



KEIZER POLICE DEPARTMENT 2020 School Resource Officer Program

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BACKGROUND

Communities and school systems across the state and nation are discontinuing or considering discontinuing their School Resource Officer (SRO) programs. It is injurious to generalize and form an opinion on a group of people or an organization by the behavior of a few of its members. In light of the political atmosphere and concerns that SROs are the pipeline-to-prison, it is important to understand the local program as it operates in the local school community. This report aims to inform the reader of the basic functions of the Keizer Police Department's SRO program as it operates in the Salem-Keizer School District.

Information contained in this report is based upon a compilation of data obtained from the Keizer Police Department Records Management System (RMS), Salem-Keizer Public Schools Suspected Abuse Reporting Form, DHS, and DHS 307 forms.

TRAINING

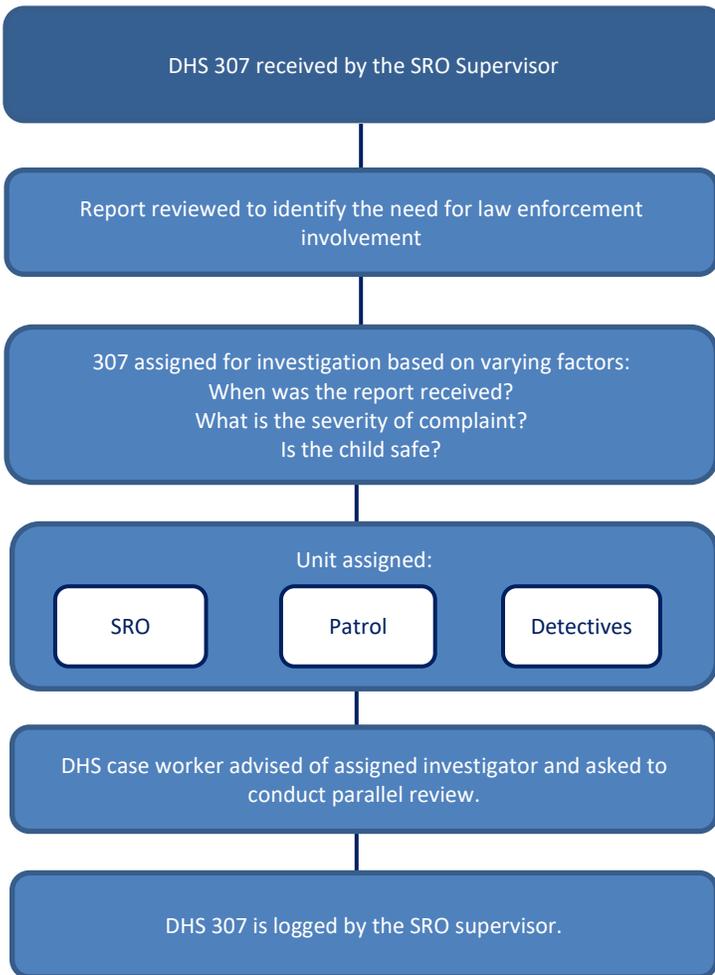
Keizer SROs are trained by Salem-Keizer School District (SKSD) employees on various topics which include: the Family Education Rights and Privacy Act (FERPA), Implicit Bias, Restorative Justice, Seeing through the District's Equity Lens, Options Based Decision Making and the prevention of the "School-to-Prison Pipeline." The SRO is trained in Student Threat Assessment (STAT), Sexual Incident Response (SIRC) and suicide prevention. SROs are familiar with school based programs like the Positive Behavioral Interventions and Supports (PBIS) and the Student in Transition Program (STEP) which is designed to support homeless students. The SKSD supports and the Keizer SRO Program has adopted the National Association of School Resource Officers (NASRO) Triad Model wherein the SRO is a mentor/educator, informal counselor and, when absolutely necessary, a law enforcer.

In addition to the SKSD training, Keizer SROs have hundreds of documented hours of specialized juvenile training; this is continued education and not before initial assignment to a school. For example, Keizer SROs have trained on: Use of Force Strategic Disengagement, Karen Williams – The Teen Brain, Rebecca Bender Initiative – human sex trafficking, Dr. Joseph Henderschott – Hope 4 the Wounded; dealing with students and their trauma, Rich Wistocki – Sexting/Cyber-bullying Investigations and Appropriate Consequences for Students, Jermain Galloway – High in Plain Sight, Sherri Coronado - Autism Revealed for Law Enforcement. These are a few courses and do not include hours of state and federal law training dealing with schools in general, students, parents, lawsuits and general law enforcement.

