

Duluth Public Schools SRO Program Evaluation

Focus Area		Criteria	Met Expectation	Notes/Comments: As of 4/20/2026
Building Relationships				
	Met with Student Groups who Requested	Met with 90-100%	Yes- All Sites ... ▾	114 student visit requests 144 Student groups met with
	Provide education around law enforcement topics when requested	Met with 90-100%	Not evaluated ▾	This will be added to the restorative actions data collection for 2026/27
	Introduced themselves to students and staff during various meetings (joined staff meetings or assemblies)	SRO Introduced/joined 5-6 times over the course of the year	Yes- All Sites ... ▾	218 requests to visit classrooms Survey results
	Attended site based community outreach activities (i.e. open house, jumpstart, first football game of the season, etc.)	SRO attended 5-6 activities	Yes- All Sites ... ▾	110 after school events attended
	Increased visibility in before and after school and during lunch	Student survey results with 85% or higher agree/strongly agrees	Yes- All Sites ... ▾	Survey results (see below)
Assessment of SRO Program				
	Participated in monthly/quarterly data review at each site and by levels to go through citations being issued	SRO attended at least 3 data review meetings	Yes- All Sites ... ▾	Frequently meetings between admin and SRO to discuss kids and any citation data.
	Each site principal participated in the personnel evaluations of SRO's	Principals provided input to DPD	Not evaluated ▾	Lagging metric.
Professional Development				

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	Received training on working in schools and with students	All SROs received training	Yes- All Sites ... ▾	Per DPD
	Received training on anti bias policing, implicit bias, restorative practice, and cultural competency	All SROs received training	Yes- All Sites ... ▾	Per DPD
	Participated in the same training as teachers/staff (i.e. behavior interventions, trauma informed, implicit bias, and cultural competency etc.)	All SROs participated in certified staff professional development	Mostly Met (3... ▾	Participates with district staff at a safety training conference.
Communication and Transparency				
	Provided citation and complaint data in timely fashion	Updated monthly	Yes- All Sites ... ▾	Provided and posted on the website each month.
	Provided relevant personal and personnel information for the SRO website	Updated in timely fashion	Yes- All Sites ... ▾	Provided and posted on the website annually.
Supporting Safety				
	Officer participation on site safety team	Attends when in the building	Yes- All Sites ... ▾	
	Attendance at staff debriefs after incidents when requested	Met with 90-100%	Yes- All Sites ... ▾	
Narrative: Student and Family Perception Data of SRO Program				
Executive Summary 2026 School Resource Officer (SRO) Program – Student & Family Feedback <i>Key Qualitative Indicators</i> • Visibility – Most student respondents say they see the SRO daily or weekly; a smaller group (“rarely/never”) indicates blind-spots such as bathrooms, elective wings and some after-school activities.				

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- Approachability – Frequent descriptors include “kind,” “easy to talk to,” “greeted me,” and “helps with weekend check-ins.” A handful of students note they have “never talked” to the SRO or felt “yelled at.”
- Perceived Safety – A clear majority report feeling “safe” or “very safe” with an SRO on campus.
- Crisis Response – Multiple comments highlight the SRO’s quick action in breaking up fights, removing vaping from bathrooms and supporting mental-health incidents.
- Educational Role – Roughly half recall law-related lessons or informal mentoring; others say they have had no direct instruction.
- Equity Lens – Positive remarks on respectful treatment of diverse students appear, yet isolated concerns cite not being heard or supported by the SRO in conflict situations.
- Family Voice – Very limited 2026 family data; those who did respond were uniformly supportive but asked for clearer role definitions.

Strengths to Leverage

1. Consistent hallway, lunch-time and activity presence.
2. Strong rapport with many students, evidenced by friendly greetings and mentoring stories.
3. High confidence in physical safety during potential emergencies.
4. Documented incidents of effective de-escalation (fights, vaping, behavioral crises).

Challenges & Gaps

1. Uneven visibility in specific “hot-spot” areas (bathrooms, corners without staff coverage).
2. Some students and non-binary/BIPOC respondents report feeling unheard or unsure of SRO support.
3. Education/teaching function is inconsistent—many students unsure what the SRO can help with.
4. Family awareness of the SRO’s scope and limits is minimal for the current year.

Alignment to District Strategic Directions

- Supporting Every Student – SROs help create safe, positive learning spaces and provide indirect behavior support.
- Advancing Equity – Program must continue refining culturally responsive practice so all students feel “safe, seen, heard.”
- Improving Systems – Integrating SRO data with MTSS processes and communicating role clarity will strengthen overall safety infrastructure.

Bottom Line

Student voices in 2026 remain largely supportive of the SRO program, citing heightened safety and positive daily interactions. Attention to equity, consistent educational outreach, and deeper family engagement will move the program from “good” to “exemplary” while staying true to the district’s mission of empowering every learner every day.