

# SRO: Making Positive Change for Students, Schools, and Culture.

## Considerations of SROs:

- Choosing an SRO that fits the school culture, climate, and the positive role model requires a well thought out interview and hiring procedure.
- SROs can and are positively contributing educators.
- As educators, they need supporting professional development that provides tools and skills that allow them to do their job better in ways that support the school culture, student success, and positive development.
- SROs, when trained alongside their educator colleagues in social-emotional learning strategies and de-escalation techniques, are integral in the safety and success of both students and staff.
- SROs are integral in creating positive connection between communities, resources, and success for students and families.

## De-escalation & Social Emotional Learning (SEL)

SEL is about teaching, developing, and nurturing the skills and strategies needed for an individual to manage themselves and their emotions effectively in social situations, also known as self-regulation and management. Emotional escalation happens most often in social situations. Consequently, de-escalation needs to be addressed through an SEL lens.

In most systems, SROs are called upon for de-escalation more than their educator colleagues. It is the process of de-escalation, when mishandled, that can lead to negative consequences related to relationships, sense of self, and even violence. To make effective change in that current narrative, it is crucial that SROs be trained in this new perspective of de-escalation.

In schools where true SEL is learned and supported across the full system (all adults and students), there is common language and techniques for de-escalation taught within the context of self-regulation. By utilizing that language and those techniques as part of de-escalation, we create and reinforce co-regulation. Co-regulation empowers students to access and use their self-regulation and self-management skills with the support of a well-trained adult.

Co-regulation is in direct contrast to coercive regulation; the more common techniques of de-escalation when staff and students are ill-equipped with SEL tools and skills. What's the difference?

Skill	Co-Regulation	Coercive Regulation
Self-Awareness (adult)	Recognizes personal feelings and knows how to manage them.	Lacks awareness or denies personal feelings
Focus	Child's feelings, help them manage (self-regulation)	Child's behavior, make it stop
Tone	Assertive	Aggressive
Student Needs	Help identify, honor, support	Ignore
Reaction to hostility	Absorb (think egg toss)	Retaliate
Goal	Help child self-regulate, de-escalate	Make "bad" behavior stop, by any means