

APPENDIX VI - 9

VI.G.1.e Policies and Procedures Amendments SY2020-21

Governing Board Date	Governing Board Action	Item	Description
02/23/21	<p>ACTION ITEM:</p> <p>Motion by Ravi Grivois-Shah, second by Adelita Grijalva.</p> <p>Final Resolution: Motion Passed</p> <p>Yes: Adelita Grijalva, Ravi Grivois-Shah, Natalie Luna Rose, Leila Counts</p> <p>No: Sadie Shaw</p>	<p>Tucson Unified School District School Resource Officer Community Advisory Board and Student Outreach Initiative: Implementation Action Plan for Final Recommendation</p>	<p>This agenda item will allow the Governing Board an opportunity to consider and approve of the administration's recommended action plan and timeline for the implementation of the School Resource Officer (SRO) Program Recommendation Committee's 8 recommendations for the improvement and reform of SRO programming in the Tucson Unified School District.</p>



Agenda Item Details

Meeting	Feb 23, 2021 - AGENDA FOR SPECIAL BOARD MEETING
Category	9. STUDY/ACTION ITEM(S)
Subject	9.3 Tucson Unified School District School Resource Officer Community Advisory Board and Student Outreach Initiative: Implementation Action Plan for Final Recommendation
Type	Study/Action
Fiscal Impact	No
Budgeted	No
Recommended Action	Motion to approve Administration's recommended action plan and timeline for the implementation of the School Resource Officer (SRO) Program Recommendation Committee's 8 recommendations for the improvement and reform of SRO programming in the Tucson Unified School District.

PURPOSE: This agenda item will allow the Governing Board an opportunity to consider and approve of the administration's recommended action plan and timeline for the implementation of the School Resource Officer (SRO) Program Recommendation Committee's 8 recommendations for the improvement and reform of SRO programming in the Tucson Unified School District.

DESCRIPTION/JUSTIFICATION: At the November 17, 2021 Governing Board meeting, a motion to approve the School Resource Officer (SRO) Program Recommendation Committee's recommendation to continue the utilization of School Resource Officers in the Tucson Unified School District and to adopt the committee's recommendations for both the continuance of the services of School Resource Officers in the district, as well as the adoption of the committee's eight recommendations for the reform and improvement of the SRO program to include annually the establishment of minimum training hours on the topics recommended by the committee was made and postponed to a February 2021 Governing Board meeting date. At the November 17, 2021 Governing Board meeting, the Board stipulated that no School Resource Officer begin until the district administration comes up with an implementation timeline plan and it's focus, a start date would be contingent with the exceptions of the three School Resource Officers that are funded through the Arizona School Safety grant to continue to work on campus, upon the completion and public presentation of implementation plan and timeline. Tonight's presentation will provide an overview of the administration's recommendations for an action plan and timeline for the implementation of the SRO committee's recommendations.

BOARD POLICY CONSIDERATIONS: N/A

LEGAL CONSIDERATIONS: N/A

INTERNAL PRESENTER(S): Jeff Coleman, Director of School Safety and Dr. Sabrina Salmon, Interim Director of Exceptional Education

EXTERNAL PRESENTER(S): SGT Cris Gonzales, Pima County Sheriff's Department; LT Stacie Schaner, Tucson Police Department and SGT Dan Bustamante, Tucson Police Department

- [2021-02-23 SRO Board Presentation_Feb 23 2021_DK.pdf \(1,493 KB\)](#)
- [2021-02-23 SSP Guidance Manual.pdf \(3,910 KB\)](#)
- [2021-02-23 Service Agreement TPD - TUSD School Safety Grant - Draft.pdf \(200 KB\)](#)
- [2021-02-23 SRO Student Survey Graphs.pdf \(137 KB\)](#)
- [2021-02-23 SRO Staff Survey Graphs.pdf \(144 KB\)](#)
- [2021-02-23 Parent SRO survey graphics district.pdf \(86 KB\)](#)
- [2021-02-23 SRO Committee Recommendation.pdf \(527 KB\)](#)

SRO COMMITTEE RECOMMENDATIONS AND SRO AGREEMENTS

JEFF COLEMAN – SCHOOL SAFETY AND PREVENTION

DR. SABRINA SALMON – INTERIM DIRECTOR, EXCEPTIONAL EDUCATION

SGT. CRIS GONZALES – PIMA COUNTY SHERIFF'S DEPARTMENT

LT. STACIE SCHANER – TUCSON POLICE DEPARTMENT

SGT. DAN BUSTAMANTE – TUCSON POLICE DEPARTMENT

THE SRO PROGRAMS

- Three SROs are provided by the PCSD and placed at Sabino HS, Pistor and Valencia Middle Schools. (Memorandum of Understanding with PCSD)
- PCSD also provides SRO services as needed to neighboring TUSD Feeder Elementary Schools.
- Three SROs are fully grant funded by the ADE – School Safety Expansion Grant. Services are provided by TPD. (Service Agreement with TPD)
- These three grant awarded schools are Tucson MHS, Pueblo HS and Utterback MS.
- The grant is a three-year cycle that started in 20-21, running through 22-23.

DISTRICT SRO COMMITTEE OVERVIEW AND HISTORY

Meetings were held August-October 2020

Committee makeup consisted of community, school, district and law enforcement SROs

The committee made 6 findings leading to 8 recommendations for change to the existing programs

The findings and recommendations were presented to the Governing Board on 11-17-20

As a result of that Board meeting a subcommittee was formed to implement the recommendations as possible

THE DISTRICT SRO SUBCOMMITTEE – ADDRESSING THE RECOMMENDATIONS

The SRO Subcommittee met in December 2020 and January 2021 to develop actions to address the recommendations of the SRO Committee.

With members of the District including from SRO schools, we worked with representatives of the agencies providing SRO services to address solutions.

I. DEVELOP POLICIES AND PRACTICES FOR SRO PROGRAM ALIGNMENT.

(District Administrator)

- Presentations and educational materials to parent, student and staff groups at the start of school year to explain the SRO role at the school. (August 21)
- A standardized method to report concerns with an SRO, shared with all the school community for transparency and accountability. (August 21 – Using Awarerity)
- Use a site-based grant model School Safety Assessment and Prevention Team (SSAPT) to plan actions using data driven decision making. (August 21)
- Law Related Education (LRE) hours will be defined and standardized. (April 21)
- Administrators will meet with a representative group parents and students bi-annually for a program review and forward comments to the District Safety Advisory Committee. (End of first Semester 21/22)

2.

RE-EVALUATE THE USE OF TUSD FUNDS TO SUPPORT SROS UNTIL THERE IS CLEAR ALIGNMENT AND ACCOUNTABILITY MEASUREMENTS WITH AN INTENTIONAL FOCUS ON EQUITY.

- We are not currently requesting any funding for cost shared SRO positions or any SRO program that needs district funding.

3. ADOPT A FEEDER SCHOOL MODEL FRAMEWORK FOR SRO PROGRAM.

(District Administrator)

- A feeder school program is not available to the TPD Officers in the ADE grant, as grant requirements are that the SRO to be on the grant awarded campus 80% of their time.
 - PCSD does provide TUSD feeder school SRO service to several elementary schools as secondary sites which the SRO will respond to on a as needed basis.
 - 2 (Lawrence, Robins) – partial services (two existing SROs to service each school)
 - 10 feeder elementary schools – indirect services from existing SROs
- ❖ Ongoing and continuing

4. CONVENE A SAFETY ADVISORY COMMITTEE TO IMPLEMENT, MONITOR, AND EVALUATE RECOMMENDATIONS REGARDING SRO PROGRAMS. (District Administrator)

- The task of the committee is the bi-annual review of the program's effectiveness. The committee will consist at a minimum of:
 - The School Safety Director (District Grant Administrator)
 - SRO agency representatives from PCSD and TPD
 - The Student Relations Director
 - A District data specialist
 - An SRO site administrator
- ❖ May 21 – Organizational meeting –
First meeting end of first quarter 21/22

5. BI-ANNUAL REVIEW OF PROGRAM FOR EFFECTIVENESS. (District Administrator)

- Will be accomplished by the District level advisory safety committee
- They will meet quarterly to check in and review programs to include:
 - The evaluation of officer performance
 - Results of surveys on school Climate and Culture from the SRO schools
 - Comments and suggestions from students and parents at the SRO schools
 - Data captured within the tracking systems
 - Adjust goals and targets as needed
- ❖ First Meeting end of first quarter 21/22

6.

TRAINING FOR SITE ADMINISTRATION FOR BEST PRACTICES IN SRO PROGRAM IMPLEMENTATION AND MONITORING.

(District Administrator and SRO Agency Sergeants)

- A baseline training will be offered to all Administrators at SRO sites to include a program overview and best practices.
- Training of new SRO school Administrators
- Ongoing yearly SRO school Administrator training as a refresher and best practices update
- Discussion on the role of the SRO in the school stressing they are never a part of any school discipline process. (Behavior and Discipline training)
- Mandatory Reporting training
- This training will include the SRO site administration support team – MTSS, Counselor and/or Social Worker
- ❖ Baseline training summer of 21, new Administrator training as needed

7.

DEVELOP AND IMPLEMENT A DATA TRACKING SYSTEM THAT INCLUDES METRICS FOR MEASURING SAFETY, DISCIPLINE, AND MENTORING SERVICES.

(District Administrator and SRO Supervisors)

- Track Law Related Education (LRE) to include the hours, topics and grades taught.
- Implement meaningful guidelines for mentoring, capturing the task and time spent.
- Develop a direct mentoring referral system using school resources. (School Based through the site SSAPT)
- Track students who are offered “alternative to arrest” opportunities. (Numbers by site)
- Capture the instances when the SRO was able to handle situations without 911 calls being made. (Deferred calls for service)
- Additional data as requested, such as type and frequency of law enforcement activity at the school.
- ❖ Beginning August 21 – Maintained in SharePoint file – Some data collection is current and ongoing

8.

CONDUCT A REVIEW
OF THE TRAINING
FOR SRO OFFICERS
TO ENSURE THAT IT
ADDRESSES SCHOOL
AND COMMUNITY
EXPERIENCES.

(SRO Supervisors)

- SROs currently receive:
 - A 40-hour course in Crisis Intervention Techniques which includes de-escalation skills.
 - Threat assessment
 - Trauma informed care
 - Diversity
 - Legal updates
- ❖ Ongoing and continuing

8.

CONDUCT A REVIEW OF THE TRAINING FOR SRO OFFICERS TO ENSURE THAT IT ADDRESSES SCHOOL AND COMMUNITY EXPERIENCES.

(District Administrator, SRO Supervisors, Exceptional Education Department, Counseling and Curriculum)

- Training to be added:
 - Adolescent development
 - Exceptional Education programs – IEP and 504 plans
 - Student behavior issues
 - Expanded diversity topics
 - Restorative Practices
 - Family engagement
 - Trauma informed practices

❖ Implementation over 21/22

PIMA COUNTY SHERIFF'S DEPARTMENT SCHOOL RESOURCE OFFICER UNIT

MISSION STATEMENT

To enhance an environment of civility in community schools, by acting as a **RESOURCE, MENTOR, TEACHER**, and provider of **LAW ENFORCEMENT** to schools, students, parents, and staff.

PCSD TUSD SCHOOLS

Valencia, Pistor,
Sabino –
Direct Services

Lawrence,
Robins –
Partial Services

10 Feeder
Schools –
Indirect Services

ROLES & RESPONSIBILITIES

- Primary role is as a RESOURCE for school community
- Mentoring, acting as positive role model
- Building Relationships
- Teaching
- Law Enforcement when necessary
- Community involvement

ALTERNATIVE TO ARREST

PCSD SROs have been using the program for 5+ years. The program consists of the SRO being able to not charge students and holding the charge in abeyance. This means that the SRO, school, and parents have ALL agreed that the juvenile will not be charged but could still have school discipline consequences.

SRO does not monitor or “follow” student to ensure compliance.

