School Resource Officer

Connecting the SRO to OPS Values

What Research Tells Us

Research Summary

"The research evidence does not, as a whole, yield support for school policing as an effective strategy to improve safety and security." (National Institute of Justice - US Department of Justice, February 2022)

Key Points:
- Targeted school violence can be prevented, but no evidence that SRO is key factor in that prevention. (Community-Oriented Policing Services - US Dept. of Justice, 2020)
- Evidence connects SROs with disproportionate discipline for BIPOC students (*Crime & Delinquency* journal, 2021)
- SROs can serve in multiple roles - Informal counselor, educator, and proactive law enforcer (National Association of SROs)
- SROs are not found to have an effect on students' feelings of safety (Doctoral dissertation, 2018)
- Many districts ended their school policing programs or cut their budgets from 2020-2022 (*Ed Week*, 2022)

Link to research review document

What the OPS Community Told Us

Summary of Survey Results
March 6, 2023

STUDENTS (7-12)
656 student responses

- 65% of students survey are **in favor** of the SRO position
- 23% of students stated they would like additional information prior to determining
- 12% of students stated they would **not be in favor** of having an SRO in the buildings.

STAFF
136 staff responses

- 74% of staff survey are **in favor** of the SRO position
- 20% of staff stated they would like additional information prior to determining
- 6% of staff stated they would **not be in favor** of having an SRO in the buildings

COMMUNITY MEMBERS
529 community responses

- 71% of community members surveyed are **in favor** of the SRO position
- 19% of community members stated they would like additional information prior to determining
- 10% of community members stated they would **not be in favor** of having an SRO in the buildings.

Note: The OPS swatting incident took place on 2/7, and the MSU shooting on 2/13.

Levels of Data

LEVEL 1
Satellite Data

Large grain size.

Illuminate patterns of achievement, equity, and teacher quality and retention.

Point us in a general direction for further investigation.

LEVEL 2
Map Data

Medium grain size.

Help us to identify reading, math, and other student skill gaps (e.g. decoding, fluency, fractions, etc.), or instructional skill gaps for teachers.

Point us in a slightly more focused direction.

LEVEL 3
Street Data

Fine-grain and ubiquitous

Help us to understand student, staff, and parent experience as well as specific misconceptions and mindsets.

Help us to monitor students' internalization of important skills.

Require focused listening and observation.

Inform and shape our next moves.

©Shane Safir, The Listening Leader, Jossey-Bass 2017

Students - Survey Results

Grades 7-12

656 student responses

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- **23%** of students stated they would like additional information prior to determining

- **12%** of students stated they would **not be in favor** of having an SRO in the buildings.

Do you think Okemos Public Schools should hire a school resource officer?

598 responses

- Yes
- No
- I still need more information.

12.2%
23.1%
64.7%
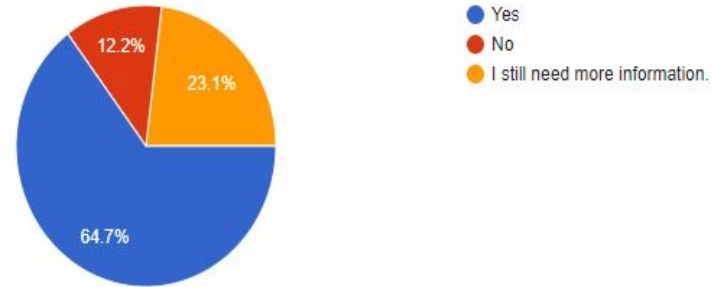
Students - Affinity Group Results

- Grades 9-12
- Reached out to Black Student Union, PRISM, Asian Culture Club, ALAS, Muslim Student Association, and WILL
- Surveys, small group conversations, one-on-one conversations
- Response rates were low
- Results were mixed

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- Fine-grain and ubiquitous
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Staff - Survey Results

136 staff responses

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- **20%** of staff stated they would like additional information prior to determining

- **6%** of staff stated they would **not be in favor** of having an SRO in the buildings

Do you think Okemos Public Schools should hire a school resource officer?
128 responses

- Yes
- No
- I still need more information.

73.4%
20.3%
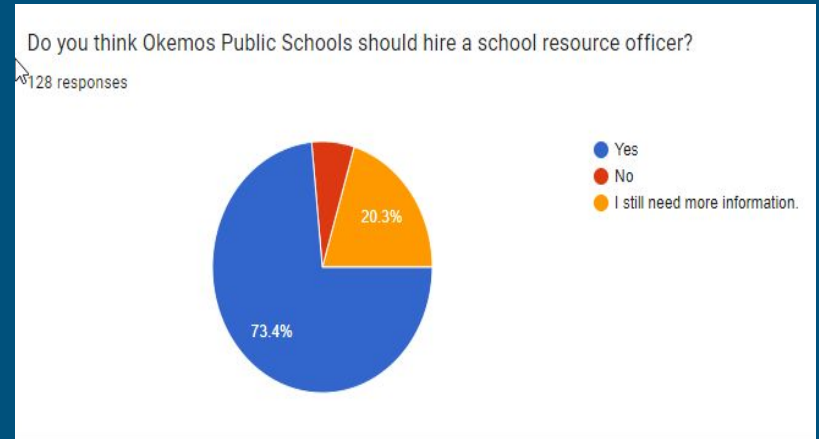
Community - Survey Results

529 community responses

- **71%** of community members surveyed are **in favor** of the SRO position

- **19%** of community members stated they would like additional information prior to determining

- **10%** of community members stated they would **not be in favor** of having an SRO in the buildings.

