



# DRAFT MONITORING REPORT

June 4, 2025

Executive Limitations: **EL-11, School Safety**  
Category: **Monitoring Executive Limitations**  
Period Monitored: **2024 - 2025 School Year**

*This is the monitoring report on the Board of Education's Executive Limitations 11.  
This report is presented in accordance with the Board's monitoring schedule.  
I certify that the information is true and complete.*

Tracy Dorland, Superintendent

Presented by:  
Jeff Pierson, Executive Director, Safety, Security and Emergency Management

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## **CONTEXT & BACKGROUND**

The Board received the last EL-11 report via presentation in June of 2024. One year later, this 2025 report provides updates on the following:

- Emergency Dispatch Center redesign
- Safety protocol for extracurricular activities
- Student voice in safety planning and management
- Secure vestibules & visitor procedures
- Campus supervisors
- Dedicated budget considerations for safety
- Visitor and volunteer management, and community partner tracking
- Emergency Alert System

In addition to the updates above, the following content is new for 2025:

- *Student Safety: Our Shared Responsibility* initiative
- Safe and Welcoming Learning Environments Investment Report ([Appendix A](#))
- Draft Adult Sexual Misconduct (ASM) Response Procedures ([Appendix B](#))

## **Executive Limitations-11**

The Superintendent will develop a safe schools plan, following consultation with school and district accountability committees, parents, teachers, administrators, students –and when appropriate, members of the community– that provides for a safe learning environment conducive to the learning process and free from unnecessary disruption that includes:

1. Procedures that address the supervision and security of school buildings and grounds.
2. Procedures that address the safety and supervision of students during school hours and school-sponsored activities.
3. Procedures that address persons visiting school buildings and attending school-sponsored activities.

4. Training programs for staff and students in crisis prevention and management.
5. Training programs for staff and students in emergency response procedures that include practice drills.
6. Training programs for staff and students in how to recognize and respond to behavior or other information that may indicate impending violence or other safety problems.
7. Training and support for students that aims to relieve the fear, embarrassment and peer pressure associated with reporting behavior that may indicate impending violence or other safety problems.
8. Procedures for safe, confidential reporting of security and safety concerns at each school building.
9. Procedures for regular assessments by school security/safety professionals and law enforcement officers to evaluate the security needs of each school building and to provide recommendations for improvements if necessary.

In addition, the Superintendent will develop and adopt, consistent with the Executive Limitation policy on Development of Administration Policy, all policies required as part of the safe schools plan. Finally, in adopting a crisis management policy, the Superintendent shall ensure that the statutory requirements concerning automated external defibrillators are referenced in such policy.

#### Legal

- C.R.S. 9-1-101 through 9-1-106 (construction requirements, fire escapes)
- C.R.S. 22-1-130 (6) (safe school plan must include parent notification of employee criminal charges)
- C.R.S. 22-3-101 through 22-3-104 (eye protective devices)
- C.R.S. 22-32-109.1 (safe schools plan)
- C.R.S. 22-32-109.1 (8) (inquiries to Colorado Department of Education regarding employees)
- C.R.S. 22-32-110 (1)(k) (power to adopt policies related to employee safety and official conduct)
- C.R.S. 22-32-124 (2), (3) (building inspections)
- C.R.S. 24-10-106.5 (duty of care)

Colorado Revised Statute § 22-1-130 requires school districts to notify parents and families if a staff member is formally charged with certain enumerated felony offenses. The district's human resources staff receives notification from the Colorado Bureau of Investigation any time a district employee has been arrested. HR staff partners with legal to evaluate whether the case triggers any parental notification obligation or otherwise indicates that we should not retain the employee.

#### **Jeffco Thrives 2025 Alignment**

Jeffco is guided by its strategic plan, Jeffco Thrives 2025. As a part of Our Operations: Our Foundation priority, EL-11 addresses school safety and physical well-being of our

students and staff. Additionally, EL-11 contributes to Our Community: Our Legacy priority, by addressing districtwide emergency operations procedures.

Jeffco has created policies and procedures to help ensure the safety and well-being of all of our students and staff is reflected within Executive Limitations 11. We are proud to be a national model for school safety. We have earned this reputation, in part, due to the local partnerships we have cultivated with neighboring public entities that bring more resources to bear on safety in Jeffco. Prioritizing the safety and physical well-being of our students and staff is an extensive, districtwide effort that includes all components outlined in EL-11.

## **CONTENT**

### **Executive Limitations-11**

- 1. Procedures that address the supervision and security of school buildings and grounds.**
- 2. Procedures that address the safety and supervision of students during school hours and school-sponsored activities.**

Jeffco Public Schools is committed to protecting the safety and well-being of our students and staff. We understand students learn best when they can attend classes in a secure and welcoming environment. The district's safety plan identifies security programs and measures that focus on prevention, intervention, and crisis response, 24 hours a day. Our 145+ security staff protecting our schools include:

- Executive Director, and an Administrative Assistant
- Senior Manager Strategic Projects, Resiliency, and Recovery
  - Patrol- 1 Commander, 3 Sergeants, and 26 Patrol Officers
  - Dispatch- 1 Manager, 2 Lead Dispatchers, 11 Dispatchers
  - Campus Security- 1 Manager, 3 Campus Supervisor Coordinators, 97 Campus Supervisors
  - Emergency Management- 1 Manager, 1 Specialist

#### **School Resource Officers**

Through partnerships with local law enforcement agencies, all Jeffco high schools and many of our middle schools have School Resource Officers (SROs). Thirty-five SROs play a vital role in Jeffco schools and serve in multiple roles including: informal mentoring and counseling, some in-person teaching and, when necessary, law enforcement. Since the 1999 Columbine tragedy, law enforcement agencies in Jeffco have fully covered the costs of Jeffco Schools' SRO program. Beginning in the 2025–26 school year, this agreement will be modified to represent a cost sharing model whereas Jeffco will pay 50% of the cost. This cost sharing model is common among Jeffco's neighboring districts.

## **Campus Supervisors**

Ninety-seven Campus Supervisors assist school administration in maintaining a positive and safe school environment. They monitor school buildings, grounds, and the immediate surrounding area for safety and security issues. Additionally, they:

- Coordinate safety and security efforts with district personnel, public safety service providers and the community
- Enforce school and district rules
- Monitor student behavior outside of the classroom and identify and implement intervention strategies while maintaining confidentiality in accordance with district policies

Campus Supervisors must maintain preparedness for safety and security emergencies at all times regardless of other work assignments. They are highly trained in de-escalation strategies, first aid/CPR, camera intel and analytics, drug and alcohol recognition, searches, and many other important aspects to safety. They assist school and district personnel in carrying out emergency response protocols (ex. HOLD, SECURE, LOCKDOWN, EVACUATION, SHELTER). In addition, Campus Supervisors support after school programs and, at times, co-curricular events.

All Jeffco high schools have a Campus Supervisor on-site, as do more than half of the middle schools. Our goal is to expand the campus supervisor position across all of our middle school campuses.

## **Coordinating Efforts with Partner Agencies**

The Executive Director of School Safety and the Executive Director of Communications collaborate to ensure regular communications between district officials and our law enforcement, fire department, city and county and local medical partners. This collaboration includes discussing crisis prevention and management strategies and getting input from these partners in the development and revision of crisis prevention and management plans. Together we coordinate emergency and command center operations and public information roles. Both leaders meet regularly with Jefferson County law enforcement SROs and Public Information Officers (PIOs) to build strong, working relationships across county agencies.

### **3. Procedures that address persons visiting school buildings and attending school-sponsored activities.**

Jeffco prioritizes a robust visitor management system to include secure vestibules which enable schools to fully control visitor access to the building via push button and visual technology. 2018 capital bond investments ensured 100% of Jeffco schools will have secure vestibules by the end of summer, 2025. About 33% of our schools use the Raptor visitor management software which provides schools with access to the sex offender database as well as a printed visitor badge to provide visual indication that all visitors belong in the building.

The Department of School Safety, in partnership with our division of Family and Community Partnerships, and the division of Information Technology is aiming to

procure and implement an automated visitor, volunteer, and community partner technical solution that provides enhanced security, efficiency and overall provides a better experience for visitors and volunteers in our buildings districtwide. ([See Appendix A](#) for more information).

- 4. Training programs for staff and students in crisis prevention and management.**
- 5. Training programs for staff and students in emergency response procedures that include practice drills.**

To ensure a safe and prepared school environments, Jeffco Public Schools has implemented comprehensive training programs for both staff and students in crisis prevention and emergency response/management. These programs include Safe Schools Plans for each site, our *Student Safety: Our Shared Responsibility* initiative, mandatory training on child abuse reporting and professional conduct, emergency response instruction, and regularly scheduled drills to build confidence and reinforce safety protocols. Through realistic exercises and specialized training partnerships—such as those with the Frank DeAngelis Training Center—Jeffco equips its school community with the knowledge and practical skills needed to respond effectively to emergencies. This layered approach reflects the district's commitment to creating safe, supportive learning environments through preparation, collaboration, and ongoing education.

### **Safe Schools Plan**

Jeffco's [Safe Schools Plan](#) is part of the district emergency operations, which includes both school sites and educational support sites. The plan is reviewed and revised annually. Changes and revisions are made based on best practice and/or shifts in protocols for school environments.

