



## MISSOURI CRISIS INTERVENTION TEAM MO CIT CURRICULUM

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

Effective **March 1, 2023**, 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 courses** (a minimum of 24 required hours) and **elective courses** (a maximum of 16 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 thirty-four (34) **elective** courses.
- A minimum of ten (10) **elective** courses must be presented during the 40 hours.
- All **electives** can only be a maximum of two hours per elective, with the exception of site visits which do not exceed three (3) hours.
- Councils are required to select from the list of electives provided.
- The curriculum will be reviewed by the Training Committee every 3 years.
- Courses should be rounded to the nearest ½ 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, Sheriff Jason Klaus at [jklaus@mobhc.org](mailto:jklaus@mobhc.org) or Missouri CIT Training Coordinator, Crystal Kent at [ckent@mobhc.org](mailto:ckent@mobhc.org)**
- All **Learning Objectives** must be presented.
- Local councils can elect to add additional **Learning Objectives** for any course (**required** or **elective**) listed below, but **DO NOT** remove or replace from existing objectives.
- For all MO CIT sponsored basic training, the CIT Review (Appendix A) is required to be submitted.
- Sample course schedules are in the online toolkit at [www.missouricit.org](http://www.missouricit.org)

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

- Sheriff Jason Klaus, Missouri CIT Coordinator at [jklaus@mobhc.org](mailto:jklaus@mobhc.org) 573.547.4576
- Investigator Crystal Kent, Missouri CIT Training Coordinator at [ckent@mobhc.org](mailto:ckent@mobhc.org) 573.823.8300

Please 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.



## MISSOURI CRISIS INTERVENTION TEAM MO CIT CURRICULUM

### MO CIT REQUIRED COURSES

#### Overview of CIT

*Entry Test Available*

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

**Technical Studies**

**Instructor Qualifications:** Chair of CIT Coordinating Council, representative from CIT Coordinating Council, representative from its Training Committee, Regional CIT Coordinator, or experienced CIT First Responder.

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

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

1. Discuss 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 First Responder and community.

#### Overview of Behavioral Health Disorders

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

**Technical Studies**

**Instructor Qualifications:** A behavioral health professional with knowledge/experience in clinical aspects of severe behavioral health issues.

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

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

1. Describe the definition of behavioral health disorders and behavioral health crisis.
2. List the major types of behavioral health disorders.
3. Identify the symptoms and characteristics of behavioral health disorders.
4. Identify the different medications/treatments associated with the behavioral health disorders discussed.



## MISSOURI CRISIS INTERVENTION TEAM MO CIT CURRICULUM

### Substance Use/Co-occurring Disorders

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

Technical Studies

**Instructor Qualifications:** Behavioral health professional(s) with knowledge/experience in treatment of substance use and co-occurring disorders.

**Synopsis:** This course 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 course, trainees will have the ability to:

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

### Medication

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

Technical Studies

**Instructor Qualifications:** Psychiatrist, Psychiatric Nurse/Nurse Practitioner/Pharmacist, or First Responder with the knowledge/experience of drugs or narcotics.

**Synopsis:** This course addresses the concept of drug interaction in the body. The major courses 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 course, trainees will have the ability to:

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



## MISSOURI CRISIS INTERVENTION TEAM MO CIT CURRICULUM

### Suicide Intervention

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

Technical Studies

**Instructor Qualifications:** A behavioral health professional or CIT trained First Responder with knowledge/experience in the area.

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

1. Describe the frequency of suicide amongst those with a behavioral health disorder.
2. List the common myths related to suicide.
3. Describe predictors and risk factors.
4. Describe an effective basic risk assessment and intervention strategies.

### De-escalation Strategies and Techniques

**Minimum Hour(s):** 3 hours; **Maximum Hour(s):** 4 hours

Interpersonal Perspectives including De-escalation

**Instructor Qualifications:** A trained First Responder with knowledge/experience in de-escalation. (Could be co-taught with behavioral health professional or another CIT trained First Responder).

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

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

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

### De-escalation Role Plays

**Minimum Hour(s):** 3 hours; **Maximum Hour(s):** 4 hours

Skill Development

**Instructor Qualifications:** Coordinated by CIT trained First Responder or behavioral health professionals/advocates with experience working with First Responders.

