

## Guide for the Wisconsin School Threat Assessment and Management Protocol (WSTAMP) Process

### 1. Identify Concerning or Threatening Behavior

Personnel with knowledge of potential threat/concerning behavior must use professional discretion to determine if there is an IMMEDIATE threat/act of harm to self or others that warrants an emergency response (i.e., call 911) or a report to an administrator.

### 2. Take Action to Mitigate Threat

The safety of the school, the students, and the community are the priority consideration. Depending on the severity of the concern, initiating safety/emergency operation procedures to secure the school, student of concern, and warning of intended targets should occur prior to activating the threat assessment process. *If at any time information suggests the need for law enforcement/medical assistance, that request should be made immediately AND prior to initiating any investigation/triage/inquiry/assessment.*

### 3. Initiate Threat Assessment Triage

Every concerning or threatening behavior warrants consideration of the context in which the behavior occurred. At a minimum, two trained members of the BTAM Team should confer and determine if the available information warrants further action by the BTAM team. This decision and supporting considerations should be documented on the Threat Assessment Triage form.

### 4. If Warranted, Initiate Threat Assessment Inquiry

If further action is warranted, the team will initiate the inquiry process and begin further investigation. Next steps may include gathering information from a variety of sources. Sources may include, but are not required or limited to, the following: informal interviews, teacher survey, social media review, and record review. An analysis of the information will be conducted by at least two members of the BTAM Team to determine the level of concern the student poses. The team members will complete the Threat Assessment Inquiry form and make a Team recommendation about next steps.

If the team determines the individual appears to pose **no/low level of concern**, and identified needs can be addressed within existing structures, the team will proceed to develop an Intervention and Support Plan for Safety. If the team determines the individual appears to pose a **medium/high level of concern**, the team will complete a Full Threat Assessment. Roles for additional information gathering tasks will be assigned and a timeline for reconvening will be set. **NOTE:** If there is uncertainty about the level of concern the individual poses, advance to the Full Assessment to gather additional information.

When determining the level of concern an individual poses, and whether additional information gathering is warranted, the following guidance is provided.

- **Low Concern:** poses a minimal risk of engaging in violent or other harmful behavior
- **Medium Concern:** available information indicates the possibility of harmful outcomes if current concerning behaviors are not adequately addressed. A full threat assessment should be considered when there is Medium Concern. If the team is unsure if a full Threat Assessment is needed, err on the side of caution and proceed to the full Assessment.
- **High Concern:** appears to pose serious risk of engaging in violence or other harmful behavior. A full Threat Assessment should be completed when there is High Concern.

#### **5. When Warranted, Complete the Full Threat Assessment**

If the BTAM team determines further action is warranted to fully understand the concerning behavior and develop an intervention and support plan for safety, it may be necessary to collect additional information and the team should proceed to a Full Assessment. Trained multidisciplinary members of the BTAM team should assign additional tasks and may utilize the following sources: formal structured interviews (i.e., subject, target, peers, staff, parent, and witnesses), comprehensive record review, and outside sources of information (i.e., law enforcement records, counseling services, social media, medical reports).

After additional data collection is complete, the BTAM Team will convene and analyze the information to determine the level of concern the student poses. Threat enhancers and threat mitigators will be identified, examined, and documented. The BTAM Team determines the level of concern posed by the student and proceeds to develop an Intervention and Support Plan for Safety.

#### **6. Develop an Intervention and Support Plan for Safety**

Regardless of the identified “level of concern” obtained following the inquiry or full assessment, the BTAM process is not concluded until an Intervention and Support Plan for Safety is developed. The information obtained as part of the assessment phase should be used to identify potential areas of needed intervention and support for the student of concern. The plan should include steps and strategies required to protect the school community (persons and property) from targeted violence and other harmful behavior. The Intervention and Support Plan for Safety will include developed strategies and interventions to be implemented throughout the intervention process (i.e., countermeasures, mitigators, treatment, discipline, positive supports).

**7. Monitor Support Management Plan/Revise as Needed**

The Intervention and Support Plan for Safety is a dynamic document. Revision of the plan will be considered upon introduction of new information, failure of the plan to meet the intended safety needs, compliance/non-compliance with plan by student of concern or other reasons determined by the BTAM Team. The plan must include a specific date/time for follow-up by the team to monitor progress and specify the individual(s) responsible for implementation of interventions.