



## MO CIT CURRICULUM

**PURPOSE:** To standardize CIT Trainings within Missouri while providing flexibility to local councils to customize the training to meet the needs of their communities.

Effective January 1, 2017, all Missouri Crisis Intervention Team (MO CIT) Council sponsored CIT basic trainings (40 hours) are required to follow the MO CIT Curriculum described below.

- This curriculum has both **required classes** (a minimum of 32 required hours and a maximum of 34 hours) and **elective classes** (a minimum of 6 elective hours and a maximum of 8 hours).
- All nineteen (19) **required** courses must be presented, and the number of minimum required hours provided for each course must be met.
- There is the option of selecting from twenty-three (23) **elective** courses.
- A minimum of four (4) **elective** courses must be presented during the 40 hours.
- All **electives** can only be a maximum of two hours per elective.
- Councils are required to select from the list of electives provided.
- If a Council wants to propose another elective not listed, the proposed elective must be reviewed by the CIT Curriculum Committee and approved by the MO CIT Council prior to inclusion in any training recognized by the MO CIT Council.
- Courses should be rounded to the nearest hour.
- All courses include an **Instructor Qualification** that must be followed. If a Council is unable to locate an instructor with the required qualifications, please contact the Missouri CIT Coordinator, Det. Jason Klaus at [jklaus@mobhc.org](mailto:jklaus@mobhc.org)
- All **Learning Objectives** must be presented.
- Local councils can elect to add additional **Learning Objectives** for any course (**required** or **elective** course) listed below.
- For all MO CIT sponsored basic trainings, the CIT Review (Appendix A) is required to be submitted.

If you have any questions about the MO CIT Curriculum, please contact:

- Det. Jason Klaus, Missouri CIT Coordinator at [jklaus@mobhc.org](mailto:jklaus@mobhc.org) (573.547.4576)

Please also go to the MO CIT Council website at [www.missouricit.org](http://www.missouricit.org) for more information about MO CIT Council, the Missouri CIT Curriculum, or the Missouri Model of CIT.



## MO CIT CURRICULUM

# Sample CIT Training Course Schedule

## Month, Year

### **MONDAY (Month/Day/Year)**

*a.m.:*

- 8:00-8:50 - *Registration / Entry Test / Orientation / Overview of CIT;*  
9:00-12:00 - *Overview of Mental Health Disorders;*

*p.m.:*

- 1:00-1:50 - *Aging Interventions;*  
2:00-2:50 - *Youth Intervention;*  
3:00-3:50 - *Medication;*  
4:00-5:00 - *Substance Use/ Co-occurring Disorders;*

### **TUESDAY (Month/Day/Year)**

*a.m.:*

- 8:00-8:50 - *Intellectual Disabilities;*  
9:00-9:50 - *Autism Spectrum Disorders;*  
10:00-10:50 - *Suicide Intervention;*  
11:00-12:00 - *Overview of Civil Detention Laws;*

*p.m.:*

- 1:00-5:00 - *Site Visits;*

### **WEDNESDAY (Month/Day/Year)**

*a.m.:*

- 8:00-8:50 - *Hospital Procedures;*  
9:00-9:50 - *Community Resources;*  
10:00-10:50 - *Community Resources;*  
11:00-11:50 - *Veterans' Issues;*

*p.m.:*

- 1:00-5:00 - *Lived Experience Panel;*

### **THURSDAY (Month/Day/Year)**

*a.m.:*

- 8:00-12:00 - *De-Escalation Strategies and Techniques;*

*p.m.:*

- 1:00-2:50 - *Tactical Planning/ Liability Consideration;*  
3:00-3:50 - *CIT Reports/ Supervision;*  
4:00-5:00 - *Officer/ Deputy/ Trooper Wellness;*

### **FRIDAY (Month/Day/Year)**

*a.m.:*

- 8:00-8:50 - *Building Trust and Legitimacy in Diverse Communities;*  
9:00-9:50 - *Specialty Courts;*  
10:00-10:50 - *CIT from an Officer/ Deputy/ Trooper Point of View;*  
11:00-12:00 - *- LUNCH -*

*p.m.:*

- 12:00-4:00 - *De-escalation Role Plays;*  
4:00-5:00 - *Graduation & CIT Evaluation (Exit Test & Evaluation Required)*



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MO CIT Curriculum Classes (Total Hours = 40)				
Required Courses (32-34 Hours)	Minimum Hours	Maximum Hours	Example 1	Example 2
1. Overview of CIT (Entry Test Required)	1		2	1
2. Overview of Behavioral Health Disorders	1		1	3
3. Substance Use/Co-Occurring Disorders	1		2	1
4. Medication	1		1	2
5. Suicide Intervention	1		2	1
6. De-Escalation Strategies and Techniques	4		4	4
7. De-Escalation Role Plays	4		4	4
8. Lived Experience Panel(s)	2		2	2
9. Hospital Procedures	1		2	2
10. Community Resources	1		2	1
11. Site Visits	2		3	5
12. Overview of Civil Involuntary Detention Laws	1		1	1
13. Building Trust and Legitimacy in Diverse Communities	1		1	1
14. Youth Interventions	1		1	1
15. Aging Interventions	1		2	1
16. Intellectual Disabilities	1		1	1
17. Officer/Deputy/Trooper Wellness	1		1	1
18. Veterans' Issues	1		1	2
19. Graduation & CIT Evaluation (Exit Evaluation Required)	1		1	1
The minimum number of required class hours is 32. (6 additional hours from the list above are required to reach the 32 hour minimum).	32		32	
The maximum number of required class hours is 34. (No more than 8 additional hours from the list above are allowed to reach the 34 hour maximum).		34		34



