WISCONSIN
TECHNICAL COLLEGE
SYSTEM

# BIT/CARE Training

November 17th , 2024 11am-12:30 central  December 11th, 2024 11am-12:30 central

**Brian Van Brunt, EdD**
Director of Behavior & Threat Management

D·PREP
SAFETY DIVISION

InterACTT
– INTERNATIONAL ALLIANCE –
FOR CARE AND THREAT TEAMS

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Angelo State University

**Tammy Hodo, PhD**
All Things Diverse, LLC

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InterACTT

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University of Toledo

**Bethany Smith**
Director of Safety

**Brian Heider**
WVPA

# Brian Van Brunt, Ed.D.

## Director of Behavior and Threat Management

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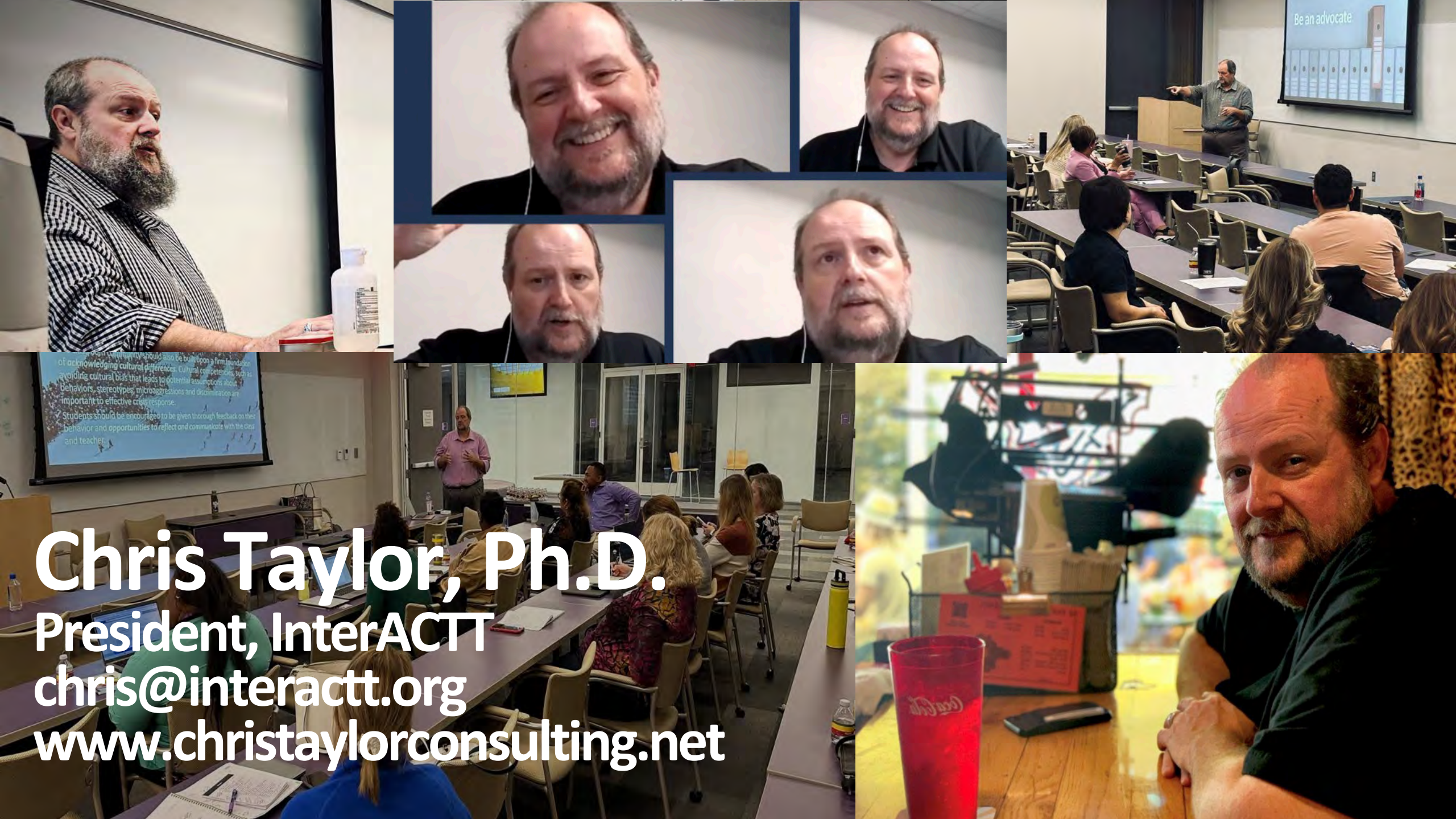
Be an advocate
Chris Taylor, Ph.D.
President, InterACTT
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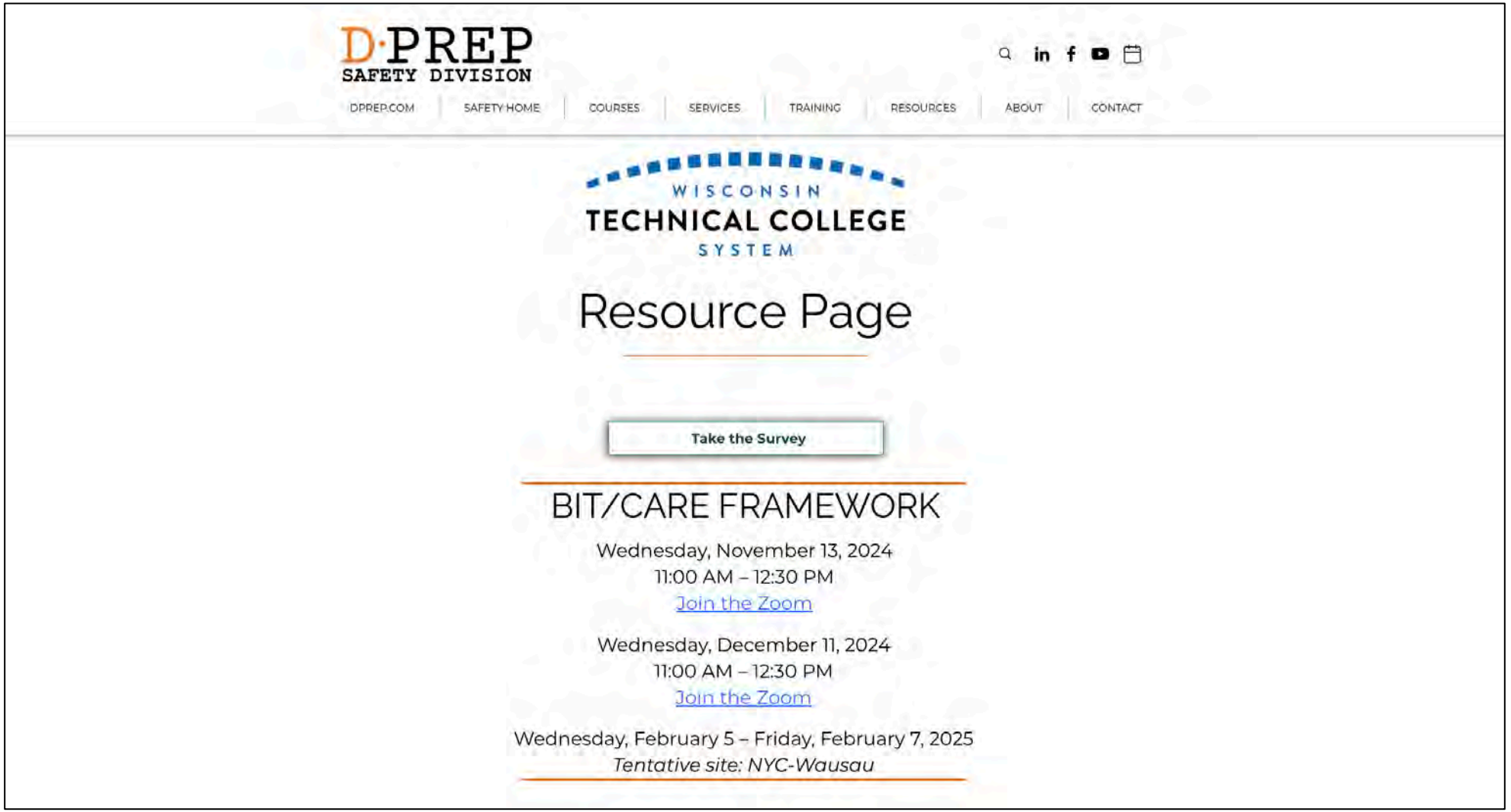
# Amy Murphy, PhD.

