



Title IX Administration for DeKalb County Schools

A Blueprint for Campus Safety,
Jurisdiction, and Compliance

DeKalb County
School District

The Federal Foundation of Title IX



The Enforcer

Office of Civil Rights (OCR).

The Scope

Prohibits discrimination on the basis of sex.

The Shift

Historically viewed as applying only to athletics; now governs all aspects of campus safety and equity.

Mapping the Dynamics and Roles

Roles Definition

A Complainant

The person who has allegedly been sexually harassed.

B Respondent

The person who has allegedly committed sexual harassment.

Title IX Team Dynamics Matrix

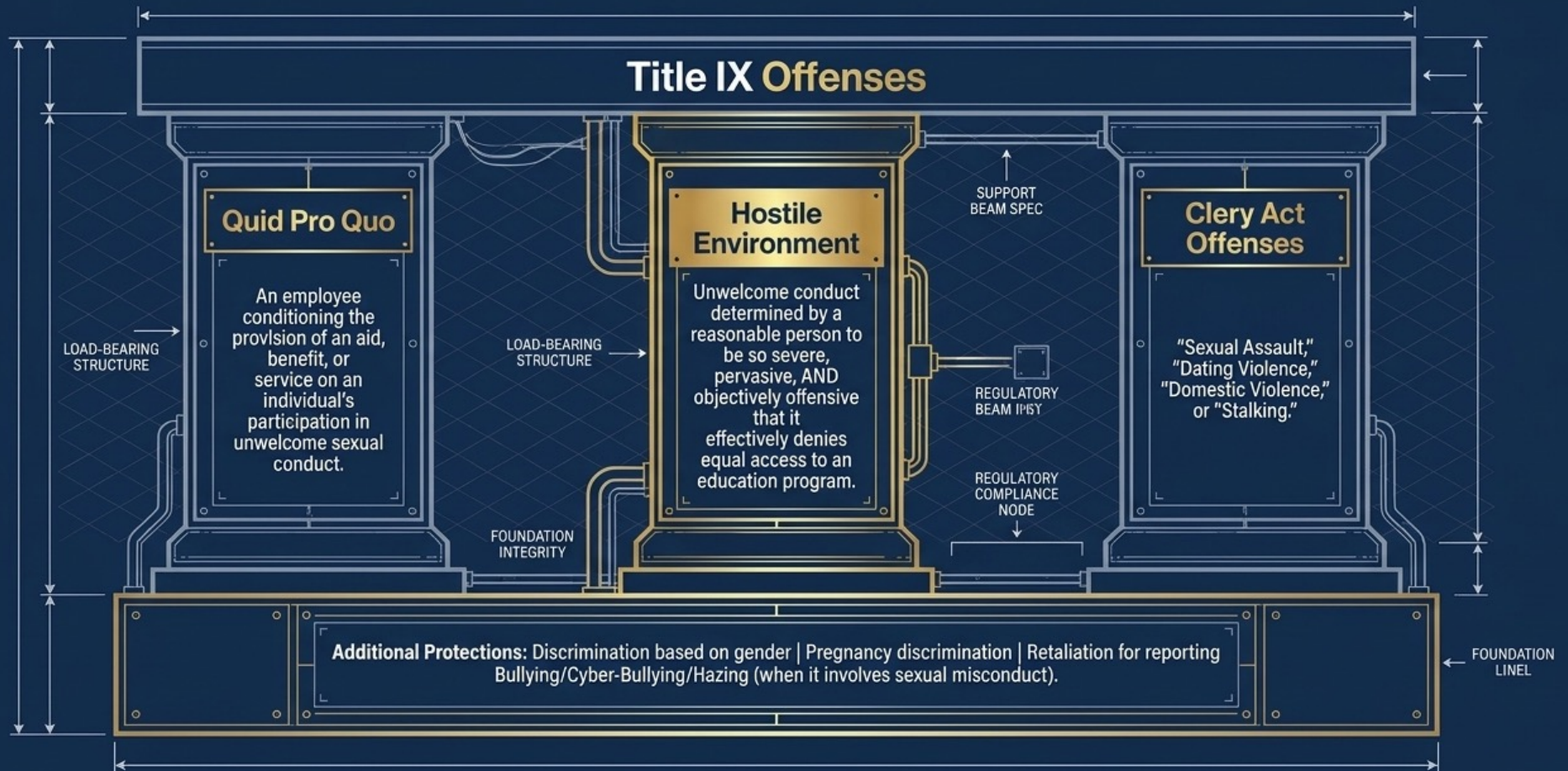
Student
on
Student

Employee
on
Employee

Student
on
Employee

Employee
on
Student

Diagnostic Criteria for Title IX Offenses



Structural Supports: Implementing Interim Measures

Available to ALL parties (Complainant AND Respondent) - Non-punitive and non-disciplinary.



Zones of Control: Establishing Jurisdiction

Core Rule: "Title IX applies to locations, events, or operations where the district exercises substantial control over **BOTH** the **respondent** **AND** the context of the harassment."

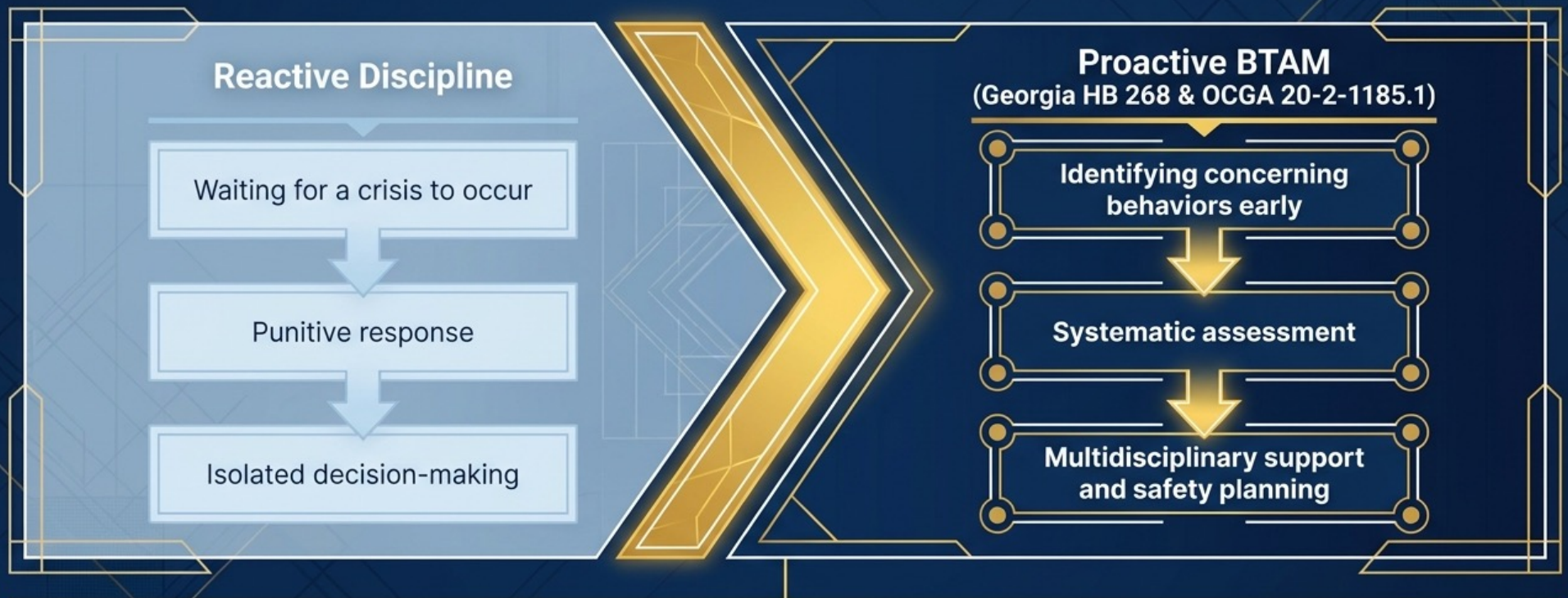




The Proactive Shield: Behavioral Threat Assessment & Management (BTAM)

