

TO: OTC Behavioral Intervention Team Advisory Committee Members

DATE: December 15, 2015

FROM: Joyce Bateman, Chair, Behavioral Intervention Team

RE: Behavioral Intervention Team End of Year Summary

OTC's Behavioral Intervention Team (BIT) has completed its sixth full year of service to our OTC communities. OTC's BIT and advisory committee members along with concerned and vigilant employees and students continue to ensure that we are reaching students in distress much earlier and that OTC's Behavioral Intervention Team remains an integral component of our overall college safety plan. **In 2015, 854 online incident reports were submitted to the BIT by concerned employees, students and community members.** This marks a 26% increase from 2014.

2014: 680 reports

2013: 581 reports

2012: 502 reports

2011: 304 reports

2010: 108 reports

On behalf of our core and expanded BIT members, we sincerely thank our advisory committee members who continue to serve as advocates for OTC's BIT. We appreciate your continued help in educating colleagues and students about the overall mission and purpose of OTCCares and the Behavioral Intervention Team.

The following is a summary of our work during 2015.

BIT Development

- Core members participated in weekly meetings to review new and monitor on-going, student-of-concern cases.
- The BIT added six members to what is now called the "Expanded BIT." Expanded BIT members include OTC's part-time forensic psychologist, the Assistant Coordinator of Title IX, two full-time faculty members from the Allied Health and General Education Divisions, one staff representative from our Technical Division and one administrator from our Career Center. The Expanded BIT members attend one BIT meeting each month and make themselves available on a regular basis for consultation and campus education.
- Our contracted forensic psychologist, Dr. David Mrad, also a member of the Expanded BIT, was hired as a part-time OTC employee this year. Dr. Mrad serves as expert consultant to our BIT, conducts forensic psychological evaluation services for students who appear to be at high risk of harm to self or others, provides threat and risk assessment guidance to our Team and conducts professional development workshops for the OTC community.
- Core and expanded members participated in their fourth annual BIT planning retreat.
- The development of a formal case management model was initiated to more effectively monitor students of concern.

Marketing and Campus Education

- Presented an overview of OTCCares and the Behavioral Intervention Team (BIT) during employee professional development sessions, for department meetings, and for Council meetings. These overview presentations were given during adjunct and new-faculty development days, to Table Rock staff, to Allied Health faculty and staff, to the Student Affairs and Strategic Planning Councils, to OTC's Foundation Board, for New Employee Orientation sessions, and for adjunct and full-time faculty.
- Presented a brief overview of OTCCares during Counseling Services presentations in over 40 courses at all OTC locations.
- Presented *Identifying and Responding to Chemically Impaired Students* for faculty and staff.
- Assisted with the development and presentation of the "Run, Hide, Fight" case study learning opportunity for full-time and adjunct faculty as well as for a variety of staff at all campus locations.
- Developed and implemented protocol with our Allied Health department to complement their division's professional behavior and civility contracts.
- Included OTCCares and BIT information within Safety & Security, Green Dot and Title IX information sessions.
- Organized several "Celebrate OTCCares" Days, inviting employees to wear their OTCCares shirt/button.
- Created the OTCCares Guide (a.k.a. the Red Folder) and distributed to all full and part-time employees at all locations.
- Created an on-line, voice-over presentation with general information about OTCCares, the BIT and reporting. This ten-minute presentation can be accessed at the following link: <http://students.otc.edu/bit/presentation/>

Local/State/National Networking

- Served as a consultant to other higher education BITs who are in various stages of development. This has included hosting BIT representatives from SBU on our campus, providing recommendations to St. Louis Community College-Florissant Valley, and working with Missouri State University's BIT Case Manager.
- Developed and presented the program *"The Behavioral Intervention Team and the OTCCares Initiative: How developing a campus culture of care can impact student success"* at the Missouri Community College Association state conference with Joan Barrett, Vice Chancellor of Student Affairs.

Professional Development and Training

The core and expanded BIT along with members of OTC's Title IX team participated in numerous BIT, DSS and/or Title IX sponsored programs and webinars. These programs included the following: "Student Veteran Retention and Success," "Social Media and Title IX Collide," "Transgender Students," "Trauma and Disability," "Threat Assessment Teams on Campus," "Title IX, VAWA & Religious Liberty," "Service Animals on Campus."

BIT core and expanded members also participated in the following trainings:

- National Behavioral Intervention Team Association (NaBITA) national conference
- NaBITA two-day Certification Training
- Meeting of the Minds conference
- Stop the Violence Seminar
- Green Dot Bystander Intervention Certification Training
- Safe Zone Ally Training
- Heartland Campus Safety Summit

2016 Planning Goals

The following are some of the goals and projects we will be pursuing in 2016:

- Continue the development of a formal case management protocol for our BIT, utilizing membership tools from and consultation with the Higher Education Case Management Association (HECMA).
- Seek to add a new Recorder position to our BIT.
- Continue to enhance the OTCCares/BIT pages of OTC's website.
- Develop and implement a second on-line, voice-over presentation for our website.
- Continue to assist in the development and implementation of the case study presentation concerning disruptive classroom behaviors and de-escalation for faculty. The initial case study program will take place during the February 2016 professional development day.
- Schedule professional development opportunities for our BIT Consortium, Advisory Committee members, and OTC employees, using the expertise of core BIT members, OTC's contracted psychologist, and other national experts in the field.
- Continue to develop innovative ways to educate OTC's student population about OTCCares and the BIT.
- Convene the 5th annual BIT planning retreat.
- Advocate for additional budget funds to continue to promote campus awareness, education, and training.
- Actively participate in relevant training opportunities for both BIT core, expanded and advisory committee members.

On behalf of our Behavioral Intervention Team core and expanded members, I thank you again for your ongoing advocacy and commitment to OTC's BIT. Please do not hesitate to contact me, or any of our BIT members, if we can provide additional information or answer your questions.

BIT Core Members

Joyce Bateman, Chair
Karla Gregg, Vice-Chair
Julia Edwards
Scott Leven
Loren Lundstrom

BIT Expanded Members

Susan Blakey
Matthew Brown
Jill Colony
Ronda Jones
Kelly Miller
David Mrad