

HOLMES DISTRICT SCHOOL BOARD
MENTAL HEALTH ALLOCATION PLAN
2020-2021

Delivery of evidenced-based mental health services:

Holmes District School Board will use the Multi-Tiered System of Support (MTSS) model to implement Mental Health Services in our District Schools. Students will participate in awareness and prevention efforts at each school. Faculty and staff will participate in evidenced based professional development to better integrate mental health awareness and identify early warning signs for our students. All staff members will be trained in Youth Mental Health First Aid. This allows all staff members to be trained in a trauma informed approach and to be aware of red flags that may indicate suicidal or homicidal tendencies. Programs designed to reduce the likelihood of at-risk students developing social and emotional disorders, increase positive behavior, and extinguish negative behaviors that decrease opportunities for success, will be used at each school. These include Sanford Harmony, DBT Skills in Schools for Adolescents, Second Steps, Everfi and Child Safety Matters. Holmes District Schools has also implemented, Who is Your One, that allows each student to identify an adult at the school they feel comfortable speaking with. If a student can't identify their One, the Guidance Counselor or Mental Health Counselor will begin building a relationship with them. We also provide an emotional health temperature check, at minimum once a week, that allows the student, confidentially, to use a 1 – 5 scale that helps teachers know if they are doing great or needing to speak to someone immediately. Holmes District Schools will use the early warning system in Focus, to identify at risk students that may need intervention on Tier II. Administrative walkthroughs, teacher reports, community referrals, crisis intervention episodes, along with parent requests will also be used to identify students at risk for mental health and/or substance abuse services at Tier II or III. Any student that is identified as needing a mental health screening will receive the screening within 5 days, if not an emergency. The screening will be completed by the guidance counselor or the district mental health staff. After the screening, the guidance counselor/ mental health staff will identify the least restrictive, medically necessary intervention needed and make the appropriate referrals, if necessary. If a referral is made to an outside agency, District mental health staff will ensure that the student is seen within 15 days and continue to assess and monitor the student prior to the initial appointment. District mental health staff will work with local community health providers to get the student into services within 30 days after the referral is made. District procedures require non-emergent students to be seen within 5 days of the referral and emergencies, such as homicidal or suicidal statements, are seen immediately by district staff or the Mobile Response Team, even if this requires going to the student's home afterhours to ensure safety and offer assistance.

School guidance, district mental health staff, and community agencies (MOU) will provide Tier II services. Guidance counselors and district mental health staff will conduct small groups designed to address the following issues as needed: grief, anger management, substance abuse, family/relationship issues, social skills, character education and de-escalation strategies. Progress monitoring will be completed by pre and post assessment and utilizing data from the early warning system and service plans. District mental health staff will assist in triage for services and assessment along with monitoring

of effectiveness of services and outcomes. Outside agencies for Tier II services will provide small groups for awareness, prevention, and specific subject matter, such as: substance abuse (Chemical Addictions Recovery Effort), violence prevention (Green Dot), tobacco use prevention (Students Working Against Tobacco), social emotional programs (say hello, mentors).

Students identified as needing Tier III services will be referred for mental health and substance abuse evaluation to contract agencies (Canopy Behavioral Services) and Agencies that are involved within the multiagency agreement (Big Bend Community Based Care). The referral process will be conducted by district mental health staff. Referrals at the school level will be sent to the district mental health department for allocation to the appropriate provider. Students will be identified for Tier III services by utilizing data from the early warning system, Tier II post assessments/ screenings, a history of crisis intervention to include Mental Health hospitalization, violent or self-injurious behavior. Students will receive a diagnostic assessment through the interagency agreements and service contracts. Students that are determined to be at need for mental health or substance abuse treatment may receive individual counseling, crisis intervention services and wraparound case management services by those agencies. The District will provide coordination of care services implemented by the school guidance department and the District mental health staff to provide continuity of care for students in Tier III services.

Supports that address mental health needs:

Using the MTSS model for interventions, Holmes District schools will identify students at need for services and aid in the development of a service plan. The guidance department at each school will facilitate a meeting to discuss the needs of the student, to determine level of care. Members at the meeting should include, the family, teachers, administration, care providers, and student where appropriate. District mental health staff will provide prevention services and monitor the early warning system to assist the school guidance departments in providing direct service time to students. Mental health diagnosis will be determined by referral to the contracting agency or community mental health provider (MOU). Intervention and treatment will be monitored by the service team, including the district mental health staff and school guidance. Each child referred will be monitored by the early warning system and service team to determine progress and recovery goals are being met.

Services for students with one or more co-occurring mental health or substance abuse diagnosis and students at risk of such diagnosis:

Holmes District Schools will use the early warning system in focus to identify at risk students that may need intervention on Tier II. Administrative walkthroughs, teacher reports, community referrals, crisis intervention episodes, along with parent requests will also be used to identify students at risk for mental health and/or substance abuse services at Tier II or III. Students at need for treatment for mental health or substance abuse treatment will be referred to the contracted agency or community agencies for assessment, diagnosis, and treatment (MOU). The district mental health staff and school guidance counselors will monitor services and communicate with service providers. All students will

receive prevention and awareness services to address co-occurring disorders. Screening tools will be utilized to help determine the need for mental health and/or substance abuse treatment.