## Professor at Angelo State University

amy.murphy@angelo.edu

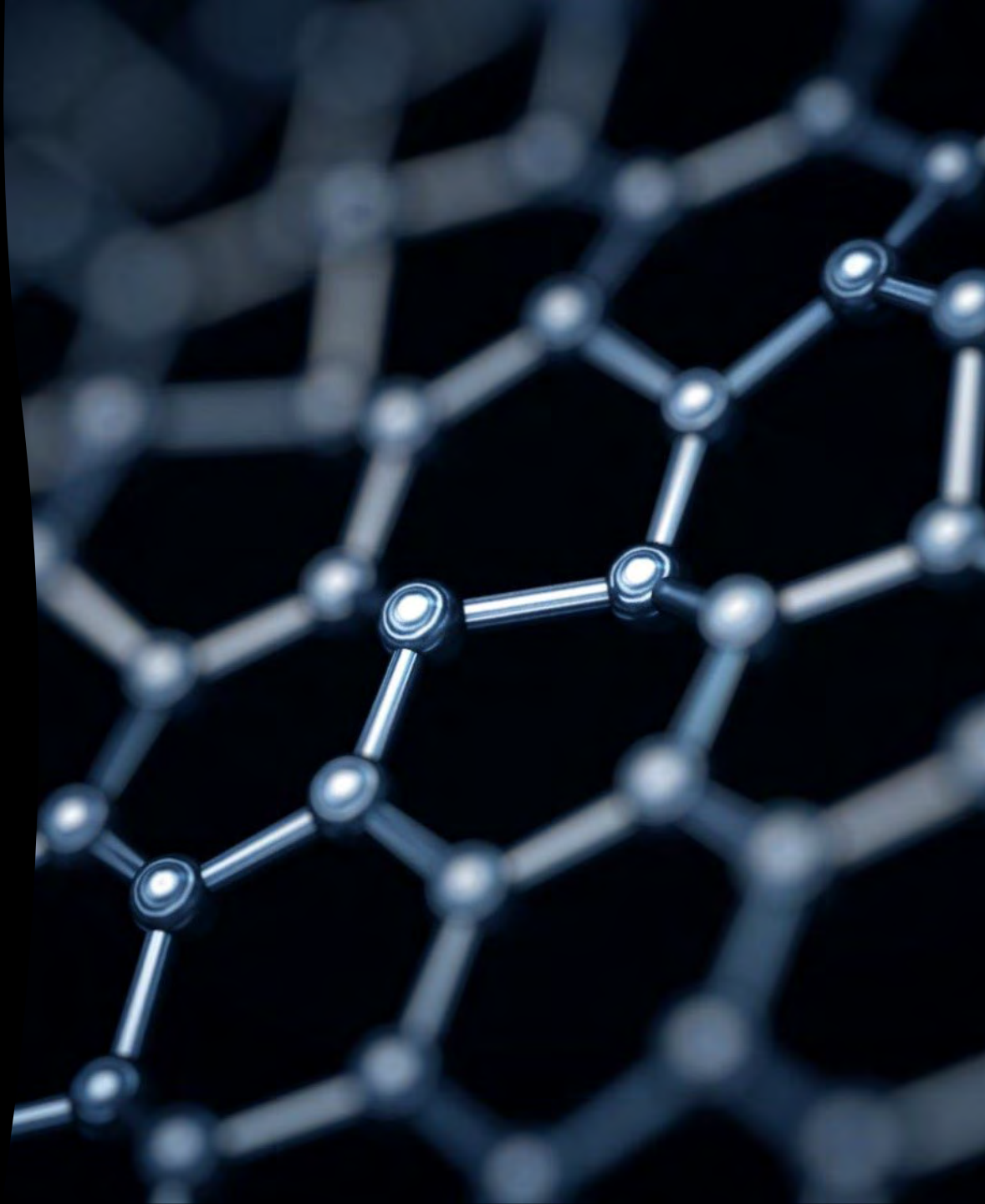


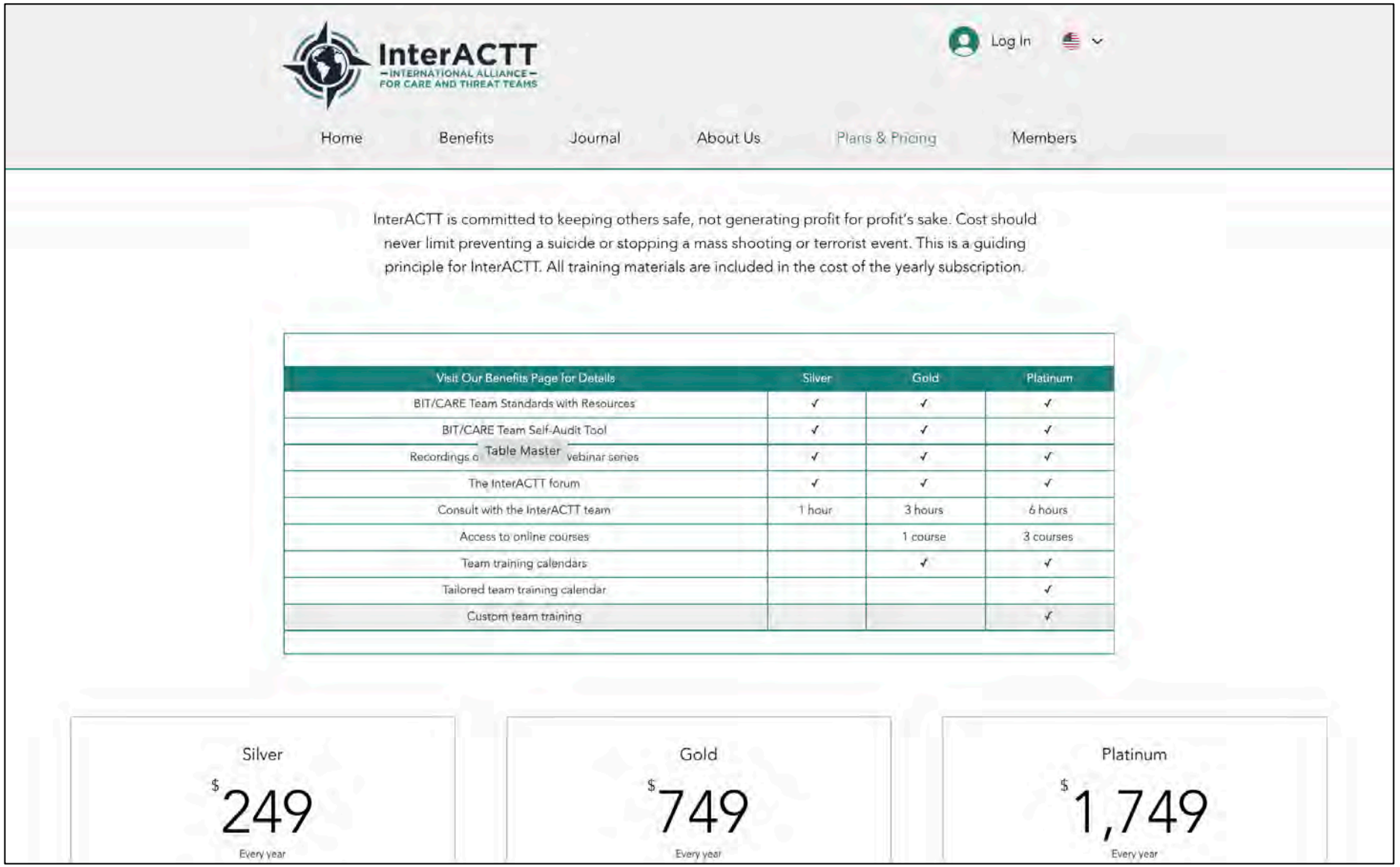

# www.dprepsafety.com/wisconsin

## PW: tech1

# TOPICS FOR TODAY

- InterACTT
- Survey Results
- BIT/CARE Standards
- Mission, Scope, Team Name
- Elephant, Three Phases
- Membership & Policy
- Reporting
- Pathways DarkFox






| Visit Our Benefits Page for Details | Silver | Gold | Platinum |
|---|---|---|---|
| BIT/CARE Team Standards with Resources | ✓ | ✓ | ✓ |
| BIT/CARE Team Self-Audit Tool | ✓ | ✓ | ✓ |
| Recordings o webinar series | ✓ | ✓ | ✓ |
| The InterACTT forum | ✓ | ✓ | ✓ |
| Consult with the InterACTT team | 1 hour | 3 hours | 6 hours |
| Access to online courses | | 1 course | 3 courses |
| Team training calendars | | ✓ | ✓ |
| Tailored team training calendar | | | ✓ |
| Custom team training | | | ✓ |

**www.interactt.org/subscribe**

# Webinar Recordings

InterACTT has teamed with DPrep Safety to share these monthly conversations related to threat and violence risk assessment in K-12, college, and workplace cases. Our team and expert guests will discuss topics related to risk and protective factors, interviewing techniques, deception detection, impression management, social media threat, incels, white supremacy, gatekeeping/triage, behavioral intervention teams, cultural competency, report writing, and case management.

## BIT/CARE Team Processes and Development

**Bystander Intervention and the Power of Hello**

Watch Now

**BIT/CARE and Conduct**

Watch Now

**Running a Self-Audit on Your Team**

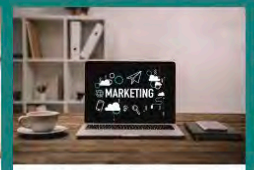
Watch Now

**FERPA, HIPAA, and State Confidentiality**

Watch Now

**Accommodations and Students with Disabilities**

Watch Now




**Marketing Your Team**

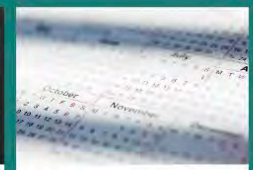
Watch Now

**Discussing a CASE**

Watch Now

**Creating Team Success and Accepting Failure**

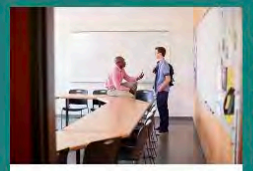
Watch Now



**Developing a Training Schedule**

Watch Now

## Threat Assessment and Management

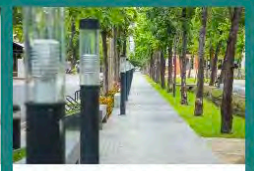


**Jedi Mind Tricks: From Verbal Judo to Crucial Conversations**

Coming S...

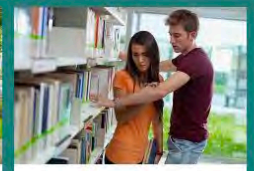
**The Perils and Benefits of Online Threat Assessments**

Watch Now



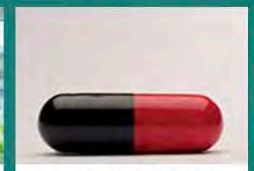
**Physical Safety and Security**

Watch Now



**Violence Risk Assessment in Title IX**

Watch Now

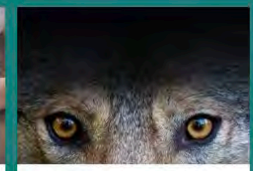


**Understanding the Incel**

Watch Now

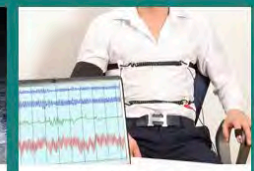
**Threat and Risk Management**

Watch Now



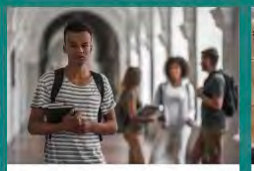
**A Growing Threat: White Supremacist Violence**

Watch Now



**Addressing Truthfulness and Credibility**

Watch Now

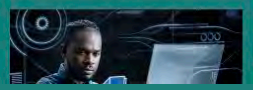


**Diversity in Violence Risk Assessment**

Watch Now

**Threat Assessment and BIT/CARE Teams**

Watch Now



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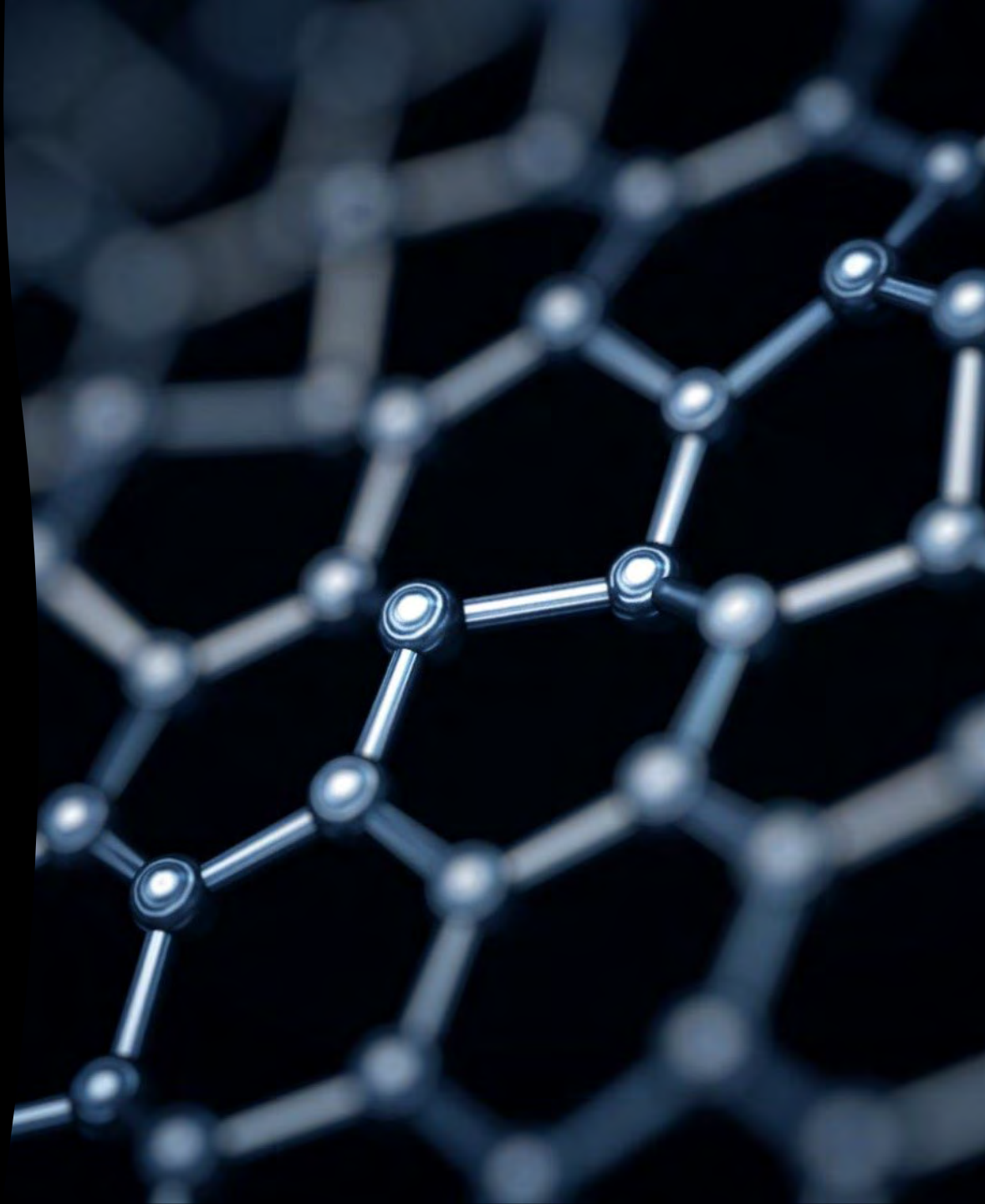


