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Florida's Harm Prevention and Threat Management Model

SCHOOL SAFETY

is everyone's responsibility, and it must be the number one priority in Florida's schools.



Acronyms: Florida Threat Management Manual

DTMC – District Threat Management Coordinator

DTMT – District Threat Management Team

SBTMT – School Based Threat Management Team

SSMP – Student Support Management Plan



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Florida's Harm Prevention and Threat Management Legislation

Establish Multidisciplinary Teams

1006.07(7), F.S.: **Threat management team**—Each school shall have a threat management team.

(7)(a): **A threat management team shall include persons with expertise in counseling, instruction, school administration, and law enforcement.**

(7)(b) The team also must include an instructional or administrative staff member who is personally familiar with the individual who is the subject of the threat assessment.

Team Member Clarification

Counseling team member must be a school-based mental health services provider with access to student mental health records.

6A-4.0010(2)(b), F.A.C.: “School-based mental health services provider” means a school psychologist certified under Rule 6A-4.0311, F.A.C., a school social worker certified under Rule 6A-4.035, F.A.C., a school counselor certified under Rule 6A-4.0181, F.A.C., or a mental health professional licensed under Chapter 490 or 491, Florida Statutes, who is employed or contracted by a district to provide mental health services in schools.

Team Member Clarification

Rule 6A-10018(10), F.A.C.: The law enforcement team member must be a sworn law enforcement officer, as defined by Section 943.10(1), F.S. At a minimum, they must have access to:

- Local Records Management System information
- Criminal Justice Information System
- Florida Crime Information Center
- National Crime Information Center databases
- Review Criminal Justice Information and Criminal History Record Information

Student Record Transfers

- **Section 1003.25(2), F.S.:** The procedure for transferring and maintaining records of students who transfer from school to school is prescribed by rules of the State Board of Education.
- **The transfer of records must occur within 5 school days.** The records shall include, if applicable: (a) verified reports of serious or recurrent behavior patterns, including any threat assessment report, all corresponding documentation, and any other information required by the Florida-specific behavioral threat assessment instrument pursuant to 1010.212(12), F.S., which contains the evaluation, intervention, and management of the threat assessment evaluations and intervention services; (b) psychological evaluations, including therapeutic treatment plans and therapy or progress notes created or maintained by school district or charter school staff, as appropriate.

Threat Assessment Reports per 1006.07 F.S.

The threat management team shall prepare a threat assessment report required by the Florida-specific behavioral threat assessment instrument developed pursuant to Section 1001.212(12), F.S. A threat assessment report, all corresponding documentation, and any other information required by the Florida-specific behavioral threat assessment instrument in the threat management portal is an education record.

1006.07(7)(j), F.S.: Each threat management team established pursuant to this subsection shall report quantitative data on its activities to the Office of Safe Schools in accordance with guidance from the office.



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The Basics

Threat Management IS:

- Systematic, fact-based method to identify levels of concern, which may include the development of a Student Support Management Plan (SSMP).
- Ongoing process that ends only when teams decide, or responsibility is transferred to another threat management team.

Threat Management IS NOT:

- Profiling the next school shooter.
- An emergency or crisis response.
- A disciplinary process.
- Suicide Risk Assessment.

Threat

Communication or behavior indicating that an individual poses a danger to the safety of school staff or students through acts of violence, or behavior that would cause harm to self or others.

- Includes communication or behavior characteristic of a person who is on the pathway to violence, and may be expressed/communicated behaviorally, orally, visually, in writing, electronically, or through any other means.
- A threat is not a communication or behavior that is an obvious joke or unequivocally known by the observer to be innocuous.

Concerning Behavior

An observable behavior that elicits concern in others regarding the safety of an individual or those around them.

- May be prohibited behavior, but also might be other behaviors that elicit concern.
- Does not necessarily imply or predict that an individual or group will become violent.
- Serves as an indicator that the student may need intervention or increased supports to prevent the situation from progressing.

Examples of Concerning Behaviors

- Unusual social distancing or isolation of subjects from peers and family members
- Sullen or depressed behavior from an otherwise friendly and positive person
- Out-of-context outbursts of verbal or physical aggression
- Increased levels of agitation, frustration and anger
- Confrontational, accusatory or blaming behavior
- An unusual interest in or fascination with weapons
- Fixation on violence as a means of addressing a grievance
- Aggression toward animals

Person's baseline behavior has to be contemplated when considering these and other observations to determine whether they are concerning behaviors.



