

**CEDAR RAPIDS COMMUNITY SCHOOL DISTRICT  
SPECIAL BOARD OF EDUCATION WORK SESSION  
Educational Leadership and Support Center, Board Room  
Wednesday, July 6, 2022 @ 5:30 p.m.**

**A G E N D A**

**CALL TO ORDER** (President David Tominsky)

**APPROVAL OF AGENDA** (President David Tominsky) .....2

**WORK SESSION**

    BA-23-013      CRCSD & CRPD - SRO Program – 2022-23 School Year  
                          (President David Tominsky) .....2

**ADJOURNMENT** (President David Tominsky) .....2

# AGENDA

CALL TO ORDER – President David Tominsky

APPROVAL OF AGENDA – President David Tominsky

“I move that the agenda of Wednesday, July 6, 2022 Board of Education Special Work Session be approved as set forth, and that each item is considered ready for discussion and/or action.”

**MOTION/2<sup>ND</sup>/ROLL CALL**

## WORK SESSION

**BA-23-013      School Resource Officer (SRO) Program – 2022-2023 School Year  
(President David Tominsky)**

Exhibit: BA-23-013.1-18

### **Information Item**

#### **Pertinent Fact(s):**

The Board of Directors will discuss the information provided regarding the program including the survey results and responses to questions asked by the Board.

ADJOURNMENT – President David Tominsky

## SRO Board Work Session

### Description of data metrics:

**All year, we have focused on two pieces of data to discuss and review on a monthly basis and they are the following two pieces:**

- 1.) **charge/arrest data** 36 charges/arrests for high school students this year and 13 charges/arrests for middle school students this year
- 2.) **SRO assistance data** - this is when it is not an emergency but we use our floater SRO's for elementary and MS buildings instead of calling the non-emergency number since we currently have two of them in place (33 incidences this year)

**We also identified we would use the panorama survey data to give us perception data from our students, families and staff.** We are again sending that out this week Thursday, June 23rd, and will have the survey open a week for individuals to take.

These are the only data pieces we discussed or reviewed as the team of CRPD and the district. As a district, we review our suspension data, but we haven't taken this data to our SRO's because they are not to be involved with discipline. We are taking action steps as a district this year to address our suspensions, seclusions, restraints, and disproportionality, but that work is in the beginning stages.

### **Service calls:**

Recently, the media and CRPD have brought up service calls. Service calls are a CRPD tool and are calls to an address for any and all things. These calls are not calls for an SRO or for the service of students during the school day. Service calls can and do include traffic stops, accidents, alarms going off, loose dogs/animals in the neighborhood, and even a police officer just stopping at the school for whatever reason. This is the data metric CRPD uses to show what their officers are doing.

### **Incident Data:**

From the service calls, the letter you received from Cory also contained data that is being referred to as incident data. This is data taken from service calls that in some way involved our students. This data doesn't mean a situation was founded, it also doesn't mean there were any charges, but does mean someone made a call (parent, neighbor, school personal, etc.) and an officer went to the school location to do a police report. This would mean there is enough information to validate a report. **If there were any charges or diversions, they would be included in our arrest and diversion data.** If these were situations

that occurred during the day within the school, school administrators would have followed the process of calling for an SRO and the incident data would be included in our SRO assistance requests. Everything in the incident data that is substantiated would be included in our arrest, diversion, or SRO assistance data.

### **911 emergency calls**

There has also been some confusion around 911 calls.

If there is an emergency in a building, 911 is called immediately whether there is an SRO in the building or not. The SRO may also assist, but we call 911 in emergency situations.

### **Non-emergency calls-**

We would use this any time we would like assistance that is not an emergency. Currently, since we have floater SRO's, we typically use them. If we didn't, we would call this number and sometimes we still do, especially when outside of the school day. An example was a few weekends ago when adults accidentally left a window open at Roosevelt and there were students in the building. We called the non-emergency number in case anything was broken or stolen so they could document the event.

### **Program Goals:**

Our goal is to :

- 1) Create an environment where all students feel safe and supported
- 2) Instill in all students and staff a sense of belonging
- 3) Educate and teach students about appropriate behaviors and responses through a restorative and trauma informed lens

### **Board Member Questions:**

1. What is the enrollment for CRCSD elementary schools?

2021-2022 SY: 5,485 students (K-12)

2. What is the enrollment for CRCSD middle schools?

2021-2022 SY: 3,419 students (6-8)

3. What, if any, are the costs for services that are not provided for free by calling 911 or the non-emergency number?

There are no costs for 911 calls or calls for non-emergency services.

4. What are similar services provided by the Linn County Sheriff's Office? What is the cost?

We have made contact with the Linn County Sheriff's Department and we are waiting for a response from them.

5. What are the response times for floater SRO's in urgent and non-urgent calls?

We do not use them for urgent calls. We use 911. For situations where we want an SRO to respond, there are varied response times depending on where they are, what they are doing, and whether or not it is during their contract time of 7:30 to 3:30.

6. What other community partners provide mental health support?

Four Oaks, Abbe Center, Tanager, Foundation 2, Riverview Center

Two years ago we moved to a single service provider due to inconsistencies in services. Professional learning and mental health services were not always aligned and consistent with messaging. Tanager was selected due to their ability to meet the growing needs of our district at the most affordable rates.

We still have a collaborative partnerships with all the the other listed providers

7. What is the capacity of other community partners to provide on CRCSD premises therapists, counselors, social workers, etc. for the 2022/23 school year?

