S.R.O. Committee Goals for School Resource Officer Initiative:

1. **Trusted Adult:** The resource officer will strive to build trust and positive relationships with students, becoming a trusted adult figure whom they can turn to for mentorship, guidance, support, and assistance.

   **Action:** Actively engage with students, staff, and community members. Build positive relationships and maintain a consistent presence at school events. The resource officer will create visibility within the school community through school assembly opportunities as well as attending extra-curricular activities during the day over a period of time. The resource officer can further foster trusting and positive relationships by collaborating with school staff in creating and delivering relevant data informed lessons, (safe adults, stranger danger, etc.)

   **Timeline:** Within the first month, initiate introductions and interactions with students, staff and community members. Over the course of the year, establish regular communication and build trust through ongoing engagement. Host events that allow students, staff, and members of the community to build trust.

2. **Integration into School Safety Plans & Operations:** The resource officer will collaborate with school administrators and staff to develop and maintain comprehensive safety plans that address various emergency scenarios, ensuring the safety of students and staff. The resource officer will assist in managing emergency situations as they arise, implementing crisis response plans, coordinating with emergency services and the Security Coordinator.

   **Action:** Collaborate with school administration, staff, and local law enforcement to review and update safety plans regularly. The SRO would be an integral part of our existing safety plan and approach.

   **Timeline:** Within the first few weeks in the position, review all safety plans with school administration and staff at the beginning of the year. Conduct emergency drills and training sessions regularly throughout the year, at least one drill per semester.

3. **Visibility and De-escalation:** The resource officer will work with school leaders to identify and address potential issues or conflicts among students early, by maintaining high visibility and working with school administration (who are responsible for behavioral intervention plans) to intervene early to prevent escalation and promote a positive school climate. The resource officer will make efforts to be visible within the school community, participating in school events, clubs, and visiting with sports teams, while also prioritizing de-escalation techniques and non-judgmental interactions to maintain a safe and supportive environment. The school retains the ability/right for disciplinary action commensurate with policy and type of inappropriate behavior to the point of needing to call law enforcement, as necessary.

   **Action:** Regularly walk the school inside and outside premises, interact with students, staff, and parents. Work with school leaders to proactively identify and address potential conflicts or safety
concerns. Receive training on de-escalation techniques to effectively manage and defuse tense situations. The school retains the ability/right for disciplinary action commensurate with policy and type of.

Begin regular tours and interaction with students and staff from the first week. Complete de-escalation training within the first three months. Continuously identify and address potential conflicts or safety concerns throughout the year and meet weekly with school administrators to collaborate.

4. Community Outreach/Engagement and Information Conduit: The resource officer will actively engage in community outreach, fostering positive relations between the police and the community through events, games, and activities centered around interaction with the SRO, promoting understanding and trust. The resource officer would be integrated into our existing community outreach program and approach, collaborating with local organizations, and serving as a community advocate, representing the interests and concerns of the school community. The resource officer will actively engage the school community in creating an environment conducive to teaching and learning by collaborating with stakeholders, promoting open dialogue, and involving parents, teachers, and students in decision-making processes regarding maintaining safe environments.

Actions: Collaborate with school leadership and staff to develop and implement programs that encourage student involvement, such as safety committees, peer mentoring, or student-led initiatives. Support and participate in extracurricular activities to build positive relationships with students. Promote open communication and engagement between the school, students, parents, and the broader community. Implement programs that encourage student voice and involvement in safety initiatives.

Establish effective communication channels (such as newsletters, social media, or presentations) to regularly share safety updates, strategies, and information on community resources with students, parents, and staff.

Timeline: Within the first three months, implement student involvement programs by the end of the first semester. Continuously seek opportunities for community engagement throughout the year. Support and participate in extracurricular activities throughout the year. Monitor and evaluate the effectiveness of the programs.

Develop communication channels within the first month. Share safety updates and strategies monthly through newsletters and/or social media. Conduct presentations at least twice a semester.

Within the first few weeks, become an active participant with the Community Partners Committee and the Youth Bureau.
5. Serve as a Mental Health Supporter for All Students: The resource officer will engage in ongoing collaboration with school-based mental health professionals, community organizations, and community-based organizations (CBOs), seeking feedback, conducting assessments, and ensuring consistent collaboration to meet the needs of the school community.

