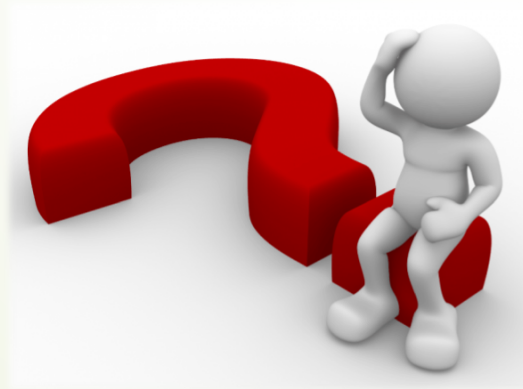


# What in the *World* is a **Behavior Intervention Team?**



# Introduction

- BITs are groups of 8-10 student affairs professionals, faculty members, mental health providers, and administrators who educate the college and community about what behaviors or concerns should be reported to the team.
- Three Phases of B.I.T.
  - Gather Data
  - Apply Rubric/Conduct an Analysis
  - Intervention



## B.I.T. Mission Statement

➡ The Crafton Hills College Behavioral Intervention Team (**BIT**) exists to promote the health and safety of our students, faculty and staff by providing an environment where individuals are free to work and learn in a safe and supportive environment.



# B.I.T. Mission Statement (cont.)

## The Behavioral Intervention Team:

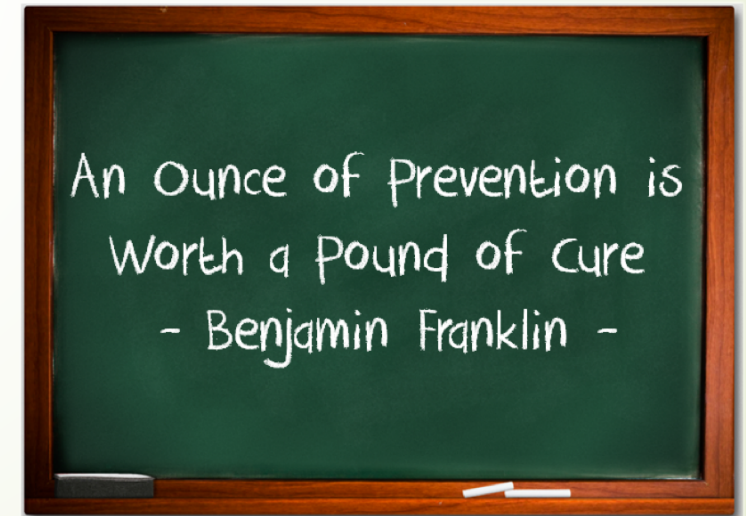
- responds to non-emergency concerns;
- takes a proactive approach to discuss potential issues and intervene early;
- provides support and behavioral response to students displaying behaviors of concern **before** they rise to the level of a crisis.

# The BIT Purpose: Early Intervention

➡ Old Model: Clean Up the Mess



➡ New Model: Prevent the Problem Before It Happens





# B.I.T. Intervention is Caring!

- Gives a Strong Message That the Student Really Matters
  - Can Help Provide Assistance, Support, Encouragement, Structure/Boundaries, and Hopefully a Sense of Belonging
  - Will Increase the Student's Chances of Persevering and Succeeding at Crafton Hills College.

# When Should I Make a B.I.T. Report?

Threat(s) or concerns that are troubling but not requiring an immediate response. Is a student...

- Experiencing a decline in work and/or academic performance?
- Demonstrating disruptive and/or disturbing behavior?
- Showing dramatic changes in appearance, behavior, and/or weight?
- Having problems at home, with classes and/or work?
- Making disturbing comments in conversation, email, letters, social media postings and/or papers?

# When Should I Make a B.I.T. Report? (cont.)

Threat(s) or concerns that are troubling but not requiring an immediate response. **Is a student...**

- Sad, anxious and/or experiencing dramatic mood shifts?
- Abusing alcohol and/or drugs?
- Isolating himself/herself socially?
- Acting paranoid and/or suspicious?
- Frequently angry and/or easily frustrated?
- Struggling with health problems?



# Frequently Asked Questions

What do I do if I know an individual who may need to be referred to the BIT process?

- **To make a referral**, go to the BIT web page and click the **Report a Concern Here** button.
- You will be asked for basic information about the concern, how to contact you (in case the Team has follow-up questions) and for a description of the concern or behaviors that prompted the referral.
- **You** are the Behavioral Intervention Team's best resource because *you* are familiar with those involved.
- **If** you are comfortable doing so, tell the individual that you are concerned and ask if he/she is OK. In many cases an individual will indicate that he/she could use some help, and you can refer them to counseling services.

# Frequently Asked Questions

## What does the BIT do after they receive a Concern Report?

- **A.** Review all referred concerns of actual or potential violence, as soon as reasonably possible.
- Some referrals will require immediate review and response while others may be dealt with during regular Team meetings.
- **B.** The Team will use a fact-based assessment process to determine if a threat exists and to develop an appropriate plan of action.
- Action plans will take into consideration the potential for concerns of targeted violence and will be concern-specific.

## **FAQ:** What does the BIT do after they receive a Concern Report? (cont.)

- **C.** Take appropriate action to implement the plan and mitigate the danger. The Team will implement the agreed-upon action plan and assure that all necessary follow up and documentation is conducted.
- Any action plan will make available, and use as needed, a full range of support services including mental health, crisis management, law enforcement, student success, and community resources, as well as victim services if indicated.