When talking to partners about their capacity, they have all stated they believe they can provide additional services and support if needed to expand services.

We have elected to use a single service provider for mental health support (Tanager) to ensure consistency in delivery of services.

8. Of these community partners, how many cost share with the district? What is the cost share split? 50/50?

All of our community partners have been asked to cost share this year. We ensured that all partners cost shared at least 20% of their requested funding. This will continue for the SY 22-23. Starting in the 2023-2024 school year, all partners will be asked to cost share 50% of the program expenses.

9. Did the wellness checks happen on school premises?

Typically, administration has already removed the student from the school premises due to a safety aspect and we have an SRO or beat cop go and do a wellness check of the home and talk to parents and the student after administration has called and informed them law enforcement is coming.

10. Please include BSU and surveys regarding perception. I would like to see a consistent scale to what was presented in the fall. The current data looks at two different scales. Has it been normalized?

We did a separate BSU survey late spring of May of 2021 based on the request of the BSU students. We did not do a BSU spring survey this year to use as comparative data. Because of our collaboration with the BSU students and other partners, we believed the questions within the Panorama survey captured the information the BSU's were interested in. This centered on perceptions of safety and relationships. We believed if we sent out two student surveys, our response rate would be impacted.

11. Please provide a breakdown of how many students are waiting for mental health support and receiving them elsewhere. How many students in our district are truly waiting for mental health support?

	<b># of Students Being Served</b>	<b># of Students Referred or Waiting</b>
<b>Elementary School</b>	<b>493</b>	<b>269</b>
<b>Middle School</b>	<b>191</b>	<b>113</b>
<b>High School</b>	<b>201</b>	<b>142</b>
<b>Total</b>	<b>885</b>	<b>524</b>

Maggie Hartzler (Tanager Supervisor of School Based Programming) - "The referred/waiting list (with a total of 524) would be inclusive of any student who was

referred for mental health services who did NOT enroll in therapy with our school based therapist at their building. These students could have been referred to other providers, may have not engaged, may have been referred to BHIS (behavioral health intervention services), may have been served by one of our outpatient therapists, etc”

Beyond knowing the number of students referred, we would not know with certainty if students were accessing therapy services from other providers as this is confidential information. Tanager and CRCSD schools work diligently to ensure that every family is aware of the resources and supports available to them as well as removing any potential barriers.

12. What specific, clear, and consistent contractual language can be included to outline roles and expectations for mass shooter occurrences? Uvalde had an SRO. There was confusion about SRO roles and expectations. Fatalities occurred. Majory Stone Douglas had an SRO. There was confusion about SRO roles and expectations. Fatalities occurred. The list of similarities is long and tragic.

Response from CRPD:

Unfortunately, our community and Cedar Rapids Police Officers have responded to mass shooting incidents, including the Taboo Night Club – April 2022, where two were killed and 10 injured. They also responded to the Ramada Inn shooting – October 2021, that left six victims injured from gunshot wounds.

In both of those cases CRPD officers responded to these active shooter incidents using the Integrated Response To Active Threat system. This is a training system CRPD has used since 2019 and is employed by multiple agencies to respond to active threats. The goal of Integrated Response is to increase effectiveness, coordination and resource integration between law enforcement, fire and emergency medical personnel when responding to active threat incidents.

The system calls for the first responding law enforcement officer to address the immediate threat, establish initial command and identify a “Hot Zone” or the locations where the active threat is located. As additional officers arrive on scene they will link up and continue to address the immediate threat and help establish a “warm zone.” The fifth officer on scene will assume command and establish a staging area for additional resources. This allows for the officers inside to focus on the threat and establish an effective warm zone.

The goal of the warm zone is to establish a safe area where members of law enforcement and fire teams will muster and move victims to safety and treatment as soon as possible.

All CRPD officers have received this training in both the classroom and scenario-based training and continue to periodically receive this training.

In short, the first law enforcement officer on scene addresses the threat. This is a key benefit of the SRO, as they are already present and have the ability to address the threat. They are also able to provide valuable information to the responding officers arriving on scene.

13. What is CRPD data sharing time? How long does the district need to wait to receive SRO call data?

Our agreement is that we should receive the data at the end of the month. We usually receive it 7 to 10 days after the month is over. It would be great to move to real time data and have SRO's report the day they have a charge/arrest or diversion

14. Why has the police department been allowed to share information about all calls tied to a school address when some are reflective of traffic incidents, after hours trespassing, etc. Why were items that exist outside of the SRO duties included? This was misleading and should have been identified as such.

Response from CRPD:

This was an oversight and we agree that calls for service don't always paint a clear picture, however, it's unlikely the numbers will change dramatically because the calls outside of school days and hours are limited.

We feel it's more important to look at the actual incidents that have occurred at the schools. Incident data is screened to make sure they occurred during school hours. Those are cases where a report and case number were generated by an officer. The reports usually have a victim who wants a report made.

15. Why was the CRPD, including SRO's, unavailable to work paid positions for Washington High School post prom celebration? It does not reflect well on dedication to students. Marion PD supplied WHS post prom service.

Response from CRPD:



It is our understanding that the Washington post prom celebration was at the CR Bowling Center. The facility is in Marion and patrolled by Marion PD. We don't regularly work extra jobs in other jurisdictions unless specifically asked by the governing agency (in this case, Marion PD).

