



**Title**            **SCHOOL RESOURCE OFFICER PROGRAM REVIEW**  
**To**                **Planning and Priorities Committee**  
**Date**             **15 November 2017**  
**Report No.**     **11-17-3269**

**Strategic Directions**

- Make every school an effective school
- Build leadership within a culture of adaptability, openness and resilience
- Form strong and effective relationships and partnerships
- Identify disadvantage and intervene effectively

**Recommendation:**

This report is provided for approval.

**It is recommended:**

- **That** the School Resource Officer Program in the Toronto District School Board be discontinued; and
- **That** staff continue to work in partnership with the Toronto Police Service (TPS) to maintain positive working relationships that will ensure a safe, welcoming and inclusive culture in every school.

**Context:**

In June 2017, with a view to ensuring that the achievement and well-being of every student in every school is supported in a culture of equity and inclusion, the Board directed that staff develop a School Resource Officer (SRO) Program Review plan which would, “seek input from all stakeholders, including students, parents, principals and other staff,” and “include the specific measures and procedures that will be undertaken to ensure that all participants in the review are provided safe and secure settings where they will be comfortable sharing their experiences and opinions.”

The resulting *SRO Program Review Plan* was approved by the Board on 30 August 2017. At that time, the Trustees also decided that, pending the completion of the review, the SRO Program in all schools would be suspended, in order to ensure that participants, especially students, could feel comfortable sharing their experiences and opinions.

The Review process was designed to be a safe and inclusive forum where all participants could contribute their views in the most safe and inclusive setting possible. However, student voice is, and was intended to be, the predominant element informing the recommendations of this report. It is important to note that the primary goal of this Review has been to capture and centre the voices of those students, families and communities who have traditionally been excluded, marginalized and/or discounted.

To support the Board’s decision-making, input was sought from students, parents and staff of the 45 secondary schools that had an SRO during the 2016/17 school year, and also from former students, community members and representatives of community organizations. Over a six-week period between 18 September and 25 October 2017, data was collected via three specific approaches:

- Surveys completed by students, school staff and parents of the 45 schools with an SRO;
- Small focus group meetings held with students in schools, led by Student Equity Program Advisors (SEPA); and
- Meetings in community spaces, coordinated and facilitated in partnership with community agencies.

**Key Findings:**

The collected data revealed mixed feelings about the impact of the SRO Program. Many respondents had a positive impression of the program. Some had an indifferent impression. However, of significant concern are the findings that indicate negative impact and potential harm experienced by students, summarized below:

***Voluntary, Anonymous and Confidential Surveys***

The SRO Program Student Survey was completed by more than 15,500 students:

- A majority of students overall (71%) said they didn’t have any interaction with the SRO at their school.
- 41% of respondents felt that the SRO at their school was trustworthy (41%), while 53% said they were not sure.
- 42% of respondents felt that the SRO at their school was helpful, while 53% were not sure.
- 57% said that having an SRO made them feel safer at school, 10% disagreed or strongly disagreed, and 33% were not sure.
- When asked whether they would like the SRO Program to continue in their school, 47% said yes, 7% said no, while 46% said they were not sure.
- 884 students indicated feeling uncomfortable or very uncomfortable interacting with the SRO at their school.
- 1055 said that the presence of the SRO made them feel uncomfortable attending school.
- 1715 said the presence of the SRO in their school made them feel intimidated.
- 2207 students noted that having an SRO made them feel like they were being watched or targeted at school.

The SRO Program Staff Survey was completed by 1110 school staff members:

- 58% of staff thought that the SRO was valuable to their school, 13% said they didn’t know.
- 37% felt the very comfortable interacting with the SRO, while 12% felt very uncomfortable.
- 159 indicated feeling uncomfortable or very uncomfortable interacting with the SRO at their school.
- 187 said that having an SRO made some students feel like they were being watched or targetted at school.

The SRO Program Parent Survey was completed by 475 parents:

- 76% of respondents said they felt having an SRO in their child’s school made it a safer place.
- 78% said they would like the SRO Program to continue in their child’s school, while 8% did not, and 14.5% were not sure.
- 47 parents said that having an SRO in the school made them feel like their child was being watched or targeted.
- 26 parents said the presence of the SRO made their child feel uncomfortable attending school.
- 36 parents indicated that their child felt intimidated by the presence of the SRO in their school.

***Student Focus Groups:***

At the Student Focus Group sessions, a majority of students indicated that they were very uncomfortable with having an SRO in their school. They noted that the presence of the SRO often made them feel intimidated, and frequently mentioned feeling that they were under continual surveillance and suspicion, leading many of them to stay away from school.

