

Creating & Sustaining a Safety Vision

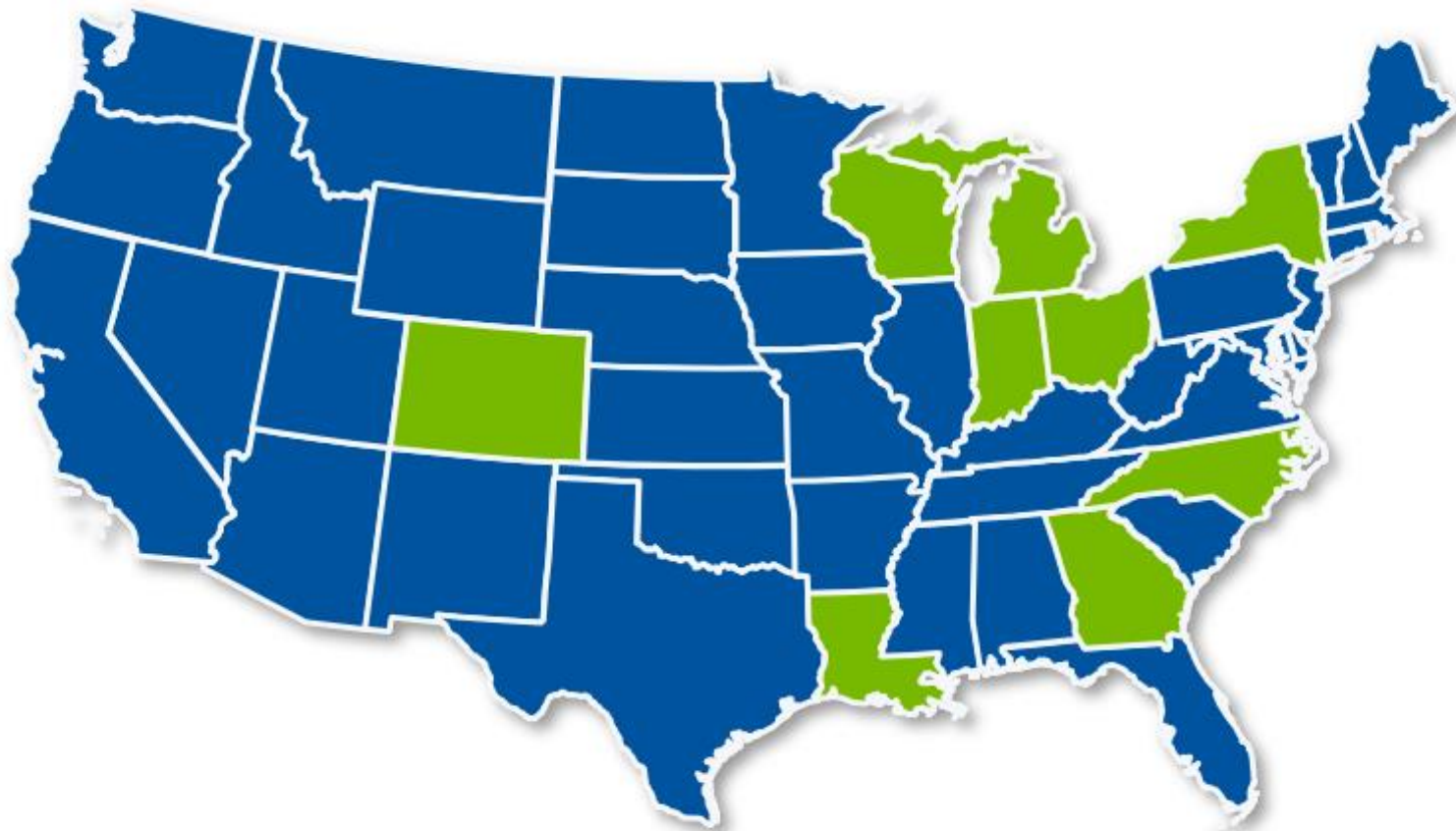


**Colorado Safe Schools Conference
October 21, 2022**

Introductions



Brian Gard – Director of Safety & Health
National Heritage Academies - 98 K-12 schools
Currently serving on Michigan and North Carolina
state safety committees and safety consultant
Former law enforcement experience



