



Educator Safety Task Force (ESTF)
School Culture, Climate & Community Relations Subcommittee Meeting
January 9, 2025
Remote, Via Zoom

Meeting Minutes

Members Present	Ali Decaro, Cary Lynch, Chris Zimmerman, Jamie Montoya-De Smidt, Kelly Addington, Kelly Jacobsen, Laura Carno, Lisa Humberd, Lisle Reed, Liz Schwemlein, Luke Yoder, Marsia Ronyak, Melissa Mahkle, Mike Gentry, Phyllis Reed, Susan Rayburn, Rob Chavez, Robin Singer
Guest Speaker	Finessa Ferrell -Social Learning & Engagement Strategist, Colorado Education Initiative
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	<p>Confluence PSG President, Berrick Abramson, gave an overview of the purpose of today’s meeting, which includes:</p> <p>Group Discussion: School culture: Individual Roles & Best Practices</p> <ul style="list-style-type: none"> • Early Identification, De-escalation & Resilience After an Incident <p>Group Discussion: Family & Community Communications About an Incident</p> <ul style="list-style-type: none"> • Balancing Privacy & Transparency

<p>Key Themes & Takeaways</p>	<p>Key Takeaways</p> <ul style="list-style-type: none"> ● Creating a positive school culture requires systemic approaches, not just individual strategies ● Small group interactions and relationship-building are crucial for student belonging and early intervention ● Clear, transparent communication with families/community after incidents is essential while balancing privacy and also building trust ● Resource constraints (staffing, space, time) pose significant challenges, especially for smaller districts <p>School Culture & De-escalation Strategies</p> <ul style="list-style-type: none"> ● Infrastructure of connection is key to positive school culture ● Principal leadership is critical to setting tone and expectations ● All students should have small group experiences (e.g. advisories, clubs) and skill-building in emotional regulation, coping, self-advocacy ● Some students need additional 1-on-1 support (e.g. check-ins, mentoring) ● "Tap in, tap out" systems allow teachers and students to get support during incidents ● The use of designated self-regulation spaces (e.g. wellness rooms, sensory paths) can be helpful <p>Measuring Effectiveness of Culture Initiatives</p> <ul style="list-style-type: none"> ● Metrics include (but are not limited to): disciplinary incident reductions, improved attendance, results of staff/student perception surveys ● There is a need for consistent, statewide measurement tools <p>Communication After Incidents</p> <ul style="list-style-type: none"> ● Proactive education on what info can/can't be shared is needed to build trust ● Timely, transparent communication prevents rumor spread ● Balance is needed between privacy requirements and community reassurance ● Consistent messaging across all staff is crucial ● Smaller districts lack communications resources of larger ones <p>Resource Constraints and Scaling</p> <ul style="list-style-type: none"> ● Staffing ratios, physical space limitations pose barriers ● Rural/small districts especially struggle with limited resources ● Funding is always a constraint
<p>Next Steps</p>	<p>Upcoming Meeting Dates:</p> <ul style="list-style-type: none"> ● Thursday, February 20, 3:30pm-5:00pm ● Thursday, March 13, 3:30ppm-5:00pm <p>Please check the Educator Safety Task Force Website for meeting details.</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>
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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