North Carolina
School Resource Officer Survey
North Carolina Department of Public Instruction

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2018 North Carolina School Resource Officer Survey

SRO Survey Abstract:

The North Carolina Center for Safer Schools was tasked with conducting a survey of the state’s school resource officers (SROs). The information was gathered by anonymous surveys and will be used to help identify potential needs such as funding and training advancements for SROs. About one third of North Carolina’s SROs responded to the survey.

Background:

School resource officers (SROs) are law enforcement officers who are assigned to work within the school setting. Officers have the jurisdiction to make arrests and conduct investigations on school grounds, however these duties account for only a fraction of the functions they perform. The SRO program is a vital part of any department’s community policing philosophy, beginning with the trust that students gain by interacting with an officer. Such 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. SROs not only provide a level of deterrence on the school campus, but they also assist 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 youth and have a desire to work with school-aged children and youth. They should also be comfortable working in school environments where they will work independently with little to no supervision and where school administration may not fully understand their sworn responsibilities to their sheriff or chief of police. Although they work on a school campus, their primary role is that of a law enforcement officer who uses professional discretion and recognizes the differences between school policy and state law. This discretion is necessary to eliminate unnecessary law enforcement contact with students. The SRO should not be involved in the enforcement of any school policy. Using discretion to either act or observe helps lessen any threat that might be felt by school administrators due to the SROs presence. It is also vital for school administrators to properly utilize the SRO. Schools and school systems generally deal with the 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 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--to gain rank, senior status, and the salary that such rank provides. An officer who desires to continue as an SRO for more than a few years may lose the opportunity to move up in their agency ranks. This dilemma may prevent many officers who are highly effective in the school setting from remaining as SROs. However, some agencies recognize the advantages of having professional officers that can remain in specific assignments for extended periods and allow for rank and command progression within those roles.

Research Methodology:

In December 2017, the Center for Safer Schools contacted the superintendents in all local education agencies (LEAs) and charter schools across North Carolina requesting that they send the survey directly to the SROs serving in their schools. In February 2018, the survey was closed. Out of an estimated 1,200 SROs in the state, 456 responses were received, nearly double the previous number of survey responses that were compiled in 2015. Some survey respondents skipped questions, resulting in data differences from question to question.

Profile of NC SROs:

Survey results indicate that SROs are predominantly male (77% male/23% female). While all have a high school diploma, only 22% reported having a 4-year degree and 5.7% reported having a master’s degree. Most SROs reported being employed by sheriff’s departments (65%), while a smaller fraction (31%) were employed by police departments, and a still smaller fraction (4.3%) were employed by a school system special police department. When asked if their position was funded as a part of the 2013 elementary and middle school SRO grant, 18% responded yes. The 2013 grant position only provided funds for 210 SROs statewide.

Sheriffs and police chiefs are very cognizant that they should place a SRO with extensive experience in schools. Over 25% of survey respondents reported having been an officer for more than 20 years, while 26% of respondents reported having been a sworn law enforcement officer for 13 to 20 years. Many officers appear to be new to the SRO position as 31% reported having been in the position for only one to three years, and 28% reported having been an SRO for four to seven years.

A best practice recommended by the Center for Safer Schools to sheriffs and police chiefs is assigning only officers who desire to serve in the role of SRO. Survey results revealed that 74% of respondents requested to be placed as SROs compared to 26% being assigned to the position. Another best practice is to have SROs attend the Basic School Resource Officer Training. While it is still not mandatory at this time that an officer attend this training, most departments require it,
usually within a year of the officer being assigned to a school. Survey responses showed that 86% of respondents have attended this training. NC Justice Academy also teaches an Advanced SRO training program. This is also not required, but 26% of respondents reported that they had attended this training.

The mental health of students is a paramount concern, and it is important for SROs to be able refer students to a mental health resource. 23% of respondents reported to have attended training in Mental Health First Aid, and 15% reported receiving the Mental Health for Youth certification. Crisis Intervention Training (CIT) has been provided to law enforcement for many years now. 66% of survey respondents reported being CIT-certified. Another 17% reported having attended the CIT for Youth class that the Center for Safer Schools is piloting.

In addition to yearly department-wide mandatory training that officers attend to keep their sworn certifications, SROs may attend the NC Association for School Resource Officers (NCASRO) Conference for additional training. 27% responded that they attend this week-long training every year, while 9% reported that they attend in alternating years. Training for an SRO is difficult in that when SROs are out of the school, they may be called on to work patrol or other departmental assignments. This may preclude them from attending training in the summer months when school is traditionally out or on other extended breaks such as holidays or school workdays.

The survey asked SROs about their schools’ lockdown drills and school safety practices. Obviously, the safety of the students and teachers are paramount, and we wanted a glimpse into current practices throughout the state. A resounding 95% of SROs surveyed reported that their school conducts a lockdown drill every year. The NC General Statute was updated in 2015 to address this. 93% of these drills are performed with students on campus. As a direct result of changing the statute in 2015, schools are becoming more cognizant of their emergency plans and update them on a regular basis. 89% of SROs surveyed reported that their school emergency plans have been updated within the past two years.

Despite the potential for sudden emergencies in schools, it should be noted that many agencies still assign more than one school to their SROs. Although 54% are assigned to only one school there are nearly 14% assigned to five schools or more. Having any single SRO assigned to more than one school can reduce effectiveness in all the schools.

Survey responses were received from SROs in all types of schools. 50% of respondents reported working in high schools, while 48% reported working in middle schools and 43% reported working in elementary schools.

One of the most effective ways for an SRO to interact with the student body is to become involved in the school in an outside role. Although 62% stated that they did not perform any outside functions other than law enforcement, 37% stated that they coached a sport, helped with the music program, drove activity buses or mentored a club of some sort.
1. **GENERAL BACKGROUND QUESTIONS**

The first series of questions (Q1 – Q4) were aimed at determining the general characteristics of the SRO—gender, age, race and level of education.

**Q1 Your Gender**

![Gender Distribution Chart]

**Q2 Your Age**

![Age Distribution Chart]
Q3 Your Race or Ethnicity

- Hispanic
- Black
- White
- American Indian
- Asian

Q4 What is the highest level of education you have completed?

- High School Diploma or...
- 2-year Vocational...
- 4-year Degree (B.S., B.A.,...)
- Master's Degree or...
School Resource Officers in North Carolina that responded to the survey have an average age of 42 years. As seen in the graph for Q2, 39% of respondents reported being in the 40-49 age range. As seen in Q3, 79% of survey respondents were white, 15% were black, and 3% were Hispanic. Q4 shows that 40% of respondents reported having high school diplomas only, 32% reported having an Associate’s degree, 23% reported a 4-year degree, and 5% reported a Master’s degree or higher. Most departments across the state are putting an emphasis on college education for promotional opportunities.