Overview & importance

Identify obstacles

Moving toward your goal



Overview & importance

Identify obstacles

Moving toward your goal



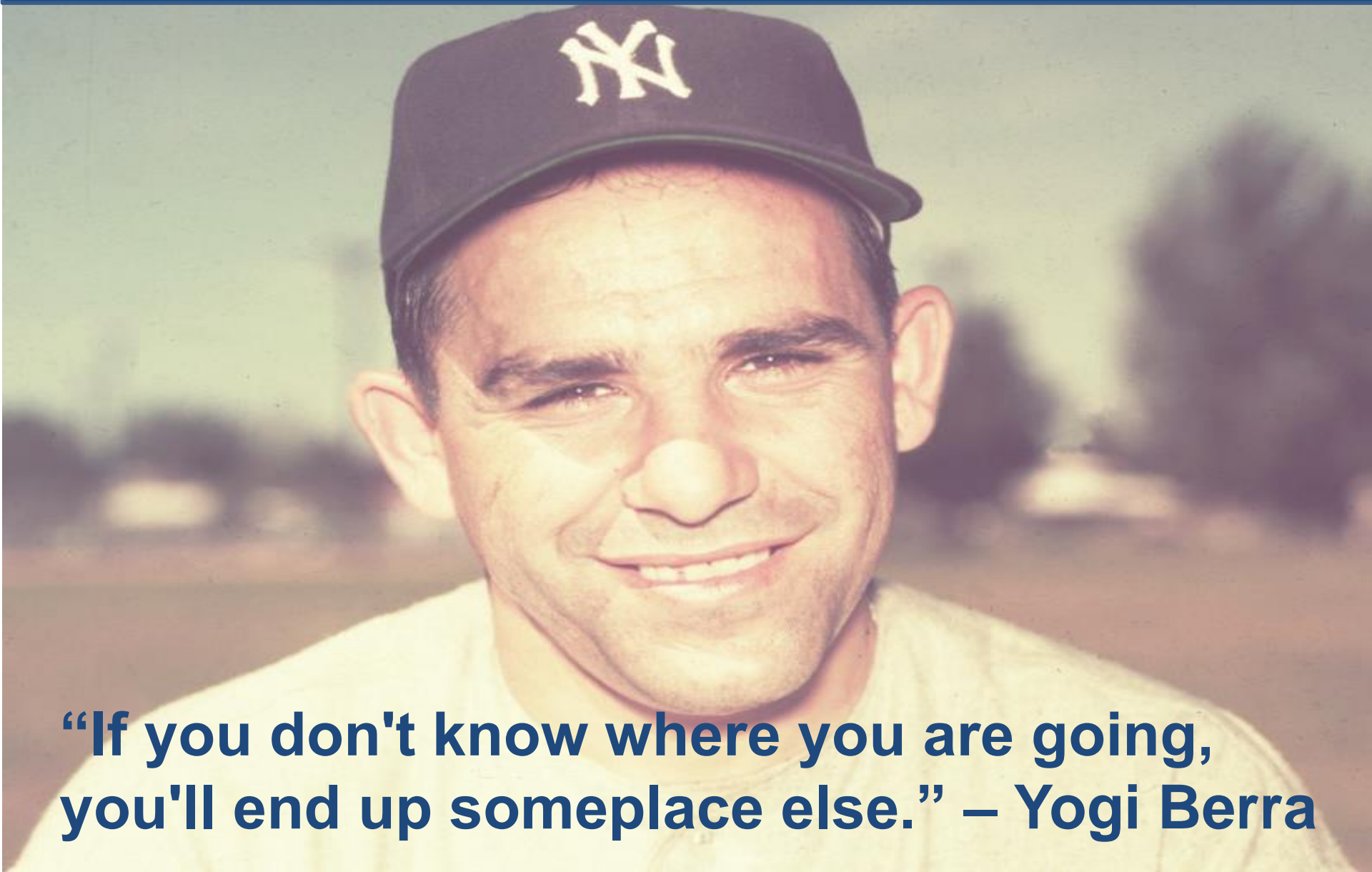
Overview & importance

Identify obstacles

Moving toward your goal



Overview & Importance



“If you don't know where you are going, you'll end up someplace else.” – Yogi Berra



Visioning




**Mission statement
Strategic plan
Something only for
leadership teams**



Visioning



**Inspiring
Strategically sound
Documented
Communicated**

A vintage brass compass with a black face and white markings is positioned in the lower-left corner. The compass needle points towards the top-left. The background is a nautical chart with a grid of latitude and longitude lines. The text is overlaid on the right side of the image.

**Description of a
desired future
state with
enough detail so
you know if you
have achieved it.**

from compliance TO CONSCIOUSNESS

“In the year 2020, safety is in the “DNA” of each staff and student. Parents choose our schools because we not only provide a great educational and moral focus curriculum, but we are also the safest place for their child.” (2016)



from compliance TO CONSCIOUSNESS

- School safety specialist program continues to be effective
- Strong evidence of safety at each school – capital investments
- Positive inter-departmental collaboration

- Opportunity to better communicate and keep plan “alive”
- Training plan / available resources
- Identifying and supporting schools that have not prioritized safety



Reflect:

Where are you now?

