



CONVERSATIONS IN THE
COMMUNITY
School Resource Officers

Hosted by Lynchburg City Schools & Lynchburg Police Department

AGENDA

- **VISION & MISSION**
- **SRO PROGRAM GOALS**
- **BUILDING RELATIONSHIPS TO REDUCE POVERTY TO PRISON PIPELINE**
- **SRO SELECTION & TRAINING FOR YOUTH ENGAGEMENT**
- **MEMORANDUM OF UNDERSTANDING**

VISION & MISSION

- The purpose of this Memorandum of Understanding (MOU) is to establish an agreement between the Lynchburg City Schools (LCS) and the Lynchburg Police Department (LPD) to promote the safety and welfare of LCS students, by providing law enforcement officers to serve as School Resource Officers (SROs) in each of the LCS' two high schools and three middle schools, to build a positive relationship between LCS students and law enforcement and to enforce state and local statutes on school grounds, consistent with the requirements of Virginia Code Sections 9.1- 101 and 9.1-110.
- In partnership, LCS will carry out the School Board Code of Conduct, while the SROs will carry out the Code of Virginia. Each will differentiate between disciplinary issues and crime problems and respond appropriately. The parties agree that, whenever possible, a prevention before intervention before enforcement approach will be taken when addressing student behavior concerns.



SRO PROGRAM GOALS

- Bridge the gap between officers and students
- Increase positive attitudes towards law enforcement
- Teach the value of our legal system
- Promote respect for people and property
- Reduce juvenile delinquency

A group of police officers and students are gathered in a gymnasium. In the foreground, a German Shepherd dog sits on the wooden floor. A police officer in a black uniform and a cap with 'LU' on it stands next to the dog. Other officers and a large group of diverse students are visible in the background. A semi-transparent grey box with white text is overlaid in the center of the image.

BUILDING RELATIONSHIPS



SROs AT LCS

Officer Else Ramirez

E. C. Glass High School

Officer Gerwin Thompson

Heritage High School

Officer Robert Sacks

Linkhorne Middle School

Officer Gary Takacs

Dunbar Middle School

Officer Brittany Hall

Sandusky Middle School

Sgt. Michael Smith

SRO TRAINING

- Age-appropriate responses
- Disability issues (First Responders Disabilities Awareness Training)
- Conflict resolution and de-escalation techniques
- Cultural competence
- Restorative justice practices
- Identifying and referring students exposed to trauma and violence



How do MOUs significantly impact the role of SROs in our schools?

SRO MEMORANDUM OF UNDERSTANDING

School Resource Officer MOU: LCS & LPD

It is up to LCS and its Student Resource Officers (SROs) to create an environment in which students feel safe and are not being subject to criminal penalties for behavior that is best handled by the school, while faithfully implementing the Code of Conduct and adhering to applicable law.

Former U.S. Secretary of Education Arne Duncan

"Effective teaching and learning cannot take place unless students feel safe at school. Positive discipline policies can help create safer learning environments without relying heavily on suspensions and expulsions."

Former U.S. Attorney General Eric Holder

"A routine school disciplinary infraction should land a student in the principal's office, not in a police precinct."



NEXT STEPS

[School Resource Officer \(SRO\) MOU](#) [Feedback Google Form](#)

- 1) What would you like to see added in our partnership to enhance the relationship with SROs?
- 2) What will help us to further instill the trust of the students, families, and community stakeholders?



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