



COPS

Community Oriented Policing Services
U.S. Department of Justice

Fact Sheet

www.cops.usdoj.gov

“To support safe schools so that children can learn without fear, the COPS Office engages law enforcement, school administrators, parents, and students in problem-solving partnerships targeted at student success.”

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Office of Community Oriented Policing Services

FY2013 COPS Hiring Program School Resource Officer Scholarship Opportunity for NASRO Training

Improving School Safety through Targeted SRO Training

Below are a variety of resources to better enable law enforcement agencies to recruit, hire, and retain officers, especially School Resource Officers (SRO).

- **COPS Video Cast – Hiring in the Spirit of Service**
King County Sheriff Sue Rahr explains how her agency's involvement in the “Hiring in the Spirit of Service” program helped aid organizational transformation and drastically improved recruiting and retention. <http://cops.usdoj.gov/html/COPSMediaCenter/index.html>
- **Innovations in Police Recruitment and Hiring – Hiring in the Spirit of Service**
discusses how agencies met their goals of hiring service-oriented recruits, the challenges encountered as well as lessons learned. <http://ric-zai-inc.com/ric.php?page=detail&id=COPS-CD021>
- **Law Enforcement Recruitment Toolkit** developed by the International Association of Chiefs of Police (IACP) comprises four reports, each focusing on a different area of recruitment. This toolkit is one step among many in addressing the recruitment needs of the field. The issues of police recruitment, selection, and retention are critical to the advancement of community policing and the policing profession in general. <http://ric-zai-inc.com/ric.php?page=detail&id=COPS-P171>
- **Discover Policing** This website offers first-hand descriptions of law enforcement work and provides opportunities for potential recruits and agencies to connect. www.discoverpolicing.org

The U.S. Department of Justice, Office of Community Oriented Policing Services (COPS Office), in partnership with the National Association of School Resource Officers (NASRO), is pleased to provide free training opportunities for all FY2013 COPS Hiring Program (CHP) SRO-prioritized grantees. This is a voluntary training program for COPS-funded SROs and the school administrator from the schools where they are located. The COPS Office strongly encourages SROs to receive specialized training prior to working in a school environment. Participants may either attend the Basic School Resource Officer Course and/or the Advanced School Resource Officer Course any time during the first 18 months of their FY2013 CHP award. Recipients may also use the credit toward the NASRO National School Safety Conference, as long as they are enrolled in either the Basic or Advanced Course during the conference.

Each COPS funded SRO can choose from one of the following options:

- SRO and school administrator attend the Basic SRO Course (held at the NASRO conference or elsewhere)
- SRO and school administrator attend the Advanced SRO Course (held at the NASRO conference or elsewhere)
- SRO attends the Basic and Advanced SRO Courses (held at separate times)

About the Trainings

Basic School Resource Officer Course (less than two years as an SRO): This is a 40-hour block of instruction designed for school administrators and any law enforcement officer with two years or less experience working in an educational environment. The course emphasizes three main areas of instruction:

- Functioning as a police officer in the school setting
- Working as a resource and problem solver
- Developing teaching skills

Advanced School Resource Officer Course (more than two years as an SRO or previously attended NASRO's Basic SRO Course): This is a 24-hour block of instruction designed for school administrators and any law enforcement officer working in an educational environment.

- *Police Recruitment and Retention for the New Millennium* summarizes for police practitioners lessons on recruiting and retaining diverse, effective workforces. It provides a means for local officials to identify what has been tried elsewhere and what might be applicable in their own communities. <http://ric-zai-inc.com/ric.php?page=detail&id=COPS-P199>
- *Today's Police and Sheriff Recruits* provides the results of a recruit assessment conducted by RAND, including both findings about the overall sample as well as those focused on groups often of particular interest to law enforcement recruitment professionals. <http://ric-zai-inc.com/ric.php?page=detail&id=COPS-W0592>
- *Assigning Police Officers to Schools* Nearly half of all public schools have assigned police officers, commonly referred to as school resource officers (SRO) or education officers. This publication summarizes the typical duties of SROs, synthesizes the research pertaining to their effectiveness, and presents issues for communities to bear in mind when considering the adoption of an SRO model. <http://ric-zai-inc.com/ric.php?page=detail&id=COPS-P182>
- *School Safety (CD-ROM)* provides more than 110 documents and links related to school violence, gangs, bullying, and property crime as a resource to local policymakers, law enforcement, school administrators, parents, and students. Bullying, stalking, and other interpersonal crimes affect our nation's children at an alarming rate. As such, *School Safety* provides resources on bullying and interpersonal violence, youth violence prevention, alcohol and substance abuse, community partnerships, property crime and nuisance violations, school resource officers, and emergency preparedness and management. <http://ric-zai-inc.com/ric.php?page=detail&id=COPS-CD010>

These and other COPS Office publications and resources relevant to school safety and SRO are posted online at www.cops.usdoj.gov.

- *Addressing School-Related Crime and Disorder*
- *Bomb Threats in Schools*
- *SRO Performance Evaluation: A Guide for Getting Results*
- *What You Need to Know About Sex Offenders in Your Community*
- *Bullying in Schools*

This course advances the SRO's knowledge and skills as a law enforcement officer, informal counselor, and educator. Training topics include:

- Leadership
- Working effectively with the school community
- Interviewing skills for SROs
- Legal updates
- Technology and social media
- Threat assessment
- Crime prevention through environmental design (CPTED)
- Incident command and elements of the national incident management system

About NASRO

The National Association of School Resource Officers is dedicated to providing the highest quality of training to school-based law enforcement officers in order to promote safer schools and safer kids. NASRO is a not-for-profit organization founded in 1991 with an enduring commitment to our nation's youth. With over 3,000 members around the world, NASRO takes great pride in being the first and most recognized organization for law enforcement officers assigned in our school communities. NASRO provides assistance to communities and school districts around the world in developing highly effective programs that further high functioning community partnerships and ultimately result in safer schools. NASRO's training focuses on the special nature of school campuses, student needs and characteristics, and the educational and custodial interests of school personnel. NASRO is an organization for school-based law enforcement officers, school administrators, and school security/safety professionals working as partners to protect students, school faculty and staff, and the schools they attend. By training law enforcement to educate, counsel, and protect our school communities, the men and women of NASRO continue to lead by example and promote a positive image of law enforcement to our nation's youth.

How to Register

Visit the NASRO website at www.nasro.org to register and explore the dozens of training opportunities around the country.

Important Notes

- It will be at the discretion of the grantee to register for the course(s) that best meets the current knowledge, skills, and abilities of their COPS funded SROs.
- NASRO's responsibility will be to assure the officer and school administrator a place in the course of their choosing with no training fee. Registration must occur at least 15 days prior to the start of the selected training.
- **It will be the responsibility of the CHP law enforcement agency grantee and/or the school district to pay for travel, lodging, and per diem for the SRO(s) and school administrator(s) attending the training. Grant funds may not be used to cover these expenses.**

Contact the COPS Office

For more information about the COPS Hiring Program, please call the COPS Office Response Center at 800-421-6770, or visit COPS Online at www.cops.usdoj.gov.