Notes	Outcomes / Action Items
# Welcome and Opening **Welcome and Process Clarification** Facilitators gave an overview of the process - noting the misalignment between what the first paragraph on the website said the tasks were and the overarching purpose of the group. He noted that we began this process thinking we were starting anew, but recognize that the group had been meeting previously and had established. Bill noted that a traditional process addressing everything would take 18 months and while that process may not be off the table completely, it is not realistic to get us to the April deadline. Facilitators noted that we are trying to create a holding pin for all the bigger vision and the larger questions. 5 key steps we are going to take. Focusing tonight on vision and realigning our purpose. Looking at vision of safety and how you want to get additional information. (see slides for more info). Potential alternatives - improving or replacing SROs. Community engagement - proposals and testing them with community engagement. Reach agreement by April 8th. Nothing that we would like consensus but might have to have some dissent. Opening up the tools and building with more momentum. Walked through the agenda. Noting the outcomes/objectives. Went through meeting roles - noting that we had some tense meetings. How do we take ownership? Talked about the power dynamics - each coming with a different type of power. Use it in service of our shared purpose - not against each other. Heard we want more from the facilitation team. Balancing act of collectively owning things and norms. Facilitators then opened it up for questions. ● One member expressed concern that focusing on SROs alone was like putting blinders on and ignoring other school to prison pipeline issues ● Facilitation team responded that the CAC's purpose is not to dismantle the school to prison pipeline, but that it was asked to	**Next Steps**: N/A **Decision**: The group agreed to move forward under the timeline provided, with a focus on making a recommendation to the school board on SROs.

understand the concept and explore the data around it as part of its SROs work. So the pipeline conversation is infused into the process but dismantling it is not achievable in the timeframe we have.

Facilitators then asked the group to give a reaction to if they are comfortable with this plan going forward. The group was pretty split - either thumbs up or thumbs to the side. No one put their thumb down.

Facilitators asked for comments from those with sideways thumbs:
- Multiple members' concern was CAC would only still be addressing the surface of bigger school to prison pipeline problems by focusing on SROs and therefore not fully addressing the needs of the community, but they also saw that there is power in uniting to make the SRO recommendations to start. They were hopeful this group can continue this momentum to create a true sense of safety for PSD students.
- Others expressed concern about what seemed to be an assumption in the framing of the facilitators' presentation that SROs in schools for safety, which was not a notion that not all CAC members agree with.

The group did find consensus about being able to move forward with the process, purpose, and timeline outlined.

Brief look at the Report Outline
Facilitators shared the outline for what will become the CAC's final report, which will contain lots of details from the group norms to the concerns that were raised about process & scope of the CAC.

The hope in sharing it was to affirm that members' thoughts, questions, work, concerns, etc are all being captured somewhere that will ultimately be shared with the Board and available to the public.

# Ideal State: Elements of Safety ([Trello Board](#)) Facilitators helped frame and explain the next activity, in which CAC members would be discussing what "safety" means and looks like for PSD. The activity was designed to support the CAC in developing and elaborating a "person-centered" perspective on each of the elements of safety, then identifying the elements of safety that have the most impact on the questions around SROs so that the CAC can dig in further on those areas. CAC members got a quick tutorial of how to use the Trello online	**Next step**: N/A **Decision**: N/A

collaboration tool, and were given a few moments to read over the initial ideas about safety that were sourced from CAC member interviews and the discussion in previous meetings. Facilitators then guided members thru an on-our-own exercise to imagine a scenario where an SRO interaction would take place, and then to intentionally take a moment to think about that scenario from the perspective of a student, an SRO, a parent, and a teacher with an invitation to add key perspectives and content they saw as important from each of those perspectives to the Trello board if they didn't see them already represented. After the individual reflection activity, CAC members were invited to self-select into one of four breakout rooms to do a deep dive on one of the safety "focus areas" - Supportive School Culture, Preparedness & Response, Direct Prevention, and Recovery & Accountability - with others interested in that area too. The purpose of the small group discussion was "to understand the full context of safety and to come to common understanding of that scope." Small groups were to theme and add to their respective section of the Trello Board, focusing on what they want to be true in an ideal state of safety in PSD schools.	
## Safety Focus Areas Discussion After ~20 mins of small group discussions, the larger CAC came back together and a participant from each small group was asked to give a summary of their group's discussion. Supportive School Culture focus area report back: ● They focused on trying to prevent big problems or issues from arising in the first place. They felt like it was very positive to spend time in an "imaginative space" ● The positive culture was connected to the idea of the "curb cut effect" where, if you design for people in wheelchairs, sidewalks and public walkways would be accessible for everyone. There is a similar effect if we design school policies and cultural priorities around historically marginalized groups, then those things will work for everyone Direct Prevention focus area report back: ● They immediately named the connection between previous group's ideas and their own ● Safety is a collective responsibility, and they listed ways that students can support each other's safety	**Next step**: CAC members are invited to keep reading, adding to, and engaging with the Trello board and finalize their sticker selections in the coming days **Decision**: N/A

