

# School Resource Officer Update Presentation to Board of Education

*June 2020*



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# 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**

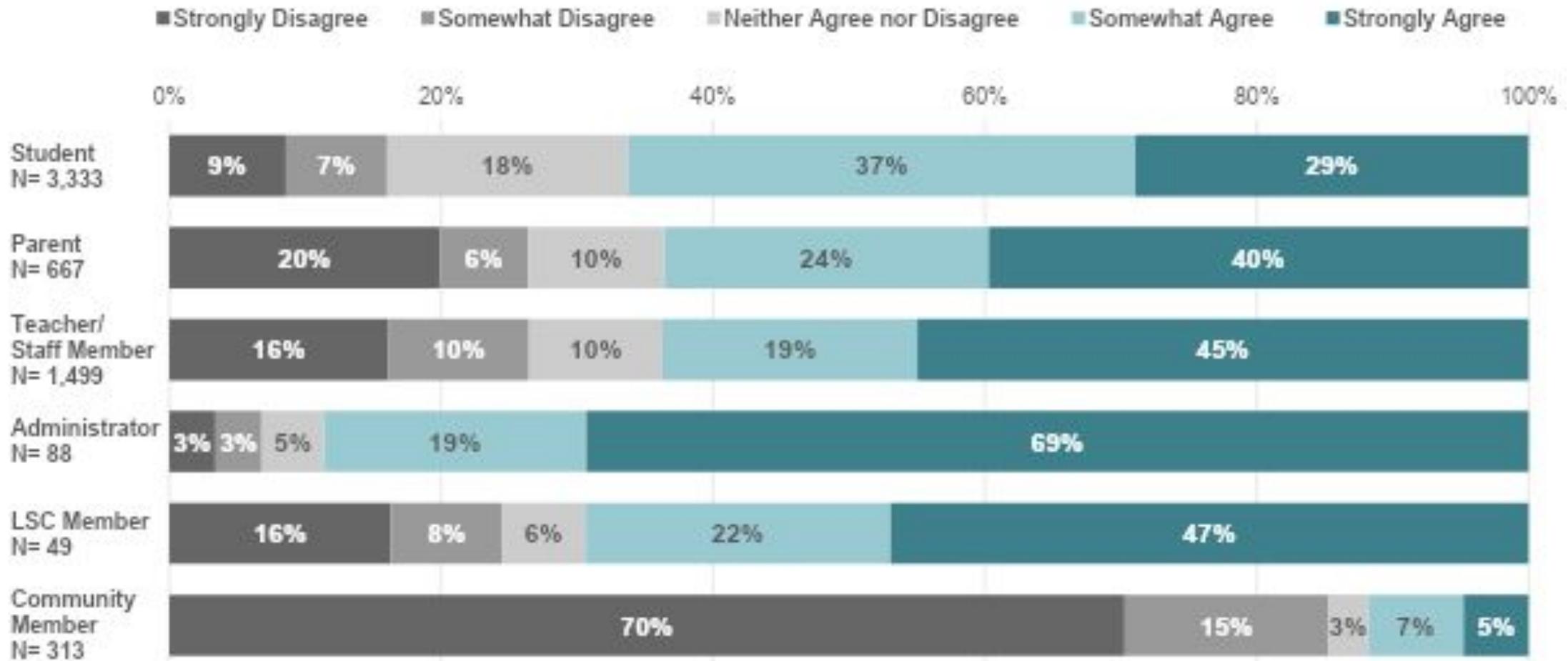
	SROs help to keep the school safe		SROs work to build relationships with students at the school*		I generally have a positive feeling about CPD in the community	
	School Community N = 5,636	Community at Large N = 313	School Community N = 5,617	Community at Large N = 311	School Community N = 5,617	Community 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%

