

# Sustaining the SRO

**Project Directors' Consortium, July 13, 2011**

**Safe Schools/Healthy Students Initiative**

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Youth Violence Prevention**



# Introductions

- Workshop
- Presenters
- Audience

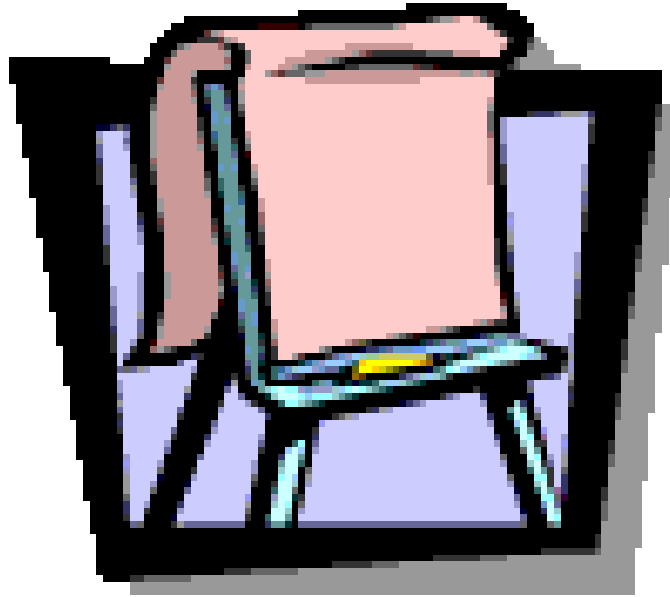


# Roadmap

- 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				
<b>No School MEETING WITH: SRO STAT</b>															
<b>Neighborhood Parent/Teacher Back to School Night</b>															
<b>CONSULTATION: With</b>															
<b>With Teacher and With</b>															
<b>With Student/s</b>															
<b>MEDIATION :Student to Student to Staff</b>															
<b>Student/Parent/Staff Parent/Staff</b>															
<b>Busdriver/Parent Busdriver/Parent/Student</b>															
<b>Interrogate/Interview</b>															
<b>FOLLOW-UPS: Child Bike Theft</b>															
<b>Student In Crisis: Referred Family To Advised Parent</b>															
<b>RUNAWAY</b>															
<b>PRESENTATION TO: Community Staff Student Organization</b>															

