

Session 1



California Community Colleges



Enhancing Behavioral Intervention Teams for a Safer, More Supportive Campus Environment

Date: October 3, 2024 | 10:00 – 11:30 a.m.

Presented By: Monique Mendoza, PhD

Let's get to know each other...



Add your **name**, **title/role**,
and **college** in the chat

Welcome and Introductions

Jacqueline Alvarez,

Mental Health & Health Services Specialist at jalvarez@cccoco.edu

Gerilyn Walcott,

Project Manager for CCC Health & Wellness at cccsmh@cars-rp.org

Housekeeping



Chat and Q&A: Please utilize the chat or Q&A function to ask questions throughout.



Closed Captioning (CC): Closed captions are available. Click on the (CC) button to read live captions.



Meeting Materials: Slides and any follow up materials will be provided following the presentation.



Recording: We are recording today's session, and the recording will be made available on the website in the coming weeks.

CCC H&W: Behavioral Intervention Teams (BIT) - Training Assessment



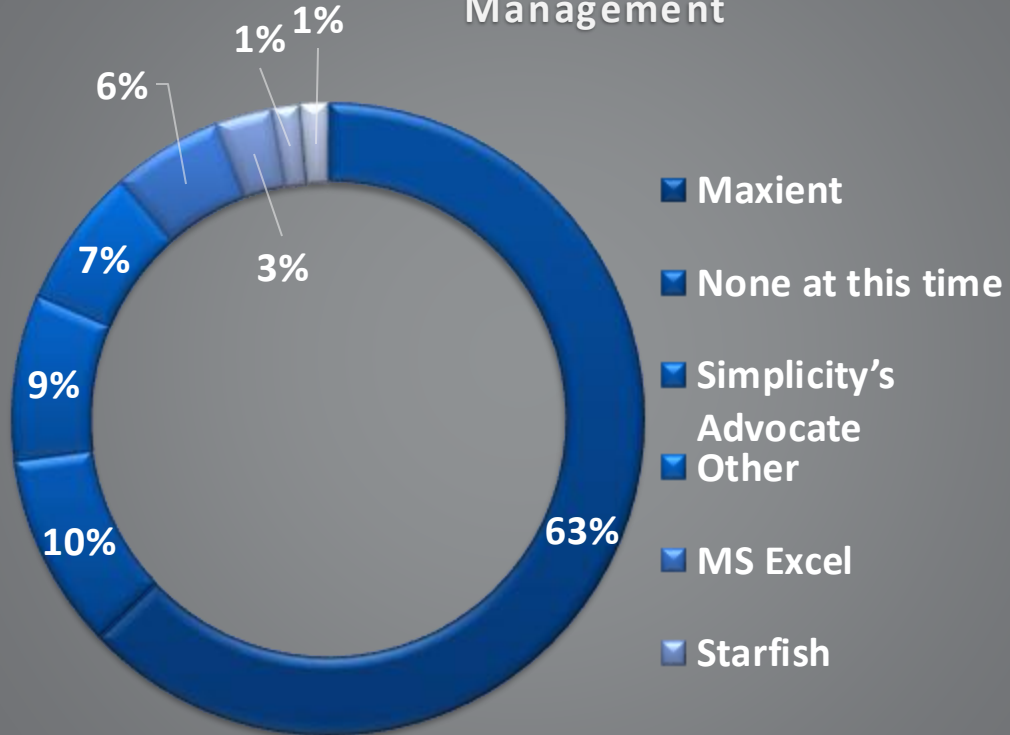
Please scan the QR code or use the link in the chat to participate in the quick survey.

