



# 2015 North Carolina School Resource Officer Census

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## *Understanding Who Our SROs Are*

This research provides a snapshot of SROs in North Carolina schools in the 2014-2015 academic year. Data helps identify needs for both SROs and communities such as training or the need for more SRO positions.

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North Carolina Department of Public Safety



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## **SRO Census Abstract:**

*The North Carolina Center for Safer Schools has been tasked with conducting a census of the state's school resource officers (SROs). The information gathered is based on anonymous surveys and is used to provide a clear picture of current SROs across the state, and to help identify potential needs such as funding for new and/or continued SRO positions and training advancements for SROs. The information is mostly demographic but does include some general school-related questions. All information is aggregated to provide generalized demographic information portraying SROs in North Carolina.*

## **Background:**

School resource officers are law enforcement officers who are assigned to work within the school setting. While these officers do have the jurisdiction to make arrests and conduct investigations while on school grounds, these account for only a fraction of the functions they perform. The SRO program is a vital part of any departments' community policing philosophy. Students working in close proximity and interacting with an SRO begin to know and trust officers. These relationships can be extremely important in preventing threats of any sort on and off campus. School resource officers are also called upon to provide some legal or civics lessons to students, teachers and administrators in classroom environments. The SRO not only provides a level of deterrence on the school campus, they also are proactively involved in assisting the school and first responders to prepare safety canvases of the campus and to plan and prepare for potential critical incidents on campus.

Selecting officers suitable to become SROs is an important first step. Officers should be good at communicating with youths and have a desire to work with school-aged children. They should also be comfortable working in school environments where they work independently, with little to no supervision and where school administration may not fully understand or appreciate their sworn responsibilities to their sheriff or chief of police. Although they work on a school campus, they are law enforcement officers first and must be able to use their professional discretion and recognize the differences between issues where school discipline should take precedence over a minor infraction not needing justice system involvement. Using their discretion as an officer to either act or observe helps lessen any threat felt by school

administrators by the SROs presence. Not every fight should be treated as an assault deeming arrest and an SRO must recognize the difference between school rules and state law. It is also vital that school administrators and teachers realize that the SRO should be properly utilized and not called on for violations of school rules. Schools and school systems generally deal with this delineation of authority through memorandums of understanding (MOUs) with the law enforcement agencies providing the SROs to the schools. These MOUs spell out the expectations of the role of an SRO within the school environment.

An assignment as a school resource officer may be simply a step in the professional development of a law enforcement officer. To achieve promotion through the departmental ranks, an officer might be required to serve time in many different agency roles from patrol officer to SRO to investigator in order to gain rank and the senior status and pay such rank provides. For an officer in this situation to desire continuing as an SRO for more than a few years could likely mean they will not move up in their agency ranks. This sort of culture does little to ensure that officers that are effective SROs will remain in those roles. However, some agencies recognize the advantages of having a body of professional officers that can remain in specific assignments for extended periods and allow for rank and command progression within those roles. To have SROs seen as a profession the later example would be desirable.

### **Research Methodology:**

In September 2014 the researcher for the N.C. Center for Safer Schools (CFSS) surveyed all 115 local education agencies (LEAs) or school systems across North Carolina to obtain a point of contact for school safety issues within each district. In November and early December 2014 these designated school safety personnel were emailed asking for the names, phone and email contact and school assignments for all of the school resource officers in their district. As of Dec. 31, 2014, the CFSS had received responses from 91 of the LEAs with the names of 851 SROs and email addresses for 737 of those officers.

While we continue to seek a full roster of SROs across the state, given our estimation of approximately 1,000 SROs in the state, we would need 278 responses in a purposeful sample of all known SRO email addresses to provide generalized information concerning SROs at a 95 percent confidence level within limits. Simply stated, this survey could be replicated any number of times to the SROs in North Carolina for this school year and one could expect to show results that are exceptionally consistent 95 percent of the time.

An online survey for SROs was designed to collect the demographic information and additional school-related information that was included in this census survey and sent out via email on Jan. 6, 2015, and again on Jan. 20, 2015. (This survey is provided in Appendix A) As of this

reporting date, **320** responses were received as of Jan. 30, 2015. The results of this census survey follow.

## **Findings:**

The pure census information consisted of questions regarding the SROs gender, age, race/ethnicity, education level, years as a sworn law enforcement officer, years as an SRO, how they were assigned to be an SRO, SRO-specific training and advanced or additional training, the type of school(s) they were assigned to, weekly time worked on campus, unpaid time and open-ended response listing what they felt could be done to improve their positions. A few additional questions were asked to determine things such as whether schools were conducting lockdown drills and how those drills were implemented. Additionally, a question regarding the presence of types of criminal or quasi-criminal behavior on campus was asked.

## **Generalizing NC SROs:**

In general, a school resource officer in a North Carolina school is a 42-year-old white male with a 57 percent chance of having formal education greater than a high school degree. They have been a sworn law enforcement officer for more than seven years. Fifty percent have been SROs for fewer than four years while the other 50 percent have greater than four years as an SRO. These officers almost certainly requested to be assigned to work as an SRO (80 percent). More than 82 percent have completed the SRO basic training provided by the North Carolina Justice Academy but less than 40 percent have received the advanced SRO training. Approximately 40 percent have received additional training they feel is beneficial to their assignment as an SRO. About 57 percent have received Crisis Intervention Team (CIT) training to better understand mental and emotional disabilities, the de-escalation of critical events and understanding alternative diversions to the juvenile or adult justice systems for people suspected of such conditions. Fourteen percent have also taken CIT for youth and another 14 percent have completed Mental Health First Aid for Youth to further understand the different emotional and mental disorders associated with youths as opposed to those primarily seen in adult populations. SROs that are assigned to only one school represent 66 percent ( $n=185$ ) and an additional 10 percent ( $n=27$ ) are assigned to two schools while 13 percent ( $n=38$ ) are assigned to share their time among three schools. Eleven percent ( $n=32$ ) are assigned to four or more schools. This was 282 SROs accounting for coverage of at least 496 schools. They are most likely to be assigned to either a middle or high school. They are 45 percent likely to work in a school with between 500 and 1,000 students and be the only SRO assigned to the campus. Seventy-six percent of the SROs are aware of a memorandum of understanding between their law enforcement agency and the school or school system. If the SRO is absent, a 74 percent

likelihood exists that a replacement will be assigned to the campus and that replacement is more likely than not to have SRO experience. In an average work week they work 47 hours, of which four hours are unpaid.

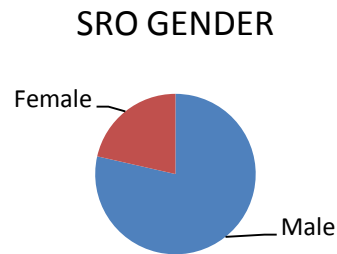
**The Data:**

Below are the question-by-question results of the Census portion of the survey. It must be noted that no charter school SROs responded to this survey.

**Question 1. Gender**

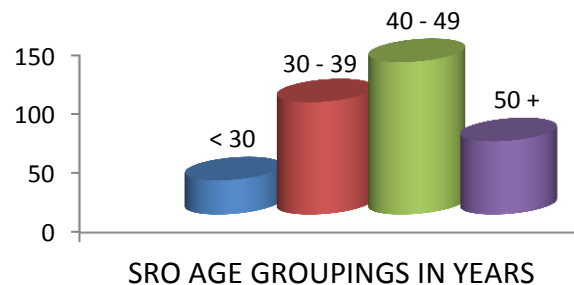
To put this into perspective, according to the Uniform Crime Report for 2013, 87 percent of North Carolina’s 22,258 sworn law enforcement officers were male. Thus, female SROs are slightly more likely to be SROs than their general law enforcement proportion would predict. There were 319 SROs responding to this question.

