

# Hercules Police Department School Resource Officer Program



## **School Resource Officer**

School Resource Officers are valued members of cross-agency school safety team, helping to promote a safe, supportive and peaceful school environment. Creating an effective SRO program begins with strong relationship among the school communities and law enforcement agency which clearly defines the multifaceted role of the SRO as an educator, informal counselor and law enforcement problem-solver. A clearly articulated description of SRO roles and responsibilities recognizes that school discipline resides with school administrators, not the SRO.

Through positive relationships with students and parents, as well as collaboration with educators and mental health professionals, SRO's can address school safety issues proactively and divert at-risk students from the juvenile justice system.

Properly selected, trained, and governed SRO's will achieve positive outcomes for students and the school communities by providing youth with the support they need to succeed in school and in life.

# Goals of a SRO Program

- ▶ Bridge the gap between officers and young people.
- ▶ Increase positive attitudes towards law enforcement.
- ▶ Teach the value of our legal system.
- ▶ Promote respect for people and property.
- ▶ Reduce juvenile delinquency by helping students formulate an awareness of rules, authority and justice.

# History

- ▶ In 2001 Hercules Middle/High School opened its doors and the Hercules Police Department developed a D.A.R.E Officer Program who was assigned as a liaison to the school from 2001 to 2003.
- ▶ 2004 Hercules Police Department assigned its first School Resource Officer who was paid by the Hercules Police Department.
- ▶ 2006-2007 the school district paid for one officer and the Police Department paid for the second officer.
- ▶ 2010-2011 the city suffered major budget cuts that included the SRO position, leaving one SRO to patrol an approximately one mile long campus and over 1,500 students.
- ▶ Currently the school district funds both SRO positions, paying the city \$360,000 annually for two fulltime sworn officers.

## Basic SRO Training

Basic SRO training includes instruction on how to teach, mentor, counsel students, work collaboratively with administrators and staff, manage time in a school environment, and adhere to juvenile justice and privacy laws. Specialized training on other topics can also promote an SRO's effectiveness.

For example:

- Mental Health
- Education Code
- Adolescent Development and Communication
- Bias and Bullying
- Trauma-Informed Care
- De-Escalation Techniques
- School-Specific Topics
- Cultural Awareness



## Emergency Preparedness Crisis and Incident Management

SRO's help prepare schools to handle a crisis by assisting in crisis planning, developing and coordinating emergency response plans, creating protocols for handling specific emergencies, and leading protocol rehearsals.

- ▶ The Hercules and Pinole Police Department as well as the Rodeo-Hercules Fire Department conduct joint scenario based training in immediate threat-active shooter.
- ▶ At the beginning of every school year, the SRO's conduct Active Shooter Training for all Hercules schools, city daycares and library staff.
- ▶ The SRO assist in the planning and execution of lockdown, fire and earthquake drills.



# Promoting Crime Prevention through Environmental Design

- ▶ SRO's work with administrators on how to decrease risks and opportunities for problem behaviors by employing the principles of surveillance, access control, territorial reinforcement, and maintenance. This may involve altering aspects of the physical environment (e.g. building architecture or landscape design), guardianship in problem areas, and revising school policies to ensure that students move through monitored areas.

Lupine Hills Elementary



Hercules Middle / High



Hanna Ranch Elementary



Ohlone Elementary



# Statistical Data

School Year (7:00 a.m-5:00 p.m.)

