

School Resource Officers

SRO Mission-

School Resource Officers of the Santa Rosa Police Department are dedicated to collaborating with the Santa Rosa School Districts to ensure a safe learning environment, provide valuable resources to school staff and youth, to prevent and solve problems within the school and community and to foster positive relationships between youth and police officers.



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History SRCS/ SRPD Partnership

- School Resource Officer (SROs) are a commonly used program across the U.S. where Police Departments assign officers with special interests and training to work with youth on campuses (Estimations show over 14,000 SROs in U.S. schools).
- SROs have been part of SRCS since 1997
 - Program started as single SRO and has grown to 5 SROs over two decades.
 - SRO positions are fully funded by the Santa Rosa Police Department
- There are currently 5 SROs assigned to 5 High Schools and secondary feeding Middle Schools.
 - Elsie Allen High School – Lawrence Cook Middle School
 - Maria Carrillo High School – Rincon Valley Middle School
 - Montgomery High School - Slater Middle School
 - Pinter High School – Comstock Middle School
 - Santa Rosa High School – Santa Rosa Middle School



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SRO Selection Process:

This is a full time assignment applied for within the department.

SROs are chosen through a testing process, which includes SRCS Administrators who participate as evaluators during oral board process.

Evaluation and Selection Considerations:

- Oral board score/ performance

- Performance evaluations on the job

- Personnel file review

- Prior experience coming into assignment

- Desire to work with youth and proper temperament

- Candidates with College Degrees are given greater consideration

SRO Program Administrators

SROs are immediately supervised by a Sergeant and Lieutenant and work collaboratively with the SRCS Superintendent overseeing the program



Sgt Tommy Isachsen



Lt Jeneane Kucker



SRCS Superintendent
Diann Kitamura

Current SRCS School Resource Officers



Officer Jamie Woods
16 years experience



Officer Kyle Boyd
18 years experience



Officer Matt Crosbie
18 years experience



Officer Armando Jauregui
20 years experience



Officer Stephen Bussell
20 years experience



92 years of total experience
All current SROs possess College Degrees



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SRPD Education and Training

ALL SRPD Officers are certified through P.O.S.T
(Police Officer Standards and Training)

Department Training for all officers:

Defense Tactics/ Firearms
Implicit Bias Training
Policy/ Law Updates
Use of force/ Less Lethal
ADA Awareness Training
Crisis Intervention Academy
Procedural Justice
Detention of Minors
Ethics Training
Neighborhood Orienting Policing
Biased Based Policing/ Racial Profiling
Behavioral Threat Assessment
Tactical Communications
Human Trafficking



Additional Training specific to SROs

Basic School Resource Officer School (NASRO)
Behavioral Threat Assessment (Students/ Schools)
Social Media Investigations
Child Forensic Interview Training
National School Safety Conference
G.R.E.A.T Instructor School
Active Shooter/ School Safety
Tobacco Education
Investigations School
P.A.L (Stewards of Children)
Police Engagement Program
Missing Children Inv.
Grooming Standards
of Offenders.



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SRPD SROs work on three basic principals



**TO PROTECT
& EDUCATE:**
The School Resource Officer and the
Prevention of Violence in Schools



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SRCS and SROs work in collaboration with one another through Restorative Justice Practices

Student behavior and discipline is handled by School Administrators and not SROs

Upon request, SROs can participate in Restorative Circles

Occasionally SROs become involved in criminal investigations that are mandated by the law or requested upon by a student victim or his/her parent



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SRO Statistical Data (3-year Snap Shot):

Each SRO on average has in excess of 500 “significant” interactions with students combined on their High School and Middle School campuses over a school year.

