

**Board of State and Community Corrections  
Behavioral Health Unit Recommendations for ACO, JCO and PO**

Signs and Symptoms of Substance Abuse		Instructional Time: ACO, JCO, PO (2 hours)
Performance Objectives (Tested)	Training Notes (Not tested)	
<ul style="list-style-type: none"> <li>• Identify recent trends in substance abuse.</li> <li>• Identify the substances an offender may be abusing.</li> <li>• Identify typical signs and symptoms of being under the influence of a substance that can also be attributed to medical problems.</li> <li>• Identify typical behavioral characteristics and physical symptoms associated with common drugs and alcohol.</li> <li>• Classify categories for narcotics <b>(JCO)(PO)</b></li> <li>• Identify and distinguish between street drugs and prescription drugs <b>(JCO)(PO)</b></li> </ul>	<ul style="list-style-type: none"> <li>• Identify current state and local drug trends.</li> </ul>	
TRAUMA		Instructional Time: PO & JCO (4 hours); ACO (2 hours)
Performance Objectives (Tested)	Training Notes (Not tested)	
<ul style="list-style-type: none"> <li>• Define and identify types and causes of trauma</li> <li>• Explain how behaviors and actions of staff may inflict trauma on individuals under our supervision or in our custody.</li> <li>• Identify appropriate classification/housing for someone who has suffered trauma</li> <li>• Ability to identify signs and symptoms of current trauma and past trauma (offenders and staff)</li> <li>• Ability to identify signs of and interact with and provide services for victims of human trafficking and other trauma</li> <li>• Identify/demonstrate how to appropriately interact with offenders who have suffered trauma.</li> <li>• Define &amp; identify signs of secondary and vicarious trauma (as it relates to staff)</li> <li>• Barriers to reporting trauma to staff</li> </ul>	<ul style="list-style-type: none"> <li>• Identify resources available to officers</li> <li>• Identify the signs and symptoms of distress associated with the secondary trauma</li> <li>• Based on local options, know that some alternatives to custody may be advantageous/disadvantageous</li> </ul>	
INTERVENTIONS, RESOURCES, REFERRALS, AND COMMUNICATION		Instructional time: ACO, JCO and PO (5 hours). To include scenarios
Performance Objectives (Tested)	Training Notes (Not tested)	
<ul style="list-style-type: none"> <li>• Describe verbal intervention techniques used by officers (best practices)</li> <li>• Scenarios involving disturbances with mentally ill offenders.               <ul style="list-style-type: none"> <li>-use of force techniques</li> <li>-de-escalation</li> </ul> </li> <li>• Identify the procedure to follow when an offender requests to see a mental health provider.</li> <li>• Identify behavioral health resources</li> <li>• Identify triggers of violence               <ul style="list-style-type: none"> <li>-de-escalation techniques</li> <li>-know when to bring in mental health expert/resources</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Identify best practices within an organization and specific criteria for these practices</li> <li>• Awareness that an offender may have MHBI and be able to articulate/explain why detailed step-by-step communication is critical</li> <li>• Provide a list of alternatives in disposition for juveniles</li> <li>• Provide a list of questions to be asked during interview of significant other/family</li> <li>• Provide a list of potential sources to obtain mental health history</li> <li>• Be able to access resources available for emotional distress for the individual or family</li> <li>• Be able to list/identify the steps to be followed for a debrief</li> <li>• The officer will make appropriate referral &amp; indicate observations in their documentation</li> </ul>	

