



TEAM TRAINING TEMPLATE

Engaging in regular ongoing training on issues related to BIT functions, risk assessment, team processes, and relevant topical areas is a key function and best practice for behavioral intervention teams (National Behavioral Intervention Team Association — NaBITA — Advisory Board, 2018). Team training ensures that BITs continue to grow and progress, ensuring that team members are well-trained for their responsibilities on the team. Equally important to training on BIT-related content is engaging in team-building activities, which promote a trusting and communicative team that can operate seamlessly across the various BIT processes.

Team training should be ongoing, occurring at least monthly throughout the year. While annual attendance at retreats and conferences is helpful, teams ought to push beyond the once-a-year approach and engage in growth opportunities throughout the year. Teams frequently mentioned a lack of training to do quality work as their team's biggest weakness (Schiemann & Van Brunt, 2018). This lack of training was consistently related to a limited budget for training (Schiemann & Van Brunt, 2018). While a budget is certainly a standard of practice and can assist in securing high-quality training, not all team training efforts require the team to spend large sums of money. For example, teams report using books, journals, and self-led tabletop exercises as methods of training, all of which are low-cost or free (Schiemann & Van Brunt, 2018). Most commonly, teams use webinars and conference attendance to train their teams (Schiemann & Van Brunt, 2018). While these methods do require at least some budget, they are also higher quality, rooted in best practice, and provide more in-depth training to teams.

This Team Training Template provides teams with a framework for engaging in ongoing, regular training built around the NaBITA Standards for Behavioral Intervention Teams. By following this guide, teams ensure that they are well trained on each standard and that their team is working toward best practices. The first document, *Training to the Standards*, groups training resources by standards and topical areas. The second document, *Sample Training Schedule*, provides an example of how a team might take the resources from *Training to the Standards* guide and create a year-long training calendar.

NaBITA Advisory Board (2018). *NaBITA Standards for Behavioral Intervention Teams*. Berwyn, PA: NaBITA.

Schiemann, M. & Van Brunt, B. (2018). "Summary and Analysis of 2018 NaBITA Survey Data." *Journal of Campus Behavioral Intervention*, 6, 42-57.

Training to the Standards

The following guide provides resources for team training related to each standard. For simplicity and clarity, some standards have been combined as the training efforts and resource content overlap.

STANDARDS 1 & 2

Standard 1: Define BIT: Behavioral Intervention teams are small groups of school officials who meet regularly to collect and review concerning information about at-risk community members and develop intervention plans to assist them.

Standard 2: Prevention vs. Threat Assessment: Schools have an integrated team that addresses early intervention cases as well as threat assessment cases.

<p>Articles and Whitepapers</p>	<ul style="list-style-type: none"> • Schiemann, M. & Van Brunt, B. (2018). "Summary and Analysis of 2018 NaBITA Survey Data." <i>Journal of Campus Behavioral Intervention</i>, 6, 42-59. • Sokolow, B.A. & Lewis, W.S. (2009). "The NCHERM 2009 Whitepaper: 2nd Generation Behavioral Intervention Best Practices." Berwyn, PA: The NCHERM Group, LLC. • National Threat Assessment Center. (2018, July). "Enhancing School Safety using a Threat Assessment Model: An Operational Guide for Preventing Targeted School Violence." Washington, D.C.: U.S Department of Homeland Security. • FBI Behavioral Analysis Unit (2017). "Making Prevention a Reality: Identifying, Assessing, and Managing the Threat of Targeted Attacks." Washington, D.C.: FBI Behavioral Analysis Unit: National Center for the Analysis of Violent Crime.
<p>Webinars and Videos</p>	<ul style="list-style-type: none"> • Audio Essentials with Brian Van Brunt: BIT Beginnings • 2014 Webinar: Separating Dangerousness from Anger: Assessing True Threat.
<p>Books</p>	<ul style="list-style-type: none"> • Van Brunt, B. (2012). Ending Campus Violence: New Approaches to Prevention. NY: Routledge. • Sokolow, B. A., Van Brunt, B., Schuster, S. K., Swinton, D., and Lewis, W.S. The Book on BIT. (2014, 2nd ed.). Berwyn, PA: NaBITA. • Deisinger, G., Randazzo, M., O’Neill, D. & Savage, J. (2008). The Handbook for Campus Threat Assessment and Management Teams. NYC: Applied Risk Management, LLC. • Meloy, R. & Hoffman, J. (Eds.). (2014). The International Handbook of Threat Assessment. NYC: Oxford University Press.
<p>Conferences, Certification Courses</p>	<ul style="list-style-type: none"> • NaBITA Annual Conference, NaBITA Regional Conference. • NaBITA BIT Foundations Course.

