Pre-Incident Actions Summary

Category of Action	Professional	Pre-Incident Actions
Training	Educators	Advocate for and engage in de-escalation and scenario-based trainings.
	Building Leaders	Provide and update de-escalation and emergency protocol training regularly.
	District Leaders	Ensure system-wide access to training and coordinate with preparation providers.
	State Leaders	Mandate key trainings; promote OSS and partner-led offerings.
	Preparation & Training Providers	Include de-escalation, trauma, restorative practices and climate-setting in all programs.
Classroom Incident Response Team (CIRT)	Educators	Know responder roles and participate in CIRT trainings.
	Building Leaders	Organize and support trained CIRTs and co-responder models.
	District Leaders	Support CIRT models with training and funding opportunities.
	State Leaders	Promote diverse CIRT models and fund co-responder programs.
	Preparation & Training Providers	Teach response team structures and educator roles in incidents.
Staffing	Educators	Support advocacy for improved ratios and access to mental health professionals.
	Building Leaders	Adapt staffing to student needs; gather input to inform resourcing decisions.
	District Leaders	Increase mental health staff and apply national ratio recommendations.
	State Leaders	Boost funding and support pipelines for mental health and paraprofessional staff.
	Preparation & Training Providers	Educate on staffing models, ratios, and support structures.
Space to Recalibrate and Recharge	Educators	Use and promote Tap-In/Tap-Out systems confidently.
	Building Leaders	Implement support systems for staff and students to step away safely.
	District Leaders	Set policy to support recalibration systems in schools.
	State Leaders	Assess needs and offer technical support for space systems.
	Preparation & Training Providers	Train educators on recalibration benefits and systems.
Conditions	Educators	Foster collaboration, student trust, family engagement, and positive behavior modeling.
	Building Leaders	Shape a positive school climate with structured support and clear expectations.
	District Leaders	Expect trauma-informed, inclusive climates from building leaders.
	State Leaders	Reinforce the value of healthy, safe climates in policy and guidance.
	Preparation & Training Providers	Prepare educators to build inclusive, safe, and collaborative school cultures.

Incident Management Actions Summary

Category of Action	Professional	Incident Response Actions
Technical & Communications	Educators	Follow communication protocols; know systems and info to share.
	Building Leaders	Ensure reliable communication tools; train and test regularly.
	District Leaders	Ensure schools have reliable communication systems; assess tools.
	State Leaders	Provide guidance and funding options for communication systems.
Classroom Incident Response Team (CIRT)	Educators	Engage properly with responders; provide and relay needed info.
	Building Leaders	Maintain trained CIRT; run regular drills involving staff.
	District Leaders	Require trained CIRTs in all schools; support system-wide drills.
	State Leaders	Support training needs for CIRTs and responder models.
Physical Space	Educators	Use environment to de-escalate and protect students; know safe zones.
	Building Leaders	Work with staff to ensure spaces support de-escalation and safety.
	District Leaders	Set system-wide standards and training for physical space use.
	State Leaders	Offer TA on training and use of physical space during incidents.
School Community Management	Educators	Support safety of all students and staff using training and systems.
	Building Leaders	Implement systems to contain disruptions and protect community.
	District Leaders	Ensure building-level protocols exist; consider district-wide support.
	State Leaders	Support schools with expertise and training on managing community.

Post- Incident Actions Summary

Category of Action	Professional	Post-Incident Actions
Educator Supports	Educators	Prioritize well-being; seek and advocate for mental, medical, and leave resources.
	Building Leaders	Address medical and emotional needs; ensure recovery space and resource access.
	District Leaders	Create support systems and contacts; promote wellness services.
	State Leaders	Establish support standards; promote wellness and EAP services.
Processes to Support All Affected	Educators	Engage in debriefs; support students and staff in post-incident recovery.
	Building Leaders	Lead debriefs and support structures; provide time and resources.
	District Leaders	Standardize supports and learning from incidents.
	State Leaders	Develop toolkit for post-incident support and guidance.
Reporting System & Standards	Educators	Know and use incident reporting systems; ensure accurate documentation.
	Building Leaders	Promote trust and accurate reporting; ensure no retaliation.
	District Leaders	Support transparent, non-punitive reporting with CDE.
	State Leaders	Mandate non-punitive, standardized incident reporting.
Communications	Educators	Understand school communication guidelines and your role.
	Building Leaders	Manage incident communications with district leaders.
	District Leaders	Provide clear communication guidance to schools.
	State Leaders	Provide technical support for communication standards.
Other	State Leaders	Explore extending frontline worker benefits to educators and responders.

Other Systems or Partners: Actions Summary

Category of Action	Professional	Post-Incident Actions
Public Awareness	State Agencies	Promote awareness of educator safety issues; share Roadmaps and survey data widely.
Alternative Placements	State Agencies	Study AEC reduction; expand and support alternative education options.
Affective Needs Centers	State Agencies	Collaborate to increase in-school centers for students with behavioral needs.
Educator & Administrator Training	State Agencies	Ensure de-escalation and safety content in educator/admin prep programs.
Continuous Learning & Improvement	State Agencies	Review tools and data to improve safety assessments and accountability.
Other	State Agencies	Boost cross-agency and external collaboration to enhance support systems.