



Course Announcement

To: Maryland-Certified Police and Correctional Officers

From: John C. Moses
Director of Criminal Justice

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Date: September 16, 2025

Re: **Crisis Intervention Team Training**
CJA098-5000
MPCTC Approval #: P51815 / C20501 (40 hours)

January 12 to 16, 2026

Location:

- Wor-Wic Community College
Eastern Shore Criminal Justice Academy
Fulton-Owen Hall, Room 103
32000 Campus Drive
Salisbury, MD 21804
410-572-8750

Dates & Times:

- Monday, January 12 to Friday, January 16
- 7:45 a.m. – 5:00 p.m.

Training Registration:

- To register, email your request to: escjaregistration@worwic.edu

Fees:

- Funded by CIT grant.
- **Attendance is limited to Maryland-certified police and correctional officers.**

This course is being co-sponsored by the Wicomico and Worcester County Health Departments and the Eastern Shore Criminal Justice Academy. This training provides a knowledge base for behavioral health conditions (including mental illness and substance use); intellectual and developmental disabilities (IDD) and neurocognitive conditions; and the intersection of law enforcement and these populations. The course is designed to deepen knowledge, reduce stigma, and enhance communication skills through a combination of direct instruction by local subject matter experts, interaction with consumers and family members in the classroom and the field (site visits), and experiential learning.

Upon completion of this course, the student should be able to:

1. Discuss the purpose of Crisis Intervention Team (CIT) training.
 - 1.1 Discuss goals for CIT.
 - 1.2 Discuss benefits of maintaining a CIT program.
 - 1.3 Discuss the history of CIT.

- 1.4 Define the meaning of "crisis" as it pertains to CIT.
2. Identify behavioral indicators that may be associated with behavioral health conditions (i.e., mental illness and substance use), intellectual and developmental disabilities (i.e., intellectual disabilities, cerebral palsy, epilepsy, and autism spectrum disorder), and neurocognitive conditions (i.e., acquired brain injury and degenerative brain conditions).
 - 2.1 Identify signs and symptoms associated with thought disorders.
 - 2.2 Identify signs and symptoms associated with mood disorders.
 - 2.3 Identify signs and symptoms associated with personality disorders.
 - 2.4 Discuss co-occurring/dual diagnosis disorders.
 - 2.5 Explore impact of behavioral health conditions on daily life.
 - 2.6 Identify signs and symptoms associated with intellectual disabilities.
 - 2.7 Identify signs and symptoms associated with cerebral palsy.
 - 2.8 Identify signs and symptoms associated with epilepsy.
 - 2.9 Identify signs and symptoms associated with autism spectrum disorder.
 - 2.10 Explore impact of intellectual and developmental disabilities on daily life.
 - 2.11 Identify signs and symptoms associated with acquired brain injury including TBI.
 - 2.12 Identify signs and symptoms of degenerative brain conditions including dementia.
 - 2.13 Explore impact of neurocognitive conditions on daily life.
3. Engage in realistic simulations of behavioral crisis situations to apply learned skills and receive instructor feedback.
 - 3.1 Engage in realistic simulations of crisis situations to apply learned skills.
 - 3.2 Receive feedback and debriefing to identify areas for improvement.
 - 3.3 Enhance decision-making and critical-thinking skills in dynamic environments.
 - 3.4 Practice clear and concise communication techniques under pressure.
 - 3.5 Develop strategies for communicating with diverse populations and across communication barriers.
4. Utilize de-escalation and communication skills to enhance interactions with consumers in crisis.
 - 4.1 Practice clear and concise communication techniques under pressure.
 - 4.2 Develop strategies for communicating with diverse populations and across communication barriers.
 - 4.3 Implement effective verbal and non-verbal de-escalation strategies.
 - 4.4 Practice techniques for reducing tension and defusing volatile situations.
 - 4.5 Utilize active listening and empathy to establish rapport.
5. Identify legal and ethical considerations of dealing with consumers with behavioral health conditions.
 - 5.1 Discuss ethical standards and the value of cultural sensitivity in all interactions.
 - 5.2 Discuss legal rights and responsibilities when interacting with individuals experiencing a behavioral health crisis.
6. Identify appropriate local resources, jail diversion options, and steps for follow-up.
 - 6.1 Explore the local diversion and deflection resources available.
 - 6.2 Identify appropriate follow-up procedures for consumers with behavioral health needs.

This course is designed to meet requirements as mandated by the Maryland Police and Correctional Training Commissions and to meet the annual in-service requirements.

Dress Code Policy for Training Sessions at the Academy

To ensure a professional appearance, all in-service officers and staff must adhere to the following dress code to gain admission to any training session at the Academy:

- **Uniform of the Day:** Recommended.
- **Shirt:** Must have a collar; no t-shirts or tank tops.
- **Pants:** Docker-style pants, BDUs, or suits; no shorts or jeans.
- **Footwear:** Closed-toe shoes with socks; no sandals.

Firearms Policy: Officers carrying a handgun on campus must also display their badge in plain view.

Non-Compliance: Attendees who do not follow the dress code will be denied entry to the classroom or range. A report will be submitted to the Chief/Sheriff/Warden/Director outlining the reasons for the denial.

Thank you for your cooperation in maintaining a professional environment.

ESCJA Training Reservation Instructions

1. **Complete the ESCJA Reservation Form:** The fillable form is attached to the announcement email.
2. **Enter Information:** Please type, rather than handwrite, all required information onto the form.
3. **Save and Submit:** Save the completed form and email the saved file to escjaregistration@worwic.edu.

You will receive a notification confirming your seat or informing you if you have been placed on standby.

This document is available in alternative formats to individuals with disabilities by contacting disability services at disabilityservices@worwic.edu, 410-334-2899 or TTY 410-767-6960. Wor-Wic Community College is an equal opportunity educator and employer. Visit www.worwic.edu/Services-Support/Disability-Services to learn more.