Students often spoke of the stigma associated with having an SRO assigned to their school, and the impact of this perception on both the school and their community as a whole. They were keenly aware of the fact that SROs were mostly deployed to schools with a high proportion of racialized students and within communities which they felt were already overly policed, making them feel that they were targets for discrimination.

They also felt strongly that SROs were potentially gathering personal information and data which could later be used against them or their friends. They noted that the presence of the SRO in the school was not welcoming.

A small number of students reported having a positive relationship with individual SROs, but expressed frustration that these officers often did not remain at the school for more than one year.

***Community Meetings:***

Community consultation meetings do not occur in neutral spaces. There are biases that can be introduced in different ways—through facilitators, participants, note takers, etc.—these must be acknowledged and taken into account. In general, participants expressed views that were not supportive of the SRO program; their concerns centered around three main themes:

- Across all sessions, parents and former students spoke of feeling not just uncomfortable but, in some cases, afraid when seeing armed police in schools. They described feeling intimidated, to varying degrees, by the presence of uniformed police officers, and many expressed particular concern regarding the fact that the SROs were armed. This was the most common theme, particularly in relation to Black students and more specifically Black male students.

- Some participants felt that the SRO Program had not succeeded in its original mandate of building and strengthening relationships between police and youth, particularly Black youth.
- Finally, some participants felt that the SRO program served to criminalize students.

At each of the community meetings, almost without exception, participants felt strongly that the roles currently played within the school by some SROs could be more effectively and appropriately filled by trained adults such as social workers and child and youth counsellors.

In the Community Consultation meetings overall, as in the Student Focus Groups, the overwhelming sentiment expressed by participants was that the SRO Program should be terminated in all TDSB schools.

### **Action Plan and Associated Timeline**

Creating a positive school climate that supports the well-being of all students is the responsibility of all TDSB staff, and a central part of the Board's commitment to ensuring safe, caring and inclusive learning environments. This work is happening daily in each and every school, and it underscores the critical role of a caring adult for every student in the school.

[Ontario's Education Equity Action Plan](#) is very clear that, "To create safe, inclusive and engaging learning and work environments, education leaders must be committed to equity and inclusion for all students and to upholding and promoting human rights."<sup>1</sup>

The Toronto District School Board's commitment to these principles is affirmed in [Policy P051, Caring and Safe Schools](#), which states:

- 4.1** The Board believes that respect for human rights and the promotion of values and skills needed for a peaceful, responsible and democratic society shall be the foundation of every school.
- 4.2** The Board believes that equity, inclusion and fairness towards all members of the school community irrespective of race, gender, sexual orientation, socio-economic class or abilities are essential principles and are integrated into all our policies, procedures, programs and practices.
- 4.3** The Board believes that all students have the right to learn and achieve success and acknowledges the impact of school climates on students' success.

It is important for us to honour the voices, needs, and concerns of all who participated in this SRO Program Review process. We heard from many students who told us the SRO program helped them feel safe at school (including 50% of Black students who completed the Student Survey), and about positive experiences in some communities.

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<sup>1</sup> *Ontario's Education Equity Action Plan*, Queen's Printer for Ontario, 2017, p. 17.

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Over the course of this Review, we also heard from thousands of individual students who told us that the presence of an SRO within their school has made them feel less safe, less welcome and less engaged in learning. These students have told us that they see themselves and their friends as the targets of overt systemic discrimination, which has a negative impact on their achievement, well-being, and ability to be successful in their future lives.

In the face of this data, we have a clear duty to act on behalf of our students, and address the concerns they have brought to our attention. We have an obligation to ensure that all of our students can learn in schools that are safe, discrimination-free, and that protect their human rights. Although we heard from a number of respondents who supported the presence of an SRO in their school, there were also many who were unaware of the SRO Program or felt unaffected by it. Our priority must be to mitigate against the differentiated and potentially discriminatory impact of the SRO program as described to us by our some of our students and communities.

Our challenge ahead is to address the serious concerns brought forward by a significant number of our students, while continuing to keep our schools safe and welcoming for all. As such, while we are recommending the discontinuation of SRO in its current form, staff will continue to work with police on order to build a partnership that honours the voices of ALL students.

The Board recognizes and values the critical role Toronto Police Service (TPS) plays in serving and protecting our city and our schools. Going forward, staff will continue to work in partnership with TPS to explore ways we can work together to support communities that are safer and more caring for everyone.

