



PSD SRO CAC – Meeting Notes  
01/21  
5:30pm – 7:00pm  
Zoom

Notes	Outcomes / Action Items
<p>Finalized <a href="#">Group Norms</a></p> <ul style="list-style-type: none"> <li>• A subgroup met to finalize the group norms</li> <li>• A representative of the subgroup presented the new drafted norms</li> <li>• There was a suggestion made to allow additional norms if necessary in future meetings</li> <li>• The norms were agreed upon by unanimous consent</li> </ul>	<p>Next step: None</p> <p>Decision: Consensus reached. Additional norms can be added if deemed necessary in future meetings.</p>
<p>Final <a href="#">Decision-Making Process</a></p> <ul style="list-style-type: none"> <li>• Approved with no modifications</li> </ul>	<p>Next step: None</p> <p>Decision: Consensus reached</p>
<p><b>Role of SROs in PSD</b></p> <p>The three administrators gave examples of how SROs operate in their building. One gave an example of students receiving inappropriate texts and the SRO was able to do an investigation. The SRO set up a sting and captured the predator from out of state that was trying to lure three PSD students. The administrator discussed how SROs play a larger role than safety and security as some students would rather go to SRO than person in the school. On the other hand, the administrator discussed how sometimes police have asked the school to wait on investigations. Additionally, with the push for safety and security, SROs have been huge advocates for active shooter trainings, which cause anxiety for many. This administrator noted that while they would be comfortable not having an SRO because they make some uncomfortable. However they also stated that SROs provide peace for others.</p> <p>Another administrator described a different experience with their SRO as there is no full-time SRO on their campus. In this case, typically SROs are called when there is a person who is at risk or harming themselves or another person. Often, this is an angry parent who is being aggressive with a teacher or administrator. This administrator has seen SROs deescalate the situation using words and bring it to a peaceful understanding. The administrator stated that if there was no SRO they would simply call the police. Another situation this administrator described was when a parent did not show up to pick up a student and thus the SRO would take them to a safe place and coordinate with DHS to conduct a</p>	<p>Next step: The facilitation team will consider a subcommittee to address questions specifically for SROs.</p> <p>Decision: N/A</p>



welfare check to make sure the parent was okay.

The final administrator agreed with what the previous two administrators described. They discussed a legitimate safety concern given the location of the school and response time possible for law enforcement (i.e. when a parent shows up even though a restraining order is in place). They discussed that there are things school staff is simply not trained to do, especially in times of a legitimate crisis. However, they also described how there is sometimes a difference of approach to how things are handled, which would be the same if law enforcement were called in.

The CAC was then broken into three affinity groups to create questions they would like to ask the district representative and the school administrators regarding SROs. The following summarizes the full group conversation that transpired:

- SROs are required to do a myriad of training, both at the district and law enforcement level.
- PSD worked over the 2020 summer and fall to define the contract and standard operating procedures (SOPs) but it still does not get at the specific jobs SROs do (i.e. mental health holds which PSD staff are not allowed to do.) PSD and law enforcement have tried to delineate separation for how SROs work with individuals who break the law because there have been times where it was fuzzy and SROs were getting involved and participating when they didn't need to be.
- PSD is currently being trained on Restorative Justice practices and it could be an alternative to the current model.
- If the militarization of police is one of the concerns, one CAC member mentioned that there is no reason that a police officer couldn't be wearing a polo shirt and khaki pants with a concealed firearm and a radio so they can call for help.
- Some CAC members wanted to know the utility of having SROs embedded in community versus just calling the police. One administrator noted that when they are not embedded, an officer who they had no relationship with would respond and handle the situation how they wanted, instead of in coordination with school officials. Another noted the time delay it takes for an officer to respond to a situation when not embedded, which is often too long. The administrators noted that with SROs there is at least an attempt at building trust, are able to diffuse situations, know the layout of the school, and serve as liaisons to the police in some situations (i.e. safe3tell reports).
- There were questions and discussion around the aftermath of an



active shooter lockdown, noting that the mental health team in the district has tried to build systems to help students and teachers processing. SROs typically only take point on the lockout aspect, not assisting with the aftermath.

- CAC members asked the administrators if they could imagine a school without SROs. Administrators stated that they could, if there was increased mental health providers, unarmed security, etc.
- CAC members raised questions about “what does safety mean and for whom?” Administrators raised concerns about a rise in aggression towards teachers and administrators. CAC members raised concerns about student’s feeling safe. This was named as the crux of the issue facing the CAC.
- SROs were first introduced into PSD schools in the late 1990’s (1997 or 1998). Since then SROs have become a norm and the district admitted that there hasn’t been a concerted effort to look at the data and review the program until this year. Unfortunately, due to the COVID-19 pandemic, the data from this year is almost nonexistent as students aren’t in the building.
- The administrators noted that it was difficult to list everything SROs do because sometimes it is in the moment, an emergency response.