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<b>Electives Courses (6-8 Hours)</b>	<b>Minimum Hours</b>	<b>Maximum Hours</b>	<b>Example 1</b>	<b>Example 2</b>
1. CIT from the Officer/Deputy/Trooper Point of View	1	2		
2. CIT Reports/Supervision	1	2		1
3. Tactical Planning/Liability Consideration	1	2		
4. Terrorism	1	2		
5. Law Enforcement Suicide	1	2	1	
6. Suicide by Cop	1	2	1	
7. Suicidal vs. Non-Suicidal Self Harm	1	2		
8. Counseling on Access to Lethal Means (CALM)	1	2		
9. Inpatient Hospital Assessment Process	1	2		1
10. Trauma Informed Care	1	2		
11. Post-Traumatic Stress Disorder (PTSD)	1	2	2	
12. Bipolar Disorder	1	2		
13. Personality Disorders	1	2		
14. Excited Delirium	1	2		
15. Autism Spectrum Disorder	1	2	1	
16. Alzheimer's Disease	1	2		
17. Hoarding Disorder	1	2	1	
18. Eating Disorders	1	2		
19. Specialty Courts	1	2		2
20. Guardianship and Power of Attorney	1	2		
21. Homelessness	1	2	2	2
22. Reducing Stigma	1	2		
23. Networking Lunch (local sponsorship required)	1	1		
<b>Select at least 4 classes from the list to equal up to 8 hours.</b>				
<b>The minimum number of elective class hours is 6.</b>	<b>6</b>			<b>6</b>
<b>The maximum number of elective class hours is 8.</b>		<b>8</b>	<b>8</b>	
<b>TOTAL HOURS</b>	<b>40</b>	<b>40</b>	<b>40</b>	<b>40</b>

## MO CIT REQUIRED COURSES



# MO CIT CURRICULUM

## 1. Overview of CIT

**Minimum Hour(s):** 1 Hour

**Instructor Qualifications:** Law enforcement officer/deputy/trooper (chair of CIT Coordinating Council, representative from CIT Coordinating Council, representative from its Training Committee, or experienced CIT officer/deputy/trooper such as Missouri CIT Coordinator).

**Synopsis:** CIT Council Chair and/or Coordinator(s) will conduct registration procedures, explain the CIT Program (more than just training) and expectations as well as administer an entry-test to track training effectiveness. **Optional:** Short time allotment for mental health professional/advocate perspective.

**Minimum Objectives:** At the end of the class, trainees will have the ability to:

1. Explain the history and objectives of CIT in Memphis and Missouri.
2. Describe CIT as collaboration and an example of a successful community policing program.
3. Describe the benefit of CIT for the officer/deputy/trooper and the community.
4. Provide the trainees an entry-survey to establish baseline knowledge of behavioral health disorders, services, and interventions.

## 2. Overview of Mental Health Disorders

**Minimum Hour(s):** 1 Hour

**Instructor Qualifications:** Mental health professional(s) with knowledge/experience in clinical aspects of severe mental illness.

**Synopsis:** This class provides a foundation for explaining mental health disorders by defining them, their symptoms, and treatment, as well as mental health crisis.

**Minimum Objectives:** At the end of the class, trainees will have the ability to:

1. Describe the definition of mental health disorders and mental health crisis.
2. List the major types of mental illness.
3. Explain the symptoms and characteristics of mental health disorders.

## 3. Substance Use/Co-occurring Disorders

**Minimum Hour(s):** 1 Hour

**Instructor Qualifications:** Mental health professional(s) with expertise in treatment of substance use and co-occurring disorders.

**Synopsis:** This class provides a basic overview of substance use/co-occurring disorders. The course will include information regarding the impact of substance use disorders, signs/symptoms, consequences, and the difference between substance use and substance dependence.

**Minimum Objectives:** At the end of the class, the trainee will have of the ability to:

1. Describe the definition of substance use and co-occurring disorders.
2. Explain the prevalence of substance use and co-occurring disorders.
3. Explain the major signs and symptoms of the most frequently used substances.
4. Explain the challenges for individuals living in recovery.



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### 4. Medication

**Minimum Hour(s):** 1 Hour

**Instructor Qualifications:** Psychiatrist, Psychiatric Nurse/Nurse Practitioner/Pharmacist.

**Synopsis:** This class addresses the concept of drug interaction in the body. The major classes of medications will be reviewed, including a discussion of specific medications, side effects, the effects of medication on psychiatric illness, and interactions with psychotropic medications. The major reasons for non-compliance to treatment will be discussed and strategies for encouraging individuals to take their medications as directed.

**Minimum Objectives:** At the end of the class, trainees will have the ability to:

1. Describe the major classes of psychiatric medications and their side effects.
2. Explain non-compliance impact on treatment.
3. List the effects of substance use on psychiatric illness and its impact on medication effectiveness.

