



# **Evergreen Middle School**

VISION  
vision

## **Comprehensive Safe School Plan, 2021/2022**

**Evergreen Union School District**  
19500 Learning Way  
Cottonwood, CA 96022

## 1.0 INTRODUCTION

The Evergreen Union School District Safety Committee has been in existence for many years. The core committee represents the three sites and the maintenance department of the district.

### 1.1 Committee Membership

Membership of the core group includes:

- Brad Mendenhall Superintendent
- Dan Bennett IT Manager
- Bailey Gipson School Secretary, Bend School
- Jason Haver Maintenance Manager
- Camden Ray Café Financial Manager/Calpads/SIS Coordinator

The committee was expanded for the writing of the Comprehensive School Safety Plan to include the following additional members:

- Kevin Gallagher Elementary School Site Principal TK-4
- Kristy Nobles Middle School Site Principal, 5-8
- Nancy Veatch Bend School Site Principal/Assistant Superintendent of Educational Services
- Ulanda Hinkston Safe & Drug Free Schools, TCDE

### 1.2 Vision and Creed

The Evergreen Union School District's vision is as follows:

***All children can learn and we make the difference!***

We do this by:

- Creating a safe, healthy space space for students to have optimal opportunity to learn;
- Providing services and instruction that lead to ever increasing student achievement outcomes; and
- Ensuring all students are supported and challenged in this process in an engaging environment.

Evergreen Union School District's creed is as follows:

***At Evergreen, I Choose:***

Safety

- I have self control.
- I choose to do what is right.
- Even when it is hard and no one is watching.

Kindness

- I take care of myself so I can help others.
- I care for my community.
- I act with compassion in all that I do.

Responsibility

- I choose to be a learner.
- I seek help when I need it and I learn from my mistakes.
- I take opportunities to lead.

Respect

- I hold myself accountable.
- I hold others accountable.
- I make this a place I want to be.

**1.3 Data**

a. Parent Survey

Parent surveys were conducted at Evergreen Middle School during Spring of 2021. There were 50 Middle School responses. Data from the survey shows:

- 70% of parents agree/strongly agree that "My child/children feel(s) physically and emotionally safe at school". (14% neither agree nor disagree).
- 76% of parents agree/strongly agree that "Teachers show respect to students". (16% neither agree nor disagree).
- 58% of parents agree/strongly agree that "Staff (instructional aides, yard supervisors, etc.) show respect to students". (22% neither agree nor disagree)
- 31% of parents agree/strongly agree that "Students show respect to other students". (43% neither agree nor disagree).
- 76% of parents agree/strongly agree that "I feel welcome and respected at Evergreen Middle School". (8% neither agree nor disagree).

#### b. Discipline Records

Discipline records for the 2020/2021 school year show 41 students had disciplinary issues regarding lack of respect (language, arguing, defiance, name calling, bullying).

#### c. Conclusions

The group said that based on the Spring parent survey, parents are content with staff-student relationships. There is still room for improvement with student-to-student interactions. The group agreed that continuing to use our Second Step Program will help students implement strategies in dealing with real-life situations that arise at school.

### 1.4 Goal

Utilizing data from the surveys (Parent Spring Survey and in-class Student Survey including CHKS) and discipline records from the previous and current school years, the committee narrowed the focus of the safety improvement goal for the school. The continued reduction of disrespectful behaviors resulting in student to student conflict was the most important issue that was brought up by the committee. This goal is addressed by the objective of the plan.

The stated goals:

- Reduce disrespect across campus as noted by a reduction of conduct reports and suspensions involving:
  - inappropriate language/gestures
  - harassment/bullying
  - defiance
  - disrespect
  - disruption
  - arguing
  - name calling
  
- Increase student social emotional learning by deepening their understanding of:
  - skills for learning
  - empathy
  - emotion management
  - problem solving

## 1.5 Action Plan

### SAFE SCHOOL ACTION PLAN

#### *Objective:*

Reduce incidents of bullying and violent behaviors by 25% in the first year as measured by Suspensions for Assault (Education Code 48900 (a1) and (a2) and Harassment (Education Code 48900.4).

#### **Part 1 – PEOPLE AND PROGRAMS**

##### *Implementation Strategy:*

- Second Step is the adopted research-based SEL program through which social skills and conflict resolution are taught in Grades 5-8. In addition, students in grades 5-8, participate in the Bullying Prevention unit as a part of the Second Step curriculum. On-site staff development was done throughout the 2020-2021 school year and will continue into this academic school year. Myers Lor, our school psychologist, as well as Kim Knott our school counselor, offer support trainings for teachers, as well as *Social Emotional Groups* for students. In addition, our Health Teacher, Roxane Akers provides follow-up support for Second Step lessons during Personal Growth classes.
- Most recently, staff has been trained in using Choice Theory (specifically the Reflective Cycle). In addition, we use techniques from the Nurtured Heart Approach, which focuses on positive behaviors, not the negative. This method has decreased negative behaviors districtwide and has proven to be quite effective.
- Yard staff is trained with “Playworks”, which has staff participating in activities with students at recess, coaching as they participate, modeling positive, fun and safe behaviors.

#### **Part 2 – PHYSICAL ENVIRONMENT**

Over the last few years, projects to increase the physical safety have included fencing the perimeter, lockdown horns, surveillance cameras, two-way radios for Maintenance and Yard Duty Staff to communicate concerns and a special window tinting on windows that is used for Homeland Security that secures the windows by making it nearly impossible to break the glass and covers the windows so you cannot see in, if the lights are out. We aim to ensure that all students, including those with disabilities have a safe physical environment conducive to their needs.

**Time, Expenditure, and Participation Matrix**

<b>Activity</b>	<b>Begin Date</b>	<b>Expenditure Categories</b>	<b>Participants</b>
Auto dialer - Aeries Communication	2018;on-going	Technology	All Staff & Parents
Non-Violent Crisis Intervention Training	Annual Training; on-going	Professional Development	Staff
Second Step Training	May 2019, Throughout 1920-/21	Professional Development	All Staff
Safety Protocol Training	Dec 2019; ongoing	Technology	All Staff
Choice Theory	November 2019; on-going	Professional Development	Selected Staff
Various Keenan Video Trainings - Mandated Reporter, Sexual Harassment, Work Place Injuries etc	Started 17/18 and ongoing	Professional Development	All Staff