

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
• Dan Bennett	Manager representing Classified Staff
• Jared DuVal	BES Athletic Director
• Adam Johnson	Facilities/Maintenance Supervisor
• Camden Ray	HR
• Courtney Hauger	Classified Staff (ES)

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

• Kevin Gallagher	Elementary School Site Principal TK-4
• Troy White	Middle School Site Principal, 5-8
• Jessica Gantenbein	Bend School Site Assistant Principal

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 watching.

Kindness

- I take care of myself so I can help others.
- I care for my community.
- I act with compassion in all that 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

A parent survey was conducted at Evergreen Middle School during the Spring of 2025. Fifty one (51) parents responded to the survey. Some respondents (78%) noted that they felt their child was physically and emotionally safe at school. This was a 20% increase from the year before.

In addition:

- 78% of parents agree/strongly agree that "Teachers show respect to students";
- 63% of parents agree/strongly agree that "Staff (instructional aides, yard supervisors, etc.) show respect to students"
- 58% of parents agree/strongly agree that "Students show respect to other students"
- 69% of parents agree/strongly agree that "I feel welcome and respected at Evergreen Middle School"
- All data increased from the previous year.

b. Discipline Records

During the 2024-2025 school year, data shows 19 students had disciplinary issues regarding lack of respect (disrespect, inappropriate language/gestures, harassment/bullying, arguing, name calling, defiance).

c. Conclusions

Discipline records decreased but still reflect the ongoing need to focus on student lack of respect (disrespect, inappropriate language/gestures, harassment/bullying, arguing, name calling, defiance).

Goals

Drawing from data collected from surveys and discipline records from both the previous and current school years, the committee refined the school's improvement goals. The most pressing issue identified was the need to reduce disrespectful behaviors that lead to student-to-student conflicts. This concern is directly addressed in the plan's objectives.

For the 2025-2026 school year, the goals are as follows:

- **Strengthen student ownership of the EUSD Creed** and foster a greater sense of community across grade levels, with an emphasis on:
 - Increasing kindness among students towards their peers, staff, and the broader community.
 - Enhancing student responsibility for maintaining their school environment and improving work habits, including a commitment to completing class assignments, homework, and home reading.
- **Reduce disrespectful behavior across campus** by decreasing conduct reports and suspensions related to:
 - Inappropriate language or gestures
 - Harassment or bullying
 - Defiance
 - Disrespect
 - Disruption
 - Arguing
 - Name-calling
- **Enhance student social-emotional learning** by deepening their understanding of key skills within the Character Strong program, including:
 - Kindness
 - Respect
 - Responsibility
 - Gratitude

- Empathy
- Perseverance
- Honesty
- Cooperation
- Courage

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 SEL program through which social skills and conflict resolution are taught in Grades 5-8. On-site staff development was done throughout the 2024-2025 school year and will continue into this academic school year. Myers Lor, our school psychologist, as well as Kim Knott our school counselor, offer support trainings for teachers, as well as *Social Emotional Groups* for students. In addition, our Health Teacher, Kylana Bluford provides follow-up support for Character Strong lessons during Personal Growth classes.
- Most recently, staff has been trained in using Restorative Practices. In addition, we use techniques from the Nurtured Heart Approach and Choice Theory, which focuses on positive behaviors, not the negative. This method has decreased negative behaviors districtwide and has proven to be quite effective.
- Yard staff has also been trained with Restorative Practices

Part 2 – PHYSICAL ENVIRONMENT

Over the last few years, projects to increase the physical safety have included fencing the perimeter, lockdown horns, surveillance cameras, two-way radios for Maintenance and Yard Duty Staff to communicate concerns and a special window tinting on windows

that is used for Homeland Security that secures the windows by making it nearly impossible to break the glass and covers the windows so you cannot see in, if the lights are out. 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.

Time, Expenditure, and Participation Matrix

Activity	Begin Date	Expenditure Categories	Participants
Character StrongTraining	August 2024-Ongoing	Professional Development	All Staff
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
Keenan Trainings	August 2017; ongoing	Professional Development	All Staff