

# Rethinking School Policing

## How Round Rock ISD is Changing the Model

November 30, 2022



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**Director of Behavioral Health Services**



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# Complicated views on police in schools




 CNN

[In a single week in America, 4 communities confronted the aftermath of different school shootings. Then, shots rang out in another school](#)

The frequency of gun violence at schools has traumatized scores of survivors and deeply impacted people across the country who are exposed to...

1 week ago



 The Washington Post

[Opinion | The St. Louis school shooting shows how gun ...](#)

According to a Washington Post tally, there have been at least 33 school shootings this year. Last year, there were 42 acts of gun violence on K...

1 week ago

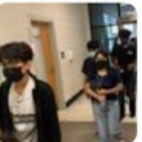


 Georgia Public Broadcasting

[Georgia schools struggle with how to stop violence at their doors](#)

But educators and community leaders say student safety and an increase in gun violence within Georgia communities are inextricably linked as...

2 weeks ago



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**March 2017**  
Round Rock  
PD will end  
SRO Program  
in 2021

**June 2018**  
Board  
Resolution for  
Consideration  
of Establishing  
PD

**September  
2019**  
Safety &  
Security Task  
Force Findings

**January 2020**  
Hiring of  
Director of  
Behavioral  
Health  
Services

**February  
2020**  
Board  
Resolution to  
Authorize  
Establishment  
of RRISD PD

**September  
2020**  
Hiring of first  
RRISD PD  
Officers

**October 2020**  
Hiring of first  
five social  
workers



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# Our approach is based on needs of students, staff, community

- Safety
- Prevention and early intervention
- Increasing rates of mental health concerns in students
- Equity guides work in all areas
- Students need advocates in the police department



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# Chief of Police

## Assistant Chief of Police

Coord  
Safety &  
Security

Coord  
Police  
Systems

Police  
Records &  
Evidence  
Specialist

Sergeants  
(4)

Officers  
(20+)

## Director Behavioral Health Services

Critical  
Incident  
Response  
Social  
Workers (2)

Campus  
Social  
Workers  
(10)

Staff Social  
Worker

Coord  
Social  
Work  
Services



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# How do officers and social workers collaborate?

- Basis is trust
- Training, training, and training
- Relationships
- Everyone stays in their lane



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# Expanding what safety means



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*Safety and security don't just happen, they are the result of collective consensus and public investment. We owe our children, the most vulnerable citizens in our society, a life free of violence and fear.*  
-Nelson Mandela



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# Safety without Accountability isn't Safety

- Door sweeps
- EOPs
- Visitor management
- Cybersecurity
- Training
- Culture



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# Behavioral Threat Assessment

- Training isn't enough
- Case management is critical
- Slowly change mindset from reaction to proactive
- Not just about removing a student from campus

“One of the most useful tools a school can develop... is a multidisciplinary school threat assessment team.”

Pg. 62 - Guide for Developing High Quality School Emergency Operations Plans, FEMA, US Dept Ed, DHS, FBI, 2013



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# Behavioral Health Services



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**Behavioral Health is “the promotion of mental health, resilience and wellbeing; the treatment of mental and substance use disorders; and the support of those who experience and/or are in recovery from these conditions, along with their families and communities.”**