bit.ly/BIT_TrainingAssessment

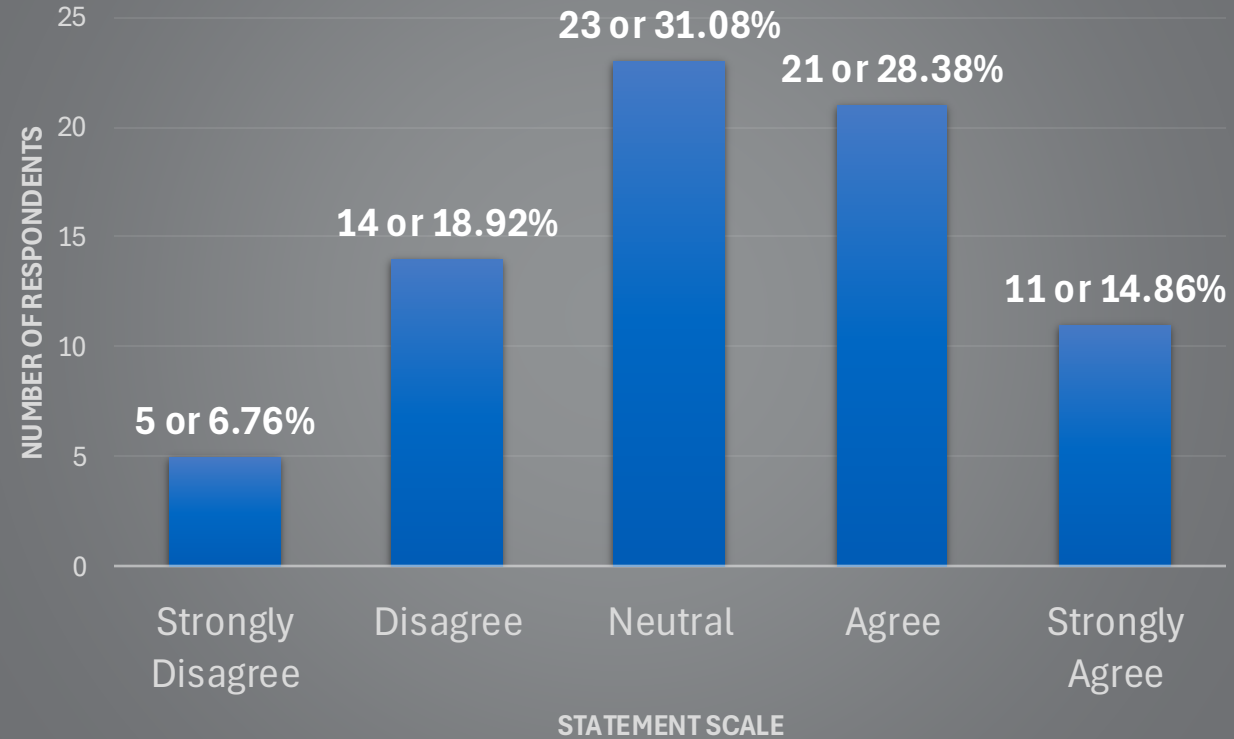


Early Survey Results – 74 Respondents

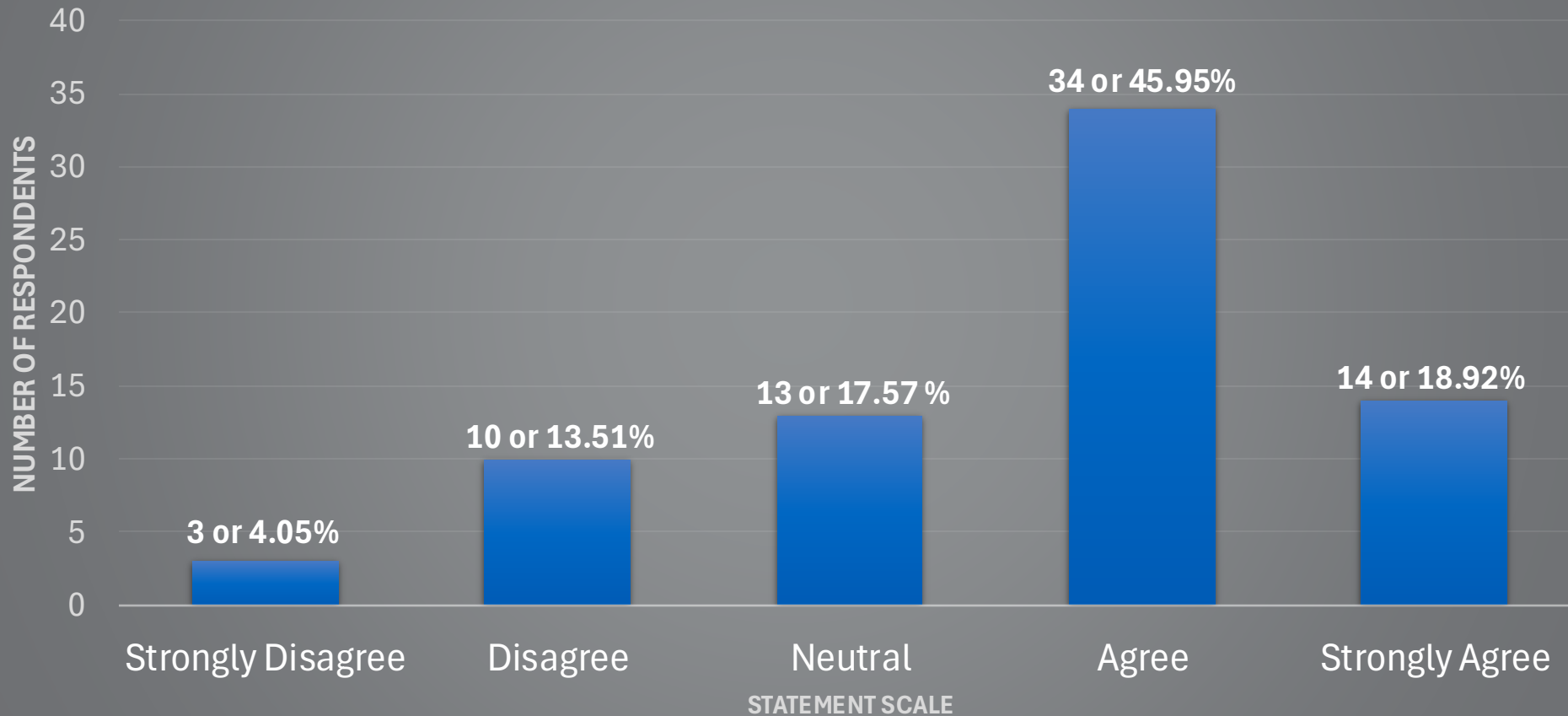
