SAFETY AND SECURITY

MONITORING REPORT 2019-20

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Evaluator: Karla Reichert

PROFILE

The Safety and Security Program promotes a safe and secure working environment for all students, staff, and general public in SSD buildings by:

- Implementing policies and procedures
- Establishing environmental conditions that reduce unsafe behavior/accidents
- Coordinating school safety programs and drills, as well as,
- Providing on-site security.

RESOURCES

BUDGET (FY20)*:

<table>
<thead>
<tr>
<th>Component</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Non-Certified Salaries</td>
<td>$597,705</td>
</tr>
<tr>
<td>Employee Benefits</td>
<td>$110,329</td>
</tr>
<tr>
<td>Purchased Services</td>
<td>$159,075**</td>
</tr>
<tr>
<td>Supplies</td>
<td>$10,500</td>
</tr>
<tr>
<td>Capital Outlay</td>
<td>$45,500</td>
</tr>
<tr>
<td>Total</td>
<td>$923,109</td>
</tr>
</tbody>
</table>

*Excludes WC claim costs, taxes, administrator fees, personal protective equipment, etc.
**Includes the salary of the School Resource Officer

RESPONSIBILITY OF:

Director of Safety and Security

SUMMARY OF FINDINGS

- Perceptions of SSD school safety varied among staff, students, and parents. Parents felt the most confident about their child’s safety in SSD schools, followed by students. Instructional staff felt the least confident about the safety of their work environment.

- The average number of safety exceptions*/corrections identified per safety audit more than doubled over the year prior (161), as compared to the downward trend experienced over the three years prior, which had culminated at an average of 57 exceptions per safety audit in 2017-18.

- There has been a significant decrease in 2018-19 Workers’ Compensation (WC) claim rates, as compared to the year prior. Nevertheless, average cost per claim has risen 49% since 2017. The majority of all WC claims* continue to be due to student-inflicted injury (68%).

ACTION PLAN

Of the Safety and Security program’s eight action plans: two are complete, one has been discontinued due to feasibility, and the remaining five are on schedule for completion.

Ongoing work is specific to factors influencing staff perceptions of safety, workplace injury prevention measures, assessing the District’s effectiveness in responding to crises, and implementing security measures at the new Learning Center.

EVALUATION & RESEARCH RECOMMENDATION: Continue to monitor using same metrics and schedule

*A safety exception is defined as an environmental condition or potential hazard that has been deemed unsafe for students, staff, or visitors.
SUPPORTING RESULTS DATA

The degree to which staff felt safe in their schools was relatively consistent with the year prior (86% vs. 85% in 2017-18), which is still below the target level of 95%. A lower proportion of teachers indicated feeling less safe than paraprofessionals. In fact, the greatest gains occurred among paraprofessionals working in SSD buildings, with an increase of 8% over the 2017-18 rate, for an agreement average of 91%.

The Safety & Security Program achieved their target of an annual decrease in Workers’ Compensation claims (2018-19: 442 vs 2017-18: 521). Student-inflicted injuries continue to be the primary WC driver, accounting for 2/3 of all claims.

Note: Incident-only claims have not been included in the report’s calculations due to issues with data reliability.

*Operational settings include SSD Garages, Central Office, Distribution Center, and the Learning Center.

**Following SSD’s efforts to publicize WC reporting processes, a notable spike in claims occurred in 2018.

The most recent claim rate constitutes a decrease when compared to the five-year average (2014-18) of 467.2; however, average cost per claim is at its highest since 2015. During 2015-19, SSD has had approximately $16 million in WC expenditures. Also of note, the...
claims originating from an operational setting* are at a 5-year low (39).

The agreement rate increased among parents surrounding SSD school safety (96% vs. 93% in 2017-18), exceeding the target level of 95%. The student agreement rate was below the same target level, having slightly decreased from the year prior (90% vs 93% in 2017-18).

The average number of safety exceptions/corrections identified per safety audit more than doubled over the year prior (2018-19: 161 vs. 2017-18: 57). However, Southview School was under construction during 2017-18 allowing limited access for safety checks, which contributed to the lower number of safety exceptions found that year. Ultimately, the 2018-19 increase is at odds with the 3-year decline in safety exception rates occurring between 2015-16 and 2017-18.

<table>
<thead>
<tr>
<th>School Year</th>
<th>Number of Audits</th>
<th>Count of Exceptions</th>
<th>Average Exceptions Per Audit</th>
</tr>
</thead>
<tbody>
<tr>
<td>2018-19</td>
<td>2</td>
<td>322</td>
<td>161</td>
</tr>
<tr>
<td>2017-18</td>
<td>3</td>
<td>172</td>
<td>57</td>
</tr>
<tr>
<td>2016-17</td>
<td>2</td>
<td>211</td>
<td>106</td>
</tr>
<tr>
<td>2015-16</td>
<td>3</td>
<td>341</td>
<td>114</td>
</tr>
</tbody>
</table>

**Objective 2.1**

Provide a safe environment for our students

**MEASURE**

2.1a: Percentage of students who respond “agree” or “strongly agree” to the District Climate Survey item, “I feel safe in this school”

2.1b: Percentage of parents who respond “agree” or “strongly agree” to the District Climate Survey item, “My child is safe at school”

**Objective 3.1**

Identify and correct unsafe conditions in all SSD buildings

**MEASURE**

3.1: Number of safety exceptions/corrections identified in safety audits