***SAMHSA***

***Substance Abuse and Mental Health Services Administration***

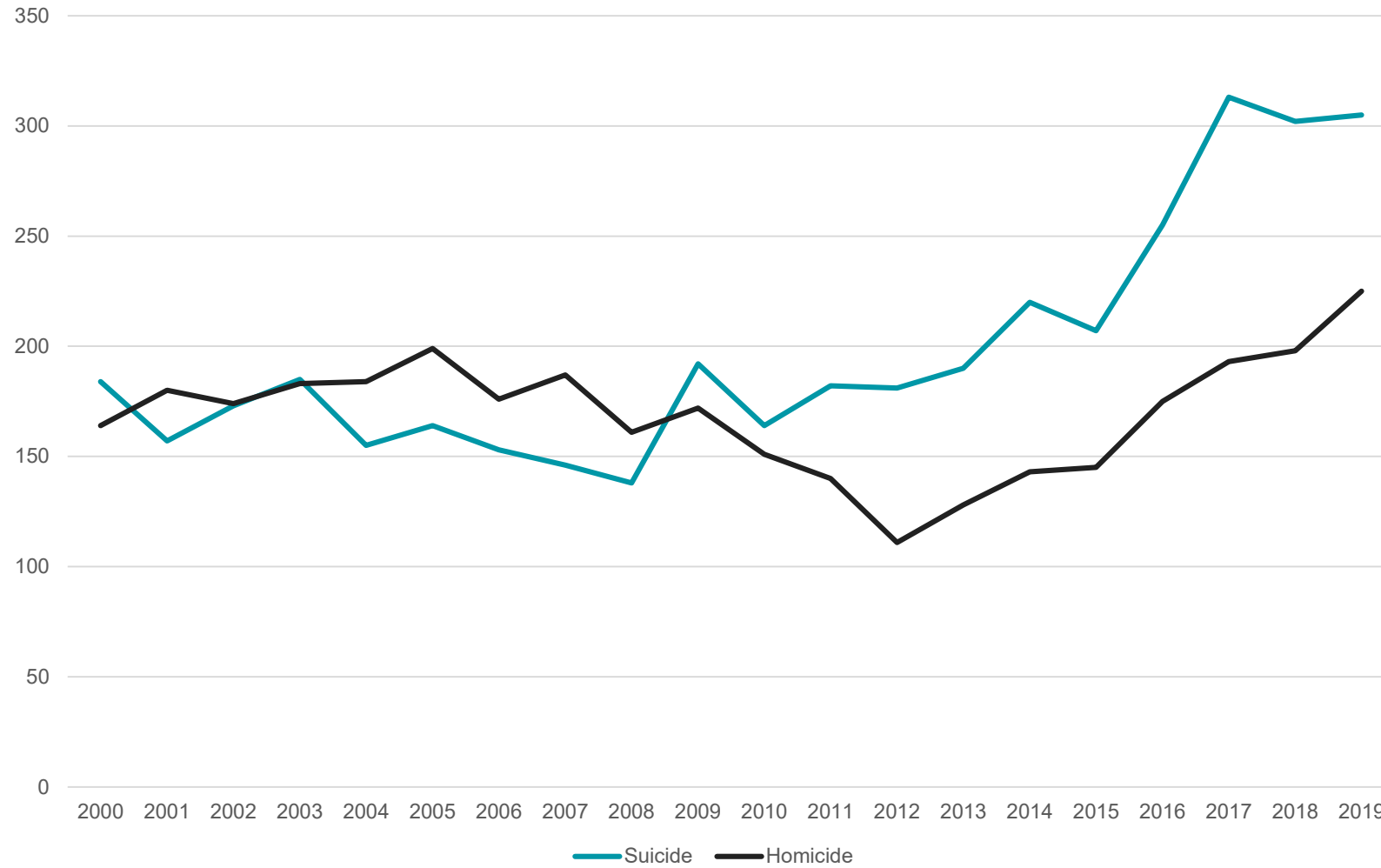


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Suicide vs Homicide in Texas for ages 10-18



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# Therapy Dogs



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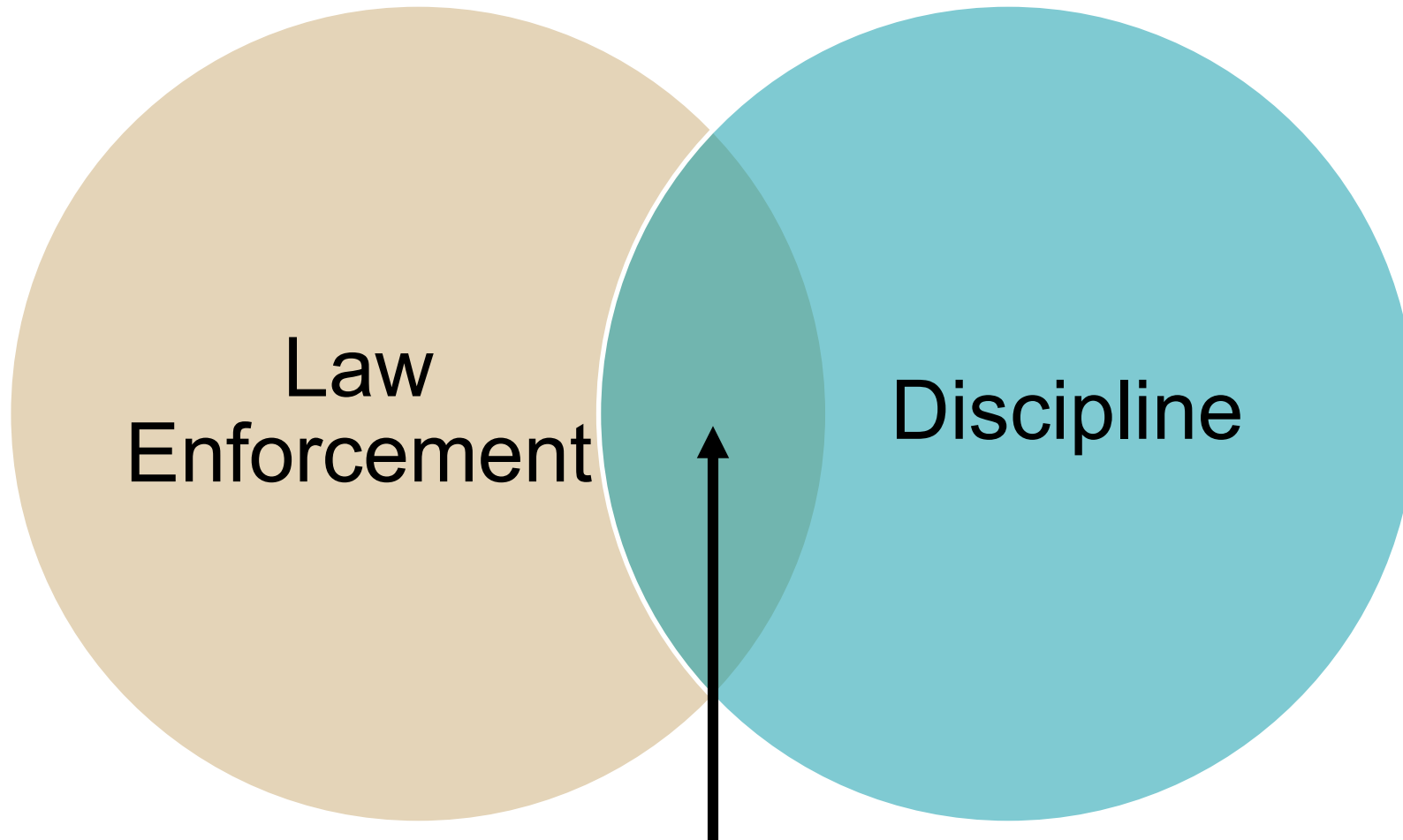
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# Student Advocacy



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**Collaboration between administration, police, and behavioral health services to determine needs of students**



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# Crisis Response

- Pause
- Be the calm
- Empathy for all
- Reduce Trauma



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# Putting it into practice



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**No police  
in schools**

**Traditional  
SRO  
program**

**Round  
Rock ISD  
Police  
Department**



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# Questions?



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