



Denver Public Schools EL11 - School Safety Monitoring Report

September 2023

Board policy is indicated in **bold** typeface throughout.

I hereby present my monitoring report on your Executive Limitations 11 - "School Safety" according to the schedule set out. I certify that the information contained in this report is true, and represents compliance with all aspects of the policy unless specifically stated otherwise.

Signed *Alex Navarro*, Superintendent

Date 9/29/2023

Policy Statement

The Board of Education recognizes that effective learning and teaching takes place in a safe, secure, and welcoming environment and that safe schools contribute to improved attendance, increased student achievement, and community support. Safe schools are a priority of the district and the district is committed to providing a safe environment in school, on school vehicles, and at school-sponsored activities.

Accordingly, the Superintendent will not fail to develop and maintain a safe schools plan, following consultation with school and school district accountability committees, parents, teachers, administrators, students, and when appropriate, members of the community, that provides for a safe learning environment conducive to the learning process and free from unnecessary disruption that includes:

1. Procedures that address the supervision and security of school buildings and grounds.
2. Procedures that address the safety and supervision of students during school hours and school-sponsored activities.
3. Procedures that address persons visiting school buildings and attending school-sponsored activities.
4. Training programs for staff and students in crisis prevention and management.
5. Training programs for staff and students in emergency response procedures that include practice drills.
6. Training programs for staff and students in how to recognize and respond to behavior or other information that may indicate impending violence or other safety problems.
7. Training and support for students that aims to relieve the fear, embarrassment, and peer pressure associated with reporting behavior that may indicate impending violence or other safety problems.
8. Procedures for safe, confidential reporting of security and safety concerns at each school building.
9. Procedures for regular assessments by school security/safety professionals and law enforcement officers to evaluate the security needs of each school building and to provide recommendations for improvements if necessary.
10. Procedures for regular assessments by school climate professionals to determine whether students feel safe and to provide recommendations for improvements in school climate at each district building.

11. Procedures to provide for regular communications between district officials, law enforcement officers, fire department officials, city and county officials and local medical personnel to discuss crisis prevention and management strategies, including involvement by these parties in the development and revision of crisis prevention and management plans.
12. Training programs for staff and students in safety precautions and procedures related to fire prevention, natural disaster response, accident prevention, public health, traffic, bicycle and pedestrian safety, environmental hazards, civil defense, classroom and occupational safety, and special hazards associated with athletics and other extracurricular activities.
13. Procedures for the reporting of criminal activity to law enforcement.
14. A child sexual abuse and assault prevention plan, including comprehensive, age-appropriate curricula regarding child sexual abuse and assault awareness and prevention and professional development for school personnel, parents and families in preventing, identifying, and responding to child sexual abuse and assault.
15. Procedures for notifying parents of an employee's criminal charges when such notification is required by state law.

In addition, the Superintendent will develop and adopt, consistent with the Executive Limitation policy on Development of Administration Policy, all policies required as part of the safe schools plan. Finally, in adopting a crisis management policy, the Superintendent shall ensure that the statutory requirements concerning automated external defibrillators are referenced in such policy.

Adopted: [October 21, 2021]

LEGAL REFS.:

C.R.S. 9-1-101 through 9-1-106 (construction requirements, fire escapes) C.R.S. 22-1-130 (6) (safe school plan must include parent notification of employee criminal charges)

C.R.S. 22-3-101 through 22-3-104 (eye protective devices)

C.R.S. 22-32-109.1 (safe schools plan)

C.R.S. 22-32-109.1 (8) (inquiries to Colorado Department of Education regarding employees)

C.R.S. 22-32-110 (1)(k) (power to adopt policies related to employee safety and official conduct)

C.R.S. 22-32-124 (2), (3) (building inspections)

C.R.S. 24-10-106.5 (duty of care)

Monitoring Method: School Accountability Reports

Monitoring Data:

Monitoring Frequency: Annually

Definitions:

- **Safe Schools Plan** - The district's Emergency Operations Plan (EOP). Our EOPs are NIMS compliant.
- **Emergency Operations Plan (EOP)** - General guidelines on how the district carries out its response and recovery responsibilities to address an emergency or disaster event.
- **National Incident Management System (NIMS)** - guides all levels of government, nongovernmental organizations and the private sector to work together to prevent, protect against, mitigate, respond to and recover from incidents.

EL.11 Reasonable Interpretation

Students need to feel safe in order to attend school and to learn. In alignment with Ends statement 1.4 on Safety and Security, we must establish and communicate policies to keep schools safe. A recent [report](#) suggests that since 1999, there have been 118 incidents of active shooters in schools across the United States. This is unconscionable and reflects the fact that we are living in times where we must plan for the worst and establish policies to mitigate such occurrences.