**Synopsis I:** The course will involve several role-playing scenarios providing trainees the opportunity to practice CIT strategies and techniques. CIT trained First Responders and behavioral health professionals/advocates will observe the role plays and provide feedback to develop an appropriate CIT response.



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### De-escalation Role Plays | Continued

**Synopsis II:** This block of instruction is broken up into sections where the trainees are exposed to video simulations of actual CIT calls. Trainees will observe the videos and then use the skills they have learned to assess the individuals with behavioral health disorders, 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 course, 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. Discuss and receive feedback from instructors to improve their effectiveness in safely de-escalating the crisis.

### Lived Experience Panel(s)

**Minimum Hour(s):** 2 hours; **Maximum Hour(s):** 2 hours

#### Interpersonal Perspectives

**Instructor Qualifications:** Coordinated by chair/co-chair to include a CIT trained First Responder or behavioral health professionals/advocates with experience working with First Responders. (Instructor is not a person who will be part of the panel, but will mediate and coordinate the panel discussion).

**Synopsis:** This course will be an interactive format. Each panel member will present a brief summary of their experiences of living with a behavioral health disorder. This course will include a question-and-answer session. (Panel may include family members).

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

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

### Hospital Procedures

**Minimum Hour(s):** 1 hour; **Maximum Hour(s):** 1 hour

#### Technical Studies

**Instructor Qualifications:** CIT trained First Responder should be the mediator and taught with a participating hospital emergency department and/or behavioral health unit representative(s).



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### Hospital Procedures | Continued

**Synopsis:** A CIT trained First Responder should be present during this section to provide insight and perspective of the process of going into a hospital. This CIT trained First Responder should communicate with the hospital representative to make sure the process/intake of a patient is made clear to the trainees but allow for the First Responder to answer questions about policy and insight of the intake process. Representative(s) of CIT partnering hospital(s) will explain the specific procedures for hospital evaluation and treatment of individuals in a behavioral health crisis. If possible, a tour of the hospital should be made available to the trainees, through virtual tour, pictures, or a physical visit to the local hospital (when available).

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

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

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

### Community Resources

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

#### Technical Studies

**Instructor Qualifications:** Chair of CIT Coordinating Council, representative from CIT Coordinating Council, representative from its Training Committee, Regional CIT Coordinator or experienced CIT First Responder with knowledge of area behavioral health resources and accessibility (e.g., Community Behavioral Health Liaisons (CBHL's), Youth Behavioral Health Liaisons (YBHL's), Certified Community Behavioral Health Organizations (CCBHO), Behavioral Health Crisis Centers (BHCC), National Alliance on Mental Illness (NAMI)).

**Synopsis:** This course reviews the behavioral health care system and the range of local services available for the treatment and support of individuals with behavioral health disorders 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 behavioral health disorder and/or substance use disorder; services provided by 988 and the Department of Mental Health's Access Crisis Intervention (ACI) system; and any other local behavioral health resources.





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## Community Resources | Continued

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

1. Describe the local behavioral health and substance use disorder resources available and how to access them.
2. Describe the opportunities for behavioral health crisis workers and CIT trained First Responder to collaborate to identify needs for, and improve, area services for individuals and their families.

## Overview of Missouri Civil Involuntary Detention (CID) Laws

**Minimum Hour(s):** 1 hour; **Maximum Hour(s):** 1 hour

Legal Studies

**Instructor Qualifications:** A behavioral health professional, court personnel, and/or First Responder with knowledge of Missouri law related to civil involuntary detention.

**Synopsis:** This course focuses on various areas of behavioral health law, which include client rights, involuntary commitment, forensic clients on conditional release, and immunity for certain actions.

**Minimum Objectives:** At the end of the course, 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 behavioral health facility.
2. Identify the criteria of a legally sound affidavit.
3. Discuss the concept of official immunity as it applies to law enforcement.

## Implicit Bias

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

Interpersonal Perspectives including Implicit Bias

**Instructor Qualifications:** Trained First Responder with knowledge in areas of cultural competency, democratic policing, procedural justice, and law enforcement legitimacy.

**Synopsis:** This course 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 a First Responders ability to de-escalate an individual with a behavioral health or substance use disorder who is in a state of crisis. This course will address bias, which First Responders must recognize and learn to work with/around to help a person in crisis.

