Developing a Youth CIT Program

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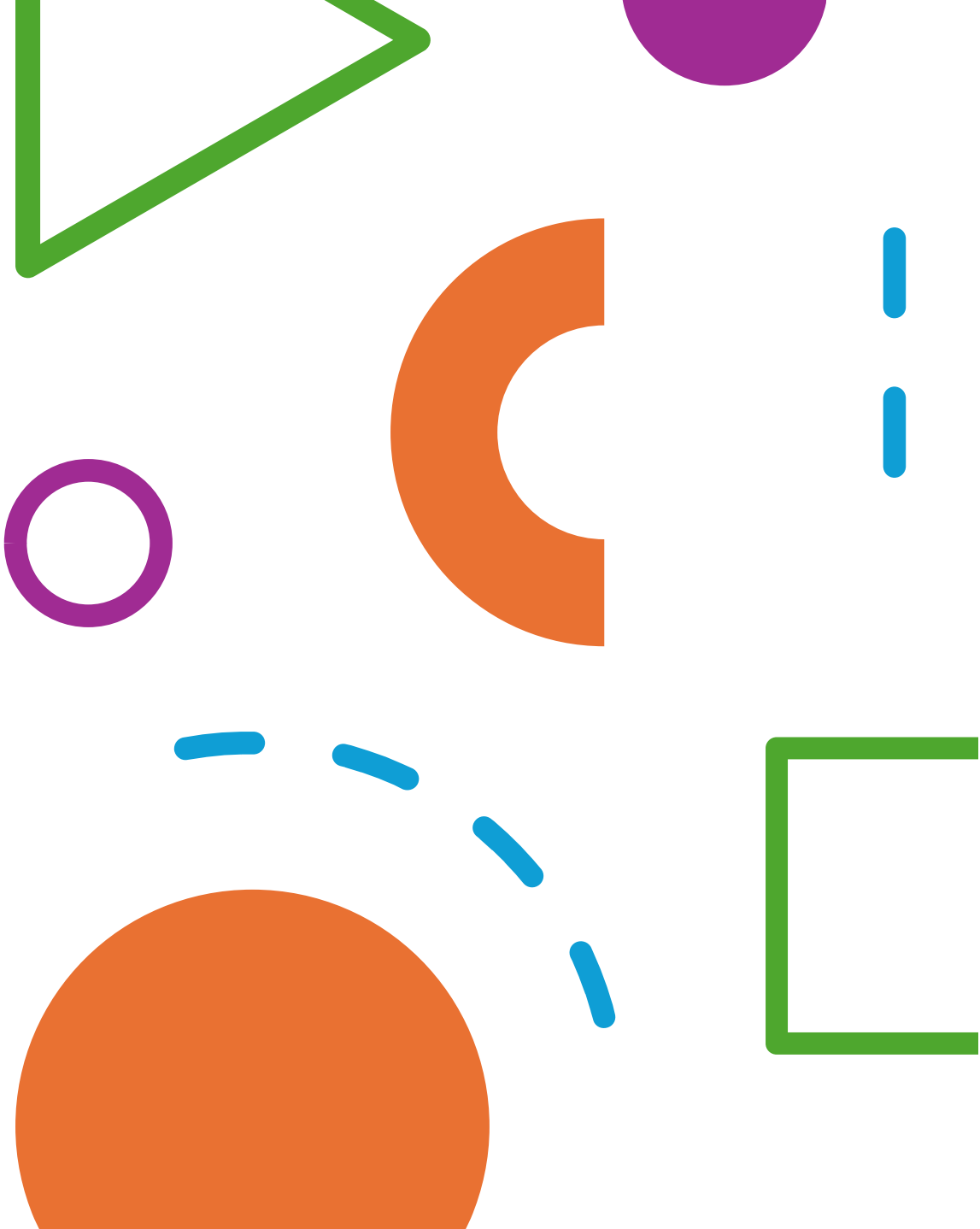
The Grant