STANDARDS 3, 4, 5, 6, 7, & 8

Standard 3: Team Name: Team names communicate role and function in a way that resonates with the campus community.

Standard 4: Team Leadership: A team leader serves to bring the team together and keep discussions productive and focused while maintaining a long-term view of team development and education.

Standard 5: Team Membership: Teams are comprised of at least 5 but no more than 10 members, and should at a minimum include: dean of students and/or vice president of student affairs (principal or assistant principal in K-12), a mental health care employee (adjustment counselor or school psychologist in PreK-12), a student conduct staff member, and police/law enforcement officer (school resource officer in PreK-12).

Standard 6: Meeting Frequency: Teams have regularly scheduled meetings at least twice a month with the capacity to hold emergency meetings immediately when needed.

Standard 7: Team Mission: Teams have a clear mission statement that identifies the scope of the team, balances the needs of the individual and the community, defines threat assessment as well as early intervention efforts, and is connected to the academic mission.

Standard 8: Team Scope: Teams address concerning behavior among students, faculty/staff, affiliated members (parents, alumni, visitors, etc.), and should work in conjunction with appropriate law enforcement and human resource agencies when needed.

<p>Articles and Whitepapers</p>	<ul style="list-style-type: none"> • Van Brunt, B., Reese, A. & Lewis, W.S. (2015). “Who’s on the Team? Mission, Membership, and Motivation.” Berwyn, PA: NaBITA. • Schiemann, M. & Van Brunt, B. (2018). “Summary and Analysis of 2018 NaBITA Survey Data.” Journal of Campus Behavioral Intervention, 6, 42-59. • Van Brunt, B. & Sokolow, B.A. (2018). “The Role of the Counselor on the BIT.” Berwyn, PA: NaBITA. • Leadership of the Behavioral Intervention Team (BIT). • National Threat Assessment Center. (2018). “Enhancing School Safety using a Threat Assessment Model: An Operational Guide for Preventing Targeted School Violence.” Washington, D.C.: U.S Department of Homeland Security. • The Jed Foundation (2014). “Balancing Safety and Support on Campus: A Guide for Campus Teams.” A Higher Education Mental Health Alliance Project. • FBI Behavioral Analysis Unit (2017). “Making Prevention a Reality: Identifying, Assessing, and Managing the Threat of Targeted Attacks.” Washington, D.C.: FBI Behavioral Analysis Unit: National Center for the Analysis of Violent Crime.
<p>Webinars and Videos</p>	<ul style="list-style-type: none"> • Audio Essentials with Brian Van Brunt: Role of the Counselor on the BIT. • Audio Essentials with Brian Van Brunt: BIT Beginnings. • 2019 Webinar: BIT Chair Breakthroughs: How to Overcome the Top 5 Challenges of Leading a BIT.

	<ul style="list-style-type: none"> • 2017 Webinar: Coaching for the BIT Chair. • 2015 Webinar: Developing and Assessing BIT Structure and Function. • Window Into BIT 1. • Window Into BIT 2. • BIT Orientation Videos.
Books	<ul style="list-style-type: none"> • Van Brunt, B. (Ed.). (2016). Best BITs: Topics in Behavioral Intervention and Violence Prevention. Valrico, FL: CG Communication & Design. • Sokolow, B. A., Van Brunt, B., Schuster, S. K., Swinton, D.C. & Lewis, W.S. (2014, 2nd ed.). The Book on BIT. Berwyn, PA: NaBITA.
Conferences, Certification Courses	<ul style="list-style-type: none"> • NaBITA Annual Conference, NaBITA Regional Conference. • NaBITA BIT Foundations Course.

STANDARDS 9 & 10

Standard 9: Policy and Procedure Manual: Teams have a policy and procedure manual that is updated each year to reflect changes in policy and procedures the team puts into place.

