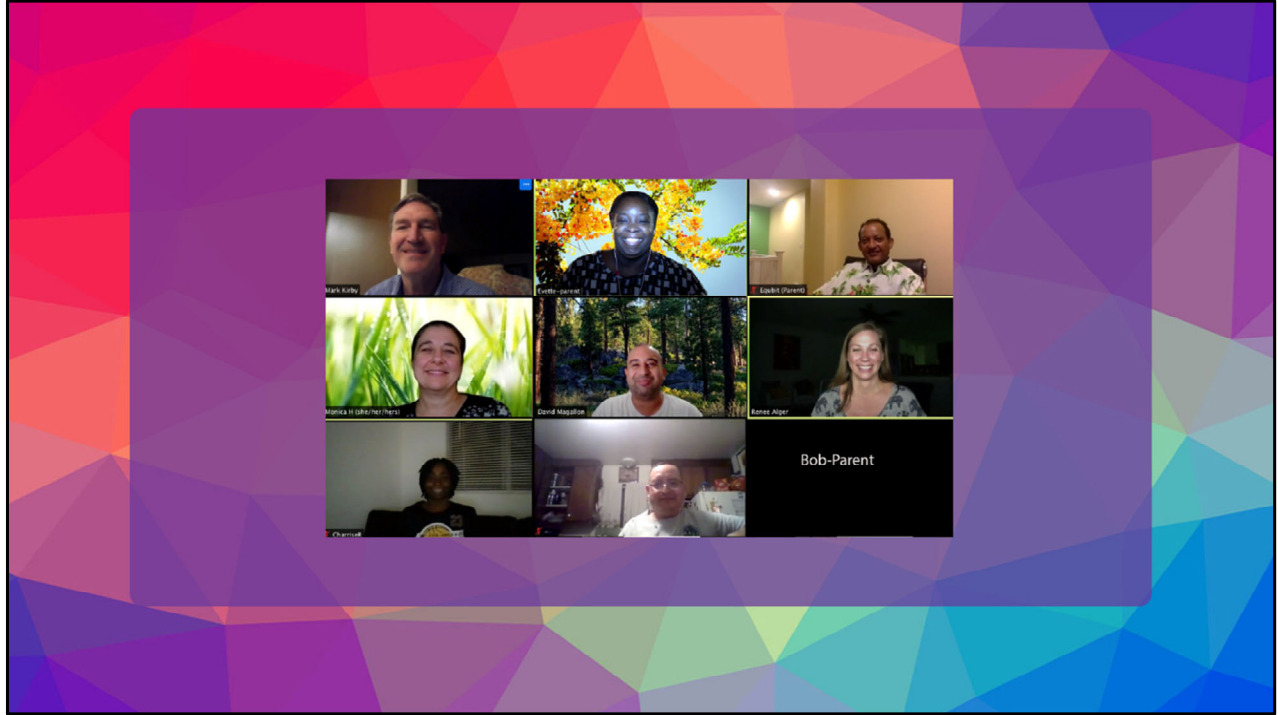




Parents and Community Members

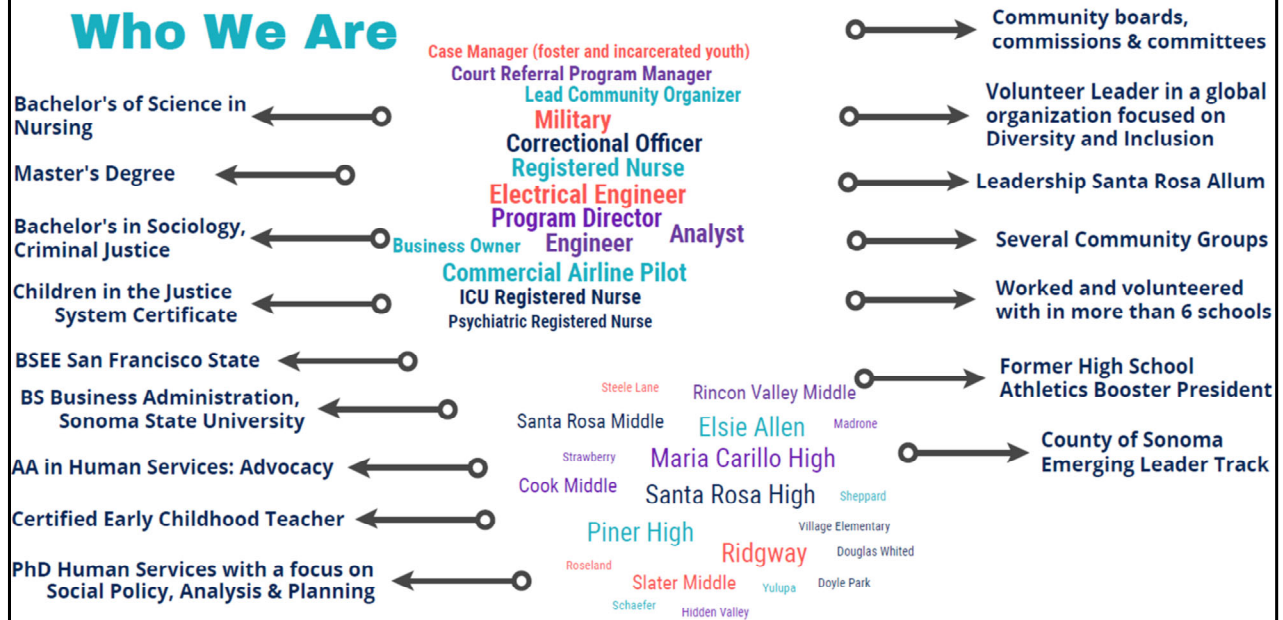
SRCS Ad Hoc Committee



We would like to express our appreciation for being included and having our voices heard through this process. We want to thank everyone who has participated in this 3 month long discussion, it has been a wonderful demonstration of constructive discourse and thoughtful examination of complex social issues.

