

ODESSA COLLEGE

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





WEEKEND COLLEGE

S M T W TH **F S**

Term 4 Begins March 10, 2017

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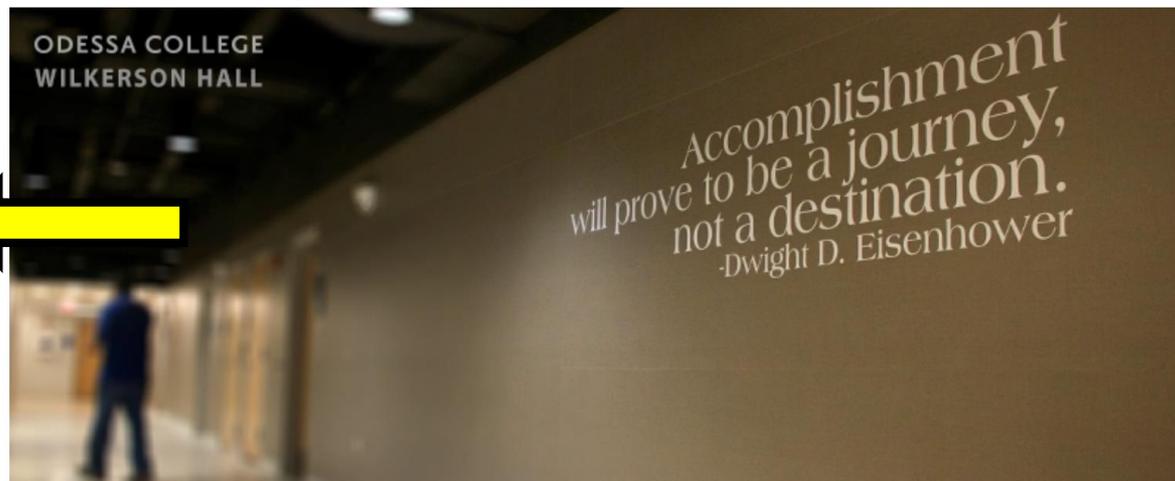
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Identifying At-Risk Students

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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 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



FUTURE STUDENTS COMMUNITY & BUSINESS CURRENT STUDENTS EMPLOYEES

BIT REPORT FORM

Welcome to the Odessa College Behavioral Intervention Team reporting form.

Please provide us with as much detail about the situation as possible. This information may not be anonymous and could be disclosed to the individual of concern.

If you have any questions about this form, please contact us at 335-6338.

If this is an emergency, please dial 911.

PERSON FILING REPORT

*Not Required.

Name:

E-mail:

Phone:

Student(s) of Concern

Student 1:

Phone:

Student 2:

Phone:

Student 3:

Phone:

If your report involves more than 3 students of concern, provide their names in the behavior information report below.

REPORTED INCIDENT OR BEHAVIOR OF CONCERN

Please describe in as much detail the incident which occurred or behaviors witnessed that warrant your submitting this report. It is better to provide too much detail than not enough so the team can make a more accurate assessment and plan of action.

Description:

Date of Incident:

Time:

Location:

Note: Thank you for your report. Please be sure to look over the information you included to assure accuracy. When you hit submit, the report will be forwarded to the Behavioral Intervention Team. Within 24-48 hours, the team or a team member will make an attempt to contact the student and initiate a plan of action.

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**

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:

Handout

CHECK

CALL

CARE



De-escalation Strategies



Purpose

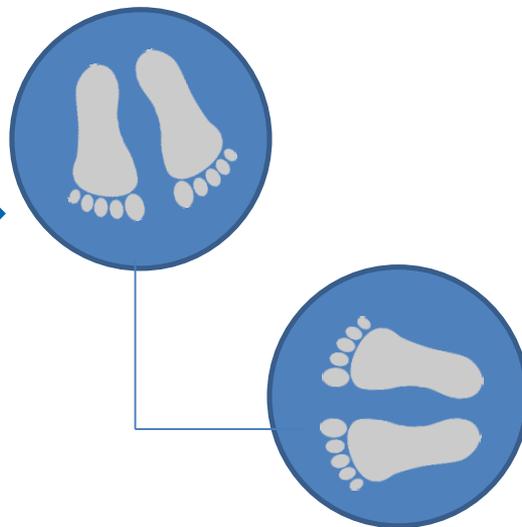
All educators should know the basics of how to de-escalate a situation to refocus students, provide student support and foster a safe learning environment.

