

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
- Michelle Ackley Counselor
- Dan Bennett Manager representing Classified Staff
- Jake Capraro Other
- Jared DuVal BES Athletic Director
- Adam Johnson Facilities/Maintenance Supervisor
- Camden Ray HR Director
- Courtney Hauger Classified Staff (ES)

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

- Kevin Gallagher Elementary Site Principal, TK-4
- Aleta Frampton Special Education Director
- Kristy Nobles Middle School Site Principal, 5-8
- Jessica Gantenbein Bend School Assistant Principal

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.

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Evergreen Union School District’s creed is as follows:

At Evergreen, I Choose:

Safety

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

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Kindness

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

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Responsibility

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

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Respect

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

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1.3 Data

- a. Parent Survey

A parent survey was conducted at Evergreen Elementary School during the Spring of 2023. Fifty-four (54) parents responded to the survey. The majority of respondents (88.9%) noted that they felt their child was physically and emotionally safe at school. Other comments shared highlighted that the staff works hard to create an engaging and supportive learning environment; *“Between my four children, I have witnessed diversified teaching instruction. Every child is met where they are and guided through learning. I think the world of all of my kids’ teachers, past and present. My son’s teacher is awesome and I am not someone that gives away compliments like that easily. The teaching staff are great and my child loves her time at school. All of my children have thrived at Evergreen!”*

In addition:

- 86% of parents agree/strongly agree that “Teachers show respect to students”; down from 95.4% last year.
- 80% of parents agree/strongly agree that “Staff (instructional aides, yard supervisors, etc.) show respect to students”; the same as last year.
- 61.1% of parents agree/strongly agree that “Students show respect to other students”; down from 64.6% last year.
- 85.2% of parents agree/strongly agree that “I feel welcome and respected at Evergreen Elementary School”; up from 81.5% last year.

b. Discipline Records

During the 2022-2023 school year, data shows four (4) students had disciplinary issues regarding lack of respect (disrespect, inappropriate language/gestures, harassment/bullying, arguing, name calling, defiance).

c. Conclusions

Based on the Spring 2023 parent survey data, parents are content with the safety of their child at Evergreen Elementary School and the teacher-student relationships. There is still room for improvement with student-to-student interactions, yard staff-to-student interactions, and the overall appeal of Evergreen Elementary School. Staff attended a People First professional development workshop at the beginning of the 2023-2024 school year. The focus of the workshop was reinforcing the idea that everyone on campus has the ability to help build a great school culture. We will also continue to use our Second Step Program with fidelity and ensure our yard staff are well trained to handle student-student interactions on the yard. We will also help students implement strategies in dealing with real-life situations that arise at school. In addition, with the Bullying Prevention Program provided in October and a focus on the EUSD Creed each day, students will continue to be encouraged to engage in appropriate, respectful behavior. In addition, by continuing to build a positive school culture in unison with our

Evergreen Parent Club and the promotion of community-wide events, we aim to improve the overall appeal of Evergreen Elementary School.

1.4 Goals

Utilizing data from the surveys and discipline records from the previous and current school years, the committee narrowed the focus of the improvement goals for the school. The 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.

For the 2023-2024 school year, the goals are to:

1. Continue to increase student ownership of the EUSD Creed and foster a deeper sense of community across the grade spans with a focus on:
 - a. increasing the kindness students exhibit towards one another, the staff, and their greater community;
 - b. increasing their level of responsibility in regards to taking ownership of their school community environment and their own work habits, including a commitment to work completion in class and at home on assignments and home reading.
2. Reduce disrespect by 25% across campus as noted by a reduction of conduct reports and suspensions involving:
 - a. inappropriate language/gestures
 - b. harassment/bullying
 - c. defiance
 - d. disrespect
 - e. disruption
 - f. arguing
 - g. name calling
3. Increase student social emotional learning by deepening their understanding of the following skills in the Second Step Program:
 - a. skills for learning
 - b. empathy
 - c. emotion management
 - d. problem solving

1.5 Action Plan

SAFE SCHOOL ACTION PLAN

Objective:

Maintain a safe and respectful campus where students show respect for themselves, towards other students, and towards the adults they interact with.

Part 1 – PEOPLE AND PROGRAMS

Implementation Strategy:

- Second-Step is the adopted research-based program which teaches social skills and conflict resolution for Preschool through 4th grade. In addition, students in grades TK-4, participate in the Bullying Prevention unit as a part of the Second Step curriculum. Staff development was done throughout the 2023-2024 school year and will continue this year, district-wide. Mrs. Ackley, the District counselor, and Myers Lor, School Psychologist, provide support for teachers. In addition, Mrs. Ackley conducts short-term individual counseling and small group counseling for students with the goal of learning the skills of coping with anger and frustration, anxiety, and how to be a friend.
- Annually, staff has been trained in using Choice Theory (specifically the Reflection Cycle) with continual refreshers at Staff Meetings and during Professional Learning. By understanding the motivation behind behaviors, we can better create, adopt, and apply approaches that have the highest chance of changing or developing behaviors that lead to healthy, productive lives - both our lives and the lives of our students. We are also using Choice Theory with students.
- 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, and encouraging good sportsmanship and teamwork.

Part 2 – PHYSICAL ENVIRONMENT

We have continued to increase the physical safety of students at Evergreen Elementary School by adding fencing around our perimeter, ensuring our lockdown and fire alarm horns are working effectively, updating our surveillance cameras to give us better images, and consistently checking our two-way radios and Aeries Communication for staff to communicate concerns and communicate with families, respectively. Window blinds, window tinting, and the use of magnets on all locked doors are used to ensure safety should we need to go into lockdown. In addition, we have annual safety protocol training sessions for all staff. 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

Activity	Begin Date	Expenditure Categories	Participants
Second Step Training	May 2019; ongoing	Professional Development	All Staff
Choice Theory Training	November 2019; ongoing	Professional Development	Selected Staff
Aeries Communication	Spring 2018; ongoing	Technology	All Staff & Parents
Safety Protocol Training	Dec 2019; ongoing	Professional Development	All Staff
Keenan Trainings	August 2017; ongoing	Professional Development	All Staff