- All SROs get a series of mandatory training related to juveniles.
 - Basic SRO Course
(NASROA, or School Safety Council online) 40hrs
 - CIT (Crisis Intervention Training) 40hrs
 - Mental Health First Aid for Youth (AZ Complete Health) 8hrs
 - General Instructor (AZPOST) 40 hours
 - This is in addition to their 6-month academy training which covers many topics of law enforcement, search and seizure, ethics, bias and racial profiling, drug and alcohol recognition, etc.
- Several have CART (Child Abduction Response) training
- Supervisors have specialized TLO
(Terrorism and School Threat Training)

SRO TRAINING

PCSD SRO THERAPY CANINES



Brother and Sister



SRO SUPERVISORS

SRO SUPERVISORS ARE AVAILABLE 24/7 FOR TUSD STAFF AND BOARD MEMBERS.

PCSD SRO Commitment

The Sheriff's Department is committed to continue to provide SRO services to TUSD, free of charge.

The SRO unit will continue to improve communication and relationship building to improve the SRO experience, by participating in committees, forums, or Q&A sessions requested by TUSD.

PCSD will provide TUSD copy of the SRO Unit Standard Operating Procedures (SOPs).

TUCSON POLICE DEPARTMENT – SCHOOL RESOURCE UNIT MISSION STATEMENT

- We work to engage youth via mentorship, support, outreach, education, and mentorship from a restorative perspective in partnership with communities and schools to minimize student involvement with the criminal justice system and invest in the success of ALL students.

SCHOOL RESOURCE PHILOSOPHY

- Primarily non-enforcement, positive role-modeling behaviors, acting as a mentor and guardian
- Enforcement (arrests) are avoided if at all possible, with other options and avenues explored (Alternative to Arrest program)
- Establishing and building positive relationships between police, youth and communities
- Keeping all students succeeding in school remains a primary goal of SROs
- Engaging youth in a trauma informed approach (Informed care)

INFORMED CARE PROGRAM

- Patrol officers share name of TUSD students who have suffered psycho-emotional trauma (family death, domestic violence, overdose of family member, etc.) off campus
- No action necessary on part of school unless student exhibits distress (absences, poor academic performance, behavioral issues, etc.)
- No protected information is shared in either direction

- TPD SRO worked closely with Pima County Attorney and Juvenile Courts
- TPD, PCAO and PCJCC identified suitable, no-victim, eligible offenses
- All agencies agreed that no paperwork or record would be sent to PCJCC or PCAO for students who completed the program
- The Network for Equity and Educational Develop Program (NEED) reported 18% decrease in African American student referrals in targeted area in 2019 due in part to SRO-supported ATA program

SRO ALTERNATIVE TO ARREST PROGRAM DEVELOPMENT

SRO ALTERNATIVE TO ARREST TWO, THREE, OR FOUR-WEEK PROGRAMS

- Collaborative meeting with student, parent/guardian, school representative and SRO to determine individual student's needs and program length
- Agreement to complete SROs Drug and Alcohol Awareness class (if applicable)
- Once a week mentoring/open conversation meeting with SRO
- Participation with Social Services staff at school site (if applicable)
- End of Alternative to Arrest meeting with student, parent/guardian and staff
- Student and parent/guardian program survey
- 3- and 4-week programs add additional weekly SRO/Student meetings and optional (3 week) or mandatory (4 week) home visit and/or separate meeting with parent/guardian (if applicable)

ADE GRANT – LAW RELATED EDUCATION

- Law related education (LRE), is the teaching of rules, laws, and the legal system that actively involves students to prepare them for responsible citizenship
- 180 hours of LRE instruction are done yearly – (breakdown on pages 11-12 of Guidance Manual)
- Topics for students have included:
 - Constitutional issues (1st & 4th amendments), marijuana use, vaping and social media (bullying/cyber bullying)
- Topics for Staff have included:
 - Mandatory reporting, role expectations for the SRO, and when to call 911

ADE GRANT- OFFICER WEEKLY LOGS AND PERFORMANCE EVALUATIONS

- Officer weekly activity log:
 - Officers are required to keep a weekly activity log that tracks LRE instruction hours, teacher and subject, the topic of each LRE lesson and the time officer is off their assigned campus during their duty hours, regardless of reason. (Guidance manual page 7)
- Officer performance assessment is completed by the site administrator at each school.
 - Only officers that have performed in a satisfactory manner should be considered for further service in the school safety program. (Guidance manual page 8)

- All officers new to the School Safety Program are required to attend a 4-day in-depth training and annual trainings which covers community-oriented policing, the role of school-based officers, and an introduction to LRE.
- Officers are required to attend an LRE Academy training provided by the AZFLSE, annually.

ADE GRANT – NEW AND CONTINUING OFFICER TRAINING REQUIREMENTS

ADDITIONAL TRAINING PROVIDED TO TPD SROS

- Mental health first aid
- Crisis intervention
- Trauma informed care
- De-escalation
- Implicit bias
- Adolescent development (2021)

QUESTIONS AND CONTACTS

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THANKS TO ALL THE SUBCOMMITTEE MEMBERS

Andy Burrola – CSP, Mary Meredith

Sgt. Daniel Bustamante – SRO, Tucson Police Department

Jeff Coleman – Director, School Safety and Prevention

Russell Doty – Principal, Sabino H.S.

Sgt. Cris Gonzales – SRO, Pima County Sheriff Department

Cindy Hurley – Program Manager, Desegregation Equity & Diversity Department

Juliette King – Research Project Manager, Desegregation Equity & Diversity Department

Connie Lira-Saavedra – Mexican American Studies Department

Vivian Salcido - EX ED teacher, Lynn-Urquides

Sabrina Salmon – Interim Director, Exceptional Education

Lt. Stacie Schaner – Patrol Services Bureau Executive Officer, Tucson Police Department

SERVICE AGREEMENT

Between

Tucson Unified School District and the City of Tucson

For School Resource Officers

ADE School Safety Grant

WHEREAS, the City of Tucson (hereinafter referred to as the "City") and the Tucson Unified School District (hereinafter referred to as "TUSD") desire to enter into this Service agreement on behalf of their respective operations; and

WHEREAS, the City is empowered by its charter to enter into contracts and maintain a Police department (hereinafter referred to as "TPD") for the purposes stated therein, and is authorized by Arizona Revised Statutes §11-951, et. seq., to enter into Service agreements; and,

WHEREAS, TUSD is a public school district of the State of Arizona and is authorized to enter into this agreement pursuant to Arizona Revised Statutes §11-951, et. seq., and Arizona Revised Statutes §15-342; and

WHEREAS, TUSD provides education and related services to children within the incorporated limits of the City of Tucson; and

WHEREAS, TUSD and TPD recognize the value of law related education, access to law enforcement officers as role models and easy access to law enforcement intervention when crime and danger threatens TUSD schools;

NOW, THEREFORE, in consideration of the mutual representations and covenants set forth herein, the Parties hereby agree as follows:

ARTICLE I. PURPOSE

The purpose of this Agreement is to establish a partnership between TUSD and TPD which recognizes the need for law enforcement and safety education; drug abuse prevention; juvenile delinquency and crime prevention; investigative and referral services; and other education and law enforcement programs.

Pursuant to the grant requirement this agreement will address the grant funded SRO positions at Pueblo High School located at 3500 S. 12th Avenue, Tucson, AZ 85713, Tucson Magnet High School, located at 400 N. 2nd, Tucson, AZ 85705, and Utterback Middle School, located at 3233 S. Pinal Vista, Tucson, AZ 86713. TPD will provide an officer or officers to serve as the School Resource Officer to TUSD for the 2020-21, 21-22 and 22-23 school years under the current three-year grant cycle. This Agreement sets forth the responsibilities of the Parties herein and the conditions under which the Agreement shall be executed.

ARTICLE II. DURATION AND EFFECTIVE DATE

This Agreement shall be in effect for the duration of the 2020-21, 2021-22 and 2022-23 school years as established by the TUSD school calendar. The Agreement shall become effective for the 2020-21 school year and shall thereupon be in effect until terminated as provided herein.

ARTICLE III. DEFINITIONS

The following terms as used in this Agreement are defined as follows.

(a) "CIVIL DISTURBANCE" means a gathering of persons, regardless of number, which poses a threat to public or school safety and the maintenance of order, and/or a gathering of persons who are engaged in violations of the law.

(b) "CRIME" means a petty offense, misdemeanor or felony as per local, state or federal law.

(c) "EXTRACURRICULAR ACTIVITY" means a TUSD sponsored or sanctioned event not occurring during or as part of a regularly scheduled school day.

(d) "EMPLOYEE RELATED EXPENSES" are the expenses that TPD is responsible for as an employer which include FICA, Medicare, Pension, Worker's Comp, Medical Insurance, Unemployment, Public Liability Insurance, and Hazardous Waste Insurance.

(e) "OFFICER" means a commissioned peace officer of the Tucson Police Department, regardless of the rank of the individual involved.

(f) "PHYSICAL INJURY" means the impairment of physical condition resulting from the actions of another or an act of violence.

(g) "PRINCIPAL" means the school Principal, or TUSD administrator serving as acting Principal or Assistant Principal.

(h) "PRINCIPAL'S DESIGNEE" means a non-administrator, certified educator, who is approved by the Associate Superintendent of TUSD, to supervise the school in the Principal's absence.

(i) "SCHOOL RESOURCE OFFICER (SRO)" means a commissioned peace officer(s) of the Tucson Police Department assigned by that agency to perform specific duties at the designated TUSD high schools and middle school. When necessary the SRO has the authority to intervene as a law-enforcement officer, however, time permitting the SRO will utilize field officers for this function. Once order is restored, however, the SRO's other roles as law-related educator and role model are the more typical day to day roles.

(j) "SERIOUS PHYSICAL INJURY" includes physical injury which creates a reasonable risk of death, or which causes serious and permanent disfigurement, serious impairment of health, or loss or protracted impairment of the function of any bodily organ or limb.

(k) "SHALL" means mandatory.

(l) "STUDENT" means a person duly enrolled in a TUSD school.

(m) "WILL" means conditions permitting.

ARTICLE IV. OBLIGATIONS OF TUSD AND TPD

A. Roles of Parties

1. TUSD agrees:

- a. To establish and enforce school rules; and,
- b. To provide a mechanism to measure and monitor student violations of school rules; and,
- c. To participate in the selection of the SRO with TPD; and,
- d. To introduce the SRO to staff and students, as well as to assist in integrating the SRO into the school community; and,
- e. To provide prevention strategies, including classroom time for law enforcement and safety related education in grades 6-12; and,
- f. To minimize distractions from teaching, address student behavior problems, and enforce the school district's student disciplinary process, utilizing police involvement when the student's conduct violates the law and, even then, if possible, the SRO should be backup to an arrest rather than the principal arresting officer; and,
- g. To establish a multidisciplinary School Safety Assessment and Prevention Team that meets quarterly to conduct school needs assessment, to use the needs assessment data on an on-going basis to determine the use of the officer consistent with program requirements, coordinate prevention programming, and make recommendations for continuous improvement of school safety; and,
- h. To provide access to appropriate educational records and data to the SRO as needed in accordance with the permissions allowed by the Family Educational Rights and Privacy Act (FERPA), as codified at 20 U.S.C. § 1232g; 34 CFR Part 99); and,
- i. To provide access to schools by law enforcement officers while they are on duty, when appropriate, and in compliance with federal and state laws as well as applicable TUSD policies and regulations; and,
- j. To promote the integration of law-related education into the classrooms and direct staff development of teachers and SRO involved in the delivery of Law Related Education ("LRE") as defined in Article IV(B) of this Agreement; and,
- k. To ensure that a teacher is present at all times during the LRE to assist the SRO in a classroom presentation about law enforcement and safety related education; and,
- l. To facilitate collaboration between the SRO and other school personnel on school-wide safety strategies such as staff trainings, emergency response planning, needs assessment, and prevention programming; and,

- m. To provides time at regular staff meetings and trainings for the SRO to deliver the mutually agreed upon LRE for school staff; and,
- n. To provide instruction relevant to school-wide prevention safety related updates as needed; and,
- o. To develop a planned strategy to communicate to the community the content and enforcement of TUSD policy; and,
- p. To complete an SRO performance assessment once per semester and share that information through an end-of-the-semester meeting with the SRO's supervisor including discussion of successes and concerns; and,
- q. To develop a collaborative relationship with the SRO while allowing the SRO to function independently and while recognizing that the SRO serves as a resource to the students and staff and,
- r. To abide by the School Safety Program guidelines and,
- s. To ensure that no district administrator shall interfere with the duties of the SRO as a sworn law enforcement officer and,
- t. To accept the roles and responsibilities of all entities as established by the School Safety Program guidelines and,
- u. To provide a complete copy of the grant application and award to each officer as soon as service begins as the site and,
- v. To annually send to the SRO the School Safety Program required training and provide for all travel related expenses as provided in the grant and,
- w. To provide a written document describing the general chain of command and channels of communication to the SRO's, administrators, and law enforcement department.

