**Vermont School Resource Officer**

**Model Selection / Training Reference**

**Recommended Selection Process**

It is recognized that the School Resource Officer is foremost a police officer and as such the selection of the SRO will be made by the chief law enforcement executive responsible for the officer. School officials and the police department shall agree on guidelines for the selection of officers to this position with input from other stakeholders.

* + - Experience as a police officer and commitment to student well-being – SROs must have a minimum of twoyears’ experience as a patrol officer, be at least 21 years of age and have experience with juvenile assignments. Experience working with youth and an interest in student success, juvenile justice, child and adolescent development and psychology, and creating a positive school climate are essential.
    - An expressed commitment to fair and impartial policing (FIP) practices and an understanding of the department’s policies regarding FIP.
    - Successful performance – All candidates should have proven performance as reflected by prior performance evaluations. Candidates should be free of significant disciplinary action.Preference should be given for educational experience, conflict management skills, communication / active listening skills, and child and adolescent development / psychology knowledge.

The selection process should include; letter of intent, resume, panel interview comprised of department, school, student, and community representatives. These recommendations do need to consider the agencies collective bargaining obligations in making such officer sections.

**Recommended Training Matrix**

Year 1 of SRO Assignment

* National Association of School Resource Officers Basic SRO Course
* Stop the Bleed (Critical Injury Care)
* Internet Safety – Best Practices
* Behavioral Threat Assessment
* Instructor Development
* Forensic Interview of Children
* Youth Mental Health First Aid

Year 2 to 5 of SRO Assignment

* National Association of School Resource Officers (NASRO) Advanced SRO Course
* Team Two: Training for law enforcement and mental health crisis workers
* Suicide Prevention
* Active Shooter Protocol
* NASRO Adolescent Mental Health (Priority item for Middle/High School SRO)
* NASRO Crime Prevention Through Environmental Design (CPTED)
* District led training related to Life Space Crisis Intervention, I.E.P. Plans and Rules, Family Educational Rights and Privacy Act, and Crisis Prevention Institute.

This training matrix does not account for the Vermont Criminal Justice Training Council’s Administrative Rules which require that all certified officers undergo mandatory in-service training annually. These training standards account for first aid and CPR training, fair and impartial policing, domestic violence response and investigation in addition to other professional responsibilities.

Additionally, this training matrix does not account for Districts which use the Drug Abuse Resistance Education or similar curriculum.