Anyone willing to share?

On June 13th the NHA Safety Team will be prepared and polished to deliver its best safety training (to date).

- We will build on what we have previously delivered but also provide a baseline for new safety leaders
- We will have solicited input from other S.C. partners and included this info where we think it is relevant
- We will all have an integral part in the delivery of the training and use others as needed to present and communicate our message.
- The training will be interactive and informational. (conative)
We will be intentional with the design and delivery.
Safety leaders will leave the training with the knowledge and confidence to create a culture of safety consciousness at their schools.

- Listened well to stakeholders
- Wrestled with concepts as a team
- Integrated thoughts – Michele Gay from Safe & Sound Schools was speaker

- Planning & timing needs not met
- Opportunity to improve on tracking / training continuity

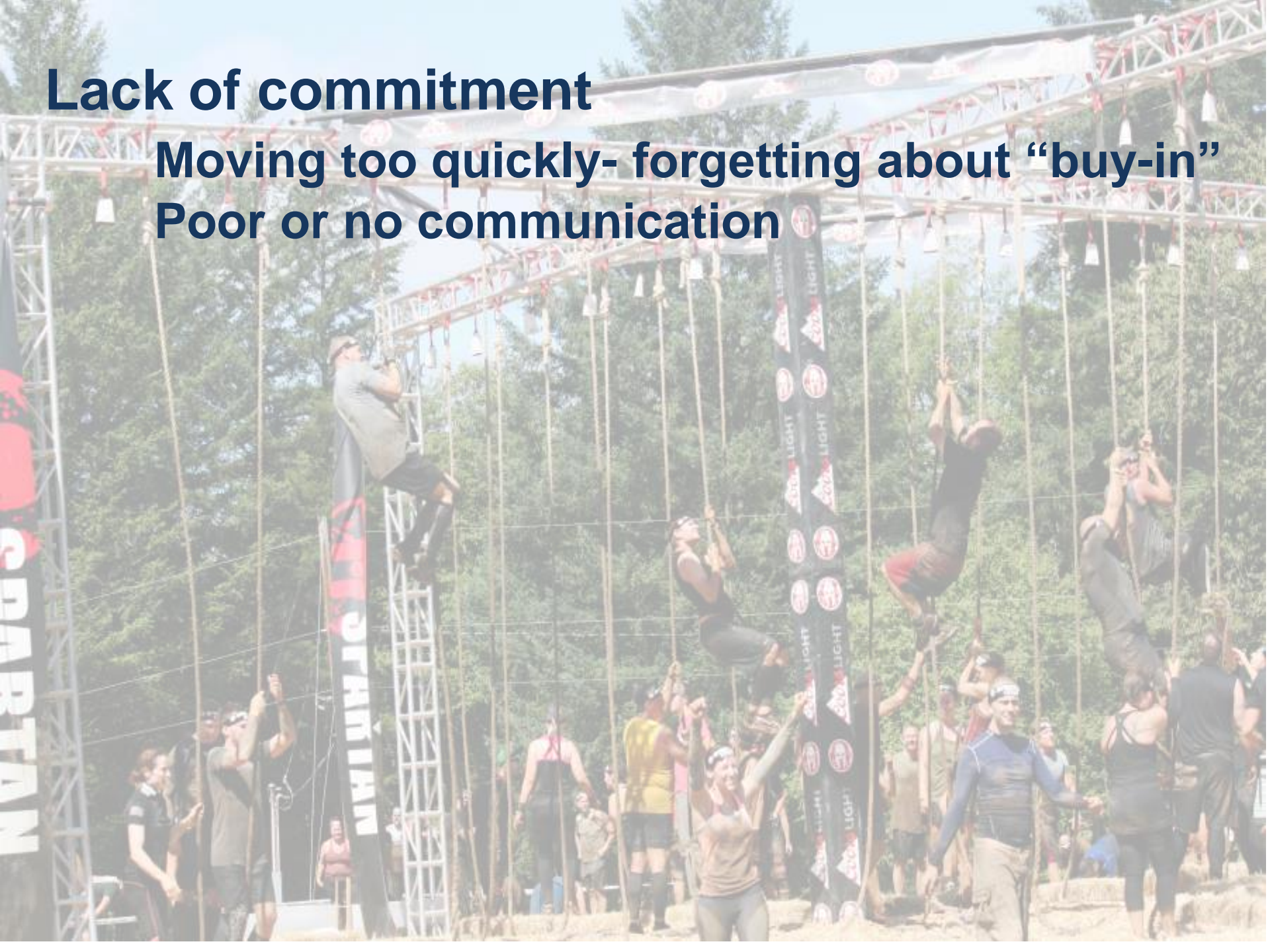


Identifying Obstacles



Lack of commitment

Moving too quickly- forgetting about “buy-in”
Poor or no communication

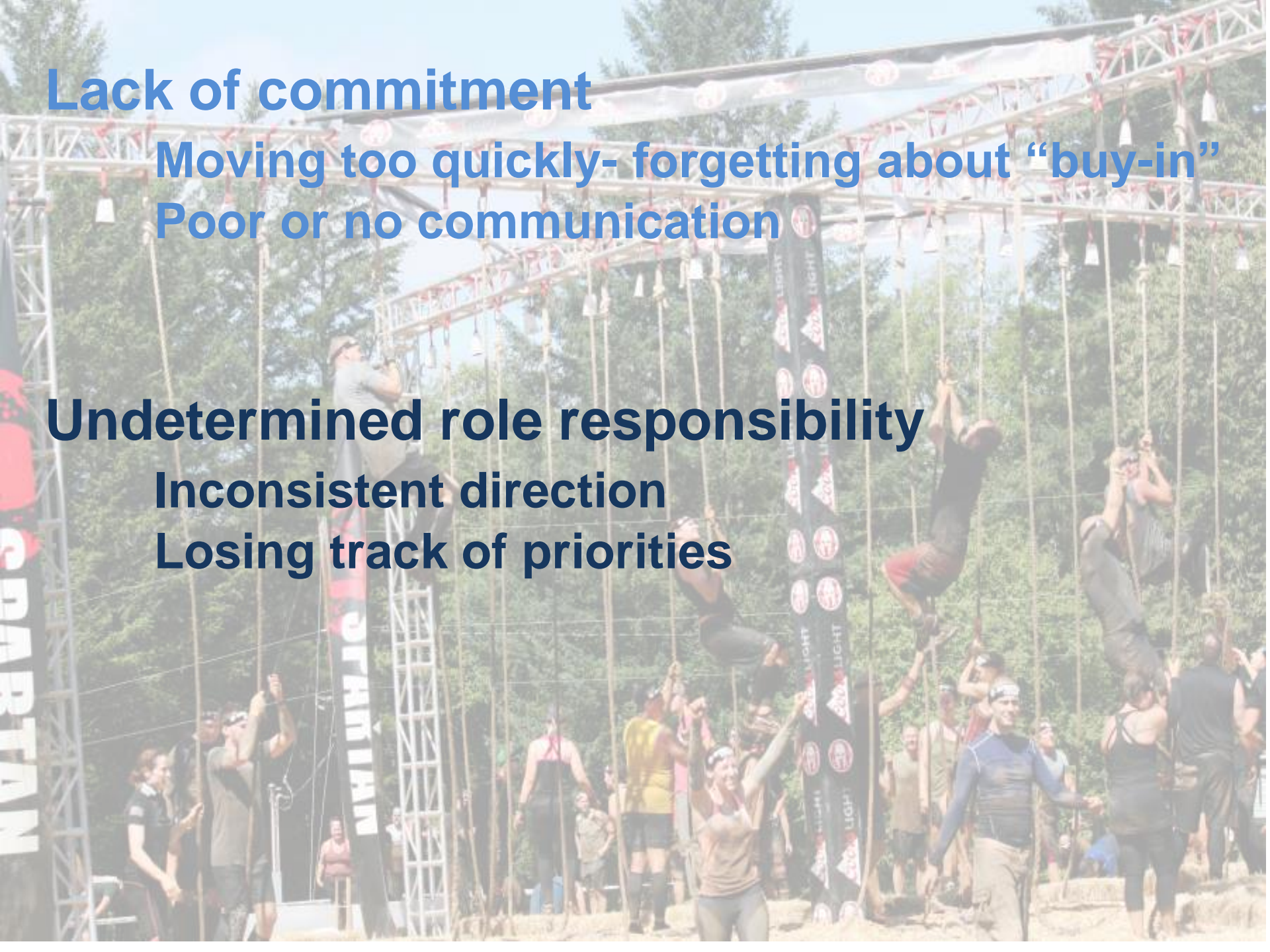


Lack of commitment

Moving too quickly- forgetting about “buy-in”
Poor or no communication

Undetermined role responsibility

Inconsistent direction
Losing track of priorities



Lack of commitment

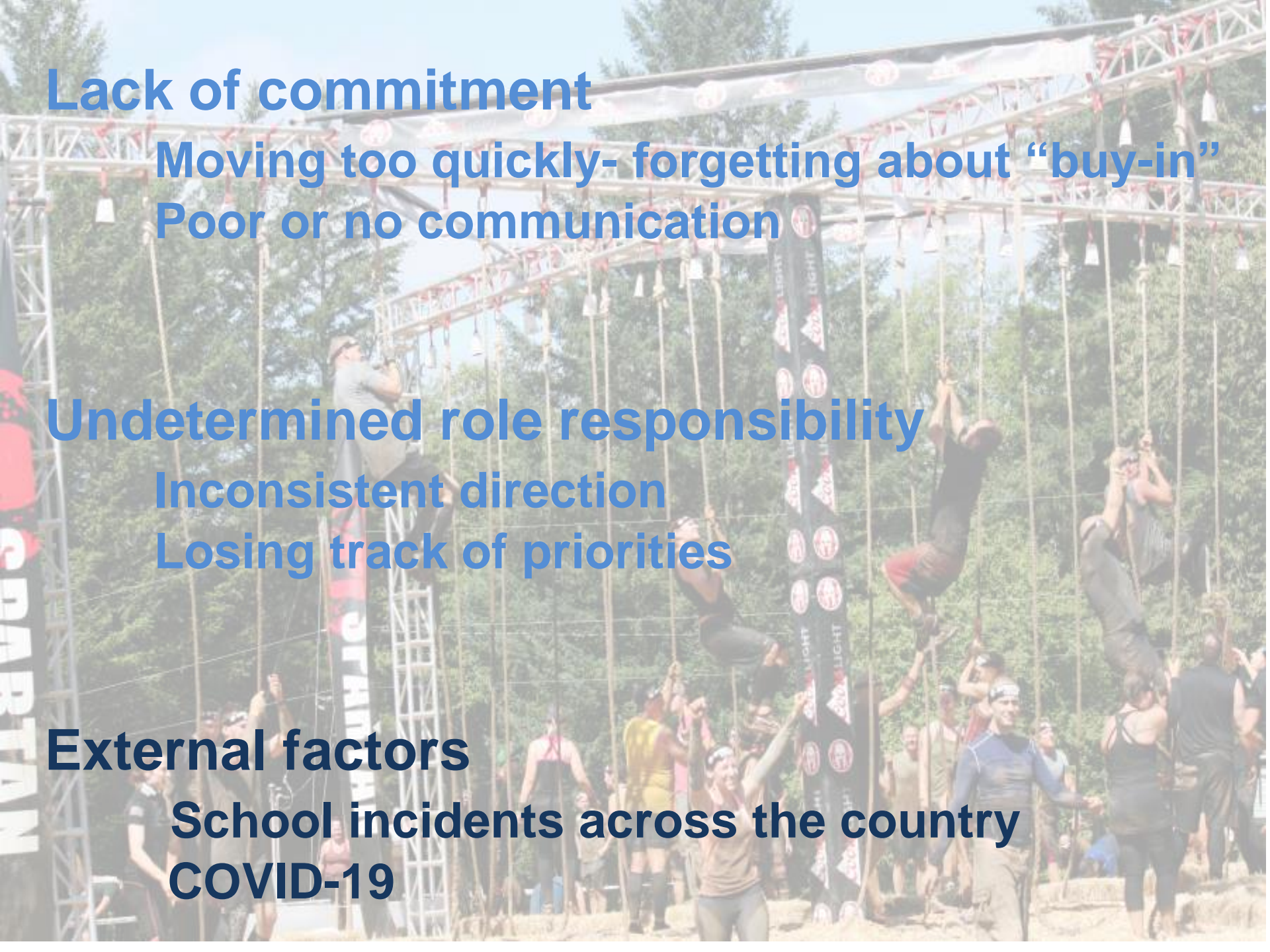
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External factors