What does this look like?

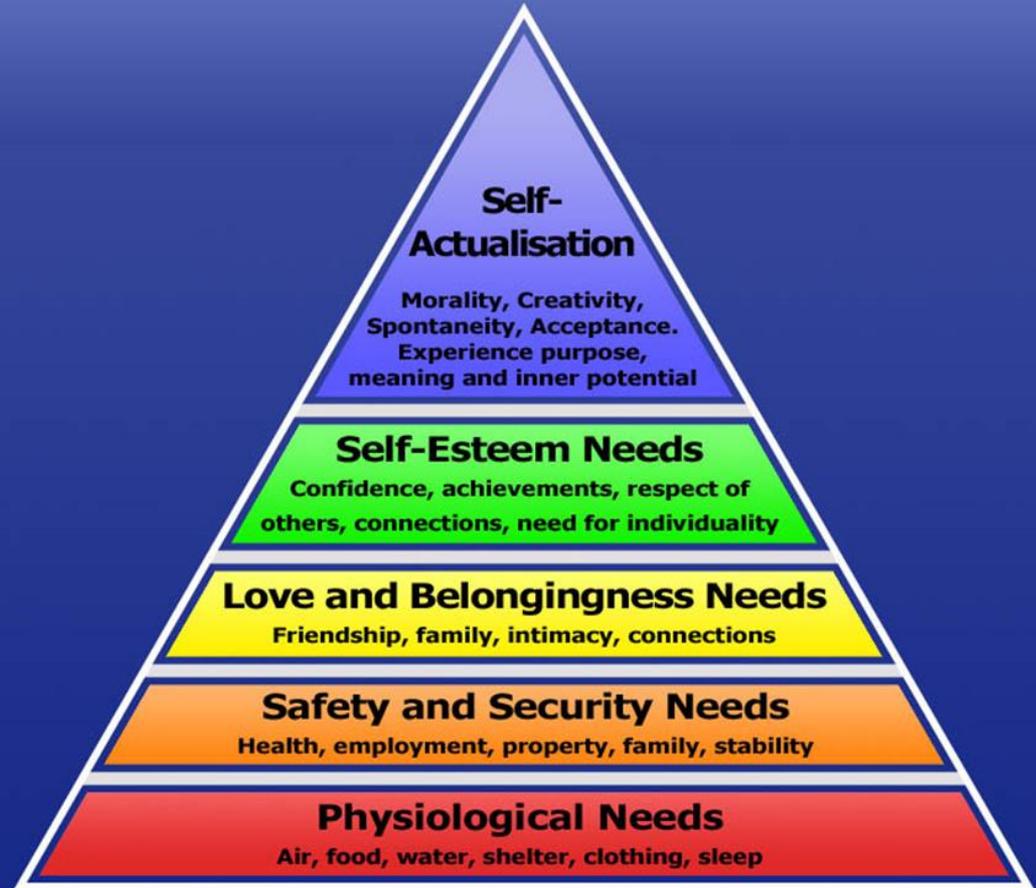
- **Create a safe setting**
 - Try to engage the student in a semi-private setting if possible (off to the side)
- **If the student is not cooperative, isolate the student**
- **Limit the number of participants in the conversation.**
 - Know when to bow out but support – manage other students

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...



Maslow's Hierarchy of Needs

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



Q & A

Thanks for listening!



References

- **National Behavioral Intervention Team Association (NaBITA)** <https://nabita.org/behavioral-intervention-teams/>
- <http://www.healthline.com/health/depression/college-students>
- <http://www.bestcolleges.com/resources/top-5-mental-health-problems-facing-college-students/>
- Genius (2017) Hierarchy of needs by Abraham Maslow. Retrieved from <https://genius.com/Abraham-maslow-hierarchy-of-needs-annotated>
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- Larkin, R., Crumb, L., Fountain, Y., Glenn, C., & Smith, J. (2015, June). Managing mental health situations in the advising office. *Academic Advising Today*, 38(2). Retrieved from <https://www.nacada.ksu.edu/Resources/Academic-Advising-Today/View-Articles/Managing-Mental-Health-Situations-in-the-Advising-Office.aspx>