Professional backgrounds and experience

Who We Are



The participants of the parent and community member group come from many different backgrounds and are here contributing with a deep and dynamic range of experience from our educational backgrounds, professional experiences, community involvement, and the schools our children have or are attending.

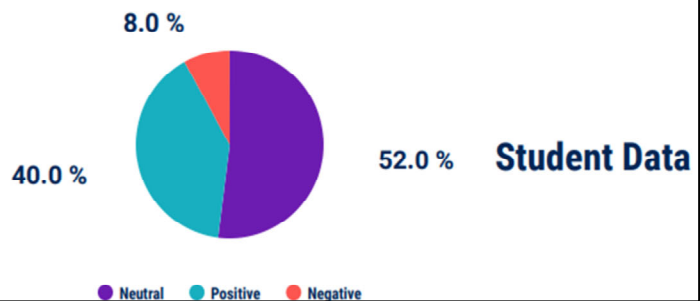
Parents and Community Members reflect on findings

Research and Findings

SRO Program



Research



Reflections about Research

- School to prison pipeline is real and people of color experience brutality and violence at the hands of police at a higher rate.
- Generational fear and trauma associated with the police system is real.
- Police in schools create an uncomfortable learning environment for some students.
 - Research provided has conflicting data
 - Limited and outdated; Local statistics needed
 - More program specific data needed

Reflections about SRO Program Discussions

- Inequities in the system, disproportionate arrests of people of color, and police brutality are all real and also happen here in Santa Rosa, and it is not being addressed
- This impacts our students, and this program has to be willing to first admit there is a problem and be willing to address it
- The program needs metrics and milestones along with continuous assessment, and outside agency oversight
- If this program is for community engagement, there should be much more communication from the program and awareness of the program among students and the community
- There are many interactions and actions that are not documented. These interactions still have an impact on our youth, whether they are experiencing themselves, or witnessing.

Reflections about Student Data

Percentages show 52% neutral, 40% positive, 8% negative....

Within the Neutral are those who are not aware of the program, and this is concerning because that means the true community engagement is lacking.

Positive statements include some really good stories and examples,

For the 8%, this represents approximately 175 kids currently attending the Santa Rosa City schools and this is just a sample. If we multiply this by the 25 years the program has been operating we have around 4,384 kids who would potentially be reporting negative experiences. That is way too many kids, but even the students from just this sample are too many.

- The student data should also include a more indepth look
- We really need more (focus groups, timing of survey, and to ask more often)
- Conflict focused survey methodology employed
- Inclusion and access to survey
- Limitation that it went through school email (lack of true confidentiality)
- This data does not touch the severity of the students experiences or what has historically or is currently happening to

children of color across the country OR here in Santa Rosa

Definition of Student Safety

Staff



Students



Environment



We believe the core needs for students include:

Staff:

- Receive restorative and implicit bias training
- Compassionate and understanding
- Trauma informed, and lead the students with a healing approach

Environment:

- Clean, well-stocked, working equipment, and supplies
- Restorative, healing, empathy (even with habitual offenders)
- Alternative behavior corrections and consequences
- Drug-free & Bully-free

Students:

- Feel a sense of belonging
- Respected
- Are with adults they can trust

What educational programs would we like SROs to provide?

SRO programs for:

Staff



Students



We were asked what educational programs we would like the SROs to provide:

SROs for Staff

- Legal impact of ed code vs. penal
- Active shooter training
- When it is appropriate to contact police

SROs for Students

- Drug awareness and impacts
- Bullying, cyber bullying
- Student rights
- Educating families and public
- Every 15 minutes (impaired driving)

*Training for SROs to treat students with equity, engage with all students, not just those they are most comfortable with

If the program continues.....

Required Modifications



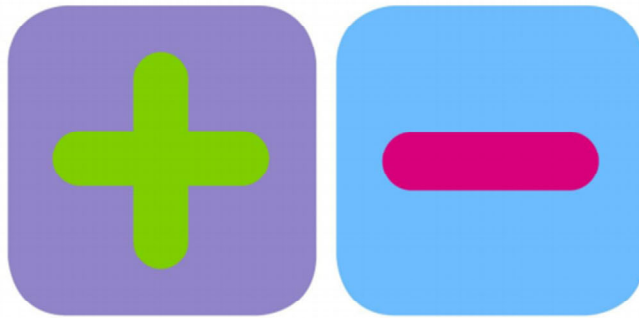
- We have developed a significant laundry list! And without some serious work on these required modifications, our parents would not support the program to continue

Some of these modifications include:

- Clearly defined MOU with parent input, and 6-month review process
- Handbook and training on how to utilize the SRO
- Grievance process for admin and SRO through outside entity
- Track data, re-evaluate, identify successes and needed changes
- Selection process for SRO involve students and parents
- Designated board or commission to review – place for parents and students to share incidents otherwise not reported
- Outside officer should be arresting officer when needed for continued trust
- Students on probation should not feel intimidated that it will be used against them
- Admin need more training for interacting with students already in the justice system, understand the power Admin hold, and the potential for harm if power is used in the wrong way
- All incidents should be clearly documented and defined
- Classes for students about utilization of SRO
- Students' rights clearly identified

If the program were to end.....

Supports need to be in place



If the program were to end, we anticipate both positive and negative impacts, but these are mostly hypothetical

Positive impacts

- Marginalized students may feel safer
- District and admin have to take on more responsibility and additional training
- Additional preventative measures may be put into place
- Reduce the school to prison pipeline
- Children are treated as children and get to learn from their mistakes in a healing environment vs. being criminalized

Negative impacts

- Students and/or admin may feel less safe
- New challenges dealing with transport for 51/50
- Possible increase of crime on campus (fights, drugs, gangs)
- Potential community backlash
- Replacement positions require funding source
- The only thing we know for sure is that some people are going to be unhappy and some people will be happy
- Whether the program continues or ends, we would like to fully acknowledge that the schools, admin, staff, and students need more support than what they are currently getting

Is consensus possible? NO

Are we better off with or without SROs?