#### **Board Policy and Procedure Reference(s)**

- [Policy P051, Caring and Safe Schools](#)

#### **Appendices**

- Appendix A: SRO Program Review Focus Groups, Community Meetings and Interviews
- Appendix B: SRO Program Review Survey Data: Student, Parent and Staff Surveys
- Appendix C: SRO Program Review Student Focus Group: Findings

#### **From**

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**Appendix A**

**Toronto District School Board  
Student Resource Officer Program Review  
Focus Groups, Community Meetings and Interviews**

<b>Student Focus Group Sessions and One-on-One Interviews</b>				
<b>Date</b>	<b>Region</b>	<b>Location</b>	<b>Focus Group Participants</b>	<b>Individual Interviews</b>
20 September 2017	Downtown	Danforth Tech	12	
21 September 2017	Downtown	Alexandra Park Community Centre	6	
21 September 2017	Downtown	Western Tech	55	
22 September 2017	Downtown	Central Tech	21	
22 September 2017	West	Kipling CI	24	
26 September 2017	Southwest	Lakeshore CI	11	
26 September 2017	Northwest	Downsview SS	16	
27 September 2017 (3 sessions)	Northwest	Emery CI	18	2
			8	2
			31	1
28 September 2017	Northwest	Westview Centennial SS	13	1
28 September 2017	West	Richview CI	32	
13 October 2017 (2 sessions)	Northwest	Success Beyond Limits at Westview Centennial SS	10	
13 October 2017	Northwest	Emery students at Harriet Tubman Institute, York U	11	
18 October 2017	East	TAIBU Community Health Centre, Scarborough	28	3
20 October 2017	Northwest	Emery students at York U	10	

**Toronto District School Board  
Student Resource Officer Program Review  
Focus Groups, Community Meetings and Interviews**

<b>Community Meetings and One-on-One Interviews</b>				
<b>Date</b>	<b>Region</b>	<b>Location</b>	<b>Community Participants</b>	<b>Individual Interviews</b>
20 September 2017	Northwest	Jamaican Canadian Association 995 Arrow Road, North York	33	2
21 September 2017	Downtown	Alexandra Park Community Centre 105 Grange Court, Toronto	17	
26 September 2017	East	TAIBU Community Health Centre 27 Tapscott Rd. Unit #1, Scarborough	20	
27 September 2017	West	Darul-Hijra Islamic Centre 2050 Kipling Ave., Etobicoke	19	2
28 September 2017	East	Scarborough Village Recreation Centre, 3600 Kingston Rd., Scarborough	25–30	5
2 October 2017	Downtown	Regent Park Community Centre 402 Shuter St., Toronto	65+	5
25 October 2017	Northwest	Oakdale Community Centre 350 Grandravine Drive	18	
26 October 2017	Central	Thorncliffe Park Community Crisis Response Table at Valley Park MS	8	

APPENDIX B

**SRO Program Review - Student Survey Results (Overall)**

1. Did you know your school was assigned a School Resource Officer (SRO)?

	Count	Percent
Yes	7,180	46.5%
No	5,068	32.8%
Don't know (i.e. not sure)	3,196	20.7%
<b>Total</b>	<b>15,444</b>	<b>100%</b>

2. In your opinion, what kinds of activities did the SRO do at your school? (please choose all that apply)

Total N=15,217

	Count	Percent
Build relationships with students	4,810	31.6%
Conduct investigations	2,348	15.4%
Lay charges and make arrests	1,448	9.5%
Respond to emergencies	4,660	30.6%
Support crime prevention activities	3,978	26.1%
Support our school with lockdowns and other emergency planning	4,574	30.1%
Conduct surveillance of students	2,662	17.5%
Collect personal information from students for policing purposes	984	6.5%
Other (e.g. extra-curricular activities)	554	3.6%
Don't know	7,032	46.2%

3. How often did you interact with the School Resource Officer (SRO) at your school?

	Count	Percent
Many times	502	3.3%
A few times	2,741	18.1%
Not at all	11,887	78.6%
<b>Total</b>	<b>15,130</b>	<b>100%</b>

4. How did you feel interacting with the School Resource Officer (SRO) at your school?

	Count	Percent
Very uncomfortable	539	3.6%
Uncomfortable	345	2.3%
Comfortable	2,549	16.8%
Very comfortable	921	6.1%
I didn't have any interaction with the SRO at my school	10,779	71.2%
<b>Total</b>	<b>15,133</b>	<b>100%</b>



