Title: **Behavioral Threat Assessment and Management Procedure**
Code: ADD R
Section: Section A: Foundations and Basic Commitments

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 is to guide the assessment and management of a situation of concern and provide ongoing support and monitoring of the situation of concern. The BTAM teams 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 leadership team consisting of the Assistant Superintendent for Learning Services, Chief Information Officer, one PSSG (principal supervisor, designated for one year), Executive Director for Operations, Director for Security, Assistant Director for Counseling, and other staff as needed. The District-level BTAM leadership team meets at least quarterly and is responsible for:
    - Providing strategic oversight and continuous improvement of the District’s BTAM framework, policies, procedures, and practices.
    - Reviewing trends, patterns, and systemic issues identified through individual cases and providing guidance, resources, and support to the District-level BTAM working group.

    - Establishing and strengthening partnerships with community agencies, law enforcement, mental health providers, and other key stakeholders to support comprehensive threat assessment and management efforts.
    - Monitoring District-wide BTAM implementation and outcomes, and providing regular reports, recommendations, and briefings to the Superintendent, Cabinet, and Board of Education as appropriate and applicable.
    - Ensuring the development, coordination, and evaluation of annual professional learning and capacity-building opportunities for school-level BTAM teams, District staff, and community partners.
    - Providing leadership for District-wide communication and awareness efforts related to BTAM, ensuring staff, students, parents/guardians, and community stakeholders receive appropriate information and resources.
    - Identifying resource needs, recommending budget priorities, and supporting the allocation of resources necessary to sustain effective BTAM practices across the District.
    - Ensuring compliance with applicable laws, regulations, and best practices related to threat assessment, student safety, privacy, and information sharing.

- A District-level BTAM working group consisting of the Executive Director for Special Education, Director for Student Support Services, Assistant Director for Security, Assistant Director for Counseling, Assistant Director for Human Resources, District Child Welfare Education Liaison (CWEL), BTAM Specialist, Information Technology staff, one PSSG (principal supervisor, designated for one year), and other staff as needed. The District-level BTAM working group meets at least monthly and is responsible for:
    - Providing multidisciplinary consultation and support for complex or high-risk situations of concern referred by school-level BTAM teams.
    - Assisting school-level BTAM teams in implementing threat assessment, intervention, safety planning, case management, and monitoring procedures.
    - Reviewing BTAM case data, implementation challenges, and emerging trends to identify operational needs and make recommendations to the District-level BTAM leadership team.
    - Developing, coordinating, and delivering professional learning, coaching, tools, and resources for school-level BTAM teams.
    - Supporting consistency and fidelity of BTAM practices across schools through guidance, technical assistance, and review of procedures and documentation.
    - Coordinating with community agencies, law enforcement, mental health providers, and other partners to support individual cases and strengthen interagency collaboration.
    - Reviewing and recommending improvements to forms, protocols, procedures, training materials, and operational practices related to BTAM implementation.
    - Supporting data collection, recordkeeping, and reporting processes necessary for monitoring BTAM implementation and effectiveness.
    - Identifying resource, staffing, training, and procedural needs and forwarding recommendations to the District-level BTAM leadership team for consideration.

    - Serving as a liaison between school-level BTAM teams and the District-level BTAM leadership team to ensure effective communication, problem-solving, and continuous improvement.

- 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 working group 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

Revised: July 1, 2026

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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