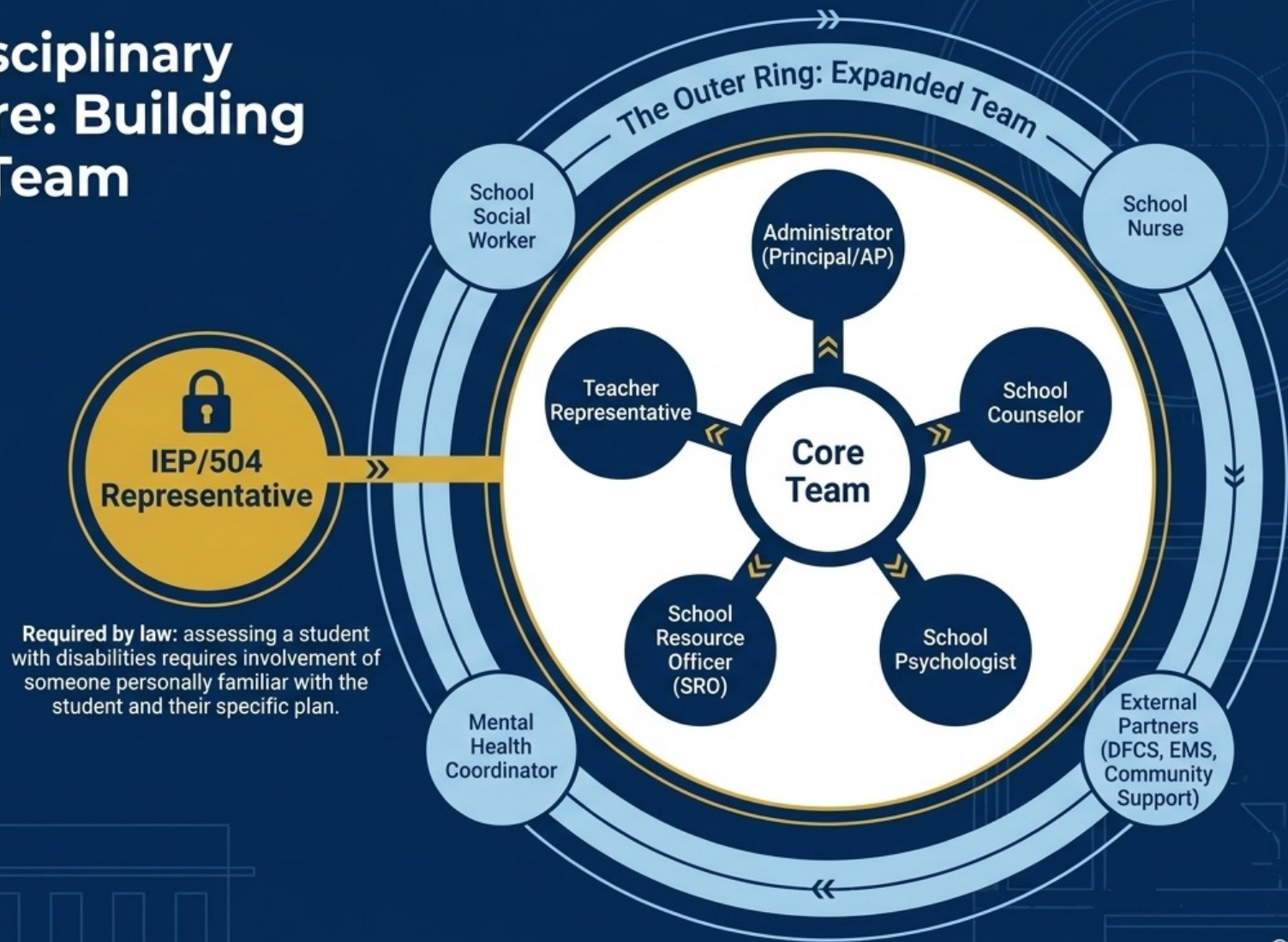
**A Multidisciplinary Blueprint for Safety, Support,
and Compliance in DeKalb County Schools**

The Paradigm Shift: From Reaction to Proactive Prevention



BTAM provides alternatives to criminal justice interventions for individuals at risk of moving toward violence. It embeds directly into our existing GaMTSS framework to support the whole child.

