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Florida's Harm Prevention and Threat Management Model: Updates and Compliance Issues

SCHOOL SAFETY

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

FL Model Distinctions

- Every district must now have a District Threat Management Team, to include a designated District Threat Management Coordinator.
- A staff member with personal knowledge of the student must participate with the School Based Threat Management Team.
- Early summary disposition of cases by the Chair for cases that should not go to the full School Based Threat Management Team.
- Required timeframes to complete required tasks, from intake to monitoring periods.
- Shift from “threat assessment” to “threat management” by utilizing Student Support Management Plans.
- Two-tiered review and approval for any threat management action taken by the School Based Threat Management Team.
- Florida specific Threat Management Manual and Instrument to ensure proper documentation and decision making.



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Florida's Harm Prevention and Threat Management Legislation

Establish Multidisciplinary Teams

Section (s.) 1006.07(7), Florida Statutes (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-1.0019(2)(c), Florida Administrative Code (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-1.0019(4)(c)4., F.A.C.: The law enforcement team member must be a sworn law enforcement officer, as defined by Section (s.) 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

Rule 6A-1.0019(9)(c), F.A.C.: The transfer of records of students who transfer from school to school must occur within five (5) school days of receipt of the request for records from the new school or district, or receipt of the identity of the new school and district of enrollment, whichever occurs first. Pursuant to Section 1003.25, F.S., student records must contain verified reports of serious or recurrent behavior patterns, including all documentation and related information for reports of concerning behavior, concerning communication, or threats that are documented using any portion of the Florida Harm Prevention and Threat Management Instrument, and psychological evaluations, including therapeutic treatment plans and therapy progress notes created or maintained by district or charter school staff. All reports of concerning behavior, concerning communication, or threats must be transferred, regardless of the outcome or level of concern.

Required Policies

Rule 6A-1.0019(3)(a), F.A.C.: Each school district and charter school governing board must adopt policies, consistent with this rule, for the establishment of threat management teams and for the completion of threat assessments. These policies must include providing guidance to all students, faculty, and staff regarding recognition of concerning behavior or threats and must identify members of the school community to whom concerning behaviors and threats should be reported, pursuant to s. 1006.07(7)(c), F.S.



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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DTMT and SBTMT Roles

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.

DTMC Roles and Responsibilities

- Responsible for ensuring the fidelity of the district's threat management program.
- Second tier of review in the threat management process.
- Responsible for ensuring that all SBTMT and DTMT members are appropriately trained.

SBTMT Roles

Members Include:

- **School Administrator** (should **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 s. 1012.01(2)(a)-(d), F.S., or holds a current Florida Educator Certificate
- **Certified Law Enforcement Officer** (Guardians do not qualify)

SBTMT Chair and Vice-Chair Roles and Responsibilities

- 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.
- 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

- 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.
- The Principal is the first tier of review in the threat management process.

Training Requirements

Any SBTMT or DTMT member must complete Day 1 training in person.

Any Principal, SBTMT Chair or SBTMT Vice-Chair must complete Day 1 training, followed by an additional 4 hours of training in person, specific to their role.

Any DTMC must complete Day 1 training, followed by an additional 8 hours of training in person, specific to their role.

Additionally, the SBTMT and DTMT are required to participate in mandatory annual retraining to be completed **within the first sixty (60) days of school.**



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The Basics

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.