2. **AGENCY AND FUNDING INFORMATION**

This series of questions (Q5 – Q9) seeks to obtain information about who the SRO is employed by, funding sources for the position, and how many years the SRO has been a sworn officer. It also asks how many years the respondent has served as an SRO and whether the position was requested or not.

**Q5 Which type of law enforcement agency do you work for?**

![Bar chart showing the distribution of agencies where SROs work. The largest category is the Sheriff’s Office, followed by Police Department, School System Police Agency, and Private Contracted...]

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%
Q6 Is your position a grant funded position from Department of Public Instruction?

Q7 How many years have you been a sworn law enforcement officer?
As seen in Q5 above, 64% of respondents reported being employed by a sheriff’s department, while 31% reported being employed by city or town police departments. A small fraction (4.3%)
reported being employed by a school system police department or special police department. The nation is seeing an increase in special police departments. While the job is inherently the same, a school system police officer will fall totally under the policies of the school system and may be utilized in non-traditional police functions such as enforcing school policy.

In 2013, the NC General Assembly provided a $7 million grant to fund elementary and middle school SRO positions throughout the state. There were 210 SROs employed under this recurring grant. Responses to Q6 indicate that 18% of survey respondents’ positions received funding from this grant.

Departments statewide seem to be using more experienced officers in the SRO role. As seen in the graph for Q7 on p. 8, nearly 26% of officers surveyed reported 20 or more years as a sworn officer, while another 26% reported 13-20 years. The graph for Q8 shows that 31% of respondents have been in the SRO position for one to three years, and 28% have been an SRO for four to seven years.

As seen in Q9, 73% of respondents reported that they requested to be placed in the SRO role, while 26% were assigned to the role. The Center for Safer Schools believes it is important to place officers that want to serve in this role and have a passion for making the difference in the lives of children and young adults.

3. TRAINING AND CONTINUING EDUCATION

Training and continuing education continue to be very important in the development of a highly qualified SRO. While training opportunities may be scarce in certain jurisdictions, all SROs are encouraged to continue learning. Questions 10-16 explore SRO training experiences and opportunities.
Q10 Have you completed the NC Justice Academy’s Basic SRO training program?

Q11 Have you completed the NC Justice Academy’s Advanced SRO training program?
Q12 Have you completed any other SRO specific training? If yes, can you list a few under other?

Q13 What kind of training would you like to see that would benefit you the most as a SRO?

There were 588 responses. Listed are the most popular topics.

Crisis Intervention
Active Shooter Training
Solo Active Shooter Training
Gangs
Police Law Institute (PLI)
Crisis Intervention Teams Youth (CITY-Y)
Juvenile Law
Communication with Youth
Social Media Updates
Many SROs stated that they desired equality in opportunities for training. During the summer, many or most SROs are placed back on patrol to cover for other officers that need to go to training resulting in little to no time for the SRO to attend conferences or other training only held in the summer months.

Q14 Have you completed Crisis Intervention Team (CIT) training?

Q15 Have you completed any of the following trainings? (Check all that apply.)
Basic SRO Training is taught by the NC Justice Academy and is the first building block in educating a SRO to perform in this role. While it is considered a best practice to send a newly assigned SRO to this 40-hour training, it is not required. It appears that most departments do send their officers. As seen in the responses to Q10 on p. 11, above, 86% of respondents reported attending this training. The NC Justice Academy also offers an Advanced SRO training where SROs can attend another 40-hour class to further their knowledge and build upon previous training. As found in the responses to Q11, 26% of respondents reported attending this training.

Responses to Q14 and Q15 revealed participation in specific types of training considered valuable to SROs. 23% of respondents reported to have attended training in Mental Health First Aid, and 15% reported receiving the Mental Health for Youth certification. Crisis Intervention Training (CIT) has been provided to law enforcement for many years now. 66% of survey respondents reported being CIT-certified. Another 17% reported having attended the CIT for Youth class.

The NC Association of School Resource Officers puts on a training conference every summer in the state. Responses to Q16 revealed that 27% of respondents attend the conference every year, while 9% attend in alternating years.
4. **SCHOOL SAFETY PRACTICES**

The SRO plays a vital role in school safety in the school in which they are assigned. They work closely with school administrators in planning for emergencies. Questions 17-19 explored school safety practices.

**Q17** Does the school at which you are primarily assigned conduct a lockdown drill during the school year?

**Q18** What type of lockdown drill is practiced? (Check all that apply.)
Legislation requires the practice of rehearsing school lockdowns in all public schools at least once a year, and it is strongly recommended that charter schools do the same. The SRO play a vital role in these drills. NCGS 115C-105.49 states that “at least once annually, each principal and other applicable school officials shall hold a full school-wide table top exercise or drill, including a school lockdown due to an intruder on school grounds.” As seen in the responses to Q17 on p. 15, above, 95% of survey respondents reported that their schools do perform these drills. As seen in Q18, 93% of respondents reported that their schools perform the drills with students on campus. Also, 42% of respondents reported that their schools are performing round table discussions about critical incidents in their schools. While it is hard to perform lockdown drills at lunch and after school activities, schools are becoming more cognizant that these times are often when schools are attacked. These discussions are important in becoming better able to mitigate or prevent these events. Schools are also understanding the need to keep their plans updated as well. Responses to Q19 above indicate that 89% of respondents work at schools that have updated their Emergency Response plans in the last two years.
5. SRO PLACEMENTS AND EXTRA-CURRICULAR ACTIVITIES

This set of questions (Q20 – Q28) sought to detail how the SROs were distributed among the school districts and types of schools in North Carolina.

Question 20 asked SROs to identify their school district (LEA). 422 respondents answered this question, while 34 did not. Responses were received from 69 LEAs and four charter schools. The table below shows the number of survey responses received from each LEA.

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<th>Responses</th>
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<td>Henderson County Schools</td>
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<td>Pender County Schools</td>
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<td>Perquimans County Schools</td>
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<td>Person County Schools</td>
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<td>Wilson County Schools</td>
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<td>Winston Salem/Forsyth County Schools</td>
<td>19</td>
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<td>Yadkin County Schools</td>
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No identified responses were received from the 46 LEAs displayed in the table below.

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<th>LEAs Not Responding to Survey</th>
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<td>Hertford County Schools</td>
<td>Whiteville City Schools</td>
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</table>
Q21 How many schools are you primarily assigned to as an SRO?

Q22 What type of school(s) are you assigned as an SRO? Select all that apply.
Q23 How many students are there in the school which you are primarily assigned?

