Sample Threat Assessment and Management Forms

The following pages provide sample forms to help schools document information related to all aspects of threat cases, from initial report/intake, triage, assessment, initial case management, case updates and case closure. Note that schools are NOT required to use these forms. Rather, they are provided as a resource to support schools in their efforts to identify, assess and manage potential threats to the school and its members.

All the forms are also available on the DCJS website at:

www.dcjs.virginia.gov/virginia-center-school-and-campus-safety/threat-assessment-virginia

The forms are available for use in a downloadable PDF format to be used as they are, or in a WORD format.

School threat assessment teams are encouraged to download the forms, edit them to meet their policies and procedures, and use them as best meets their needs. Teams may use all, some, or none of these forms and may edit them to meet local needs.

Overview of Threat Assessment and Management Forms

Part I: Intake for Initial Report Concerned

This form is to document initial reports. The first page is to document the incident/concern that occurred. The items about the incident are intended to gain a full understanding of what occurred and if there are any obligations for further notifications.

The next two pages are to document the persons involved in the potential case, i.e., the subject(s), target(s)/others impacted, and witnesses. If necessary, use additional copies to document information about additional persons involved.

Part II: Triage

This form has three pages. The first is for documenting standard record checks. Note these items should be updated to reflect the record sources and access of the school's threat assessment team. The second page is a summary checklist of key issues for consideration of need for further assessment or intervention. The purpose of the triage is to determine if there is need for further review and action by the full team or if the concern can be reasonably resolved at triage or by referral to existing resources. The third page is for documentation of any required notifications, additional information, and the findings of the triage process.

Part III: Threat Assessment

There are two pages for this form which provides key areas for inquiry regarding each of the STEP domains, and a checklist of key factors that will inform assessment and case management considerations. The key areas and items reflect the content of the Guidelines for Threat Assessment in this *Guide*. This form may also be used to update key areas/information during ongoing case reviews.

Part IV: Initial Case Management Plan

This form uses the STEP framework to outline the case management plan. The teams should identify tasks, team members responsible for overseeing completion of the tasks, and a date/time the task is due for update to the team.

Part V: Case Update

Like the initial Case Management form, this uses the STEP framework for modification to the case management plan, including both updates such as new information or outcomes of prior action items, and new or ongoing tasks for each of the domains. The teams should identify tasks, team members responsible for overseeing completion of the tasks, and a date/time the task is due for update to the team. This form can be used to document each review of the case.

Part V: Case Closure

Teams may use this form to document a thorough, diligent and deliberate review of the case to ensure that any concerns using the STEP framework have been sufficiently addressed, to the point that the case is stable at a Routine/No Known Concern or Low Level of Concern.

THREAT ASSESSMENT & MANAGEMENT FORM

PART I: INTAKE fo	T I: INTAKE for INITIAL REPORT OF CONCERN						
Date	Day o	of Week: 🗌 Mond	ay 🛛 Tuesday	Wednesday	□ Thursday	Friday	Time:
Reported:					Saturday	🗆 Sunday	🗆 AM 🗆 PM
Taken by:		School:				Position:	

REPORTING PARTY:

Name:		🗆 Un	known	ID #:	
Affiliation:	Administrator Teacher Staff Student Parent/Guardian Contractor Other: None/U	nknowr	ı	Status:	Current Former Prospective Grade:(if student)
School:			Building	/Program:	
Home Address:				Phone:	

INCIDENT:

Date	Day of	Day of Week: Monday Tuesday Wednesday Thursday Friday Time:					
Occurred:		□ Saturday □ Sunday □ AM □ PM					
Location:	\Box School Property [\Box In School Building	🗆 School Property [🗆 In School Building 🔲 School Grounds] 📄 School Bus 📄 School Sponsored Activity 📄 Other:					
School:		Building/Program:					
Address:	City: S						
Concern	□ Harm to Others □ Ab	duction 🗆 Stalking 🗆 Bullying 🛛 S	Suicidal	/Self-Harm 🗌 Aberrant	Communication/Be	havior	
Types:	\Box Assault [\Box Physical \Box Sexual) \Box Bo	mb/Arson 🗆 Weapon 🛛 Harassment 🗆 N	Mental	Health 🛛 Disruptive / Su	spicious Behavior		
Nature:	□ Act □ Threat □ Concern Modes: □ In Person □ Phone □ Text □ Email □ Letter □ Social Media □ Internet □ Other :						
Persons(s) i	njured: 🗌 Yes 🗌 No 🗌 Unknown	Persons(s) require medical attention?	∕es □	No 🗆 Unknown			
Weapon inv	involved: Yes No Unknown Type of Weapon: Firearm[Rifle/Shotgun Pistol] Edged Explosive Other:						
Weapon ref	Weapon referenced: Yes No Unknown Type of Weapon: Firearm[Rifle/Shotgun Pistol] Edged Explosive Other:						
Law Enforce	ement Involved: 🗆 Yes 🛛 No 🗆 Unknow	n Agency:	Law Enforcement Involved: Yes No Unknown Agency: Arrest/Custody of Subject: Yes No				

Details of the incident/nature of concerns. Note what occurred, who was involved, where and when, if others were impacted or harmed, etc.

If threats/concerning statements were communicated, provide direct quotes where possible, using quotation marks to indicate direct quotes. Attach original communications if available.

PART I: INTAKE for INITIAL REPORT OF CONCERN – PERSONS INVOLVED

SUBJECT (1) Engaging in threatening, aberrant or concerning behavior:

Name:		🗆 Unknown	ID #:	
Affiliation:	Administrator Teacher Staff Student Parent/Guardian		Status:	□ Current □ Former □ Prospective
	Contractor Other:	lone/Unknown		Grade:(if student)
School:			lationship to Target:	
Emergency Contact:		Rel	ationship:	Parent Spouse/Partner Guardian Other:
Home Address:			Phone:	

SUBJECT (2) Engaging in threatening, aberrant or concerning behavior:

Name:		🗆 Unkno	own ID #:	
Affiliation:	□ Administrator □ Teacher □ Staff □ Student □ Parent/Guardian		Status:	□ Current □ Former □ Prospective
	□ Contractor □ Other: □ N	one/Unknov	vn	Grade:(if student)
School:			Relationship to Target:	
Emergency Contact:			Relationship:	Parent Spouse/Partner Guardian Other:
Home Address:			Phone:	

Note: If more than two subjects of concern in this incident, attach additional copies of this page with subject's information.

TARGET (1):

Name:		🗆 Unkn	nown	ID #:	
Affiliation:	□ Administrator □ Teacher □ Staff □ Student □ Parent/Guardian		Sta	atus:	□ Current □ Former □ Prospective
	□ Contractor □ Other: □ N	one/Unkno	own		Grade:(if student)
School:			Relation to Subj	-	
Emergency Contact:			Relations	iship:	□ Parent □ Spouse/Partner □ Guardian □ Other:
Home Address:			Ph	none:	

TARGET (2):

Name:		🗆 Unknown	ID #:	
Affiliation:	Administrator Teacher Staff Student Parent/Guardian		Status:	□ Current □ Former □ Prospective
	Contractor Other: N N N	one/Unknown		Grade:(if student)
School:			elationship to Subject:	
Emergency Contact:		Re	lationship:	Parent Spouse/Partner Guardian Other:
Home Address:			Phone:	

Note: If more than two targets in this incident, attach additional copies of this page with target's information.

