

25-26 Safe School Plan

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/Parent
- Dan Bennett IT Director
- Jared DuVal BES Athletic Director; PE/Health Teacher
- Adam Johnson Facilities/Maintenance Supervisor
- Camden Ray HR Director
- Courtney Hauger Classified Staff (EES)

The committee was expanded for the writing of the Comprehensive School Safety Plan to include the following additional members:

- Kevin Gallagher Elementary Site Principal, TK-4
- Aleta Frampton Special Education Director
- Troy White Middle School Site Principal, 5-8
- Jessica Gantenbein Bend School Site Principal, TK-8

The above Site Council chairs meet monthly to plan, monitor and update the School Safety Plan.

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 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 looking.

Kindness

- I take care of myself so I can help others.
- I care for my community.
- I act with compassion in all 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 (Last survey Spring 2025)

In the spring of 2025, a parent survey was administered at Bend Elementary School, with 45 parents participating. This year, the survey's outcome continues to focus on measuring overall averages. The target for 2025 was set at maintaining an average score of 4.0 for each question. Regarding parents' perceptions of their children's physical and emotional safety at school, the average score was 4.6. Additional feedback emphasized the staff's dedication to fostering an engaging and supportive learning environment. Some parents shared comments such as:

- The welcoming and engaging family style environment is one of a kind.
- They are so supportive of my children and us as parents also.
- I am so grateful for Bend School.
- Teachers are so patient with kids that have learning problems and they work to help them.
- We love everything about this little school! Our children are thriving here.

In addition:

- "Teachers show respect to students" received an average score of 4.5 up from 4.3.
- "Staff (including instructional aides, yard supervisors, etc.) show respect to students" received an average score of 4.5 up from 4.4.
- The question, "Students show respect to other students," had an average score of 4.0, up from 3.5.
- "I feel welcome and respected at Bend Elementary School" received an average score of 4.6 up from 4.3.

b. Discipline Records

During the 2024-2025 school year, data shows 7 incidents involving 6 students had disciplinary issues regarding lack of respect (disrespect, inappropriate language/gestures, harassment/bullying, arguing, name calling, defiance). This is down from 19 incidents the previous school year.

c. Conclusions (96.12% attendance rate and 0 SARB referral)

Based on the Spring 2025 parent survey data, parents are happy with the safety of their child at Bend School, the overall appeal of Bend School, and the staff-student relationships. There is still room for improvement with student-to-student interactions. By continuing to honor students who exemplify our Creed, using our new SEL program with fidelity, using Restorative practices to resolve conflict, and ensuring our staff are well trained to handle student-student interactions in the classrooms and on the yard, we will help students implement strategies in dealing with real-life situations that arise at school. In addition, with the Bullying Prevention Program provided in October and a focus on the EUSD Creed each day, students will continue to be encouraged to engage in appropriate, respectful behavior.

1.4 Goals

Utilizing data from the surveys and discipline records from the previous and current school years, the committee narrowed the focus of the improvement goals for the school.

For the 2025-2026 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. The number of reports of disrespect between students will decrease each year (as measured by Suspensions and Conduct Reports).
 - 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 Character Strong program:
 - a. respect
 - b. kindness
 - c. empathy
 - d. emotion management
 - e. 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:

- Character Strong is the adopted research-based program which teaches social skills and conflict resolution for TK/Kindergarten through 8th grade. In addition, students in grades TK-5, participate in the Bullying Prevention unit as a part of the Second Step curriculum. Staff development continued during the 2024-2025 school year and professional learning support will be provided, as needed, during the 2025-2026 school year.
- Michelle Ackley, the school counselor, provides support for teachers. In addition, she conducts short-term individual counseling and small group counseling for students with the goal of learning the skills of coping with anger and frustration, anxiety, and developing friendships.
- Annually, staff has been trained in using Choice Theory (specifically the Reflection Cycle) with continual refreshers at Staff Meetings and during Professional Learning. By understanding the motivation behind behaviors, we can better create, adopt, and apply approaches that have the highest chance of changing or developing behaviors that lead to healthy, productive lives - both our lives and the lives of our students. We are also using Choice Theory with students.

Part 2 – PHYSICAL ENVIRONMENT

We have continued to increase the physical safety of students at Bend Elementary by adding fencing around our perimeter, ensuring our lockdown and fire alarm horns are working effectively, updating our surveillance cameras to give us better images, and consistently checking our two-way radios and Aeries Communication for staff to communicate concerns and communicate with families, respectively. Window blinds, window tinting, and the use of magnets on all locked doors are used to ensure safety should we need to go into lockdown. 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.

We have added handwashing stations to ensure students have ample space to practice healthy hygiene, and these practices are still in place today. In addition, hand sanitizer, paper towels, face coverings and other PPE are always available for students and staff in the physical environment to ensure healthy hygiene.

Time, Expenditure, and Participation Matrix

Activity	Begin Date	Expenditure Categories	Participants
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
Character Strong	August 2024	Professional Development	All Staff
Workplace Violence Prevention Program (WVPP)	July 2024	Professional Development	All staff
Keenan Trainings	Aug. 2017; annually	Professional Development	All Staff