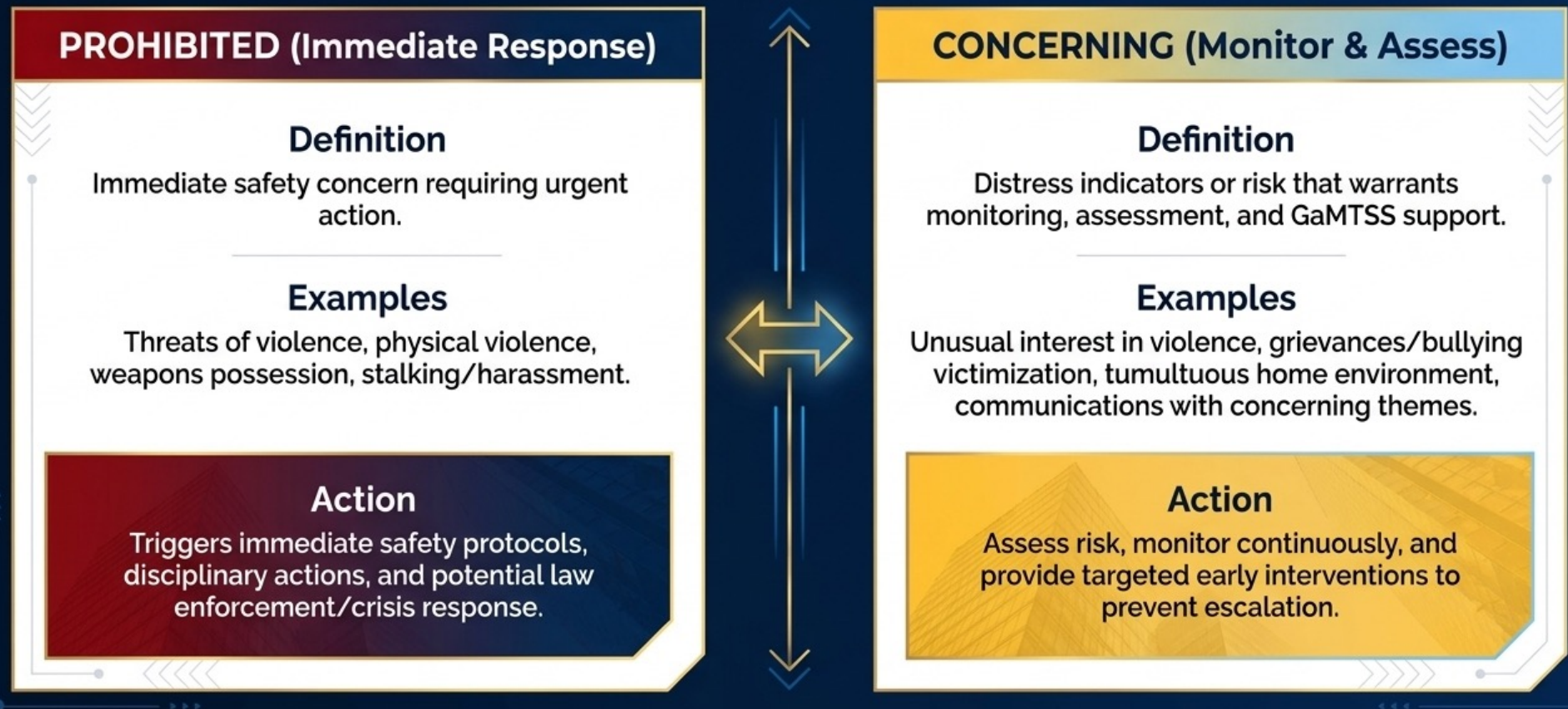
The Multidisciplinary Architecture: Building the BTAM Team



The Engine of Safety: The 5-Step BTAM Process



The Decision Matrix: Prohibited vs. Concerning Behaviors



Multi-Tiered System of Supports (MTSS)

A unified framework integrating **academics, behavior, and wellness** for early and effective student support.



