Crisis Intervention Team Training for Corrections: In-Custody Risk Avoidance

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Corrections: In-Custody Risk Avoidance

Clark County Sheriff’s Office

Presenters

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Learning Objectives

1. Summarize how CIT for Corrections is necessarily and purposefully different from traditional CIT for law enforcement.
2. Identify how CIT for Corrections augments risk management strategies for facilities at the local and state level.
3. Explore the additional value created for corrections deputies when 40-hour CIT for Corrections is an integral part of organizational processes including impact on officer wellness.

CORRECTIONS IS HIGH RISK
Jail inmate who died of suicide identified

As of Sunday, July 8, 2012

McNerney County Sheriff's Office

Lee Evan Dow

The Clark County Sheriff's Office has identified the man who committed suicide on Saturday in the Clark County Jail as Lee Evan Dow, 25, of Vancouver.

Dow died by hanging himself, a press release said.

He was booked into the jail on April 24 on suspicion of tampering with a witness — domestic violence; second-degree assault — domestic violence; assault — domestic violence; fourth-degree assault; and fugitive of justice.

The sheriff's office said Dow also was accused of possession of a controlled substance — cocaine — in Clackamas County, Ore.

An investigation continues.

It was the second suicide in the jail in the past week. On July 1, Shawn Rahier, 42, hanged himself in the jail.

Inmate found dead in the Clark County Jail

By Dave Kern

As of Sunday, July 1, 2012

A 42-year-old man hanged himself in the Clark County Jail on Sunday morning, said sheriff's Sgt. Duncan Hoss.

The man's name was not released.

Deputies and detectives from the Sheriff's Major Crimes Unit are investigating the incident that happened shortly before noon.

A press release said custody officers were serving lunches when they noticed an inmate from one of the "pods" was missing.

"Another inmate was asked to check the shared shower area and the victim was found hanging in a shower stall," the news release said.

Custody officers' attempts to revive the man were unsuccessful. He was pronounced dead at about 11:56 a.m., the sheriff's office said.

The man had been in the jail since June 30 and he was awaiting an initial court appearance.

A Clark County report given earlier this year noted there were 18 suicide attempts in 2011 in the jail; one inmate died.

Figures for 2012 were not available Sunday, Hoss said.
At jail, a rising tide of suicide

Facing a flood of mentally unstable inmates, county takes action to make facility safer

Photo by Zachary Kudrau

Clark County Sheriff's Custody Officer Jeff Young talks to a female inmate while giving a tour of D pod in the Clark County Jail. In modern jails, there would be a plexiglass barrier on an upper tier, not bars.

By Stephanie Rice
As of Sunday, October 28, 2012

Afrodita and Cristian Asanachescu talk about their son, Marius Asanachescu, at their home March 22 in Vancouver. Marius died while in custody in the Clark County Jail on Feb. 10. (Troy Wayrynen /staff@wayrynen.com/The Columbian)
Suicide attempted by inmate at county jail

By John Bratton, Paul Suarez

As of Friday, December 2, 2011

Detectives with the Clark County Sheriff’s Office are investigating a suicide attempt by an inmate at the Clark County Jail.

Sgt. Tim Bieber, a sheriff’s office spokesman, confirmed there was a suicide attempt Friday afternoon.

The inmate, whose name was not released, was taken to a local hospital and was still alive Friday evening. His condition was not available.

Major Crimes detectives interviewed witnesses and inmates housed in the same pod; their stories were consistent, Bieber said.

Bieber said he believed the inmate used a sheet to hang himself, typical in such cases.

Inmate suicides leading cause of death in nation’s jails since 2000

In the nation’s local jails in 2013, a third of all inmate deaths were by suicide, and the suicide rate was 46 per 100,000 inmates

Dec 12, 2016

By Andy Maturose
The Columbian

Since 2007, 16 inmates have killed themselves at the Clark County Jail, leaving Clark County with more in-custody suicides than any jail in the state during that time.

In King County, where the average daily population for the jail system in 2015 was roughly 2,000, there were 11 suicides from 2005 to 2015.