# What are some things you are hoping to gain from this training?

More confidence in risk assessment and threat assessment

Operating a BIT more effectively, checklists and processes

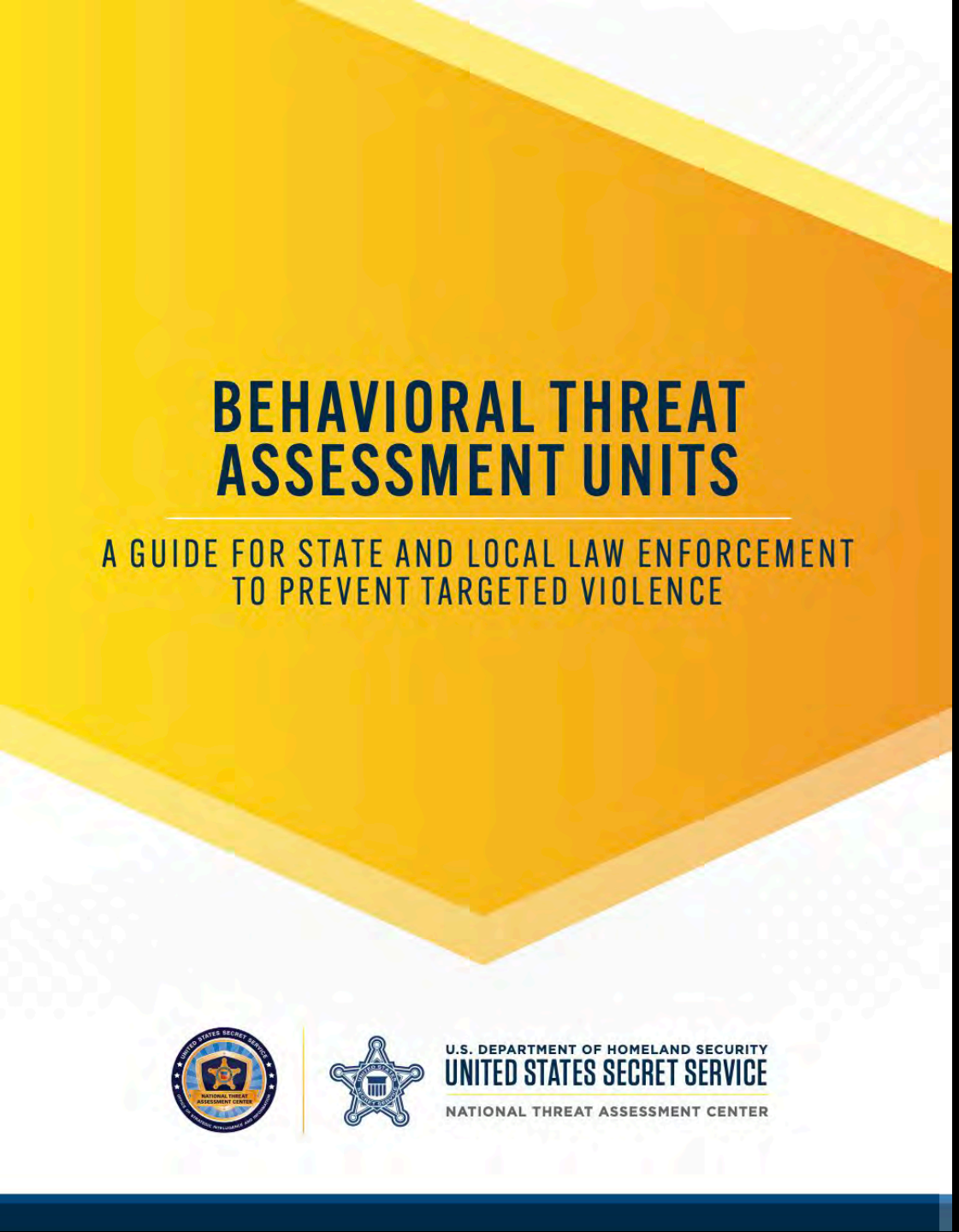
Learning from after-action, post incident

Understanding how to talk about feeling vs. being threatened

Learning about Neurodivergence an legal issues in assessment

Reviewing resources, organizations and tools

**Recognition that there is a vast range of structures and resources across the WTCs colleges for Cares/BIT**


BEHAVIORAL THREAT ASSESSMENT UNITS
A GUIDE FOR STATE AND LOCAL LAW ENFORCEMENT TO PREVENT TARGETED VIOLENCE
U.S. DEPARTMENT OF HOMELAND SECURITY
UNITED STATES SECRET SERVICE
NATIONAL THREAT ASSESSMENT CENTER

# New Release!

## THE PRINCIPLES AND OBJECTIVES OF BEHAVIORAL THREAT ASSESSMENT

The Secret Service recognizes that preventing targeted violence is possible if communities are equipped with the training and resources necessary to identify individuals of concern, assess their risk of violence, and intervene appropriately, namely through ***behavioral threat assessment*** (also referred to as behavioral threat assessment and management or "BTAM"). Behavioral threat assessment is an approach to proactively prevent incidents of targeted violence. NTAC research and Secret Service operational experience have established that behavioral threat assessment:

### Behavioral Threat Assessment:

A behavior-based approach to proactively prevent incidents of targeted violence.

UNITED STATES SECRET SERVICE
NATIONAL THREAT ASSESSMENT CENTER

## THE FRAMEWORK

| | |
|---|---|
| **STEP 1:** | Establish a Behavioral Threat Assessment Unit and Policy |
| **STEP 2:** | Create Operational Protocols and Procedures |
| **STEP 3:** | Identify and Process Reports of Concerning Behavior |
| **STEP 4:** | Gather Information to Assess for Risk |
| **STEP 5:** | Develop Risk Management Strategies |
| **STEP 6:** | Promote Continuous Improvement and a Culture of Prevention |

## THE SECRET SERVICE MODEL

The Secret Service originally developed behavioral threat assessment to prevent assassinations and safeguard the nation's leaders. The process was built upon NTAC's research which found that most individuals who engage in acts of targeted violence elicit concern in those around them prior to the attack. The Secret Service model, therefore, is designed to ***identify*** individuals displaying threatening or concerning behavior, gather information to ***assess*** if an individual poses a risk of violence, and then ***manage*** the risk by implementing appropriate interventions.

The Secret Service model has since been adapted to prevent all forms of targeted violence impacting communities in America, including acts of workplace violence, K–12 school shootings, terrorism, and mass attacks in public spaces.

Mission
Scope
Name
Team Process
Membership
Multiple Teams
Gather Data

Mission

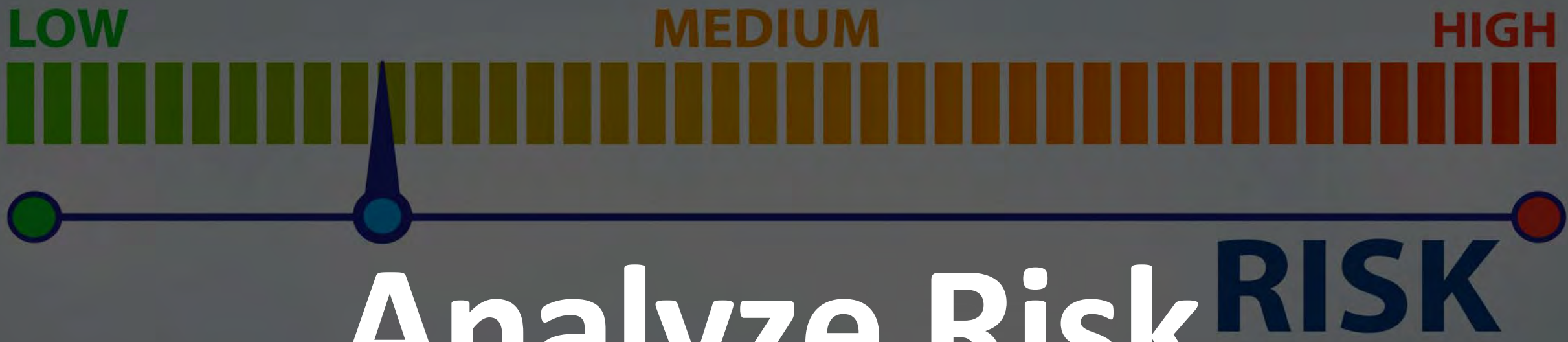
Scope

Name

Team Process

Membership

Multiple Teams




# Analyze Risk

Mission
Scope
Name
Team Process
Membership
Multiple Teams
Intervene

Mission
Scope
Name
Team Process
Membership
Multiple Teams

## BEHAVIORAL THREAT ASSESSMENT...

| | |
|---|---|
| is a proactive approach to **violence prevention**. | ***is not*** a criminal investigation. |
| provides an avenue for **early intervention**. | ***is not*** a physical security measure. |
| focuses on assessing and managing **concerning behavior**. | ***is not*** profiling. |