PART I: INTAKE for INITIAL REPORT OF CONCERN – PERSONS INVOLVED

Witness (1):

Name:		□ ι	Unknown	ID #:	
Affiliation:	Administrator Teacher Staff Student Parent/Guardian			Status:	□ Current □ Former □ Prospective
	□ Contractor □ Other: □	None/I	Unknown		Grade:(if student)
School:				ationship Subject:	
Emergency Contact:			Rela	tionship:	□ Parent □ Spouse/Partner □ Guardian □ Other:
Home Address:				Phone:	
Witness Intervi	ew				

Witness (2):

Name:			Jnknown	ID #:		
Affiliation:	□ Administrator □ Teacher □ Staff □ Sta	udent 🗆 Parent/Guardian		Status:	Current	Former Prospective
	Contractor Other:	🗆 None/U	Unknown		Grade:	(if student)
School:				ationship Subject:		
Emergency Contact:			Rela	tionship:	ParentGuardiar	□ Spouse/Partner □ □ Other:
Home Address:				Phone:		
Witness Intervi	W					

Note: If more than two witnesses in this incident, attach additional copies of this page.

Regarding:	Case:

PART II: TRIAGE – RECORDS CHECKS

RECORDS CHECKS (ALL):

Checked Notes about Significant findings:

	NS=Not Significant NA=Not Applicable	
Photo	🗆 Yes 🗆 NS/NA	
Threat Assessment Team history	🗆 Yes 🗆 NS/NA	
Criminal history	🗆 Yes 🗆 NS/NA	
Driver license information	🗆 Yes 🗆 NS/NA	
Vehicle/Parking information	🗆 Yes 🗆 NS/NA	
SRO/SSO contacts	🗆 Yes 🗆 NS/NA	
Local Law Enforcement contacts	🗆 Yes 🗆 NS/NA	
Other Law Enforcement contacts	🗆 Yes 🗆 NS/NA	
Protective/No Contact Orders	🗆 Yes 🗆 NS/NA	
No Trespass Notice	🗆 Yes 🗆 NS/NA	
Concealed weapons permit	🗆 Yes 🗆 NS/NA	
Weapons purchase permit	🗆 Yes 🗆 NS/NA	
Social media	🗆 Yes 🗆 NS/NA	
Online Search	🗆 Yes 🗆 NS/NA	
Other:	🗆 Yes 🗆 NS/NA	

RECORDS CHECKS: School Staff

Disciplinary actions	□ Yes □ NS/NA	
Grievances filed	□ Yes □ NS/NA	
Title IX actions	□ Yes □ NS/NA	
Application	□ Yes □ NS/NA	
Other:	□ Yes □ NS/NA	

RECORDS CHECKS: Students

Class schedule	🗆 Yes 🗆 NS/NA	
Academic standing/progress	🗆 Yes 🗆 NS/NA	
IEP/504	🗆 Yes 🗆 NS/NA	
Transfer records	🗆 Yes 🗆 NS/NA	
Conduct/Discipline	🗆 Yes 🗆 NS/NA	
Title IX actions	🗆 Yes 🗆 NS/NA	
Other:	🗆 Yes 🗆 NS/NA	

OTHER RECORDS CHECKS:

Note: Complete a record check form for each subject and target.

