

# SUPERINTENDENT'S LISTENING AND LEARNING TOUR

School Safety Team | Wednesday, September 29, 2021, 11:00 AM to 12:00 PM

Participants: 18 (including 3 participating virtually)

Languages: English

*Below is a summary of the feedback from this listening session. It may not reflect the views of all participants and stakeholders district-wide.*

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## What is going well?

- **The safety team is collaborating well with several district departments, including transportation, facilities, and student equity and opportunity (SEO)**
- **The team still has a great relationship with the Denver Police Department (DPD), even after the removal of School Resource Officers (SROs) from schools**
- **DPD, fire department, and emergency medical services (EMS) are very responsive**
- This department has a lot of forward thinking and planning and potential for growth and opportunity. The last three years have seen a lot of progress in making schools safer for students, and there is excitement to see where it is going

## What needs improvement?

- **There is a big gang problem, and off campus criminal incidents have skyrocketed**
- **Some schools seem to be getting complacent about safety, and it is no longer a priority**
- **Safety teams often do not get the same kind of praise and recognition that other teams get, or it is only given privately; safety team members and policy often feels criticized from all directions, with the district not publicly defending this team**
- **School leaders often don't value safety staff and don't want them to be visible; school leaders can be disrespectful and unprofessional**
- **School leaders don't understand the standards of service or job descriptions of safety staff and often try to utilize them as runners, office staff, or paraprofessionals**
- **There is a lack of understanding of safety team members' expertise and that they are distinguished from security guards by their extensive training, which includes crisis intervention and de-escalation trainings**
- **Safety staff are understaffed and getting burnt out quickly**
- There is an inability to hire sufficient people and a lack of innovative solutions to hiring, including for bus drivers and maintenance
- There is a lack of clarity around the policy and timeline for SROs leaving schools

## Advice for Dr. Marrero

- **Take everything you hear with a grain of salt and avoid hasty decisions**
- **Get to know the Safety team and other departments**
- **Do a Campus Security Office (CSO) ride along**
- Leverage the safety team's honesty, openness, and transparency; have someone in your cabinet participate in a safety training so that it is clear what the training entails
- Avoid basing district policies on a small group of voices that most people disagree with, capitulating to a small group of people with a particular agenda and point of view while there is a giant minority that are quiet and who don't attend board meetings
- Avoid solutions and policies that are Band-Aids and not long-term solutions

Notes: The comments with the most mentions or agreement during the meeting are listed in bold at the top of each column.