

School Resource Officer Update Presentation to Board of Education

June 2020



Contents

- SRO Program Update
- Overview of changes from previous year
- Share Recent Survey Results
- Review Discipline Data
- Recommended Next Steps



School Resource Officers (SROs) Program Update

- 72 of 93 (77%) of district run CPS schools have SROs; One (1) charter school has SROs
- The following improvements were made last year:
 - Significant feedback collected last summer on SROs in schools through feedback sessions and focus groups across the city
 - This feedback led to improvements in the SRO program
 - New MOU was signed for SY19-20 school year
 - Program Improvements:
 - Presence of SRO in the Schools
 - Selection Criteria
 - Improved Clarity Re: Roles and Responsibilities
 - Training
 - Complaint Process



Presence of SRO Program

Previous:

- Process was more informal where schools with SROs determined if they wished to remove the program. Transition plan was developed and implemented.

Improvements from last year:

- CPS codified that Local School Councils (LSCs) would have the ability to vote and decide if they wanted to retain the SRO Program in their schools
- CPS Safety and Security was available for consultation at any time
- LSCs were allowed to revisit their vote at any time during the school year



Selection Criteria

Previous:

- CPD District Commander selected assignments for SROs to schools
- Selection criteria was not transparent

Improvements with last year's MOU:

- Selection criteria is codified with specific parameters
- CPS Principals have the ability to participate in the selection process
 - Principals can elect to change their SRO assignments
 - Principals received resumes for their SRO candidates



Improved Clarity on Roles and Responsibilities

Previous:

- SRO program was implemented in a less consistent way

Improvements with last year's MOU:

- Roles and responsibilities were codified with specific guidelines (including but not limited to):
 - Visible, positive presence inside of schools and build relationships with school communities
 - Immediate response to calls involving emergency situations, esp those defined per CPS Student Code of Conduct
 - SHOULD NOT have involvement in school disciplinary situations and ensure that no other CPD officers are asked to engage in disciplinary situations
 - Coordinate and participate in training and conducting emergency drills, incl. active shooter drills
 - Work with school administration to proactively develop plans to mitigate serious safety incidents



Training

Previous:

- Inconsistent training to SROs
- Limited guidance to CPS Principals/Administrators

Improvements with last year's MOU:

- Mandatory 40 hour NASRO training + 8 additional hours of enhanced NASRO training
- Mandatory 8 hours of supplemental Chicago-specific training:
 - CPD Protocols
 - CPS Protocols
 - CPS Student Code of Conduct
- Principals were provided with training on how to improve the SRO program in their schools



Complaint Process

Previous:

- Process was more informal where individuals with complaints would contact the CPD district office or their CPD contacts

Improvements from last year:

- Complaint process was codified that all complaints would be centralized and follow the standard CPD process to ensure that there was appropriate tracking and follow through
 - All complaints should be directed to COPA - Civilian Office of Police Accountability



SRO Survey Results

June, 2020



SRO School Community Survey

- In May, 2020, CPS issued a survey intended to get quantitative feedback from school community members directly related to schools. Survey was issued in English and Spanish.
- Local School Council Engagement:
 - On 5/18/20, we met with the Local School Council Advisory Board to discuss updates and survey
 - On 5/20/20, we met with the Local School Council Chairpersons who are at CPS schools that have SROs to discuss updates and survey
 - On 5/22/20, we provided Principals with updates and announced the survey
 - On 5/26/20, we sent the survey to members of school communities that have SROS:
 - Administrators
 - Teachers/ Staff
 - Students
 - Local School Council Members
 - Parents (to the email address registered in Aspen)
 - Survey was open from 5/26/20 - 6/8/20. Community members and general public accessed link through their own social media postings.

Overall Survey Findings

- Members of the school community at schools with SROs were generally favorable towards SROs and CPD
 - Results are counted across school community segments: Students, Parents, Teachers/Staff, Administrators, LSC members
- Community members “at large” were generally unfavorable
- Respondents who did not identify any role or affiliation were excluded from results**

