

# CARE/BIT Team Training Overview

Our team at D-Prep and the International Alliance for Care and Threat Teams ([www.InterACTT.org](http://www.InterACTT.org)) will offer a series of online workshops and learning opportunities to further develop the CARE/BIT and threat team capacity at your institution. CARE and behavioral intervention (BIT) teams are a best practice for college campuses and universities. Formalizing the structure of your CARE and/or BIT team will help you identify at-risk students in need of support services as well as identify pre-incident warning signs that occur prior a violent or illegal act.

Improving on existing models, the formalization and training of a behavioral threat assessment team will include proper procedures, confidentiality protocols, data analysis, clear thresholds for threat assessments and law enforcement involvement, and the development of culturally competent bias mitigation plans. Drawing from case examples, current events, and research, this series of trainings will outline how violent incidents from the past support the identification of early behavioral warning signs, which allows us to intervene and prevent targeted violent attacks. This series of workshops will offer employees a general awareness of threat recognition while becoming familiar with protocols designed to facilitate confidential reporting procedures, the application of a risk rubric, and the development of violence and threat mitigation plans.

While designed to be an interactive series of online workshops and conversations, the trainings will also be recorded and made available along with supplemental training materials such as case studies, research articles, and access to online triage and threat tools. This will allow participants a chance to review past trainings, provide a cost-effective way to train new staff, and allow people to make up a missed meeting.



Dr. Brian Van Brunt  
Creative Director, D-Prep, Inc.  
Lead Content Expert, InterACTT



Jeff Solomon  
National Director of Safety, D-Prep, Inc.  
Advisory Team, InterACTT

Author of over a dozen books, Brian has spent time as a child and family therapist, university professor, partner at TNG, president of NABITA, and assistant deputy director of training at Secure Community Network. He is an internationally recognized expert in behavioral intervention, threat assessment, mental illness, and instructional design.

nationally recognized expert in school safety, Jeff served in law enforcement for 27 years and has an extensive background in the complex field of public safety in the school environment. He has worked for the California State University Police Department and the Grant School District Police Department – six years of which he served as the Chief of Police.



<b>Date</b>	<b>Topic</b>	<b>Description</b>
8/30/22	Core competencies for the CARE team	This session will review the core elements to BIT/CARE and threat teams to help orient new members and establish a baseline on core team concepts.
9/13/22	Initial risk assesment and case studies	Here we will discuss the Pathways triage risk tool that should be used on each case to mitigate bias and establish a pathway for intervention.
9/27/22	Meeting logistics, process and flow	Using case studies, we will offer examples of how cases flow through the team and how the chair coordinates the conversation and process.
10/11/22	Growing and maturing the team	This session will cover core issues such as team dynamics, addressing bias, group think, data gathering and developing a training schedule. Issues of marketing, advertising and how information is collected from the community will be discussed.
10/25/22	Core tenets of violence risk assessment	The VRA process will be described in terms of risk and protective factors and the DarkFox threat assessment system will be introduced and sample case examples scored.
11/8/22	Interviewing skills, deception detection and bias	Gathering information is an essential part of any threat assessment process. This often happens through an interview with the subject and gathering third-party reports. We will provide effective interviewing techniques and bias mitigation strategies.
11/22/22	From risk assessment to threat management	While assessment is the first step, this is always done with an eye toward intervention and management. We will review the report generation side of DarkFox and discuss the importance of an on-going threat mitigation plan.
1/10/23	Risk and threat mitigaion plan	A culturally competent mitigation plan must be developed from the assessment to ensure interventions are matched to the assessment. This is an on-going, circular process that we will describe in this session.
1/24/23	Referrals	This session will cover the art of referral, which is the central tool in the BIT/CARE and threat team approach. Connecting at-risk individuals to appropriate care allows risk factors to be reduced and anchor/protective factors to be increased. While sometimes seen as case management, referrals and warm handovers are an essential skill for everyone on the team.
2/7/23	Motivating the unmotivated	Working with challenging, unmotivated, and resistant individuals is part of the work of managing risk and connecting students to care.
2/28/23	Growing and maturing the team	This session is intended to discuss issues relevant to the entire training and look at ways to grow and develop the team. These may include development of end of the year reports, building educational programing, and the development of a policy and procedure manual.