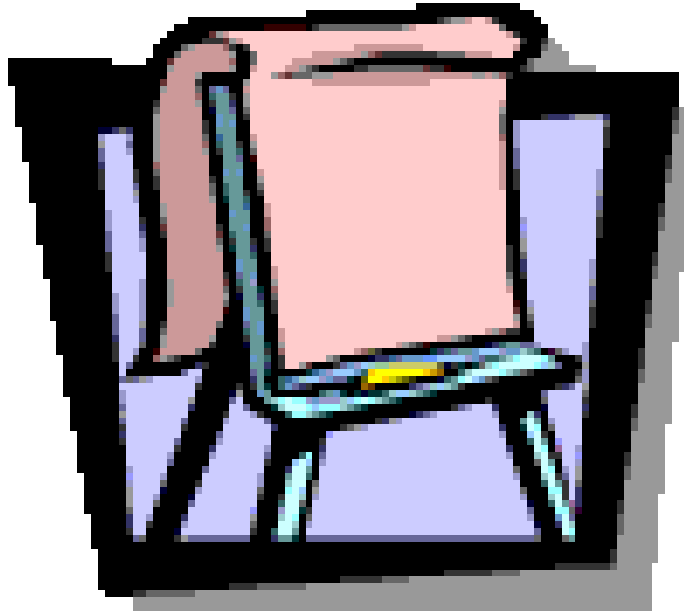
Benefits of SROs in schools

- Students with a positive opinion of the SRO are more likely to report a crime and feel safe.
- Students and staff feel safe with SROs in school; many feel that the SROs have reduced bullying and fighting.
- SROs improve perceptions young people, school staff, and the community have of LE.
- The SRO program helps create and maintain the law enforcement agencies reputation in the community.



What Does the SRO Cost?

Build your budget



What does the SRO position cost?

- List all of the costs associated with the SRO position:



SRO History in Campbell County

- Prior to SSHS funding, 2 SROs for 1 High School, 2 Junior Highs and 16 Elementary Schools
- SSHS provided an additional SRO – Junior High level
- After success with one SRO for the Junior Highs, City of Gillette / Gillette Police Department funded an additional SRO for that level
- The next year the City of Gillette added an additional SRO officer



SRO History in Campbell County

- As SSHS funding became tight, the Gillette Police Department picked up the cost for funding the SSHS SRO
- The City Council has decided to fund all SRO positions as the SSHS grant expires in 2012



How Did Campbell County Sustain These SROs?



All of this started with an initial
dialogue among Boyd, myself,
Kip, and the SROs

— *Sawley Wilde, Deputy Chief, Gillette Police Department*



The School District Wanted:

- High visibility
- Law enforcement presence
- Educational component
- Intervention/Prevention component



Ultimate Goals:

- Building positive relationships with students, staff, & administrators
- Consistent procedures and policies creating dependability and trust



We need the right people
for the right job

— *Sergeant Jason Marcus, SRO supervisor*



Campbell County Leaders said SROs Must Be:

- Outgoing
- Willing to attend activities and after school functions
- Interested in kids



How is the SRO Supervisor Involved?

- Reads daily police contact reports and informs SROs and school administrators of issues with youth
- Provides weekly briefing and training for SROs



Campbell County SROs Looked at the Main Problems:

- Theft
- Inappropriate cell phone use (sexting, bullying)
- Drug possession and use
- Planned student lessons to address problem areas



Each CC SRO is Assigned to Specific Elementary Schools To Do:

- Criminal investigations
- Cooperate with DARE officers to establish relationships with students



Sustainability strategies

- Legacy Wheel
- Examples from:
 - SSHS sites
 - Campbell County (CC)
 - Your Sites