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<ul style="list-style-type: none"> <li>Given a description of a crisis situation where one or more person is emotionally upset, identify appropriate responses by the officer</li> </ul>	
<b>STIGMA AND BIAS</b>	<b>Instructional Time: ACO, JCO and PO (1 - 2 hours). Include scenarios</b>
<b>Performance Objectives (Tested)</b>	<b>Training Notes (Not tested)</b>
<ul style="list-style-type: none"> <li>Articulate stigma regarding mental illness and behavioral issues</li> <li>What gives rise to stigmas and bias we carry?</li> <li>Identify who is impacted by implicit bias or stigma</li> <li>What are myths about the causes of MH/BI?</li> <li>Define stigma and bias</li> <li>Identify the consequences of implicit bias</li> <li>What to do when you hear/see elements of stigma</li> </ul>	<ul style="list-style-type: none"> <li>Victims of human trafficking should be treated as victims. "Crimes" such as prostitution are not choices</li> <li>Be aware of the prevalence of identified mental illness and other disabilities</li> </ul>
<b>ROLES &amp; RESPONSIBILITIES; PERSPECTIVE; POLICIES &amp; PROCEDURES; CODES, STATUTES &amp; CASE LAW; AND DOCUMENTATION</b>	<b>Instructional time; PO (4 Hours); ACO &amp; JCO (1 Hour)</b>
<b>Performance Objectives (Tested)</b>	<b>Training Notes (Not tested)</b>
<ul style="list-style-type: none"> <li>Explain how mental health may be a contributing factor as to why a child may be removed from their home. <b>(PO)</b></li> <li>Ability to integrate mental health information into the appropriate fitness report criteria. <b>(PO)</b></li> <li>Produce a written court report that includes pertinent mental health information. <b>(PO)</b></li> <li>Identify mental health factors and how they relate to aggravating and mitigating factors. <b>(PO)</b></li> <li>Identify the Title 15 mandates that refer to the psychological treatment of offenders.</li> <li>Presented with a scenario involving offender behavior, generate a written report of the offender's behavior and appearance, according to your local agencies guidelines.</li> </ul>	<ul style="list-style-type: none"> <li>Based on proper legal authority/verbal consent, be aware that searching electronic devices may uncover MHBI individuals (cell phone, laptops, etc.)</li> <li>Identify when an MHBI individual are mandated to take medications</li> <li>Articulate when an MHBI offender cannot refuse medical treatment</li> <li>Offenders have a right to mental health screening and treatment as indicated</li> <li>Explain why the failure to provide a thorough orientation is against the law</li> <li>Mental health factors can be both aggravating and mitigating. These must be included in the PSI</li> <li>Be able to explain the HIPAA implications and the exemptions regarding the MHBI offender</li> <li>Articulate importance of accurate and objective documentation of events</li> <li>Identify all current legislation and case law pertaining to mentally ill offenders.</li> </ul>
<b>LIABILITY</b>	<b>Instructional time: ACO, JCO and PO (1 hour)</b>
<b>Performance Objectives (Tested)</b>	<b>Training Notes (Not tested)</b>
<ul style="list-style-type: none"> <li>Identify potential liabilities resulting from a suicide.</li> <li>Identify the liability for refusing access to MH services</li> </ul>	<ul style="list-style-type: none"> <li>If classification is done appropriately, it will decrease potential liability</li> </ul>

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<ul style="list-style-type: none"> <li>Identify the mandates around access to MH services</li> </ul>	
<b>SUICIDE PREVENTION</b>	<b>Instructional time: ACO &amp; JCO (4 hours); PO (2 hours)</b>
<b>Performance Objectives (Tested)</b>	<b>Training Notes (Not tested)</b>
<b>Pre</b>	
<ul style="list-style-type: none"> <li>Identify the responsibilities of the officer when dealing with suicide risk offenders.</li> <li>Identify ways to predict and prevent a suicide attempt in a detention facility.</li> <li>Identify suicide risk factors and signs of depressed and/or suicidal offenders.</li> </ul>	
<b>Act of</b>	
<ul style="list-style-type: none"> <li>Identify specific events and time periods that contribute to high suicide risk.</li> <li>Given a scenario in which an offender exhibits signs of severe depression and potential for suicide, list basic questions staff might ask the offender.</li> <li>Given a description of a suicidal threat, identify the appropriate officer response.</li> <li>Identify comments an officer can make to intervene when an offender exhibits severely depressed and/or suicidal intentions.</li> </ul>	
<b>Post</b>	
<ul style="list-style-type: none"> <li>CISD (critical incident stress debriefing)</li> <li>OFC Wellness, EAP</li> <li>Documentation</li> </ul>	
<b>BEHAVIORAL HEALTH CASE PLANNING</b>	<b>Instructional time: JCO and PO (1 hour). Doesn't apply to ACO</b>
<b>Performance Objectives (Tested)</b>	<b>Training Notes (Not tested)</b>
<ul style="list-style-type: none"> <li>Demonstrate the ability to integrate information from a risk/need assessment tool into a case plan to include treatment, intervention and probation condition compliance. <b>(PO) (JCO)</b></li> <li>Use a risk/needs assessment to identify appropriate programs for mental health needs. <b>(PO) (JCO)</b></li> <li>Produce a written court report that includes pertinent mental health information. <b>(PO)</b></li> </ul>	<ul style="list-style-type: none"> <li>Awareness of Tele-Psych</li> </ul>
<b>FOUNDATION AND DEFINITIONS; SIGNS AND SYMPTOMS</b>	<b>Instructional time; ACO, JCO and PO (1 Hour)</b>
<b>Performance Objectives (Tested)</b>	<b>Training Notes (Not tested)</b>
<ul style="list-style-type: none"> <li>Given a description of an offender's behavior in the receiving/holding room, identify the most prevalent conditions and associated behaviors.</li> <li>Identify safety risk, grave disability, and danger to self and others.</li> </ul>	<ul style="list-style-type: none"> <li>Be able to explain how refusal of medical treatment can lead to a worsening of an offender's MHBI condition &amp; an MHBI condition can lead to a refusal of medical treatment</li> <li>Poor hygiene can be a sign or symptom of mental health decompensation</li> </ul>