Through this specialized training, Keizer SROs are able to collaborate with the SKSD behavioral intervention teams, SKSD support cadre, SKSD school counselors, SKSD Youth Services Teams (YST), Department of Human Services (DHS) social workers, Keizer Peer Court, Marion County Juvenile Department and Marion County Mental Health, to find the root cause of issues involving our students and then provide them with resources to be successful.

DEPARTMENT OF HUMAN SERVICES (DHS) DOCUMENTATION, DATA COLLECTION AND CASE MANAGERS

The Keizer Police Department receives DHS Form 307s, also known as, "DHS Cross Reports" as a means of people reporting child abuse or neglect involving juveniles. Some DHS 307s are not immediately reported via traditional means at the time of occurrence to law enforcement. As a result, a DHS Form 307 is an alternative means of reporting abuse to Keizer Police. Keizer Police does not track the reason why the complainant chose to make their complaint to DHS versus reporting the concern to police via 911 or the non-emergency line. Because DHS can report directly to police, traditional data collection efforts (records management, computer-aided dispatch (CAD)) are not retrievable.



DHS routes 307s via an encrypted email sent to the Detective Lieutenant and the SRO Unit. The SRO supervisor reviews the report and assesses whether law enforcement needs to investigate the event. It should be noted that it is not uncommon for a 307 to be re-routed to law enforcement after it has already been examined or deemed not criminal by Keizer Police. If the report requires law enforcement interdiction, the SRO supervisor will assign the complaint to the best-suited investigator. Typically, it is within the SRO Unit. If the report was received after SRO hours, or the severity of the complaint requires immediate action, the 307 is assigned to the Patrol Division. Investigations, that are more in-depth and require follow-up or Liberty House support, will be assigned to Detectives. The 307 is ultimately logged by the SRO supervisor to identify patterns of reporting and abuse. Any member of the department can access this information.

The Keizer Police Department understands the need to work seamlessly with DHS in order to better serve the community’s abused and neglected children. In 2016, Keizer Police and DHS administration started the conversation about having assigned, in-house, Child Protective Services (CPS) case managers. In October of the same year, the Keizer Police Department was assigned two case managers who have office space and who work out of the police department. The case managers attend morning patrol briefings and collaborate closely with the patrol officers and SROs throughout the week. This simple change allowed our two organizations to protect our youth victims more consistently and efficiently.

DHS 307 TRACKING

Sarah Walker, Continuous Quality Improvement and Training Program Manager, provided DHS information for the number of 307s routed to Keizer Police. The table below reflects the number of 307s sent to Keizer Police by county of origin with allegations for the time of 9/1/18 – 4/1/20. DHS notes that one report can have multiple allegations, therefore; the number of allegations may not total the number of 307s. Furthermore, the county of origin has not always been accurately documented but provided for reference only.

County of Origin	Number of 307s	Neglect	Physical Abuse	Sex Abuse	Mental Injury	Threat of Harm	Neglect in Care	Physical Abuse In Care	Sex abuse in Care	Wrongful Restraint In Care
Marion	1,208	640	341	129	34	292	1	1	-	1
OR Child Abuse Hotline	16	11	7	-	1	2	-	-	-	-
Polk	13	8	-	1	-	4	-	-	-	-
Multnomah	11	5	2	2	-	3	-	-	-	-
Clackamas	7	3	2	1	-	2	-	-	-	-
Lane	7	4	2	1	-	1	-	-	-	-
Out of State	7	4	4	2	-	2	-	-	-	-
Linn	4	2	2	1	-	1	-	-	-	-
Yamhill	4	3	1	-	-	-	-	-	-	-
Washington	3	2	1	-	-	-	-	-	-	-
Jackson	2	1	-	-	-	1	-	-	-	-
Unknown	2	1	1	-	-	1	-	-	-	-
Crook	1	-	1	-	-	1	-	-	-	-
Josephine	1	-	-	1	-	-	-	-	-	-
Morrow	1	1	-	-	-	-	-	-	-	-
Not Applicable	1	-	1	1	-	-	-	-	-	-
Out of Country	1	-	1	1	-	-	-	-	-	-
Wasco	1	-	1	-	-	1	-	-	-	-
All Reports	1,290	685	367	140	35	311	1	1	-	1

