

## CRISIS AND TRAUMA RESPONSE

### Sec. 1. THREAT ASSESSMENTS

#### *a) Definitions*

“Harmful, threatening, or violent behavior” includes behaviors, such as verbal threats, threats of self-harm, bullying, cyberbullying, fighting, the use or possession of a weapon, sexual assault, sexual harassment, dating violence, stalking, or assault, by a student that could result in:

1. Specific interventions, including mental health or behavioral supports;
2. In-school suspension;
3. Out-of-school suspension; or
4. The student’s expulsion.

“Team” means a threat assessment and safe and supportive school team established by the Board.

#### *b) Threat Assessment and Safe and Supportive School Team*

The Board shall establish a threat assessment and safe and supportive school team at each campus, and shall adopt policies and procedures for the teams. The team is responsible for developing and implementing the safe and supportive school procedures.

#### *c) Team Membership*

The Superintendent shall ensure that the members appointed to each team have expertise in counseling, behavior management, mental health and substance use, classroom instruction, special education, school administration, school safety and security, emergency management, and law enforcement. A team may serve more than one campus, provided that each IDEA Greater Cincinnati, Inc. campus is assigned a team.

#### *d) Team Responsibilities*

Each team shall:

1. Conduct a threat assessment that includes:
  - a. Assessing and reporting individuals who make threats of violence or exhibit harmful, threatening, or violent behavior in accordance with the policies and procedures adopted under this policy; and
  - b. Gathering and analyzing data to determine the level of risk and appropriate intervention, including:

- i. Referring a student for mental health assessment; and
  - ii. Implementing an escalation procedure, if appropriate based on the team's assessment, in accordance with IDEA Greater Cincinnati, Inc. policy;
2. Provide guidance to students and school employees on recognizing harmful, threatening, or violent behavior that may pose a threat to the community, school, or individual; and
3. Support IDEA Greater Cincinnati, Inc. in implementing its multihazard emergency operations plan.

***e) Providing Mental Health Care Services***

A team may not provide a mental health care service to a student who is under 18 years of age unless the team obtains written consent from the parent of or person standing in parental relation to the student before providing the mental health care service. The consent must be submitted on a form developed by IDEA Greater Cincinnati, Inc. that complies with all applicable state and federal law. The student's parent or person standing in parental relation to the student may give consent for a student to receive ongoing services or may limit consent to one or more services provided on a single occasion.

***f) Determination of Risk***

*i. Risk of Violence to Self or Others*

On determination that a student or other individual poses a serious risk of violence to self or others, a team shall immediately report the determination to the Superintendent. If the individual is a student, the Superintendent shall immediately attempt to inform the parent or person standing in parental relation to the student. This notice requirement does not prevent an employee from acting immediately to prevent an imminent threat or respond to an emergency.

*ii. Risk of Suicide*

A team identifying a student at risk of suicide shall act in accordance with IDEA Greater Cincinnati, Inc.'s suicide prevention program. If the student at risk of suicide also makes a threat of violence to others, the team shall conduct a threat assessment in addition to actions taken in accordance with IDEA Greater Cincinnati, Inc.'s suicide prevention program.

*iii. Risk of Possessing Tobacco, Drugs or Alcohol*

A team identifying a student using or possessing tobacco, drugs, or alcohol shall act in accordance with IDEA Greater Cincinnati, Inc.'s policies and procedures related to substance use prevention and intervention.

***g) Oversight Responsibility***

The Superintendent may establish a committee, or assign to an existing committee, the duty to oversee the operations of teams established for IDEA Greater Cincinnati, Inc.. A committee with oversight responsibility must include members with expertise in human resources, education, special education, counseling, behavior management, school administration, mental health and substance abuse, school safety and security, emergency management, and law enforcement.

***h) Reports to ODE***

The School shall maintain an anonymous threat reporting tip line that accepts reports 24-hours a day. A team must report to ODE all required information regarding reports received through the School's anonymous tip line.

**Sec. 2. TRAUMA-INFORMED CARE PLAN**

***a) Plan Requirements***

IDEA Greater Cincinnati, Inc. shall adopt and implement a plan requiring the integration of trauma-informed practices in each school environment. The plan must address:

1. Using resources developed by TEA, methods for:
  - a. Increasing staff and parent awareness of trauma-informed care; and
  - b. Implementation of trauma-informed care practices and care by school staff; and
2. Available counseling options for students affected by trauma or grief.

***b) Training Requirements***

Methods for increasing awareness and implementation of trauma-informed care must be discussed in training provided:

1. Through a program selected from the list of recommended best practice-based programs and research-based practices;
2. As part of any new employee orientation for all new educators; and
3. To existing educators on a schedule adopted by the ODE or the School's sponsor at intervals necessary to keep educators informed of developments in the field.

IDEA Greater Cincinnati, Inc. shall keep records of each training conducted, to include the name of each staff member who participated in the training.