



Educator Safety Task Force (ESTF)
December 12, 2024
Remote, Via Zoom

Meeting Minutes

Members Present	Luke Yoder, Laura Carno, Jamie Motiya-De Smidt, Jim Plott, Elsa Banuelos-Lindsay, Christina Monaco, Lisa Humberd, Marsia Ronyak, Matt Holtman, Faith Schmelling, Brent Reckman, Darren Joiner
Honorary Members	Finessa Ferrell, Ali Decaro, Robin Singer
State Employees	Chris Harms, Director, Office of School Safety; Margaret Ochoa, Manager, Colorado School Safety Resource Center
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: Aligning on “Safety” & “Educator”</p> <ul style="list-style-type: none"> Who are we referring to? Are risks (and needed supports) different in different roles? What are types of safety risks? (individual injuries vs active shooter) <p>Group Discussion: Early Identification and Intervention</p> <ul style="list-style-type: none"> Who has a role (in and out of school) Where are the gaps? Training? Supports? Awareness? What has worked? What has not? Social media + role of students, families & communities <p>Future Planning</p> <ul style="list-style-type: none"> Mental Health: Who do we need to hear from? Professional development, Availability and Opportunity
Key Themes & Takeaways	<p>Key Takeaways</p> <ul style="list-style-type: none"> Early identification and intervention require a whole-school approach, with all staff trained to recognize concerning behaviors Mental health support and trauma-informed practices are critical for both students and staff There’s a need to balance monitoring student behavior (including on social media) with respecting privacy and

building trusting relationships

- More mental health professionals are needed in schools, but there are significant pipeline and retention challenges

Roles in Early Identification

Members Discussed

- Agreement that all school staff should have some role in identifying concerning behaviors
- A need for differentiated training based on staff roles and student contact time
- The importance of building relationships so staff can notice changes in student behavior
- The challenges associated with training non-educational staff like lunchroom workers or bus drivers

Upstream Interventions

Members Discussed:

- The need to focus on early childhood and elementary years for prevention
- Integrating neuroscience and trauma-informed practices into teacher preparation programs
- Implementing school-wide approaches like morning meetings, SEL skills time, sensory pathways
- Providing re-regulation spaces and procedures for students who need to leave class

Social Media Considerations

Members Discussed:

- Monitoring student social media vs respecting privacy
- The need to educate parents on best practices for supporting kids' social media use
- Whether phones should be allowed in schools at all
- The potential safety benefits of students having phones during emergencies

Mental Health Support

Members Discussed:

- The severe shortage of mental health professionals in schools
- An interest in learning more about mental health professional pipeline programs
- The need for ongoing training/education for existing mental health staff

Next Steps	Upcoming Meeting Dates: 2025 Meeting dates will be announced in early January. Please check the Educator Safety Task Force Website for meeting details. <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>
-------------------	---

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