



Merit Academy School Safety Policy

Merit Academy recognizes that effective learning and teaching takes place in a safe, secure and welcoming environment and that safe schools contribute to improved attendance, increased student achievement and community support. Merit Academy is committed to providing a safe environment in school, on school vehicles and at school-sponsored activities. To that end, the Board directs the Chief Action Officer to ensure development a safe schools plan that includes:

1. Procedures that address the supervision and security of school buildings and grounds.
2. Procedures that address the safety and supervision of students during school hours and school-sponsored activities.
3. Procedures that address persons visiting school buildings and attending school-sponsored activities.
4. Training programs for staff and students in crisis prevention and management.
5. Training programs for staff and students in emergency response procedures that include practice drills.
6. Training programs for staff and students in how to recognize and respond to behavior or other information that may indicate impending violence or other safety problems.
7. Training and support for students that aims to relieve the fear, embarrassment and peer pressure associated with reporting behavior that may indicate impending violence or other safety problems.
8. Procedures for safe, confidential reporting of security and safety concerns at each school building.
9. Procedures for regular assessments by school security/safety professionals and law enforcement officers to evaluate the security needs of each school building and to provide recommendations for improvements if necessary.
10. Procedures for regular assessments by school climate professionals to determine whether students feel safe and to provide recommendations for improvements in school climate at each Merit Academy building.



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11. Procedures to provide for regular communications between Merit Academy officials, law enforcement officers, fire department officials, city and county officials and local medical personnel to discuss crisis prevention and management strategies, including involvement by these parties in the development and revision of crisis prevention and management plans.
12. Training programs for staff and students in safety precautions and procedures related to fire prevention, natural disaster response, accident prevention, public health, traffic, bicycle and pedestrian safety, environmental hazards, civil defense, classroom and occupational safety, and special hazards associated with athletics and other extracurricular activities.
13. Procedures for the reporting of criminal activity to law enforcement.
14. A child sexual abuse and assault prevention plan, including comprehensive, age-appropriate curricula regarding child sexual abuse and assault awareness and prevention and professional development for school personnel and parents in preventing, identifying, and responding to child sexual abuse and assault.
15. Procedures for notifying parents of an employee's criminal charges when such notification is required by state law.

The Dean responsible for the supervision and implementation of the safe school program in his or her school. The Dean shall submit annually, in the manner and by the date specified by the State Board of Education, a written report to the Chief Action Officer concerning the learning environment in the school during that school year. The report shall contain, at a minimum, the information required by law.

The annual safety reports from every school in the Merit Academy shall be compiled and submitted to the state department of education in a format specified by the State Board of Education. The report shall be made available to the public. Pursuant to C.R.S. [22-32-109.1](#), the following information shall be included in the annual safe schools report from the Dean to the Chief Action Officer for the preceding school year:

1. Total enrollment for the school
2. Average daily attendance rate at the school



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3. Dropout rates for grades seven through twelve, if such grades are taught at the school
4. Average class size for each public elementary, middle or junior high school, and senior high school calculated as the total number of students enrolled in the school divided by the number of full-time teachers in the school
5. The school's policy concerning bullying prevention and education, including information related to the development and implementation of any bullying programs
6. Number of conduct and discipline code violations, which shall be reported only in the most serious category applicable to each violation, including but not limited to specific information on the number of and the action taken with respect to each of the following types of violations:
 - a. Possessing a dangerous weapon on school grounds, in a school vehicle, or at school activity or sanctioned school event without the authorization of the school or the school Merit Academy.
 - b. Use or possession of alcohol on school grounds, in a school vehicle, or at school activity or sanctioned event.
 - c. Use, possession or sale of a drug or controlled substance, other than marijuana, on school grounds, in a school vehicle, or at school activity or sanctioned event.
 - d. Unlawful use, possession, or sale of marijuana on school grounds, in a school vehicle, or at a school activity or sanctioned event.
 - e. Use or possession of a tobacco product on school grounds, in a school vehicle, or at school activity or sanctioned event.
 - f. Being willfully disobedient, openly and persistently defiant, or repeatedly interfering with the school's ability to provide educational opportunities to and a safe environment for other students.
 - g. Commission of act on school grounds, in a school vehicle, or at a school activity or sanctioned event that if committed by an adult would be considered first or second degree assault or vehicular assault.



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- h. Behavior on school grounds, in a school vehicle, or at a school activity or sanctioned event that is detrimental to the welfare or safety of other students or school personnel, including, but not limited to incidents of bullying, and other behavior that creates a threat of physical harm to the student or to other students.
- i. Willful destruction or defacement of school property.
- j. Commission of an act on school grounds, in a school vehicle, or at a school activity or sanctioned event that, if committed by an adult, would be considered third degree assault or disorderly conduct.
- k. Commission of act on school grounds, in a school vehicle or at a school activity or sanctioned event that, if committed by an adult, would be considered robbery.
- l. The number of acts of sexual violence on school grounds, in a school vehicle, or at a school activity or sanctioned event [Note: Any information provided as a part of this subparagraph must be reported as aggregate data and must not include any personally identifying information. Sexual violence is defined as a physical sexual act perpetrated against a person's will or where a person is incapable of giving consent.]
- m. other violations of the code of conduct and discipline that resulted in documentation of the conduct in a student's record.

For purposes of the report, "action taken" means the specific type of discipline, including but not limited to the following categories of discipline:

- in-school suspension
- out-of-school suspension
- classroom removal in accordance with Merit Academy policy
- expulsion
- referral to a law enforcement (including any law enforcement agency, law enforcement officer or school resource officer)
- any other form of discipline, which shall be officially identified as part of a Merit Academy policy



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LEGAL REFS.: C.R.S. [9-1-101](#) through [9-1-106](#) (construction requirements, fire escapes, etc.)
C.R.S. [22-1-130](#) (6) (safe school plan must include parent notification of employee criminal charges)
C.R.S. [22-3-101](#) through [22-3-104](#) (eye protective devices)
C.R.S. [22-32-109.1](#) (1)(b.5) (definition of "community partners" that board may wish to consult with in developing and implementing its safe school plan]
C.R.S. [22-32-109.1](#) (2) (safe schools plan)
C.R.S. [22-32-109.1](#) (2)(b) (detailing information required in annual Dean reports on the learning environment)
C.R.S. [22-32-110](#) (1)(k) (board authority to adopt policies related to employee safety and official conduct)
C.R.S. [22-32-124](#) (2), (3) (building inspections)
C.R.S. [24-10-106.5](#) (duty of care)
CROSS REFS.: [ECA/ECAB](#), Security/Access to Buildings
[KDBA*](#), Parent Notification of Employee Criminal Charges
[KDE](#), Crisis Prevention and Management
[KI](#), Visitors to School
Adopted: 08/01/2000
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Legal Ref. Update: 07/11, 07/12, 12/13, 08/17, 10/18