**Goals & Guardrails**

# Guardrail 1

## Protect Safety

JCPS shall not allow unsafe conditions (either socially, emotionally, or physically).

# VISION

All Jefferson County Public Schools students graduate prepared, empowered, and inspired to reach their full potential and contribute as thoughtful, responsible citizens of our diverse, shared world.

# MISSION

To challenge and engage each learner to grow through effective teaching and meaningful experiences within caring, supportive environments.

# Theory of Action

If JCPS defines "unsafe conditions" to include social, emotional, physical, and environmental factors; and follows these key actions:

**Key Actions:**
- Track and monitor bullying incidents, ensuring resolution and follow-up actions.
- Complete building modifications and technology upgrades on time, with regular inspections.
- Conduct regular staff safety perception surveys and analyze data to address concerns.

Then we will maintain a safe, supportive learning environment, reduce harm, ensure reliable facilities and technology, and build trust and a culture of continuous safety improvement

# Safe Learning Environments







## Monitor Safety Resolution Time

Bullying incidents should be tracked and monitored ensuring each case is resolved appropriately and that follow-up actions are taken to prevent recurrence.

## Minimize Work Order Completion Time

Maintenance and Technology service requests should be completed on time so that all facilities meet current safety standards, with regular inspections and updates as necessary.

## Monitor Staff Perceptions of Safety

Staff perceptions of safety should be surveyed regularly, with the data used to identify and mitgate any areas of concern.

# Guardrail 1
## Protect Safety

## Research Indicates

- **Timely and targeted interventions improve safety:** Implementing grade-level-sensitive strategies and promoting student belonging and classroom engagement can reduce bullying risk and improve school climate.

- **Well-maintained environments enhance safety:** Schools that regularly assess and maintain grounds, buildings, and interiors (e.g., Crime Prevention Through Environmental Design)  are viewed as safer and report higher student-perceived safety, lower violence rates, reduced perceived risk, and less absenteeism due to safety concerns.

- **Staff perspectives create a fuller safety picture:** Regularly assessing perceptions from staff regarding safety concerns provides a more complete view of school climate and helps guide improvement strategies targeted actions to improve school safety.