16. Do Community Partners such as Foundation 2, Tanager and Kids First have the ability to expand support services to our students? Can we have them in to talk about what programs they can provide or expand?

Yes - Tanager has a three year plan for expansion of services as well as programs they will be piloting this year:

1. Brain Health Relaxation Rooms staffed with Brain Health Liaison which is similar to a social worker. They provide tier 1 interventions.

2. BHIS (behavioral health intervention services) workers working in collaboration with Therapists for behavior based skill building

Caseload of 15-18 students they serve for 6-12 months at the cost of \$5,000 per BHIS worker.

17. Can we have reps from all BSU's speak to us about their perspective, since the students brought this issue to us in the first place?

If the board is interested in this, we can work with the BSU and have students speak on their perspectives in the future.

18. Can someone from ReSET speak to us about community perspective?

We could always have community partners present at some point in the future.

19. Are we doing any planning in the event that SROs are eliminated?

We are focused on systems and continuous improvement, as demonstrated by the goals and data that has been shared throughout the 2021-22 school year. We have replacement and/or supplemental strategies that include an expansion of mental health services as well as pilot programming around BHIS workers and brain health relaxation rooms. These are evidence and research based strategies that have a greater impact on school safety and student well being.

We have also worked with other districts who do not have SRO's on what strategies they have in place for meeting the safety and security of students and staff. Below is a document that provides an overview of the supports Des Moines put in place. Some of the positions they hired included campus monitors and restoration and safety coordinators.

[W SRO in DMPS Draft Replacement Plan 2.9.21.docx](#)

[https://docs.google.com/document/d/16WlrN70xDgel\\_3-eRK71Dw2tgrvoTwcr/edit](https://docs.google.com/document/d/16WlrN70xDgel_3-eRK71Dw2tgrvoTwcr/edit)

We also provided a replacement strategy for Roosevelt and McKinley when SRO's were removed and added an engagement specialist at each building to support the students and staff. McKinley also has access to a trained restorative practitioner in their building each day.

20. Des Moines removed SROs. What are they replacing them with? And can we get any feedback from them?

We have met with Des Moines leadership and talked to them about their process. We also talked to some of their students as well as school staff.

Des Moines has a restorative structure now in place. Below is a document that provides an overview of the supports Des Moines put in place for all three tiers of support including community building and prevention, restoration, and diversion. Some of the positions they hired included campus monitors and restoration and safety coordinators.

[W SRO in DMPS Draft Replacement Plan 2.9.21.docx](#)

[https://docs.google.com/document/d/16WlrN70xDgel\\_3-eRK71Dw2tgrvoTwcr/edit](https://docs.google.com/document/d/16WlrN70xDgel_3-eRK71Dw2tgrvoTwcr/edit)

21. Based on the data provided by CRPD two hours before the board meeting, they are responding to calls at our middle schools that the SROs are not involved with. Is that a correct interpretation? They show a total of 51 calls that CRPD responded to at middle schools while 7 SROs responded to only 33 calls. This data would perhaps indicate SROs are less effective than regular CRPD officers?

Response from CRPD:

Inferring "*SROs are less effective than regular CRPD officers*" based on a snapshot of total calls for service is not an accurate picture. It minimizes the important work carried

out by SROs. The real work of an SRO happens when they are not responding to calls in the schools. This is not something that can be measured.

Patrol Officers provide rapid response services when called but (unlike SROs) their ability to address long-term behavioral issues commonly associated with school calls is limited. CRPD officers on routine patrol have responded to the middle school calls. There are a variety of reasons why patrol officers would respond including: the nature of the call, is it an emergency or does time allow for calls to be made to get an SRO to the school. SROs covering multiple locations may have been busy in another school or already dealing with other issues requiring backup or substitution by a Patrol Officer.

It's also important to remember, in response to issues at both Washington and Jefferson the floater SROs were assigned to those schools at the District's request for months.

22. When queried about what the day looks like for a floater SRO, we were told that 6 weeks are taken up by training in buildings. What do the other 30 weeks look like? Building relationships was mentioned. Can those relationships be built by other trusted adults with training specific to children's social and emotional Wellness?

SRO's assist with is run, hide and fight training for staff members and lock down drills when requested. The run, hide, fight schedule with dates and times is linked below and accounts for 30 to 60 minutes at each building. Building SRO's performed this training for their buildings and the floaters did the training for most of the other sites. For this upcoming year, we are embedding all the staff training around run, hide and fight into the staff professional learning days prior to the start of the school year, so all this training will happen within the first 4 days of professional learning.

 Run.Hide.Fight.xlsx

[https://docs.google.com/spreadsheets/d/1azHNLaOVEil3Ss-kc\\_L6ziWJ4WnYeY-S/edit#gid=2115806101](https://docs.google.com/spreadsheets/d/1azHNLaOVEil3Ss-kc_L6ziWJ4WnYeY-S/edit#gid=2115806101)

23. Have we thought about- why SROs are being used instead of other professionals that are both trauma-informed and have educational degrees and licensure in dealing with crisis intervention such as social workers and mental health professionals?

We have thought about the question a lot and researched best practices as well as reflected on what supports and services best align with our values, beliefs and goals as a system. Our goal is to find the most effective means for supporting our student and staff needs, that are rooted in evidence, at the most cost effective rates so we can have as many services as possible.