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<ul style="list-style-type: none"> <li>• Identify indicators of mental illness, intellectual disability, medical conditions and substance abuse.</li> <li>• Identify mental health indicators that can be misconceived as assaultive behavior.</li> <li>• Identify the most common mental illnesses or conditions encountered.</li> <li>• Identify behavior that may indicate the offender is not taking medication.</li> <li>• Identify those behaviors that indicate an offender is in crisis.</li> <li>• Mentally ill offenders may exhibit signs of drug/alcohol use as a manifestation of their mental illness or medication.</li> <li>• Define common Behavioral Health terminology (general, not extensive)</li> </ul>	<ul style="list-style-type: none"> <li>• Identify MHBI conditions that are more prevalent in the elder population</li> <li>• Identify 3 types of medication that can induce MHBI like behaviors</li> <li>• Identify MHBI conditions that may lead to non-compliant behavior from and MHBI offender</li> <li>• Identify mental health indicators that can be misconceived as assaultive behavior</li> <li>• Explain importance of being aware of arrestee having an MHBI</li> <li>• Identify risk factors associated with mental health as opposed to drug abuse, dual diagnosis, self-medicating</li> <li>• Identify Recognize the difference between mentally ill symptoms as oppose to opposition and defiant behaviors: de-escalation can take more time than with the non-mentally ill</li> </ul>
<b>SAFETY</b>	<b>Instructional time: ACO, JCO and PO (2 hours). Include scenarios, role playing.</b>
<b>Performance Objectives (Tested)</b>	<b>Training Notes (Not tested)</b>
<ul style="list-style-type: none"> <li>• Identify the consequences of improper handling of an offender in a crisis.</li> <li>• Indications that mentally ill offender is being manipulated.</li> <li>• Indications that mentally ill offender is the manipulator.</li> <li>• Identify how behavioral health issues may increase risk of being abused or neglected.</li> <li>• Identify the consequences of failing to monitor MHBI offenders, including ADL's</li> <li>• Identify self-harm behavior that MHBI offenders may engage in.</li> </ul>	<ul style="list-style-type: none"> <li>• Consider an individual's mental health status prior to their work assignment</li> <li>• Identify risk factors associated with mental health offenders transported with mixed classifications</li> <li>• If classification is done appropriately, the well-being, safety, and serenity of the facility will improve</li> <li>• Identify increase risk associated with mentally ill individuals</li> </ul>
<b>EMOTIONAL SURVIVAL</b>	<b>Instructional time: ACO, JCO and PO (2 hours)</b>
<b>Performance Objectives (Tested)</b>	<b>Training Notes (Not tested)</b>
<ul style="list-style-type: none"> <li>• Awareness of stigma and access to services for trauma (EAP)</li> <li>• Given a critical incident scenario, students will demonstrate at least one technique to respond to the situation</li> <li>• Identify signs and symptoms of emotional distress for the officer</li> <li>• Identify the factors an officer should consider related to secondary trauma while preserving a crime scene</li> </ul>	<ul style="list-style-type: none"> <li>• Identify resources available to officers</li> <li>• Differentiate between a traumatic and non-traumatic event</li> <li>• Identify techniques to respond to an officer in emotional distress</li> <li>• Identify the effects of secondary trauma on an officer's well-being</li> <li>• Identify signs and symptoms of distress associated with the secondary trauma</li> <li>• Identify the effects of an altercation on the officer's well-being</li> <li>• Be able to identify the effects trauma has on you and your family</li> <li>• Be able to identify other officers who may be suffering from trauma</li> <li>• List healthy outlets</li> </ul>

**(PO)** indicates that the performance objective applies only to the Probation Officer classification

**(JCO)** indicates that the performance object applies only to the Juvenile Corrections Officer classification