

The background features a large, light blue star in the upper left corner. A stylized, light blue figure of a person with arms outstretched is positioned in the center, appearing to be in motion. The overall background is a solid light blue color.

Poudre School District

Engaging the Community and Law Enforcement Partners: School Resource Officers in PSD

June 23, 2020

Current State

- Review of 2020-2021 School Resource Officer (SRO) Contracts and Program
 - June 13 Meeting: FCPS and PSD Leaders
 - Review of contracts and data
- Gathering and analyzing data
 - Connections Survey
 - Discipline data (i.e. suspension and expulsion data)
- Actively listening to student experiences with SRO and to listening to our community about their experiences
 - Student stories: Need for role clarity between SROs and administrative staff



Current Needs & Action Items

- Ongoing Data Gathering to be Completed
 - Equity and Diversity Advisory Council (EDAC)
 - Student Equity Coalition (to be created)
 - Reporting system information
- Action Items
 - Determine areas of improvement with SROs
 - Review role of SROs in discipline with PSD administrators
 - Create reporting system



Action Steps

- Immediate Actions:
 - SRO Contract Changes for 2020-21 School Year:
 - Addition of quarterly reporting
 - Creation of Community Advisory Council to provide consistent oversight
 - Changes to Operating Procedures for 2020-21:
 - Mandatory SRO reporting in incidents involving student discipline
 - Circulation of student survey related to discipline



District Accountability

- Accountability is also essential to our success.
- Key partners in accountability include:
 - District Leaders
 - Superintendent
 - Assistant Superintendent of Secondary Schools
 - Executive Director of Operations
 - Director of Language, Culture, and Equity
 - Secondary School Administrative Teams
 - School Resource Officers



Plan for Community Engagement

- Proactively engaging the community is central to the success of this work. Groups to be formed and/or engaged include:
 - Equity and Diversity Advisory Council (EDAC)
 - Student Equity Coalition (to be created)
 - Teacher Equity Coalition (to be created)
 - Community Advisory Council (to be created)
 - Student and Family Engagement Program Specialist



Action Steps

- Immediate Actions (Continued):
 - **Community engagement with all stakeholders** including:
 - Our communities of color (students and parents) regarding experiences with discipline
 - Staff: Teachers, counselors, administrators
 - School Resource Officers
 - Creation of **Student Equity Coalition** and a **Teacher Equity Coalition** to be engaged regularly on an ongoing basis
 - Consistent, ongoing **outreach** via Student and Family Program Specialists
 - **Ongoing collaborative data analysis** as a partnership between school administration and SROs



Timeline for Updates

- **Summary Timeline**
 - **June 23, 2020:** Initial Report to Board of Education outlining plan for engaging with law enforcement partners and the community
 - **September 2020:** Report to the BOE on Community Advisory Council membership, timeline and scope of work
 - **December 2020:** Community Advisory Council reports to BOE on initial findings and lessons learned
 - **March 2021:** Community Advisory Council update to BOE
 - **April 2021:** Recommendation to BOE regarding SROs for 2021-22 School Year



Timeline Detail

- **September 2020 Report to BOE and community to cover:**
 - Role clarity for SROS in all PSD schools established
 - Process and procedure for all discipline reviewed and clearly defined
 - Process and procedure reviewed by Community Advisory Council prior to September
 - Community engagement updates from work with Student Equity Coalition, Community Advisory Council, Teacher Equity Coalition, and Student and Family Program Specialists



Timeline Detail

- **December 2020 and March 2021 Update to BOE and community to cover:**
 - Update on data and information gathered from school sites and SROs
 - Update on recommendations from community advisory groups (i.e. EDAC, Community Advisory Council, Student Equity Coalition, Teacher Equity Coalition, Student and Family Program Specialists)



Timeline Detail

- **April 2021 Full Report to BOE and community to cover:**
 - Summary data gathered from 2020-2021 school year regarding adherence to established role of SROs and process and procedures for discipline
 - Review of school discipline data, themes from Student Connections Survey, reports made through new reporting system specific to SROs/discipline
 - Themes and recommendations specific to SROs from stakeholder groups including: EDAC, Community Advisory Council, Student Equity Coalition, Teacher Equity Coalition, Student and Family Program Specialists
 - *Recommendation, based on engagement and learnings, as to whether to renew the SRO contracts for the 2021-22 school year*



DISCUSSION

