



**Educator Safety Task Force (ESTF)**  
**School Culture, Climate & Community Relations Subcommittee Meeting**  
**February 20, 2025**  
**Remote, Via Zoom**

**Meeting Minutes**

<b>Members Present</b>	Robin Singer, Kelly Donnelly, Finessa Ferrell, Andrea Pulskamp, Lisa Humberd, Liz Schwemlein, Chris Zimmerman
<b>Task Force Lead</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>	Confluence PSG President, Berrick Abramson, gave an overview of the purpose of today’s meeting, which includes:  <b>Welcome and Meeting Overview</b>  <b>Group Discussion: School Climate and Culture - Elements of an Educator Safety Handbook</b>  <b>Closing Thoughts and Next Steps</b>
<b>Key Themes &amp; Takeaways</b>	<b>Key Takeaways</b> <ul style="list-style-type: none"> <li>• The Task Force is developing potential recommendations, focusing on creating a guidebook with practical guidance on addressing aggressive student behavior</li> <li>• School culture/climate critical for educator safety; need strategies for prevention, de-escalation, and post-incident support</li> <li>• Key elements: supportive leadership, ongoing PD/coaching, intervention teams, "tap in/tap out" systems, viewing behavior as communication</li> </ul> <b>Topics Discussed, Include:</b>  <b>Elements of an Educator Safety Guidebook</b> Members discussed: <ul style="list-style-type: none"> <li>• A need for a practical, accessible format - considering case examples, scenarios, and video clips in addition to a traditional text-heavy guide</li> <li>• Aiming to provide a foundation that OSS/CDE/districts/schools can build upon</li> </ul> <b>Professional Development Approaches</b> Members discussed:

	<ul style="list-style-type: none"> <li>● Micro-learning (15-30 min sessions) being more feasible than lengthy trainings given time constraints</li> <li>● Blending of brief content delivery (20 min) with ample time for discussion/application</li> <li>● Ongoing, job-embedded PD and coaching vs. one-time trainings</li> <li>● Leveraging existing structures like late-start days for bite-sized learning</li> <li>● A need for skill-based practice opportunities, not just conceptual learning</li> </ul> <p><b>Leadership Development</b> Members discussed:</p> <ul style="list-style-type: none"> <li>● The critical role of school leaders in setting supportive culture</li> <li>● Challenges: balancing academic pressures with school climate needs</li> <li>● Ideas: Enhancing principal prep programs, ongoing mentoring, and leveraging various building leader roles</li> <li>● The potential to incorporate culture/climate metrics into accountability systems</li> </ul> <p><b>Statewide Support Strategies</b> Members discussed:</p> <ul style="list-style-type: none"> <li>● The concept of regional "rapid deployment teams" to support schools (especially rural areas)</li> <li>● Leveraging existing programs like school-based mental health specialists</li> <li>● The need for relationship-building to ensure schools trust/utilize external resources</li> </ul> <p><b>Post-Incident Response</b> Members discussed:</p> <ul style="list-style-type: none"> <li>● Creating space/time for healing and restorative practices before student re-entry</li> <li>● Ensuring affected staff are included in re-entry meetings/planning</li> <li>● Fostering a school-wide culture of support, unity, and preparedness</li> </ul>
<p><b>Next Steps</b></p>	<p><b>Upcoming Meeting Dates:</b></p> <p>Please check the <a href="#">Educator Safety Task Force Website</a> for meeting details.</p> <p><b><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></b></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**

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