Standard 10: Team Budget: Teams have an established budget in order to meet the ongoing needs of the team and the community it serves.

Webinars and Videos	<ul style="list-style-type: none"> • 2018 Webinar: Formalizing the Informal: A Roadmap to Creating a CARE Team Policy.
Other Products	<ul style="list-style-type: none"> • CARE Team Manual.
Conferences, Certification Courses	<ul style="list-style-type: none"> • NaBITA BIT Foundations Course.

STANDARD 11

STANDARD 11: Objective Risk Rubric: Teams have an evidence-based, objective risk rubric that is used for each case that comes to the attention of the team.

Articles and Whitepapers	<ul style="list-style-type: none"> • “The NaBITA Risk Rubric”: 2019 Whitepaper. • U.S. Postal Service (2003). “Threat Assessment Team Guide.” Washington, D.C.: U.S. Postal Service: Workplace Environment Improvement. • ATAP (2006). “Risk Assessment Guideline Elements for Violence: Considerations for Assessing the Risk of Future Violent Behavior.” Association of Threat Assessment Professionals.
Webinars and Videos	<ul style="list-style-type: none"> • Window Into BIT 1. • Window Into BIT 2. • Audio Essentials with Brian Van Brunt: Risk Rubrics and Little Dogs.

<p>Books</p>	<ul style="list-style-type: none"> • Meloy, R, (2000). Violence Risk and Threat Assessment: A Practical Guide for Mental Health and Criminal Justice Professionals. San Diego, CA: Practical Guide Series. • Van Brunt, B. (2014). Harm to Others: The Assessment and Treatment of Dangerousness. Alexandria, VA: American Counseling Association. • Deisinger, G., Randazzo, M., O’Neill, D. & Savage, J. (2008). The Handbook for Campus Threat Assessment and Management Teams. NYC: Applied Risk Management. • Turner, J. & Geller, M. (2003). Threat Assessment: A Risk Management Approach. NY: Routledge. • Calhoun, F. & Weston, S. (2016, 2nd ed.). Threat Assessment and Management Strategies: Identifying the Howlers and Hunters. Boca Raton, FL: CRC Press.
<p>Other Products</p>	<ul style="list-style-type: none"> • NaBITA Risk Rubric Trifold. • NaBITA Risk Rubric Training Package. • RAGE-V (ATAP). • Cawood Factor One Assessment Grids. • MOSAIC. • HCR-20 (Hart). • WAVR-21 (Meloy).
<p>Conferences, Certification Courses</p>	<ul style="list-style-type: none"> • NaBITA Annual Conference, NaBITA Regional Conference. • NaBITA BIT Foundations, Best Practices, and Master Class. • ATAP Threat Assessment Certification. • HCR-20 Assessment Certification. • WAVR-21 Assessment Training. • DPREP.

STANDARD 12

Standard 12: Interventions: A team clearly defines its actions and interventions for each risk level associated with the objective risk rubric they have in place for their team.

<p>Articles and Whitepapers</p>	<ul style="list-style-type: none"> • NaBITA Position Statement on Involuntary Withdrawal and Behavioral Agreements. • Wagstaff, J. (2016). “Brief Alcohol Screening and Intervention for College Students (BASICS) with the Mandated Student: Some Practical Considerations.” Journal of Campus Behavioral Intervention, 4, 22-33. • Sokolow, B.A., Lewis, W.S., Van Brunt, B. & Francis, P. (2015). “Making the Call: Parental Notification of Suicidal Students.” Berwyn, PA: The NCHERM Group, LLC. • “The NaBITA Risk Rubric”: 2019 Whitepaper. • The Jed Foundation (2014). “Balancing Safety and Support on Campus: A Guide for Campus Teams.” A Higher Education Mental Health Alliance Project.
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Webinars and Videos	<ul style="list-style-type: none"> • 2017 Webinar: What’s in a Name? The Role Counselors, Advisors, and Clinicians Play on Campus. • Training Video: Managing Risk Following the Threat Assessment. • Training Video: Conduct Videos. • Window Into BIT 1. • Window Into BIT 2.
Books	<ul style="list-style-type: none"> • Van Brunt, B., Denino, D., Raleigh, M.J. & Issadore, M. (2015). The Prevention and Management of Mental Health Emergencies. Berwyn, PA: NaBITA. • Van Brunt, B. (2012). Ending Campus Violence: New Approaches to Prevention. NY: Routledge. • Van Brunt, B. (2017). Brief BITs: Tabletop Trainings for the Behavioral Intervention Team (BIT). Valrico, FL: CG Communication & Design.
Other Products	<ul style="list-style-type: none"> • NaBITA Risk Rubric Trifold. • NaBITA Risk Rubric Training Package.
Conferences, Certification Courses	<ul style="list-style-type: none"> • NaBITA Annual Conference, NaBITA Regional Conference. • NaBITA BIT Foundations, Best Practices, and Advance Violence Risk Assessment, Case Management and Intervention Courses. • Higher Education Case Management Association (HECMA).

