

**PIEDMONT UNIFIED SCHOOL DISTRICT**

**M E M O R A N D U M**

**TO:** Board of Education

**FROM:** Randall Booker, Superintendent

**DATE:** February 27, 2019

**RE: PROPOSAL TO ACCEPT CA DEPARTMENT OF JUSTICE GRANT  
TO IMPLEMENT A SCHOOL RESOURCE OFFICER**

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**I. SUPPORT INFORMATION**

During the 2017-18 school year, Piedmont Police Chief Jeremy Bowers and Superintendent Randall Booker established monthly meetings for information sharing and to identify collaborative opportunities. Through the course of those meetings, along with our experiences at other school districts and municipalities, we discussed the possibility of a School Resource Officer (SRO) in PUSD.

California Healthy Kids Survey

The 2017-18 California Healthy Kids Survey [results](#) indicate that there is needed growth and student support in the areas of: School Engagement and Connectedness to Caring Adults, Substance Abuse, and Mental and Physical Health.

	<b>School Connectedness</b>	<b>Caring Adult Relationships at school</b>	<b>Meaningful Participation at school</b>
	(avg % reporting "strongly agree")	(avg % reporting "strongly agree")	(avg % reporting "strongly agree")
<b>7<sup>th</sup></b>	46%	47%	25%
<b>9<sup>th</sup></b>	26%	30%	8%
<b>10<sup>th</sup></b>	26%	37%	11%
<b>11<sup>th</sup></b>	27%	35%	9%
<b>12<sup>th</sup></b>	25%	44%	16%
<b>MHS</b>	19%	52%	6%
<b>Alameda County Averages</b>			
<b>7<sup>th</sup></b>	21%	30%	13%
<b>9<sup>th</sup></b>	17%	24%	10%
<b>11<sup>th</sup></b>	15%	27%	10%

	<b>Experienced harassment or bullying at school</b>  (during the past 12 months)	<b>Seen a weapon on campus</b>  (during the past 12 months)	<b>Current alcohol or drug use</b>  (during the past 30 days)
7 <sup>th</sup>	38%	8%	3%
9 <sup>th</sup>	36%	7%	18%
10 <sup>th</sup>	26%	7%	38%
11 <sup>th</sup>	27%	7%	46%
12 <sup>th</sup>	26%	4%	55%
<b>MHS</b>	41%	6%	41%
<b>Alameda County Averages</b>			
7 <sup>th</sup>	36%	15%	5%
9 <sup>th</sup>	33%	15%	27%
11 <sup>th</sup>	28%	11%	27%

	<b>Current e-cigarette use</b>  (during the past 30 days)	<b>Chronic sadness and/or hopelessness</b>  (during the past 12 months)	<b>Considered Suicide</b>  (during the past 12 months)
7 <sup>th</sup>	2%	14%	Question not asked
9 <sup>th</sup>	9%	27%	12%
10 <sup>th</sup>	17%	25%	11%
11 <sup>th</sup>	23%	27%	13%
12 <sup>th</sup>	24%	19%	10%
<b>MHS</b>	24%	43%	31%
<b>Alameda County Averages</b>			
7 <sup>th</sup>	3%	14%	Question not asked
9 <sup>th</sup>	9%	31%	17%
11 <sup>th</sup>	14%	36%	18%

### Role of a School Resource Officer

The role of a School Resource Officer is to assist in building a positive school culture by implementing the main duties of the SRO, working closely with the school leadership teams, and making a positive impact on the school community while focusing on school safety.

In order to further promote the District's strategic plan's primary goal of "All students will feel physically safe, emotionally cared for, and academically and socially included in their school environment," the Superintendent and Chief of Police recommend the adoption of a School Resource Officer at the secondary level. This position looks to partner with school staff to:

1. improve student engagement and connectedness to caring adults,

2. develop substance abuse prevention strategies/programs, and
3. support students in their mental and physical health.

The four main duties are: one of a **counselor** by talking with students and staff and offering guidance and assistance; one of **teacher** by providing classroom presentations, supporting on-campus intervention through discussions and lessons, staff development and informational sessions for parents; one of **social worker** by linking students, parents and staff with resources and services; lastly, as a **law enforcement professional**.

Additionally, the School Resource Officer would be attired in a soft-uniform (polo shirt, khaki pants, etc.) and carry the tools necessary for law enforcement (including a firearm).