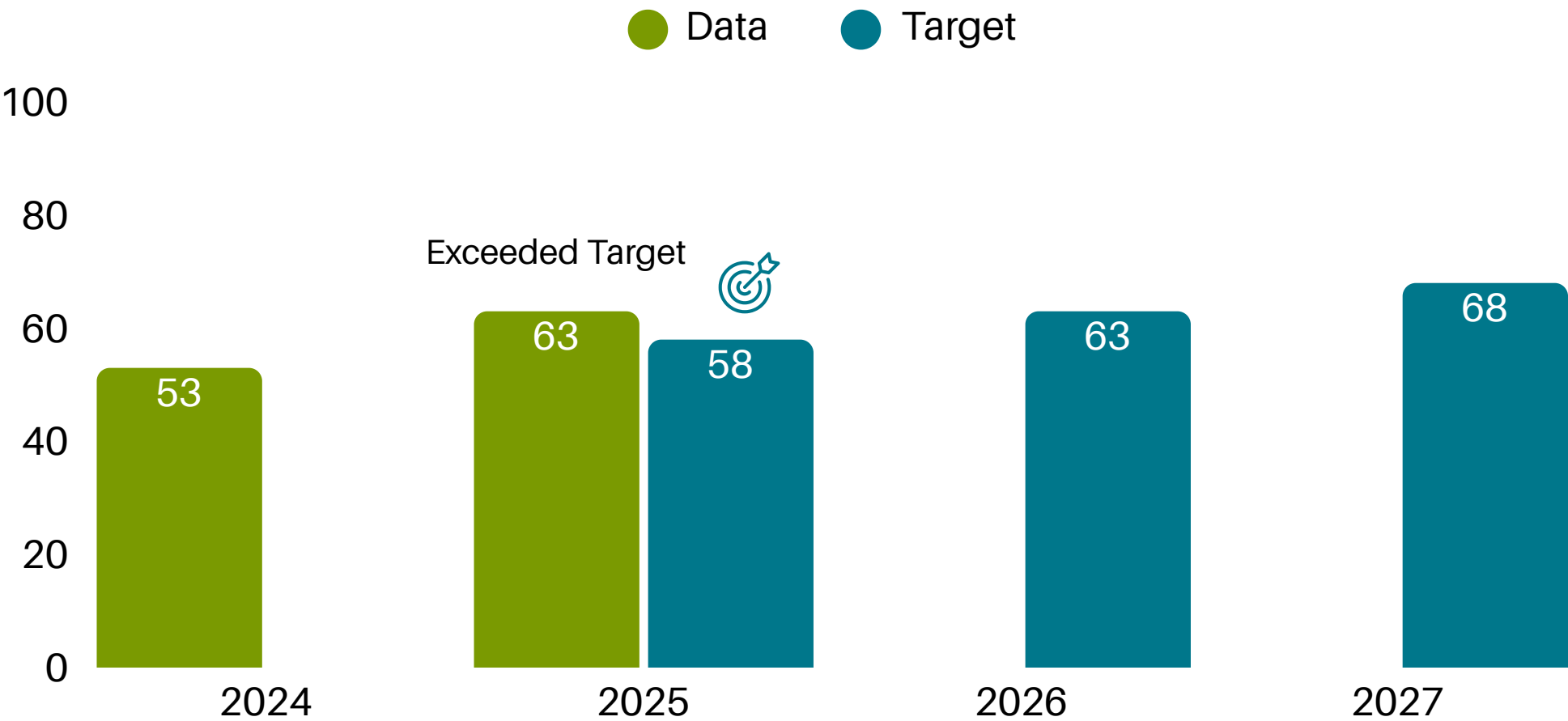# Bullying/Harassment Resolution Time

*Interim Guardrail 1.1*

The percent of hotline calls and online reports that are resolved within a 5-day period will increase from 53.1% in June 2024 to 68% in June 2027

## *Evaluation: On-Track*

## Data Trends

- 10.3% increase in the number of hotline reports that were resolved within 5 days from 23-24 (53.06%) to 24-25 (63.4%).

- Average time to resolve reports of peer-involved bullying reduced by 0.8 days from 23-24 (5.7 days) to 24-25 (4.9 days).

### Percentage of hotline calls and online reports that are resolved within a 5-day period

Legend: ● Data ● Target

Exceeded Target

| Year | Data | Target |
|------|------|--------|
| 2024 | 53 | |
| 2025 | 63 | 58 |
| 2026 | | 63 |
| 2027 | | 68 |

## Effective Strategies

- Maintain frequent and ongoing communication between Bullying Prevention Team and Zone/Level Leadership Teams to ensure timely resolution and support.

  - Include detailed compliance notes with due date in the original report email to set clear expectations from the start.

  - Send reminder emails directly to school principal on day 4 and day 5 to prompt timely action.

  - Send detailed compliance emails directly to Principal and Zone Office when past due to drive accountability.

## Opportunities for Growth

- Improve cross-team communication during staff absences to ensure timely report resolution and prevent delays.

- Research and vet new tip line vendors that offer enhanced data reporting and process efficiency to better track and analyze bullying incidents.

- Target and reduce the percentage of reports that take more than 5 days to resolve.

## Next Steps

- Collaborate with IT and Zone/Level Leadership to create a shared email system for improved communication and accountability.

- Continue vendor research to identify a new tip line system that improves reporting capabilities and overall efficiency.

- Continue training for school administrators on tip line procedures, bullying prevention resources, and follow-up protocols to ensure consistent application.

# Operations and IT Completion Time

*Interim Guardrail 1.2*

The percent of building modifications and technology services completed on time will increase from x% in June 2025 to y% in June 2027.

**Evaluation:** *New Metric*

## Data Trends

- Information Technology (IT) tickets were processed and completed (on average) within 3.8 days during the 2024-25 school year*.