Q24 How many SROs are assigned to your school?
Q25 Does your agency have a memorandum of understanding (MOU) that details the SRO and school administrators responsibilities?
Q26 When you are absent from school, who serves as your backup SRO?
Q27 Do you perform other duties at the school outside of your official SRO duties such as coach a sport or mentor a school club? If yes, please list them.

While it is ideal to have SROs assigned to one school, many jurisdictions require their SROs to cover multiple schools. This can present issues of effectiveness. If you have an SRO that is mainly

Q28 Of the hours of non-SRO duties that you perform each week, how many are unpaid?

While it is ideal to have SROs assigned to one school, many jurisdictions require their SROs to cover multiple schools. This can present issues of effectiveness. If you have an SRO that is mainly

While it is ideal to have SROs assigned to one school, many jurisdictions require their SROs to cover multiple schools. This can present issues of effectiveness. If you have an SRO that is mainly
assigned to a high school but also to two or three elementary schools, the SRO visibility at those elementary schools will be low. As seen in Q21, 54% of the SROs that responded to the survey were assigned to 1 school, but there were 14% that were assigned to 5 or more schools. The responses to Q22 indicate the types of schools to which SROs were assigned. 50% of those surveyed were assigned to high schools, while 47% were at the middle schools and 43% were at elementary schools.

Departments strive to keep the ratio of officers to citizens at about 1:1000. This ratio is extremely hard to maintain as school populations rise and departments suffer turnover. Departments and schools alike have the same issue. As seen in the responses to Q23, 20% of those surveyed have student populations of 1,500 or more students. Responses to Q24 indicate that only one SRO is assigned at about 85% of schools. Only 1% of respondents worked at schools with more than three SROs assigned.

It is important to the overall success of the SRO program that departments and schools maintain a Memorandum of Understanding or MOU that details the SROs and the school’s responsibilities. SROs should strive every day to build a positive working relationship with the schools where they work. Schools should understand how to best utilize their SROs. As seen in Q25, 75% of those surveyed had active MOUs in place. In forming these partnerships, SROs have increasingly stepped outside their normal roles and have coached sports or otherwise been involved in their school. As seen in the responses to Q28, 57% of SROs reported donated services in non-SRO roles such as a coach or a club mentor. 13% of respondents reported donating 15 or more hours each week.

6. **CRIMES ON CAMPUS**

Q29 asked SROs which crimes have had noted increases on their campus this school year.
Three crimes that generally are reported at a high rate on campuses across the state are theft of property, assault, and drug possession. (Some assaults are also reported as fights.) As seen in Q29 responses above, the category of offenses with the most SROs noting recent increases was bullying incidents (48%), however bullying is not a crime considered reportable by the SRO. Larceny was noted for recent increases by 47% of SROs, followed by assaults at 37%. 114 of the survey participants chose not to answer this question.

7. SRO PERSPECTIVES

Question 30 provided space for respondents to submit up to three suggestions on how to “improve the job of School Resource Officers statewide.” There were 474 responses describing suggested improvements in a variety of areas, including
- Behavior of self, students, parents, school personnel, other officials
- State and federal laws, state and local policies and procedures
- School organizational structure, rules, programs, including school personnel training
- Resources, including number and placement of SROs, equipment, salary, training
- Perceptions of others, mainly school officials and public

Response categories were created, as seen in the box below. Subcategories then were created for each case of two or more closely related suggestions. (See the Appendix for a complete list of submitted suggestions.)

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<thead>
<tr>
<th>Suggestion Cluster</th>
<th>Count</th>
<th>Percent</th>
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</thead>
<tbody>
<tr>
<td>More or improved training for SROs</td>
<td>127</td>
<td>26.8%</td>
</tr>
<tr>
<td>Improvements in SRO attitude or behavior</td>
<td>52</td>
<td>11.0%</td>
</tr>
<tr>
<td>More SROs in schools or in specific schools</td>
<td>50</td>
<td>10.5%</td>
</tr>
<tr>
<td>More or better equipment, more secure facilities</td>
<td>42</td>
<td>8.9%</td>
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<tr>
<td>Suggested changes to laws or LEA/state policies</td>
<td>37</td>
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<td>Suggested training for teachers and/or administrators</td>
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</tr>
<tr>
<td>Suggested changes to school policies, procedures, programs</td>
<td>23</td>
<td>4.9%</td>
</tr>
<tr>
<td>Suggested changes to law enforcement agency policies, procedures</td>
<td>21</td>
<td>4.4%</td>
</tr>
<tr>
<td>Suggested improvements in principal performance</td>
<td>18</td>
<td>3.8%</td>
</tr>
<tr>
<td>Improvements in salary, promotion, other incentives</td>
<td>15</td>
<td>3.2%</td>
</tr>
<tr>
<td>Steps to change public perception of SROs</td>
<td>10</td>
<td>2.1%</td>
</tr>
<tr>
<td>Suggested state initiatives</td>
<td>9</td>
<td>1.9%</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>37</td>
<td>7.8%</td>
</tr>
<tr>
<td><strong>Total Suggestions</strong></td>
<td><strong>474</strong></td>
<td><strong>100.0%</strong></td>
</tr>
</tbody>
</table>

Each suggestion cluster will now be explored in more depth.

1. More or improved training for SROs (26.8%)

Many SROs responding to the survey expressed a need for more training overall or more training on specific topics. This category had the largest numbers of responses and may be further subdivided as shown in the box below.
More or more affordable training on specific topics | 55
More or improved training in general | 26
Mandate or allow attendance at state or national conferences | 14
More training experiences together with school personnel | 12
Local or summer training options | 10
More training on SRO duties in particular | 8
Have SROs trained prior to placement in schools | 2

The most popular suggested training topics for SROs are listed in the box below.

<table>
<thead>
<tr>
<th>Topic</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tactical response, active shooter</td>
<td>10</td>
</tr>
<tr>
<td>Communicating with students, mentoring</td>
<td>7</td>
</tr>
<tr>
<td>Mental health, exceptional children</td>
<td>6</td>
</tr>
<tr>
<td>Adolescent psychology</td>
<td>5</td>
</tr>
<tr>
<td>Drugs</td>
<td>4</td>
</tr>
<tr>
<td>Student diversity</td>
<td>3</td>
</tr>
<tr>
<td>Gangs</td>
<td>3</td>
</tr>
<tr>
<td>Social media</td>
<td>2</td>
</tr>
<tr>
<td>Annual legal update</td>
<td>2</td>
</tr>
<tr>
<td>Juvenile Justice CIT training</td>
<td>2</td>
</tr>
<tr>
<td>Other topics</td>
<td>11</td>
</tr>
</tbody>
</table>

2. **Improvements in SRO attitude or behavior (11.0%)**

This second largest cluster of suggestions involved changes in attitude or demeanor of the SROs themselves. Many of these were calls for all SROs to be more aware of students and school staff as individuals and work to improve communications.