Services - Approximate Cost to District
SRO - \$70,000.00
Therapist - \$15,000.00
BHIS (behavioral health intervention services) Worker - \$5,000.00
Restorative Practitioner - \$30,000.00
Hall Monitor - \$30,000.00
Engagement Specialist - \$45,000.00

24. Why were community professionals that are working in our school that deal with social-emotional issues not surveyed?

We surveyed students, staff, and parents.

We have found that many of our community partners do not want to talk publicly about other partners or supports and they also don't want to publicly give their opinion on a divisive issue that could generate a lack of support for their programming.

We could work to include providing them with our perception survey in the future.

25. Why were BSU's not included in the development of the survey questions?

Survey questions were created last year. This was done with feedback from the BSU's as well as feedback from CRPD and CRCSD staff. The purpose was to ask questions that were in alignment with the stated purpose of the program (NASRO Triad Model). Using the BSU concerns related to student perception and law enforcement's emphasis on relationships and role modeling we felt these questions best addressed those pieces. We did not want to change the survey questions this year because that would prevent us from collecting longitudinal data. Further, our purpose for the SRO program has not changed over the past year so we believed these were still the most applicable questions.

26. Floaters were assigned to middle schools and provided programming, why wasn't the Middle School administered the survey?

Floaters were not assigned to specific MS's, but assigned to provide assistance to any and all elementary and middle school's within our district. SRO's respond to requests for assistance, but it would be confusing for students, staff, and families who have little to no

contact with an SRO to provide feedback on how they perceive them. We believe this data would skew the survey results.

27. Have we spoken to Iowa City Schools to find out why they do not have SROs in their district?

We have spoken to Iowa City and discussed what they have in place for student and staff safety. We visited with them last summer on this topic and also reached out to them this summer and listed below is their response.

Iowa City's Response: Making some students and families feel more safe is no means to an end if all the while we are making other students and families feel less safe.

28. Why was the data from CRPD submitted 2 hours before the board meeting?

Response from CRPD:

The SRO issue is extremely important to the School District, CRPD, City leaders and the entire community. The City Council and City Manager, too, had asked for this data and we delivered as quickly as possible. The timing of its delivery was not tied to a deadline imposed by CRCSD.

We apologize the letter came to you with such short notice. Our intent was to ensure the School Board had an opportunity to review the data we planned to present to City Council on June 14<sup>th</sup> and the position of the City. In the future, we hope to have these conversations and data requests done by early May so future contracts can be done by late May.

29. Have we talked to principals in our district regarding SROs in their building? Are they strong supporters of SROs or do they need additional staff to assist with some of the behaviors that lead to fighting in our schools?

As a district, we have had conversations regarding SRO's in buildings. Our administrators are always looking for ways to best meet the social, emotional and behavior needs of our students. Administrators and staff have emphasized a desire for evidence based resources and supports that are aligned to our district values and beliefs.

30. Has the police department encouraged black and brown officers to consider being SROs?

Response from CRPD:

In April we had interested officers shadow with an SRO for a day. We want interested officers to get a feel for what this job really is. We have people of color interested in becoming SROs if there are openings in the future. Please keep in mind we currently have a minority SRO at Kennedy.

31. Have we considered hiring security staff instead of police officers in our schools? What would be the cost-saving to the district?

Yes, we have considered hiring security staff in our schools and we currently have campus security positions at our 3 HS's as well as a few of our MS's. These positions are paid at our para rates which come out to between \$15.00 to \$20.00 an hour.

We also have outsourced security officers at some of our HS's in the past at the rate of \$20 an hour.

32. Does the CRCSD receive information regarding SRO training on an ongoing basis to determine if the training is meeting our needs?

Response from CRPD:

All CRPD SROs are trained to standards set by the National Association of School Resource Officers (NASRO) , a nationally-recognized leader in school policing policies and practices. This training is above and beyond the standard required by CRPD for what you might consider "normal" duty officers. NASRO training is specific to SROs.

CRPD training records are maintained by-law in-house and sent to the law enforcement governing body of Iowa, the Iowa Law Enforcement Academy (ILEA).

During the '21-'22 school year, CRPD SROs partnered with your school staff and attended joint training together on at least 3 topics. This was a first in program history.

33. What does research tell us about the presence of an SRO and school shootings?

[ARTICLE 1](#)

[https://drive.google.com/file/d/1mf9JPYA5e7RswwxUiAZwzMrhz\\_w4ecdq/view](https://drive.google.com/file/d/1mf9JPYA5e7RswwxUiAZwzMrhz_w4ecdq/view)

[ARTICLE 2](#)

[https://drive.google.com/file/d/1Qg7r\\_h4cYgkPqgm\\_2M0SBKivhRePsAQp/view](https://drive.google.com/file/d/1Qg7r_h4cYgkPqgm_2M0SBKivhRePsAQp/view)

[ARTICLE 3](#)

<https://www.texastribune.org/2022/06/15/uvalde-school-officers-texas-shootings/>

[ARTICLE 4](#)

[https://www.edweek.org/leadership/these-districts-defunded-their-school-police-hat-happened-next/2021/06?utm\\_source=newsletter&utm\\_medium=email&utm\\_campaign=newsletter\\_axioslocal\\_desmoines&stream=top](https://www.edweek.org/leadership/these-districts-defunded-their-school-police-hat-happened-next/2021/06?utm_source=newsletter&utm_medium=email&utm_campaign=newsletter_axioslocal_desmoines&stream=top)

[ARTICLE 5](#)