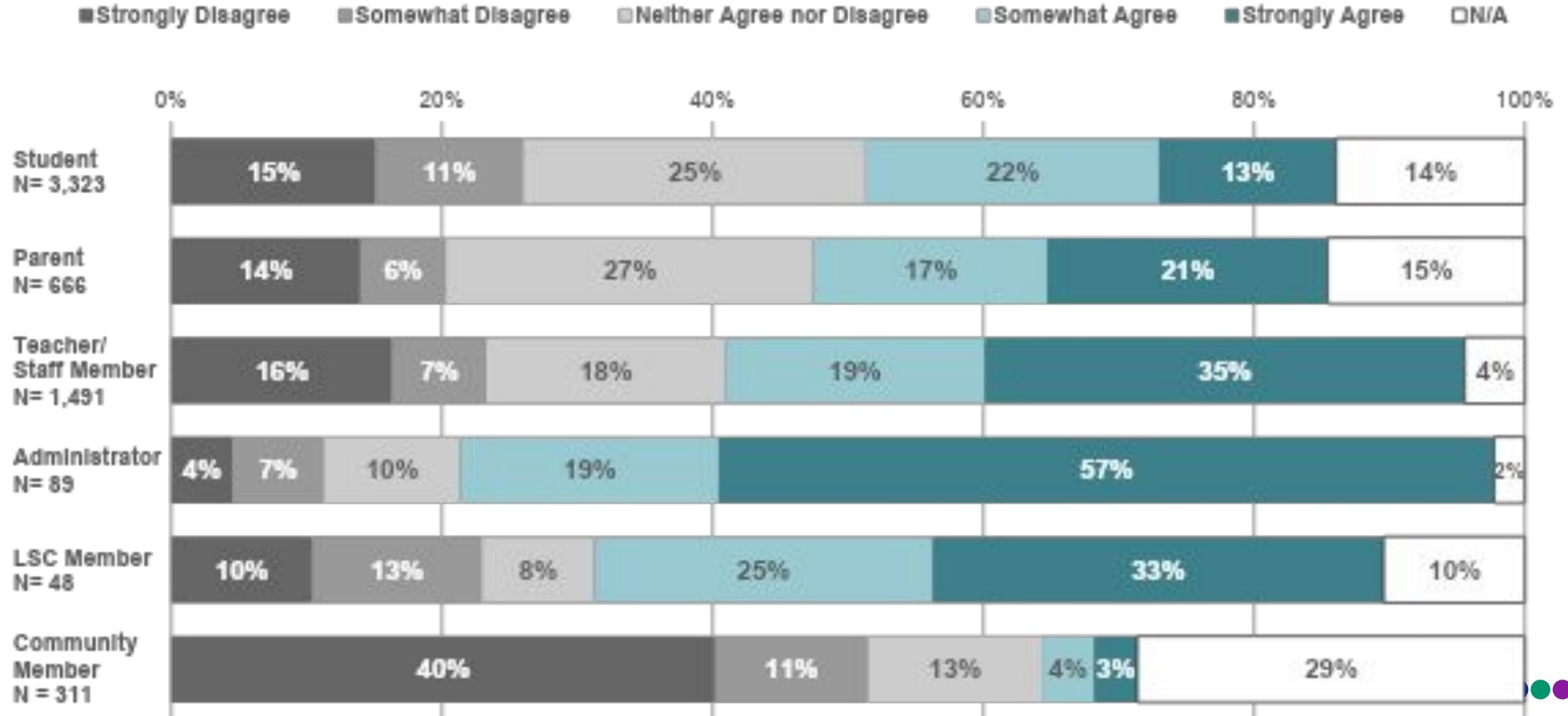
# Statement #1: I believe our school's School Resource Officers (SROs) help to keep our school safe.

