



Collier County Public Schools

**Mental Health Assistance
Allocation Plan
2018-2019**

***Developed by
Collier County Public Schools***

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Section I: Awareness and Prevention Efforts

The awareness/prevention efforts of Collier County Public Schools (CCPS) collaboration with community agencies and coordinated efforts focused on children and adolescents are described below. These efforts will continue as we move forward.

We Care video series

CCPS collaborated with the National Alliance on Mental Illness (NAMI) of Collier County, David Lawrence Mental Health Center, and the Collier County Sheriff's Office (CCSO) to launch a student mental health awareness campaign called "We Care". This video series on mental health was created to assist with prevention, early intervention, treatment, and improved care coordination for children with mental health concerns.

Student-Family-School Connections

A "Supporting Your Child Socially and Emotionally" Symposium composed of panelists from CCPS, David Lawrence Mental Health Center, Florida Gulf Coast University (FGCU) Department of Counseling, Florida State University College of Medicine, Immokalee Health Education Site and director of the FSU Center for Child Stress & Health, and the Clinical Site Director from the Healthcare Network of Southwest Florida was held in April 2018. The Symposium was virtually connected with six school sites within the District, and recorded for on demand access. Topics centered on how parents can support and strengthen the social-emotional development of their children based on the five SEL competencies of Collaborative for Academic, Social, and Emotional Learning (CASEL). A parent resource guide and an activities book on building resilience in children was distributed at the Symposium.

Sanford Harmony: Social Emotional Learning

CCPS collaborated with Nova Southeastern University to bring Sanford Harmony, an evidence-based social emotional learning (SEL) program, to its elementary and middle schools. CCPS is just getting started with this program; all school counselors K-8 participated in a Spring 2018 training and received a Sanford Harmony toolbox. Sanford Harmony SEL involves developing student competencies of self-awareness, self-management, social awareness, relationship skills, and responsible decision-making. Sanford Harmony compliments classroom instruction, as the everyday practices of "Meet Up" and "Buddy Up" easily fit into daily schedules and can be integrated throughout instruction. Sanford Harmony strategies also create a positive environment to help reduce personal conflicts, like peer pressure and bullying.

Supporting Social Emotional Learning in Schools

Five Social Emotional Learning (SEL) priorities are in place for our 2018-2019 school year:

1. New Student 30/60 Day Check-In
2. Handle with Care
3. Buddy Bench (elementary level) or We Dine Together (secondary level)
4. Principal-led SEL videos (during morning announcements) and Teacher-facilitated discussions
5. Student Voice survey (grades 3-12)

The development of social emotional skills has shown overall positive results in numerous research reports including better academic performance, improved attitudes, behaviors and relationships with peers, as well as a deeper connection to school, fewer delinquent acts and reduced emotional distress (student depression, anxiety, stress and social withdrawal). Research supports that combining SEL with academic development creates high-quality learning experiences and environments that empower students to be more effective contributors in their classrooms today and in their workplaces and communities tomorrow.

David Lawrence Mental Health Center

In collaboration with CCPS, David Lawrence Mental Health Center offers prevention education programs that focus on a variety of mental health and substance abuse topics. Children's prevention programs are targeted towards children, adolescents, parents, and preschool educators. These programs provide alternatives, information dissemination and problem identification on substance abuse, suicide, life skills, conflict resolution, anger management, behavioral problems, and depression.

SEDNET

The Multiagency Network for Students with Emotional/Behavioral Disabilities (SEDNET-8B) serves Collier County through technical assistance, and provision and dissemination of information of training, resources, and staff development which facilitate improvement in the lives of school age children with, or at-risk of, emotional disabilities or severe emotional disorders.

Healthcare Network of Southwest Florida

Healthcare Network (HCN) serves approximately 70% of the children living in Collier County. HCN includes board certified pediatricians and pediatric nurse practitioners providing comprehensive care through all stages of child and adolescent development. Annual screenings for depression are conducted by HCN pediatricians beginning at age 12. Psychologists are housed on-site with each pediatrician to provide behavioral health services.

Children in Foster Care

The coordination of services and supports across agencies is also critical to positive educational and meaningful life outcomes for children in foster care. The District entered into an agreement on March 12, 2018 with the Department of Children and Families and

the Children's Network of Southwest Florida to ensure the best interest of the student when addressing school stability and availability and quality of services in the school to meet the child's educational and social emotional needs.

Crisis Intervention Team

In addition to school administrators, school counselors, and Youth Relations Bureau Deputies, school psychologists comprise the District Crisis Intervention Team. The psychologists' primary purpose is to offer assistance to schools and students when a crisis occurs. The team provides both direct and indirect intervention services, and offers factual information, explains normal reactions, enhances students' mental health, and offers advice that is not value laden. The purpose of the crisis team is to assist schools to return to normal routines as quickly and calmly as possible following a major disruption of the educational process.

Crisis Prevention Institute Training

Multiple trainings are offered to CCPS staff each school year using the Nonviolent Crisis Intervention training through the Crisis Prevention Institute (CPI). This training is part of a comprehensive crisis prevention and intervention plan and teaches participants how to defuse challenging and disruptive behavior before an incident escalates to a crisis situation.

Health Under Guided Systems (H.U.G.S.)

