



DRAFT MONITORING REPORT

June 3, 2026

Executive Limitations: **EL-11, School Safety**
Category: **Monitoring Executive Limitations**
Period Monitored: **2025 - 2026 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 2025. One year later, this 2026 report provides updates on the following:

- Threat Assessment Data
- Safe2Tell Data
- Staff, families, & students *Jeffco Listens* data
- Safety protocol for extracurricular activities
- Secure vestibules & visitor procedures
- Campus supervisors
- Armed R1 Patrol Officers

In addition to the updates above, the following content is new for 2026:

- Emergency Alert System Pilot

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 consistently strive for continuous improvement and are grateful for 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, Director, and an Administrative Assistant
 - Patrol- 1 Commander, 3 Sergeants, and 27 Patrol Officers
 - Dispatch- 1 Manager, 2 Lead Dispatchers, 11 Dispatchers
 - Campus Security- 1 Manager, 3 Area Supervisors, 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 law enforcement agencies in Jeffco have fully covered the costs of Jeffco Schools' SRO program. The 2025–26 school year is the first year this agreement was 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 have secure vestibules. About 35% of our schools use 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.

Emergency Alert System Pilot

We currently have four schools piloting an advanced emergency alert system, which audibly alarm over school intercoms and notify all staff through a messaging application. We must continue to evaluate systems like this 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.

- 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. 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
 - Expand Staff Sexual Misconduct, Mandatory Reporter, and Grooming Prevention trainings
 - Access to Law Enforcement Information Systems
- Completion Anticipated in 2026-27 School Year:
 - 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.

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 have been trained in Adult Sexual Misconduct in partnership with the Colorado Office of School Safety.

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 or shelter. 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. 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

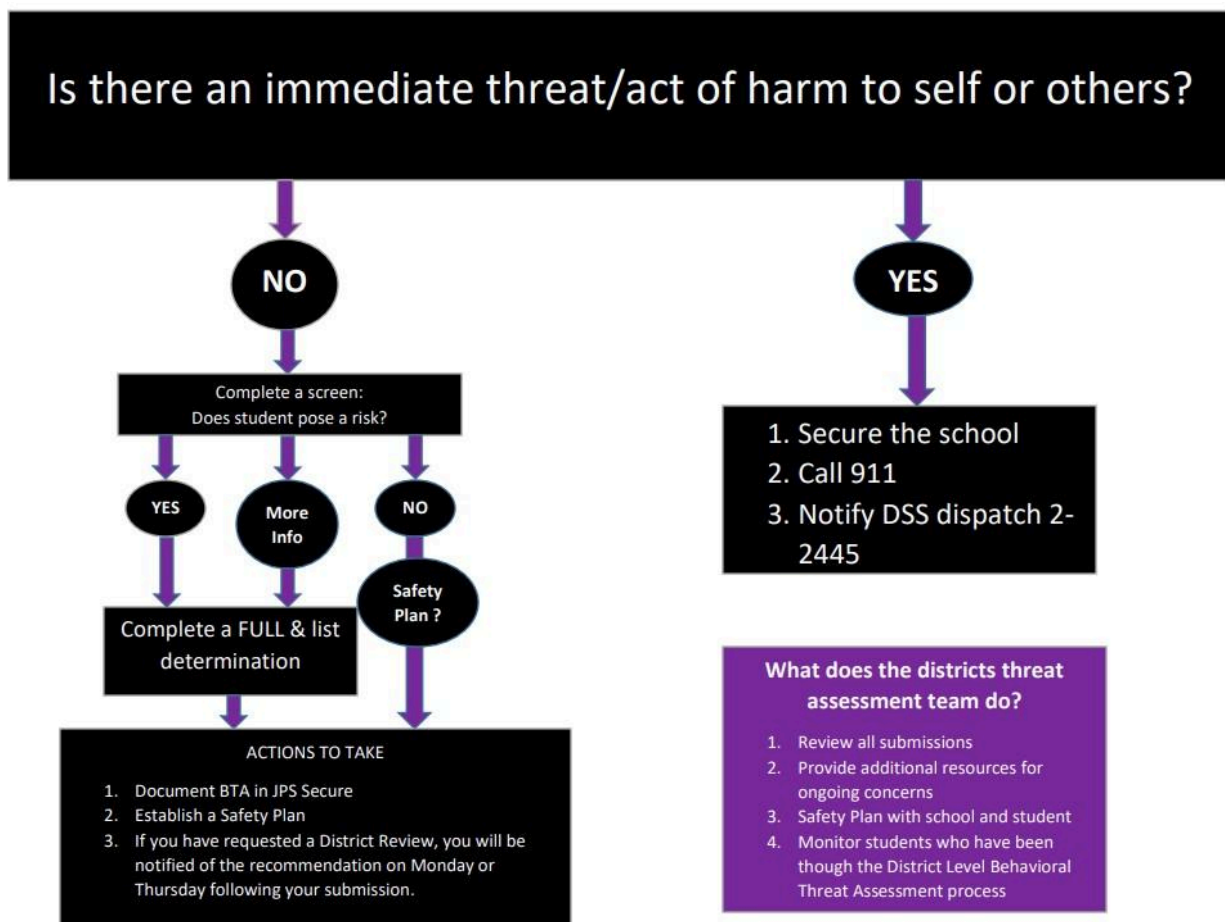
Discipline data is reported in Monitoring Report 3.1 and 3.3.

