



Las Américas ASPIRA Academy PERSONNEL POLICIES

Policy Title: Suicide Prevention	Date Adopted: 8/25/16
Policy #: 2002	Date Revised: n/a
Purpose: To assure that employees are responsive to suicide crisis situations.	
Scope: This policy applies to all employees of LAAA.	

Las Américas ASPIRA Academy recognizes the serious problem of youth suicide and acknowledges that providing this policy related to youth suicide recognition and prevention is very important. Las Américas ASPIRA Academy also acknowledges that youth suicide is a complex issue which cannot be addressed by the districts and schools alone. This Suicide Prevention Policy (“Policy”) meets the requirements of 14 **Del. C.** §4124, relative to Suicide Prevention. If any provision of this policy is or should become inconsistent with any present or future law of any governmental or regulatory authority having jurisdiction over the subject matter of this policy, such provision shall be deemed rescinded or modified in accordance with any such law.

I. Suicide Prevention Training for Employees

Each public school employee of Las Américas ASPIRA Academy shall participate in at least one combined training each year totaling at least ninety (90) minutes in suicide prevention. The training materials shall be evidence-based and approved by the Department of Education, Department of Health and Social Services, and the Department of Services for Children, Youth and Their Families. More than one training program may be approved and, if so, Las Américas ASPIRA Academy has discretion on the training it requires for its public school employees. Any in-service training required by this section shall be provided within the contracted school year as provided in 14 **Del. C.** §1305(e). All public school employees shall provide evidence or proof of participation and completion.

II. Suicide Prevention Program

Las Américas ASPIRA Academy shall develop a Suicide Prevention Program. The components of Las Américas ASPIRA Academy’s Suicide Prevention Program may vary to address the needs of different grade levels. The Suicide Prevention Coordinating Committee established pursuant to Section III shall be responsible for the implementation of the Suicide Prevention Program.

III. Suicide Prevention Coordinating Committee

Las Américas ASPIRA Academy’s Culture and Climate Committee is responsible for coordinating the Suicide Prevention Program.

- A. Las Américas ASPIRA Academy’s Cultural and Climate Committee members are:
- i. The school counselor: Mrs. Sharita Lampkin
 - ii. The assistant head of School: Sr. Jesús Urdiales

- iii. The School Culture and Climate Specialist: Ms. Kathleen Chappel
- B. The Committee shall:
1. Hold regular meetings, the first Wednesday of every month.
 2. Coordinate any required staff training.
 3. Create and maintain a training log.
 4. Meet any of the requirements assigned in Section IV below.

IV. Other Requirements

A. Procedure for the confidential and anonymous reporting of warning signs of suicide.

Las Américas ASPIRA Academy's Culture and Climate Committee has developed guidelines for confidential and anonymous reporting of a student demonstrating the warning signs of suicide. **Please See Appendix A**

B. Procedure for communication between school staff members and medical professional who are involved in treating students for suicide issues.

Las Américas ASPIRA Academy's Culture and Climate Committee has determine the guidelines it will use to provide for communication between school staff members and medical professionals (e.g. nurses, counselors, physicians) who are involved in treating students for suicide issues. **Please See Appendix A**

D. Retaliation Restrictions

No employee, school volunteer or student shall be retaliated against for reporting a student thought to be demonstrating the warning signs of suicide.

Appendix A: Las Américas ASPIRA Academy Procedures for School Staff Members and Healthcare Professionals

The following procedures for communication between school staff members and healthcare professionals who are involved in treating students for self-harm, suicide attempt or threatening of either shall be followed:

1. Las Américas ASPIRA Academy's process is to immediately report any student thought to be demonstrating the warning signs of suicide to the school nurse, school counselor, head of school, or assistant head of school. This may be done verbally initially; however, a written record of the report shall be prepared and sent to the school counselor. A school employee, school volunteer or student is individually immune from a cause of action for damages arising from reporting warning signs of suicide in accordance with these procedures unless that reporting constituted gross negligence and/or reckless, willful or intentional conduct.
2. Healthcare Professionals. The primary contacts for Las Américas ASPIRA Academy are identified in Section 1 above. For a student who has not reached the age of 18, Release of Information forms shall be signed by the parent, guardian, or relative caregiver in order for the primary care physician or healthcare professional to communicate with school personnel regarding any treatment of a student. Notwithstanding the foregoing, communications between healthcare professionals and school staff regarding any treatment of a student may occur for any student 14 years or older who has provided consent for voluntary outpatient treatment in accordance with 16 Del. C. § 5003. In accordance with HIPAA and FERPA guidelines, releases shall be signed before communication may take place. Communications without signed releases in emergency situation may occur in accordance with HIPAA and FERPA regulations and guidelines.
3. If a parent refuses to sign a release form at school, the school will review this policy with them, explaining the reasons the release would be advantageous to the student.
4. After confirmation that a student has been involved in a suicide ideation or suicidal behavior, the student shall be evaluated by a licensed healthcare professional or a non-licensed healthcare professional working under the supervision of a licensed healthcare professional.
5. The recommendations from the healthcare evaluation which are pertinent to managing the student's risk in school shall be shared at a meeting between the student, parent/guardian, school nurse, school counselor, head of school, or assistant head of school prior to the student's return to school. Recommendations will be shared with school personnel who are responsible for their implementation.
6. Emergency evaluations can be obtained from hospital emergency departments; a licensed healthcare professional; a physician; or nurse practitioner; or from the state's Child Priority Response Mobile Crisis Service if the student is under 18 years of age, or from the Adult Mobile Crisis Service if student is between the ages of 18-21.