School incidents across the country
COVID-19



Lack of commitment

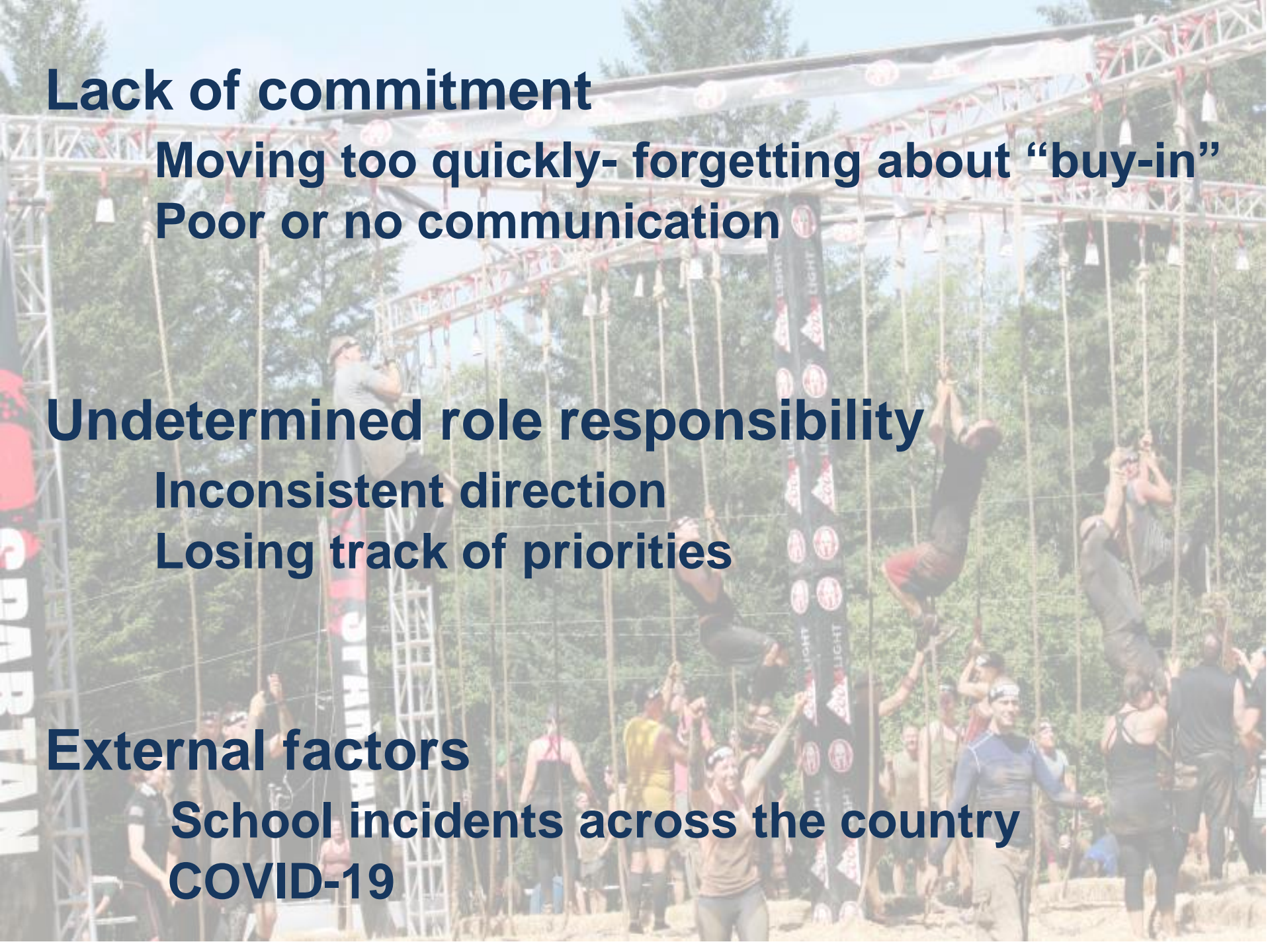
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DRIFT