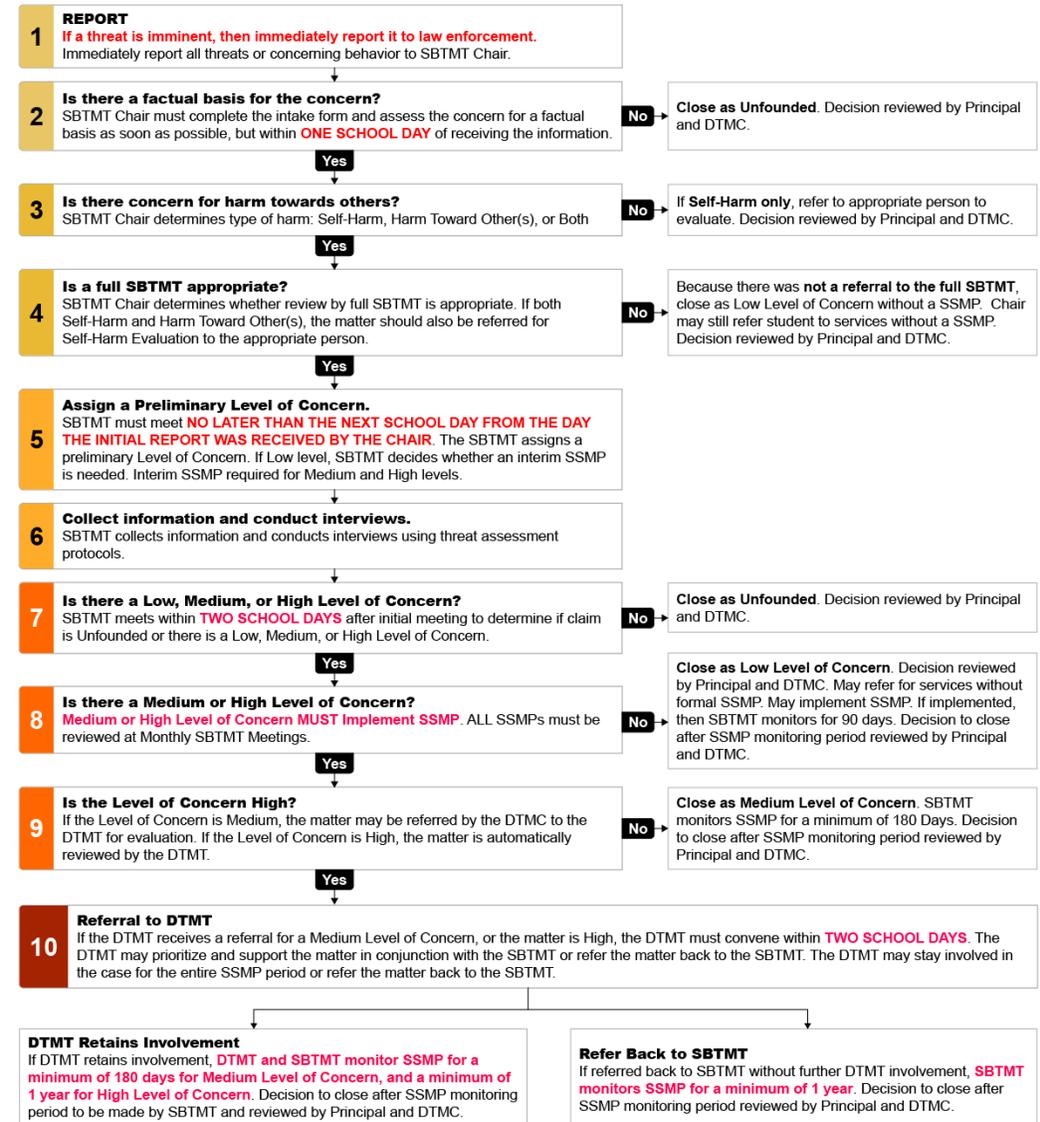
Consider the totality of concerning behaviors, stressors, and protective factors to determine if and where the student is on the pathway to violence and the level of concern.



Standardized Threat Management Operational Process

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.





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Levels of Concern

Possible Levels of Concern

Unfounded

Low

Medium

High

Unfounded Determination

- No sufficient factual basis,
- A threat was never made,
- What was said was clearly not a threat, OR
- Concern did not happen or pose a threat of harm to the school.

Low Level of Concern

- A threat or concern is minimal.
- Underlying issues can be resolved easily.
- Student has significant protective factors, and the ability to cope with any existing stressors.
- Student has a desire to resolve any personal grievance rather than escalating on the pathway to violence.

Medium Level of Concern

- Does not pose an imminent threat, but has potential intent to harm that requires intervention.
- Lacks significant protective factors.
- Exhibits other concerning behaviors or stressors that require intervention.
- Person may not have made a decision about whether to act violently (e.g., “I don’t want to hurt them, but no one is helping me.”).

High Level of Concern

- Poses a potentially imminent 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.
- Exhibits other concerning behavior that requires immediate intervention.
- Need protective measures for the target(s).



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Student Support Management Plan (SSMP)

What is an SSMP?

It is a Student Support Management Plan that uses direct and indirect interventions to help create an environment less likely to produce violence.

Some of the possible resources and supports that may comprise the SSMP include, but are not limited to:

- Hold parent/guardian conferences to discuss the SSMP.
- Implement anti-bullying best practices that provide consequences for the aggressor, as well as support for the victim.
- Potential schedule changes.
- Assign a mentor.
- Consideration regarding extracurricular activities.
- Regular meetings with a counselor.
- Referrals to outside behavioral health services.
- Daily searches.
- Social media monitoring.
- Teacher or staff escorts throughout school campus.
- Restricted use of computers or other electronic devices.

Monitoring SSMP

- Minimum time periods for SSMP implementation and monitoring:
 - Low Level - 90 days minimum
 - Medium Level - 180 days minimum
 - High Level - one year minimum
- No downgrading level of concern from initial determination of level of concern.
- SSMP can be extended beyond the minimum time frame based on need.
- At least **30 days** before the end of the initial SSMP monitoring period for each threat level, the SBTMT shall consider the matter again and assess whether to close the case upon expiration of the monitoring period or extend the SSMP.



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Compliance Issues

SBTMT Composition and Training

Core Four:

- Each of the SBTMT roles must be fulfilled by separate, qualified individuals.
 - Must have a minimum of four people on the SBTMT.

Certificates:

- All SBTMT members must have completed the required Florida Model Training.
- Must be able to provide proof of training, via state issued certificate, at the time of monitoring visit.
 - Day One - All SBTMT members
 - Principal, Chair, Vice Chair - SBTMT members fulfilling those roles
 - Annual retraining - All SBTMT members initially trained in the 2023-2024 school year

SBTMT Meetings

Meeting Minutes:

- The SBTMT is required to meet monthly and take minutes at each meeting, to include meeting dates, team members in attendance, cases discussed and actions taken.
- The SBTMT must assess each SSMP for its effectiveness at each monthly meeting for the duration of the monitoring period, and make modifications as appropriate.
 - Subsequent modifications to the SSMP must be documented on Form H.
- If there are no existing SSMPs to discuss, the SBTMT Core Four must still meet monthly.



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Questions?