Do you think Okemos Public Schools should hire a school resource officer?

518 responses

- Yes
- No
- I still need more information.

10.2%   19.1%

70.7%
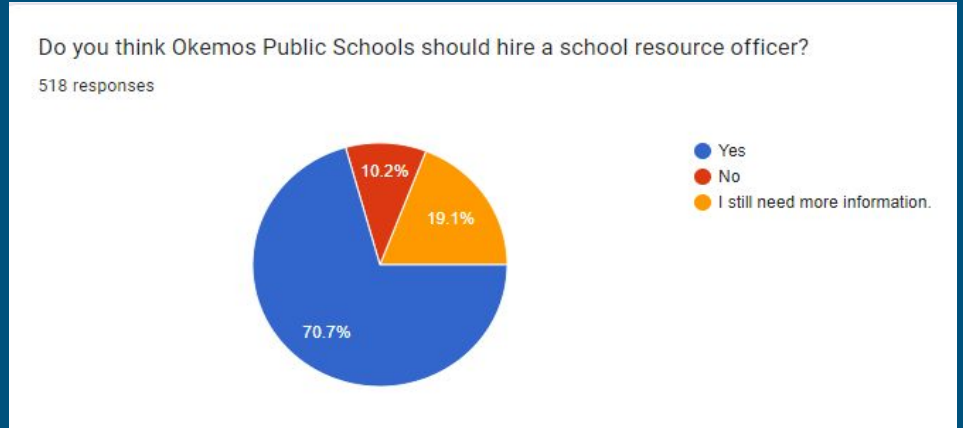
Patterns/Themes for FEARS

- Perception from students
- Impact on student with special needs
- Disproportionality
- School to prison pipeline
- Punitive approach vs restorative/social justice
- Impact on culture of the school
- Mistreatment of students by SRO
- Criminalization of student behavior

- Lack of appropriate training for SRO - students with disabilities, trauma, etc.
- Injury/death
- Not as helpful as we would like during emergency
- Bias will influence actions (race, SWD, etc.)
- Loss of control for district
- Anti-racist training won't fix issues related to race/racism
- Living in fear

Patterns/Themes for HOPES

- Another positive role model
- Early intervention of concerns
- Greater potential to support student safety
- Deterrent to outside threats
- Positive if funds are used for mental health support, art/music therapy, etc.
- "If this is a positive experience, I will be glad to be proven wrong."

- Could save lives/reduce injury in an emergency
- Seems hard for group to come up with positives
- Might deter outside threats if there's a constant police presence
- Could try this out - adult who is trained, additional resources for schools

Hopes from our DEIAC

- Could be viewed as a deterrent and seen as a positive role for students
- Increased training for teachers in crisis response and training. Increased need from recent events
- Positive relationships with the students. Knowing students by name and having relationships.
- Combating negative experiences with positive experiences to create change.
- Makes a difference by teaching and helping students and changes bad experiences with law enforcement to good experiences
- Has perfect personality- helpful to students and community.
- Their presence helps cut back on things like bullying and teasing
- Very dependent on the individual in the role.

Fears from our DEIAC

- Students might fear getting arrested if they do something wrong at school. Could create a negative experience with law enforcement and the school
- Criminal enforcement
- Disparity between punishments for minority students in their learning environment
- School should be safe. Students do not need to worry about the SRO (need for clarity in development of role)
- Coming in as one labeled role and switching to another type of position (need to keep the focus and emphasis on RELATIONSHIPS)
- If it's a Meridian Township Officer- that individual turning off their "arresting officer role" to turn on the "SRO"
- Students and families may already have negative experiences with police. That may create more negative experiences related to school.
- What kind of training would they have?
- waste of time and money, SRO doesn't do anything or have any impact, Wrong personality (rude, has an agenda, etc), Increases suspensions or expulsions unfairly, etc.
- Focus on RESOURCE, not OFFICER- how can we ensure that??
- It is only one person. What is the impact compared to that of a social worker, or other resources?
- students of color smelling like weed vs white students using scentless drugs / pills ~ arrest vs sickness label
- that the role will quick shift to be committed to the high school vs throughout the district
- what about the statement: Diversity is our core value, but now we have security officers at the high school
- systems vs relationships ~ it's the relationship vs the system that motivate students to do or not do something
- students will become numb to a person carrying a weapon
- The idea of someone carrying a gun in our schools makes me very nervous.
- Core value of diversity and inclusion AND we also need an SRO ??? Will this move our work forward?
- there are other ways to build relationships and positive experiences with local police than having one present in our building

Additional Sharing/Reflection

- Question regarding how helpful an SRO is in an emergency situation
- Recognition of mixed impact (positive and negative articles) and an SRO could help - opportunity to try

- OPS is inclusive and striving to be better, this seems like a step backwards
- Students may think about school as a place of fear, disservice to them
- This is a "mixed bag" - it's something we can try out, re-evaluate if it's not working