<table>
<thead>
<tr>
<th>Topic</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Build relationships with kids</td>
<td>13</td>
</tr>
<tr>
<td>Be a better communicator with everyone</td>
<td>5</td>
</tr>
<tr>
<td>Be approachable</td>
<td>4</td>
</tr>
<tr>
<td>Create a better working relationship with principals and staff</td>
<td>4</td>
</tr>
<tr>
<td>Counsel and mentor students</td>
<td>3</td>
</tr>
<tr>
<td>Get to know parents</td>
<td>2</td>
</tr>
<tr>
<td>Get parents involved with school</td>
<td>2</td>
</tr>
<tr>
<td>Let students know you care</td>
<td>2</td>
</tr>
<tr>
<td>Other</td>
<td>17</td>
</tr>
</tbody>
</table>
3. **More SROs in schools or in certain schools (10.5%)**

Increasing the numbers of SROs was the third most prevalent suggestion. No subcategories were created for this category.

4. **More or better equipment, more secure facilities (8.9%)**

This category included suggestions related to the school facility or equipment used by SROs in their jobs. Thirteen submissions were general calls for improved school security and equipment. The others were suggestions for specific improvement. These are detailed in the box below.

<table>
<thead>
<tr>
<th>Suggestion</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Video surveillance system</td>
<td>5</td>
</tr>
<tr>
<td>Gun safes, access to rifles</td>
<td>4</td>
</tr>
<tr>
<td>More long guns, shotguns</td>
<td>3</td>
</tr>
<tr>
<td>Newer equipment</td>
<td>2</td>
</tr>
<tr>
<td>Body armor</td>
<td>2</td>
</tr>
<tr>
<td>Better vehicles</td>
<td>2</td>
</tr>
<tr>
<td>Other</td>
<td>11</td>
</tr>
</tbody>
</table>

5. **Suggested changes to laws or LEA/state policies (7.8%)**

This category was created to include suggestions that would require changes in state or federal law, changes to state agency policies, or changes to local board policies. These suggestions were so disparate that only a few could be grouped into subcategories, as seen in the box below.

<table>
<thead>
<tr>
<th>Suggestion</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Suggestions regarding DARE</td>
<td>5</td>
</tr>
<tr>
<td>Student reporting app or TIP line</td>
<td>2</td>
</tr>
<tr>
<td>Create alternatives to juvenile petitions</td>
<td>2</td>
</tr>
<tr>
<td>Uniform statewide SRO responsibilities</td>
<td>2</td>
</tr>
<tr>
<td>Need for MoU, SRO input on MoU</td>
<td>2</td>
</tr>
<tr>
<td>Other</td>
<td>24</td>
</tr>
</tbody>
</table>
6. **Suggested training for teachers and/or administrators (7.0%)**

As seen in the box below, many SROs indicated in the survey that school staff need more training to understand the role and responsibilities of the SRO in the school.

<table>
<thead>
<tr>
<th>Role of SRO</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Legal issues, e.g., &quot;reasonable suspicion&quot;</td>
<td>4</td>
</tr>
<tr>
<td>Attend SRO conferences</td>
<td>2</td>
</tr>
<tr>
<td>Other</td>
<td>6</td>
</tr>
</tbody>
</table>

7. **Suggested changes to school policies, procedures, programs (4.9%)**

The box below displays some of the suggested changes to school policies or proposed programs to be implemented.

| Conduct more searches for contraband, use dogs | 6   |
| Include SROs in school staff meetings         | 3   |
| Student cellphone use restrictions            | 3   |
| Drug abuse awareness sessions for students   | 2   |
| Other                                          | 9   |

8. **Suggested changes to law enforcement agency policies and procedures (4.4%)**

This category was created to include suggestions that would require changes in the law enforcement agency that employs the SRO.

| Improve selection of SROs                     | 8   |
| Allow casual dress instead of uniforms        | 3   |
| More support from, better communication with supervisor | 2   |
| Eliminate mandatory feeder school SRO visits | 2   |
| Encourage school visits by other law enforcement officers | 2   |
| Other                                          | 4   |
Of the eight suggestions for improving the selection of SROs, four were statements that SROs must like kids, while the other four indicated that years of experience and/or tactical experience were very important SRO qualifications.

9. **Suggested improvements in principal performance (3.8%)**

There were 18 suggestions regarding the performance of principals, as seen in the box below.

<table>
<thead>
<tr>
<th>Suggestion</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Don't use SROs for noncriminal infractions</td>
<td>4</td>
</tr>
<tr>
<td>Always report offenses to SRO</td>
<td>3</td>
</tr>
<tr>
<td>Other</td>
<td>11</td>
</tr>
</tbody>
</table>

10. **Improvements in salary, promotion, other incentives (3.2%)**

There were 15 suggestions related to salary, promotion, and other incentives. No subcategories were created for this category.

11. **Steps to change public perception of SROs (2.1%)**

There were ten suggestions in this area, with four of them related to public recognition of the importance of SROs and three of them related to clarification of the roles that SROs play in the schools.

12. **Suggested state initiatives (1.9%)**

Nine suggestions were grouped in this subcategory. Most of these suggestions would likely require a statewide initiative or increased state leadership to implement. They are detailed in the table below.

<table>
<thead>
<tr>
<th>Initiative</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Better coordination with Juvenile Justice, other agencies</td>
<td>3</td>
</tr>
<tr>
<td>Creation of SRO forum to exchange ideas</td>
<td>2</td>
</tr>
<tr>
<td>Monthly updates from other agencies</td>
<td>2</td>
</tr>
<tr>
<td>Other</td>
<td>2</td>
</tr>
</tbody>
</table>
Appendix: SRO PERSPECTIVES (Question 30 Responses)

Below are all responses to Q30, “What would you offer that could improve the job of School Resource Officers statewide?”

Training on special student populations.

Social Media Training

Casual dress rather than full patrol uniform

More SRO Specific training for what we at this level deal with.

More certified training

Recognition that the SRO position is a seriously needed position in education in NC

Attend SRO School prior to being assigned a school and working in a school.

Increase in pay!

More Training on active shooter, Gangs, and Drugs.