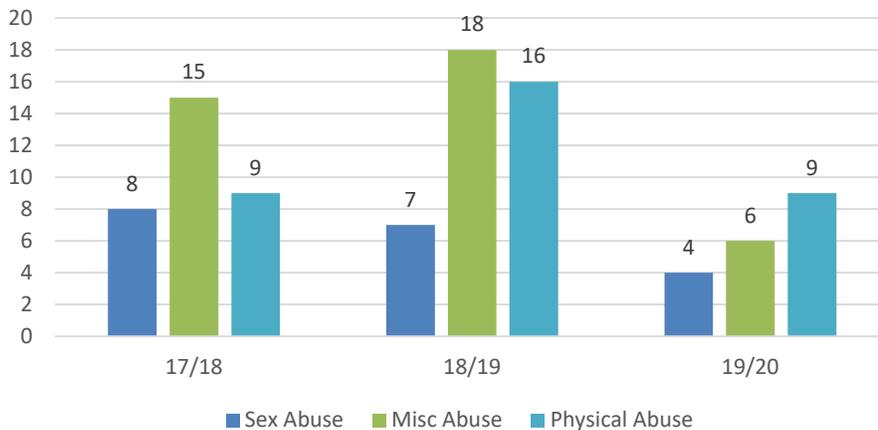
Based on tracking completed by the SRO supervisor, data was only available (regarding the start time) and subsequently collated for the time of 1/1/19 to 8/21/20. For that time, approximately 1,215 total children were mentioned in a DHS 307 and logged by Keizer Police. It should be noted that tracking is not consistent and may not provide an accurate number of 307s. For example, a 307 may contain names of siblings and, at times, may be added to the database despite not being a victim. Furthermore, the database is collated by name, and a child may have more than one 307 initiated, and those are not counted. Based on this report, suggestions were made within the Keizer Police Department to create an internal tracking mechanism to allow for better data collation capabilities.

SALEM-KEIZER PUBLIC SCHOOLS SUSPECTED ABUSE REPORTING FORM

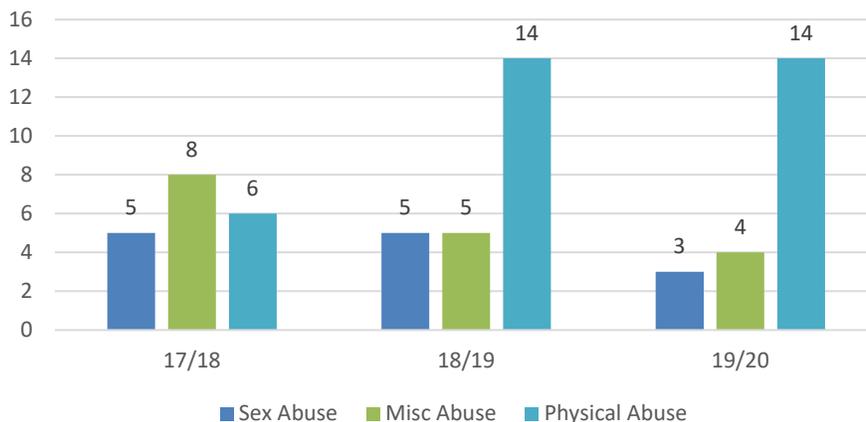
All school district employees are mandatory reporters. Salem-Keizer School District policy mandates that if an employee suspects a child has been abused or neglected, they must make a report to DHS or law enforcement, often times this is in the form of a "Suspected Abuse Reporting Form." Salem-Keizer School District employees make up the bulk of reports received by Keizer Police.

Lieutenant Wenning conducted a review of the Salem-Keizer School District "Suspected Abuse Reporting Form" retrieved from Whiteaker Middle School and Claggett Creek Middle School. The review indicates in school years 2017-18 and 2018-19, miscellaneous abuse was the most commonly reported and, in school year 2019-20, physical abuse was the most common at Whiteaker Middle School. (Miscellaneous abuse includes reports of skipping school, difficulty staying awake, poor hygiene, emotional abuse, selling drugs, etc.) During the 2017-18 school year, miscellaneous abuse was the most commonly reported at Claggett Creek Middle School with physical abuse being most common in 2018-19 and 2019-20 school years.