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

1. Discuss what an implicit bias is.
2. Discuss how an implicit bias is developed.
3. Describe how having law enforcement legitimacy in the community contributes to the de-escalation of individuals in behavioral health crisis through a known/recognized bias.



# MISSOURI CRISIS INTERVENTION TEAM MO CIT CURRICULUM

## Youth Interventions

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

Technical Studies

**Instructor Qualifications:** A professional with knowledge/experience in behavioral health disorders of youth and relevant youth behavioral health crisis services.

**Synopsis:** This course will provide information about how youth are assessed and treated by behavioral 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 course, 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 behavioral health and/or substance use crisis.
3. Discuss the differences between youth and adults in crisis.
4. Identify intervention techniques/strategies unique to the youth population.

## Aging Interventions

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

Technical Studies

**Instructor Qualifications:** A professional with knowledge/experience in behavioral health disorders of the aging population and behavioral health needs of older adults, which can include Adult Protective Services.

**Synopsis:** This course will provide information about how older adults are assessed and treated by behavioral 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 course, trainees will have the ability to:

1. Describe the more common disorders impacting the behavioral 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.

## Intellectual Disabilities

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

Technical Studies

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





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### Intellectual Disabilities | Continued

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

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

1. Define intellectual disabilities, behavioral health disorder 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 those with intellectual disabilities.

### Trauma Informed Care

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

**Interpersonal Perspectives**

**Instructor Qualifications:** A professional with training in Trauma Informed Care.

**Synopsis:** This course explains Trauma Informed Care. The instructor will explain how adverse experiences impact all 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 course, the trainees will have the ability to:

1. Define the terms "trauma" and "resilience."
2. List different stress management strategies.

### First Responder Wellness

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

**Technical Studies**

**Instructor Qualifications:** A First Responder with knowledge/experience in First Responder Wellness. (Could be co-taught with behavioral health professional or another First Responder).

**Synopsis:** This course will explain the importance of First Responders self-care for themselves and their families. They will be provided with a list of common stressors and the barriers created by traditional First Responder culture.

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

1. Discuss the unique stressors associated with a career in the First Responder culture for both the First Responder and their family members.
2. Identify the barriers that have traditionally prevented people in the First Responder culture from accessing behavioral health and/or substance use resources.
3. Discuss First Responder resources.



## MISSOURI CRISIS INTERVENTION TEAM MO CIT CURRICULUM

### Veterans Interventions

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

Technical Studies

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

**Synopsis:** This course will provide trainees with an understanding of Veterans needs and appropriate resources.

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

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

### Review, Graduation & CIT Evaluation

*Exit Evaluation Required*

**Minimum Hour(s):** 1 hour; **Maximum Hour(s):** 1 hour

Technical Studies

**Instructor Qualifications:** Chair of CIT Coordinating Council, representative from CIT Coordinating Council, representative from its Training Committee, Regional CIT Coordinator, or experienced CIT First Responder.

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

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

1. Identify questions about the training, the CIT Program, and/or the responsibilities of a CIT First Responder.
2. Discuss how the 40-hour training prepares them for their responsibility as a CIT First Responder.
3. Recognize trainees for their successful participation in, and completion of, the CIT Program training.



## MISSOURI CRISIS INTERVENTION TEAM MO CIT CURRICULUM

### MO CIT ELECTIVES

#### **CIT from the First Responder(s) Point of View**

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

Technical Studies

**Instructor Qualifications:** CIT trained First Responder with CIT experience.

**Synopsis:** One or more CIT trained First Responders explain their experiences as a CIT trained First Responder.

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

1. Describe how CIT works for the CIT trained First Responder in the community.
2. Discuss common experiences and issues encountered by a CIT trained First Responder.
3. Discuss the value of a CIT Program.

#### **Supervision of CIT First Responder and CIT Report Writing**

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

Technical Studies

**Instructor Qualifications:** CIT-trained law enforcement supervisor or First Responder.

**Synopsis:** The CIT Supervisor or First Responder will provide trainees guidance on how to effectively supervise the CIT First Responder. The instructor will also explain how to properly complete a CIT report and how a CIT report can help connect individuals with the appropriate behavioral health resources.