STANDARD 13

Standard 13: Case Management: Teams invest in case management as a process, and often a position, that provides flexible, need-based support for students to overcome challenges.

Articles and Whitepapers	<ul style="list-style-type: none"> • Van Brunt, B., Woodley, E., Gunn, J., Raleigh, M.J., Reinach Wolf, C. & Sokolow, B.A. (2012). “Case Management in Higher Education.” NaBITA & American College Counseling Association. • Day, A.E., Bradley, A.J. & Lopez, B.N. (2017). “Student Affairs Professional Competency Areas as Applied to Case Management.” Journal of Campus Behavioral Intervention, 5, 46-54. • Schiemann, M. & Morgan, N. (2017). “Using Case Management Referral Data to Develop Trainings for the Campus Community.” Journal of Campus Behavioral Intervention, 5, 55-65. • Molnar, J.M, Falter, B.R. & Dugo, M.E. (2017). “Summary and Analysis of Case Management in Higher Education.” Journal of Campus Behavioral Intervention, 5, 66-74.
Webinars and Videos	<ul style="list-style-type: none"> • Audio Essentials with Brian Van Brunt: Resources with Feet. • 2018 Webinar: Case Management in Higher Education: Advanced Practice for Service Implementation. • Case Management Training Videos.

Books	<ul style="list-style-type: none"> • Van Brunt, B., Denino, D., Raleigh, M.J. & Issadore, M. (2015). The Prevention and Management of Mental Health Emergencies. Berwyn, PA: NaBITA. • Van Brunt, B. (2012). Ending Campus Violence: New Approaches to Prevention. NY: Routledge. • Van Brunt, B. (2017). Brief BITs: Tabletop Trainings for the Behavioral Intervention Team (BIT). Valrico, FL: CG Communication & Design.
Conferences, Certification Courses	<ul style="list-style-type: none"> • NaBITA Annual Conference, NaBITA Regional Conference.

STANDARD 14

Standard 14: Advertising and Marketing: Teams market their services as well as educate and train their communities about what and how to report to the BIT through marketing campaigns, websites, logos, and educational sessions.

Articles and Whitepapers	<ul style="list-style-type: none"> • Halligan-Avery, E. & Katz, J. (2017). “From Blah to Brilliant: Taking Your BIT to the Next Level.” Journal of Campus Behavioral Intervention, 5, 17-26. • Scott, P. & Austin, S.F. (2014). “Bring your BIT from Behind the Curtain with a Good Marketing Plan!” Journal of Campus Behavioral Intervention, 2, 72-83. • Dooley, D. & Poindexter, C. (2013). “The Branding of a BIT: From Idea to Image.” Journal of Campus Behavioral Intervention, 1, 56-59. • Jarvis, J. & Scherer, J.A. (2015). “Mass Victimization: Promising Avenues for Prevention.” Washington, D.C.: Federal Bureau of Investigation.
Webinars and Videos	<ul style="list-style-type: none"> • Audio Essentials with Brian Van Brunt: A BIT About Marketing and Advertising. • 2019 Webinar: Marketing your BIT.
Books	<ul style="list-style-type: none"> • Van Brunt, B. (Ed.). (2016). Best BITs: Topics in Behavioral Intervention and Violence Prevention. Valrico, FL: CG Communication & Design.
Other Products	<ul style="list-style-type: none"> • BIT Roadshow.
Conferences, Certification Courses	<ul style="list-style-type: none"> • NaBITA Annual Conference, NaBITA Regional Conference. • NaBITA BIT Foundations, NaBITA Best Practices.