### 5. Suicide Intervention

**Minimum Hour(s):** 1 Hour

**Instructor Qualifications:** Mental health professional(s).

**Synopsis:** This class focuses on the current trends of suicide, common myths of suicide, how to conduct a basic risk assessment, and intervention strategies.

**Minimum Objectives:** At the end of the class, trainees will have the ability to:

1. Describe the frequency of suicide amongst those with mental illness.
2. List the common myths related to suicide.
3. Describe predictors and risk factors.
4. Describe an effective basic risk assessment.

### 6. De-Escalation Strategies and Techniques

**Minimum Hour(s):** 4 Hours

**Instructor Qualifications:** A CIT officer/deputy/trooper with training and experience in de-escalation.

**Synopsis:** This class addresses strategies and techniques, including active listening, negotiation, persuasion, verbal, and nonverbal behavior for de-escalating a crisis situation and bringing the crisis to a safe and effective resolution.

**Minimum Objectives:** At the end of the class, trainees will have the ability to:

1. Implement active listening techniques.
2. Implement negotiation and persuasion strategies.
3. Identify verbal and nonverbal communication techniques.
4. Explain how to bring the crisis to a safe and peaceful resolution.



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### 7. De-Escalation Role Plays

**Minimum Hour(s):** 4 Hours

**Instructor Qualifications:** Coordinated by CIT officers/deputies/trooper with assistance from mental health professionals/advocates with experience working with law enforcement.

**Synopsis I:** The class will involve several role playing scenarios providing trainees the opportunity to practice CIT strategies and techniques. CIT officers/deputies/troopers and Mental Health professionals/advocates will critique the role plays to assist in knowing what is an appropriate CIT response.

**Synopsis II:** This block of instruction is broken up into sections where the trainees are exposed to video simulations of actual CIT calls. They watch the videos and then use the skills they have learned to assess the individuals with behavioral health disorders depicted, and then describe resources or other courses of action they would take to successfully resolve such a call.

**Minimum Objectives:** At the end of the class, trainees will have the ability to:

1. Demonstrate crisis intervention techniques learned to safely de-escalate a situation when interacting with individuals with behavioral health issues in simulated environments.
2. Receive feedback from instructors to improve their effectiveness in safely de-escalating the crisis.

### 8. Lived Experience Panel(s)

**Minimum Hour(s):** 2 Hours

**Instructor Qualifications:** Facilitated panel of individuals and family members who have lived experience with mental illness and/or substance use disorder and who *preferably* have had law enforcement involvement due to his/her mental illness and/or substance use involvement.

**Synopsis:** This class will be set up in an interactive format. Each panel member will present a brief summary of his/her experiences of living with mental illness and/or substance use disorder. This class will also have a question and answer session.

**Minimum Objectives:** At the end of the class, trainees will have the ability to:

1. Explain the challenges of living with mental illness and/or substance use disorder.
2. Explain the resources needed to support individuals and family members.
3. Describe effective crisis intervention strategies and techniques.

### 9. Hospital Procedures

#### Hospital Procedures

**Minimum Hours:** 1 Hour

**Instructor Qualifications:** CIT Officer/deputy/trooper and participating hospital emergency department and/or behavioral health unit representative(s).

**Synopsis:** Representative(s) of CIT partnering hospital(s)\* will explain the specific procedures for expedited hospital evaluation and treatment of individuals in a mental health crisis when accompanied by a CIT Officer/deputy/trooper.



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**Minimum Objectives:** At the end of the class, trainees will have ability to:

1. List the phone numbers and persons to contact before arrival at the hospital.
2. Explain where to enter the hospital and take the individual.
3. Explain the hospital's requirements for paperwork and affidavits.
4. Explain what information the hospital will release to the officer/deputy/trooper regarding the individual's discharge and direction to additional community services.

\*CIT partnering hospitals must have behavioral health evaluation and a behavioral health unit or the means to admit and transport the individual to a hospital with a behavioral health unit.

### 10. Community Resources

**Minimum Hour(s):** 1 Hour

**Instructor Qualifications:** Coordinated by individual with knowledge of area mental health resources and accessibility (e.g., Community Mental Health Liaisons (CBHLs), Community Mental Health Centers (CMHCs), National Alliance on Mental Illness (NAMI)/Mental Health Association (MHA)).

**Synopsis:** This class reviews the mental health care system and the range of local services available for the treatment and support of individuals with mental illnesses and/or substance use disorder. Discussion will include overview of local resources and how the organization meets the needs of families of those individuals with a mental illness and/or substance use disorder; services provided by the Department of Mental Health's Access Crisis Intervention (ACI) system; and any other local mental health resources.

**Minimum Objectives:** At the end of the class, the trainees will have the ability to:

1. Describe the local mental health and substance use disorder resources available and how to access them.
2. Describe the opportunities for mental health crisis workers and CIT officers/deputies/troopers to collaborate to identify needs for, and improve, area services for individuals and their families.

### 11. Site Visits

**Minimum Hour(s):** 2 Hours

**Instructor Qualifications:** Coordinated by individual with knowledge and contacts for mental health resources (e.g., Community Mental Health Liaisons (CBHLs), Community Mental Health Centers (CMHCs), National Alliance on Mental Illness (NAMI)/Mental Health Association (MHA)).

