


Denver Public Schools

E-4 Health and Safety Monitoring Report

May, 2022

Board policy is indicated in bold typeface throughout.

I hereby present my monitoring report on your Ends policy E-4, "Health and 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 , Superintendent Date 5/31/2022

Policy Statement:

Health and safety are critical for students and educators to be able to focus on our transition priorities. DPS will be prepared to be nimble as our world continues to evolve with new global challenges so that we can maximize student learning during this important school year. The impacts of COVID are minimized on both our student learning environments and our educator and staff working environments, while we partner closely with our local and state health authorities. DPS will be a safe environment for all students and staff. Our learnings from our current experiences with health, safety and security will inform our readiness for the future.

Definitions

- [CDPHE](#) - Colorado Department of Public Health & Environment
- [DDPHE](#) - Denver Department of Public Health & Environment
- SBHC - School-based Health Clinic
- CDC - Center for Disease Control
- Safe Environment for Students and Staff - An environment that is healthy, physically safe and free of the stressors that prevent students from learning.
- In-person learning - learning which takes place in the physical presence of a teacher within a classroom in a school setting.

TP.4 Reasonable Interpretation

We will continue to make health and safety our priority. I will implement systems to detect, monitor and track the spread of COVID breakouts in alignment with CDPHE, CDC and other leading health experts in order to minimize COVID transmission with appropriate and current recommended mitigation strategies. In addition, we will devise and implement a vaccination and testing plan in alignment with the City & County of Denver toward this effort.

With regard to student safety, I will work with our Safety and Security team to closely monitor any safety and discipline concerns which may emerge as a result of the added stress created by the ongoing pandemic.

Ultimately, our goal is to provide students with the safest and most effective educational experience that DPS has to offer. At this point, all recent research recommendations indicate that our students need to experience in-person learning for this to occur. We will work closely with the CDPHE, CDC and other leading health experts in order to keep schools safe and to keep schools open.

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

Outcome

Given the limited amount of time for the Superintendent to establish and implement a Strategic Plan, some of the targets and baselines will be evident in the 21/22 school year but some measures of compliance will not be evident until the 22/23 school year.

Compliance with this End Statement will be achieved for 21/22 when:

1. We are 100% compliant with Denver Department of Public Health & Environment (DDPHE) vaccination mandates.
2. We monitor vaccination rates of students and adults in alignment with CDPHE and CDC guidelines in order to mitigate disease spread
3. We reestablish a baseline for Out of School Suspensions with the number not to exceed 2018-19 schedules as measured by the Student Discipline team
4. We ensure that access to in-person schooling remains a priority when our current health conditions allow.
5. We leverage other supports as resources in keeping schools open. (Central Office staffing to schools, Business and Community partners as resources, etc.)

Measure	FOS/DR	Target	Baseline	Timing	Justification
TP 1.4.1 compliance with DDPHE vaccination mandates	FOS	100%	0%	Jan	Monitoring staff vaccination rates rather than disease spread is highly recommended by CDPHE and in alignment with what DPS can control.

TP 1.4.2 Monitor Student Vaccination Rates <i>(weight=2)</i>	FOS	N/A	N/A		Monitoring student vaccination rates rather than disease spread is highly recommended by CDPHE and in alignment with what DPS can control.
TP 1.4.3a OSS 1.4.3a Overall 1.4.3b Latinx, 1.4.3c MLL, 1.4.3d SwD 1.4.3e Black female 1.4.23f Black male re-establish baseline, and no higher than in 2018-19 <i>(weight=0.5 each)</i>	FOS	1.4.3a 3907 (4.25%) 1.4.3b 2002 (4.04%) 1.4.3c 1.4.3d 1136 (10.81%) 1.4.3e 1210 (10.15%) 1.4.3f	1.4.3a 3907 (4.25%) 1.4.3b 2002 (4.04%) 1.4.3c 1.4.3d 1136 (10.81%) 1.4.3e 1210 (10.15%) 1.4.3f	June	OSS as a measure provides us a window into two key processes, effective discipline management and loss of instructional seat time.
TP1.4.5 DPS Safety Response Times (July 21-June 22) TP1.4.3a Priority 1 TP1.4.3b Priority 2 TP1.4.3c Priority 3 <i>(weight=0.5 each)</i>	FOS	Priority 1- 5 min. Priority 2- 12 min. Priority 3- 12 min.	Priority 1- 7 min. Priority 2- 15 min. Priority 3- 15 min.	June	Response times indicate our ability to serve our schools when Priority calls arrive. The goal would be to first reduce such occurrences through a district-wide MTSS and to quickly respond as needed.
1.4.5 We ensure that access to in-person schooling remains a priority when our current health conditions allow. <i>(weight=2)</i>	DR	N/A	N/A		Response times indicate our ability to serve our schools when Priority calls arrive. The goal would be to first reduce such occurrences through a district-wide

					MTSS and to quickly respond as needed.
1.4.6 We leverage other supports as resources in keeping schools open. (Central Office staffing to schools, Business and Community partners as resources, etc.) <i>(weight=2)</i>	DR	N/A	N/A	As needed	Every staffing resource will be tapped to ensure that schools remain open should a health crisis occur.