5. How would you describe your School Resource Officer (SRO)?

a. The SRO is visible in the school.	Count	Percent
Strongly Agree	1,664	11.0%
Agree	4,921	32.7%
Disagree	1,585	10.5%
Strongly Disagree	1,477	9.8%
Not Sure	5,420	36.0%
Total	15,067	100%

b. The SRO is approachable.	Count	Percent
Strongly Agree	1,747	11.7%
Agree	4,717	31.5%
Disagree	771	5.1%
Strongly Disagree	497	3.3%
Not Sure	7,240	48.4%
Total	14,972	100%

c. The SRO is trustworthy.	Count	Percent
Strongly Agree	2,055	13.7%
Agree	4,088	27.3%
Disagree	432	2.9%
Strongly Disagree	393	2.6%
Not Sure	7,982	53.4%
Total	14,950	100%

d. The SRO is respectful.	Count	Percent
Strongly Agree	2,738	18.3%
Agree	4,600	30.7%
Disagree	242	1.6%
Strongly Disagree	266	1.8%
Not Sure	7,136	47.6%
Total	14,982	100%

e. The SRO is helpful.	Count	Percent
Strongly Agree	2,224	14.8%
Agree	4,056	27.0%
Disagree	452	3.0%
Strongly Disagree	361	2.4%
Not Sure	7,907	52.7%
Total	15,000	100%

6. Having a School Resource Officer (SRO) in my school makes me feel:

a. Safer at school.	Count	Percent
Strongly Agree	3,102	20.5%
Agree	5,521	36.5%
Disagree	995	6.6%
Strongly Disagree	524	3.5%
Not Sure	4,977	32.9%
Total	15,119	100%

b. Like I'm being targeted or watched at school.	Count	Percent
Strongly Agree	640	4.3%
Agree	1,567	10.5%
Disagree	4,454	29.8%
Strongly Disagree	3,294	22.0%
Not Sure	5,008	33.5%
Total	14,963	100%

c. Less worried about various problems (e.g., bullying, drugs, weapons, vandalism, etc.)	Count	Percent
Strongly Agree	2,068	13.8%
Agree	5,117	34.0%
Disagree	1,830	12.2%
Strongly Disagree	835	5.6%
Not Sure	5,189	34.5%
Total	15,039	100%

d. More comfortable with the police.	Count	Percent
Strongly Agree	1,564	10.4%
Agree	4,659	31.1%
Disagree	1,649	11.0%
Strongly Disagree	832	5.6%
Not Sure	6,286	41.9%
Total	14,990	100%

e. Uncomfortable to attend school due to the SRO's presence.	Count	Percent
Strongly Agree	316	2.1%
Agree	739	5.0%
Disagree	3,944	26.6%
Strongly Disagree	4,957	33.4%
Not Sure	4,897	33.0%
Total	14,853	100%

f. Safer in the school neighbourhood.	Count	Percent
Strongly Agree	1,676	11.2%
Agree	5,068	33.9%
Disagree	1,570	10.5%
Strongly Disagree	710	4.7%
Not Sure	5,933	39.7%
Total	14,957	100%

g. Intimidated by the SRO's presence at my school.	Count	Percent
Strongly Agree	439	2.9%
Agree	1,276	8.6%
Disagree	3,905	26.2%
Strongly Disagree	3,593	24.1%
Not Sure	5,675	38.1%
Total	14,888	100%

7. How valuable is the School Resource Officer (SRO) program to you?

	Count	Percent
Not valuable at all	1,498	9.9%
Not that valuable	1,527	10.0%
Somewhat valuable	3,577	23.5%
Very valuable	1,935	12.7%
Extremely valuable	814	5.4%
Don't know	5,849	38.5%
Total	15,200	100%

8. In your opinion how valuable is the School Resource Officer (SRO) program to your school?

	Count	Percent
Not valuable at all	908	6.0%
Not that valuable	793	5.2%
Somewhat valuable	3,310	21.9%
Very valuable	3,011	19.9%
Extremely valuable	1,504	9.9%
Don't know	5,595	37.0%
Total	15,121	100%

9. Would you like the School Resource Officer (SRO) program to continue in your school?

	Count	Percent
Yes	7,041	46.9%
No	1,032	6.9%
Not Sure	6,951	46.3%
Total	15,024	100%

10. Do you have anything else you would like to share about the School Resource Officer (SRO) program, either positive or negative?

11. What grade are you currently in?

	Count	Percent
Grade 10	4,716	32.1%
Grade 11	4,748	32.3%
Grade 12	5,213	35.5%
Total	14,677	100%

12. Please select the gender identity that best fits you (choose all that apply).

	Count	Percent
Male	6,943	48.8%
Female	7,045	49.5%
Other (Genderfluid, Genderqueer, Nonbinary, Transgender, Two-Spirit)	249	1.7%
Total	14,237	100%

13. Were you born in Canada?

	Count	Percent
Yes	8,460	61.8%
No	5,239	38.2%
Total	13,699	100%

14. Which of the following best describes your racial background? (choose all that apply)

	Count	Percent
Black	2,267	15.9%
East Asian	1,713	12.0%
First Nations, Métis, and/or Inuit	48	0.3%
Latin American	334	2.3%
Middle Eastern	957	6.7%
South Asian	3,383	23.7%
Southeast Asian	1,329	9.3%
White	2,541	17.8%
Mixed	1,700	11.9%
Total	14,272	100%

15. Do you have a disability (e.g., deaf/hard of hearing, blind/low vision, speech difficulty, learning disability, mental illness, physical disability, etc.)?