1. Whole Child

Connected academic, behavioral, and wellness success.



2. Strong Foundations

Leadership teams, clear procedures, and training.



3. Teamwork

Collaborative outcomes with families and community partners.



4. Tiered Support

High-quality instruction with targeted interventions.



5. Data-Driven

Using data for goal setting and monitoring progress.



6. Positive Climate

Safe and healthy supportive learning communities.

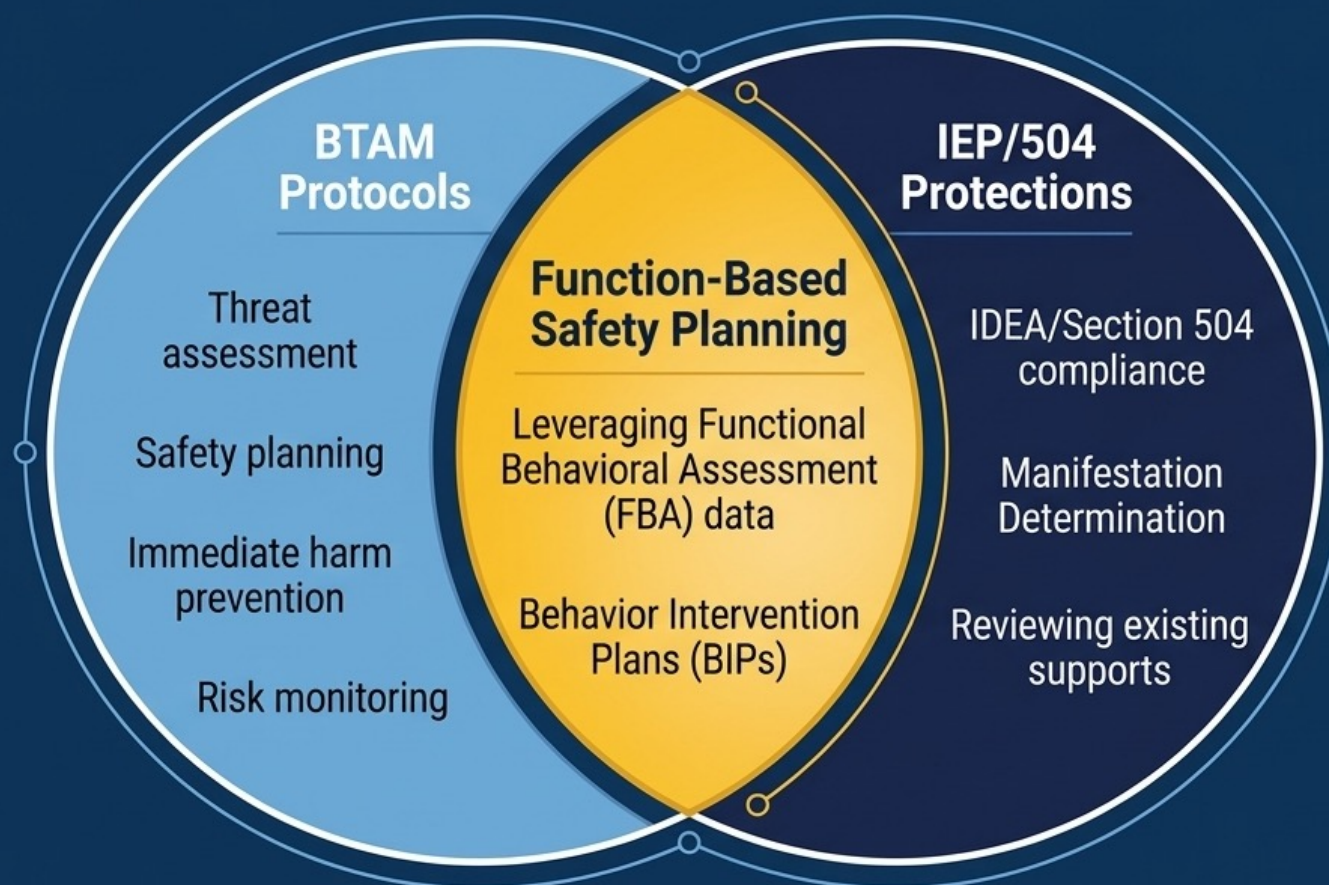
PROACTIVE PREVENTION: Robust implementation of MTSS (Pillar 6) creates safe environments that mitigate the severe behavioral incidents requiring formal Title IX or Code of Student Conduct reactive interventions.

