



Coordinator

Name John Mueller

Planning

Team Wendi Pendergrass, Dave Baker

Evaluation Summary

Purpose or Mandate

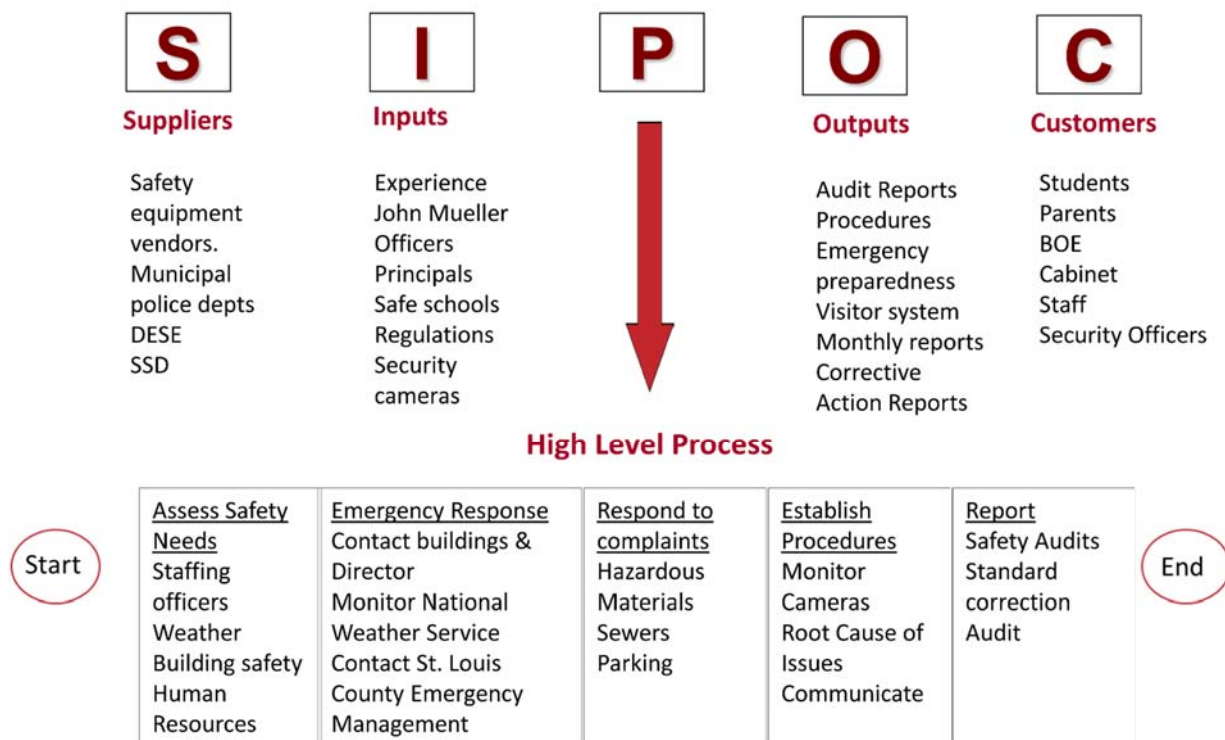
The purpose of the Safety program is to promote a safe and secure environment. This purpose is fulfilled by reducing accidents, unsafe behavior, incidents of violence and injuries, by increasing staff health and mental wellness, and by fostering a culture of safety and safe behavior by students and staff.

Program Description

The Safety program supports district staff to ensure a safe environment for working, teaching, and learning. The program ensures that appropriate safety personnel periodically inspect facilities and grounds and make corrections. Staff verify District compliance with all local, state or federal public safety codes/requirements. The Program confirms that all MSIP-required safety and emergency procedures are in place and properly documented. The Program ensures that the district maintains proper documentation for the disposal of hazardous materials and has a current comprehensive plan for crisis management and emergency preparedness.



