

Management Commitment Statement

Safety and health in our school district must be a part of every operation. Without question, it is every employee's responsibility at all levels.

We will maintain a safety and health program conforming to the best practices of organizations of this type. To be successful, such a program must embody the proper attitudes toward injury and illness prevention on the part of department heads, principals, supervisors and employees. It also requires cooperation in all safety and health matters, not only between management and employees, but also between employees and their co-workers. Only through such a cooperative effort can an effective safety and health program be established and preserved.

The safety and health of every employee is a high priority. Management accepts responsibility for providing a safe working environment and employees are expected to take responsibility for performing work in accordance with safe standards and practices. Safety and health will only be achieved through teamwork. Everyone must join together in promoting safety and health and taking every reasonable measure to assure safe working conditions in the school district.

School District

Superintendent Signature

Date

Management Commitment Statement

Safety is our first priority

While education is our main focus, we will not compromise safety.

All accidents are preventable and all hazards controllable

All school district employees are expected to perform their assigned tasks safely with a high degree of alertness to the hazards of the workplace. Everyone is expected to participate in the elimination and control of these hazards and to encourage the safe behavior of others.

Working safely is a condition of employment

Each and every employee of _____ School District is expected to work safely in accordance with the training they have received and to actively participate in the _____ School District safety process.

Safety is everyone's responsibility

The entire organization - from top management through every employee - is responsible for safety. It is management's role to establish these safety commitments as our highest priority and to communicate safety expectations in a visible and inspiring manner.

People will need to be trained to perform their jobs safely prior to being assigned these tasks

No one will be permitted to perform a job prior to demonstrating that he or she understands and can perform the job safely. All personnel are expected to adhere to these training requirements.

Each school, warehouse, maintenance shop, office, etc. will have an active Safety Management Plan that is equivalent to those for production and quality

The same thoroughness and intensity of thought will be placed on safety management as on other aspects of business management and education. This includes setting standards of performance and improvement goals.

Audits are essential for maintaining safety performance

Management and employees will actively observe and involve themselves with the safety performance and behaviors of others in order to encourage those that are safe, and correct those that are unsafe. Safety excellence will be encouraged to further stimulate performance improvements.

Superintendent Signature

Date

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The _____ School District will implement policies and programs to minimize the adverse effects of accidental losses. Ultimately, reducing or controlling losses is a managerial responsibility and risk management techniques must be integrated into all policies, procedures, and work practices on a day-to-day basis. Risk management/safety specialist, through their functional authority, can only assess and identify hazards and recommend appropriate corrective action(s). Only management, through the supervisory function, can implement and enforce policies and procedures of which risk control techniques are integral components.

Probably the most important influencing factor, in achieving the objective of reducing or controlling the school district's losses, is management's demonstrated support for the risk management program. Realistically, this does not mean a "yes" or "will do" to everything proposed or recommended; but it does mean that reasonable consideration be given and appropriate action taken on viable proposals or recommendations. This support and commitment will be further demonstrated through implementation of fair, consistent, policies and procedures and holding supervisors at all levels of the hierarchy accountable for the fair and consistent application of these policies and procedures. Furthermore, this commitment is clearly communicated in this commitment statement and supervisory role and responsibilities for risk management and safety delineated in position statements or job descriptions. The duties and responsibilities should identify risk control techniques that can be quantified and performance measured against an established criteria.

Education and training, both initial and periodic, will be implemented and supported by management as an important component of the organization culture. Accomplishing a task effectively and efficiently is also synonymous with safe accomplishment of the task. Each school/district location will integrate risk management and safety as an integral component of a new employee orientation program. This is a phase where all new employees will generally formulate a perception, perhaps a lasting perception, of the school district's commitment to them as a valuable resource and sets the tone and expectations for a safe and healthy work environment. Training, especially dedicated periodic training, does involve a cost to the organization. However when taking into consideration the thousands of dollars paid out for workers' compensation injuries in any given fiscal year, the cost of education and training is a small investment in preventing current and future injuries that, as is historically evident, are only prone to feed and further escalate these costs.

Accountability, commitment, and training are attributes that are key if a program is to be successful and effective in the long-term.

Superintendent Signature

Date