

URBANA SCHOOL DISTRICT #116



History of SROs

- Modern Era for Student Resource Officer (1993) (.5 half time)
 - Troy Phillips was the first recognized SRO. Since that time there have been a total of 11, some with short tenures; other were particularly long. There are several notable former SROs from Urbana.
- Officer has always been assigned to Investigations Division with 2 roles
 - Adult and juvenile cases (.5)
 - SRO responsibilities (.5)
- Our SRO has been in civilian clothing due to police division assignment
- Since inception UPD has funded 100% of personnel salary, benefits, training, vehicle, overtime costs, equipment, etc.

Timeline of Recent SRO Relevant Events

- Spring 2018: USD116 announces removal of the Deans
 - UPD begins to assess whether the half time SRO model without Deans will continue to be effective
- Fall 2018: Beginning of school year saw an increase from minor level behaviors to more major level behaviors which necessitated an increase in police involvement at both secondary campuses
- September 2018: Town Hall Meeting held at Urbana High School with families, students, building and central office administration as well as Acting Chief of Police and Mayor of Urbana
- October 2018: UPD and City Officials had ongoing meetings and discussions with USD116 administration regarding a plan for discipline improvement at both campuses which resulted in additional SRO time being provided to the secondary campuses

Spring 2019 Timeline (cont.)

- February 2019 fight incident
 - 10 juvenile and 1 adult arrest and 1 juvenile injury and 1 teacher injury
 - Police officers from neighboring local agencies responded and an ambulance transport was needed
- City and UPD asked to intervene by the Urbana Community
 - Heard from many stakeholders asking how can the City help keep our schools safer
 - Through a mixture of SRO & overtime an officer was at UHS 5 days a week (Feb-May)
- Acting Chief began meeting with USD116 Interim Administration regarding how UPD could provide more support to the secondary campuses
- Decision was made with Interim Administrative Team and building principals to begin exploring a model for a dedicated SRO at both UMS and UHS
- Urbana's Current Reality

Administrative Transition

- July 2019: Following the naming of the new Superintendent, Dr. Ivory-Tatum met with UPD and the Interim Administrative Team to continue the planning for 2019-2020 school year
- August 2019: Dr. Ivory-Tatum and Chief Business Officer began exploring with UPD the cost analysis needed to fund dedicated SRO model
- August 2019: Dr. Ivory-Tatum included the new Administrative Team and both admin teams from UMS and UHS as part of the discussion around the need for dedicated SROs
- August 2019: During this time of administrative transition, UPD agreed to maintain a 5-day presence at the high school and begin to support this model for a dedicated SRO at UMS (covered through overtime)
- After the school year started, UPD began the search for a full time SRO for UMS and included UMS staff during the selection process

The “Triad” Model



NASRO TRAINING & BEST PRACTICES

- Goals of School Resource Officers
 - Provide safe learning environments in the schools for all
 - Provide valuable resources to staff members
 - Foster positive relationships with youth
 - Develop strategies to resolve issues
- Training Plan
 - In house, initial training with current or former UPD SROs
 - Basic NASRO class ASAP
 - More advanced NASRO and adolescent mental health training as available
- The National Associations of SRO's (NASRO) recommends one full time officer per 1,000 students or one per school building.
- Prior to 2019-20, our SRO model did not meet either of these recommendations

Student to SRO Ratio

Champaign County Sheriff's Office	<u>3,029 students</u> 2 SRO's	= 1,514 students
Champaign Police Department	<u>4,812 students</u> 5 SRO's	= 962 students
Rantoul Police Department	<u>2,500 students</u> 2 SRO's	= 1,250 students
Urbana Police Department old model	<u>2,161 students</u> ½ SRO	= 4,322 students
Urbana Police Department new model	<u>2,161 students</u> 2 SRO's	= 1,081 students

Day in the Life of UMS SRO

Daily Schedule: 8:00am - 4:00pm

8am-8:45am - Morning supervision, welcoming and, checking in with students, updating UMS admin on any weekend or evening events that could affect UMS students and the learning environment

9am-11am - Office work, staff collaboration, supporting hallways during passing periods

11am-1pm - Lunch supervision and/or, front door kiosk as needed

1-1:30pm - Lunch

1:30-3:45 - Office work, staff collaboration, supporting hallways during passing periods

3:45-4:00: Dismissal, Vine St. traffic support, Comcast parking lot/bus stop support

*Mondays/Wednesday: Staff meetings

*Thursdays - 11am-2pm,: Assist with Youth Assessment Center case manager meetings

*Attends Support Services Team meetings, Parent/Student Conferences/Reentry Meetings, & meets with parents upon request

Typical SRO Duties

- Staff Meetings with principals, SI's and, SRO. Discuss what is happening in the school with students and staff, discuss specific students, problems and opportunities.
- Daily in-person check in with each SI or Assistant Principal for Student Engagement. Did the school staff need something specific from the SRO that day or in the near future?
 - Thefts, disagreements brewing between students, social media issues, student threats, etc.
- Daily in-person check ins with each hall monitor, walk halls, talk with students and staff
- In lunch room for all three lunches
- Report writing/documentation
- Class presentations for driver's education, Comp 9, and any other class requests
- Outside during dismissal, talking with students and staff

TIERED APPROACH

Changing the school-to-prison pipeline- National Association of SROs

- SROs follow NASRO practices that instruct them to not arrest students for disciplinary issues that would be handled by teachers/admin.
- SROs help students avoid involvement with the juvenile justice system
- These practices led to a fall in juvenile arrest rates throughout the U.S.

Alternatives to Justice System Involvement:

- Incident handled by school and/or district administration
- Incident handled by SRO informally
- Incident handled by SRO more formally
- Youth Assessment Center
 - Referral to youth social service agencies and supports for families
 - Station Adjustments
- State's Attorney's Office review
- Legislative changes on juvenile justice

WE ARE

**URBANA BETTER
TOGETHER**

BOE/UPD Discussion Topics

- **Full Uniform vs. Modified Uniform**
 - BoE Discussion with pending Chief of Police approval
- **What will the SRO do when there is no school?**
 - Self Made Kingz relationship building
 - Opportunities to work with an existing Explorer Post
 - Youth Police Academies
 - Summer School Presence at both campuses
 - Educational opportunities for students and parents
 - “Non-enforcement contacts” (special details)
 - Working with Youth Assessment Center/Mentoring
 - Park District opportunities with our Youth
 - Possible vacation leave requests

WE ARE

**URBANA BETTER
TOGETHER**