



## Educator Safety Task Force (ESTF)

October 10, 2024

Remote, Via Zoom

### Meeting Minutes

<b>Members Present</b>	Brent Reckman, Chris Zimmerman, Elsa Banuelos-Lindsay, Jamie Montoya-De Smidt, Jim Plott, Laura Carno, Lisa Humberd, Melissa Mahlke, Christina Monaco, Marsia Ronyak, Suzie McGhgiy, Susan Rayburn, Matt Holtman
<b>Honorary Members</b>	Finessa Ferrell, Robin Singer
<b>State Employees</b>	Chris Harms, Director, Office of School Safety; Margaret Ochoa, Manager, Colorado School Safety Resource Center
<b>Facilitators</b>	Berrick Abramson and Carrie Steele, Confluence PSG

### Meeting Agenda, Purpose & Outcomes

<b>Welcome &amp; Introductions</b>	Confluence PSG President, Berrick Abramson and the Director of the Office of School Safety, Chris Harms gave welcoming remarks.
<b>Agenda &amp; Overview of Meeting by Confluence PSG</b>	<p>Confluence PSG President, Berrick Abramson, gave an overview of the purpose of today’s meeting, which includes:</p> <p><b>Welcome &amp; Introductions</b></p> <p><b>Meeting Overview</b></p> <p><b>Group Discussion: Aggressive Student Behavior, Member and Colleague Experiences</b></p> <ul style="list-style-type: none"> <li>• Actions prior to, during and following event</li> <li>• Lessons learned and best practices</li> </ul> <p><b>Group Discussion: Subcommittees</b></p> <ul style="list-style-type: none"> <li>• Phase 1 &amp; 2 Potential Committees</li> <li>• Phase 1: Membership &amp; Priority Topics</li> </ul> <p><b>Group Discussion: Reflections and Requests</b></p> <p><b>Closing Thoughts &amp; Next Steps</b></p>
<b>Key Themes &amp; Takeaways</b>	<p><b>Key Takeaways</b></p> <ul style="list-style-type: none"> <li>• Educators shared numerous personal experiences with aggressive student behavior, highlighting safety</li> </ul>

	<p>concerns and the mental and emotional toll on staff.</p> <ul style="list-style-type: none"> <li>• Some members expressed feeling unsupported by administration or lacking adequate resources to address situations.</li> <li>• Members shared that the emotional impact on educators was so significant many have or are considering leaving the profession.</li> <li>• Members identified systemic challenges in addressing aggressive student behavior including difficulty in getting timely support during incidents, a lack of alternative placement solutions or clear pathways for students needing intensive support, challenges in communicating with and gaining support from parents/families, and inadequate training for staff on de-escalation techniques.</li> <li>• Members also discussed the effect of and impact on school culture and the learning environment from disruption to classroom instruction and school operation as well as the trauma experienced by other students witnessing aggressive behavior.</li> </ul>
<p><b>Next Steps</b></p>	<p><b>Potential phase one subcommittees may be formed to address areas of concern, including:</b></p> <ul style="list-style-type: none"> <li>• Crisis response models &amp; considerations</li> <li>• School culture and community dynamics</li> <li>• Educator perspectives, support &amp; training</li> </ul> <p><i>Subcommittee or Research: Alternative placement schools and options</i></p> <p><b>Upcoming Meeting Dates:</b></p> <ul style="list-style-type: none"> <li>• November 13, 3:30pm-5:30pm</li> <li>• December 12, 3:30pm-5:30pm</li> </ul> <p><i>Please note: The time for each meeting may be adjusted to begin at 3:00pm (instead of 3:30pm) to accommodate member schedules.</i></p> <p><b><i>We welcome all perspectives critical to shaping the work of the Educator Safety Task Force. Please reach</i></b></p>

	<b>out to Chris Harms with questions and/or recommendations.</b>
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*These minutes are intended to provide an overview of the discussions at the meeting and, where possible, the high-level themes or areas of consensus. The summaries of any topics are not presented as comprehensive notes of the full discussion. Neither the inclusion or omission of any comment or segment of a discussion should be interpreted as a judgment of the value or importance of such items.*

**If you have questions about this meeting or upcoming meetings, please contact:**

**Task Force Facilitators**

Berrick Abramson, President, Confluence PSG: [berrick@confluencepsg.com](mailto:berrick@confluencepsg.com)

Carrie Steele, Sr. Project Manager, Confluence PSG: [carrie@confluencepsg.com](mailto:carrie@confluencepsg.com)

**Task Force Lead**

Christine R. Harms, MS, Director, Office of School Safety:

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