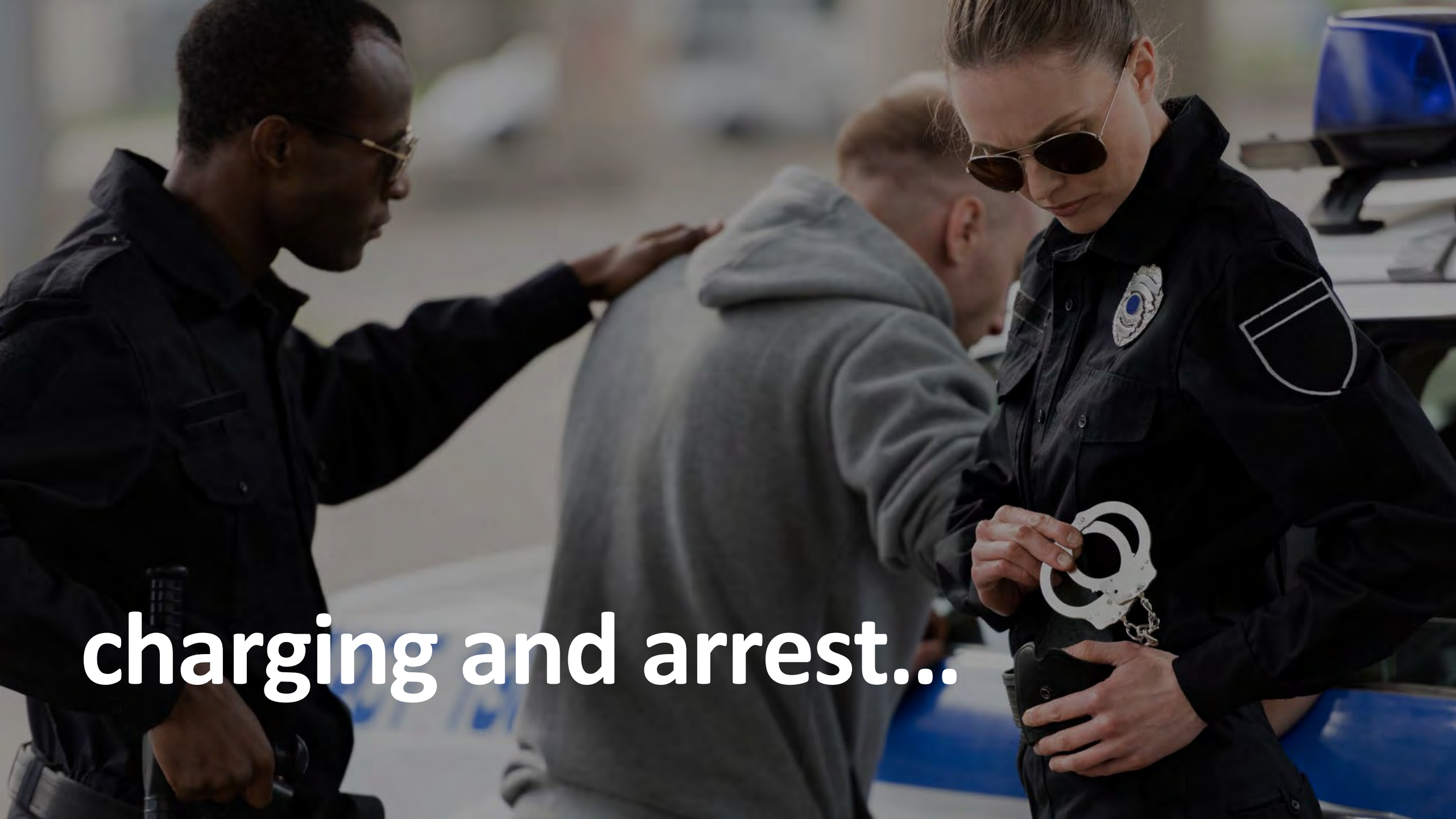
Investigation

Charge

Arrest

# Shift to BIT/CARE Model

# Shift from investigation…


charging and arrest...

# to a BIT/CARE Model

# STEP 3: IDENTIFY AND PROCESS REPORTS OF CONCERNING BEHAVIOR

BTAUs must establish avenues to receive reports of concerning behavior in the community, including internal and external agency referrals and bystander reporting from the public. Without clear channels for reporting, BTAUs may miss opportunities to identify and intervene with individuals of concern. Units must further have the capability to triage all reports for imminent threats to life or safety and respond accordingly. BTAUs may then triage reports for relevancy to the units' objectives and share information with parties external to the units as necessary.

## RECEIVE REPORTS AT A CENTRALIZED POINT

The Secret Service receives information relevant to the agency's protective mission from a variety of sources, including concerned bystanders, law enforcement agencies, and other organizations. Regardless of the source, all information with a Protective Intelligence nexus is collected and processed through a centralized operations center within the Secret Service. BTAUs will similarly receive reports of concerning behavior from within their own agency, members of the community, and outside law enforcement agencies and partner organizations, which should be routed to a

Avoid Silos

Receiving Concerns
Concern Form
Information Standards
Information Sharing
Case Discussion
Level of Risk
Violence Risk Assessments
Psychological Assessments
Interventions
Bias Mitigation
Case Management
Record Keeping
Database Utilization
Receiving Concerns

- Receiving Concerns
- Concern Form
- Information Standards
- Information Sharing
- Case Discussion
- Level of Risk
- Violence Risk Assessments
- Psychological Assessments
- Interventions
- Bias Mitigation
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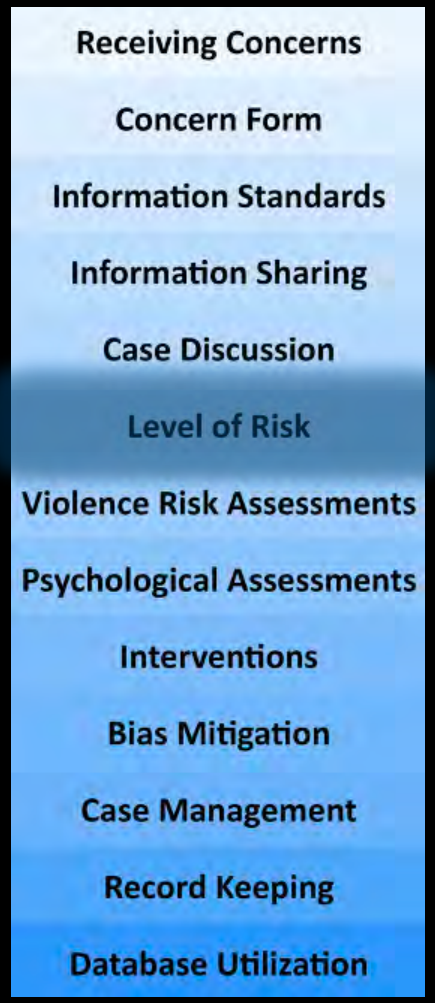
- Violence Risk Assessments
- Psychological Assessments
- Interventions
- Bias Mitigation
- Case Management
- Record Keeping
- Database Utilization

# Share with any BIT Team Member

Receiving Concerns
Concern Form
Information Standards
Information Sharing
Case Discussion
Level of Risk
Violence Risk Assessments
Psychological Assessments
Interventions
Bias Mitigation
Case Management
Record Keeping
Database Utilization
Allow Anonymous Sharing

| PRELIMINARY INQUIRY | FULL ASSESSMENT |
| --- | --- |
| • Gather as much information as necessary to establish context for reported concerns<br>• Determine whether the case should be closed or if the case warrants a full assessment | • Gather all relevant information from all relevant sources<br>• Comprehensively assess the risk posed by an individual<br>• Identify strategies to mitigate risk |

