



AUGUST 2020

# SCHOOL RESOURCE OFFICER REPORT (SRO)

TIGARD POLICE DEPARTMENT

# Mission

To protect and serve all who live, play and work in Tigard.

# Vision

Tigard Police are the guardians of the community. We are an engaged, resilient and progressive department working to make Tigard safer and more livable.



# Strategic Priorities

- Focus on effective use of data and technology
- Strengthen community and City relations and partnerships
- Enhance the professionalism of the department
- Strengthen our leadership system
- Build a high engagement culture
- Build a responsive organization structure that assures efficient and effective deployment of resources



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# SRO Overview

The Tigard School District (TTSD) schools are primarily served by two local law enforcement agencies: the Tigard Police Department and the Tualatin Police Department. This report will focus on the partnership between Tigard Police Department and TTSD.

Heading into the 2020-2021 school year, the Tigard Police Department has dedicated two officers as School Resource Officers (SROs). TTSD schools in Tigard include 2 high schools (Tigard High School and Creekside Community High School), 2 middle schools and 6 elementary schools. Under the current structure one SRO is assigned to Tigard High School while the other splits their time between the two middle schools. If another school needs assistance, the two SROs will assist as time and availability allows.

**2020-21**

**2 DEDICATED SROs**

**OVERSEE**

**2 HIGH SCHOOLS**

**2 MIDDLE SCHOOLS**

**6 ELEMENTARY SCHOOLS**

The function of SROs involves much more than just responding to criminal activity within the school. Assigned SROs work to build relationships with both students as well as school staff by acting as a resource, being a daily presence in the schools and building rapport. On any given day SROs answer questions from both students and school staff, patrol school campuses, attend safety meetings and take various police reports to include: child abuse, theft, harassment, drugs/alcohol, weapon possession or threats of weapons, and social media complaints or threats.

SROs strive to be role models and mentors while performing their duties. With the relationships they build, students feel comfortable coming to them with problems at home or school and safety issues they might not report to other adults. In the 2019-2020 school year alone, a student reported nude photos of them being posted on social media, three students reported alleged sexual assaults and one student reported physical abuse.

These reports were all reported directly to the SRO based partly on comfort and rapport the students had with the SROs.

SROs training and experience is also used as a resource for safety planning on how to respond to critical incidents. SROs helped TTSD implement the Standard Response Protocol (SRP), used for



school emergencies and helped implement the program. They worked with TTSD on “lock down” and “lock out” drills, school evacuations and school reunification planning and practice.

**SRP:** <https://iloveguys.org>

Tigard SROs provided input for several of the Tigard schools currently under construction or recently remodeled. One SRO was on the design committee for Twality Middle School while another was consulted regarding safety issues such as the vestibules used when you first enter the remodeled schools.

SROs are often asked to be special guest speakers in elementary, middle and high school classes throughout the year. They use their knowledge to help educate students. SROs have spoken in government classes, talked about personal safety and internet safety.

SROs work with the Department of Human Services (DHS) when there is a safety or welfare concern for students. SROs work with DHS to determine if there is a verified concern. If there is, they work together to come up with a safety plan to keep the youth safe. There are various ways this can be accomplished. Sometimes the student may need to be interviewed by professionals, such as CARES NW. In those cases, the SROs frequently attend those interviews.

# SRO History

The Tigard Police have a forty-year history of working with TTSD. Since at least 1977, Tigard Police had an officer who was referred to as the Juvenile Officer assigned to all Tigard Schools. Around 1984, that position became what is now known as the School Resource Officer (SROs).

During the years that followed, the Tigard SRO program increased from one assigned officer to as many as four officers and a supervisor (sergeant). In 2018, due to budget constraints, the SRO program was reduced from four officers to its current status of two officers. During this timeframe it was originally proposed to reduce the SRO program to just one officer. Due to public support of the program, however, City Council approved the budget to fund two SROs.