Health Under Guided Systems (H.U.G.S.), a free community-based children's behavioral health program supported by the Naples Children Education Foundation, offers an [*Ending the Silence*](#) educational program that helps members learn about the warning signs of mental health conditions and what steps to take if you or a loved one are showing symptoms of a mental illness. This 50-minute presentation is specifically customized for students, families, and teachers to help fight the misconceptions, fear and discrimination that too often keeps children and adolescents from seeking the early identification and treatment they need to recover. H.U.G.S. also provides universal screenings to all preschoolers, and system navigation support to facilitate access to mental health care to mitigate the effects of untreated problems later in life.

Youth Mental Health First Aid

The Youth Mental Health First Aid course, a readiness training to professionals, introduces participants to the unique risk factors and warning signs of mental health problems in adolescents, builds understanding of the importance of early intervention, and teaches individuals how to help an adolescent in crisis or experiencing a mental health challenge. The course is offered free of cost through collaborative and coordinated efforts with community partners, and introduces common mental health challenges for youth, reviews typical adolescent development, and teaches a 5-step action plan for how to help young people in both crisis and non-crisis situations. Topics covered include anxiety, depression, substance use, disorders in which psychosis may occur, disruptive behavior disorders (including AD/HD), and eating disorders. All school psychologists, school counselors, behavior analysts/management specialists, and school intervention therapists were recently certificated.

PREPaRE Curriculum

The PREPaRE Curriculum is part of the National Association of School Psychologists (NASP) evidence-based resources and consultation related to school crisis prevention and response. Workshop 2 was provided to each school psychologist and school intervention therapist to improve and strengthen knowledge and understanding of school safety, crisis management and emergency response. Twelve (12) of these individuals went on to complete the Training of Trainers program. In 2018-2019, school counselors and school nurses will receive PREPaRE training. Principals, assistant principals and high school activity coordinators participated in a modified PREPaRE Workshop on June 4, 2018.

Youth Suicide Awareness and Prevention

Youth Suicide Awareness and Prevention training modules (2 hours) have been developed and recently approved by the Florida Department of Education. Training and materials will be released during the 2018-2019 school year for school staff to participate and be considered a “Suicide Prevention Certified School” pursuant to s.1012.583, F.A.C.

Trauma Informed Care

Trauma Informed Care training was provided in February 2018 to all school psychologists and school intervention therapists. This training resource was designed for school staff and provides educators with steps in creating a trauma-informed school.

Section II: Mental Health Assistance Allocation Plan

Evidence-Based Mental Health Services

Collier County Public Schools works to improve the quality of mental health care for children by identifying evidence-based treatments and providing effective strategies for implementing and supporting their delivery. School-based mental health services will be delivered within a multi-tiered system of supports – universal/prevention, targeted intervention, and intensive intervention. Each tier of support represents a mental and behavioral health service which may be provided for students in both general and special education. Universal preventions (Tier I) are provided for all students and address the needs of 80-90% of the student population. Secondary or targeted (Tier II) interventions are provided for students at-risk of developing mental health challenges. These efforts address the needs of 5-15% of the students. Tertiary or intensive interventions (Tier III) address the needs of 1-5% of the student population, reducing the effects of symptoms that may already be problematic.

Tier II and Tier III interventions are anchored in Tier I interventions and are natural extensions or intensified extensions of Tier I. For example, students who do not sufficiently respond to school-wide positive behavior interventions and supports (Tier I), receive targeted interventions at Tier II, and students whose problem behavior persists despite Tier I and Tier II intervention, receive intensive intervention at Tier III. Interventions include, but are not limited to, prevention programs, social skills training, a functional behavioral assessment and positive behavior intervention plan, group and

individual counseling, traumatic stress intervention, special education services, and referral to mental health treatment.

Appendix A includes a comprehensive list of evidence-based mental health interventions provided in Collier County Public Schools.

Supports that Addresses Mental Health Needs (Assessment, Diagnosis, Intervention, Treatment, Recovery)

Early identification has increased in Collier County, and screening and assessment goals have been involving more partners and providing additional outreach. For example, the mental health initiative, called Beautiful Minds, involving David Lawrence Mental Health Center, Healthcare Network (HCN) of SW Florida, NAMI of Collier County, and Florida State University's College of Medicine in Immokalee involves mental health screening of children at risk for behavioral health problems and getting children referred to mental health services. What's key is the integrated approach where licensed clinical psychologists are available in HCN's primary care clinics.

While CCPS does not conduct universal mental health screening with school-age students, early identification and intervention are addressed through teacher recommendations to the school's problem-solving team. CCPS educators and school administrators identify problems early and provide students intervention and support through the problem-solving team. CCPS' Student Success Platform ("early warning system") considers several at-risk indicators (e.g., attendance, grades, office discipline referrals, suspensions). Mental health awareness training will be a focus in 2018-2019.

Multi-tiered System of Supports Problem Solving Team

For school-age students, behavioral and emotional health needs are identified by school administrators, teachers, school nurses, school counselors, school psychologists, and other school staff. A school-based problem solving team supports the at-risk student by identifying and resolving the academic, behavioral, and/or social problem. Early warning system indicators (screening) including but not limited to, attendance, discipline, course performance, and state assessment data are considered in making decisions. In collaboration with the parent, a Student Success Plan is developed, implemented, and progress monitored. Adjustments to the interventions are data driven decisions. Individual student assessments are conducted when written parental consent is obtained.

Various levels of intervention (universal, targeted, intensive) are available in the schools for all students. Individual and/or group intervention is provided to address the student's mental health needs identified through assessment procedures with interventions sensitive to the student and family culture. Interventions will be implemented for students at different levels of risk (e.g. immediate, crisis referral, referral to a school-based or community mental health provider, referral to early intervention/prevention group). Services are available for students with an emerging need and students experiencing a serious mental health problem. Any students endorsing risk of harm to self or others will

receive immediate intervention. Appendix A includes a comprehensive list of evidence-based mental health interventions provided in Collier County Public Schools.