2. TPD agrees:

- a. To identify the functions of SRO, which will include instruction, advice, security and law enforcement; and,
- b. To deploy or redeploy officers for a specified time period, which includes current and future programs, including, but not limited to, opportunities for TUSD-TPD staff cross-training in law enforcement education, drug abuse prevention education, conflict resolution, chronic attendance, truancy and other law enforcement related program activities; and,

- c. To provide overall coordination and supervision of officers on the school grounds. TPD retains all legal and regulatory rights of control, supervision, retention and assignment of its personnel whether on or off- duty, in furtherance of this Agreement; and,
- d. To keep the peace and promptly investigate and prosecute crimes in accordance with TPD rules and procedures, and to the extent permitted by law, with TUSD policy and in accordance with the Juvenile Court Collaborative Task Force guidelines for schools in when to contact law enforcement; and,
- e. To provide an officer or officers to serve as the SRO to be present on the listed TUSD school campuses, as mutually determined by the parties, during designated school hours on the dates and times that the ADE Grant funded schools are in session and,
- f. To provide instruction to and supervise the officer or officers serving as SRO to perform in accordance with the terms of this Agreement which instruction shall include, but is not limited to, the following directives:
 - i. To work with Principals and/or Principal's Designee to develop procedures for ongoing communication to ensure timely and uniform reporting of criminal activities; and,
 - ii. To serve as a member of the School Safety Assessment and Prevention Team; and,
 - iii. To utilize expertise and agency resources for intervention and prevention of potential crime; and,
 - iv. To collaborate with school personnel on school-wide safety strategies (e.g. staff trainings, emergency response planning, needs assessment, and prevention programming); and
 - v. To build relationships with students, parents and staff that promote a positive image of law enforcement; and,
 - vii. To provide a minimum of 180 hours of Law-Related Education (LRE) per year in a format and amount of time mutually determined by the parties which may possibly include universal classroom instruction, classroom instruction to ongoing cohort groups of students, instruction to school staff and school community, planning and preparation for LRE instruction, and/or collaboration with teachers to integrate LRE into their curriculum in a format to be presented directly by the teacher. In this regard, the SRO shall not be used to provide one-on-one or group counseling at the school; and,
 - viii. To serve as a positive role model for students, administrators, and the school community and,
- e. To abide by the School Safety Program guidelines and,

- f. To accept the roles and responsibilities of all entities as established by the School Safety Program guidelines and,
- g. To ensure the SRO will fulfill their duties as a sworn law enforcement officer for the State of Arizona and,
- h. To follow the SRO hiring guidelines as set forth in the grant.

B. Facilities and Equipment

TUSD shall provide a secure private office, desk, telephone, locking file cabinet, computer with internet connectivity, mailbox, and parking space at each school covered by this Agreement for use by TPD officers. At those facilities where a TUSD radio system is in use by monitors and school staff, TUSD will provide access to TUSD radios and keys for the use of the TPD officer assigned to the school during the period of duty assignment.

C. Public Information and Media Notice of Law Enforcement Activities on Campuses:

Release of information to the public and/or the media by each Party shall be governed by the applicable local, state and federal laws, and the policies of each Party for such releases as applicable to their respective employees and agents. The Parties shall meet and collaborate on joint media statements regarding any matter in which both are involved to the extent possible.

D. TUSD-TPD Liaison Relationships and Dispute Resolution

Each Party shall appoint and identify a liaison person who shall serve as a contact point for the exchange of information and resolution of any problems under this Agreement. Each Party agrees to inform the other of the name and telephone number of such liaison and to exchange any other information relevant thereto in order that the function may be performed.

E. Routine Patrols On and Off Campus

In so far as practical, TPD will notify TUSD about routine and special patrol in and about campus areas or school events, including scheduling information as appropriate, which may impact TUSD operations. This includes information regarding assignment of SRO's. Each party shall notify the other of names and telephone numbers for appropriate contact persons for each respective assignment and school.

F. School Operating Hours

TUSD will provide to TPD current calendar information on school days, hours, special events, etc., which may impact joint operations. Except in extraordinary situations, officers assigned as SRO's will check in daily with their respective middle or high school Principal or Principal's Designee during normal school hours and prior to engaging in routine activities on campus.

G. Protocol for Conduct of Undercover School Operations and Surveillance

In so far as possible and practical, TPD will notify the Superintendent of TUSD of undercover operations being conducted at TUSD schools. TUSD acknowledges that such notification is to be considered confidential and not available for dissemination to parties other than those agreed to by TPD.

H. Protocol for Referral of Individuals to TPD and Evidence Handling by TUSD:

1. TUSD personnel will notify TPD of the occurrence of crimes or criminal activity on school grounds or at extracurricular activities as required by law. This specifically includes police notification of physical injury or serious physical injury to any person, whether or not a student, caused by criminal activity, or required to be reported under ARS § 13-3620 (unless reported to another responsible agency) and in instances posing a potential safety hazard as the result of criminal activity including, but not limited to, arsons and bomb threats.
2. Notification to TPD as set forth above shall be made in the most expeditious manner available to the affected school. The school may notify their assigned SRO of the activity if that officer is immediately available. If that officer is unavailable, however, or if safety or other concerns dictate otherwise, immediate notification to TPD shall be made by calling 911.
3. When physical evidence of a crime is encountered by TUSD employees, they shall not touch or handle the evidence when such handling would jeopardize safety to any person. In such event, the involved TUSD employee will clear and secure the affected area, and immediately notify TPD of the location of the item(s) in question. If the evidence of a crime is of such a nature that it may be safely handled by TUSD employees, and it is not otherwise possible to leave the evidence untouched until the arrival of TPD, said evidence shall be handled and controlled by the finder only. If it is necessary for the finder to pass on the evidence in question to the custody of another person prior to the arrival of TPD, the employee with custody will notify the responding TPD officer of all persons who had control of the evidence so that the information may be documented in accordance with proper legal procedure. TPD will provide a written protocol to TUSD on proper evidence handling procedures for distribution to its schools and facilities.

I. Arrest Protocols on School Grounds

If practical, the SRO will consult with the Administration prior to making an arrest on campus. When that is not practical and a TUSD student is arrested on school grounds during school hours by an SRO, the SRO will notify the Principal or Principal's Designee of the action as soon as possible. In so far as practical, when a non-student is arrested on school grounds during school hours, the SRO will notify the Principal or Principal's Designee. TPD will not return a student back to school if the student was arrested away from the school during the school day.

J. Protocol for Searches on Campuses

1. Searches initiated by TUSD employees without TPD involvement or direction will be conducted in accordance with the applicable policy as established in TUSD regulations and applicable law.
2. TPD officers may conduct searches of persons and property on TUSD campuses consistent with the dictates of applicable laws and TPD procedures. Whenever practical, such searches will be conducted outside the view of the general student population in a private area.

K. TPD Officers at Extracurricular Activities

1. Identification Information to the TUSD Employee in Charge

TPD officers working at an extracurricular activity at a TUSD campus or sponsored event, either on or off duty, shall contact or identify themselves to the Principal or Principal's Designee responsible for the event.

2. Requests for Officers

TUSD may hire off-duty TPD officers to work at extracurricular functions by coordinating through the appropriate TPD office responsible for such jobs. TPD personnel working at these events will continue to be governed by the rules and regulations normally observed for off-duty employment in effect at that time.

3. Assignments

Officers working at TUSD extracurricular activities will coordinate their specific assignments with the Principal or Principal's Designee officiating at the event. In the event a TPD supervisor has been hired as well, that supervisor will be responsible for coordinating assignments with TUSD.

4. Pre-Event Planning

If the nature of the extracurricular event requires pre-event planning, the appropriate TUSD administrator shall notify the TPD office responsible for coordinating off-duty employment, which shall in turn ensure that the assigned personnel undertake the necessary planning and coordination. In the event that on-duty TPD personnel are to be used at an extracurricular event, the responsible TUSD Principal or Principal's Designee will coordinate pre-event planning with the appropriate TPD command responsible for the affected event site.

5. Operations at Events

TPD and TUSD personnel working at an extracurricular event will coordinate their activities and needs so as to maximize operational efficiency and student and public safety. As in all other instances involving the exercise of police powers, TPD retains the right to govern the actions of its officers whether on or off-duty.

6. Emergency Operations

In the event that an emergency arises at an extracurricular event, the TPD officers present shall take whatever steps are necessary to restore or maintain order and public safety, consistent with applicable laws and Police Department rules and procedures. In so far as is possible, given the nature of and scope of the emergency, TPD will coordinate with TUSD personnel present at the event.

L. Interview and Arrest Procedures

1. Interviews

SRO's on a TUSD campus to interview suspects or victims of a crime will advise the school of their presence and work with the Principal to help minimize disruption to the school and other students. TUSD employees will make parental notification of such interviews in accordance with policy as established in TUSD regulations and applicable law.

2. Witnessing Interviews

The Principal or Principal's Designee may request that a TUSD employee be present during the interview of a student by TPD. Such presence, if permitted, will be solely as an observer of the interview and not a participant therein. The presence of a TUSD employee at the interview of a student regarding a criminal matter shall make said employee subject to subpoena as a witness thereto.

3. Arrests of Students

In the event a student is arrested on campus by an SRO, the officer shall notify the Principal or Principal's Designee as soon thereafter as is practical. In the event that the arrested student is a juvenile, TPD will notify the parents or legal guardian as per its procedures. The school may also make notification as may be necessary under its guidelines.

4. Release of Student Information

Upon a request by TPD, TUSD will provide directory information which is allowable under State and Federal law and District policy relating to its students. Such requests shall be in accordance with adopted TUSD policy.

5. Immigration Status Inquiries

When interacting with students, SROs shall refrain from asking about immigration status and follow Tucson Police Department's immigration policy as set forth in General Orders.

M. Civil Disturbances at TUSD Sites

In the event that a civil disturbance as defined in this Agreement occurs at a TUSD campus or facility, TUSD shall immediately notify TPD by calling 911. In the event of police response to a civil disturbance at a TUSD campus or facility, it is understood that TPD maintains control and direction of law enforcement personnel on scene, including decisions on appropriate tactics and logistics. TPD will coordinate with TUSD to ensure the safety of students and school personnel and property until the situation is brought under control. At each such incident, TUSD will appoint one (1) official to interact with the TPD Incident Commander in order to facilitate the operation.

N. Memoranda of Understanding for Daily Operations or Status Meetings

The Parties to this Agreement may jointly develop such Memoranda of Understanding executed between their respective chief administrators to address the specifics of daily operations and training as may be necessary to implement the conditions of this Agreement. Any changes to such Memoranda may be made by mutual agreement of the Parties without the need for modifying the terms of this

Agreement. Additionally, by mutual agreement, the Parties may meet as needed to discuss status and conduct of the work being performed under this Agreement.

ARTICLE V. MANNER OF FINANCING

TPD shall pay directly to the officer or officers serving as the SRO any and all monies for salary and employee related benefits owed by the City to said officer(s) during the duration of this Agreement.

The School Safety grant awarded by the Arizona Department of Education (ADE) provides 10-month funding for 100% of the SRO salary and benefits as provided by the law enforcement agency.

The District is reimbursed by the ADE and will pay invoices received from TPD within 30 days.

The District shall pay late fees as established between the district and TPD and as denoted in the Service Agreement. Late fees shall not be paid from the School Safety Grant funds.

This Agreement does not provide capacity for overtime or other ancillary personnel costs that may be incurred by the SRO. In the event TUSD requires an SRO to work overtime, a formal request will be forwarded to TPD via the assigned SRO Sergeant. TUSD will reimburse TPD for this cost including associated Employee Related Expenditures. In the event the Chief, through his chain of command, authorizes SRO related overtime in support of a tasking that was not requested by TUSD, TPD will incur all costs and Employee Related Expenses related to this overtime. TUSD may also request an assigned SRO be scheduled as part of the current Special Duty Program. In the event an SRO or any sworn member is scheduled by TUSD via the Special Duty Program, TUSD will incur all costs associated with this tasking and make payment in accordance with current Special Duty Program invoice and payment guidelines.

