

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
- 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 School Site Principal TK-4
- Kristy Nobles Middle School Site Principal, 5-8
- Jessica Gantenbein Bend School Site 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.

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**

A parent survey was conducted at Evergreen Middle School during the Spring of 2023. Nineteen (19) parents responded to the survey. Some respondents (58%) noted that they felt their child was physically and emotionally safe at school.

In addition:

- 74% of parents agree/strongly agree that “Teachers show respect to students”;
- 63% of parents agree/strongly agree that “Staff (instructional aides, yard supervisors, etc.) show respect to students”
- 58% of parents agree/strongly agree that “Students show respect to other students”
- 69% of parents agree/strongly agree that “I feel welcome and respected at Evergreen Middle School”

b. Discipline Records

During the 2022-2023 school year, data shows thirty-three (33) students had disciplinary issues regarding lack of respect (disrespect, inappropriate language/gestures, harassment/bullying, arguing, name calling, defiance).

c. Conclusions

Based on the lack of parental responses on the Spring 2023 parent survey (only 4% of the population) there is no basis to make conclusions about the survey data. Discipline records reflect the ongoing need to focus on student lack of respect (disrespect, inappropriate language/gestures, harassment/bullying, arguing, name calling, defiance).

1.4 Goals

Implement new strategies to have parents take the survey (i.e., including links in teacher newsletters, possible classroom competitions) so that the survey data will be representative of needs and areas of improvement.

Based on the Discipline Records data, 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 SEL program through which social skills and conflict resolution are taught in Grades 5-8. On-site staff development was done throughout the 2022-2023 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, Kylana Bluford provides follow-up support for Second Step lessons during Personal Growth classes.
- Most recently, staff has been trained in using Restorative Practices. In addition, we use techniques from the Nurtured Heart Approach and Choice Theory, which focuses on positive behaviors, not the negative. This method has decreased negative behaviors districtwide and has proven to be quite effective.
- Yard staff has also been trained with Restorative Practices

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. 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