

# THREAT IDENTIFICATION AND ASSESSMENT

The District Administrator and the Director of Pupil Services shall be jointly responsible for the creation and implementation of a program and/or set of procedures that specifically addresses threat identification, assessment, and response. The purpose and goals of such program and/or procedures include all of the following:

1. To increase staff capacity to recognize behaviors and communications of a student, employee, or other person that, based on relevant research and best practices, should be identified as raising concerns of an underlying problem, conflict, or mental health issue such that the person may currently, or may in the future, pose a credible threat to the health or safety of any person.
2. To provide guidance to students on the recognition of behaviors and communications that threaten or endanger health or safety, or that are otherwise serious and concerning enough that they should be reported to school authorities for further assessment and possible intervention.
3. To inform school employees of their legal obligation to immediately contact law enforcement if the employee (or other mandatory reporter) believes in good faith that there is a serious or imminent threat of school violence, as further defined in state law, and to establish and communicate other appropriate internal and external reporting/referral procedures related to threats and other concerning behaviors.
4. To increase capacity within the District, working with non-District agencies and other non-District personnel with relevant skills and expertise to the extent appropriate, to assess and formulate a response to threats or other concerning conduct. Such responses may include school-related safety planning for any individuals whose health or safety is known to have been specifically threatened or targeted.
5. Raising awareness among appropriate District staff of available intervention strategies and District-based and community-based resources that may help to further assess and address concerning behaviors, including any underlying problem, conflict, or mental health issue.
6. To identify and respond to situations involving (a) risks of potential violence, (b) significant disruptions to District programs and operations (or significant risks thereof), or (c) persons in need of assistance with the goals of:
  - Deescalating the situation and mitigating risks to health, safety, and property, prior to the point that a serious and imminent threat of violence, any attempted violence, or actual harm occurs.
  - Particularly in situations involving students, decreasing a risk of other harmful behaviors including suicide, alcohol or drug use, crime, or dropping out of school.

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At least one individual in each school building shall be designated as a site-based threat assessment coordinator. The coordinator shall be either an administrator or student services professional.

Nothing in a program or procedures addressing threat identification, assessment, and response shall prevent a person from taking reasonable action to address an imminent threat that endangers any person's health, safety, or property. Further, such programs or procedures do not insulate any person's conduct from appropriate disciplinary and/or legal referrals and consequences.

**Adoption Date:** October 2024