	Count	Percent
Yes	1,487	10.5%
No	12,704	89.5%
Total	14,191	100%

16. What is your sexual orientation? (choose all that apply)

	Count	Percent
Heterosexual (straight)	10,984	79.2%
LGBTQ (Asexual, Bi-sexual, Gay, Lesbian, Pansexual, Queer, Two-spirit)	1,754	12.6%
Other (Questioning, I'm not sure what this question is asking)	1,130	8.1%
Total	13,868	100%

**SRO Program Review - Staff Survey Results**

**1. Did you know your school was assigned a School Resource Officer (SRO)?**

	Count	Percent
Yes	903	82.5%
No	123	11.2%
Don't know (i.e., not sure)	68	6.2%
Total	1094	100%

**2. In your opinion, what kinds of activities did the SRO do at your school? (N=1108)**

	Count	Percent
Build relationships with students	841	75.9%
Conduct investigations	461	41.6%
Lay charges and make arrests	224	20.2%
Respond to emergencies	709	64.0%
Support crime prevention activities	617	55.7%
Support school with lockdowns and other emergency planning	564	50.9%
Conduct surveillance of students	208	18.8%
Collect personal information from students for policing purposes	119	10.7%
Other	180	16.2%
Don't know	185	16.7%

**3. How often did you interact with the School Resource Officer (SRO) at your school?**

	Count	Percent
Many times	315	29.7%
A few times	399	37.6%
Not at all	348	32.8%
Total	1062	100%

**4. How did you feel interacting with the School Resource Officer (SRO) at your school?**

	Count	Percent
Very uncomfortable	130	12.2%
Uncomfortable	29	2.7%
Comfortable	237	22.3%
Very comfortable	389	36.6%
I didn't have any interaction with the SRO at my school	277	26.1%
Total	1062	100%

**5a. The SRO is visible in the school.**

	Count	Percent
Strongly Agree	355	34.0%
Agree	371	35.5%
Disagree	107	10.2%
Strongly Disagree	70	6.7%
Not Sure	142	13.6%
Total	1045	100%

**5b. The SRO is approachable.**

	Count	Percent
Strongly Agree	440	42.5%
Agree	328	31.7%
Disagree	46	4.4%
Strongly Disagree	15	1.4%
Not Sure	207	20.0%
Total	1036	100%

**5c. The SRO is trustworthy.**

	Count	Percent
Strongly Agree	443	43.4%
Agree	262	25.7%
Disagree	19	1.9%
Strongly Disagree	14	1.4%
Not Sure	282	27.6%
Total	1020	100%

**5d. The SRO is respectful.**

	Count	Percent
Strongly Agree	493	47.7%
Agree	298	28.8%
Disagree	19	1.8%
Strongly Disagree	9	0.9%
Not Sure	214	20.7%
Total	1033	100%

**5e. The SRO is helpful.**

	Count	Percent
Strongly Agree	435	42.4%
Agree	271	26.4%
Disagree	31	3.0%
Strongly Disagree	13	1.3%
Not Sure	277	27.0%
Total	1027	100%

**6a. Having a School Resource Officer (SRO) in our school has made the school a safer place.**

	Count	Percent
Strongly Agree	351	33.6%
Agree	289	27.7%
Disagree	68	6.5%
Strongly Disagree	34	3.3%
Not Sure	303	29.0%
Total	1045	100%

**6b. Having a School Resource Officer (SRO) in our school has made some students feel targeted or watched.**

	Count	Percent
Strongly Agree	42	4.1%
Agree	145	14.2%
Disagree	220	21.5%
Strongly Disagree	211	20.6%
Not Sure	406	39.6%
Total	1024	100%

**6c. Having a School Resource Officer (SRO) in our school has made me less worried about various problems (e.g., bullying, drugs, weapons, vandalism, etc.)**

	Count	Percent
Strongly Agree	236	22.7%
Agree	339	32.6%
Disagree	183	17.6%
Strongly Disagree	61	5.9%
Not Sure	220	21.2%
Total	1039	100%

**6d. Having a School Resource Officer (SRO) in our school has made some students uncomfortable to attend school due to the SRO's presence.**