The Clark County Jail, where the average daily population was about 735 last year, saw its worst year for suicides in recent decades in 2012, when four inmates died. Despite changes at the jail made in the wake of those deaths, this year has seen three inmate suicides so far.

"It's not just the person dying, it's the impact on the family, it's the impact on the staff," Clark County Jail Chief Ric Bishop said.

While Clark County stands out among the state’s jails, even among larger jails with average daily populations of more than 100 or so, suicide is the most common cause of death in jails nationwide. The overall suicide rate nationwide is at a 30-year high, according to the federal Center for Health Statistics, and Bishop said jails are seeing that manifest in their facilities.
In Our View: Inmates Must Be Protected

Local jail officials step up efforts to understand mental health issues

As of Monday, August 20, 2012

What happens when the criminal justice system converges with the mental health care system? "It's not an easy question to answer," Clark County Sheriff Garry Lucas said recently.

One result of that confluence of systems at the local jail -- where one-third of inmates have "special needs" -- has been an increase in suicides and deaths. "We have pledged ourselves to doing whatever we can to reduce the risk ... we're working to solve the problem," Lucas added.

Solve it they must, although the more we learn about this problem, the more challenging it becomes. As Stephanie Rice reported in Monday's Columbian, a 2010 study by the National Sheriff's Association and the Treatment Advocacy Center revealed there are three times more seriously mentally ill people incarcerated than in hospitals. This is a poor reflection on society's ability to learn about and treat the myriad of complex mental illnesses.

But from the perspective of jail officials, that is reality, so stark as to lead Sheriff's Cnmdr. Mike Anderson to make this troubling observation earlier this year about jails: "Unfortunately, we've become the hotel of last resort."

A consequence of that trend has been the more than doubling of suicide attempts at the local jail since 2007. In 2011, 18 inmates attempted suicide and one died. This year, two inmates have committed suicide and a third inmate (who had bipolar disorder) died in what the local medical examiner ruled a homicide from asphyxia while the inmate was being restrained by custody officers.

Attempted suicides and deaths in the Clark County Jail

2012 (through Oct. 26): 19 attempts, 4 suicides, 1 homicide
2011: 11 attempts, 3 suicides
2010: 13 attempts, 1 suicide
2009: 14 attempts, 2 suicides
2008: 13 attempts, 1 suicide
2007: 8 attempts, 2 suicides

Photo by Zachary Kaufman

Clark County Sheriff's Co-commander Rick Bishop was tasked by Sheriff Garry Lucas to make the Clark County Jail a safer facility in light of an increasing number of suicides and suicide attempts.

Clark County Jail

- Inmates: 717, average daily population at jail and the work center on Lower River Road.
County re-examines policies to reduce suicide rate at jail

Plan will include participation of volunteer groups

Photo by Jim Watters

The Clark County Jail is a maximum security wing which is used to hold the mentally ill inmates.

By Stephanie Rice

As of Sunday, August 19, 2012

Clark County Sheriff Gary Lewis pledged to county commissioners last week that he will take a new approach with mentally ill inmates at the Clark County Jail.

Lewis and top jail administrators met Aug. 15 for a work session requested by commissioners in light of inmate suicide attempts and deaths.

Lewis said the county will, among other things, step up effort to identify at-risk inmates, increase training for custody officers on how to best handle mentally ill inmates and make sure inmates who have jail have a discharge plan to ease their transition back into the community.

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In-Custody Deaths

<table>
<thead>
<tr>
<th>Year</th>
<th>Incidents</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007</td>
<td>2 suicide completions</td>
</tr>
<tr>
<td>2008</td>
<td>1 suicide completion</td>
</tr>
<tr>
<td>2009</td>
<td>2 in-custody deaths, 1 suicide completion, 1 overdose</td>
</tr>
<tr>
<td>2010</td>
<td>1 suicide completion</td>
</tr>
<tr>
<td>2011</td>
<td>2 suicide completions</td>
</tr>
<tr>
<td>2012</td>
<td>5 in-custody deaths, 4 suicide completions, 1 medical examiner ruled homicide</td>
</tr>
<tr>
<td>2013</td>
<td>0 deaths</td>
</tr>
<tr>
<td>2014</td>
<td>1 suicide completion</td>
</tr>
<tr>
<td>2015</td>
<td>2 in-custody deaths, 1 suicide completion, 1 medical examiner ruled homicide</td>
</tr>
<tr>
<td>2016</td>
<td>3 suicide completions</td>
</tr>
<tr>
<td>2017</td>
<td>1 out of custody death, Use of force by corrections</td>
</tr>
<tr>
<td>2018</td>
<td>0 deaths to date</td>
</tr>
</tbody>
</table>
Clark County Jail’s suicide prevention work pays off
Changes were made to the physical plant, treatment methods

