Sec. 1. THREAT ASSESSMENTS

a) *Definitions*

"Harmful, threatening, or violent behavior" includes behaviors, such as verbal threats, threats of self-harm, bullying, cyberbullying, fighting, the use or possession of a weapon, sexual assault, sexual harassment, dating violence, stalking, or assault, by a student that could result in:

1. Specific interventions, including mental health or behavioral supports;
2. In-school suspension;
3. Out-of-school suspension; or
4. The student's expulsion.

"Team" means a threat assessment and safe and supportive school team established by the Board.

b) *Threat Assessment and Safe and Supportive School Team*

The Board shall establish a threat assessment and safe and supportive school team at each campus, and shall adopt policies and procedures for the teams. The team is responsible for developing and implementing the safe and supportive school program under Education Code 37.115(b). Policies and procedures concerning the team must:

1. Be consistent with the model policies and procedures developed by the Texas School Safety Center;
2. Require each team to complete training provided by the Texas School Safety Center or a regional education service center regarding evidence-based threat assessment programs; and
3. Require each team established under this section to report the information required under Education Code 37.115(k) retarding the team's activities to the TEA.

c) *Team Membership*

The Superintendent shall ensure that the members appointed to each team have expertise in counseling, behavior management, mental health and substance use, classroom instruction, special education, school administration, school safety and security, emergency management, and law enforcement. A team may serve more than one campus, provided that each Midland Academy Charter campus is assigned a team.

d) *Team Responsibilities*

Each team shall:

1. Conduct a threat assessment that includes:

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a. Assessing and reporting individuals who make threats of violence or exhibit harmful, threatening, or violent behavior in accordance with the policies and procedures adopted under this policy; and
b. Gathering and analyzing data to determine the level of risk and appropriate intervention, including:
   i. Referring a student for mental health assessment; and
   ii. Implementing an escalation procedure, if appropriate based on the team's assessment, in accordance with Midland Academy Charter policy;

2. Provide guidance to students and school employees on recognizing harmful, threatening, or violent behavior that may pose a threat to the community, school, or individual; and
3. Support Midland Academy Charter in implementing its multihazard emergency operations plan.

e) *Providing Mental Health Care Services*

A team may not a mental health care service to a student who is under 18 years of age unless the team obtains written consent from the parent of or person standing in parental relation to the student before providing the mental health care service. The consent must be submitted on a form developed by Midland Academy Charter that complies with all applicable state and federal law. The student's parent or person standing in parental relation to the student may give consent for a student to receive ongoing services or may limit consent to one or more services provided on a single occasion.

f) *Determination of Risk*

i. *Risk of Violence to Self or Others*

On determination that a student or other individual poses a serious risk of violence to self or others, a team shall immediately report the determination to the Superintendent. If the individual is a student, the Superintendent shall immediately attempt to inform the parent or person standing in parental relation to the student. This notice requirement does not prevent an employee from acting immediately to prevent an imminent threat or respond to an emergency.

ii. *Risk of Suicide*

A team identifying a student at risk of suicide shall act in accordance with Midland Academy Charter's suicide prevention program. If the student at risk of suicide also makes a threat of violence to others, the team shall conduct a threat assessment in addition to actions taken in accordance with Midland Academy Charter's suicide prevention program.

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iii. *Risk of Possessing Tobacco, Drugs or Alcohol*

A team identifying a student using or possessing tobacco, drugs, or alcohol shall act in accordance with Midland Academy Charter's policies and procedures related to substance use prevention and intervention.

g) *Oversight Responsibility*

The Superintendent may establish a committee, or assign to an existing committee, the duty to oversee the operations of teams established for Midland Academy Charter. A committee with oversight responsibility must include members with expertise in human resources, education, special education, counseling, behavior management, school administration, mental health and substance abuse, school safety and security, emergency management, and law enforcement.

h) *Reports to TEA*

A team must report to TEA the following information regarding the team's activities and other information for each campus the team serves:

1. The occupation of each person appointed to the team;
2. The number of threats and a description of the type of the threats reported to the team;
3. The outcome of each assessment made by the team, including:
   a. Any disciplinary action taken, including a change in school placement;
   b. Any action taken by law enforcement; or
   c. A referral to or change in counseling, mental health, special education, or other services;
4. The total number, disaggregated by student gender, race, and status as receiving special education services, being at risk of dropping out of school, being in foster care, experiencing homelessness, being a dependent of military personnel, being pregnant or a parent, having limited English proficiency, or being a migratory child, of, in connection with an assessment or reported threat by the team:
   a. Citations issued for Class C misdemeanor offenses;
   b. Arrests;
   c. Incidents of uses of restraint;
   d. Changes in school placement, including placement in a juvenile justice alternative education program or disciplinary alternative education program, if applicable;
   e. Referrals to or changes in counseling, mental health, special education, or other services;
   f. Placements in in-school suspension or out-of-school suspension and incidents of expulsion;
   g. Unexcused absences of 15 or more days during the school year; and
   h. Referrals to juvenile court for truancy; and
5. The number and percentage of school personnel trained in:

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a. A best-practices program or research-based practice under Section 161.325, Health and Safety Code, including the number and percentage of school personnel trained in:
   i. Suicide prevention; or
   ii. Grief and trauma-informed practices;
b. Mental health or psychological first aid for schools;
c. Training relating to the safe and supportive school program established under Education Code 37.115(b); or
d. Any other program relating to safety identified by the Commissioner.

Education Code 37.115.

Sec. 2. TRAUMA-INFORMED CARE PLAN

a) *Plan Requirements*

Midland Academy Charter shall adopt and implement a plan requiring the integration of trauma-informed practices in each school environment. The plan must address:

1. Using resources developed by TEA, methods for:
   a. Increasing staff and parent awareness of trauma-informed care; and
   b. Implementation of trauma-informed care practices and care by school staff; and
2. Available counseling options for students affected by trauma or grief.

b) *Training Requirements*

Methods for increasing awareness and implementation of trauma-informed care must be discussed in training provided:

1. Through a program selected from the list of recommended best practice-based programs and research-based practices established under Health & Safety Code 161.325;
2. As part of any new employee orientation for all new educators; and
3. To existing educators on a schedule adopted by the TEA at intervals necessary to keep educators informed of developments in the field.

Midland Academy Charter shall keep records of each training conducted, to include the name of each staff member who participated in the training.

c) *Reports to TEA*

Midland Academy Charter shall report annually to TEA the following information for the school as a whole and for each school campus:

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1. The number of teachers, principals, and counselors employed by Midland Academy Charter who have completed the required training; and
2. The total number of teachers, principals, and counselors employed by Midland Academy Charter.

Education Code 38.036.

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