**Synopsis:** Trainees will visit local mental health and substance use treatment agencies (hospitals, community mental health centers, homeless shelters, youth services, club house programs, residential facilities, etc.) to familiarize them with area resources, and in-take procedures. When possible, trainees will have the opportunity to interact with individuals with lived experience at the various agencies.

**Minimum Objectives:** At the end of the class, trainees will have the ability to:

1. Explain the perspectives of individuals living with a mental health and/or substance use disorder.
2. Explain the perspectives on individuals with lived experience who *preferably* have had encounters with law enforcement.
3. Explain the services available and what is appropriate for referrals at each agency.



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### 12. Overview of Missouri Civil Involuntary Detention Laws

**Minimum Hour(s):** 1 Hour

**Instructor Qualifications:** Mental health professional, court personnel, and/or law enforcement with knowledge of Missouri law related to civil involuntary detention.

**Synopsis:** This class focuses on various areas of mental health law. Such areas will include: client rights, involuntary commitment, forensic clients on conditional release, and immunity for certain actions.

**Minimum Objectives:** At the end of the class, trainees will have the ability to:

1. Identify the legal criteria that must be met before a person can be transported to and involuntarily detained in a mental health facility.
2. Identify the criteria of a legally sound affidavit.
3. Discuss the concept of official immunity as it applies to law enforcement.

### 13. Building Trust and Legitimacy in Diverse Communities

**Minimum Hour(s):** 1 Hour

**Instructor Qualifications:** Law enforcement officer/deputy/trooper with knowledge in areas of cultural competency, democratic policing, procedural justice and law enforcement legitimacy.

**Synopsis:** This class addresses the need for law enforcement agencies to have a sense of legitimacy in the communities they serve. A sense of legitimacy in the community will contribute to an officer/deputy/trooper's ability to de-escalate an individual with a mental health or substance use disorder who is in a state of crisis.

**Minimum Objectives:** At the end of the class, trainees will have the ability to:

1. Explain the concept of law enforcement legitimacy.
2. Explain how to establish law enforcement legitimacy.
3. Describe how having law enforcement legitimacy in the community contributes to the de-escalation of individuals in mental health crisis.

### 14. Youth Interventions

**Minimum Hour(s):** 1 Hour

**Instructor Qualifications:** Individual with knowledge in mental health disorders of youth and relevant youth mental health crisis services.

**Synopsis:** This class will provide information about how youth are assessed and treated by mental health professionals. Practical aspects of their care will be covered in the context of possible law enforcement involvement, relevant to the unique characteristics of this population.

**Minimum Objectives:** At the end of the class, trainees will have of the ability to:

1. Describe the more common disorders affecting youth.
2. Identify typical behaviors vs. behaviors of youth experiencing a mental health and/or substance use crisis.
3. Explain the differences between youth and adults in crisis.
4. Identify intervention techniques/strategies unique to the youth population.



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### 15. Aging Interventions

**Minimum Hour(s):** 1 Hour

**Instructor Qualifications:** Adult Protective Services (APS) professional, Alzheimer's Association representative, or mental health professional with knowledge of mental health needs of older adults.

**Synopsis:** This class will provide information about how older adults are assessed and treated by mental health professionals. Practical aspects of their care will be covered in the context of possible law enforcement involvement, relevant to the unique characteristics of this population.

**Minimum Objectives:** At the end of the class, trainees will have ability to:

1. Describe the more common disorders impacting the mental health and cognitive functioning of older adults.
2. Define types, characteristics, and symptoms of dementia.
3. Discuss crisis intervention strategies, techniques and community resources for older adults.

### 16. Intellectual Disabilities

**Minimum Hour(s):** 1 Hour

**Instructor Qualifications:** Professional with knowledge interacting with individuals of all ages with intellectual disabilities and medical conditions that impact intellect.

**Synopsis:** This class will provide an overview of intellectual disabilities. This class will also discuss ways to differentiate between medical and mental disorders, crisis intervention strategies and accessing resources.

**Minimum Objectives:** At the end of the class, trainees will have ability to:

1. Define intellectual disabilities, mental health disorders characteristics, and symptoms.
2. Discuss how these conditions may overlap and the impact on treatment.
3. Discuss crisis intervention strategies, techniques and community resources for the intellectual disability population.

### 17. Officer/Deputy/Trooper Wellness

**Minimum Hour(s):** 1 Hour

**Instructor Qualifications:** Mental health professional with experience working with law enforcement or law enforcement officer/deputy/trooper with training in law enforcement wellness.

**Synopsis:** This class will explain the importance of officer/deputy/trooper self-care for themselves and their families. They will be provided with a list of common stressors and the barriers created by traditional law enforcement culture.

**Minimum Objectives:** At the end of the class, trainees will have the ability to:

1. List the unique stressors associated with a career in law enforcement for both the officer/deputy/trooper and his or her family members.
2. Identify the barriers that have traditionally prevented people in the law enforcement culture from accessing mental health and/or substance use resources.
3. List local resources for self-care.



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### 18. Veterans' Issues

**Minimum Hour(s):** 1 Hour

**Instructor Qualifications:** Mental health professional with knowledge in Veterans' behavioral health needs and services (e.g., Veterans' Justice Outreach Specialist).