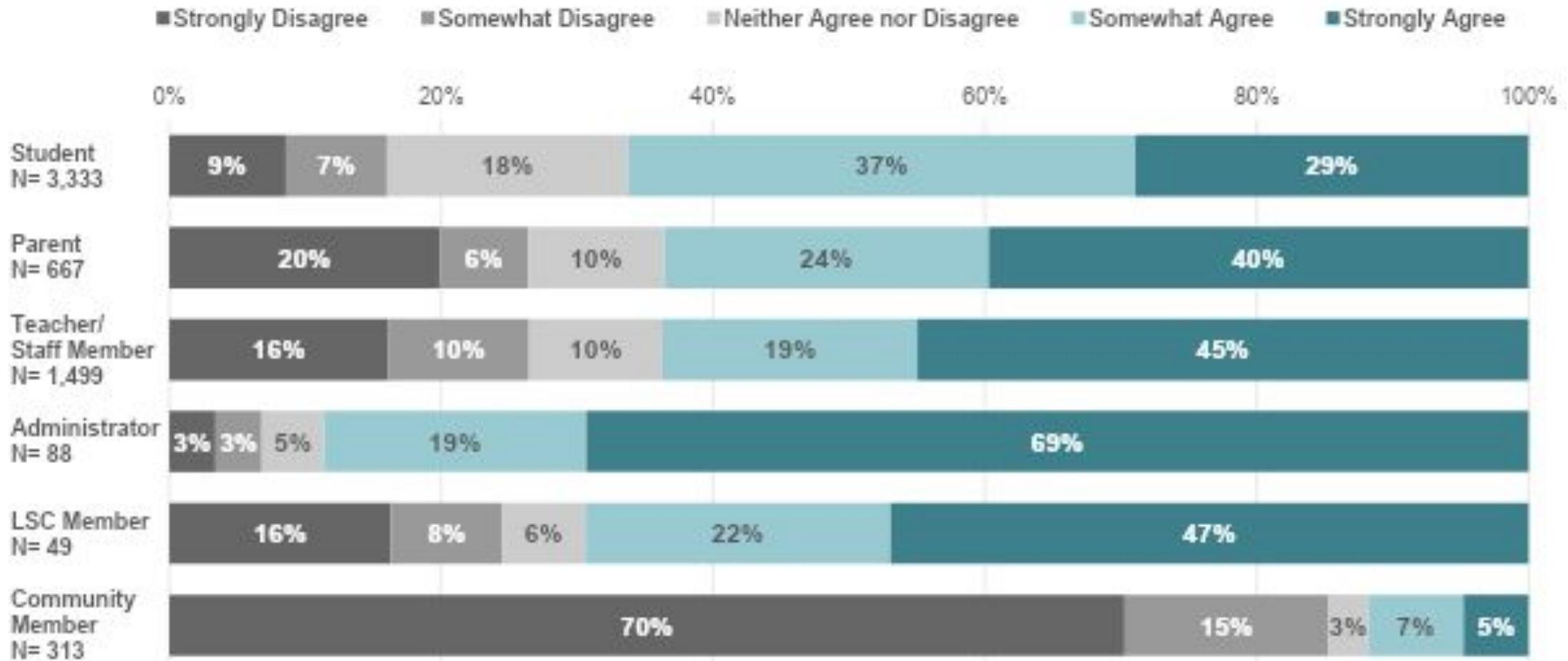
	SROs help to keep the school safe		SROs work to build relationships with students at the school*		I generally have a positive feeling about CPD in the community	
	School Community N = 5,636	Community at Large N = 313	School Community N = 5,617	Community at Large N = 311	School Community N = 5,617	Community at Large N = 311
Strongly or Somewhat agree	65%	12%	41%	7%	56%	9%
Neither agree or disagree	14%	3%	23%	13%	20%	7%
Strongly or somewhat disagree	20%	85%	15%	40%	24%	83%



- This question included N/A Option - School Community = 11% and Community at Large = 29%