A SRO at every School not just High School and Middle School Sandy Hook right

More training for school staff to understand our job role vs administrative duties of school employees

More training

knowledge of how to communicate with youth at their level

More accessible training or conferences / by region such as west, piedmont and east more officers in the schools

MOU across the board

Better communication with staff and SRO about students who may have been arrested etc.,

Money for better security.
Don't treat the school as a prison.

Officers need to be taught interview/interrogation when it comes to investigations of the above crimes.

Make sure that SRO loves kids

More Training SRO specifically

Diversity training

More character / mentoring programs

Training responding to active shooter/critical incidents (SIMS/FATS/chalk talk)

Statewide SRO Forum board to discuss topics and exchange ideas

Monthly updates from other agencies in the form of a newsletter

In my department, we as SROs are supposedly paid year-round by the school system through the contract. Our department however uses us on snow days and summer vacation as a supplement to patrol. The school system pays me $35 hr. to work football games and such, it seems since the school system is paying this year-round salary we should be utilized only for school events, thus we could work these events and get back our time during the summer.

LISTEN TO THE KIDS

Be a human being with the kids and not a robot

Build a relationship with the students to gain trust so the student will be comfortable to come to the SRO with any problems or concerns.

Helping the child with life skills by having reality talks and discussing scenarios

Funding to help improve the safety of my campus

More security cameras in elm schools.

Rifle rated vests for active shooter response

Have school board members and superintendents spend a day or two with an SRO at a high school or middle school.

Allow all SROs to attend SRO conference

Realize that you cannot control what the school system wants to do
Training opportunities related to Administrators and LEO’s and their working relationships
Formal training with the teachers/administration as to the role of an SRO in the school

All SROs attend the State/National Conference on a yearly basis paid for by the school system

Know more on cyber crimes

Funding for further education- my agency cannot pay for MAT- Master of Arts Teaching (UNCG)
More SROs in High Schools / Most high schools need at least 2 officers assigned due to the size and threats.

I feel the SRO MOU conference in which SROs and School admin attend together is very valuable in clarifying the responsibilities of SROs and clarifies to school staff what SROs are expected to address as well as explaining what should be a school issue

Build a positive relationship with as many students as possible, attend sporting events, band events, chorus events, be involved and be seen.

Access to more social service contacts

More cooperation from administration

School Administrators need to attend SRO training conferences

SRO TACTICAL TRAINING

TEACH THE SCHOOL STAFF THE SRO JOB REQUIREMENTS

Getting patrol officers familiar with our schools

Bring back corporal punishment in schools

Have an SRO in every school rather than one officer for multiple schools

We receive training from the school system on what their rules and expectations are for us as officers, but the administration seems to have no training or knowledge about what to expect from officers. This could improve relations between the two job functions.

Tactical Training

Laws to implement basic safety measures/codes and inspections like the fire marshal.

NO CELLPHONES BY STUDENTS.

Make it very clear to administration what SROs are and are not expected to do. It is very different depending on what school we are assigned.
Mandate that all SROs attend the SRO Conference at least once in their first 2 years of being an SRO

K-9 and Stop worrying about the perception it’s about the safety of our children

Less red tape when working criminal cases as far as student information and demographic info.

Give officer’s the ability to check children when certain items are noticed such as bandanas and such.

Quit introducing legislation that creates obstacles for just the SRO to be able to even view a recorded video

Training in areas of communication

More than one SRO for larger schools

To always maintain open communication and understanding with the staff, students, parents

The school system needs to have paperwork of a student transferring into the system before they can attend school. Too many times the child is being pulled from a mental health system and dropped off in regular public school without the school having any knowledge of the student’s history. Often times that student causes a major disruption (fight, attempted suicide, possession of narcotics, under the influence, jumping off the bridge at US 1) before their medical or behavioral history is learned.

Have 2 SROs assigned to the larger high schools

1 Class on how to deal and understand juveniles.

More training with school admin on SRO roles

Quit busing kids in altogether

Information sharing regarding new trends with gangs with nearby schools.

More trainings to network with other SROs

App for students to make reports

More youth and officer interactions, camps-

Better training

Have a Crisis Team and Plan at every school.

SRO Tip Line

Can help the teachers and the administration understand the role of a SRO, and the students as well.
That there be more of us, this is an underappreciated position. More training that is SRO specific. We need more support from our agency and from supervisors Better security/camera systems at the schools attending the yearly SRO Conference Concentrate on highlighting the importance about building relationships with the students. Especially the students that we may end up charging Better pay

We need SRO in every school More training

Job clarification for stakeholders (administration, teachers, etc)

Building a relationship with the students, to gain their trust.

SRO Office gun safe for active shooters

More training dealing with juveniles, EC kids,

Continue joint training with school administrators and their respective SROs.

I work in a High School. I think that there should be more than one officer, inside each High School.

Do away with mandatory feeder school visits. Keep the SRO in the high school more, where he is assigned.

More officers in each school

More training available during summer months

Ways to get Parents Involved with us and the School’s Administration Our Drug Prevention Program model- “Drugs: the hidden side effects”. This program is a testimonial biased program in which 3 Deputies share their life experiences about family members who used drugs and how it affected their everyday life. My mother and father was absent from my life due to their life decisions to use drugs (crack cocaine). Another deputy’s brother overdosed after using GHB. Another deputy speaks about losing his brother who was an alcoholic that committed suicide. This deputy also lost his nephew to ecstasy overdose. This program has been impactful to Currituck student over the last 6 yrs.

Pay incentives

Better security features for the school buildings
Creation of specific schools directed at the SRO.

Stop holding school administration accountable for the number of students suspended. The students should be held accountable for their actions.

I will let you know after one year

Understanding and empathy of the students we serve.

BEING OBSERVATIVE AND LETTING THE STUDENT KNOW YOU CARE HAS MADE IT EASIER TO COMMUNICATE EFFECTIVELY WITH STUDENTS

Get rid of D.A.R.E

Not Sure

More Officers

More advanced training

Have it mandated that there is an SRO in every school from elementary to high school.

Safety - building security

NEED MORE FREQUENT ASSEMBLIES FOR BULLYING

More SRO positions

Better Pay

Funding for SROs in every school

More SROs

More local training

More Law based training and knowledge of when officers can intervene in an elementary school setting

Prohibit students from possessing electronic devices at school except those required for educational use.

More training for SRO

Various critical response training

Jurisdiction anywhere your school may be playing or visiting
Active Shooter Response Training

More SROs in the schools...at least one in every high school and middle school

Some kind of regulation of cell phones in school. There is an epidemic of child porn. (i.e. selfies)

Bigger Office

Increased pay

Change the name from School Resource Officer to Student Resource Officer. Focus should be on serving students instead of serving administrators.

Listing the classroom numbers on exterior windows for emergency personnel.