It depends - It's complicated



Our group is split. There are many factors that contribute to our differences in opinion. We would like to acknowledge how complex this problem is.

In summary, parents and community members say.....

What contributed to our decision?



- Lack of local data in support of the program and outcomes
 - Insufficient records of interactions/incidents: ex. 138 encounters but only 44 documented
 - Some of the articles provided were out of date
 - Survey results show:
 - Students not aware of SRO program, or that they are police
 - Students had bad experiences with the SROs
 - SRO program is not an evidence-based intervention to reduce violence in schools
 - Extensive peer-reviewed research shows:
 - SRO programs are harmful, especially to children of color
 - SROs do not PREVENT school shootings, but a mental health professional on campus could
- Some group members took into consideration the 40% of students who reported positive feelings/experiences with SROs, while others took into consideration the 8%, or approximate 175 students who reported negative experiences.
 - Some group members also took into consideration the statements from the Admin and Staff about needing support.
 - All of us agree admin, staff, and students need more support

Along with the data there are the experiences of many members. Personal and professional experiences along with scholarly research specifically in the area of the education system, criminal justice, and children in the justice system. We have all also participated in listening to the Admin, Staff, and SROs over the last three months.

Personal experiences also include: the weaponizing of the SRO by the Admin, threats of arrest when there could have been simple de-escalation, children of color afraid of walking to and from school because they are in fear of being shot by the police, and the constant threat of the police power in a place that should be a safe and nurturing learning environment.

And speaking for myself, when I see the student data I am again reminded of how deeply ingrained systematic racism is in our country.

Positive statements in the student data include some really good stories, but also included in that are comments of “Blue Lives Matter” which in my household is a racist ideology. This was a direct reaction to Black Lives Matter, compares a person’s profession with the experiences of an ethnicity, and disregards the experiences, brutality, and murders of people of color at the hands of police.

Options for outcomes....

Current Thinking About the SRO Program

Options	Parents & Community
1. Continue SRO program as it is	0/9
2. Yes - but only if modifications are made	6/9
3. Discontinue SRO program	3/9

One voice for each decision....

Current Thinking About the SRO Program

"I am concerned with and without the SRO program being in place. If it is taken out of schools, how can the holes in the system be filled? If it stays, how can we be insured that it will work efficiently?"

0/9
Continue SRO
program as is

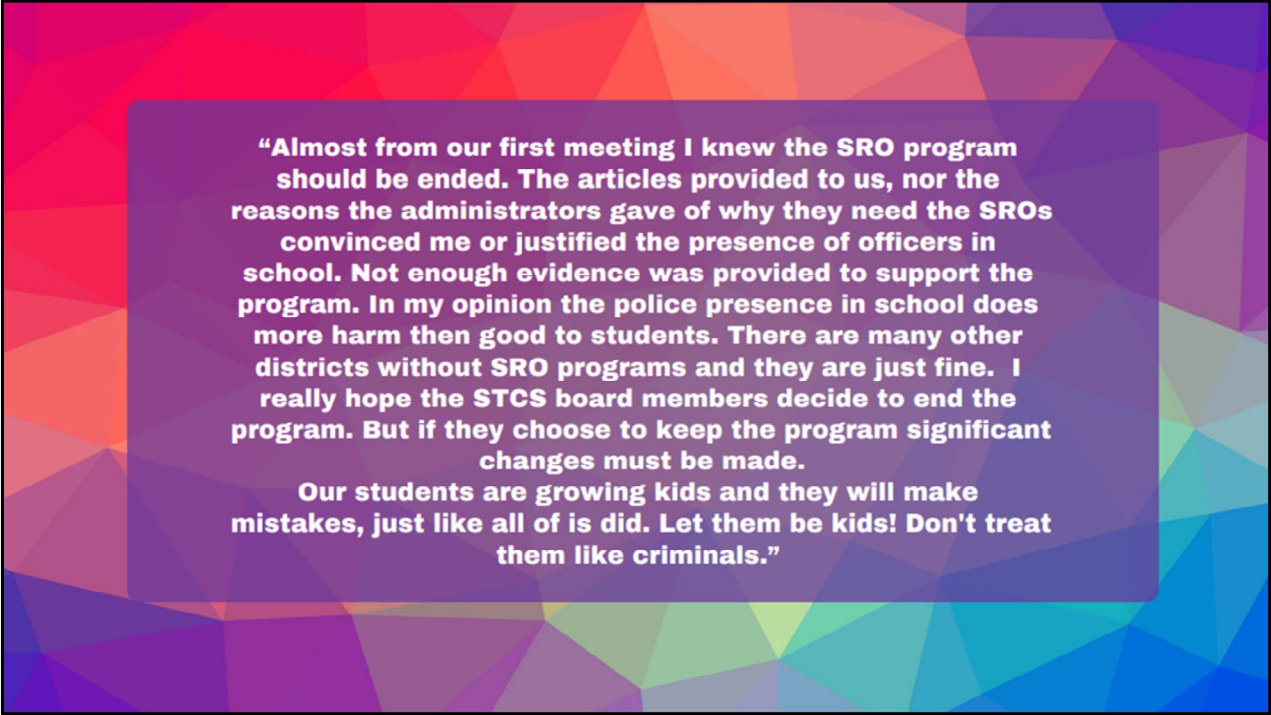
6 of 9
Yes- But only if
modifications are
made

"If there were police in schools when I was a high school student, I would have never made it to where I am today."

