

## **Background Checks—VISION HCP Policy**

1. We will ask all Educators who would like to be part of our Educator List and/or be paid directly by the Delta County School District to take an Avert background check. If an Educator declines to submit to an Avert background check, we will not list his or her name on our Educator List, we cannot pay him or her with a check from the Delta County School District Office, and if he or she gives us any flyers to distribute, we will write “Background Check Declined” on his or her flyer.
2. The background check is a complete criminal background check. It requires the person’s full name, social security number, and birth date and takes a few days to process.
3. The Director of Personnel at the Delta County School District Office is the person who looks at test results and determines whether the person passes. According to the Director, a person does not have a ‘potentially dangerous’ background if:
  - a. They have no felonies on their record, and
  - b. They have nothing larger than traffic violations and minor misdemeanors in the past five years.

The Director of Personnel keeps the information confidential at the Delta County School District Office, and is available to answer questions.

4. Depending on the circumstances, if a person comes up with negative results (i.e. has a criminal background), we will do one of the following:
  - a. If there is a record of child abuse, sexual abuse, assault, or other such crimes, we will not list his or her name or services unless he or she can present exceedingly strong and convincing evidence that there is no more danger to children.
  - b. If there is a record of violence, weapons, drugs or other such crimes that pose a potential risk to children, we will call the person to arrange an interview with a review committee (composed of 2-3 staff members). This committee will keep the background strictly confidential. A consensus decision to list their services will be based on the following:
    - i. The circumstances of the event(s) in question.
    - ii. The time and evidence of personal growth in the interim.
    - iii. The person’s willingness to frankly discuss these issues with the review committee.
5. All participants in the program are initially required to sign a release form stating that Educators are not VISION HCP employees but are independent workers from the community who are hired by the families, and that the families therefore must acknowledge their own responsibility for their child’s well-being and safety.

A disclaimer will be included in all literature VISION HCP sends out that has information about Educators. The Educator Disclaimer is as follows:

*VISION provides the Educator List and other Educator information as a community service, not advertising. No one on the list has a legal history of physically harming\* anyone within the last seven years. It is up to Learners and families to determine moral character and teaching effectiveness of individuals.*

*\*Physically harming includes threatening physical violence and selling drugs.*

**Rationale:**

1. VISION HCP does have a responsibility to see that persons with violent criminal offenses are not represented as having passed background checks, so that the safety of Learners in the program is ensured as much as possible.
2. Beyond that, however, VISION HCP cannot take the responsibility for determining the moral character and effectiveness of teachers, as different families have different “standards.”
3. Background checks do often turn up incidents that are not violent in nature but do bring into question the moral integrity of an individual. If we were to begin making judgment calls about people’s morality and teaching ability based upon these items, we would have to also consider the wide range of other evidence available in this small community. We do not see how we could do this well or fairly, nor that it is our duty. Therefore, we encourage families to interview the Educators and their references well before deciding to work with them.
4. We will continue to provide a service to families, Educators and the community in general by networking information about Educators, but this networking should not be construed as promoting.