

Police Department

School Resource Officers

PURPOSE AND SCOPE

This policy describes the Department School Resource Officer (SRO) program (Utah Code 53-10-117). The purpose of this policy is to provide guidelines for the School Resource Officer Program.

POLICY

The Department is committed to enhancing the safety of students and faculty on campuses located in the department's jurisdiction by forming a partnership with school administrators, faculty members, and students. And has established the School Resource Officer (SRO) Program for the purpose of providing and maintaining a safe, healthy and productive learning environment by emphasizing the use of restorative approaches to address negative behavior while acting as a positive role model for students.

SCHOOL RESOURCE OFFICER PROGRAM

The [Title of head law enforcement official] should appoint SROs to serve in public primary and/or secondary schools upon contract with a Local Education Agency (LEA). The contract shall include all provisions required by Utah Code 53G-8-703.

LOCAL EDUCATION AGENCY CONTRACT

Duties and governing guidelines for SROs within their assigned school are as defined in the attached Local Education Agency's contract [INSERT CONTRACT].

SELECTION OF PERSONNEL

Interested sworn personnel, who are off probation, shall submit a change of assignment request to their appropriate chain of command. A copy will be forwarded to the SRO supervisor. Qualified applicants will then be invited to an oral interview. The oral board will consist of the SRO supervisor, a second person to be selected by the SRO supervisor, and if feasible, a member of the administration from the school the officer will be assigned to. Interested personnel shall be evaluated by the following criteria:

- (a) Recognized competence and ability as evidenced by performance.
- (b) Demonstrate good judgment and understanding of the critical role of a School Resource Officer.
- (c) The ability of the appointee to foster an optimal learning environment and educational community.
- (d) Special skills, training, or education as it pertains to the assignment.
- (e) Commitment to the program, understanding the assignment may necessitate unusual working hours to cover school related events.

SCHOOL RESOURCE OFFICER PROGRAM SUPERVISOR

The School Resource Officer program will fall under the direction of the Special Services Sergeant, who will have the following responsibilities:

- (a) Organizing SRO training.
- (b) Ensuring SROs are in their assigned school consistently, and in the event of an absence ensure the school has adequate coverage by a substitute officer or has a guardian or armed private security onsite.
- (c) Evaluating performance of School Resource Officers.

SCHOOL RESOURCE OFFICER DUTIES

The general duties and responsibilities of SROs include (Utah Code 53G-8-703):

- (a) Providing for and maintaining a safe, healthy, and productive learning environment in a school.
- (b) Acting as a positive role model to students.
- (c) Working to create a cooperative, proactive, and problem-solving partnership between law enforcement and the Local Education Agency (LEA).
- (d) Emphasizing the use of restorative approaches to address negative behavior.
- (e) Teaching a vocational law enforcement class at the request of the LEA.

SCHOOL RESOURCE OFFICER QUALIFICATIONS

Members appointed as SROs should be selected using criteria that includes but is not limited to:

- (a) The ability of the appointee to foster an optimal learning environment and educational community.
- (b) Whether the candidate has specialized training in:
 - 1. Child and adolescent development.
 - 2. De-escalation and conflict resolution techniques with children and adolescents.
 - 3. Behavioral health disorders in children and adolescents.
 - 4. Alternatives to arrest and other juvenile justice diversion strategies.
 - 5. Behavioral threat assessment methods.

UNIFORMS AND EQUIPMENT

Officers shall wear a class B or Class C uniform along with their department approved safety equipment while working in the school.

TRAINING

Officers assigned must successfully complete a basic SRO training course in accordance with Utah Code Annotated, 53G-8-702, and will train jointly with the principal (or designee) of their assigned school on an annual basis. Thereafter, school resource officers should receive quarterly in-service training to improve skills and refresh safety, health and operational procedures. The in-service training should minimally include the following:

- (a) School resource officer strategies for working with juveniles and adolescent mental health and de-escalation.
- (b) Firearms training specific to the school environment.
- (c) Active Shooter response and single man building clearing.
- (d) Interview and Interrogation of juveniles.
- (e) Legislative legal update regarding the governance of school resource officers and juvenile law.

REPORTING REQUIREMENTS

Officers shall work with school administration to ensure reports of serious and non-serious threats and data related to threat assessments are being reported through the Utah School Information Management System in accordance with Utah Code 53E-3-516, and that any substantial threats are being reported in accordance with 53-22-106.

USE OF FORCE

In accordance with department policy [INSERT EXISTING POLICY] and Utah code.