3 of 9
Discontinue SRO
program*

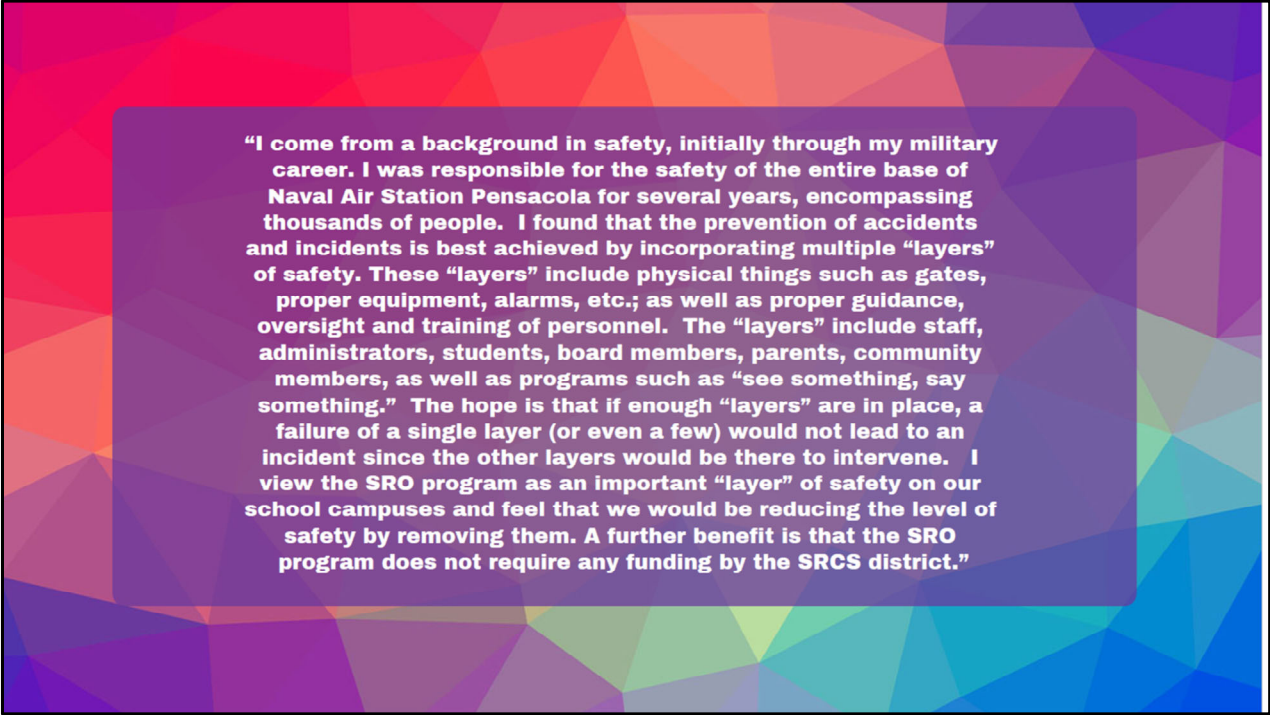


of these 6 during our discussion some people noted that they would be in support of phasing out the program if other student supportive services were in place. One of the concerns with dissolving the program is the loss of a paid service through the city of Santa Rosa without any funding added to the school budget to cover the gaps. There is a list of positions that are available, but we are unclear if they are currently filled due to funding.



“Almost from our first meeting I knew the SRO program should be ended. The articles provided to us, nor the reasons the administrators gave of why they need the SROs convinced me or justified the presence of officers in school. Not enough evidence was provided to support the program. In my opinion the police presence in school does more harm then good to students. There are many other districts without SRO programs and they are just fine. I really hope the STCS board members decide to end the program. But if they choose to keep the program significant changes must be made.

Our students are growing kids and they will make mistakes, just like all of is did. Let them be kids! Don't treat them like criminals.”



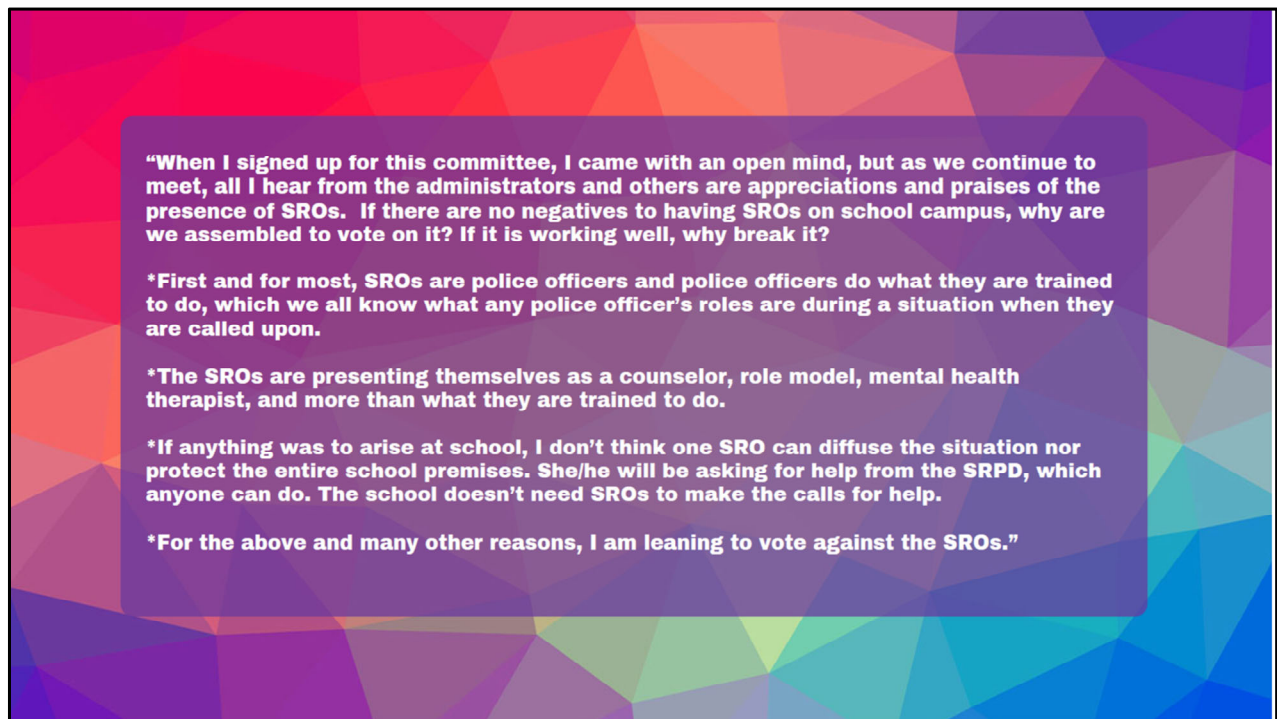
"I come from a background in safety, initially through my military career. I was responsible for the safety of the entire base of Naval Air Station Pensacola for several years, encompassing thousands of people. I found that the prevention of accidents and incidents is best achieved by incorporating multiple "layers" of safety. These "layers" include physical things such as gates, proper equipment, alarms, etc.; as well as proper guidance, oversight and training of personnel. The "layers" include staff, administrators, students, board members, parents, community members, as well as programs such as "see something, say something." The hope is that if enough "layers" are in place, a failure of a single layer (or even a few) would not lead to an incident since the other layers would be there to intervene. I view the SRO program as an important "layer" of safety on our school campuses and feel that we would be reducing the level of safety by removing them. A further benefit is that the SRO program does not require any funding by the SRCS district."