[https://www.sentencingproject.org/publications/black-disparities-youth-incarceration/?utm\\_source=newsletter&utm\\_medium=email&utm\\_campaign=newsletter\\_axioslocal\\_desmoines&stream=top](https://www.sentencingproject.org/publications/black-disparities-youth-incarceration/?utm_source=newsletter&utm_medium=email&utm_campaign=newsletter_axioslocal_desmoines&stream=top)

[ARTICLE 6](#)

<https://kinder.rice.edu/urbanedge/2020/07/22/many-cities-are-rethinking-police-what-are-alternatives>

[ARTICLE 7](#)

<https://files.eric.ed.gov/fulltext/ED608041.pdf>

[ARTICLE 8](#)

<https://www.aclu-ia.org/en/news/cops-dont-belong-schools#:~:text=A%20recent%20ACLU%20national%20report,percent%20of%20our%20nation%27s%20schools>

34. Can you please provide a day in the life of an SRO perspective.

Response from CRPD:

The following is written by the two floater SRO's.

For the last school year, starting in November 2021, Officer Deutmeyer was based at Washington High School and Officer Larson was at Jefferson High School. We were requested to assist mainly at these two schools due to the uprise in student behaviors.

For us, the transition was almost seamless as we had already built relationships and trust with many of those students because the prior six years, Officer Deutmeyer was the SRO at McKinley and Officer Larson was the SRO at Roosevelt.

Before we were assigned to a specific high school, we were handling calls or requests at the middle school or elementary school level through the Cedar Rapids Police Department's substation located downtown Cedar Rapids.

At the high school level, we assisted the assigned SRO or their administration with any special requests. A few examples: the SRO might be out of the building for one reason or another, there was a possibility of an altercation where extra police presence was necessary, or the SRO was occupied with another situation so we stepped in to assist on another unrelated issue. Outside of police work we began to build new relationships with students and staff, the basis of our work.

As we continued our work within our high schools, we were fielding calls from our supervisors to assist other schools within the District to our respective assigned side of town. Officer Deutmeyer is assigned East and Officer Larson is assigned West. This entailed any request that came from the ELSC, mainly Deputy Superintendent Kooiker or Adam Zimmerman.

We responded to specific schools that had definite needs for a police presence that was not an emergency. Most of these issues were school threats of some degree, physical altercations, thefts, drugs, or parent concerns.

We conducted training with the entire CRCSD staff, excluding the ELSC, the Run, Hide, Fight curriculum. We assisted any building principal that requested us for lock down drills. We were also called or emailed by parents, staff, administration (school or CRPD), daily regarding issues. Some were handled by phone, others had to be handled by physically going to the buildings.

Every day is unique...it's fluid. No day is like yesterday. Some days are busier than others. On those "slow" days, we get to be proactive by building relationships, getting out and communicating, educating, mentoring, listening, loving, and being present with the students and staff who were sworn to protect. Other days we're busy with diversions, restorative meetings, parent concerns, phone calls, emails, training, and admin meetings.

35. What role does CRCSD have from a building leadership and student feedback perspective, to select SRO's, provide feedback, and replace ineffective SRO's? I understand the SRO is an employee of the CRPD and not CRCSD, but can we or do we have a shared responsibility in the selection of the resource and how can we replace an SRO that does not make our students feel safe?



Response from CRPD:

We already include School District personnel on the interview panels when hiring SROs. These interviews are scored. School administrators representing the proposed SRO's assigned school are on the panel. Together, we select the SRO who best fits the needs at that facility. That collaborative process has been used since its inception.

Within the SRO contract there is an outlined procedure for the removal of an underperforming SRO. Police commanders solicit input from school administrators every October for the SRO annual employee appraisal. We have not ever had an ineffective SRO that we had to replace.

In direct reply to the final part of this question, the removal of an SRO is specifically addressed in section VIII of the October 25, 2021 version of the School Resource Officer Program contract between the City of Cedar Rapids and Cedar Rapids Community School District.

The Cedar Rapids Police Department values the relationship it shares with the Cedar Rapids Community School District, the students, staff and families we strive to serve and protect. It is our sincere hope to continue a strong, positive and beneficial partnership with all of our community partners in the SRO program.

We believe strongly in the effectiveness of the SRO program and the positive outcomes that continue to be seen and felt from its influence every day.

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35. What role does CRCSD have from a building leadership and student feedback perspective, to select SRO's, provide feedback, and replace ineffective SRO's? I understand the SRO is an employee of the CRPD and not CRCSD, but can we or do we have a shared responsibility in the selection of the resource and how can we replace an SRO that does not make our students feel safe?

Response from CRPD:

We already include School District personnel on the interview panels when hiring SROs. These interviews are scored. School administrators representing the proposed SRO's assigned school are on the panel. Together, we select the SRO who best fits the needs at that facility. That collaborative process has been used since its inception.

Within the SRO contract there is an outlined procedure for the removal of an underperforming SRO. Police commanders solicit input from school administrators every October for the SRO annual employee appraisal. We have not ever had an ineffective SRO that we had to replace.

In direct reply to the final part of this question, the removal of an SRO is specifically addressed in section VIII of the October 25, 2021 version of the School Resource Officer Program contract between the City of Cedar Rapids and Cedar Rapids Community School District.

The Cedar Rapids Police Department values the relationship it shares with the Cedar Rapids Community School District, the students, staff and families we strive to serve and protect. It is our sincere hope to continue a strong, positive

and beneficial partnership with all of our community partners in the SRO program.