### ***Student Safety: Our Shared Responsibility Initiative***

This initiative, launched in 2025, is a shared mission of staff, students, families and the community to enhance student safety within Jeffco. In partnership with child safety experts in our community, internal work groups are reviewing relevant safety practices and leading intentional enhancement projects. *Student Safety: Our Shared Responsibility* internal work groups have been working on projects focused on the following:

- Completed (Operationalized):
  - Consulting with Child Safety Experts
  - Background & Reference Checks
  - Audit of Student and Staff Reporting Systems
  - Student Safety Summit
- Completion Anticipated in 2025-26 School Year:
  - Expand Staff Sexual Misconduct, Mandatory Reporter, and Grooming Prevention trainings
  - Student Safety procedures for Overnight Athletics and Activities trips
  - Access to Law Enforcement Information Systems
  - Expanded Student Curriculum

- In Progress with Potential Funding Implications:
  - Districtwide visitor and volunteer management, and community partner tracking
  - Technology Tool Exploration

For more information, please reference [this website](#) and the [report made to the Board of Education on February 13, 2025](#)

### **Training and Exercises**

Jeffco prepares staff, students, district employees and community partners for emergencies in four ways: mandatory training, emergency training, drills, and exercises.

#### Jeffco Reporter Mandatory Training

Every Jeffco employee must take an annual, mandatory reporter training regarding their obligation to report suspected child abuse and neglect. The course is assigned, executed and tracked using Vector Solutions, an online educational platform. Staff's mandatory reporting obligation is reiterated in district policy JLF. In 2023, the district adopted Policy Regulation GBEB-R which details expectations regarding professional boundaries in staff-student interactions. See [Appendix B](#) for a draft of our Adult Sexual Misconduct (ASM) Report Response Procedures.

2023's SB 296, regarding student discrimination and harassment, requires school districts to include instruction on recognizing "indicators of grooming and child sexual abuse" in employee training. As a part of the *Student Safety: Our Shared Responsibility* initiative all school staff will be trained in Adult Sexual Misconduct in partnership with the Colorado Office of School Safety by the beginning of the 2025-26 school year. All non-school based staff will receive training in the fall of 2025.

#### Emergency Trainings

Our emergency training is grounded in industry best practice, and is designed to educate students and staff on how to respond to an emergency situation, participants are instructed on the general scope of the emergency, are shown the life safety skills necessary to respond and survive an emergency, discuss contingencies and walk through responding actions when needed. All school based administrators, community superintendents, secretaries, facility managers/staff, and paraprofessionals took part in our mandatory safety training this summer.

#### Emergency Drills

Designed for practice of the life safety skills learned in emergency training, regular and repetitive drilling develops participants' positive "muscle memory" in a safe and controlled environment *without* stressors (such as emergency sights and sounds, limited resources, etc.). Every school conducts a lockdown drill during the Fall semester and then one more additional drill on evacuation, shelter, etc. in the Spring semester as outlined in Senate Bill 08-181.

#### Emergency Exercises

Designed to test the skills, knowledge and collaborative ability of employees, replicated/simulated emergencies are conducted through table tops and full-scale exercises.

Tabletop exercises are scheduled meetings where emergency teams are led through a hypothetical emergency scenario. This allows the team to discuss how they protect, respond and recover from the emergency and review potential prevention and mitigation tactics.

Full-scale exercises (typically one biennial) are designed to simulate a real environment where participants' skills are tested under strenuous situations that replicate an emergency situation. In the district, full-scale exercises are closed to the public for safety reasons and all participants are aware of the exercise's parameters. Full-scale exercises are performed during non-school days and students may only participate with pre-written parental approval.

Jeffco's former Martensen Elementary School in Wheat Ridge is home to the Frank DeAngelis Training Center for School and Community Safety. This one-of-a-kind facility trains law enforcement, school security, and many other agencies including the FBI and Navy Seals, on how to respond to school safety incidents. Through the district's collaborative partnership with the DeAngelis Center, our internal R1 Patrol and security teams have priority access to the facility where Jeffco administrators, campus security and others gain the skills to support school safety. The R1 patrol division participates in 25-30 training sessions per year. Jeffco R1 Patrol took part in weekly tactical training along with all of our high school administrators (75+), and community superintendents participated in a three-hour school safety training academy in late July 2024. Every law enforcement agency in Jeffco (Lakewood, Golden, Westminster, JEFFCO Sheriff, Wheat Ridge, Edgewater, and Arvada) takes part in utilizing the center for ongoing school safety training throughout the year.

- 6. Training programs for staff and students in how to recognize and respond to behavior or other information that may indicate impending violence or other safety problems.**
- 7. Training and support for students that aims to relieve the fear, embarrassment and peer pressure associated with reporting behavior that may indicate impending violence or other safety problems.**

Successful school culture and student discipline involves setting all students up for success by meeting their academic, social, emotional, behavioral, and mental health needs. Furthermore, ensuring schools have the necessary tools to assist students with addressing any behaviors that could otherwise interfere with their learning or others' learning or impact school safety.

## **Discipline Matrix**

[Jeffco's Discipline Matrix](#) is a comprehensive resource for schools and school leaders aligned to current board policy and Colorado Statute, and:

- Clearly delineates levels of behavior that are classroom managed versus office managed, which can inform the work of the collaborative Proactive Behavior Safety Team (PBST) structure in buildings
- Provides detailed descriptions, definitions, and examples of each level of offense to facilitate consistency of district documentation and accuracy of reporting, as well as application of consequences
- Includes links to policy, alternative/restorative resources, and guidance regarding law enforcement referrals

Through the consistent utilization of this resource, Jeffco will be able to:

- Improve the data accuracy of behavior reporting
- Ensure equitable experiences for all students, regardless of school of enrollment
- Continue the work of HB 12-1345, which includes social emotional behavior prevention work in schools, the implementation of restorative discipline, and minimizing referrals to law enforcement for low level behaviors when possible

Discipline data is reported in Monitoring Report 3.1 and 3.3 (June 4th, 2025).

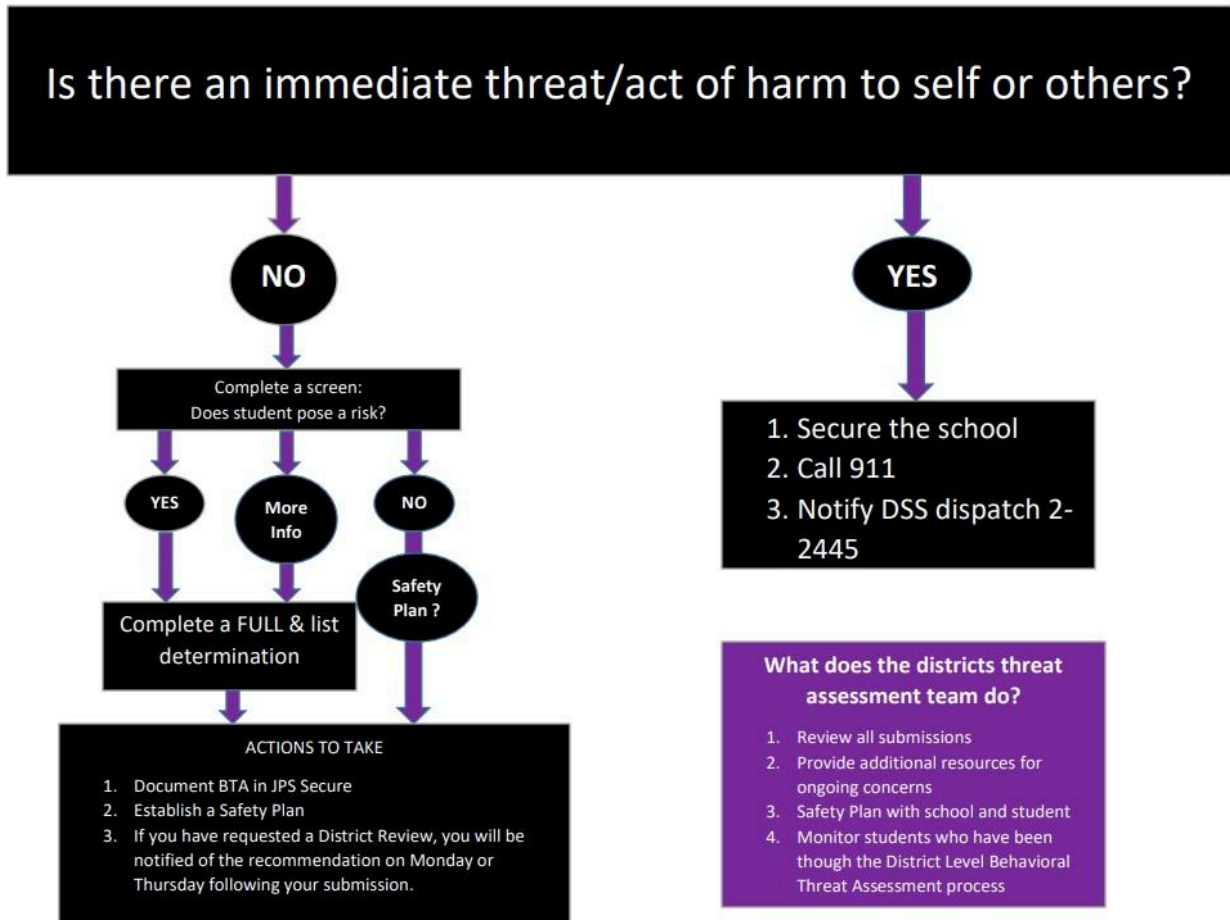
### **Behavior Threat Assessments**

Behavioral threat assessment and management is a multidisciplinary, fact-based, systematic process designed to identify, assess, and manage potentially dangerous or violent situations. The purpose of the team is to identify, evaluate, and address potential threats to help schools distinguish between incidents where a student made a threat that is not actually legitimate (with no intent to harm) and other incidents in which the student does pose an actual threat of targeted violence. In all cases, the goal is to pair the student with proper school and community-based intervention and supports. The systematic and proper implementation of the threat assessment process helps avoid impulsive and potentially harmful decisions that can lead to over-management (i.e., unnecessary suspension and expulsion) and requires teams to take into account the context rather than using a zero-tolerance approach.