Female	Male
20% (n=65)	80% (n=254)



**Question 2. Age (Aggregated Average is 42 Years)**

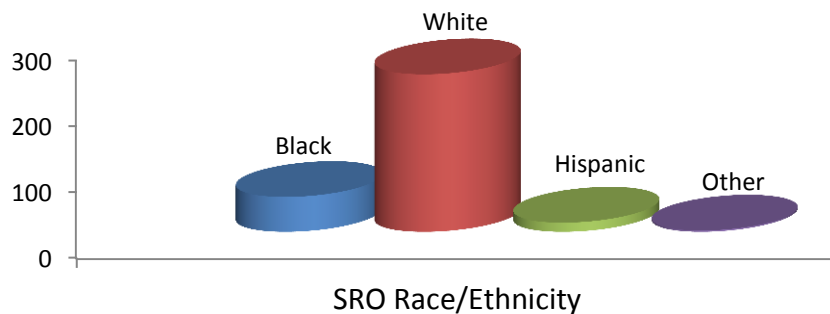
SROs were asked to provide their age. Ages were then grouped into four categories. The average age of SROs was shown to be 42 years of age. The youngest SRO was 23, and the oldest 68. As the chart depicts, the largest combined age grouping categories was between the ages of 30 and 49 years. There were 319 SROs who responded to this question.



**Question 3. Race/Ethnicity**

School resource officers in North Carolina are primarily Caucasian, however compared to 2010 national Census data for North Carolina, they are not as disproportionate. The general population is 68 percent white, 21 percent black and 8 percent Hispanic. However as compared to students, public school student populations are represented as 31 percent black, 54 percent white and 11 percent Hispanic. (2009 NC Public Schools Statistical Profile) While SROs are more racially and ethnically representative of the state, they are less representative of the student populations they work among. There were 311 responding to this question.

Hispanic	Black	White	Am Indian	Asian	Asian Indian
5% (n=14)	17% (n=53)	77% (n=239)	1% (n=4)	<1% (n=1)	0

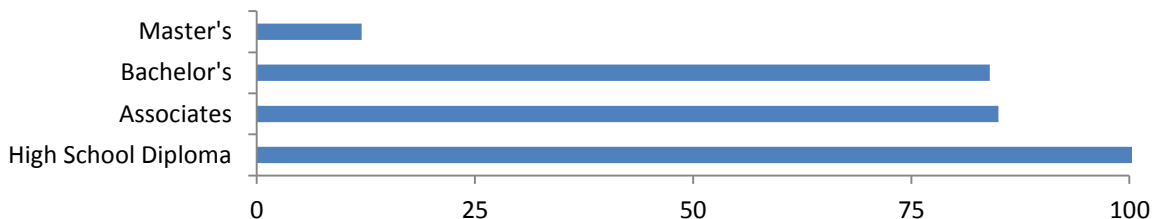


**Question 4. Highest Level of Education**

All school resource officers had a minimum of a high school diploma. While the Basic Law Enforcement Training curriculum (BLET) must be completed by sworn law officers in North Carolina, it should be noted that all SROs likely have a minimum of this level of vocational education. The data indicates that 57 percent of SROs have some level of post-secondary education beyond the high school diploma. There were 320 SROs responding to this question.

High School	2-yr AS or Vocational	4-year College	Master's or Greater
43% (n=139)	27% (n=85)	26% (n=84)	4% (n=12)

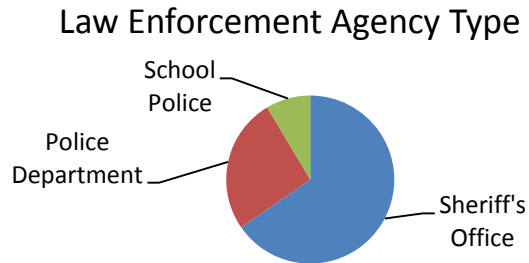
**SRO EDUCATIONAL ATTAINMENT**



**Question 5. Law Enforcement Agency Type**

Sheriff's Office	City Police	School Police Agency	Private Security
58% (n=183)	34% (n=108)	8% (n=24)	0

In North Carolina three primary agencies hire SROs: county sheriff's offices, local police departments and specialized school police who hold N.C. Department of Justice certification as a special law enforcement agency. There were 315 SROs responding to this question.



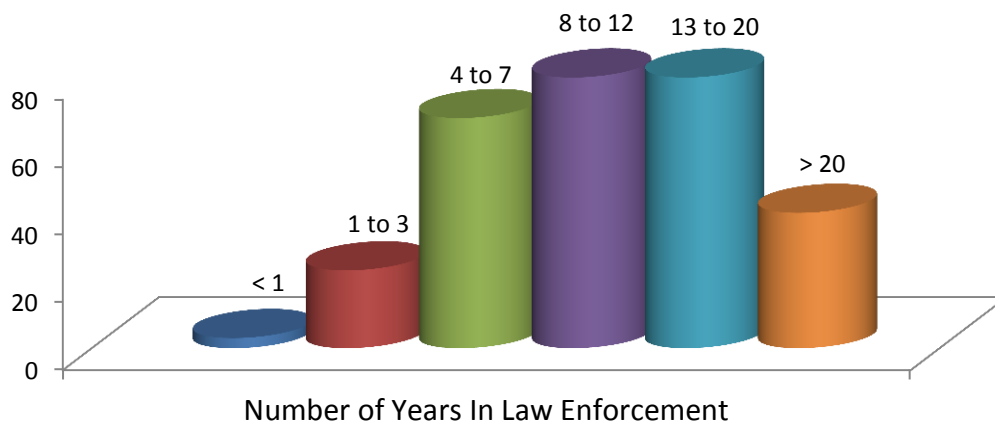
**Question 6. Are you a Sworn Law Enforcement Officer?**

99.68 percent (n=314) are sworn law enforcement officers. Only one person responded they are not a sworn law enforcement officer.

**Question 7. Number of Years You Have Been a Sworn Law Enforcement Officer.**

School resource officers tend to be law enforcement officers with greater than four years of experience. Since the average age of an SRO is 42 years, these data indicate a level of maturation both in law enforcement and in age are indicative of officers serving as SROs. A total of 317 SROs responded to this question.

Less than 1	1 to 3 Years	4 to 7 Years	8 to 12 Years	13 to 20 Years	More than 20
1% (n=3)	7% (n=23)	22% (n=68)	25% (n=80)	22% (n=80)	20% (n=62)

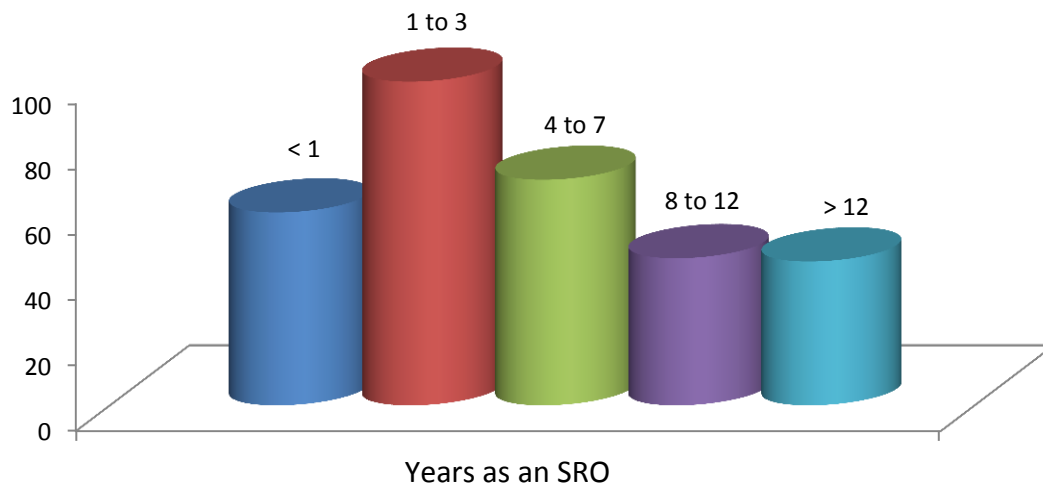




**Question 8. Number of Years as an SRO**

The data indicate half of North Carolina’s SROs have been SROs for less than four years and the other half for four or more years. There were 316 SROs responding.

