

# *PROFESSIONAL BOUNDARIES INVESTIGATIONS*





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## **DISCLAIMER:**

**This presentation is educational only and does not constitute legal advice. If related legal advice is wanted, you would need to contact me through appropriate District procedures with the specifics of the request.**



# Professional Boundaries Policy

- AASB Model Board Policy 5141.42
- Prohibits staff from intruding on student physical and/or emotional boundaries
- The prohibited conduct is likely not criminal conduct



# Professional Boundaries Administrative Regulation

- AASB Model AR 5141.42
- Boundary Invasions could include: giving gifts to students, rough-housing, texting with students, inviting students to staff member's home
- Emphasizes mandatory reporting requirements of AS 47.17.020



# Administrative Response Checklist

- E 5141.42-2
- After notification to Superintendent, insurer, and legal counsel, & mandatory reporting, plan **investigation**





# Planning Professional Boundaries Investigations

- Who will investigate?
- Who should be interviewed?
- What records need to be reviewed?
- Place employee on administrative leave?



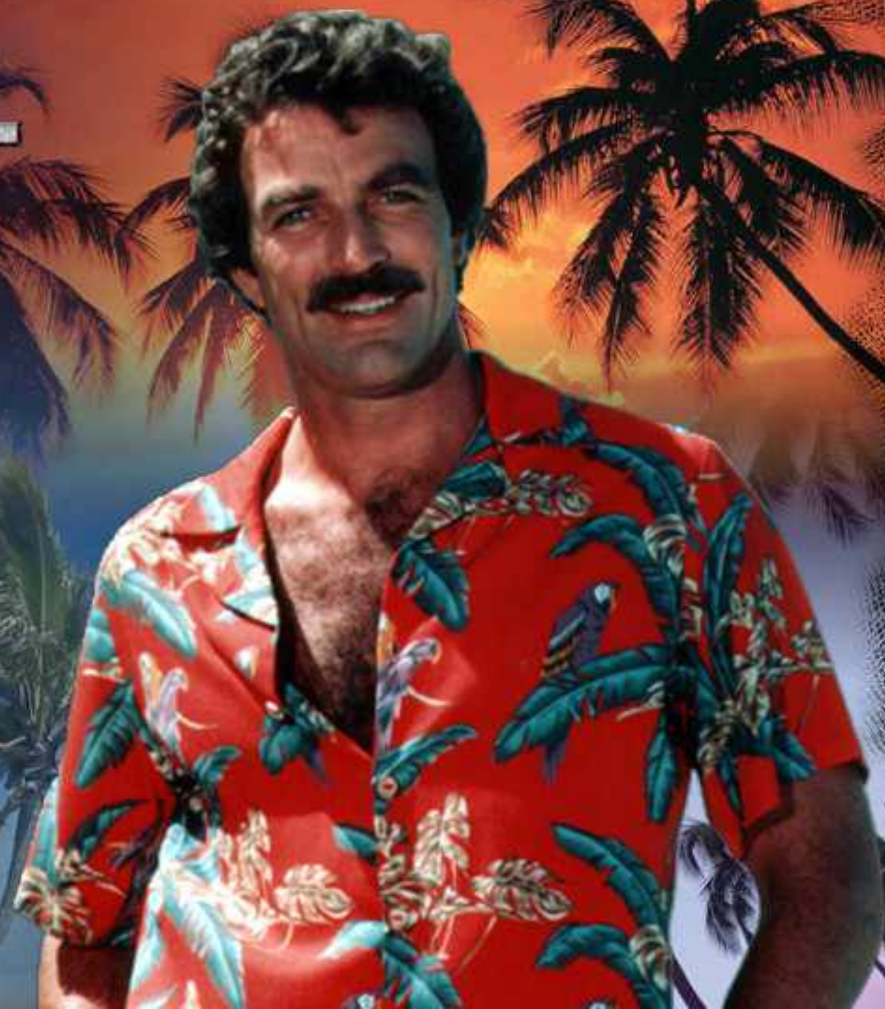
# Who Should Investigate?

- Administrator?
- Legal Counsel?
- Private Investigator?





# MAGNUM P.I.



# Why Hire a P.I.?

- Administrators are not trained to conduct forensic interviews with children or to conduct investigations.
- Administrators are busy, already.
- Administrator relationships with parents, staff, board, and community.







**THE  
ROCKFORD  
FILES**

# Who to Interview?

- Students.
- Parents.
- Staff.
- Friends and confidants of students.
- Other witnesses identified during investigation.



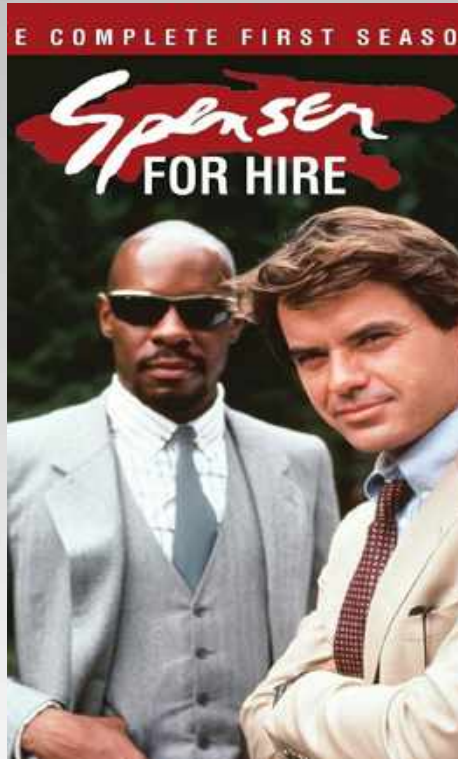


# Witness Interviews?

- Location?
- Recorded? Notes?
- Prover?
- List of Questions or Outline?
- Multiple Interviews?
- Prior Notification to witnesses?
- Prior Notice to Respondent?









# Records?

- Board policies and procedures.
- Training records.
- Disciplinary file.
- Site administrator's notes from initial report.
- Relevant emails, text messages, social media posts.



HUMPHREY BOGART MARY ASTOR  
THE MALTESE FALCON



## Outcomes of Investigation

- Report of Investigation
- Disciplinary action?
- Assessment of Effectiveness of Training?
- Board communications - executive and / or work sessions
- Public relations





What does the future of Professional Boundaries Investigations look like?

- Adoption of Investigation Guidelines AR or Exhibit?
- Anonymous, Third-Party Reporting System?
- Train and develop investigators?
  - Community Outreach?



- Comments or Questions?