Threat Assessment

CCPS has established district-wide procedures for dealing with student threats in place and all threats of violence are taken seriously and investigated. An interdisciplinary assessment team includes representatives from administration, school employed mental health professionals, and law enforcement. In unusually complex cases, the team might draw upon professionals in the local community. An individualized assessment of each threat is conducted. An assessment of suicide risk is included in all threat assessments. A threat assessment provides school professionals with useful information about a student's risks and personal resources. Among the other potential student risks that can be identified and prevented are suicide, alcohol and drug use, physical abuse, drop out risk, and criminal activity. The assessment process incorporates referrals to appropriate mental health and social services, as well as a system for following up on the effectiveness of the intervention. Threat assessments rely upon the District's ongoing collaboration and partnerships with Collier County Sheriff's Office and David Lawrence Mental Health Center.

Assessment of Social-Emotional Functioning

School psychologists are part of the school-based problem-solving team. Part of their role is to complete assessments of a student's social-emotional functioning and how it affects educational performance. This assessment administered individually requires informed parent consent. The school psychologist does not give a medical/psychiatric diagnosis within the school system. Based on data, the school-based team determines the level of student support/intervention needed, and monitors their progress. If necessary, the team at each school determines if a student meets eligibility criteria for an exceptionality under the Individuals with Disabilities Education Act (IDEA).

Handle with Care

Children do not learn at their optimum when experiencing mental illness or when overwhelmed by life's stressful events. Research demonstrates that trauma affects a child's ability to learn and is associated with long-term physical and emotional difficulties. In response to this, CCPS created a safety net for a child who was present during a traumatizing incident (e.g. death, murder, arrest, assault, violence, removal, eviction).

Participating agencies identify what school the child attends and files a "Handle with Care" alert with the school. The notice does not provide extensive details about what happened, however, informs the school principal that the student may need extra attention. A school does not need to know exactly what occurred, just to be aware that something happened that can potentially impact the child's ability to learn. In some cases, a student may disclose what happened but not always, or a parent/caregiver might alert the school that something traumatic occurred. After being alerted, the school-based support team convenes and determines what extra support the child may need at school. This could range from a space to change clothes to reduced homework to recurring trauma-focused sessions with a school-based mental health professional. This priority to be implemented

in 2018-2019 is designed to decrease both the short-term and long-term effects of trauma, especially its impact on children's ability to learn. Law enforcement personnel and entire school staff, from principal to food service staff, are notified when a student requires handling.

David Lawrence Mental Health Center Release, Referral, and Re-Entry

The center's access-to-services model allows children and youth (ages 3 and older) to be evaluated by a highly skilled behavioral health professionals on the same day services are requested. This initial screening with a non-prescribing clinician is available on a walk-in-basis and evening assessments are available upon request. Staff carefully explain treatment options and schedule any necessary follow up appointments. David Lawrence Mental Health Center provides clinical assessment, psychotherapy or counseling, psychiatric evaluation, medication management, and case management. David Lawrence Mental Health Center provides prevention, intervention, diagnoses, and treatment for a variety of problems, including substance abuse and recovery.

The school system, in collaboration with David Lawrence Mental Health Center, is using a universal release and consistent forms to more efficiently process referrals to mental health care, and to assist a student with re-entry into public school from the crisis stabilization unit or partial hospitalization program. Through these protocols, David Lawrence Mental Health Center is able to confer with teachers and parents, and provide therapeutic services, case management, and recovery services to children and adolescents.

Two (2) school liaisons employed by David Lawrence Mental Health Center collaborate with CCPS to support a student's access to the mental health center's triage, assessment and treatment services. Liaison services ensure coordination of care with a student's treating providers in order to promote mental wellness and improve student achievement. The school liaison assists with informing and educating school staff about its programs and services; provide seamless coordination of care to link individuals with services between programs; communicating the psychiatrist's recommendations for care coordination, discharge, and after care planning; and supporting access and communication of an individual's progress and concerns with treating providers. This communication is made possible through its universal release when signed by the parent.

Integrated Health Care Network of SW Florida

In the integrated health care network setting, screening measures for depression have been selected and are in place and patients are screened at well-child visits to increase prevention and early identification. Pediatricians make referrals for mental health care to their on-site licensed mental health professionals for assessment and intervention.

NAMI of Collier County H.U.G.S. Program

Universal prevention strategies (approaches designed to address risk factors in the early learning program population) are utilized through the NAMI of Collier County [H.U.G.S.](#) Program. The H.U.G.S. team provides universal screenings and system navigation to

facilitate early identification and access to care, in order to mitigate the effects of untreated social, emotional, behavioral, and mental health challenges later in life.

Valerie's House Opioid Family Grief Support Group

The opioid crisis is having a significant impact on families in Southwest Florida. To better help children who have lost someone because of opioids, Valerie's House conducts a support group with focus on helping children cope with the death of a loved one. The group aims to help grieving children impacted by drug abuse.

Evidence-Based Mental Health Services for Students with Co-Occurring Mental Health, Substance Abuse Diagnoses, and Students At-Risk of Such Diagnoses

While commonly used to refer to the combination of substance-use and mental disorders, the term co-occurring disorder also refers to other combinations such as mental disorders and intellectual disability. Individuals with co-occurring disorders are best served through integrated treatment. This treatment requires collaboration across disciplines (e.g. psychiatrist, pediatrician, clinical therapist, and educator). The treatment planning addresses both mental health and substance abuse, each in the context of the other disorder.

