



Purpose and Intended Outcomes of School Resource Officer Program

General Purpose

Effective SRO programs recognize and utilize the special training and expertise which law-enforcement officers possess that is well-suited to effectively protect and serve the school community. SROs contribute to the safe-schools team by ensuring a safe and secure campus, educating students about law-related topics, and mentoring students as counselors and role models. This is the Triad Model of SRO responsibility: *educator, informal counselor, and law enforcer*. (*National Association of School Resource Officers*). The College Community School District is organized on one central campus. As a school community that serves on-site over 7,000 students, staff and adults on a daily basis within a small geographical area, we see the benefit of partnering with local agencies, including law enforcement, in our goal to provide a safe learning environment for all members of our campus.

Specific Considerations for SROs in College Community Schools

The SRO will work with the school in the following capacities:

- In his/her primary responsibility is as a law enforcement officer, in accordance with policies and practices of the Cedar Rapids Police, he or she shall support the values of the district vision and philosophy toward educational equity and service to students.
- Participate in building-level meetings with administrators and other staff that are related to school safety and prevention of violence and crime in schools.
- Be visible and present at school and school activities as assigned.
- Serve as a liaison between the College Community School District between the Cedar Rapids Police Department and city/county entities serving or interacting with our students as applicable.
- Assist the school in the education and professional learning efforts related to relevant threats facing students and families including, but not limited to active shooters, cyber-awareness, drug use, vaping, human trafficking, cyber-bullying etc.

- Facilitate communication between the College Community School District and Emergency Management Officials in times of community crisis or in events in the community that threaten the safety and regular operation of campus and building activities.
- Be a resource to students to answer questions related to law and law enforcement, including class presentations and visibility at school and school events.
- Regularly make recommendations to school officials on systems, structures and strategies for school and campus safety, threat assessment, and threat mitigation through participation on school safety committees and initiatives.
- Advise students on legal issues, including mentoring of students currently involved in the juvenile justice system.
- Communicate with administrators on a daily basis related to school and community conditions that may pose a risk to the safety of students and school employees.
- Engage in school and district-level equity work and conversations.
- Assist administration with discipline related to large threats to school safety, disturbances, and behavior that is criminal in nature.
- Be visible and assist with process for student arrival and departure, including traffic monitoring from school to ensure safety

The School Resource Officer Program is not designed or intended to:

- Involve police in day-to-day discipline of students
- Conduct ongoing investigations related to the school, its students or school personnel without knowledge of school officials
- Increase student arrests or adjudication

Key metrics for ongoing program evaluation include:

- Student Interaction Data (interaction with SROs individually and through class/grade level interactions)
- Results of student interactions (arrests, ticketing, mediation, referral to services)