What Software Colleges are Using for Case Management



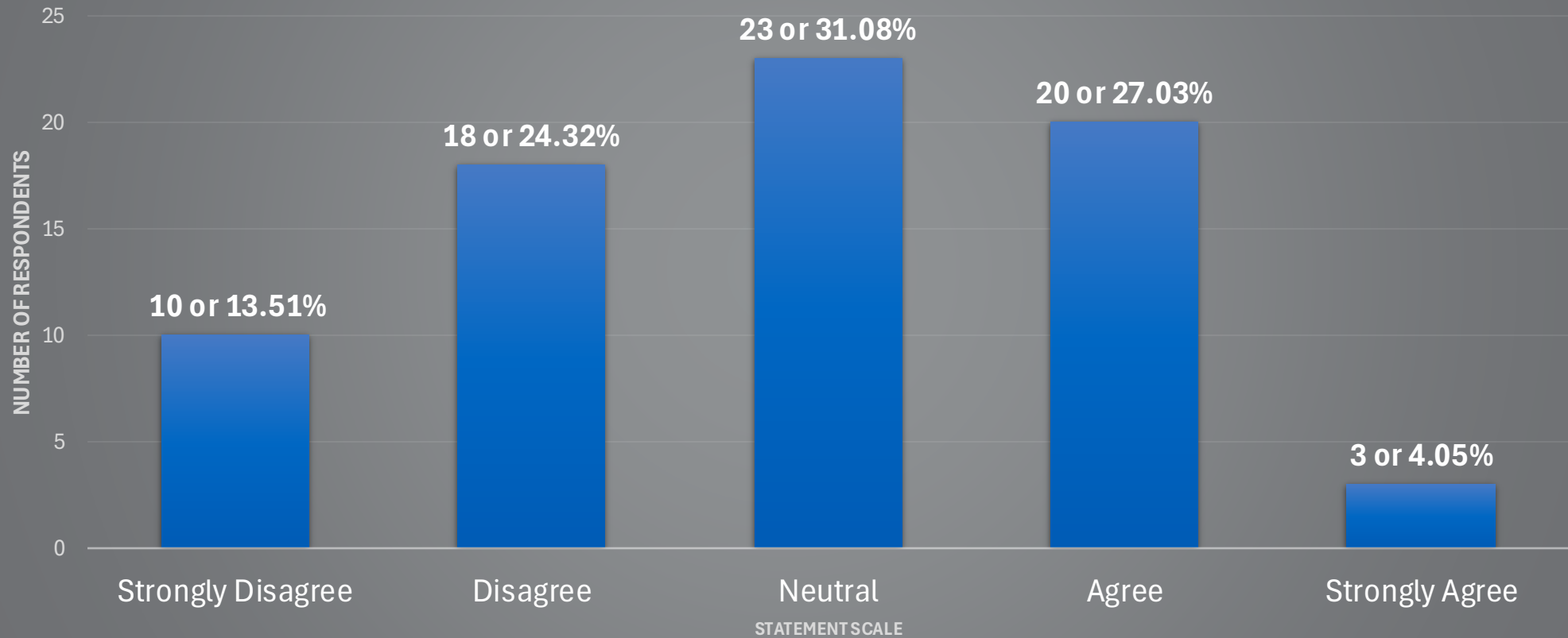
The software used for case management by our BIT is effective and user-friendly.