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SBTMT and DTMT Roles

Florida's Harm Prevention and
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SBTMT Roles

Members Include:

- **School Administrator** (must **NOT** be the Principal)
- **Expertise in Counseling:** Certified School Psychologist, Certified School Social Worker, Certified School Counselor or Licensed Mental Health Professional
- **Expertise in School Instruction:** meets the definition of instructional personnel under Section 1012.01(2)(a)-(d), F.S., or holds a current Florida Educator Certificate
- **Certified Law Enforcement Officer** (guardians do not qualify)

SBTMT Role Clarification

Individual with personal knowledge of student being assessed can be a sitting member of the team.

If the person is not a core team member and is there to provide background knowledge they are not required to be trained, and they are not a decision-making member. This staff member must be an instructional or administrative employee.

SBTMT Role Changes

The Principal must **NOT** serve on the SBTMT because they have responsibility for reviewing and signing off on SBTMT decisions.

(If the Principal is the only administrator at that school, the Principal will be a member of SBTMT.)

SBTMT Chair and Vice-Chair Roles and Responsibilities

- Principal of the school appoints the Chair and Vice-Chair
(The Chair and Vice-Chair are members of the team, and not in addition to the other required members.)
- Chair is the point person at each school re: threat management
- Vice-Chair performs duties of Chair when Chair is absent
- All reports of threats and concerning behavior are reported to Chair, and Chair interviews and consults as necessary
- Chair assesses each report for factual basis and merit
- Chair can summarily close report, or refer to entire SBTMT (Principal and DTMC review)

Principal Roles and Responsibilities

- The school Principal must:
 - Designate one permanent member of the SBTMT as the Chairperson and one member as the Vice-chairperson.
 - Appoint the SBTMT members and alternate team members (as necessary) before the start of each school year.
 - Review all SBTMT final decisions and recommendations to ensure completeness and fidelity, and the Principal will determine whether he/she concurs with the team's decisions.

DTMT Roles

- DTMC – Team Lead
- School District Administrator
- Expertise in Counseling
- School Instruction Experience
- Law Enforcement Officer

DTMT supports both traditional and charter public schools.

DTMT Additional Requirements

The Superintendent is responsible for appointing DTMT members.

There is no requirement to include a person with knowledge of the student being assessed.



DTMC Roles and Responsibilities

- Designated by the superintendent to oversee the district's threat management program
- Direct liaison between the school district and the Department of Education's Statewide Threat Management Coordinator
- Responsible for ensuring the fidelity of the district's threat management program
- Ensuring that all SBTMT and DTMT members are appropriately trained

Training Requirements

The SBTMT and DTMT are required to participate in mandatory annual training.



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Florida Model Specifics

Preliminary and Formal Assessment – Determining Level of Concern

Unfounded

Low

Medium

High

Unfounded Determination

- A determination can be made that there is not a sufficient factual basis to support the allegation;
- The threats were never made;
- What was said was clearly not a threat; OR
- The incident/behavior of concern did not happen or rise to the level of posing a threat or concern of harm to the school community.

Low Level of Concern

A Low Level of Concern designation is appropriate where a person poses a threat of violence or exhibits other concerning behavior that is minimal, and it appears that any underlying issues can be resolved easily.

Factors or examples of Low Levels of Concern:

- Confusing, unrealistic or improbable
- Venting rather than warning of future violence
- Lack of details
- No access to means or potential target
- Anxiety followed by remorse
- No significant number of risk factors, and protective factors in place
- May have exhibited few or no warning behaviors

Medium Level of Concern

A Medium level of concern designation is appropriate where the person does not appear to pose an imminent threat of violence, but the person exhibits behaviors that indicates a potential intent to harm or exhibits other concerning behavior that requires intervention.

Factors or examples of Medium Levels of Concern:

- Has a defined grievance and seems to be considering violence as an option for resolution or as a means to achieve justice.
- May have surpassed some of the Low Level of Concern factors, or there is an absence of significant protective factors (e.g., parental support, peer relationships).
- The person may not have made a decision about whether to act out violently (e.g., “I don’t want to hurt them, but no one is helping me.”)