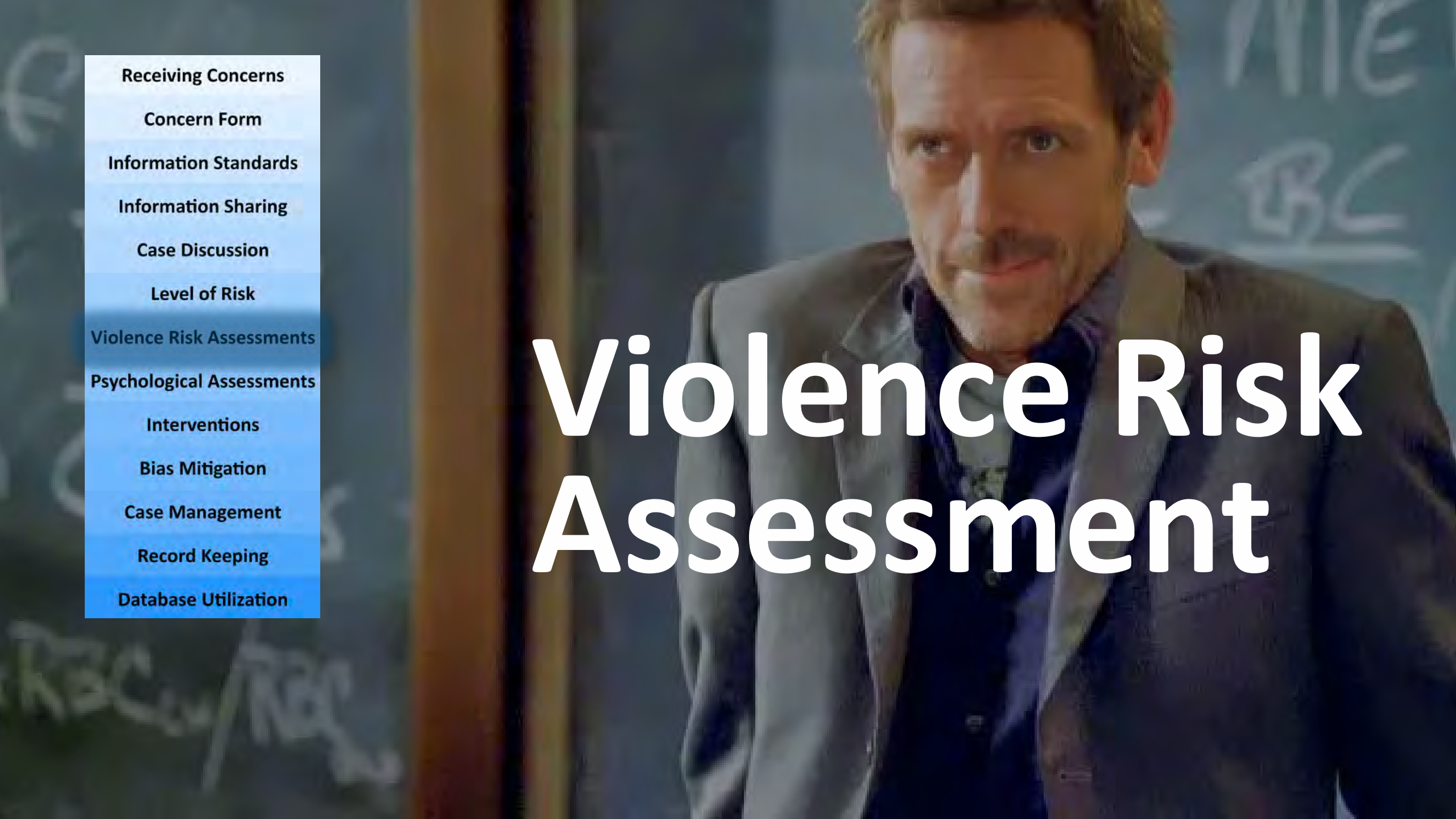
# Triage Assessment




Ensures assessment matches interventions

Mitigates bias in decision making

Increases legal protection for school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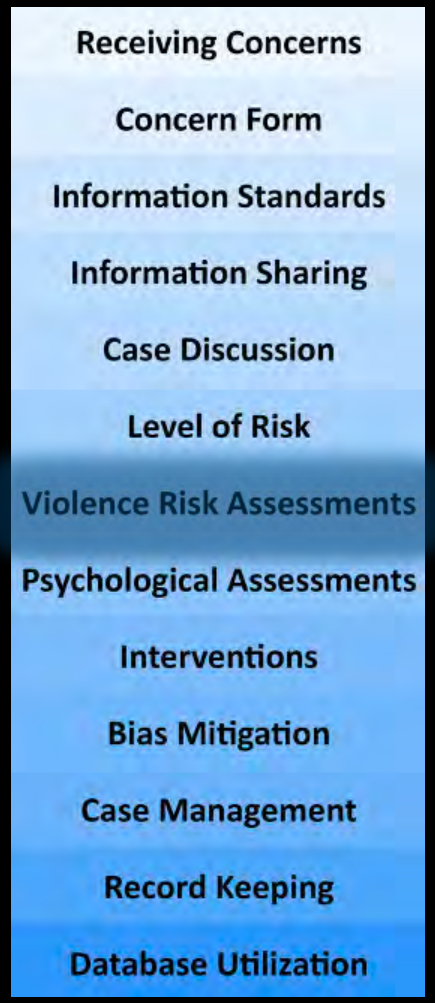
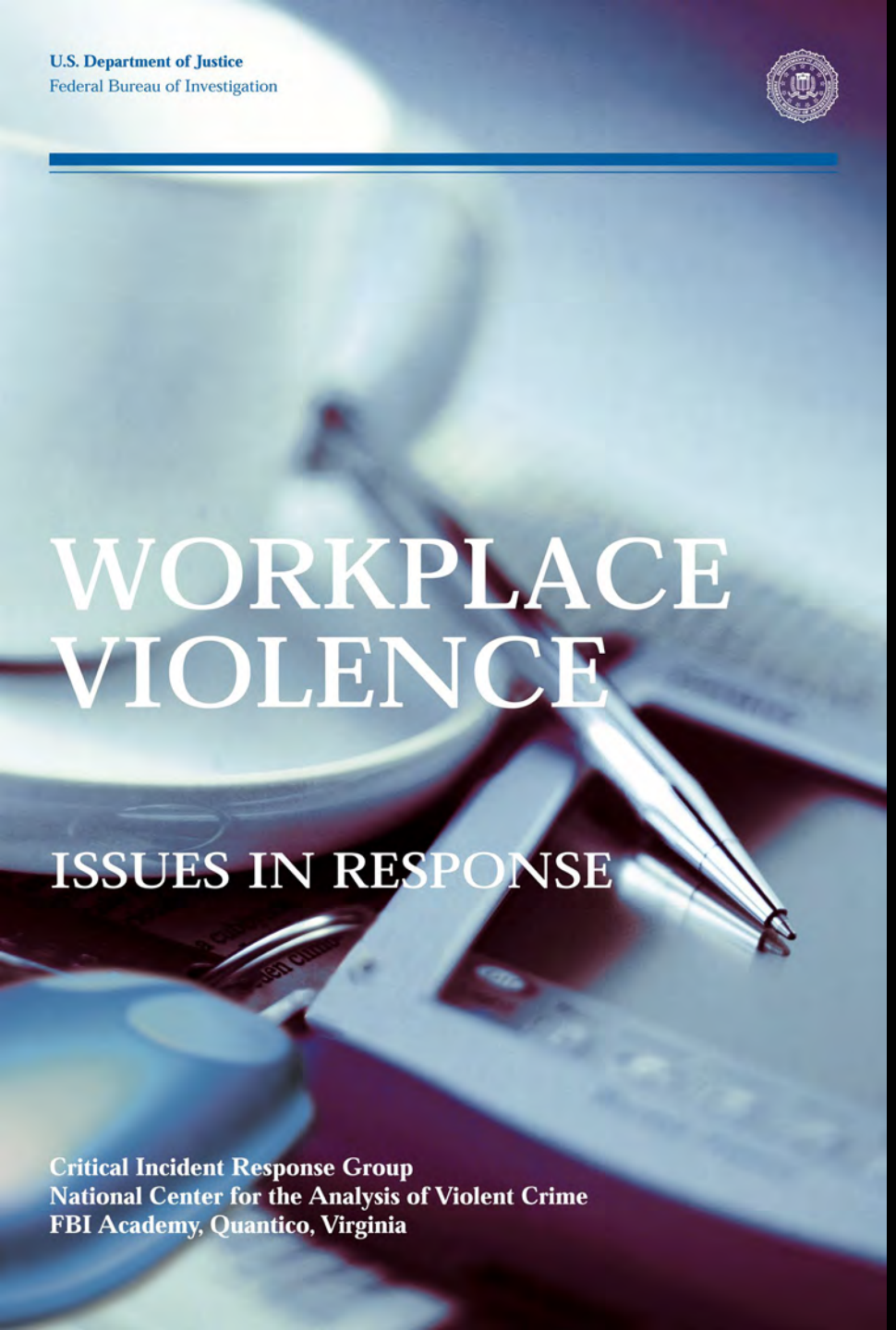
Database Utilization
Violence Risk Assessment




More detailed questions and review of context

Violence risk is broader term for assessing risk to self/others

Threat assessment relates to the response to an active threat




## The Zero Tolerance Question

When it began appearing in the language three decades ago, the phrase "zero tolerance" customarily referred to a standard, rather than a penalty. Zero tolerance on drugs meant that the standard of conduct would be no drug use. Zero tolerance on harmful substances in food or water supplies meant that no amount of a particular toxic chemical or infectious agent would be considered safe.

Over the last decade, zero tolerance has taken on a different meaning: the application of an automatic penalty for a designated offense. In that sense the policy has at times been criticized for overriding judgment and common sense, as when school administrators acting under a zero tolerance drug or weapons policy expel a student for bringing a nail file to school or having a cold pill or a couple of aspirin tablets in a lunch box.

With regard to workplace violence, employers should make clear that zero tolerance in the original sense of the phrase applies—that is, no threatening or violent behavior is acceptable and no violent incident will be ignored. Company violence prevention policies should require action on all reports of violence, without exception. That does not mean, however, that a rigid, one-size-fits-all policy of automatic penalties is appropriate, effective or desirable. It may even be counterproductive, since employees may be more reluctant to report a fellow worker if he is subject to automatic termination regardless of the circumstances or seriousness of his offense.

Judicial
Family
Law Enforcement
Social
Education
INDIVIDUAL OF CONCERN
Community
Employment
Online
Social Services
Mental Health

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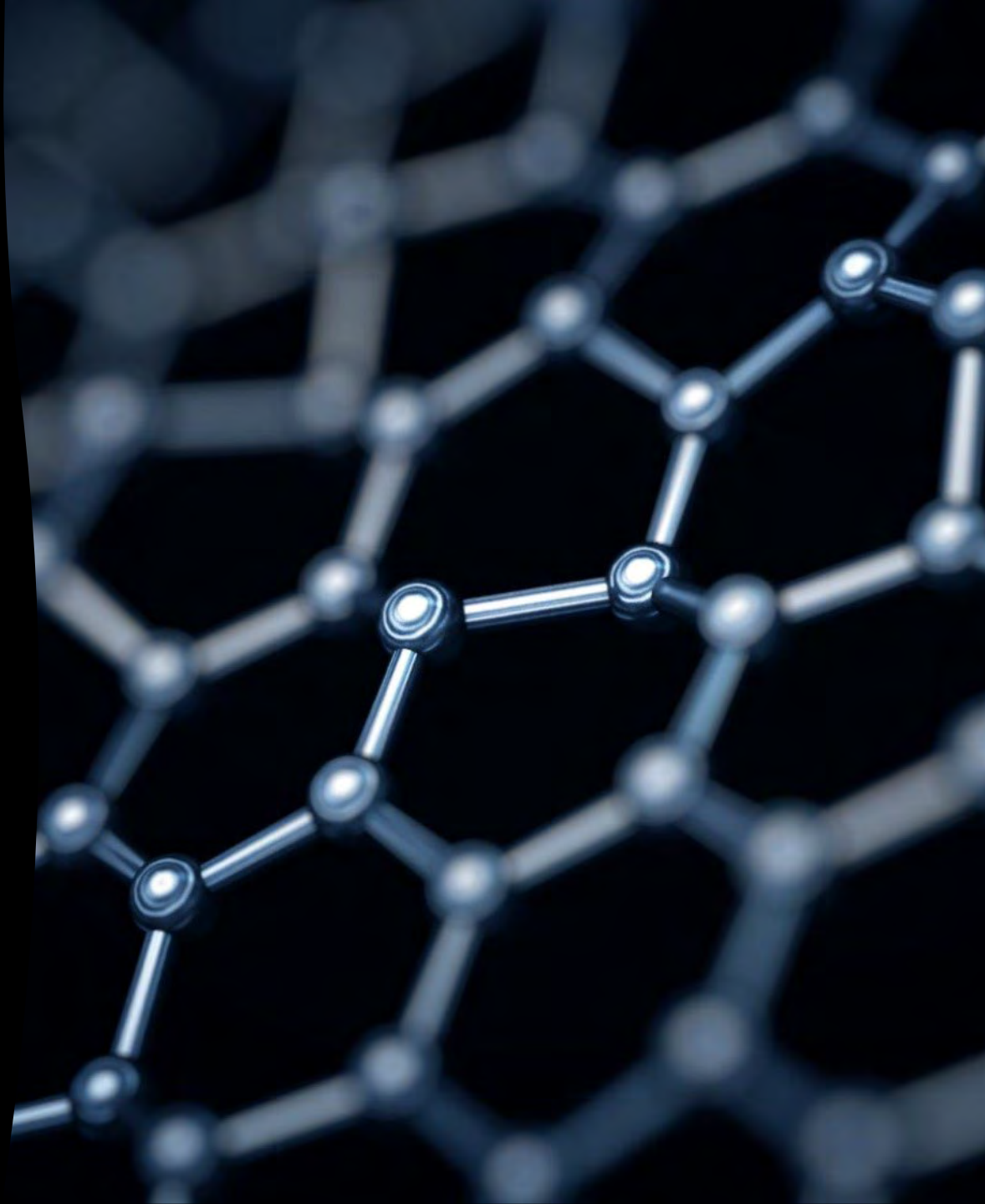
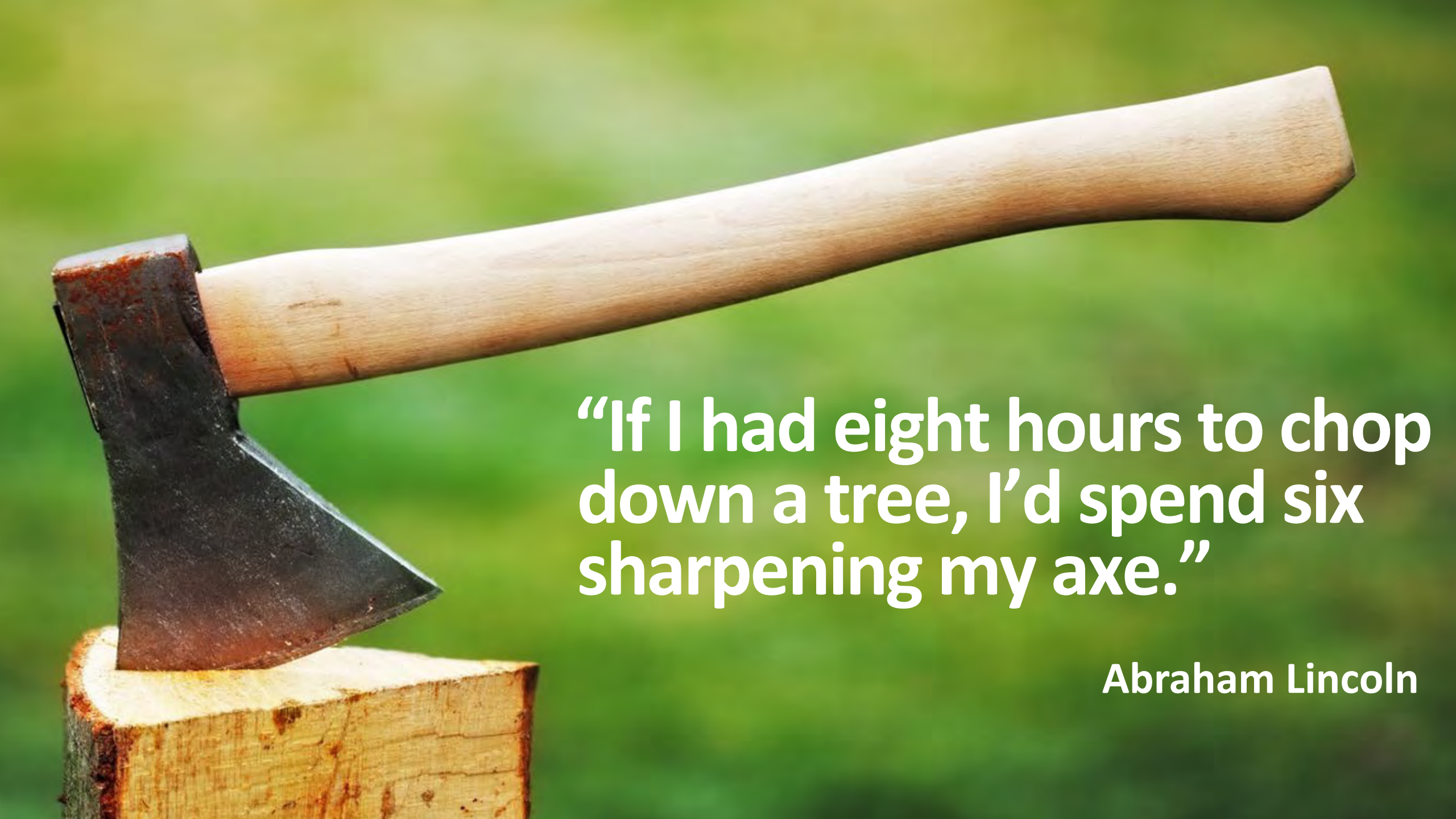