ARTICLE VI: PROVISION OF EQUIPMENT

In performing their obligations under this Agreement, each Party shall be responsible for the provision and maintenance of its own equipment, materials and supplies except in cases of emergency wherein it appears to the officers and employees immediately involved that the sharing or use of equipment owned or furnished by another Party is necessary or proper, or as may otherwise be provided for in this Agreement.

ARTICLE VII: INDEMNIFICATION AND INSURANCE

To the extent permitted under Arizona law, each Party agrees to indemnify, defend and hold harmless the other from all claims, losses, liability, costs or expenses arising out of injuries to persons or property caused by acts, omissions, negligence, misconduct or other fault of the Party and/or its agents, officers, employees or volunteers arising out of activities under this Agreement. In the event of concurrent liability, the Parties shall have the right of contribution from one another in proportion to the respective liability of each Party.

ARTICLE VIII. TERMINATION: DISPOSITION OF PROPERTY THEREUPON

This Agreement may be terminated in whole or in part as to any Party hereto on notice by that Party given in writing to the other Party not less than thirty (30) days in advance of the contemplated termination. Upon such termination, all property not owned by a Party which is in its custody or

possession shall be forthwith returned to the Party owning the same or to whom possession should be given.

ARTICLE IX. MISCELLANEOUS

A. Compliance with Law. Nothing in this Agreement shall be construed as either limiting or extending the lawful jurisdiction of any Party hereto other than as expressly set forth herein.

B. The Parties agree that should a dispute arise between them, in any manner, concerning the attached Agreement, and said dispute involves the sum of ten thousand dollars (\$10,000.00) or less in money damages only, exclusive of interest, cost or attorney's fees, the Parties will submit the matter to Binding Arbitration pursuant to the Arizona Supreme Court Rules for Compulsory Arbitration and the decision of the arbitrator(s) shall be binding upon the Parties.

C. Notices. Formal notices, demands and communication between the Parties shall be deemed sufficiently given if hand delivered or sent by registered or certified mail, return receipt requested, postage prepaid, and addressed as follows:

TPD: Tucson Police Department
270 S Stone Ave
Tucson, AZ 85701
Attn: Finance Section

TUSD: Tucson Unified School District
Legal Department
1010 E. 10th St.
Tucson, AZ 85719

D. Non-Appropriation. Notwithstanding any other provision in this Agreement, this Agreement may be terminated if the governing bodies for the Parties fail to appropriate sufficient monies for the purpose of maintaining this Agreement. In the event of such cancellation, neither party shall have any further obligation to the other or its governing body.

E. Legal Authority. If a court, at the request of a third person, should declare that either party lacks authority to enter into this Agreement, or any part of it, then the Agreement, or parts of it affected by such order, shall be null and void, and no recovery may be had by either party against the other for lack of performance or otherwise.

F. Worker's Compensation. Each party shall comply with the notice requirements of ARS §§23-1022. For purposes of ARS §23-1022, each party shall be considered the primary employer of all personnel currently or hereafter employed by that party, irrespective of the operations in place, and said party shall have the sole responsibility for the payment of Worker's Compensation benefits or other fringe benefits of said employees.

F. Counterparts. This Agreement may be executed in one or more counterparts, and each such counterpart hereof shall be deemed to be an original instrument, but all such counterparts together shall constitute but one Agreement.

G. Entire Agreement. This document constitutes the entire Agreement between the Parties pertaining to the subject matter hereof, and all prior or contemporaneous agreements and understandings, oral or written, are hereby superseded and merged herein. This Agreement shall not be modified, amended, altered or extended except through a written amendment approved and signed by both Parties.

IN WITNESS WHEREOF, the Parties hereto have severally given their respective consents authorized by law and the Parties hereto have executed this Agreement by and through their respective officers duly authorized.

CITY OF TUCSON, AZ

TUCSON UNIFIED SCHOOL DISTRICT

Regina Romero, Mayor

Dr. Gabriel Trujillo Superintendent, TUSD

Date: _____

Date: _____

APPROVED AS TO FORM:

City Attorney

Robert S. Ross, Jr., TUSD General Counsel

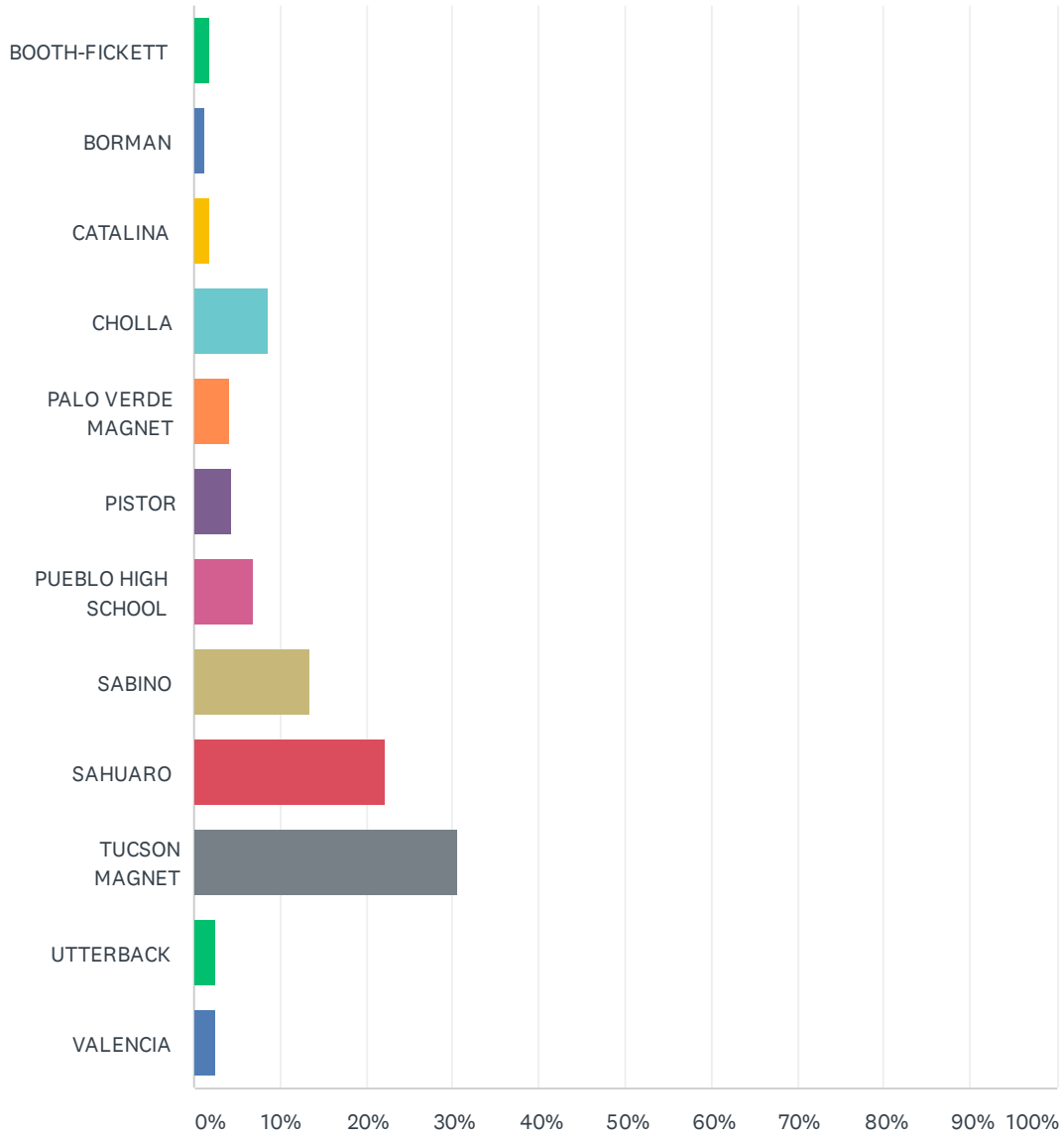
Attest:

City Clerk

Sadie Shaw, TUSD Clerk

Q1 Student's School in 2019-2020

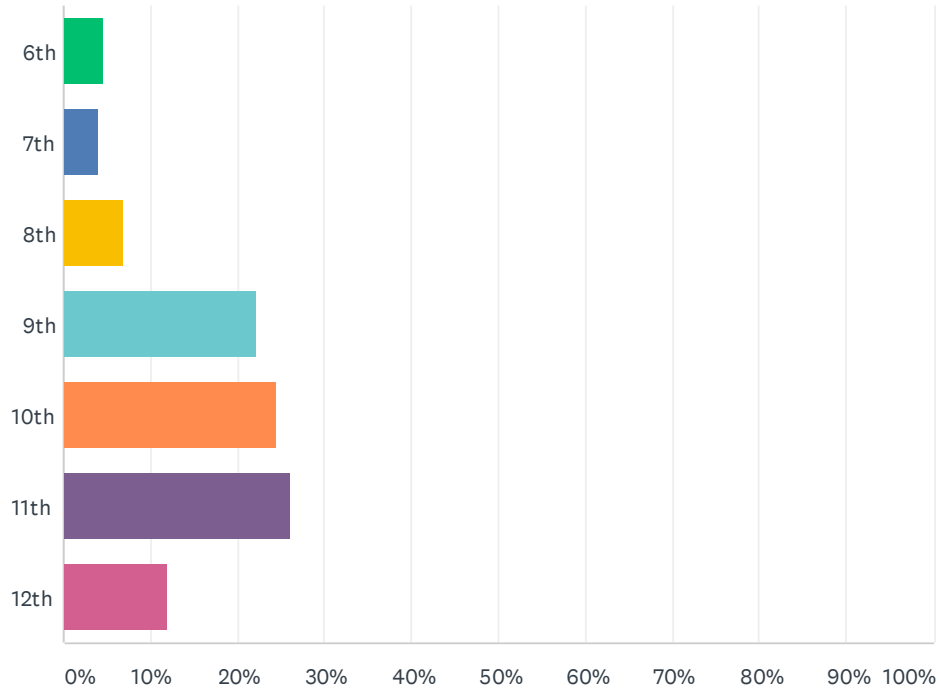
Answered: 606 Skipped: 17



ANSWER CHOICES	RESPONSES	
BOOTH-FICKETT	1.98%	12
BORMAN	1.32%	8
CATALINA	1.82%	11
CHOLLA	8.58%	52
PALO VERDE MAGNET	4.13%	25
PISTOR	4.29%	26
PUEBLO HIGH SCHOOL	6.93%	42
SABINO	13.37%	81
SAHUARO	22.11%	134
TUCSON MAGNET	30.53%	185
UTTERBACK	2.48%	15
VALENCIA	2.48%	15
TOTAL		606

Q2 Student's Grade in 2019-2020

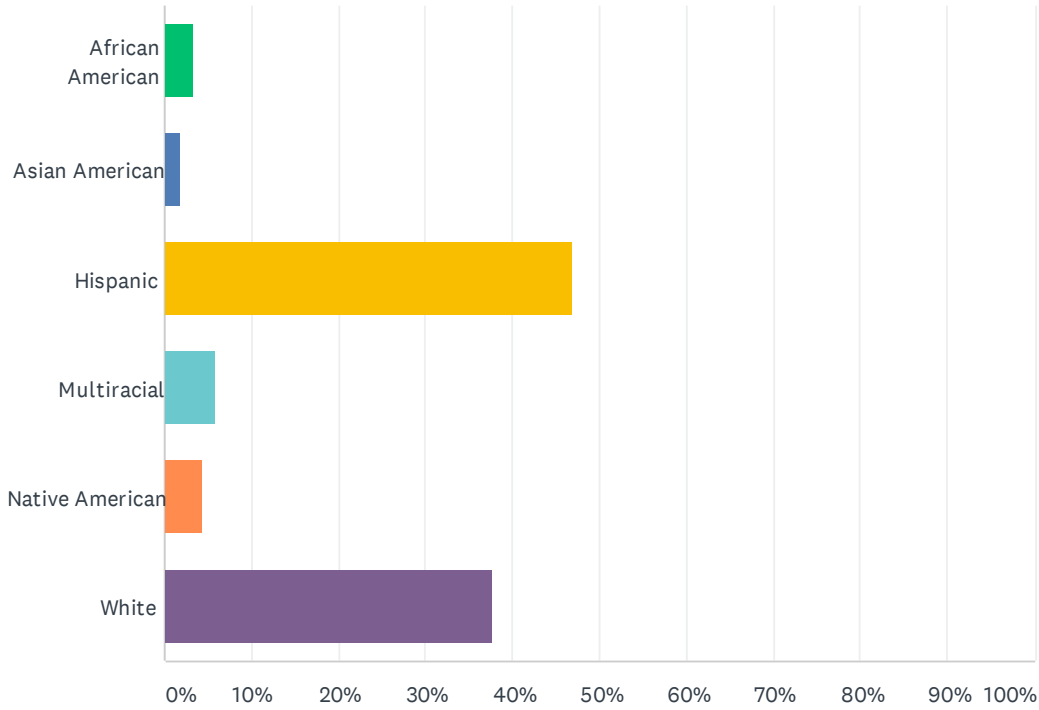
Answered: 613 Skipped: 10



ANSWER CHOICES	RESPONSES	
6th	4.57%	28
7th	3.92%	24
8th	6.85%	42
9th	22.19%	136
10th	24.47%	150
11th	26.10%	160
12th	11.91%	73
TOTAL		613

