



# School Resource Training Officer (SRTO)



This course is designed to develop School Resource Officers into effective field trainers. The curriculum focuses on critical self-reflection, team-building, and the SRO "triad" model (educator, counselor, and law enforcement officer). By emphasizing specialized coaching, juvenile-specific communication, and modern instructional techniques, the program prepares trainers to accurately mentor and evaluate the new era of law enforcement.

*Adult learning techniques such as discussions, group activities, research and student lead instructing will take place in the course.*

## Course Objectives

- Discuss learning styles
- Understand the basic concepts of field training
- Know the standard evaluation guidelines
- Take a DISC assessment
- Cover the ways to properly document performance
- Exam current ethical issues in policing
- Review liability
- Identify strengths and challenges with various age groups of officers
- Learn about reality-based training techniques
- Discuss Artificial Intelligence (AI)
- Unique Role of the School Resource Officer (SRO)
- Explores the "triad" model—educator, informal counselor, and law enforcement officer
- Discussions will cover the legal complexities of Search and Seizure within school
- Analyze how the training officer's approach must shift from a traditional patrol mindset to one focused on mentorship and school safety integration

## **Group Activity**

This session will provide students with the necessary information to complete a group activity. The primary focus will be on teamwork and communication, ensuring they work together effectively to achieve a common goal.

## **Discussing the DISC**

Students will review the DISC model and how it applies to them. Each student will complete a DISC assessment, followed by a group activity designed to reinforce teamwork and communication skills.

## **Overview of Field Training**

This class will cover the responsibilities of the field training unit, field training supervisors, and, most importantly, field training officers. The new roles and responsibilities they will take on will be reviewed. Students will also share their experiences with their own field training officers and discuss what they learned from them.

## **Unique Role of the School Resource Officer (SRO)**

This instruction focuses on the specialized role of the School Resource Officer and how field trainers must adapt to the school setting. It explores the "triad" model—educator, informal counselor, and law enforcement officer—and the unique challenges of training an officer to balance these roles. Discussions will cover the legal complexities of Search and Seizure within schools, the importance of FERPA regulations, and juvenile-specific de-escalation. Students will analyze how the training officer's approach must shift from a traditional patrol mindset to one focused on mentorship and school safety integration.

## **Adult Learning**

Recognizing adult learning principles is essential when training police officers. This class will provide students with an understanding of different learning styles. Field trainers must identify which learning style best suits each new officer. An assignment will be given and later discussed in class.

## **Standard Evaluation Guidelines (SEG)**

Standard Evaluation Guidelines (SEG) form the foundation of a field training program. Each SEG will be reviewed and applied as students analyze scenarios. A group discussion will follow to assess their findings.

## **Remedial Training and Not Responding to Training**

This instruction will cover the need for remediation, when to implement it, and how to create a remediation plan. It will also address what to do when a probationary officer does not respond to training efforts.

## **Written Documentation**

Written documentation is essential in any field training program. This instruction will explain why field training officers must document all aspects of a probationary officer's performance. Students will review examples of both positive and negative documentation.

## **Leadership**

This instruction will cover different types of leadership and the daily leadership opportunities field training officers (FTOs) encounter. Discussions will focus on how FTOs can apply effective leadership in their roles.

## **The Field Training Officer and Liability**

This block will delve into the intricacies of past and ongoing field training litigation, shedding light on the complexities that field training officers face in terms of liability. Understanding the legal landscape surrounding field training is essential for ensuring officers are equipped to navigate potential risks effectively. By examining real-world cases and legal precedents, officers can enhance their knowledge and skills to mitigate liability concerns in their roles.

## **The Field Trainer's Role and Teaching**

The field trainer, taking on the mantle of an instructor, guides the new officer through a comprehensive block of instruction. This segment looks into the art of imparting wisdom to fresh recruits, focusing on key strategies and techniques. Addressing common challenges encountered by new officers, students are tasked with tackling a specific issue through a short, focused presentation. This hands-on approach equips them with practical skills while fostering a deeper understanding of the nuances of law enforcement.

## **Artificial Intelligence (AI) in the Training Environment**

This section explores how Artificial Intelligence (AI) and related technologies can significantly enhance the effectiveness of training new personnel.

## **Reality Based Training (RBT)**

This instruction will focus on low to no cost measures FTOs can use while training. It will also explore safety factors needing addressed along with learning objectives needed while training.

## **Ethics**

Through these discussions, students will be encouraged to analyze the complex ethical dilemmas faced within the criminal justice system. Working collaboratively in groups to tackle scenarios will not only foster critical thinking skills but also promote nuanced perspectives on navigating ethical issues in the field of criminal justice. This training aims to equip students with the knowledge and skills necessary to make sound ethical decisions when faced with real-world situations.