
SCHOOL-BASED THREAT ASSESSMENT: 3225

Federal Way Public Schools is committed to providing a safe and secure environment for students and staff. This policy establishes a school-based threat assessment program to provide for timely and methodical school-based threat assessment and management.

Threat assessment best occurs in a school climate of safety, respect, and emotional support. Student behavior, rather than a student's demographic or personal characteristics, will serve as the basis for a school-based threat assessment.

The threat assessment process is distinct from scholar discipline procedures. The mere fact that the District is conducting a threat assessment does not by itself necessitate suspension or expulsion and the District will not impose suspension or expulsion, including emergency expulsion, solely for investigating student conduct or conducting a threat assessment. Further, suspension or other removal from the school environment can create the risk of triggering either an immediate or delayed violent response, unless such actions are coupled with containment and support. However, nothing in this policy precludes district personnel from acting immediately to address an imminent threat, including imposing an emergency expulsion, if the District has sufficient cause to believe that the student's presence poses an immediate and continuing danger to other students or school personnel or an immediate and continuing threat of material and substantial disruption to the educational process.

Structure of Threat Assessment Teams

The Superintendent shall establish and ensure the training of a multidisciplinary, multiagency threat assessment team or teams to serve schools. Such teams may include the following persons, among others:

- Counseling, such as school counselor, a school psychologist, and/or school social worker;
- Law enforcement, such as a school resource officer;
- School administration, such as a principal or other senior administrator;
- Other district or school staff;
- Community resources;
- Special education teachers; and a
- Practicing educational staff member.

Not every multidisciplinary team member need to participate in every threat assessment. When faced with a potential threat by, or directed towards, a student receiving special education services, the threat assessment team must include a team member who is a special education teacher.

Although parents, guardians, or family members are often interviewed as part of the threat assessment process, neither the scholar nor the scholar's family members are part of the threat assessment team. This does not diminish the District's commitment that school personnel will make every reasonable attempt to involve parents and the scholar in the resolution of the scholar's

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behavioral violations, consistent with Policy and Procedure 3241 Discipline and Corrective Action for Student Misconduct.

Function of Threat Assessment Team

Each threat assessment team member, whether a teacher, counselor, school administrator, other school staff, contractor, consultant, volunteer, SRO, or other individual, functions as a social official with a legitimate educational interest in educational records controlled and maintained by the District. The District provides the threat assessment team access to educational records as specified by the Family Educational Rights and Privacy Act (FERPA). No member of a threat assessment team, including district/school-based members and community resource/law enforcement members, shall use any student record beyond the prescribed purpose of the threat assessment team or re-disclose records obtained by being a member of the threat assessment team, except as permitted by FERPA.

The threat assessment team:

- Identifies and assess the behavior of a student that is threatening or potentially threatening, to self, other students, staff, school visitors, or school property. Threats of self-harm or suicide unaccompanied by threats of harm to others should be promptly evaluated according to Policy 2145 Suicide Prevention and are not appropriately evaluated under the threat assessment protocol.
- Gathers and analyzes information about the student's behavior to determine a level of concern for the threat. The threat assessment team may conduct interviews of the person(s) who reported the threat, the recipient(s) or target(s) of the threat, other witnesses who have knowledge of the threat, and where reasonable, the individual(s) who allegedly engaged in the threatening behavior or communication. The purpose of the interview is to evaluate the individual's threat in context to determine the meaning of the threat and the intent of the individual. The threat assessment team may request and obtain records in the District's possession, including student education, health records, and criminal history record information. The purpose of obtaining information is to evaluate situational variables, rather than the student's demographic or personal characteristics.
- Determines the nature, duration, and level of severity of the risk and whether reasonable modifications of policies, practices, or procedures will mitigate the risk. The threat assessment team will not base a determination of the threat on generalizations or stereotypes. Rather, the threat assessment team makes an individualized assessment, based on reasonable judgment, best available objective evidence, or current medical evidence as applicable.
- Communicates lawfully and ethically with each other, school administrators, and other school staff who have a need to know particular information to support the safety and well-being of the school, its students, and its staff; and
- Timely reports its determination to the Superintendent or designee.

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Depending on the level of concern determined, the threat assessment team develops and implements intervention strategies to manage the student's behavior in ways that promote a safe, supportive teaching, and learning environment, without excluding the student from the school.

In cases where the student whose behavior is threatening or potentially threatening also has a disability, the threat assessment team aligns intervention strategies with the student's individualized education program (IEP) or the student's plan developed under section 504 of the rehabilitation act of 1973 (section 504 plan) by coordinating with the student's IEP team or section 504 plan team. Although some of the functions of a school-based threat assessment may run parallel to the functions of a student's IEP team or 504 plan team, school-based threat assessments remain distinct from those teams and processes.

Data Collection, Review, and Reporting

The Superintendent shall establish procedures for collecting and submitting data related to the school-based threat assessment program that comply with OSPI's monitoring requirements, processes, and guidelines.

Other Tasks of Threat Assessment Team

The threat assessment team may also participate in other tasks that manage or reduce threatening or potentially threatening behavior and increase physical and psychological safety. This may include:

- Providing guidance to students and staff regarding recognition of behavior that may represent a threat to students, staff, school, the community, or the individual;
- Providing informational resources for community services boards or health care providers for medical evaluation or treatment, as appropriate;
- Assessing individuals other than students whose behavior poses a threat to the safety of students or staff and notify the Superintendent or designee of such individuals.

Cross References:	Administrative Policy – 2121	Substance Abuse Education/Intervention
	Administrative Policy – 2145	Suicide Prevention
	Administrative Policy – 2161	Special Education and Related Services
	Administrative Policy – 2162	Education of Students with Disabilities Under Section 504
	Administrative Policy – 3143	District Notification of Juvenile Offenders
	Administrative Policy – 3208	Notification of Threats of Violence or Harm
	Administrative Policy – 3231	Student Records
	Administrative Policy – 3432	Emergencies
	Administrative Policy – 4210	Regulation of Dangerous Weapons on School Premises

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	Administrative Policy – 4310	Relationship with Law Enforcement, Child Protective Services, Fire Department, and County Health Department
	Administrative Policy – 4311	School Resource Officer
Legal References:	CFR 34, Part 99 Chapter 28A.320 RCW Chapter 28A.300 RCW	Family Educational Rights and Privacy Act Regulations