#### Program Goals and Outcomes

- Redefine student's ideas of Law Enforcement (usually negative) to reflect highly upon PPD and Law Enforcement in general.
  - Strengthening transparency, partnership, and trust with the police that go beyond the school environment.
- Provide education and serve as a resource for students, families, staff, and administrators.
  - Conduct workshops and/or classroom "push-in" in the following areas:
    - Substance Abuse (vaping, alcohol, marijuana)
    - Social Media Use
    - Traffic Safety
    - Civics, Law & Society, Social Psychology
    - Teach faculty and staff on drug recognition, signs of being under the influence, and current trends and laws.
    - Counsel students on life related issues such as, family, suicide, mental health, relationship problems, drugs, tobacco, and alcohol abuse.
- Support the faculty and staff in developing and implementing the safe schools plan.
  - Campus Supervision
  - Emergency Preparedness Planning and Implementation
    - Prevention, Preparedness, Response and Recovery
  - Student/Staff/Family Counseling & Outreach
  - Restorative Justice
  - Hate-Motivated Incidents
  - Athletics Supervision

The goal is that the majority of SRO/student contacts are positive in nature and serve to connect the student with another caring adult on campus or to provide mentoring, guidance and connections to needed services.

An SRO **shall not** function as a school disciplinarian or security officer and **shall not** intervene in the normal disciplinary actions of the schools. Disciplinary proceedings shall only be implemented by the school administration.

### SRO Personnel Selection

If approved, the School Resource Officer position would be posted broadly. An interview/selection committee would be formed, comprised of members from the police department, city council, school board, school administration, staff, and students, along with community representatives.

### Oversight

If approved, the School Resource Officer would report directly to the principal. For issues related to HR (training, vacation, payroll), the School Resource Officer would report to a Police Sergeant.

### Funding

The Piedmont Police Department was recently awarded a grant in the amount of \$390,000 from the California Department of Justice Tobacco Grant Program, to fund an SRO position for approximately three years.

If there were a desire to extend the program past the initial three years, the City of Piedmont and the Piedmont Unified School District would need to enter into a Memorandum of Understanding that outlines a cost sharing structure. Otherwise, the Program would be cut.

### Districts Across the Bay Area with SRO Programs (partial list)

Palo Alto Unified  
Los Gatos-Saratoga Union  
Acalanes Union  
Dublin Unified  
Tamalpais Unified  
El Cerrito Unified  
Pleasanton Unified  
New Haven Unified  
San Francisco Unified  
San Jose Unified  
Fremont Unified  
Mt. Diablo Unified  
San Ramon Valley Unified  
West Contra Costa Unified  
Sequoia Union

### National and California School Resource Officers Associations

[California School Resource Officers Association](#)

[National Association of School Resource Officers](#)

[US Department of Justice](#)

### Community Outreach

Together, Chief Bowers and Superintendent Booker brought this topic to a Spring 2018 City/School Liaison Meeting for exploration and discussion. Recognizing that this would be a new program for PUSD and the Piedmont Police Department, we were interested in sharing the concept

and getting feedback from the Piedmont Board of Education, Piedmont City Council, families, staff, and students:

Community Engagement Opportunities:

Board of Education	November 14, 2018
Piedmont City Council	January 7, 2019
Piedmont Appreciating Diversity (PADC)	January 10, 2019
Tri-School Elementary Parent Club	January 15, 2019
Millennium High School Parent Club	January 17, 2019
Piedmont High School Parent Club	January 24, 2019
Piedmont Middle School Parent Club	February 8, 2019
Board of Education	February 27, 2019

PUSD Staff Engagement Opportunities

Piedmont High School	January 11, 2019
Piedmont Middle School	January 16, 2019
Beach Elementary	January 22, 2019
Havens Elementary	January 22, 2019
Wildwood Elementary	January 22, 2019
Millennium High School	January 25, 2019

PHS/MHS Student Engagement Opportunities

Piedmont Middle School ASB	January 10, 2019
Piedmont High School ASB	January 11, 2019
Millennium High School ASB	January 18, 2019
Piedmont High School Student Senate	January 23, 2019

Online Feedback Form

Additionally, District staff developed and initiated an online feedback form for staff, students, and community members to solicit their input. All data is shared with the PUSD Board of Education and Piedmont City Council. The public can review the data below:

[Parent, Staff, Student SRO Feedback Response Summary](#)

Raw Comments from the SRO Feedback Forms:

[Parents](#)

[Staff](#)

[Students](#)

II. **RECOMMENDATION: ACTION**

District staff requests that the Board of Education accept the grant award of \$390,000 from the California Department of Justice Tobacco Grant Program to implement a School Resource Officer to serve across the secondary campuses.