## Responses by Role/Affiliation



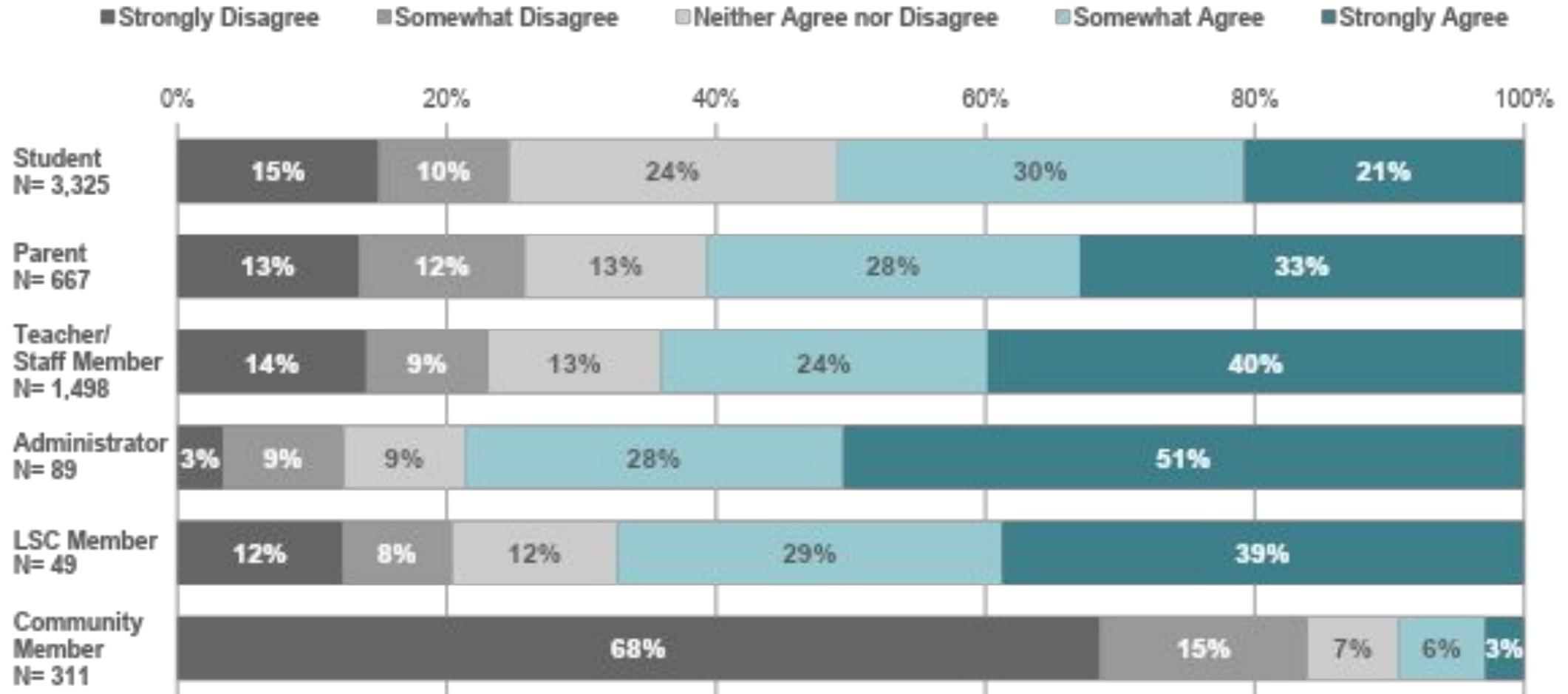
# S2: Our school's SROs have worked to build relationships with the students at our school.