The behavioral threat assessment process begins with two essential questions: (1) Does the student or students' behavior pose a threat to themselves or others? (2) Did the student make a direct threat?

If a potential threat has been identified, the following protocol is initiated (see Figure 1).

**Figure 1. Behavioral Threat Assessment Protocol (2025 update)**



In the 2024-2025 school year, 1030 Behavioral Threat Assessments were submitted. This number may seem high but it is important to note that the screening process ensures that schools and the district are aware of and addressing any *possible* threats. It is also important to note 88% (915) of these assessments were managed and resolved through the screening level assessment. Each threat assessment is individually reviewed by the Judicial Services team and uniquely crafted to the individual student’s circumstances. This may also include tailored supports for other students related to the situation as well.

The Judicial Services team provides regular training to administration and school staff to assist in understanding the process to complete assessments at the school level, as well as offering consultation on a regular basis. After an assessment is completed, many different supportive measures may be utilized at the school level

and referrals for community supports and interventions may also be recommended. Examples of these supports are a school safety plan to help the student identify intervention points in their day to seek support, connection to adults in the building and identified skills they will be working on. Community supports and interventions could involve a referral to the Juvenile Assessment Center for additional resources and mental health supports through Jefferson Center for Mental Health.

### **Student Review Team**

Jeffco's Student Review Team (SRT) is responsible for assessing the most severe behavior situations within the educational environment, which may range from persistent aggressive behavior to crimes of violence or other serious infringements that impact the safety and welfare of other students and staff. The team's role is to thoroughly evaluate the circumstances surrounding the incident, considering factors such as the student's history, context of the behavior, and the severity of the offense and arrive at a balanced decision. Decisions by SRT may result in expulsion, an administrative placement for safety, and/or a referral to a case management team that will develop a carefully tailored safety plan that enables the student to return to their home school.

The SRT's primary focus is to ensure that decisions are made in the best interest of all parties involved, including the student in question, fellow students, faculty, and the community at large. This requires an intricate coordination among various specialists, including school administrators, counselors, legal representatives, and sometimes even medical or psychological experts, who provide a comprehensive view of the situation.

SRT is committed to a fair and objective process for every student that emphasizes rehabilitation where possible, recognizing that every student deserves the opportunity to grow and learn from their mistakes, while also maintaining a safe and productive educational environment for everyone.

## **8. Procedures for safe, confidential reporting of security and safety concerns at each school building.**

### **Safe-2-Tell**

The statewide, anonymous safety reporting tool is the Safe-2-Tell Hotline. Sponsored by the Colorado Attorney General's Office, Safe-2-Tell (S2T) is a Colorado Student Crime Stoppers Program designed to allow students, teachers, parents or anyone to anonymously report anything that threatens or may endanger the reporter, friends, family or school. In July, 2007 legislation (HB 197) was signed by the Governor protecting telephone records and ensuring anonymity of callers associated with reports to the S2T Hotline. Posters that feature the hotline number have been distributed to and are on display in all schools. The S2T Hotline number is periodically included in school newsletters. Jeffco received a total of 2,885 S2T tips during the 2024-25 school year; 341 of those tips were duplicate reports. Of those 2,544 total tips for individual incidents, here is a breakdown of the number of tips in key categories:

- Drugs: 200 Tips
- Fighting: 44 Tips
- Guns: 99 Tips
- Planned School Attack: 41 Tips
- Threats: 161 Tips

In 2023 Governor Polis signed SB23-249 that makes false reporting of a mass shooting or an active shooter a Class 6 felony. The bill also expands the crime of falsely reporting an emergency to include when a threat causes a shelter-in-place order or results in the initiation of a standard response protocol. Jeffco is the number one user of the anonymous line across the state and can attest the program has helped school officials and authorities mitigate numerous potential threats and suicidal concerns.

**Stakeholder Perceptions of Safety**

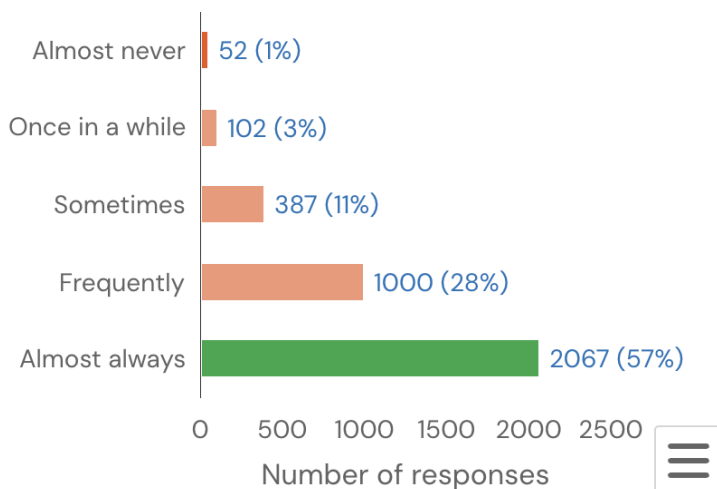
Jeffco staff, students, and families had the opportunity to complete the *Jeffco Listens* Employee, Student, and Family feedback surveys from January 21 through February 18, 2025.

*Jeffco Employee Survey Results*

A total of 3,623 Jeffco employees responded to the survey. Most of these employees (3,608) also indicated how safe they felt at work over the past week. As shown below in Figure 2, 57% of staff members reported they almost always feel safe at work (a 2-percentage point decrease from 2024), and an additional 28% indicated they frequently feel safe (2-percentage points higher from 2024).

**Figure 2. 2025 Employee Survey Safety Perceptions**

During the past week, how often did you feel safe at work?