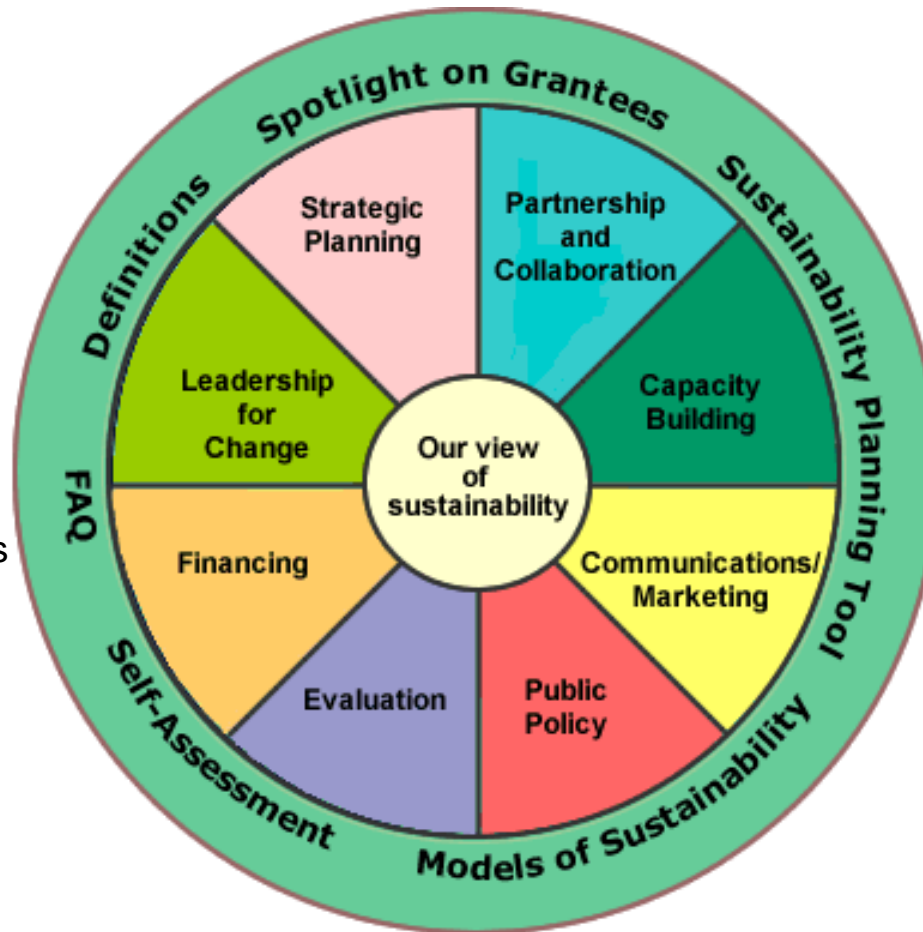


SSHS Approach: *Sustaining Functions...*

- ...that are priorities.
- ...that are most effective.
- ...that have data.
- ...that have a story.



Legacy Wheel



- relationships among community entities and between individuals
- staff competencies, expertise & other capacities
- community awareness of MH & youth violence issues
- policies and procedures

- the use of evaluation data in decision making
- funding streams
- leadership across and within systems
- the use of strategic planning approaches



Strategies to Sustain the SRO Strategic Planning

- SROs as key staff for safety
- CC: Consult with school based staff on safety concerns and help with design of new schools (school hardening, bus route locations, parking, etc)
- Include as integral partner in Emergency Mgt
- CC: SRO's and LEA are members of EOC (H1N1, evac, biohazards, etc)
- Build LE mgt into school planning team
- CC: Meet with COLT once a month



Strategies to Sustain the SRO

Strategic Planning

- How does your site use strategic planning to sustain the SRO?



Strategies to Sustain the SRO

Policy

- Identify the SRO position in the policy of the LE agency
- CC?
- Your Site?



Strategies to Sustain the SRO

Partnership and Collaboration

- Police Chief/Sheriff meet regularly with the Superintendent of schools to share the value of the SRO and other LE involvement
- CC: DPC/US/SROS meet with CMT monthly
- Work hand-in-hand with Emergency Mgt to coordinate readiness activities/training
- CC: LEA and SRO's are on EOC Team. Meet quarterly, plan for natural disasters, disruptive weather, other emergencies (Mock H1N1 drill, etc.)



Strategies to Sustain the SRO

Partnership and Collaboration

- Work with State MH agencies to LE working with people with mental illness
- CC: In CCSD LEA and SRO's work with the regional MH agencies in planning for suicide prevention/intervention (ER assistance) referral stream-lining, coalition involvement, Teen Screen, etc)



Strategies to Sustain the SRO

Partnership and Collaboration

- Conduct a retreat with SROs and school administrators jointly working with students
- CC: State DARE/SRO conference
- Connect with patrol officers/reports about incidents in the community that find their way to school
- CC: SRO supervisor shares community information daily with SRO staff; use Schoolcopsoftware



Strategies to Sustain the SRO

Partnership and Collaboration

- School personnel and community reps as advocates for continued funding for SROs
- CC: CMT works as a unit to solicit funding through community presentations and board representation
- Parents support with school board and city council
- CC: School Board and City Council consider data to be the most salient topic and support the program 100%



Strategies to Sustain the SRO

Partnership and Collaboration

- How does your site engage in partnership and collaboration to sustain the SRO?



Strategies to Sustain the SRO

Capacity Building

- SROs train/cross train staff, parents, and volunteers in topics like safety audits, monitoring visitors to school
- CCSD SRO's train staff on cyber-bullying, sexting, prevention of theft, drug identification, etc
- Use retired volunteers and Sheriff reserve deputies to carry out some SRO activities
- Your Site?