## Responses by Role/Affiliation



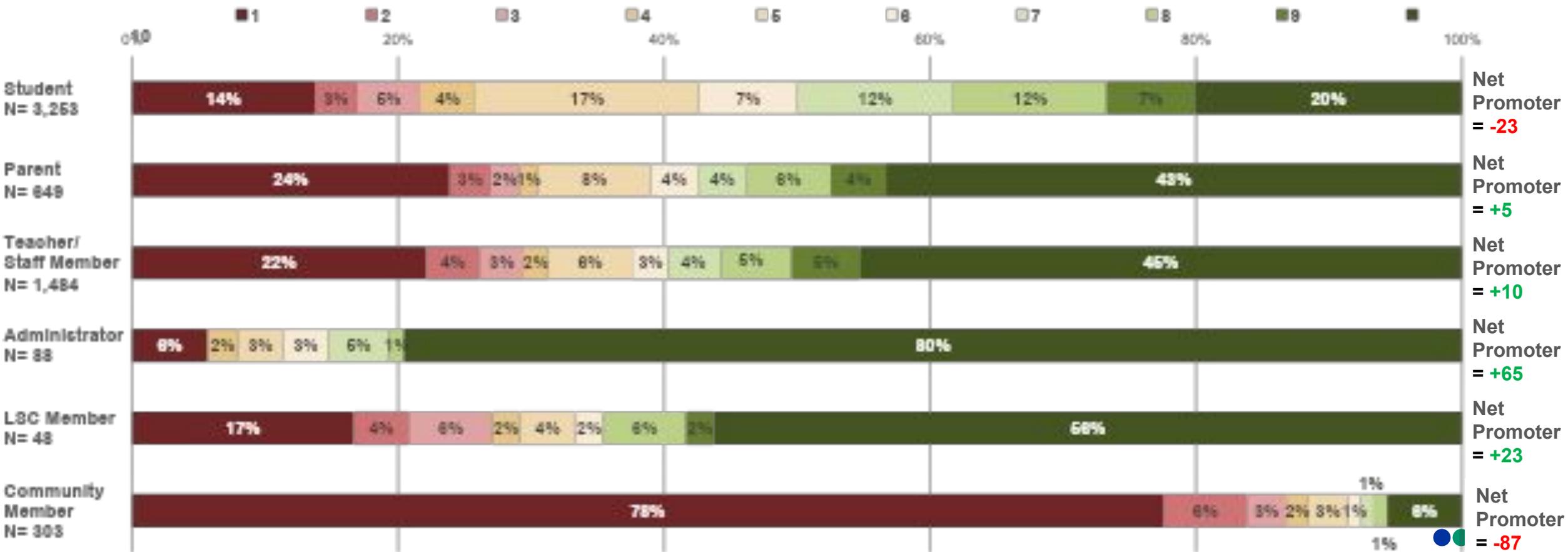
# S3: Overall, I have a generally positive feeling about CPD officers in the community (outside of school).