PART II: TRIAGE INQUIRY SUMMARY SHEET		
SUBJECT		Notes:
Behavior(s) causing concern/impacting others		Notes.
	☐ Yes ☐ No ☐ Unknown ☐ Yes ☐ No ☐ Unknown	
Concerning or Aberrant Communications		
Directly communicated threats	Yes No Unknown	
Leakage: grievances, ideation/intent, planning, preparations, targets	Yes No Unknown	
Identified grievances/motives for violence	Yes No Unknown	
Fixation on grievances, targets, violent resolution, etc.	Yes No Unknown	
Interest or Identification with perpetrators, grievances, or violent acts	☐ Yes ☐ No ☐ Unknown ☐ Yes ☐ No ☐ Unknown	
History of violence or novel aggression		
Last resort behaviors: Desperation, imperative, diminished alternatives	Yes No Unknown	
Pathway behaviors – Planning	Yes No Unknown	
Pathway behaviors – Preparing: means, methods, opportunity, proximity	Yes No Unknown	
Stalking/unwanted contact, communication, or pursuit	Yes No Unknown	
Energy bursts/changes in pattern(s) of disruptive/concerning behavior(s)	Yes No Unknown	
Last Resort behaviors/JACA	Yes No Unknown	
Despondency, despair, isolation, and/or suicidality	Yes No Unknown	
Significant cognitive, emotional, or psychological concerns	Yes No Unknown	
Significant or multiple stressors/difficulty coping	Yes No Unknown	
Lack of inhibitors/stabilizers to prevent violence	Yes No Unknown	
Other:	🗆 Yes 🗌 No 🗌 Unknown	
Comments:		
TARGET / OTHERS		Notes
Identified targets (person/proxy, place, program, process, philosophy)	🗆 Yes 🛛 No 🗆 Unknown	
Fearful of harm	🗆 Yes 🛛 No 🗆 Unknown	
Protective actions/responding as if subject poses a safety concern	🗆 Yes 🛛 No 🗆 Unknown	
Vulnerability: e.g., consistent routine, low situational awareness	🗆 Yes 🛛 No 🗆 Unknown	
Need for assistance	🗆 Yes 🗆 No 🗆 Unknown	
Other:	🗆 Yes 🛛 No 🗆 Unknown	
Comments:		
	-	ſ
ENVIRONMENT		Notes
Organizational climate concerns: e.g., bullying, bias, poor conflict mgmt.	🗌 Yes 🗌 No 🗌 Unknown	
Systemic/procedural	🗌 Yes 🗌 No 🗌 Unknown	
Report latency/failure	🗆 Yes 🗌 No 🗌 Unknown	
Bullying/bias	🗆 Yes 🗌 No 🗌 Unknown	
Lack of support, guidance, or resources	🗆 Yes 🗌 No 🗌 Unknown	
Adverse social influences	🗆 Yes 🗌 No 🗌 Unknown	
High rates of violence, harassment, disruption, stress	🗆 Yes 🗆 No 🗆 Unknown	
Disproportionate rate/severity of concerns	🗆 Yes 🛛 No 🗆 Unknown	
Other:	🗆 Yes 🛛 No 🗆 Unknown	
Comments:		
PRECIPITATING EVENTS	-	Notes
Impending loss, failure	🗆 Yes 🗆 No 🗆 Unknown	
Key dates/events	□ Yes □ No □ Unknown	
Triggers/reminders	□ Yes □ No □ Unknown	
Views intervention negatively	□ Yes □ No □ Unknown	
Contagion influence	□ Yes □ No □ Unknown	
consection initiative		
Return from senaration	Yes No Hinknown	
Return from separation Other:	Yes No Unknown Ves No Unknown	
Return from separation Other: Comments:	Yes No Unknown Yes No Unknown	

Subject:		Case:
NOTIFICATIONS	Reason	Notes
□ Superintendent/Designee	\Box Student poses High/Imminent threat to self/others \Box Other	
Principal	High/imminent threat Crime Other	
□ Law Enforcement	□ High/imminent threat □ Crime □ Other	
Parent/Guardian	□ Student poses High/Imminent threat to self/others □ Other	
□ Other:	🗆 Yes 🔲 No	
□ Other:	□ Yes □ No	

NOTES:

Critical/Imminent	🗆 High	Moderate	🗆 Low	□ Routine/None
TRIAGE RECOMMENDATION:			ВТАМ	CASE #
No identified Concerns: Close case	Non-TAT Concert Referral(s)	ns: 🗌 Unknown/On-go Initiate TAT		
TRIAGE COMPLETED BY:				
Name	Position	Signat	ture	Date
Name	Position	Signat	ture	Date

