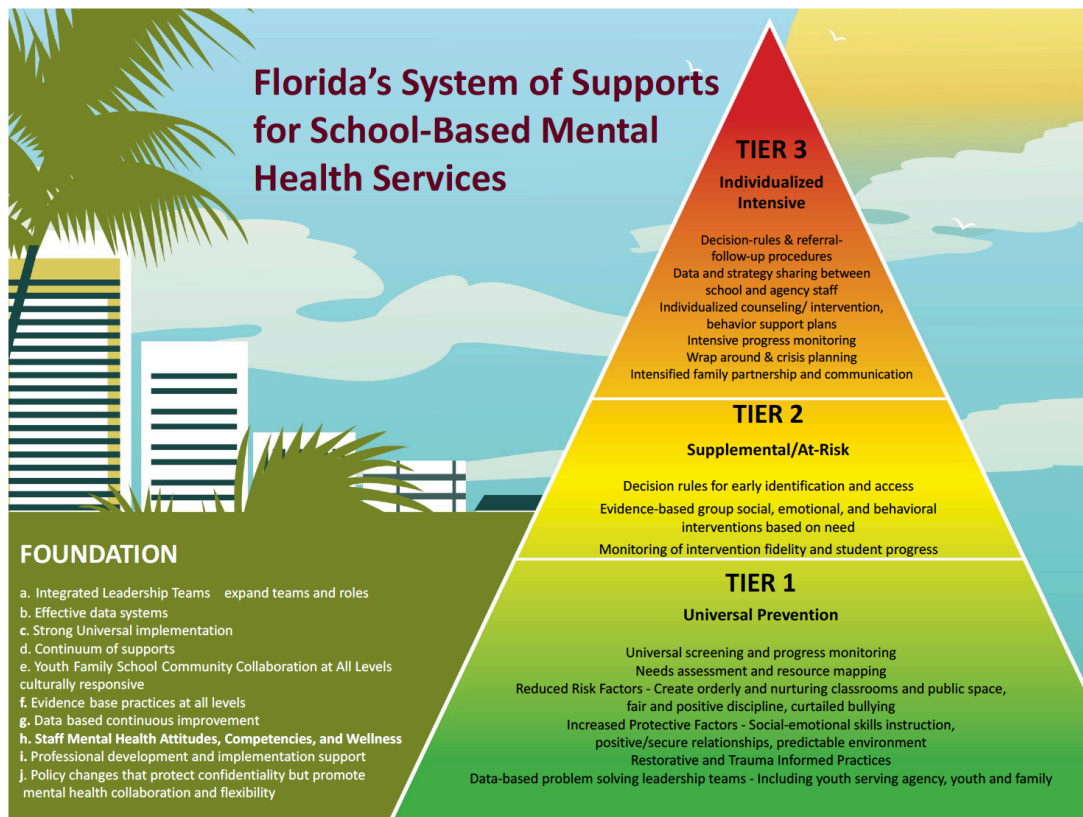


2018/2019 Pasco County Schools Mental Health Assistance Allocation Plan

Introduction

In compliance with the Marjory Stoneman Douglas School Safety Act (SB 7026), Pasco County Schools has developed a plan which outlines the existing programs and services as well as how we plan to enhance the continuum of services to meet the social emotional and mental health needs of our students. The plan aligns to Pasco County Schools Theory of Action, which includes three key priorities. The key priority of data driven decisions, which includes the goal of increasing systems to support students. This aligns directly with the current and new initiative outlined in the mental health assistance allocation plan, which provides funding to school districts to help establish or expand school-based mental health care. The goal of Pasco County's Mental Health Assistance Plan is to expand on the multi-tiered system of support currently in place for mental and social-emotional health, to improve the quality and accessibility of mental health services through direct services and/or referral to outside providers.

Senate Bill 7026 (SB 7026) requires all school districts to submit board approved plans to the commissioner of education by August 1st of each fiscal year. The Mental Health Services Allocation will not be utilized to supplant any existing services or funding source currently used to provide those services or to increase salaries or provide staff bonuses. Pasco County Schools currently utilizes Medicaid billing for students who are Medicaid eligible. The purpose of the Medicaid Certified School Match program is to provide reimbursement for medically necessary services provided by a school district for Medicaid eligible students. Other funding sources such as the General Revenue Fund, Individuals with Disabilities Education Act (IDEA) grant, Title IV and other Federal Program grants are used to support the continuum of services to meet the social emotional and mental health needs of our students.



