

SSK Interlocal Board Annual SRO Program Review

November 2, 2023

This document serves as a one-page summary of the full SRO Program Report. A digital copy of the full report and Safe and Successful Kids Interlocal Board contact information can be found at <https://app.lincoln.ne.gov/city/sskib/>.

Page 3

History

- May 2018: Safe and Successful Kids Interlocal agreement is signed to solidify commitments from the City and Lincoln Public Schools to invest in Community Learning Centers, mental health supports for students, and SRO program for middle schools.
- May 2018: SRO MOU signed between the City and LPS that outlines the separation of school discipline (the responsibility of school administration) and law enforcement (the responsibility of SROs).
- November 2018: Community-developed assessment measure is created to measure goals in the SRO MOU.
- November 2020: Annual reports to SSKI Board on progress toward the goals in the SRO MOU begin.

SRO Goals:

1. To create a common understanding that school administrators and teachers are ultimately responsible for school discipline and culture; SROs should not be involved in the enforcement of school rules; and a clear delineation of the roles and responsibilities of SROs as to student discipline, with regular review by all stakeholders, is essential.
2. To minimize student discipline issues so they do not become school-based referrals to the juvenile justice system;
3. To promote effectiveness and accountability;
4. To provide training as available to SROs and appropriate LPS staff on effective strategies to work with students that align with program goals;
5. To employ best practices so that all students are treated impartially and without bias by SROs and LPS staff in alignment with applicable City and LPS equity policies; and
6. To utilize best practices for training and oversight with the goal of reducing disproportionality.
- 7.
- 8.

SRO Facts:

- SROs receive an average of approximately 48 hours of training that includes a wide variety of topics related to mental health, threat response, adolescent development, cultural awareness, and de-escalation, among others. SROs also participate in collaborative professional development with LPS administrators
- SROs conducted a number of presentations, reaching over 1,000 students.
- SROs received three complaints through the LPD complaint process, four involving work at schools. All five were exonerated.
- SROs received three professional commendations during 2022-23.

Representative Data and Takeaways

The full SRO program report includes nearly 200 pages of data, analysis, and recommendations. The graphs, takeaways, and recommendations in this summary document are a very small representative snapshot of this report. The information provided was selected to demonstrate the key data used to measure the goals established for the SRO program. To gain a full understanding of the SRO program review for 2022-23, individuals should read the entire report.

Page 11

Middle and High School: 2015-2019

- Students (18%)
- Teacher/Staff (40%)
- Administrators (31%)
- Parents (4%)
- SRO/Officer (4%)
- Other Citizen (1%)
- Unknown (2%)

Middle and High School: 2022-23

- Students (11%)
- Teacher/Staff (34%)
- Administrators (39%)
- Parents (10%)
- SRO/Officer (3%)
- Other Citizen (3%)
- Unknown (0%)

Page 26

Who Initiated CFS?	Administrator Notified	Notification Unknown
Student	21	7
Teacher/Staff	83	7
Administrator	103	0
Parent	21	5
Officer	7	2
Other Citizen	4	5
Total	239 (90%)	26 (10%)

Other
 9 non-SRO
 9 other
 4 after hours
 3 traffic
1 adult on campus
 26 Total

Note: Admin. may have been notified, but, it was not indicated in the referral.

SRO Initiated Calls for Service*Leading to Referrals#

In 2022-23, SRO only initiated 3% of Calls for Service that resulted in referrals. Others who initiated calls for service made up 97 percent of referrals.

Calls for Service Leading to Referrals

Documentation that an administrator was notified occurred during 90% of calls for service that resulted in a referral, and administrators were informed 92% of the times teachers/staff initiated the call for service.

*Calls for service occur when an individual believes that a crime has been committed and contacts the SRO, 911, or the non-emergency line for incidents on school grounds.

#Referrals of juveniles occur after an investigation has been completed by the SRO. A referral is usually delivered verbally to the student and parent or over the phone. A referral does not require the student to be out of school.

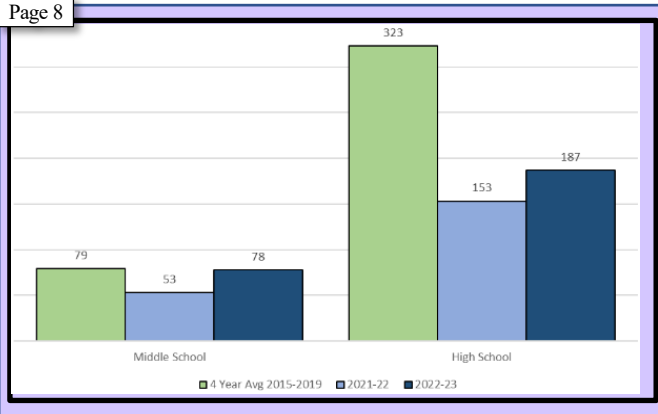
+Race/ethnicity/demographic categories align with federal demographic categories used by the Department of Education and indicate self-identified race/ethnicity. Some demographic groups may be unreportable if the number of individuals in a report is so small, that the release of the information may lead to identifying individuals within the group. Not reporting those groups protects the privacy of individuals in the group.