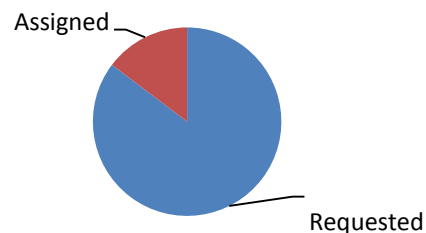
Less than 1	1 to 3 Years	4 to 7 years	8 to 12 Years	More than 12
19% (n=59)	31% (n=99)	22% (n=69)	14% (n=45)	14% (n=44)



**Question 9. How You Became An SRO.**

Requested SRO Assignment	Assigned to the Position
80% (n=238)	20% (n=60)

How Became An SRO



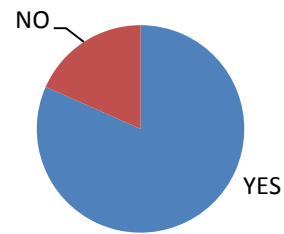
The officers who work as SROs almost certainly asked for their assignment (80%) as opposed to being simply assigned (20%). There were 298 SROs that answered this question.

**Question 10. Completed SRO Basic Training**

Completed Training	Not Completed Training
82% (n=249)	18% (n=56)

Of the 305 SROs that responded to this question, 84 percent have completed the one-week basic SRO curriculum offered by the North Carolina Justice Academy.

Completed SRO Basic Training



**Question 11. Completed Advanced SRO Training.**

Of the 302 SROs responding to this question, 39 percent (n=117) have completed advanced SRO Training while 185 indicated they have not.

**Question 12. Completed Other SRO Specific Training**

Of the 299 officers responding to this question, 50 percent (n=150) indicated they had completed additional related training.

**Question 13. Describe Additional Training**

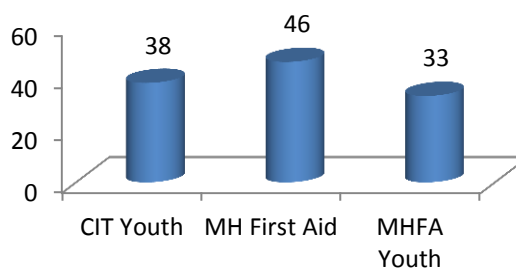
Many SROs have completed additional training that they feel is important to completing their job functions. A listing of their responses to this question are provided in Appendix B.

**Question 14. Received Crisis Intervention Team Training**

Crisis Intervention Training (CIT) is a focused training to help officers recognize the difference between bad behaviors and behaviors that could have some emotional, mental health or other root cause. This training helps them with de-escalation tactics and other tools to attempt to calm the situation and seek appropriate treatment versus being channeled through the criminal justice system. Of the officers responding, 57 percent (n=173) have completed CIT training.

**Question 15. Completed CIT-Youth, Mental Health First Aid or MHFA for Youth**

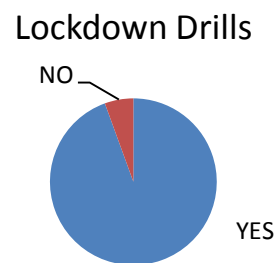
CIT-Youth	Mental Health First Aid	Mental Health First Aid for Youth
14% (n=38)	16% (n=46)	12% (n=33)



There were 117 SROs who indicated they had also completed additional courses aimed at better understanding the emotional and mental health concerns of youths.

**Question 16. Does the school at which you are primarily assigned conduct a lockdown drill during the school year?**

YES	NO
94% (n=289)	6% (n=17)



Lockdown drills have become nearly universal in the schools across North Carolina. In this survey, 94 percent of SROs indicated there was at least some form of lockdown drill taking place. See the table below for question 17 to see the types of lockdown drills being utilized.

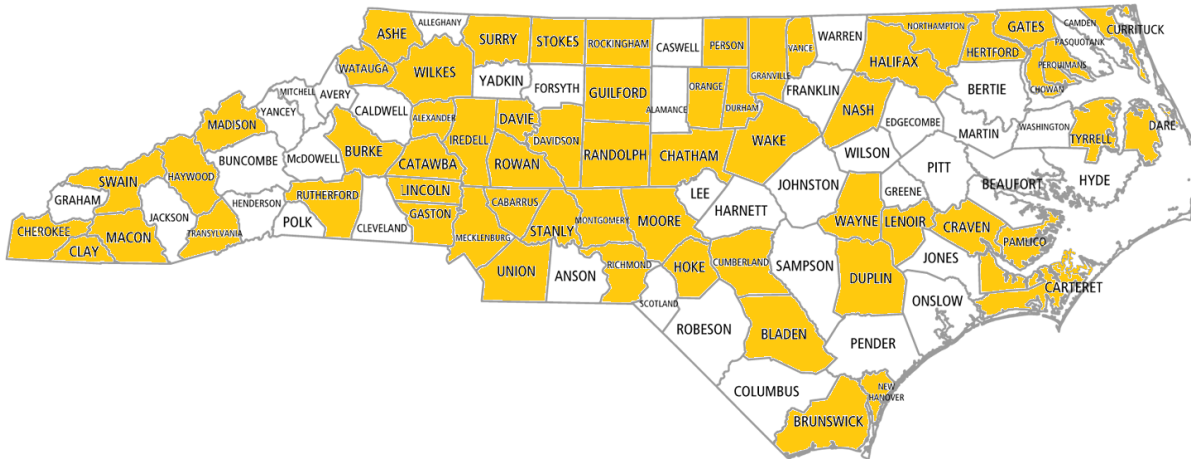
**Question 17. What type of lockdown drill is practiced?**

Respondents were asked to describe all types of lockdown drills that were practiced in their jurisdiction. The data indicates that most LEAs are practicing lockdowns while students are on campus.

Drill with teachers and school staff only.	32% (n=86)
Drill with students in their classrooms and other school areas.	94% (n=254)
Roundtable discussions of teachers, staff and administrators of what to do when there is a lockdown.	38% (n=104)

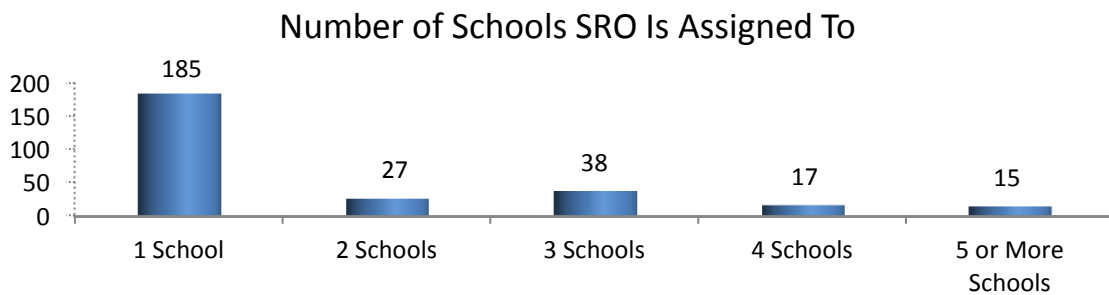
**Question 18. Breakdown of the School Systems where responding SROs work.**

Of the 320 survey responses, there were 283 responses from 66 of North Carolina’s 115 Local Education Agencies (School Districts) and 62 of the 100 counties. The map below depicts counties from which SROs responded to question 18.