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



In the 2025-2026 school year, 1172 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 86% (1010) 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 3,097 S2T tips during the 2025-26 school year; 720 of those tips were duplicate reports. Of those

2,377 total tips for individual incidents, here is a breakdown of the number of tips in key categories:

- Drugs: 181 *Tips*
- Fighting: 32 *Tips*
- Guns: 75 *Tips*
- Planned School Attack: 26 *Tips*
- Threats: 153 *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

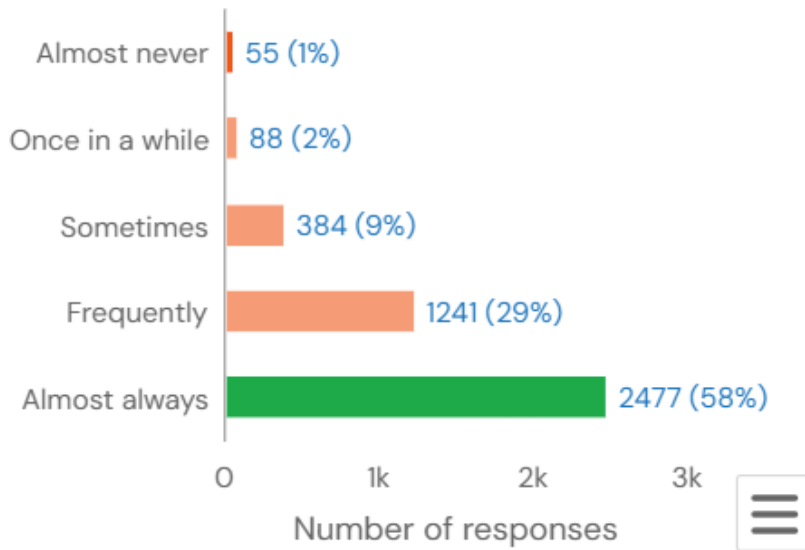
Jeffco staff, students, and families had the opportunity to complete the *Jeffco Listens* Employee, Student, and Family feedback surveys from January 21 through February 20th, 2026.

Jeffco Employee Survey Results

A total of 4,255 Jeffco employees responded to the survey. Most of these employees (4,245) also indicated how safe they felt at work over the past week. As shown below in Figure 2, 58% of staff members reported they almost always feel safe at work (a 1-percentage point decrease from 2025), and an additional 29% indicated they frequently feel safe (1-percentage point higher from 2025).