Safety



Safety Program Logic Model

Inputs (Resources)	Outputs		Outcomes – Impact		
	Activities	Participation	Short-term	Medium	Long-term
Officers and John Mueller	Schedule time slots	30+ officers and 1 School Resource Officer	Immediate Security and Visibility	Comfort Level for students, staff and parents	Long term security in SSD buildings Reputation for Security
Safety Audits	Determine Safety Needs	Director of Safety, Building Principals	Fix immediate problems	Raise Safety Awareness	Strategy for Monitoring safety
Workman's Comp Records	Review Workman's Comp claims	Director of Safety, Director of Risk Management, Workman's Comp committee	Identify areas of concern	Root cause analysis of identified concerns	Reduce Workman's Comp incidents and cost
Warning systems, CNN, National Weather Service, Emergency Management Agency	Emergency Response	Director of Safety and Principals	Procedures and Contact plan in place	Active Response plans available	Long Term Safety, Reputation
Director of Safety and Audit process	Respond to complaints, Hazardous Materials and Poisons, Parking	Director of Safety, Facilities Manager, Legal counsel	Fix immediate problem	Resolve recurring problems	Long term Safety, Reputation

What were the major accomplishments or benefits of this program?

The program has gathered all aspects of safety in SSD into one department leading to consistency of safety procedures and information sharing. The program developed a systematic process for responding to injuries including medical care, gathering of data to prevent future injuries and filing Workman's Compensation claims.

How well did this program fulfill its purpose or mandate?

Inadequate Approaching Satisfactory Satisfactory Excellent

What factors made essential contributions (+/-) to this rating?

Safety and wellness committees contributed information and process development to facilitate an effective program. The safety program is charged with providing safety in many different kinds of environments from

schools with aggressive students, to technical shop areas with machinery, to Central Office. This wide variety of environments is a challenge to consistent and effective procedures.

Evaluation Results

What is the status of the program's progress toward achieving its goals?

Goal 1: To improve safety and security in SSD buildings.

Measurable Objective 1: 1.1 Review and address unsafe conditions in schools.

Results: This year was the baseline year. 63% (48 out of 76) of issues identified in Quarter 2 of 2013-14 were corrected in time for the follow up inspection in Quarter 3.

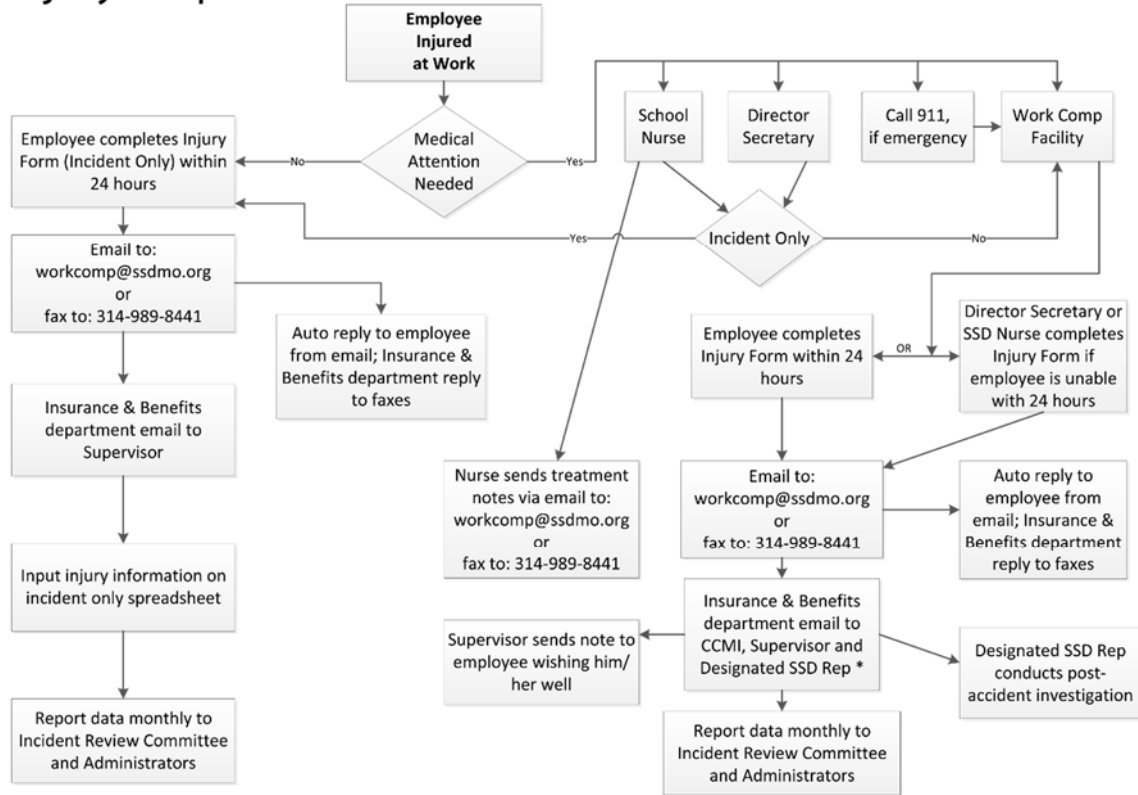
Safety Category	Ackerman	Central Office	Learning Center	Litzinger	NCT	Neuwoehner	Northview	SCT	Southview	Warehouse	Total	% Fixed
Blocked emergency exits		1			3		2		1	1	8	75.0%
Emergency Lighting	1			1	6	5		4			17	52.9%
Equipment maintenance				1	1						2	100.0%
Excessive clutter/ trip hazards		1	1		1						3	33.3%
Exposed electrical wires	2			1	1						4	75.0%
Fire extinguishers		5		1	2		2	3		1	14	71.4%
Flammable liquids			1								1	100.0%
Hazardous materials storage				2	1	1	1	1			6	66.7%
Other	1			1	1	2		2	3		10	50.0%
Safety Equipment	1	2						1	1		5	60.0%
Safety procedures not available					2			1			3	66.7%
Safety procedures not followed					1				1	1	3	66.7%