High Level of Concern

A High level of concern designation is appropriate where the person poses a threat of violence, exhibits behaviors that indicate both a continuing intent to harm and an effort to acquire the capacity to carry out a plan, and may also exhibit other concerning behavior that requires immediate intervention and protective measures for the target(s).

Factors or examples of High Levels of Concern:

- May desire recognition and fame and believe that violence can help achieve this.
- Stressors appear to be escalating and ability to cope with them appear diminished.
- May feel violence is the only available method of achieving justice.

What is a SSMP?

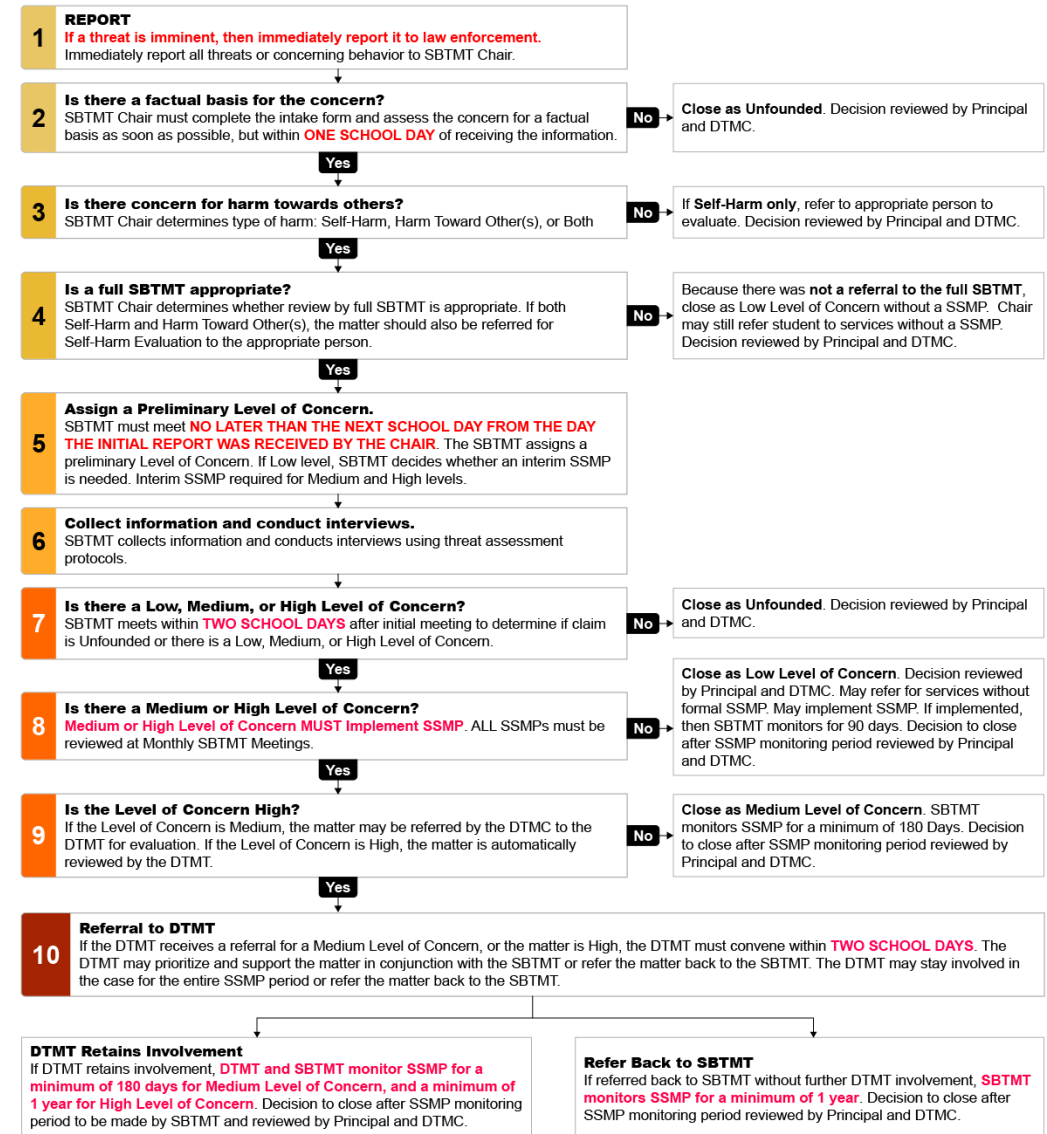
It is a student support management plan which uses direct and indirect interventions to help create an environment less likely to produce violence.

