



APPLICATION FORM

All applications must include the following information. Separate applications must be submitted for each eligible program. **Deadline: June 1, 2018.** Please include this application form with electronic entry. If you do not receive an email confirming receipt of your entry within 3 days of submission, please contact [Gage Harter](#).

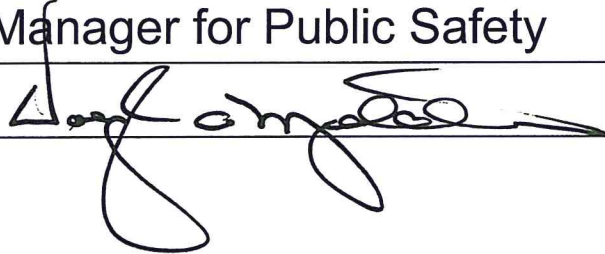
PROGRAM INFORMATION

County: County of Henrico
Program Title: Crisis Intervention Team Refresher Training
Program Category: Criminal Justice & Public Safety

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1. Program Overview

Henrico County implemented Crisis Intervention Team (CIT) Basic training in 2008. This week-long instruction gives police, fire, sheriff, and mental health personnel the necessary skills to successfully assist individuals in crisis. In the past ten years, Henrico's CIT instructors have taught over 1,700 participants in 73 CIT Basic classes.

The Henrico chiefs of Police and Fire, the Sheriff and the director of Mental Health and Developmental Services requested training to refresh responders on the skills and resources taught in the CIT Basic class. As a result, Henrico County's CIT instructors developed the CIT Refresher curriculum to fulfill this need. The curriculum highlights the initiatives of Henrico County's CIT program, updates responders on legal changes, provides an opportunity to practice de-escalation skills, and offers an intensive session on current issues. The nationwide opiate epidemic is the current selected topic.

The 8-hour CIT Refresher classes were initially offered in 2017. More than 240 Henrico first responders completed the course on one of the twelve available dates. Additional training is scheduled for the coming years. This training is the first of its kind in Virginia and, purportedly, the first in the nation.

2. Problem/Challenge/Situation Faced by Locality

Henrico County began researching CIT in 2006 and implemented CIT training in 2008. Over 1,700 first responders have completed Henrico County's week-long CIT Basic class. Since Henrico County began its CIT program, several new CIT initiatives have been developed including a CIT assessment site and a CIT community response team.

The evolving services of Henrico's CIT program, coupled with the length of time that had elapsed since many first responders had completed the CIT Basic class, prompted the development of the CIT Refresher training. CIT leaders deemed it beneficial to provide training which would review CIT skills and resources, update responders on CIT advances, and inform them of current issues related to the law. In addition, this training was an appropriate vehicle to discuss current issues such as the opiate epidemic.

3. How Program Fulfilled Awards Criteria

According to the National Alliance on Mental Illness (NAMI), CIT has proven to be an effective program in reducing injuries to officers while responding to mental health related calls. NAMI staff report "individuals who encounter a CIT-trained officer receive more counseling, medication and other forms of treatment than individuals who are not divertedⁱⁱ." The benefits of officers being CIT trained include appropriate referrals and treatment of individuals who are experiencing a mental health crisis.

CIT training benefits both the first responders and the residents with whom they interact. Henrico County's first responder agencies value that staff maintain their de-escalation skills and are continually aware of the most relevant resources in the community. The CIT Refresher training served to accomplish this.

Henrico County's CIT Refresher series is the first of its kind in the Commonwealth of Virginia and reportedly the first such training in the nation. Henrico County executives have set an expectation for all CIT trained Police and Sheriff to attend the Refresher training. Additionally, the County leaders plan that these first responders will attend a CIT Refresher training every three years. To

meet this continuing goal, the training calendar for the foreseeable future includes 12 scheduled CIT Refresher classes each year.

4. How Program Was Carried Out

Henrico County successfully implemented CIT in 2008. The CIT Refresher class was implemented by Henrico's CIT instructors in 2017 and over 240 CIT trained first responders completed this eight-hour class. All CIT trained first responders are scheduled to complete the CIT refresher in the coming years.

CIT is a model which originated in Memphis, Tennessee, and has since been adopted across the country and internationally. A fundamental component of any CIT program is a CIT Basic class. This model of instruction and foundation of skills has been shown to improve the interactions between first responders and individuals, who may be in the midst of a crisis, or individuals who may be experiencing a crisis due to a mental health diagnosis. Through this training, first responders learn basic de-escalation skills as well as available community resources to assist the person in crisis and their family. There is a strong focus on avoiding unnecessary hospitalization or incarceration by getting residents the help that they need.

