

Behavioral Intervention Teams (BITs) serve institutions through ongoing assessment of and intervention for individuals within their communities to reduce the risk of violence. To do this work effectively, teams must engage in an ongoing training cycle. This training should include objective risk assessment practices, team processes, and topics relevant to issues of institutional need. Comprehensive team training ensures that BIT members have the skills necessary to fulfill their roles on the team. Additionally, team training promotes trust and supports effective communication within the team, allowing the BIT to operate with greater efficiency and efficacy.

To be most effective, team training should be ongoing, occurring at least monthly throughout the year. Although annual attendance at conferences is helpful, teams should move beyond the once-a-year approach, engaging in growth opportunities throughout the year. Comprehensive team training engages multiple modalities to meet the diverse learning needs of BIT members. Teams report using books, journal articles, and self-led tabletop exercises as methods of training, all of which are low-cost or free (Ulmer & Schiemann, 2022). Most commonly, teams use webinars and NABITA-sponsored events to train their teams (Ulmer & Schiemann, 2022). Although these methods require at least some cost, in-person or virtual trainings pay dividends by providing in-depth examinations of concepts and allowing for critical skills practice that will prepare the team for its work.

This Team Training Template provides a framework for engaging in regular, ongoing training built around the 2023 NABITA Industry Standards for Behavioral Intervention Teams. Teams are encouraged to reference this document to help guide team training efforts. This guide outlines NABITA's recommended approach for an annual BIT training cycle and provides resources for team training related to each standard. For simplicity and clarity, some standards have been combined as the training topics and resources overlap.

Ulmer, L., & Schiemann, M. (2022). *Summary and analysis of 2022 NABITA Survey Data*. NABITA.org.
<https://www.nabita.org/resources/2022-nabita-whitepaper-summary-and-analysis-of-nabita-survey-data/>

Standards 1 & 2 (July)

Standard 1. Team Authority and Scope: *The team has a mission statement, statement of scope, and the authority to fulfill its institutional charge.*

Standard 2. Prevention vs. Threat Assessment: *Institutions have one integrated team that addresses early intervention cases as well as threat assessment cases.*

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| Whitepapers, Articles, Templates, & Books | <ul style="list-style-type: none"> • NABITA Industry Standards for Behavioral Intervention Teams Whitepaper • NABITA 2022 Survey Data Summary • The Book on BIT • A Study of the Pre-Attack Behaviors of Active Shooters in the United States Between 2000-2013 |
| On-Demand Online Learning & Tools | <ul style="list-style-type: none"> • NABITA Industry Standards for Behavioral Intervention Teams Talking BITS Webinar • State of the Field: Overview of NABITA Survey Results • 20 Minutes to...Trained Series • Talking BITS – One Team vs. Two Teams |
| NABITA Certification Courses and Workshops | <ul style="list-style-type: none"> • BIT Standards and Best Practices Certification Course |

Standards 3, 4, & 5 (August)

Standard 3. Team Name: *The team's name accurately communicates the function of the team within the context of the institutional community.*

Standard 4. Team Leadership: *The team chair brings the team together and keeps discussions productive and focused while maintaining a long-term view of team development and education.*

Standard 5. Team Membership: *The team is comprised of at least five, but no more than ten, designated school officials.*

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| Whitepapers, Articles, Templates, & Books | <ul style="list-style-type: none"> • NABITA Industry Standards for Behavioral Intervention Teams Whitepaper • Who's on the Team? Mission, Membership, and Motivation • Brief BITS: Tabletop Trainings for the |
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| | Behavioral Intervention Team |
| On-Demand Online Learning & Tools | <ul style="list-style-type: none"> • BIT Chair Breakthroughs: How to Overcome the Top 5 Challenges of Leading a BIT • Window Into BIT 1 • Window Into BIT 2 • BIT Orientation Video Series • 20 Minutes to...Trained Series |
| NABITA Certification Courses and Workshops | <ul style="list-style-type: none"> • BIT Standards and Best Practices Certification Course |

Standards 6 & 8 (September)

Standard 6. Team Training: *Team members engage in regular, ongoing BIT training to increase confidence, build competence, and foster team development.*

Standard 8. Team Budget: *The team has an established budget sufficient to meet these standards, the ongoing needs of the team, and the community it serves.*

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| Whitepapers, Articles, Templates, & Books | <ul style="list-style-type: none"> • Tip of the Week: BIT Budgets Membership Referrals • Best BITs: Topics in Behavioral Intervention and Violence Prevention • Brief BITs: Tabletop Trainings for the Behavioral Intervention Team (BIT) |
| On-Demand Online Learning & Tools | <ul style="list-style-type: none"> • Window Into BIT 1 • Window Into BIT 2 • BIT Kit: BIT Operations |
| NABITA Certification Courses and Workshops | <ul style="list-style-type: none"> • BIT Standards and Best Practices Certification Course • Case Management Standards and Best Practices Certification Course |

Standard 7 (October)

