

Frequently Asked Questions Re: SRO Evaluation Proposal

(Compiled from public feedback during November 8, 2018 community event and follow up feedback)

March 2019

Background/General

- Why/how did we get to this point?
 - During the spring of 2018 the City, Lincoln Public Schools (LPS), and our nonprofit partners came together to support a package that would increase funding in three primary areas—for our community learning centers, student behavioral health services, and the school resource officer—or SRO—program. This package, the Safe and Successful Kids Initiative, ultimately evolved into an interlocal agreement that both the LPS Board of Education and City Council adopted in May 2018. The agreement included funding for seven additional police officers—six SROs who would primarily serve our twelve middle schools and a threat assessment officer who would focus on school-connected threats. During the public conversation regarding the Safe and Successful Kids Initiative, both the LPS Board of Education and the City Council heard from many people regarding the SRO program. These discussions ultimately resulted in an Memorandum of Understanding (MOU) between the City and LPS. This MOU sets forth the broad parameters governing SROs, including six main program goals. The MOU also directs LPS and the City to come up with way to measure the success of the SRO program.
- If there are already protocols in place governing the SRO program, why is there a need to create an evaluation plan?
 - Many people in the community asked for such a plan developed with public input and made available in written form, better enabling the public to understand how the SRO program functions and providing the framework for evaluating the program’s impact going forward.
- How will the SROs time be split at the middle school level (currently, one SRO is assigned per two middle schools)?
 - Allocation of SRO time will be determined by the needs of the building; the goal is that an SRO's time is split as evenly as possible between buildings.
- Who hires and supervises the SROs?
 - The Lincoln Police Department (LPD) hires SROs, with advice from Lincoln Public Schools. SROs are LPD employees.
- How does the amount of resources spent on SROs compare to the resources spent on mental health counselors in our schools?
 - Lincoln Public Schools (LPS) has partnered with the Lincoln Police Department (LPD) to provide 12 SROs in LPS schools for approximately \$1.2 million dollars. LPS employs 95 school counselors, 41 social workers, 44 school psychologists, and 11 therapists. Through the Safe and Successful Kids Interlocal Agreement, an additional \$400,000 dollars is dedicated to mental health services for LPS students. In addition to these resources, LPS also coordinates with local mental health service providers to meet with students and families at school so that students miss less school while attending appointments.
- Is the SRO Memorandum of Understanding (MOU) between Lincoln Public Schools and the City comprehensive?

The MOU is intended to outline the broad policy goals of the SRO program. The SRO Evaluation Plan is intended to provide a means to analyze all aspects of the SRO program.

- The MOU outlines six goals for the SRO program. Can these goals be modified and if so, how?
 - Yes, these goals can be modified. The Safe and Successful Kids Interlocal Board can recommend changes to these goals, which both the LPS Board of Education and City Council would then need to approve.
- Does the SRO Evaluation Plan represent the entire agreement between Lincoln Public Schools and the City?
 - No. The Safe and Successful Kids Initiative includes several agreements that are available on the Safe and Successful Kids Interlocal Board webpage.
- Why was there a rush to get SROs into the middle school buildings before the SRO Evaluation Plan was finalized and implemented?
 - When the Safe and Successful Kids Interlocal Agreement was adopted in May 2018, the City and Lincoln Public Schools (LPS) expected that SROs would be in our middle schools by no later than January 2019. Officers were identified and trained as SROs by fall 2018 and were ready to begin their work in our middle schools by mid-November 2018. These six new SROs joined the six SROs who have served our six public high schools for a number of years. Parents received information about the SRO program and law enforcement in their summer mailings from LPS and on November 8 via email from LPS. On November 8, middle school staff received information about the SROs arriving in their schools. The SRO Evaluation Plan that will be adopted by the Safe and Successful Kids Interlocal Board in the spring of 2019 will be utilized during the 2019-20 school year.
- How would the passage of LB390 impact the City of Lincoln/Lincoln Public Schools SRO program?
 - Passage of LB390 would:
 - Create common definitions for terms used to describe SRO programs,
 - Authorize the Nebraska Department of Education (NDE) to develop a model SRO program description,
 - Outline SRO professional development requirements, and
 - Allow existing SRO agreements to continue until NDE has created the model SRO program description then provide time for existing programs to adopt the new practices.
 - The existing MOU between LPS and the City of Lincoln is based on best practices, and we believe that model practices identified by NDE will closely match existing practices.

