

Safety Theory of Action & Update

Creating a safe harbor where all Navigators can thrive.

Executive Summary

1. In July 2023, staff briefed the board on the results of a safety audit of our schools by Knowledge Saves Lives (KSL). Since then, Navigator has made progress addressing their findings.
2. Navigator has begun developing a plan which addresses safety, security, and belonging.
3. Navigator tracks our relevant data to ensure maximum readiness
4. The board will receive a full set of safety and security policies at the April 9 board meeting for review and approval

Navigator has made progress addressing the safety findings outlined in the KSL safety audit.

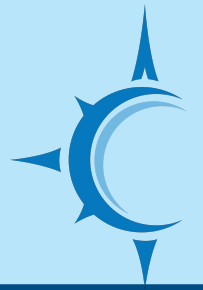
Finding	Progress	Next Steps
Arrange site specific lockdown training from emergency preparedness company	All sites received phase 1 training by Knowledge Saves Lives	Phase 2 training to be scheduled
Install physical barrier in lobby/offices		To be included in facility plans for all sites
Availability of mental health resources	Included in all four Community Schools Implementation Grant applications	Create structure to be able to receive funds through Governor Newsom's Children and Youth Behavioral Health Initiative
Anonymous reporting systems	Included on all student iPads	Exploring options for personal devices
Creation of Behavior Threat Assessment Teams	Created at all four school sites	
Family reunification plans	Sites identified for all four school sites	Create and test transportation plans. Train appropriate staff on executing plans.

Navigator's plan addresses safety, security, and belonging

Overarching Goal: Create an environment where all Navigators feel physically safe, academically productive, and individually affirmed, leading to a learning environment for them to thrive.

1. Plan
2. Communicate
3. Educate and Practice
4. Validate

We've assigned steps and responsibilities to achieve our goals



Objective 1: (Plan)	Ensure all appropriate safety policies, procedures, and action plans are in place, up to date, and accessible.	Board DC Team SLT
Objective 2: (Communicate)	Ensure there is effective and appropriate communication between staff, families, students, emergency service providers, community partners, and the media regarding safety strategies.	Communications Team SLT Instructional staff
Objective 3: (Educate & practice)	Educate all staff members on their roles in providing safety training, emergency preparedness, action plans during emergencies, supervision, and enforcement of policies.	DC Team Operations staff Student Services SLT
Objective 4: (Validate)	Ensure all sites are safe, secure, and inclusive learning spaces, including auditing and validating preparedness levels on an ongoing basis.	DC Team Operations Team Student Services SLT

Objective 1: Ensure all appropriate safety policies, procedures, and action plans are in place, up to date, and accessible.

ACTION ITEM: Board review and adoption of updated safety policies is scheduled for the April 9, 2024 board meeting

- **Safety Action plans**
 - Written, in conjunction with Knowledge Saves Lives (KSL)
 - Public version to be shared with each School Site Council and Board
 - Shared with families beginning of each school year
 - Private version will be shared with site and network leadership
- **Policies/Plans to come**
 - Workplace Violence Prevention Plan
 - Community Schools partnerships with local mental health resources
 - Trauma informed practice support
- **Facilities Planning**
 - Operations team working with facility planning team to ensure new site buildings and plans are safe and secure

Objective 2: Ensure there is effective and appropriate communication between staff, families, students, emergency service providers, community partners, and the media regarding safety strategies.

Status:

- Gabby Roldan has transitioned from Principal to Communications Manager.
- Internal communication chain has been established.
- Preparation for the storms have enabled us to create a structured template for community-wide emergency preparation communications. Next step is to make these readily available and easily customized by emergency type.
- Appropriate staff have established relationships with emergency service personnel in each location
- Family Education Seminars
 - suicide prevention (completed)
 - bullying prevention (completed)
 - cyber/social media safety
 - tobacco/vaping prevention
 - trafficking awareness/prevention (to be scheduled by the end of school year)

Objective 3: Educate all staff members on their roles in providing safety training, emergency preparedness, action plans during emergencies, supervision, and enforcement of policies.

- Trainings
 - Lockdown/Code Red
 - Phase 1 complete all sites
 - Phase 2 (requested by site leadership) to be scheduled
 - CPR (scheduled)
 - Safe Schools Training: Annual certification of every staff member
 - Mandated reporter
 - First aid/bloodborne pathogen training:
 - Sexual harassment
 - Bullying
 - Suicide Awareness
 - Campus Injury Protocols (Summer 2024)
- Practice
 - Drills
 - Earthquake - 1 per year (October in conjunction with the Great Shake Out)
 - Fire - 1 per month
 - Lockdowns with students - 1 per year (to be scheduled)

Objective 4: Ensure all sites are safe, secure, and inclusive learning spaces, including auditing and validating preparedness levels on an ongoing basis.

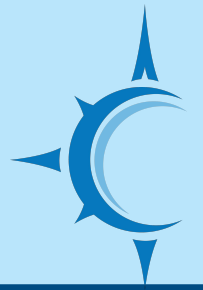
- Physical Safety
 - weather monitoring (sandbags, ramps, exploring generator at WPS)
 - safety leads
 - additional security cameras
 - addressing physical safety risks highlighted by KSL
- Emotional Security
 - Valor and Circles (staff and students)
 - Partnerships with mental health providers
- Ongoing Validating and Auditing
 - survey questions
 - facilities walkthroughs
 - collaboration with Community Schools Coordinators for resource connections

Our plan includes collecting data to measure our progress against our goals.

Evidence:

1. Staff and student surveys
2. Compliance with readiness activities (training and drills)
3. Suspension and major incidents reports
4. Participation levels in family support seminars
5. Annual mandated trainings
6. Annual facilities risk reviews

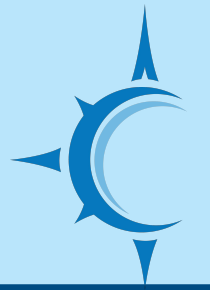
How do safe do Navigators feel? Our goal is to reach at least 80% by the end of 2024-25



Staff - January 2024 baseline (78% participation)

My school is a safe place to learn and work		The working environment at your school is inclusive	
GPS	87.1%	GPS	63.8%
HC	67.9%	HC	60.7%
HPS	91.5%	HPS	68.5%
WPS	77.8%	WPS	51.2%
Support Office	82.1%	Support Office	67.9%

How safe do Navigators feel? Our goal is to reach at least 80% by the end of 2024-25



(Students- January 2024)

Have you felt safe at school this week?

GPS	93.4%
HC	89%
HPS	94%
WPS	91%

Questions?



Navigator Schools

Charting a new course in education

