

Policy JHDE : BEHAVIORAL THREAT ASSESSMENT

Status: ADOPTED

Original Adopted Date: 10/01/2021 | **Last Revised Date:** 09/01/2025 | **Last Reviewed Date:** December 18, 2025
09/01/2025

To further the goal of school safety, and in accordance with the Missouri School Improvement Program, the Dent-Phelps R-III School District has established a system for reporting and addressing threats of violence or physical harm to self or others and other behaviors that are indicative of potential threats. All statements (written or verbal), actions or gestures that threaten the safety of any person at any district facility will be taken seriously regardless of intent.

All district employees, volunteers, and contractors are required to report any expressed threat(s) or behavior(s) that might represent a danger to district students or staff or indicate a potential for self-harm. Nothing in this policy shall preclude district personnel from acting immediately to address an imminent threat before notifying the superintendent or designee of any individual who poses a threat of violence or physical harm to self or others.

Definitions

Behavioral Threat Assessment – Records associated with an evaluation of a student who has shown or demonstrated:

1. Homicidal or suicidal ideation;
2. Planning for an attack on a school, other students, faculty, staff, or administrators; or
3. Behavior that puts students, faculty, staff, or administrators at risk for harm.

Personal Safety Plan – An agreement, based upon the findings of the behavioral threat assessment records, between the school and the student's parents/guardians, or between the school and the student if the student is emancipated or an unaccompanied youth as defined in § 210.121, RSMo., that:

1. Stipulates rules for attendance at the school;
2. Provides benchmarks that allow for the student to be released from the personal safety plan over time; and
3. Provides immediate access to a trusted adult for the student with the personal safety plan.

Behavioral Threat Assessment Team

The superintendent or designee shall establish one or more behavioral threat assessment teams (Team or Teams) in accordance with this policy. Each Team should include persons with expertise in counseling, instruction, school administration, and law enforcement. One Team may serve more than one school in the district. Teams will utilize best practices in developing strategies for identifying and addressing potential threats to district students or staff.

Each Team will:

1. Receive professional training in the behavioral threat assessment model the district uses.
2. Train and provide guidance to students and staff on recognizing threatening behavior or other behavior that might represent a danger to district students or staff or indicate a potential for self-harm.
3. Identify and designate members of the school community to whom threatening behaviors should be reported.
4. Be responsible for and implement behavioral threat assessments and intervention protocols, including personal safety plans, for individuals whose behavior might pose a threat to the safety of district students or staff. Unless it is not feasible to do so, all Team members will be involved in the assessment and intervention. Intervention methods may include alternative delivery of education services when allowed by law.
5. Provide information on community resources, such as drug treatment, health services, mental health services, and other needed services.

Teams will meet regularly to ensure that students are appropriately assessed and, if needed, referred to services. However, if there is an imminent threat to school or district safety, the superintendent or designee will convene an emergency threat assessment meeting to address the imminent threat. After an incident, Teams will conduct an after-action debriefing to identify possible improvements to the assessment process.

Students may be subject to disciplinary action and referral to law enforcement in accordance with board policy and state law regardless of the actions any Team takes.

Student Record Disclosure

The members of a Team are designated "school officials" for the purposes of the Family Educational Rights and Privacy Act and policy JO when performing the Team's work, as in this policy, and may share student records and information from those records in accordance with law.

When another school requests records to enroll a student, the Dent-Phelps R-III School District will provide records of any behavioral threat assessments and personal safety plans of the student if the student is currently subject to an active personal safety plan or has been subject to a personal safety plan in the previous 12 months. The district will respond to a request for such records within five business days of receiving the request.

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Dent-Phelps R-III School District, Salem, Missouri

Policy Reference Disclaimer:

These references are not intended to be part of the policy itself, nor do they indicate the basis or authority for the board to enact this policy. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

State

§ 160.261, RSMo.

§ 167.020, RSMo.

§ 167.022, RSMo.

§ 167.115, RSMo.

§ 167.117, RSMo.

Description

[State Statute](#)

[State Statute](#)

[State Statute](#)

[State Statute](#)

[State Statute](#)

Federal

20 U.S.C. § 1232g

34 C.F.R Part 99

Description

[Family Educational Rights and Privacy Act](#)

[Family Educational Rights and Privacy Act](#)

Cross References**Code**

EB

EB-AP(1)

EB-AF(1)

Description

[SAFETY PROGRAM](#)

[SAFETY PROGRAM - \(Identifying Potential Hazards\)](#)

[SAFETY PROGRAM - \(Facility Safety Inspection Report\)](#)