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

1. Discuss how to effectively supervise CIT trained First Responder.
2. Describe how to complete a CIT report.
3. Discuss the need for a CIT policy that is consistent with law enforcement standards.
4. Discuss how a properly completed CIT report can be part of the continuum of care for an individual living with a behavioral health disorder.

#### **Tactical Planning and Liability Consideration**

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

Technical Studies

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



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### **Tactical Planning and Liability Consideration | Continued**

**Synopsis:** An experienced CIT trained law enforcement officer will describe how to apply the concept of tactical planning to safely de-escalate situations involving someone in a behavioral health crisis in a manner that reduces liability.

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

1. Describe how to apply the concept of tactical planning to safely de-escalate an individual in a behavioral health crisis.
2. Describe the role of a CIT trained First Responder in a barricaded situation.
3. Discuss the liability associated with an inappropriate response to an individual in a behavioral health crisis.

### **Terrorism**

*Recommended for Established CIT Programs Only*

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

**Technical Studies**

**Instructor Qualifications:** Professional with knowledge/experience in terrorism.

**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 course, trainees will be able to:

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

### **First Responder Suicide**

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

**Technical Studies**

**Instructor Qualifications:** A professional with experience working with First Responders and knowledge/experience in first responder suicide prevention.

**Synopsis:** This course provides information about the dynamics of a First Responder suicide, general characteristics that a suicidal First Responder exhibits, and tactics when intervening with a suicidal First Responder.

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

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



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### **Suicide by Cop**

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

**Technical Studies**

**Instructor Qualifications:** Law enforcement with knowledge/experience in suicide intervention.

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

**Minimum Objectives:** At the end of the course, 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 who have been involved in a “suicide by cop” incident.

### **Non-Suicidal Self Harm**

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

**Technical Studies**

**Instructor Qualifications:** A professional with knowledge/experience in suicide prevention and self-harm behaviors (CIT trained preferred).

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

**Minimum Objectives:** At the end of the course, 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.

### **Counseling on Access to Lethal Means (CALM)**

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

**Technical Studies**

**Instructor Qualifications:** Qualified CALM Trainer and/or professional with knowledge/experience with harm reduction strategies.

**Synopsis:** This course 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.



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### **Counseling on Access to Lethal Means (CALM) | Continued**

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

1. Identify 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.

### **Inpatient Hospital Assessment Process**

**Minimum Hour(s):** 1 hour; **Maximum Hour(s):** 1 hour

Technical Studies

**Instructor Qualifications:** A professional with knowledge/experience in inpatient assessment.

**Synopsis:** This course addresses the process of a behavioral health assessment in the emergency department. Topics to be covered: the behavioral 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 course, trainees will have the ability to:

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

### **Site Visits**

**Minimum Hour(s):** 1 hour; **Maximum Hour(s):** 3 hours

Technical Studies

**Instructor Qualifications:** Chair of CIT Coordinating Council, representative from CIT Coordinating Council, representative from its training committee, Regional CIT Coordinator or experienced CIT First Responder with knowledge of area behavioral health resources and accessibility (e.g., Community Behavioral Health Liaisons (CBHL's), Youth Behavioral Health Liaisons (YBHL's), Behavioral Health Crisis Centers (BHCC), Certified Community Behavioral Health Organizations (CCBHO), National Alliance on Mental Illness (NAMI)).

**Synopsis:** Instructor will provide the trainees with information about their facility to include, when possible, a virtual tour of the facility (a pre-recorded tour is acceptable). The instructor will provide details of what to expect when First Responders come to the facility allowing for a smooth transition and soft hand-off of the individual in crisis.

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

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





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### Post-Traumatic Stress Disorder (PTSD)

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

Technical Studies

**Instructor Qualifications:** A professional with knowledge/experience in working with individuals living with Post-Traumatic Stress Disorders (PTSD).

**Synopsis:** This course 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 course, trainees will have the ability to:

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

### Bipolar Disorder

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

Technical Studies

**Instructor Qualifications:** A behavioral health professional with knowledge/experience in clinical aspects of severe behavioral health disorders.