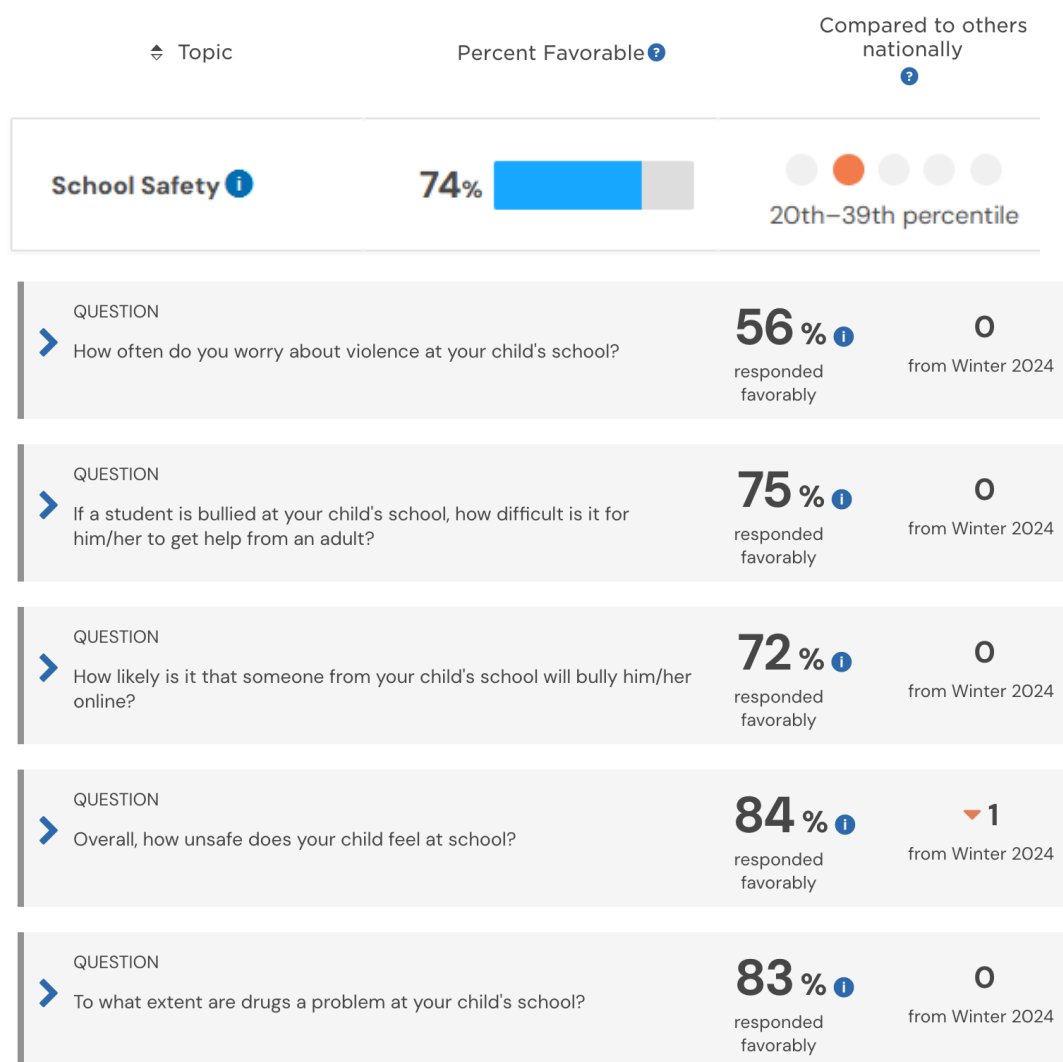


*Family-School Relationships Survey Results*

The family survey included an overall safety topic with five separate questions. More than 11,500 Jeffco families of students in PK through 12th grade answered the survey. Shown in Table 1 below, about three-quarters of families responded favorably regarding their overall perception of safety, which was the same as last year. This topic ranked near the 40th percentile compared to national Panorama (survey vendor) benchmarks. For this topic, Jeffco falls slightly below average compared to responses from other districts and schools across the country on the same survey questions. Elementary families reported higher favorability for the school safety topic than secondary families.

The questions with the highest favorability were around children feeling safe and drugs not being a problem at school. Fewer than 6 in 10 respondents answered that they rarely worry about violence at their child’s school.

**Table 1: 2025 Family Survey Safety Perceptions**



Please note that percentage favorable is measuring the positive responses from families (for example, the question “Overall, how unsafe does your child feel at

school?”, the large majority, 84% of families, reported that their child feels “Not at all unsafe” or “Slightly unsafe”).

#### *Patterns by disaggregated family groups for the overall topic of safety*

Families were asked to provide descriptive information about themselves and their eldest child at the particular school they were responding about. The following patterns emerged from this disaggregated information:

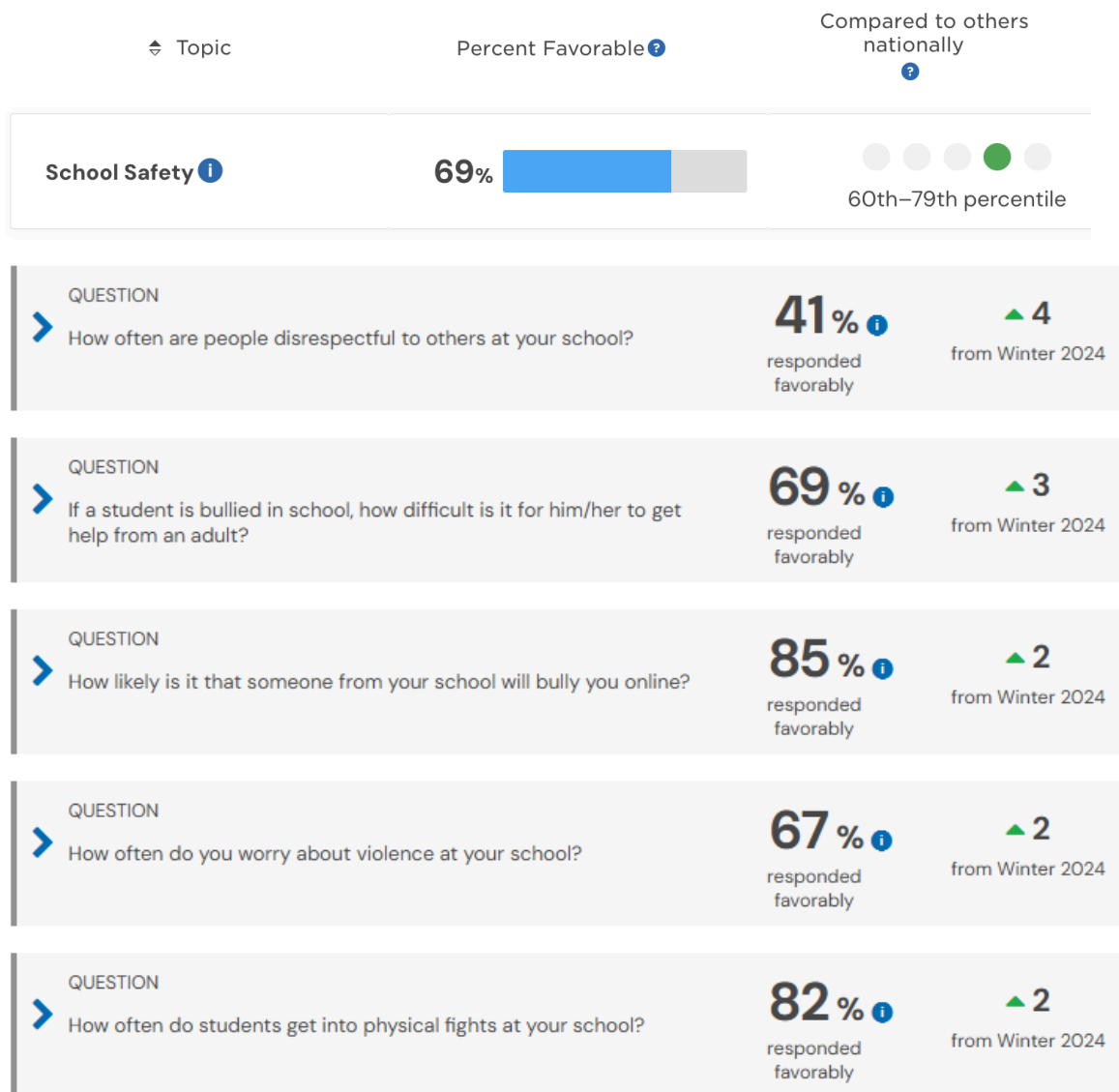
- Families with students in grades 6-12 had higher concerns around violence at school compared to families of elementary students. Families identifying as Asian or White were less often worried about violence at their child’s school compared to families identifying as Hispanic or Latino, American Indian or Alaska Native, or Native Hawaiian or Other Pacific Islander, by about 10-percentage points. Similarly, families with students in Special Education or Gifted/Talented programming also were less often worried about violence at school compared to families of English language learners, by about 10-percentage points.
- Similar to last year, families with children in the early grades indicated it would not be very difficult to get support if they were being bullied compared to secondary students, with a gap of over 10-percentage points. There is a similar pattern for online bullying, where families of elementary students indicated a much lower likelihood their child would be bullied online compared to secondary students, with a gap of about 30-percentage points.
- Concerns about drugs were virtually non-existent for elementary families.

#### *Student Survey Results*

The Panorama student survey for grades 3 through 5 was administered for the second time this year and for secondary students (grades 6-12) for the third time. More than 12,000 elementary students completed the survey with safety perception results provided in Table 2 below. For elementary students, nearly 7 in 10 respondents had a favorable perception of the overall safety topic. Compared to national norms, Jeffco’s elementary responses ranked near the 80th percentile.

