



Oregon CIT Core Elements

This training Curriculum is adapted from the “Memphis Model” and Crisis Intervention Team (CIT) Trainings throughout the country. A CIT program is multifaceted. The training component addressed in this document is only one part of a complete CIT program. Presentation samples were provided by CIT programs in Columbia, Deschutes, Douglas, and Umatilla Counties in Oregon as well as the nationally awarded Memphis, Tennessee and Charlottesville, Virginia CIT programs.

The training emphasizes a better understanding of mental illnesses, including substance use disorders and how it affects a person’s life. The course increases communication skills, using both practical experience and role-playing. Class participants are introduced to local mental health professionals, consumers and family members both in the classroom and in the field during site visits.

This 40 hour intensive training program provides a common base of knowledge about mental illness and gives the participants a basic foundation from which to build. The course is intended to provide officers and first responders with the skills to:

- Recognize signs and symptoms of mental illness and co-occurring disorders
- Recognize a mental health crisis situation
- Verbally de-escalate mental illness crisis – when safe and appropriate
- Know local resources on where to take consumers in crisis
- Learn about jail diversion options
- Know what the appropriate steps to follow up are, such as contacting case managers and providing families with community resources.
- Learn how to problem-solve with the treatment system

The curriculum outlined below allows flexibility for each community to develop aspects, needs and resources unique to their community.

Creating a CIT program and making it available to agency members can be challenging. The course information provided in this document is based on the training element of the “Memphis Model” and is what is commonly recognized as CIT training. All agencies should be providing some level of training to their staff on information, tactics and techniques for safely and effectively responding to incidents involving those experiencing a mental health crisis but not all agencies can effectively make CIT training available to their staff.

Suggested CIT Core elements of the Memphis Model include:

Mental health – 13 hours

- a) Severe, persistent Mental illness
- b) Child and youth, adolescence
- c) Special focus issues – including suicide and PTSD
- d) Substance use disorder
- e) Assessment and commitment
- f) Crisis cycle
- g) Stress first aid
- h) Cognitive Disorders

Community Support – 6 hours

- a) Cultural Awareness & diversity
- b) Veteran's Perspective
- c) Community Resources
- d) Advocacy/Perspective

De-Escalation – 9 hours

- a) Verbal de-escalation
- b) Law Enforcement tactics
- c) Scenario Discussion
- d) Scenarios and role plays

Site Visits – depending on local resources, 2 – 6 hours

- a) Psychiatric hospital
- b) Veteran's centers
- c) Day treatment programs
- d) Homeless programs
- e) Outpatient treatment
- f) Foster home/treatment homes

Law Enforcement – 4 hours

- a) Policy and procedures
- b) Liability
- c) Officer Wellness
- d) Mental health courts/jail diversion programs

Research and Systems –

- a) CIT overview
- b) Evaluation of the training
- c) Administrative tasks

Core CIT Curriculum Classes (Total Hours = 40)				
Recommended Courses (32 – 34 hours)	Minimum Hours	Maximum Hours	Example 1	Example 2
Age related disorders	1		1	1
Cognitive Disorders	1		1	1
Community Resources	1		1	1
De-Escalation Role Plays	4		3	3
De-Escalation Strategies and Techniques	4		4	4
Graduation & CIT Evaluation	1		2	1
Lived Experience Panel (s)	2		2	3
Medication	1		2	1
Officer Wellness	1		2	1
Overview of CIT	1		1	1
Overview of Civil Involuntary Detention Laws and Liability	1		2	1
Overview of Mental Health Disorders	1		3	2
Site Visits	2		2	2
Substance use/Co-Occurring Disorders	1		2	1
Suicide Intervention	1		2	1
Veterans' issues and PTSD	1		2	2
Youth Intervention	1		2	1
The Minimum number of recommended class hours is 32. (6 additional hours from the above list are necessary to reach the 32 hour minimum)				27
The Maximum number of recommended class hours is 34 (no more than 8 additional hours from the above list are allowed to reach the 34 hour maximum)			34	

Elective Courses (6-8 Hours)	Minimum Hours	Maximum hours	Example 1	Example 2
Autism Spectrum Disorder	1			
Bipolar Disorder	1			
CIT from the Officer (s) Point of View	1			
Eating Disorder	1			
Excited Delirium	1		1	1
Guardianship and Power of Attorney	1			
Homelessness	1			
Inpatient Hospital Assessment Process	1			1
Jail Diversion	1			
Law Enforcement Suicide	1			
Mental Health First Aid for Law Enforcement	6	8		7
Mood Disorder	1			
Networking Lunch (local sponsorship required)	1		2	2
Personality Disorders	1			
Psychosis Simulator	1		1	
Reducing Stigma	1			
Specialty Courts	1		1	1
Suicidal vs. non-Suicidal Self-Harm	1			
Suicide by Cop	1			1
Supervision of CIT Officers/report writing/ data				
Synthetic Drugs	1			
Trauma Informed Care	1		1	
Veteran's Perspective	1			
Select at least 4 classes from the list to equal up to 8 hours				
The Minimum number of elective class hours is 6	6		6	13
The Maximum number of elective class hours is 8		8		
Total hours			40	40

**Achievement of the minimum/maximum recommended hours may be acquired throughout the training over several presentations. EX: De-escalation techniques may be included in the Autism Spectrum Disorder for specific ways to help de-escalate an individual with Autism.*

Training can be provided on any of the topics listed above but in and of itself cannot be considered CIT. Some training is better than no training at all, however. In addition to specific topic based training from those listed, there are also structured programs available which can provide a basic awareness of mental illness. As an example, "Mental Health First Aid", which is a curriculum developed by the National Council for Behavioral Health, has been used to effectively train criminal justice professionals to recognize behavior commonly associated with mental illness.