



Educator Safety Task Force (ESTF)

November 4, 2024

Remote, Via Zoom

Meeting Minutes

Members Present	Brent Reckman, Chris Harms, Chris Zimmerman, Jamie Montoya De-Smidt, Jim Plott, Laura Carno, Lisa Humberd, Marsia Ronyak, Melissa Cellan, Susan Rayburn, Darren Joiner
Non-voting Members Present	Christina Monaco
Honorary Members	Finessa Ferrel, Chris Slobodnik, Brandon Smith, Ali Decaro, Melissa Cellan, Robin Singer
Members of the Public	Emma Gliesener, EB Public Affairs
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>Welcome & Introductions</p> <p>Meeting Overview</p> <p>Aggressive Student Behavior: Reflections & Strategies Group Discussion</p> <ul style="list-style-type: none"> ● Prior to incident: Solutions? Learn more? ● Time of incident: Solutions? Learn more? ● Following incident: Solutions? Learn more? <p>Subcommittees: Scope/Topics of Inquiry + Membership</p> <ul style="list-style-type: none"> ● Incident Response ● School Culture & Community Relations ● Educator Perspectives ● Alternative Placements <p>Closing Thoughts & Next Steps</p>

<p>Key Themes & Takeaways</p>	<p>Key Takeaways</p> <p>Reflections on Aggressive Student Behavior Members Discussed:</p> <ul style="list-style-type: none"> • The increasing need for early intervention, de-escalation training, and trauma-informed care training for all staff • Way to improve educator preparation programs, implementing school-wide behavior support systems • The challenges of class sizes and limited resources for mental health support • The importance of building relationships and engaging students <p>Reflections on Incident Response Strategies Members Discussed:</p> <ul style="list-style-type: none"> • The need for clear protocols, communication systems (e.g. radios), and designated response teams • The varying approaches to incident response including SROs, and community response teams with mental health experts • A desire to learn more about successful models and partnerships with law enforcement <p>Post-Incident Support and Follow-Up Members Discussed:</p> <ul style="list-style-type: none"> • The critical need to support educators' mental health after incidents and other students present • Suggestions for debrief protocols, checking in with staff and students in following days/weeks • Concerns about the broader impacts on school culture and community perceptions • Exploring best practices for student reintegration and parent communication
<p>Next Steps</p>	<p>Subcommittees will begin meeting late Nov or early Dec:</p> <ul style="list-style-type: none"> • Crisis response models & considerations (November to February 2025) • School culture and community dynamics (November to February 2025) • Educator perspectives, support & training (November to February 2025) • <i>Alternative placement schools and options (January - Math 2025)</i> <p>Upcoming Meeting Dates:</p> <ul style="list-style-type: none"> • December 12, 3:30pm-5:30pm <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