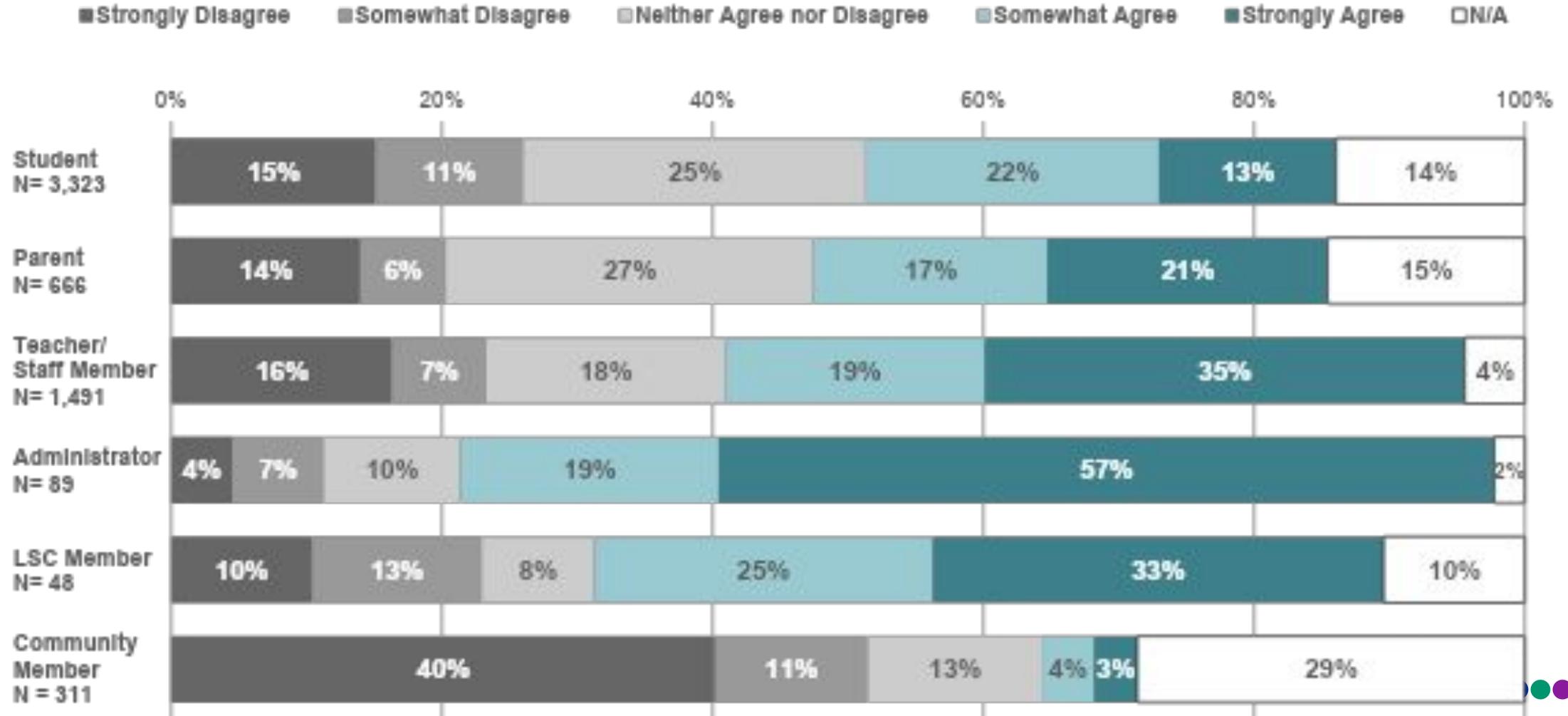
Statement #1: I believe our school's School Resource Officers (SROs) help to keep our school safe.

Responses by Role/Affiliation



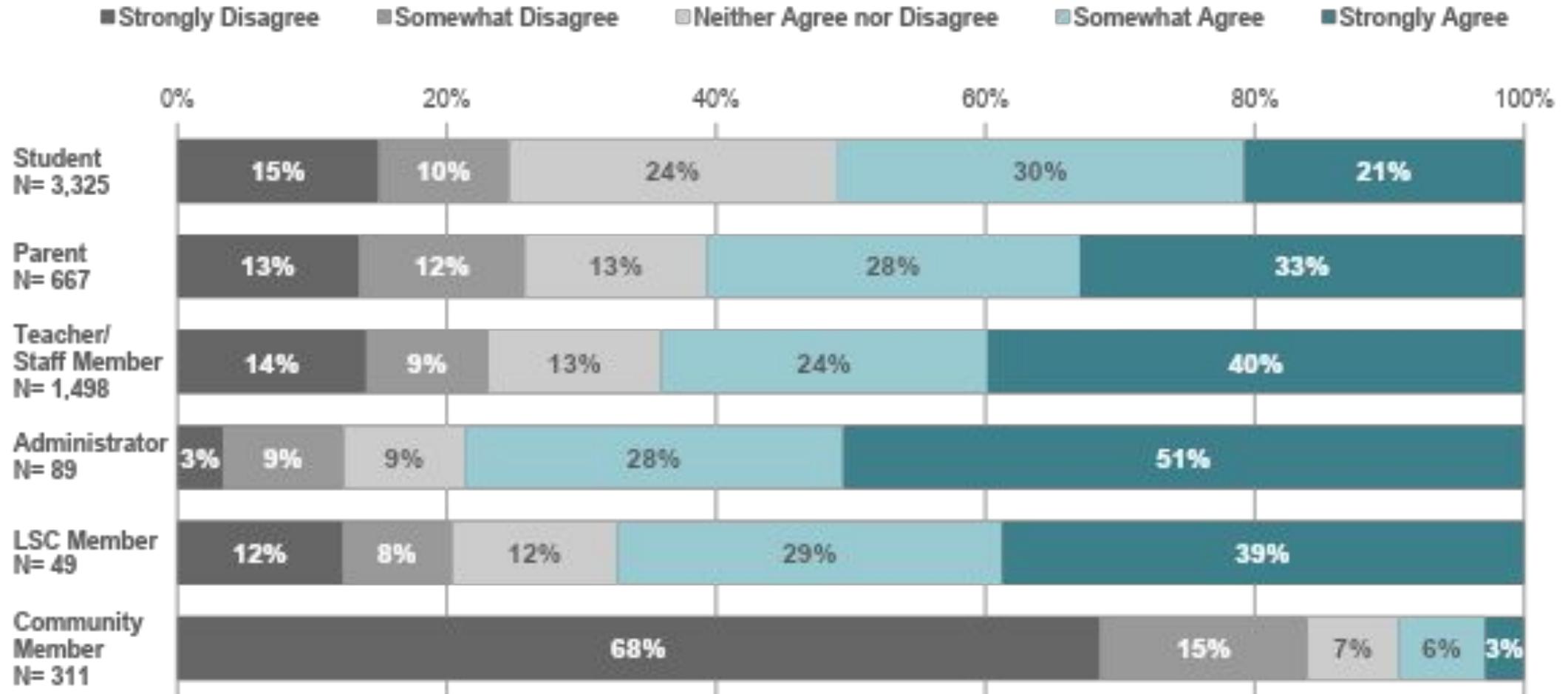
S2: Our school's SROs have worked to build relationships with the students at our school.