SSK Interlocal Board Annual SRO Program Review Continued

November 2, 2023

Representative Data and Takeaways

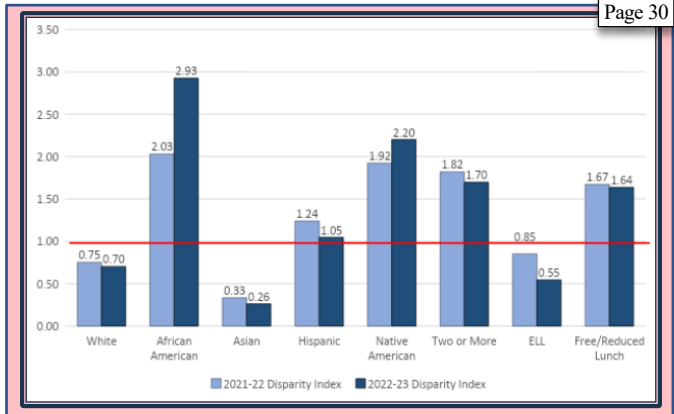
Page 8



Calls for Service (CFS) Resulting in Referrals

In 2022-23, the overall calls for service increased 10% from the four-year average, however, calls for service that resulted in a referral have decreased by 34%. In 2022-23, Middle school CFS resulting in referrals are down 1%, and High school CFS resulting in referrals are down 42%. Overall CFS resulting in a referral are down 34% from the 4-year average)

Page 30



Student Referral Disparity Index Comparison

With the available data (2021-22, 2022-2023), efforts to reach a level of parity among demographic groups are mixed. Only one of eight demographic groups has moved from outside to inside the LPS All Means All action plan target disparity index of 1.0-1.2. For the four demographic groups above 1.2, two moved closer to the target range. Of the three groups below 1.0, all moved further away from the 1.0 and became more underrepresented.

Page 41

	Not at all	Somewhat	Mostly	Completely	Somewhat, Mostly, Completely	Total Responses	Percent feeling Safer
American Indian or Alaska Native	61	121	132	108	361	422	85.55%
Asian	68	216	229	191	636	704	90.34%
Black/African American	160	317	315	239	871	1031	84.48%
Hispanic/Latino	138	340	439	303	1082	1220	88.69%
Native Hawaiian or Pacific Islander	17	34	33	37	104	121	85.95%
White	507	1641	2061	1856	5558	6065	91.64%
Prefer not to respond	90	189	217	213	619	709	87.31%
Total	1041	2858	3426	2947	9231	10272	89.87%

Perception of SROs Takeaway

Students who indicated that they were aware of their SRO reported that they feel safer with the SRO on campus. Overall, 90% of students reported feeling at least somewhat safer with an SRO on campus. This response ranged from 84-92% across demographic groups.

Page 79

Year	American Indian or Alaska Native	Asian	Black or African American	Hispanic	Native Hawaiian or Other Pacific Islander	White	Two or More Races
2014-2015	3%	1%	14%	17%	0%	53%	11%
2015-2016	2%	2%	15%	16%	0%	51%	14%
2016-2017	3%	1%	16%	16%	0%	51%	13%
2017-2018	2%	1%	16%	16%	0%	52%	14%
2018-2019	2%	1%	16%	17%	0%	51%	12%
2019-2020	2%	2%	15%	18%	0%	50%	13%
2020-2021	2%	2%	14%	19%	0%	48%	16%
2021-2022	2%	1%	17%	19%	0%	48%	14%
2022-2023	1%	1%	17%	22%	0%	43%	15%

Suspension/Expulsion Takeaway

Overall, suspension and expulsion statistics in 2022-23 were similar to 2021-22, and rates of suspensions/expulsions were generally proportional across demographic groups (although there is continuing evidence of disproportionality for students who identify as Black, Hispanic, or Two or more races). Some improvement in decreasing suspension rates for students receiving special education services or in the free/reduced lunch program.

Page 90

Overall Recommendations

- LPS and LPD will continue professional development to reinforce the separation of law enforcement and student discipline and LPS will continue its ongoing work toward the goal of its *All Means All* plan to reduce suspensions and the disparity of suspension and expulsion percentages between demographic groups.
- Efforts to improve disparity among demographic groups were mixed. LPS and LPD are going to target the issue of referrals for assaults, which has the highest number of referrals. LPS and LPD will develop processes and strategies to improve disparity in this area to serve as a template for developing similar approaches in other areas.
- Adding the survey question about perceptions of safety was beneficial. Additional questions will be considered in the future when new information may be helpful. Current questions will be retained to continue to collect historical trend data.
- Adjust data collection strategies to better understand when administrators were not only notified but actually involved in the decision process in initiating a call-for-service to the school resource officer.