By Emily Gillespie
Columbian Breaking News Reporter
Published: December 9, 2013, 4:00 PM

No suicides have been recorded so far this year at the Clark County Jail — a dramatic contrast to the four in 2012 and three in 2011.

“Tremendous,” Jail Chief Ric Bishop said. “It’s telling me that the things we’re putting together. . . . The steps we’ve taken have made a positive impact.”

Litigation

• Patterns
• Avoidance
• Evolution of cultural change
CORRECTIONS SERVES AN ACUTE AND SPECIALIZED POPULATION

Prevalence of Suicide

• General public
  – 13 suicides per 100,000 people

• State prisons
  – 16 suicides per 100,000 inmates

• Jails
  – 41 suicides per 100,000 inmates

• In the nation's local jails in 2013, a third of all inmate deaths were by suicide
Prevalence of Mental Illness

In Washington, the odds of a seriously mentally ill person being in a jail or prison compared to a hospital is 3 to 1.


Patients in U.S. Psychiatric Hospitals vs. Incarcerations from 1955-2005

Prevalence of Co-Occurring Disorders

Medicaid enrollees
General population
19% with MH indicator
18% with SUD indicator
10% had both

Medicaid enrollees
Clark County Jail
53% with MH indicator
74% with SUD indicator
45% had both
Prevalence of Trauma

**Jail Diversion Study**
- **Women**
  - 96% lifetime
  - 74% current
- **Men**
  - 89% lifetime

**Mental Health Court Study**

<table>
<thead>
<tr>
<th>Event</th>
<th>% Women</th>
<th>% Men</th>
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</thead>
<tbody>
<tr>
<td>Sexual abuse or rape (prior to age 20)</td>
<td>70</td>
<td>25</td>
</tr>
<tr>
<td>Parents hit or threw things at one another</td>
<td>45</td>
<td>42</td>
</tr>
<tr>
<td>Parents beat them with belt, whip or strap</td>
<td>62</td>
<td>60</td>
</tr>
<tr>
<td>Parents hit them with something hard</td>
<td>43</td>
<td>36</td>
</tr>
<tr>
<td>Parents beat or really hurt them with their hands</td>
<td>42</td>
<td>36</td>
</tr>
<tr>
<td>Parents injured them enough to need medical attention</td>
<td>22</td>
<td>8</td>
</tr>
</tbody>
</table>

**Prevalence of Disabilities**

- Persons in jail are **4x more likely to report disabilities than general population**
- Females more likely than males to report experiencing cognitive disabilities

*Note: Disability types include hearing, vision, cognitive, ambulatory, self-care, and independent living. See Methodology for definitions of disabilities. See appendix table 1 for estimated percentages and standard errors.*

*Comparison group.

**Difference with comparison group is significant at the 95% confidence level.**

Context Matters

Psychiatric Hospitals
- Secure environment
- Therapeutic and treatment focus
- Staff specialize in mental illness
- Voluntary and involuntary

Jails
- Secure environment
- Safety and security focus
- Staff specialize in security
- Involuntary

Community
- Law Enforcement
- Psychiatric Hospitals
- Corrections Facility (Jail)

<table>
<thead>
<tr>
<th>Environment</th>
<th>Community</th>
<th>Law Enforcement</th>
<th>Psychiatric Hospitals</th>
<th>Corrections Facility (Jail)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Unsecure</td>
<td>Unsecure</td>
<td>Secure</td>
<td>Secure</td>
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<table>
<thead>
<tr>
<th>Tools</th>
<th>Community</th>
<th>Law Enforcement</th>
<th>Psychiatric Hospitals</th>
<th>Corrections Facility (Jail)</th>
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</table>

