



## Educator Safety Task Force (ESTF)

January 30, 2025

Remote, Via Zoom

### Meeting Minutes

<b>Members Present</b>	Ali Decaro, Brandon Smith, Brent Reckman, Cary Lynch, Chris Zimmerman, Christina Monaco, Else Banuelos Lindsay, Ian Hecker, Jamie Montoya-De Schmidt, Jim Plott, Luke Yoder, Marsia Ronyak, Melissa Mahkle, Susan Rayburn, Suzie McGhghy
<b>Honorary Members</b>	Finessa Ferrell, Robin Singer, Amy Schamberg, Dustin Geist
<b>State Employees</b>	Chris Harms, Director, Office of School Safety
<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: Subcommittee Themes, Topics &amp; Ideas for Potential Recommendations</b></p> <ul style="list-style-type: none"> <li>• Incident Response Models</li> <li>• Educator Perspectives &amp; Supports</li> <li>• School Culture &amp; Community Relations</li> <li>• Alternative Placements</li> </ul> <p><b>Group Discussion: What research and/or subject matter experts do you need to hear from to inform potential recommendations?</b></p>

	<b>Closing Thoughts &amp; Next Steps</b>
<b>Key Themes &amp; Takeaways</b>	<b>Key Takeaways</b> <ul style="list-style-type: none"><li>• Need to balance new training requirements with</li></ul>

Educator Safety Task Force

existing workloads and limited time/resources •  
School culture/climate is critical but challenging to  
mandate; may need to focus on measurement and  
goal-setting

- Alternative placements and facility schools are in high demand but limited supply; need creative solutions in meantime
- Funding and staffing shortages underlie many challenges; recommendations should address both short and long-term needs

**Members Discussed:**

**Incident Response Models**

- Co-responder model seen as high priority, but needs clarity on roles/implementation
- Desire for handbook/guidebook consolidating best practices for incident response
- Need for protocols to better support teachers/students after incidents (e.g. debrief, regulation time)
- Training on de-escalation and situational awareness are important but concern remains about where to find time

**School Culture, Climate & Community Relations •**

Importance of measuring school climate/culture and setting goals

- Need to engage families/community more often and early on
- Challenge is making culture/climate efforts part of "how we do business" vs. just an add-on

**Educator Perspectives & Supports**

- Mixed views on more training - seen as valuable but concerns about time/capacity
- Need supports beyond just training (e.g. smaller class sizes, more staff)
- Desire for clear protocols/flowcharts on how to respond to incidents

**Alternative Placements**

- Severe shortage of facility schools and alternative

## Educator Safety Task Force

	<p>placement options</p> <ul style="list-style-type: none"><li>• Need creative solutions like district-run programs while building more capacity</li><li>• Staffing these programs is a major challenge due to pay and safety concerns</li></ul>
<b>Next Steps</b>	<p><b>Upcoming Meeting Dates:</b></p> <ul style="list-style-type: none"><li>• February 27, 3:30pm-5:30pm</li><li>• March 27, 3:30pm-5:30pm</li></ul> <p><b>Please note:</b> Additional meeting dates may occur. Please check the <a href="#">Educator Safety Task Force Website</a> for more information.</p> <p><b>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.</b></p>

*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:

[christine.harms@state.co.us](mailto:christine.harms@state.co.us)

## Educator Safety Task Force