Responses by Role/Affiliation



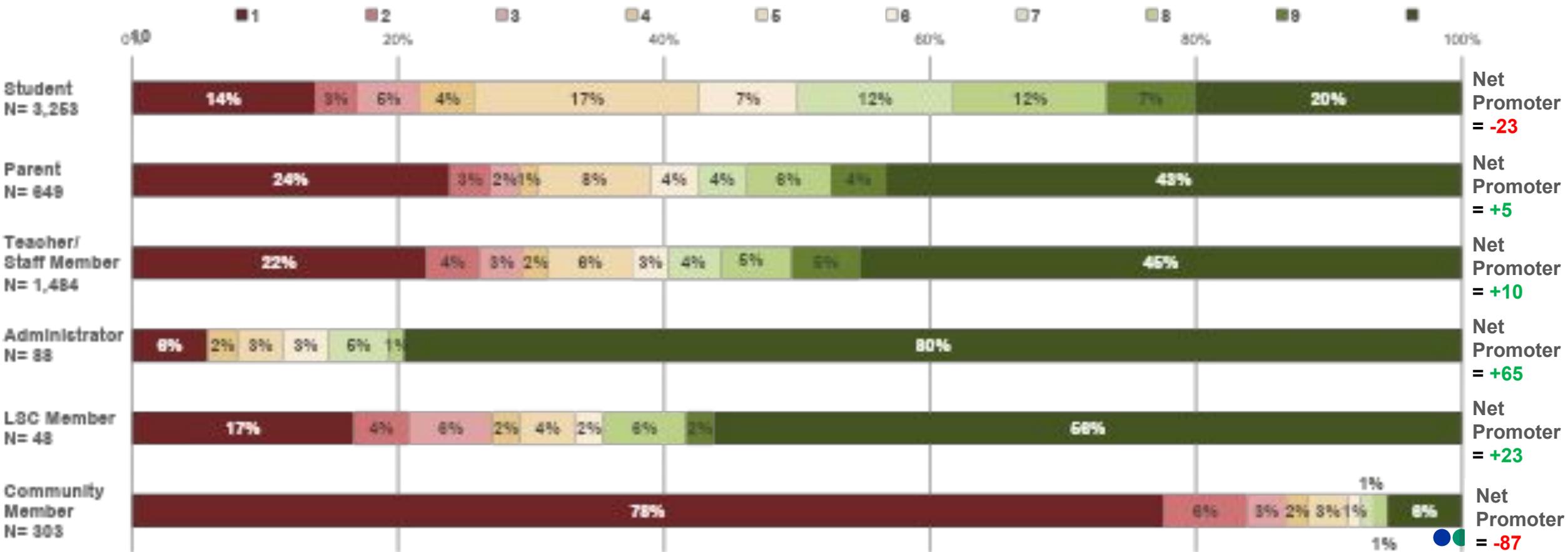
S3: Overall, I have a generally positive feeling about CPD officers in the community (outside of school).

Responses by Role/Affiliation



S4: Given your experience with the SRO program this year, how likely are you to recommend that your school keeps them for next year?
 (Rate 1 = Highly unlikely to 10= Highly likely)