The district actions include providing training and coaching to school teams and individual stakeholders aligned to positive behavior education and prevention (i.e.: Social Emotional Learning, Trauma Informed Care and Restorative Practices). The identified supports range on a continuum from prevention to direct services, and the plan has been developed to align to the multi-tiered approach with embedded mental health supports and services.

Focus on Delivering Evidence-based Mental Health Services

Awareness & Prevention:

Tier I: Universal Strategies-focus on promoting social and emotional well-being and development of all students.

- **School Counselor:** Pasco County Schools currently employs 172 school-based certified school counselors that are assigned to schools based on student population and identified unique school needs. All schools have a minimum of one school counselor, with some secondary schools having additional counselors depending on grade level, total population and unique school needs. The school counselor provides tier 1 services working proactively with students through the provision of school-wide lessons/interventions focused on health and wellness, decision-making, emotional regulation and conflict resolution.
- **School Nurses:** Pasco County Schools currently employs 40 school nurses. Each school in the district is assigned school nursing services 1–5 days a week based on student population and identified unique school needs. The school nurse serves to strengthen and facilitate the educational process by improving and protecting the health status of children and by identifying and assisting in the elimination or modification of health-related barriers to learning. School nurses also provide supervision and direction to clinic assistants, licensed practical nurses and other trained staff that provide direct health services to students in the school setting. Tier 1 supports include: health screening, immunization monitoring, promote school-wide health interventions, monitor for communicable disease, and provide health/wellness guidance for students and staff.
- **School Social Workers:** Pasco County Schools currently employs 56 social workers. Each school in the district is assigned social work services 1-5 days a week based on student population and identified unique school needs. The school social worker provides tier one services by utilizing a direct service delivery model to promote a connection between schools, families, and the community.
- **School Psychologists:** Pasco County Schools currently employs 37.5 school psychologists. Each school in the district is assigned psychologist services 1-5 days a week based on student population and identified unique school needs. School psychologists are strategically positioned in schools to promote mental and behavioral wellness and prevent mental and behavioral health problems. Tier 1 supports include: providing comprehensive school psychological services based on data-informed decisions through a collaborative, comprehensive problem-solving process utilizing current evidenced-based research in the areas of academic, behavioral, and social emotional.

Interventions/Resources:

- **Bullying Prevention:** School Counselors deliver classroom lessons that focus on understanding what bullying is and is not, recognizing bullying behaviors, responding to bullying situations, and promoting school safety.
- **District School Crisis Intervention Team (CIT):** The primary purpose of the Crisis Intervention Team is to offer support and assistance to students, families, and staff when a crisis occurs. The CIT provides both direct and indirect emotional psychological first aid intervention services. The CIT delivers additional follow up supports depending on the nature and severity of the crisis. In the 2017-2018 school year, the number of call outs increased by 48%. There were four regional teams for the 2017-2018 school year. Due to the increased number of call outs, the teams have increased to five regional CIT's for the 2018-2019 school year.
- **Early Warning System (EWS):** EWS is currently being utilized to have data readily available that is housed at the school or district level to accurately predict which students are at-risk or off-track for on-time high school graduation.
- **Parent/Family Education Nights:** The new focus for family involvement will be to provide various parent trainings and supports. One main initiative is to provide a Parent Mental Health University, where parents are educated on topics such as: bullying (physical, verbal and cyber), social media, sexting, sex trafficking and other issues negatively affecting a student's physical, emotional and mental health.
- **Positive Behavioral Interventions & Supports (PBIS):** Increase capacity of schools utilizing Positive Behavior Support through a proactive approach establishing the behavioral supports and social culture needed for all students in a school to achieve social, emotional and academic success.
- **Resource Mapping:** Develop a district workgroup to create a resource map that identifies experts in the field of mental health that have the knowledge to assist and/or train others. Once mapped, look for gaps in supports and provide training in the various resources.
- **Social Emotional Learning (SEL):** Collaborate with an outside provider to assist with embedding SEL in instructional practices to support students in developing the necessary skills to reflect on their own learning, master academic content, engage in positive social interactions, and become lifelong learners.
- **Pasco Children's Behavioral Health Partnership:** A community collaboration that promotes awareness and enhances mental health services to children while improving the overall wellness of the community. In addition, the partnership provides a System of Care Grant that provides direct and wrap around services to students that qualify.
- **Pasco Aware:** A community collaboration for awareness and preventive education to reduce the number of suicide incidents in Pasco County.