School District

In the school district, students with serious emotional disorders and at-risk of co-occurring substance abuse are provided a specialized Individual Educational Plan (IEP) and related services. Related services may include intervention by a school mental health therapist and a behavior analyst who provides highly structured, individualized behavioral intervention during the school day. The therapist provides intensive intervention (individual and/or group counseling) and case management. David Lawrence Mental Health Center is involved with the majority of these students also providing additional therapeutic counseling and psychiatric services (e.g. crisis intervention) during after-school hours.

At the secondary-level, students with serious emotional disorders (mental health diagnoses) and at-risk of or diagnosed with co-occurring substance abuse may be considered for placement by the IEP team in the Educational Day Treatment program, where therapeutic treatment and behavioral services are infused throughout the educational program. David Lawrence Mental Health Center is involved with the majority of these students also providing therapeutic treatment, case management, and access to Telepsychiatry within the program, along with wrap-around services.

Students with autism spectrum disorders and co-occurring mental health disorders requiring intensive educational intervention receive specialized support services from a school-based speech-language pathologist, behavior analyst, and school psychologist. Wrap-around services are accessed by families through community mental health programs and medical/psychiatric physicians. An autism navigator employed by the Golisano Children's Hospital assists families with following the doctor's care plan for their

child. This may include applied behavior analysis to help reduce or replace problem behaviors, increase communication skills and develop socially acceptable behaviors.

David Lawrence Mental Health Center

Some of the evidence-based prevention, treatment, and recovery services provided by Collier's community mental health program include: behavioral therapy, counseling, crisis intervention, evaluation, cognitive behavioral therapy, applied behavior analysis (ABA), medication-assisted treatment, psychotherapy, outpatient therapy, stabilization, partial hospitalization, recovery support, treatment, home-community based services, drug testing, and anger management.

The Collier County Sheriff's Office (CCSO) works in collaboration with David Lawrence Mental Health Center to provide coordinated services, e.g. Diversion. A licensed mental health professional employed by David Lawrence Mental Health Center works within CCSO's Mental Health Unit.

Collaborative Partnerships with Community Providers and Agencies

CCPS collaborates with a wide range of stakeholders invested in integrated approaches to reduce mental health care barriers to student learning. This diverse group of providers are committed to advancing mental health services to children and adolescents, promoting awareness/prevention, assessing current behavioral mental health resources, identifying gaps, making workflow improvements, and coordinating referrals and transition processes. Workgroup members include:

- Collier County Public Schools
- Collier County Sheriff's Office – Mental Health Unit and Youth Relations Bureau
- David Lawrence Mental Health Center
- NAMI of Collier County
- Children's Advocacy Center
- Department of Children and Families
- Healthcare Network of SW Florida
- FSU Center for Child Stress & Health

The Workgroup will be expanded to ensure that agencies included in the Governor's Executive Order are invited to participate in Collier's collaborative meeting on July 24, 2018. The Department of Juvenile Justice (DJJ), child welfare agencies (for foster care), and the local SEDNET representative were invited.

Coordinating Mental Health Services for Students with a Primary Care Provider and Other Mental Health Providers

The collaborative Mental Health Workgroup which has met for over four (4) years continues to advance evidence-based mental health care for children and adolescents.

We collaborate at the local level to review evidence-based interventions, training, policy, and practice in school mental health.

NCH Healthcare Systems

School nurses serve a vital role in promoting positive behavioral health (mental/emotional well-being and/or actions that affect wellness) outcomes in students through evidence-based programs in schools, critical to academic success as physical well-being. CCPS contracts with NCH Healthcare Systems to provide school nurses. These nurses collaborate with school personnel, community healthcare professionals, students, and families in the assessment, identification, intervention, referral, and follow-up of children in need of behavioral health services. School nurses because of their regular access to students are uniquely qualified to identify early warning signs and provide support to students with potential behavioral health concerns.

Healthcare Network (HCN) of SW Florida

HCN includes board certified pediatricians and pediatric nurse practitioners providing comprehensive care through all stages of child and adolescent development. Psychologists are housed on-site in each pediatrician's office to provide behavioral health services. Annual screenings for depression are conducted by HCN pediatricians beginning at age 12.

Florida State University (FSU) College of Medicine, Center for Child Stress and Health

Free behavioral health services are available through the Immokalee FSU/Healthcare Network of SW Florida partnership. Services are provided by a mental health professional in training who is supervised by a licensed provider. Additionally, services provided take place within an integrated care model, meaning that the mental health provider works together with the primary care provider (pediatrician). HCN Immokalee patients needing mental health services may discuss their concerns with a pediatrician who would then make a referral to Behavioral Health frequently on the same day of the office visit. FSU also has a Promotora (community health worker) that focuses on children's mental health.

FSU School of Medicine is scheduled to provide professional development in assessment of signs and symptoms of mental illness for CCPS school nurses in August 2018.

David Lawrence Mental Health Center

The center's access-to-services model allows children and youth (ages 3 and older) to be evaluated by a highly skilled behavioral health professionals on the same day services are requested. This initial screening with a non-prescribing clinician is available on a walk-in-basis and evening assessments are available upon request. Staff carefully explain treatment options and schedule any necessary follow up appointments. David Lawrence Mental Health Center provides clinical assessment, psychotherapy or counseling, psychiatric evaluation, medication management, and case management. David Lawrence Mental Health Center provides prevention, intervention, diagnoses, and treatment for a variety of problems, including substance abuse and recovery.