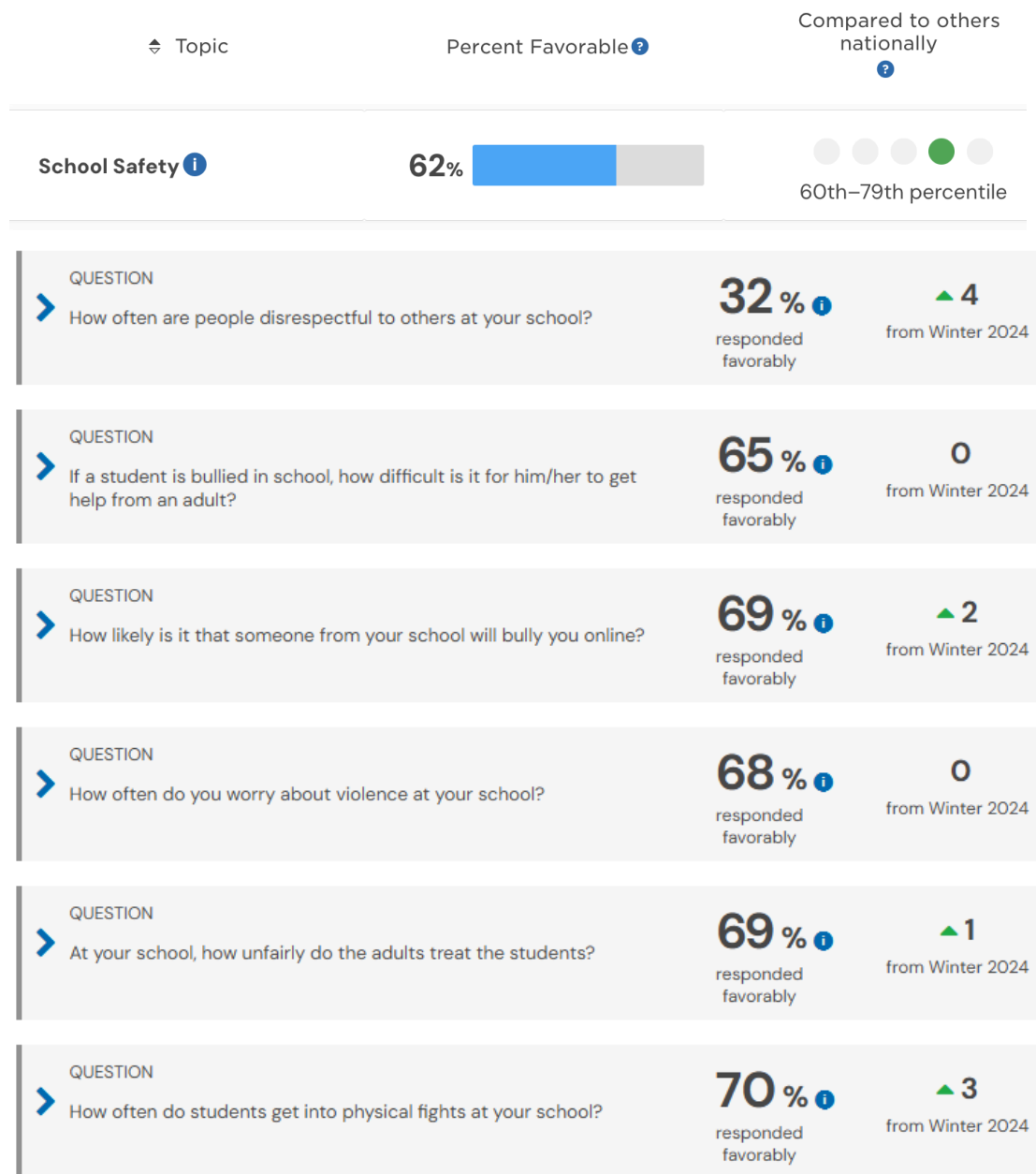
The items with the highest favorability were for lower likelihood of being bullied online or in physical fights for elementary students. About 40% of elementary students had a favorable response for people not being disrespected by others.

**Table 2: 2025 Elementary Student Survey Safety Perceptions**



For the nearly 25,000 secondary students who completed the survey, a little over 6 in 10 (62%) responded favorably to the overall school safety topic, a 1-percentage point increase from the prior year. Compared to national Panorama benchmarks, this topic ranked near the 60th percentile, making it a strength area for the district survey results. All safety question results from secondary students survey responses are provided in Table 3 below. The majority of questions had nearly 7 in 10 students responding favorably, except for people being disrespectful of others at their school, similar to the elementary survey results.

**Table 3: 2025 Secondary Student Survey Safety Perceptions**



**9. Procedures for regular assessments by school security/safety professionals and law enforcement officers to evaluate the security needs of each school building and to provide recommendations for improvements if necessary.**

Each year, the Jeffco Emergency Management team conducts two required drills with each school, one being a lockdown. During the drill, the emergency management team assesses any life safety issues (e.g. properly functioning door controls, operable audio announcements and alarms) and makes a plan to address them in a timely manner. Through this process, additional best practices (process

and equipment) are recommended to schools on ways to improve school safety. Many times these additional investments are the responsibility of the school. However, we are considering ways to supply central funding in the future to ensure all issues are addressed. Schools utilize their School Response Team (SRT) for all school safety incidents. All members of the SRT team are FEMA 101 certified.

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## COMPLIANCE STATEMENT

### Operationalized - June 2025:

**Campus safety.** Our campus security team is deployed throughout our high schools and many of our K-8 and middle school campuses. They are highly trained in mental health, first aid, de-escalation, search, camera access and intel, etc. and are assisted by mental health and safety personnel as appropriate. (Operationalized in 2024)

**Safety checks.** Jeffco's Emergency Operations Plan, EOP, continues to be operationalized with modifications occurring, when necessary, over time. In the 2024-25 school year, we completed annual full safety checks at every school (fire drills, lockdown, shelter, and or evacuation drills, verifying school response team member information and credentials, and other pertinent information) to be fully prepared for any type of incident. (Operationalized in 2024)

**Emergency response training.** Building administrators and community superintendents are scheduled to complete their annual mandatory safety training for the 2025-26 school year in July and August and transportation, secretaries, paraprofessionals, and Facility Managers are scheduled to be trained in July and August on safety best practices and responsibility. Additionally, Cabinet and our other Jeffco Public School Incident Command System teams (Reunification Team, Emergency Phone Bank Team, etc.) are scheduled to complete large scale scenario response based training in July and August. (Operationalized in 2024)

**Threat assessment model.** Jeffco implements the threat assessment model identified by national best practice which requires the following, all of which is in place in Jeffco. (Operationalized in 2024)

- Establish a multi-disciplinary threat assessment team
- Define prohibited and concerning behaviors
- Establish and provide training on central reporting system
- Determine threshold for law enforcement intervention
- Establish assessment procedures
- Create and promote a safe school climate
- Provide training for all stakeholders

**Community education.** The Department of Safety and Security works with school based parent organizations to present safety best practices, and to answer community questions through school based structures. A presentation was delivered by this team at the Safe Student Summit in April of 2025. (Operationalized in 2024)

**Student Review Team.** Student Review Team is a multidisciplinary team meeting weekly to make balanced decisions regarding response to severe student behaviors. (Operationalized in 2024)

**Consistent use of District Discipline Matrix.** All school-based administrators have been trained on the newly revised student discipline matrix and are using it to inform discipline decision making. (Operationalized in 2024)

**Emergency Dispatch Center redesign.** The department of school safety finished its renovation and technology upgrade of the Emergency Dispatch Center in April of 2025. This project was funded by almost \$1 million in grant funding from the State of Colorado's Office of School Safety, \$75,000 in grant match funding from Jeffco Public Schools, and \$100,000 from Jefferson County Emergency Communications Authority (JCECA). The newly renovated center has expanded its space to accommodate growth in emergency dispatch center personnel numbers and now has state-of-the-art technology allowing the dispatch team to provide faster life-saving support to schools in need. (Moved in 2025 from On Track)

## **On Track:**

**Safety training.** Built staff capacity with consistent messaging and robust safety training across all divisions of the organization; training to include in-person and virtual/online when and where available.

**Safety protocol for extracurricular events.** Trained Department of School Safety personnel, athletic directors, and other key stakeholder groups in the Evacuate, Evade, Defend safety protocol – a best-practice protocol for an active threat at a large event (exterior or interior sports, musicals, etc.). Scale implementation to all stadiums and school sites. (Moved from Focused Acceleration June 2025)

**Student voice in safety planning and management.** Increased the solicitation of student voice, through Jeffco Student Leadership Board, in strategic decision-making around safety priorities and planning. (Moved from Focused Acceleration June 2025)

**Safe & Welcoming Learning Environments Report.** Developed a roadmap of safety-related funding priorities in the development of the Safe & Welcoming Learning Environments Report (a follow-up from the 2024 Alliance work) with input from the four Board advisory committees and the student board.

**Secure vestibules & visitor procedures.** Increased target hardening for unwanted visitors (*making our schools less attractive, more secure, and harder to access*) via

secure vestibules which prioritize controlled access (Moved from Focused Acceleration June 2025)

**Student Safety: Our Shared Responsibility initiative.** Collaborating with local child safety experts to evaluate current safety practices and implement revisions or new initiatives to create a safer and more supportive learning environment for all students.

## Challenges:

**Volume of Reports.** As reporting tools like Safe2Tell grow in popularity and usage, our team has experienced a significant increase in the volume of reports, requiring ongoing monitoring and consistent, timely responses. To ensure every report is addressed appropriately, we conduct regular, systematic reviews of all submissions.

**Campus supervisors.** We are finishing the 2024-25 school year with 15 vacancies and this marks one of the lowest vacancy rates we have had in recent school years. It is challenging to hire for these roles and maintain staffing. Still, our goal is to potentially increase the number of campus supervisors to ensure we are staffed at every middle, K-8, and high school and, in the future, to consider campus supervisors at the elementary level.

**Budget considerations for safety.** Some non-FTE school safety investments are currently included in the district's central budget while others are included within each school's individual budget; responsibility of maintenance and replacement of certain safety features remain within each school's purview. This issue of parity among schools is detailed in the Safe & Welcoming Learning Environments Report which can be found in [Appendix A](#).

**Visitor and volunteer management, and community partner tracking.** The district lacks consistency in its visitor and volunteer management process. As mentioned above, some schools are using a system (e.g., Raptor) while others are not. The district is exploring the purchase and implementation of one system, district-wide. This will require a central funding source.

**Established and emerging technology.** Continuing to prioritize the safety of our school communities requires understanding and effectively implementing established and emerging technologies that enhance school safety. Specifically, technologies – for example advanced emergency alert systems, which audibly alarm over school intercoms and notify all staff through a messaging application – must be evaluated for use in Jeffco. Ensuring that we are adapting to evolving safety needs and identifying funding sources to support adoption and ongoing maintenance, is a challenge we must recognize and address.