Subject:		Case:
PART III: THREAT ASSESSMENT KEY AREAS FOR INQUIRY		
SUBJECT Key Areas for Inquiry		Key Factors
Is subject engaging in behaviors causing concern?	🗆 Yes 🛛 No 🗌 Unknown	□ Others significantly impacted
Concerns about nature, pattern, context, or change in frequency or intensity?	🗆 Yes 🛛 No 🗆 Unknown	□ Patterned occurrence continues
		□ Changes in behavior/pattern
Is subject engaging in concerning, aberrant & threatening communications?	🗆 Yes 🛛 No 🗌 Unknown	Directly Communicated Threats
Indicating grievances, ideation, intent, planning, preparation, or targets?	🗆 Yes 🛛 No 🗆 Unknown	🗆 Leakage
		□ Multiple communication modes
		\Box Intent to engage in violence
		□ Warning others
Subject expressed motives and/or grievances with intended violence/harm?	🗆 Yes 🛛 No 🗆 Unknown	
		Fixation?
		□ Grievances
		□ Targets/sources
		□ Violence
Has the subject shown inappropriate interest in violence?	🗆 Yes 🛛 No 🖓 Unknown	Identification?
		□ Incidents or perpetrators
		□ Grievances of perpetrators
		□ Weapons/tactics
		□ Notoriety or fame
		□ Violent Ideology
Does subject have (or developing) the capacity to engage in violence?	🗆 Yes 🗌 No 🗌 Unknown	□ Violence Hx □ Novel Aggressio
		Pathway behaviors?
		Planning & research
		□ Preparations
		□ Surveillance, stalking, rehearsa
		Energy Burst behaviors
		□ Rapid Escalation/Imminence
Subject experiencing/expressing hopelessness, desperation, and/or despair?	🗆 Yes 🛛 No 🗆 Unknown	□ Last resort behaviors
		□ JACA behaviors?
		\Box Justification
		□ Alternatives (lack of)
		Consequences Martyrdo
		□ Ability
		Legacy token
Subject's behavior indicates need for intervention/support services?	🗆 Yes 🛛 No 🗌 Unknown	Depressed mood
		□ Hallucinations
		Extreme wariness/distrust
		Martyrdom
		Pervasive maladaptive behavior
		□ Untreated symptoms of MI
		Poor treatment compliance

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Does subject have protective factors or stabilizers that inhibit violence?	Few/no protective factors
Subject has positive, trusting, sustained relationship with positive figure?	□ Protective failures diminishing
Views violence as unacceptable, immoral:	\Box Loss of key support
Accepts responsibility for actions:	
Demonstrates remorse for inappropriate behavior: \Box Yes \Box No \Box Unknown	
Respects reasonable limits and expectations:	
Uses socially sanctioned means of addressing grievances: $\ \square$ Yes $\ \square$ No $\ \square$ Unknown	
Values life, job, relationships, freedom:	
Fears loss of reputation, job, freedom, life: \Box Yes \Box No \Box Unknown	
Maintains, uses, and builds effective coping skills:	
Treatment access, compliance, engagement:	
Subject:	Case:
TARGET Key Areas for Inquiry	Key Factors
Are targets vulnerable, concerned, or impacted by subject's behavior?	□ Significant impact/fear
	Significant impart/fear
	\Box Availability, access, proximity
	🗆 Vulnerability
	□ Few protective/coping skills
	□ Need for assistance
ENVIRONMENTAL/SYSTEMIC Key Areas for Inquiry	
Are there Environmental/Systemic factors that are impacting the situation?	□ School climate: bullying, bias
	Systemic/procedural
	Report latency/failure
	Poor Conflict management
	Unfair treatment
	Inadequate resources
	□ Adverse influences
PRECIPITATING EVENTS Key Areas for Inquiry	
Are there Precipitating Events that may impact situation?	□ Impending loss, failure, injustice
	□ Key dates/events
	Triggers/reminders
	\Box Views intervention as injustice
	Contagion influence
	Return from separation
PROCESS INTEGRITY Key Areas for Inquiry	
Are there concerns with consistency, credibility, or bias in information?	□ Poor credibility of subject
	□ Poor credibility of sources
	□ Inconsistency between sources
	□ Significant gaps/unknowns
Other Relevant Information:	