STANDARD 15

Standard 15: Record Keeping: Teams use an electronic data management system to keep records of all referrals and cases.

Webinars and Videos	<ul style="list-style-type: none"> • 2014 Webinar: BIT and Case Management Notes 101. • 2014 Webinar: Should I Write this Down? BIT Documentation Do’s and Don’ts.
Books	<ul style="list-style-type: none"> • Van Brunt, B. (Ed.). (2016). Best BITs: Topics in Behavioral Intervention and Violence Prevention. Valrico, FL: CG Communication & Design.

Other Products	<ul style="list-style-type: none"> • Window Into BIT 1. • Window Into BIT 2.
Conferences, Certification Courses	<ul style="list-style-type: none"> • NaBITA Annual Conference, NaBITA Regional Conference. • NaBITA BIT Foundations, NaBITA Best Practices.

STANDARD 16

Standard 16: Team Training: Teams engage in regular, ongoing training on issues related to BIT functions, risk assessment, team processes, and topical knowledge related to common presenting concerns.

Articles and Whitepapers	<ul style="list-style-type: none"> • Jarvis, J. & Scherer, J.A. (2015). “Mass Victimization: Promising Avenues for Prevention.” Washington, D.C.: Federal Bureau of Investigation.
Webinars and Videos	<ul style="list-style-type: none"> • 2015 Webinar: Addressing Microaggression and Cultural Issues on the BIT. • 2019 Webinar: NaBITA Standards for Behavioral Intervention Teams.
Books	<ul style="list-style-type: none"> • Van Brunt, B. (Ed.) (2016). Best BITs: Topics in Behavioral Intervention and Violence Prevention. Valrico, FL: CG Communication & Design. • Van Brunt, B. (2017). Brief BITs: Tabletop Trainings for the Behavioral Intervention Team (BIT). Valrico, FL: CG Communication & Design. • Fitch, P. & Van Brunt, B. (2016). A Guide to Leadership and Management in Higher Education. NY: Routledge. • Johnson, S. & Blanchard, K. (1998). Who Moved my Cheese? An A-Mazing Way to Deal with Change in Your Work and Your Life. NY: G.P. Putnam’s Sons. • The Arbinger Institute. (2018). Leadership and Self-Deception: Getting out of the Box. Oakland, CA: Berrett-Koehler Publishers.
Other Products	<ul style="list-style-type: none"> • This Team Training Template.
Conferences, Certification Courses	<ul style="list-style-type: none"> • NaBITA BIT Foundations, NaBITA Best Practices.

STANDARD 17

Standard 16: Team Training: Standard 17: Psychological, Threat, and Violence Risk Assessments: BITs conduct threat assessments and violence risk assessments as part of their overall approach to prevention and intervention.