Responses by Role/Affiliation

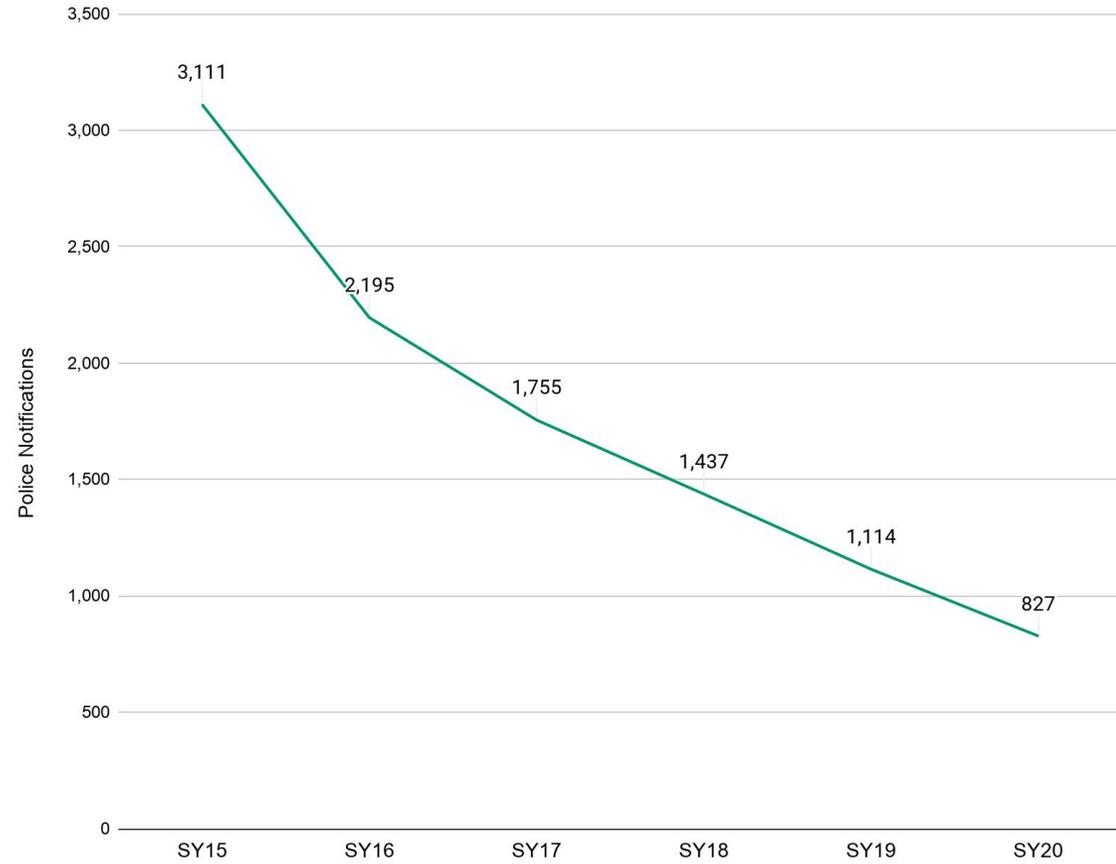


SY20 Discipline Data

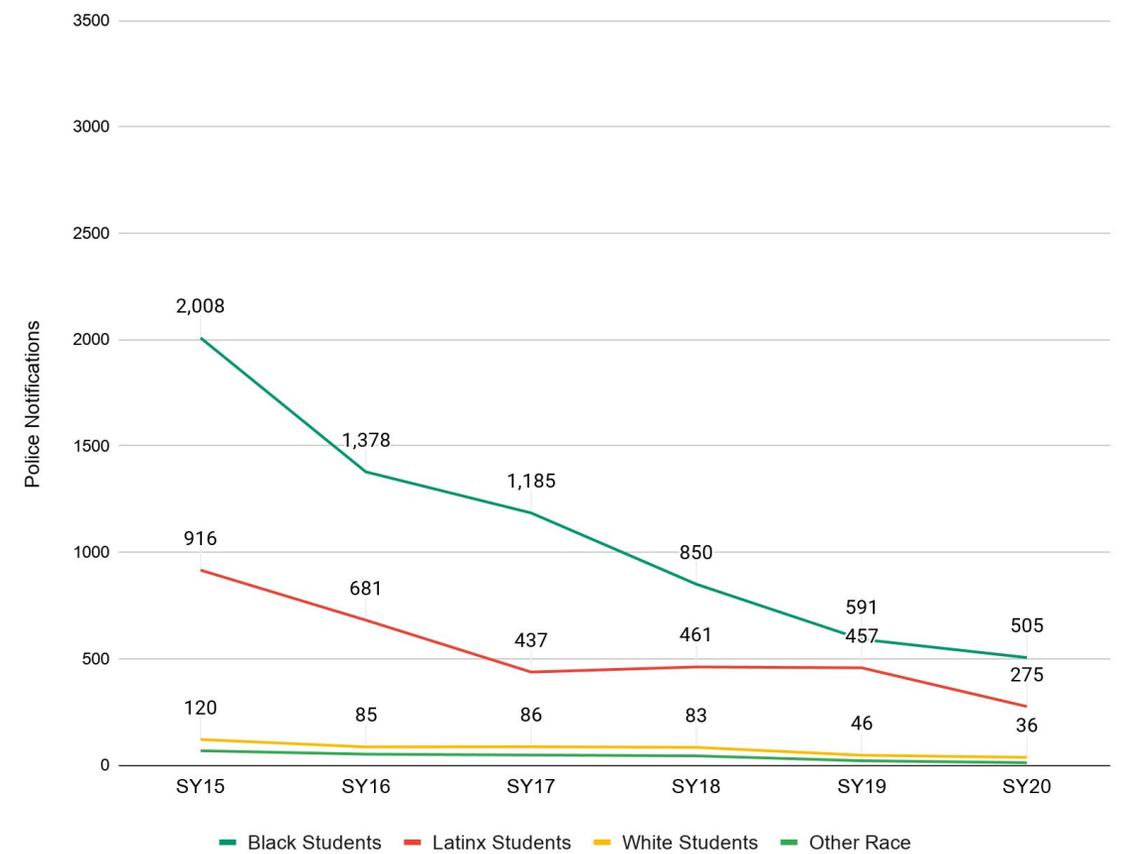


District High School Police Notifications Over Time

Police Notifications in High Schools, SY15 to Present