Communication with Students and Families

- What information regarding the SRO program has been shared with students, parents, and staff, and when was such information shared?
 - Parents received information about the SRO program and law enforcement in their summer mailings and on November 8 via email. On November 8, middle school staff also received information about the SROs arriving in their schools.
- What if someone has a concern regarding an interaction with an SRO—who should they approach with that concern and how will they know who to approach?

- Lincoln Public Schools (LPS) will include a section on this topic in its Important Information Booklet, which is sent out to families annually. LPS will encourage families to raise the issue with building administrators, who will then forward the concern on to the Lincoln Police Department (LPD). LPS will also ensure that building administrators are advised of this process.
- In addition, students, parents, and guardians may file a complaint about an SRO with the SRO's supervisor, the LPD's Internal Affairs Unit, and the Citizens' Police Advisory Board. LPD publicizes the process of how to make a complaint, including frequently asked questions, on its website.
- How will students know the difference between a casual conversation with an SRO and an official police inquiry concerning an incident?
 - The SRO will tell the student that the SRO is speaking to the student about a legal matter or criminal incident. In addition, before a student aged 15 or younger is interviewed by an SRO, parents will be notified. Parents may be notified before a student aged 16 and over is interviewed. Lincoln Police Department (LPD) policy also requires that when LPD officers (including SROs) investigate calls for service at a school, they must first make contact with the principal or school representative, unless immediate intervention is needed.
- How are students and families advised about school discipline, the role of SROs, and when an SRO will become involved in an incident?
 - This information will be included in Lincoln Public Schools Important Information Booklet, which is sent out to families annually.
- The SRO Evaluation Plan includes a reference to a document for Lincoln Public School that contains information about the role of SROs. Does a document currently exist?
 - No, but this document will be created through the evaluation process.

Data Collection

- What kind of data will be collected from onset?
 - The Draft Evaluation Plan for the School Resource Officer Program ("SRO Evaluation Plan"), which can be found on the Safe and Successful Kids Interlocal Board website, describes both the data to be collected and the method of analysis. In general, evaluators will collect data about Lincoln Police Department calls for service at schools, incident outcomes, Lincoln Public Schools discipline, and survey data regarding student, teacher, and parent perceptions of SROs.
- How often will data be collected?
 - Evaluators will collect Lincoln Police Department and Lincoln Public Schools data daily. Evaluators will also conduct a large-scale survey annually.
- Will the context of a contact between a student and SRO be reported and reviewed, rather than simply reporting the result of the contact?
 - Evaluators will examine documented contacts between SROs and students to analyze the nature of the contact, who initiated the contact, the outcome of the contact, and any possible demographic disproportionality, among other variables.
- What demographics will be considered in collecting and analyzing data?
 - Evaluators will analyze the following demographics for incidents that result in a Lincoln Police Department (LPD) report, LPD citation, LPD juvenile referral, Lincoln Public Schools (LPS) discipline referral, LPS suspension, or an LPS expulsion: gender,

race/ethnicity, ELL status, special education status, and free/reduced lunch status. The purpose of analyzing demographic information is to identify possible disparity among groups in certain outcomes or contexts. Evaluators will analyze long-term trends for potential demographic disproportionality.

