

Effective Behavioral Health and IDD Training for Law Enforcement

Michele Saunders, LCSW
Strategic Partnership Coordinator
CIT International



What makes LE training effective?

- Curriculum content
 - Relevancy
- Trainer knowledge, skills and style
- On-going training
- Use of training/de-briefs/feedback



Crisis Intervention Team (CIT) Training

- CIT Memphis Model 40-hour training is considered the Gold Standard of law enforcement training
- Revolutionary at the time in its design and delivery
- Community Based training, not law enforcement led (partnership)
- Comprehensive and layered



TRAINING BUILDING BLOCKS

KNOWLEDGE	EXPERIENCING, SENSITIZING, BUILDING EMPATHY	EXPERIENTIAL, PRACTICAL APPLICATION
<div>Understanding Mental Illnesses</div> <div>Cognitive Disorders</div> <div>Child and Adolescent Disorders</div> <div>Medications</div> <div>Suicide and Suicide Prevention</div> <div>Substance Use Disorders/Co-occurring</div> <div>Intellectual Developmental Disabilities</div> <div>Commitment Laws</div> <div>Community Resources</div>	<div>Hearing Voices exercise</div> <div>Site visits - Meeting with</div> <div>Individuals with lived experience</div> <div>Family and Individuals with lived</div> <div>experience perspectives</div> <div>Communication skills</div>	<div>De-escalation Strategies</div> <div>Scenario based training</div> <div>Feedback Process</div> <div>Graduation – what is expected of me NOW!!</div>

Developing & Implementing CIT Training

- Law Enforcement and community partners working together
- Select and prepare community and law enforcement trainers
- Create local curriculum based on CIT Memphis Model or use the manualized Crisis Response and Intervention training curriculum, which is based on the CIT Memphis Model (BJA funded)
- Inservice/refresher trainings
- 4-6 months of preparation



Things to consider

- Time investment: 40-hours
- Culture
 - Buy in from leadership/buy in from officers
- Train all vs. volunteer based
- Resources
 - Staff shortages/budget constraints
- Other supportive trainings – Mental Health First Aid, QPR, De-escalation



Adapting for Corrections

- Review modules for language consistent with corrections
- Trainer awareness of correction environment
- Use medical and mental health staff to assist in training
- Connect with outside resources to assist with training
- Create correction-based scenarios



Contact

Michele Saunders, LCSW
Strategic Partnership Coordinator
CIT International
michele.saunders@citinternational.org