<table>
<thead>
<tr>
<th>Training Hours</th>
<th>Community</th>
<th>Law Enforcement</th>
<th>Psychiatric Hospitals</th>
<th>Corrections Facility (Jail)</th>
</tr>
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<tbody>
<tr>
<td></td>
<td>Varies by agency</td>
<td>CIT 40 hours</td>
<td>Specific to mental health Ongoing</td>
<td>Varies *CIT 40 hours in Clark County</td>
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</table>

<table>
<thead>
<tr>
<th>Situation End Point</th>
<th>Community</th>
<th>Law Enforcement</th>
<th>Psychiatric Hospitals</th>
<th>Corrections Facility (Jail)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Call 911</td>
<td>Take to hospital or jail</td>
<td>Manage or take to jail</td>
<td>Keep in jail</td>
</tr>
</tbody>
</table>

* There is not a recommended number of hours for CIT for Corrections and very few programs nationally
RCW 43.101.427

Does Not Include Corrections

RCW 43.101.427

Crisis intervention training—Rules.

(1) The commission shall provide crisis intervention training to every new full-time law enforcement officer employed after July 1, 2017, by a general authority Washington law enforcement agency. The training shall consist of not less than eight hours and shall be incorporated into the basic training academy as provided in RCW 43.101.200.

(2) The commission must ensure that:

(a) All full-time, general authority Washington peace officers who are certified after July 1, 2017, complete a two-hour online crisis intervention course as part of the annual training required by the commission for all full-time, general authority Washington peace officers employed by a general authority Washington law enforcement agency.

(b) Each full-time general authority Washington peace officer certified before July 1, 2017, receives crisis intervention training by July 1, 2021. The training shall consist of not less than eight hours and shall be substantially similar in hours and content to the training offered through the basic training academy. Each attendee of the program shall be required to obtain written proof of completion of the program as provided by rules of the commission.

(3) The commission shall make efforts to provide enhanced crisis intervention training for at least twenty-five percent of all full-time, general authority Washington peace officers assigned to patrol duties. The enhanced training may be (a) comprised of forty hours of commission-certified training and (b) accomplished within any funds remaining after appropriation is made for purposes of this section.

(4) By July 1, 2017, the commission shall establish by rule:

(a) A program and standards to certify organizations, other than the commission, that may provide crisis intervention training as required under this section. Certified organizations must use a commission-certified training or curriculum to facilitate the training. The commission shall consider geographic training needs when considering programs and standards. The commission shall provide grants to general authority Washington law enforcement agencies to reimburse those law enforcement agencies for the cost of sending officers to crisis intervention training.

(b) Standards for successful completion of the annual two hours of crisis intervention training as provided in subsection (2) of this section. The standards shall include, at a minimum, the requirement of successful completion of a written exam.

(5) For the purposes of this section, “crisis intervention training” means training designed to provide tools and resources to full-time, general authority Washington peace officers in order to respond effectively to individuals who may be experiencing an emotional, mental, physical, behavioral, or chemical dependency crisis, distress, or problem and that are designed to increase the safety of both law enforcement and individuals in crisis.

(6) This section is subject to the availability of amounts appropriated for this specific purpose.

Average stay in Clark County Jail = 19 days

How does the training help a deputy on the ground?
CLARK COUNTY CIT FOR CORRECTIONS- 40 HOUR MODEL

National Institute of Corrections- Technical Assistance Grant

<table>
<thead>
<tr>
<th>Training Date</th>
<th>Corrections Deputies</th>
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<tbody>
<tr>
<td>February 2015</td>
<td>25</td>
</tr>
<tr>
<td>August 2015</td>
<td>11</td>
</tr>
<tr>
<td>May 2016</td>
<td>23</td>
</tr>
<tr>
<td>October 2016</td>
<td>21</td>
</tr>
<tr>
<td>May 2017</td>
<td>24</td>
</tr>
<tr>
<td>October 2017</td>
<td>24</td>
</tr>
<tr>
<td>May 2018</td>
<td>24</td>
</tr>
<tr>
<td>October 2018</td>
<td>25</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>180 deputies</strong></td>
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# Training Model

