



**Educator Safety Task Force (ESTF)**  
**School Climate, Culture & Community Relations Subcommittee Meeting**  
**December 17, 2024**  
**Remote, Via Zoom**

**Meeting Minutes**

<b>Members Present</b>	Cary Lynch, Robin Singer, Rob Chavez, Laura Carno, Amy Schamberg, Chris Zimmerman, Kelly Addington, Katrina Fernandez, Melissa Mahkle, Jamie Montoya-De Smidt, Lisle Reed, Andrea Pulskamp, Mike Gentry, Kaitlin Merriman, Liz Schwemlein, Lodia Lyle, Ali Decaro, Amy Miglinas
<b>State Employees</b>	Chris Harms, Director, Office of School Safety
<b>Facilitators</b>	Berrick Abramson and Carrie Steele, Confluence PSG

**Meeting Agenda, Purpose & Outcomes**

<b>Welcome &amp; Introductions</b>	Confluence PSG President, Berrick Abramson and the Director of the Office of School Safety, Chris Harms gave welcoming remarks.
<b>Agenda &amp; Overview of Meeting by Confluence PSG</b>	<p>Confluence PSG President, Berrick Abramson, gave an overview of the purpose of today’s meeting, which includes:</p> <p><b>Group Discussion: School culture primer, definitions and level setting</b></p> <ul style="list-style-type: none"> <li>● Core elements connected to safety</li> <li>● Recent lessons, progress and exemplars</li> </ul> <p><b>Group Discussion: Community Relations</b></p> <ul style="list-style-type: none"> <li>● Rationale - why is this necessary?</li> <li>● Strategies for strengthening school&lt;&gt;community communication <ul style="list-style-type: none"> <li>○ Roles at multiple points</li> <li>○ Early identification</li> <li>○ Post-incident</li> </ul> </li> </ul>
<b>Key Themes &amp; Takeaways</b>	<p><b>Key Takeaways</b></p> <ul style="list-style-type: none"> <li>● School culture/climate is critical for educator safety and identifying/addressing aggressive student behavior</li> <li>● Leadership (especially principals) plays a vital role in setting positive school culture, but needs support</li> <li>● Community relationships outside school walls are important for reinforcing norms and providing resources</li> <li>● Practical steps to strengthen school-community ties include volunteering, outreach, and sharing successes</li> </ul>

	<p><b>Defining School Culture and Climate</b></p> <p><b>Members Discussed</b></p> <ul style="list-style-type: none"> <li>● <a href="#">CDE's definition of school climate</a> as the basis for conversation</li> <li>● Key elements: psychological safety, trusted adult relationships, modeling social-emotional skills</li> <li>● Structures and systems that promote positive behavior</li> </ul> <p><b>Leadership's Role in School Culture</b></p> <p><b>Members Discussed:</b></p> <ul style="list-style-type: none"> <li>● Principals setting the tone but facing immense pressure and needing support</li> <li>● Sharing leadership through committees/teams to help distribute responsibility</li> <li>● Leaders needing skills in conflict resolution, relationship-building, and maintaining personal well-being</li> <li>● Professional development and mentorship for leaders being a important aspect of leadership and school culture</li> </ul> <p><b>Educator Safety and School Climate</b></p> <p><b>Members Discussed</b></p> <ul style="list-style-type: none"> <li>● Having supportive admin who "have teachers' backs" is crucial for educator psychological safety</li> <li>● Clear processes for addressing parent complaints/conflicts helping teachers feel supported</li> <li>● Normalizing mistakes as growth opportunities creates psychological safety</li> </ul> <p><b>Community Relationships and School Safety</b></p> <p><b>Members Discussed:</b></p> <ul style="list-style-type: none"> <li>● Community buy-in affects student motivation, behavior, and academic outcomes</li> <li>● Relationships with diverse community groups (not just parents) are important</li> <li>● Out-of-school programs/partners can reinforce school norms and provide additional supports</li> <li>● Community norms around education's value impact school climate</li> <li>● Practical steps to strengthening community ties, including volunteering in schools, leading parent initiatives, highlighting school/student success to community, fostering student-community connections (e.g. services projects).</li> </ul>
<p><b>Next Steps</b></p>	<p><b>Upcoming Meeting Dates:</b></p> <ul style="list-style-type: none"> <li>● Thursday, January 9, 3:30pm-5:00pm</li> <li>● Thursday, February 20, 3:30pm-5:00pm</li> <li>● Thursday, March 13, 3:30pm-5:00pm</li> </ul>

	<p>Please check the <a href="#">Educator Safety Task Force Website</a> for meeting details.</p>
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***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.***

*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**

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Carrie Steele, Sr. Project Manager, Confluence PSG: [carrie@confluencepsg.com](mailto:carrie@confluencepsg.com)

**Task Force Lead**

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