

Crisis Management

Fargo Public Schools recognizes the need for orderly handling of crises that impact students, staff, and/or parents. A crisis, for purposes of this policy, is defined as any significant event, whether emotional or physical, which impacts persons within the Fargo Public Schools' community to an extent that the normal school routine becomes affected. The event may happen to one or more people, but several or many others feel the impact. Examples might include the death or illness of a student or faculty member, loss of property or life due to a weather-related event such as a flood or tornado, or an attempted suicide by a student or faculty member.

Crisis management is not a substitute for obtaining individually the services of a, certified mental health professional within the school or community. Rather, it is to be used as a guideline and resource to help people receive appropriate and necessary help and intervention in situations which have an impact beyond one individual and which are likely to affect learning within the school building.

The objectives of Crisis Response are:

1. To respond sensitively to the emotional needs of the students, staff members and affected families.
2. To engage the Building Emergency Response Team, which will give clear and effective communication to staff, students and parents about the events taking place and the procedures to help manage the crisis.
3. To minimize the impact of the crisis on the educational process.

Crisis Management

I. Crisis Response Structure

A. District Emergency Response Team and Building Emergency Response Team

1. Definition: A group of staff members selected in each school building and the District Office who are in-serviced in crisis intervention and who may be called upon to assist their schools during a crisis.
2. General Makeup of Team(s)
 - a. One administrator or designee
 - b. Liaison (e.g., administrative assistant)
 - c. Medical (e.g., school nurse, health aide)
 - d. One school-based mental health provider (counselor, social worker, or school psychologist)
 - e. Facilities (e.g., lead custodian)
 - f. Additional school staff (teacher or support) members as needed
3. Duties
 - a. Accumulate and evaluate information, make recommendations and formulate a plan of action based on the procedures outline in the crisis management policy
 - b. Ensure that confidentiality of information will be maintained
 - c. Determine and implement appropriate intervention procedures in the event of a crisis.

II. Crisis Management Procedures will be followed in accordance with the Response to Crisis Manual.

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