STUDENT THREAT MANAGEMENT PROCESS

When school staff members become aware of a student who has made verbal or written threats towards self, other students, staff, or the school, school staff members should communicate immediately with the administrator to determine the level of threat. Level of threat is determined with input from the school counselor, school psychologist, school social worker, and/or SRO, where appropriate. The following outlines procedures for the *Student Threat Management Process,* found in the *Critical Response and School Emergency Safety Management Guide-BCPS*.

PROCEDURES

Immediate Response

1) Administrator learns of verbal or written threat of harm to self, others, or property made by student.

2) Administrator investigates and gets written statements.

3) Level of threat is determined immediately by principal/principal's designee with input from school counselor, school psychologist, school social worker, and SRO, where appropriate. Principal/principal's designee may consult with Coordinator of School Counseling Services, Coordinator of Psychological Services, and/or Specialist of School Social Work Services as needed.

I. LOW LEVEL OF THREAT IS DETERMINED.

Threat: Stated in vague or general manner
Often reflects anger, frustration, lack of hope, or distrust
Does not include a specific target other than self
Does not specify concrete steps to carry out threat
Developmentally inappropriate or unrealistic

- Administrator consults with school counselor, school psychologist, and/or school social worker regarding:
  - the needs of the student
  - involvement of the student's parents
  - identification of appropriate referral resources

- Pupil personnel worker and school nurse are involved as needed.

- Consultation is provided to school staff regarding strategies for managing low level threats.

- Student is referred to Student Support Team for educational planning as needed.

II. MEDIUM LEVEL OF THREAT IS DETERMINED.

Threat: Clearly stated; often a function of anger or frustration
Uncertain about specific targets of threat
Lacking in capacity or resources to act on threat
Lacking in concrete steps taken to carry out threat

Suggestive of attention seeking behavior
Could continue or escalate if not addressed

- Principal/principal's designee contacts school counselor, school psychologist, and/or school social worker to meet immediately with the student. Based on the student meeting:
  - Administrator determines who is to contact student's parents
  - Appropriate referral resources are identified and offered to parents
  - Parents of intended victims are notified as needed

- Pupil personnel worker and school nurse are involved as needed.

- Disciplinary actions are determined by the principal.

- Student is referred to Student Support Team for educational planning as needed.

- Principal/principal's designee may consult with SRO or Police at 9-911. Patrol officer may investigate and refer.

III. HIGH LEVEL OF THREAT IS DETERMINED.

Threat: Clearly stated
Targeted to specific individuals or property
Identifies behaviors that can realistically be carried out
Implies that concrete steps have been taken to carry out threat

- Contact SRO or call Police at 9-911.
  Call Baltimore County Public Schools, Police Liaison, at x 6426.

- Principal/principal's designee ensures that the following steps are taken:
  - Student remains under administrative supervision
  - Administrator contacts Area Assistant Superintendent of Schools
  - Police are consulted regarding time frame for notifying parents
  - Parents of student making threat are notified and brought to school
  - Parents of student threatened are notified
  - Risk Management and Baltimore County Police Department Workplace Violence Unit are notified when a staff member is threatened and it is deemed by administrator and patrol officer to be a "High Level" threat

- Principal/principal's designee contacts school counselor, school psychologist, and/or school social worker to conduct emergency assessment of threat of harm to self, others, or property.
  - School counselor, school psychologist, and/or school social worker reviews record, conducts necessary assessment, and consults with administrator regarding the threat of harm to self, others, or property
  - School psychologist is to be involved in the emergency assessment
  - Appropriate referral resources are offered to parents
  - Follow-up support is offered to intended victims

- Pupil personnel worker and school nurse are involved as needed.
- Disciplinary actions are determined by the principal.
- Student is referred to Student Support Team for educational planning as needed.

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