- Can the data collected be disaggregated by English Language Learner (ELL) status, by gender non-conformity, by sexual orientation, and by disability status?
 - Evaluators will analyze the following demographics for incidents that result in a Lincoln Police Department (LPD) report, LPD citation, LPD juvenile referral, Lincoln Public Schools (LPS) discipline referral, LPS suspension, or an LPS expulsion: gender, race/ethnicity, ELL status, special education status, and free/reduced lunch status. The purpose of analyzing demographic information is to identify possible disparity among groups in certain outcomes or contexts. Evaluators will analyze long-term trends for potential demographic disproportionality. Neither LPS nor LPD can require students to divulge private information, such as that related to sexual orientation, gender nonconformity, or disability status. Some information about additional demographics may be captured in survey data, but it will not be systematic.
- Does exposure to SROs change student perceptions of police?
 - This is an ancillary research question that we may not be able to answer. To do so, baseline data about students who progressed through Lincoln Public Schools (LPS) without SROs would be needed to make a comparison to students who progressed through LPS schools with SROs.
- How does Lincoln Public Schools (LPS) disaggregate its discipline data?
 - LPS disaggregates its discipline data based on the following demographics: gender, race/ethnicity, ELL status, special education status, and free/reduced lunch status.
- What are schools doing about individual teacher Office Discipline Referral (ODR) data and how are administrators responding to such data/reviewing such data with teachers?
 - Lincoln Public Schools (LPS) has adopted the Positive Behavior Interventions and Support (PBIS) framework to guide the selection and implementation of practices to improve student outcomes. This framework includes a robust data collection component, including disciplinary referral data. LPS tracks referrals by teachers at both the building and district level, and this data is reported biennially to the federal Office of Civil Rights. This data is also used to guide professional development and adjustments to the PBIS system.
- Can the data collected be sorted by violations by code violation and then by demographics?
 - Evaluators will analyze demographic data concerning Lincoln Police Department (LPD) reports, LPD citations, LPD juvenile referrals, Lincoln Public Schools (LPS) discipline referrals, LPS suspensions, and LPS expulsions. This method includes analyzing demographic data concerning violations by type of incident (or code violation).
- Can the data be sorted by the reason for the law enforcement criminal justice referral and then by demographics?
 - Yes. Evaluators will examine documented contacts between SROs and students to analyze the nature of the contact, who initiated the contact, the outcome of the contact, and any possible demographic disproportionality, among many other variables.
- Will student discipline data be analyzed along with SRO criminal justice referral data?
 - Yes. Evaluators will analyze and compare student discipline data with SRO criminal justice referral data. The analysis and findings will be published in the annual report to the Safe and Successful Kids Interlocal Board.

- Will student perception survey data be disaggregated for students who have and have not had direct interactions with SROs?
 - Evaluators will conduct annual surveys designed to measure students, teachers, and parents' perceptions of SROs. Evaluators will disaggregate the data according to several variables, including having interacted with an SRO.
- Will data collection include descriptive narratives of contacts?
 - Descriptors of the context of SRO contacts and criminal justice referrals will be collected via incident reports as they occur and will be checked for quality daily.
- What type of narrative data is collected regarding criminal justice referrals?
 - Criminal justice referrals issued by an SRO are accompanied by detailed investigative reports. These are reviewed through formalized internal processes at the Lincoln Police Department and by the juvenile division of the Lancaster County Attorney's Office.
- Do Lincoln Public Schools (LPS) and the Lincoln Police Department have access to data about who enters the prison pipeline post-graduation from LPS?
 - This is an ancillary research question that we may not be able to answer. To do so, additional research partners, data, and resources would be needed to analyze the question.
- Is the data Lincoln Public Schools (LPS) and the Lincoln Police Department (LPD) will collect similar to that collected by other school districts with SROs?
 - Every other year, LPS (like all other public school districts) is required to submit data to the federal Office of Civil Rights. This data relates to disciplinary actions and criminal justice referrals and is disaggregated on basis of gender, race/ethnicity, ELL status, special education status, and free/reduced lunch status. In addition, LPD has surveyed its benchmark cities regarding data collection involving students. Two cities have indicated they collect data regarding SROs, and the data is very basic—for example, the type of calls for service involving SROs. (The Benchmark Cities Survey was designed in 1997 by a group of police chiefs from across the country. It is intended to provide a measurement tool to ensure law enforcement departments are providing the best service possible within their respective communities.)
- Is there SRO survey data that pre-dates the 2018 agreement between Lincoln Public Schools (LPS) and the City?
 - LPS and the Lincoln Police Department have some previous survey data, but it does not align with the new goals outlined in the Memorandum of Understanding (MOU) adopted in May 2018. The new surveys are aligned directly with the goals stated in the MOU.
- How will the time SROs spend in the classroom be tracked and reported?
 - Yes, it is being tracked by number of presentations given and number minutes in the classroom.