Statement from parent:

The leaders/moderators of the Ad Hoc Committee and specifically the Board members have asked us for data regarding our positions on whether or not to continue the SRO program within the SRCS district. As we have all come to find out by reading the articles provided, this can be very problematic. The majority of the articles provided appear to have a caveat that there has been limited data gathered regarding the SRO Programs and/or no standardization of the data between districts or states. Additionally, we have the "double-edged sword" of data not being collected in order for there not to be a disparaging report which may or may not follow a student throughout their academic career; therefore no data exists even for tracking purposes. That being said, there is still some useful data that can be utilized.

In reading the articles provided, I found 6 of the articles to lean towards a positive view of SROs, 9 to be neutral, and 4 to lean negatively towards SROs. One of the more interesting articles was the Meta-Analysis of the Impact of School Police Officers. It reviewed numerous studies and articles, the majority of which were either positive or neutral, yet it came to a negative conclusion (mainly a need for defined boundaries and clear MOUs). One question/comment that has come up several times has been that arrests/citations of students of color comprised over 50% of the total number of arrests; therefore they were possibly being targeted by the SROs. If you look at the demographic data, students of color make up 52.5% of the nationwide public school enrollment and 78% of the California public school system. In SRCS middle and high schools, students of color make up 66% of the student body (as well as 73% of elementary-age students). Of course, we all wish that none of the students were getting into trouble. However, the data provided by the SROs as well as the data presented in several of the articles are, in fact, in line with the student demographics in our community - 102 of the 138 arrests (65%) involved students of color.

Another recurring comment is that the presence SROs are contributing to a "pipeline to prison" scenario for committing an infraction. About 95% of the cases are sent to "diversion" where the cases are resolved without any further action or paperwork. The other 5% are serious cases that usually end up in front of the Juvenile Judge for Sonoma County (currently the Honorable Kenneth Gness). This judge has taken the position that all students deserve a fresh start and expunges all adverse records of the students once they turn 18. There are typically between 10-20 students in the Los Guilicos Juvenile Detention Center. With all records being expunged, there is no trail of paperwork that will follow a student and possibly negatively impact their future endeavors.

