

# Developing, Implementing, & Sustaining a Student Drug-Testing Program

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# Drug-Testing Program Components



**Develop**

**Implement**

**Sustain**

# ***DEVELOP A STUDENT DRUG-TESTING PROGRAM***



# Developing an SDT Program

- 1. Ensure that a SDT program is one of several strategies in a comprehensive effort to address substance abuse**
- 2. Do your homework to understand the pros and cons of student drug testing programs and policies**
- 3. Collect data to establish that drug abuse is an issue and to demonstrate a need for an SDT program**
  - Drug & Alcohol Survey Information
  - Data from local community agencies
  - Emergency Room statistics
  - Law enforcement statistics
  - Current school data and disciplinary referral trends

# Developing an SDT Program

## 4. Build partnerships with:

- Students
- Families
- Anti-drug coalitions
- Hospitals
- Mental health facilities
- Substance abuse counseling centers
- Local businesses
- Law enforcement (e.g., school resource officers)

# Developing an SDT Program

## 5. Identify and engage relevant stakeholders, and determine their information needs

- Students
- School Board members
- School-based administrators
- Parents
- Staff, especially sponsors of extra-curricular activities
- Local businesses and community organizations
- Law enforcement

## 6. Conduct public forums, informational sessions, parent groups to provide all stakeholders opportunities to express themselves

- Sponsor presentations by experts
- Use newsletters, school marquis, local radio, TV and newspapers

# Developing an SDT Program

- 7. Establish appropriate goals and parameters for an SDT program**
  - Who will be tested
  - How often will they be tested
  - Who will do the testing
- 8. Review state and federal legal and judicial precedents for SDT to ensure compliance**
- 9. Identify and obtain the resources (fiscal and human) needed to implement an SDT program**
- 10. Develop a comprehensive SDT policy**

# Components of a Comprehensive SDT Policy

- **Statement of need**
- **School's position on substance abuse**
- **Type of student drug-testing program**

Type of Testing Program	Who Is Included in the Random Pool
Random/Mandatory	<ul style="list-style-type: none"> <li>• Students who participate in one or more competitive extra curricular activities subject to random testing as specified in the SDT policy. Students may also be required to enter the random pool in order to obtain a parking permit.</li> <li>• Students are randomly selected for testing</li> <li>• Parental and student written consent is required</li> </ul>
Volunteer	<ul style="list-style-type: none"> <li>• Students who volunteer to be tested</li> <li>• Random testing may, or may not occur, after the initial test.</li> <li>• Parental and student written consent is required</li> </ul>
Random/Mandatory and Volunteer	<ul style="list-style-type: none"> <li>• Students who participate in one or more competitive extra curricular activities subject to random testing as specified in the SDT policy. Students may also be required to enter the random pool in order to obtain a parking permit.</li> <li>• Students may also volunteer for testing</li> <li>• Students are randomly selected for testing</li> <li>• Parental and student written consent is required</li> </ul>

# Components of a Comprehensive SDT Policy

- **Testing procedures**

- Explanation of how randomization will occur
- Guidelines for testing location (e.g., Minimal intrusion during the collection process, affording maximum privacy)
- Use of well-established test collection procedures, including chain-of-custody documentation for the specimen
- A requirement to report in confidence legally prescribed medications only to the Medical Review Officer (MRO)
- Use of a licensed Medical Review Officer to confirm a positive drug test

# Components of a Comprehensive SDT Policy

- **School's responsibilities to ensure student rights**
  - Family Educational Rights and Privacy Act (*FERPA*)
  - Confidentiality (Use of ID numbers)
  - Computer program for randomization
  - Private testing environment
  - Fair and accurate tests
  - Students and family may challenge first test results
  - Activity Drop Forms

# Components of a Comprehensive SDT Policy

- **Consequences**

- No legal or law enforcement consequences
- No academic consequences
- Clear description of progressive consequences if more than one positive drug test result is confirmed for a student



# Components of a Comprehensive SDT Policy

- **Notification of confirmed positive tests**
  - Information on drug-test results restricted to a strict "need to know" basis.
  - Who will notify family
  - Who will notify student
  - Who in the school is notified and who will make the notification
  - Role of Medical Review Officer

# Components of a Comprehensive SDT Policy

- **Support for students with confirmed positive test results**
  - Communication processes that inform all stakeholders about available supports and programs, and how to access the resources
  - Options/referrals for assessment, counseling, and treatment
  - Schedule for retesting
  - Drug-testing records destroyed upon graduation or departure from the district