<table>
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<tr>
<th>Day 1</th>
<th>Day 2</th>
<th>Day 3</th>
<th>Day 4</th>
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<tbody>
<tr>
<td>Interpersonal</td>
<td>Post-Deployment Readjustment</td>
<td>Legal Issues</td>
<td>Site Visits</td>
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<tr>
<td>Communication</td>
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<td>Peer Organization</td>
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<tr>
<td>De-Escalation</td>
<td>Complex Trauma and Behavior</td>
<td>Criminal Competency and Restoration</td>
<td>Psychiatric Inpatient Facility</td>
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<tr>
<td>Decision-Making</td>
<td>Special Populations in Jails</td>
<td>Civil Commitment and Crisis Services</td>
<td>Substance Abuse Inpatient Facility</td>
</tr>
<tr>
<td>for Corrections</td>
<td></td>
<td></td>
<td>Outpatient Treatment Facility</td>
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<tr>
<td>Mental Health 101</td>
<td>Role-Play #1</td>
<td>Medications and Mental Illness</td>
<td>Introduction to Behavior Management</td>
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<tr>
<td>Mental Health</td>
<td></td>
<td></td>
<td>Recovery Panel</td>
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<tr>
<td>Consumer Panel</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Substance Abuse</td>
<td>Role-Play #2</td>
<td>Role-Play #3</td>
<td>Critical Incident Stress Management</td>
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<td>Co-Occurring</td>
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<td>Anger, Rage and Violence</td>
<td>Corrections Fatigue</td>
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<tr>
<td>Consumer Panel</td>
<td></td>
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<tr>
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<td></td>
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<tr>
<td>Consumer Panel</td>
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</tr>
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## Sample: Role-Play Scenario

**Training Objective 1** Recognize symptoms of mental illness  
**Training Objective 2** Use empathy to de-escalate the situation

**FOR STUDENTS**
- Inmate refusing to return a food tray. Making strange statements.
- In cell
- In uniform, cell door prop
- Assess situation. Convince inmate to return food tray.

**FOR ACTORS**
- Inmate refusing to return a food tray. Making strange statements.
- You believe the food is poison and it will kill you and anyone who touches it.
- Do not display aggression. Do not break the tray or threaten with it.
- Engage if staff use empathy (feeling words).
- In cell
- In uniform, cell door prop
- Assess situation. Convince inmate to return food tray.

**If the student “uses force” in the scenario ask:**
- Why was force necessary in this situation?  
- What about the behavior is dangerous?
CIT Coaches

In a year... CIT Coaches:

- Attend 2 pre trainings
  - 2 hours each +
    - Review scenario content
    - Discuss supporting students
    - Practice
  - Attend 2 CIT trainings
  - 6 hours role-play each +
  - 2 hours of preparation each +
  - 2 hours debriefing each
- Responsible for ongoing knowledge of CIT content

Evaluation

- Pretraining
  - “What do you want to learn?”
    - Pre registration form
- During training
  - “Is the content effective?”
    - Relevance
    - Increase knowledge
    - Good use of class time
- Post training
  - “Did it apply at work?”
    - Sent by email
Why 40 Hour CIT for Corrections?

• Jail is not a brief encounter
  – People remain in the facility for extended periods of time
• Jails respond to multiple crises
  – Increased possibilities for uses of force
• Highly symptomatic persons in jail
  – Deputies more likely to observe, identify and report behaviors of concern
• Lecture learning is not enough... Critical to use effective role-play training scenarios

ADDITIONAL BENEFIT: FOCUS ON CORRECTIONS OFFICER CARE
### Risk by the Numbers...

