

Date Completed: May 21, 2025

Focus Area		Criteria	Met Expectation	Notes/Comments:
<b>Building Relationships</b>				
	Met with Student Groups who Requested	Met with 90-100%	Yes- All Sites ... ▾	Met with 91 out of 92 student groups that requested
	Introduced themselves to students and staff during various meetings (joined staff meetings or assemblies)	SRO Introduced/joined 5-6 times over the course of the year	Yes- All Sites ... ▾	Were invited to 260 staff meetings and met with 91 student groups
	Attended site based community outreach activities (i.e. open house, jumpstart, first football game of the season, etc.)	SRO attended 5-6 activities	Yes- All Sites ... ▾	Attended 165 after school events
	Increased visibility in before and after school and during lunch	Student survey results with 80% or higher agree/strongly agrees	Yes- All Sites ... ▾	83.8% of students positively responded
<b>Assessment of SRO Program</b>				
	Participated in monthly/quarterly data review at each site and by levels to go through citations being issued	SRO attended at least 3 data review meetings	Yes- All Sites ... ▾	
	Each site principal participated in the personnel evaluations of SRO's	Principals provided input to DPD	No - (2 or few... ▾	Have not seen yet for this school year. Last one was completed in August 2024 Suggestion: Complete in April with site visits
	Student Survey (Spring)		Similar respo... ▾	142 responses vs. 1,080 in 2024 80% of those with interaction with SRO found it positive 91.5% felt comfortable speaking to SRO

				88% feel SROs make school safer
	Family Survey (Spring)		Similar respo... ▾	133 respondents vs 468 in 2024 85.5% of those with interaction with SRO found it positive 86.5% feel having an SRO makes the school safer. 88% Support having an SRO at school
<b>Professional Development</b>				
	Received training on working in schools and with students	All SROs received training	Yes- All Sites ... ▾	1 or 2 conferences this year Will attend the MN Juvenile Officers Association conference in June.
	Received training on anti bias policing, implicit bias, restorative practice, and cultural competency	All SROs received training	Yes- All Sites ... ▾	Have done cultural responsive and implicit bias training as a requirement for their position. This has been accomplished as part of their professional training.
	Participated in the same training as teachers/staff (i.e. behavior interventions, trauma informed, implicit bias, and cultural competency etc.)	All SROs participated in certified staff professional development	Not evaluated ▾	SROs are not attending district professional development days School safety conference with district - reunification walkthrough The District did not focus on those areas for pd this year.
<b>Communication and Transparency</b>				
	Provided citation and complaint data in timely fashion	Updated monthly	Yes- All Sites ... ▾	Monthly citation data uploaded to district website.
	Provided relevant personal and personnel information for the SRO website	Updated in timely fashion	Yes- All Sites ... ▾	Updated with new officers at the beginning of the school year.