***IMPLEMENT COORDINATED  
STRATEGIES AND PROCEDURES  
WITH CLEAR LINES OF  
RESPONSIBILITY FOR  
CONDUCTING SDT AND  
OBTAINING SUPPORT FOR THOSE  
TESTING POSITIVE***

# Implementing an SDT Program

## 1. Determine the type of test that will be used

Type of Test	Pros	Cons	Window of Detection
Urine	<ul style="list-style-type: none"> <li>• Has a scientific and legal base for accuracy</li> <li>• Most flexible for testing different drugs</li> <li>• Cost is lower than other drug testing kits</li> <li>• Results can be obtained quickly</li> <li>• Can detect from 5 to 12 different drugs</li> </ul>	<ul style="list-style-type: none"> <li>• Need a bathroom to conduct the tests</li> <li>• Can be viewed as invasive or embarrassing</li> <li>• Limited time for detection</li> </ul>	<ul style="list-style-type: none"> <li>• 1-30 days depending on substance and other factors</li> </ul>
Saliva	<ul style="list-style-type: none"> <li>• Donor friendly, non-invasive and easy to collect the specimen.</li> <li>• No need for a bathroom to administer the tests; can obtain samples in any environment</li> <li>• Can detect very recent drug use</li> <li>• Hard to adulterate</li> <li>• Can test up to 5 or 6 drugs at a time</li> </ul>	<ul style="list-style-type: none"> <li>• Short detection time period.</li> <li>• Some smoked drugs might cause contamination of saliva and inconclusive results.</li> </ul>	<ul style="list-style-type: none"> <li>• 1-3 days depending on substance and other factors</li> </ul>
Hair	<ul style="list-style-type: none"> <li>• Donor friendly; easy to collect</li> <li>• Adulteration is more difficult</li> <li>• Can detect 6 different drugs</li> <li>• Test is dependable and accurate</li> </ul>	<ul style="list-style-type: none"> <li>• A lab must run the tests and generate results</li> <li>• Longer time to get results</li> <li>• May not detect very recent drug use.</li> <li>• Most expensive drug testing method.</li> </ul>	<ul style="list-style-type: none"> <li>• Up to 90 days</li> </ul>

# Implementing an SDT Program

## 2. Determine an appropriate drug panel for the school and community to use

Panel	Drugs Tested													
	Amphetamines	Benzodiazepines (BZD)	Barbiturates (BAR)	Cocaine	Ecstasy (MDMA)	Marijuana Tetrahydrocannabinol (THC)	Methadone (MTD)	Methamphetamine (MET)	Morphine	Opiates (codeine, morphine, and heroin)	Oxycodone (OXY)	Phencyclidine (PCP)	Propoxyphene (PPX)	Tricyclic Antidepressant (TCA)
5 (urine and hair)	●			●		●				●		●		
5 or 7 (oral)	●	●	●	●	●	●		●		●		●		
10 (urine)	●	●	●	●		●	●	●		●		●	●	

# Implementing an SDT Program

## 3. Identify and select an external drug-testing company and medical review officer (MRO)

- Use a SAMHSA or nationally certified laboratory
- Ability of collector to work within a school environment and with middle or high school students
- Transfer of samples
- Turn-around time for results
- Maintain and ensure student confidentiality

# Implementing an SDT Program

## 4. Inform students, parents, and staff about the SDT on a continuous basis, using:

- Student handbook
- Orientation of incoming students and families
- School bulletins or newsletters
- School website
- Back to school night/open house
- Parent teacher conferences
- Cultural and sports events
- Community health and family fairs

## 5. Provide professional development to school staff

- When students will be called for testing
- Need for confidentiality

# Implementing an SDT Program

## 6. Determine what data will be used to demonstrate if the program is successful

- Number of students in testing pool compared with previous years to track increase in student participation
- Number of confirmed positives and negatives each month
- Decreased drug use as reported on school alcohol and drug surveys
- Non-quantifiable benefits perceived in school culture and climate

## 7. Share the evaluation results with stakeholders

# ***SUSTAIN A STUDENT DRUG-TESTING PROGRAM***



# Sustaining an SDT Program

- 1. Begin to develop sustainability plans in the development phase**
- 2. Identify resources from partnerships and other community sources**
- 3. Use evaluation data to strengthen and sustain the program**
- 4. Determine if the target audience for SDT should be expanded**

# *Thank You*

If the SDTI can help you further, please contact us at:

***866-956-SDTI (7384)***

*or*

***SDTI@SEIservices.com***