# Framework

D·PREP
SAFETY DIVISION


“If I had eight hours to chop down a tree, I’d spend six sharpening my axe.”
Abraham Lincoln

Receiving Concerns
Concern Form
Information Standards
Information Sharing
Frequency of Meetings
Case Discussion
Leadership
Level of Risk
Budget
Violence Risk Assessments
Supervision and Guidance
Mission
Policy & Procedures
Psychological Assessments
Training and Development
Scope
Cultural Awareness
Interventions
Case Evaluation
Name
Disability Awareness
Bias Mitigation
End-of-Term Reports
Team Process
Website
Case Management
After Action Reports
Membership
Team Presentation
Record Keeping
Needs Assessment
Multiple Teams
Other Marketing
Database Utilization
Stress Management
Team Definition
Team Operations
Case Processing
Continuous Improvement

# Team Definitions

Mission
Scope
Name
Team Process
Membership
Multiple Teams

D·PREP
SAFETY DIVISION

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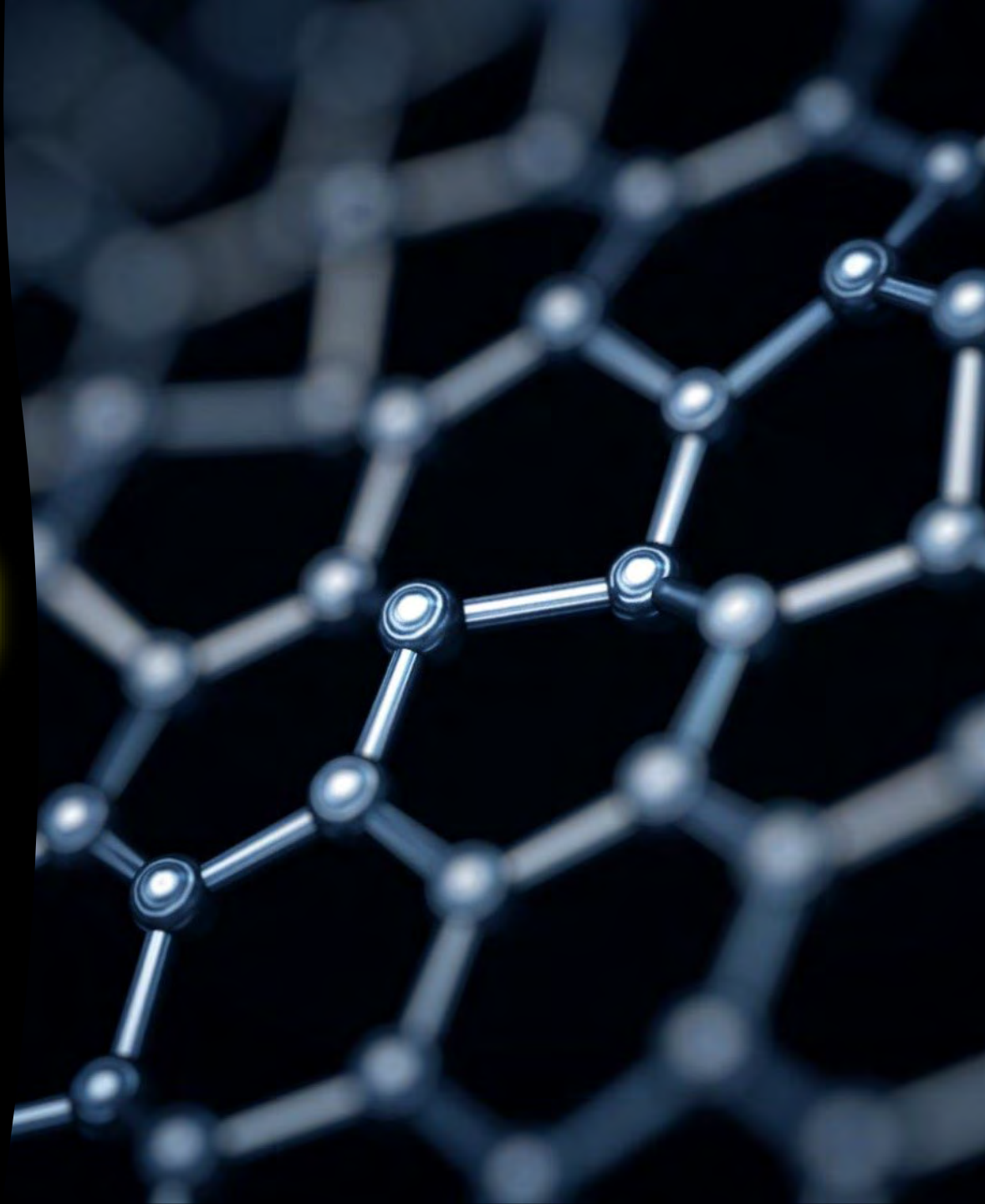
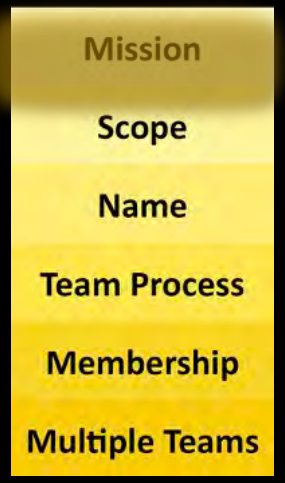





Ideally, 5-8 diverse staff and faculty

A group of professional staff and educators who meet regularly to discuss behavior that presents a disruption, harm to self or others, or inhibits educational or workplace progress. The team works to identify, assess and mitigate the behavior through, consistent, evidence-based, culturally competent, well documented support, guidance, intervention and management.

Meet weekly or every other week

Focus on helping connect to resources

Avoid capricious and arbitrary processes

Timely, clear and consistent

Interventions are geared to specific groups

Mission
Scope
Name
Team Process
Membership
Multiple Teams

Mission

Scope

Name

Team Process

Membership

Multiple Teams

# Outsider Concerns

Perspective Students

Protesters from Off Campus

Recently Graduated

Non-Students Dating Your Students

Parents of Students

Gym, Health, Sports Games

Vendors & Third-Party Workers

Mission

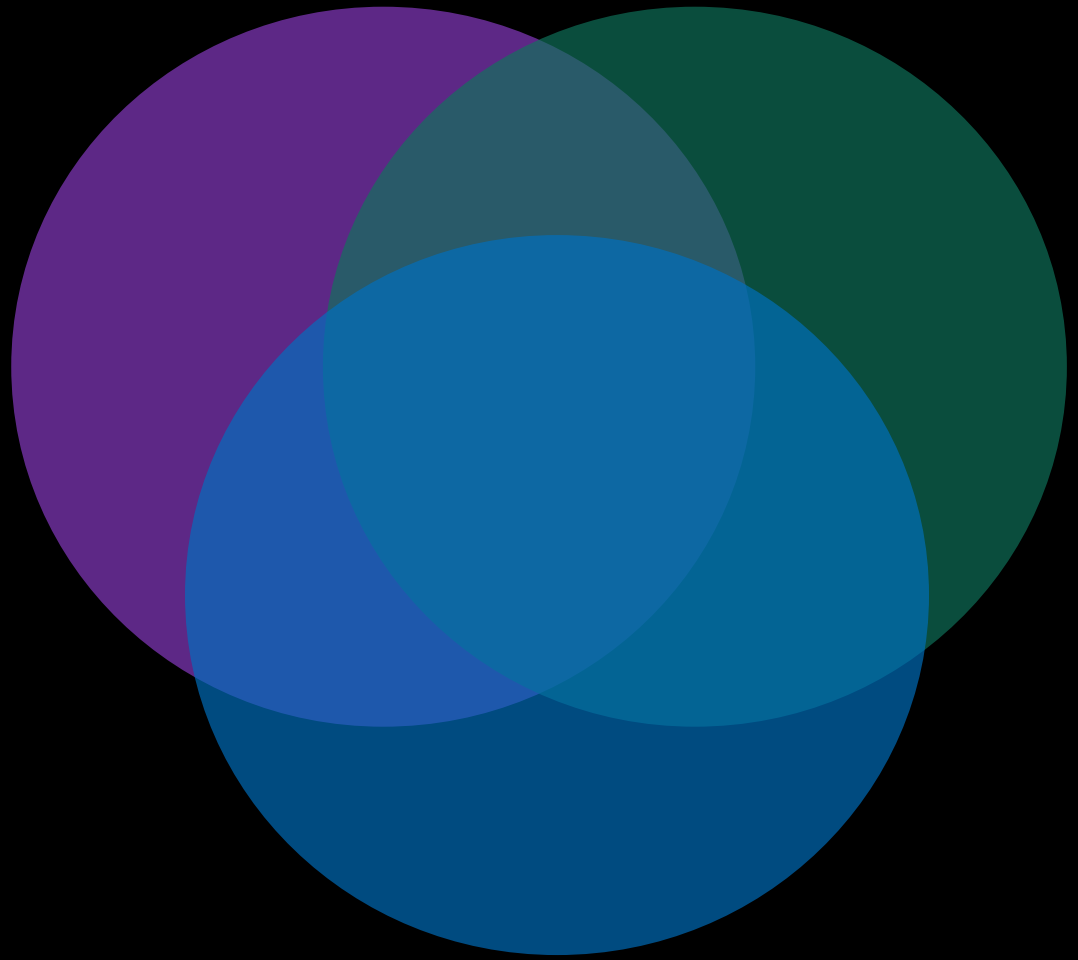
Scope

Name

Team Process

Membership

Multiple Teams



Mental Health

Conduct Threat

General Concern

Mission
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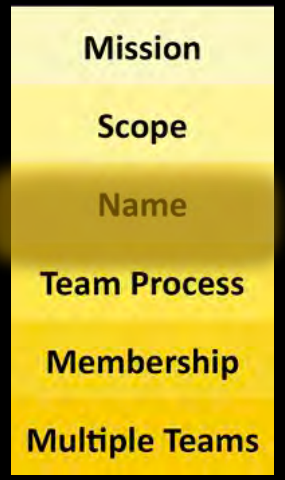


