

# School Resource Officers in Schools

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# Purpose

To take action on a pathway forward in determining the future of the School Resource Officers Program in the Howard County Public School System.

# Strategic Call to Action Alignment

## Responsive and Efficient Operations

Organizational culture and climate are supportive and nurturing, and provide a safe and healthy environment for all students and staff.

### Vision

Every student and staff member embraces diversity and possesses the skills, knowledge and confidence to positively influence the larger community.



### Mission

HCPSS ensures academic success and social-emotional well-being for each student in an inclusive and nurturing environment that closes opportunity gaps.

### Four Overarching Commitments

#### VALUE

Every HCPSS stakeholder feels happy and rewarded in their roles and takes pride in cultivating the learning community.

#### ACHIEVE

An individualized focus supports every person in reaching milestones for success.

#### CONNECT

Students and staff thrive in a safe, nurturing and inclusive culture that embraces diversity.

#### EMPOWER

Schools, families and the community are mutually invested in student achievement and well-being.

# Background

HCPSS and Howard County Government staff conducted three focus groups with a variety of stakeholders:

- Students and Families (October 5, 2020)
- HCPSS School Staff (October 13, 2020)
- Community Stakeholders (October 15, 2020)

# State and National Response

What have other responses looked like:

- Minneapolis
- Prince George's County Public Schools
- Montgomery County Public Schools
- MD General Assembly Legislation

# Recommendations: HCPSS Focus Groups

HCPSS Focus Groups suggested:

- To be more transparent around roles and responsibilities of SROs, how the program is being evaluated, and consequences for ineffective SROs.
- To share safety plans for each school with the community.
- To publish the SRO Code of Conduct.
- To change the climate and messaging around the SRO program to clearly articulate what they are doing.
- To address bias within the SRO program and law enforcement.

# Additional Recommendations: HCPSS Focus Groups

If SROs are removed, HCPSS should support students in a more holistic manner through:

- Increasing support for peer-to-peer resolutions of conflicts.
- Providing restorative justice in all schools.
- Supporting food security and connect with resources.
- Connecting families to substance abuse resources and interventions
- Increasing bullying prevention.
- Making sure all students are supported.

# Two Pathways: Pathway #1

**Completely remove school resource officers from our schools and replace those positions with a complement of alternative education teachers, social workers, counselors, and security assistants.**



# Two Pathways: Pathway #2

**Develop a plan that retains school resource officers with changes to the program, and a smaller complement of alternative education teachers, social workers, and counselors.**

# Questions