Our campus has a clearly defined and widely communicated policy for reporting behavioral concerns to the BIT.



Our BIT conducts regular training sessions for its members to enhance their skills and knowledge.





Dr. Monique Mendoza

- **Former Director of Behavioral Intervention Teams in Higher Education and a Trauma 1 Hospital**
- **Subject Matter Expert in Threat Management and Workplace Violence Prevention**
- **Licensed Psychologist in California for 12+ years**
- **Organizational Consultant focused on institutionalizing safe initiatives**

Objective

- **Identify the essential elements of a campus behavioral intervention team.**
- **Implement best practices and tools to evaluate the effectiveness of various strategies and practices used by Behavioral Intervention Teams to proactively identify and address behavioral concerns that impact student well-being.**
- **Our role on campus to enhance collaboration, communication, and intervention efforts.**

Throughout the Webinar



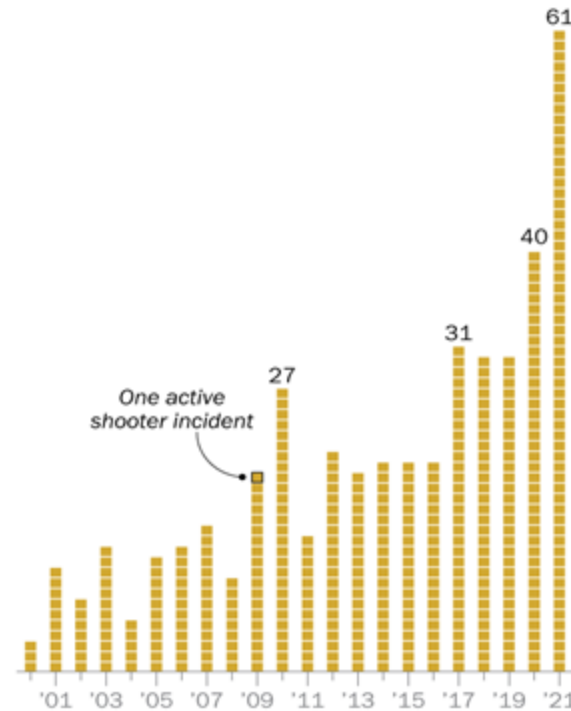
- **What is it?**
- **Why is it important?**
- **Questions for your BIT Members**
- **Discussion**

Identify and intervene with students in distress before their behavior escalates.

- 1 | Campus community is best positioned to report concerns.
- 2 | Siloed information is the biggest threat to a BIT.
- 3 | *Taft Union* case - requiring actions of threat teams.

Active shooter incidents have become more common in U.S. in recent years

Number of active shooter incidents, by year



Note: "Active shooter incidents" are defined by the FBI as "one or more individuals actively engaged in killing or attempting to kill people in a populated area."
Source: Federal Bureau of Investigation.

PEW RESEARCH CENTER



Essential Elements of a Behavioral Intervention Team

- **Multidisciplinary Team**
- **Defined Behaviors of Concern**
- **Central Reporting System**
- **Methodical Initial Intake**
- **Identified Escalation Process**

Multidisciplinary Team

What is it?

- Chairperson(s)
- Core members
- Extended member

Why is it important?