**Synopsis:** This course provides a foundation for understanding bipolar disorder.

**Minimum Objectives:** At the end of the course, 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.

### Personality Disorders

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

Technical Studies

**Instructor Qualifications:** A professional with knowledge/experience working with personality disorders.

**Synopsis:** This course 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 course, trainees will have the ability to:

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.



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### Excited Delirium

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

Technical Studies

**Instructor Qualification:** A professional with knowledge/experience in excited delirium, which could include a medical professional/psychiatrist/psychiatric nurse/behavioral health professional/EMS/LE or another First Responder.

**Synopsis:** This course provides trainees with the definition of excited delirium and explores ways to reduce in custody deaths. 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 course, trainees will have the ability to:

1. Define excited delirium, including risk factors.
2. Discuss 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.

### Autism Spectrum Disorder

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

Technical Studies

**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 course will define autism, state its current prevalence, explain why people with autism may encounter First Responders, describe the range of symptoms and behavioral manifestations of autism, and comment on unique elements of effective First Responders response to individuals with autism experiencing a behavioral health crisis.

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

1. Define Autism Spectrum Disorder.
2. List behaviors of an individual that indicates they may have an Autism Spectrum Disorder.
3. Describe tactics of effective First Responder response to individuals with an autism spectrum disorder experiencing a behavioral health crisis.



## MISSOURI CRISIS INTERVENTION TEAM MO CIT CURRICULUM

### **Alzheimer 's Disease**

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

**Technical Studies**

**Instructor Qualifications:** Alzheimer's Association representative or professional with knowledge/experience of behavioral health needs of older adults who lives with Alzheimer's disease.

**Synopsis:** This course will focus on an understanding of brain disorders associated with alzheimer's, as well as techniques to work with the individuals.

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

1. Discuss 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.

### **Hoarding Disorder**

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

**Technical Studies**

**Instructor Qualifications:** A professional with knowledge/experience in Hoarding Disorder, behaviors, and interventions.

**Synopsis:** This course will focus on hoarding disorder, interventions, and available resources.

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

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

### **Eating Disorders**

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

**Technical Studies**

**Instructor Qualifications:** A professional with knowledge/experience in eating disorders, behavior, and treatment.

**Synopsis:** This course will provide an overview of various eating disorders, suggest helpful resources, and discuss barriers to treatment.

**Minimum Objectives:** At the end of the course, 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.



## MISSOURI CRISIS INTERVENTION TEAM MO CIT CURRICULUM

### Specialty Courts

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

Legal

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

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

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

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

### Guardianship and Power of Attorney

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

Legal

**Instructor Qualifications:** A behavioral health professional with knowledge in working with the guardianship process, and/or court staff (e.g., probate clerk, public administrator, attorney, etc.).

**Synopsis:** Guardianship is a topic which families and significant others of individuals with a severe behavioral health disorder frequently inquire. This course focuses on exploring and obtaining legal guardianship to familiarize trainees with this legal process.

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

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

### Homelessness

**Minimum Hour(s):** 1 hour; **Maximum Hour(s):** 1 hour

Technical Studies

**Instructor Qualifications:** A professional with knowledge/experience working with the unhoused population and knowledgeable of local resources.



## MISSOURI CRISIS INTERVENTION TEAM MO CIT CURRICULUM

### Homelessness | Continued

**Synopsis:** This course will address definitions, types, and risk factors of homelessness in relation to a behavioral health disorder. Crisis intervention, resource availability, and accessibility relative to this chronic population also will be discussed.

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

1. Describe current information regarding homelessness in relation to a behavioral health disorder.
2. Discuss the availability of community services for individuals experiencing homelessness.
3. Discuss how to access homeless services and outreach.

### Reducing Stigma

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

Technical Studies

**Instructor Qualifications:** A professional or individual with knowledge/experience of behavioral health.

**Synopsis:** This course increases trainee awareness of the stigma linked to a behavioral health disorder, the role of language as associated with stigma, strategies for reducing stigma, and discrimination against individuals with a behavioral health disorder.

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

1. Describe the impact of stigma and discrimination on individuals with behavioral health disorders.
2. List actions and language that stigmatize individuals with behavioral health disorders.
3. Discuss strategies for reducing stigma and discrimination against individuals with behavioral health disorders.