**Synopsis:** This class will provide trainees with the knowledge of Veterans' needs and appropriate resources.

**Minimum Objectives:** At the end of the class, trainees will have the ability to:

1. Identify the history of and prevalence of mental health and substance use disorders associated with people who have served in the military.
2. Explain crisis intervention strategies specific to the Veterans' population.
3. Provide the trainees with a list of local resources for Veterans'.

### 19. Review, Graduation & CIT Evaluation (Exit Evaluation)

**Minimum Hour(s):** 1 Hour

**Instructor Qualifications:** Law enforcement officer/deputy/trooper (chair of Coordinating Council, representative from CIT Coordinating Council, representative from its Training Committee, or experienced CIT Officer/deputy/trooper such as Missouri CIT Coordinator).

**Synopsis:** This class will provide opportunity for trainees to ask any questions relevant to the information presented in the training and their responsibilities as a CIT Officer/deputy/trooper. Certificates of Completion and CIT pins are awarded to trainees who complete the 40-hour course.

**Minimum Objectives:** At the end of the class, trainees will have the ability to:

1. Identify questions about the training, the CIT Program, and/or the responsibilities of a CIT officer/deputy/trooper.
2. Explain how the 40-hour training prepares them for their responsibility as a CIT officer/deputy/trooper.
3. Recognize trainees for their successful participation in, and completion of, the CIT Program training.
4. Provide the trainees with a "post" survey and an evaluation to assess the knowledge gained and skills learned from the CIT training program.



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### MO CIT ELECTIVES

#### 1. CIT from the Officer(s) Point of View

**Minimum Hour(s):** 1 Hour; **Maximum Hours:** 2 Hours

**Instructor Qualifications:** CIT officer/deputy/trooper with CIT experience.

**Synopsis:** One or more CIT officer/deputy/trooper(s) explain his/her experiences as a CIT officer/deputy/trooper.

**Minimum Objectives:** At the end of the class, trainees will have the ability to:

1. Describe how CIT works for the CIT officer/deputy/trooper on the street.
2. Explain common experiences and issues encountered by a CIT officer/deputy/trooper.
3. Explain the value of a CIT Program.

#### 2. Supervision of CIT Officers/Deputies and CIT Report Writing

**Minimum Hour(s):** 1 Hour; **Maximum Hours:** 2 Hours

**Instructor Qualifications:** CIT-trained law enforcement supervisor or officer/deputy/trooper.

**Synopsis:** The CIT Supervisor or officer/deputy/trooper will provide trainees guidance on how to effectively supervise CIT officers/deputies/troopers. The instructor will also explain how to properly complete a CIT report and how a CIT report can help connect individuals with the appropriate mental health resources.

**Minimum Objectives:** At the end of the class, trainees will have the ability to:

1. Explain how to effectively supervise CIT trained officers/deputies/troopers.
2. Describe how to complete a CIT report.
3. Explain the need for a CIT policy that is consistent with law enforcement standards.
4. Explain how a properly completed CIT report can be part of the continuum of care for an individual living with a mental health or substance use disorder.

#### 3. Tactical Planning and Liability Consideration

**Minimum Hour(s):** 1 hour; **Maximum Hours:** 2 hours.

**Instructor Qualifications:** Experienced CIT trained law enforcement officer with expertise in tactical planning and law enforcement liability issues.

**Synopsis:** An experienced CIT officer/deputy/trooper will describe how to apply the concept of tactical planning in order to safely de-escalate situations involving someone in a mental health crisis in a manner that reduces liability.

**Minimum Objectives:** At the end of the class, trainees will have the ability to:

1. Describe how to apply the concept of tactical planning to safely de-escalate an individual in a mental health crisis.
2. Describe the role of a CIT officer/deputy/trooper in a barricaded situation.
3. Explain the liability associated with an inappropriate response to an individual in a mental health crisis.



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### 4. Terrorism

**Minimum Hour(s):** 1 Hour; **Maximum Hours:** 2 Hours

**Instructor Qualifications:** Law enforcement/detective with expertise in terrorism and CIT trained, preferable.

**Synopsis:** The instructor will focus on detecting radicalization, the pathway to violence, and how the person is mobilized.

**Minimum Objectives:** At the end of this class, trainees will be able to:

1. Identify behaviors exhibited by a radicalized individual.
2. Identify the “pathway to violence.”

[Recommended for established CIT programs only.]

### 5. Law Enforcement Suicide

**Minimum Hour(s):** 1 Hour; **Maximum Hours:** 2 Hours.

**Instructor Qualifications:** Law enforcement or mental health professionals with experience working with law enforcement and knowledge in police suicide prevention.

**Synopsis:** This class provides information about the dynamics of a law enforcement suicide, general characteristics that a suicidal officer/deputy/trooper exhibits, and tactics when dealing with a suicidal law enforcement officer/deputy/trooper.

**Minimum Objectives:** At the end of the class, trainees will have the ability to:

1. Define the causes and symptoms of law enforcement suicide.
2. Identify warning signs exhibited by law enforcement personnel having thoughts of suicide.
3. Explain the intervention strategies to prevent law enforcement suicides.

### 6. Suicide by Cop

**Minimum Hour(s):** 1 Hour; **Maximum Hours:** 2 Hours.

**Instructor Qualifications:** CIT law enforcement and/or mental health professional with experience working with law enforcement and expertise in suicide prevention.

