Strategy: Operations
Tactic: Safe Schools

Taking Stock of Progress

BOE Presentation 10/10/18

Tactic Leader: John McDonald, Exec Director of Department of School Safety & Jeff Pierson, Director of Safe School Environments
<table>
<thead>
<tr>
<th>Conversation Structure</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. What are we trying to do?</td>
</tr>
<tr>
<td>2. How are we trying to do it?</td>
</tr>
<tr>
<td>3. At any given moment, how will we know if we’re on track?</td>
</tr>
<tr>
<td>4. If we’re not on track, what are we going to do about it?</td>
</tr>
</tbody>
</table>
Keeping Learning at the center
Structure of the Strategic Plan

- **Mission**: Preparing all students for a successful future
- **Vision**: Integrity, Valuing People, Teamwork, Exemplary Performance, Entrepreneurial Spirit
- **Values**: Learning, Conditions for Learning, Readiness for Learning

JEFFCO PUBLIC SCHOOLS
System Indicators

**4TH - 8TH GRADE**
Equity Growth Gaps: 60th Percentile (CMAS)

**SECONDARY**

**CCRI**
*Participation: 50% (IB, AP, CE, Internship, CTE) *Career and College Readiness Index

**CCRI Success:**
85%
(3+ AP, B or Higher; CE, Apprenticeships, IB exam, Industry Certificate, SAT, Capstone, Seal of Biliteracy; ASVAB (40+))

**Equity Growth Gaps:**
55th Percentile (SAT)

**NON-ACADEMIC INDICATORS**

**Employee Engagement:**
85% Positive

**Student Engagement:**
3.75 on Emotional, Behavior, & Academic Engagement

**Family Engagement:**
3.75 on National Family Engagement Standards
OPERATIONS

CREATE SYSTEMS TO MAXIMIZE OPERATIONAL EFFICIENCIES TO SUPPORT THE LEARNING ENVIRONMENT

**TACTIC 1:** Safe and On-Time Transportation

**TACTIC 2:** Facilities to Support Learning

**TACTIC 3:** Nutritious and Healthy Meals

**TACTIC 4:** Safe School Environments

FINANCE

EFFICIENTLY AND EFFECTIVELY MANAGE DISTRICT FINANCES TO SUPPORT EDUCATIONAL OUTCOMES AND STAKEHOLDER TRUST THROUGH TRANSPARENT PRACTICES.

**TACTIC 1:** Outcomes-Based Budget

**TACTIC 2:** Funding for Equity

**TACTIC 3:** Financial Management Support
What are we trying to do?

How are we trying to do it?

At any given moment, how will we know if we’re on track?

If we’re not on track, what are we going to do about it?
Theory of Action

IF the Jeffco Department of School Safety effectively communicates with and trains staff in preventive and emergency response best practices THEN students and staff will learn and teach in safe environments.
SMART Goals

- By 2021 at least 90% of students will feel safe in school as demonstrated by their responses on the Make your Voice Heard Survey.

- By 2021 at least 95% of Jeffco staff will feel that they teach and work in a safe environment as demonstrated by the staff safety perception on the Teaching and Learning Conditions Colorado (TLCC) survey.
Milestones

- Standardized roles and responsibilities of Campus Supervisors (CS).
- Improving marketing, training, and efficiency for Safe2Tell program.
- School Safety Task Force.
- Increased staffing and training for Threat Management program.
- School and Department of School Safety collaboration.
- Collaboration with Student Leaders.
- Gathering data from principals, leaders, and campus security on impact they would have in middle school environments.
- Safe School Best Practices Checklist (Spring 2019).
- Evaluation and implementation of several Safety and Security Task Force recommendations.
Leading Indicators

- Disaggregated data by level: Percent of students who Agree/Strongly Agree “I feel safe at school” (MYVH survey 2017-18)
  - Elementary - 91%
  - MS - 83%
  - HS - 86%
- Disaggregated data by Articulation Area
- Over 2200 school staff trained in FEMA incident command practices
- Increased Threat management processes, training and staff
- Safe School Best Practice Checklist (Spring 2019)
The Director of Safe School Environments has been the much needed bridge between the safety department and the daily workings in our schools. Mr Pierson has listened to the needs and desires of all parties and is working to align those towards a common goal, safe schools. I greatly appreciate his sense making and willingness to support my school.

Megan Martinez- CLC Principal
1 What are we trying to do?

2 How are we trying to do it?

3 At any given moment, how will we know if we’re on track?

4 If we’re not on track, what are we going to do about it?
SMART Goal

By 2021 at least 90% of students will feel safe in school as demonstrated by their responses on the Make your Voice Heard Survey.
SMART Goal

- By 2021 at least 95% of JEFFCO staff will feel that they teach and work in a safe environment as demonstrated by the staff safety perception on the Teaching and Learning Conditions Colorado (TLCC) survey.

Percent Agree/Strongly Agree "This school is a safe place for students to learn"

*TLCC is a new survey: No historical data available
**Implementation Heat Map**

<table>
<thead>
<tr>
<th>Planning</th>
<th>Capacity</th>
<th>Evidence of progress</th>
<th>Likelihood of success</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highly problematic – requires urgent and decisive action</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Problematic – requires substantial attention, some aspects need urgent attention</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mixed – aspect(s) require substantial attention, some good</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Good – requires refinement and systematic implementation</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Successes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>-----------</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Collaboration and trust with school leaders.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Modeling instructional and school methodology that positively impacts the climate and culture of our department in partnership with schools.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Strong Community Engagement through School Safety Task Force.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Collaboration with Student Leaders (Student Voice).</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Consistent messaging and communication with schools</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Hands on work with individual principals/schools.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Creative staffing options to cover more schools with CS.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• Safety Task Force recommendations align with Department of School Safety vision.</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Conversation Structure</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

1. What are we trying to do?

2. How are we trying to do it?

3. At any given moment, how will we know if we’re on track?

4. If we’re not on track, what are we going to do about it?
Challenges

- National and local climate
- Balance of proactive and reactive measures
- Balance of social emotional needs vs. physical safety and security needs in our schools
- Current and future resources necessary as noted in the Safety Task Force recommendations

Resources Required

- Resources aligned to Community Task Force recommendations
- Increased personnel in the Department of School Safety to meet the increased incidents outside of the school day
- Campus supervisors in Middle Schools 2019-20
- Enhanced campus security model that will provide strategic tactical training, equipment, and de-escalation strategies
Board of Education Ends Alignment

Ends 1- Engaging Climate and Culture
Every school and the district will have an engaging climate and culture that:
- Ensures a safe, caring and engaging environment for students, staff and families.
- Values the diversity of all students, staff and families.
Board of Education Ends Alignment

Ends 3- Learning Systems and Leadership
Every school and the district will have effective learning systems and shared leadership that:

- Provide high quality professional development and professional growth support structures.
- Develop high quality leaders through leadership development for teachers, staff, administrators, students and families.