Q3 Parent Ethnicity

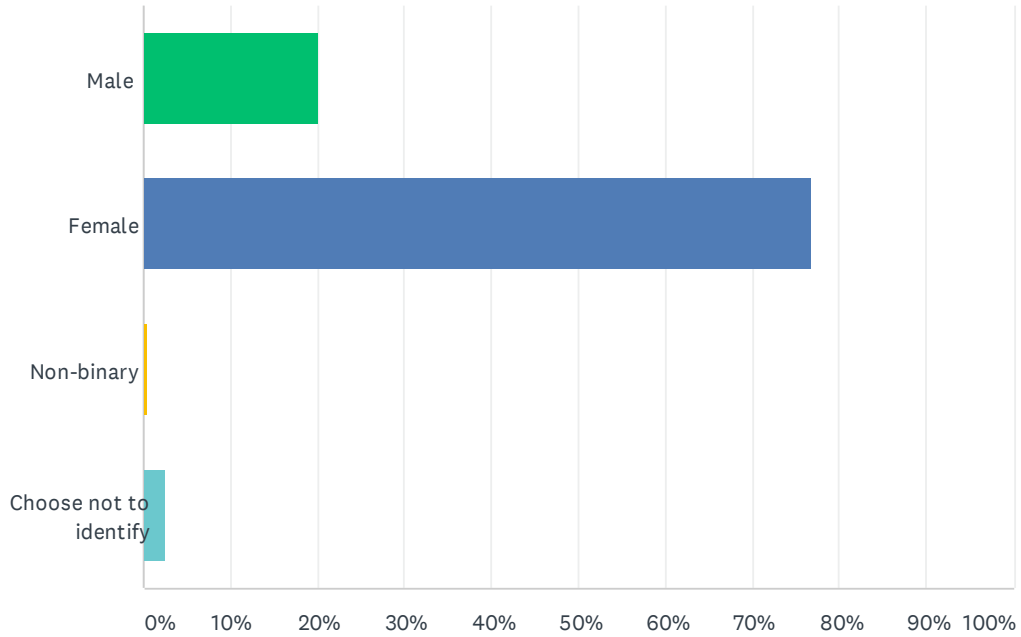
Answered: 607 Skipped: 16



ANSWER CHOICES	RESPONSES
African American	3.29% 20
Asian American	1.98% 12
Hispanic	46.95% 285
Multiracial	5.77% 35
Native American	4.45% 27
White	37.56% 228
TOTAL	607

Q4 Parent Gender

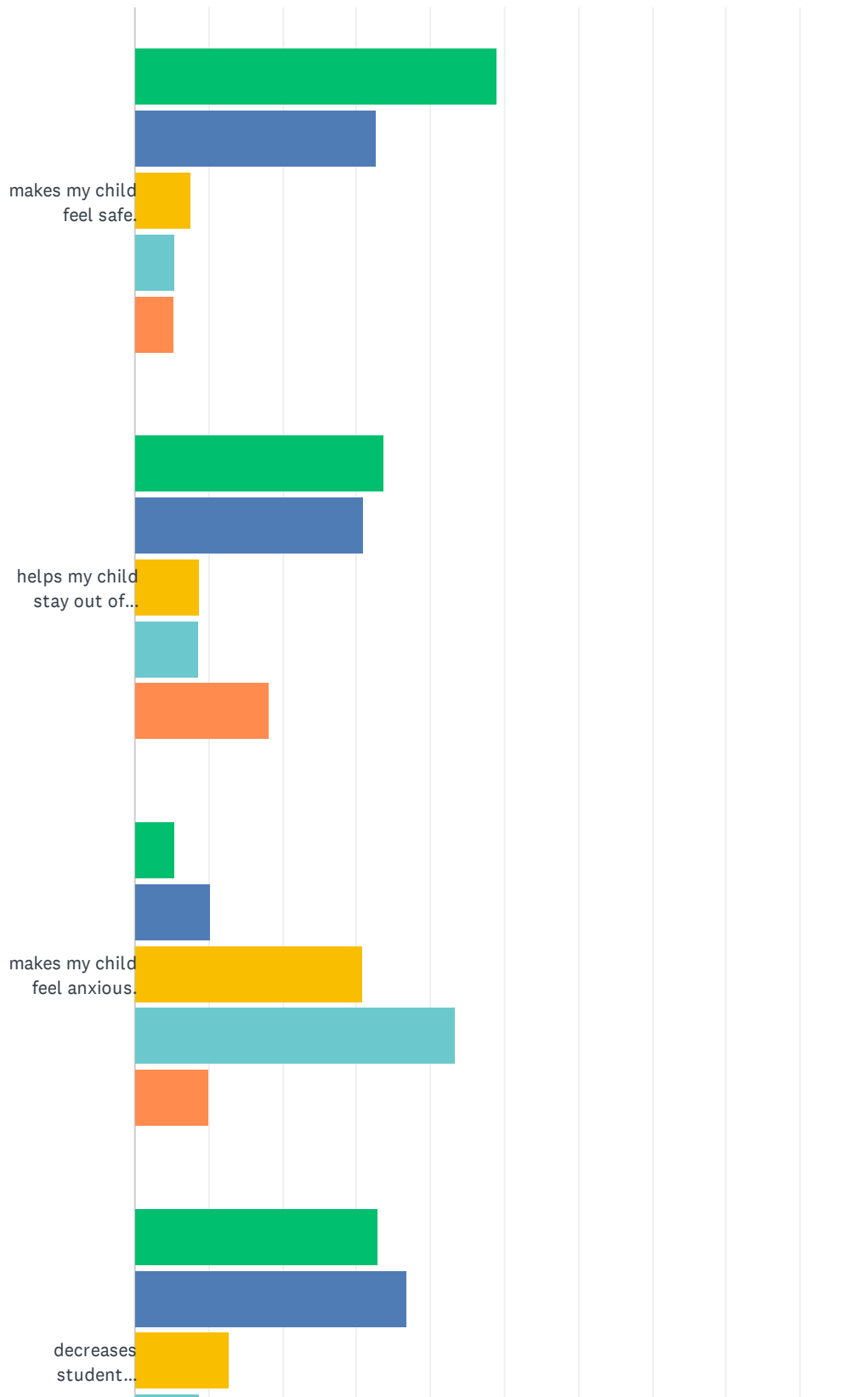
Answered: 613 Skipped: 10

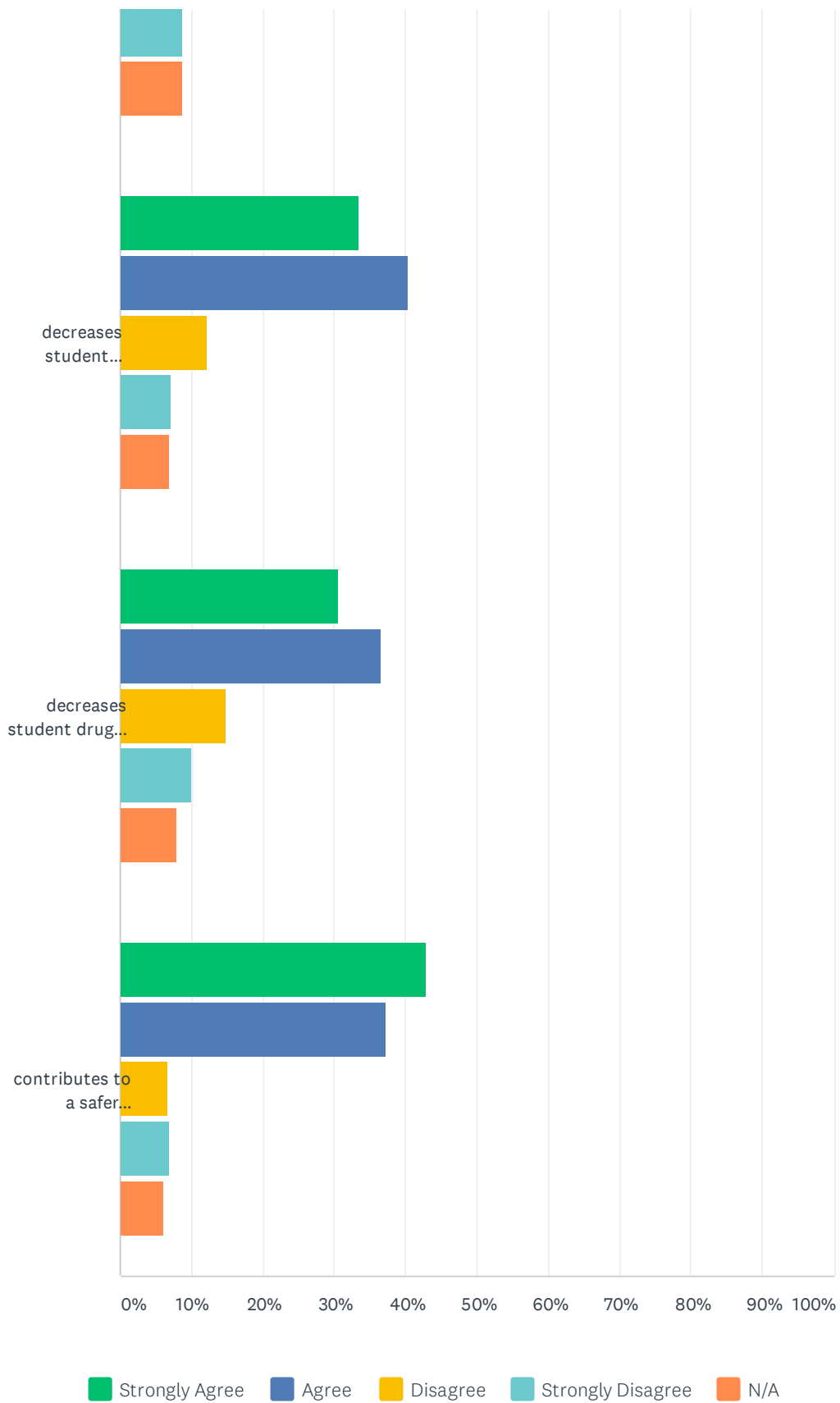


ANSWER CHOICES	RESPONSES	
Male	20.07%	123
Female	76.84%	471
Non-binary	0.49%	3
Choose not to identify	2.61%	16
TOTAL		613

Q5 Safety in my child's school: In my child's school, the presence of a SRO:

Answered: 623 Skipped: 0

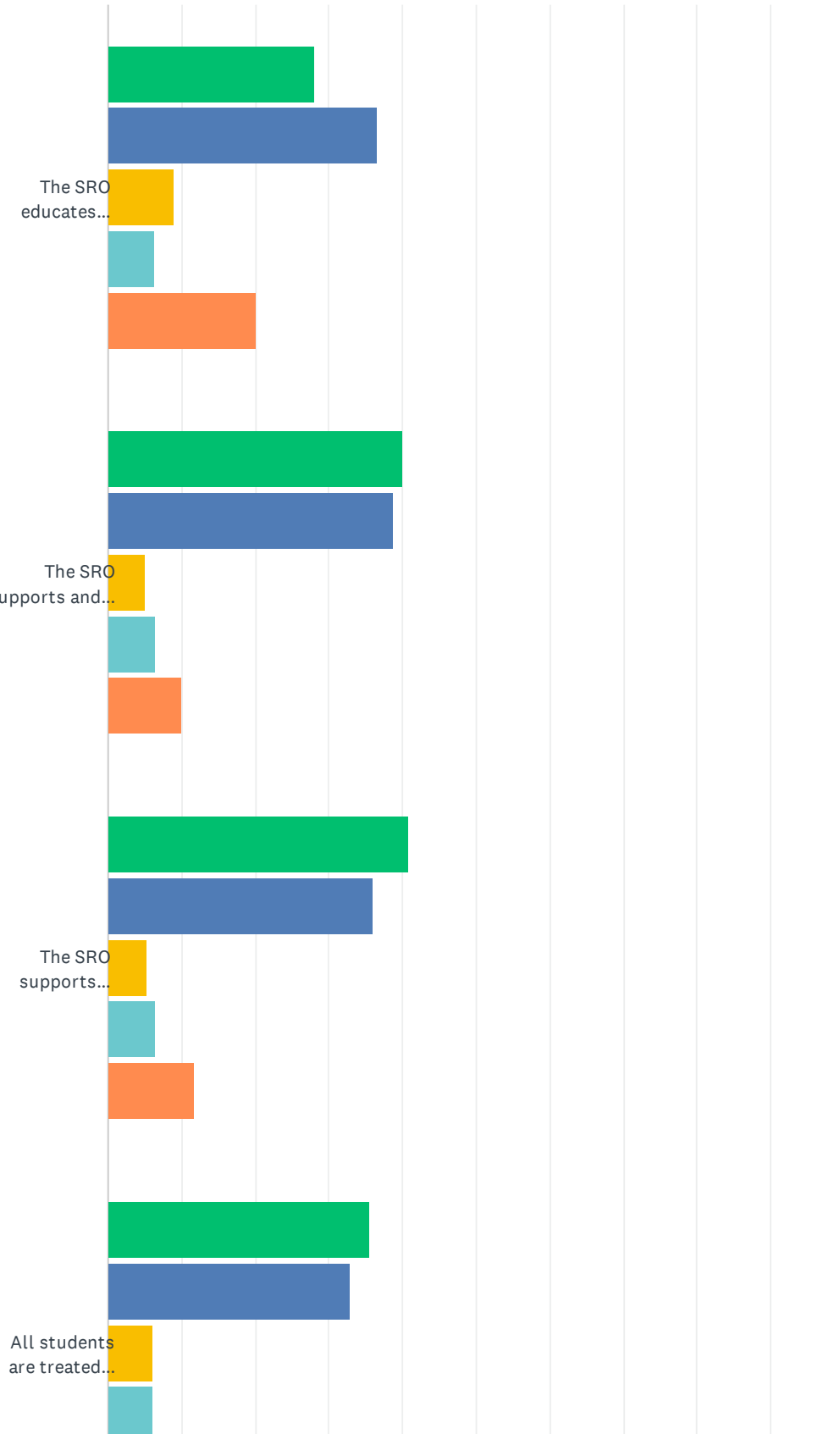


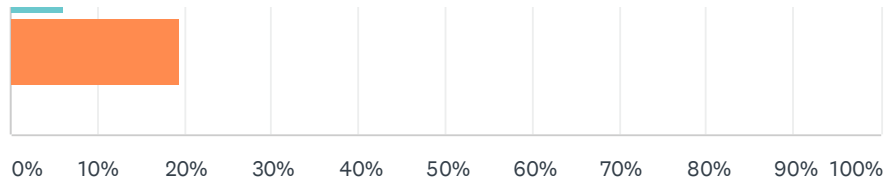


	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
makes my child feel safe.	49.04% 305	32.64% 203	7.56% 47	5.47% 34	5.31% 33	622	3.32
helps my child stay out of trouble.	33.60% 209	30.87% 192	8.84% 55	8.52% 53	18.17% 113	622	3.09
makes my child feel anxious.	5.48% 34	10.32% 64	30.81% 191	43.39% 269	10.00% 62	620	1.75
decreases student fighting and bullying.	32.85% 204	36.88% 229	12.72% 79	8.86% 55	8.70% 54	621	3.03
decreases student violence.	33.55% 208	40.32% 250	12.10% 75	7.10% 44	6.94% 43	620	3.08
decreases student drug activity.	30.53% 189	36.67% 227	14.86% 92	10.02% 62	7.92% 49	619	2.95
contributes to a safer learning environment.	42.88% 265	37.22% 230	6.80% 42	6.96% 43	6.15% 38	618	3.24

Q6 Resources in my child's school

Answered: 623 Skipped: 0



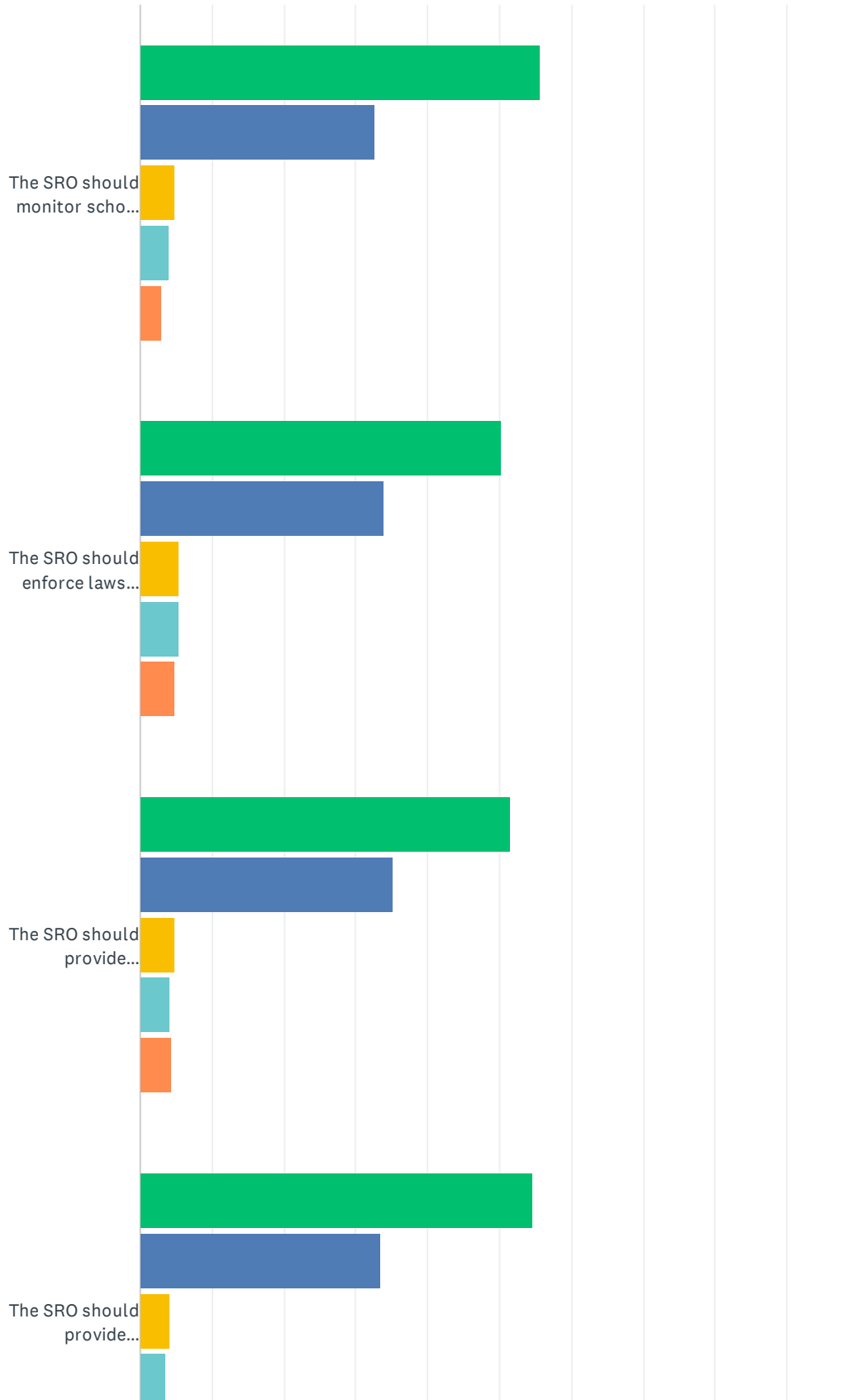


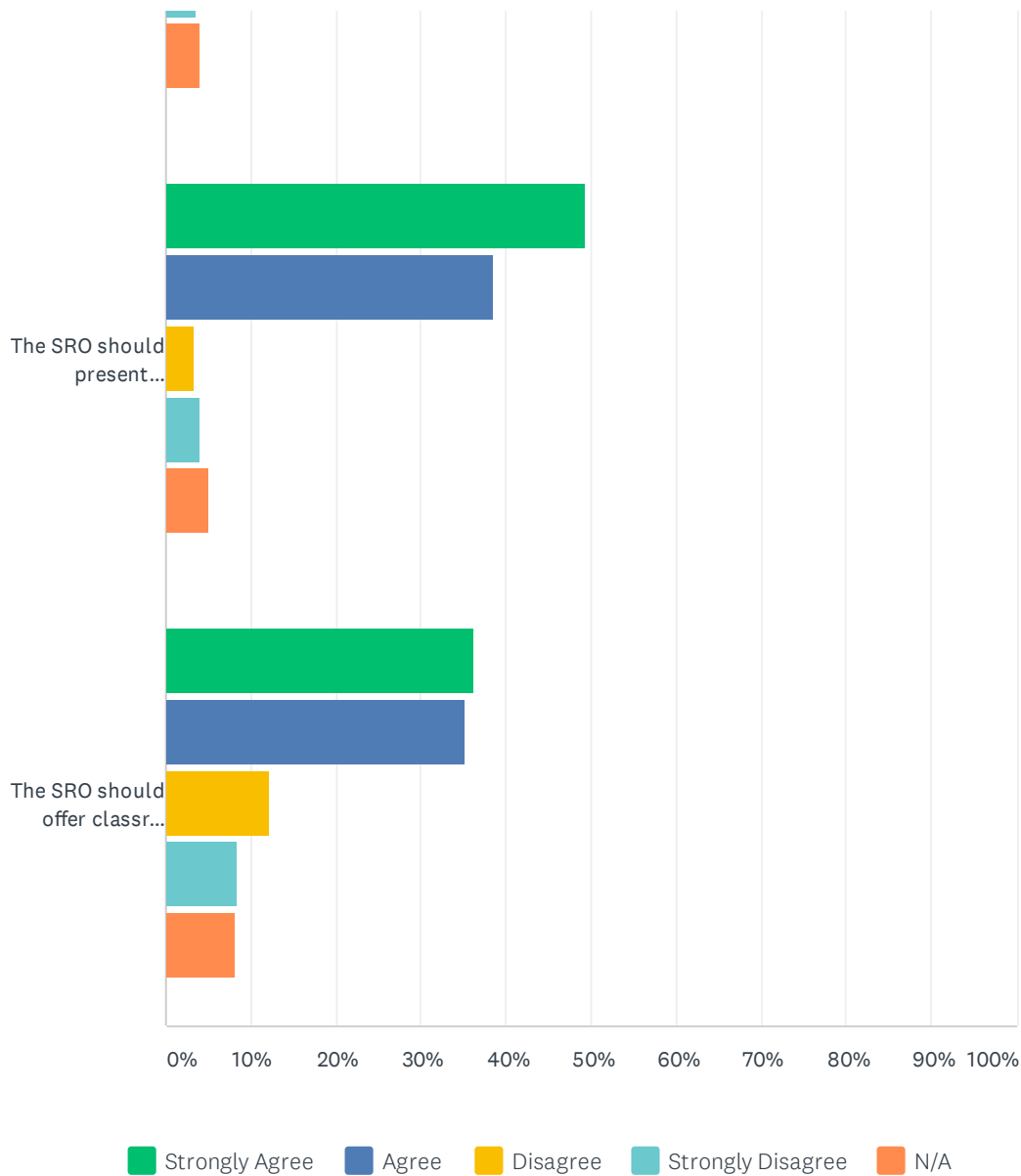
■ Strongly Agree
 ■ Agree
 ■ Disagree
 ■ Strongly Disagree
 ■ N/A