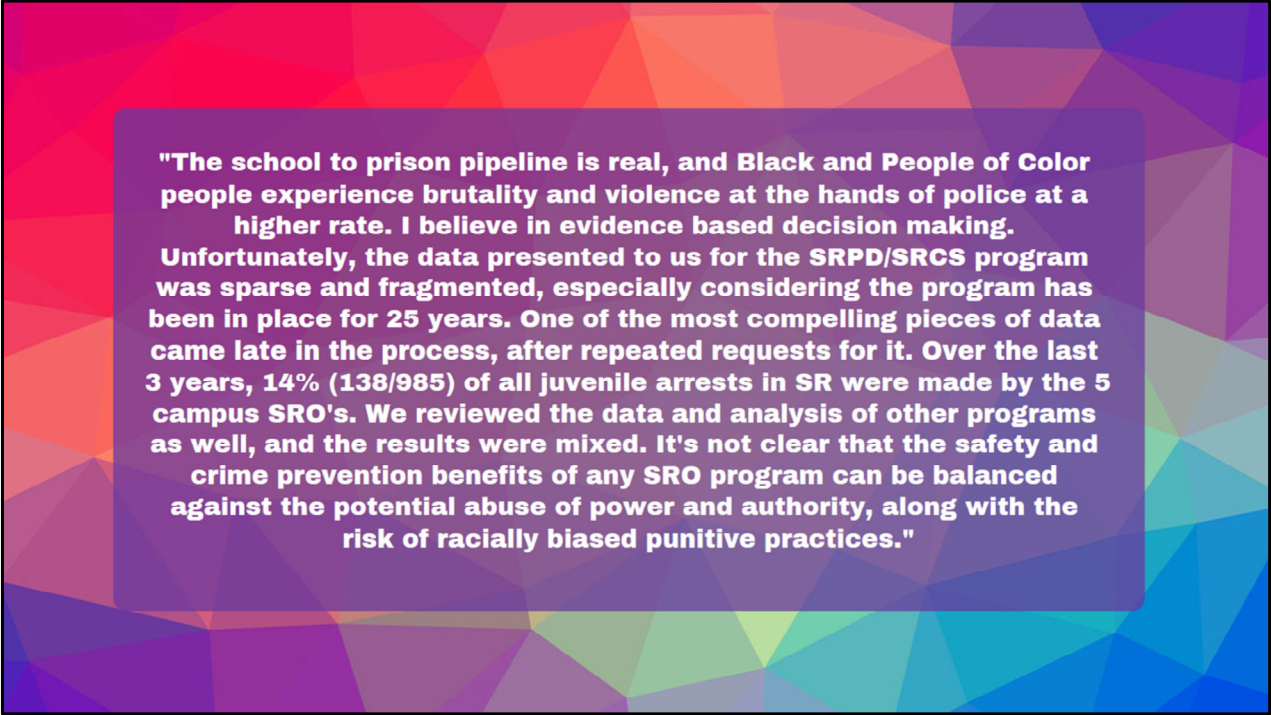


Continued Statement from Parents

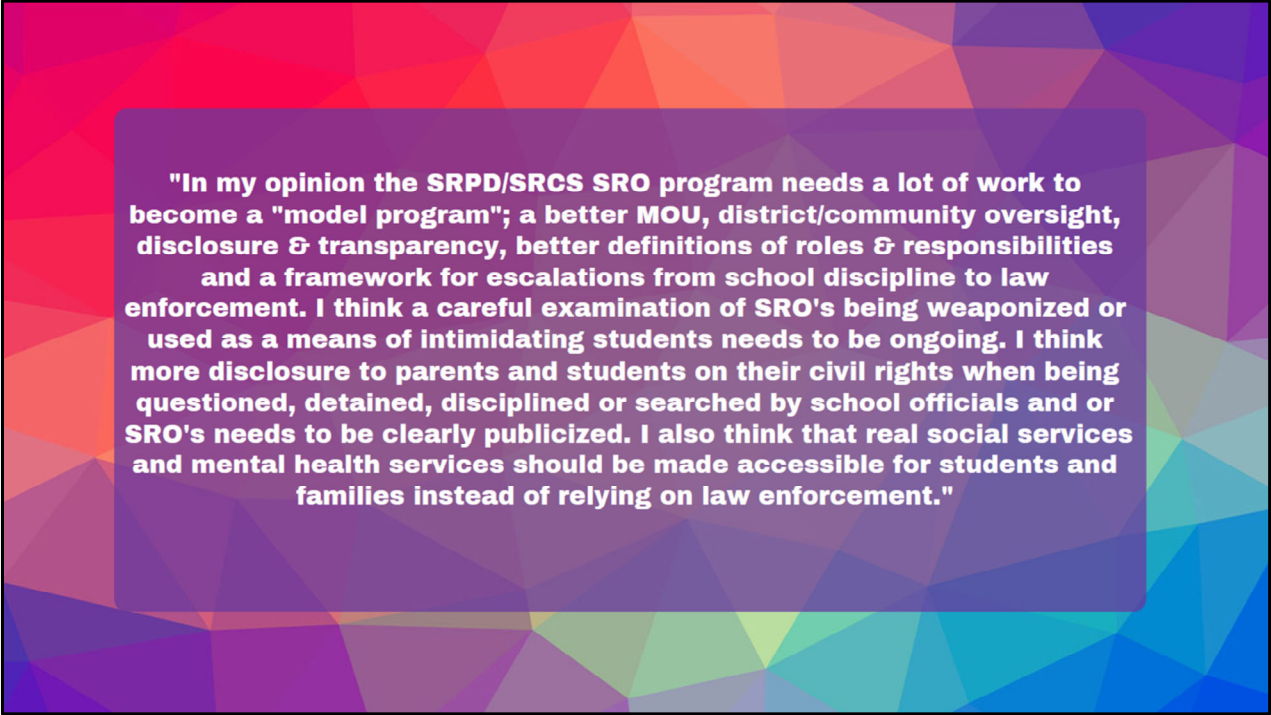
Currently, the staff, administrators, and Board members have not provided any instance where an SRO acted inappropriately. This was confirmed during the question and answer session of our last meeting (8/25). The negative interactions have been between students and administrators. However, it has come up that some students may feel anxiety when they see a police officer on campus. This is certainly understandable if they have had negative interactions in the past, or are in the process committing an infraction and are afraid of getting caught. Police officers are members of our community and will always be present throughout our lives. Since school is a learning environment, I suggest using the anxious moments as a learning opportunity for students to get to know the police officer better (supervised with a counselor perhaps). Helping the students overcome this anxiety at an earlier age will help them manage any interactions with police officers in the future. Another question that arose was: "How many undocumented students have been reported to Immigration Control by SROs?" The SROs stated that they have never reported any undocumented students to ICE or Homeland Security. Since Santa Rosa is a sanctuary city, they are not even allowed to ask students whether or not they are undocumented. Therefore, any fear or anxiety that students may have that they could possibly be reported is unfounded.

I come from a background in safety, initially through my military career. I was responsible for the safety of the entire base of Naval Air Station Pensacola for several years, encompassing thousands of people. I found that the prevention of accidents and incidents is best achieved by incorporating multiple "layers" of safety. These "layers" include physical things such as gates, proper equipment, alarms, etc; as well as proper guidance, oversight and training of personnel. The "layers" include staff, administrators, students, Board members, parents, community members, as well as programs such as "See Something, Say Something." The hope is that if enough "layers" are in place, a failure of a single layer (or even a few) would not lead to an incident since the other layers would be there to intervene. I view the SRO Program as an important "layer" of safety on our school campuses and feel that we would be reducing the level of safety by removing them. A further benefit is that the SRO program does not require any funding by the SRCS district.