Strategies to Sustain the SRO

Communications

- Public relations/media to ensure community is aware of the work of the SRO, including contacts with students and parents, counseling, and follow-up referrals
- Partner with college/university media program to create a video about what the SRO does
- Have the SRO write a regular school safety column in the local newspaper or parent or school publication
- CC?
- Your Site?



Strategies to Sustain the SRO

Evaluation. *Make schools believe they can't live without the SRO by collecting data on SRO activities and disseminating data to the community*

- Collect data related to attendance, perceptions of school safety and academic scores, decreases in bullying, fighting, violence, suspension/expulsions, and increases in referrals
- CCSD using Olweus data; SROs use Powerschool and Schoolcopsoftware to identify what happens when and where. All SRO's use, plus supervisors inputs out-of school data.
- Track incidents averted
- Assemble anecdotal data about the impact of the SRO on students; use stories to illustrate data



Strategies to Sustain the SRO Program: Evaluation

- CC: Students are building positive relationships with SROs
- CC: SROs work to get youth into intervention programs rather than further criminal involvement



Strategies to Sustain the SRO

Evaluation

- How do your site use evaluation to make the case to sustaining the SRO?



Strategies to Sustain the SRO

Leadership

- Include SRO as key player in activities such as training, safety issues, evidence-based programs, school policies and procedures, event planning, Alcohol Education Week, and extracurricular activities
- CC: Olweus trained SROs help admin with school/city policies, help plan events from a security perspective, attend all extracurricular activities
- Have Police Chiefs/Sheriffs meet with School Superintendents, and Directors of JJJ and MH Services on a regular basis to discuss community issues involving youth
- CC: In addition to CMT, all agency directors sit on at least two or three coalitions together



Strategies to Sustain the SRO:

Leadership: How CC used the *Leadership of the Police Department and City Council*

- Presented the story of the SRO program
- Presented number of contacts made by SROs
- Presented effectiveness of program
- All in 10 minutes
- The Council was sold and agreed to fund the SRO program 100%



Strategies to Sustain the SRO

Leadership

- How does your site use leadership to sustain the SRO?



Strategies to Sustain the SRO

Financing

- Look at how funding of the SRO position may be split among different agencies (school and LE agency) over the course of the year
- Have LE agencies search for grants to support the SRO position



Strategies to Sustain the SRO

- Financing through a variety of models: 100% of all expenses from one LE agency or the school district.
- Splitting the costs: LE agency pays 50%; school district pays 50% (usually the 9 months the SRO is in school).
- “Other” costs such as OT are paid for by school; training might be paid for by school or LE.
- SRO spread over different schools districts, each district pays percentage ($\frac{1}{4}$ of the costs for each of 4 schools).
- Look at reimbursement of the school or LE dept.



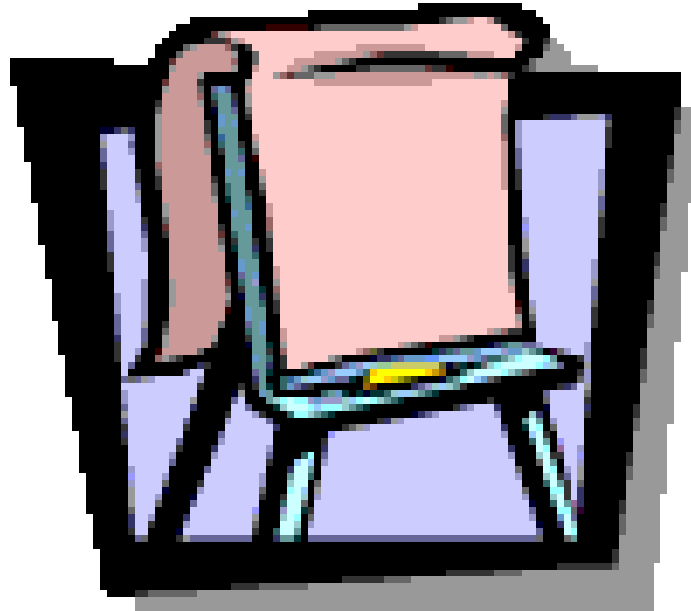
Strategies to Sustain the SRO

Financing

- CC: Shared costs for one year to off-set MH services costs
- CC: City; SSHS Grant to School District; City hired additional SROs; Sheriff's Office
- How is your site financing your SROs?



Other Strategies You Have Used



SMART Action Plan to Keep It Going

- Specific
- Measurable
- Achievable
- Relevant (action likely to have effect)
- Time bound (by when)
- Going public