- Moved on to the ways the staff needs to be supported to build positive relationships with students so they can respond well in situations
- Expansive access to mental health care was highlighted, underlined, AND circled as critically important
- There were a couple thoughts on inclusive infrastructure being a relevant element here. "Curb cut effect" applies here, too

Preparedness & Response focus area report back:
- Again, this group acknowledged the interlocking parts of their work with the previous groups' points. Their work is for when the first two areas fail
- There was obviously a concern about active shooters to be taken into account
- There was some discussion about the code of conduct - it is very black and white, but there's suggestion that we need more gray area in it, which would be supportive of staff / admin discretion and situational adaptation, including considerations of whether it's a "first offense" or a repeated problem with a student / staff. But "zero tolerance" ties too many people's hands / has too many negative side effects, and the group felt it needs to change
- Parent involvement when police are involved was raised - sometimes there's not enough time. Sometimes the student specifically asked for parents not to be notified - how to handle this when the law doesn't mandate it?

Recovery & Accountability focus area report back:
- They needed, first, to clarify what Recovery and Accountability means - recovery, for them, was about situations when students are reentering school after something has happened. Accountability was about when staff or admin made mistakes (not so much students)
- Avoiding criminalization was a key takeaway
- A lot of these things depended on what kind of event is being recovered from, but the emphasis was on supporting students in the ways they need and making sure that incidents go "up the chain" when appropriate

A go-round of CAC members' reactions and observations to the discussion and report backs occured. Many CAC members expressed appreciations:
- That we're all striving for solutions and looking for what we need to understand to make improvements
- That people's thoughts are captured here and we're discussing

them in authentic convos
- That there's overlap and interlock between these categories
- That there are so many things under culture and prevention and that we DON'T just jump to SROs and response
- That there's a growing consensus that the most marginalized are being centered
- That we're looking into the future and looking at the world we can create
- That everyone is sitting in their truth
- That this format worked well for people who are internal processors who need time to think before responding
- That we have more tangible idea of safety in schools

A question was raised about accountability for the schools - who keeps them accountable if they don't follow through or fail to uphold an eventually agreed upon vision of safety?

The facilitators shared that what we have on this Trello board is an initial vision of safety that the group has jointly created. This is exciting progress!

CAC members were given the opportunity to add up to 5 "stickers" to ideas or topics in the whole Trello board that they think need to be discussed or unpacked further in future conversations.

Updates
A few updates were shared before the meeting closed.

Community engagement: several CAC members volunteered to join the subgroup that will steer the CAC's community engagement work, and a doodle poll went around. Looks like they're going to start meeting the next couple Tuesdays 5:30-7 to discuss the groups we want to engage with and develop a survey together. John McKay is helping convene and facilitate that subgroup's work. Naomi won't be able to participate since the night that was selected via doodle is also the night of Board meetings, but she asked the group to go ahead without her
- Facilitators went through all the feedback from previous meetings to compile anything that's been shared so far that was for inclusion in community engagement, and that compilation has been shared now with John.

Documents/Data: facilitation team has been tracking all of the documents, data, etc that have been asked for and shared so far. In the coming week, facilitators will share a folder full of all of that info. It was a VERY

Next steps:
- Community engagement subgroup will start meeting next week
- Facilitators to create and share google folder for community engagement materials from outside groups AND a different folder for data/documents that have been requested from PSD

Decision: NA

comprehensive set of documents, and PSD is still working together with Ft Collins PD to compile much of it. It will be made available as soon as possible

- Question: Is it still the Ft Collins policy to rotate SROs / officers out of their positions after 8 years? This was something a member believed used to be policy, and it felt unhelpful [no one had a clear answer for this]
- Question: are we going to be able to validate any of the data and documents we collect? As in, peer reviewed? [John answered reassuring that the data is all going to be reliable and not just from the internet]
- Question: there was an effort 4 or 5 years ago connected to the library about Latinx overrepresentation in disciplinary stuff - is that still relevant? Too long ago? [Facilitator team's opinion was no, that's not too old. Engagement subgroup will just have to use their judgement on how to weigh older material]

CAC Materials Google Folder: facilitators committed to setting up a google folder where CAC members can start sharing the info they have that's useful for community engagement (like the stuff School Justice members mentioned last week)

Closing:
CAC members were invited to each offer a brief reflection of how they were feeling at the end of the meeting.

- There were a lot of shared feelings of appreciation for the openness and sharing of other members, that it felt like we had made real progress, and that this meeting was the best we'd had so far