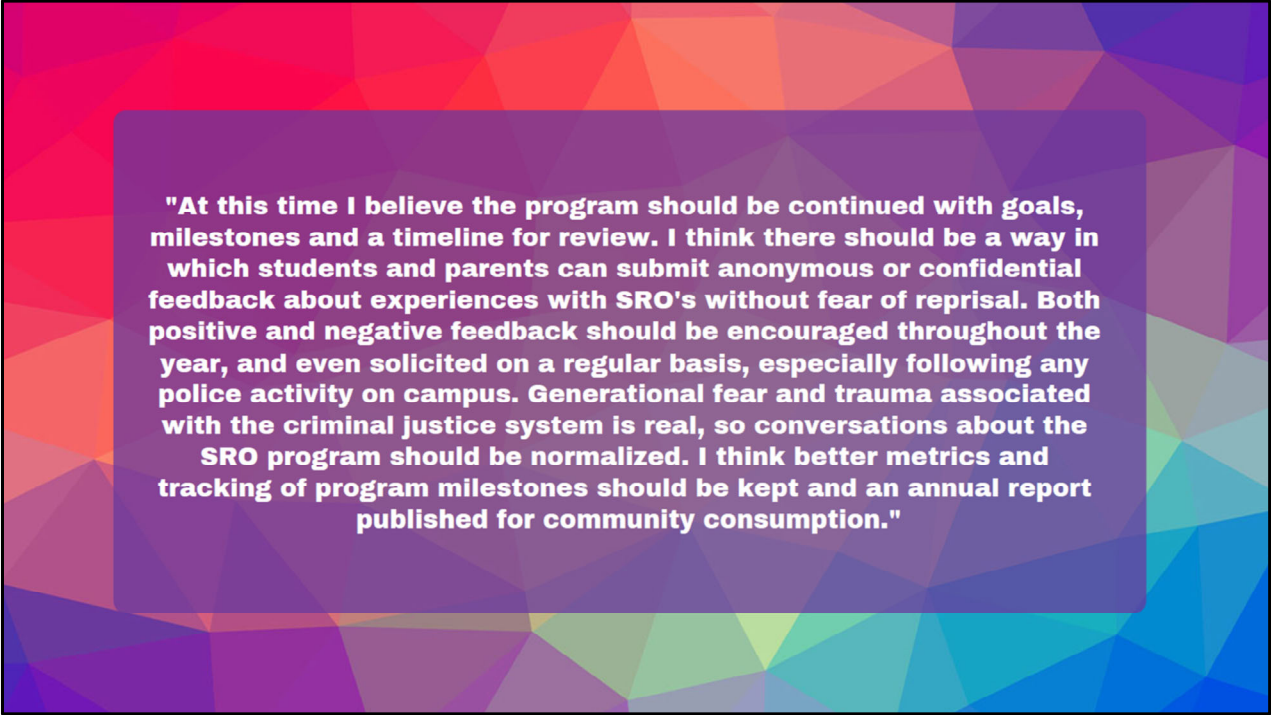
Removal of SROs from SRCS campuses would force school administrators and staff into a position where the school safety and security challenges placed before them would exceed the training or level of skills they possess as educators. The presence of SROs in schools by themselves does little to increase school safety. Only when they are combined with trained staff and admin empowered with clear direction of their roles and responsibilities will safety increase.



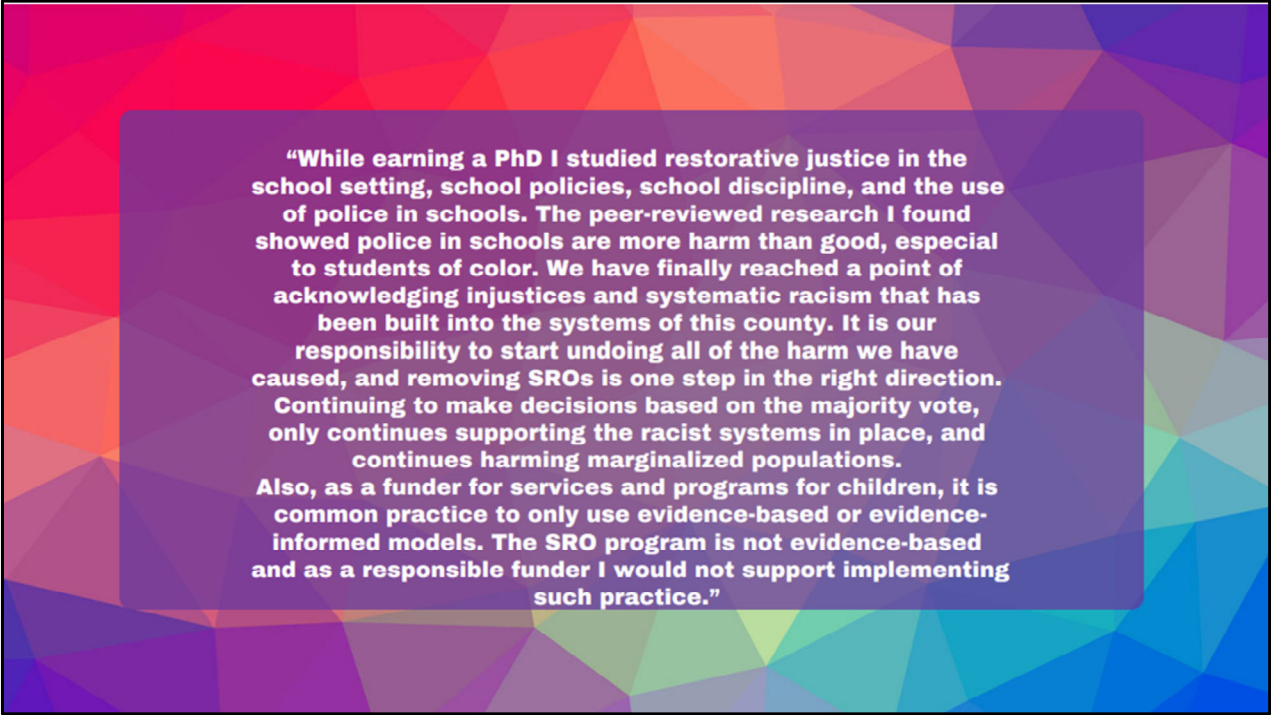
"The school to prison pipeline is real, and Black and People of Color people experience brutality and violence at the hands of police at a higher rate. I believe in evidence based decision making. Unfortunately, the data presented to us for the SRPD/SRCS program was sparse and fragmented, especially considering the program has been in place for 25 years. One of the most compelling pieces of data came late in the process, after repeated requests for it. Over the last 3 years, 14% (138/985) of all juvenile arrests in SR were made by the 5 campus SRO's. We reviewed the data and analysis of other programs as well, and the results were mixed. It's not clear that the safety and crime prevention benefits of any SRO program can be balanced against the potential abuse of power and authority, along with the risk of racially biased punitive practices."



