



8.24 School Personnel Medical Recommendations

Draft 1

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Authorized By: Utah State Board of Education

1. **Purpose**

- 1.1. This policy establishes standards governing communications between school personnel and parents or guardians regarding student health, mental health, or medical concerns at the Utah Schools for the Deaf and the Blind (USDB).
- 1.2. The purpose of this policy is to ensure that school personnel communicate observations and concerns appropriately while respecting the authority of parents and licensed health professionals to make medical decisions.
- 1.3. This policy implements Utah Code §53G-9-203, which regulates medical recommendations and communications between school personnel and parents.

2. **Definitions**

- 2.1. School Personnel – Any employee, contractor, or volunteer working under the supervision of USDB who interacts with students, including educators, administrators, counselors, and support staff.
- 2.2. Medical Recommendation – Advice or direction suggesting that a student begin, continue, discontinue, or modify medical, psychiatric, or psychological treatment.
- 2.3. Health Professional – A licensed physician, nurse practitioner, psychologist, or other professional legally authorized to diagnose or prescribe medical treatment.
- 2.4. Parent or Guardian – The individual legally responsible for a student’s care and decision-making authority regarding medical treatment.

3. **Guiding Principals**

- 3.1. Parents and guardians maintain the primary authority and responsibility for medical decisions affecting their child.
- 3.2. School personnel may observe and communicate concerns regarding a student's well-being but shall not substitute their judgment for that of licensed medical professionals.
- 3.3. USDB staff shall provide information and support to families while maintaining appropriate professional boundaries and compliance with state law.
- 3.4. Communications about student health shall prioritize student safety, dignity, and confidentiality.

4. Permitted Communications

- 4.1. School personnel may provide parents or guardians with factual information and observations about a student, including concerns regarding:
 - 4.1.1. Academic performance
 - 4.1.2. Behavior or emotional well-being
 - 4.1.3. Physical health or safety
 - 4.1.4. Social functioning or peer interactions
 - 4.1.5. Possible barriers to learning
- 4.2. School personnel may recommend that a parent seek advice from an appropriate licensed health professional regarding a student's needs.
- 4.3. School counselors, school psychologists, or other qualified staff may provide information about school-based services and available community resources.
- 4.4. School personnel may intervene and ask a student questions related to safety or well-being when necessary to determine whether the student may be at risk of self-harm, suicide, or harm to others and may notify the parent as appropriate.

5. Prohibited Conduct

- 5.1. In accordance with Utah Code §53G-9-203, school personnel shall not:
 - 5.1.1. Recommend to a parent that a child take or continue taking a psychotropic medication.

- 5.1.2. Require that a student take or continue taking medication as a condition for attending school or participating in school activities.
- 5.1.3. Recommend a specific psychiatric or psychological treatment or provider unless the recommendation is made by a licensed professional authorized to provide such guidance.
- 5.1.4. Provide medical diagnoses or prescribe treatment unless the employee is licensed and authorized to do so within their professional scope.
- 5.2. These restrictions are intended to preserve the role of licensed healthcare providers and prevent school personnel from directing medical treatment decisions.

6. Confidentiality and Student Privacy

- 6.1. School personnel shall protect the confidentiality of student information consistent with:
 - 6.1.1. FERPA (Family Educational Rights and Privacy Act)
 - 6.1.2. IDEA confidentiality provisions
 - 6.1.3. Applicable Utah student privacy laws
- 6.2. Information regarding a student's health or well-being shall be shared only with individuals who have a legitimate educational interest or legal authority to receive such information.

7. Reporting Requirements

- 7.1. If school personnel suspect child abuse, neglect, or a situation posing immediate danger to a student, they shall comply with mandatory reporting requirements under Utah law.
- 7.2. If school personnel become aware that another employee has violated this policy, the employee shall report the concern to school administration or Human Resources.
- 7.3. Violations may be reported to appropriate state authorities when required by law.

8. Investigation and Corrective Action

- 8.1. Allegations of violations of this policy shall be investigated by USDB administration in accordance with applicable personnel policies and due process procedures.

8.2. Confirmed violations may result in disciplinary action, which may include corrective training, reassignment, suspension, or termination.

9. Training and Awareness

9.1. USDB shall provide training to school personnel regarding:

9.1.1. Appropriate communication with parents about student health

9.1.2. Legal restrictions on medical recommendations

9.1.3. Reporting obligations and confidentiality requirements

9.2. Training shall occur during employee onboarding and periodically thereafter as determined by administration.