Measurable Objective 2:

2.1 Establish a systematic process for follow up to injuries to reduce unsafe conditions and behaviors

Results: Met

Injury Response Process



10/2/2014

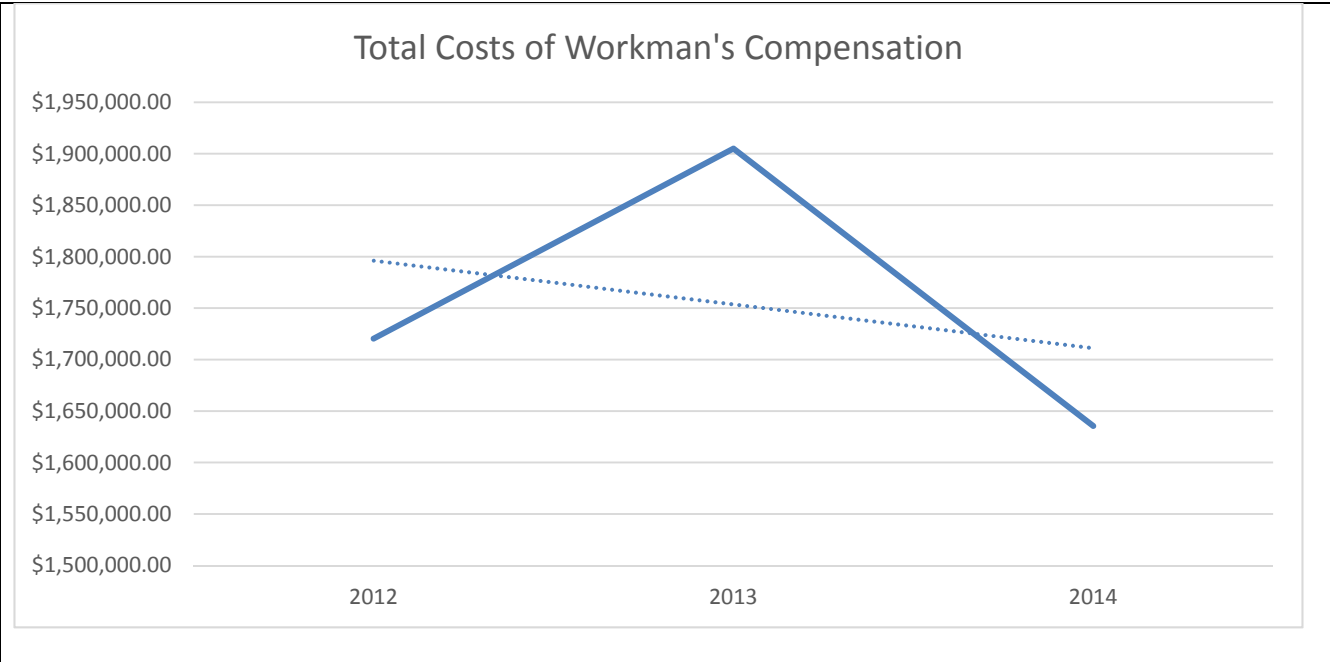
Goal 2: To reduce the costs associated with Worker's Compensation Claims.

