Behavioral Intervention Team (BIT)
BIT Members

- Urisonya Flunder, Executive Director of Student Life (Chair)
- Kristi Clemmer, Executive Director of Student Success
- Leslie Alexander, Chief of Police
- Jeremie Middleton, Director of Student Housing
- Becky Rivera-Weiss, Special Populations Outreach Specialist
- Eden Davis, Licensed Professional Counselor Intern
Mission

To provide proactive and multidisciplinary supportive approaches to prevention, assessment, and intervention of situations or individuals that may pose a threat to the safety and wellbeing of the campus community.
Why do we need a BIT?

- One in four students have a diagnosable mental illness
  - 40% do not seek help
  - 80% feel overwhelmed by their responsibilities
  - 50% have been so anxious they struggled in school
- Suicide is the third leading cause of death among college students
- Young people diagnosed with depression are five times more likely to attempt suicide than adults
- 19 percent of young people in the United States either contemplate or attempt suicide every year
- 4 out of every 5 college students who either contemplate or attempt suicide show clear warning signs
What might I see in the classroom or on campus? (Handout)
Reporting Process
BEHAVIORAL INTERVENTION TEAM (BIT)

What is a BIT?
A multi-disciplinary group whose purpose is meeting regularly to support its student population via an established protocol. The team tracks “red flags” over time, detecting patterns, trends, and disturbances in individual or group behavior. The team receives reports of disruptive, problematic or concerning behavior or misconduct (from co-workers, community members, friends, colleagues, etc), conducts an investigation, performs a threat assessment, and determines the best mechanisms for support, intervention, warning/notification and response. The team then deploys its resources and resources of the community and coordinates follow-up.

Mission Statement
The mission of the Odessa College Behavior Intervention Team (OC-BIT) is to provide a proactive and supportive multidisciplinary team approach to prevention, assessment, and intervention of situations or individuals that may pose a threat to the safety and wellbeing of the campus community.

Purpose
Odessa College cares about the health and safety of all members of our campus community. The purpose of the College’s Behavior Intervention Team is to apply a multidisciplinary approach to preventing individuals from harming themselves or others, and generally to assist persons in need. These persons include students of the Odessa College community who may pose a threat and or disruption to our campus community.

Team Members
While filling in this form:

- Be concise
- This is considered public information
- Can be submitted anonymously
- Use Facts, NOT FEELINGS
- Submission does not necessarily mean intervention

If you need assistance, contact the Executive Director of Student Life, Urisonya Flunder || uflunder@odessa.edu || 6338
BIT Process
Review

- BIT meets weekly or as needed
- Review any submitted reports or concerns
- Conduct a Threat Assessment to identify risks
- Gather pertinent information
Threat Assessment

- NaBITA Threat Assessment Tool – National Behavioral Intervention Team Association
- This tool is useful in determining the level of student threat
- Once threat level is assessed, the BIT team determines the course of action
• Develop intervention plan
• Make recommendations and/or referrals
• Monitor or meet with the student
• Determine most appropriate person to engage the student
• Disciplinary actions as necessary
Outcomes

• Mandated counseling, expulsion, probation, loss of privileges, restrictions, etc.

• Continued BIT monitoring

• Reporter may not be notified on final outcome due to nature of issue and/or confidentiality (i.e. mental health issues)
Tips – 3 C’s: CHECK CALL CARE
De-escalation Strategies
All educators should know the basics of how to de-escalate a situation to refocus students, provide student support and foster a safe learning environment.
What does this look like?

• Create a safe setting
  — Try to engage the student in a semi-private setting if possible (off to the side)

• If the student is not cooperative, isolate the student

• Limit the number of participants in the conversation.
  — Know when to bow out but support – manage other students
What does this look like?

- Provide adequate personal space.
- Do not touch the student
- Use an L Shaped Stance.
- Do not block escape routes.
Consider Maslow’s…
What does this look like?

• Show open, accepting body language.
• Keep verbal interactions respectful.
• Communicate using simple, direct language.
What does this look like?

• Introduce yourself and state your position if necessary.
• Listen.
• Coach the student to take the responsibility of their behavior.
What does this look like?

- Identify the student’s wants and feelings by using:
  - Active listening
  - Open Ended Questions
  - Labeling emotions
  - Reaffirm what they are stating and how they are feeling
What happens next?

• Document the event
  – Notify your supervisor
  – Submit a BIT referral online
  – Notify campus police if needed

ALWAYS CALL 911 immediately in dangerous situations
Thanks for listening!
References

- http://www.healthline.com/health/depression/college-students
- http://www.bestcolleges.com/resources/top-5-mental-health-problems-facing-college-students/