The facilitation team asked the CAC members if they would be interested in having SROs at the next meeting to answer additional SRO specific experience questions that were raised in the previous meeting. The CAC was very split on this and thus SROs will not be joining the next meeting. A proposal was made to have a subgroup or committee identify what questions they would like answered by SROs and possibly meet with them at another time.

## Data and Documentation Request

The following documents/data was requested by the CAC in an after meeting feedback survey:

### Data

- Statistics of SRO discipline per race and gender
- Data on SRO activity (student referrals to an SRO, an SRO dealing with a threat to the school, an SRO helping with a mental health crisis - anything and everything available) in PSD from when they were implemented until today.
- Similar data from other districts that don't have SROs- in this case of course looking at instances of violence at those schools, looking at what other security/mental health professionals do they have, looking at how they discipline, etc.

Next step: The facilitation team will work with PSD to provide as many of the requested documents as possible

Decision: N/A



- Levels of discipline, by race and male/female.
- SRO interactions by IEP/504, race, income and every other way the data can be divided. Expulsions that do not involve and SRO.
- Data on tasks performed by SROs and who is on the receiving end of SRO attention.

#### **Documents/Research**

- An SRO contract that Larimer County (not relevant for FoCo or Timnath) has with another school district? How does theirs differ from ours?
- The FoCo and Timnath contracts (which have were provided following the meeting)
- Training requirements for SRO, length of time one serves. Does Fort Collins Police rotate SRO out of the job after a specific amount of time. Who are the SRO's used by each department, do they interact and train together - Does a Sheriff SRO respond to events in Fort Collins or Timnath? Can they or is it policy not to allow it?
- A physical list of specific roles assumed by an SRO to be created? Would it be possible for a physical list of specific roles of an SRO that cannot be dealt with by PSD Admin to be created?
- Standard operating procedure for SROs (this was provided as a link on the 01/21 meeting agenda and can be found on the PSD website)
- PSD's contracts with all SRO providing police forces.
- Code of conduct/responsibilities for SROs.
- SRO evaluation form.

#### **General Questions**

- Since SRO's are allowed to question students, do they inform them of their fifth amendment rights?
- What triggers in-school suspension, out of school suspension, expulsion? At what point does an SRO become involved?
- Process to be considered to be an SRO. Any specific training?
- Question to the committee: Is it just the police officer role/title that bothers people? Or is it the gender/ethnicity of the person in that role also?
- How is an SRO's day spent (percentages: discipline, teaching, hanging out, sitting in the office)? Who could be doing these tasks in lieu of SROs? What are the tradeoffs in moving this work to other individuals (e.g social workers, mental health professionals, guidance counselors, principals, etc.)?
- Isn't it possible to establish a relationship with an SRO-type officer who has a relationship with multiple schools, but not allow that person into school buildings unless needed?
- Why doesn't the school/district send a notice home when SROs are



going to be teaching students like they do when difficult topics will be covered in class such as, e.g. mental health/self-harm and/or sex?

- Can SROs just approach students in the hall and start talking to them? If so, what is the difference between a police interview/investigation and a discussion and how is this made clear to students? Who is made safer by having SROs in schools?
- What is included in "SRO basic training" and is their mental health training actually sufficient for them to sit in on situations a counselor might be more appropriate for? What are protocols for SROs in potentially dangerous situations/school shootings?
- Summarize the time SROs spend in their various roles: discipline, counseling, traffic, intervention to protect students / staff. If the objection to SRO's is due to the 'militarized appearance' is FCPS receptive to a more casual appearance? i.e. discreet body armor, concealed weapon, etc.
- How is "safety" defined?
- How do we know teachers and staff aren't leaning on SRO's to handle situations that they really should be responsible for?
- There are many cases of an SRO intervening and steering a troubled student away from poor behavior. Does anyone track those cases?

**Research Questions**

- What are other districts (that had SROs) doing to support safety/duties of the SROs they had? What did they transition to?
- A private survey of principals and counseling staff about the pros/cons of SRO.
- Would it be possible to ask the community engagement team/those charged with 'robust community engagement' to engage with the mental health team & school counselors beyond the team in understanding SRO role? & understanding the unmet needs of our mental health professionals in the schools in our district?

**Wrap up**

- Participants completed an after meeting feedback survey