- Awarded to NAMI Keystone, Pennsylvania, by PA Office of Mental Health and Substance Abuse Services (OMHSAS)
- Design a curriculum and pilot in at least 4 counties
- Target audience: School Resource Officers, juvenile probation, school staff, children, youth and family workers
- Evaluate participant data and feedback
- Present continuity plan to OMHSAS at conclusion of grant



The Need

Currently no 40-hour youth specific trainings for CIT

Understanding that most behavioral health concerns begin between ages 10-14

SRO's, teachers and other school staff will likely be first to notice concerning behaviors

Regular CIT is not a prerequisite.

Curriculum Development

- Attended several youth related workshops at the annual CIT International Conference and other youth focused conferences.
- Referenced similar programs already operating across the country
- NAMI Guide:
  - Responding to Youth with Mental Health Needs; A CIT for Youth Implementation Manual
- Stakeholder feedback
- De-Escalation training and Role Plays (OMHSAS and CITI Requirement)
- Flexibility
- Community Partnership and Development

Act 55 School Safety and Security Training

Pennsylvania Commission on Crime and Delinquency

Training and Education: ACT 55

- ACT 55 through PCCD requires school employees, including School Resource Officers/School Police Officers to completed three hours of instruction annually.

- Combination on one or more of the following topics:
  - Situational Awareness
  - Trauma-Informed Approaches
  - Behavioral Health Awareness
  - Suicide and Bullying Awareness
  - Substance Abuse Awareness

Training and Education: ACT 55

- Additional Training Topics
  - Schools must also provide one hour of training that addresses emergency training drills AND identification or recognition of student behavior that may indicate a threat to the safety of the student, other students, school employees, other individuals, school facilities or the community.
  - With that, Dauphin County, Pennsylvania has included the Dauphin County Threat Advisory Group and the Dauphin County Gang Task Force as training topics due to the need for the and trends that are being seen within Juvenile Probation and urban school settings.

Why Follow PCCD: ACT 55

- We can utilize certified and approved trainers for the pervious listed training section
  - This would allow for future growth and development of the program and accreditation through PCCD.
- This would allow for us to build a program that can be transitioned across the State of Pennsylvania and
- We are able to seek funding through state and federal avenues.

Westmoreland County CIT Schedule

Monday 6/9	Tuesday 6/10	Wednesday 6/11	Thursday 6/12	Friday 6/13
8:00-8:30AM Introductions and CIT-Y Week Overview	8:00-9:00AM Youth LGBTQIA+ and DEI	8:00-9:00AM Connecting with Youth via Language	8:00-9:15AM MHPA & 302s	8:00-10:00AM Verbal De-Escalation Techniques
8:30-10:00AM Serious Mental Illness (SMI) Overview	9:00-10:30AM Eating Disorders	9:00-11:00AM MH Provider Site Visit Saint Vincent College Prevention Projects	9:15-10:15AM PA Law, School Resource Officers, Policy, and School Crisis Resources	Break
10:00-10:30AM First Episode Psychosis	Break	Break	Break	10:15AM-12:00PM Vicarious Trauma
Break	10:45-11:45AM Substance Use Disorders	11:15AM-12:00PM Bullying, Cyber and Cellphone Responsibility	10:30AM-12:00PM State and County Systems Panel	12:00-12:45PM Lunch Panera Adelphoi
10:45-11:15AM Adolescent Development	11:45AM-12:15PM D & A Services	12:00-12:45PM Lunch Chick-fila Adelphoi	12:00-12:45PM Lunch Pizza & Salad Ray of Hope & MHASWPA	12:45-2:30PM Role Play Scenarios
11:15AM-12:00PM Adolescent Behavioral Health	12:15-1:00PM Lunch Pasta, Salad, Bread Rizzo's	12:45-2:30PM Sexual Exploitation and Human Trafficking	12:45-2:45PM Community Resources Panel	Break
12:00-12:45PM Lunch Chipotle BHDS	1:00-2:15PM Neurodivergent Youth	Break	Break	2:45-3:00PM CIT-Y Week Review
12:45-1:00PM Travel to Adelphoi	Break	2:45-4:00PM Suicide and Self Injurious Behavior	3:00-4:00PM Role of Families and Experiences Panel	3:00-4:00PM Graduation
1:00-2:00PM MH Provider Site Visit Adelphoi Partial;	2:30-4:00PM IDD/Special Education			
Break				
2:15-4:00PM Trauma in Youth and ACES				