**Unaware
Distracted
Overwhelmed
Deceived**

**Confusion
Expense
Lost opportunities
Pain
Regrets**



Reflection

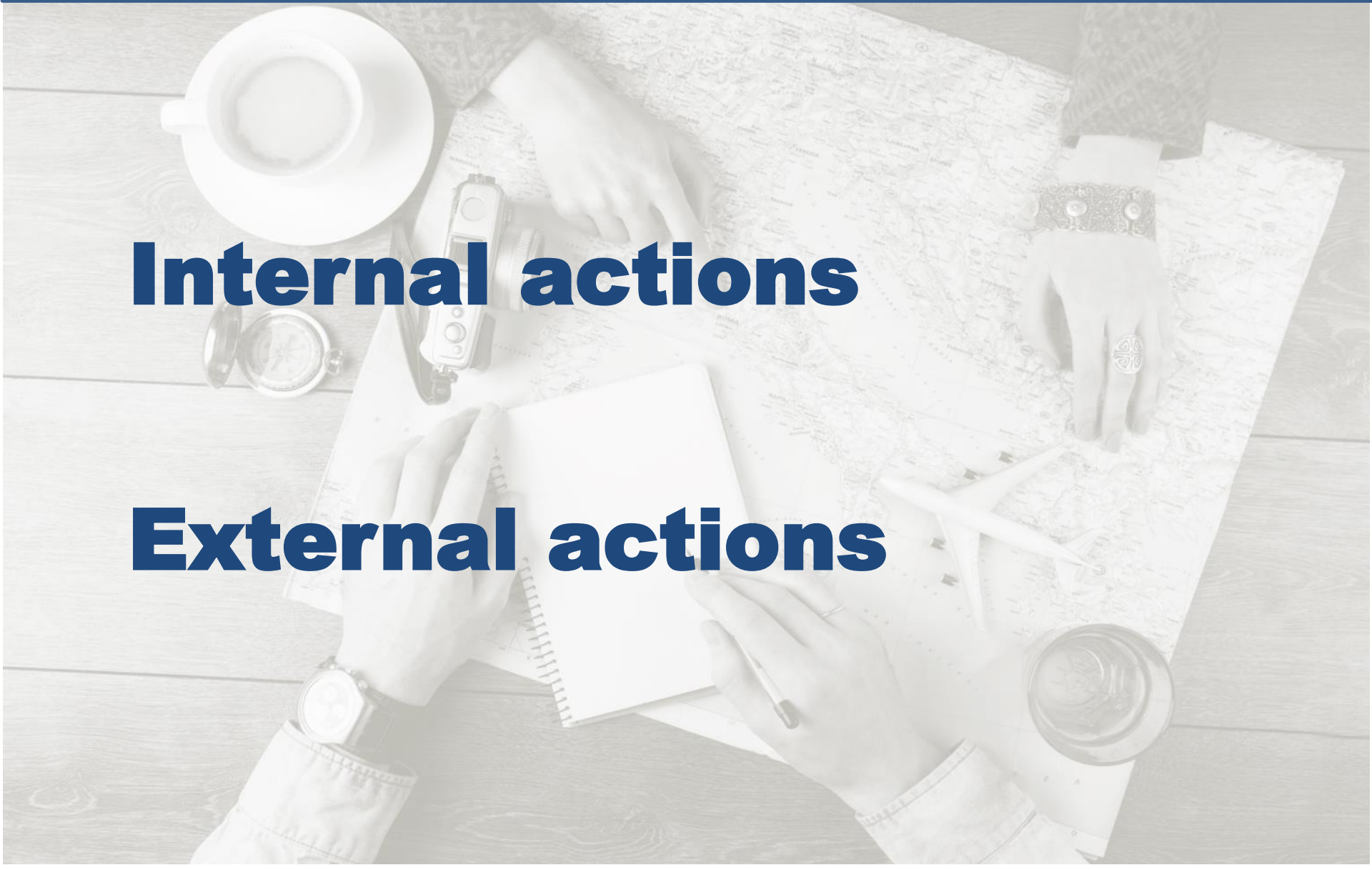
What obstacles can you anticipate?



Moving Toward Your Goal

Internal actions

External actions



Balcony time





Balcony time

Accountability



Balcony time

Accountability

**Identify existing resources /
contacts / infra-structure**



Balcony time

Internal

Accountability

**Identify existing resources /
contacts / infra-structure**

Create buy-in



School based perspective



A top-down view of a group of people sitting around a wooden table. The people are seen from behind, with their heads and shoulders visible. They are wearing various casual clothing like sweaters and plaid shirts. In the center of the table is a large, white, cloud-like thought bubble. Several smaller white circles of varying sizes are scattered around the thought bubble, suggesting a brainstorming or collaborative meeting. The text 'Create buy-in' is overlaid in the top left corner in a blue, sans-serif font.