	Count	Percent
Strongly Agree	27	2.6%
Agree	72	7.0%
Disagree	227	22.2%
Strongly Disagree	258	25.2%
Not Sure	439	42.9%
<b>Total</b>	<b>1023</b>	<b>100%</b>

**6e. Having a School Resource Officer (SRO) in our school has contributed to the safety of the school neighbourhood.**

	Count	Percent
Strongly Agree	268	25.8%
Agree	326	31.4%
Disagree	60	5.8%
Strongly Disagree	30	2.9%
Not Sure	355	34.2%
<b>Total</b>	<b>1039</b>	<b>100%</b>

**6f. Having a School Resource Officer (SRO) in our school has made some students feel intimidated by the SRO's presence at the school.**

	Count	Percent
Strongly Agree	28	2.7%
Agree	112	10.9%
Disagree	205	20.0%
Strongly Disagree	252	24.6%
Not Sure	429	41.8%
<b>Total</b>	<b>1026</b>	<b>100%</b>

**Q7. In your opinion how valuable is the School Resource Officer (SRO) program to your school?**

	Count	Percent
Not valuable at all	43	4.0%
Not that valuable	63	5.8%
Somewhat valuable	206	19.1%
Very valuable	278	25.7%
Extremely valuable	346	32.0%
Don't know	144	13.3%
<b>Total</b>	<b>1080</b>	<b>100%</b>

**Q8. Would you like the School Resource Officer (SRO) program to continue in your school?**

	Count	Percent
Yes	755	70.4%
No	102	9.5%
Not Sure	216	20.1%
<b>Total</b>	<b>1073</b>	<b>100%</b>



**SRO Program Review - Parent Survey Results**

**2. Did you know your child's school was assigned a School Resource Officer (SRO)?**

	Count	Percent
Yes	306	64.8%
No	126	26.7%
Don't know (i.e., not sure)	40	8.5%
<b>Total</b>	<b>472</b>	<b>100%</b>

**3. In your opinion, what kinds of activities did the SRO do at your child's school? N=475**

	Count	Percent
Build relationships with students	293	61.7%
Conduct investigations	119	25.1%
Lay charges and make arrests	67	14.1%
Respond to emergencies	243	51.2%
Support crime prevention activities	284	59.8%
Support my child's school with lockdowns and other emergency planning	229	48.2%
Conduct surveillance of students	84	17.7%
Collect personal information from students for policing purposes	29	6.1%
Other	52	11.0%
Don't know	109	23.0%

**4a. Having a School Resource Officer (SRO) in my child's school has made the school a safer place.**

	Count	Percent
Strongly Agree	213	46.1%
Agree	139	30.1%
Disagree	20	4.3%
Strongly Disagree	11	2.4%
Not Sure	79	17.1%
<b>Total</b>	<b>462</b>	<b>100%</b>

**4b. Having a School Resource Officer (SRO) in my child's school has made my child feel targeted or watched.**

	Count	Percent
Strongly Agree	19	4.2%
Agree	28	6.2%
Disagree	98	21.6%
Strongly Disagree	238	52.5%
Not Sure	70	15.5%
<b>Total</b>	<b>453</b>	<b>100%</b>

**4c. Having a School Resource Officer (SRO) in my child's school has made my child less worried about various problems (e.g., bullying, drugs, weapons, vandalism, etc.)**

	Count	Percent
Strongly Agree	158	34.1%
Agree	148	32.0%
Disagree	43	9.3%
Strongly Disagree	18	3.9%
Not Sure	96	20.7%
<b>Total</b>	<b>463</b>	<b>100%</b>

**4d. Having a School Resource Officer (SRO) in my child's school has made my child uncomfortable to attend school due to the SRO's presence.**

	Count	Percent
Strongly Agree	14	3.1%
Agree	12	2.6%
Disagree	95	20.8%
Strongly Disagree	268	58.8%
Not Sure	67	14.7%
<b>Total</b>	<b>456</b>	<b>100%</b>

**4e. Having a School Resource Officer (SRO) in my child's school has made the neighbourhood a safer place.**

	Count	Percent
Strongly Agree	165	35.8%
Agree	152	33.0%
Disagree	37	8.0%
Strongly Disagree	11	2.4%
Not Sure	96	20.8%
<b>Total</b>	<b>461</b>	<b>100%</b>

**4f. Having a School Resource Officer (SRO) in my child's school has made my child feel intimidated by the SRO's presence at the school.**

	Count	Percent
Strongly Agree	15	3.3%
Agree	21	4.6%
Disagree	87	19.1%
Strongly Disagree	254	55.7%
Not Sure	79	17.3%
<b>Total</b>	<b>456</b>	<b>100%</b>

