



Title: **Behavioral Threat Assessment and Management Procedure**

Code: ADD R

Section: Section A: Foundations and Basic Commitments

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The District utilizes a multidisciplinary behavioral threat assessment and management (BTAM) process to analyze situations of concern and determine appropriate methods to mitigate them. The BTAM is a collaborative process to assess and mitigate concerning behavior in order to lower the risk for violence and other dangerous actions. BTAM addresses the full scope of a situation of concern, from identifying concerning behaviors to mitigating risk, through application of situation appropriate management and intervention strategies. These strategies may include a combination of mental health supports, safety plans, student discipline, academic supports, collaboration with law enforcement or other governmental agencies, and/or collaboration with other approved organizations.

The process is led by multidisciplinary BTAM teams who analyze behavior which may be considered dangerous and who develop appropriate behavior management strategies for each unique situation. The primary role of the BTAM teams will be to guide the assessment and management of a situation of concern and to provide ongoing support and monitoring of the situation of concern. The BTAM teams will serve as an information “vortex” for student concerns and recordkeeping, and they are authorized to conduct threat assessment inquiries when any student behavior deviates from the norm and may pose a threat to themselves or others. These inquiries may include interviews, review of video(s), review of District-owned devices, and other activities needed to understand the situation of concern.

Parent/guardian permission is not required for a BTAM team to conduct threat assessments and/or refer a student for a suicide assessment as indicated by the threat assessment. Parents/guardians will be consulted as soon as practical, as determined by the BTAM team.

The District shall maintain the following:

- A District-level BTAM team consisting of the assistant director for counseling, the assistant director for security, one PSSG (principal supervisor, designated for one year), the District child welfare education liaison (CWEL) and other staff as needed. The District-level BTAM team is responsible for:
  - Reviewing the efficacy of the BTAM process for the District;
  - Reviewing and providing feedback/assistance regarding individual situations of concern;
  - Developing community relationships;
  - Producing periodic reports and briefing District leadership on BTAM outcomes;
  - Developing and implementing annual professional learning for school-level BTAM teams and community partners; and
  - Annually providing appropriate information regarding BTAM to staff, students, parents/guardians, and other stakeholders.

- A school level BTAM team at each site consisting of the principal or assistant principal, the school security officer, one counselor, and other staff on an as needed basis. The school level BTAM team is responsible for:
  - Conducting behavioral threat assessments;
  - Developing, implementing, and documenting management plans for situations of concern and completing all necessary documentation;
  - Submitting information to the District-level BTAM team for data tracking purposes;
  - Communicating student support plan information in a confidential manner to those staff required to implement any portion of the plan;
  - Implementing professional learning regarding the BTAM process;
  - Referring serious threats to law enforcement as necessary.

Staff are required to report situations of concern immediately to school administration, the El Paso County Department of Human Services, and/or law enforcement. District stakeholders are strongly encouraged to report situations of concern to school or District administration, Safe 2 Tell, and/or law enforcement. Teachers, administrators, and other school staff must proactively respond to safety concerns, including threats of school violence, by sharing information. Information regarding safety concerns may be shared without violating students' and families' privacy rights.

**Adopted:** July 1, 2025

**Cross Refs:**

ABB E 1, N+1 System for Communication

AC, Nondiscrimination/Equal Opportunity and subparts

ADD, Safe Schools

JBB, Sexual Harassment of Students

JIC, Student Conduct and subcodes

JK, Student Discipline and subcodes

JLF, Reporting Child Abuse/Child Protection

KDE, Crisis Management

**Legal Refs:**

C.R.S. § 12-43-218 (disclosure of confidential communications – mental health)

C.R.S. § 19-1-303 (Children's Code, to include child abuse or neglect)

C.R.S. § 22-1-123 (protection of student data)

20 U.S.C. 1232(g) (Family Educational Rights and Privacy Act)

Adopted: **July 01, 2025**

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Attachments

[ADD R Behavioral Threat Assessment and Management procedure.pdf](#)