During its peak of four SROs the officer assignments were as follows:

- ▶ 1 at Tigard High School
- ▶ 1 split time between Tigard High School, Durham Elementary School and Charles F. Tigard Elementary School
- ▶ 1 split time between Fowler Middle School, Metzger Elementary School and Mary Woodward Elementary School
- ▶ 1 split time between Twality Middle School, Templeton Elementary School and Alberta Rider Elementary School.

Tigard Police plan to continue with two SROs in the schools during the 2020-2021 school year. In May of 2020, the Tigard voters passed a Public Safety Levy that was endorsed by the TTSD school board and would fund a third SRO. This officer was tentatively scheduled to join the SRO program in the school year of 2021-2022. At that time, a new assignment structure would be discussed with TTSD.

SROs have participated in many different community-oriented policing programs. Through the years, Tigard Police SROs have been certified to teach the curriculum of both the Drug Abuse Resistance Education (D.A.R.E) and Gang Resistance and Training (G.R.E.A.T.) programs. SROs generally taught these classes in elementary and/or middle schools. SROs were certified and taught D.A.R.E. until 2012, while they were certified and taught G.R.E.A.T. until the 2016-2017 school year. Both D.A.R.E. and G.R.E.A.T. are educational programs designed to provide tools to resist peer pressure, drug and alcohol abuse and help the youth live productive lives.



SROs also participated in D.A.R.E./G.R.E.A.T. summer camps until the summer of 2009. The SROs helped run these summer camps while selected High School students worked as camp counselors. The students in these camps were Tigard students that were generally selected by TTSD school staff and some referred by SROs. The students participated at no cost to them. These programs were heavily funded by federal grants. When those grant funds were gone, Tigard Police was not able to continue funding camps.

 **D.A.R.E.:** <https://dare.org>

 **G.R.E.A.T.:** <https://www.great-online.org>

SROs also helped run a very successful Peer Court program until the budget cuts of 2018. Peer court was an early intervention program for first-time youth offenders for low-level crimes such as shoplifting. This program helped divert youth from entering the juvenile system while providing meaningful consequences that helped them understand and accept responsibility for their actions. In peer court the jurors were other students who, after hearing the case, handed out sanctions. Often these sanctions included community service, written apology letters or essays and several hours serving on the peer court jury. If the sanctioned youth did not commit any other offenses and completed all their required sanctions, they could have their record expunged. This program was for all youth offenders that committed crimes within

the City of Tigard, whether contacted by SROs or other members of the Tigard Police Department. During its time Tigard peer court adjudicated over 230 cases and saw only about a 4% recidivism rate.

**Peer Court:**

 <https://kboo.fm/media/66304-tigard-youth-peer-court>

 <https://pamplinmedia.com/ttt/89-news/394559-286968-tigard-peer-court-marks-fifth-anniversary>

Tigard SROs also run the police cadet program. This volunteer program is for youth between the ages of 16-20 and has attracted a diverse group. Many candidates have a desire to work in Law Enforcement. The youth, many of whom attend or have attended Tigard High School, volunteer for numerous activities including crime prevention, ride-alongs and community outreach events. The SROs organize the program, select and train the participants. The Tigard Police Department currently employs three officers that started as Tigard cadets.

 <https://www.tigard-or.gov/police/youth.php>

 <https://www.tigard-or.gov/scsf3/index.php>



# Costs for SRO Services

In past contracts with TTSD, the district agreed to pay a portion of the cost of one SRO. Below is an estimate of the contract between the Tigard Police and TTSD for the School year 2020-2021 if renewed:

### Tigard Police Department estimated FY 2020-21 SRO contribution:

- ▶ Two (2) SROs for FY 2020-21 would cost approximately \$318,000. This includes salaries, benefits, incentive pay, and overtime assumption as well as a small amount of materials and services costs (like training, supplies, uniform and vehicle maintenance, gas, membership dues etc.) for 12 months.
- ▶ Please note that this cost estimate does not include a current year COLA as the Tigard Police Officer Association contract (which expired June 30, 2020) has not yet been renewed. It is uncertain what COLA or other adjustments will be factored in at that time.

