

Purpose

The purpose of this document is to establish procedures for the assessment and intervention with students, staff, and other non-affiliated individuals whose behaviors pose a threat to the safety of the school environment.

Definitions

Threat - is an expression of an intent to cause physical harm to someone. The threat may be expressed/communicated behaviorally, orally, visually, in writing, electronically, or through any other means; and is considered a threat regardless of whether it is observed by or communicated directly to the target of the threat or observed by or communicated to a third party; and regardless of whether the target of the threat is aware of the threat. Threats may be direct ("I am going to beat you up.") or indirect ("I'm going to get him.").

Threat Assessment - is a comprehensive process emphasizing an appraisal of observed (or reasonably observable) behaviors to identify potentially dangerous or violent situations, to assess them, and to manage/address them.

Transient Threat - is one in which it is determined that the individual/situation does not appear to pose a threat of serious harm to self/others, and any exhibited issues/concerns can be resolved easily. A transient threat may be handled by the ordinary school disciplinary process at the discretion of the school administration.

Substantive Threat - is one in which the person/situation does not appear to pose a threat of serious harm to self/others, at this time; but exhibits behaviors that indicate a continuing intent and potential for future violence or serious harm to self/others; and/or exhibits other concerning behavior that requires intervention. A substantive threat may also involve a parallel school disciplinary process.

Serious Substantive Threat - is one in which the person/situation appears to pose a threat of serious harm, exhibiting behaviors that indicate both a continuing intent to harm and efforts to acquire the capacity to carry out the plan; and may also exhibit other concerning behavior that requires intervention. A serious substantive threat may also involve a parallel school disciplinary process.

Imminent Threat – is when the person/situation appears to pose a clear and immediate threat of serious violence toward others that requires containment and action to protect identified or identifiable target(s); and may also exhibit other concerning behavior that require intervention.

Behavioral Threat Assessment - is a proactive, evidence – based approach for identifying individuals who may pose a threat and for providing interventions prior to the occurrence of a violent incident.

Non-affiliated Person - is a person who is not an employee, student, contractor, family member or friend of a student or staff.

Policy Statement

When an individual makes a threat or engages in concerning communications or behaviors that suggest the likelihood of a threatening situation, the Behavioral Threat Assessment Policy shall be followed. The overarching goal of the threat assessment process is to engage in a non-adversarial, holistic analysis providing interventions and support where needed while maintaining a safe school environment. Regardless of threat assessment activities, disciplinary action and referral to law enforcement must occur when required by school system policy or as otherwise established in Maryland law or regulations. All school system employees, volunteers, and contractors should report immediately to the designated

school administrator any expression of intent to harm another person, concerning communications, or concerning behaviors that suggest an individual may intend to commit an act of violence.

Legal Reference			
Policy Cross Reference	Adopted	Reviewed	Revised – July 16, 2019, 1 st Reading Aug. 13, 2019, 2 nd Reading Jan. 16, 2024, 1 st Reading Feb. 13, 2024, 2 nd Reading