Create buy-in

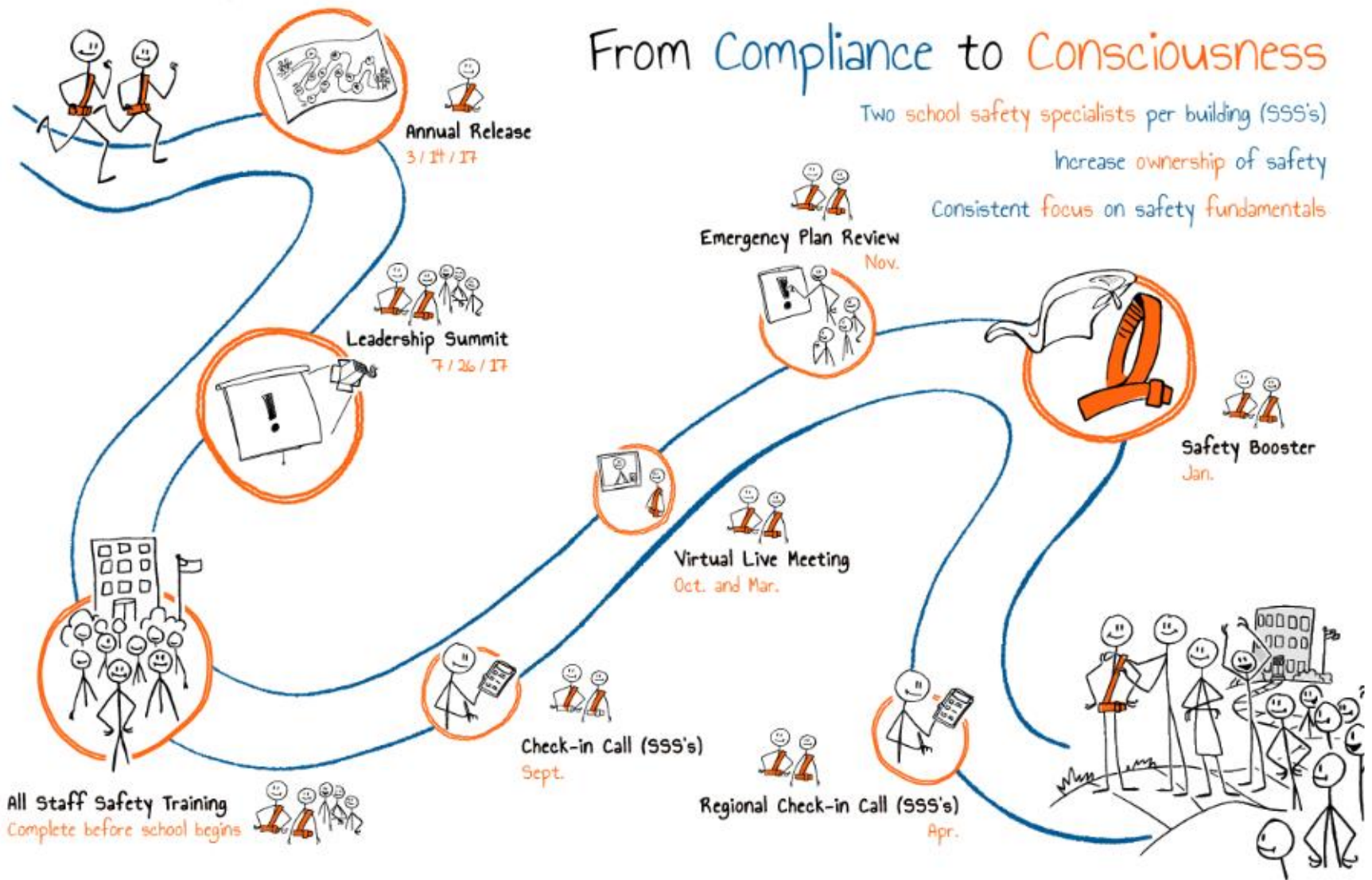
**Create delivery plan for
communication**

From Compliance to Consciousness

Two school safety specialists per building (SSS's)

Increase ownership of safety

Consistent focus on safety fundamentals



A top-down view of a group of people sitting around a large wooden table in a meeting. The people are seen from above, with their heads and shoulders visible. They are wearing various casual clothing like sweaters and plaid shirts. The table is made of light-colored wood planks. The background is a plain, light-colored floor. The text is overlaid on the image in a blue, sans-serif font.

Create buy-in

**Create delivery plan for
communication**

Feedback and accountability

Assessments

Create / link to existing award matrix



5-4-5

- 1** Are all exterior doors closed and locked?
- 2** Are doors of unoccupied rooms closed and locked?
- 3** Are visitors wearing the red visitor lanyard and ID badge?
- 4** Are staff members wearing their school issue ID?
- 5** Are teachers supervising students during transition?

Keystone Academy Safety Team

Safety Eagle Award





Create buy-in

External

**Create delivery plan for
communication**

Feedback and accountability



Weekly emails



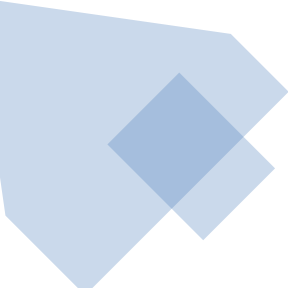
Open office hours

External

Training and onboarding

Take advantage of existing training platforms

Attending group principal meetings/calls



Knowledge isn't power
until it is applied.

Write down ***ONE*** action item you will
take as a result of this workshop.



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