### TTSD estimated FY 2020-21 SRO contribution:

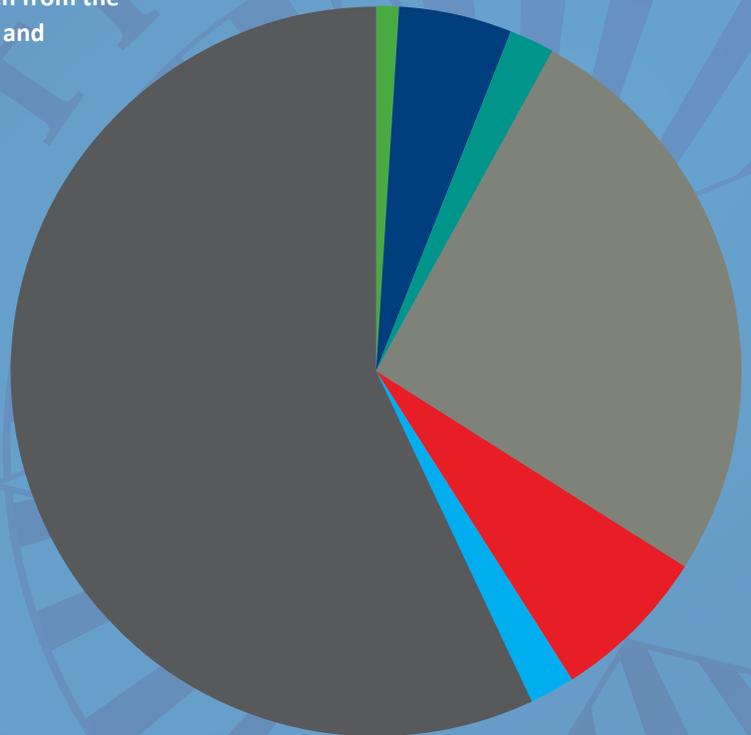
- ▶ The school district will pay 50% of 9 months of the most senior officer assigned as an SRO in any particular year.
- ▶ Given the estimated costs outline above, we have estimated that Tigard Tualatin School District's FY 2020-21 contribution to be approximately \$59,000, which is about 19% of the total cost of two (2) SROs.
- ▶ These calculations exclude the third SRO that the local option levy would pay without an increase to TTSD.

## Demographic Data

TTSD Demographic Data of the entire school district as taken from the 2019 Oregon Department of Education District Report Card and posted on TTSD's website:

**12,539**  
**Enrolled Students**

- 1% American Indian/Alaska Native
- 5% Asian
- 2% Black/African American
- 26% Hispanic/Latino
- 7% Multiracial
- 2% Hawaiian/Pacific Islander
- 57% White



# Referral Data

## 2018 - 2019 School Year SRO Referral Data

**Source:**

Tigard Police Department

Asian Male Juvenile  
 Black Male Juvenile  
 Black Female Juvenile  
 Hispanic Male Juvenile  
 Hispanic Female Juvenile  
 Pacific Islander Juvenile  
 Pacific Islander Male Juvenile  
 Pacific Islander Female Juvenile  
 White Male Juvenile  
 White Female Juvenile  
 Parents  
 Total

Dispatched Call												0
School Referral		2		2	2			2				8
SRO Initiated				1								1
Student Reported	1			2				1				4
<b>Total Referrals</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>5</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>0</b>		<b>13</b>

Percentage                                      7.6%   15.3%   0%   38.4%   15.3%   0%   0%   23%   0%   0%

### 2018-2019 SRO Report Break Down 9/4/18-6/4/19

(Source: Mark43 TPD Records Management System):