For Principals to be educated on reasonable suspicion & probable cause and other laws

Any kind of active shooter training

Training of any sort

Training is always good.

better understand between the SRO and school admin

Funding for increased security

Teen court

Better understanding of job, your duty and responsibilities as an officer compared to regular police officers.

Learn the needs of the school you are assigned.

Need to have an officer assigned to every school. To include all of the elementary schools

More Support and Understanding from Groups who are against having officers in school.

Try to get to know the kids on their level

Maintaining up to date and continued training.

An additional SRO officer on duty

Communication skills

training for kids of all ages about bullying
More specific juvenile laws & procedures

Develop an SRO class for school administrators and make it mandatory.

More training with staff

Programs to deal with incidents as an alternative to juvenile petitions for 1st time offenders and minor offenses

A regularly updated contact list of SROs throughout the state.

The state can provide a mandatory legal update for SROs every year

I think the school Admin needs to understand that SROs don't work for the school. They work with the school

Have up to date training
More training with mental health

Additional juvenile training

More equipment for SRO to use at the schools

SRO should be doing the same job and not have "fixed" position.

Better working relationship with the principal and the SRO. It would be nice to be able to correspond with each other over matters that are vital to the safety and well-being of the students and staff.

More summer classes. Our supervisor will not allow us to attend classes while school is in session. Only in the summer.

SRO have its own division as we do.

More training, especially in subject areas listed in question 13.

The NCJA has a small amount of training opportunities during the summer (When most schools are on break) It would be great if that would be addressed.

I would love to see school administration have a more clear-cut understanding of our roles as a SRO

Be patient with the school staff and instruct them on your duties

Officers should learn how to navigate social media to observe student behaviors among peers.
More SRO for Elementary so the Middle schools and High School have their SROs completely dedicated to them.

More funding for additional positions

Staff training

Getting school staff to completely understand the duties of an SRO

Inform principals/teachers the law

At least 2 Officers at every High School

For school administrators work better with the officers when comes to providing security on campuses

Officers at high schools only being assigned to the high school

Have the Law Enforcement Officer assigned to the schools be more involved with the kids. To further the LEO’s knowledge in the gangs, and other illegal activity going on in the school.

More officers (officers in every school)

Equipment to improve safety of personal while in school. I.e. better cameras, blocking devices for doors

trainings that includes staff--so that everyone can see each other perspectives

Dogs at every school

Allow SRO to take students on Jail Tour so they get an idea of where they don’t want to be.

More time for staff to train with the SROs at the school.

Bi-monthly newsletter to all SROs state wide. newsletter should contain school incidents and the proper way to handle them and pictures/stories of SROs with their students. Ideas and problem-solving ideas for certain situations. Upcoming classes on juveniles and an officer of the month award with pictures. Just an idea.

More training.

Communication with administration and higher ups regarding SRO duties

More opportunists for solo active shooter in months school is out.

Training with school admin and teachers.

Training with SROs and juvenile justice so they could be on the same page
More training on all topics.

More comfortable uniforms to be more interactive with the students

Activities with youth

All SROs should have Critical Response Training.

To meet with other SRO and discuss issues during the school year.

More training outside of school days

More training for administrators and teachers so they actually know the responsibilities of the SRO.

I think this should be a position for someone who likes to be around kids.

More training

More funding to provide more activities that the SRO does themselves to interact with the students

Promotion along the same lines as other special assignments. ex: detective becomes Sgt. after one year

SRO In Every School

Availability of training

More tactical active shooter training

A program like RMS (Police or Sheriff Pac) that is independent from any system so it is easier to take notes, daily logs that’s not on paper. There are limited programs out there are too much for an SRO position

Mandatory conferences to discuss the changes of student’s perception of their role in society.

Funding for officers in every school

Training in SRO related issues

More training.

To help the image of School Resource Officers, agencies should be hiring experienced officers in law enforcement. Not the officers that no one wants. When I came to School Police I was surprised at the level of education and experience that fellow officers possessed.

TRAINING WITH NEWLY APPOINTED SCHOOL ADMIN TO ASSIST IN UNDERSTANDING THE ROLE OF THE SRO AND THE VALUE OF THE SRO AS A RESOURCE OF INFORMATION.
Department states that cannot send us to the conference every year due to funding. Help fund sending us and maybe send some to the National Conference.

Money for additional resource officers

Training on locating and deterring drugs that can't be found in a k-9 search, such as prescription medication.

If more than 750 kids at a school, a second SRO should be assigned to that school as well

I am a Lieutenant over 17 SROs and 1 Sgt. so my perspective is supervisory and past SRO. It would be beneficial to have joint training for SROs and school admin so they can "get on the same page". Often we run into case where the admin and SRO have different understandings of how things go; ex. who handles what, what should the SRO be involved in. Fortunately, in Cabarrus County for the most part our SROs are considered an extension of the admin team but there are a few cases where there is little to no relationship between the two entities and I think it stems from a lack of understanding on both parties.

A way to fix entitled parents and students!

More Officers visiting my Schools

More training that is specific for SRO

Training to the officers that are new to the SRO position

A SRO IN EVERY SCHOOL

Supervisor communication

Be open to students

Prior law enforcement experience

Deferral Program that includes 18-year old’s for school related crimes

More than one officer at a school

More Summer trainings SRO related

Make it mandatory that schools over 1200 children have an additional SRO

My school doesn’t currently have a surveillance system. I highly recommend our school system invest in a video surveillance system as soon as possible.

HAVE TRAINING SESSIONS THAT INCLUDE TEACHING STAFF SO THEY UNDERSTAND OUR ROLE IN THE SCHOOL.
Additional SROs in each school

Physical building security

Legal updates as we transition into the new laws concerning age of juveniles

You should have a very good relationship with your students in school and out of school

Attend NCASRO Conference for SROs and School Administrators

Need more focus to find officers that love to interact with children and have a calling to work with youth.

IN MY CASE I WOULD LIKE TO SEE AT LEAST ONE MORE OFFICER ASSIGNED.

Pay raise or increase

More training and the ability to attend more conferences

Equipment

An officer in ever school

NCASRO conference more affordable and during the summer months when school is out.

Must love working with kids.

SROs tend to be set aside just as Law Enforcement Officers only and are not included in staff discussion/interaction

Schools working together with SROs

Better Pay

**PART 2 OF RESPONSES:**

Better Patrol Vehicles.

Get school systems to use SRO more in classroom settings

More continuity from department to department on what the job entails.

Schools involving the SRO units more in planning and operation, not just looking at the SRO position as a type of Security Guard
More affordable training.

Training that comes to us as the department may not all ways be able to send officers to train elsewhere.