Standard 7: Information Sharing *Team members share information according to BIT standard operating procedures and comply with FERPA/privacy/confidentiality requirements (as applicable) when accessing and sharing information.*

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| Whitepapers, Articles, Templates, & Books | <ul style="list-style-type: none"> • Tip of the Week: FERPA Guidance (Part I) • Tip of the Week: FERPA Guidance (Part II) • The Role of the Counselor on the BIT Whitepaper • Making the Call: Parental Notification of Suicidal Students |
| On-Demand Online Learning & Tools | <ul style="list-style-type: none"> • NABITA Risk Rubric Tool • Talking BITs: Using NABITA Risk Rubric: Case Studies with the Automated Rubric • BIT Orientation Video Series: Role of the Counselor/Mental Health Specialist • 20 Minutes to Train – FERPA vs. HIPPA vs. Privilege |
| NABITA Certification Courses and Workshops | <ul style="list-style-type: none"> • BIT Standards and Best Practices Certification Course |

Standard 9 (November)

Standard 9. Community Education and Marketing: *The team educates its community about bystander engagement, recognizing leakage, and making referrals. The team markets its function/services through advertising campaigns, websites, logos, and other promotional materials.*

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| Whitepapers, Articles, Templates & Books | <ul style="list-style-type: none"> • From Blah to Brilliant: Taking Your BIT to the Next Level • Bring your BIT from Behind the Curtain with a Good Marketing Plan • The Branding of a BIT: From Idea to Image |
| On-Demand Online Learning & Tools | <ul style="list-style-type: none"> • Marketing your BIT • 20 Minutes to...Trained Series |
| NABITA Certification Courses and Workshops | <ul style="list-style-type: none"> • BIT Standards and Best Practices Certification Course |

Standard 10 (December)

Standard 10. Procedure Manual: *The team has a written procedure manual that supports an objective, consistent, and evidence-based functionality.*

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| Whitepapers, Articles, Templates, & Books | <ul style="list-style-type: none"> • CARE Team Manual • Case Management Manual |
| On-Demand Online Learning & Tools | <ul style="list-style-type: none"> • Window Into BIT 1 • Window Into BIT 2 |
| NABITA Certification Courses and Workshops | <ul style="list-style-type: none"> • BIT Standards and Best Practices Certification Course • Case Management Standards and Best Practices Certification Course |

Standard 11 & 12 (January)

Standard 11: Referral Receipt and Review: *The team has a process for receiving, reviewing, and triaging all referrals.*

Standard 12. Meeting Operations: *The team holds meetings at regular intervals, following an agenda and established process for facilitating team meetings.*

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| Whitepapers, Articles, Templates, & Books | <ul style="list-style-type: none"> • NABITA Industry Standards for Behavioral Intervention Teams Whitepaper |
| On-Demand Online Learning & Tools | <ul style="list-style-type: none"> • BIT Kit: Professional Development Series: BIT Operations • Window Into BIT 1 • Window Into BIT 2 |
| NABITA Certification Courses and Workshops | <ul style="list-style-type: none"> • BIT Standards and Best Practices Certification Course • Case Management Standards and Best Practices Certification Course |

Standard 13 (February)

Standard 13. Objective Risk Rubric: *The team uses an evidence-based, objective risk rubric to assess every referral.*

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| Whitepapers, Articles, Templates & Books | <ul style="list-style-type: none"> • The NABITA Risk Rubric Whitepaper • Tip of the Week: Using an Objective Risk Rubric • 20 Questions: A Supplemental Flowchart for the NABITA Risk Rubric |
| On-Demand Online Learning & Tools | <ul style="list-style-type: none"> • NABITA Risk Rubric Tool • Talking BITs: Using NABITA Risk Rubric: Case Studies with the Automated Rubric • 20 Minutes to...Trained Series |
| NABITA Certification Courses and Workshops | <ul style="list-style-type: none"> • BIT Standards and Best Practices Certification Course • NABITA Risk Rubric Certification Course |

Standard 14 (March)

Standard 14. Psychological, Threat, and Violence Risk Assessments: *The team uses objective, evidence-based tools to conduct violence risk, threat, and psychological assessments as part of its overall approach to prevention and intervention.*

