



Educator Safety Task Force (ESTF)
Incident Response Models Subcommittee
December 2, 2024, 2024
Remote, Via Zoom

Meeting Minutes

Members Present	Chad Haynes, Jamie Montoya-De Smidt; Bob Johnson, Cary Lynch, Mike Vagher, Richard Peebles, Marcia Ronyak, Kelly Addington, Darrel Smith, Paul Skattum, Anthony Muck, Susan Rayburn, Lisa Humberd, Jim Plott, Ali Decaro, Lodia Lyle, Brad Stiles, Tom Popken, Sarah Hunter, Darren Joiner, Jorie Reid-Dodick, Jonny Grusing, Mike Gentry, Kevin Childs
State Employees	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	This was the kick-off meeting for the Incident Response Models Subcommittee of the Educator Safety Task Force to orient members and begin identifying key topics for future discussions. The goal of the subcommittee is to develop recommendations and best practices for state actions. Agenda: <ul style="list-style-type: none"> • Welcome & Member Introductions • ESTF and Subcommittee Scope and Goals • Group Discussion: Identifying Various Incident Response Models • Scheduling and Next Steps
Key Themes & Takeaways	Key Takeaways <ul style="list-style-type: none"> • A diverse group assembled with backgrounds in education, law enforcement, mental health, school safety and family experience with school safety incidents. • There is a need to address a wide range of incidents, including but not limited to, individual student crises to large-scale events • Various communication systems, de-escalation techniques, and co-responder models emerged as important focus areas • The group identified a need to discuss differentiated responses based on teacher and student needs, grade levels, and incident type Members also discussed: <ul style="list-style-type: none"> • Schools Safety Plans, including conduct codes and safety

	<ul style="list-style-type: none"> reporting ● Co-responder models ● Restraint/Seclusion practices ● Crisis intervention training ● Threat assessment protocols ● SROs ● Policy tensions at the state and district levels ● The increase in workers comp cases
<p>Next Steps</p>	<p>Upcoming Meeting Dates:</p> <ul style="list-style-type: none"> ● December 10, 2024; 4:00pm-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