- Quick assembly
- Ensures varying points of view are represented and access to information and resources is broad



Multidisciplinary teams may include

President's Cabinet	Divisional Deans	Basic Needs Resource Center	Human Resources	Academic Senate
Admissions	Distance Education	Public Safety Law Enforcement	Title IX Office	All Student Affairs Departments
Disability Services	All Athletics Coaches and Facilities Staff	Behavioral Intervention Team	Campus Community Centers	Teaching and Learning Commons
Academic Counselors	Housing, Dining and Hospitality Supervisors	Counseling and Psychological Services	Student Health Services	Labor Relations
Academic Department Chairs	Student Life	Campus Counsel	Student Conduct	Financial Aid



In the chat:

***Who are your
core/regular members?***

BIT member question:

***Who is NOT currently represented on
your team?***

Defined Behaviors of Concern

What is it?

- Defined behavior that is deemed unacceptable and requires appropriate intervention

Why is it important?

- Sets expectations for behavior
- Sets expectations for a response



Examples of Reported Behavior

Poor Personal Hygiene	Heckling/Arguing	Direct verbal or physical threats to others or themselves
Rambling/ Talkativeness	Insistent correspondance (letters, emails, text messages)	Displaying a weapon or firearm
Constant Interruptions	Use of profanity	Physically attacking someone
Using technology inappropriately	Inordinate or inappropriate demands	Harassing or Stalking
Crying or Displaying Emotions	Inordinate or inappropriate demands	Under the Influence of a substance



BIT member question:

*Who determines
what behaviors are referred
to the BIT?*

Centralized Reporting Process

What is it?

- Workflow for reported concerns
- Notify the BIT of the concerns
- Ensures reports can be shared

Why is it important?

- Establishes how to report concerns for the campus community
- Sets the expectation around what happens when they report





In the chat:

How can someone on your campus report a concern?

Setting Reporting Expectations

BEFORE YOU BEGIN: If this is an emergency that involves an imminent risk of harm to self or others, contact campus police **dialing 911** BEFORE filling out this reporting form.

Reports are reviewed during normal business hours and are not monitored after hours, on weekends, or during official University holidays. Although reports from this form are reviewed by a variety of campus partners, it is **NOT** designed for emergency response situations.

The Campus will take reasonable steps to maintain the privacy of those who make a referral, if requested. However, confidentiality cannot be guaranteed.

Any information submitted regarding a student, whether in-person, over the phone, via email, or through the online reporting form, becomes part of the student's educational record, subject to FERPA, and may be disclosed to the student upon the student's request.



BIT member question:

Where else might reports be submitted about student concerns?