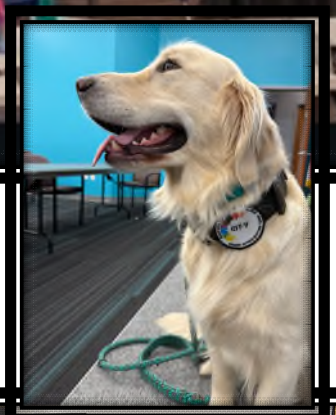
Dauphin County CIT Schedule

Monday July 28th, 2025	Tuesday July 29th, 2025	Wednesday July 30th, 2025	Thursday July 31st, 2025	Friday August 1st, 2025
8:00-8:45 Welcome/Intro	8:00-9:45 Adolescent Development	8:00-9:45 Substance Use Disorders	8:00 -10:30 Motivational Interviewing	(MI)8:00-10:30 Suicide & Self-Injurious Behavior (SIB)
8:45-10:45 Serious Mental Illnesses (SMI)				
10:45-12:00 IDD & Special Education	9:45-11:00 Adolescent Behavioral Health	9:45-10:45 Eating Disorders	10:30-12:00 MHPA, 302, Pa Law & School Crisis Resources	10:30-12:00 Verbal De-Escalation Techniques
	11:00-12:00 Threat Advisory Group	10:45-12:00 Sexual Exploitation & Human Trafficking		
12:00-12:45 Lunch	12:00-12:45 Lunch	12:00-12:45 Lunch	12:00-12:45 Lunch	12:00-12:45 Lunch
12:45-2:00 Gangs	12:45-2:00 Connecting with Youth Via Language	12:45-4:30 Trauma Informed Care	12:45-2:30 Vicarious Trauma	12:45-2:30 Role Play
2:00-4:00 DEI And Bullying, Cyber, and Cellphone Responsibility	2:00-3:00 Poverty and Homelessness			2:30-3:00 Week Review
	3:00-4:30 Trauma in Youth (ACES)		2:30-4:30 Lived Experience Panel	
				3:00-4:30 Graduation

the very first 40 hour youth specific crisis intervention team training (cit-y) in pa!
CRISIS INTERVENTION TEAM - YOUTH
CIT-Y
WESTMORELAND COUNTY

CERTIFICATE
OF COMPLETION
Crisis Intervention Team – Youth
Dog Therapy K9

DAUPHIN COUNTY
CRISIS INTERVENTION TEAM - YOUTH
CIT-Y
Please Scan and Complete
Crisis Intervention Team - Youth Training Post Assessment - July 2025 - Week 1



CIT-Y

Agency Partnerships

- With the development of the Youth – CIT curriculum. We have been able to develop partnerships with two separate Intermediate Units and Pennsylvania Attorney Generals Office – Safe to Say Something Program.
- Intermediate Unit Partnerships
  - Capital Area Intermediate Unit
  - Westmoreland Intermediate Unit
- Safe to Say Something
  - Safe to Say Something has assigned an investigative analyst to the Dauphin County CIT Steering Committee.
  - Sent a representative to attend the PCCD CIT Symposium
  - Able to reach law enforcement officers who investigate child victim crimes and provide those agents with youth focused training and trauma informed care approach training.