Figure 2. 2026 Employee Survey Safety Perceptions

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

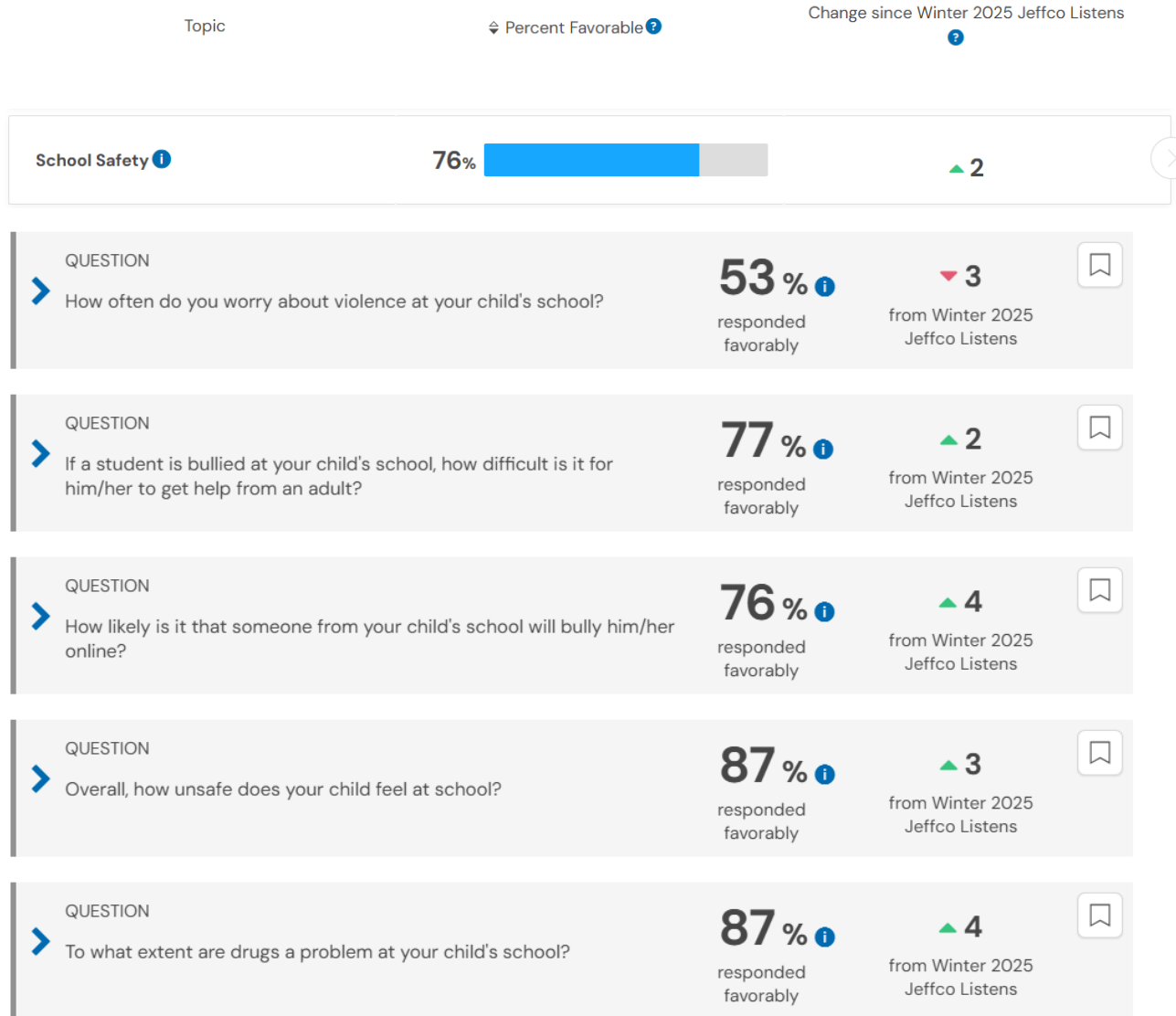


Family-School Relationships Survey Results

The family survey included an overall safety topic with five separate questions. 10,368 Jeffco families of students in PK through 12th grade answered the survey. Shown in Table 1 below, 76% of respondents were positive regarding their overall perception of safety, which was up 2-percentage points from the previous year. 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. Just over 5 in 10 respondents answered that they rarely worry about violence at their child's school (3-percentage points lower than 2025).