**Question 19. Number of Schools Assigned to.**

1 School	2 Schools	3 Schools	4 Schools	5 or more Schools
66% (n=185)	10% (n=27)	13% (n=38)	6% (n=17)	5% (n=15)



A common question among those attempting to compute the number of SROs in the state is whether the count is of schools with SRO coverage or of the actual number of SROs. As can be seen in the table above, 282 SROs covered at least 496 schools. While 185 were assigned only to one school, 97 SROs were assigned to more than one school.

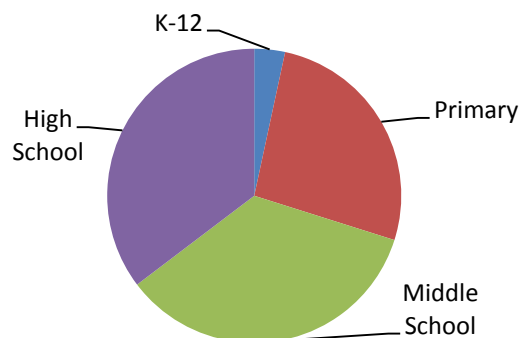
**Question 20. Type of School Served.**

K-12	Elementary School	Middle School	High School
3% (n=13)	26% (n=102) State N=1,329	35% (n=134) State N=465	35% (n=136) State N=367

*N=2,279 total public schools in North Carolina.*

Several SROs provided all of the school types to which they were assigned. Primary schools represent 58 percent of the public schools but garner 26 percent of the SROs. Middle schools represent 20 percent of the public schools and have 35 percent of the SROs. Likewise, high schools have 35 percent of the SROs but represent 16 percent of the public schools.

Type Of School Assigned To



**Question 21. Number of Students in Your School of Primary Assignment.**

< 250	251-500	501-750	751-1,000	1,001-1,250	1,250-1,500	>1,500
6% (n=17)	17% (n=47)	24% (n=67)	21% (n=60)	10% (n=27)	10% (n=29)	12% (n=35)

Sixty-eight percent of SROs work in schools with fewer than 1,000 students while 32 percent work in schools with greater than 1,000 students. Size of school likely plays a role in the number of SROs assigned. From the chart in question 22 below, in 27 cases more than one SRO was assigned to the school. Of those responding that more than one SRO was assigned to their school, 24 of the 27 in question 22 were in schools with more than 1,000 students.

**Question 22. Number of SROs Assigned to the School Where You Are Assigned.**

1 SRO	2 SROs	3 SROs	>3 SROs
90% (n=254)	9% (n=24)	<1% (n=2)	<1% (n=1)

As can be gleaned from the above chart, the vast majority of SROs are the only law enforcement officer assigned to individual schools. In 22 of the 27 incidents where more than one SRO was noted, the SRO responding worked in a high school.

Question 23. **Does your agency have a memorandum of understanding (MOU) that details SRO and school responsibilities?** (274 answered)

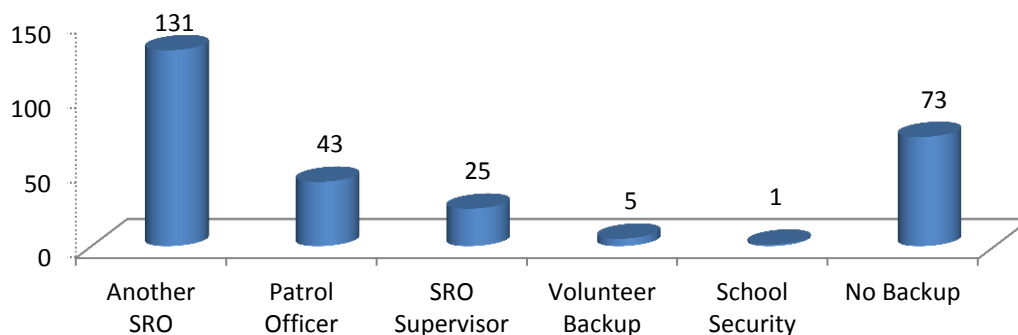
Yes	No	Unsure
76% (n=207)	11% (n=30)	13% (n=37)

MOUs are often used to define or spell out the responsibilities of an SRO for the school administrators, the law enforcement agency and for the SRO. This helps provide a clear understanding of responsibilities for all.

Question 24. **When you are absent from school, who serves as your backup SRO?** (278 answered)

No Backup Assigned	26% (n=73)
School-Hired Security Officer	<1% (n=1)
SRO Supervisor	9% (n=25)
Another SRO	47% (n=131)
A Patrol Officer from My Agency	15% (n=43)
A Volunteer Backup Assigned by My Agency	2% (n=5)

Who Backs Up When SRO Is Absent



In 56 percent of the cases another SRO or and SRO supervisor is assigned when the SRO is absent. However, in 26 percent of the cases no officer is assigned, leaving these schools without a law enforcement presence when the SRO is absent.

**Question 25. In an average week, how many hours do you generally work in both your official capacity as an SRO and in extracurricular, off-duty functions with the school, students, parents, or administration?** (This would include coaching, attending school-sponsored events, and other participation that is beyond the specified duties of an SRO that you see as necessary.)

With 278 responding the average is 47 hours worked each week.

**Question 26. Of the total hours per week you entered in response to the previous question, how many of those hours each week are unpaid time you devote to the job?**

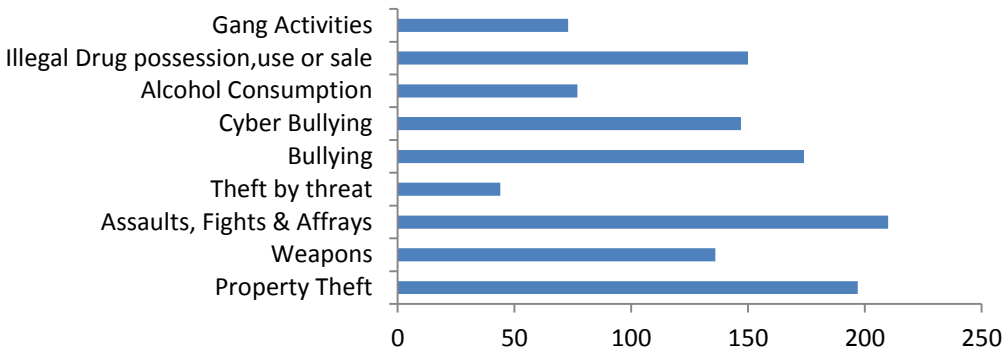
While SROs may be working on reports, mentoring or coaching sporting events on campus after hours, many are unpaid for their additional work. Some schools are able to offer some pay for activities such as coaching athletic teams, but many are unable to do so. Likewise, many law enforcement agencies do not provide additional pay for these officers' extended hours. The average number of hours worked by SROs is 47 per week, of which only 43 hours are compensated.

With 269 responses the average is four hours of unpaid work each week.

**Question 27. Which activities have you noted a presence of on school property over the past 6 months?** (259 responded)

Thefts of property	76% (n=197)
Weapons (any type)	53% (n=136)
Assaults, fights or affrays	81% (n=210)
Theft by threat or intimidation	17% (n=44)
Bullying	67% (n=174)
Cyberbullying	57% (n=147)
Underage alcohol consumption	30% (n=77)
Illegal drug use or sale	58% (n=150)
Gang-related activities	28% (n=73)

### Presence of Activities



Activities that occur on school grounds where having an SRO on campus could be beneficial are listed in question 27. The frequency of these activities being noticed could be concerning to school administrators and law enforcement alike. The table and chart above provide a breakdown of the prevalence of these activities as noted by SROs.

#### Question 28. **What could improve the job of School Resource Officers statewide?**

There were 165 SROs who offered 352 suggestions. These suggestions ranged from SRO personal equipment needs, office and school safety equipment needs, training needs and many other categories. A full listing of these responses can be found in Appendix C.