## 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

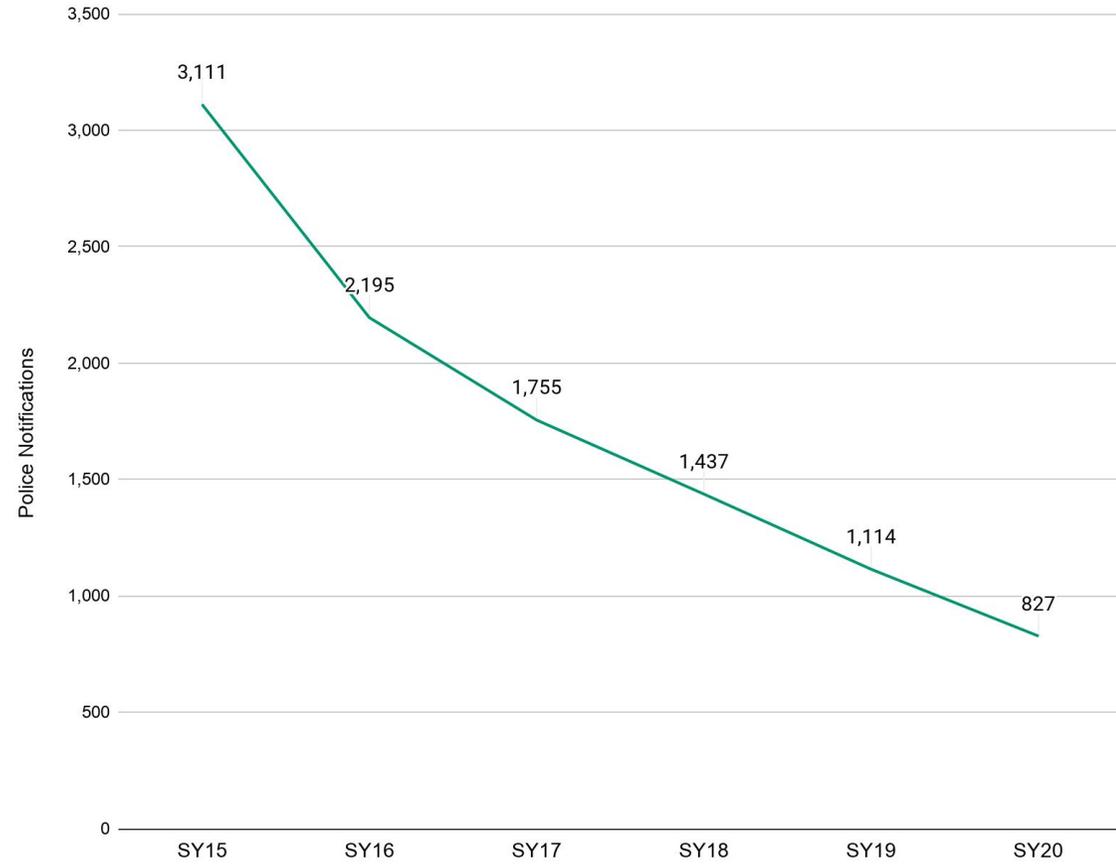


# SY20 Discipline Data

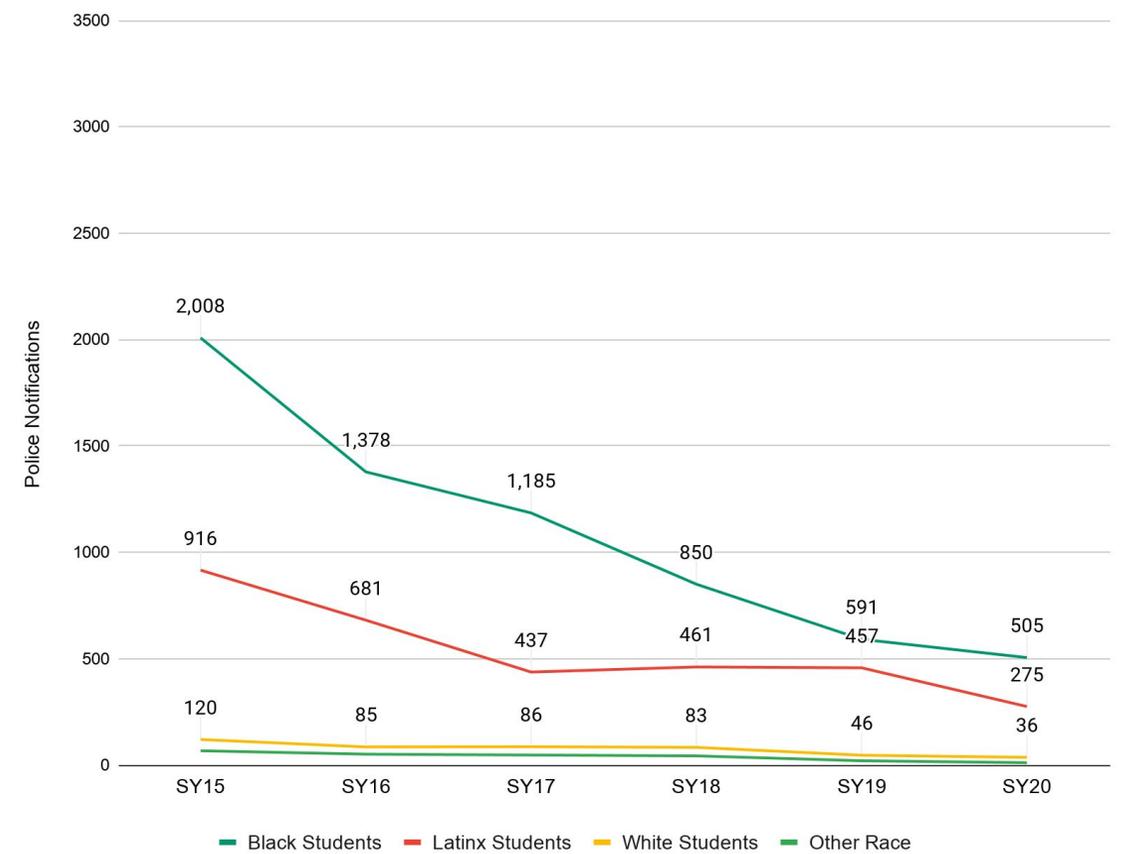


# District High School Police Notifications Over Time

## Police Notifications in High Schools, SY15 