As part of this policy, I understand the importance of having plans in place for schools, teachers, leaders, students and community to understand the importance of proper safety measures. As the leader of this great district, I must be mindful of the fine balance of keeping all stakeholders safe while working with Law Enforcement and providing opportunities for students to not be unnecessarily alarmed by these policies, practices and measures. I must also be mindful of addressing root causes tied to environments that can be characterized as unsafe.

Accordingly, I agree and commit to establishing:

1. Procedures that address the supervision and security of school buildings and grounds.
2. Procedures that address the safety and supervision of students during school hours and school-sponsored activities.
3. Procedures that address persons visiting school buildings and attending school-sponsored activities.
4. Training programs for staff and students in crisis prevention and management.
5. Training programs for staff and students in emergency response procedures that include practice drills.
6. Training programs for staff and students in how to recognize and respond to behavior or other information that may indicate impending violence or other safety problems.
7. Training and support for students that aims to relieve the fear, embarrassment, and peer pressure associated with reporting behavior that may indicate impending violence or other safety problems.
8. Procedures for safe, confidential reporting of security and safety concerns at each school building.
9. Procedures for regular assessments by school security/safety professionals and law enforcement officers to evaluate the security needs of each school building and to provide recommendations for improvements if necessary.
10. Procedures for regular assessments by school climate professionals to determine whether students feel safe and to provide recommendations for improvements in school climate at each district building.
11. Procedures to provide for regular communications between district officials, law enforcement officers, fire department officials, city and county officials and local medical personnel to discuss crisis prevention and management strategies, including involvement by these parties in the development and revision of crisis prevention and management plans.
12. Training programs for staff and students in safety precautions and procedures related to fire prevention, natural disaster response, accident prevention, public health, traffic, bicycle and pedestrian safety, environmental hazards, civil defense, classroom and occupational safety, and special hazards associated with athletics and other extracurricular activities.
13. Procedures for the reporting of criminal activity to law enforcement.
14. A child sexual abuse and assault prevention plan, including comprehensive, age-appropriate curricula regarding child sexual abuse and assault awareness and prevention and professional development for school personnel, parents and families in preventing, identifying, and responding to child sexual abuse and assault.
15. Procedures for notifying parents of an employee's criminal charges when such notification is required by state law.
16. In addition, the Superintendent will develop and adopt, consistent with the Executive Limitation policy on Development of Administration Policy, all policies required as part of the safe schools plan. Finally, in adopting a crisis management policy, the Superintendent shall ensure that the statutory requirements concerning automated external defibrillators are referenced in such policy.

Standard - RI Must-haves

- The standard of measurement for one or more parts of the policy
- The level of achievement on the standard for one or more parts of the policy
- The rationale for the standard of measurement for one or more parts of the policy
- The rationale for the level of achievement on the standard for one or more parts of the policy
- Is the interpretation reasonable?
- Is the data sufficient to support compliance?

Outcome

Compliance with Executive Limitation 11 will be achieved for 22/23 when the following measures are in the affirmative and has evidence of such:

Measure	FOS/DR	Timing	Justification
1. Procedures that address the supervision and security of school buildings and grounds.	FOS	September	Demonstrates compliance with Executive Limitation
2. Establish procedures that address the safety and supervision of students during school hours and school-sponsored activities.	FOS	September	Demonstrates compliance with Executive Limitation
3. Establish procedures that address persons visiting school buildings and attending school-sponsored activities.	FOS	September	Demonstrates compliance with Executive Limitation
4. Establish training programs for staff and students in crisis prevention and management.	FOS	September	Demonstrates compliance with Executive Limitation
5. Establish training programs for staff and students in emergency response procedures that include practice drills.	FOS	September	Demonstrates compliance with Executive Limitation
6. Establish training programs for staff and students in how to recognize and respond to behavior or other information that may indicate impending violence or other safety problems.	FOS	September	Demonstrates compliance with Executive Limitation
7. Establish training and support for students that aims to relieve the fear, embarrassment, and peer pressure associated with reporting behavior that may indicate impending violence or other safety problems.	FOS	September	Demonstrates compliance with Executive Limitation
8. Establish procedures for safe, confidential reporting of security and safety concerns at each school building.	FOS	June	Demonstrates compliance with Executive Limitation
9. Establish procedures for regular assessments by school security/safety professionals and law enforcement officers to evaluate the security needs of each school building and to provide recommendations for improvements if necessary.	FOS	September	Demonstrates compliance with Executive Limitation
10. Establish procedures for regular assessments by school climate professionals to determine whether students feel safe and to provide recommendations for improvements in school climate at each district building.	FOS	September	Demonstrates compliance with Executive Limitation
11. Establish procedures to provide for regular communications between district officials, law enforcement officers, fire department officials, city and county officials and local medical personnel to discuss crisis prevention and management strategies, including involvement by these parties in the development and revision of crisis prevention and management plans.	FOS	September	Demonstrates compliance with Executive Limitation
12. Establish training programs for staff and students in safety precautions and procedures related to fire prevention, natural disaster response, accident prevention, public health, traffic, bicycle and pedestrian safety, environmental hazards, civil defense, classroom and occupational safety, and special hazards associated with athletics and other extracurricular activities.	FOS	September	Demonstrates compliance with Executive Limitation