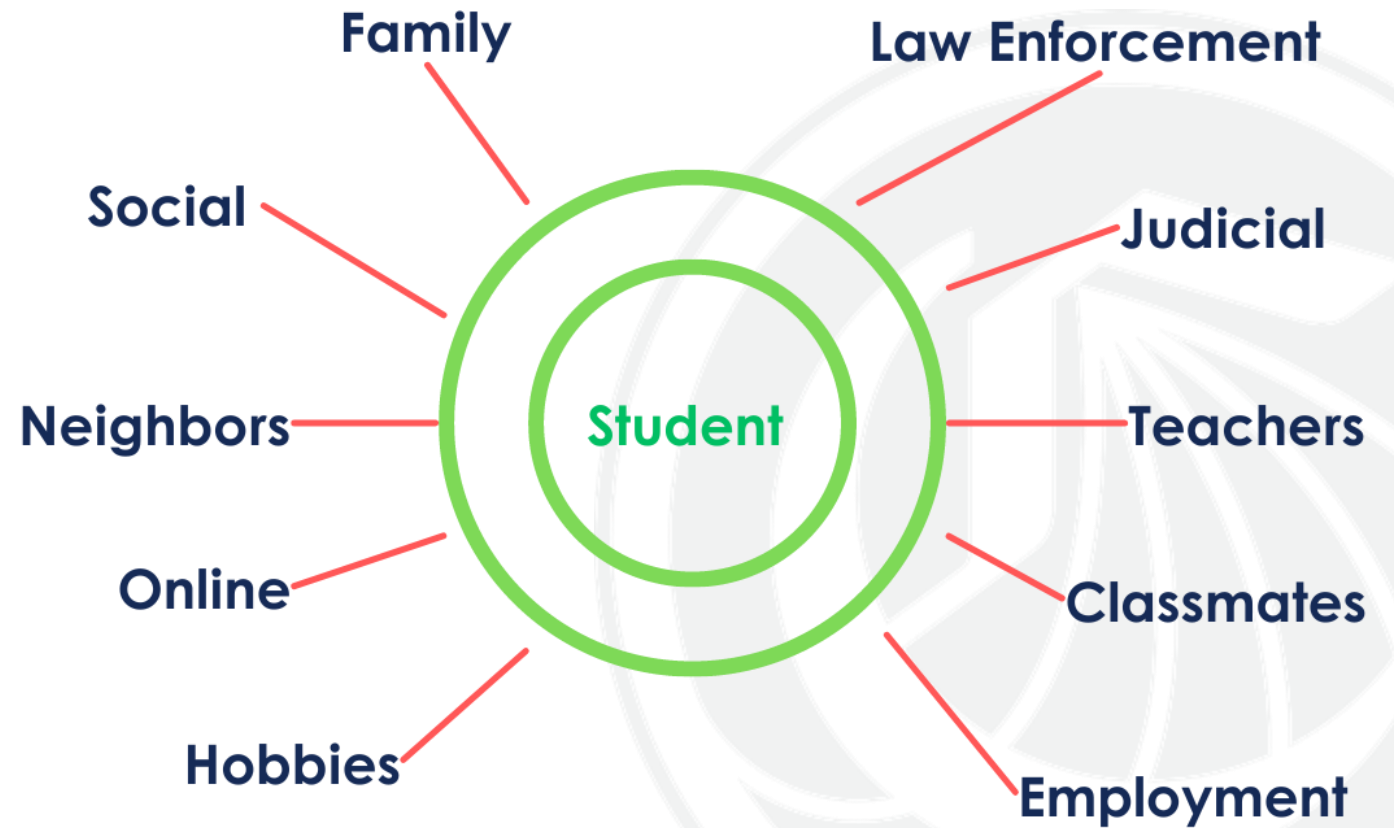
METHODICAL INITIAL INTAKE

What is it?

- Process for retrieving the facts of a reported concern

Why is it important?

- Provides context to the reported concerns
- Guides initial assessment and follow-up actions



Methodical Initial Intake

Processes that support the Behavioral Intervention Team



Structured Professional Judgment

Analytical method used to understand and mitigate the risk violence posed by individual people that relies on evidence-based guidelines to systematize next steps.



Threat Assessment

A proactive investigative process to prevent targeted violence before it happens.



An initial review of relevant details about the student of concern, the observable details of the reported concern(s), and the potential buffers and supports available to the student.



In the chat:

What additional information would you like to know about a student of concern?



Identified Escalation Process

What is it?

- A communication process for intervention and additional resources

Why is it important?

- Open communication with leadership, law enforcement, etc., is required for timely case escalation, external notification, and to request additional resources.



Bonus: Clear Policies and Procedures

What are they?

- Written charter or procedural manual that outlines the activation and activities of the BIT

Why are they important?

- Legitimizes the BIT's work and ensures necessary resources.
- Signals the importance of the team's mission to the entire campus community.
- Institutionalizes the processes beyond one individual.





BIT member question:

***If your BIT chair left today,
how would that impact your
BIT practices?***

Resources to enhance your BIT team

USSS National Threat Assessment Center

- Guides and recent research, including information for higher education institutions

University of Utah - Behavioral Intervention Team

- User experience example for when reporters are navigating a site

UIC - Threat Assessment Reporting Form in Maxient

- Example of how a campus structured a Maxient reporting form



Questions or Thoughts?

Upcoming Session 2 | Positioning Your BIT Program as a Responsive Resource

Date: October 17, 2024 – 10:00 a.m. – 11:30 a.m.

Topics

Building on the first session, this presentation delves into the critical processes of case intake, triage, and communication. Participants will learn how to effectively manage escalating incidents and develop internal toolkits tailored to their campus needs.

Thank you.

*Your attendance today along with your attention
means the world to us.*





**"Education is not preparation for
life; education is life itself."**

— John Dewey



California Community Colleges

Thank you!

For any questions or concerns related to the content of these webinars, please email cccsmh@cars-rp.org

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