Avoid overly cute, silly or casual names, as the work we do is serious

**HUGS**
**H**elp **U**nderstanding **G**uidance **and** **S**upport

**Student Health Intervention Team**

**Helping Hands**

Avoid overly tactical, scary or complicated names because this reduces reporting

**Behavioral Identification and Intervention Team**

**Threat Team**

**Batman Tactical Response Unit**

Mission

Scope

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Multiple Teams

CARE

BIT

STUDENT OF CONCERN

THREAT or TAT

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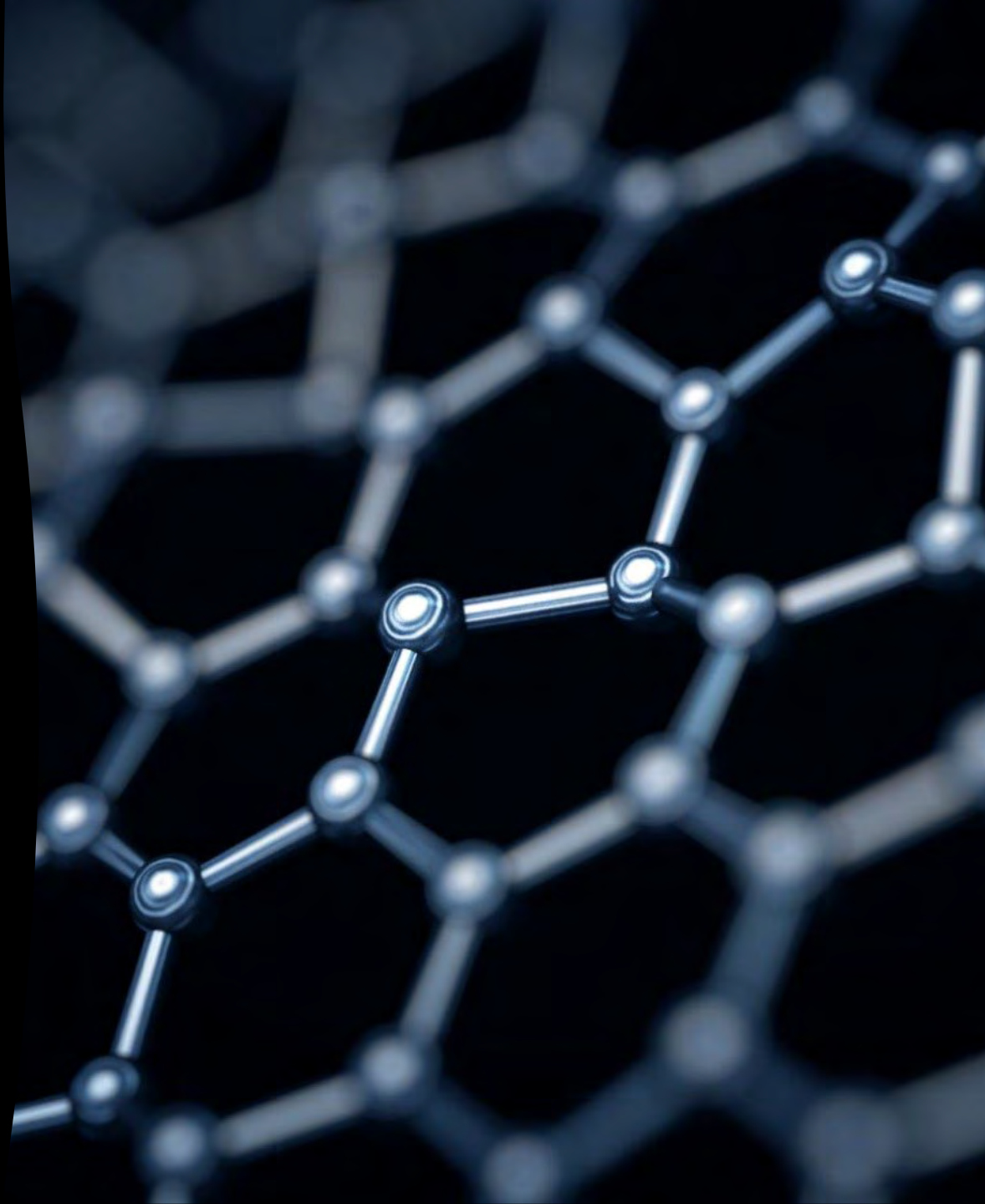

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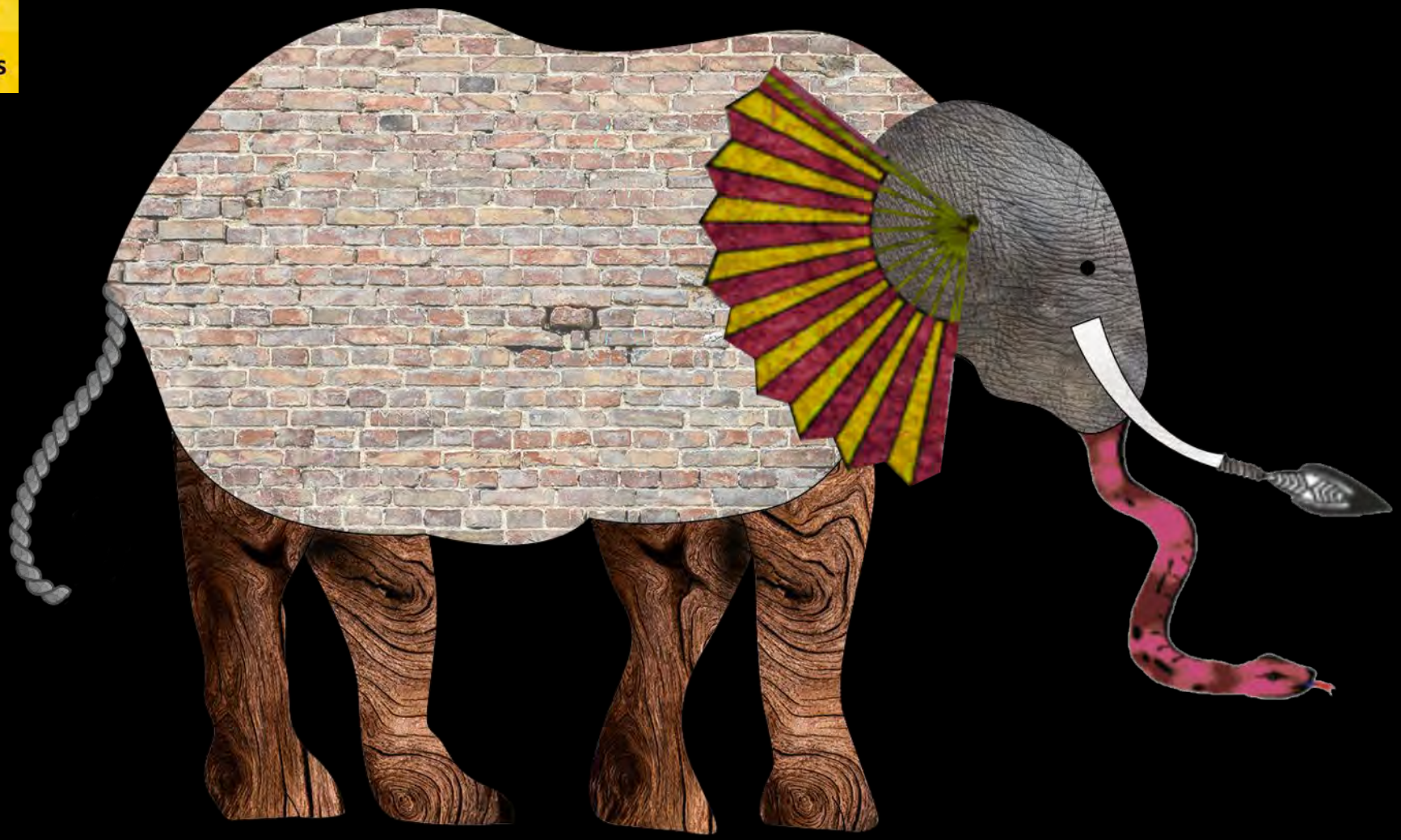
Membership

Multiple Teams



Mission

Scope

Name

Team Process

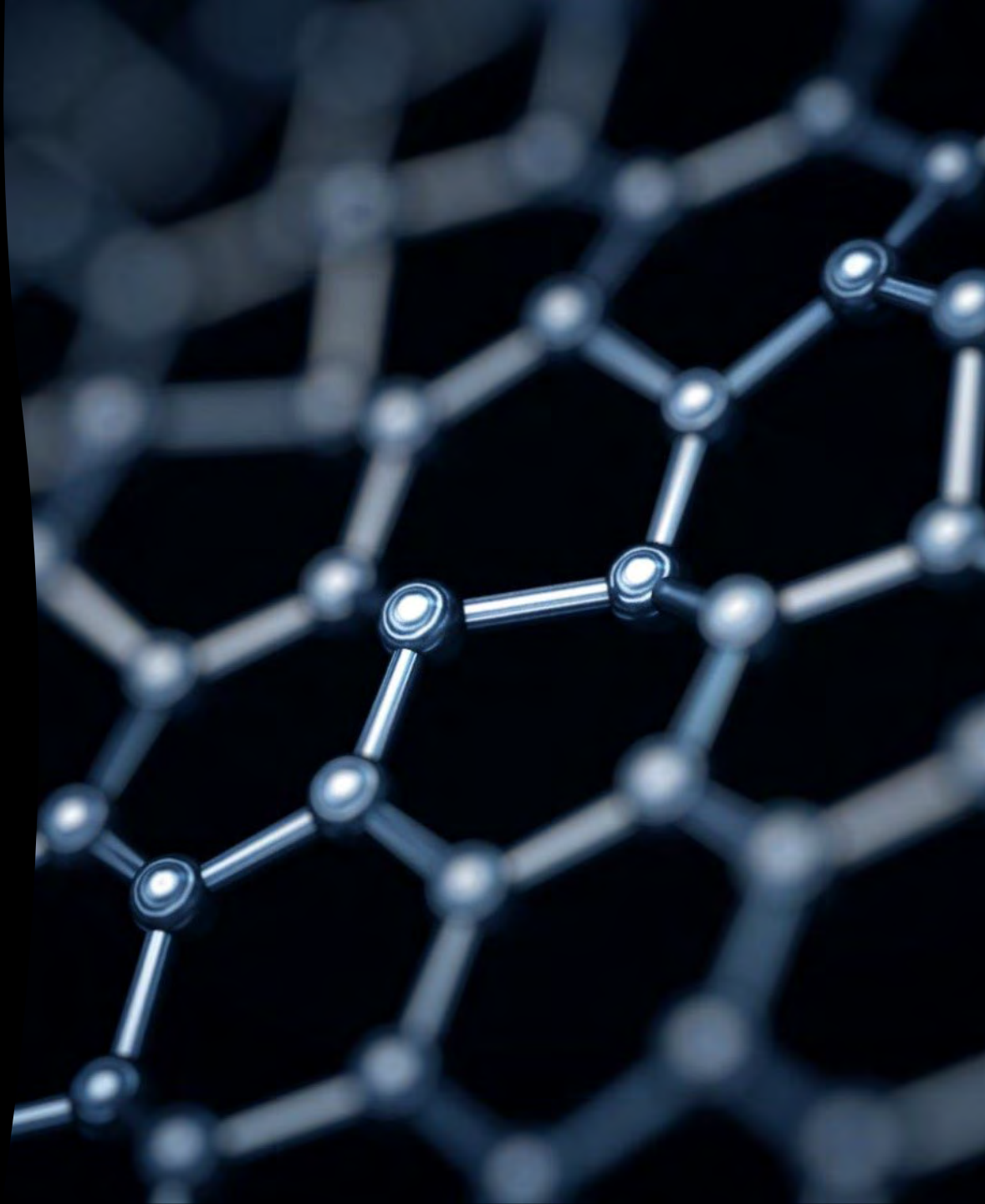
Membership

Multiple Teams

**Teams are not punitive in their approach, but rather preventative and focused on connecting those at risk to resources and moving them from the pathway of violence to social integration and support.**