to Present

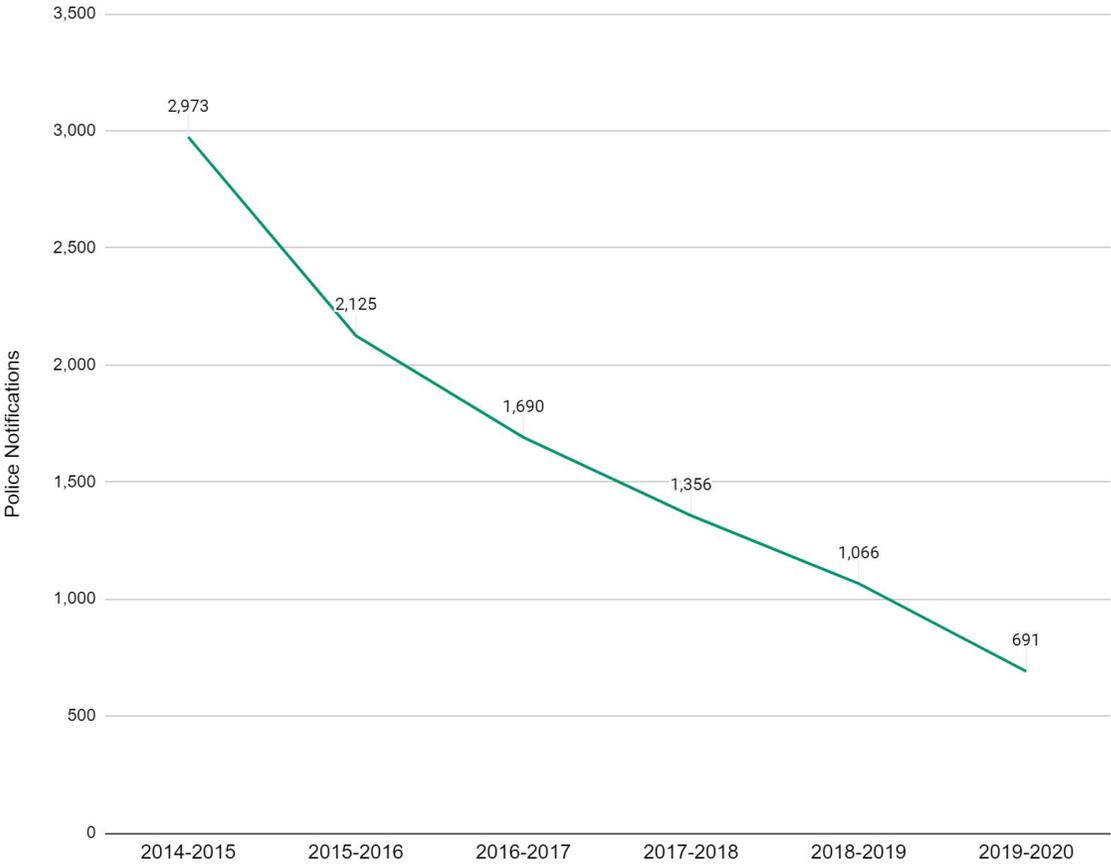


## Police Notifications in High Schools by Race, SY15 to Present



# Schools with SROs Police Notifications Over Time

Police Notifications in High Schools with SROs, SY15 to Present