We believe strongly in the effectiveness of the SRO program and the positive outcomes that continue to be seen and felt from its influence every day.

# School Resource Officer (SRO) Summer 2022 Perception Data

June 30, 2022

# Program Goals

Our goal is to :

- 1) Create an environment where all students feel safe and supported
- 2) Instill in all students and staff a sense of belonging
- 3) Educate and teach students about appropriate behaviors and responses through a restorative and trauma informed lens

# Panorama Survey Response Rates

<b>Survey</b>	<b>Total in Population</b>	<b># of Responses</b>	<b>Response Rate</b>
High School Students	4836	762	16%
High School Staff	602	272	45%
High School Families	4836	801	17%

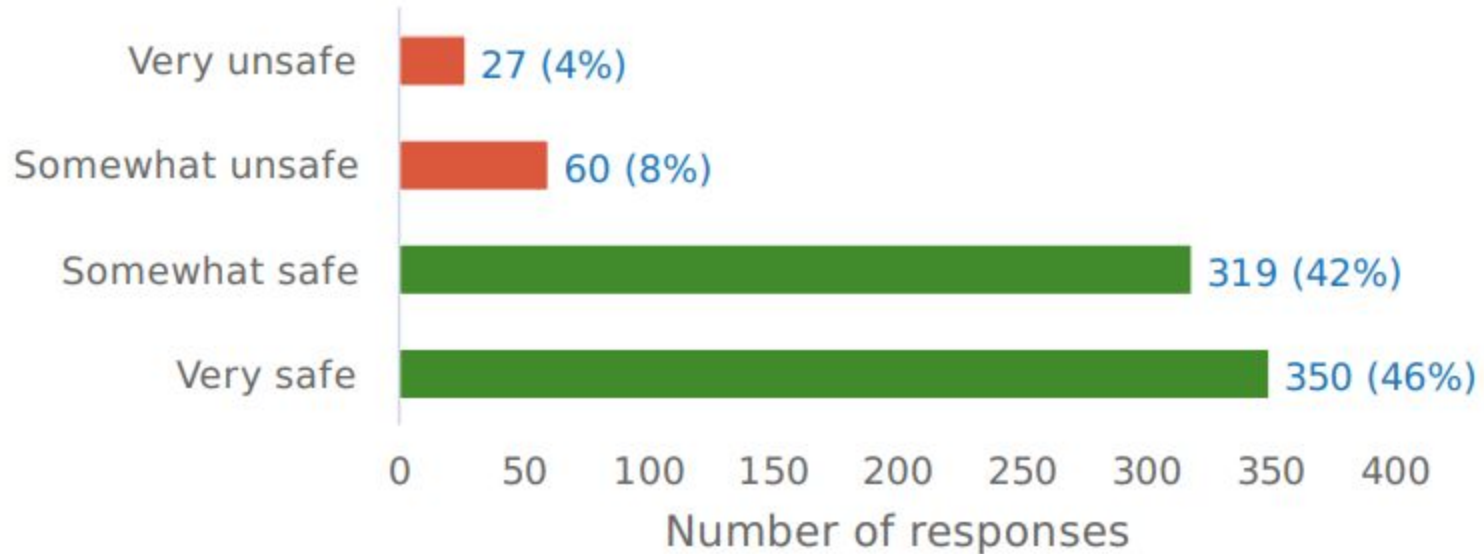
# Student Data

## Comparison of HS Response Rates 20-21 vs 21-22

Year	High School Enrollment	# of Responses	Response Rate
20-21	4792	1854	39%
21-22	4834	762	16%



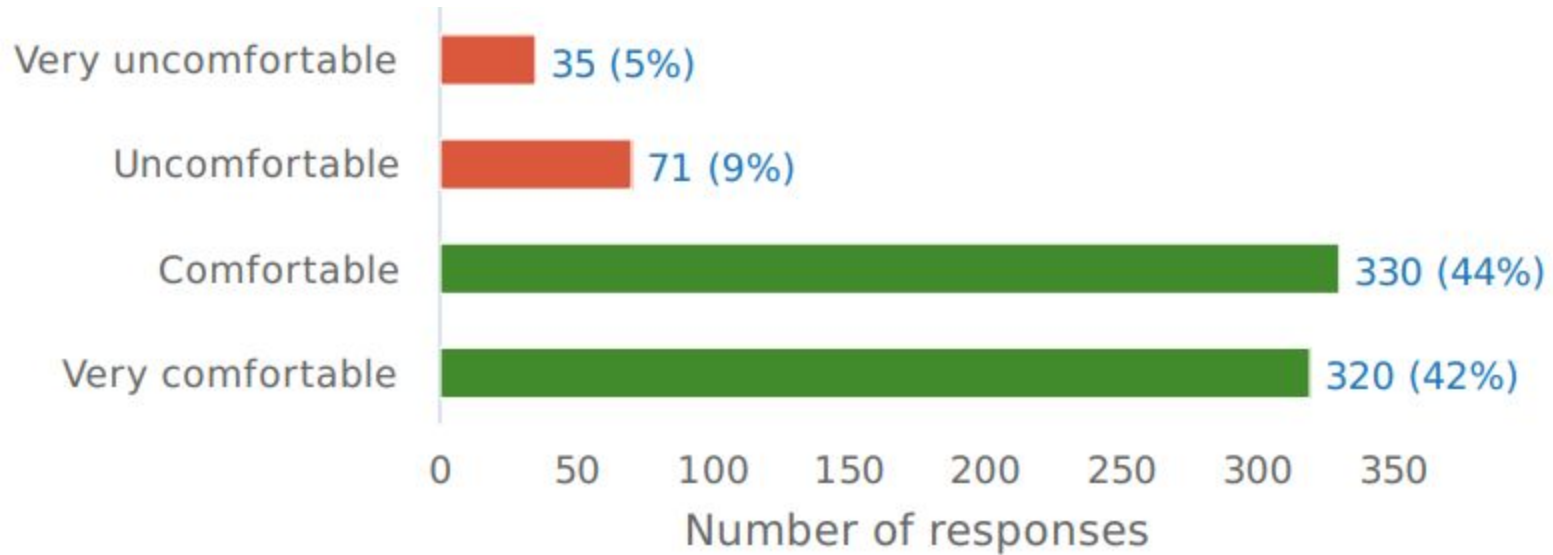
# Q1: How safe or unsafe do you feel having an SRO at your school?