- **Trauma Informed Care:** The goals and outcomes of the new Trauma Informed Care initiative include building an understanding of the tenets: for Safety, Predictability, Transparency, Voice and Choice. This first phase of three (Trauma Informed, Trauma Aware, Trauma Sensitive) introduces all school staff: on the compelling why for this initiative, the brain science behind trauma, how trauma impacts human behavior and recognizing what can be done to build resiliency for those impacted by trauma.
- **Restorative Practices:** The ongoing goal and outcomes of Restorative Practices include positive relationships between students, teachers, and families. These positive relationships are believed to be a preventative factor for problem behaviors, which can lead to a lower rate of office referrals and suspensions.
- **Mental Health Symposium:** Continue the one-day professional development opportunity for the community providers to train school services staff on the various community resources to enhance school based mental health services.

Tier 2: Selected, brief strategies to support students at risk of or with mild mental health challenges.

- **School Counselor:** School counselors address student mental health concerns through a process of referral and identification generated by school administrators, faculty/staff, self/peer, parent/guardians or a community-based care provider. Services at the tier 2 level include when a referral is made, the school counselor will work with the family to determine current insurance coverage. If the student lacks insurance, they will be engaging with the school social worker to provide a referral to the contracted agency.
- **School Nurses:** Each provides health expertise, guidance and support and serves as a liaison to advocate for healthcare and a healthy school environment. Services at the tier 2 level include: development and review of Individualized Healthcare Plan (IHP) for students with chronic health conditions, provide access to appropriate resources for identified student health needs, consult with parents and/or medical professionals regarding health concerns, participate in multi-disciplinary team process to support student health needs and academic success, provide small group health counseling and consultation, and monitor EWS data (attendance, discipline, GPA) regarding health implications.
- **School Social Workers:** Services at the tier 2 level include: classroom observations, collaborative intervention planning and implementation, group counseling services, assessment of student or family needs and connecting with community partners to address various systemic topics or needs.
- **School Psychologists:** Services at the tier 2 level include problem-solving student needs, monitoring service effectiveness, facilitating skills group counseling (social skills, anger management, stress reduction, etc.), classroom observations, assessment and interpretation of behavioral data to monitor response to interventions, consulting with school-based intervention teams, and mentoring of students.
- **School Based Behavior Specialist:** Some schools have a behavior specialist allocation. This allocation is based on the number of Exceptional Student Education (ESE) classes and the severity of the need at each school. Services at the tier 2 level include: being responsible for the development and implementation of behavioral and social skills programs for students with disabilities and implementation or coaching of others on research-based methods of classroom management and behavioral strategies.
- **Community Mental Health Supports:** Pasco County Schools currently have collaborative agreements with (9) local community mental health agencies to provide mental health services for Pasco County students. These services range from outpatient supports to more intense and targeted mental health services. Our community collaboration also includes the referral to additional community support to address the needs of students and families:
 - Tier 1: Outpatient office/school based
 - Tier 2: Therapeutic Behavioral Onsite Services
 - Tier 3: Statewide Incentive Psychiatric Program (SIPP)

Interventions/Resources:

- **Youth Mental Health First Aid (YMHFA):** This is a new district initiative to train all staff in YMHFA. It will identify approximately 20 student services staff members to be trained in Youth Mental Health First Aid Train the Trainer Training. Trainers will then start providing professional development for our district staff in YMHFA. During the 2018/19 school year, the initial goal will be to train in the 8-hour training. By the start of the 2019-2020 school year, additional staff members will be trained as trainers to continue to build capacity for training all staff. There will also be an abbreviated version of the YMHFA online available this fall for additional staff training.
- **Sandy Hook Promise:** Pasco County Schools will partner with this non-profit organization to create a new initiative to prevent gun violence by teaching others to recognize the warning signs, how to intervene and get help for individuals who may be at risk of hurting themselves or others. This initiative will be implemented through the use of the "Know the Signs Programs."
- **TOOLS:** There will be an increase in the use of the TOOLS program at all our high schools. The TOOLS program is an educational intervention for students who are involved in a disciplinary action due to substance abuse, substance possession or fighting/physical aggression. The program provides effective prevention education while helping students remain academically engaged by reducing out of school suspension.

Tier 3: Intensive, ongoing strategies to support those with significant mental health needs.