**Synopsis:** This class addresses the characteristics of an individual at risk for engaging in “suicide by cop” and describes the self-care issues for officers/deputies/troopers who have been involved in a “suicide by cop” incident.

**Minimum Objectives:** At the end of the class, trainees will have the ability to:

1. Define the characteristics of an individual at risk for “suicide by cop.”
2. List de-escalation strategies for individuals at risk of “suicide by cop.”
3. Describe the potential self-care issues for law enforcement officers/deputies/troopers who have been involved in a “suicide by cop” incident.



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### 7. Suicidal vs. Non-Suicidal Self Harm

**Minimum Hour(s):** 1 Hour; **Maximum Hours:** 2 Hours.

**Instructor Qualifications:** Mental health professional with training experience in suicide prevention and self-harm behaviors.

**Synopsis:** This class will provide trainees with the ability to identify and distinguish between suicidal and non-suicidal self-harm.

**Minimum Objectives:** At the end of the class, trainees will have the ability to:

1. Identify the characteristics of at-risk individuals with respect to suicide.
2. Identify the characteristics of at-risk individuals engaging in self-harm.
3. Identify methods of and reasons for self-harm.
4. Describe the difference between the manner in which a person presents oneself who is engaging in self-harm for the purposes of ending their life vs. a person who is engaging in self-harm for another reason.

### 8. Counseling on Access to Lethal Means (CALM)

**Minimum Hour(s):** 1 Hour; **Maximum Hours:** 2 Hours.

**Instructor Qualifications:** Qualified CALM Trainer

**Synopsis:** This class assists trainees in learning strategies to help individuals at risk for suicide and their families reduce access to lethal means. This course includes background on suicide data and lethal means, video presentation that models counseling strategies, and role plays.

**Minimum Objectives:** At the end of the class, trainees will have the ability to:

1. Provide knowledge of the association between access to lethal means and suicide and the contribution reducing access has for preventing suicide.
2. Demonstrate skills used to assess individuals at risk of suicide and reduce access to lethal means.

### 9. Inpatient Hospital Assessment Process

**Minimum Hour(s):** 1 Hour; **Maximum Hours:** 2 Hours.

**Instructor Qualifications:** Medical and/or mental health professional with expertise in inpatient assessment.

**Synopsis:** This class addresses the process of a mental health assessment in the Emergency Department.

Topics to be covered: the mental health evaluation process, assessing need for treatment, treatment options, criteria (e.g., do they meet criteria for involuntary commitment or an outpatient referral).

**Minimum Objectives:** At the end of the class, trainees will have the ability to:

1. Describe the mental health assessment process in a hospital setting.
2. Identify the criteria needed for inpatient hospitalization vs. outpatient referrals.



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## **10. Trauma Informed Care**

**Minimum Hour(s):** 1 Hour; **Maximum Hours:** 2 Hours.

**Instructor Qualifications:** Mental health professional(s) with training in Trauma Informed Care.

**Synopsis:** This class explains the Trauma Informed Care Initiative. The instructor will then explain how adverse experiences impact all of the body's psychological and biological systems throughout one's life. Finally, the instructor will explain stress management strategies.

**Minimum Objectives:** At the end of this class, the trainees will be able to:

1. Define the term “trauma” and “resilience”.
  2. List different stress management strategies.

## **11. Post-Traumatic Stress Disorder (PTSD)**

**Minimum Hour(s):** 1 Hour; **Maximum Hours:** 2 Hours.

**Instructor Qualifications:** Mental health professional(s) with expertise in working with individuals living with Post-Traumatic Stress Disorders (PTSD).

**Synopsis:** This class will address the signs and symptoms of living with PTSD. Crisis intervention strategies and techniques will be discussed relevant to various populations.

**Minimum Objectives:** At the end of the class trainees will have the ability to:

1. Define PTSD.
  2. Explain the signs and symptoms of an individual living with PTSD.
  3. Explain intervention strategies and techniques most effective in de-escalating a person in a PTSD crisis.

## **12. Bipolar Disorder**

**Minimum Hour(s):** 1 Hour; **Maximum Hours:** 2 Hours.

**Instructor Qualifications:** Mental health professional with knowledge/experience in clinical aspects of severe mental illness.

**Synopsis:** This class provides a foundation for understanding Bipolar Disorder.

**Minimum Objectives:** At the end of the class, trainees will have ability to:

1. Define Bipolar Disorder.
  2. Define behavior characteristics in relation to Bipolar Disorder.
  3. List crisis intervention strategies, techniques, and community resources for individual(s) living with Bipolar Disorder.

## 13. Personality Disorders

**Minimum Hour(s):** 1 Hour; **Maximum Hours:** 2 Hours.

**Instructor Qualifications:** Mental health professional(s) with knowledge working with personality disorders.

**Synopsis:** This class will discuss Personality Disorders. Crisis intervention strategies and techniques relevant to the various disorders as well as the issues relevant to accessing resources for these individuals will be discussed.

**Minimum Objectives:** At the end of the class, trainees will have the ability to:



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1. Define Personality Disorders and the various types.
2. Define behavior characteristics in relation to Personality Disorders.
3. List crisis intervention strategies, techniques and community resources for individuals living with a Personality Disorder.