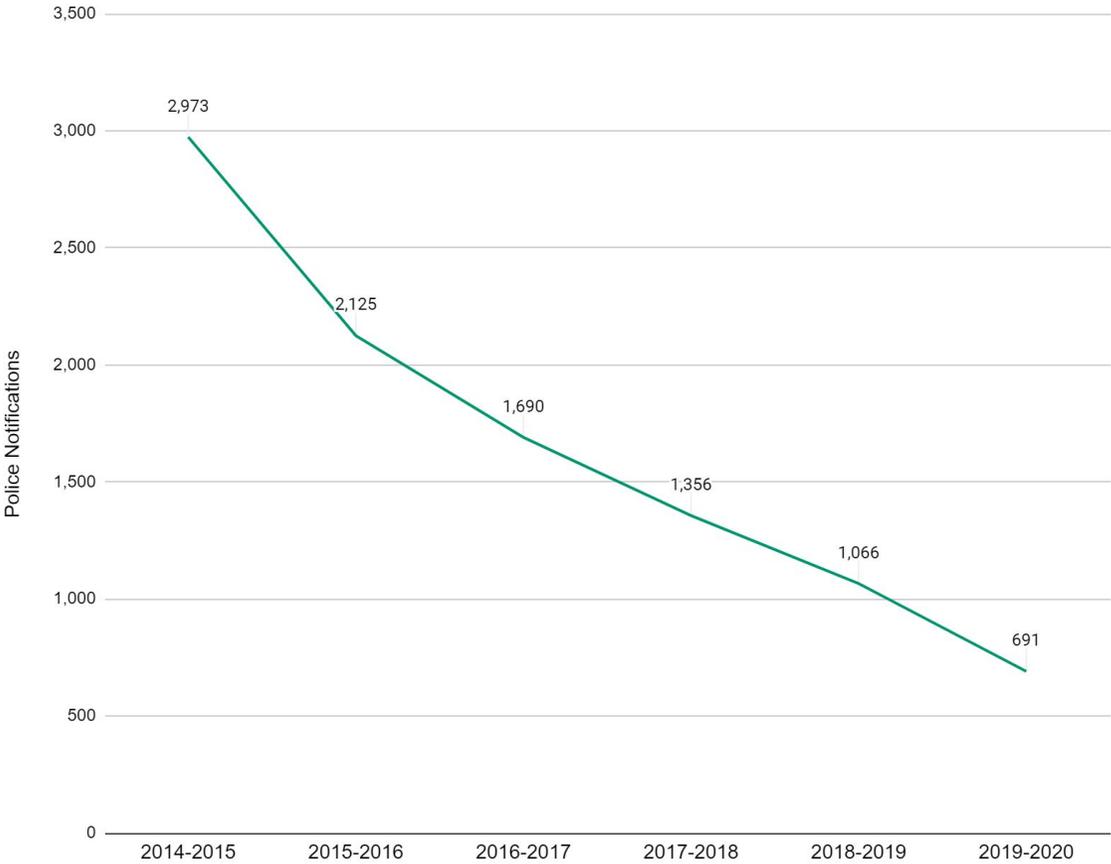


Police Notifications in High Schools by Race, SY15 to Present



Schools with SROs Police Notifications Over Time

Police Notifications in High Schools with SROs, SY15 to Present

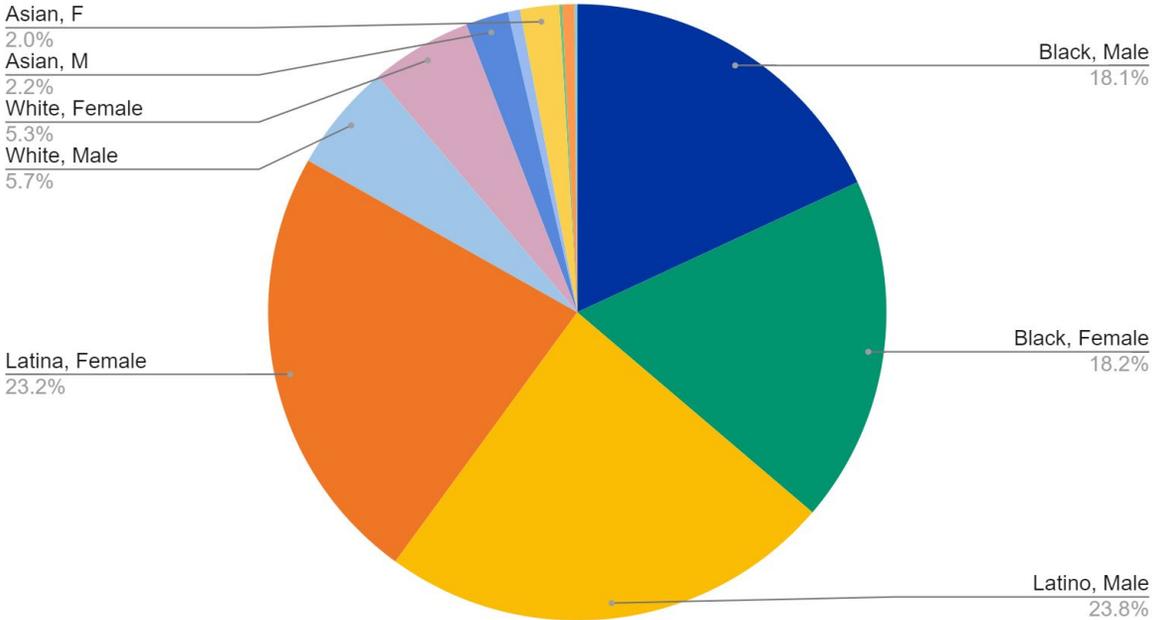