13. Establish procedures for the reporting of criminal activity to law enforcement.	FOS	September	Demonstrates compliance with Executive Limitation
14. Establish a child sexual abuse and assault prevention plan, including comprehensive, age-appropriate curricula regarding child sexual abuse and assault awareness and prevention and professional development for school personnel, parents and families in preventing, identifying, and responding to child sexual abuse and assault.	FOS	September	Demonstrates compliance with Executive Limitation
15. Establish procedures for notifying parents of an employee's criminal charges when such notification is required by state law.	FOS	September	Demonstrates compliance with Executive Limitation

Aggregation Methodology

I will be successful if I meet 75% of the measures above.

Evidence of Outcomes Achieved

Goal: Demonstrate Compliance with this Executive Limitation

September Measures

Measure	Family of Schools/District Run Schools	Compliant? YES/NO
1. Procedures that address the supervision and security of school buildings and grounds.	Family of Schools (all schools)	Yes
2. Establish procedures that address the safety and supervision of students during school hours and school-sponsored activities.	Family of Schools (all schools)	Yes
3. Establish procedures that address persons visiting school buildings and attending school-sponsored activities.	Family of Schools (all schools)	Yes
4. Establish training programs for staff and students in crisis prevention and management.	Family of Schools (all schools)	Yes
5. Establish training programs for staff and students in emergency response procedures that include practice drills.	Family of Schools (all schools)	Yes
6. Establish training programs for staff and students in how to recognize and respond to behavior or other information that may indicate impending violence or other safety problems.	Family of Schools (all schools)	Yes
7. Establish training and support for students that aims to relieve the fear, embarrassment, and peer pressure associated with reporting behavior that may indicate impending violence or other safety problems.	Family of Schools (all schools)	Yes
9. Establish procedures for regular assessments by school security/safety professionals and law enforcement officers to evaluate the security needs of each school building and to provide recommendations for improvements if necessary.	Family of Schools (all schools)	Yes

10. Establish procedures for regular assessments by school climate professionals to determine whether students feel safe and to provide recommendations for improvements in school climate at each district building.	Family of Schools (all schools)	Yes
11. Establish procedures to provide for regular communications between district officials, law enforcement officers, fire department officials, city and county officials and local medical personnel to discuss crisis prevention and management strategies, including involvement by these parties in the development and revision of crisis prevention and management plans.	Family of Schools (all schools)	Yes
12. Establish training programs for staff and students in safety precautions and procedures related to fire prevention, natural disaster response, accident prevention, public health, traffic, bicycle and pedestrian safety, environmental hazards, civil defense, classroom and occupational safety, and special hazards associated with athletics and other extracurricular activities.	Family of Schools (all schools)	Yes
13. Establish procedures for the reporting of criminal activity to law enforcement.	Family of Schools (all schools)	Yes
14. Establish a child sexual abuse and assault prevention plan, including comprehensive, age-appropriate curricula regarding child sexual abuse and assault awareness and prevention and professional development for school personnel, parents and families in preventing, identifying, and responding to child sexual abuse and assault.	Family of Schools (all schools)	Yes
15. Establish procedures for notifying parents of an employee's criminal charges when such notification is required by state law.	Family of Schools (all schools)	Yes

Summary

The district is compliant with all aspects of EL-11 within this monitoring report.