Evaluation

- Is the SRO Evaluation Plan based on a logic model?
 - Yes. A logic model is a visual way to represent and share your understanding of the relationships among the resources you have to operate your program, the activities you plan, and the changes or results you hope to achieve. Logic models are typically used as a framework for evaluating programs. Most logic models begin with a delineation of the program objectives or goals. The logic model for the SRO Evaluation Plan begins with

the six stated goals of the program and then addresses the analyses and data associated with each goal.

- Will the SRO Evaluation Plan evolve (at this point, it appears to be a general outline)?
 - This is an initial proposal for an evaluation tool. The SRO Evaluation Plan will evolve before it is submitted to the Safe and Successful Kids Interlocal Board for its consideration. It is also anticipated that the Evaluation Plan will be updated regularly going forward. Lincoln Public Schools and the City will continue to seek the public's input regarding the Evaluation Plan. The data collected via this Plan will then form the basis for the annual SRO program report submitted to the Safe and Successful Kids Interlocal Board.
- Who is involved in the review of the SRO program?
 - Evaluators from the Lincoln Police Department and Lincoln Public Schools will conduct an annual analysis of the data and submit an annual report to the Safe and Successful Kids Interlocal Board for review.
- How often will the SRO program be evaluated?
 - The Safe and Successful Kids Interlocal Board will review the SRO program once a year.
- Is there a "red flag" system that will alert Lincoln Public Schools (LPS) and/or City officials if program issues surface between annual reviews?
 - Evaluators from the Lincoln Police Department and LPS will conduct an annual analysis of the data and submit an annual report to the Safe and Successful Kids Interlocal Board for review. It is important to allow sufficient time to pass before analyzing the impact of the SRO program. Otherwise, issues such as small samples sizes and outliers may give rise to erroneous and invalid findings. That being said, descriptors of the context of SRO contacts and criminal justice referrals will be collected via incident reports as they occur and will be checked for quality daily.
- What happens if/when the data indicate the SRO program is not working and/or that adjustments to the SRO program need to be made?
 - Evaluators will conduct an annual analysis of the data and submit an annual report (including both positive and negative results) to the Safe and Successful Kids Interlocal Board, which will review the report and determine the next steps for the SRO program. This information will also be shared with the Lincoln Public Schools Board of Education and the City Council.
- Will the SRO program evaluation process include a review of trend data?
 - Evaluators will analyze the following demographics for incidents that result in a Lincoln Police Department (LPD) report, LPD citation, LPD juvenile referral, Lincoln Public Schools (LPS) discipline referral, LPS suspension, or an LPS expulsion: gender, race/ethnicity, ELL status, special education status, and free/reduced lunch status. The purpose of analyzing demographic information is to identify possible disparity among groups in certain outcomes or contexts. Evaluators will analyze long-term trends for potential demographic disproportionality. Evaluators will also examine documented contacts between SROs and students to analyze the nature of the contact, who initiated the contact, the outcome of the contact, and any possible demographic disproportionality, among many other variables.
- Are Lincoln Public Schools and the Lincoln Police department continuously reviewing SRO interactions in our schools?
 - Descriptors of the context of SRO contacts and criminal justice referrals will be collected via incident reports as they occur and will be checked for quality daily. In addition,

evaluators will conduct an annual analysis of the data and submit an annual report to the Safe and Successful Kids Interlocal Board (SSKIB). The SSKIB will then determine what changes need to be made to the SRO program, based on its evaluation of the annual report.

- Will each school host parent/student roundtables focused on SRO Evaluation Plan?
 - Although individual schools may choose to organize roundtable discussions, the Safe and Successful Kids Interlocal Board has focused its effort on community-wide data and discussions.