Police Notifications in High Schools with SROs by Race, SY15 to Present

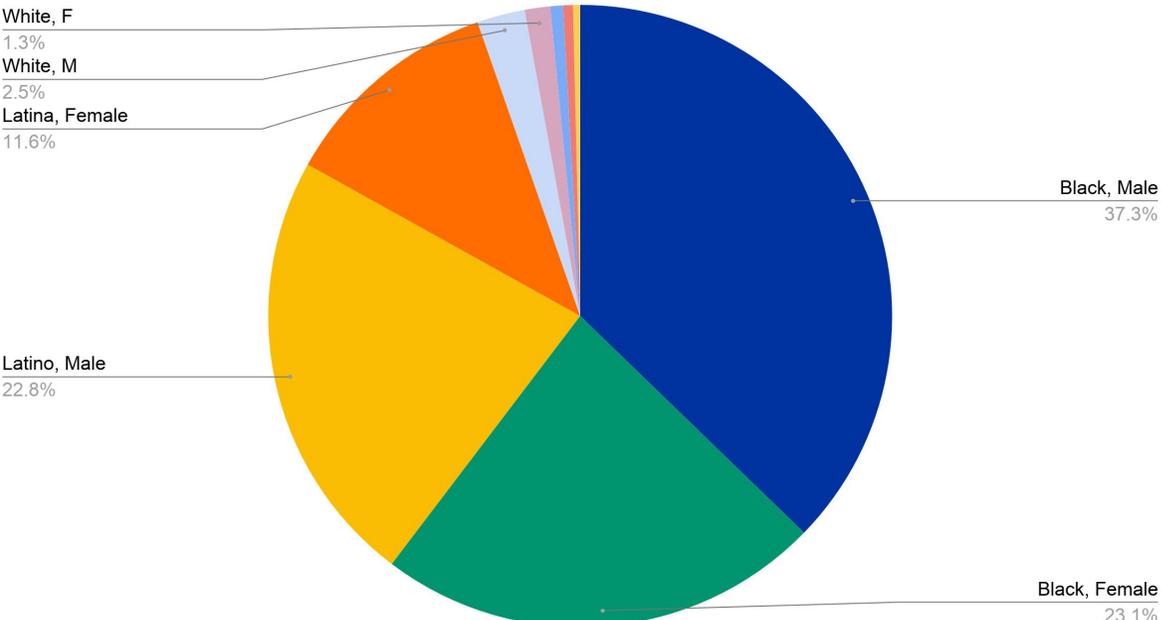


SY20 Police Notifications by Student Subgroup (All Schools)

CPS Enrollment by Race & Gender



SY20 CPS Police Notifications by Race & Gender (All Schools)