Measurable Objective 1:

2.1 Reduction in the overall cost associated with the Worker's Compensation Program at SSD.

Results: Met. The overall cost associated with the Worker's Compensation Program has declined over a three year period.

Year	Number of claims	Total claims	Average claims
2012	438	\$1,720,406.71	\$3,927.87
2013	422	\$1,905,005.29	\$4,514.23
2014	512	\$1,635,439.77	\$3,194.22



Measurable Objective 2: 2.2 Identify the top five causes for frequent injury to employees

Results: The category* with the most claims was "Struck or injured by student" for FY 2014.

Category	Number of Claims	Percent of Total Claims
Struck or injured by student	311	60.74%
Slips and falls	65	12.70%
Strike Against/By Object	54	10.55%
Strains by lifting/twisting/pulling/reaching	42	8.20%
Caught in/between Collapsing Materials/Object	11	2.15%

Measurable Objective 3: 2.3 Identify the top five causes for severe injury to employees.

Results: The category with the highest average claim was "Slips and falls" for FY 2014.

Category	Average Cost per Claim
Slips and falls	\$5,539.11
Caught in/between Collapsing Materials/Object	\$4,276.94
Struck or injured by student	\$3,064.98
Strike Against/By Object	\$2,726.11
Strains by lifting/twisting/pulling/reaching	\$2,515.48

The category with the highest total percent of Total Claims cost was "Struck or injured by student" for FY 2014.

Category	Total Claims	Percent of Total Claims cost
Struck or injured by student	\$953,209.36	58.28%
Slips and falls	\$360,042.09	22.02%
Strike Against/By Object	\$147,209.92	9.00%
Strains by lifting/twisting/pulling/reaching	\$105,650.31	6.46%
Caught in/between Collapsing Materials/Object	\$47,046.31	2.88%

What do customers and other stakeholders consider to be the strengths and opportunities for improvement /weaknesses of the program?

Strengths

- *The total cost of Workman's Compensation has declined over a three year period.*
- *The new Safety program processes are leading to increased collaboration between different stakeholder groups.*

Opportunities/Weaknesses

- *There is no system to collect data digitally.*
- *There is currently no standard annual analysis of Workman's Compensation claims to identify safety concerns.*
- *There is no current system to collect and analyze data for safety in Partner Districts.*
- *The current system of tracking injuries does not give specific information for "Struck or injured by student."*
- *There is a need to improve the culture of Safety at SSD.*
- *There is no centralized data on purchase and use of mechanical or hydraulic student lifts.*

How well aligned are the program's processes with the goals of the program?

The program's processes are well aligned with the goals of the program.

Deployment Level of Program Services: The program services are in the early stages of deployment in most areas or schools.

Should resources be changed to improve this program?

Yes No

Should goals be changed, added or removed?

Yes No

Evaluation Implications

General Recommendation Resulting from this Evaluation

Select from the following possible recommendations resulting from the evaluation:

- Continue the program as is. It is meeting or exceeding all expected outcomes.
- Expand the program, replicating effective components.
- Streamline, refine, or consolidate elements of the program.
- Redesign the program.
- Reevaluate the purpose and/or goals of the program.
- Discontinue ineffective or nonessential program components.
- Discontinue the program.
- Other (Specify.)

Action Plans

What specific actions are needed?

Short-term (within the next school year)

- Design requirements for data system to collect safety data from relevant stakeholders digitally.
- Include data from Workman's Compensation in the design of the data system for early detection of safety issues.
- Continue efforts to collaborate and share data with partner districts.
- Implement injury follow up process in partner districts.
- Explore possibility of tracking specific information about injuries caused by students that does not violate privacy guidelines, but gives useful information for preventing injuries.
- Continue to work with key stakeholders to develop a culture of Safety.
- Gather data on purchase and use of student lifts and correlate to injury reports.

Medium-term (1-2 years)

- Implement digital data collection system.
- Implement data sharing with partner districts facilitate collaboration on safety.

Long-term (3 years and more)

- Continue to cultivate the culture and practice of safety.

Operational Definitions:

"Category" in the Workman's Compensation charts refers to a general category made up of several specific Workman's Compensation labels. For example, "Slips and falls" includes slips and falls on stairs, slips and falls on ice, on grease etc.