Articles and Whitepapers	<ul style="list-style-type: none"> • Bell, D. & Dean, L.A. (2015). “An Examination of Institutional Approaches to Students Who Exhibit Suicidal Behaviors.” Journal of Campus Behavioral Intervention, 3, 29-37. • Van Brunt, B. Murphy, A. & Zedginidze, A. (2017). “An Exploration of the Risk, Protective, and Mobilization Factors Related to Violent Extremism in College Populations.” Violence and Gender, 4(3), 81-93.
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	<ul style="list-style-type: none"> • Van Brunt, B. (2016). “Assessing Threat in Written Communications, Social Media, and Creative Writing.” Violence and Gender, 3(2), 71-88. • Van Brunt, B. (2015). “The Structured Interview for Violence Risk Assessment (SIVRA-35).” Berwyn, PA: NaBITA. • Langman, P. (2016). “Multi-victim School Shootings in the United States: A 50-year Review.” Journal of Campus Behavioral Intervention, 4, 5-17. • Sokolow, B.A., Lewis, W. S. & Schuster, S.K (2011). “Threat, Threat, Threat, Threat, and Threat.” Berwyn, PA: NaBITA. • Lankford, A. & Hoover, K. B. (2019). “Do the Ages of Mass Shooters Matter? Analyzing the Differences Between Young and Older Offenders.” Violence and Gender, 6(1), 11-15. • Lankford, A. (2018). “Identifying Potential Mass Shooters and Suicide Terrorists with Warning Signs of Suicide, Perceived Victimization, and Desires for Attention or Fame.” Journal of Personality Assessment, 100(5), 471-482. • National Threat Assessment Center. (2018). “Enhancing School Safety Using a Threat Assessment Model: An Operational Guide for Preventing Targeted School Violence.” Washington, D.C.: U.S Department of Homeland Security. • Silver, J., Simons, A. & Craun, S. (2018). “A Study of the Pre-Attack Behaviors of Active Shooters in the United States Between 2000-2013.” Washington, D.C.: FBI, U.S. Department of Justice.
<p>Webinars and Videos</p>	<ul style="list-style-type: none"> • Audio Essentials with Brian Van Brunt: Violence Risk Assessment and Threat Assessment. • Audio Essentials with Brian Van Brunt: Social Media and Threat Assessment. • 2014 Webinar: Separating Dangerousness from Anger: Assessing True Threat. • Threat Assessment Training Video. • Managing Risk Training Video.
<p>Books</p>	<ul style="list-style-type: none"> • Van Brunt, B. (2012). Ending Campus Violence: New Approaches to Prevention. NY: Routledge. • Meloy, R. (2000). Violence Risk and Threat Assessment: A Practical Guide for Mental Health and Criminal Justice Professionals. San Diego, CA: Practical Guide Series. • Van Brunt, B. (2015). Harm to Others: The Assessment and Treatment of Dangerousness. Alexandria, VA: American Counseling Association. • Deisinger, G., Randazzo, M., O’Neill, D. & Savage, J. (2008). The Handbook for Campus Threat Assessment and Management Teams. NYC: Applied Risk Management, LLC. • Turner, J. & Gelles, M. (2003). Threat Assessment: A Risk Management Approach. NY: Routledge. • Calhoun, F. & Weston, S. (2016, 2nd ed.). Threat Assessment and Management Strategies: Identifying the Howlers and Hunters. Boca Raton, FL: CRC Press. • Langman, P. (2010). Why Kids Kill: Inside the Minds of School Shooters. NY: St. Martin’s Press. • Langman, P. (2015). School Shooters: Understanding High School, College, and Adult Perpetrators. Lanham, MD: Rowman & Littlefield Publishing Group.

<p>Conferences, Certification Courses</p>	<ul style="list-style-type: none"> • NaBITA Annual Conference, NaBITA Regional Conference. • NaBITA BIT Foundations, Best Practices, and Advance Violence Risk Assessment, SIVRA-35 Course. • RAGE-V (ATAP). • Cawood Factor One Assessment Grids. • MOSAIC. • HCR-20 (Hart). • WAVR-21 (Meloy).
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STANDARD 18

Standard 18: Supervision: The BIT chair regularly meets with members individually to assess their functional capacity, workload, and offer guidance and additional resources to improve job performance.

<p>Articles and Whitepapers</p>	<ul style="list-style-type: none"> • Hoban, J. (2014). “Who’s Minding the Shop? Attending to the Wellbeing of the Team.” Journal of Campus Behavioral Intervention, 2, 88-98.
<p>Webinars and Videos</p>	<ul style="list-style-type: none"> • 2019 Webinar: BIT Chair Breakthroughs: How to Overcome the Top 5 Challenges of Leading a BIT. • 2015 Webinar: Addressing Microaggression and Cultural Issues on the BIT. • Window Into BIT 2 and Aftermath Videos.
<p>Books</p>	<ul style="list-style-type: none"> • Fitch, P. & Van Brunt, B. (2016). A Guide to Leadership and Management in Higher Education. NY: Routledge.
<p>Conferences, Certification Courses</p>	<ul style="list-style-type: none"> • NaBITA Best Practices, Master Class.

STANDARD 19

Standard 19: End of Semester and Year Reports: Teams collect and share data on referrals and cases to identify trends and patterns and adjust resources and training.

