

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 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**

In the spring of 2025, a parent survey was administered at Evergreen Elementary School, with 56 parents participating. This year, the survey's outcome focus shifted from tracking percentage increases to 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 4.4, the same as in 2024. Additional feedback emphasized the staff's dedication to fostering an engaging and supportive learning environment. Some parents shared comments such as:

- "Thank you for all your love and support and encouragement during my child's difficult transition at home. I'm so happy she loves to go to school here."
- "I appreciate how well the elementary school and the district office communicates to the parents regarding events, power outages, safety concerns and general information."
- "The staff is consistently positive with the kids!"
- "The office staff has always been exceptionally kind, welcoming, and professional! Communication about events and academics have been easily accessible and greatly appreciated!"

Additionally, the survey results showed the following average scores:

- "Teachers show respect to students" received an average score of 4.6.
- "Staff (including instructional aides, yard supervisors, etc.) show respect to students" received an average score of 4.4.

- The question, "Students show respect to other students," had an average score of 3.8, falling short of the 4.0 target.
- "I feel welcome and respected at Evergreen Elementary School" received an average score of 4.5.

b. Discipline Records

During the 2024-2025 school year, data shows eight (8) students had disciplinary issues regarding lack of respect (disrespect, inappropriate language/gestures, harassment/bullying, arguing, name calling, defiance).

c. Conclusions

The 2025 Parent Survey, completed by 56 respondents (down from 96 in 2024), reflects consistently strong satisfaction across key areas of school climate, communication, and academic expectations. The average of all responses increased slightly from 4.35 in 2024 to 4.45 in 2025, indicating overall growth in parent perception.

Parents reported that their children feel physically and emotionally safe at school, with this item maintaining a high score of 4.4, aligning with the school's SPSA Goal 6. Similarly, respect among students held steady at 3.8, while staff and teacher respect ratings remained high, with slight improvement among support staff (from 4.3 to 4.4).

Perceptions of the school environment were overwhelmingly positive. The feeling of being welcomed and respected remained unchanged at 4.5, and the willingness to recommend the school to other families improved slightly to 4.6. These items support the SPSA Goal 7, which aims to foster a welcoming school climate and maintain high communication standards.

Academic and social-emotional development indicators remained strong. Parents reported consistent confidence in their children's academic (4.4) and social-emotional (4.4) growth. Notably, perceptions of teacher expectations for student performance increased from 4.4 to 4.6, suggesting strengthened academic rigor and clarity. These improvements demonstrate focused efforts by the school to engage families more effectively.

In summary, the 2025 survey results affirm that Evergreen Elementary School continues to provide a safe, respectful, and academically rigorous environment where family engagement is actively supported, and positive relationships are prioritized. The school has not only met but exceeded its SPSA goal of maintaining an overall average rating of 4.0 or higher across all survey items.

Staff members used our newly adopted social-emotional learning (SEL) curriculum, Character Strong. Our goal continues to be to implement Character Strong with consistency and integrity, including providing targeted training for yard supervisors to effectively support student interactions during recess and unstructured times. Students will also receive guidance in applying SEL tools to navigate everyday challenges they face at school.

In addition, the Bullying Prevention Program—launched in October—remains an active component of our student support efforts. When combined with our daily reinforcement of the EUSD Creed, these initiatives create a consistent message promoting respectful, responsible behavior.

By partnering with the Evergreen Parent Club and hosting inclusive, community-centered events, we continue to nurture a positive school culture. These collective efforts aim to make Evergreen Elementary School a place where all students and families feel connected, valued, and proud to belong.

Our 2024-2025 student attendance rate was 94.5% and we had two (2) SARB referrals.

1.4 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 5 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 district-adopted, evidence-based program designed to teach social skills and conflict resolution to students in transitional kindergarten through 4th grade, while preschool students participate in the Second Step program. Through this curriculum, students engage in a combination of anti-bullying strategies and essential life skills such as empathy, effective communication, and resilience, equipping them to navigate interpersonal challenges and build positive relationships.
- Mrs. Ackley, the District Counselor, along with School Psychologists Myers Lor and Taylor Pinnell, provide valuable support to teachers. In addition, Mrs. Ackley offers short-term individual counseling and small group sessions for students, focusing on skills such as managing anger, frustration, and anxiety, as well as building and maintaining friendships.

This year, the elementary school received a small schools grant, which has funded the addition of a Wellness Coach and a Wellness Technician. These new roles will deliver Tier 1 instruction to all students and provide Tier 2 behavioral support for those who need additional assistance.

- Each year, staff receive training in Choice Theory, specifically focusing on the Reflection Cycle, with regular refreshers provided during staff meetings and professional development sessions. By understanding the underlying motivations behind behaviors, we can more effectively create, adapt, and implement strategies that are most likely to encourage positive behavioral changes, fostering healthier and more productive lives for both ourselves and our students. Additionally, we are actively applying Choice Theory in our work with students.

Part 2 – PHYSICAL ENVIRONMENT

We have continued to increase the physical safety of students at Evergreen Elementary School 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.

Time, Expenditure, and Participation Matrix

Activity	Begin Date	Expenditure Categories	Participants
Second Step Training	May 2019; 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
Character Strong	August 2024	Professional Development	All Staff
Workplace Violence Prevention Program (WVPP)	July 2024	Professional Development	Al staff
Keenan Trainings	2025; annually	Professional Development	All Staff