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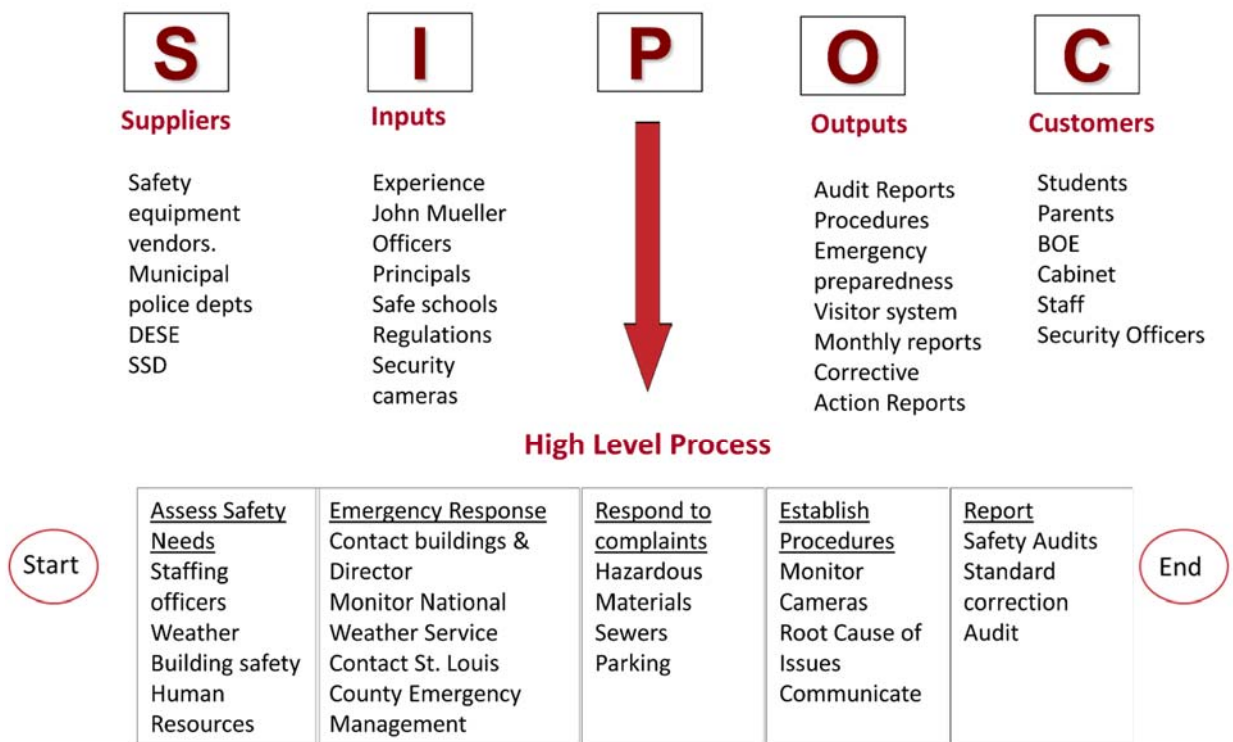
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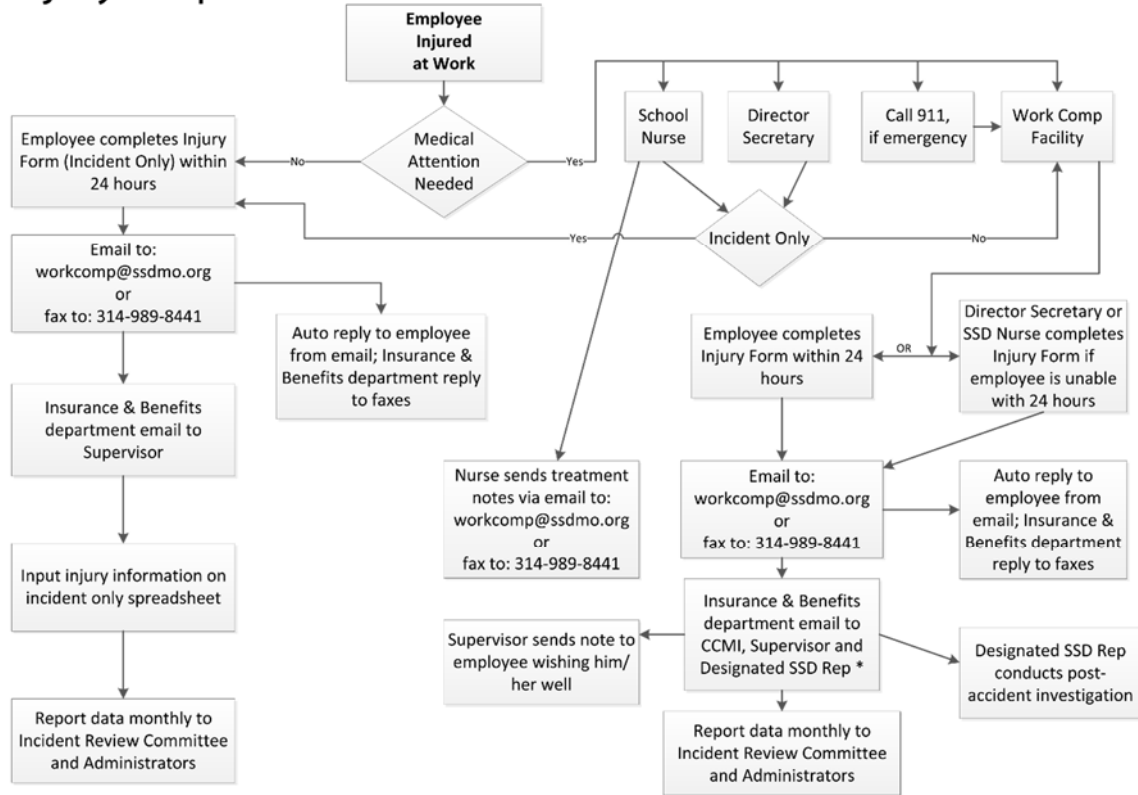