<p>Articles and Whitepapers</p>	<ul style="list-style-type: none"> • Schiemann, M. & Morgan, N. (2018). “An Analysis of Intake Appointment Attendance for the University of South Florida’s Office of Student Outreach and Support.” Journal of Campus Behavioral Intervention, 6, 42-64. • Penington, A. (2017). “CARE Team Campus Assessment, Response, and Evaluation: Team 2015-2016 Annual Report.” Journal of Campus Behavioral Intervention, 5, 1-8.
<p>Books</p>	<ul style="list-style-type: none"> • Van Brunt, B. (Ed.). (2016). Best BITs: Topics in Behavioral Intervention and Violence Prevention. Valrico, FL: CG Communication & Design.
<p>Conferences, Certification Courses</p>	<ul style="list-style-type: none"> • NaBITA Best Practices, Master Class.

STANDARD 20

Standard 20: Team Audit: Teams assess the BIT structure and processes and ensure it is functioning well and aligning with best practices.

Articles and Whitepapers	<ul style="list-style-type: none">• NaBITA Advisory Board (2018). “NaBITA Standards for Behavioral Intervention Teams.” Berwyn, PA: NaBITA.• Schiemann, M. & Van Brunt, B. (2018). “Summary and Analysis of 2018 NaBITA Survey Data.” Journal of Campus Behavioral Intervention, 6, 42-59.• Van Brunt, B., Schiemann, M., Pescara-Kovach, L., Murphy, A. & Halligan-Avery, E. (2018). “Standards for Behavioral Intervention Teams.” Journal of Campus Behavioral Intervention Teams, 6, 29-41.• Mire, E. & Silk, J. (2017). “Redesigning Care: Using Design Thinking to Restructure the Care Team.” Journal of Campus Behavioral Intervention, 5, 12-16.• Readdean, K. (2016). “Behavioral Intervention Team Peer Review: A New Model for Quality Improvement.” Journal of Campus Behavioral Intervention, 4, 34-42.
Webinars and Videos	<ul style="list-style-type: none">• 2015 Webinar: Developing and Assessing BIT Structure and Function.
Books	<ul style="list-style-type: none">• Van Brunt, B. & NaBITA Editorial Board (Eds.). The Assessment of Behavioral Intervention Teams: Core-Q10. Berwyn, PA: NaBITA.
Conferences, Certification Courses	<ul style="list-style-type: none">• NaBITA Best Practices, Master Class.

Sample Training Schedule A

JANUARY: Standard 13	<ul style="list-style-type: none"> • Read: Van Brunt, B., Woodley, E., Gunn, J., Raleigh, M.J., Reinach Wolf, C. & Sokolow, B.A. (2012). Case Management in Higher Education. NaBITA & American College Counseling Association. • Watch: Case Management Training Videos
FEBRUARY: Standard 14	<ul style="list-style-type: none"> • Read: Halligan-Avery, E. & Katz, J. (2017). “From Blah to Brilliant: Taking your BIT to the Next Level.” Journal of Campus Behavioral Intervention, 5, 17-26. • Use the BIT Roadshow and information from the article to develop a marketing and education strategy.
MARCH: Standard 15	<ul style="list-style-type: none"> • Watch: 2014 Webinar: BIT and Case Management Notes 101.
APRIL: Standard 16	<ul style="list-style-type: none"> • Watch: 2015 Webinar: Addressing Microaggression and Cultural Issues on the BIT.
MAY: Standard 17	<ul style="list-style-type: none"> • Watch: Audio Essentials with Brian Van Brunt: Violence Risk Assessment and Threat Assessment. • Read: Van Brunt, B. (2016). “Assessing Threat in Written Communications, Social Media, and Creative Writing.” Violence and Gender, 3(2), 71-88.
JUNE: Standards 18, 19, & 20	<ul style="list-style-type: none"> • Hold an annual retreat. • Have the team watch Window Into BIT 2 and the Aftermath Videos.
JULY: Standards 1 & 2	<ul style="list-style-type: none"> • Read: Schiemann, M. & Van Brunt, B. (2018). “Summary and Analysis of 2018 NaBITA Survey Data.” Journal of Campus Behavioral Intervention, 6, 42-59.
AUGUST: Standards 3, 4, 5, 6, 7, & 8	<ul style="list-style-type: none"> • Read: Van Brunt, B., Reese, A. & Lewis, W.S. (2015). “Who’s on the Team? Mission, Membership, and Motivation.” Berwyn, PA: NaBITA. • Watch: BIT Orientation Videos.
SEPTEMBER: Standards 9 & 10	<ul style="list-style-type: none"> • Read over the CARE Team Manual. Write or edit your policy and procedural manual.
OCTOBER: Standard 11	<ul style="list-style-type: none"> • Read: 2019 Risk Rubric Whitepaper. • Watch: Audio Essentials with Brian Van Brunt: Risk Rubrics and Little Dogs.
NOVEMBER: Broad Training	<ul style="list-style-type: none"> • Attend the NaBITA Annual Conference. • Debrief as a team what you learned from the conference. Identify action items and goals for the team in response to what you learned at the conference.
DECEMBER: Standard 12	<ul style="list-style-type: none"> • Read: NaBITA Position Statement on Involuntary Withdrawal and Behavioral Agreements. • Review Involuntary Withdrawal policy.

