

Crisis Intervention Training Essential Elements from 4 states

(Developed for “A Multicounty Evaluation of CIT in Pennsylvania,” with grant funds awarded to the University of Pittsburgh from the PA Commission on Crime & Delinquency)

X = ESSENTIAL (CORE) ELEMENT, / = DESIRABLE

		Memphis	Virginia	Florida	Ohio
	Training Partnerships				
1	LE involved in training	X	X	/	X
2	Consumers involved in training	X	X	X	X
3	Family members involved in training	X	X	X	X
4	Advocacy groups involved in training	X	/	X	
5	Mental health providers/professionals involved in training	X	X	X	X
	Community Buy-In				
6	Individuals and/or organization from community involved in planning for training (including development of curriculum for training); could include a range of people such advocates, citizens, consumers, family members, government, judiciary, LE, MH)	X	X		
7	Local professionals and agencies volunteer to assist in training (or at low cost – Ohio)	X			X
	Policies and Procedures				
8	Inter-agency agreements related to training are in place	X			
9	Adequate number of patrol officers trained so that CIT officer is available at all times (estimated to be at least 20-25% of the agency’s patrol division by Memphis; training 100% is discouraged - VA)	X	X	X	X
10	Dispatch training is available (can include dispatch, 911, call takers)	X	X	X	X
11	Train the trainer classes available (for CIT program sustainability)		X		
	Operational Elements				
12	Officers involved in training are from the patrol division	X		X	
13	Officers volunteer for training	X	X	X	
14	Supervisors select/approve officers	X	X	X	X
15	Final selection of CIT officers is made after training			X	
16	Maximum class size = 30 (VA = 20-25 is ideal)		X	X	
17	Officers strongly encouraged to wear civilian clothes throughout training, civilian clothes mandatory for site visits		X		
18	In-service/advanced CIT trainings offered for those officers who have completed the full comprehensive course	X	/	X	X
19	CIT officers issued agency-authorized CIT pin to wear on uniform upon completion of training			X	
20	CIT coordinator involved in coordination of CIT training	/			
21	MH coordinator involved in coordination of CIT training	/		X	

22	Advocacy coordinator involved in coordination of CIT training	/			
Training Curriculum					
23	CIT training classes offered at least annually			X	X
	<i>Training faculty</i>				
24	Completed comprehensive 40-hour course	/			
25	Participated in ride-along with police	/		/	X
26	Willing to become "police familiar"	/		X	X
27	LE trainers given the opportunity to learn about MH culture, system, treatment, brain chemistry and function				X
	<i>Patrol officers</i>				
28	40 hours of training	X	X	X	
29	40 consecutive hours over 5 days		X		
30	Training includes didactics and lectures/specialized knowledge	X	X	X	X
31	Alcohol and drugs assessment	X	X		
32	Clinical issues related to MI	X	X	X	X
33	Co-occurring disorders (SU)	X	X	X	X
34	Co-occurring medical issues and homelessness			X	
35	Cultural Diversity		X	X	X
36	Required length = 2 hours		X		
37	Developmental disabilities and MR	X	X	X	
38	Equipment orientation (NOT INCLUDED IN SCORING)	X			
39	Family/consumer perspectives	X	X	X	X
40	Intro to Memphis Model			X	
41	Legal aspects of officer liability	X	X	X	
42	Required length= 4 hours		X		
43	Medications and side effects	X	X	X	X
44	Mental Health Diversity (COMBINED WITH ITEM 35 FOR SCORING)	X			
45	Overview of special populations/recognizing MI is various populations (might include child, youth, adolescent, geriatric and/or veterans issues)		X	X	X
46	Personality disorders	X			
47	Policies and procedures	X		X	
48	Post-traumatic stress disorder (PTSD)	X			
49	Rights/Civil Commitment	X	X	X	X
50	Required length= 4 hours		X		
51	Suicide prevention and practicum aspects; risk assessment for suicide and violence	X	X	X	X
52	Training includes scenario-based de-escalation skill training	X	X	X	X
53	Basic De-Escalation strategies	X	X		

54	Basic Verbal Skills	X	X		
55	Stages/Cycles of Crisis Escalation	X			
56	Advanced Verbal Skills	X			
57	Advanced Strategies: Complex Scenarios	X			
58	Training includes intensive (substantive amounts of) interaction with individuals with MI	X	X	X	X
59	Training includes on-site visits and exposure (includes but not limited to visits to MH facilities)	X	X	X	
60	Training includes an review of Community resources (includes community service options for MH/SA)	X		X	X
61	Training includes a practical (role-playing) component		X	X	X
62	Role-playing includes specially trained feedback panel		X		
63	Feedback panel includes LE, MH, consumer when feasible		/		
64	Role players are primarily LE, CIT stakeholders		X		
65	Role players scenarios are real life experiences		X		
66	Time for Question and Answer sessions	X			
	Order of presentations				
67	First day (Monday): CIT intro, basic MH dx, hearing voices)		X		
68	2 nd day (Tuesday): site visits		X		
69	3 rd day (Wednesday): Basic Crisis Intervention Skills &The Four Coaching Plays of CIT; Basic role play exercises		X		
70	4 th day (Thursday): Intermediate role play exercises		X		
71	5 th day (Friday): Advanced Role Play exercises		X		
	<i>Dispatchers</i>				
72	Training is abbreviated	X	/	X	X
73	Training is at least 8 hours (8-16 hrs per Memphis; 4 hours minimum but longer is desirable - VA)	X	/		
	Training elements				
74	Dispatchers recognize behavioral crisis calls/understand clinical states	X	X	X	X
75	Ask appropriate questions to ascertain Info the CIT officers needs	X	X		X
76	Dispatch a CIT officer	X	X		
77	CIT concepts		X	X	X
78	Experiential exercises		X		
79	Role-playing which provided for no visual contact		X		X
80	Dispatchers receive in-service training	X			
81	CIT for jail and custodial personnel		/		

82	CIT for non-LE first responders and MH treatment personnel		/		
Evaluation and research					
83	Pre-post training self-assessment for trainees on mental health crisis knowledge and skills		X		
84	Evaluation of instructors and/or overall training class		X	X	X
Recognition and Honors					
85	Awards, certificates of recognition, banquets (or similar) are provided as an incentive to continue CIT work and to honor exceptional officers	X		/	X

Sources

Memphis: *Crisis Intervention Team Core Elements* (2007)

Virginia: *Essential Elements for the Commonwealth of Virginia's Crisis Intervention Team Programs* (2011)

Available at http://vacitcoalition.org/essential_elements_of_virginia_cit (Retrieved on September 2014)

Florida: *The Florida Crisis Intervention Team Program* (2005)

Ohio: *CIT Program Assessment Process and Tools* (2009)