### 14. Excited Delirium

**Minimum Hour(s):** 1 Hour; **Maximum Hours:** 2 Hours.

**Instructor Qualification:** Law enforcement with training in Excited Delirium and the option of also including a medical doctor/psychiatrist/psychiatric nurse/mental health professional.

**Synopsis:** This class provides trainees with the definition of Excited Delirium and explores ways to reduce in custody death. The course will provide: knowledge of signs and symptoms, risk factors, causes, phases, and effective strategies for responding to an individual experiencing Excited Delirium.

**Minimum Objectives:** At the end of the class trainees will have the ability to:

1. Define Excited Delirium, including risk factors.
2. List the causes and phases of Excited Delirium.
3. Identify characteristics and traits of an individual experiencing Excited Delirium.
4. Describe the most effective way of approaching and handling an individual who displays symptoms consistent with Excited Delirium.

### 15. Autism Spectrum Disorder

**Minimum Hour(s):** 1 Hour; **Maximum Hours:** 2 Hours.

**Instructor Qualifications:** An individual who has been diagnosed with an Autism Spectrum Disorder, a parent or caregiver of an individual diagnosed with autism or a professional working in the field of Autism.

**Synopsis:** This class will define autism, state its current prevalence, explain why people with autism may come into contact with law enforcement, describe the range of symptoms and behavioral manifestations of autism, and comment on unique elements of effective law enforcement response to individuals with autism experiencing a mental health crisis.

**Minimum Objectives:** At the end of the class, trainees will have the ability to:

1. Define Autism Spectrum Disorder.
2. List behaviors of an individual that indicate he/she may have an Autism Spectrum Disorder.
3. Describe tactics of effective law enforcement response to individuals with an Autism Spectrum Disorder experiencing a mental health crisis.



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### 16. Alzheimer's Disease

**Minimum Hour(s):** 1 Hour; **Maximum Hours:** 2 Hours.

**Instructor Qualifications:** Alzheimer's Association representative or mental health professional with knowledge of mental health needs of older adults.

**Synopsis:** This class will focus on an understanding of brain disorders associate with Alzheimer's, as well as techniques to work with individuals.

**Minimum Objectives:** At the end of the class, trainees will have the ability to:

1. Explain symptoms, progression and characteristics of people of dementia, Alzheimer's and related brain disorders.
2. Discuss how to interact with people with dementia, especially when frightened, threatened or in a rescue or crisis situations.
3. Discuss prevention of future crisis situations, including referrals to community agencies.

### 17. Hoarding Disorder

**Minimum Hour(s):** 1 Hour; **Maximum Hours:** 2 Hours.

**Instructor Qualifications:** Mental health professional(s) with knowledge in Hoarding Disorder, behavior and interventions with the option of including a law enforcement officer/deputy/trooper with knowledge of Hording Disorder (e.g., Code enforcement).

**Synopsis:** This class will focus on Hoarding Disorder, possible interventions and available resources.

**Minimum Objectives:** At the end of the class, trainees will have the ability to:

1. Define different characteristics of Hoarding Disorder.
2. Explain how Hoarding Disorder is a clinical disorder vs. a character flaw.
3. Identify appropriate referral resources.

### 18. Eating Disorders

**Minimum Hour(s):** 1 Hour; **Maximum Hours:** 2 Hours

**Instructor Qualifications:** Mental health professional(s) with knowledge in Eating Disorders, behavior and treatment.

**Synopsis:** This class will provide an overview of various Eating Disorders, suggest helpful resources, and discuss barriers to treatment.

**Minimum Objectives:** At the end of the class trainees will have the ability to:

1. Define different types of Eating Disorders.
2. Define signs and symptoms of various Eating Disorders.
3. Identify options for treatment of Eating Disorders.



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### 19. Specialty Courts

**Minimum Hour(s):** 1 Hour; **Maximum Hours:** 2 Hours

**Instructor Qualifications:** Representative of a local or nearby specialty court.

**Synopsis:** This class will address how the specialty courts programs improve coordination between the justice system and mental health system. This class will increase trainees' knowledge about intervention strategies and how to link individuals to appropriate mental health services.

**Minimum Objectives:** At the end of the class trainees will have the ability to:

1. Describe how specialty court programs divert individuals with mental illness from the criminal justice system to long term mental health services and treatment.
2. Identify who is eligible and the referral process to participate in these programs.
3. Explain the effectiveness of these programs in reducing recidivism.

### 20. Guardianship and Power of Attorney

**Minimum Hour(s):** 1 Hour; **Maximum Hours:** 2 Hours.

**Instructor Qualifications:** Mental health professional(s) with knowledge in dealing with the guardianship process, and/or court staff (e.g. probate clerk, public administrator, attorney, etc.), and/or an advocate for people with lived experience.

**Synopsis:** Guardianship is a topic about which families and significant others of chronically, severely mentally ill individuals frequently inquire. This class focuses on exploring and obtaining legal guardianship to familiarize trainees with this legal process.

**Minimum Objectives:** At the end of the class, trainees will have the ability to:

1. Describe how to refer families/individuals to obtain additional information on the guardianship process.
2. Explain the difference between Power of Attorney (POA), Guardianship, and Limited Guardianship.
3. Identify barriers and benefits of guardianship.