Sample Training Schedule B

JANUARY: Standard 13	<ul style="list-style-type: none"> • Read: Molnar, J.M, Falter, B.R. & Dugo, M.E. (2017). “Summary and Analysis of Case Management in Higher Education.” Journal of Campus Behavioral Intervention, 5, 66-74. • Watch: 2018 Webinar: Case Management in Higher Education: Advanced Practice for Service Implementation.
FEBRUARY: Standard 14	<ul style="list-style-type: none"> • Watch: 2019 Webinar: Marketing your BIT.
MARCH: Standard 15	<ul style="list-style-type: none"> • Read the tips on notetaking found in Best BITs. • Conduct an audit on your BIT notes by randomly pulling 5-10 cases and check for note-taking accuracy.
APRIL: Standard 16	<ul style="list-style-type: none"> • Engage in a team-building exercise such as Gallup’s Strength-Finder, Myers-Briggs, etc.
MAY: Standard 17	<ul style="list-style-type: none"> • Read: Van Brunt, B. (2015). “The Structured Interview for Violence Risk Assessment (SIVRA-35).” Berwyn, PA: NaBITA. • Watch: Threat Assessment Training Video.
JUNE: Standards 18, 19, & 20	<ul style="list-style-type: none"> • Read: Van Brunt, B., Schiemann, M., Pescara-Kovach, L., Murphy, A. & Halligan-Avery, E. (2018). “Standards for Behavioral Intervention Teams.” Journal of Campus Behavioral Intervention Teams, 6, 29-41. Have the team conduct an audit of how the team aligns with the standards. • Have the team watch Window Into BIT 2 and the Aftermath Videos.
JULY: Standards 1 & 2	<ul style="list-style-type: none"> • Watch: Audio Essentials with Brian Van Brunt: BIT Beginnings.
AUGUST: Standards 3, 4, 5, 6, 7, & 8	<ul style="list-style-type: none"> • Read: Sokolow, B.A., Van Brunt, B., Schuster, S.K., Swinton, D.C. & Lewis, W.S. (2014). The Book on BIT (2014, 2nd ed.). Berwyn, PA: NaBITA.
SEPTEMBER: Standards 9 & 10	<ul style="list-style-type: none"> • Watch: 2018 Webinar: Formalizing the Informal: A Roadmap to Creating a CARE Team Policy.
OCTOBER: Standard 11	<ul style="list-style-type: none"> • Watch: Audio Essentials with Brian Van Brunt: Risk Rubrics and Little Dogs. • Watch: NaBITA Risk Rubric Training Package Videos. • Practice applying the tool to case studies from Brief BITs.
NOVEMBER: Broad Training	<ul style="list-style-type: none"> • Attend the NaBITA Annual Conference. • Debrief as a team what you learned from the conference. Identify action items and goals for the team in response to what you learned at the conference.
DECEMBER: Standard 12	<ul style="list-style-type: none"> • Read: Sokolow, B.A., Lewis, W.S., Van Brunt, B. & Francis, P. (2015). “Making the Call: Parental Notification of Suicidal Students.” Berwyn, PA: The NCHERM Group, LLC. • Watch: Training Video: Managing Risk Following the Threat Assessment.