

SCHOOL DISTRICT OF PITTSVILLE BOARD POLICY

SUPPORT SERVICES

THREATS OF SCHOOL ANTI-VIOLENCE

723.2

~~The School District of Pittsville shall strive to maintain a safe, secure, and peaceful school environment. Violent behavior in any form will not be tolerated by anyone on school premises, school buses, or at any school sponsored activity.~~

For policy purposes, “violent behavior” includes, but is not limited to: (1) aggressive behavior which subjects a person to unwanted physical contact (e.g., striking, shoving, kicking) and (2) behavior which causes fear or physical or psychological discomfort (e.g., physical conduct, verbal or nonverbal threats or gestures).

~~Anyone violating this policy shall be referred to law enforcement officials and, if applicable, disciplined in accordance with established Board policies or provisions of current employee agreements.~~

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, based on a threat that has been made by an individual seen in the course of the employee’s professional duties regarding violence in or targeted at a school, 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 personally, directly to a law enforcement agency.
2. The person making the report to law enforcement shall also immediately inform the District Administrator or Building Principal of the nature of the threat and circumstances. Such notice to a responsible administrator or supervisor in the District 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.

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.

LEGAL REFERENCES:

Wisconsin Statutes

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| Section 48.981(2)(a) | [list of persons specified as mandatory reporters of child abuse and neglect and threats of school violence] |
| Section 115.01(10)(c) | [authority of district administrator to close school for threat to the health and safety of students and staff] |
| Section 118.07 | [health and safety requirements, including school safety plans, safety drills, and related staff training] |

<u>Section 120.12(1)</u>	[board duty; care, control and management of school property]
<u>Section 120.13(1)</u>	[board power to discipline students for threats and other conduct that endangers health, safety, or property]
<u>Section 175.32</u>	[mandatory reporting of threats of school violence]
<u>Section 947.015</u>	[bomb scares]
<u>Section 947.019</u>	[threats of death, bodily harm, or damage to property affecting school premises and in other circumstances]
<u>Section 895.035(4a)</u>	[parent liability for certain acts of children]

<i>1st Reading:</i>	<i>September 14, 1998</i>
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<i>Second Reading/Approval:</i>	<i>August 13, 2018</i>

SCHOOL DISTRICT OF PITTSVILLE BOARD POLICY

SUPPORT SERVICES

THREAT IDENTIFICATION AND ASSESSMENT

723.2 RULE

The District Administrator 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.

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 program or procedures do not insulate any person's conduct from appropriate disciplinary and/or legal referrals and consequences.

First Reading: July 11, 2018
Second Reading/Approval: August 13, 2018