Procedures for Information Sharing

The school system, in collaboration with David Lawrence Metal Health Center, is using a universal release and consistent forms to more efficiently process referrals to mental health care, and to assist a student with re-entry into public school from the crisis stabilization unit or partial hospitalization program. Through these protocols, David Lawrence Mental Health Center is able to confer with teachers and parents, and provide therapeutic services, case management, and recovery services to children and adolescents. HCN and FSU obtain a signed parent consent for their agency to receive and share information with the school district.

Mental Health Referral Procedures

School-Based Mental Health Interventions

The referral process is user friendly and quick. Referrals can be initiated by an school administrator, school mental health professional or teacher to the Multi-Tiered System of Supports Problem-Solving Team. Additionally, referrals can be made through the Crisis Intervention or Threat Assessment Team. CCPS staff work with parents through the Student Success Plan process.

School and Community-Based Mental Health Providers for Treatment

A broad spectrum of mental health services, including: mental health promotion; prevention; early identification of mental health problems; and referrals for treatment of children and families will be expanded upon or strengthened as a result of receiving approval for this Mental Health Assistance Plan. One of the many responsibilities of the Home-School Intervention Counselor (“Social Worker”) staff is to make referrals for outside services in partnership with families. The referral process includes strategies to help address economic, logistic, and cultural barriers to accessing mental health care.

In the school district’s Head Start program, a mental health professional facilitates mental health services to children and families including, but not limited to, providing mental health consultation; designing program practices to promote social emotional development and effectively address challenging behavior; and providing education on mental health issues.

In the school district’s school-age educational program, a mental health professional (school counselor, school psychologist, home school intervention counselor), facilitates mental health services to students including, but not limited to, providing mental health consultation; designing treatment plans; providing evidence-based intervention, providing case management; providing education on mental health issues; and making referrals to community-based mental health providers for treatment and recovery services.

Community-based mental health referral agencies for accessing treatment and recovery services include, David Lawrence Mental Health Center; FSU Center for Child Stress and Health; NAMI of Collier County; Catholic Charities; Lutheran Services; Valerie’s House; Youth Haven; and AVOW. In an effort to improve the mental wellbeing of children, parents

may also access information on prevention and intervention from the Children’s Advocacy Center; Mental Health Association of Southwest Florida; and Collier Resource Center.

Section III: Program Implementation and Outcomes

Students Screened/Assessed, Referred, Services Received

An assessment is provided to students and families who are beginning treatment with a school-based or community mental health provider. Parent consent is required. Typically, the assessment entails understanding the formative aspects of a student’s life (e.g., social, emotional, mental, and physical histories; substance abuse; school performance; relationships with peers and family; values and beliefs; coping strategies). The student and school mental health provider (school psychologist, social worker, and school intervention therapist) determine goals and objectives for a treatment plan. A diagnosis is neither required, nor assigned by a mental health professional employed by the school district in order for a student to access school mental health services.

A mental health diagnosis may, however, be assigned by a clinical therapist or psychiatrist within community mental health care through the referral process. The treatment team discusses the diagnosis with the student and parents, and proposes a plan of services and supports to be provided at school and in the community.

Number of Students Screened/Assessed

A Mental Health Assistance Plan Outcomes Report will be submitted to the Department of Education, annually, by September 30th each year, pursuant to requirements of the District’s receipt of funds for the expansion of school mental health services. Systems are in place to report only the number of students who received screening/assessments, services/assistance, and referrals to community mental health agencies. These numbers will be disaggregated by whether services were provided by a district-employed or contracted mental health service provider. The numbers of students to be reported will be accessed through a variety of District systems, including:

- Number of Teacher and Peer Nominations
- Number of students who participated in Student Voice survey, grades 3-12, asking our students how school staff can best support them socially and emotionally (a measure of pro-social skills promoting mental health wellness)
- Number of students identified through the early warning system, academic and behavioral indicators including attendance, office discipline referrals, suspensions, grades resulting in a school problem solving team assessment and development of a Student Success Plan
- Number of students assessed, referred, and provided treatment as documented in the District-purchased 504/IEP system

School-Based Mental Health Services Providers

School mental health services within Collier County Public Schools are described in greater detail in the plan below. School counselors, school psychologists, social workers, and school intervention therapists are essential to positive school outcomes.

School Counselors

School Counselors are critical to recognizing warning signs: changes in school performance (changes in grades, attendance), mood changes, complaining of illness before school, increased disciplinary problems at school, experiencing problems at home or family situation (stress, trauma, divorce, substance abuse, exposure to poverty conditions domestic violence), communication from teachers about problems at school, and dealing with existing mental health concerns. Collier is fortunate to have a full-time school counselor employed in every elementary school and more than one in all secondary schools; several schools have three. No new counselor allocations are being funded in 2018-2019. School Counselors will continue to deliver the school counseling core curriculum that proactively enhances awareness of mental health; promotes positive, healthy behaviors; provide responsive services including internal and external referral procedures, short-term counseling or crisis intervention focused on mental health or situational (e.g. grief, difficult transitions) concerns with the intent of helping the student return to the classroom and removing barriers to learning; provide school-based prevention and universal and targeted interventions for students with mental health and behavioral health concerns; and direct students and parents to school and/or community resources for additional assistance. Credentials of these mental health services providers will meet Florida School Counselor Certification requirements.