	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
The SRO educates students and staff on the law and law-related matters.	28.02% 174	36.55% 227	9.02% 56	6.28% 39	20.13% 125	621	3.08
The SRO supports and promotes a positive school environment.	39.94% 248	38.65% 240	4.99% 31	6.44% 40	9.98% 62	621	3.25
The SRO supports students.	40.74% 253	35.91% 223	5.15% 32	6.44% 40	11.76% 73	621	3.26
All students are treated equally by the SRO.	35.48% 220	32.90% 204	6.13% 38	5.97% 37	19.52% 121	620	3.22

Q7 Preferred SRO Duties in my child's school

Answered: 622 Skipped: 1





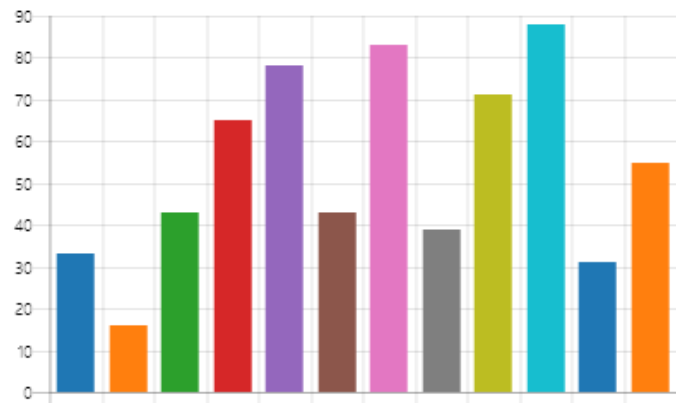
	STRONGLY AGREE	AGREE	DISAGREE	STRONGLY DISAGREE	N/A	TOTAL	WEIGHTED AVERAGE
The SRO should monitor school grounds.	55.65% 345	32.58% 202	4.84% 30	4.03% 25	2.90% 18	620	3.44
The SRO should enforce laws within the schools.	50.24% 311	33.93% 210	5.49% 34	5.49% 34	4.85% 30	619	3.35
The SRO should provide mentoring to students.	51.53% 319	35.06% 217	4.85% 30	4.20% 26	4.36% 27	619	3.40
The SRO should provide training on laws and safety to teachers.	54.69% 338	33.50% 207	4.21% 26	3.56% 22	4.05% 25	618	3.45
The SRO should present information on laws and safety to parent organizations.	49.35% 304	38.47% 237	3.25% 20	3.90% 24	5.03% 31	616	3.40
The SRO should offer classroom instruction to students.	36.19% 224	35.06% 217	12.12% 75	8.40% 52	8.24% 51	619	3.08

Staff SRO Survey N=661 September 2020

1. What school did you work at last year?

[More Details](#)

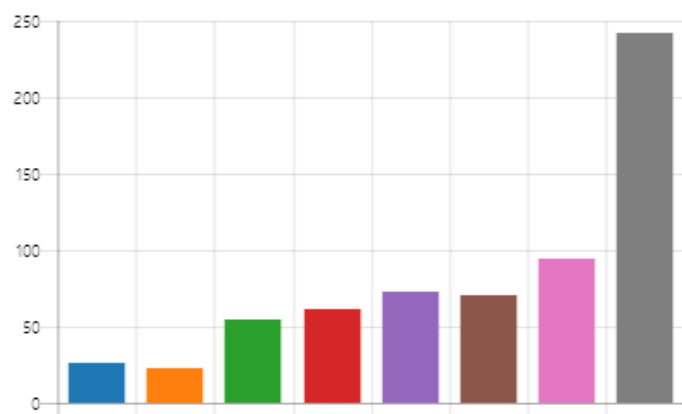
Booth Fickett	33
Borman K-8	16
Catalina High School	43
Cholla High School	65
Palo Verde High School	78
Pistor Middle School	43
Pueblo High School	83
Sabino High School	39
Sahuaro High School	71
Tucson High School	88
Utterback Middle School	31
Valencia Middle School	55



2. What grade level did you teach last year?

[More Details](#)

6th	26
7th	23
8th	55
9th	61
10th	73
11th	70
12th	94
I am not a teacher	242



3. What is your gender?

[More Details](#)

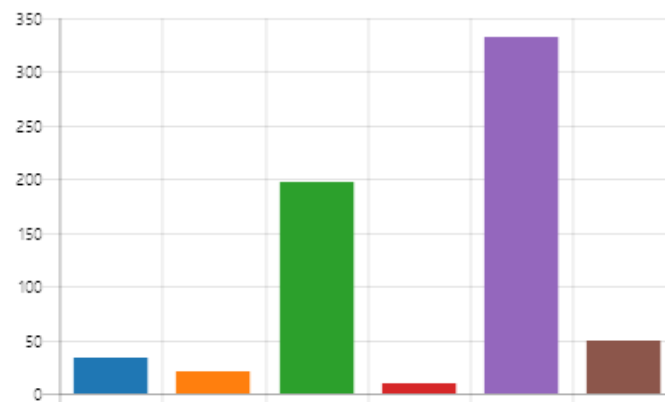
Female	394
Male	230
Non-binary	2
Prefer not to say	30



4. What is your ethnicity?

[More Details](#)

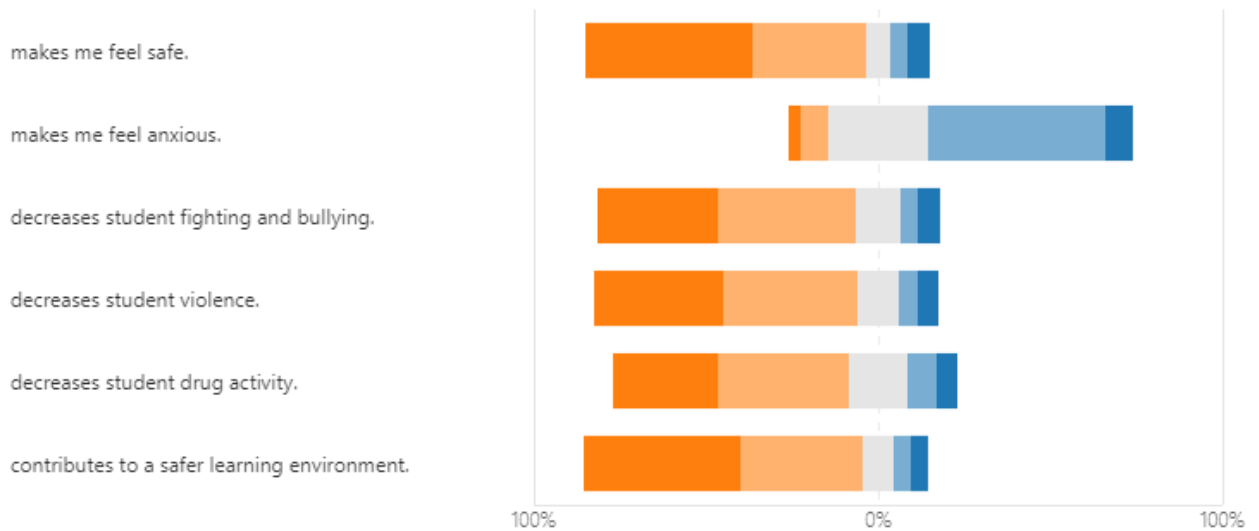
African American	33
Asian	21
Hispanic	197
Native American	10
White	333
Multi racial	49



5. The presence of a SRO at my school:

[More Details](#)

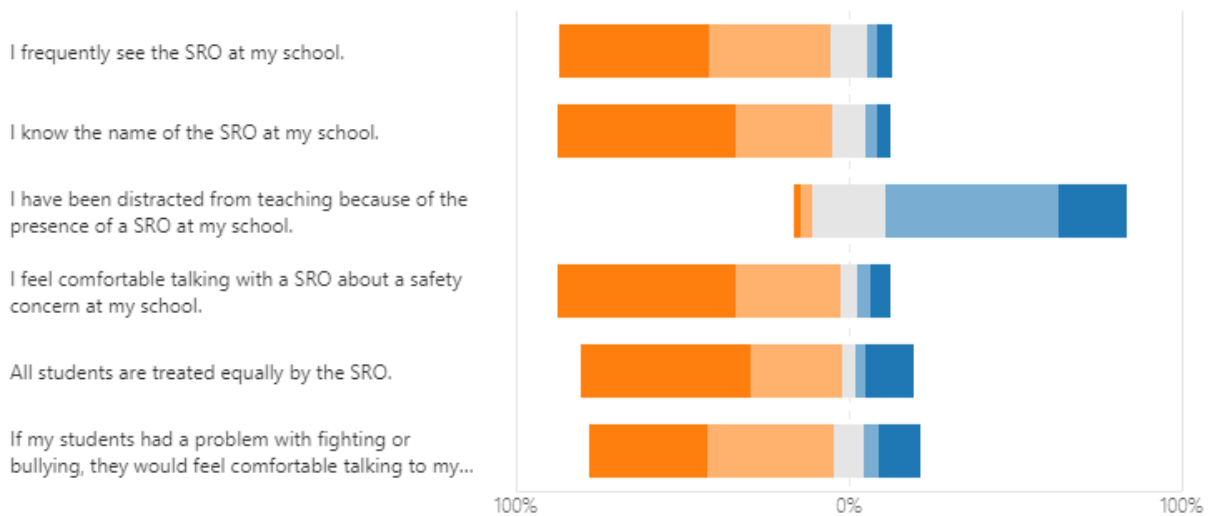
■ Strongly Agree
 ■ Agree
 ■ Disagree
 ■ Strongly Disagree
 ■ Not Applicable



6. Relationship

[More Details](#)

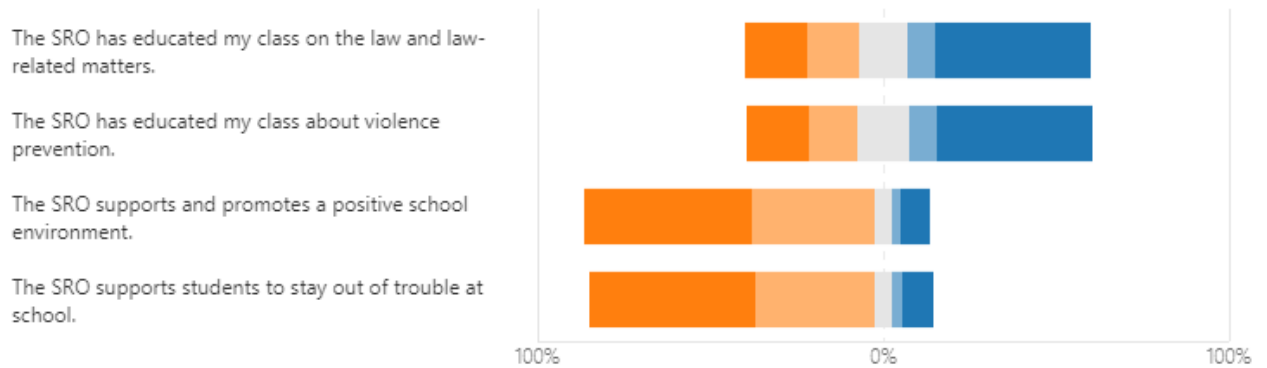
■ Strongly Agree
 ■ Agree
 ■ Disagree
 ■ Strongly Disagree
 ■ Not Applicable



7. Resource

[More Details](#)

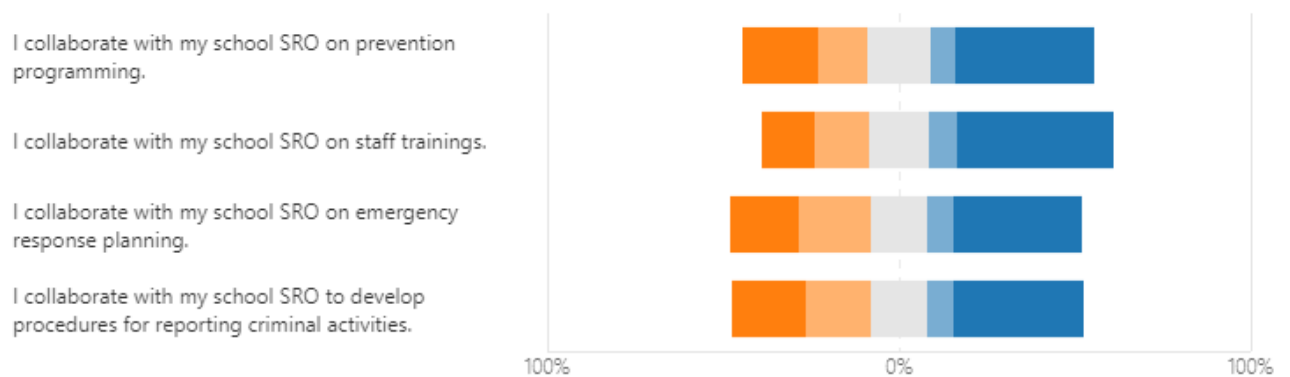
■ Strongly Agree
 ■ Agree
 ■ Disagree
 ■ Strongly Disagree
 ■ Not Applicable



