



Educator Safety Task Force (ESTF)
Educator Perspectives Subcommittee Meeting
December 16, 2024
Remote, Via Zoom

Meeting Minutes

Members Present	Brandon Smith, Rob Chavez, Amy Miglinas, Susan Rayburn, Liz Schwemlein, Marsia Ronyak, Natalya Walsworth (Adams 12), Ali Decaro, Lodia Lyle, Jason Talley, Suzie McGhghy, Kevin Childs, Mike Gentry
State Employees	Chris Harms, Director, Office of School Safety
Facilitators	Berrick Abramson and Carrie Steele, Confluence PSG

Meeting Agenda, Purpose & Outcomes

Welcome & Introductions	Confluence PSG President, Berrick Abramson and the Director of the Office of School Safety, Chris Harms gave welcoming remarks.
Agenda & Overview of Meeting by Confluence PSG	<p>Confluence PSG President, Berrick Abramson, gave an overview of the purpose of today’s meeting, which includes:</p> <p>Group Discussion:</p> <ul style="list-style-type: none"> • Training during educator prep and early career <p>Group Discussion:</p> <ul style="list-style-type: none"> • Educator needs post-incident; needs of education staff, students and community
Key Themes & Takeaways	<p>Key Takeaways</p> <ul style="list-style-type: none"> • Current teacher preparation and onboarding lacks sufficient training on identifying warning signs, de-escalation, and responding to aggressive incidents • There's a critical need for immediate post-incident support for educators, including debriefing and mental health resources • Developing community partnerships and trauma-informed practices are key for prevention and response • Balancing transparency with privacy concerns when communicating about incidents is an ongoing challenge <p>Current State of Educator Training Members Discussed</p> <ul style="list-style-type: none"> • Most teacher prep programs and onboarding processes lack adequate training on: <ul style="list-style-type: none"> o Classroom management

	<ul style="list-style-type: none"> o Identifying precursors to aggressive behavior o De-escalation techniques o Physical and emotional responses to incidents ● Paraprofessionals and other non-teaching staff often receive even less training ● CPI (Crisis Prevention Institute) training is common but infrequent (every 1-2 years) ● Rural districts sometimes rely on outside contractors rather than building internal capacity <p>Ideas for Improved Training</p> <p>Members Discussed:</p> <ul style="list-style-type: none"> ● Providing training to all staff who interact with students, not just teachers ● Including trauma-informed care and brain science fundamentals ● Offering ongoing refresher trainings, not just one-time sessions ● Ensuring trainers have relevant classroom/school experience <p>Post-Incident Educator Needs</p> <p>Members Discussed</p> <ul style="list-style-type: none"> ● The need for immediate "hot wash" debrief after incidents ● Mental health support and processing time ● Coverage to allow educators time to decompress ● More frequent check-ins post-incident ● Restorative practices to rebuild relationships ● Clear protocols and procedures for responding <p>Broader Community Considerations</p> <p>Members Discussed:</p> <ul style="list-style-type: none"> ● Developing intentional community partnerships for prevention and response ● Balancing transparency with student privacy when communicating about incidents ● Providing developmentally-appropriate information to students who witness incidents ● Fostering a school culture of empathy and trauma-informed practices ● Acknowledging the ongoing impacts of pandemic trauma on students and staff
<p>Next Steps</p>	<p>Upcoming Meeting Dates:</p> <ul style="list-style-type: none"> ● Tuesday, January 14: 3:30pm-5:00pm; ● Tuesday, February 11, 3:30pm-5:00pm ● Tuesday March 11, 3:30pm-5:00pm

	<p>Please check the Educator Safety Task Force Website for meeting details.</p>
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We welcome all perspectives critical to shaping the work of the Educator Safety Task Force. Please reach out to Chris Harms with questions and/or recommendations.

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

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Carrie Steele, Sr. Project Manager, Confluence PSG: carrie@confluencepsg.com

Task Force Lead

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