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| Whitepapers, Articles, Templates & Books | <ul style="list-style-type: none"> • Addressing Disruptive and Dangerous Behavior in the Classroom and Around Campus Whitepaper • The NABITA Risk Rubric Whitepaper • An Examination of Institutional Approaches to Students Who Exhibit Suicidal Behaviors • An Exploration of the Risk, Protective, and Mobilization Factors Related to Violent Extremism in College Populations • Multi-victim School Shootings in the United States: A 50-year Review • Making Prevention a Reality: Identifying, Assessing, and Managing the Threat of Targeted Attacks • Identifying Potential Mass Shooters and Suicide Terrorists with Warning Signs of Suicide, Perceived Victimization, and Desires |
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| | <ul style="list-style-type: none"> for Attention or Fame Why Kids Kill: Inside the Minds of School Shooters School Shooters: Understanding High School, College, and Adult Perpetrators |
| On-Demand Online Learning & Tools | <ul style="list-style-type: none"> NABITA Risk Rubric Tool SIVRA-35 Tool Non-Clinical Assessment of Suicide Tool Violence Risk Assessment of the Written Word Tool Mastering the Art of Written Threat Assessments BIT Kit: Violence Risk and Threat Assessment Talking BITs: Feeling Threatened vs. Being Threatened New Orleans Interviews |
| NABITA Certification Courses and Workshops | <ul style="list-style-type: none"> Non-Clinical Assessment of Suicide Certification Course Structured Interview for Violence Risk Assessment (SIVRA-35) Certification Course Violence Risk Assessment of the Written Word (VRAWW) Certification Course Threat Management Certification Course Advanced Non-Clinical Assessment of Suicide Certification Course Advanced SIVRA-35 Certification Course Violence Risk Assessment Report Writing Workshop |

Standard 15 (April)

Standard 15. Interventions: *The team clearly defines its actions and interventions for each risk level on the BIT's objective risk rubric.*

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| Whitepapers, Articles, Templates, & Books | <ul style="list-style-type: none"> NABITA Model Involuntary Withdrawal Policy Making the Call: Parental Notification of Suicidal Students Tip of the Week: Case Management Interventions: Doing with vs. Doing For Brief BITs: Tabletop Trainings for the Behavioral Intervention Team (BIT) |
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| On-Demand Online Learning & Tools | <ul style="list-style-type: none"> • Talking BITs: Feeling Threatened vs. Being Threatened • 20 Minutes to...Trained Series • Conduct Videos • NABITA Risk Rubric Tool |
| NABITA Certification Courses and Workshops | <ul style="list-style-type: none"> • BIT Standards and Best Practices Certification Course • Case Management Standards and Best Practices Certification Course • Case Management Advanced Interventions • NABITA Risk Rubric Certification Course • Collaboration and Support: Addressing the Intersection of BIT, Conduct, and Disability Support Workshop |

Standard 16 & 17 (May)

Standard 16. Case Management: *The team invests in case management as a process, often as role/position, that provides flexible, need-based support for individuals to address referral concerns, connect with resources, and improve overall wellness.*

Standard 17: Case Review: *The team regularly uses a written and formalized case review protocol to determine and document the need to keep a case active, to engage in case monitoring, or to move a case to inactive/closed status.*

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| Whitepapers, Articles, Templates & Books | <ul style="list-style-type: none"> • Case Management Standards Whitepaper • Student Affairs Professional Competency Areas as Applied to Case Management • Summary and Analysis of Case Management in Higher Education • NABITA Standards for Case Management Handout • Case Management Services Intake and Scope of Services and Privacy Template • BIT Kit: Case Management • Case Management Manual |
| On-Demand Online Learning & Tools | <ul style="list-style-type: none"> • 2022 Case Management Summit Recording Package • Conducting an Effective Case Management Intake |

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| | <ul style="list-style-type: none"> • Talking BITs: Case Management Standards |
| NABITA Certification Courses and Workshops | <ul style="list-style-type: none"> • Case Management Standards and Best Practices Certification Course • Case Management Advanced Interventions |

Standards 18, 19, 20, and 21 (June)

Standard 18. Recordkeeping: *The team uses an electronic data management system to keep records of all referrals and cases.*

Standard 19. End of Semester and Year Reports: *The team collects data to analyze trends or patterns, publishes its findings in semester or annual reports, and adjusts resources, marketing, and/or training in accordance with its findings.*

Standard 20. Team Audit: *The team regularly assesses its structure and processes to ensure it is functioning effectively and is in alignment with best practices.*

Standard 21: Program Effectiveness: *Teams deploy various research methods to assess the team's effectiveness in meeting goals and outcomes.*

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| Whitepapers, Articles, Templates & Books | <ul style="list-style-type: none"> • An Analysis of Intake Appointment Attendance for the University of South Florida's Office of Student Outreach and Support • NABITA 2022 Survey Data Summary • Summary and Analysis of 2018 NABITA Survey Data • Redesigning Care: Using Design Thinking to Restructure the Care Team • Behavioral Intervention Team Peer Review: A New Model for Quality Improvement • NABITA Standards Team Assessment Tool |
| On-Demand Online Learning & Tools | <ul style="list-style-type: none"> • State of the Field: Overview of NABITA Survey Results • 20 Minutes to...Trained Series |
| NABITA Certification Courses and Workshops | <ul style="list-style-type: none"> • BIT Standards and Best Practices Certification Course |

Additional Training Opportunities:

- NABITA recommends attending our Annual Conference (fall), and/or the NABITA Case Management Summit (summer). Watch for an email announcing these events, or email conference@nabita.org for more information.
- Practitioners that are uncertain about which course might be best for you are encouraged to consult our [Curriculum Path](#) as a guide.