Clarifying the Law Enforcement Role



Goal: Appropriate, proportional involvement—ensuring physical safety without criminalizing typical or disability-related behaviors.

Guardrails for Support: Students with Disabilities (SWD)



SWD Consideration Checklist

- » Does the IEP/504 team need to revise supports?
- » How will services continue if the student is temporarily removed?
- » Is the behavior a pattern or disability-related, and how do protective factors mitigate risk?

Privacy, Information Sharing, and the FERPA Exception

The Rule (The Lock)

Standard FERPA protections apply. A BTAM member may not disclose information gathered beyond the purpose for which it was shared.



The Exception (The Key)

Under FERPA's health and safety emergency exception, schools CAN and MUST share information if a student poses a credible threat of violence or physical harm.

Mandatory Notifications (Georgia HB 268)

1.

If a preliminary determination of threat is made, the team must immediately notify:
Local School Superintendent
(or designee)

2.

Local Law Enforcement

3.

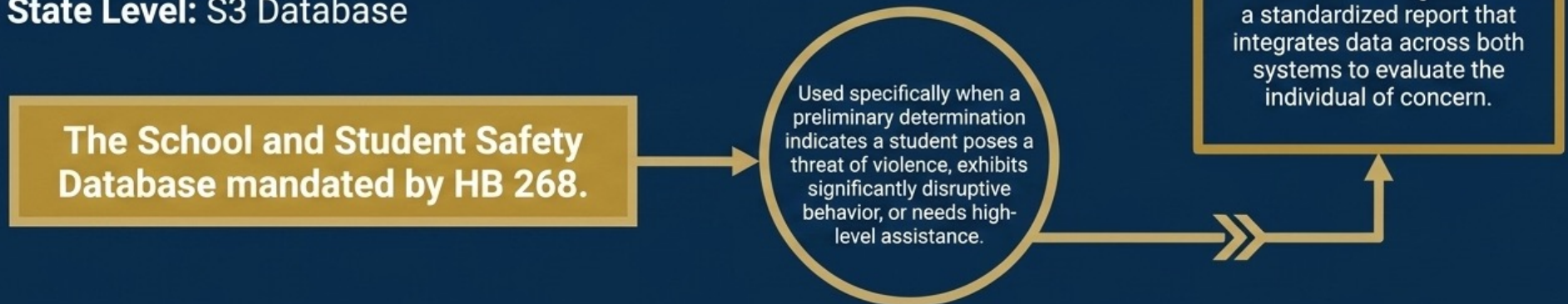
The student's parent/legal guardian

Mandatory Documentation: Creating the Permanent Record

District Level: Infinite Campus



State Level: S3 Database



The 5-Day Mandate: Seamless Transfer of Safety Records



The Requirement

When a student transfers, receiving schools must be provided with all critical student education records, specifically including behavioral threat assessments and disciplinary history.

The Timeline

Local boards of education and local education agencies **MUST** transfer these records within **5 days** of the student's enrollment at the receiving school.

The Why

Ensures continuous monitoring, immediate implementation of protective factors, and uninterrupted support for the student without systemic gaps.

Synthesis: Safety is a Shared Responsibility

- **Aligned Systems:** BTAM does not replace our support systems; it harmonizes with GaMTSS to protect the whole child.
- **Early Intervention:** We act on concerning behaviors early, so we don't have to react to prohibited behaviors later.
- **Unified Culture:** Every teacher, counselor, administrator, and officer holds a piece of the blueprint.



"By embedding BTAM into our daily practices, we create a proactive shield—ensuring a safer, more connected, and more supportive learning environment for every student."