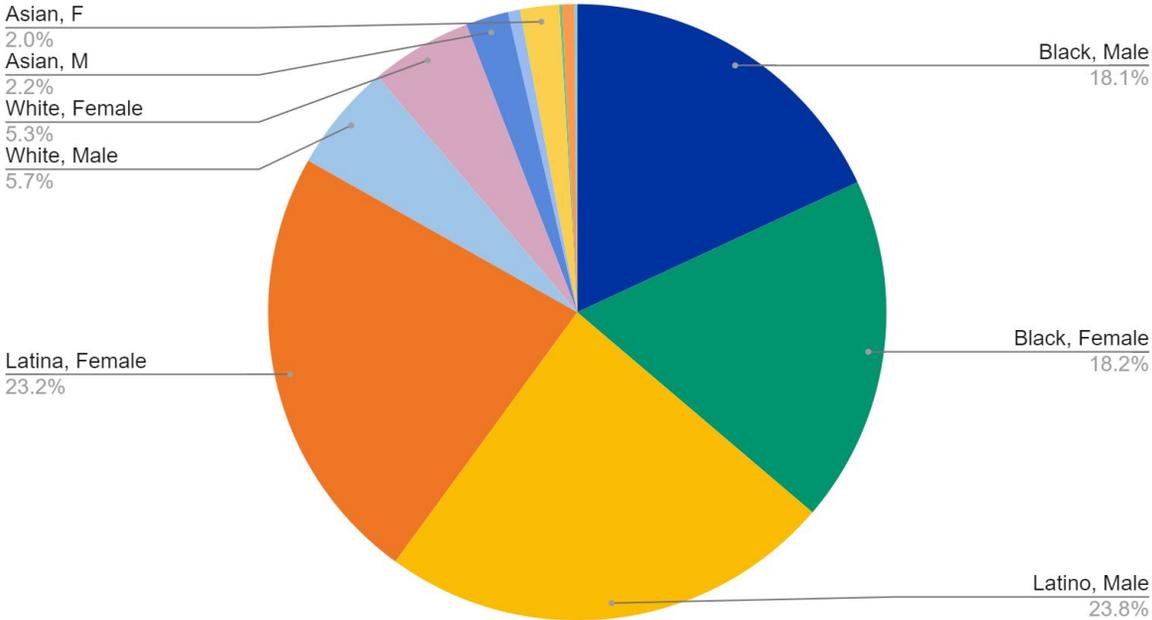


Police Notifications in High Schools with SROs by Race, SY15 to Present

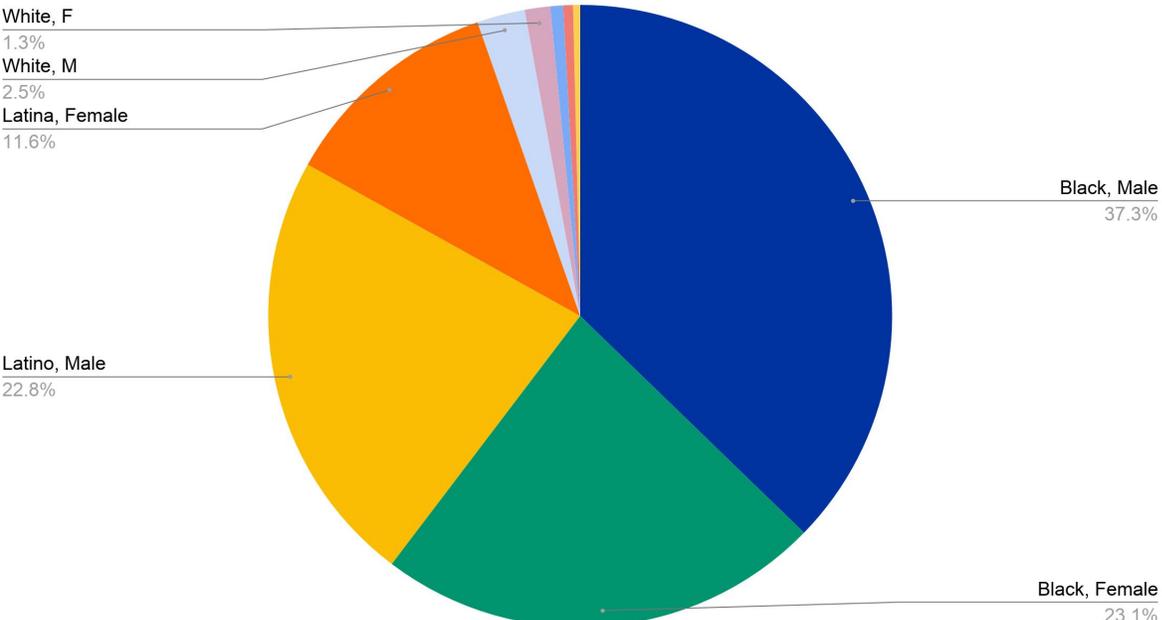


# SY20 Police Notifications by Student Subgroup (All Schools)

CPS Enrollment by Race & Gender