## **ABOUT POLICY GOVERNANCE - ENDS AND MONITORING**

In December 2022, the District and the Board of Education agreed to a monitoring reports calendar aligned with Board Ends and Jeffco Thrives 2025 goals to guide Board updates and meeting agendas. The goal of the monitoring reports is to:

- Present the Board with robust data and information reflecting the work aligned to its Ends and Jeffco Thrives;
- Present the Board with information which it has requested through its executive limitations; and
- Reflect a cycle of necessary board actions (either driven by statute or otherwise, like the budget process).

Based on the Board Ends, district staff creates and compiles data sets into monitoring reports to provide the Board information toward the accomplishment of Ends statements. A calendar of all monitoring reports is presented to the Board annually, with the data aligned to the time frame of availability and to required analysis and accountability deadlines. Through the monitoring process, the Board set goals and thresholds aligned to policy and available data sets. Staff will utilize data to report district compliance with the Ends and Executive Limitations set within policy and show progress toward the goals and thresholds over time.

Each monitoring report focuses on one of the statements within the Board's Ends (i.e., 1.1 - Every student will demonstrate significant and appropriate academic growth using a body of evidence that includes classroom and standardized summative assessments). The narrative within the report contains an interpretation of what compliance of this particular end means. The monitoring report is a compilation of multiple sources of data that inform compliance.

## APPENDIX A

# Jeffco Safe & Welcoming Learning Environments Investments Report

June 2025

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## OVERVIEW AND PURPOSE OF THIS REPORT

This Safe & Welcoming Learning Environments report was produced during the 2024–25 school year as a collaborative effort between the Department of School Safety and the Office of Strategic Initiatives. A key component of the development of this Safe & Welcoming Learning Environments Report was seeking input from the four Board advisory committees and the student board:

- District Accountability Committee (DAC)
- Technology and Data Privacy Advisory Committee (TDPAC)
- Capital Asset Advisory Committee (CAAC)
- Financial Advisory Committee (FAC)
- Jeffco Student Leadership Board (JSLB)

During the fall 2024-2025 school year, the Department of School Safety presented an update on the current state of school safety funding and anticipated future needs to maintain and update essential safety features across the district. Committee feedback is represented in this report.

Jeffco Public Schools is a national leader in school safety. Environments that foster safety for students, staff, and communities remain a top priority for the district. As a district, we fundamentally believe that school safety is foundational to positive outcomes for students. Similarly, research shows that student belonging is equally important to their success. Safe & Welcoming Learning Environments are an area of significant interest to the Board, the superintendent, Jeffco students, staff, and families, and communities.

## BACKGROUND

- **October 2018:** Prior to the pandemic, the district convened a "taskforce" on this topic that required a large investment of time and resulted in recommendations the district was unable to afford or implement. The task force's report was presented to the Board of Education. View the report [here](#).
- **Spring 2024:** A subgroup of the Jeffco Thrives Alliance convened to revisit the work conducted by the 2018 taskforce and to help prioritize and focus the recommendations. The Safe & Welcoming Learning Environments work can be viewed [here](#). Three guiding principles for investment emerged:
  - Physical safety
  - Belonging & wellbeing
  - Culture & climate

*Note that this project and report focus narrowly on the physical safety component of the subgroup's work.*

## PURPOSE

This Safe & Welcoming Learning Environments report:

- Fulfills an aligned superintendent goal (see below)
- Builds on the Spring 2024 Alliance engagement
- Reflects input from Board committees and the Jeffco Student Leadership Board (JSLB):
  - Capital Asset Advisory Committee (CAAC)
  - District Accountability Committee (DAC)
  - Financial Advisory Committee (FAC)
  - Technology and Data Privacy Advisory Committee (TDPAC)
- Recommendations may be incorporated into:
  - Strategic Capital Master Plan
  - 2026 local revenue request to voters

## SUPERINTENDENT GOAL

Goal 8: School Safety Ends 3: 3.1–3.4	Develop a plan to support schools in creating	Deliver a Safe & Welcoming Environments
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	environments that support safety and are inclusive of all students and families.	report by June 30, 2025 that has been informed by input from Board committees.
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A focus on funding high priority **physical safety** items will address the following priorities:

- 1) Reinforce safe and welcoming physical environments
- 2) Invest in ongoing safety replacements and enhancements to physical environments

Each area may require **consistent and/or new investment**.

The investments in physical safety outlined in this report will provide personnel, technology and resources to ensure parity in school safety across the district and alignment with the evolution of security enhancements and technology.

## JEFFCO SCHOOL SAFETY AT A GLANCE

All staff, students and school communities deserve environments that are welcoming and without threats, bullying, intimidation, and harassment. Jeffco Public Schools prioritizes the safety and well-being of our students and staff. We understand that students learn best when they can attend classes in secure and welcoming environments. The district's safety plan identifies security programs and measures that focus on prevention, intervention, and crisis response, 24 hours a day.

Jeffco's [Safe Schools Plan](#) is part of the district emergency operations, which includes both school sites and educational support sites. The plan is reviewed and revised annually. Changes and revisions are made based on best practice and/or shifts in protocols for school environments. The current projected School Safety budget for the 2025-2026 school year is \$10,470,901.

The district has over **145 safety and security staff + 35 School Resource Officers (SROs)**. The 145+ security staff protecting schools include:

- Executive director
  - Administrative assistant
- Senior Manager Strategic Projects, Resiliency, and Recovery
  - Patrol – commander, 3 sergeants, and 26 patrol officers
  - Dispatch – manager, 2 lead dispatchers, 2 lead tech dispatchers, and 9 dispatchers
  - Campus Security- manager, 3 campus supervisor coordinators, and 97 campus supervisors
  - Emergency management – manager, 1 specialist

The Jeffco School Safety team works **24 hours a day** to protect

- 145 schools
- 75,000 students
- 14,000 employees
- 168 campuses

### **SROs**

Through partnerships with local law enforcement agencies, all Jeffco high schools and many of our middle schools, have SROs. Thirty-five SROs play a vital role in Jeffco schools and serve in multiple roles including: informal mentoring and counseling, some in-person teaching and, when necessary, law enforcement when necessary. Jeffco municipalities fund and support the SRO positions for our schools and work as partners to serve our mission alongside our internal teams.

### **Campus Supervisors**

Ninety-seven<sup>1</sup> Campus supervisors assist school administration in maintaining positive and safe school environments. They monitor school buildings, school grounds, and the immediate surrounding area for safety and security issues. Additionally, they:

- Coordinate safety and security efforts with district personnel, public safety service providers and the community
- Enforce school and district rules
- Monitor student behavior outside of the classroom and identify and implement intervention strategies while maintaining confidentiality in accordance with district policies

Campus supervisors maintain preparedness for safety and security emergencies regardless of other work assignments. They are highly trained in de-escalation strategies, first aid/CPR, camera intel and analytics, drug and alcohol recognition, searches, and many other important impacts of safety. They assist school and district personnel in carrying out emergency response protocols (HOLD, SECURE, LOCKDOWN, EVACUATION, and SHELTER). In addition, Campus Supervisors support after-school programs and, at times, co-curricular events.

All Jeffco high schools have an on-site Campus Supervisor, as do more than half of the middle schools. Our goal is to expand the campus supervisor position across all of our middle school campuses. See the [Recommendations](#) section below for details.

A full summary of current School Safety staffing, procedures and training is available via [EL-11 on BoardDocs](#).

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<sup>1</sup> Four of the ninety-seven campus supervisors are funded directly by school budgets or school leadership's budget

## SCHOOL SAFETY EVOLUTION

While expert response is important, **prevention** is key to stopping critical incidents in schools.

- Campus supervisors and SROs play a key role in prevention.
- Caring environments where students feel a sense of belonging are conducive to lowering the number of incidents.
- Students feeling safe and supported, both physically and emotionally, helps to lower the number of incidents going forward.
- School safety staff and administrators who are trained on how to stay engaged, identify red flags and use the resources available to help in situations.
- Safety technology is highly effective at preventing critical incidents.





## FUNDING HISTORY

Historically and currently, safety and security investments have been included both in the district’s central fund and budget and school budgets.

### SROs

Since the 1999 Columbine tragedy, law enforcement agencies in Jeffco have fully covered the costs of Jeffco Schools’ SRO program. Beginning in the 2025–26 school year, this agreement will be modified to represent a cost sharing model whereas Jeffco will pay 50% of the cost, an estimated \$3 million-\$3.5 million annually. This cost sharing model is common among Jeffco’s neighboring districts.. See the **Future Funding Needs** section below for details.

### 2018 BOND AND MILL LEVY OVERRIDE FUNDING

The 2018 Capital Improvement Program & Mill Levy Override (MLO) funded essential one-time costs to install critical safety features and mental health resources.

- Important safety upgrades in schools across the district through voter-approved bonds, including secure vestibules (entryways) for all schools and classroom push-button locks
- Created equity in surveillance equipment at each level
- Major investment in mental health supports

## ADVANCEMENTS IN INVESTMENTS SINCE 2018

Since the 2018 taskforce and presentation, several of its recommended safety enhancements have been funded and implemented:

### **Additional Staff**

Currently, all high schools and more than half of middle schools have at least one campus supervisor. Jeffco's goal is to match the industry best practice such that all schools have at least one campus supervisor.

