

Relationships

Relationships = SRO and Educator

| SRO/Educator | Relationship 1,2,3,4 | Why did you score it that way? |
|--------------|----------------------|--|
| SRO | 4 | The disconnect between law enforcement and administration is large |
| SRO | 3 | we get along but they keep a separation from me. They'll tell me after the fact when things happen or try and use me to scare the kids straight |
| SRO | 1.5 | some schools in the district are very cohesive and work great together with the SROs, but it is not across the district. The school district is open to new ideas and making good progress, but there is more work to be done. |
| Admin | 2 | Some issues with principals & SROs not trusting each other and consistently communicating, due to district leadership |
| SRO | 2 | disconnect between admin in one of my schools. Never getting on board with drills and safety and what my job actually means. |
| Admin | 2 | Past issues with principals & SROs not trusting each other, due to actions. |
| SRO | 1 | full support from upper admin/building admin and transparency between SRO's and staff |
| SRO | 1 | |
| SRO | 2 | My school administration is helping and upstanding. Our only issue is we get new admin every year. So I have to bring the new admin up to speed. |
| SRO | 1234 | 12 School years later I've experienced ZERO relationship with admin to 100%. Mostly positive. In that time I've worked on 7 campuses with twice 4-5 times that number of administrative staff. The worst served to be of the belief that I as the SRO do not belong in the education process, or that I exist purely as a form of discipline. |
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| Admin | 4 | SRO defines own role without communication; disconnect |
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| Educator | 2 | New Team so still working it out |
| SRO | 2 | I feel like we're able to speak our piece and can get our common goal together, but sometimes it takes more repetition to get my point across |

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Lt. Pamela Revels- NASRO President & Stacie Voskuil -NASRO Educator's Rep

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Communication

Communication / Collaboration

| SRO/Educator | Open and Accepting? Yes or No | What is your Roadblock or your success? |
|--------------|----------------------------------|---|
| Admin | no | SRO wants control of things that are not in the SRO role; wants full control of things they shouldn't have control of |
| SRO | Yes | I understand that admin has their realm of expertise and admin understands that I have mine. We are both open to hear ideas and input from each other and even if we don't agree with the conclusion, we still support what decision was made and work together to make it work |
| Admin | Yes | District Security Director but retired LEO So I am able to bridge the connection between SROs & educators/admin. |
| SRO | Yes | Admin in my Highschool has been very open and accepting of my help in running drills and continuing to progress from there. they involve me in things I can help with. While as the Admin in my elementary school is very shut off and not accepting of my role and often tries to use me as a scare tactic |
| | | |
| SRO | yes | There is an open line of communication. I feel comfortable reaching out anytime of day or night. I feel that the SROs are heard and opinions valued |
| SRO | Yes | we have a good relationship with our school administration but their bosses sometimes limit the information sharing, but I also feel as if the school doesn't understand our roles sometimes |
| Sro | Yes | With new administration in place im able to work hand and hand |
| | | collaborate w each other on needs/issues |
| | | |
| SRO | Yes | We communicate well, invite me to discussions, ask for my thoughts and suggestions, and have been very receptive to feedback. I include admin in conversations and have set clear boundaries on my role. |
| SRO | Yes | new administration new MOU we have all set down and looked it over and can up with how we will implement |
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Shared Goals

Shared Goals

| SRO/Educator | Your Goal/Your Why | Roadblock/Success |
|--------------|---|---|
| Admin | my goal is to define the role of the SRO properly and communicate it with others; my why is the kids and staff in the entire district | |
| SRO | my goal is to fully integrate myself into the school community where I can incorporate different programs that I can build better relationships with students and staff. My why is the impact that I can have on my community, making it a safer place and one that people can be proud to be from. | my own lack of knowledge of how to develop these programs and what building blocks I need to get it started |
| Admin | Effective communication/trust | Misunderstanding of roles & responsibility |
| SRO | My why is the safety and security of everyone inside my building ... My goal is to creat bonds and relationships with the staff and students | lack of communication between school administrators and SRO hinder our relationships |
| SRO | Keeping everyone safe and ensuring each student, family member, and staff member, understands my office is open to them. I'm always willing to speak with someone that needs support or just a place to vent. My admin has a similar view. | In the beginning, it was difficult for a new admin to understand that I am not disciplinary and will not have disciplinary school sanctions done in my office if it can be avoided. |
| SRO | Keeping our school and safe space for everyone | |
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Non-crisis connections = Success

Non-crisis connections = success

| SRO/Educator | How are you building connections during non-crisis times? | Roadblock/Success |
|--------------|---|--|
| Admin | building relationships with others and making sure they feel appreciated. | SRO needs to stay in lane and not get into other department's business |
| Admin | Incorporate SROs into leadership team at respective campuses | SROs are co-located in front offices when not walking halls |
| Admin | New position so looking for ideas | Experience |
| | | |
| SRO | Being a newer SRO during my first year I focused on trying to build bonds and positive relationships with staff and students... | one way we've had success is by participating in spirit weeks |
| SRO | | |
| | | |
| SRO | Learning about the Admin team, sitting in on classes, meeting with teachers and staff, assisting with trainings on professional development days, meeting with students, recess times, going into the special education rooms, discussing escalation cycles with the school psychologist and social worker. | All of these unofficial and official meetings have helped build relationships. |
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Hot sheet - TO DO's

Administrator conversation starters:

- What is the preferred **involvement** and commitment required, during and after school hours, considering both resources and time?
- What are the overall **safety goals**?
- Determine the specifics of **daily roles**: SRO, teachers, administrators
- Determine the specifics of roles **during a crisis**.
- Who does the **SRO report to**? Police supervisor? School Administrator?
- What is the **required documentation**?
- In **uniform or plain clothes**?
- Procedures for working with **outside organizations** like child protective services/DHHS
- Any **other feedback** to make the year run smoothly?
- What else would you like me to know? What else would you like to know?

Your TO DO's before the fall:

- Review your **MOU** with administrators for clarity
- Be sure to stay up on **NASRO trainings**
- Bring administrators to **Project Unite**. Data shows that joint trainings improve the understanding of each other's roles and builds better relationships
- Be clear with **what is and is not** a law enforcement issue
- Be clear with not getting involved with **discipline**
- Review **NASRO triad** with all staff

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