School Psychologists

School psychologists provide a range of preventative, early intervention, and acute mental health assessments and treatments. They are uniquely qualified to perform psycho-educational assessments for learning, behavior and mental health problems; provide evidence-based mental health interventions, and group and individual counseling; risk assessments (threats of suicide/homicide); crisis counseling and intervention services, and recovery (postvention) services dedicated to restoring and maintaining a safe and healthy learning environment for students and staff after critical incidents on or near a school campus. In 2017-2018, 24 school psychologists were employed by the District. In addition to these 24 current positions, **seven (7) new positions are allocated for 2018-2019**. *These positions will be funded through remaining Mental Health Assistance categorical funds, operating dollars, or a combination of both funding sources.* This decision is fluid at this time as available categorical funds are dependent upon proportionate share (to eligible charter schools) and cost of salaries for the eight social work positions indicated below.

With these new positions, a school psychologist will be assigned full-time at each comprehensive high school and the selected middle schools to support school mental

health services. Credentials of these mental health service providers will meet one or more of the following requirements: Florida Department of Education Certificate in School Psychology, and/or Florida's Department of Health license. Licensure is not a requirement for an individual who is hired by the school district, although the district finds it advantageous for individuals to meet the definition in s. 490.003(7).

Home School Intervention Counselors

In Spring 2018, the school district employed a *Home School Intervention Counselor* to provide counseling services (Tier 2 and Tier 3) to students who were considered at risk of threat to harm others and alternatively placed in either New Beginnings or Phoenix. Credentials of this mental health service provider meets Florida's Department of Health licensure under chapter 491.

Eight (8) new Home School Intervention Counselors (otherwise referred to as social workers), to be employed or contracted by the school district, *will be funded through Mental Health Assistance categorical funds*. These positions will provide a range of preventive, early intervention, and acute mental health assessments and treatments in group, individual, or family modalities. They will mobilize family, school, and community resources to enable a child to learn as effectively as possible in his or her educational program; provide staff with essential information to better understand factors (cultural, societal, economic, familial, health, etc.) affecting a student's performance and behavior; obtain and coordinate community resources to meet students' mental health needs and provide counseling and case management for students and families requiring multiple resources; and provide school mental health services by: developing intervention strategies to increase academic success; assisting with conflict resolution and anger management; helping the student develop appropriate social interaction skills; and assisting the student in understanding and accepting self and others.

Credentials of these mental health service providers will meet one or more of the following requirements: Florida Department of Education Certificate in School Social Work, and/or Florida's Department of Health license. Licensure is not a requirement for individual who will be hired by the school district although the district finds it advantageous for individuals to be licensed under chapter 491.

Special Education Counseling

School mental health renders special education services to identified students utilizing a tiered service approach. Tier 1 includes counseling as a related service designated by an Individualized Education Program (IEP) for a student whose behavioral and emotional needs affect his/her ability to benefit and progress from his/her educational program. This counseling service is provided by the school counselor or school psychologist, or a combination of the both. Tier 2 includes educationally related targeted counseling services as a related service designated by an IEP for a student with behavioral and emotional needs manifested in the school, home, and/or community settings. This

therapeutic counseling is provided by an Exceptional Student Education (ESE) School Intervention Therapist (social worker). Tier 3 includes intensive counseling services designated by an IEP for a student with behavioral and emotional needs and provided individually by the School Intervention Therapist. Case management for these students is continuously provided at Tier 2 and Tier 3.

Seven (7) School Intervention Therapists were employed in 2017-2018. This allocation remains unchanged for 2018-2019. The credentials of these mental health services providers meet one or more of the following requirements: Florida Department of Education Certificate in School Social Work, and/or Florida’s Department of Health license. Licensure is not a requirement for an individual who is hired by the school district although the district finds it advantageous for individuals to be licensed under chapter 491.

Other Services and Programs

In addition to the four main school mental health provider programs mentioned above, District-employed behavior analysts/management specialists (24) provide behavior management services, functional behavioral assessments, positive behavior intervention plan development, staff training, monitoring, and intervention with students with emotional-behavioral disabilities and within the autism spectrum, including students with co-occurring mental health diagnoses.

Moreover, the school district works in collaboration and coordination with several community-based mental health services providers.

Number Contracted	Agency	Agreement
.4 FTE	David Lawrence Mental Health Center Licensed Mental Health Professionals	Assessment, treatment, individual therapy, and case management services within the school setting for students with mental health diagnoses and placed by an IEP team in the school district’s Educational Day Treatment special program; Agency provides services to the student and family within the context of their local mental health agency system, providing wraparound mental health. To this end, the District and DLC will be formalize these services within a written agreement.
1.6 FTE		Case management services (including sharing confidential information given a signed parent release) to students returning to school after a Baker Act, admission into the crisis stabilization unit, or partial hospitalization program.
2.0 FTE		Social work services – assessment, intervention, counseling, case management
1.0 FTE	Catholic Charity Services	Individual and group counseling for students at-risk of or identified as having a mental health diagnoses and provided educational services in a school’s regular education classroom

Section IIV: Expenditures

Allocated to Direct Mental Health Services

100% of the Mental Health Assistance Allocation will be allocated to employ or contract licensed mental health professionals – school psychologists and home school intervention counselors (social workers). The District will employ or contract for seven (7) school psychologists and eight (8) social workers. With these additional school psychologists, a psychologist will be assigned full-time to comprehensive high schools (Naples High, Barron Collier High, Gulf Coast High, Palmetto Ridge High, Lely High, Golden Gate High, and Immokalee High) and two middle schools (Golden Gate Middle and Immokalee Middle). Seven (7) social workers will be assigned to the feeder pattern schools in high school zones, and one (1) social worker will be assigned to the District office.