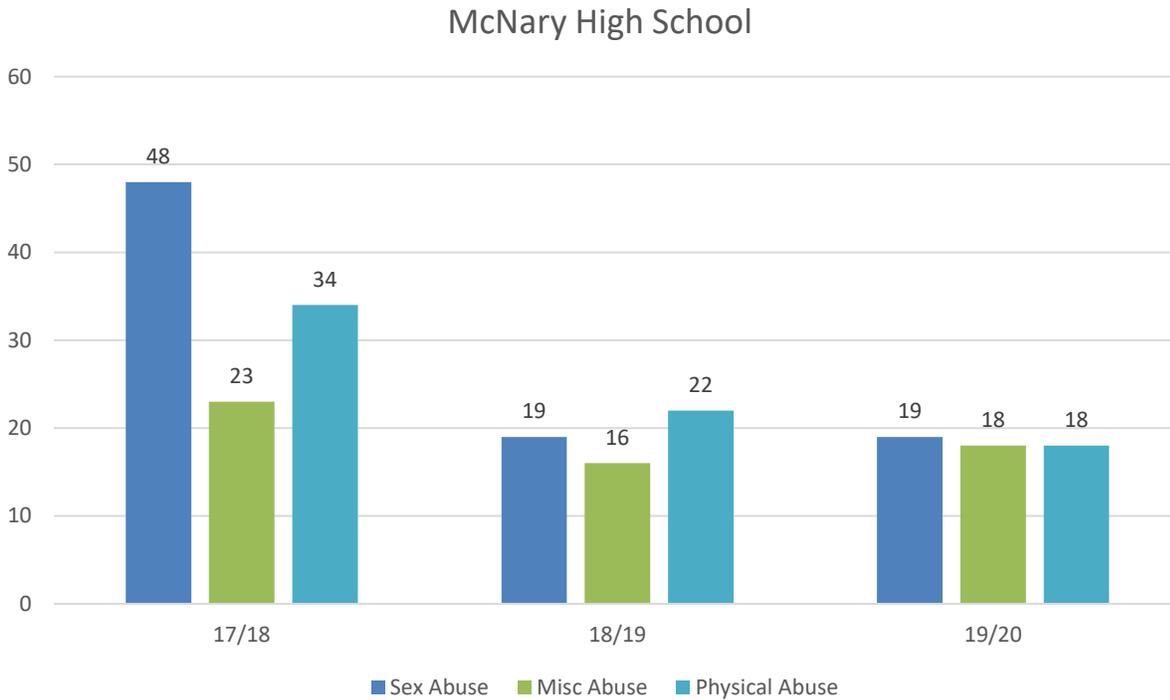
Whiteaker Middle School



Claggett Creek Middle School



Lieutenant Wenning conducted a review of the suspected abuse reporting forms from McNary High School. The data indicates sexual abuse is the most common form of abuse reported via a Salem-Keizer Public School employee for school years 2017-2020.