1. **Procedures for supervision and safety:** The district maintains [Administration policy ECA](#) that outlines procedures for supervision and security and building access. The district also maintains policy [ADC](#) about Tobacco-Free Schools, policies [EBBA](#) and [JLCC](#) regarding Prevention of Disease & Infection Transmission and Communicable & Infectious Diseases, policy [KFA](#) regarding Public Conduct on District Property, and policy [KI](#) regarding campus visitors.
2. **Supervision and Safety:**
 - a. **General Safety and Supervision:** Per the Employment Practices Manual, codified in [Administration Policy G](#), "District employees are responsible for ensuring the health and safety of everyone within the workplace and school grounds; complying with all workplace safety and health regulations; and reporting unsafe conditions, equipment, or practices to appropriate District officials, as required by law." This includes adequate supervision of students during the school day, on school grounds, as well as during school activities, such as field trips. Further, DCTA Article 18 - Student Discipline references that each school will develop a discipline plan consistent with Board Policy JK and JK-R, aligning it with the District's commitment to restorative practices. Also, DCTA Articles 8-10 note that it's an administrative responsibility to cover all scheduled classes, and the School Leadership Teams should develop a written contingency plan for class coverage in case of a shortage of substitute teachers. Some students' supervision and safety needs may be specifically addressed through Individualized Education Programs or Section 504 plans, as well as through student support plans or safety protocols and corresponding Action Intervention Plans, if applicable. [Policy JKA](#) and [Regulation JKA-R](#) outline the prohibition of student seclusion and the expectations around student supervision during behavior incidents.
 - b. **School Sponsored Events:** [Administration Policy JJH](#) and [its regulation JJH-R](#) outline the expectations for supervision and student safety during school sponsored travel and field trips.

3. **Visitors:** The district maintains administration policy [KI](#) regarding campus visitors. Raptor Visitor Management is the platform used to screen visitors entering our schools.
4. **Crisis Management Training:** Non-violent Crisis Intervention training is available to all DPS employees and required for all center-based program teachers.
5. **Emergency Response Training:** Safety professionals completed the Standard Response Protocol training and all staff members are required to complete a mandatory Emergency Management training by October 31st. The training includes guidance for required practice drills throughout the year. The district also maintains Admin Policy [KDE](#) on Emergency Management. Here is an [example memo](#) provided to schools regarding emergency drills and protocols.
6. The required Emergency Management training includes a portion on how to recognize and respond to impending danger. The district also maintains Admin Policy [KDE](#) on Emergency Management.
7. We provide [support to adults](#) to understand how to effectively support students with reporting safety issues. The district encourages the use of Safe2Tell and has created lessons teachers can use on the importance of “Upstanding” to reduce fear and anxiety around reporting.

9. **Regular Assessments:** Currently, in collaboration with Robinson Corporation and Cybersecurity & Infrastructure Security Agency (CISA) assessments are in process across all DPS buildings. In addition, the Department of Climate and Safety Emergency Management team completes assessments of all school buildings every 2 years.

10. **Student safety survey:** The Your Voice/Tu Voz survey is administered yearly with a component around school climate and students’ sense of safety. This data is included in the Student Experience Index. Also, the Healthy Kids Colorado Survey is administered at select schools in partnership with the state to provide data around student safety.

11. **Maintaining relationships:** The Chief of Climate and Safety is tasked with establishing regular communications with the Denver Police Department and Denver Fire Department, Denver Health, and Denver Office of Emergency Management. Cross-functional teams across Facilities, Safety and Construction meet regularly to discuss safety matters as well as Code. The new Chief has had formal introductions with some but not all of these stakeholders.

12. **Safety Precautions Training:** The mandatory annual Emergency Management training covers these topics.

13. **Reporting to Law Enforcement:** Referrals to law enforcement, as guided by the [Administration Regulation JK-R: Attachment B](#) the [Discipline Matrix](#) (a summarization of policy JK and regulation JK-R), are limited to those required by law or in situations presenting a threat of real and immediate harm to a person, persons, or location in a school, at a school-sanctioned event, or in a school vehicle. The district also provides additional guidance related to engaging law enforcement [here](#).

14. **Sexual Abuse and Assault Reporting:** The district’s child abuse prevention and intervention efforts include multiple teams and individuals across the district. By law, all employees are mandatory reporters of child abuse and neglect. This obligation is codified in [Policy JLF](#) and a corresponding [Regulation JLF-R](#). All employees complete annual mandatory training, which includes spotting the signs of abuse and how to complete a mandatory report. There is a specific section in the training devoted to sexual abuse. Our comprehensive health education team, along with mental health providers at the district and school level provide direct support in and to schools to help students build skills related to body safety, consent and refusal, and healthy relationships, among other topics. A comprehensive health education graduation requirement has been set through [Regulation IKF-R](#). Finally, all employees receive training regarding the district’s obligations pursuant to [Title IX](#) of the Education Amendments. All employees must take responsive action to address any form of sexual harassment, including sexual violence, occurring within the district’s education program or activities. This includes child sexual abuse, which would trigger both mandatory reporting and our Title IX process. Students receive direct Supportive Measures in response to any concern of this nature.

15. **Family Notification of Criminal Charges:** CRS 22-1-130 requires notice to parents of alleged criminal conduct by a school employee. The [Employment Practice Manual](#) establishes a clear procedure for employees to report an arrest and the [Arrest Notification Process & Form](#) outlines the notification process.

Additional Resources

None

Explanatory notes for preparing a monitoring report

Non-compliance:

N/ A