### Summary:

School resource officers provide vital security, proactive community policing services and education to the public schools of North Carolina. This census has been provided to shed understanding about the officers who make up North Carolina’s SROs and offer insight into some of their working conditions. The working condition of every SRO differs, from the level of support provided by school administrators and even their own law enforcement agency. These officers can provide front-line intelligence to their departments on activities and potential threats, educate teachers, parents and administrators on areas of crime and criminal laws, as well as provide and act as a first responder in all critical incidents. Many of these officers put in unpaid hours to provide their services to our school youths. Some are not afforded an office, phone or computer while in the school. Others are asked to perform duties outside of their job description. Memorandums of Understanding are advised and most seem to have these in place with yearly reviews. The job of the SRO is ever-evolving and training must also evolve to meet the current and future demands of the SRO community. Finally, our elementary schools show a need for increased SRO coverage.



## Appendices

## Appendix A

### The Survey Tool

The actual online survey does not convert very well into this format. This is a close rendition.

## The Survey Tool:

The NC Center for Safer Schools seeks to enhance an understanding of our state's School Resource Officers and your work environment. Providing a clear picture of who our SROs are can help us work for funding to provide additional training and new SRO positions. Your input into what could be done to improve both school safety and your working environment are necessary to accomplish this goal.

This survey seeks to obtain a clear understanding of SROs from a demographic perspective and gain some insight into what is or is not working and to solicit your suggestions for what can be done both within the school and within law enforcement to improve your working environment and foster safer learning environments for our state's children.

The Center for Safer Schools understands the vital role SROs play in keeping schools a safe learning environment. Only aggregate data will be published. We thank you for assisting in this effort to help make the job you do more clearly understood.

This survey should take approximately 10 minutes to complete.

1. Your Gender

Female       Male

2. Your Age (in years)

Age \_\_\_\_\_

3. Your Race or Ethnicity

Hispanic                                       White  
 Black     American Indian  
 Other (please specify)

4. What is the highest level of education you have completed?

High School Diploma or Equivalent                       4-year Degree (B.S., B.A., or Equivalent)  
 2-year Vocational or Associates Degree                       Master's Degree or Higher

5. Which type of law enforcement agency do you work for?

Police Department                                       School System Police Agency  
 Sheriff's Office     Private Contracted Agency

6. Are you a sworn law enforcement officer?

YES                       NO

7. If YES, how many years have you been a sworn law enforcement officer?

- Less than 1 year
- 1 to 3 years
- 4 o 7 years
- 8 to 12 years
- 13 to 20 years
- More than 20 years

8. How many years have you served as an SRO?

- Less than 1 year
- 1 to 3 years
- 4 to 7 years
- 8 to 12 years
- More than 12 years

9. How did you become a School Resource Officer?

- Requested to be assigned as an SRO                       Assigned by my agency as an SRO
- Other (please specify)

10. Have you completed the NC Department of Justice Basic SRO training Program?

YES                       NO

11. Have you completed the NC Department of Justice Advanced SRO training Program?

YES                       NO

12. Have you completed any other SRO specific training?

YES                       NO

**13.** Which SRO specific trainings have you completed and who provided the training?

- a. \_\_\_\_\_
- b. \_\_\_\_\_
- c. \_\_\_\_\_

**14** Have you completed Crisis Intervention Team (CIT) training?

- YES                       NO

**15.** Have you completed any of the following trainings? (Check all that apply.)

- Youth CIT
- Mental Health First Aid
- Youth Mental Health First Aid
- None of the Above

**16.** Does the school at which you are primarily assigned conduct lockdown drills during the school year?

- YES                       NO

**17.** What type of lockdown drill is practiced? (Check all that apply.)

- Drill with teachers and school staff only.
- Drill with students in classrooms and other school areas.
- Roundtable discussion of teachers, staff and administrators of what to do when there is a lockdown.
- Other (describe) \_\_\_\_\_

**18.** In which school system do you work?

(A drop-down window was provided that included all 115 local education agencies and a charter school option.)

**19.** How many schools are you primarily assigned to as an SRO?

- 1 School
- 2 Schools
- 3 Schools
- 4 Schools
- 5 or more Schools

2 What type of school(s) are you assigned as an SRO? Select all that apply.

- K-12 School
- Elementary School
- Middle School
- High School

3 How many students are there in the school which you are primarily assigned?

- Less than 250 students
- 251 to 500 students
- 501 to 750 students
- 751 to 1,000 students
- 1,001 to 1,250 students
- 1,251 to 1,500 students
- More than 1,500 students

**22.** How many SROs are assigned to the school in which you primarily work?

- Only 1 SRO
- 2 SROs
- 3 SROs
- More than 3 SROs

**23.** Does your agency have a memo of understanding (MOU) that details SRO and school responsibilities?

- YES                       NO                       Don't Know

**24.** When you are absent from school, who serves as your backup SRO?

- There is no backup assigned  
 A school hired security officer  
 My SRO Supervisor  
 Another trained SRO from my agency  
 A patrol officer from my agency  
 A volunteer backup assigned by my agency

**25.** In an average week, how many hours do you generally work in both your official capacity as an SRO and in extracurricular, off duty, functions with the school, students, parents, or administration? (This would include coaching, attending school sponsored events, and other participation that is beyond the specified duties of an SRO that you see as necessary.)

Total hours per week \_\_\_\_\_

**26.** Of the total hours per week you entered in response to the previous question, how many of those hours each week are unpaid time you devote to the job?

Unpaid hours per week \_\_\_\_\_

**27.** Of the below activities, which have you noted a presence on school property over the past 6 months? (Check all that apply.)

- Thefts of property  
 Weapons (any type)  
 Assaults, fights or affrays  
 Theft by threat or intimidation

- Bullying
- Cyber bullying
- Underage alcohol consumption
- Illegal drug possession, use or sale
- Gang related activities

**27.** We are very interested in you perspectives. What would you offer that could improve the job of School Resource Officers statewide?

- a. Suggestion 1 \_\_\_\_\_
- b. Suggestion 2 \_\_\_\_\_
- c. Suggestion 3 \_\_\_\_\_

Thank you for completing this survey by the North Carolina Center for Safer Schools. If you have additional questions or comments, please contact Richard Hayes at [richard.hayes@ncdps.gov](mailto:richard.hayes@ncdps.gov)



## Appendix B

Responses to question 13:

Which SRO specific trainings have you completed and who provided the training?

Q 13: Which SRO specific trainings have you completed and who provided the training?

*(All responses are provided in an unedited format as they were entered into the online survey.)*

Juvenile Interview and Interrogation - Charlotte PD

DARE

NC Justice academy's SRO training

Basic SRO NASRO

Rapid deployment in our schools by Davie Co SO

Searches at schools Justice Academy

active shooter/ RCC

GREAT training

ETHics

Completed training provided at SRO conference.

Active Shooter Training-Cape Fear Community College

Basic SRO given by Salemburg NC

Advanced Leadership for SROs by National Center for Missing and Exploited Children

2014 SRO Conference at Concord NC

School Rampage Shooter Training NC Justice Academy

SRO training through NCSRO Conference

member of the ncsroa for 5 years

active shooter training

salemburg-dont remember the name of class

Advance search and seizure for SRO's- NCJA

D.A.R.E. through Georgia D.A.R.E. Oversight Board

SRO training program - UCSO

Annual Wake County Schools SRO/School Admin training: provided by WCPSS

Solo Active Shooter NCJA

Active Shooter Training Sgt. Brown, Lt. Cina

Teen dating violence

nc school resource confrence

Solo active shooter

NCASRO Conference

Advanced Gangs investigation

School Resource Officer Certificate NCJA

PLI for SRO

GREAT Trainig

Solo active Shooter at NC Justice Academy

School Saftey classes, IACP

G.R.E.A.T/ my agency

NCMEC Trainings (various topics)

Responding to Active Shooter Police Dept.

none

Attended Annual SRO Conference for 3 consecutive years

Responding to active shooter

Basic Sro academy

Teen Dating & Violence Symposium

GREAT

School bomb threat - NCJA

legal updates for SRO cfcc

CMPD yearly training/updates

Advance SRO School Searches /NC Justice Academy

On the Job training by another SRO

Street Law-Center for the prevention of school violence

NCSRO conference

Active shooter response for SRO - in house agency training

rapid deployment

SRO Officer Training

NCASRO Annual Training Conference - North Carolina Association of School Resource Officers

Juvenile Legal Issuesfor Law Enforcement / NC Justice Academy

NCASRO Training

cmpd sro training

GREAT

teen dating violence

trainings thru justice academy

Juvenile Sensitivity

Specialized Rapid Response

SRO Certification Program

D.A.R.E. NC Justice Academy

Basic SRO by NC Justice Academy

All Classes provided at the NCASRO Confrence each year.