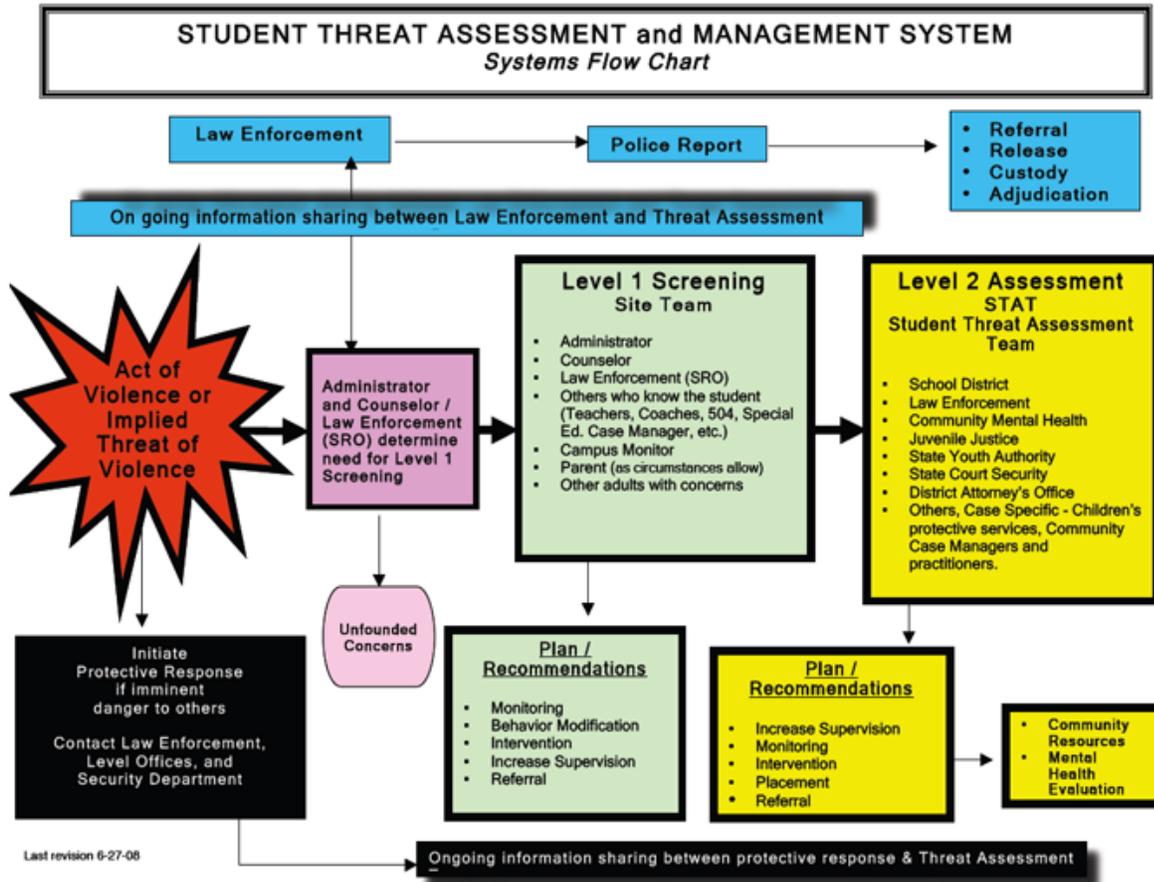


KEIZER POLICE SCHOOL CONTACTS

In addition to investigating DHS 307 complaints and SKSD abuse reports, Keizer SROs support families who are registered in the SKSD and in private and homeschool environments within Keizer. It is through specialized training and department policy that Keizer SROs know how to navigate through the intricacies of domestic relations and juvenile victim and suspect cases.

Student Threat Assessment (STAT) is another way Keizer SROs are introduced to student victims and student suspects. Keizer SROs are trained in the comprehensive system of threat assessment and management in the schools. They attend weekly STAT meetings chaired by SKSD psychologists; the meetings are designed to implement strategies to protect a student or students and staff from an identified student offender. Through this collaborative process, both the victim and the suspect can receive wrap-around services that might not otherwise be sought out by the student's guardian. This effort produces a safer learning environment for all students and staff.

The *Student Threat Assessment and Management System: Systems Flow Chart* illustrates the progression through the process.



Not all student/police contact is derived from an abuse report or that of a violent student. The SKSD's intergovernmental agreement makes it clear that, among other duties, the SRO's are to provide the following:

- *"All SROs shall wear their duty uniform and carry their duty weapon while working at their school pursuant to this agreement..."*
- *"Interact with students on an individual basis and in small groups."*
- *"...campus presence during student peak times (i.e., arrival/departure times, peak activity times, and other student contact times)."*
- *"Present programs on various topics to students. Subjects may include, but are not limited to, a basic understanding of law, the role of law enforcement in the school or community, drug awareness, and any other law enforcement topic."*

(A good example of the last bullet point above comes from Keizer Police SRO Jay Prall. He presents to middle school students on the dangers and pitfalls of being under the influence of drugs and/or other intoxicants. Subtopics include parties, sexual assault, sexting, fights and school consequences if you are a student athlete. At the conclusion of the class students put on "drunk goggles" and he has them

attempt a basketball free throw in the gym. Those who make the free throw earn a full size Little Caesars pizza. These pizzas are paid for by Officer Prall from his personal funds.

Keizer SRO's have also dedicated their own personal time to coach after school sports which has brought them together in classroom and on the field.)

PERCEPTIONS

Even within the school district, some believe having an SRO in the schools contributes to the juvenile justice system. Keizer SROs think they understand why the perception exists. In the early 1990's the government told schools they would lose their federal funding if they did not expel a student for one year if they brought a firearm to school. SROs believe some districts became overly cautious and decided to take the "zero tolerance" stance to the extreme and expel or suspend students for even the most minor of offenses. It is true that SROs make arrests for violent assaults and sex crimes but those cases are far from the norm and in many cases, the arrest is at the request of the school administrative team or parent of the victim and not at the sole discretion of the SRO.

