



Educator Safety Task Force (ESTF)
Incident Response Models Subcommittee
January 7, 2025
Remote, Via Zoom

Meeting Minutes

Members Present	Amy Minglas, Brad Stiles, Chad Haynes, Erin Marquez, Jack Johnson, Jamie Montoya-De Smidt, Janie Andersen, Jim Plott, Jorie Reid-Dodick, Kelly Addington, Kelly Jacobsen, Kevin Childs, Laura Carno, Lisa Humberd, Lodia Lyle, Mark Mithuen, Marsia Ronyak, Mike Gentry, Mike Vagher, Paul Skattum, Richard Peebles, Rob Chavez, Susan Rayburn, Tom Popken.
Guests	Guest panelists <ul style="list-style-type: none"> • Stacey Park, Assistant Superintendent & Chief Academic Officer, Roaring Fork Schools • Joel Hathaway, Executive Director of Schools, Roaring Fork School • Tad Degen, Director of Safety & Security, Eagle County Schools • Amanda Vaughn, Family Resource Center Coordinator, Garfield School District
State Task Force Lead	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	Agenda Welcome Panel Discussion with District Representatives <ul style="list-style-type: none"> • Responder Models: Examples, Lessons Learned, and Considerations Classroom & School Management & Incident Debriefs Closing Thoughts and Next Steps
Key Themes & Takeaways	Key Takeaways <ul style="list-style-type: none"> • Rural districts face unique challenges in incident response due to limited resources and geographic spread • Proactive, systemic approaches (e.g. school culture, clear expectations) are critical for prevention • Training gaps exist for staff on how to safely respond to

	<p>aggressive incidents</p> <ul style="list-style-type: none"> ● Immediate containment, clear communication, and thorough debriefs are essential elements of effective incident response ● Collaborations with community partners, such as community mental health centers, can be vital especially for smaller school districts with fewer resources. <p>Topics:</p> <p>Rural District Incident Response Models Members discussed:</p> <ul style="list-style-type: none"> ● Smaller districts that struggle with limited mental health and law enforcement resources ● Proactive approaches like codified discipline matrices and school culture initiatives to help prevent incidents <p>Best Practices for Incident Response Members shared best practices, including but not limited to:</p> <ul style="list-style-type: none"> ● Verifying, isolating, and containing the incident quickly ● Having clear roles and communication protocols for response teams ● Training all staff on basic response procedures (e.g. classroom management, radio use) ● Addressing student cell phone use to control information spread ● Conducting mandatory debriefs/"hot washes" after all incidents ● Ensuring front office staff are prepared to handle parent inquiries by phone and in person <p>Educator Safety Considerations Members discussed:</p> <ul style="list-style-type: none"> ● Gaps in training for staff on safely breaking up fights or defending themselves ● The need to balance safety training while not deterring new teachers ● The focus on de-escalation, positioning, and situational awareness rather than physical interventions ● Setting clear behavioral expectations and boundaries with students
<p>Next Steps</p>	<p>Upcoming Meeting Dates:</p> <ul style="list-style-type: none"> ● Tuesday, February 4, 3:30pm-5:00pm ● Tuesday, March 4, 3:30pm-5:00pm ● Tuesday, April 1, 3:30pm-5:00pm <p>Please check the Educator Safety Taskforce Website for more information.</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>

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

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

Task Force Lead

Christine R. Harms, MS, Director, Office of School Safety: christine.harms@state.co.us