## MISSOURI CRISIS INTERVENTION TEAM MO CIT CURRICULUM

### LGBTQ+

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

**Interpersonal Perspectives**

**Instructor Qualifications:** A professional with knowledge/experience of the LGBTQ+ community and local resources.

**Synopsis:** This course increases trainee awareness of the stigma linked to the LGBTQ+ community along with associated language as associated with stigma, and strategies for reducing stigma, and discrimination against individuals with behavioral health disorder in this community.

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

1. Identify and define common terminology in the LGBTQ+ community.
2. Discuss the differences in gender, gender expression, gender identity and sexual orientation.
3. Identify appropriate pronoun use in the LGBTQ+ community.

### Narcan/Overdoses

**Minimum Hour(s):** 1 hour; **Maximum Hour(s):** 1 hour

**Technical Studies**

**Instructor Qualifications:** A professional or individual with knowledge/experience in overdoses, Narcan use and resources.

**Synopsis:** This course increases trainee awareness of overdoses in Missouri and when you should use Narcan in an overdose situation. The participant will feel more comfortable in understanding what Narcan does when it is used, and what to do once the Narcan has been deployed. The trainees will also be given resources for how to obtain Narcan.

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

1. Identify situations in which Narcan is to be appropriately used.
2. Discuss how Narcan works and what to do once Narcan has been used.
3. Identify Narcan resources.

### Traumatic Brain Injuries (TBI)

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

**Technical Studies**

**Instructor Qualifications:** A professional or individual with knowledge/experience with TBI.

**Synopsis:** During this session, the trainees will discuss what a Traumatic Brain Injury (TBI) is, and how it can occur. The trainees will also discuss some signs and symptoms to be aware of when contacting a person diagnosed with a TBI.





## MISSOURI CRISIS INTERVENTION TEAM MO CIT CURRICULUM

### TBI (Traumatic Brain Injuries) | Continued

Resources for a person with a TBI may be limited but will be provided as well during this training.

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

1. Identify and define a traumatic brain injury.
2. Discuss the symptoms of a TBI, or what a person with TBI may struggle with.
3. Identify resources associated with person diagnosed with a TBI.

### Abuse and Neglect

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

#### Technical Studies

**Instructor Qualifications:** A professional or individual with knowledge/experience of Abuse and Neglect for all ages.

**Synopsis:** This course will raise stigma awareness associated with abuse and neglect. The course will also discuss the Missouri state statute (RSMo 630.163) to clarify, by law, when an incident MUST be reported and who is required to make the report. Abuse and neglect are often overlooked by many in the First Responder world but is an underlying issue for a person in crisis. This course will cover how determining a person's past could be important.

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

1. Identify and define Abuse and Neglect.
2. Discuss Missouri Statute 630.163 (mandated reporting)
3. Discuss how Abuse or neglect occurs and the stigma associated with abuse and neglect.

### Domestic Violence

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

#### Interpersonal Perspectives

**Instructor Qualifications:** Professional or individual with knowledge/experience of Domestic Violence

**Synopsis:** This course will raise stigma awareness associated with domestic violence. This course will discuss what domestic violence consists of per the Missouri statute.

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

1. Identify and define domestic violence.
2. Discuss the differences in cultural understanding and stigma associated with domestic violence.
3. Discuss Missouri Statute 565 (Domestic Violence).



## MISSOURI CRISIS INTERVENTION TEAM MO CIT CURRICULUM

### Generational Trauma

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

**Interpersonal Perspectives**

**Instructor Qualifications:** A professional or individual with knowledge/experience of generational trauma.

**Synopsis:** This course will define what is generational trauma and the research that supports it. This course will also cover diverse types of or forms of treatment for generational trauma.

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

1. Identify and define generational trauma.
2. Attendees will be able to list two or more forms/modalities of treatment that are best suited for working with individuals with generational trauma.

### Threat Assessment

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

**Technical Studies**

**Instructor Qualifications:** Law Enforcement professional or person with specific training and knowledge/experience in threat assessment.

**Synopsis:** This course will provide information about how to conduct a threat assessment on individuals who threaten acts of targeted violence towards specific individuals or groups. A threat assessment is a systematic, fact-based method of investigation and examination that blends the collection and analysis of multiple sources of information focusing on an individual's patterns of thinking and behavior to determine whether, and to what extent, a person of concern is moving toward an attack. The course will then explain how to move forward, past the initial threat, and discuss managing / monitoring future behaviors and identifying key people that know potential warning signs and can notify the appropriate source if there is a need.