# 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



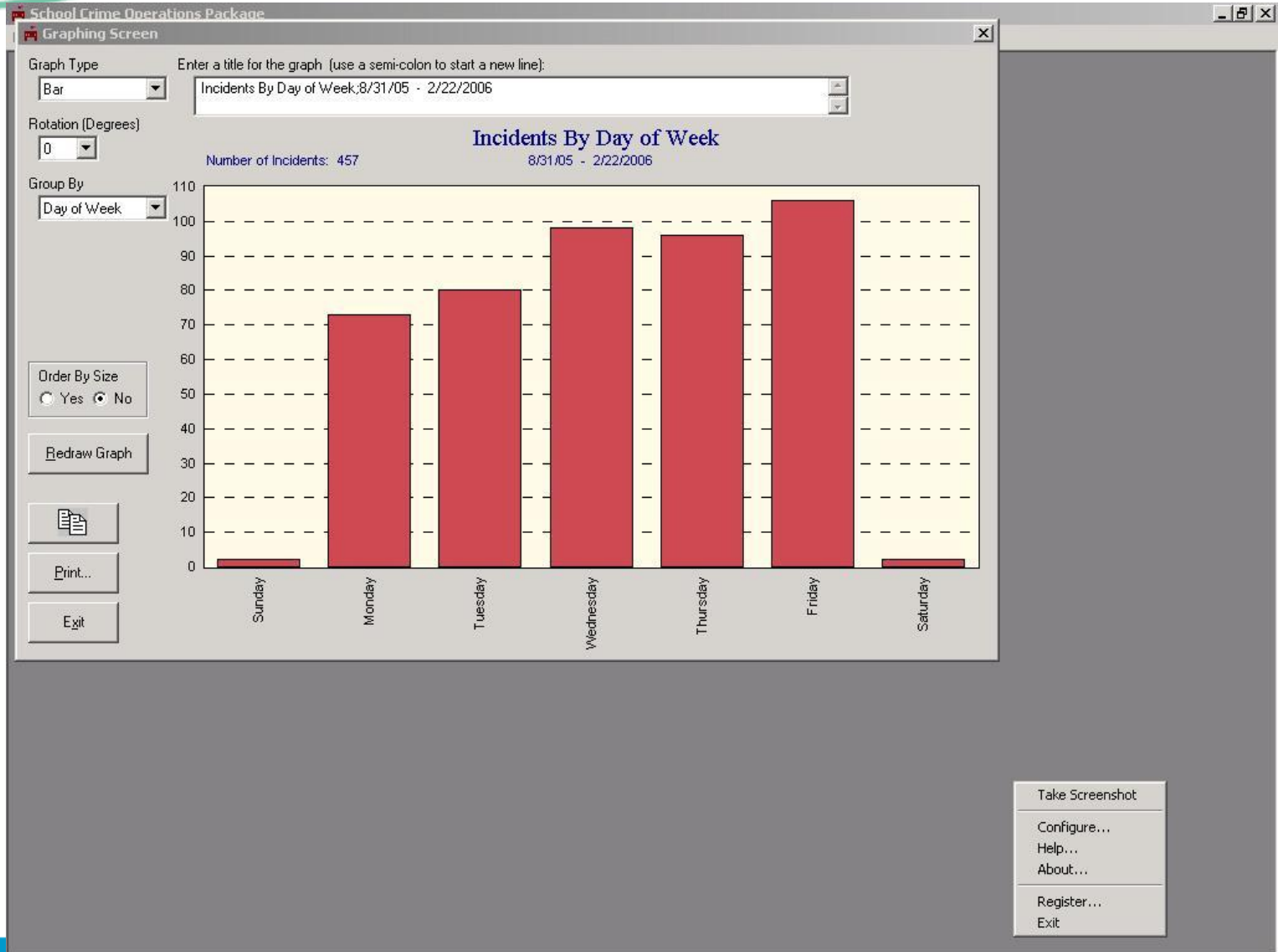


## **Anchorage SRO study: Number of adults who agree or strongly agree that having police in schools is a good way to:**

- 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



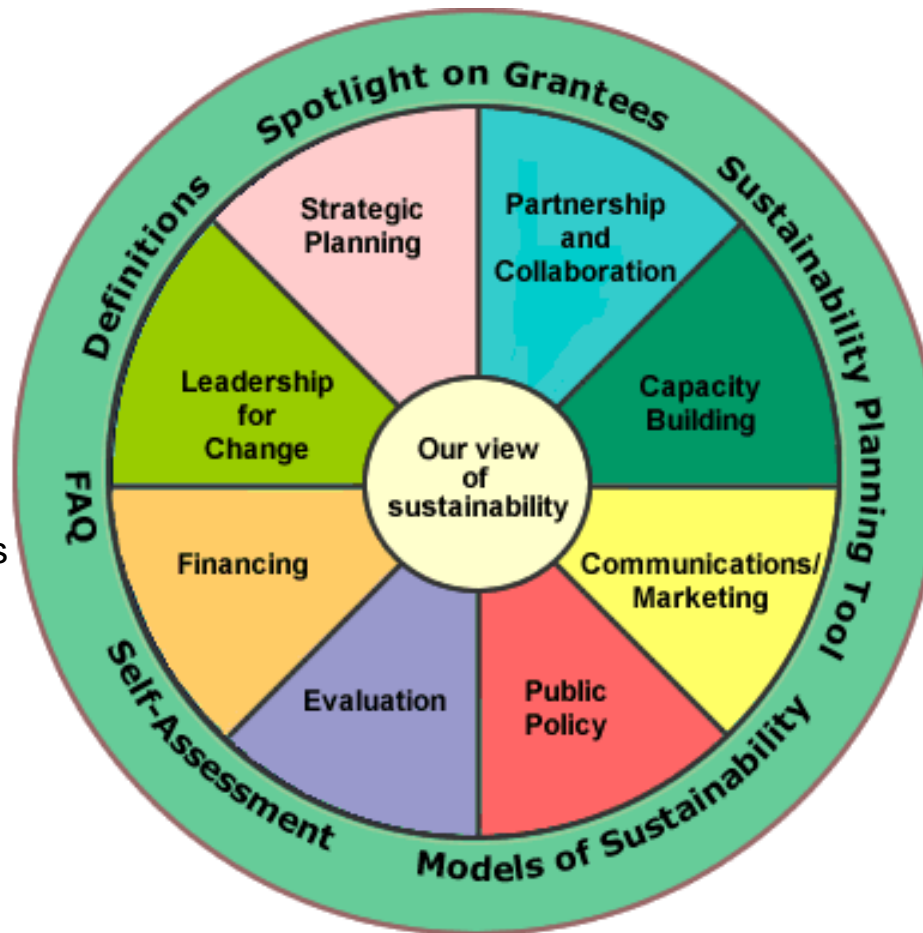
# SSHS Approach:

## *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