# Q1: How safe or unsafe do you feel having an SRO at your school? (Percent favorable by race)

Race	Percent Favorable
Black	82
Hispanic	89
Two or More Races	80
White	90

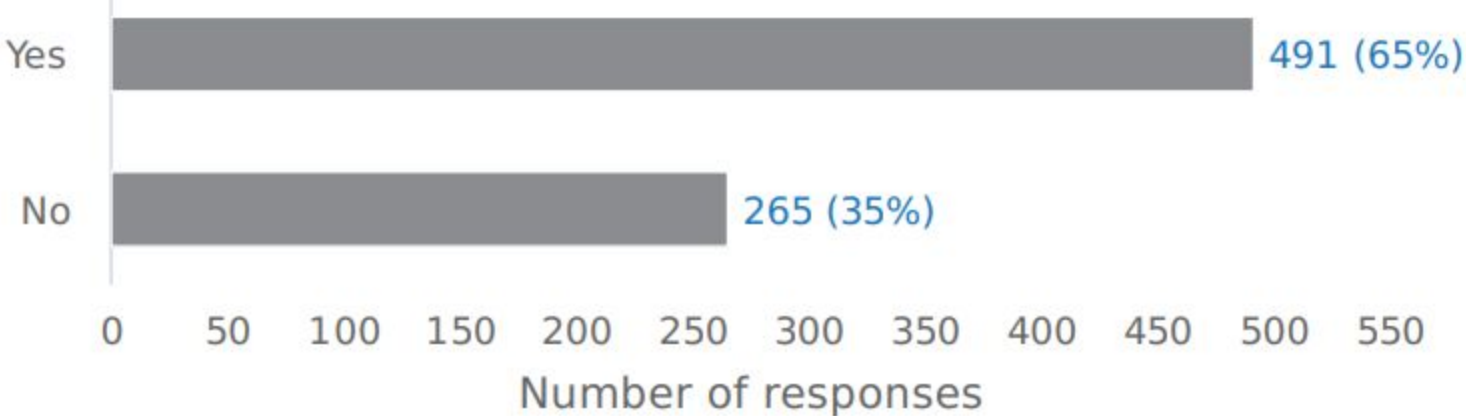
## Q2: What is your level of comfort being around your school resource officer?



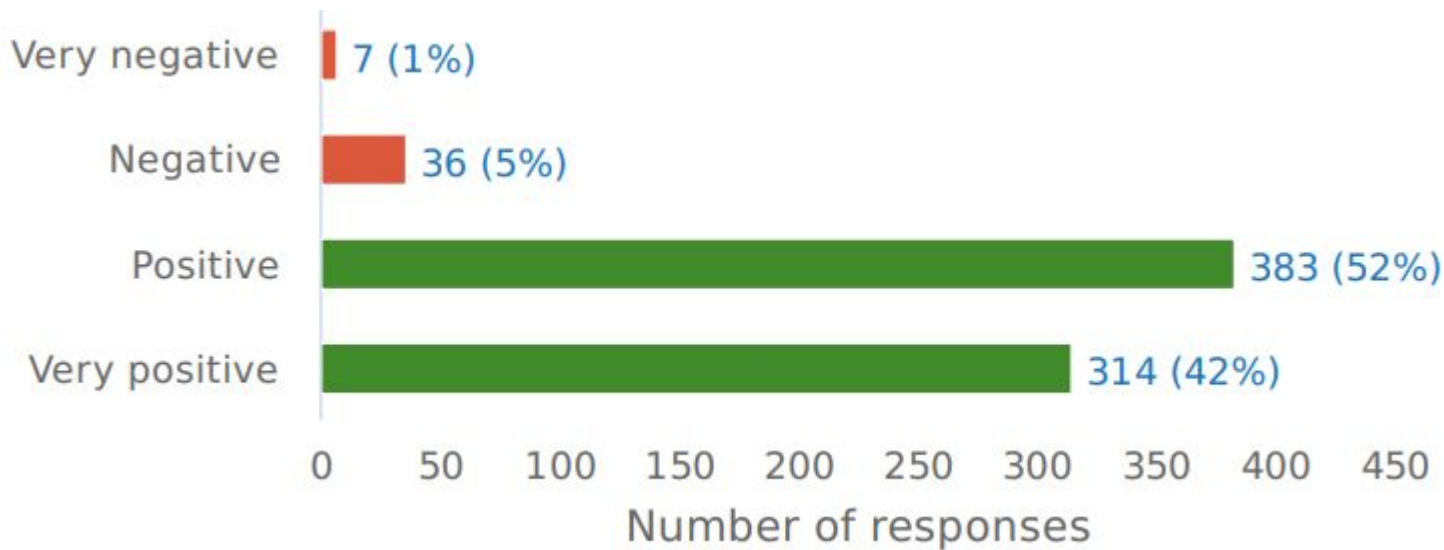
## Q2: What is your level of comfort being around your school resource officer? (Percent favorable by race)