Reporting

- Will the number of complaints and commendations regarding SROs be published? If so, how often?
 - Yes. Evaluators will conduct an annual analysis of the data (including SRO complaints and commendations) and submit an annual report to the Safe and Successful Kids Interlocal Board (SSKIB), which will review the report and determine the next steps for the SRO program. Historical data will be archived on the SSKIB website.
- Will the data be reported on a district-wide basis or by individual school?
 - Data will be reported on a district-wide basis to avoid inadvertently identifying students.
- The SRO Evaluation Plan includes several references to “comparison to five year trend.” Does this mean the Safe and Successful Kids Interlocal Board (SSKIB) will wait five years to analyze the data?
 - No. This language reflects the direction to evaluators to analyze long-term trends for potential demographic disproportionality. Evaluators will conduct an annual analysis of the data and submit an annual report to the SSKIB. The SSKIB will then determine what changes need to be made to the SRO program, based on its evaluation of the annual report. It is also important to note that descriptors of the context of SRO contacts and criminal justice referrals will be collected via incident reports as they occur and will be checked for quality daily.
- How available will the data be to the public?
 - Evaluators will conduct an annual analysis of the data and submit an annual report to the Safe and Successful Kids Interlocal Board (SSKIB), which will review the report and determine the next steps for the SRO program. Historical data will be archived on the SSKIB website.
- When will the data collected regarding the SRO program be reviewed?
 - Evaluators will conduct an annual analysis of the data and submit an annual report to the Safe and Successful Kids Interlocal Board (SSKIB). The SSKIB will then determine what changes need to be made to the SRO program, based on its evaluation of the annual report. It is also important to note that descriptors of the context of SRO contacts and criminal justice referrals will be collected via incident reports as they occur and will be checked for quality daily.
- Will the annual report regarding the SRO program be shared with the public, and will the public have an opportunity to offer feedback on the report?
 - Yes. The annual report will be discussed during the Safe and Successful Kids Interlocal Board’s (SSKIB) March meeting. All of the SSKIB’s meetings are open to the public. The annual evaluation results will also be posted on the SSKIB’s website.

SRO Responsibilities; Discipline v. Enforcement

- What are the roles and responsibilities of SROs?
 - SROs spend most of their day building positive relationships with students and staff and acting as ambassadors of the Lincoln Police Department (LPD). When SROs have expertise in a specific area, they may serve as a curriculum aid in classrooms. For example, recently at a middle school, a local sheriff worked with a math class in applying their math skills to see how such skills are used in accident investigations by law enforcement. SROs should not be involved in the enforcement of school rules, as disciplining students is the responsibility and authority of LPS, school administrators, and parents. Law enforcement is the responsibility of LPD.
- What are examples of behavior referred to law enforcement versus behavior that is handled by Lincoln Public Schools as disciplinary matters?
 - Lincoln Public Schools' (LPS) regulations provide that "Any act of a student which is a basis for expulsion and which the principal or designee knows or suspects is a violation of the Nebraska Criminal Code will be reported to law enforcement as soon as possible. Conduct to be reported to law enforcement includes conduct that may constitute a felony, conduct which may constitute a threat to the safety or wellbeing of students or others in school programs and activities and conduct that the legal system is better equipped to address than school officials." Conduct not generally reported to law enforcement, and handled via the disciplinary process, includes typical adolescent behavior that can be effectively addressed by school administrators. In deciding whether to involve law enforcement, LPS administrators consider the student's maturity, mental capacity and behavioral disorders, where applicable, as well as the wishes of any victims involved.
- How does Lincoln Public Schools (LPS) ensure accountability with respect to disciplinary referrals (i.e. what if a particular teacher is "over disciplining"—how is that determined/handled by building administrators)?
 - Lincoln Public Schools (LPS) has adopted the Positive Behavior Interventions and Support (PBIS) framework to guide the selection and implementation of practices to improve student outcomes. This framework includes a robust data collection component, including disciplinary referral data. LPS tracks referrals by teachers at both the building and district level, and this data is reported biennially to the federal Office of Civil Rights. This data is also used to guide professional development and adjustments to the PBIS system.
- Under what circumstances can a teacher involve an SRO in an incident? What role, if any, do SROs play in classroom discipline?
 - Generally speaking, building administrators, not teachers, make the decision to involve an SRO in an incident. A teacher's role regarding discipline and classroom management will not change with the addition of SROs. That is, teachers will continue to utilize effective classroom management strategies in accordance with Lincoln Public Schools (LPS) policies and procedures regarding discipline, without involving SROs. However, any law enforcement officer, including SROs, may take a report regarding an alleged law violation from any student, parent, administrator, or teacher (e.g., an alleged theft or vandalism). In addition, Lincoln Public Schools (LPS) regulations require that student conduct "that may constitute a felony" and conduct "which may constitute a threat to the safety or wellbeing of students or others in school programs and activities" shall be reported to law enforcement. Depending on the circumstances of the incident, a

