

STUDENT THREATS TO STAFF: DISCIPLINE PROCEDURES

1. The student will be suspended immediately upon being identified and the parents/guardians informed. If security is an immediate consideration, in-school suspension, or immediate referral to the policy may be implemented.
2. The Principal or designee will investigate the incident to determine the content of the threat, who is involved, the circumstances under which the threat was made, and the potential seriousness of the threat.
3. The Principal will inform the staff member of the availability of the police liaison officer, the city police or the county sheriff as a resource.
4. At the conclusion of the investigation the following may occur:
 - A. If the staff member agrees, a meeting will be held with the student and his/her parents, the administrator and any other appropriate staff from the building or district. The student will be asked to explain the behavior toward the staff member, and will be given the opportunity to apologize. The staff member will have the opportunity to speak to the student and parents about the threat.

The outcome of this meeting will be taken into consideration when the conditions for the student's return to school, and the consequences for the behavior (listed in #5 and #6) are determined by the principal with input from the staff member who was threatened.

- B. The student and staff member will not meet; the suspension of the student will remain in effect, the principal will inform the parent/guardian of the outcome of the investigation by telephone or at a meeting, and any of the options in #5 and/or #6 may be implemented.
5. The consequences for the student may include:
 - A. A suspension for 1-10 days,
 - B. Agreed upon restitution or community service,
 - C. A transfer to another building within the District,
 - D. A recommendation for expulsion from the District,
 - E. Charges may be filed with the police or sheriff's department.
6. The readmission plan at the home building, or the building to which the student is transferred, may include:
 - A. A psychological evaluation by an outside agency,

- B. A meeting with the student, parent/guardian, counselor/dean/SSA, prevention advisor, principal and/or other appropriate staff,
- C. A change of schedule for the secondary student,
- D. An agreement that the student join a support group or activity.

Anoka-Hennepin School District No. 11
Coon Rapids, MN
Adopted December 14, 1998