**5. In your opinion how valuable is the School Resource Officer (SRO) program to your child's school?**

	Count	Percent
Not valuable at all	19	4.1%
Not that valuable	20	4.3%
Somewhat valuable	58	12.4%
Very valuable	118	25.2%
Extremely valuable	198	42.2%
Don't know	56	11.9%
Total	469	100%

**6. Would you like the School Resource Officer (SRO) program to continue in your child's school?**

	Count	Percent
Yes	365	77.8%
No	36	7.7%
Not sure	68	14.5%
Total	469	100%

**Appendix C**

**Toronto District School Board  
Student Resource Officer Program Review  
Student Voice**

**The following input was provided by TDSB students during the Student Focus Group sessions conducted during September and October 2017 as part of the TDSB SRO Program Review.**

**Q: What is your understanding of the SRO's role?**

- Police are here to look out for misconduct.
- Cause the school calls them in.
- I barely see them, they are only here when something bad happens.
- If I see them I think something bad happens, cause most people don't know about them.
- To get everybody indicted.
- If theres a fight they are suppose to break it up but anytime there's a fight they are not there.
- I am unsure of their role.
- They look like police officers, but they have a hall monitors role, this and that I don't know their specific purpose in the school.
- They don't exactly make it clear.

**Q: What is the impact of the SRO in your school?**

- It depends on the officer -- some come off as approachable, first officer was good, gave advice, built relationships that was good.
- The cruiser gives the school a bad rep, some people walking by, something is going down, going down.
- They following, you and watching you -- black students are targeted more -- officer One was more focused on the Hungarians here.
- Police is a gang -- where do you think all these drugs and guns go? -- they take forever to address issues, hall monitor gets here faster.
- There's a camera in every corner -- they come here and they just watch us on all the cameras -- why do we have police officers if we have cameras and also it's a safety issue for us too -- having an armed weapon.
- What's the point of replacing the police officers with security guards, they are worse than the police officers.
- 2 examples of officers -- first officer was really involved and he even coached the football team, the guy last year I dont even know his name, which shows you how different he was.
- Some people say that it is a bad school gives a bad aura. It's like, our school personally has a bad rap in the neighbourhood. It is like the TDSB is promoting the reputation we already have. It is not preventing it but stopping what is already happening. We already have teachers and hall monitors...so why with armed, with gun. It just brings a bunch of questions. There is no reason for them to be armed. It is like they are assuming that something bad is going to happen.
- I've been here 2 years. I've had officers both years. And they didn't change a thing and are here to see a face and even when you leave high school. Our officer was our community officer. We see him in the community ....not cool. Why say my name in the community, in front of my mom?

- They should not be in schools because there are more important things happening in the community.
- I think it's good cause they can keep people who aren't supposed to be in the school here.
- I don't feel safe because I have seen cops harass people and mistreat people and then tackle and jump people, and they carry weapons which is very scary.
- I think outsiders think the school is dangerous which makes people think the school is bad, dangerous or there's lots of crime. It also makes store owners think we are bad.
- Police officers make me mad. One time I went into dollarama, and I paid for my beverage, and an officer thought that I stole. They then tackled me. It makes me scared, and I go back to that day when I see them.
- Police officers can be racist and discriminate towards the way people look, especially black students.
- Police are not helpful, they just take notes and do nothing.
- When someone sees you talking to the police, they think you are a snitch. And that's it. Your life is over.
- People think you are a snitch and snitches get stitches.
- Police should only be in the school when there is a serious issue or for special events.
- Sometimes police officers walk around in the school. I think something is wrong.
- One time there was a fight and in two seconds they were there. It was good that they came immediately.
- When I see them, they intimidate me.
- Walking around with guns scares people.
- They always look like they are angry.
- It's good. I like the SRO. He should get a raise.
- I like him. He's black so we don't feel like we are targeted if we are black.
- He's lit.
- He's really nice. One time we talked about what types of cookies are the best.
- I haven't met him, but my brother used to go to his Jujitsu program. he really liked him and lots of kids go to that program.
- He's always smiling when he passes students and says hi.
- I feel like students are less likely to bring drugs and weapons to school when he is around.
- A lot of teachers to talk to him, and so do the students. He's been at our school for a while. He's okay.
- I haven't really seen him around so it doesn't have an impact on me.
- I know he is really nice, and I like him, but there is something about police in general that makes me feel uneasy.
- They make me feel targeted in my own school.
- Sometimes I wonder if they are just sitting around waiting for trouble.
- Negatively. Students feel uncomfortable. This is my school.
- Don't you have better things to do then walk around the school.
- They look angry to be here and cranky
- When they walk past me I try and smile and they make me feel bad.
- The notion of police officers in schools are a threat to students. Threatening kids is a weird present for students.
- I would rather have a cop to defend me I would feel better cause if I defend myself I will get a charge.
- People of colour will feel uncomfortable because they are historically targeted. It is bad that the majority of people with colour feel scared and can't do as they please.
- Students look at them like teachers. If students are going to argue or fight, they are going to do it regardless. They look at them as an annoyance.
- When people see police they want them out of their space, they don't want them around.
- I've seen police officers come in and talk to teachers but not to students.

