



Educator Safety Task Force (ESTF)

March 27, 2025

Remote, Via Zoom

Meeting Minutes

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| Appointed, Honorary & Subcommittee Members Present | Jamie Montoya-Desmidt, Laura Carno, Lisa Humberd, Amy Minglinas, Suzie McGhyghy, Stephanie Crawford, Faith Schmeling, Sara Pielsticker, Finessa Ferrell, Marsia Ronyak, Dustin Geist, Kaitlyn Merriman, Christina Monaco, Susan Rayburn, Chris Zimmerman, Melissa Mahkle, Matt Holtman, Ian Hecker, Brandon Smith, Liz Schwemlein, Ali Decaro, Tom Popken, Luke Yoder |
| State Employees | Chris Harms, Director, Office of School Safety, Margaret Ochoa, Manager, School Safety Resource Center |
| Facilitators | Berrick Abramson and Carrie Steele, Confluence PSG |

Meeting Agenda, Purpose & Outcomes

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| 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>Welcome & Introductions</p> <p>Meeting Overview</p> <p>Educator & Staff Survey Summary & Findings</p> <ul style="list-style-type: none"> ● ESTF Member Key Takeaways & Reactions ● Implications for ESTF Report & Recommendations <p>Recommendation Framework Continued Discussion</p> <ul style="list-style-type: none"> ● Actions for Districts ● Actions for State Agencies & Offices ● Role of Educator & Administrator Preparation Programs <p>ESTF Findings: Turning Ideas Into Action</p> <ul style="list-style-type: none"> ● Audience(s) for Report ● Format for recommendations (report, multi-media, guidebook etc.) |

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| | <p>Closing Thoughts & Next Steps</p> |
| <p>Key Themes & Takeaways</p> | <p>Key Takeaways</p> <ul style="list-style-type: none"> ● Survey of educators revealed alarmingly high rates of physical injuries and lack of support/reporting ● Task force is developing multi-pronged recommendations for school, district and state-level actions ● Careful consideration needed on how to frame and communicate findings to various stakeholder groups ● Focus on actionable, differentiated recommendations tailored to different school/district contexts <p>Topics Discussed</p> <p>Educator Safety Survey Results</p> <ul style="list-style-type: none"> ● Over 1,100 respondents including general education teachers, administrators, special education teachers, paraprofessionals ● 74.5% experienced or witnessed student attempt to injure an adult; 50.1% personally injured by student ● Majority felt unsupported after incidents and hesitant to report due to fear of retaliation ● Lack of consistent reporting processes and follow-up support emerged as key issues ● Results far exceed previously known incident rates, indicating significant underreporting <p>District-Level Ideas for Recommendations</p> <ul style="list-style-type: none"> ● Improved communication systems (radios, walkie-talkies, phones) in all classrooms ● Increased mental health professionals to meet national recommended ratios ● Provide paid time off for staff to recover from incidents ● Create regional support systems for mental health professionals ● Explore Medicaid funding to support co-responder models |

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| | <p>State Agency Ideas for Recommendations</p> <ul style="list-style-type: none"> ● Office of School Safety & Colorado Department of Education: Expand regional training consultants, develop de-escalation training, create micro-learning modules, enhance implementation guidance on safety policies. ● Behavioral Health Administration: Train school-based mental health supports (funding concerns noted) ● More supports and cross-collaborations for smaller/rural districts <p>Educator and Administrator Preparation Programs Ideas for Recommendations</p> <ul style="list-style-type: none"> ● Enhance training on classroom management, de-escalation, and trauma-informed practices ● Integrate more hands-on experience with diverse student populations ● Strengthen preparation of school leaders to foster positive school cultures |
| <p>Next Steps</p> | <p>Upcoming Meeting Dates:</p> <ul style="list-style-type: none"> ● April 24, 3:30pm-5:30pm <p><i>Please note: Additional meeting dates may occur. Please check the Educator Safety Task Force Website for more information.</i></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

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Task Force Lead

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