- **School Counselors:** Services at the tier 3 level include: assisting in the development and implementation of 504 plans and counseling, referring to community counseling services, works collaboratively to provide crisis response with students identified at-risk for self-harm and/or harm to others, works to develop re-entry plans for those students when intensive intervention occurs, participates on multi-disciplinary school teams focused on providing wraparound services to struggling students, provides individual student planning focused on dropout prevention and on time graduation.
- **School Nurses:** Services at tier 3 level include: develop, review and update IHP for students with severe chronic health problems, provide more frequent and individualized interventions for intensive health needs, provide intensive and individualized interventions as part of multi-disciplinary team, support the eligibility process related to special education services (H/HB, OHI, IEP, 504, etc.), advocate for and assist individual students in the management of their chronic illness to improve attendance and academic performance, provide intensive child-specific training for staff in management of chronic illnesses, provide emergency crisis intervention supports, continue to monitor EWS data (attendance, discipline, GPA) and consider health implications, and provide individual health counseling and consultation.
- **Social Workers:** Services at the tier 3 level include: individual counseling services, risk assessments, collaboration with outside mental health and substance abuse treatment providers, and consultation with parents. For significant students and/or program needs, the service of intensive case management and implement therapeutic intervention is provided.
- **School Psychologists:** Services at the tier 3 level include: problem-solving individualized needs & monitoring of services, individual counseling services, development of Functional Behavior Assessments (FBA) and individualized Behavior Intervention Plans (BIP), and psychological assessment.
- **School Based Behavior Specialist:** Services at the tier 3 level include: development of Functional Behavior Assessments (FBA) and individualized Behavior Intervention Plans (BIP), in-class support for high magnitude behavior, staff training for implementation of individual strategies related to the BIP, collaboration with outside mental health providers, and consultation with parents.
- **Specialized Support Requests:** The availability of the Specialized Support Request process to obtain some of the following tier 3 services: classroom observations, specific training of research-based behavioral strategies, assessment and interpretation of behavioral data, and modeling of instructional techniques, parent training on targeted behavior skills, and consulting with school-based teams. This team consists of Board Certified Behavior Analysts and district behavior staff.

Includes description of supports that address mental health needs (assessment, diagnosis, intervention, treatment and recovery)

Screening & Assessment:

Students can be referred for mental health counseling or substance abuse treatment services in school and through community based services. Referrals for these services can come from the staff, students or parents, as most referrals come through the School Based Intervention Team. Services are then provided on campus by a trained staff member.

Other data sources and incidents that will be used for screening/assessment:

- Early Warning Systems
- Students Baker Acted
- Students expulsion
- Students court ordered for mental health
- Data sharing with law enforcement: At-Risk Youth

Intervention/Treatment/Recovery:

- Refining of current assessment procedures to delineate threat to self and threat to others
- Alignment of law enforcement and school district procedures to ensure effective collaboration when providing assistance/support for all threats
- Development of the Pasco County District Threat Assessment Team to assist schools in problem solving unique situations and the collaboration of resources
- Develop data sharing between local law enforcement agencies and Bay Care (Baker Act facility)
- Alternatives to Suspension (ATS) program increase funding to all middle and high schools
- Tier 3 student services response plans updated
- Safety & Reintegration plan will be developed to support students that have been Baker Acted: Notification to the Pasco County Mental Health Liaison with contact with the school-based student services staff.

Identify evidence-based mental health services for students with one or more co-occurring mental health or substance abuse diagnoses and students at risk of such diagnosis

The following evidence based mental health and substance abuse interventions will continue or will be included in the new mental health initiatives:

This includes targeted small group instruction as well as utilization of the following curriculum/interventions:

- Social Skills
- Second Step
- Coping Cats
- Zones of Regulations
- Dialectical Behavior Therapy (DBT)
- Cognitive Behavioral Therapy (CBT)
- Eye Movement Desensitization Reprocessing Therapy (EMDRT)
- Emotional Focused Therapy (EFT)
- Trauma Informed Care (TIC)
- Youth Mental Health First Aid training (YMHFA)

Describe the collaborative partnerships with community providers and agencies

Pasco County Schools has had various Memorandums of Understanding (MOUs) with mental health providers throughout the community for several years. The new plan will include partnering with Central Florida Behavior Health Network (CFBHN) to be the managing entity for all our mental health referrals and services. The benefits of utilizing the managing entity is so that a variety of mental health services and funding options for families can be expanded to provide a true System of Care for Pasco County students.

Included in our contract with CFBHN we will be funding a Project Manager, who will be a licensed mental health provider, located at Pasco County Schools district office but employed by CFBHN to provide the following: Program coordination, voucher approval, data collection and analysis, providing support and consultation to address behavioral health concerns for eligible students and families. The program manager will work with community partners/stakeholders and help individuals and families, where applicable, access services and to be engaged in those services.