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

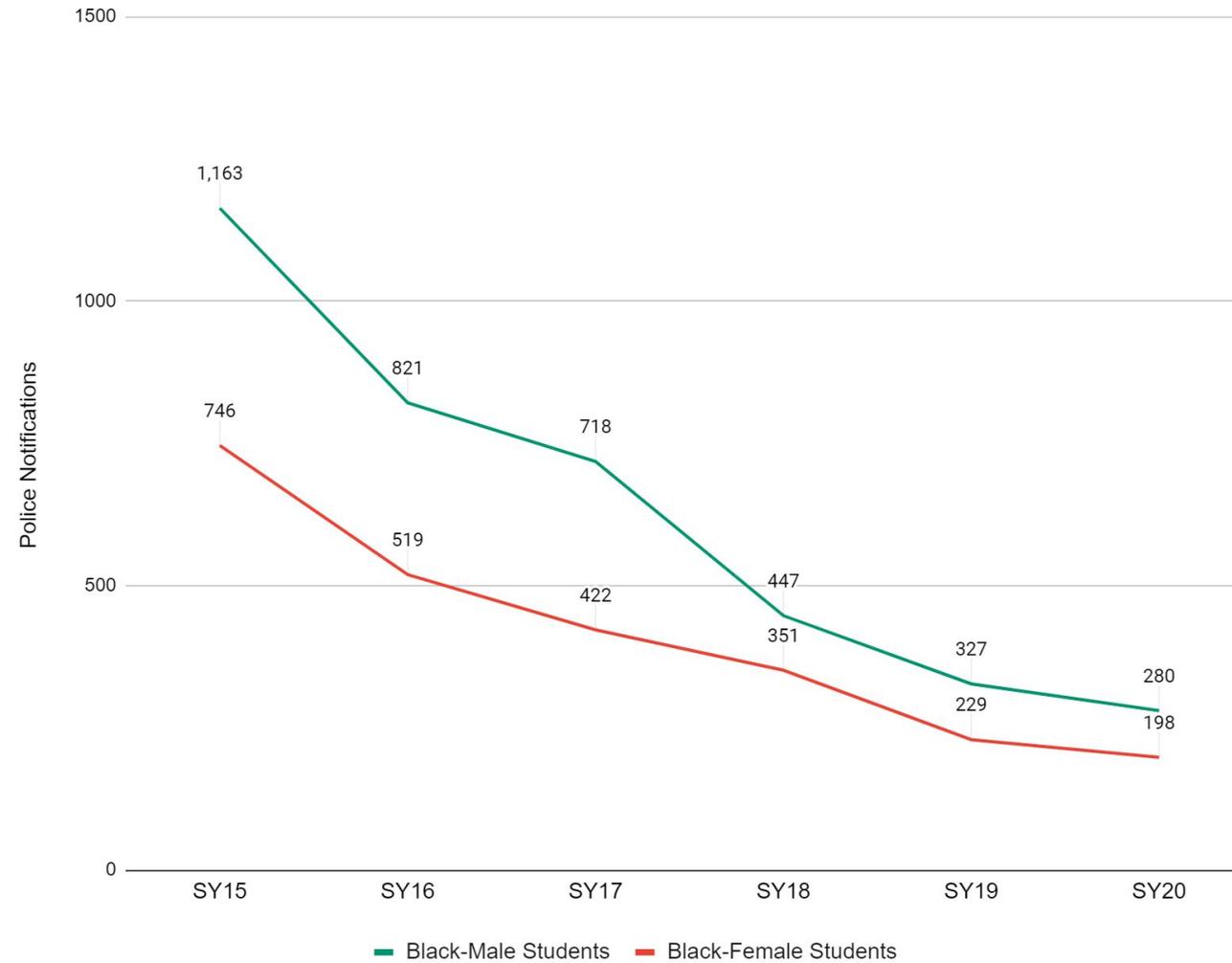


There is still a disproportionate number of police notifications towards African-American students at a district-wide level.



# 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