- Fire Marshal-related work-order tickets (Operations) were completed (on average) within 19.2 Days during the 2024-25 school year**.

- Senate Bill 1 (SB1)- related work-order tickets (Operations) were not officially tracked during the 2024-25 school year.

*Note:*
*\*There are several factors that can contribute to ticket completion time and it is not always under the control of the technician working on the ticket.*
*\*\*Fire Marshal-related tickets represents work from 11 different shops within Operations' Maintenance and Safety & Environmental Departments.*

| 2024-25 School Year | # Service Tickets Completed | Average Time for Ticket Completion |
|---|---|---|
| **Information Technology (IT)** *(\*Not including Chromebook Repairs)* | 52,618 | 3.8 Days |
| **Operations: Fire Marshal Inspection-Related Work Orders** *(\*\*Fire Marshal requires that modifications/repairs be resolved within 30 days)* | 106 | 19.2 Days |
| **Operations: SB1-Related Work Orders** *(Recommended completion time within 24 hours)* | 31 | Not Tracked |

# Interim Guardrail 1.2
## Operations and IT Completion Time

## Effective Strategies

- Standardize work order processing by implementing the Incident IQ (iiQ) management system to improve the tracking of work process efficiency.

- Enhance interdepartmental collaboration to swiftly address safety issues, such as those reported by the Fire Marshal.

- Leverage efficient processing systems for IT and specific maintenance shops (e.g., Sprinkler Systems & Fire Extinguishers).

## Opportunities for Growth

- Clarify expectations for entering, prioritizing, and monitoring safety-related tickets and work orders within iiQ.

- Identify and communicate consistent expectations (across IT and Operations) for responding technicians to enter all appropriate documentation when managing ticket processing.

- Clarify scope of work to monitor within Operations and IT to support the purpose of Guardrail 1 to "protect safety".

## Next Steps

- Create and communicate workflow process to incorporate consistent usage of iiQ across all shops and technician teams.

- Identify and flag safety-related tickets within iiQ to improve monitoring and efficiency.

- Define "completed on time" and establish a collective baseline for IT and Operations work.

- Create/implement system for regular monitoring to drive process efficiency improvement.