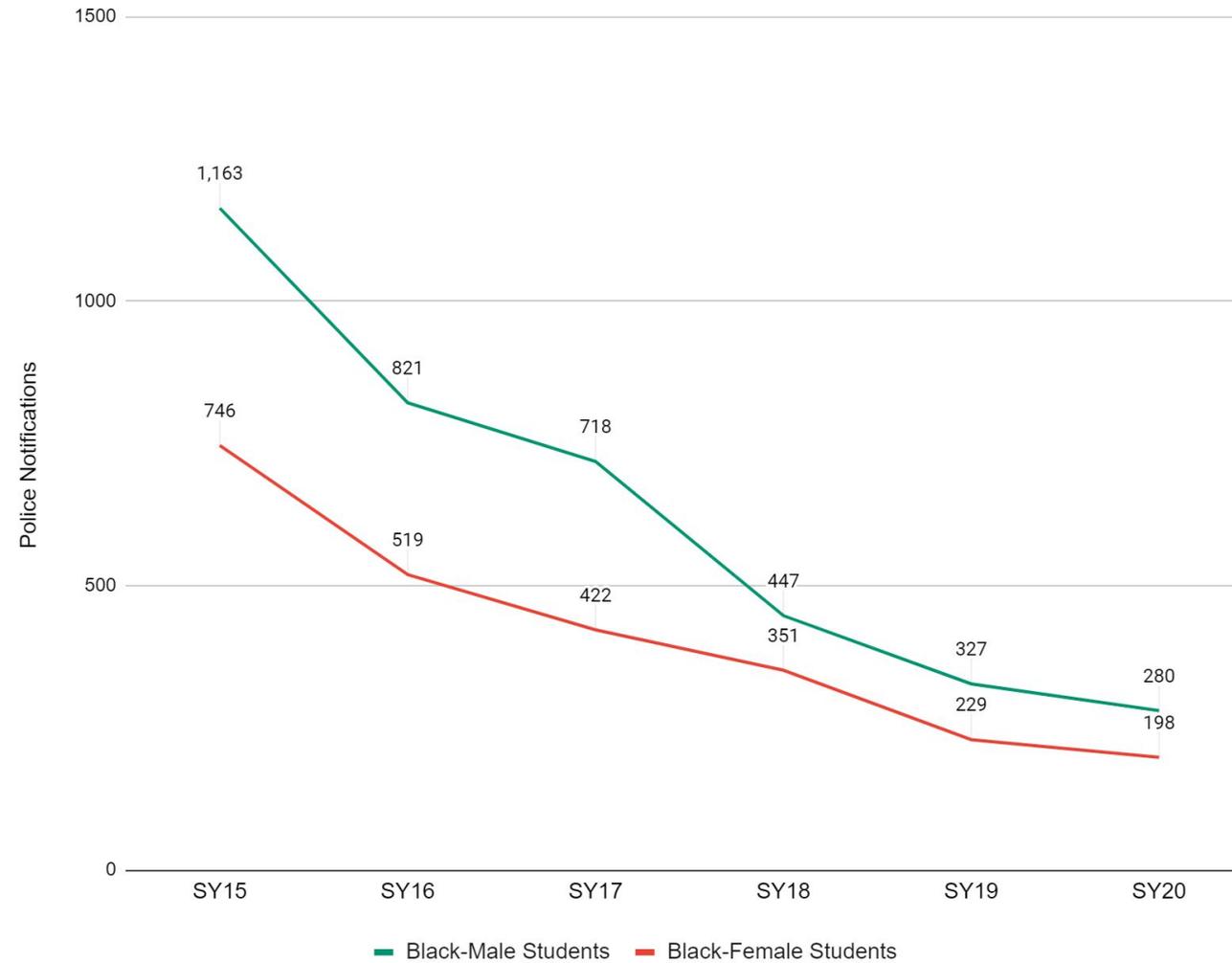


There is still a disproportionate number of police notifications towards African-American students at a district-wide level.



Schools with SROs Police Notifications Over Time - Race & Gender

Police Notifications in High Schools with SROs by Race & Gender, SY15 to Present



CPD Notification Comparison

- CPS continues to work to eliminate disparities in the disciplinary process
- There has been progress made, but we acknowledge that there is still a long way to go

	Number of CPD Notifications		
	SY14-15	SY18-19	Change SY18-19 vs. SY14-15
Among all Students District Wide	4,210	1,758	-58.2%
Among all Students at High Schools w/ SROs	2,973	1,066	-64.1%
Among African American Students at High Schools w/ SROs	1,909	560	-70.7%



Recommended Next Steps

- Continue to empower Local Schools Councils to make the decision on whether to maintain the SRO program in their schools
 - Deliver a “toolkit” to help LSCs facilitate a thorough discussion in their decision making process
 - LSCs must re-vote before school resumes in the fall
 - LSCs can decide they wish to revisit their decision at any time during the school year
 - LSCs also must ensure that their school communities are aware of the vote to encourage participation
- Work with schools and advocate groups to host formal feedback sessions with students and parents across all perspectives related to this important topic
- Continue to provide training to SROs and school communities on how to partner with SROs
- Further promote conversations around the evolution of school safety with and without the SRO program