Assurances

Collier County Public Schools assures the State that it will use the Mental Health Assistance Allocation to supplement, and not supplant other funding sources, or increase salaries, or provide staff bonuses.

Other Funding Sources

The school district will continue to identify systems to establish funding streams for its expansion of school mental health services.

The District will utilize operating funds to offset the salary and benefits of the new mental health professionals being allocated to schools to support school mental health in 2018-2019.

Medicaid Claiming

In addition to the Mental Health Assistance Allocation, the school district will continue to maximize its Medicaid claiming (reimbursements), specific to assessment, diagnosis, and intervention provided by school psychologists, school intervention therapists, and its new social workers. We work with an outside vendor to ensure our system's focus on ensuring a fully IDEA compliant special education program allows us to maximize reimbursement for our eligible students.

Additionally, to maximize funding, it is our intent to bill for services rendered to all Medicaid-eligible students the following district-employees:

- Licensed school psychologist under Chapter 490
- FDOE certified school psychologist
- Licensed social worker under Chapter 491
- FDOE certified social worker
- FDOE certified school counselor
- Certified Behavior Analyst

Contracted social workers as mentioned in this Mental Health Assistance Plan will be licensed under Chapter 491.

Title IV Grant Funds

To build its capacity for school safety and crisis response, all current school psychologist employees and school intervention therapist employees participated in the 3-day PREPaRE Workshops. Additionally, eight (8) from this group participated in the Training of Trainers (TOT) PREPaRE Workshop 2 and can now offer workshops to train other staff and crisis team members to prepare for, respond to, and recover from a variety of crises in the school setting. This TOT program was made available through Title IV grant funds in March 2018.

Community Partnerships

The school district continues to collaborate with community partners to provide *Youth Mental Health First Aid* training opportunities to administrators, teachers, and school staff on how to help an adolescent (age 12-18) who is experiencing a mental health or addictions challenge or is in crisis. Cost of the required course booklet is funded through District operating dollars.

Effectiveness of Services

According to a research review in the September/October 2017 issue of the *Harvard Review of Psychiatry* published by Wolters Kluwer, there is evidence that large-scale, school-based programs can be implemented in a variety of diverse cultures and educational models as well as preliminary evidence that such programs have significant, measurable positive effects on students' emotional, behavioral, and academic outcomes.

CCPS will show the effectiveness of school mental health services through outcome data evidenced by students having earlier access to evidence-based mental health practices implemented within its tiered framework. Outcome data that will be used to evaluate effectiveness of service will include, but not be limited to:

- Positive Behavior Interventions and Supports (PBIS) model school status
- Reduced inappropriate referrals into special education
- Improved learning and behavioral outcomes
- Number of students accessing tiered social, emotional, and behavioral supports
- Students who participate in SEL will demonstrate through Student Voice (surveys administered in September and again in April) that they show better teacher-student relationships and sense of belonging
- School climate data

Appendix A

Multi-tiered Prevention and Intervention for Improving Student Social Emotional and Behavioral Wellbeing

Tier 1 (promotion of mental and behavioral wellness and prevention of mental and behavioral health problems)	School Counselor	School Psychologist	School Social Worker
Consults to create orderly and nurturing school environment	X	X	
Participates in multidisciplinary, data-based decision making team for regular review of student data (both behavioral and academic)	X	X	
Assists school-wide social emotional learning (SEL) priority through principal-led weekly video presentations and existing school curriculum and daily activities to decrease impulsive and aggressive behavior and increase social competence	X		
Collaborates with administrators and teachers on Tier 1 universal strategies to promote social emotional well-being of all students, e.g. bullying, school connectedness, structured SEL curricula in general education, parent education	X		
Promotes positive/secure relationships (e.g. Sanford Harmony K-6, Buddy Bench K-5, We Dine Together 6-12)	X		
Promotes student voice activities (grades 3-12 annual student survey in September and April) to measure student perceptions about the school's teaching and learning giving feedback on what SEL area needs strengthening (e.g. school teacher-student relationships, sense of belonging)	X	X	
Assists with implementing school-wide positive behavior interventions and supports with a focus on creating a positive school climate	X	Supportive role	
Provides school-wide mental wellness training to increase awareness and reduce stigma (e.g. suicide and mental health awareness and prevention, and trauma-informed practices)		X	X
Collaborates with educators, parents, and students in provision of mental health supports: SEL, mental health wellbeing, resilience, and positive student connections with peers, family, school, and community	X	X	

Integrates SEL with comprehensive school counseling program (e.g. promote general social skills, self-management, self-regulation, cooperation)	X		
Consults on evidence-based decision making and intervention planning (academic, and social emotional, behavioral issues)	X	Supportive role	
Conducts New Student 30/60 Day Check-Ins	X		
Consults with teachers, staff, and families about strategies to facilitate social and emotional development and behavioral health wellbeing	X	Supportive role	
Consults with staff regarding classroom and/or school-wide approaches to behavior and develop positive behavior supports and interventions	X	Supportive role	
Assists with identification of students with mental health and/or social emotional behavioral issues	X	X	X
Mentoring programs	X	Supportive role	
Provides trauma informed training for school staff		X	X
Provides mental health first aid training for school threat assessment/crisis intervention teams		X	Supportive role

