



Updated: May 2025

Health Leadership High School Restraint and Seclusion Plan

I. Purpose

To ensure the safety and dignity of students and staff through the regulated and responsible use of restraint and seclusion. These interventions shall be used only when necessary to prevent imminent danger of serious physical harm, and never as punishment, discipline, or convenience.

II. Permitted Use of Force

Persons employed by the district may, within the scope of their employment—including involvement in extracurricular and co-curricular activities—use and apply only the amount of force and for such period of time as is reasonable and necessary to accomplish the following:

- The student's behavior presents an imminent danger of serious physical harm to the student or others; and
- Less restrictive interventions appear insufficient to mitigate the imminent danger of serious physical harm.

III. Conditions and Requirements for Use

If a restraint or seclusion technique is used on a student:

1. Continuous Monitoring

- School employees shall maintain continuous visual observation and monitoring of the student while the restraint or seclusion technique is in use.

2. Termination Criteria

- The technique shall end immediately when the student's behavior no longer presents imminent danger of serious physical harm.

3. Trained Personnel

- Only school employees trained in the safe and effective use of restraint and seclusion may use such techniques, unless an emergency situation does not allow sufficient time to summon a trained employee.

4. Safety Standards

- The restraint technique used shall not impede the student's ability to breathe or speak.
- The technique shall not be out of proportion to the student's age or physical condition.

IV. Notification and Documentation Procedures

Approved at HLHS Governing Council on: May 28, 2025



The district shall establish procedures for school communication to parents/guardians when a restraint or seclusion technique has been used:

1. Same-Day Notification

- A school employee shall provide the parent/guardian with oral or written notice on the same day the incident occurred.
- If same-day notice is not possible, it shall be given within 24 hours of the incident.

2. Written Documentation

- Within a reasonable time, a school employee shall provide written documentation including:
 - Known triggers (e.g., persons, locations, or activities)
 - Specific behavior and precursors
 - Type and duration of the restraint or seclusion used

V. Review of Repeated Incidents

If restraint or seclusion is used two or more times within any 30-calendar-day period, the following must occur:

1. Incident Review

- A review of the circumstances, including:
 - Analysis of how future incidents can be avoided
 - Determination of the need for a Functional Behavioral Assessment (FBA)

2. Team Meeting

- A meeting of the student's IEP team, BIP team, or Student Assistance Team must occur within two weeks of each incident after the second use in the 30-day period. The team will:
 - Make recommendations for avoiding future incidents
 - Consider revising the student's support plan

3. Reintegration Planning

- Develop strategies for reintegrating the student into the classroom and school environment.

VI. Reporting Requirements

- All incidents of restraint and seclusion must be reported to the district through the appropriate data collection system.
- Data will be reviewed regularly by the school and district to ensure compliance and identify patterns.

VII. Staff Training

All staff expected to implement restraint or seclusion must receive certified training that



includes:

- Verbal de-escalation techniques
- Safe physical restraint methods
- Recognizing signs of distress
- Trauma-informed care principles
- Documentation and reporting protocols

VIII. Family Rights and Student Dignity

- Parents/guardians have the right to be informed of all incidents and to participate in intervention planning.
- All students will be treated with respect and care before, during, and after any crisis intervention.