"In my opinion the SRPD/SRCS SRO program needs a lot of work to become a "model program"; a better MOU, district/community oversight, disclosure & transparency, better definitions of roles & responsibilities and a framework for escalations from school discipline to law enforcement. I think a careful examination of SRO's being weaponized or used as a means of intimidating students needs to be ongoing. I think more disclosure to parents and students on their civil rights when being questioned, detained, disciplined or searched by school officials and or SRO's needs to be clearly publicized. I also think that real social services and mental health services should be made accessible for students and families instead of relying on law enforcement."

The background of the slide is a vibrant, abstract geometric pattern composed of numerous triangles in shades of red, orange, yellow, green, and blue. In the center of this pattern is a semi-transparent purple rectangle. Inside this rectangle, a paragraph of text is displayed in a white, bold, sans-serif font. The text is centered and reads: "At this time I believe the program should be continued with goals, milestones and a timeline for review. I think there should be a way in which students and parents can submit anonymous or confidential feedback about experiences with SRO's without fear of reprisal. Both positive and negative feedback should be encouraged throughout the year, and even solicited on a regular basis, especially following any police activity on campus. Generational fear and trauma associated with the criminal justice system is real, so conversations about the SRO program should be normalized. I think better metrics and tracking of program milestones should be kept and an annual report published for community consumption."

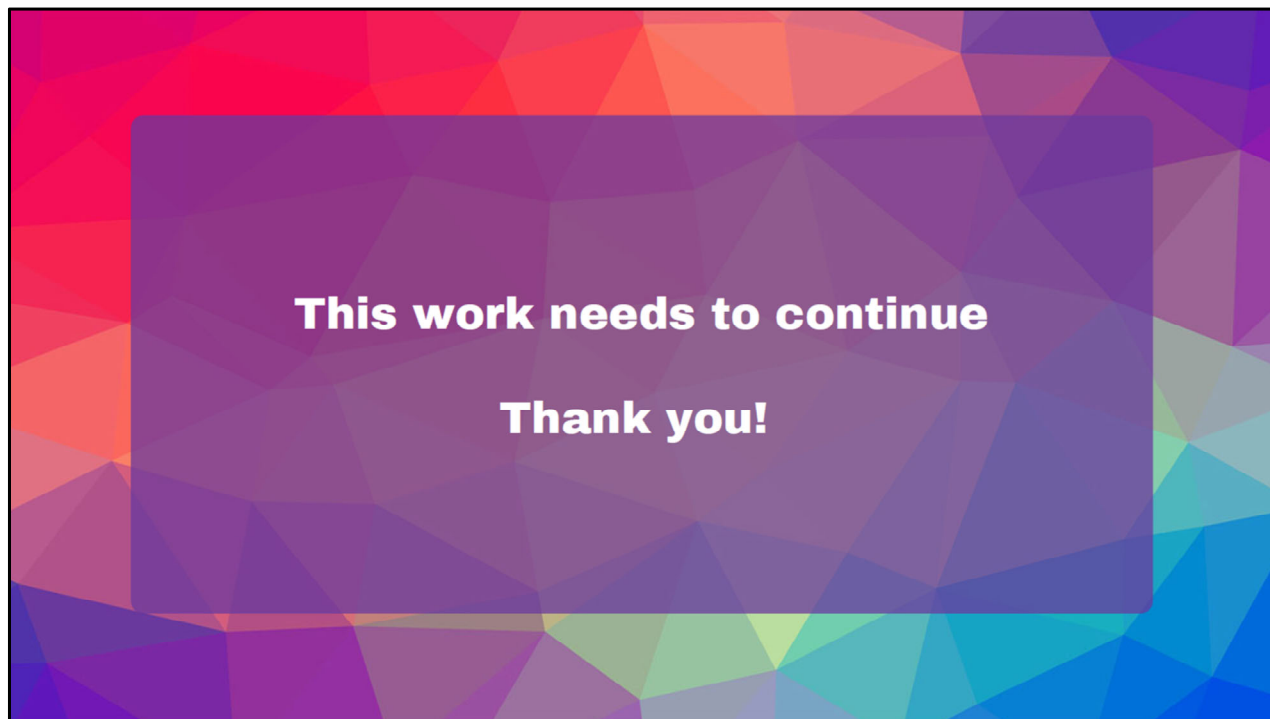
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"While earning a PhD I studied restorative justice in the school setting, school policies, school discipline, and the use of police in schools. The peer-reviewed research I found showed police in schools are more harm than good, especially to students of color. We have finally reached a point of acknowledging injustices and systematic racism that has been built into the systems of this county. It is our responsibility to start undoing all of the harm we have caused, and removing SROs is one step in the right direction. Continuing to make decisions based on the majority vote, only continues supporting the racist systems in place, and continues harming marginalized populations. Also, as a funder for services and programs for children, it is common practice to only use evidence-based or evidence-informed models. The SRO program is not evidence-based and as a responsible funder I would not support implementing such practice."

"I recommend keeping the SRO Program, with the following changes:

- A clearly defined MOU with admin, staff, SRO, parent and community input**
- A procedural manual and training to ensure proper utilization of SROs, including a grievance process**
- Develop data tracking processes to determine successes/failures; including a clear definition of an "incident"**
- Involve admin, staff, and parents in the SRO selection process**
- Establish an Oversight Committee to periodically review the program**
- Classes/training for students about utilization of SROs and explanation of Students' Rights**
- Utilization of an outside SRPD officer if an arrest must be made on campus when needed to maintain the student trust of SROs"**



Whatever the decision is today, we know our work here is not done.
We look forward to continued communication and the opportunity to participate in
improving the education system of our children.
Thank you!