

Multidisciplinary Behavioral Intervention Teams

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Outline

- About PCC
- BIT Purpose & Background
- Overview of Process
- Process Awareness and Engagement
- Process Ownership and Intersections
- Additional Considerations in BIT Work
- Lessons Learned

About Portland Community College

- 4 Campuses and 8 Centers
- A BIT (Behavior Intervention Team) on each campus
 - ◆ 4 Student Conduct and Retention Coordinators (SCRCs) who oversee this process
- Some services campus based versus district based

BIT: Purpose & Background

→ PCC CARE Philosophy

- ◆ CARE stands for Coordinate, Assess, Respond and Educate. In alignment with PCC's goals, the goal of this work is to: improve overall retention and completion rates; reduce opportunity gaps; and shorten the student's time to completion.

→ Prior to Fall 2016, teams were meeting infrequently and often for what was deemed high level

→ Starting Fall 2016, all 4 teams were meeting on a bi-weekly basis and reviewing reports on a consistent basis

- ◆ New database system
- ◆ Weekly Case Review

BIT: Purpose & Background

- Starting Fall 2018, BIT Teams started meeting weekly
 - ◆ NaBITA brought to campus to train
- Winter 2019: Re-branded PCC's BIT to CARE teams following a revision of the Student Code of Conduct
 - ◆ CARE - "Coordinate, Assess, Respond, Educate"

Overview of Process

- Student Conduct and Retention Coordinators triage all reports received
- A weekly case review is done and it is determined which cases go to the CARE teams
- CARE teams are given access 24-48 hours prior to the meeting to review via a database system
- At the CARE meeting, the case is discussed and if able, a tool is used to establish a baseline for that student
- CARE teams develop next steps/action plan and the SCRCs provide most of the follow-up

Process Awareness and Engagement

→ Bringing visibility to the work is critical to the process

◆ Outreach Presentations

- Collaborate on presentations with Counseling, Disability Services, etc.
- Monthly Q&A sessions
- Student Government/Group Meetings
- Faculty/Staff Meetings

◆ Website Presence

- Differentiate Conduct from Care
- Resources for faculty, staff and students
- [PCC reporting process video](#)

Process Ownership and Intersections

- Owned by Dean of Student Development Offices
 - ◆ Monthly meetings with Deans and Student Conduct and Retention Coordinators
- Engage key stakeholders with quarterly meetings to discuss collaboration needs and opportunities
- Being Intentional with Intersecting Processes
 - ◆ Office of Equity and Inclusion Process
 - ◆ Registrar, Financial Aid, Student Accounts
 - ◆ Course Complaints/Appeals Process
 - ◆ Department of Public Safety and Local Law Enforcement

Additional Considerations in BIT Work

- Being and staying objective in the work
- Asking difficult questions, decision making
- Communication methods

Lessons Learned

- Training and Professional Development
- Regular review to ensure that your practices align with policy
System to maintain consistent records
- Regular engagement with your key stakeholders

Lessons Learned cont.

- Engage Organizations that provide support and framing for the work
 - ◆ National Behavioral Intervention Team Association (NaBITA)
 - NaBITA Rubric
 - ◆ Association for Student Conduct Administration (ASCA)
- Consistent use of a resource of some sort (it doesn't matter which specific ones you use, just make sure that you use it consistently)

Questions

Contact Us

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