teacher may make such a report. It is important to remember that even in those limited circumstances when a teacher involves an SRO in an incident, the SRO will still evaluate whether the circumstances merit enforcement action or if LPS is better equipped to address the incident.

- What factors does an SRO consider when determining whether to make a criminal justice referral?
 - Lincoln Public Schools (LPS) regulations provide that “Any act of a student which is a basis for expulsion and which the principal or designee knows or suspects is a violation of the Nebraska Criminal Code will be reported to law enforcement as soon as possible. Conduct to be reported to law enforcement includes conduct that may constitute a felony, conduct which may constitute a threat to the safety or wellbeing of students or others in school programs and activities and conduct that the legal system is better equipped to address than school officials. Conduct that does not need to be reported to law enforcement includes typical adolescent behavior that can be addressed by school administrators without the involvement of law enforcement. In making the decision of whether to report [to law enforcement], consideration should be given to the student’s maturity, mental capacity and behavioral disorders, where applicable.”
 - Similarly, SROs also give consideration to a student’s maturity, mental capacity, and behavioral disorders, as well as to the nature and severity of the offense and input from the victim, when deciding whether to refer a student to the criminal justice system. Lincoln Police Department (LPD) officers weigh many of these same mitigating factors when deciding to issue a citation to students involving non-school incidents as well. Moreover, SROs, in conjunction with administrators, will evaluate whether LPS administrators are better equipped to address a student’s behavior. It is also important to note that an SRO may issue a criminal justice referral to a student, but then recommend that student for a diversion program, such as SAMI or RESTORE (see discussion below). The goal of a referral is not to punish the student, but to connect the student with appropriate resources, guidance, and supervision to correct the behavior, as well as to maintain the safety and security of all students.
- Do SROs consider trauma in a child’s life when determining whether to refer a child to the criminal justice system?
 - Yes. SROs received advanced training in mental health, behavioral health, and interactions with juveniles. LPS administrators have also had trauma training and extensive training on behavior prevention and response.
- Who is initiating the contacts with SROs that ultimately lead to criminal justice referrals?
 - The annual report to the Safe and Successful Kids Interlocal Board will analyze who is initiating reports that lead to criminal justice referrals.

Training

- What training are SROs provided?
 - Those who earn the opportunity to serve as SROs are veteran Lincoln Police Department (LPD) officers who display a passion to serve and protect our children. SROs are required to complete extensive training. Selected candidates complete training from the National Association of School Resource Officers, with an emphasis on the topics of effective relationship building and working with teenagers. In partnership with Region V Systems, SROs receive an additional forty hours of Behavioral Threat Assessment

Training, as well as another 8 hours of training specifically on youth behavioral health, threat assessment and management. All SROs also receive training on response to active threats in the school environment. In addition, per LPD's General Orders, SROs (like all Lincoln police officers) complete annual mandatory training concerning implicit bias, cultural competency, and de-escalation. SROs complete collaborative training with school administrators on a regular basis as well. Upcoming trainings include 40 hours focused on strategies for youth, which is scheduled for the summer of 2019. LPD and Lincoln Public Schools will continue to seek out training opportunities for SROs.