In 2016, after eight years of CIT instruction, Henrico's CIT leaders discussed the need for a refresher class. The priority was to focus on those CIT trained responders who completed the CIT Basic class in the first years of the program. Research into CIT refresher programs throughout the nation yielded no results. Thus, instructors from the four partner CIT agencies of police, fire, sheriff, and mental health met regularly to develop a curriculum for the CIT Refresher training. In addition, representatives from the County Attorney's Office and Henrico Mental Health's

Substance Abuse and Emergency Services units also contributed to the development of this training.

As discussions progressed, it was determined that the ideal duration for this training would be eight hours. This allows adequate time to accomplish the goals selected by Henrico's CIT executives and lead instructors. The curriculum developed by Henrico CIT staff includes information on the evolving CIT initiatives, skills, and the CIT values of partnership, respect, Mental Health Recovery, and trauma informed responses.

During the five-day CIT Basic training, there are intensive role-plays which provide an opportunity to put the skills being taught to use. This requires many instructors to be present. While there was a desire for participants to have an opportunity to again practice and demonstrate these skills, those involved in planning also were mindful of the demands on each agency due to the staffing needs role-plays require. A modified exercise was developed so that participants demonstrate the skills with less demand on staffing with instructors. Taking this one step further, case studies are presented to generate discussion about resources and dispositions.

A two-hour legal block allows for updated legal codes to be discussed. A panel of representatives from police, sheriff, fire, mental health, magistrate, and county attorney responds to questions related to current situations, challenges, and the law.

County CIT leaders decided those who attended the CIT Basic class in the first few years of Henrico's CIT program would be a priority for attending the first year of CIT Refresher classes. In addition, they felt attendance at the Refresher class should reoccur every three years. In analyzing the breakdown of the number of participants who attended the CIT Basic class each year, it was determined that scheduling 12 classes through the 2017 calendar year would allow

for the number of seats needed. Due to the successful implementation of the CIT Refresher classes, they are now scheduled 12 times each year for the next several years

5. Financing and Staffing

Expenses related to CIT Refresher training were limited. Since the county agencies value investing in the training provided through the CIT program, they absorbed the cost of staff to be available to instruct and for responders to attend the CIT refresher trainings. The cost of office supplies required for the training is minimal but has also been absorbed by the county's existing agency budgets. Training venues and technology are provided free of charge by county training sites. There have been no other costs associated with this program.

6. Program Results

Henrico CIT program successfully held 12 Refresher trainings through the 2017 calendar year. There were participants present from Henrico Police and Henrico Sheriff in attendance for each of the 12 classes. The participants who were assigned to attend this class were selected by their respective training departments and prioritized based on when they attended the CIT Basic course.

The Henrico Police Department set a priority of those officers who attended CIT Basic in 2008 through 2012. They planned for 100% of those officers to attend the Refresher class in 2017. In the first five years of training, 182 officers came through the CIT Basic class. Of those who are still with the county, 99% of them attended the Refresher training in 2017.

The Henrico Sheriff's Office focused on those deputies who attended the CIT Basic in the years of 2008 through 2014. The Sheriff's Office had 233 participants attend the CIT Basic class through these seven years and planned for 100% to attend a Refresher over the course of 18 months.

They are on target to meet that goal. Of those who are still employed by the County, 67% attended the Refresher training in 2017. The remaining deputies are scheduled to attend the CIT Refresher in the first half of the 2018 training year.

Department	# trained in 2017 Refresher
Henrico Police Division	148
Henrico Sheriff's Office	99
Total:	247

Henrico CIT strives to produce quality training and services. To inform this process, an evaluation is given to participants to garner feedback on the units presented during the CIT Refresher. Many comments reflect an appreciation for the content and quality of the training such as,

- “The [legal] panel portion gave a variety of perspectives/responses to questions. It was easily tailored to the class needs.”
- “Acting out scenarios helps you keep in touch with the things we come across dealing with Mental Health.”
- “I gained a new perspective on addiction.”
- “Overall the information and practical were a good refresher for not having been in basic for many years and absolutely necessary.”
- “I’ve been a life-long Henrico county resident and I NEVER KNEW so many resources were available.”

7. Brief Summary

Henrico County leaders saw the Refresher class as an opportunity to discuss current issues such as the opiate epidemic. Like many communities across the country and the Commonwealth,

Henrico is experiencing a rise in drug overdoses. On average, one person dies each week in Henrico County due to an opiate overdose. In meeting with representatives from the Substance Abuse unit, options were considered on how best to convey useful information to the first responders. It was decided that a presentation on addiction from the perspective of a medical model which discusses addiction as a disease as opposed to a character flaw would be useful. The unit includes information on recovery, challenges, and community resources which can assist individuals to find and maintain recovery. To highlight the realities of addiction on a personal level, an individual from the community shares their personal story of addiction and recovery.

ⁱ Financial Trends Monitoring System (2016) <http://henrico.us/pdfs/finance/ApprovedBudgetFY2016/f.pdf>
ⁱⁱ <http://www.nami.org/Law-Enforcement-and-Mental-Health/What-Is-CIT>