# Staff Perceptions of Safety
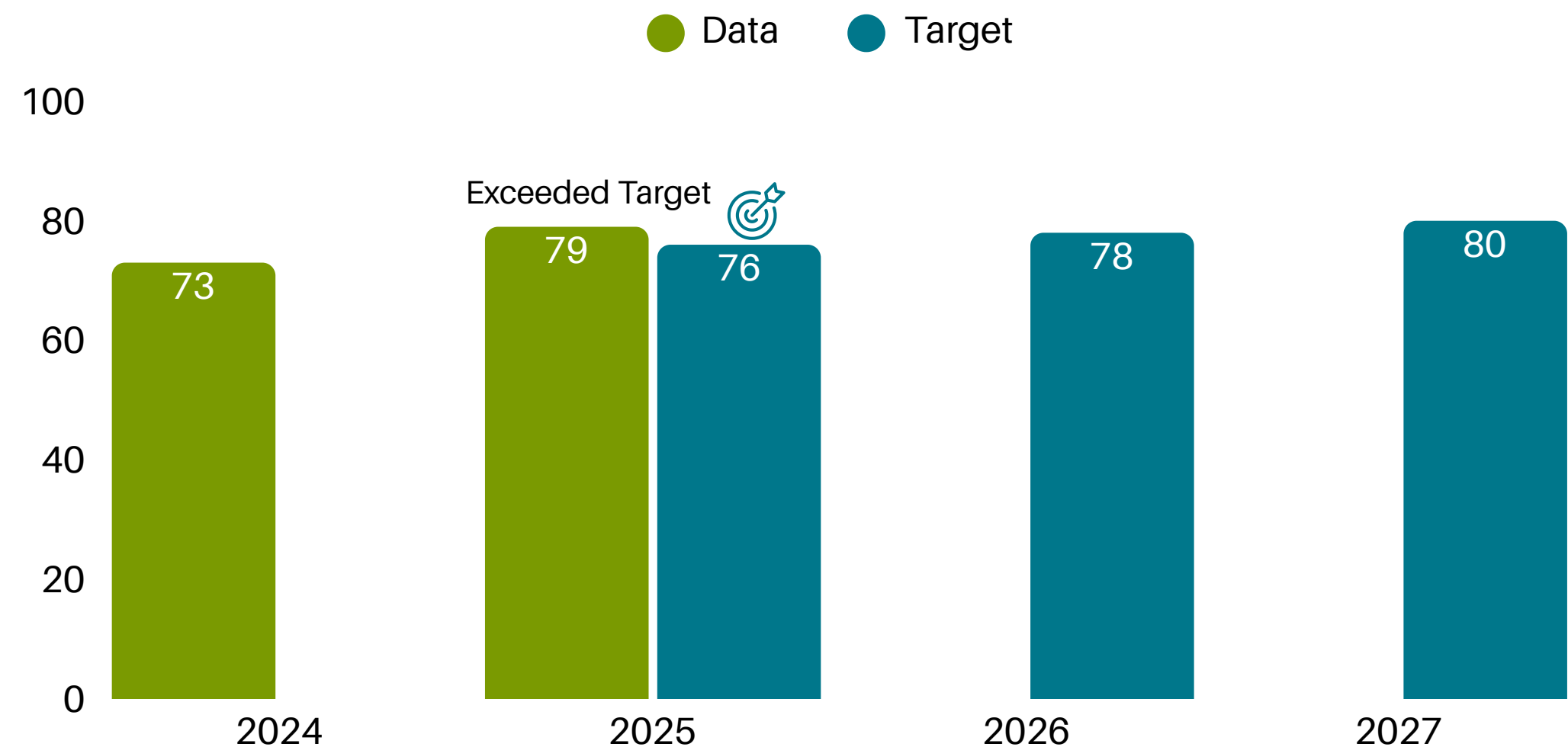### *Interim Guardrail 1.3*

The percent of staff who give positive ratings on the safety scale for the Upbeat Teacher Engagement Survey will increase from 73% in June 2024 to 80% in June 2027

## *Evaluation: On-Track*

## Data Trends

- The average rate of agreement with the questions related to the Domain of School Safety & Order increased by 6% from 23-24 (73%) to 24-25 (79%).

- All four questions supporting school safety and order showed improvement in the percentage of teachers in agreement (ranging from 4% to 8% increases).

### Percent of staff who give positive ratings of safety scale on Upbeat Teacher Engagement Survey

**Legend:** ● Data ● Target

| Year | Data | Target |
|------|------|--------|
| 2024 | 73 | |
| 2025 | 79 (Exceeded Target) | 76 |
| 2026 | | 78 |
| 2027 | | 80 |

# Interim Guardrail 1.3
## Staff Perceptions of Safety

## Effective Strategies

- Implement Positive Behavior Intervention Strategies (PBIS) to reinforce positive behaviors.

- Coordinate across departments - DEP, Climate & Culture, and the School Division to ensure a unified approach to safety.

- Utilize Safety Hotline as direct reporting system for unsafe conditions  for immediate action

- Review Vital Signs to frequently review student/staff data for trend identification, driving targeted support

- Fully implement weapons detectors, safety administrators, and school resource officers at middle and high school levels to enhance safety.

## Opportunities for Growth

- Strengthen consistency in expectations to ensure that behavior expectations are applied uniformly across classrooms.

- Cultivate collective responsibility among all stakeholders to foster a shared ownership for student behavior and a safe environment

- Promote equity in discipline by strengthening training, monitoring, & support to promote fair and consistent application of practices across all student groups

## Next Steps

- Use the monthly review of behavior data protocol to increase the frequency of school-level support where needed
  - Conduct deep analysis of student behavior incidents and their resolutions to measure consistency across schools and classrooms.
  - Examine disproportionate disciplinary data at the individual school level and provide targeted coaching/training to promote equitable practices.