	2014-15	2015-16	2016-17
▶ Misc.	136	143	156
▶ Disturbances	77	78	107
▶ Medicals	23	33	46
▶ Lost/stolen property	27	19	19
▶ Mental Health	9	1	3
▶ Missing person	2	4	1
▶ Narcotics	17	9	7
▶ Sexual Assault	2	0	0
▶ Vehicle code violations	34	50	33
▶ Trespassing	1	4	0
▶ Pedestrian stops	14	4	3
	344	385	375



School Year 2014 - 2015				School Year 2015 - 2016				School Year 2016 - 2017			
August 1, 2014 - June 30, 2015 (0700 - 1700 Hours)				August 1, 2015 - June 30, 2016 (0700 - 1700 Hours)				August 1, 2016 - June 30, 2017 (0700 - 1700 Hours)			
Charges	Status	Sex	Total	Charges	Status	Sex	Total	Charges	Status	Sex	Total
273A	849'D	MAL E	1	11364 HS	BOOKED	MALE	1				
11359	849'D	MAL E	1	1203.2	BOOKED	FEMAL E	1	11357(E)	CITE	FEM ALE	1
626.10(A)	BOOKED	MAL E	1	23140(A)	CITE	MALE	1	11357(E)	CITE	MAL E	1
417(A)(1)	BOOKED	MAL E	1	243(A)	BOOKED	MALE	1	11364 HS	CITE	MAL E	1
626.10(A)	BOOKED	MAL E	1	496	BOOKED	FEMAL E	1			MAL	1
11357(E)	CITE	MAL E	1	496	BOOKED	MALE	1	20002	BOOKED	E	
459	CITE	MAL E	2	530.5(A)	BOOKED	FEMAL E	1	23152(A)/23152(B)	BOOKED	MAL E	1
182(A)(1)	CITE	MAL E	2	530.5(A)	BOOKED	MALE	1	243(A)	CITE	MAL E	1
243.2(a)(1)	BOOKED	MAL E	1	626.10(A)	CITE	MALE	1	626.10(A)	849'D	MAL E	1
4462(B)	CITE	MAL E	1	69	BOOKED	MALE	1	BW MIS	BOOKED	MAL E	1
				OSW MIS	BOOKED	FEMAL E	1				
Grand Total for School Year 14/15			12	Grand Total for School Year 15/16			11	Grand Total for School Year 16/17			8



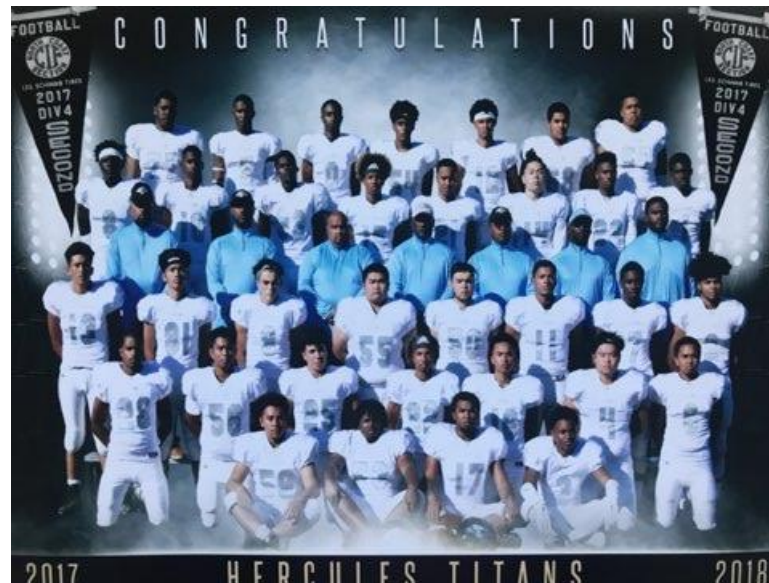
## Coordinated Programs Between PD and Schools

- Drug Abuse Resistance Education (D.A.R.E.)
- Every 15 Minutes
- SQUIRES (San Quentin Utilization of Inmate Resources)
- COST (Coordination of Services Team)
- Golf Program





- Building relationships with students and faculty, where the job often doesn't end at the close of the school day.





# Outreach Programs

- ▶ Coordinating with the Parent Teacher Organization with fund raising efforts and the Christmas Tree Give-Away.
- ▶ Free book and backpack give away.