Tier 2 Supplemental/At-Risk (direct and indirect services to address emerging mental and behavioral health problems and prevent risky behaviors):	School Counselor	School Psychologist	School Social Worker
Consults with administrators, school counselors, school psychologists, and teachers on decision rules for early identification and access to Tier 2 interventions for some students exposed to trauma and at-risk for further impact, and to support students at-risk of or with mild mental health challenges	Supportive role	X	Supportive role
Facilitates Handle with Care support to students for the purpose of creating smooth transitions to and from school after a traumatic or stressful event (including evaluating the degree to which individual suffered psychological trauma, providing crisis intervention, and making mental health referrals when appropriate)	Supportive role	X (responsibility of AP when not on school campus)	
Conducts threat assessments and shares information with team to assist in the school's action (e.g. discipline, mental health referral)	Supportive role	X	
Provides evidence-based group social, emotional, and behavioral interventions based on need	X	X	
Monitors intervention fidelity and student progress	X	X	
Conducts skills group counseling (e.g., social skills, anger management)	X	Supportive role	Supportive role
Helps to assess and interpret behavioral data to monitor response to interventions	X	X	
Develops and monitors individual student behavior intervention plans	X	X	
Mentors individual students at-risk or identified having social emotional and behavioral problems	X	X	
Facilitates collaboration among family, school, and community to address mental and behavioral	X	X	X

health problems and understand the impact of cultural issues			
Facilitates school–family collaboration to address mental and behavioral health problems	X	X	X
Conducts short-term solution-focused group counseling to help deal with various behavioral issues, learning difficulties, disabilities, social emotional problems	X	X	
Collaborates and coordinates services with MTSS staff and parents	X	X	
Maintains contact with and acts as a liaison between the home, school, community mental health agencies to enhance social emotional wellness	Supportive role	X	X
Follows protocols for responding to bullying and makes appropriate referrals to ESE Program Specialist for 504/IEP consideration	X	X	X
Conducts functional behavior assessments, and develops and monitors individual positive behavior intervention plans		X	
Collaborates with community agencies to connect school and community resources to address barriers to learning and promoting mental health well-being	X	X	X
Provides counseling as a related service designated by an Individual Educational Plan (IEP) for a student whose behavioral and emotional needs affect his/her ability to benefit and progress from his/her educational program		X	X

Tier 3 Individualized Intensive (direct and indirect services to address identified mental and behavioral health problems)	School Counselor	School Psychologist	School Social Worker
Provides Tier 3 intensive, evidence-based individualized interventions to address trauma and mental health factors and support some students with mental health challenges with intensive progress monitoring		X	X
Conducts threat assessments and shares information with team to assist in the school's action (e.g. discipline, mental health referral)	Supportive role	X	
Provides direct therapeutic services to students in need, including individual and group counseling, even in the absence of a clinical diagnosis or identified educational disability		X	X
Conducts psychological assessments of social, emotional, and behavioral problems with students		X	
Provides school-based crisis intervention/crisis response services	Supportive role	X	Supportive role
Facilitates collaboration among school providers with community agencies and other outside mental and behavioral health providers	Supportive role	X	X
Develops individualized treatment plans and provides care based on clinical experience, knowledge, and information obtained about student through interviews, assessments, observations, and private or community mental health reports		X	X
Collaborates with community agencies connecting school and community resources to improve communication and processes including mental health referral and follow-up procedures			X
Conducts functional behavior assessments, and develops and monitors individual positive behavior intervention plans		X	

Provides supports that facilitate a return to normalcy in an aftermath of a disaster or traumatic event, and assists to identify and work with students with more intense or ongoing needs	Supportive Role	X	X
Intervenes with problems in a child's living situation that impact the child's adjustment in school/home/community and facilitates family partnership and communication			X
Maintains an ongoing positive communications with community agencies and other resources to meet student needs; refers parents and student to agencies when appropriate	X	X	X
Meets with families, law enforcement, child advocacy, mental health therapists/ counselors, and other relevant parties to exchange information during the treatment process (<i>information sharing with mental health provider permissible only with signed release</i>)	X	X	X
Collaborates with administrators and other school personnel in school crisis prevention and intervention response in the advent of a student or staff member's sudden illness, injury or death (including engaging in activities to reaffirm physical health & student perceptions of safety and security, evaluating the degree to which individuals have suffered psychological trauma, providing crisis intervention and response to the needs of the students, and examining the effectiveness of crisis intervention and recovery efforts)		X	
Refers students for intensive mental health care / interventions (<i>information sharing with mental health provider permissible only with signed release</i>)		X	X
Provides resources and information to school staff and/or parents regarding characteristics, intervention, and treatment of mental disorders	X	X	X

Identifies resources and connects families with other mental health professionals and/or agencies to address students' behavioral and social emotional needs interfering with students' ability to learn and adjust in school		X	X
Provides case management for students and families requiring multiple social and/or mental health care resources			X
Provides counseling as a related service designated by an Individual Educational Plan (IEP) for a student whose behavioral and emotional needs affect his/her ability to benefit and progress from his/her educational program <i>(services are part of the student's emotional behavioral disability placement in an Intensive Behavioral Intervention (IBI) special class)</i>			X <i>(provided by the ESE School Intervention Therapist)</i>
Data and strategy sharing between school and agency staff		X	X

Resources: www.nasponline.org; www.schoolcounselor.org; www.socialworkers.org