Require or strongly recommend All LEA to send all SROs to Attend NASRO Conference for additional mandated training's

Higher pay or grants that supplies equipment, vehicles for SRO, and higher pay
Diversity, how to treat, show fair treatment

SRO specific on-line classes for EC children etc.
more schools built or smaller overall numbers

Don't walk around like a robot to the kids or staff.

Bullying is a major crime that is seen in Middle School and on the bus.

Not required to do job it should be volunteer

Communicating/Ethics

Training (specialized) in firearms (pistol/carbine)

Mid-year and beginning of the year regional SRO meetings, annual statewide SRO meeting

Understanding the dynamics of being an SRO

I feel that there should be a state requirement that there be more than one SRO in a school with 1800+ students.

DON'T BE COMPLIANCE

Interact with the children

Get involved with an after-school program for in between kids (kids that get in trouble, but have potential) to teach them to have good leadership skills and to not be a follower.

Counseling a student to becoming a better person and making better decisions

Better locked door system etc.

Better cameras

Resources that remove convicted violent offender juveniles from traditional "home" school setting

Training that would pair teachers and SROs working together to assist students
assist in professional development of police officer and educators- workshops for teachers may include SROs

Build a positive relationship with as many staff members and parents as possible. Be willing to listen and give advice and offer other options other than jail when possible.

School Administrators & teachers need to attend more detailed lock down training such as ALICE or ALERT

BE PROVIDE LONG GUNS AND MORE AMMO

HAVE THE ADMINISTRATORS UNDERSTAND NJ VS. TLO PROFICIENTLY

More SRO based training

Consistency at schools with discipline from Admin (Principal and APs)

Make principals follow instruction and report offenses to the SRO as they should.

Narcotics Investigations

Offer more training that is specific to the type of school and to dealing with the growing special populations.

Bring more awareness to parents and school staff the reasons SROs act in various situations. The public does not understand that a 14 year old trying to fight an officer is just as dangerous as an adult.

Receive training in First Aid, CPR & AED

The new Law 18 juvenile, fix the issue stop making it harder on us

Free flow of information without court involvement.

Training in de-escalation tactics

Push for, at the state level to have mental health professionals at the school. There is a strong need for this position and it was cut from the school budget.

Have the school administration be more proactive in dealing with students skipping and conduct more searches.

Classes on interacting with juveniles.

More security training for facilities admin and SRO

Competitive salary
More mentor counseling training

For school staff not to hide information from you.

Agency cell phone

More focus on security.

Training on mental health with youth.

Placing the most tactical officers in the schools

Make sure that administrators and SROs clearly understand their roles in working with each other

More resources

Dealing with students with mental health issues

Better resources (example-metal detector)

Get involved with the in between trouble students that have potential by having afterschool programs to teach them leadership.

Allow the SROs to participate in teacher workdays at the schools to build relationships with teachers and staff and to catch up on paperwork.

More equipment for rapid response

Positive interactions with school children and their parents.

training for school administrators on working with officers in everyday school settings

Report crimes immediately. Let the SRO help the school investigate. Teamwork.

Training on cultural biases

CONSTANT VIGILANCE

Let SROs have input on the MOU

More Training

NEED MORE FREQUENT ASSEMBLIES ON CYBER CRIMES

Better Vehicles
Training for school administrators detailing the role of the SRO, what we legally can and can't do

More Principal & SRO training

It is a myth that SROs are at schools to provide security for the students. SROs are at schools to "police" the students. If SROs were at schools to provide security to students from outside threats, an SRO would be assigned to EVERY school, without question. Fund SRO positions for every school, including elementary schools, so that SROs remain at one school during the day. School administrators can't be expected to have administrative duties at multiple schools due to logistics and the number of staff and students that would be involved. Likewise, SROs can't proactively maintain security at multiple schools.

The elementary schools are forgotten. We need help and coverage for 12 vulnerable elementary sch.

Better equipment

Listing classroom numbers inside the classroom so students would know what room they are in, in the case of an emergency.

More SRO trainings, meetings within the county to share, network

Gun safes in the building for long rifle

Relations with juvenile justice

Training on how to be more people friendly when dealing with students and parents.

Communication with all staff at school.

Be extremely outgoing

Additional trained officers in SRO, when a replacement or sub is needed

Time management training for kids of all ages about drugs

Offer law enforcement officer a "dress down" uniform as to not be as visually intimidating

More K9 walk throughs

A way for SROs to share trends they are seeing in their school, with other SROs

More access to Juvenile CIT training opportunities

We are not put in the school to act as a hired Bully. We are there to assist and educate students as to the Laws of NC. We are also there to enforce those laws when needed.
Help in keeping teachers and staff aware of their role during a school crisis

Grants so all agencies could attend conferences

G.R.E.A.T program in the high schools and not only in the elementary schools

SRO need an office to work at their assigned schools. Not a shared space with other school staff.

SROs having a time where they can explain the role of an SRO to the staff and students as well as the resources they can provide. This will also help in establishing boundaries and building a good rapport with everyone involved.

More SROs

Having more than one S.R.O. assigned to High Schools, possibly even more than 2 at some.

More widespread advertising for training that is offered at different locations like at Community Colleges and/or at individual agencies.

I would like to see a mandate that to be an SRO you must have a certain amount of LEO experience to take this position.

Monitor social media

Officers should maintain officer safety training and patrol techniques to make up for time in schools and off the road.

Easy Access to rifles. Ex: Harnett county is building mounted safes for rifles in the SRO offices with fingerprint and password locks.

More interagency training

All teachers need to know our roles

When officer recommend security changes the school should make changes for safety for everyone kids and family

Middle School SROs having no more than two total schools to maintain

Have the LEO go to more training on gangs, and the types of drugs that are going on in their school and the environment around them.

Training to deal with special needs kids

An email system that shows what crimes and trends are trending in schools currently not yearly
Having 2 SROs assigned sounds like a great idea to have more presence at school which I believe is a huge Factor!!

Encourage school boards to pay for the NCASRO conferences so all SROs can go. They have great training subjects each year.

Suggestion box that way staff and students can voice opinions about SRO to help the SRO better understand what needs to be done at the school

More opportunities for school related classes at NCJA in months school is out.

Autism Training

Better commutation without outside agencies.

All SROs should have shot gun and long rife in their patrol vehicle.

Grant writing for youth programs we create

A budget to reward kids who are doing well in school and the community.

Level 4 body armor, tactical gear and gun safe in SRO office for quicker response to active shooter or another like scenario

More training on dealing with juveniles

Opioid abuse training among teens

A collation of student, parent and SRO: Get to know each other.