Table 1: 2026 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, 87% 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 are more likely to be concerned about violence at school compared to families of elementary students. Hispanic/Latino families were the most worried about violence compared to families of other racial/ethnic groups (the only group with below 50%

favorable). Families of students with English Language Learners were also more likely to be worried about violence compared to families with learners in other special programs.

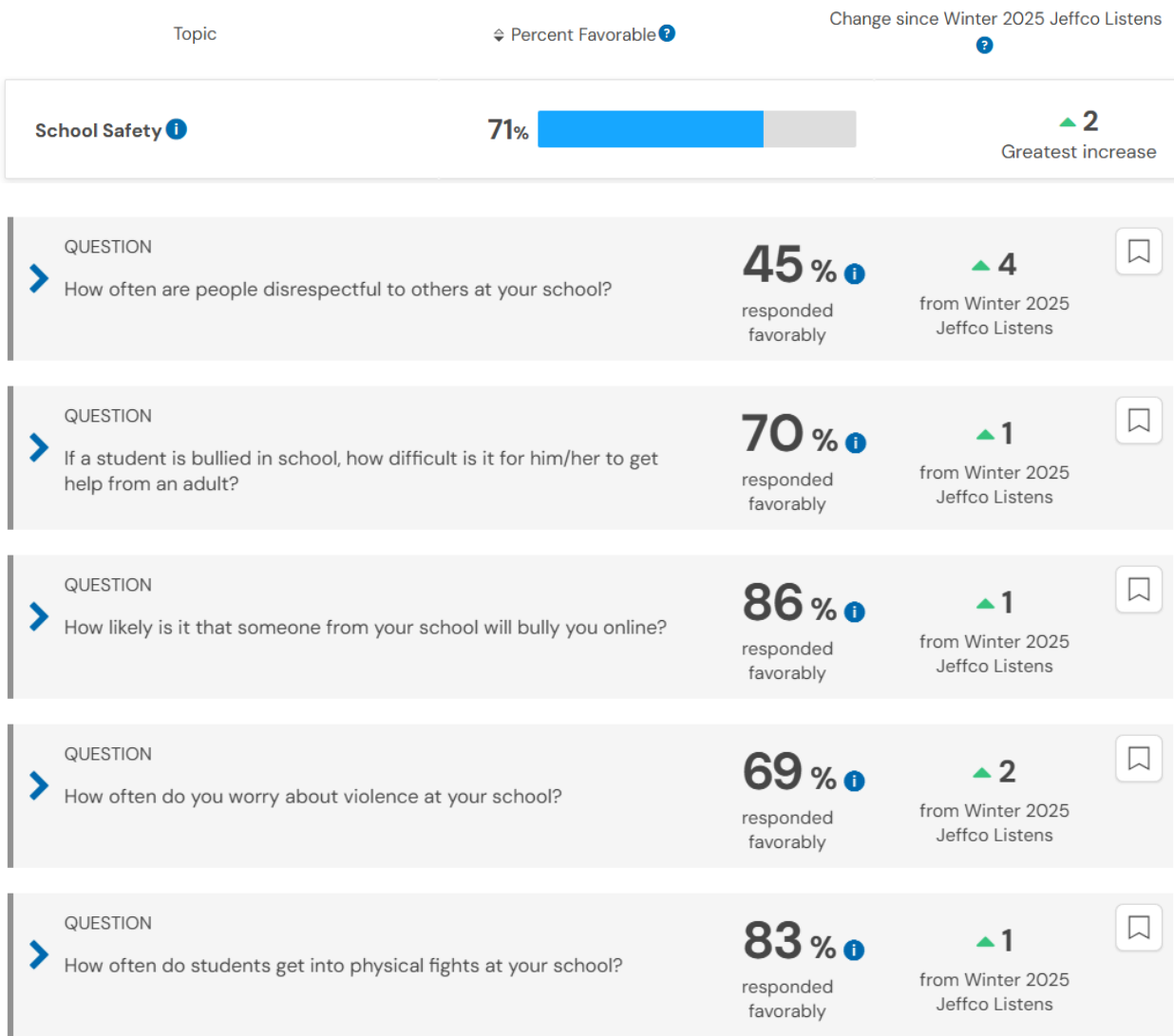
- Similar to last year, families with children in the early grades indicated it would not be very difficult to get support if they were being bullied compared to secondary students, with a gap of over 10-percentage points. There is a similar pattern for online bullying, where families of elementary students 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 third time this year and for secondary students (grades 6-12) for the fourth time. More than 12,000 elementary students completed the survey with safety perception results provided in Table 2 below. For elementary students, just over 7 in 10 respondents had a favorable perception of the overall safety topic, a 2-percentage gain from the prior year.

