

Endeavor Charter School Policies and Procedures



Title: Behavioral Threat Assessment Management Policy
Approval Date: October 21, 2025
History: June 22, 2009

Purpose:

In accordance with North Carolina law (N.C.G.S. 115C-105.49 *et seq.*), ECS is committed to providing a safe and supportive educational environment through early identification and management of concerning student behaviors. This policy establishes a clear, proactive, and structured approach to identifying, assessing, intervening, and monitoring behaviors that may pose a threat to the safety, well-being, and academic success of students, staff, and the broader ECS school community. This policy aligns with and supports the ECS Behavior Threat Assessment and Management (BTAM) framework.

Definitions:

1. **Threat Assessment.** A fact-based process of identifying, assessing, and managing behavior that may pose a risk of violence or other harm to self or others.
2. **Threat Assessment Team.** A multi-disciplinary Threat Assessment Team (the “Team”) established by the Executive Director who is responsible for assessing and intervening with Identified Individuals whose behavior may threaten the safety of school staff or students.

The Team shall include, but not be limited to, persons with expertise in counseling, instruction, discipline, and school administration. When practicable, the Team will include the Executive Director; school guidance counselor(s); facilities manager; and staff members knowledgeable about, and experienced in, working with students with special needs and disabilities.

The Team may also include external support, including local law enforcement, as needed when contacted at the discretion of the Executive Director or her designee.

3. **Threat and Threatening Behavior.** Any communication or action that indicates that an individual poses an actual or foreseeable likelihood of (1) endangering the physical safety of oneself or others, (2) a material or substantial disruption to school operations or its educational mission; or (3) other behavior constituting or appearing to constitute a violent crime. A Threat may be expressed or communicated orally, visually, in writing, electronically, or through any other means and may be considered threatening regardless of whether a direct verbal threat is expressed.

Endeavor Charter School Policies and Procedures

Policy:

I. Reporting Concerning Behavior

All school staff members must immediately report any Threat or concerning behavior by any individual.

All ECS community members, including students, parents, and guardians, are urged to report Threats or concerning behaviors that can include, but are not limited to:

- Verbal or written threats
- Preoccupation with weapons or violence
- Social withdrawal or isolation
- Bullying or harassment
- Escalating anger or aggressive behavior
- Stalking or harassing behaviors
- Increased mental health issues or use of drugs or other harmful substances

Reports can be made through a direct report to the Executive Director or her designee, a Counselor Referral Form, or the Say Something Anonymous Reporting System (1-844-5-SAY NOW or the Say Something Anonymous Reporting App).

All reports made under this policy will be treated with sensitivity and confidentiality to the extent permitted by law and/or policy. Disclosure of information may be necessary to assess and manage the situation and in compliance with all legal requirements.

II. Duties of the Threat Assessment Team

The Threat Assessment Team shall:

1. Provide training to students, faculty, and staff regarding recognizing and reporting threatening behavior that may indicate a risk of harm to the community, school, or self.
2. Utilize anonymous reporting applications for students to share information about school safety concerns requiring investigation.
3. Establish and follow a written procedure defining how threats will be assessed, including any scale or classification system that will be used to classify Low-, Medium-, and High-Level Threats, and the standard response to each, including intervention, monitoring, reporting, and documenting of Threats.
4. Investigate, assess, intervene, monitor, and report all Threats in accordance with written procedures and threat assessment best practices and procedures.
5. Document all reports of Threats and response(s) thoroughly. All reports and findings shall be maintained in confidence to the extent legally and reasonably feasible.

Endeavor Charter School Policies and Procedures

6. Meet regularly to discuss ongoing monitoring of Threats, supervision of Threat responses, compliance with procedures, and other Team duties.
7. Review and update its written procedures annually or in response to significant behavioral incidents or changes in state/local mandates.