SBTMT Monthly Meetings/SSMP Review

- The SBTMT is required to meet monthly to:
 - Assess each SSMP for its effectiveness
 - And make modifications as appropriate.
 - Subsequent modifications to the SSMP will be documented on Form H.
- The SBTMT must take minutes at each meeting, to include meeting dates and times, team members in attendance, cases discussed, and actions taken.
- The monthly assessment, or more frequently as determined by the SBTMT, shall occur for the duration of the monitoring period.
- No downgrading level of concern from initial determination of level of concern.

Florida Harm Prevention and Threat Management Workflow

The primary goal of all school safety efforts is to prevent violence or harm to members of the school community. Effective threat management is the single greatest opportunity to prevent a school attack. The threat management process is a systematic, fact-based method designed to first identify whether behaviors and/or communications constitute a concern for violence or harm to another person. This flowchart is not all encompassing but should act as an aid for members to effectively work through the process of threat management. For further details, definitions, or explanations refer to the Florida Threat Management Manual.



Standardized Threat Management Operational Process

1 REPORT
If a threat is imminent, then immediately report it to law enforcement.
Immediately report all threats or concerning behavior to SBTMT Chair.

2 Is there a factual basis for the concern?
SBTMT Chair must complete the intake form and assess the concern for a factual basis as soon as possible, but within **ONE SCHOOL DAY** of receiving the information.

No

Close as Unfounded. Decision reviewed by Principal and DTMC.

Yes

3 Is there concern for harm towards others?
SBTMT Chair determines type of harm: Self-Harm, Harm Toward Other(s), or Both

No

If **Self-Harm only**, refer to appropriate person to evaluate. Decision reviewed by Principal and DTMC.

Yes

4 Is a full SBTMT appropriate?
SBTMT Chair determines whether review by full SBTMT is appropriate. If both Self-Harm and Harm Toward Other(s), the matter should also be referred for Self-Harm Evaluation to the appropriate person.

No

Because there was **not a referral to the full SBTMT**, close as Low Level of Concern without a SSMP. Chair may still refer student to services without a SSMP. Decision reviewed by Principal and DTMC.

Yes

5 Assign a Preliminary Level of Concern.
SBTMT must meet **NO LATER THAN THE NEXT SCHOOL DAY FROM THE DAY THE INITIAL REPORT WAS RECEIVED BY THE CHAIR.** The SBTMT assigns a preliminary Level of Concern. If Low level, SBTMT decides whether an interim SSMP is needed. Interim SSMP required for Medium and High levels.

6 Collect information and conduct interviews.
SBTMT collects information and conducts interviews using threat assessment protocols.

protocols.

7

Is there a Low, Medium, or High Level of Concern?

SBTMT meets within **TWO SCHOOL DAYS** after initial meeting to determine if claim is Unfounded or there is a Low, Medium, or High Level of Concern.

No

Close as Unfounded. Decision reviewed by Principal and DTMC.

Yes

8

Is there a Medium or High Level of Concern?

Medium or High Level of Concern MUST Implement SSMP. ALL SSMPs must be reviewed at Monthly SBTMT Meetings.

No

Close as Low Level of Concern. Decision reviewed by Principal and DTMC. May refer for services without formal SSMP. May implement SSMP. If implemented, then SBTMT monitors for 90 days. Decision to close after SSMP monitoring period reviewed by Principal and DTMC.

Yes

9

Is the Level of Concern High?

If the Level of Concern is Medium, the matter may be referred by the DTMC to the DTMT for evaluation. If the Level of Concern is High, the matter is automatically reviewed by the DTMT.

No

Close as Medium Level of Concern. SBTMT monitors SSMP for a minimum of 180 Days. Decision to close after SSMP monitoring period reviewed by Principal and DTMC.

Yes

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Referral to DTMT

If the DTMT receives a referral for a Medium Level of Concern, or the matter is High, the DTMT must convene within **TWO SCHOOL DAYS**. The DTMT may prioritize and support the matter in conjunction with the SBTMT or refer the matter back to the SBTMT. The DTMT may stay involved in the case for the entire SSMP period or refer the matter back to the SBTMT.