Steering committee = Success

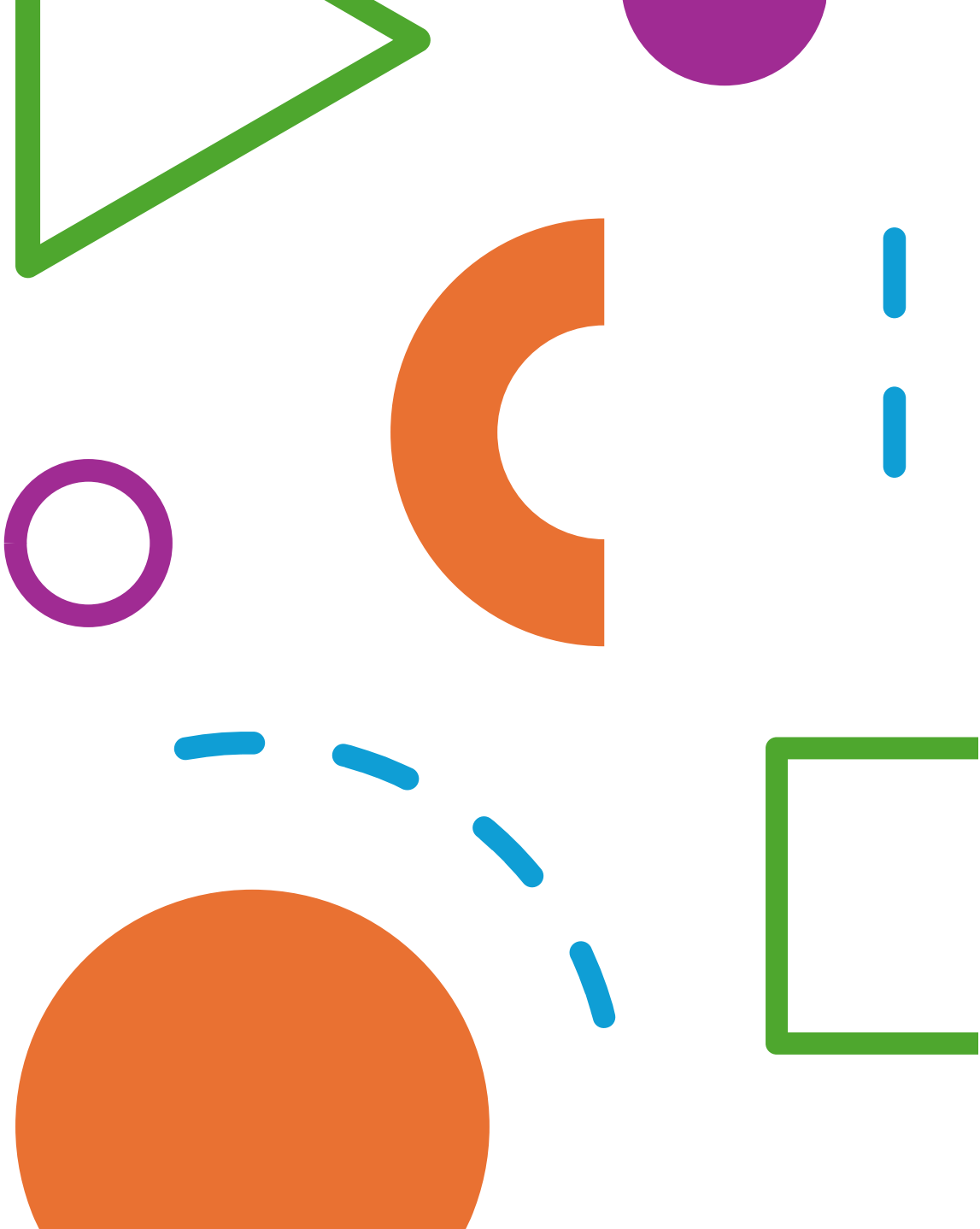
- ❑ County BH/MH Office Staff
- ❑ D&A SCO/Provider
- ❑ School Staff & Intermediate Unit
- ❑ School Resource and Police Officers
- ❑ Advocacy Organizations
- ❑ Lived & Family Experience
- ❑ Juvenile Probation
- ❑ Children and Youth Services
- ❑ MH Providers
- ❑ ID/A Providers
- ❑ Students & Youth
- ❑ Crisis Hotline/Mobile Staff
- ❑ Department of Public Safety

Who Should Attend CIT-Y?