# Read Across America



## **Differences Between Having an On-site Officer and Working with the Local Police Department**

- ▶ Training in counseling and other skills that help SRO's to be effective in a school setting.
- ▶ Involvement when a young person may pose a danger to the school community.
- ▶ Coordinate with school administration to provide home visits with students working directly with parents and family.
- ▶ SRO's are not security guards or a hired officer who "stands guard" in front of a school.
- ▶ SRO's are fully sworn law enforcement officers, armed, in uniform, and assigned to a school full-time, just as an officer might be assigned a patrol beat.
- ▶ SRO's have all the same training as other police officers, and often more.



## **SRO Programs Are a Vital Component of an Overall Positive School Climate Policy**

- ▶ Properly trained School Resource Officers play important roles in creating school communities where young people thrive and are prepared to meet future challenges.
- ▶ Safe schools are fundamental for students and educators to achieve their full potential. Students who report feeling safe in schools are more engaged in class, have higher academic achievement, and have lower rates of absenteeism, truancy, and behavioral issues.
- ▶ Educators who report feeling safe in school are able to focus better on academics, are more likely to remain in their positions, and are better equipped to teach and support students. Feeling safe in school is intrinsically connected to achieving educational outcomes for students and educators alike.

## An Effective SRO Program Facilitates:

- ▶ Increased feelings of safety among students, teachers, and administrators.
- ▶ Deterring aggressive behavior and empowers staff to maintain order and address behavioral issues in a timely fashion.
- ▶ Diminished classroom time spent on discipline and behavioral disruptions.
- ▶ Improving overall school safety and reducing school-based crime.
- ▶ Increased likelihood that students report witnessing a crime and helps reduce community-wide criminality.
- ▶ Improved relationships among law enforcement and youth.





## SRO Roles

- ▶ Educators
- ▶ Informal Counselors
- ▶ Law Enforcers



SRO's can fulfill a variety of roles: preventing and responding to school-based crime; fostering positive relationships among law enforcement, educators, and youth; and promoting a positive school climate.

# Educators

Law enforcement training and experience equip SRO's with specialized knowledge that can be particularly valuable in a school environment. SRO's extend this knowledge to school staff, students, parents, and the community in several ways:

## Teaching School Staff

SRO's can lead in-service trainings, educate staff about crime and justice issues, and provide training on crisis prevention and intervention.

## Educating Students

SRO's serve as guest lecturers in the classroom, teaching students about criminal investigation, laws and constitutional rights, law enforcement as a career, substance abuse, conflict resolution and restorative justice, and youth-relevant crimes such as dating violence. Spending time in the classroom also serves to build positive relationships between law enforcement and youth.

# Informal Counselor

Positive relationships between the SRO and students are consistently identified as a key to success for SRO Programs. Youth often view and turn to officers in the same way they might turn to parents or other adults in their lives, seeking out SRO's informally to discuss issues. SRO's can build trust and foster relationships with youth through formal and informal interactions.

By guiding students through a variety of challenging issues, such as underage drinking, stressful life situations, or even the legality of senior pranks, students can come to trust SRO's to answer questions and address problems, which in turn enables SRO's to identify at-risk students early. These relationships also allow SRO's to intervene before issues escalate, refer students to appropriate resources (e.g. mental and behavioral services within and outside of the school), and divert them from the juvenile justice system.



# Law Enforcer

Protecting students and staff from threats of violence is an integral component of an SRO's law enforcement role. Having a sworn law enforcement officer available at the school diminishes critical response time in the case of a violent incident or other emergency. Likewise, an SRO's familiarity with a school's layout and design, as well as knowledge of the individuals involved in a problem, can further improve response efficiency.



## **SRO's Fulfill a Number of Traditional Law Enforcement Functions**

- ▶ Responding to on-campus calls, emergencies, or trespassers, and to off-campus crimes involving students.
- ▶ Provides Law Enforcement presence at football and basketball games.
- ▶ Deterring on-campus violence and criminality.
- ▶ Conducting criminal investigations and sharing information with investigation units.
- ▶ Patrolling the school property and serving as truancy and security enforcers.
- ▶ Issuing citations and making arrests as needed.

# QUESTIONS