<table>
<thead>
<tr>
<th>“Average Person”</th>
<th>Law Enforcement</th>
<th>Corrections</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lives to 78.74 years</td>
<td>Lives to 66 years</td>
<td>Lives to 59 years</td>
</tr>
<tr>
<td>8% are diagnosed with PTSD</td>
<td>18% are diagnosed with PTSD</td>
<td>34% are diagnosed with PTSD</td>
</tr>
<tr>
<td>Suicide rate is 13.0 per 100,000 people</td>
<td>Suicide rate is 1.5x higher than general population</td>
<td>Suicide rate is 3x higher than general population</td>
</tr>
</tbody>
</table>

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### Why Does This Matter?

<table>
<thead>
<tr>
<th>Corrections Officers</th>
<th>Friend or Family Members</th>
<th>Facility Administrators and Cost to Community</th>
</tr>
</thead>
<tbody>
<tr>
<td>Reduced life span</td>
<td>Reduced life span</td>
<td>Increased sick days and decrease of productivity</td>
</tr>
<tr>
<td>Increased health issues</td>
<td>Increased health issues</td>
<td>Higher staff turnover</td>
</tr>
<tr>
<td>Increased rates of divorce</td>
<td>Trouble “connecting”</td>
<td>Higher incidents of discipline and misconduct</td>
</tr>
<tr>
<td>Increased substance use</td>
<td>Established relationships or routines are changed</td>
<td>Increased uses of force</td>
</tr>
<tr>
<td>Less safe for you and others on the job (and off it)</td>
<td>People don’t understand or know what to say...</td>
<td>May increase recidivism of inmates</td>
</tr>
</tbody>
</table>
Officer Wellness is Everyone’s Responsibility

• Last day of CIT for Corrections Training
  – Spouses/partners invited to attend
    • Recovery Panel
    • Employee Assistance Program Services
    • Critical Incident Stress Management
    • Corrections Fatigue
    • Officer Wellness

Officer Wellness is Everyone’s Responsibility

• 20+ spouses/partners attended
• New content for almost half the class:
  – “You expanded on things I haven’t thought about for a long time”
  – “I wish I’d known about this earlier in my career and marriages”
  – “This explains NAME” (we hid the name)
  – “I feel less guilty talking to my spouse”
  – “Make ALL new recruits attend ALL of this”
Desert Waters Correctional Outreach estimates Corrections Fatigue costs CCSO at least $102,508.16 per year (mid-range salary x 135 deputies)

This is the estimated additional sick days due to high corrections fatigue levels. It does not include costs related to lower job performance or turnover…

[Diagram showing Work Stressors and their impact on Corrections Fatigue]
Officer Wellness is Everyone’s Responsibility

Top Level Administrator
Make Corrections Fatigue and officer wellness priority issues

High Level Supervisor
Evaluate and respond to the impact on deputies

Mid Level Supervisor
Be an officer wellness role model, support your team

Line Deputies
Participate in workgroups, surveys, give feedback
Take responsibility for what you CAN control

Friends and Family
Understand corrections is a unique field

Community Members
Recognize corrections officers as valued

Team Events
Community Service
Lots of Food
Meaningful Recognition
Community Support
Off Duty (and Alcohol Free)
Pride in the Silver Line
Community Support
Deputies are requesting to attend CIT training

Deputies are asking to be more involved
  – As CIT coaches
  – As CIT actors
  – As CIT content presenters

Deputies are referring inmates for services

Deputies are avoiding (some) uses of force
  – Never going to avoid everything

Deputies report feeling “like my job matters”

– Additional Benefits –

“I think it is necessary to revisit this stuff to remind ourselves inmates are people too and we need to treat them as such.”

“Awesome Training Program. It definitely changed my outlook on many things and I consider myself a better person and a better Corrections Deputy for having attended, learned and now applying what I learned at this training.”

“I’ve been employed by the Sheriff’s Office for 18 years. This is by far the most comprehensive training I’ve ever received. The team is to be commended for the high level of professionalism present in this training.”

“Thank you for giving a sh*t about Corrections.”
• **The facility is safer**
  – Better trained staff use force less
    • Force will still be needed... needed **LESS**

• **Deputies are safer**
  – Deputies more engaged in their jobs and are taking steps to improve quality of life

• **Inmates are safer**
  – Deputies aware of mental illness symptoms, suicide etc are more likely to manage/refer inmates in high risk situations