Solo response to active shooter in schools- GPD

active shooter

Advanced SRO:School Searches Justice Academy Salemburg

Teen Dating Violence Symposium

Training during SRO confeence

NC Justice Academy

SRO Ethics

NC SRO Association training courses

Active Shooter

Advanced Searches for S.R.O.

NC Assoc of SRO Conference yearly

NCASRO conference every other year

Annual NCASRO conference- Various presenters

NCASRO conference - NC Justice Academy

SRO certificate Program

NCASRO 2012

GREAT/ NCDOJ

K-9 in Schools

Rapid Deployment Training - GTCC in Greensboro

NC association of School Resource Officers conference

NC Department of Justice Basic SRO training

GREAT

Basic SRO School NC Justice Academy Edneyville NC

D.A.R.E. Officer

NCJA SRO certificate program

SRO basic, Criminal Justice Academy

Active Shooter Trainings

SRO Ethics-NCJA

Active Shooter Training

Active shooter

DARE

NCDOJ Basic SRO

Basic SRO training through Southwestern Public Safety Training Center

Ethics

SRO Ethics Online North Carolina Justice Academy

D.A.R.E. Charlotte-Meck Police

attended 4 g.r.e.a.t conferences and 1 sro conference

Anti-Bullying-Justice Academy

Solo Active Shooter for SRO

Solo Reponse to an active shooter for SRO

DARE Instrutor School

School Bombings & Treat Incidents , New Mexico Tech, North Carolina Justice Academy

SRO CONFRENCE HOW TO INTER A LOADED BUS

Street Law for SRO - Law Advisory Group

SRO LAW in Wilson Training Facilities

Gang 101High Point College

Rapid Deployment

juvenile minority training

active shooter

Basic SRO Training at NCJA

Juvenile Sesityy: Wake Tech Community College

SRO certificate program

special response

Emergency Planning and Management

Solo Active Shooter Response Conditioning - NCJA

Adv. SRO school searches,NCJA

RAPID DEPLOYMENT

advanced school searches; Dave Schick

Advanced SRO Searches

DARE instructor Georgia DARE training center

active shooter

School threat assenmets nc justice acamdey

Advanced Searches For Schools

Juvenile law

SRO courses offered at the NCASRO Annual Conference

NCASRO Conference every year

D.A.R.E. instructor, NC justice acadamy

Rapid Deployment Trainings with Updates Community Colleges

Basic SRO Wake Tech

D.A.R.E. through Georgia Law Enforcement Training Center

Active Shooter (think it was through Justice Academy)

NCJA Adv. SRO Legal

Advance SRO- National Association of School Resource Officers

NC Basic SRO

N/A

NCASRO

NONE

School Resource Officer Program Certificate from NCJA (400 hrs)

none

None

NA

D.A.R.E instructor

PLI for SRO

NCASRO Conf.

PLI for SRO

none

Rampage Shooter/Juvenile Law Review/NCJA

none

Teen Dating Violence Symposium

Teen dating violence symposium - NC Justice Academy

None

Legal and Liability issues in schools

Basic SRO, attended the NCJA at Salemburg

Solo Active Shooter Response Conditioning - NCJA

Juvenile Interrogation IACP



## Appendix C

Question 27:

We are very interested in you perspectives. What would you offer that could improve the job of School Resource Officers statewide?

Question 27. We are very interested in your perspectives. What would you offer that could improve the job of School Resource Officers statewide?

*(Responses have not been edited and appear as entered in the online survey.)*

better cameras, more cameras

more training

no use of cell phones by students during school hours

All Law enforcement should have tasers, especially for incoming irate people mostly, high school students.

Yearly active shooter drills

Dealing with students with mental health issues.

Law enforcement and schools need to understand the MOU

All schools participate in the safe school initiative

More SRO's. I work as the only SRO for 8 schools

More money for SROs or schools for equipment

More Training

On site safe to secure shotgun or long gun

Have classes for administration in the basics of law enforcement to help breach the gap in understanding

between them and SRO.

More SRO positions

Office space. Each SRO should be assigned an office with computer and printer that is not shared and

provides privacy at their assigned school.

more funding for video cameras

Administration of the school has to complete policy discipline procedures and not assume LEO will

charge for school infractions.

To have a supervisor that is Sworn Law Enforcement that understands and can assist in different

activities at the schools.

two sro in schools over 1500 students

Two SRO's in my school

stop attempting to divert every criminal offense committed by a minor

More in depth training of legal papers and custody issues.

more training (in this field)

More training

better pay

More trainings offered during the summer just for SRO's

Offer atleast 1 SRO per school

More SROs; Would suggest 1 SRO/1000 students at minimum

cooperation between our agency and school district.

In larger schools we need two officers.

Identifiers for sexual abuse

Another Sro

Grants for SRO's to attend the yearly conference

Computer and Camera in Patrol Veh

Ability to bank hours that we are not paid for.

MORE OF AN UNDERSTANDING FROM MY AGENCY WHAT MY JOB REQUIRES

Advanced SRO Training needs to be offered at the Western campus.

Training for Elementary SROs

Training on Bullying and steps to stop bullying

Training designed to understand and encounter student behaviors (different personalities, health concerns, disabilities)

placing School Resource Officers in our Elementary Schools if possible Make sure the officer is well trained.

More funding.

Adding more officers in the schools due to the threat of our schools and officer safety. One officer for

1,500 students isn't safe. Your closest assist officer could be miles away.

A lot of kids do not like law enforcement due to things that are told or things they see, if would be nice

if we could do different activities with the kids out in the community so they could see another side of us.

More SRO-specific Training during Summer months including Rapid Response/SRO perspective, Evac plans

certified/accredited by the NCJA or NC Center for Safer Schools, grant writing for SRO's etc

State funded long rifles and safes

continuous training of juvenile matters

Better understanding and communication between Police and School System.

Higher Pay

more training specifically for SROs

More SRO's trained in my county to help cover the school's. I cover four school's at four different locations

several miles apart.

Gang Awareness Training should be offered for all school staff at least once a year.

Patrol Cars to all SRO

Yearly training on school law and criminal law and how they relate with each other.

Being more valued by the Police Department

More training

More grants for more SRO's and equipment.

having more than 2 SRO in school

Contact Moore County school Police Chief and see what he is doing here. It's working!

It is very crucial to have a resource officer that is an experienced officer with years of experience.

Diversion Programs that are consistent statewide for juvenile 16 and 17 years old

Talking with parents and students to make them aware of exactly what the job of an SRO is

Body Camera's

Keep Officers in the schools (Funding)

Funding for SRO's in ELM schools as some ELM schools do not have full time SRO's

Training

More funding for training SRO's

More SRO

updated physical security measures around schools

Stand-up against people making claims that having LEO on campus is a "pipeline" to prison rather than

conforming to those claims

Better pay

More LEO classes that can be offered to SRO's specifically that they can attend at local community colleges

during the summer.

Each SRO shall be equipped with Mobile Data Terminal, Camera Recorder

The elementary schools need a dedicated SRO.

