****

**Paramount Schools of Excellence School Resource Officer (SRO) Policy**

The SRO program is intended to balance the need for a secure environment with that of a learning environment, and to promote a safe and orderly environment in PSOE schools.[[1]](#footnote-1) The PSOE School Resource Officer (SRO) Program is designed to provide school administrators and staff with law enforcement resources and expertise to maintain safety, order, and discipline in the school environment. The SRO Program is intended to be a proactive model, to ensure that no student’s right to receive an education is abridged by violence or disruption. To accomplish this end, PSOE will employ an SRO, to encourage working relationships between police, the schools, students, and the community. The program intends to promote safety and education, while furthering the principles and philosophies of community policing directly into the school environment.

**Program Goals:**

1. **Create sustainable partnerships and formalize MOUs among school leaders, local law enforcement agencies, and school stakeholders.**

In taking this action step, PSOE will create sustainable community partnerships, supported by a strong MOU, by:

* Executing an MOU prior to commissioning SROs;
* Writing an MOU substantially similar to approved models;
* Requiring the involvement of school administrators, educators, and law enforcement, in the development of an MOU; and
* Annually reviewing and revising (as needed) the MOU.

1. **Ensure that the MOU meets constitutional and statutory civil rights requirements.**

In taking this action step, the school will comply with civil rights laws by identifying Federal and State constitutional provisions and Federal, State, and local civil rights laws and ordinances that apply to law enforcement in educational settings and ensuring that law enforcement and school administrative policies and practices comply with those legal requirements.

1. **Recruit and hire effective SROs and school personnel.**
2. **Keep SROs and school personnel well trained**.

In taking these action steps, PSOE supports hiring, training, and management of SROs by:

* mandating school-specific preparation (outlined in Appendix A);
* meeting the state training requirements outlined below;
* being trained on and adhering to all Family Educational Rights and Privacy Act (FERPA) regulations;
* and abiding by Indiana statute, which provides the minimum duration for school-specific training prior to appointment as an SRO:

*Indiana Code § 20-26-18.2-1. "School resource officer".*

*(b) Before being appointed as a school resource officer, an individual must have:*

*(1) successfully completed the minimum training requirements established for law enforcement officers under IC 5-2-1-9; and*

*(2) received at least forty (40) hours of school resource officer training through:*

*(A) the Indiana law enforcement training board established by IC 5-2-1-3;*

*(B) the National Association of School Resource Officers; or*

*(C) another school resource officer training program approved by the Indiana law enforcement training board.* (emphasis added)

**Appendix A**

**SRO Duties**

* Supervise traffic at the beginning and end of each school day to ensure the safety of all students, staff, and community members
* Patrol the parking lots to ensure student, staff, and community safety into the school upon arrival in the morning and upon leaving campus in the afternoon, to deter reckless driving, and to ensure only active students enter the campus
* Improve the school’s reputation of a safe learning environment and deter misconduct by remaining highly visible in designated areas
* Serve as a role model to students, especially in terms of appropriate attitudes and respect
* Assist school administration with truancy issues and criminal activities occurring on campus
* Attend meetings and after-school activities as requested by school administration
* Assist school administration in developing and implementing plans and strategies to prevent and handle dangerous situations
* Adhere to school board approved policies at all times

**Hiring Guidelines for School Resource Officer**

* Ability to work effectively with students, parents, teachers, and school administrators
* An understanding of the importance of diversion programs and alternatives to arrest
* Respect for youth and families of all backgrounds and cultures
* An understanding of developmentally appropriate, trauma-informed practices for interacting with youth
* Consideration of the applicant’s past discipline and legal history
* Strong interpersonal communication skills
* Strong public speaking ability
* Effective law-related teaching and mentoring skills
* An interest in promoting and enriching the lives of youth
* Knowledge of the specific needs and local concerns of the community

**SRO Onboarding/Training Topics**

* Constitutional and civil rights
* Childhood and adolescent development
* Age-appropriate responses to student conduct
* Disability and special education issues
* Conflict resolution and de-escalation techniques
* Bias-free policing, including implicit bias and cultural competence
* Response to trauma
* Restorative justice techniques
* Interacting with specific student groups, such as those with disabilities or limited English proficiency or who are lesbian, gay, bisexual, or transgender (LGBT)
* Use of force that reflects differences in strength and physical vulnerabilities of youth
* Limited appropriate use of handcuffs in a school setting
* Consequences of student involvement in the criminal and juvenile justice system
* All available alternatives to arrest

Performance reviews will be conducted annually by PSOE leadership using established staff protocols.

**Staff Protocols**

* Staff follows school-developed discipline protocols outlined in frameworks
* Leadership uses discretion as to when to involve SROs in school discipline issues
* Non-violent or non-threatening behavior is to be handled by school administration and not to be turned over to SROs
* All staff will be trained on FERPA regulations, specifically pertaining to SROs

**Complaint Protocol**

All complaints are to be submitted in writing to the school’s principal. Complaints will be recorded and maintained internally. Corrective action will be taken at the discretion of the school principal under advisement of the Executive Director and the SRO’s direct supervisor.

1. Policy content and language are derived from guidance provided by the United States Department of Education (USDOE) Safe School Based Enforcement through Collaboration, Understanding, and Respect (SECURe) State and Local Policy Rubric [↑](#footnote-ref-1)