Questions about likelihood of being bullied online and frequency of physical fights at school had relatively high favorability (86% and 83%, respectively), indicating most elementary students do not perceive these issues as major safety threats. However, the majority of elementary students answered that people were often disrespectful to others at school (45% favorability).

Table 2: 2026 Elementary Student Survey Safety Perceptions



For the nearly 25,000 secondary students who completed the survey, a little over 6 in 10 (61%) responded favorably to the overall school safety topic, a 1-percentage point decrease from the prior year. 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

| Topic | Percent Favorable | Change since Winter 2025 Jeffco Listens |
|---|----------------------------|---|
| School Safety | 61% | ▼ 1 |
| QUESTION How often are people disrespectful to others at your school? | 30% responded favorably | ▼ 2 from Winter 2025 Jeffco Listens |
| QUESTION If a student is bullied in school, how difficult is it for him/her to get help from an adult? | 62% responded favorably | ▼ 3 from Winter 2025 Jeffco Listens |
| QUESTION How likely is it that someone from your school will bully you online? | 67% responded favorably | ▼ 2 from Winter 2025 Jeffco Listens |
| QUESTION How often do you worry about violence at your school? | 67% responded favorably | ▼ 1 from Winter 2025 Jeffco Listens |
| QUESTION At your school, how unfairly do the adults treat the students? | 67% responded favorably | ▼ 2 from Winter 2025 Jeffco Listens |
| QUESTION How often do students get into physical fights at your school? | 71% responded favorably | ▲ 1 from Winter 2025 Jeffco Listens |

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.

COMPLIANCE STATEMENT

Operationalized - June 2026:

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 2025-26 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 2026-27 school year in July and food services, 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, etc.) are scheduled to complete large scale scenario response based training in 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. (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. (Operationalized in 2025)

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.). Developing training content (videos, community communication, etc.) for scale implementation to all stadiums and school sites.

Student voice in safety planning and management. Increased the solicitation of student voice, through Jeffco Student Leadership Board and the student speaker series, in strategic decision-making around safety priorities and planning.

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.

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.

(Moved from Challenges June 2026)

Student Safety: Our Shared Responsibility Initiative. Collaborating with local child safety experts to evaluate current safety practices and implement revisions or new initiatives focused on preventing adult sexual misconduct, grooming behaviors, boundary violations, and child exploitation in order to create a safer and more supportive learning environment for all students.

Challenges:

Campus supervisors. We are finishing the 2025-26 school year with 9 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.

Armed Personnel Coverage. With a team of 27 Armed R1 Patrol Officers, our ability to offer support to buildings that have limited SRO assistance or have an SRO vacancy and our ability to offer support for incoming calls for service within the broader district as a whole is decreased.

Centralized budget considerations for safety (cameras, radios, & video surveillance and storage). 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.

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 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 we currently have four schools piloting an advanced emergency alert systems, which audibly alarm over school intercoms and notify all staff through a messaging application – we must continue to evaluate systems like this 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.