**129 Total Reports** (17 reports were non-school related, such as assisting patrol or OLCC):

- 13 Arrest bookings (Youths are generally referred to the Washington County Juvenile Department and rarely taken into physical custody, but in Mark43 the reports are listed as Arrest Bookings)
- 3 Missing persons
- 78 Offense/Incident Reports
- 31 Supplemental Reports

**Key Reports**

- 6 Reports were reported as Department of Human Services (DHS) reports (27 total reports mentioned DHS or were forwarded to DHS).
- 3 Police Officer Hold (POH) reports. (POH is a term used when an officer takes an individual to the hospital for mental health concerns or suicidal concerns).
- 1 Report involving a student in possession of a knife.
- 1 Individual selling drugs on campus and possessing a replica BB gun.
- 1 Concern regarding a photo of a former student with a gun who possibly was making threats.
- 2 Report of students talking about school shootings.
- 1 Report of a 5 person "Kill list".
- 8 Reports were generated by students directly contacting the SRO.

## 2019 - 2020 School Year SRO Referral Data

**Source:**

Tigard Police Department

Asian Male Juvenile  
 Black Male Juvenile  
 Black Female Juvenile  
 Hispanic Male Juvenile  
 Hispanic Female Juvenile  
 Pacific Islander Male Juvenile  
 Pacific Islander Female Juvenile  
 White Male Juvenile  
 White Female Juvenile  
 Parents  
 Unknown

Dispatched Call													0
School Referral				1	1		1	11	2	2	1		19
SRO Initiated						1		1					2
Student Reported				1	1								2
<b>Total Referrals</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>1</b>	<b>12</b>	<b>2</b>	<b>2</b>	<b>1</b>		<b>23</b>

Percentage                      0%    0%    0%    8.6%    8.6%    4.3%    4.3%    52%    13%    8.6%    4.3%

### 2019-2020 SRO Report Break Down 9/3/19-3/13/20

(Source: Mark43 TPD Records Management System):

**143 Total Reports** (28 reports were non-school related, such as assisting patrol or OLCC):

- 23 Arrest bookings (Youths are generally referred to the Washington County Juvenile Department and rarely taken into physical custody, but in Mark43 the reports are listed as Arrest Bookings)
- 1 Missing persons
- 80 Offense/Incident Reports
- 29 Supplemental Reports

**Key Reports**

- 11 Reports were reported as Department of Human Services (DHS) reports (33 total reports mentioned DHS or were forwarded to DHS).
- 3 Police Officer Hold (POH) reports. (POH is a term used when an officer takes an individual to the hospital for mental health concerns or suicidal concerns).
- 2 Report involving a student in possession of a knife.
- 2 Reports of student talking about school shooting.
- 1 Report of student threatening another student with a gun (replica) during the lunch break.
- 12 Reports were generated by students directly contacting the SRO.
- 1 Report was generated by a parent contacting the SRO.

# Recruitment

The SROs are certified Tigard Police Officers who apply and go through a thorough evaluation process before being selected to serve a four-year rotation.

The selection process for an SRO includes a letter of interest directed to the SRO unit supervisor, generally the sergeant in charge of detectives. After letters of interest are received, a supervisor and peer review and send out a survey to the department asking for input on all the individuals who have submitted letters of interest based on the Police Department's core values of Attitude,

Leadership, Integrity, Service and Teamwork. All qualified applicants then participate in a panel interview process with the unit supervisor, a current or past SRO, a staff member from TTSD (generally an administrator from one of the schools that SRO will be assigned to) and a supervisor or SRO from another law enforcement agency. Each part of this process is scored.

The candidate finishing with the highest score is recommended for the SRO position to the Service Commander and Chief of Police who make the final decision.

# Training

Once a Tigard Police Officer goes through the process and is selected as an SRO, they attend the Basic SRO Course that is taught by instructors from the National Association of School Resource Officers (NASRO). Tigard Police strive to make sure that their selected SROs take this basic class prior to beginning their assignment within the TTSD schools.

