

BASIC -- 2 DAY NCHERM BEHAVIORAL INTERVENTION TEAM TRAINING

This training is intended for colleges and universities that are thinking of forming, are just forming, or have just formed their teams, and are looking for formation, operation and foundational best practices.

DAY ONE - BIT by Bit: The Basics of Forming and Operating a Behavioral Intervention Team

9:00am to 10:30am — Understanding the Changing Student Population

10:30am to noon – Lessons from Virginia Tech, NIU, and other campus violent incidents

1:00pm to 4:00pm — The Nuts and Bolts of forming a BIT

- Team Membership
- Team Functions
- Mission & Visions statement development
 - Interactive statement development exercises
- Team jurisdiction (students/staff, both)
- Confidentiality and Communication (FERPA, HIPAA, Privilege)
- Case and Information Management
- Differentiating TAT and BIT
- Assessment and Withdrawal Policies
- Creating a Culture of Reporting

4:00pm to 5:00pm Q&A and wrap up

BASIC -- 2 DAY NCHERM BEHAVIORAL INTERVENTION TEAM TRAINING

DAY TWO – BIT Best Practices

9:00am to noon -- Twelve 2nd Generation Behavioral Intervention Best Practices

- Using formalized protocols of explicit engagement techniques and strategies
 1. Interactive protocol development exercise
- Supporting and providing resources to students
- Utilizing mandated psychological assessment
- Utilization of authority to invoke involuntary medical/psychological withdrawal policies
- Use of sophisticated threat assessment capacity, beyond law enforcement and psychological assessment tools

1:00pm to 4:00pm

- Using risk rubrics to classify threats
- Fostering a comprehensive reporting culture within the institution
- Training and educating the community on what to report and how
- Comprehensive databases that allow the team to have a longitudinal view of a student's behavior patterns and trends;
- Focus on student-based risks, as well as faculty and staff
- Integration with campus risk management programs and risk mitigation strategies
- Minding the gaps

4:00pm to 5:00pm -- Q&A and wrap-up

ADVANCED -- 2 DAY NCHERM BEHAVIORAL INTERVENTION TEAM TRAINING

This training is intended for colleges and universities that have formed their teams, are operating them successfully, and are looking to expand the professional development of team members with intermediate to advanced training on team skills and threat assessment

DAY ONE – 2nd Generation Behavioral Intervention Best Practices

9:00am to 10:00am — Lessons from Virginia Tech & NIU

10:00am to noon -- Twelve 2nd Generation Behavioral Intervention Best Practices

- Using formalized protocols of explicit engagement techniques and strategies
- Supporting and providing resources to students
- Utilizing mandated psychological assessment
- Utilization of authority to invoke involuntary medical/psychological withdrawal policies
- Use of sophisticated threat assessment capacity, beyond law enforcement and psychological assessment tools

1:00pm to 4:00pm – Continued...

- Using risk rubrics to classify threats
- Fostering a comprehensive reporting culture within the institution
- Training and educating the community on what to report and how
- Comprehensive databases that allow the team to have a longitudinal view of a student's behavior patterns and trends;
- Focus on student-based risks, as well as faculty and staff
- Integration with campus risk management programs and risk mitigation strategies
- Minding the gaps

4:00pm to 5:00pm -- Q&A and wrap-up

ADVANCED -- 2 DAY NCHERM BEHAVIORAL INTERVENTION TEAM TRAINING

DAY TWO – BIT In Action – Risk and Threat Assessment Rubrics and Beyond

9:00am to Noon --

- What is profiling?
 - What are the capacities of profiling?
 - What are the limitations of profiling?
 - Can profiling accurately predict violence on a college campus?
- What is risk assessment?
 - How does it differ from threat assessment?
- What is threat assessment?
 - How does it differ from risk assessment?
 - Is threat assessment inherently reactive?
 - Proactive assessment
 - Threat-parallel assessment
 - Reactive assessment
 - Objective, assessable, observable behaviors
 - The threatener almost always gives forewarning
 - Stages of engagement by a threatener
 - Rehearsal
 - Interview and Investigation Skills
 - Beware the Iceberg
 - Identifying pattern behaviors
 - Pinging
 - Classifying risk/threat with a rubric
 - Accurate classification
 - A sophisticated taxonomy, but a simple application
 - Less than one hour to mastery for any trainee
 - The “D” scale for mental-health related risks
 - The NaBITA 5-level risk rubric
 - Aggression Management measures integrated in later advanced training option