- School Resource Officers, Police & Security
- School Counselors, Teachers and Staff
- School Assistance Program (SAP) and Community Supports
- Children and Youth Services
- Juvenile Probation Officers
- Crisis Workers
- Day Care and Preschool Staff
- Colleges and Universities
- MH/IDA Providers
- Victims & Witness Services

Small Things that get **big** results

- Presenters: What is their role and how can they help after the training?
- Presentations: Binders vs Flash Drives
- Marketing: Brochures, Flyers, Outreach, Word of Mouth
- Swag: Shirts, Pins, Patches, Mugs, Pens, Padfolios
- Resource Tables and Direct Contact Information for providers
- Site Visits: Break up if possible and make interactive (2x), discussion
- Constant communication with Steering Committee and systems partners
- Input from class, communities, families, kiddos and those with lived experience
- Evolve or dissolve



Abilities and Limitations

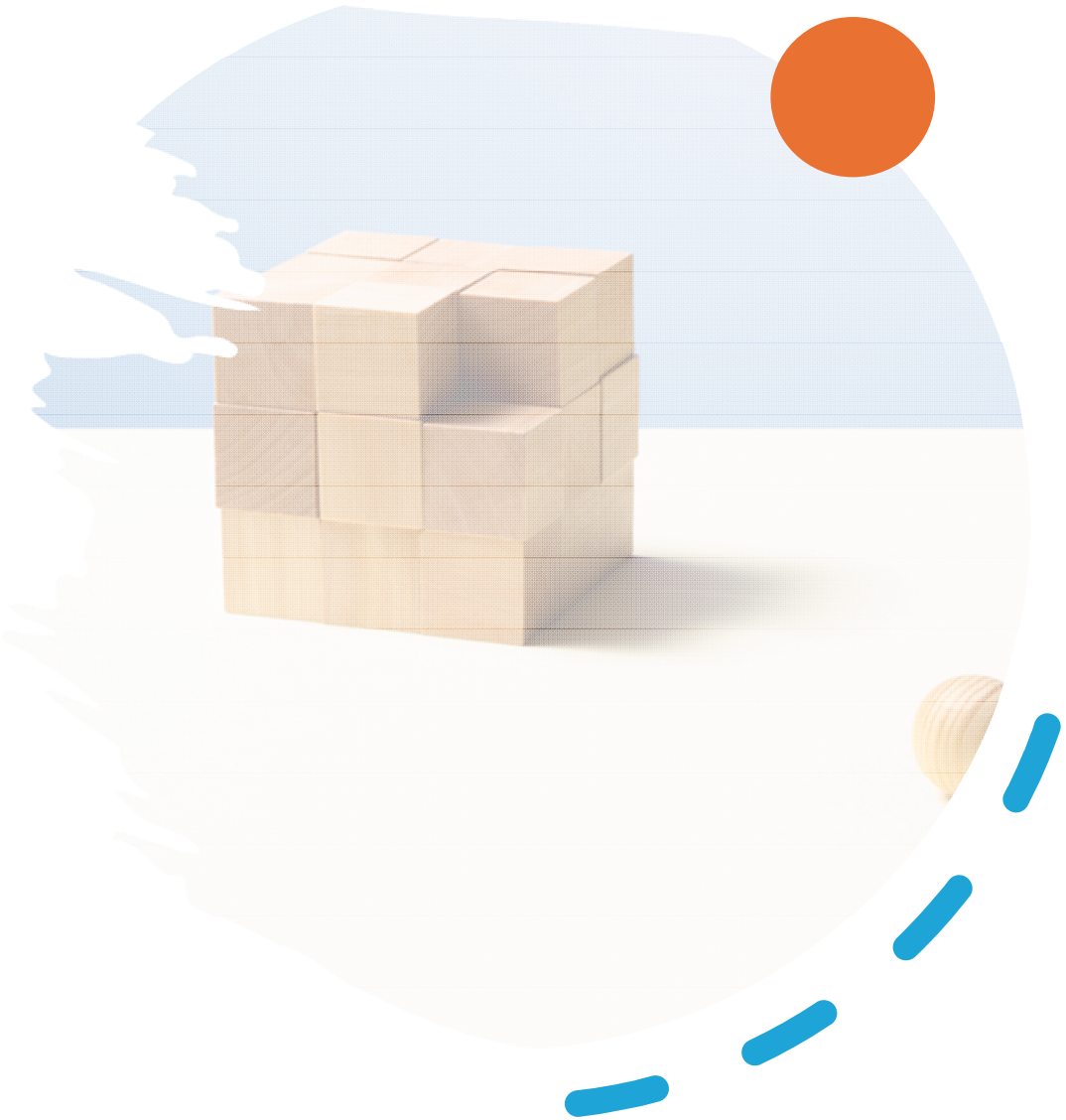
- Timing: Most bang for your buck with your target audience
- Continuing Ed: CLEE, CEU and MPOETC
- Funding: What can you pay for and how to get other costs covered
- Connections & Communication: Schools, police and systems partners
- Schedule and Presenters: Can alter based off needs and trends, use evaluations
- Buy In
- The guardians/family dynamic are sometimes the barrier, what do you do then?