500 interactions X 3 years per SRO = 1,500 Interactions by SRO over 3 years

1,500 Interactions X 5 SROs = 7,500 “Significant” Interactions by SROs over 3 years

These significant interactions include, but are not limited to:

- Physical fight on campus

- Possession of a dangerous weapon on campus

- Mental Health evaluations and placement

- Bullying (Social media crimes)

- Student confrontations with teachers/ staff

- Drug offenses

- Mandated** sexual assault, domestic violence, and child abuse reports

Total arrests for all 5 High Schools and 5 Middle Schools = 138 arrests (3 years combined all 10 Campuses)

Total Student Population = 10,500 students

94 Citations with release to a parent

44 Bookings into Juvenile Hall

25% of all arrests were for weapons violations

26% were for battery/ physical altercations



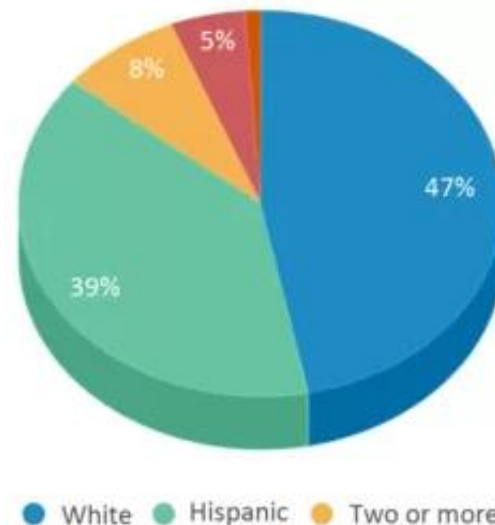
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SRO Statistics/ Demographics:

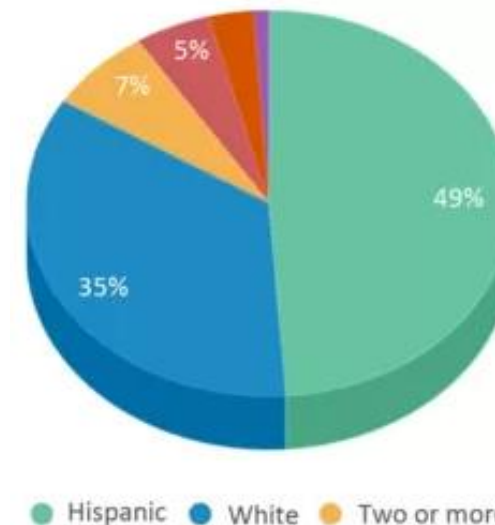


- Total 3-year arrests combined Santa Rosa High and Middle School:
- **24** total arrests made (11 citations & 13 bookings): *Five arrests have been expunged

- (7) White Male Juvenile arrests
- (6) Hispanic Male Juvenile arrests
- (4) Black Male Juvenile arrests
- (2) White Female Juvenile arrests
- (4) Hispanic Female Juvenile arrests
- (1) Black Female Juvenile arrest



Santa Rosa High
1,991 students



Santa Rosa Middle
581 students

- Total students = 2,572
- (39%) Hispanic students SRHS (776 students) plus (49%) SRMS (284 students) = 1,060 total Hispanic students for 2020 school year
1,060 Hispanic students x last 3 school years = 3,180 total students. **Equates to .31% arrest rate of Hispanic students**
- (47%) White students SRHS (935 students) plus (35%) SRMS (203 students) = 1,138 total WMJs for 2020 school year
1,138 White students x 3 school years = 3,414 total students. **Equates to .26 arrest rate of White students**

• **Note:** 5 total Black students arrested combined in 3 years



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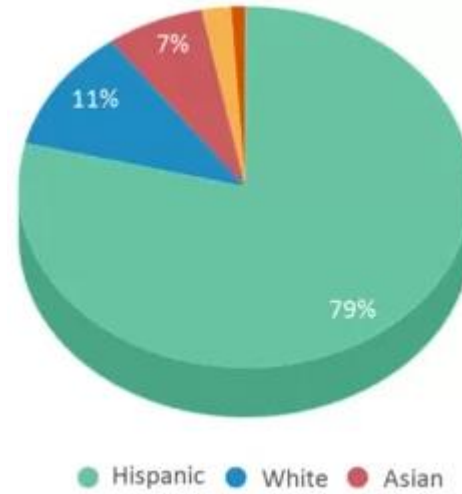
SRO Statistics/ Demographics:



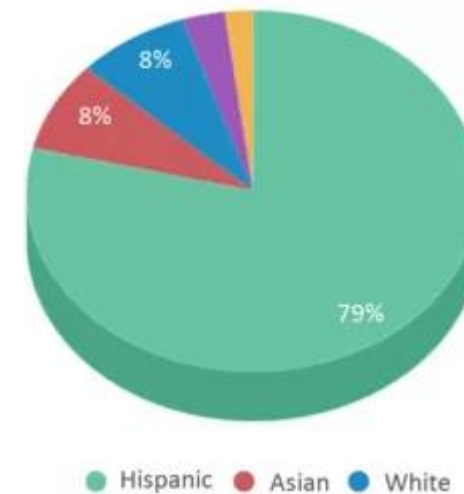
- Total 3-year arrests combined Elsie Allen High and Cook Middle School

- **44** total arrests made (36 citations & 8 bookings):

- (4) White Male Juvenile arrests
- (19) Hispanic Male Juvenile arrests
- (6) Black Male Juvenile arrests
- (1) Asian Male Juvenile arrest
- (0) White Female Juvenile arrests
- (14) Hispanic Female Juvenile arrests
- (0) Black Female Juvenile arrest



Elsie Allen High
1,032 students



Lawrence Cook Middle
440 students

- Total students = 1,472

- (79%) Hispanic students Elsie Allen (815 students) plus (79%) Cook (347 students) = 1,162 total Hispanic students

1,162 students x last 3 school years = 3,486 total students. **Equates to .95% arrest rate of Hispanic students**

- (11%) White students Elsie Allen (113 students) plus (8%) Cook (35 students) = 148 total White students

148 students x last 3 school years = 444 total students. **Equates to .9% arrest rate of White students**

Note: 6 total Black students arrested combined in 3 years



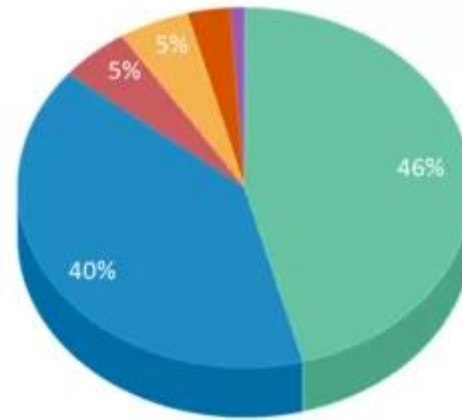
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SRO Statistics/ Demographics Cont.



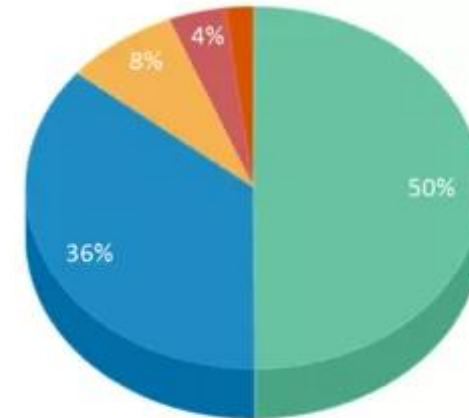
- Total 3-year arrests combined Montgomery High and Slater Middle School:
- 32 total arrests made (20 citations & 12 bookings):

- (8) White Male Juvenile arrests
- (10) Hispanic Male Juvenile arrests
- (3) Black Male Juvenile arrests
-
- (2) White Female Juvenile arrests
- (7) Hispanic Female Juvenile arrests
- (2) Black Female Juvenile arrest