1:00pm to 4:00pm — Case Studies/Tabletop Exercises

4:00pm to 5:00pm – Q&A and wrap up

THREE DAY BEHAVIORAL INTERVENTION AND THREAT ASSESSMENT TEAM **TRAINING**

DAY ONE: BIT by Bit: The Basics of Forming & Operating a Behavioral Intervention Team

9:00am to Noon - The Perfect Storm

- Defining the Generations
 - The Silent Generation b. 192to 1942; 67 years old and up
 - The Baby Boomer Generation b. 194 to 1960-4; 45 – 66 years old
 - Generation X b. 1961-4 to 1980-2; 29 - 46 years old
 - Millennial Generation b. 1980-2 to 2001-5; 29 years old or less
 - The Factors that influenced their creation (and manifestations)
 - The Factors (and how they are manifesting)
 - Societal Changes
 - Technology
 - The New Consumer
 - Mental Health Issues
 - The Changing Parent
 - The Helicopter Parents
 - The Changing “Thresholds of Violence”
 - The Results
 - What we can do
 - In schools (and maybe at work)
 - Change our mindset about structure
 - Change our mindset about discipline
 - Day to day management & strategies
 - Develop early warning systems and prevention structures
- The Future

1:00pm to 4:00pm— The Nuts and Bolts of a BIT

- Team Membership
- Team Functions
- Differentiating TAT and BIT
- Mission & Visions statement development.
- Team jurisdiction (students/staff, both)
- Case and Information Management
- Creating a Culture of Reporting
- Assessment best practices
- Withdrawal Polices

4:00pm to 5:00pm Q&A and wrap up

THREE DAY BEHAVIORAL INTERVENTION AND THREAT ASSESSMENT TEAM TRAINING

DAY TWO: 2nd Generation BIT Best Practices

9:00am to Noon - CUBIT and The Law

- Confidentiality & Communication (FERPA, HIPAA, Privilege)
- Clery Act
- ADA and 504

1:00pm to 5:00pm Twelve Identified Behavioral Intervention Best Practices

- Using formalized protocols of explicit engagement techniques and strategies
- Supporting and providing resources to students
- Utilizing mandated psychological assessment
- Utilization of authority to invoke involuntary medical/psychological withdrawal policies
- Use of sophisticated threat assessment capacity, beyond law enforcement and psychological assessment tools
- Using risk rubrics to classify threats
- Fostering a comprehensive reporting culture within the institution
- Training and educating the community on what to report and how
- Comprehensive databases that allow the team to have a longitudinal view of a student's behavior patterns and trends;
- Focus on student-based risks, as well as faculty and staff
- Integration with campus risk management programs and risk mitigation strategies
- Minding the gap

THREE DAY BEHAVIORAL INTERVENTION AND THREAT ASSESSMENT TEAM TRAINING

DAY THREE: Threat Assessment for Behavioral Intervention Teams

9:00am to Noon – The Threat Assessment Learning Curve

- What is profiling?
 - What are the capacities of profiling?
 - What are the limitations of profiling?
 - Can profiling accurately predict violence on a college campus?
- What is risk assessment?
 - How does it differ from threat assessment?
- What is threat assessment?
 - How does it differ from risk assessment?
 - Is threat assessment inherently reactive?
 - Proactive assessment
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 - Identifying pattern behaviors
 - Pinging
 - Classifying risk/threat with a rubric
 - Accurate classification
 - A sophisticated taxonomy, but a simple application
 - Less than one hour to mastery for any trainee

- The “D” scale for mental-health related risks
- The NCHERM 5-level risk rubric
- Aggression Management measures integrated in later advanced training option
- Defusing
 - Confrontation
 - Questioning
 - “I’m watching you”
 - Roadblocking
 - Intervention skills
 - Interdiction
 - Post-vention

1:00pm to 4:00pm -- Deploying The Skills

- Deploying the NCHERM risk rubric to classify risk
 - 15 table-top exercises
- Using the NCHERM risk rubric to deploy resources to defuse threats
 - 5 in-depth scenarios