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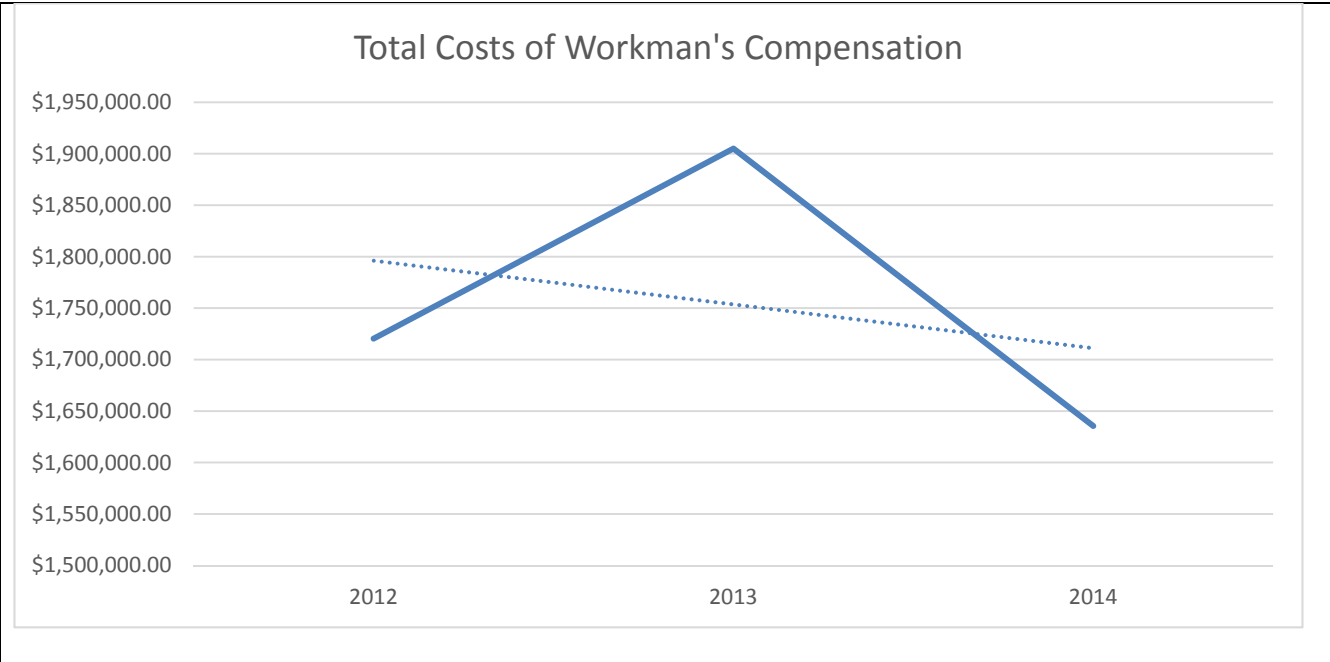
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