- The ones that come in are not approachable.
- Normally they go into the office.
- It depends on the officer -- some come off as approachable, first officer was good, gave advice, built relationships that was good.
- The cruiser gives the school a bad rep, some people walking by, something is going down, going down.
- They don't seem friendly or approachable, they never smile.
- They are like 6 foot tall and are intimidating.
- One time I saw the officers get into a fight with a kid. They threw him against that wall and asked are you trying to act big?

### **Do police in schools make you feel safer?**

- No, because they don't know anything, they are just a suit.
- There have been fights at the front of the school and they just stay in the office.
- They don't interact with us.
- They target the black youths that live in low income houses -- yes it's so sad.
- There is a teacher, officer in the office and i looked down in the gun for one second and I looked at it --I got called by the VP, why were you looking at the gun?
- It's good in case there is a serious situation where someone could get dangerously injured. SROs don't really harass people in the school. They ask you what is the problem.
- I feel safe and intimidated.
- Having a police at our school makes it seem like our school is bad -- and it looks bad on our staff too, makes it seem like they can't do their job properly.
- He tried to set me up before. He was asking me all these informations, he was undercover too, I thought he was a hall monitor, some of the stuff I told him he reported back to the office and I almost got suspended. Someone told me don't say anything around him.
- We have a lot of undercover police officers in school.
- Whenever there's a fight there are police officers hanging out after the fight at the school.
- I don't want to go to school and find out that one of my peers has been arrested -- the sole purpose of school is school -- not to be arrested.
- They use police as a threat -- if you do this, just know you can be locked up.
- The cops automatically feel that they have this dominance and power against us -- there are ways they scare us and use information against -- we don't have any power or voice.
- I feel like some of the cops that come to school after the fight, they kind of get intimidated -- because there are so many black people around and there are less of them and if they bring more of them to us they think we are going to stoop down -- especially if we know our rights -- we come together as one.
- After the incident with the guy being chased there were lots of police officers around.
- A lot of people put it on snapchat and say he look at our school it's not safe
- And they follow us for lunch at X -- they just sit right there and when we leave they leave
- After school we go to Burger King or Macdonalds -- Burger King we hung out -- they just come there and sit there watching. It's really annoying -- we aren't even doing anything -- they just follow our group -- like black kids -- after school -- they time us -- that's why I don't go anywhere.
- When we speak out against what they are doing then they say I can put a charge on you.

- One time at a restaurant – black student fighting a white student during lunch – they threw the black student after the white guy – they didn't even arrest the white guy when it was the white guy who initiated the fight. There were a lot of black students – we were cussing off the police officer – you can't lock up one student and not the other – people started pulling out their phones – we were told to put away our phones. Everyone can see this was an unfair situation, the black guy is the kind of person who would walk away.
- One situation with the big big fight with the 2 boys – and then people said his big brother would come and shoot up the school.
- There are things in the school that should be dealt with – I feel instead of police in schools we have hall monitors – fix up the washrooms and get more programs – the ceilings are broken, water is dripping.
- What has a cop done for you? They are taking up space, they are unwanted eyes. Hall monitors are older brothers to us – they aren't jumpy – they could do things to suspend us.
- One reason why I come to school is to learn and to enjoy myself but if police are going to be there to shut down my enjoyment – you can't just study all the time – it gets you stressed out – some times you need a break off.
- They are very judgemental – if they think you are coming from a certain door – they are trying to come for you, smell you, sniff you to see if you've smoked – they are invading your privacy. He was in the hallway.
- We understand how the police treat us and so we stick together.
- I feel the police officers are unwanted in the school.
- They make us feel unsafe.
- I was always safe, I wasn't scared of school.
- We get a raw attitude when they are around – there was even a full-on full-on fight between a student and an SRO – he was just bothering him – student was having a bad day, he said I'm just going to sit here – SRO decided to sit beside him and he pushed him – big commotion.
- I really do feel like they are intimidated by us for little reasons – whenever we do little things they call back up so quick.
- Sometimes I am intimidated by them but it's not like I can call back.

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