

THREATS OF SCHOOL VIOLENCE

Any school employee who believes in good faith that there is a serious and imminent threat to the health or safety of any student, any school employee, or the public, by an individual seen in the course of the employee's professional duties shall report the threat as required by state law and this policy. In particular:

1. The facts and circumstance contributing to the belief that there is such a serious and imminent threat shall be reported immediately, by telephone or in person, directly to a law enforcement agency.
2. The person making the report to law enforcement shall also immediately inform the District Administrator or his/her designee of the nature of the threat and circumstances. Such notice does not have to be given prior to contacting a law enforcement agency.

This policy and the obligation to immediately report a serious and imminent threat of school-related violence also applies to any other person who is acting as an agent of the District (e.g., a contracted service provider) and who is specified as a mandatory reporter of threats of school violence under state law.

The administration shall promptly evaluate and process known threats of school-related violence according to the District's school safety plan and under any other established procedures for responding to safety emergencies.

The District shall not take any disciplinary action against a school employee, discriminate against an employee in regard to employment, or threaten an employee with any such treatment for making a report of threatened school violence in good faith under this policy. School employees may be subject to District disciplinary action, as well as penalties under state law, for failure to report such threats.

All District employees shall receive training provided by the Department of Public Instruction in the state laws governing the reporting of a threat of school violence within the first six (6) months after commencing employment and at least once every five (5) years after that initial training.

If a student has made, or if there is reason to suspect that a student has made, a threat of school-related violence, the District shall conduct an investigation of the relevant facts and circumstances and determine any appropriate school disciplinary consequences or other response. The District Administrator, or his/her designee, is authorized to seek payment from appropriate parties for costs and other damages, including for lost instructional time and other disruptions of operations, that may be associated with any threatened, attempted, or actual act of school-related violence.

THREAT ASSESSMENT

Threat Assessment

The primary purpose of a threat assessment is to minimize the risk of targeted violence at school. This policy is designed to be consistent with the process for identifying, assessing, and managing students who may pose a threat as set forth in the joint U.S. Secret Service and U.S. Department of Education publication, *Threat Assessment in Schools: A Guide to Managing Threatening Situations and to Creating Safe School Climates*. The goal of the threat assessment process is to take appropriate preventive or corrective measures to maintain a safe school environment, protect and support potential victims, and provide assistance, as appropriate, to the student being assessed.

The threat assessment process is centered upon an analysis of the facts and evidence of behavior in a given situation. The appraisal of risk in a threat assessment focuses on actions, communications, and specific circumstances that might suggest that an individual intends to cause physical harm and is engaged in planning or preparing for that event.

The Board authorizes the District Administrator to create building-level, trained threat assessment teams. Each team shall be headed by the principal and include a school counselor, instructional personnel, and, where appropriate, the school resource officer. At the discretion of the District Administrator, a threat assessment team may serve more than one (1) school when logistics and staff assignments make it feasible.

The team will meet when the principal learns an individual has made a threat of violence or engages in concerning communications or behaviors that suggest the likelihood of a threatening situation.

The team is empowered to gather information, evaluate facts, and make a determination as to whether a given student poses a threat of violence to a target. If an inquiry indicates that there is a risk of violence in a specific situation, the team may collaborate with others to develop and implement a written plan to manage or reduce the threat posed by the student in that situation.

The Board authorizes the District Administrator to create guidelines for the purpose of:

- A. identifying team participants by position and role;
- B. requiring team participants to undergo appropriate training;

- C. defining the nature and extent of behavior or communication that would trigger a threat assessment and/or action pursuant to a threat assessment;
- D. defining the types of information that may be gathered during the assessment;
- E. stating when and how parents/guardians of a student making a threat shall be notified and involved;
- F. designating the individuals (by position) who would be responsible for gathering and investigating information;
- G. identifying the steps and procedures to be followed from initiation to conclusion of the threat assessment inquiry or investigation.

Board employees, volunteers, and other school community members, including students and parents, shall immediately report to the District Administrator or principal any expression of intent to harm another person or other statements or behaviors that suggests a student may intend to commit an act of violence.

Nothing in this policy overrides or replaces an individual's responsibility to contact 911 in an emergency. {All persons who are mandatory reporters of child abuse or neglect (including all school employees) are now required to report serious and imminent threats of school violence directly to a local law enforcement agency in accordance with section 175.32 of the state statutes.}

Regardless of threat assessment activities or protocols, disciplinary action and referral to law enforcement shall occur as required by state law and Board policy.

Threat assessment team members shall maintain student confidentiality at all times as required by the District's student records policy and state and federal law.

LEGAL REF.: 175.32 Wisconsin Statutes

APPROVED: November 14, 2018