### **Additional Training for All Staff**

Jeffco's school safety team members and school administrators have access to a robust, on-site training program called the **Frank DeAngelis Community Safety Center**. Operating from a previously vacant Jeffco-owned school building, the center provides an active training environment for police officers, Jeffco School Safety personnel, and school administrators. Since its inception, more than 170,000 people from more than 350 federal and local agencies have been trained in active shooter situations via this center. The Frank DeAngelis Community Safety Center serves as a national model. It is operated by the Jeffco/DeAngelis Foundation in partnership with Jeffco Public Schools.

### **Secure Vestibules**

Funded as one-time investments via the voter approved 2018 bond initiative, all Jeffco Schools will have secure vestibules installed at the entrance of each school by the end of this summer.

## FUNDING STRUCTURE

Currently, some safety and security budget exists within Student-based budgeting (SBB) and is the responsibility of the schools.

Budget location and oversight for safety expenses was a topic of discussion with all Board committees during the 2024–25 school year. See the [Board Committee Feedback](#) section below for details.

The 2018 task force recommended that “all budgetary items related to safety and security be moved under and managed by the Department of School Safety.” Since then, and as mentioned above, some school safety investments are currently included in the district's central budget while others are included within each

school's individual budget; responsibility of maintenance and replacement of certain safety features remain within each school's purview.

## SCHOOL SAFETY FUNDING PARITY CHALLENGES

Schools oversee and are responsible for funding the maintenance and replacement of safety equipment and upgrades.

- Cameras
- Radios
- Parking lot lighting
- All-school speaker announcement system
- Outdoor fencing
- Visitor and volunteer management system - about 33% of schools currently fund licenses for products that provide this service at their schools
- Door locks
- All safety equipment replacements

Several schools' parent teacher associations (PTAs) fundraise to cover the expenses of safety and security features such as additional cameras, start-up costs for Watch Dog Dads programs, and radios, while other schools do not have this added funding source. Additionally, when expenses are left to the school to cover, outdated equipment is sometimes replaced with lower-cost, below industry standard equipment purchased on Amazon and other lower-cost vendors.

## FUTURE FUNDING CONSIDERATIONS

Jeffco is proud to be a national leader in school safety—an area that remains a top priority for our Board, superintendent, students, staff, and families. We believe that safe and welcoming learning environments are foundational to student success, and we've invested accordingly. As this report demonstrates, maintaining the high-quality systems and practices that support safety and belonging requires ongoing commitment and new and continued investment to meet the evolving needs of our schools and communities. Including, for consideration:

- Maintaining SRO program under a new cost-sharing model.
  - \$3 million to \$3.5 million annually
- Adding Campus Supervisors (unarmed security professionals) in all middle schools and elementary schools with management positions to oversee the expanded team, as well as required tools, equipment, and training.
  - \$5.4 million annually
- Camera and radio purchases, upgrades, and maintenance
  - \$560,000 one-time right sizing cost
  - \$3.73 million annually
- District-wide visitor and volunteer management system
  - Cost TBD
- Video surveillance and storage

- Server (local storage) - \$513,000 annually
- District-wide Emergency Alert system to successfully prevent, prepare for, respond to, and recover from an emergency
  - \$72,500 one time start-up
  - \$309,430 annually

\*See the [Appendix](#) for details on each area of investment.

## BOARD COMMITTEE FEEDBACK

A key component of the development of this Safe & Welcoming Learning Environments Report was seeking input from the four Board advisory committees and the student board:

- District Accountability Committee (DAC)
- Technology and Data Privacy Advisory Committee (TDPAC)
- Capital Asset Advisory Committee (CAAC)
- Financial Advisory Committee (FAC)
- Jeffco Student Leadership Board (JSLB)

During the fall 2024 and spring 2025 semesters, the Department of School Safety presented an update on the current state of school safety funding and anticipated future needs to maintain and update essential safety features across the district.

Each committee was asked to consider and provide input on the following:

- What are the key physical safety components that you think contribute to a safer learning environment?
- What safety and security investments should be autonomous to schools versus directed and supported by the district?

Notes: FAC was asked to weigh in on potential funding sources for future safety investment needs. Members of the JSLB were asked to share their feelings of safety while at school.

### Summary of Feedback: DAC, TDPAC, CAAC

The feedback reflects a balanced approach to safety, combining physical security measures with professionally trained safety and security personnel and mental health professionals such as counselors. Committee members emphasized the need for consistent, equitable funding and strong collaboration between the district and schools to ensure comprehensive safety solutions and maintenance.

Note: Members of TDPAC noted that a risk analysis would be helpful in allowing committees to sufficiently assess the priority funding needs.

## District vs. School Funding Responsibilities

**Overview:** Committees were asked to consider which safety measures should be uniformly funded by the district and which should be left to schools to manage and fund through School Based Budgeting (SBB). With the exception of FAC, committees agreed that the district should centrally fund and oversee all essential safety and security measures and resources, including trained security personnel and essential safety equipment, to ensure parity across all schools. An emphasis was placed on all schools having equitable safety and security measures.

- “Kids in less funded schools shouldn’t have to sacrifice any portion of their safety. PTAs shouldn’t sacrifice funding for academic or support resources in the name of safety that should be funded by the district. There should be a minimum threshold of district-provided security based on campus size. Each school should go through an assessment to determine their minimum threshold of safety and that should be provided by the district.”

—Feedback submitted by a group of DAC

members

- “A security baseline needs to be established, funded, and maintained by the district. Schools can add more beyond the baseline if they choose with their own money.”
- “I feel that security in general should be centrally funded and administered. In a word, equity.”

— Feedback submitted by TDPAC

members

FAC members requested a more specific cost analysis for the safety investments the district would like to fund moving forward. This cost estimate is provided within the [Recommendations](#) section of this report.

**Overall: Schools should be *equitably* protected** (not necessarily “equal” given some schools, particularly older buildings and campuses, may require different approaches and amounts of equipment)

FAC members emphasized the importance of keeping as much budget within the SBB allocation model as possible.

It was also suggested that Jeffco could make safety and security costs a “non-discretionary purchase requirement” within SBB.

## Equity Discussion Highlights:

- The district should provide all essential safety measures, including but not limited to surveillance cameras with continuous monitoring, controlled access, radio frequency identification badges, shatterproof window film, secure doors and vestibules, radios, and visitor and volunteer management systems.
  - While the district should fund the initial investments, individual schools should fund ongoing maintenance of equipment.
  - Schools should have the autonomy to enhance what the district mandates as baseline and essential.
- The district should provide safety and security personnel, including SROs and campus supervisors.
  - There should be an equitable distribution of personnel to ensure all schools are meeting baseline safety requirements and best practices.
- Committee members cited mental health services and professionals as a central funding item to ensure an equitable distribution of services is available to all schools, including those with lower SBB, less engaged PTOs, and fewer funding sources.
- Reducing SBB to fund safety and security centrally would potentially pull funds away from educational investments, possibly reducing a school's ability to invest in other site-based needs.

### **Theme 1: Invest in Security Personnel: School Resource Officers and Campus Supervisors**

**Overview:** “Technology needs humans.” — TDPAC feedback.

The presence of trained security personnel was highlighted as a critical safety and security investment. Participants noted the dual role of these personnel in building relationships with students and preventing and responding to emergencies.

Discussed: their presence provides multiple benefits:

- **Immediate response:** SROs can quickly respond to emergencies, reducing reliance on external law enforcement.
- **Relationship building:** Their day-to-day visibility helps foster trust with students, potentially preventing incidents through early intervention.
- **De-escalation expertise:** Trained campus supervisors are equipped to handle conflicts calmly and safely, contributing to a stable learning environment.

#### **Examples cited:**

- School Resource Officers (SROs) who can handle security concerns, engage with students positively, and act as liaisons with law enforcement
- Campus supervisors to monitor hallways and outdoor areas, ensuring constant visibility of potential issues

- Trained staff to de-escalate conflicts and intervene in early warning situations

## **Theme 2: Invest in Best Practice, Industry Standard Physical and Tech Security**

**Overview:** Investments in physical security are seen as vital to ensuring both real and perceived safety for students and staff.

### **Examples Cited:**

- Surveillance cameras
  - artificial intelligence technology<sup>2</sup> was suggested multiple times with monitoring abilities
- Visitor and volunteer management system
- Enhanced lighting around school perimeters to reduce potential hiding spots
- Fencing to secure campuses and prevent unauthorized entry
- Alarms for doors and windows to alert staff to any breaches
- Reduction in or elimination of the use of temporary buildings, which are difficult to apply the same level of safety measures to
- One group flagged wildfire mitigation as a growing concern for the safety of mountain schools and Outdoor Lab facilities

## **Theme 3: Unified Safety Standards**

**Overview:** Participants expressed concerns about inconsistencies in safety measures across schools and stressed the need for standardized practices.

### **Examples Cited:**

- Ensuring every school has a baseline level of security, such as secure doors, visitor and volunteer management system, surveillance cameras and monitoring, and mental health staff.
- Ensure district-wide emergency drills and safety protocols are implemented consistently to create uniformity in preparedness.