Aggregation Methodology

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

EVIDENCE OF OUTCOMES ACHIEVED

SUPERINTENDENT INTERPRETATION (chart below includes compliance measure and rationale) and EVIDENCE):

Compliance with this End Statement will be achieved for 21-22 when:

1. We are 100% in compliance with Denver Department of Public Health & Environment (DDPHE) vaccination mandates.
2. We monitor vaccination rates of students and adults in alignment with CDPHE and CDC guidelines in order to mitigate disease spread
3. *We reestablish a baseline for Out of School Suspensions with the number not to exceed 2018-19 schedules as measured by the Student Discipline team (Monitoring report in June 2022)*
4. We ensure that access to in-person schooling remains a priority when our current health conditions allow.
5. We leverage other supports as resources in keeping schools open. (Central Office staffing to schools, Business and Community partners as resources, etc.)

Policy condition	Compliance measure	Rationale	Evidence
1. The impacts of COVID are minimized on both our student learning environments and our educator and staff working environments, while we partner closely with our local and state health authorities	100% compliance with DDPHE vaccination mandates	Monitoring staff vaccination rates rather than disease spread is highly recommended by CDPHE and in alignment with what DPS can control.	<p>The City and County of Denver issued a public health order requiring vaccinations in August 2021. By November 2021, 97.6% compliant. The other 2.4% of employees experienced progressive discipline aimed at moving employees toward compliance. HR teams provided access to resources such as the internet access or technology to complete their submissions or requested accommodations. Translators were made available at in-person events to support native-Spanish speakers. Team members drove to numerous sites to collect documentation from employees that did not have access to other transportation.</p> <p>The district provided a total of 15,418 vaccination shots, serving a population of 8,874 staff and</p>

			<p>students. Vaccines were provided at 17 School-Based Health Clinics, 11 mass clinics, and 10 individual DPS schools.</p> <p>As of January 2022, DPS student vaccine rate was 43% complete and 7.7% partially vaccinated.</p> <p>We, as in DPS staff, were compliant with vaccine mandates for the city and county of Denver when there was a Public Health Order (PHO) in place. Currently, there is no PHO and HR, is no longer required to collect COVID vaccine information on future boosters or new hires. Should a new PHO be mandated, we will be compliant.</p>
<p>2.The impacts of COVID are minimized on both our student learning environments and our educator and staff working environments, while we partner closely with our local and state health authorities</p>	<p>We monitor Student Vaccination Rates</p>	<p>Monitoring student vaccination rates rather than disease spread is highly recommended by CDPHE and in alignment with what DPS can control.</p>	<p>During times of individual school outbreaks, we have implemented additional DDPHE recommendations such as masking and increased airflow in efforts to keep schools open.</p> <p>No additional testing in schools occurred, however, once the Omicron surge subsided, we had an abundance of at-home COVID rapid tests that have been sent home with staff and given to students and their families when they are symptomatic.</p> <p>Our district's Nursing Director continues to monitor community and school COVID case incident rates and has weekly discussions to monitor the COVID prevalence rates with the epidemiology team at DDPHE. As mitigation strategies are recommended to schools who are in known outbreak status, we will continue to communicate these recommendations, as needed, to our families.</p>

<p>4. Maximize student learning</p>	<p>We ensure that access to in-person schooling remains a priority when our current health conditions allow</p>	<p>Research by the American Academy of Pediatrics has shown that in-person learning is the most effective way to mitigate many of the mental health challenges associated with the COVID-19 pandemic. https://www.aap.org/en/pages/2019-novel-coronavirus-covid-19-infections/clinical-guidance/covid-19-planning-considerations-return-to-in-person-education-in-schools/</p>	<p>During the 21/22 school year the Schools team, in partnership with our Operational Specialist team created a process for schools to request a temporary move to virtual learning. This protocol created several layers of vetting with requests ultimately landing on the Superintendent’s desk for final approval.</p> <p>Prior to schools being allowed to go virtual, schools were required to demonstrate that every possible step had been taken to ensure in-person learning could be maintained.</p>
<p>5. Maximize student in-person learning</p>	<p>We leverage other supports as resources in keeping schools open. (Central Office staffing to schools, Business and Community partners as resources, etc.)</p>	<p>Every staffing resource will be tapped to ensure that schools remain open should a health crisis occur.</p>	<p>At several times throughout the 2021-22 school year, COVID spikes created significant staffing issues. In order to maintain in-person learning, Dr. Marrero worked with HR and the schools team to create a list of central office staff who were qualified to fill roles in schools on a consistent basis. This deployment effort involved 640 of the 1190 Central Office employees and continued through the end of the school in several of our schools, and allowed us to maintain in-person learning.</p> <p>This was done through permanent coverage assignments that allowed schools to maintain a level of consistency and continuity of support throughout the toughest parts of spikes. Schools were identified as high-need based on rates of absenteeism and population served. A total of 43 high-need schools were identified and four (4) Central Office staff were deployed on Monday, Thursday and Friday each day to address the demand. Central Office employees with teaching licenses were prioritized at the high-need</p>

			<p>schools.</p> <p>HR worked to increase hourly rates of substitutes and provided reimbursement for guest teacher licenses to help us attract and retain substitutes. In addition, we offered cash incentives based on the number of assignments accepted per month. This helped us increase our ability to cover classroom absences.</p>
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EXPLANATORY NOTES FOR PREPARING A MONITORING REPORT

Non-compliance: If a CEO is indicating Non-compliance, a date by when compliance can be expected should be included.