Describes process for coordinating mental health services with a student’s primary care provider and other mental health providers, including procedures for information sharing

Once a determination has been made that a student needs mental health counseling or services that cannot be provided on campus, a referral will be made to the new District Mental Health Liaison. This is a new position being allocated to assist with the coordination of services and to facilitate the communication with the parent, school and outside provider. The District Mental Health Liaison will coordinate with the Project Manager of CFBHN to obtain the needed mental health supports. The project manager will also coordinate the services needed, follow-up on the student's treatment plan and assist with barriers to treatment when applicable.

Identifies how many students are screened/assessed, how many students are referred for services, and how many students receive services/assistance (school based and community)

There will be a new process that includes the data sharing of all mental health services provided by school staff and referred out for services by the CFBHN Project Manager. All outcome data will be collected and analyzed to identify areas of need/gaps in services. This data will be used to acquire additional resources needed within the community.

Identifies number and credentials of mental health service providers employed by the district:

This data will be collected by the Pasco County Mental Health Liaison when services are referred and provided. Data will be compiled by the Mental Health Liaison with the support of the new secretary. Data will be shared with the state beginning 9/30/19.

Identifies number and credentials of mental health services provided by the district:

This data will be collected by the CFBHN Project Manager and provided to the district for reporting purposes.

Expenditures:

The following expenditure includes the assurance that mental health assistance allocation plan does not supplant other funding sources, increase salaries or provide staff bonuses. 90% of the expenditures are allocated for direct mental health services or coordination of such services with primary care and mental health providers.

Planned Expenditure:

Provider Provide	Position/Activity	Unit	Budget
Mental Health Allocation			\$1,721,460.00
Prevention 10%			\$159,838.90
Social Emotional Learning (AIR)	Embed SEL in instructional practices to support students in developing the necessary skills to reflect on their own learning, master academic content, engage in positive social interactions, and become lifelong learners.		\$104,000.00
Student Congress: Sandy Hook Initiatives	Purchase materials and fund substitutes.		\$5,838.90
Evidence-based Tier 1 Resources	Purchase evidence-based resources targeted at school-wide PBIS.		\$40,000.00
Parent University Training	Provide money for speakers, resources and child care.		\$10,000.00
Prevention Total			\$159,838.90
At-Risk 90%			\$1,438,550.10
Assessment Protocols for screening and assessment	Behavior rating scales and pre/post data outcomes.		\$50,000.00
PBIS Trainers	Increase cadre of trainers to provide targeted training at tier 2 & 3.		\$30,000.00
Evidence-based Tier 2 & 3 Resources	Purchase evidence-based resources to develop a district training cadre of trainers & resources.		\$80,000.00
Increase alternatives to suspension	Provide support to student to maintain their access to instruction while providing targeted skill development, related to academic and social/emotional deficits. Additional duty for staff.		\$120,000.00
Stipends, Substitutes and Materials	Stipends, substitutes and materials needed to provide training (e.g. Youth Mental First Aid Training, Trauma Informed Care, etc.).		\$60,000.00

Stipends	Stipends to focus on reviewing data and make recommendations for mental health initiative.		\$30,000.00
Substitutes	Substitutes to provide additional adults to assist with temporary safety & security of students.		\$90,000.00
Pasco County Mental Health Liaison	School Social Worker on assignment to support coordination of baker act re-entry, collaboration with community agencies to support referrals to mental health agencies including Central Florida Behavioral Health Network (including summer hours).	(1)	\$80,000.00
Central Florida Behavioral Health Network	Manage the mental health services being provided and support a Licensed Mental Health Project Manager.	(1)	\$450,000.00
Clerical Support	Clerical for data reporting.	(1)	\$30,000.00
Contracted Behavior Analyst Support	To provide behavior analyst support to the most at risk students in need to Tier 3 mental health supports.		\$78,550.10
Professional Development for Staff	Evidence-based mental health trainings for staff related to co-occurring mental health or substance abuse diagnoses and students at risk of such diagnosis.		\$100,000.00
Additional student services instructional staff (1 school psychologist, 1 school nurse, 1 school social worker)	Instructional staff to provide coaching to school-based student services staff related to the mental health initiatives.	(3)	\$180,000.00
Certified School Counselor	Assign to 1 high school to provide mental health supports to include counseling services to individuals and small groups that relate to physical, emotional, and educational wellbeing.	(1)	\$60,000.00
At-Risk Total			\$1,438,550.10
Charter School Proportionate Share			\$123,071.00
Total			\$1,721,460.00

Note: Funding totals are approximate and may be adjusted.