In many cases SROs prevent students from entering the juvenile justice system. Keizer SROs know the school system and often the family history of the student. With this knowledge and the relationships they develop with school administrators and their resources, SROs are often able to seek out alternative means of changing behavior and thus prevent arrest. For example, a student who has emotional growth issues and for whatever reason has been triggered into an outburst. The student is destroying a classroom and has already injured a teacher by throwing a stapler at them. A patrol officer responding to the school without the specialized skills of an SRO may look at this incident strictly from a legal perspective – does the situation meet all the elements of a crime? – and make an arrest. SROs, however, as part of the school "community," will look at the incident from a legal stand point as well but with their specialized training, school and family relationships, and knowledge of school resources, first tend to divert an incident; in this case, encouraging in-school-suspension and a civil compromise where the parents pay for the damages. In this scenario the school is reimbursed, the student stays in school where they will have a better chance of success and society does not have to pay for the case to be adjudicated.

SROs do not criminalize school rules or policies nor do they enforce discipline for said rules and policies. In the case above, that student might have been triggered by an Instructional Assistant (I.A.) telling him to remove his hat and sit down. In that situation SROs are not involved, but when staff members are being assaulted and public property is being destroyed, that becomes a criminal matter and the SRO becomes involved. Often the school requests police assistance because their options are limited and to avoid injury and liability.

ARRESTS AND OFFENSES COMMITTED BY STUDENTS

Lt. Wenning and CA Steele data mined the Keizer Police Records Management System (RMS) to identify offenses that Officer Prall and Officer Zavala responded to during the 2017/18, 2018/19 and 2019/20 school years. The data does not reflect offenses that Salem-Keizer school students committed but rather offenses investigated by SRO's during the school year. Officer Prall and Zavala were assigned only to the SRO Unit and therefore the cases identified would be related to a Salem-Keizer school student.

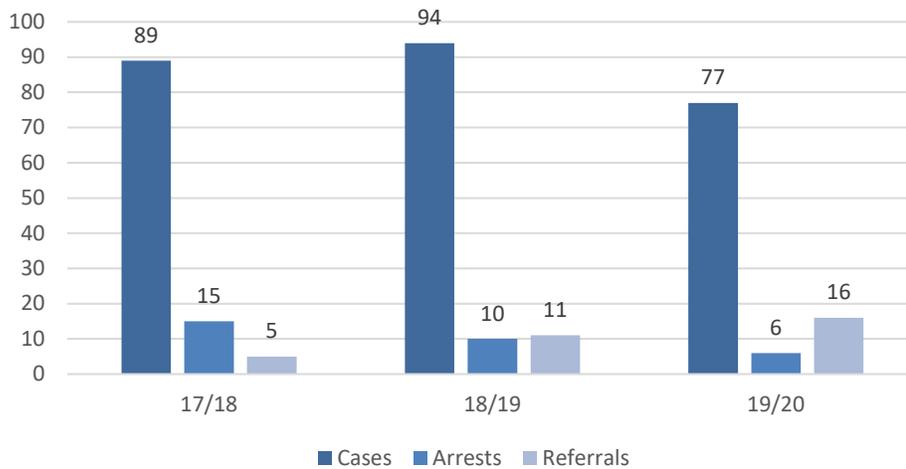
The table below depicts a sampling of offense codes that generated a report/case number in the RMS by Keizer SROs during the 2017-2020 school years.

OFFENSE CODE
ASSAULT III - SIMPLE ASSAULT 163.165(A)
ASSAULT IV - SIMPLE (MISD.) 163.160(B)
CARRY CONCEALED WEAPON 166.240
CRIMINAL MISTREATMENT I - SIMPLE ASSAULT 163.205(B)
CRIMINAL MISCHIEF I - VANDALISM 164.365(A)
CRIMINAL MISCHIEF II - CRIME DAMAGE 164.354(B)
CRIMINAL MISCHIEF II - VANDALISM 164.354(A)
CRIMINAL MISCHIEF III - CRIME DAMAGE 164.345(B)
CRIMINAL MISCHIEF III - VANDALISM 164.345(A)
CRIMINAL MISCHIEF III - DIS. CONDUCT 164.345(C)
CRIMINAL TRESPASS II 164.245(A)
DISORDERLY CONDUCT 2ND DEG 166.025(B)
DRUGS - UNLAWFUL DEL MARIJ 1000' SCHOOL 475.862
DRUGS - UNLAWFUL POSS MARIJ < AGE 21 475.864
FAIL TO PERFORM DUTIES OF DRIVER WHEN PROPERTY IS DAMAGED 811.700
Failure to report Child Abuse 419B.010
FRAUD USE OF CREDIT CARD - (OVER \$1000) 165.055 (F)
FURNISH SEXUALLY EXPLICIT MATERIAL TO CHILD - PORN/OBSCENE MATERIAL 167.054
HARASSMENT - CRIMINAL THREATS 166.065(B)
HARASSMENT - DIS. CONDUCT 166.065(D)
HARASSMENT - OBSCENE PHONE CALL 166.065(C)
HARASSMENT - PHYSICAL 166.065(A)
HARASSMENT - TELEPHONIC 166.090
INTERFERE WITH POLICE OFFICER 162.247
MARIJUANA - PROHIBITION AGAINST PERSON UNDER 21 YEARS OF AGE POSSESSING 475B.316
MARIJUANA - UNLAWFUL DELIVERY 475B.346
MENACING - USE/DISPLAY WEAPONS 163.190(A)
MINOR IN POSSESSION - ALCOHOLIC LIQUOR 471.430
POSSESSION OF TOBACCO PRODUCTS OR INHALANT DELIVERY SYSTEMS BY PERSON UNDER 18 YEARS OF AGE 167.785
PROBATION VIOLATION 137.545(C)
RECKLESS BURNING 164.335
RESTRAINING ORDER VIOLATION (SPECIFY OFFENSES) 133.310
RUNAWAY JUVENILE/PROTECTIVE CUSTODY FOR OTHER JURISDICTION 419B.150 (1)
SEX ABUSE I 163.427
SEX ABUSE III 163.415
SEXUAL MISCONDUCT 163.445
STRANGULATION - FELONY 163.187(B)
THEFT II - OF BICYCLE 164.045(f)

