



Educator Safety Task Force (ESTF)
Educator Perspectives Subcommittee Meeting
February 11, 2025
Remote, Via Zoom

Meeting Minutes

Members Present	Ali Decaro, Amy Minglas, Brandon Smith, Brent Reckman, Dustin Geist, Lisa Humberd, Lisa Larsen, Lodia Lyle, Marsia Ronyak, Melisa Cellan, Natalya Walsworth, Rachel Laufer, Susan Rayburn
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: Educator Supports, Training and Guidance</p> <ul style="list-style-type: none"> ● Prior to and at time of incident (of aggressive student behavior) ● Following an incident
Key Themes & Takeaways	<p>Key Takeaways</p> <ul style="list-style-type: none"> ● De-escalation training emerged as a top priority for all staff, along with understanding behavior as communication ● Post-incident support critical, including immediate trauma response for staff and structured debriefing/planning ● New/inexperienced staff often underprepared; need upfront communication about potential incidents and ongoing skill-building <p>Pre-Incident Training & Support Needs</p>

	<p>Members Discussed</p> <ul style="list-style-type: none"> ● De-escalation techniques (verbal and non-verbal) critical for all staff ● Understanding of behavior as communication, trauma impacts on brain ● Special education processes, common disabilities, legal implications ● School-specific protocols, crisis team access, chain of command ● Relationship-building skills to prevent escalation ● Realistic expectations/preparation for potential incidents ● Ongoing skill-building opportunities <p>At Time of Incident Response</p> <p>Members Discussed</p> <ul style="list-style-type: none"> ● Clear protocols on who to contact, backup plans ● De-escalation strategies (e.g., reducing verbal input) ● Understanding of allowable physical interventions ● Awareness of student-specific behavior plans ● Ability to quickly assess safety needs (self, student, others) <p>Post-Incident Support</p> <p>Members Discussed:</p> <ul style="list-style-type: none"> ● Immediate trauma response for staff (e.g., 20-minute break) ● Structured debriefing to analyze incident (what worked/didn't) ● Future planning to prevent recurrence ● Documentation guidance (what/how to record) ● Support for classroom reintegration (both student and peers) ● Parent/family communication protocols ● Ongoing skill-building based on incident learnings
<p>Next Steps</p>	<p>Upcoming Meeting Dates:</p> <ul style="list-style-type: none"> ● Tuesday March 11, 3:30pm-5:00pm <p>Please check the Educator Safety Task Force Website for meeting details.</p>

	<p><i>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.</i></p>
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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

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Task Force Lead

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