● Hispanic ● White ● Asian

Montgomery High
1,647 students



● Hispanic ● White ● Two or more

Slater Middle
764 students

Total students = 2,411



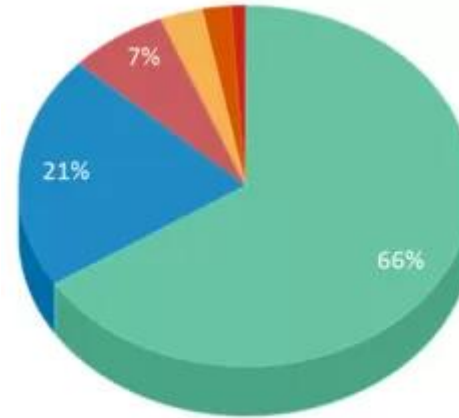
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SRO Statistics/Demographics Cont.



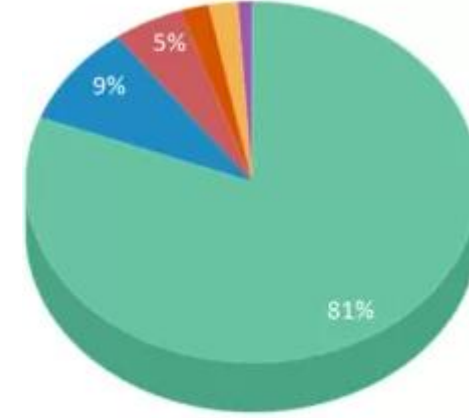
Comstock Middle School

- Total 3-year arrests combined Piner High and Comstock Middle Schools
- 19 total arrests made (14 citations & 5 bookings):
- (2) White Male Juvenile arrests
- (7) Hispanic Male Juvenile arrests
- (2) Black Male Juvenile arrests
- (3) White Female Juvenile arrests
- (5) Hispanic Female Juvenile arrests
- (0) Black Female Juvenile arrest



● Hispanic ● White ● Asian

Piner High
1,357 students



● Hispanic ● White ● Asian

Comstock Middle
410 students

Total students = 1,767

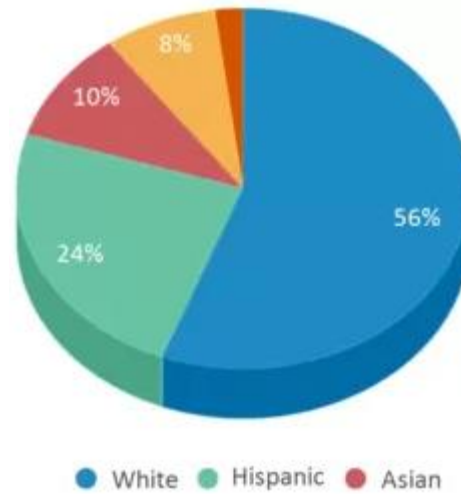


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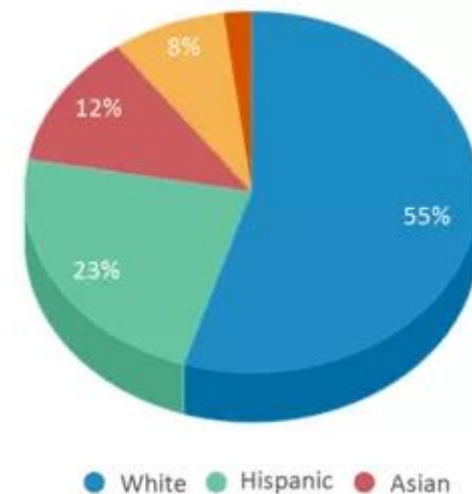
SRO Statistics/ Demographics Cont.



