



Behavioral Intervention Team (BIT) Training

Meet the team!

- **Angie Auldridge**, Academic Advisor/Retention Specialist
- **Jaime Bachtell**, Coordinator of Disability Services
- **Emily Hollins**, Recruitment/Operations Coordinator at HCC of Extension Services
- **Jeff Leister**, Student Support Specialist-Nursing, Career Development Specialist
- **Jennifer Mills**, JTSR Advisor

Meet the Team!



Angie Auldridge,
Academic Advising



Jaime Bachtell,
Disability Support Services



Jennifer Mills,
Job Training Student Resources



Jeff Leister,
Nursing/Advising



Emily Hollins,
Admissions, Records, Registration

Goals of the Team

- Provide a pro-active approach to addressing behaviors of concern in students.
- Provide a holistic approach to addressing reported concerning behaviors.
- Provide a quick response to reported behaviors of concern.

What is a Behavioral Intervention Team?

A multi-disciplinary group whose purpose is meeting regularly to support students 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 from faculty and staff, conducts an investigation, performs a threat assessment, and determines the best mechanisms for support, intervention, warning/notification and response. The team then connects the student with resources of the campus and community, and coordinates follow-up.

Maxient software

- Enhanced communication
- Reduced paperwork
- Increased compliance
- Saves time
- Completely customizable

As of Fall 2009, at least 8 other community colleges in the state will be using the Maxient software.

How will BIT goals be met?

- Concerned staff/faculty will submit an online Incident Report form that will be located on our new website.
- Incident Report forms will automatically be sent and assigned to team members via Maxient software system.
- BIT members will gather information about the case, and assess the level of risk involved as well as the level of intervention.

Types of incidents which warrant filling out an Incident Report form

- Behavioral Intervention - support student who appears depressed or exhibits behaviors of concern.
- Judicial Affairs - violations of Code of Student Conduct. In these cases the incident report is sent to the Dean of Student Affairs.
- Academic Integrity - academic dishonesty, cheating, plagiarism, misuse of College computers. In these cases the incident report is sent to the Vice President of Academic Affairs.

Behavioral Intervention:

What to look for?

- Emotional Indicators:
 - Direct statements of distress, family problems, or other difficulties
 - Unprovoked anger or hostility
 - Exaggerated personality traits: more withdrawn or more animated than usual, tearful
 - Expressions of concern about a student by his/her peers
 - A hunch or gut-level reaction that something is wrong

Behavioral Intervention: What to look for? (continued)

- Physical Indicators:
 - Deterioration of physical appearance
 - Lack of personal hygiene
 - Excessive fatigue
 - Visible changes in weight
 - Teary-eyed

Behavioral Intervention:

What to look for?

(continued)

- Safety Risk Indicators:
 - Any written note or verbal statement which has a sense of finality
 - Giving away of prized possessions, self-injurious or self-destructive behaviors
 - Assignments which are disturbing or focus on despair, suicide, or death
 - Allegations or suspicions of abuse, visible bruises, or neglect

Where can I find the Incident Report form?

<http://hccweb1.hagerstowncc.edu/faculty-staff/>

<https://publicdocs.maxient.com/incidentreport.php?HagerstownCC>