# TOPICS FOR TODAY

- InterACTT
- Survey Results
- BIT/CARE Standards
- Mission, Scope, Team Name
- Elephant, Three Phases
- Membership & Policy
- Reporting
- Pathways DarkFox



Mission

Scope

Name

Team Process

Membership

Multiple Teams

# Student Conduct
# Counseling
# Campus Police
# VPSS or Dean
# Case Manager
# ADA/504
# Faculty Representative
# Health Services

Mission
Scope
Name
Team Process
Membership
Multiple Teams
Find a balance between

Frequency of Meetings

Leadership

Budget

Policy & Procedures

Cultural Awareness

Disability Awareness

Website

Team Presentation

Other Marketing

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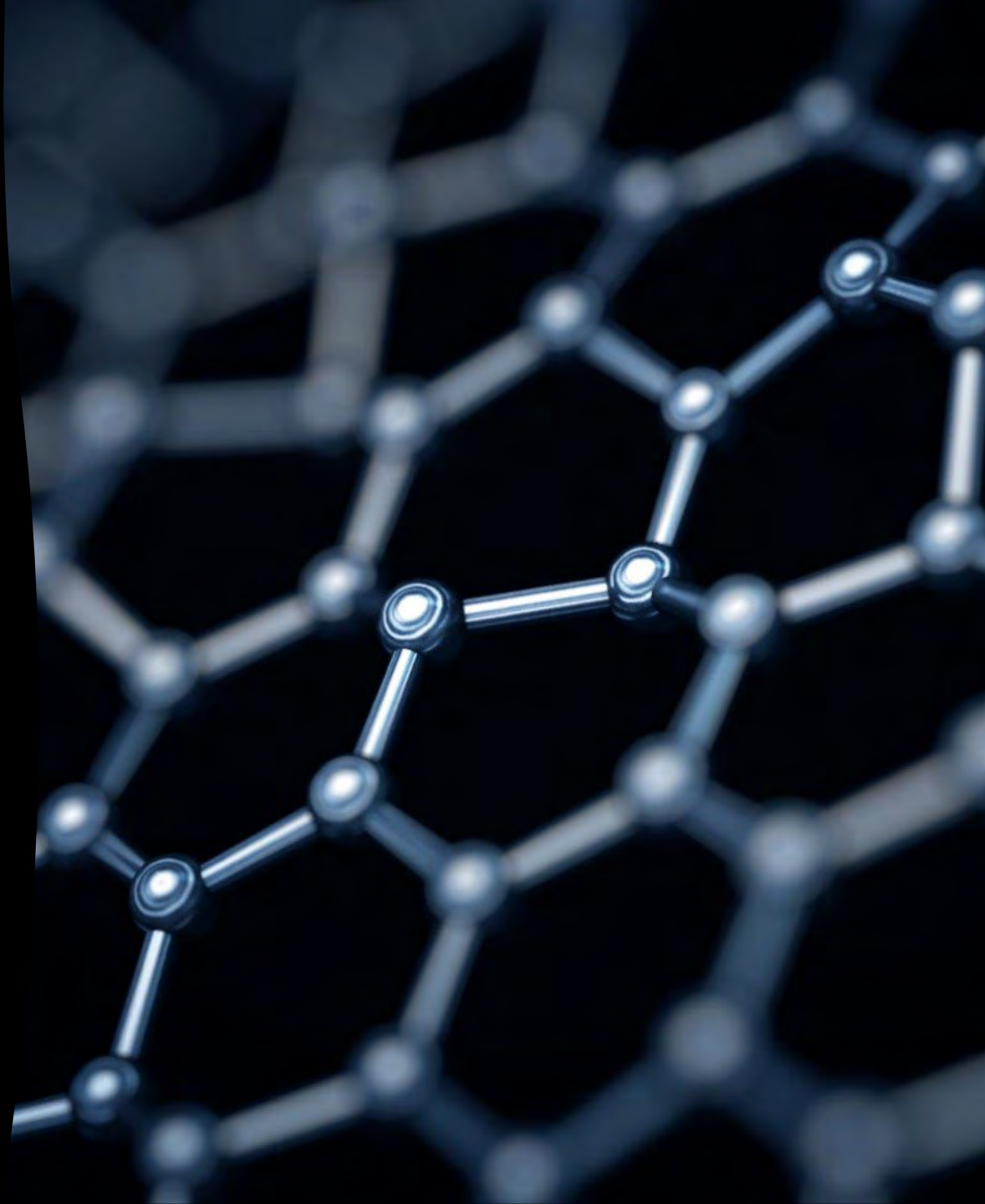

Receiving Concerns
Concern Form
Information Standards
Information Sharing
Case Discussion
Level of Risk
Violence Risk Assessments
Psychological Assessments
Interventions
Bias Mitigation
Case Management
Record Keeping
Database Utilization
Receiving Concerns

- Receiving Concerns
- Concern Form
- Information Standards
- Information Sharing
- Case Discussion
- Level of Risk
- Violence Risk Assessments
- Psychological Assessments
- Interventions
- Bias Mitigation
- Case Management
- Record Keeping
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Receiving Concerns
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Database Utilization

- Receiving Concerns
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- Level of Risk
- Violence Risk Assessments
- Psychological Assessments
- Interventions
- Bias Mitigation
- Case Management
- Record Keeping
- Database Utilization

# Share with any BIT Team Member

Receiving Concerns
Concern Form
Information Standards
Information Sharing
Case Discussion
Level of Risk
Violence Risk Assessments
Psychological Assessments
Interventions
Bias Mitigation
Case Management
Record Keeping
Database Utilization
Allow Anonymous Sharing

- Receiving Concerns
- Concern Form
- Information Standards
- Information Sharing
- Case Discussion
- Level of Risk
- Violence Risk Assessments
- Psychological Assessments
- Interventions
- Bias Mitigation
- Case Management
- Record Keeping
- Database Utilization

# Anonymous

- Receiving Concerns
- Concern Form
- Information Standards
- Information Sharing
- Case Discussion
- Level of Risk
- Violence Risk Assessments
- Psychological Assessments
- Interventions
- Bias Mitigation
- Case Management
- Record Keeping
- Database Utilization

# Allow external sharing

Receiving Concerns
Concern Form
Information Standards
Information Sharing
Case Discussion
Level of Risk
Violence Risk Assessments
Psychological Assessments
Interventions
Bias Mitigation
Case Management
Record Keeping
Database Utilization
Don’t expect too much

- Receiving Concerns
- Concern Form
- Information Standards
- Information Sharing
- Case Discussion
- Level of Risk
- Violence Risk Assessments
- Psychological Assessments
- Interventions
- Bias Mitigation
- Case Management
- Record Keeping
- Database Utilization

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# MARKETING YOUR BIT/CARE TEAM: THE CONCERN FORM

# TOPICS FOR TODAY

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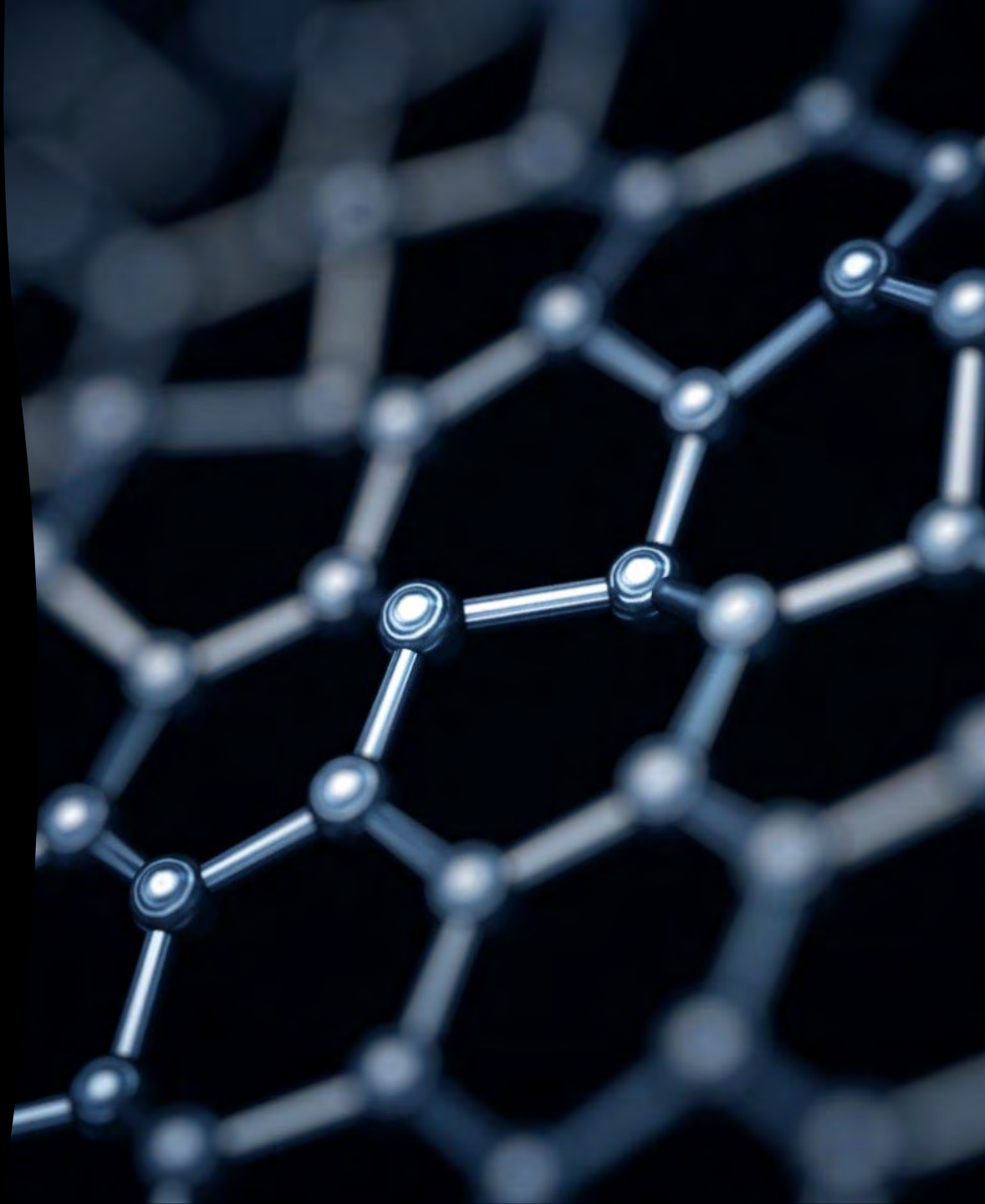

# We’d love to hear from you….

# www.dprepsafety.com/feedback

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