### 21. Homelessness

**Minimum Hour(s):** 1 Hour; **Maximum Hours:** 2 Hours.

**Instructor Qualifications:** Professional with expertise in this area.

**Synopsis:** This class will address definitions, types, and risk factors of homelessness in relation to mental illness. Crisis intervention, resource availability, and accessibility relative to this chronic population also will be discussed.

**Minimum Objectives:** At the end of the class trainees will have the ability to:

1. Describe current information regarding homelessness in relation to mental illness.
2. Explain the availability of community services for individuals experiencing homelessness.
3. Explain how to access homeless services and outreach.



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### 22. Reducing Stigma

**Minimum Hour(s):** 1 Hour; **Maximum Hours:** 2 Hours.

**Instructor Qualifications:** Mental health professional or individual with knowledge of mental health (e.g., Community Mental Health Centers (CMHCs), National Alliance on Mental Illness (NAMI), person(s) with lived experience).

**Synopsis:** This class increases trainee awareness of the stigma linked to mental illness, the role of language as associated with stigma, and strategies for reducing stigma, and discrimination against individuals with mental illness.

**Minimum Objectives:** At the end of the class, trainees will have the ability to:

1. Describe the impact of stigma and discrimination on individuals with mental illness.
2. List actions and language that stigmatize individuals with mental illness.
3. Explain strategies for reducing stigma and discrimination against individuals with mental illness.

### 23. Networking Lunch (Requires Local Sponsorship)

**Minimum Hour(s):** 1 Hour; **Maximum Hours:** 2 Hours.

**Instructor Qualifications:** National Alliance on Mental Illness (NAMI), mental health professional, Community Mental Health Liaison (CBHL).

**Synopsis:** The networking lunch is held on the Thursday of the training week, directly after the people with lived experience panel. The members of the individuals with lived experience panel are also invited. Officers/deputies/troopers are encouraged to sit with law enforcement from other agencies and ask questions of individuals with lived experience and each other regarding other agencies' response.

**Minimum Objectives:** At the end of the class, trainees will have the ability to:

1. Identify the unique policies of various departments when dealing with calls involving a person in crisis and how to handle the calls.
2. Identify the objectives of the various classes taught throughout the week, and explain how each module builds on the other modules to provide quality training.



## MO CIT CURRICULUM

### APPENDIX A

Name of CIT Council \_\_\_\_\_ Dates of CIT Training \_\_\_\_\_

MO CIT Curriculum Classes (Total Hours = 40)				
Required Courses (32-34 Hours)	Minimum Hours	Maximum Hours	Number of Hours Provided in Local Training	Day of the Week/Time
1. Overview of CIT (Entry Test Required)	1			
2. Overview of Mental Health Disorders	1			
3. Substance Use/Co-Occurring Disorders	1			
4. Medication	1			
5. Suicide Intervention	1			
6. De-Escalation Strategies and Techniques	4			
7. De-Escalation Role Plays	4			
8. Lived Experience Panel(s)	2			
9. Hospital Procedures	1			
10. Community Resources	1			
11. Site Visits	2			
12. Overview of Civil Involuntary Detention Laws	1			
13. Building Trust and Legitimacy in Diverse Communities	1			
14. Youth Interventions	1			
15. Aging Interventions	1			
16. Intellectual Disabilities	1			
17. Officer/Deputy/Trooper Wellness	1			
18. Veterans' Issues	1			
19. Graduation & CIT Evaluation (Exit Evaluation Required)	1			
The minimum number of required class hours is 32. (6 additional hours from the list above are required to reach the 32 hour minimum).	32			
The maximum number of required class hours is 34. (No more than 8 additional hours from the list above are allowed to reach the 34 hour maximum).		34		



## MO CIT CURRICULUM

<b>Electives Courses (6-8 Hours)</b>	<b>Minimum Hours</b>	<b>Maximum Hours</b>	<b>Number of Hours Provided in Local Training</b>	<b>Day of the Week/Time</b>
1. CIT from the Officer/Deputy/Trooper Point of View	1	2		
2. CIT Reports/Supervision	1	2		
3. Tactical Planning/Liability Consideration	1	2		
4. Terrorism	1	2		
5. Law Enforcement Suicide	1	2		
6. Suicide by Cop	1	2		
7. Suicidal vs. Non-Suicidal Self Harm	1	2		
8. Counseling on Access to Lethal Means (CALM)	1	2		
9. Inpatient Hospital Assessment Process	1	2		
10. Trauma Informed Care	1	2		
11. Post-Traumatic Stress Disorder (PTSD)	1	2		
12. Bipolar Disorder	1	2		
13. Personality Disorders	1	2		
14. Excited Delirium	1	2		
15. Autism Spectrum Disorder	1	2		
16. Alzheimer's Disease	1	2		
17. Hoarding Disorder	1	2		
18. Eating Disorders	1	2		
19. Specialty Courts	1	2		
20. Guardianship and Power of Attorney	1	2		
21. Homelessness	1	2		
22. Reducing Stigma	1	2		
23. Networking Lunch (local sponsorship required)	1	1		
<b>Select at least 4 classes from the list to equal up to 8 hours.</b>				
<b>The minimum number of elective class hours is 6.</b>	<b>6</b>			
<b>The maximum number of elective class hours is 8.</b>		<b>8</b>		
<b>TOTAL HOURS</b>	<b>40</b>	<b>40</b>	<b>40</b>	<b>40</b>