

2023-2024 Long-Term Operational Safety Plan Commitments

Professional Development/Training for all Staff can be found [here](#). All required training will take place during already contracted hours.

Personal Conditions

- At least 1.0 FTE mental health support at every school with over 400 service providers serving our entire family of schools.
- Provide DPS students equitable and efficient access to individual care designed to reduce post-traumatic stress symptoms through the DPS Prevention and Therapeutic Specialist team. The team is serving as the intervention group for the first ever large-scale study of Trauma-Focused Cognitive Behavioral Therapy (TF-CBT) in school settings.
- The Exceptional Student Services Collaborative Committee, made up of Specialized Service Providers, is developing an Exceptional Student Services Guidance Manual that will outline workload considerations for special education teachers and for each Specialized Service provider discipline, including a process for accountability and workload audits for educators.
- All schools have identified SEL curriculum and resources to support direct instruction of social emotional learning during their school day. ESSER grant funded Instructional Specialists support schools with the implementation of curriculum and resources.
- Every student will be screened using the BASC-3 Behavioral and Emotional Screening System (BASC-3 BESS) to identify potential behavioral and mental health needs. Schools will develop plans to ensure all students are supported based on their results. This rubric has been developed to support school teams, building administrators, and their district-level supports/leadership in understanding and implementing expectations for BESS completion during the 23-24 school year.
- Any safety protocol that is initiated for a student will be tracked in Infinite Campus. The information remains confidential and only available to administrators and the student's teacher, but does travel with the student if they go to another DPS school.
- Annual suicide prevention programming for 5th, 6th, 9th and 12th grades; additionally, we will continue the partnership with Denver Public Health and Environment to provide access to all high school students to attend the annual "We Got This" summit aimed at suicide prevention.
- Provide a minimum of one free session on grief and loss to staff, parents, and community.
- Conduct ongoing threat assessments through the DPS Threat Response Process in response to any information that indicates the need for a response.
- The District Safety Review Committee (DSRC) will continue to meet weekly to monitor safety issues and threats.
- The Mental Health team and the Department of Climate and Safety will continue to meet monthly to review safety-related trends and develop responses.

- The Student Safety Coordinator Team, in partnership with the Denver Police Department, will train School Resource Officers regarding student safety protocol procedures and Handle with Care.
- Continue to prohibit bullying on DPS property or at District or school-sanctioned events and work with schools to implement bully prevention strategies with fidelity.
- Deploy the District Crisis Recovery Team (DCRT) to respond to all significant events/crises. The members of the DCRT are trained in crisis management, grief/loss support, and other areas of mental health.
- Partner with community organizations to provide wrap-around mental health supports for students and families
 - Servicios de la Raza
 - Hazel Health
 - Care Solace

School Conditions

- Conduct Safety Audits at our schools using the Crime Prevention through Environmental Design (CPTED) program to determine what immediate and long-term safety measures can be improved or added to the physical infrastructure of the building.
- All schools will complete the DPS Emergency Operations Plan (EOP) in a computer-based system that allows for better tracking, improved efficiency, and consistency in staff training and awareness.
- All schools will continue to have an Emergency Team (E-Team) which consist of staff members at the school or district building who take on specific responsibilities in the event of an emergency. E-Team members receive additional training and are required to conduct emergency drills at least two times during the school year.
- All new hires will complete an improved employee orientation training covering emergency management and crisis recovery

System Conditions: DPS Driven

- Executive Limitation 10.10 was amended by the Board of Education to allow School Resource Officers to return to campus.
- If a student is being searched because of a potential weapon, the Department of Climate and Safety will provide additional support in conducting those searches.
- We will communicate clearly and quickly in the event of an emergency through SchoolMessenger.
- Representatives of DPS leadership will travel to Harvard University to collaborate with other U.S. large urban school districts in the PELP Institute to build strategies for strengthening student engagement, equity, and safety across all school settings. The DPS team will focus their work with the PELP Institute on enhancing a foundation of school safety through the district-wide implementation of positive student engagement strategies across all school settings using restorative practices, trauma-informed practices, and identification of and support for student abilities and disabilities.

- When an incident occurs, we will continue to refer to the Incident Command Structure (ICS). Teachers will receive coaching and development specifically focused on creating safe and welcoming environments for all students.
- We will continue to develop culturally sustaining and responsive curricula for all of our students in accordance with the Know Justice Know Peace resolution; we will continue auditing all of our curricula to meet this need.
- All new DPS educators will complete our culturally responsive-sustaining foundations course and returning teachers and leaders will have the opportunity to engage in a regrounding course.
- We will continue to expand opportunities and access for students in early career exploration events to mentorship, internships, and apprenticeships.
- Continue to offer, encourage and remove barriers to participation in our concurrent enrollment, Advanced Placement, International Baccalaureate, and career technical education programs.
- Continue out-of-school efforts to encourage pursuit of passion and curb violence.

System Conditions: Not DPS Driven

- Encourage our middle school students to participate in My Spark Denver which allows students 11-14 who qualify for free/reduced lunch access to up to \$1,000 to be used to enroll in various after school and extracurricular activities.
- Our district cross-functional Youth Violence Prevention steering committee will continue working in partnership with the city of Denver's Office of Children's Affairs and Youth Violence Prevention and Crisis Response teams.