- Total 3-year arrests combined Maria Carrillo High and Rincon Valley Middle Schools:
- 19 total arrests made (13 citations & 6 bookings):
-
- (7) White Male Juvenile arrests
- (4) Hispanic Male Juvenile arrests
- (4) Black Male Juvenile arrests
-
- (1) White Female Juvenile arrests
- (3) Hispanic Female Juvenile arrests
- (0) Black Female Juvenile arrest



Maria Carrillo High
1,560 students



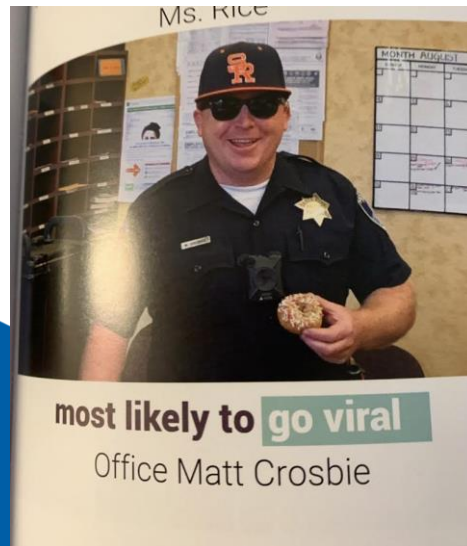
Rincon Valley Middle
891 students

Total students = 2,451



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A day in the life of a School Resource Officer!!



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SRO Chris Morrison

Montgomery High and Slater Middle School



When SROs arrive on campus:

- SRO checks in with Administrators/ Staff
- SROs are summoned to assist with a number of duties throughout day
 - Counseling Office regarding mandated report (IE: Sexual Assault, Child Abuse)
 - Check the welfare of a student not coming to school/ Home Visit
 - Students request to speak with SRO directly (IE: Home life, issues they are having)
 - Speak with and evaluate students suffering from mental health

SROs walk halls of campus and outside during break and lunch periods

Many positive conversations and interactions take place with students during this period

SROs remain visible to offer students and staff a level of safety and security

There are times non students wonder onto campus and need to be contacted

If schools are placed on lock down SROs are present and on scene for quick response

SROs provide traffic control in and around schools

SROs have ability to follow-up with students after incident for further resources and mentoring



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SROs work closely with staff regarding student needs and involvement/ incidents that may occur in the community

Administrator and SROs work collaboratively via the phone for incidents that occur involving SRCS students during off school hours (IE: Death, Suicide, Critical Incident)

This pro-active approach allows SRCS staff to provide appropriate resources ahead of time when needed (IE: Counselors or therapy dogs on campus)



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School Safety: Active Shooter/ Dangerous Person on Campus



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SROs provide all High School and Middle School staff yearly Active Shooter/ Dangerous Person on Campus Training:

Training is based off lessons learned from prior critical school incidents: Columbine High School, Parkland High School, & Sandy Hook Elementary



INCIDENT #1

May 30, 2019

SRHS Student brings pellet gun to school



INCIDENT #2

October 22, 2019

Ridgeway High student shoots another student in front of campus

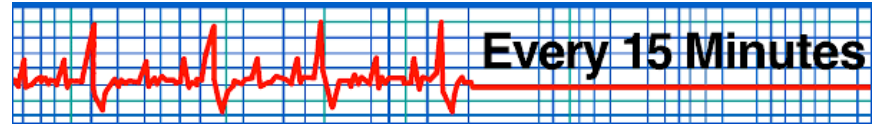


SRO was present, placed students on lock down during both incidents, and was first on scene



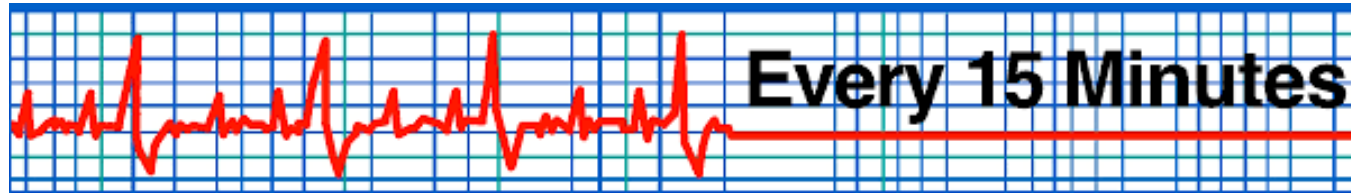
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SRO Involvement in Community Programs and Resources:



Youth Community Police Experience





Every 15 Minutes

EVERY
15 MINUTES



Program has been around for 20 years

Rotates every year among the 5 High Schools – 2 Day Event/ Assembly

Focuses on Drunk Driving, Distracted Driving, and Decision Making

Facilitated by each SRO- Estimated over 75 hours of dedicated time to planning and executing program each year.



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Choose Your
G.R.E.A.T. Community

Law Enforcement



Gang Resistance Education and Training

SROs receive special training to teach this course to students

Connection with At-Risk Youth in our schools

13- Lesson middle school age based curriculum

Helps break down perception and fear (micro-aggressions) with law enforcement



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**Special
Olympics**



SROs participate in community events to connect with our youth both on an off campus



CHOPS Career Day



Cinco de mayo



Halloween Haunted House



Women's March

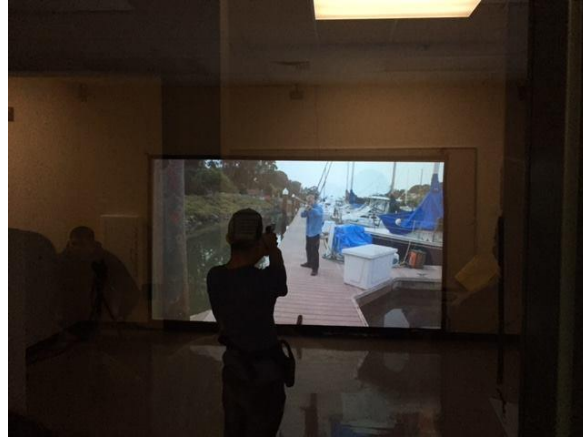


A collaborative effort involving private citizens, schools and law enforcement to prevent violence in our community and provide support to our youth and families through partnerships



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SRPD Youth Community Police Experience



Organized and put on by SROs every summer

Week long academy that includes classroom presentations covering different areas of the police department. Includes scenario applications of job duties.

Designed for SRCS students between ages of 14-18 years

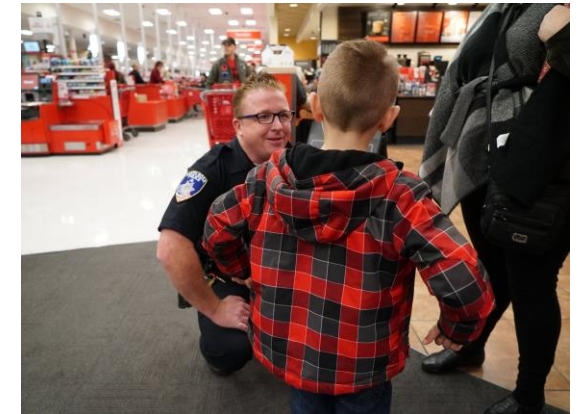


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SHOP with a COP

SCHOOL RESOURCE OFFICER



SROs participate in Contract Events through SRCS

These include:

- Football games
- Basketball games
- School Dances (Prom)
- Graduation/ Project Graduation
- Open house night



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Better Together

- School Resource Officers of the Santa Rosa Police Department are committed to the continued dedication and collaboration with the Santa Rosa City School District and students, with the continued goal to help foster positive relationships between all youth and police officers in our community.



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We appreciate your participation in this presentation and hope this information has been helpful in providing an overall scope of how School Resources Officers work in partnership with Santa Rosa City Schools.



Do you have questions,
comments, or concerns?



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