Make it mandatory for all SRO's to carry Tasers.

SRO being apart of after school program

They should be able to be paid overtime for work after school hours such as follow ups with parents.

A Statewide Campaign to Make the Public More Aware of " The Role of SRO's in Our Schools"

More training during the summer months that SRO's can attend.

A ratio of students to SRO in school

Ability to adapt to any situation

That every newly hired officer spends one week with the SRO to understand the function of the SRO.

More SRO specific training opportunities

On bus and case of emergency the bus driver could call SRO on their bus radio.

training training training

More Trainings

Continuous funding

better equipment

Security Cameras in classrooms, building and around the grounds of the school

officer presence daily

Having a paid floating officer to work at the schools in my absence

Do let the public know that we are here for much more than legal issues. Counseling along with mentoring account for most of what we do within the school.

SRO positions in elementary schools

A phone number to which students can text information about illegal activity.

Have atleast 2 SRO's at each school

Statues that make schools have atleast 1 safety assessment and 2 lockdown drills per school year

Increased budget allowing better equipment and more resources

More funding that could be used to mentor students outside of school to keep them active and out of trouble.

More funding made available for training on a consistent level (i.e. gangs, internet crimes, bullying)

Resolution pertaining to schools that requires middle school SRO's

more training in counseling techniques

Mandated Summer Trainings for SRO Specific duties.

more funds toward cameras and or safety monitoring

More funding to place at a minimum of one SRO in at every school.

Mandate training for school administrators on law enforcement.

Training with kids with Autism and other Mental Health issues

Insure officers are trained prior to being assigned as SROs;

First of all you should be coordinating efforts the NC Association of SRO's

Communication skills with students and parents

More SRO specific training

That all departments would respect the role of SRO the way my department does, especially in the area of

allowing the SRO to build overtime and take it off when school is out and not make the SRO work when there are no kids,. (summer break, Christmas Break, Easter, etc.....SRO's need the Mental and Physical

rest to do their jobs well.

2 SROs for every High School

Better relations with school staff members

An SRO county or statewide contact database.

More than 1 SRO for high schools with more than 1500 kids.

Better communication between SRO and School Admin staff.

presentations on why teens kills to school personnel and presentaton about consequences to students

shared training between administrators and sro's

For my agency specifically a more relaxed dress code

Have a regional meeting of SRO's to discuss trends, gangs, social media, bullying, and drugs in schools.

i believe giving SRO's the 10 month work/12 month pay adjustment option as teachers are given would be

a good incentive to draw quality officers.

Active Shooter scenario based training

More training for Sro's during summer breaks.



Training that is offered at the Western campus such as Advanced SRO training.

Improvement in visitor check in procedure

Increase pay level to attract more qualified leo's

All schools have SRO's assigned to them. To keep other SRO's from having to leave their assigned school.

Training for SRO's should be predominately done in the summer months when school is out.

Having a MOU in place

I like the fact that my Sheriff makes the SROs responsible for youth programming activities in the summer

and throughout the school year.

more outside cameras

How to deal with more Mental Health problems

Agency SRO Training Program

having more than one officer at schools

An Officer at each school

Training on Autism

Crisis response training for school administrators and SROs together (so schools can practice working

together with SROs)

Better training for school admin. and staff on disciplinary vs. LEO matters

EDUCATING TEACHERS HOW TO DE-ESCALATE A SITUATION WITH DISOBEDIENT STUDENTS

Have an Officer assigned to only one school instead of multiple schools.

better understanding of administrators of the NC Law for SRO's working in conjunction

Have a Computer in 'All' SRO's Patrol Cars.

District Attorneys and judges need training on SRO law.

provide more officers

More Officers

I believe if the parents realize the goals of an SRO is no to charge every single student then they would

understand we are here to help our community. Not harm students.

MORE OUTSIDE AGENCY TRAINING

A clearer understanding of what our jobs actually consist of. Our departments really have no idea.

Having parents involved with law enforcement and understanding one another

I am a on our Sheriff's office SWAT team and have a lot of tactical training and thinking that I can give.

more equipment and training , lots of active shooter training is a great thing .

more training

A rewards program for students who report crimes

More training designed specifically for SRO's

Two resource officers in all High Schools with 1,000 or more students.

I would love to see more SROs going to the yearly conference. It offers so much in the aspect of training for an SRO's job.

a budget allotted to the school for the sro for furniture , office materials, electronics. other things needed

Additional officers

More trainings for SRO's and Administrators collectively

Overhaul the juvenile justice process

More training

Funding for additional officers at schools of more than 1,000 students

Effective Communications training

more training between faculty and law enforcement

To have another Resource officer at schools with a population of over 2000 students.

gates and fencing

sro's share info from other county's

better juvenile system

More classes offered during summer breaks that help SRO's progress as SROs.

Weekly meeting with principals

Having better cameras in the school's

Cameras in all schools

training..... training..... training in active shooter scenario's

Have a permanent alternative school for kids who have committed certain offenses at schools.

More SRO grants

Provide funding for conferences. Valuable information can be shared.

The need for strict discipline for repeat offenders by school administration and safety issues concerning those students.

There should be a maximum of 8 years as a SRO. So, that the officer will not forget the duties of patrol.

Paid training for SRO school

Better working relationship with the school admin.

suspend when it's necessary

programs to help troubled juveniles and their parents

More programs to help at risk kids

more punishment for student tht break rules

Have a winter conference where SRO's can get together and discuss whats going on

Have the Elementaries better accomadate the SRO's

More options as alternatives to criminal charges. So many juvenile petitions are 'Not Approved' b/c of limited juv. intake

I feel that we do not need SRO's in the elementary schools, I think it was a knee jerk reaction to Sandy Hook. NC is spending millions on part time officers in elementary schools. In this county, prior to the grant, the High School SRO would handle his feeder schools. Currently we have parttime SRO's working two to three schools two or four hours each. We either need to do away with them or fund them full time and place one at each school. If not, go back to high school or middle school SRO handleing the elementary schools.

Identifiers for cutting

Better camera systems for survelance

MORE FUNDS TO PAY FOR OVERTIME

School administrations and SROs must work together, train together, and understand the importance of a unified approach to addressing the needs of students and staff.

Make sure you have the right person for the job.

Enforcing the SRO Certification (as offered through the NCJA) as stronger merited Certification, similiar to General Instr. standards

Allowing SRO's priority to traing at Justice Acadeny during the summer months

plenty of time off so not to burn out so quick

Acceptance by School that charges happen.

Promotions for SROS

More help with lock down drills and training the staff members of the school system every school year.

More Training

Give all SRO's statewide powers so when an SRO is traveling with the school they have control

as needed anywhere in the state.

having more up to date equipment to run a safe school

Many issues are quickly diffused by an older experienced officer.

Grant funding to departments to be used specifically for SRO Training

More Training

All new schools should be fenced in and have solid metal class room doors

Training

Principals wanting to press charges as opposed of keeping things swept under the rug.

more advanced readiness training

Additonal training for school staff (not administration ) about SRO role

Better understanding from public and school what we do

Practice Firing your side-arms every 3 months.

School should be mandated to have 1 SRO per 1,000 students. If there are 1,001 then there should be 2! Make it mandantory for all students accross the state to wear uniforms to school.

Getting security camera system in your school

Their should be a contract for defered prosecution depending on the crime, age of student and severity of crime.

To bring a more positive light on SRO's for the state(television commercials maybe)

More juvenile training during the summer. I.E. Juvenile mental health resources, parent resource centers for problem children, trends of kids.