DTMT Retains Involvement

If DTMT retains involvement, **DTMT and SBTMT monitor SSMP for a minimum of 180 days for Medium Level of Concern, and a minimum of 1 year for High Level of Concern.** Decision to close after SSMP monitoring period to be made by SBTMT and reviewed by Principal and DTMC.

Refer Back to SBTMT

If referred back to SBTMT without further DTMT involvement, **SBTMT monitors SSMP for a minimum of 1 year.** Decision to close after SSMP monitoring period reviewed by Principal and DTMC.

Timelines:

1. School personnel MUST **immediately** report any behavior or communications that may constitute a threat to school safety to the Chair of the SBTMT.
2. The Chair of the SBTMT must review a report of concerning behavior and complete the Intake and Case Disposition form to determine if the matter should be referred to the SBTMT. This determination must be completed in time for the SBTMT to meet the following school day if necessary. If a school administrator receives the report of concerning information before the SBTMT Chair, the time for the Chair of the SBTMT to review the report and complete the Intake and Case Disposition form begins at the time the administrator receives the report..
 - a. If the Chair of the SBTMT determines that the report of concerning behavior can be closed without referral to the SBTMT, the principal should review the decision to close the case **as soon as possible but within two school days of receiving notification of case closure** and the district threat management coordinator should review the case **as soon as possible but within two school days** after its review by the principal.
 - b. If the Chair of the SBTMT determines that the report of concerning behavior has a factual basis, but the threat is related to self-harm only, the Chair must immediately refer the student to the appropriate entity to conduct a self-harm assessment .
3. If the Chair of the SBTMT refers the matter to the threat management team because it appears to constitute a threat of harm toward another person, the team MUST convene for an initial meeting **no later than the next school day** from the day the initial report was received by the Chair or administrator—to assign a preliminary level of concern and consider implementing an interim SSMP.
4. The SBTMT must meet a second time **as soon as possible** after it has acquired all necessary information, **or within two school days** after the initial team meeting, whichever is earlier.
5. An extension of the requirement that the SBTMT meet a second time within two school days to consider the matter MUST be approved by the school principal or higher authority and the **extension may be granted for a maximum of two school days**. After the initial extension, the time can be extended in one day increments based upon exigent circumstances.
6. If the SBTMT determines that the threat level is High, the case must automatically be referred to the DTMT for review. DTMT must convene to consider the case **within two school days** of receiving the referral from the SBTMT.



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Notifications

Notifying Parents

Where a report of concern includes an identified student target, the Chair must make a reasonable effort to notify the parent of the targeted student before the end of the school day that the report was received unless the Chair has determined the concern is unfounded.

Notifying Parents

- If the Chair of the SBTMT determines that the reported behavior is low level of concern and summarily closes the report, (Step 2A) the Chair or his designee must use reasonable efforts to notify the parent or guardian of the student of concern on the same day as the report is closed.
- If the Chair does not summarily close the case and refers it to the SBTMT, reasonable efforts must be made to notify the student of concern's parent on the same day the SBTMT assigns the preliminary level of concern. (Step 5)
- Parents or guardians must also be notified if the threat management process reveals information about their student's mental, emotional, or physical health or well-being, or results in a change in related services or monitoring, including but not limited to implementation of a SSMP.
- Reasonable efforts must be made to notify the student of concern's parents or guardians on the same day the SBTMT concludes final disposition. (Steps 7-9)
- Once a SSMP is finalized and anytime it is substantively revised, the SBTMT Chair or designee must provide a copy of the SSMP to the student of concern's parent or guardian. The targeted student's parent or guardian should also be informed that an SSMP has been implemented.

Notifying the Superintendent

- If the level of concern is High (preliminary or final disposition), the Chair or his designee must notify the superintendent or his designee to ensure that the notice requirements of Section 1006.07(7)(e), F.S., are met. This section provides as follows:
 - Upon a preliminary determination that a student poses a threat of violence or physical harm to himself or herself or others, a threat management team shall immediately report its determination to the superintendent or his or her designee. The superintendent or his or her designee or the charter school administrator or his or her designee shall immediately attempt to notify the student's parent or legal guardian. Nothing in this subsection precludes school district or charter school governing board personnel from acting immediately to address an imminent threat.

Questions?