

**BUSINESS PLAN  
LEAP SOLUTION TEAM 3**

**BEHAVIORAL INTERVENTION TEAM**

**MISSION STATEMENT**

Establish a Behavioral Intervention Team process to coordinate training and resources for faculty and staff to proactively address student behavioral issues.

**EXECUTIVE SUMMARY/ BEHAVIOR INTERVENTION SOLUTION TEAM**

**MEMBERS:**

Tammy Castor/ Campus Safety  
Jasmine Foster/PIO  
Robynn Fridlund/ Student Services  
Garrett Tujague/ Athletics  
Beverly Kemmerling/ Heath Center  
Margaret Hamilton/ Nursing

**Mentors:**

Dr. Michael Wilding  
Michael Joslin

**GOALS AND OBJECTIVES**

1. Provide a structured, positive method for addressing student behaviors that negatively impact the student or the college community.
2. Manage each case individually addressing academic or safety issues.
3. Initiate appropriate intervention and follow up.
4. Maintain safety training and educational support services for staff.

**PROJECT SUMMARY**

- The Behavioral Intervention Team process is being created for the following purposes:
- Foster a campus environment that promotes safety and support to the campus community.
- Promote optimal safety by providing access to quality training, support services and education to the campus community.

- Focus on the training and education of safety standards throughout the campus.
- Increase awareness of services available to students who need access to health support services.
- Promote a clear understanding of how, what and when to report changing behaviors.
- Develop a strategy to support safety awareness in every classroom or student gathering areas throughout the campus.
- Increase depth of knowledge of safety and behavioral standards around the campus by training and education for faculty and staff.

**Know What To Look For:**

Is this a problem student or a student with a problem?

**IDENTIFY THE THREE TYPES OF BEHAVIORS**

- LEVEL ONE: Minor disruptive changes in attitude, attendance and academic work
- LEVEL TWO: Behavior interferes with goals: shows signs of anxiety, depression or uses aggressive language or actions
- LEVEL THREE: Does harm to self or others, presence of or speaks of weapons, makes threats or shows signs of unsafe behavior

**RECOMMENDATIONS FOR IMPLEMENTATION: IMMEDIATE TIMELINE**

1. Provide training to faculty and staff in the use of online referral forms to report behaviors of concern. FLEX workshops have been scheduled through the office of Professional Development on the following dates:

Monday August 17 from 3-4 PM

Wednesday, August 19<sup>th</sup> from 1-2 PM

2. Work with human resources to include behavioral standards and intervention process in new hire orientation.
3. Provide safety and behavioral standards as well as contact information if safety is threatened to students through the campus online orientation system.

4. Encourage management to support staff participation in FLEX BIT workshops offered at least twice yearly.
5. Place behavior intervention team member names and contact information on intranet.
6. Provide health service messaging to students via the campus marquee.

### **BEHAVIOR INTERVENTION TEAM MEMBERS**

|                                  |                |
|----------------------------------|----------------|
| Student Services/Michael Wilding | (661) 362-3498 |
| Health Office//Bev Kemmerling    | (661) 362-3243 |
| Student Services/Michael Joslin  | (661) 362-3260 |
| Campus Safety/Tammy Castor       | (661) 362-3516 |
| Campus Safety Canyon Country     | (661) 476-3801 |
| Disabled Students/Jane Feuerhelm | (661) 362-3341 |
| Athletics/Chuck Lyon             | (661) 362-3545 |
| Academic Counseling/Edel Alonso  | (661) 362-3588 |

The initial team members may expand to include representatives from other departments. As this program becomes more established the team could recommend implementation of student awareness training as part of admissions process or institute other methods of student awareness training.

### **SERVICES OFFERED**

1. Campus wide awareness training
2. Behavioral Intervention Team members contact information
3. Student awareness of on campus services provided by health center for alcohol, drug abuse, depression, anxiety, child care, financial aid, mental health counseling and general health needs
4. Continued networking with other instructors via the website which will allow instructors to see multiple reports regarding the same student
5. Website with follow up referral forms and process information
6. Laminated behavioral guidelines for quick reference
7. Laminated wallet size emergency contact cards

### **PROMOTIONS AND STRATEGIES**

- Posters
- Website
- Health service messaging on campus marquee

- Handouts for new hire orientation
- Ongoing training/workshops through the office of Professional Development

## **BENEFITS**

### *Campus Safety is Everyone's Responsibility*

- Campus employees will have the knowledge to respond appropriately
- Promotes a safer atmosphere for the campus community
- Promotes awareness
- Develops social support networking
- Creates emotional security for students and staff
- Develops a sense of responsibility to the safety of the campus community
- Increases accountability for safety throughout the campus

## **COST**

1. Printing of posters, business cards and handouts
2. Use of paper and poster supply
3. Lamination

## **VISION**

- Provide a structured, positive process for addressing student behaviors that negatively impact either the student or the college community.
- Address all ongoing academic/emotional needs of campus community that deal with campus safety.
- Create a trained campus community to assist current BIT members
- Add student workshops via classroom visits or structured training to prepare students on process of reporting threatening behaviors around the campus.
- Conduct emergency training drills in classrooms
- Provide all students with a wallet size laminated emergency contact card as a part of the registration process (including high school students who enroll)

## **CHALLENGES**

There is no current system on campus to alert all areas of the campus in case of an emergency.

Campus camera system is limited.

Immediately develop online website to engage campus community in BIT process.

Get buy in from all departments on training and developing safety campus wide.

Behavior guideline standards posted in classrooms and around the campus.