Volunteer v. Voluntold

- Volunteer
  - We receive better quality of participation outcomes when we have individuals that truly want to attend the training, but also, they are the future of our change makers and champions in mental health advocacy.
    - Are self-motivated to improve
    - They are the individuals that spark conversation during the training and begin building relationships with outside agencies during the training week.
    - They are the individuals who will take the knowledge back to their departments and agencies that will spark more conversation and growth within the training and CIT program overall.
    - These are the individuals that will utilize the skills learned when leaving the training and we spark

Volunteer v. Voluntold

- Voluntold
  - These are the individuals who are hard to gain buy in from, they fight the training, they do not have buy in and they are not in agreement to change of policing and partnerships.
    - They can cause data collection to have outliers
    - May feel resentful, disengaged, or skeptical
    - They are less engaged in the training than others, go through the motions.
    - At times can be vocal about negative views regarding behavioral health needs.



Volunteer v. Voluntold

- Voluntold Outliers
  - These are the individuals who originally came into the training with negative views and then, during one point of the training something clicks, and they can see the need for the training and understand why it is important for this change in policing and partnerships.
    - They did not realize the value of the training.
    - They become unexpected advocates for the training afterward.
    - Are thoughtful, curious, and engaged as the training goes on.
      - Show genuine interest once initial engagement and buy in occurs.

Data

118 certifications awarded to date – across 5 iterations

Pre and Post Surveys – QR Code

Survey for every block of instruction – paper

Survey results are used to assess efficacy of program, knowledge levels and to gather feedback for future iterations

What the Data Says So Far

Increase in confidence in assisting a youth in crisis.

Better understanding of the mental health system for youth and families.

Opportunity for in the moment networking for understanding limitations and legal liabilities of different departments and agencies.

Understanding of adolescent development.

What Participants Are Saying

This session truly opened my eyes to an issue I didn't know we had.

Fantastic training I am going to recommend this to all of my staff.

Although last week was very full, it was well worth the time and connections that were made with all those in attendance.

I found this training very useful and insightful. One of the better trainings I've attended over the last couple of years. You guys did a great job!

QUESTIONS

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