Prior to the start of the school year, SRO often participate in a staff orientation and talk with school staff about safety and security in the schools.

## NASRO Basic SRO Course

*The NASRO Basic School Resource Officer Course is a forty-hour (40) block of instruction designed for law enforcement officers and school safety professionals working in an educational environment and with school administrators. The course provides tools for officers to build positive relationships with both students and staff. The course is also beneficial for educational professionals dedicated to providing a safe learning environment and provides a more in-depth understanding of the role and functions of an SRO.*

## NASRO

NASRO is a not-for-profit organization that is a world leader in school-based policing. NASRO developed the "triad" concept of school-based policing that divides the SRO responsibilities into three areas: teacher, informal counselor and law enforcement officer. Tigard SROs try to implement these principals daily as they perform their duties in the schools.

 **NASRO:** <https://www.nasro.org>

## OSROA

After their initial basic School resource officer course Tigard SROs continue with various training throughout their assignment. Many of these trainings include such things as the Oregon School Resource Officers Associations (OSROA) annual conference, training on active threats, standard response protocol and other training related to de-escalation and school safety.

 **OSROA:** <https://www.osroa.net>

The SRO experience has been so rewarding and positive, that after rotating out of this assignment, numerous officers have later applied and been selected to serve another term. Several officers have served multiple four-year rotations as an SRO during their law enforcement career. On several occasions when reaching the end of a four-year rotation school staff, administration and or students have requested that an officer be extended. Most recently, students petitioned to keep an officer in Tigard High School who was scheduled to finish his term at the end of the school year. The story was covered by a local news outlet.

 <https://katu.com/features/everyday-heroes/everyday-heroes-sros-go-above-and-beyond>

# SRO Job Announcement

## Opening for School Resource Officer

Starting on the 2020 / 2021 School Year

### Announcement

The department currently has an opening for a School Resource Officer (SRO) whose primary assignment will be in Tigard High School as a criminal investigator, a member of the school administrative team, and other duties as assigned. This position will be assigned as the liaison to Tigard High School but will also have duties at other schools as directed.

This rotating assignment will be up to 4 years based on performance. The rotation is expected to occur at the end of the fourth school year. This is a highly visible, sworn uniformed position working in Tigard schools and partnering with a diverse group of social service workers, educators, and school administrators.

### Duties

The SRO may be assigned to handle calls at any school in the city and be required to perform multiple and varied tasks outside of the routine patrol experience. Some of these tasks include developing presentations for school staff and students, helping school staff with problems related to student behavior, safety and school rule violations, investigations of criminal and juvenile status offences, investigating Department of Human Services (DHS) referrals for school-aged children and runaway follow-ups, building and maintaining effective working relationships with non-LE agencies and having a positive impact on our community's youth.

### Profile of Successful Candidate

The successful candidate will be a sworn officer, be off probation at time of assignment with at least 3 years' experience as a sworn full-time police officer, be self-motivated and a positive team player, have an interest and capacity for working with young adults and children, and be willing to make the extra time commitment to the unit and the schools. It is expected that SROs work a variety of special events involving youth to include after school programs and ad hoc events as directed, and plan in advance to restrict their time off during regular school days and special functions. The High School SRO is expected to work every home football game.

It is anticipated that the successful candidate will transfer into the SRO Unit at the beginning of the school year fall of 2020, but they will attend the Basic SRO Academy which occurs over the summer.

### Application Process

Submit a letter of interest (not an e-mail) to..... The selection process will include a supervisory review, peer review, and an oral board interview. A panel will interview all qualified applicants and make a recommendation to the Services Division Commander. Candidates will be notified of the date and time for their individual interview at least one week prior to the event.

### Reference Material

 **Tigard Police:** <https://www.tigard-or.gov/police>

 **Tigard Tualatin School District:** <https://www.ttsdschools.org>



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**Attitude • Leadership • Integrity • Service • Teamwork**