CURRENT CASE PRIORITY LEVI	EL:				
Critical/Imminent	🗆 High		Moderate	□ Low	Routine / None
Case Status:					
\Box No identified Concern	ns: Close case	□ Nor	Ion-TAT Concerns: Referral(s)		Threat: Sustain TAT Case
REFERRALS:					
ASSESSMENT COMPLETED BY	:				
Name		Position	Signatu	Ire	Date
		1 00101011	orginate		Dute
Name		Position	Signatu	ure	Date
Name		Position	Signatu	ure	Date

Name

Position

Signature

Date

Subject:	Case:	
PART IV: INITIAL CASE MANAGEMENT PLAN		
INTERVENTION/TASK	RESPONSIBLE PERSON	DATE DUE
Subject Interventions		
Target Interventions		
Environment Interventions		

INTERVENTION/TASK	RESPONSIBLE PERSON	DATE DUE		
Precipitating Events (Monitoring/Interventions)				
Date for Next Review:				
Print name of Team Leader:	Date:			
	_			
Signature of Team Leader:	_			

Subject:	Case:	
PART V: CASE UPDATE (to be updated regularly while case is active)		
INTERVENTION/TASK		
Subject		
Updates:	Source	
	, 	
Interventions	Responsible Person	DUE
Target Interventions	Course	
Updates:	Source	
Interventions	Responsible Person	Due

Environment Interventions		
Updates:	Source	
Interventions	Responsible Person	Due

Subject:	Case:						
Precipitating Events (Monitoring/Interventions)							
Updates:	Source						
Interventions	Responsible Person	Due					
Comments							

CURRENT CASE PRIORITY LEVEL:					
Critical/Imminent	🗆 High	🗆 Moderat	e	□ Low	Routine / None
Case Status:					Date for Review
\Box No identified Concerns: Close	case 🗌 Non-TAT (Concerns: Referral(s)	🗆 On-go	ping Threat: Sustain TAT Case	
REFERRALS:					
Jpdate COMPLETED BY:					
ime	Posit	ion	Signatur	e	Date
			-		
ame	Posit	ion	Signatur	е	Date
ame	Posit	ion	Signatur	~	Date
me	POSI		Signatur	e	Date
ime	Posit	ion	Signatur	e	Date

Subject:	Case:
PART VI: CASE CLOSURE	

□ The Threat Assessment Team has completed necessary interventions and actions regarding this case.

- □ The Level of Concern for this case is currently Routine/None or Low.
 - □ If at a Low Level of Concern, remaining issues or tasks are being adequately addressed and monitored by relevant resources within the school or community at this time.
- □ Any relevant referrals have been made and those resources are engaged as needed.

□ The full Threat Assessment Team has reviewed and concurred with all the following regarding the domains of assessment and intervention:

SUBJECT:

The subject is not known to be engaging in any behaviors that:

- \Box Is posing a threat of violence, harm, or significant disruption to self or others, or
- □ May reasonably pose a threat of violence, harm, or significant disruption to self or others, or
- \Box Indicate a need for assistance or intervention.

TARGET/Others:

Targets or others are not known to:

- □ Have any significant ongoing concerns regarding their safety regarding this case
- \Box Be engaging in any behaviors that place them at risk regarding this case
- \Box Have any significant ongoing or further need for assistance or intervention.

ENVIRONMENT/SYSTEMIC CONCERNS:

There are no known:

□ Environmental / systemic concerns significantly impacting this case currently.

🗆 Environmental / systemic concerns that are reasonably likely to occur that would significantly impact upon this case, OR

PRECIPITATING EVENTS:

There are no known:

- □ Precipitating Events that are significantly impacting this case currently.
- □ Precipitating Events that are reasonably likely to occur that would significantly impact upon this case.

THERE ARE NO FURTHER IDENTIFIABLE ACTION STEPS. THIS CASE HAS BEEN RESOLVED AND IS CLOSED

Name	Position	Signature	Date
Name	Position	Signature	Date
Name	Position	Signature	Date
Name	Position	Signature	Date