Better equipment

Ability to communicate with students on their level

Access to more resources for class/school wide presentations (specifically internet safety/ cyberbullying/etc and domestic violence prevention at a middle school or above level. )

Have more camera on bus ans school.

continue with the training that is specific to SRO

Round Table discussions

More specific SRO training

more training

Access to the office but then adding a security door where you have to be buzzed in to gain access to the students.

more officers

Having paid summers off to train instead of working POA's or patrol

More training opportunities during the summer months

better video equipment

SRO in Middle Schools

Funding for extra curricular activities to get kids involved that may not have a good home life

A database that SROs could share and/or communicate trends they are noticing

Training during summer months on "Hot" topics

drug interdiction

SRO Budgets for additional resources/pamphlets and other needed items

more schooling dealing with juveniles/minority groups

More time in classroom, to teach the children what LEO "really" does.

MOU for all schools and agencies.

Hold SRO training when school is not in session in order for assigned SROs to attend training

Additional training opportunities should be offered through NCJA during the summer when

SRO's csn attend

Able to follow directives from school staff and police department supervisors

More training aimed at juveniles

Strongly encourage departments to seek seasoned/mature officers who have been called to be the SRO. Put through strict interviews pertaining to working with kids, proven to be above reproach.

More school cameras to include outside cameras

An SRO specific training calendar.

Give the SRO a dedicated car so I can do my job.

Explanation to schools what an SRO is and what they are to be used for.

we need more active shooter training

realistic training for administrators about active shooters

More officer and staff communication and interaction

Have the regional meetings at least semi-annually, before school starts and at Christmas break.

Parenting classes

Two SRO's in a school that has more than 600 students

Additional SRO's in some school (Mostly High Schools) and frequent K-9 Searches

For all schools to have security cameras. for monitoring 24/7.

Career progression to include SRO (currently no opportunity for promotion as SRO)

outside speakers so any student or staff on the outside can hear a code 300 or lock down announcement when it is made

Need training on students that are Cuters.

District/Regional Training Sessions

tasers

Training on Gangs (MS 13, Bloods, Crips, Latin Kings ect.)

Better training for admin. on better "people" skills

LIMITING SOCIAL MEDIA DURING SCHOOL HOURS WITH RULES AND REGULATIONS

SET BY THE SCHOOL BOARD

Keep Officers in Elementary Schools to work with the younger students to develop a good relationship, and have a positive outlook for children to Law Enforcement.

communicate we need an explanation if we don't see it before making an arrest when told to by administration

Better Patrol Cars instead of hand me downs.

Better collaboration with the Department of Juvenile Justice and DSS.

make the schools more secured

More Training

MORE THAN ONE SRO IN BIGGER SCHOOL SETTINGS

training with school administration that helps us to work together on serious problems.

I live in the area of the school and know a lot of the people and families that go to school here.

would like to see school systems involve sro when looking at plans for new schools , schools could be built a lot safer . build a school as safe against a shooter as u would against a fire .

A lockdown drill that includes cafeteria staff and procedures of what to do when school is letting in and letting out

More funding for equipment for SRO's

Better communications between the SRO community and traditional LE agencies

2 SRO's at High School

More funding for the juvenile justice department



Training for SRO Supervisors

Interview & Interrogation for Juveniles

To have more training available over the summer to SRO's.

signs depicting security warnings, on campus walk through metal detector

more support to schools from parents

Intergation and interview with children course.

SRO needs to be at all faculty meetings and work closly with the Dean of students.

All SRO's become their own department statewide

At least 1 SRO per school(even if part-time at some). Even elementary schools have lots

for custody issues

Develop a school based Crime Stoppers program to help deter crime at the schools.

More SRO training

stop basing statastics on race but rather on the offense committed

better juvenile legal system- to send juveniles to program to get help. (like: tar heel

challenge, scare straight programs)

More officers in schools

more training

more funding for schoold resource officers

I feel that the state should fund, train and place long guns in the schools with fulltime SRO.s. In this county we just built a 62 million high school that has three hallways that at 500 feet in length. If a shooter was to get started in one of those hallways, an officer with a hand gun, at that distance, would be uless. My school was built in 1963 and my hallways range from 298 to 320 feet. Placing long guns in these type schools would better help the SRO defned the school. There are many ideas how to accomplish this but the best is to have the SRO bring the weapon in every morning and place it in a gun safe in his of the principal's office.

I know we study up on these two suggestions some but good, quality classes with men and

woman who have on hands experience would be great. Not someone who has just talked to children after the fact and think they know more than the people that see it daily.

Patrol cars on every campus

#### MORE TRAINING

State supported programs, training, etc. All schools should have programs that assist with developing emergency action plans, guidelines, etc.

Bring back the Super Safe School Award.that the state took away.

Establishing a Mid-year Regional/Tri-Regional Conference for SRO's (e.g. most schools are out for MLK Jr./Jan 19th or sometime after Christmas) for updates, trends, alerts, etc for SRO's.

More technology / social media training

Lockers for the students to secure their belongings. We need lockers in our locker rooms or the students to help stop thefts.

Hold SRO yearly conferences in different parts of the state to give more officers a chance to attend

for knowledge. It's always at Sunset Beach or vicinity which is too far for some to get too every year.

Regular meetings between SRO's and school admin

More classes at the Justice Academy during summer months as it is hard for SRO's to be away from

their assigned school to take classes I would say this is a problem faced by SRO's across the state

#### Training

More lock down drills. More hands on training to prepare us for the inevitable.

Make performance in Code Red Drills a part of individual teacher evaluation and have mandatory training for substitutes for Code Red Drills

More officers

Expose all to Child Psychology, and Anger Management Classes.

Make it mandantory for all middle and high schools to have students & visitors pass through a medal detector before entering the building.

Get to know your kids

More training for SRO's and the funds to go to the training being provided by the County and School Board.

Courses designed for dealiing with juveniles and school settings. Juvenile interagation Juvenile rends of drugs, IE cough syrup mixes marijuana mixes pill mixes

Great working relationship with Principals and other staff members

More advances training for SRO.

funding

Better secured outside doors with card access. All outside doors can be jerked open now with enough force.

Having schools pay for training of SRO instead of the police department

More Training and Networking for SROs

Mandated meetings with Principal, teachers and SROs.

A security official for the school/board, who works with SRO's.

Investigations, handling parents and teenagers.

You should also coordinate with rapid deployment instructors throughout the state before making changes just to make Politicians look like they have done something. The last mandates were a jok.

Our district was way ahead of the game and the state is still behind.

To be visible to those entering the school campus and on school grounds

Strongly encourage NCJA and other educational opportunities to offer SRO classes/seminars when

SRO's are out of school, not during school. SRO need to be in their school each and every day.

Locked main entrance / Controlled entry

Gun/rifle safe in my office. Kids see me move it from my POV to my shared patrol car.

we need more training on gangs

line sro's involved in round table discussions at the local and state level instead of department heads Increase in the number of SRO's in high schools for officer safety, student and staff safety and visibility Share power points on suggestion 1 that I present to schools, churches, school boards, civilian functions etc.

Peer clubs

To have an Sro in all Elementary school in N.C( not just High and Middle Schools).

Threat assessment improvement plans and simulation drills. (Make drills more life like for better understanding to children.

For all schools to have key controlled swipe cards,to log inn who is entering the schools.and keep all doors secured and locked.

Better training for school admin as to the SRO role (and non-role!)

a gun case in the SRO's office for a long rifle for easier access vs trying to get to the car during a code 300 or lock down

TO PROVIDE OUT OF SCHOOL PROGRAMS FOR STUDENTS THAT ARE ON THE PATH OF DELINQUENT

Offer more training for the SRO's to attend to better there job performance

better communication all around to do a better job

stronger disciplinary actions for students

MORE TRAINING IN GENERAL DEVOTED TO THE SCHOOL SETTING FROM A LEO PERSPECTIVE

all nc sro should have the chance to go to the sro conference

A better system for dealing with bullying on campus

Training for Supervisors and Administration to allow them to see the importance of the SRO.

Fund more alternative learning and CTE schools

More Active Shooter Training & Reviews of School Shooting Incidents

More security associates to handle the school issues that are not law enforcement related.