Training with Administration n SRO together at my school

Not get just hand-me-down equipment that patrol has already worn out. We are the dumping ground.

Encourage the schools to treat the SROs as part of the team and family.

Make sure school staff knows the difference in our job and what we do vs their job and their function

More funding for training specific to SROs to be done in the summer. I budget some training for my SROs but sometimes the county cannot fund everything that is available and would greatly benefit the SROs.

Or each School needs a SRO

Help the officers to understand our specials needs kids
The school system having more mental health resources on campus

Be responsible for law only, no school rules

SRO manned juvenile summer camps (GREAT, DARE, ELEMENTS)

More training

Add a class in MIST on how an agency can utilize the SRO and support the SRO

MEET WITH STUDENTS IN GROUPS AND GO OVER WHAT THEY SHOULD ALREADY KNOW

Bilingual

More training specifically for SROs

Greater offering of SRO geared classes relating to problems our students deal with daily ex. Social media Family issues

SRO Training scheduled during summer hours while school is not in attendance

No suggestions

RECEIVE INFORMATION ON TRAINING AND SRO EVENTS

Better or new equipment

Incentives or overtime pay

Equipment

DARE officer and SRO be separate positions

School Principals and Asst. Principals have more training on what SROs can and cannot do in a school setting

Let the kids at your School know you truly care about them.

Accurate reporting of incidents within the school system.

More Officers

More officers inside the schools rather than trying to cover multiple schools

More than one SRO at larger schools
**PART 3 OF RESPONSES:**

Implement a new program like the DARE PROGRAM.

Mandated responsibilities and program guidelines for SRO to be followed up on to ensure all departments and programs are run equally
More partnership with the school system

Safety, how to patrol grounds and pickup on unseen dangers on campus

Yearly training in person and or conference set-up

Tougher punishment on kids when they do wrong

Be open minded.

We have seen and influx of female/males that are sending nude photos of themselves

Teach Officers to leave EGO at the door

Mentoring/leadership training.

State mandated training so that SROs are created more equal in their training/procedures

Optional individual training, affordable for the individual choosing to go.
Attending the state offered conferences in your jurisdiction

**STAY PROACTIVE INSTEAD OF REACTIVE**

Build a positive relationship with the child and their parents and assure them you have a concern for their safety and well-being

More SROs

Support for teachers who are concerned for their safety/job security when dealing with out of control students in high-risk schools

Training that would pair Principals and SRO supervisors

Be flexible and be seen as much as possible. Work traffic in high visibility areas and use other officers as much as possible. Have lunch with the students and use K9 officers as much as possible. I bring 5 to 7 K9 officers into the school once a month randomly. The staff and I know that the K9 units are a very big help in assuring that drugs at school are reduced greatly.

Provide funding so all SROs can attend the NCASRO conference every year. Currently this conference is the best training provided specifically for SROs
REPORT CRIMES TO SROS

Education and awareness tailored to specific issues we see.

Official age appropriate lessons to teach students about active shooters without terrifying them.

Bring harsher consequences against students who present a safety risk to the students and staff. There are several students at schools now that are a risk and they are still permitted to attend because they have a behavior plan or mental health plan. I understand these students still deserve an education. However, they should not be allowed to continue their behavior around students who are not doing anything.

Have more classes the involved teachers especially administrators, explain the duties of each.

2 SROs at high schools
Role play crisis situations with staff.
Training on how to communicate better with juveniles and their parents.

SRO goes to conferences

Be able to focus on safety of school and not minor discipline actions such as collecting cell phone

Dedicate an SRO to all middle schools.

Too many students are allowed to roam the campus if they are "bounced" from a class. If a student has been disruptive enough to be sent out of class, that student should leave the school. Schools should be focused on the students who want to learn, not the disruptive students.

HOW I CARRY MYSELF CAN ESCALATE OR DE-ESCALATE SITUATIONS

EQUIP EACH SRO WITH A LONG RIFLE

More money

NEED MORE FREQUENT ASSEMBLIES ON DRUG ABUSE

More Training

We have many military kids which brings a broad gamut of issues. (single parent, diff. cultures...)

Clear chain of command

Adding more Officers to the schools

Dedicated training time each year from the school to teach the staff.

Working more closely with Administrators and staff members at the schools.
Never let the students see you when you’re not your best

Mentor programs

Training for kids of all ages about media usage and cell phone

Suggestion for more cameras at every school

Offer a course for school districts on what a SRO can and cannot do. We need the community to understand that some of our best relationships at the school are with the kids who are often the biggest problems.

Training scenarios on your school's campus
Counseling training

An increase of officers in certain schools

Information shared throughout the SRO Community that would be timely and more information shared about gangs.

Build student relations

Officers should be aware of incidences that occur off campus that may affect students at school.

The age which we can charge for criminal crime should remain 16. If it does not you will see a decline in discipline in all the high schools.

SRO Supervisors assigned to a physical office in the superintendent's building as a liaison

Schools be assigned potentially more than one SRO based off of number of students along with crime related incidents

resources (quick reference books/guides)

Mandatory drug searches that students would not know about. K9 Dog searching parking lot and lockers mandatory.

Have the media (TV stations, radio) do positive segments on SROs helping students and the communities. (note: For years I have spent the little money I made working the ball games to buy pizzas and hot dogs to give to the kids during the games. These are some of the kids I deal with every day and that might be the only thing they eat that night. We do it because we care). Be positive.

Possibility for doing a mass casualty drill in the county pulling outside resources to work together. Jurisdiction off campus.
All SROs should have some type of hand to hand combat training.

For school admin to handle problems rather than using us to be the “bad guy”

A budget to assist the kids who are less fortunate or have less than desirable home lives.

Universally programmed radio that can access radio channels for all schools in county, not just the school where assigned

School employees to stop trying to use SRO for their own personal bully for undisciplined children

Suited prevention training among teens

More lockdown drills

Have training over the summer involving the admin and SROs together.

Any overtime worked should be comp time so that when kids get summer break, the SRO has the same break

Dare to be taught in schools again

Be supportive to staff and students

Juvenile resources vs Juvenile criminal action

Increase awareness on the value a SRO has to the school and to the Police Department.

MAKE SURE STAFF UNDERSTANDS WE WANT TO SEE KIDS GROW JUST AS MUCH AS THEY DO. WE JUST HAVE TO DO IT IN OTHER WAYS.

No suggestions

More SROs

Increase in salary

Equipment

Let the kids know that they are at School for four reasons. To Learn, Make Friends, Have fun and Feel Safe at all times.

We put in too many hours at not only our assigned schools sports events but also the High School resulting in sometimes 16-hour days, multiple days per week