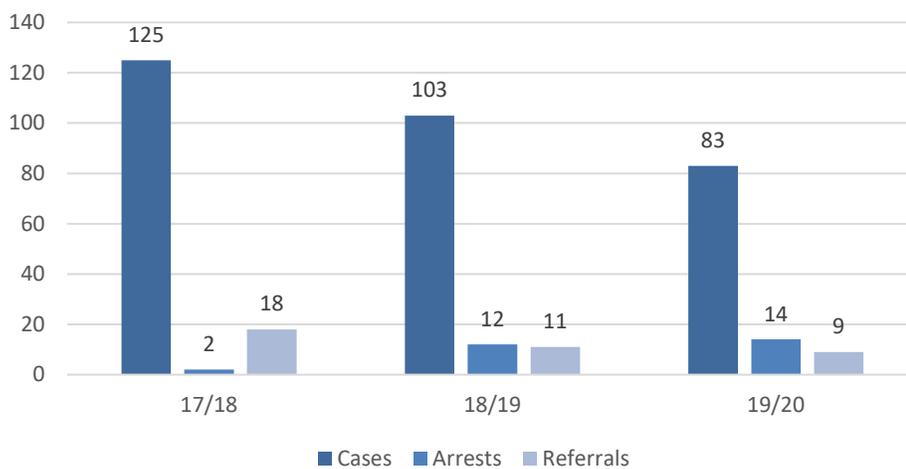
THEFT II - ALL OTHER LARCENY 164.045(I)
THEFT II - FROM BUILDING 164.045(G)
THEFT III - OF BICYCLE 164.043(F)
THEFT III - ALL OTHER LARCENY 164.043(I)
TRUANCY VIOLATION KCO 14-713
TRUANCY-FAIL TO MAINTAIN CHILD IN SCHOOL KCO 14-713(3)
UNLAWFUL DISSEMINATION OF INTIMATE IMAGE 163.472
UNLAWFUL ENTRY VEHICLE - INTENT TO COMMIT THEFT 164.272(A)

With an understanding of the types of crimes that are investigated by Keizer SROs, the two charts below represent the number of cases investigated, the number of arrests made and the number of referrals sent to the District Attorney’s Office as mined from the RMS for school years 2017 through 2020.

