

## Crisis Intervention Team (CIT) Probation Officer Training

In 2021, the Criminal Justice Coordinating Center of Excellence (CJ CCoE), in collaboration with the Ohio Stepping Up Initiative, the Ohio Chief Probation Officers Association and a statewide planning committee, developed and facilitated the Crisis Intervention Team (CIT) Probation Officer Training. After facilitating three trainings, the CJ CCoE compiled materials and considerations to assist CIT Program Coordinators in partnering with their local probation departments to provide this training.

### Items to Consider for Partnering with Local Probation Departments

- Each community needs to determine what is being asked by their probation services, i.e., crisis intervention training or CIT training (crisis intervention training plus probation's role in a team model).
- Communities will want to determine if their probation departments want to become linked into the local CIT Program. While this is encouraged, it is not a requirement.
- A large majority of Ohio CIT Programs make the CIT Patrol Officer Training Course available to local probation officers. This can be a first step in building a partnership. If your CIT Program does not currently provide this invitation, your Steering Committee should consider taking this step. There may be barriers to probation officers attending (see below), so CIT Programs should follow up with probation departments if an invitation has been extended but no probation officers have participated.
- Larger, i.e., urban communities, may not be able to accommodate all probation staff in their patrol officer training because the demand for patrol officer training is large and ongoing.
- Probation departments may not have the coverage capacity to allow officers to attend a week-long training (i.e., the patrol officer training course), especially if more brief options are available. This is a scenario in which a shorter, probation officer focused training course may be most appropriate, e.g., CIT Probation Officer Training.

### Items to Consider for Facilitating CIT Probation Officer Training

- Core elements of a probation officer CIT course have been developed.  
Please see the 2022 Ohio CIT Core Elements
- While it is recommended that the training be at least two full days' worth of content, or approximately 16 hours, how much time it takes to cover the core elements of the training is a local determination by the CIT program.
- The training schedule and structure can be flexible, e.g., two consecutive days, a weekly series of briefer training content, a week of half-day blocks, etc.
- The community should set aside time in the training to review the local crisis response system and the local mental health system's resources. This is a key element that the CJ CCoE was unable to address in the three statewide trainings because of the variation across communities. Learning the local crisis response system, how to appropriately interact with the system and providers, and understanding their role within the crisis response system provides probation officers with concrete, actionable knowledge they can take back to their day-to-day work.
- Probation to Probation (peer to peer) ideally should be part of the training model. This includes having Probation Officers as presenters/trainers and including CIT-experience Probation Officers in planning the event, selecting content, and developing appropriate scenarios.

- Scenarios should be role specific – This may mean taking the time to modify existing scenarios or develop new scenarios.
- When possible, Changing Offender Behavior (COB) credits should be applied for in conjunction with the training. The COB's may assist with support for Probation Officers to attend the training.