8. Collaboration

[More Details](#)

■ Strongly Agree
 ■ Agree
 ■ Disagree
 ■ Strongly Disagree
 ■ Not Applicable

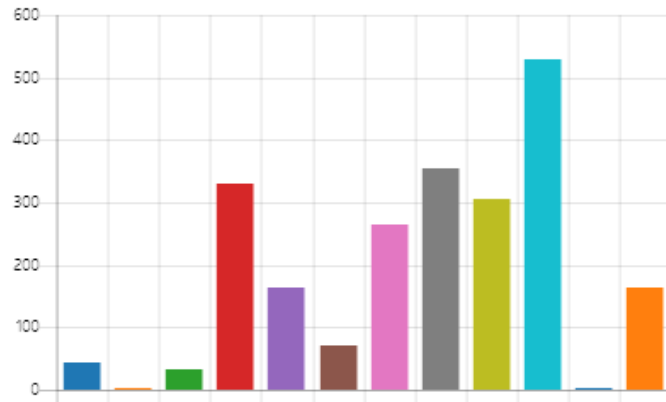


School Resource Officer Student Survey Results (n=2448)

1. What school did you attend last year (2019-2020)?

[More Details](#)

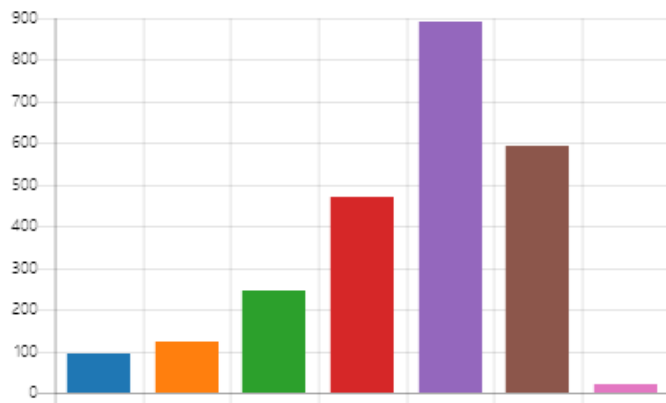
● Booth Fickett	43
● Borman K-8	4
● Catalina High School	33
● Cholla High School	329
● Palo Verde High School	165
● Pistor Middle School	71
● Pueblo High School	265
● Sabino High School	354
● Sahuaro High School	306
● Tucson High School	530
● Utterback Middle School	3
● Valencia Middle School	165



2. What grade were you in last year?

[More Details](#)

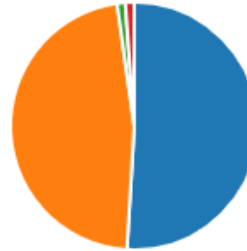
● 6th	94
● 7th	121
● 8th	245
● 9th	472
● 10th	891
● 11th	595
● 12th	19



3. What is your gender?

[More Details](#)

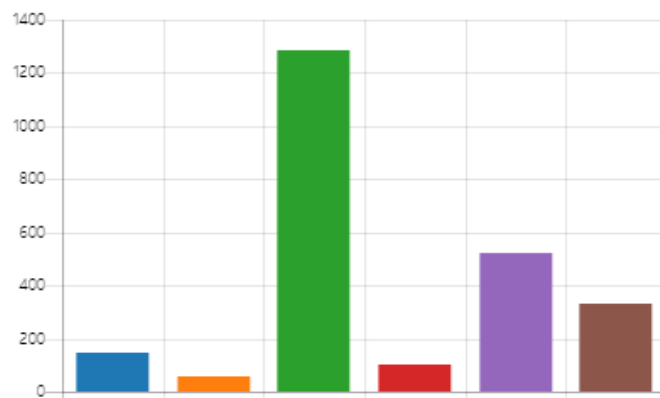
● Female	1241
● Male	1141
● Non-binary	26
● Prefer not to say	28



4. What is your ethnicity?

[More Details](#)

● African American	147
● Asian	58
● Hispanic	1284
● Native American	102
● White	521
● Multi racial	330



5. Safety

[More Details](#)

■ Strongly Agree
 ■ Agree
 ■ Disagree
 ■ Strongly Disagree
 ■ Not Applicable

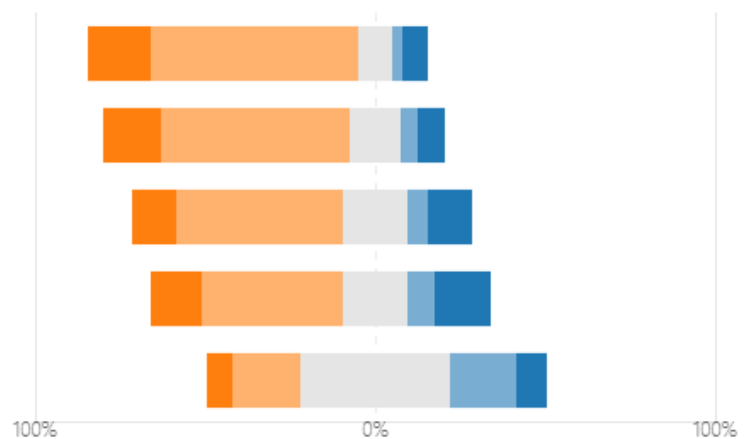
Having a SRO in my school makes me feel safe.

I feel comfortable talking with a SRO about a safety concern involving me or my friend.

The SRO reduces crime at my school.

I stay out of trouble more because of the SRO presence at my school.

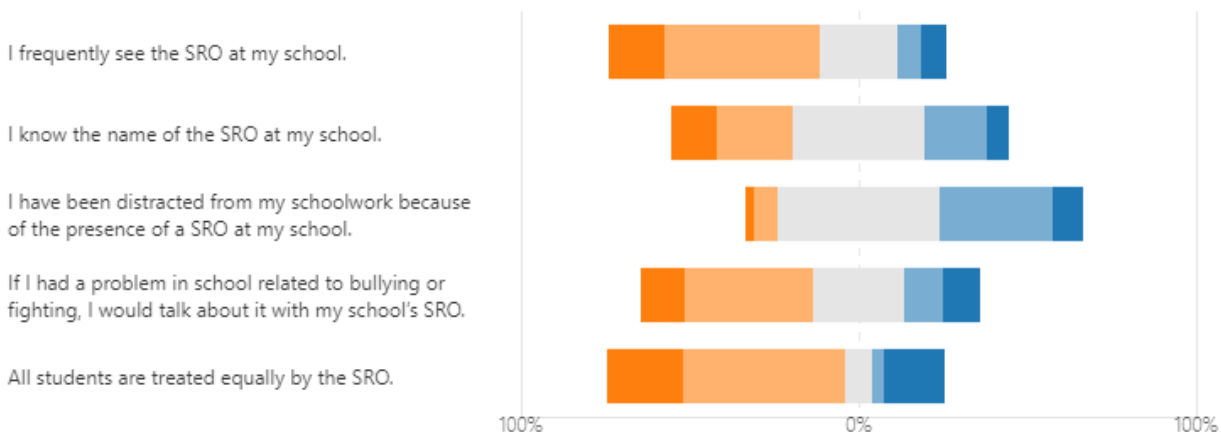
The presence of the SRO makes me feel anxious.



6. Relationship

[More Details](#)

■ Strongly Agree
 ■ Agree
 ■ Disagree
 ■ Strongly Disagree
 ■ Not Applicable



7. Resource

[More Details](#)

■ Strongly Agree
 ■ Agree
 ■ Disagree
 ■ Strongly Disagree
 ■ Not Applicable



We can only see a SHORT distance ahead,
but we can see

PLENTY

there that needs to be done.

Alan Turing – British Computer Scientist

SCHOOL RESOURCE
OFFICER (SRO)
PROGRAM
COMMITTEE
RECOMMENDATION

TUSD SRO Program

- TUSD SRO programs have existed in some form at TUSD schools since 1963 when TPD placed officers in the Junior High Schools. The current SRO program was established in 2014 and 2015.
- An SRO officer is assigned to 12 TUSD schools. Schools are Borman, Booth-Fickett, Pistor, Utterback, Valencia, Catalina, Cholla, Palo Verde, Pueblo, Sabino, Sahuaro and Tucson High.
- SRO officers are funded from different sources including the ADE school safety grant (3), a cost-share agreement between TPD and TUSD (5), PCSD (3), and Davis-Monahan (1)
- The district currently has an MOU with PCSD, an IGA with TPD for the non-grant funded SRO officers and a Cooperative Agreement under the ADE grant.
- The ADE School Safety grant was recently renewed and will run through 2022-2023.

SRO Committee Structure

- ▶ The SRO Program Recommendation Committee consists of a diverse group of stakeholders.
 - ▶ All committee members participated in a learning session, discussion, and activity around implicit biases.
 - ▶ Committee outcomes and norms grounded our work and communication during meetings.
- School Safety & Security Team (2)
 - High School Teachers (2)
 - High School Principal (2)
 - High School Counselor (2)
 - High School Students (2)
 - MTSS Administrator (1)
 - Exceptional Education Administrator (1)
 - Parent Representatives (4)
 - TUSD Support Staff (2)
 - Law Enforcement (2)
 - Community Organization (2)
 - Equity and Diversity Team (2)

- ▶ School Safety Presentation - The purpose was to build the historical context of TUSD's SRO program.
- ▶ Research Studies-Policing Education: An Empirical Review of the Challenges and Impact of the Work of School Police Officer Javdani 2019
- ▶ Arizona Department of Education – School Safety Grant/Objectives
- ▶ Articles - The Growing Concerns Regarding School Resource Officers, Ryan et al 2018
Be Her Resource: A toolkit about School Resource Officers and Girls of Color, Morris et al

Research

Data Collection

Forum

Student Forum (August 27, 2020): Safe space for students to discuss SRO experience. Targeted middle and high school students. 7 student Panelists and 70 audience members.

Community Forum (August 28, 2020): 7 Panelists and 35 audience members

Surveys

Student, parents and Staff at SRO schools were sent surveys designed to assess their perceptions of the SRO program.

More than 3700 responses were received, including 2448 students, 598 parents, and 661 staff.

Focus Groups

The SRO Committee conducted six small focus groups for students, parents and teachers at SRO schools. A total of 4 students, 5 teachers, and X parents participated in these sessions.

Community Feedback

The SRO Committee reviewed written communications from community members including a formal letter, emails, and a petition through Change.Org

Change.org
1,764 signatures

Findings

TUSD does not have a formal process in place to effectively evaluate the quality of the SRO program.

Disconnect between TUSD system expectations and SRO role.

SRO program is funded from different sources.

There are differences in the role, expectations, and program objectives of the PCSD and TPD SRO programs as reflected in the IGA and MOU.

There are benefits to well developed SRO programs in schools including mentoring, safety, and collaboration.

Student, parent and staff experiences and perceptions about the SRO program at schools vary widely. For some, the presence of the SRO officer on campus can be intimidating or threatening, while for others it gives a sense of safety.

SRO Program Considerations





Recommendations



Develop policies and practices for SRO Program alignment.



Re-evaluate the use of TUSD funds to support SROs until there is clear alignment and accountability measurements with an intentional focus on equity.



Adopt a feeder school model framework for SRO program.



Bi-annual review of program for effectiveness.



Training for site administration for best practices in SRO program implementation and monitoring.



Recommendations



Develop and implement a data tracking system that includes metrics for measuring safety, discipline, and mentoring services.



Convene a Safety Advisory Committee to implement, monitor, and evaluate recommendations regarding SRO Programs.



Conduct a review of the training for SRO officers to ensure that it addresses school and community experiences. Training should include: Family engagement, Restorative practices. This will assist in creating uniformity and less fragmented.