Claggett Creek & Whiteaker Middle School



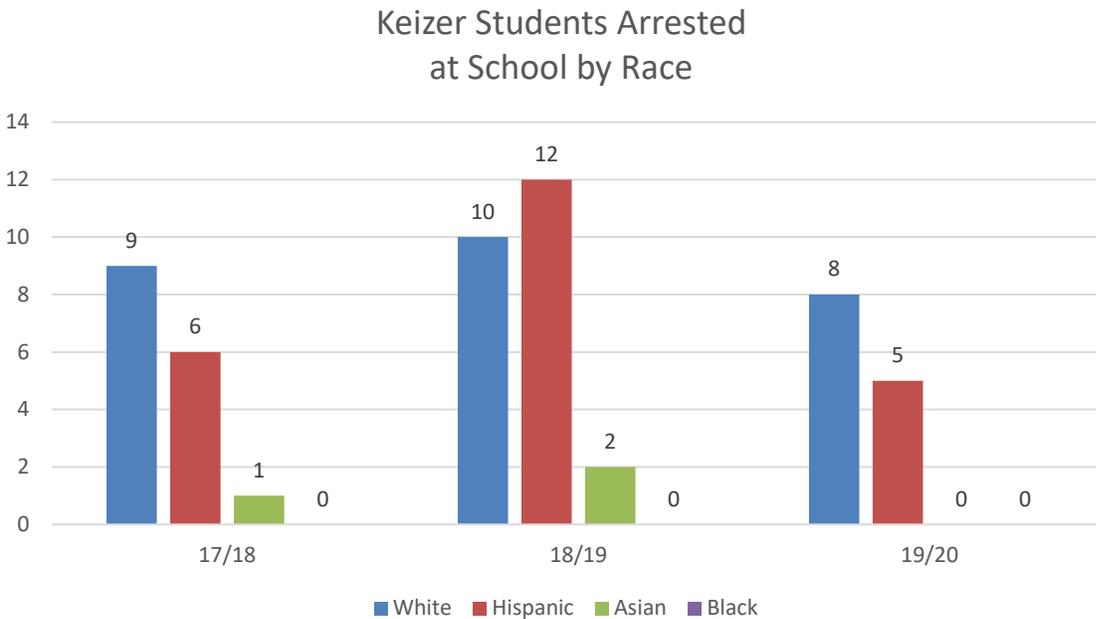
McNary High School



(Arrests = physical custody or issued citation and released back to school. Referrals = not detained and the case sent to the juvenile department for consideration of charges.)

RACE

There is a perception that in the Salem-Keizer School District students of color are disproportionately arrested. The chart below illustrates the arrests of students at Keizer schools, by race, for school years 2017 through 2020. The demographic average of the three contracted schools (McNary High School, Claggett Creek Middle School and Whiteaker Middle School) is 56% are identified as white students and 44% are students of color.



Over the course of three school years, Keizer SROs dealt with **515** school cases that were documented in the RMS; **50** of those cases were identified as having been initiated by a DHS report. Keizer SROs listed **1,705** persons/entities involved with **150** of those being victims and **116** being suspects. There were **59** arrests and **70** referrals. Of the **515** cases, **340** were no action taken; meaning there was no migration to the juvenile system.

The results show the Keizer Police Department and its SROs work diligently to keep students in school where it is believed they will be safer and more successful. The data also shows that when SROs arrest a student it is done equitably. Over the three year period **27** white students were arrested compared to **26** students of color.

SUMMARY

Keizer SROs are tasked with numerous jobs that include supporting Salem-Keizer School District staff in mandatory reporting events, investigating DHS 307s, policing of the three contracted secondary schools and providing support for Keizer's seven elementary schools. Along with typical policing activities, SROs also deliver in-class presentations on bullying, crime-reduction, cyber-safety, and personal safety. SROs participate in threat assessment and sexual incident response and represent Keizer Police on STAT (Student Threat Assessment Team), SIRC (Sexual Incident Response Committee), YST (Youth Services Team), McNary Safety Committee, and the Juvenile Fire Setter Intervention Network (JFIN). SROs provide security and assistance during special

activities i.e.: field-day events, jog-a-thons, football games, Spring Fling, graduations, etc. They are supportive of staff during lock-down drills and are more wary during the first few weeks following school breaks (Christmas/Spring break) where statistics show that is when targeted school violence is most prevalent.

When a student has clearly committed a crime which the schools are not equipped to adjudicate – a non-violent sex crime for example – Keizer SROs most often refer the case to the Marion County Juvenile Department for consideration of charges, as opposed to arresting the student and removing them from the school milieu. In many cases, the SRO is successful in working with the school, the student, and the student’s guardian to change the student’s behavior or actions and hold them accountable through an alternative means. This only happens when you have specially trained officers (SROs) who know juvenile law, know how to navigate the school system, know the special programs/staff who can provide resources, and the community partners who work closely with schools and law enforcement to provide assistance to students. Keeping students in school is a priority that is encouraged and supported by the Keizer SROs and at the highest level of the Keizer Police Department.

School systems around the state and nation will continue to need law enforcement assistance. Those who are considering removing the specially trained school resource officer will have to understand that in the SRO absence, there will be a patrol officer who is not an active member of the school community, who is more attuned to adult offenders, and who often only has time and resources to define the call for service then render a solution.