Collaboration with partners and community agencies:

District Staff will meet with the Community Based Care Team quarterly to improve service delivery and continuity of care. With the addition of the Crisis Action Team and the Mobile Response Team, Holmes District Schools will collaborate and develop referral processes to expedite urgent mental health needs. The Community Based Care Team is developing a “one referral” form to expedite the referral process. District staff and school-based counselors will complete releases of information and communicate with care providers to improve efficacy of treatment and coordination of care. District staff will collaborate with community agencies to help provide the least restrictive level of care. All funds will be utilized to expand mental health services and awareness. The allocation does not supplant other funding sources and every effort to utilize third party insurance will be made prior to using mental health allocation funding. Using a hybrid system, Holmes District School Board will continue to utilize outside agencies to provide services when possible. District social workers will reduce barriers to services and communicate with care providers.

Coordination of care with other providers:

District and school counselors will complete releases of information for care providers involved with a student’s care. (primary care, mental health, substance abuse, and other specialties) Communication with care providers will be completed prior to service team meetings and educational team meetings. Each school will have access to the releases of information of the providers utilized by the district referral process. District staff will also share information after completing the necessary release of information. Consolidating information to present to other providers will be completed by the student’s guidance counselor and district mental health staff.

Data Collection:

All referrals are placed in a spreadsheet and monitored by the District Mental Health Team. The data collected identifies the following: services and type, providers involved, number of services received. The Mental Health Team monitors the Early Warning System to identify students that are not referred at the school level. The School Safety Specialist receive juvenile court data to aid in early identification of at risk students.

Number and credentials of mental health providers employed by the district (funded by the allocation:

The School Safety Specialist Administrator will supervise the delivery of mental health services, along with assessment and consultation services (masters level counselor). The District currently employs a Licensed Clinical Social Worker and a Registered Licensed Clinical Social Work Intern.

Additional service providers employed by the district (not funded in the allocation): The district currently employs eight certified guidance counselors and a School Psychologist on contract. With the combination of our guidance counselors who are stationed at a particular school and our roving school psychologist, LCSW and MSW we are able to reduce the ratio of students to staff to 217:1 in order to better serve our student populations mental health needs. BHS – 441:1; BK8 – 423:1; GAP 43:1; HCHS 498:1; PDL-E – 285:1; PDL-H – 284:1; PSHS – 421:1.

Number and credentials of mental health providers contracted by the district:

The district has contracted with Canopy Behavior Solutions to provide mental health services to students with Disabilities (not funded via the allocation). Holmes District Schools has a multi-agency agreement with service providers of mental health and substance abuse. Providers attend a quarterly meeting to address service provision, access and referral issues.

Increasing time with students

Currently, Holmes District Schools employs two social workers to augment access to services for our students. The District is utilizing these staff members in the following roles: provide direct services to students in Tier I,II, & III, prevention services and awareness training using Dialectical Behavior Therapy in one school, coordinating prevention programs in schools, supporting the mentor programs as needed to increase social and emotional well-being, and screening of potentially at risk students, Tier II students will receive short term counseling and social work services to students, Tier II students will also participate in specific group counseling when appropriate (grief, anger, anxiety, depression), Tier III students will be monitored and staff will provide continuity and collaboration services with students that receive services in the community, some Tier III students will receive individual counseling with the LCSW if they are unable to be seen in the community.

In an effort to increase opportunities for students to have direct service time with school counselors, Holmes District Schools has instituted the following practices: Relieved school counselors from most of their testing and MTSS responsibilities, reduced counselor's supervision of students during transitions to a minimum, reallocated staff to support tasks that reduce office work for the counselors, and centralized prevention planning and facilitation to the District Mental Health Team. Student services is also utilizing the School Psychologist as a threat assessment consultant for approximately 10% of that position. In doing so, we have increased our student's opportunity for direct service time with a counselor.

Strategies to aid at-risk students

The following programs are being implemented in Holmes District Schools: Child Safety Matters, Mentor programs, Who's Your One (students identify a staff member they can talk to), Dialectical Behavior Therapy, schools are implementing strategies to become more trauma informed and to

increase engagement between students and teachers, Green Dot (anti bullying and violence), early warning system monitoring and screening by district mental health staff, district staff are coordinating monthly with school mental health to identify at risk students and provide continuity of care services, schools have developed mentoring programs designed to address Tier I and Tier II students that are at risk for Tier III services.

Expenditures:

During the 2020-2021 school year, the district mental health team will consist of the following: School Safety Specialist Administrator (master’s level counselor) to supervise the coordination of services , Licensed Clinical Social Worker, and a Registered Licensed Clinical Social Work Intern. The two social work positions will provide screening, prevention, consultation, collaboration with agencies, counseling, and continuity of care services for students. The three members of the district mental health team will also spearhead the training of staff in mental health awareness training, threat assessment and other training designed to lessen the impact of trauma, violence, bullying, and other hazards for our students. Remaining funds will be allocated to direct service for students and training materials.

Planned expenditures

Total allocation- \$ 220,601.00

School Safety Specialist Administrator, \$5,1364.09

Licensed Clinical Social Worker, \$73,005.22

Registered Licensed Clinical Social Work Intern, \$65,816.80

Remaining funds are set aside for training (YMHFA, Trauma Awareness, etc.) and direct services for students (counseling, psychological assessment-not covered by District staff or third party insurance), \$10,414.89