Issues to address in CISM Team Development

The following should be considered in the development of a CISM Team. This worksheet can serve to help address each of the steps necessary for building the Team. A forming committee may want to divide the list into workable areas for subcommittees to focus their efforts towards.

➢ Does the data collected indicate a need for a CISM team in the area?

➢ Is there any history of a now defunct team?

➢ Is there already a nearby team in operation?

➢ Is it possible to join resources with an existing team of is there a need for a new team?

➢ Are arrangements currently in place for an existing team when necessary?

➢ Can existing resources suffice of is it necessary to form a new team?

➢ How often would a new team be used in an average year?

➢ Is there a realistic start-up date for the team?

➢ Have membership criteria been established?

➢ What is the team member application process?

➢ Who will choose the team members?

➢ Will the team incorporate itself?

➢ Are the mental health professionals self-insured?

➢ How large an area will be served?

➢ How large is the population to be served?

➢ Is there an appropriate lead agency?

➢ Do the emergency personnel or members of the target organization want the team?

➢ Are there sufficient knowledgeable mental health professionals willing to serve on a team?

➢ Does a good referral system of mental health professionals exist?

➢ Is one of the mental health professionals willing to serve as the clinical director of the team?

➤ Are the available mental health professionals willing to train with the peer support personnel to serve on the team?

➤ Will all the agencies cooperate in running the team?

➤ Is there a pool of peer support personnel willing to be trained and to serve on the team?

➤ Is there an available leader for the team development?

➤ Is a steering committee or organization committee being formed?

➤ Is there a team membership committee and a membership application?

➤ Is a nearby Basic CISM training available or are arrangements being made to bring in a training consultant or training team?

➤ Have any attempts been made to educate the potential users of a team about its services?

➤ What plans exist for familiarization programs for the emergency personnel or for members of the targeted organization in the area to be served?

➤ Is the organization committee (steering committee) prepared to write a set of team operating protocols based on the basic CISM concepts described in the crisis intervention and CISM literature and utilized by other well-organized teams?

➤ Are team members willing to meet regularly to assure the best possible development of the team?

➤ Is there sufficient financial support available to establish a CISM team? (Experience indicates that it costs about $6000 to $10,000 to train a team to the basic level of CISM. That may vary widely in different places.)

➤ Is there a 24-hour communication system willing to handle the incoming calls for CISM services?

➤ Are enough team coordinators prepared to screen incoming calls on a 24-hour basis and assign priorities to CISM services, alert team members, and deploy teams as required?

➤ Are team members willing to obtain regular continuing education in at least the following areas:

- Crisis intervention
- Human communication skills
- General stress
- Physiological response to stress
- Posttraumatic Stress Disorder (PTSD)
- Conflict resolution techniques
- Peer support techniques
- Directive intervention skills

1. Incident command
2. Disaster services
3. Line-of-duty death
4. Significant other support

- Group dynamics
- Knowledge of emergency services
- Advanced group crisis intervention training
- Suicide recognition/intervention/prevention/recovery
- Making referrals
- Grief and mourning
- Understanding children in stress
- Cumulative stress
- CISM team protocols
- Ethics and confidentiality
- Multi-agency support services
- Updates on CISM programs and on the group process, CISD
- Updates on defusings, one-on-one and so on
- Other crisis related topics

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