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

  - 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

MENTOR

Teacher

Counselor

Law Enforcement Officer
 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
<table>
<thead>
<tr>
<th>Organization</th>
<th>Students</th>
<th>SRO’s</th>
<th>Ratio</th>
</tr>
</thead>
<tbody>
<tr>
<td>Champaign County Sheriff’s Office</td>
<td>3,029 students</td>
<td>2 SRO’s</td>
<td>1,514 students</td>
</tr>
<tr>
<td>Champaign Police Department</td>
<td>4,812 students</td>
<td>5 SRO’s</td>
<td>962 students</td>
</tr>
<tr>
<td>Rantoul Police Department</td>
<td>2,500 students</td>
<td>2 SRO’s</td>
<td>1,250 students</td>
</tr>
<tr>
<td>Urbana Police Department old model</td>
<td>2,161 students</td>
<td>½ SRO</td>
<td>4,322 students</td>
</tr>
<tr>
<td>Urbana Police Department new model</td>
<td>2,161 students</td>
<td>2 SRO’s</td>
<td>1,081 students</td>
</tr>
</tbody>
</table>
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
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
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