## **Theme 4: The Need for Secure Campuses and Entry Points**

**Overview:** A top priority for many participants is controlling access to school buildings.

### **Examples Cited:**

- Locked and monitored front doors to prevent unauthorized entry
- Secure vestibules that act as checkpoints for visitors

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<sup>2</sup> the use of computer software and algorithms to analyze and continuously monitor video footage from cameras.

- Comprehensive visitor and volunteer management systems requiring ID checks
- One entry/exit door policies to monitor traffic in and out of buildings
- Adding shatterproof film to windows to protect against forced entry or attacks
- RFID badges

### **Theme 5: Mental Health Resources**

**Overview:** Participants widely agreed that mental health resources are crucial to fostering a safe environment. These resources help address underlying issues before they escalate into safety threats.

#### **Examples Cited:**

- On-campus counselors and trusted adults who build relationships with students
- Programs focused on mental well-being to reduce stress and prevent potential violent incidents
- Suggestions for more investment in social-emotional learning and early intervention programs

### **Theme 6: Community and Staff Involvement**

**Overview:** Some participants emphasized the importance of strong community ties and active involvement from school staff to maintain a safe atmosphere.

#### **Examples Cited:**

- Front office staff who know students and parents by name, acting as a first line of defense
- Staff training on emergency protocols and recognizing signs of potential threats
- Encouraging parents and community members to participate in safety discussions and volunteering where appropriate

## **RECOMMENDATIONS FOR PHYSICAL SAFETY INVESTMENTS**

### **Future Funding for Safe & Welcoming Learning Environments**

As Jeffco prioritizes funding in future years and considers a request for additional local revenue, maintaining safe and welcoming learning environments must remain

at the forefront. Ensuring a standard, best-practice level of safety across all schools requires ongoing investment in people, equipment, and technology. Sustained, districtwide funding is essential to maintain and modernize the systems that support physical safety, emergency preparedness, and student belonging across Jeffco schools.

## Invest in People

Equipping school communities with the right staff and resources is foundational to safety. Consistent funding is needed to maintain and grow School Safety staffing, including salaries, benefits, and the tools these professionals need to serve schools effectively. School needs vary, and flexible, reliable staffing models must be supported to address site-specific concerns while aligning with national safety standards.

Staffing Campus Supervisors		
Includes added management positions at every middle and elementary school.	Annual (salary, uniform, tool, estimate: \$5,431,560  One-time (vehicle purchases): \$140,000	<b>Estimate (one-time + annual): \$5,571,560</b>

Maintaining SRO Program	
Under a new cost-sharing model	<b>Annual estimate: \$3 million to \$3.5 million</b>

## Invest in Modern Equipment

Radios, cameras, and other essential tools should not be dependent on individual school budgets. A centrally managed system, including a rolling 7-year radio replacement cycle, would ensure all schools have access to up-to-date, functioning equipment—minimizing disparities and reducing administrative burdens at the school level.

Camera and radio purchases, upgrades, maintenance		
<ul style="list-style-type: none"> <li>One-time (right sizing) estimate:</li> </ul>	\$560,000	<b>Estimate (one-time + annual): \$4.29 million</b>

<ul style="list-style-type: none"> <li>Annual maintenance/replacement estimate:</li> </ul>	\$3.73 million	
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## Invest in Technology & Data Systems

Alignment with national best practices and modernize Jeffco’s safety infrastructure, requires upgrades to aging security technologies:

Video Surveillance & Storage	
<ul style="list-style-type: none"> <li>Replace aging servers over seven years</li> </ul>	<b>Annual estimate: \$513,000</b>

**Districtwide Emergency Alert System:** Fund a digital application that allows any staff member to initiate an emergency alert, triggering an audible alarm over school intercoms and notifying staff through a secure app. This system reflects national best practices and ensures timely response and recovery in crisis situations.

<ul style="list-style-type: none"> <li>Estimated one-time start-up costs:</li> <li>Annual cost:</li> </ul>	\$72,000 \$310,000	<b>Estimate (one-time + annual):            \$382,000</b>
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**Card Access & Emergency Alert Compatibility:** Align security technologies to ensure systems work together and respond rapidly in emergencies. Cost TBD.

**Visitor and Volunteer Management System:** A district-wide visitor and volunteer management system will enable us to prioritize controlled access and provide welcoming, streamlined, and safe school environments for students, staff, and families. Cost TBD.

## Invest in Physical Environment Enhancements

Ongoing funding is also needed to address safety-related improvements identified through annual site assessments. These assessments highlight areas needing attention related to physical security, accessibility, and emergency preparedness. A budget to implement improvements based on this data ensures Jeffco remains proactive and aligned with evolving safety standards.

## CONCLUSION

As federal funding opportunities decline and overall K-12 education funding continues to shrink, Jeffco faces increasingly difficult decisions about how to invest limited resources. An investment in one area will require divestment in another, making it essential to weigh tradeoffs carefully. This report outlines critical recommendations to protect the physical safety and well-being of students and staff—investments that will require thoughtful prioritization by both the district and its community.

These needs and recommendations will be evaluated through multiple planning and decision-making processes, including the district's annual budgeting cycle, the Strategic Capital Master Plan, and the collaborative work with our community to determine the scope of a potential request to Jeffco voters for additional local revenue.

The tradeoffs are real. But so is our commitment. No matter the funding landscape ahead, Jeffco's focus on providing safe and welcoming learning environments for every student, every day, will remain a top priority.

## APPENDIX

### CAMERAS, RADIOS AND OTHER EQUIPMENT

The 2018 bond provided additional cameras for each school, but many are now outdated. Currently, camera and radio purchases, upgrades, and maintenance are managed and paid for by schools and are contingent on each school's individual budgets.

### VISITOR AND VOLUNTEER MANAGEMENT SYSTEM

A district-wide visitor and volunteer management system will enable us to prioritize controlled access and provide welcoming, streamlined, and safe school environments for students, staff, and families.

- Some (~33%) Jeffco schools have been using and paying for a program called Raptor Technologies (one of several similar service vendors) to immediately screen school visitors and volunteers via registered databases.
- How it works: School staff input visitor or volunteer identification information to be screened for specific red flags (e.g., registered sex offenders). About 80% of Jeffco schools have not utilized this service due to budget limitations.

Funding for a district-wide system available to all schools eliminates inequities in this space.

## SECURITY DATA SYSTEMS

Both card access and an emergency alert system must be stored on a cloud data system and not stored locally (at school sites, as data is currently being stored).

- For this reason, Jeffco's current and outdated card access system is not compatible with modern emergency alert system technology.
- It is critical in this field to stay on top of the innovations and best practices and latest technologies.
- Having a consistent funding source to address security data storage systems would allow the district to implement a phased funding approach based on priority, data, and the most innovative technology and best practices.

## EMERGENCY ALERT SYSTEM (DISTRICT-WIDE)

**Emergency alert systems** empower schools to successfully prevent, prepare for, respond to, and recover from an emergency.

- National safety best practice is for organizations to have emergency alert system technology in place for individuals to immediately and independently notify responders when an emergency is occurring.
- An emergency alert system would allow all Jeffco employees in every building to immediately notify emergency responders of a crisis or emergency situation, thus eliminating a delay. Currently, a limited number of people at each school have the ability to trigger a notification or school lockdown.
- An emergency alert system investment includes an annual license/usage fee.

# APPENDIX B

Draft May/June 2025 to be Finalized Fall 2025

## JEFFCO ADULT SEXUAL MISCONDUCT (ASM) RESPONSE PROCEDURES

The following process must be followed when ASM by a Jeffco employee is suspected.

### STEP 1: MANDATORY REPORTER RESPONSIBILITY

- **Complete Mandatory Reporting Requirement:** Call the Colorado Child Abuse and Neglect Hotline at 1-844-CO-4-KIDS (264-5437)
- Save the reference number provided, share with supervisor
- Document in JPS Secure Tab if the employee has access, if not see Step 2

*Note: You are encouraged to also, but not only, report to your School Resource Officer (SRO); provide the case number to the SRO*

### STEP 2: SUPERVISOR RESPONSIBILITY

1	2	3
Confirm employee has completed the Mandatory Reporting Requirement	Inform the following leaders: <ul style="list-style-type: none"><li>• Executive Director of School Safety</li><li>• Community Superintendent (school-based) or Cabinet Member (central services)</li><li>• HR Partner</li></ul>	Document in JPS Secure Tab (see instructions)

### STEP 3: LEADERSHIP RESPONSIBILITY

Leader	Responsibility
Executive Director of School Safety	Coordination with Law Enforcement
Community Superintendent (school-based) or Cabinet Member (central services)	Coordination with Title IX Officer and Communications (if applicable); Responsible for Cabinet Awareness
HR Partner	Coordination between HR/Legal on Assessment/Execution of Administrative Leave and Internal Investigation

### Quick Links / Contact Information

In an emergency, dial 911

Colorado Child Abuse and Neglect Hotline	1-844-CO-4-KIDS (264-5437); <a href="#">Website</a>
Jeffco's Emergency Dispatch Center	303-982-2445
Safe2Tell	1-877-542-7233 or <a href="#">submit a report</a>