**Action:** Receive ongoing training on mental health awareness and crisis intervention. Establish relationships with school counselors and mental health professionals to support students in need. Work with school leaders and staff to create a safe and trusting environment where students feel comfortable seeking help. An organization chart will be created to ensure collaboration with school-based mental health professionals and school counselors to channel appropriate supports related to the mental health experience of a child as appropriate and whom and when to escalate concerns that may beyond the scope of competence for the resource officer. Further, to support the resource officer’s work with students who may experience mental health crises or episodes, the resource officer will meet monthly to discuss relevant cases in a consultative nature with a designated senior mental health school staff member. The SRO program will be integrated into our existing culture/program/approach; they are not a licensed mental health provider and won’t act in that capacity.

**Timeline:** Complete mental health awareness and crisis intervention training within the first three months. Establish relationships with school counselors and mental health professionals within the first month by attending meetings to collaborate. This collaboration should be ongoing. Continuously create a safe and trusting environment throughout the year. Create discussed flow chart within the first month.

6. Advocacy for Diverse Needs: The resource officer will demonstrate familiarity with the diverse needs of the community, including special needs, and advocate for inclusivity, belonging, and understanding in all interactions and decision-making processes.

**Action:** Within the first five months, seek training on diversity, inclusion, and working with special education students. The resource officer will also work to establish relationships with students and their families by attending established special education parent coffee talks and other special education sponsored activities. The resource officer will also familiarize self with relevant outside agencies and resources that support our families. Further, the resource officer will develop and maintain working relationships with school counselors, special education professionals, and mental health professionals to support diverse students’ needs. Create a safe and trusting environment where students feel comfortable seeking help.

**Timeline:** Complete diversity training within the first three months. Within the first two months, seek training on diversity, inclusion, and working with special education students. Establish relationships with school counselors, special education professionals, and mental health professionals to support diverse students’ needs. Establish relationships with school counselors and mental health professionals within the first month. Within the first five months, the resource officer will also familiarize self with outside agencies and community resources that support our families. Continuously create a safe and trusting environment throughout the year.
7. **Respecting Privacy of the Students and Families:** Ensure that the privacy rights of students and families are respected and protected by school resource officers.

**Action:** Familiarize yourself with student privacy laws and regulations. Handle sensitive information appropriately and maintain confidentiality. Communicate the importance of privacy to students, parents, and staff, and promote a culture of trust and respect. Prior to consistent resource officer-student interactions, consent will be obtained from parents. All records, files or documents related to students will be appropriately secured and kept confidential.

**Timeline:** Familiarize yourself with student privacy laws and regulations within the first month. Communicate the importance of privacy and promote a culture of trust and respect throughout the year. Handle sensitive information appropriately and maintain confidentiality at all times.

8. **Increase Students' Understanding of the Law:** Educating students about the law by pushing into classrooms. Allow students to understand the consequences of their behavior through interactive educational sessions conducted by school resource officers in cooperation with school administration.

**Action:** Work with school leaders to develop and deliver educational programs or presentations that promote students' understanding of their rights and responsibilities under the law. Collaborate with teachers to integrate law-related topics into the curriculum.

**Timeline:** Develop educational programs and presentations within the first two months. Collaborate with teachers to integrate law-related topics into the curriculum by the end of the first semester. Continuously evaluate and refine the effectiveness of the programs throughout the year.

**Other Notes—**

Create a document to educate students and families about the SRO code of conduct as part of student orientation. Establish expectations with teachers and staff about what information can be shared by the SRO. Within 30 days establish protocols for feedback regarding the SRO for students, families and staff. Immediate.

Have SRO’s attend the community partner meetings with the Community Schools’ Coordinators/Social Workers (possible every other month). Remove the 80% satisfaction measurable goal and replace it with the number of meetings attended, or a similar type of goal.

Develop opportunities to visit classes in the middle and high schools within 60 days. Perhaps visit every English or gym class to reach all students.

Develop a plan to include the SRO in new student orientation each September.

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**How is the SRO evaluated, criterion**

How is the SRO evaluated; criterion to measure how SRO is reaching the goals, feedback from community/student; student surveys on a periodic timetable for feedback

*Timelines are suggestions but not requirements.*