NaBITA
STANDARDS
for Behavioral Intervention Teams

PART 1. Structural Elements

Standard 1. Define BIT: Behavioral Intervention Teams are small groups of school officials who meet regularly to collect and review concerning information about at-risk community members and develop intervention plans to assist them.

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

Standard 3. Team Name: Team names communicate the role and function in a way that resonates with the campus community.

Standard 4. Team Leadership: A team leader serves to bring the team together and keep discussions productive and focused while maintaining long-term view of team development and education.

Standard 5. Team Membership: Teams are comprised of at least 5, but no more than 10 members and should at a minimum include: dean of students and/or vice president of student affairs (principal or assistant principal in K-12), a mental health care employee (adjustment counselor or school psychologist in K-12), a student conduct staff member, police/law enforcement officer (school resource officer in K-12).

Standard 6. Meeting Frequency: Teams have regularly scheduled meetings at least twice a month with the capacity to hold emergency meetings immediately when needed.

Standard 7. Team Mission: Teams have a clear mission statement which identifies the scope of the team, balances the needs of the individual and the community, defines threat assessment as well as early intervention efforts, and is connected to the academic mission.

Standard 8. Team Scope: Teams address concerning behavior among students, faculty/staff, affiliated members (parents, alumni, visitors, etc.) and should work in conjunction with appropriate law enforcement and human resource agencies when needed.

Standard 9. Policy and Procedure Manual: Teams have a policy and procedure manual that is updated each year to reflect changes in policy and procedures the team puts into place.

Standard 10. Team Budget: Teams have an established budget in order to meet the ongoing needs of the team and the community it serves.

PART 2. Process Elements

Standard 11. Objective Risk Rubric: Teams have an evidence-based, objective risk rubric that is used for each case that comes to the attention of the team.

Standard 12. Interventions: A team clearly defines its actions and interventions for each risk level associated with the objective risk rubric they have in place for their team.

Standard 13. Case Management: Teams invest in case management as a process, and often a position, that provides flexible, need-based support for students to overcome challenges.

Standard 14. Advertising and Marketing: Teams market their services as well as educate and train their communities about what and how to report to the BIT through marketing campaigns, websites, logos, and educational sessions.

Standard 15. Record Keeping: Teams use an electronic data management system to keep records of all referrals and cases.

Standard 16. Team Training: Teams engage in regular, ongoing training on issues related to BIT functions, risk assessment, team processes, and topical knowledge related to common presenting concerns.

Standard 17. Psychological, Threat and Violence Risk Assessments: BITs conduct threat and violence risk assessment as part of their overall approach to prevention and intervention.

PART 3: Quality Assurance and Assessment

Standard 18. Supervision: The BIT chair regularly meets with members individually to assess their functional capacity, workload and offer guidance and additional resources to improve job performance.

Standard 19. End of Semester and Year Reports: Teams collect and share data on referrals and cases to identify trends and patterns and adjust resources and training.

Standard 20. Team Audit: Teams assess the BIT structure and processes and ensure it is functioning well and aligning with best practices.