Race	Percent Favorable
Black	84
Hispanic	85
Two or More Races	75
White	87

# Q3: I have had interactions with our SRO?



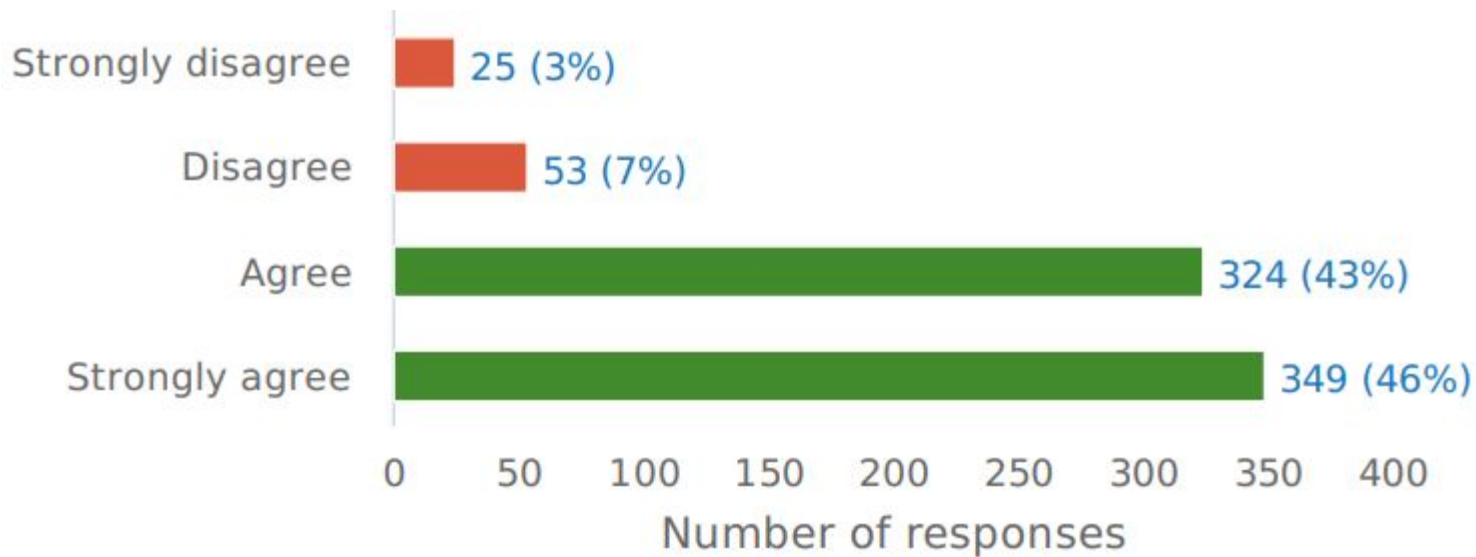
# Q4: How positive or negative have your experiences been with the school resource officer at your school?



# Q4: How positive or negative have your experiences been with the school resource officer at your school? (Percent favorable by race)

Race	Percent Favorable
Black	88%
Hispanic	89%
Two or More Races	89%
White	96%

# Q5: Does the SRO serve as a positive role model at your school?





# Q5: Does the SRO serve as a positive role model at your school? (Percent favorable by race)

<b>Race</b>	<b>Percent Favorable</b>
<b>Black</b>	<b>82%</b>
<b>Hispanic</b>	<b>91%</b>
<b>Two or More Races</b>	<b>76%</b>
<b>White</b>	<b>92%</b>

# Staff Responses by Building

School	# of Response
Jefferson	81
Kennedy	83
Metro	24
Polk	20
Washington	64

# Staff Perception Data - Represents 45% of Staff

Question (Staff)	Percent Favorable
How physically safe do SRO's make students feel?	94%
How do SRO's affect the relationship between students and police?	97%
How do SRO's make students feel at school?	95%
How would you rate your personal experience with the SRO in your school?	96%
Do you feel SRO's are needed in our schools?	94%

# Family Responses by Building

School	# of Responses
Jefferson	205
Kennedy	378
Metro	21
Polk	10
Washington	187

# Family Data - Represents 17% of Families

Question	Total Percent Favorable
How physically safe do SRO's make students feel?	94%
How do SRO's affect the relationship between students and police?	94%
How do SRO's make students feel at school?	92%
How would you rate your personal experience with the SRO in your school?	95%
Do you feel SRO's are needed in our schools?	94%

# Family Data by Race (Percent Favorable)

Question	Black	Hispanic	Two or More	White
How physically safe do SRO's make students feel?	91%	96%	92%	94%
How do SRO's affect the relationship between students and police?	93%	83%	91%	95%
How do SRO's make students feel at school?	84%	79%	87%	93%
How would you rate your personal experience with the SRO in your school?	95%	86%	95%	96%
Do you feel SRO's are needed in our schools?	93%	80%	93%	94%