- Who conducts the SRO training?
 - The Lincoln Police Department (LPD), working jointly with Lincoln Public Schools, identifies training opportunities for SROs. Some training sessions are conducted by LPD; others are conducted by outside professionals with expertise in training police officers to communicate and interact with students.
- Are middle school students, parents, and school staff prepared for the arrival of SROs in middle school buildings?
 - The public process leading to the Safe and Successful Kids Interlocal Agreement provided opportunities for input and candid discussion. Lincoln Public Schools (LPS) and the Lincoln Police Department have partnered to provide training for the existing SROs and building administrators. Middle school leadership and the new SROs participated in this eight-hour collaborative training. (See above for additional training SROs receive.) In addition, LPS will provide training and information to all of its staff about the role of SROs, their roles with respect to SROs, and how to incorporate SROs in the classroom. In short, there has been active communication about SROs among the schools, the parents and most importantly, the students.
- What trainings do teachers and staff receive about the role of SROs?
 - Lincoln Public Schools will provide training and information to all of its staff about the role of SROs, how to incorporate SROs in the classroom, their roles with respect to SROs, and their roles in relation to disproportionality.
- Could some schools serve as "mentor schools" based on their handling of challenging disciplinary and/or criminal justice referral situations?
 - Possibly, depending on a review of the data.
- Can the community offer feedback on potential new training for SROs, building administrators, and/or school staff?
 - Yes. Such feedback can be offered several ways, including via the Comment Now button on the Safe and Successful Kids Interlocal Board webpage.

Student Rights

- How will students know what their rights are (including the right against self-incrimination) when interacting with SROs who are conducting investigations?
 - SROs follow the same written directives or guidelines in protecting student rights as any other law enforcement officer.
- How will students know the difference between a casual conversation with an SRO and an official police inquiry concerning an incident?
 - The SRO will tell the student that the SRO is speaking to the student about a legal matter or criminal incident. In addition, before a student aged 15 or younger is interviewed by an SRO, parents will be notified. Parents may be notified before a student aged 16 and over is interviewed. Lincoln Police Department (LPD) policy also

requires that when LPD officers (including SROs) investigate calls for service at a school, they must first make contact with the principal or school representative, unless immediate intervention is needed.

Lincoln/Lancaster County Formal Diversion Options: General Background Information

Truancy Diversion: Comprehensive program for students who would otherwise have a truancy adjudication in juvenile court. Participants have regular appearances before the designated Judge/County Attorney and Principal at their school outside of regular school hours. The truancy team is comprised of the County Attorney's Office, Private Defense Attorney, Juvenile Court, Lincoln Public Schools, and Treatment Providers that are working together and committed to encouraging and supporting the youths' participation in pro-social activities and positive behavior in school.

RESTORE: Diversion from court involvement for students ages 11 to 17 who would otherwise be referred to the County Attorney for an assault or disturbing the peace inside any LPS school. This 60-day program holds youth accountable for their behavior through restorative justice practices and encourages behavior change through interventions and referrals to appropriate programs. Upon successful completion, the arrest will be removed from the youth's record and no further legal action will be taken.

SAMI: School-based Alcohol and Marijuana Intervention diversion program provides an opportunity for LPS high school students who would otherwise be referred to the County Attorney for alcohol and/or marijuana possession offenses. Participants in this program complete an online drug and alcohol course and receive a drug and alcohol evaluation. Upon successful completion, the arrest will be removed from the youth's record and no further legal action will be taken.

Juvenile Diversion: Alternative to traditional justice proceedings for youth ages 11 to 17 who have committed certain types of legal violations. After the early assessment process (interview with youth and family) is completed, the County Attorney determines eligibility for the program. Program components include: restitution, pro-social activity, community service, educational component, drug and/or alcohol testing as needed and treatment, and a \$60 fee.

Intensive Diversion: Youth referred to Intensive Diversion are given the opportunity to participate in diversion for a second time. Youth must have a minimum of a nine-month lapse between the date of successful completion of regular diversion and the date of the new offense. Program requirements are similar to regular diversion with additional community services hours, family engagement and \$100 program fee.