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

1. Define the Tarasoff Rule/Duty to Warn and Duty to Protect.
2. Identify the warning behaviors/signs of a person who may engage in an act of targeted violence.
3. Identify barriers to successful engagement for a person who has made threats.



## MISSOURI CRISIS INTERVENTION TEAM MO CIT CURRICULUM

### **CIT Reporting System**

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

**Technical Studies**

**Instructor Qualifications:** CIT trained Law Enforcement Officer with knowledge/experience in the statewide CIT reporting system.

**Synopsis:** This course will describe the statewide CIT reporting system and allow for the trainees to understand who has access to the material, what is included and how to get the information from the reporting system. After trainees complete this course, the LE trainees will be able to request access to the reporting system so they can enter information into the system.

**Minimum Objectives:** At the end of the course, law enforcement trainees will have the ability to:

1. Identify what should be included in the CIT reporting system.
2. Discuss who has access to the CIT reporting system.
3. Describe how to use the CIT reporting system.

### **Pre-Hospital Integration of EMS & Fire Into CIT Response**

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

**Technical Studies**

**Instructor Qualifications:** A trained First Responder with knowledge/experience in prehospital utilization of EMS state protocols and EMS & Fire response within CIT calls.

**Synopsis:** This course addresses strategies and techniques to utilize RSMo 190.147 and the approved State CIT protocols within CIT response. This course covers statute requirements of partnerships with EMS, Fire, and Law Enforcement as well as response past law enforcement on scene in crisis.

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

1. Describe the implementation of the State CIT Protocols.
2. Identify communities needs for combined response for law enforcement, fire, and EMS.
3. Understand the statutes that govern EMS/Fire response.

### **First Responder Lived Experience Panel**

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

**Interpersonal Perspectives**

**Instructor Qualifications:** Coordinated by CIT trained First Responders with assistance from behavioral health professionals. Panel to include First Responders with knowledge/experience working in the field and who have experienced a traumatic event or accumulated traumas.



## MISSOURI CRISIS INTERVENTION TEAM MO CIT CURRICULUM

### **First Responder Lived Experience Panel | Continued**

**Synopsis:** This course will be an interactive format. Each panel member will present a summary of their traumatic experiences. This course will include a question-and-answer session.

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

1. Discuss the challenges of surviving incidents and the struggle of First Responder wellness.
2. Discuss the resources needed to support individuals and family members.
3. Describe effective crisis intervention strategies and techniques.

### **Racial Profiling and Building Trust and Legitimacy in Diverse Communities**

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

**Interpersonal Perspectives including Racial Profiling**

**Instructor Qualifications:** A CIT trained First Responder with knowledge/experience in areas of cultural competency, democratic policing, procedural justice, and law enforcement legitimacy.

**Synopsis:** This course 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 First Responder's ability to de-escalate an individual with a mental health or substance use disorder who is in a state of crisis. During this session, the Missouri statute of Racial Profiling will be identified and discussed along with discussion of the most recent stats being provided.

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

1. Define Racial Profiling.
2. Discuss how to work in Law Enforcement and recognize racial profiling (based on RSMo).
3. Identify how to establish law enforcement legitimacy.



## MISSOURI CRISIS INTERVENTION TEAM MO CIT CURRICULUM

### **Networking Lunch**

*Local Sponsorship Required*

**Minimum Hour(s):** 1 hour; **Maximum Hour(s):** 1 hour

**Technical Studies**

**Instructor Qualifications:** A chair of CIT Coordinating Council, representative from CIT Coordinating Council, representative from its Training Committee, Regional CIT Coordinator, or experienced CIT First Responder.

**Synopsis:** The networking lunch is held one day of the training week, directly before or after the individuals with lived experience panel. The participants of the lived experience panel are encouraged to sit with the trainees to encourage conversation with the lived experience panel members regarding appropriate responses.

**Minimum Objectives:** At the end of the course, 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 courses taught throughout the week and explain how each module builds on the other modules to provide quality training.