



**LEON COUNTY SCHOOL DISTRICT
MENTAL HEALTH PLAN
2019-2020**





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2019-2020 MENTAL HEALTH PLAN

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LEON COUNTY SCHOOL DISTRICT MENTAL HEALTH ASSISTANCE ALLOCATION PLAN

A. Mental Health Assistance Allocation Plan

Describe the delivery of evidence-based mental health assessment, diagnosis, intervention, treatment and recovery through a multi-tiered system of supports.

Leon County School District's Mental Health Plan outlines a continuum of supports for student mental health services within the Multi-tiered Systems of Support (MTSS) model. Mental health services are delivered within various levels - universal/prevention (Tier I), targeted intervention (Tier II), and intensive intervention (Tier III) - and in accordance to identified student needs. This plan outlines strategies and supports for all district schools to include district charter schools.

MTSS Problem Solving Teams exist at each school site include school administrators, teachers, school nurses, school counselors, school psychologists, behavior program specialist and other school staff who identify behavioral and emotional health, academic, and/or social needs of students. Problem solving teams identify and deliver research based school level comprehensive and concerted mental health services within the MTSS model to promote the social and emotional development of all students; to identify strategies and services to support at-risk students; and to identify strategies that support students with significant needs (including referrals to contracted community mental health providers). Interventions include coordination with external community health partners to work collaboratively with the school's internal support professionals to develop school level plans for working with referred students and their families. The assessment process is inclusive of the following elements.

Diagnosis

Universal Screener for all students that measures behavioral and emotional strengths and weaknesses in K-12 students in a reliable, quick, and systematic way to identify students for referral to the MTSS team and/or professional community mental health providers for possible diagnosis.

As a standard practice, initial referrals are made to school level MTSS teams to determine the level of student need within the Multi-Tiered System of Support framework. Parents will be provided with a *Community Support Resource* list of trained and licensed mental health professionals when it is determined that a student may have needs for support beyond the school's expertise.

The District also uses a *Suicide Risk Assessment* and *Threat Assessment* instrument and plan to determine if students require more school-based services and/or intensive services beyond the school's capacity.



Intervention

The use of the MTSS framework by teachers, support staff, and parents to promote social and emotional development of all students; to identify strategies and services to support at-risk students; and to identify strategies that support students with significant needs (including referrals to contracted community mental health providers). Intervention also includes coordination with external community health partners to work collaboratively with the school's internal support professionals such as school counselors, school social workers, school psychologists, school nurses, and teachers to develop school level plans for working with referred students.

Treatment

Implementation of universal and selected mental health services will be at the school level. The multidisciplinary team and mental health professionals will identify intensive interventions appropriate for school-level implementation. Treatment requirements beyond the school's capacity will be referred out to community mental health professionals.

Recovery

(Conducting a *Re-entry Plan conference and initial coordination of support when deemed necessary*)

School board policy indicates the procedure for re-entry is to convene a re-entry conference with the school support staff, mental health professional, parent and, if appropriate, the student. During this conference, members will engage in a systematic decision-making process to plan for the appropriate transitional services, support, and goals based on the needs of the student and family.

State how the plan will focus on evidence-based mental health services for students with one or more co-occurring mental health or substance abuse diagnoses and students at high risk of such diagnoses. (page 6)

School-based mental health services will be delivered at various levels of support within the multi-tiered system of supports. One-to-five school counselors are assigned to each school to help every student improve academic achievement; to support personal and social development; and to enhance student success.

Students with one or more co-occurring mental health or substance abuse diagnoses and at high risk of such diagnoses enrolled in Leon County public and charter schools may be referred to request school psychological and/or school social worker services when the services requested go beyond the skills and expertise of school-based personnel and/or when school-based personnel have exhausted available school resources.

School psychologists are trained to deal with mental health concerns, behavioral concerns, offer positive behavioral support, academic and classroom support, consultation with teachers, parents and administrators as well as with individual and group counseling techniques. Services may include identifying mental health



and educational evidence-based programs to support the student, assist in designing student support plans, and/or make referrals to community-based mental health and substance abuse providers and agencies for treatment and recovery services.

School social workers are instrumental in furthering the mission of the schools, which is to provide a setting for teaching, learning, and for the attainment of competence and confidence. Services may include economic support, case management, assistance with attendance follow-up, behavior support, counseling or skills training, holiday program referrals and/or making referrals to community-based mental health and substance abuse providers for treatment and recovery services.

Program Specialists for Behavior are assigned to each school and provide behavior management support services, complete functional behavior assessments, develop positive behavior intervention plans, and identify interventions for students with emotional and behavioral disabilities.

Processes used to identify and deliver evidence-based mental health interventions include:

- MTSS Referral Process
- Early Warning System Data, including referrals, attendance & grades
- Behavioral Screeners
- Suicide Risk Assessment
- Threat Assessment
- Youth Mental Health First Aid Training
- Outside Community Mental Health Agency Referrals (DISC Village, INC., Turn-About, CCYS, LCHD, Neighborhood Medical Center, and DCF)

Processes used to identify and deliver evidence-based substance abuse interventions include:

- Too Good for Drugs and Violence
- DISC Village

Describe the process for coordinating mental health services for students at charter schools that are part of the school district's plan.

The district charter schools follow the same processes as the district public schools. In addition, the district contracts services with DISC Village for the assignment of a Mental Health and Wellness Specialist to the District Charter Schools. Concurrently, charter school personnel are invited to participate in all mental health related professional development activities and are provided with all support materials.

Include direct employment of school-based mental health services providers (i.e., school psychologists, school social workers, school counselors and other



licensed mental health professionals) to reduce staff-to-student ratios and meet student mental health assistance needs.

Direct employment of three school social workers to provide mental health counseling support, resource referrals of services that may benefit students and families and to coordinate services with the student's primary care provider and with other mental health providers involved in the student's care.

Identify strategies to increase the amount of time student services personnel spend providing direct mental health services (e.g., review and revision of staffing allocations based on school or student mental health assistance needs).

Strategies to increase the amount of time student services personnel spend providing direct mental health services include the employment of three additional school social workers, additional district funding for an additional school psychologist, and contracting services with DISC Village. DISC Village adds an additional ten mental health counselors focused on delivering evidence-based mental health care treatment to children. Contract-based collaborative efforts or partnerships with community mental health programs, agencies, or providers to provide additional mental health, social/emotional behavior, and substance abuse support. Additional staff will be encompassed into targeted mental health interventions for students identified as at-risk for mental health, social/emotional behavior and substance abuse needs. The additional staff will support small-group counseling and instruction using evidence-based curriculum. Programs, agencies, and providers include but are not limited to:

- DISC Village, INC.,
- Capital City Youth Services,
- Turn-About,
- Leon County Health Department,
- Neighborhood Medical Center,
- Apalachee Mental Health Community Action Teams (CAT),
- Camelot Community Care,
- Impact Behavioral Health,
- Children's Home Society,
- Florida Therapy, and
- Department of Children and Families

State how the plan will establish school board policies and procedures for all schools, including charter schools, to ensure:

- 1. Students referred for a mental health screening are assessed within 15 days of referral;**
- 2. School-based mental health services are initiated within 15 days of identification and assessment; and**
- 3. Community-based mental health services are initiated within 30 days of referral.**



Leon County Schools District administrators and representatives will work with Neola establish school board policies and procedures for all schools, including charter schools, to ensure:

1. Students referred for a mental health screening are assessed within 15 days of referral;
2. School-based mental health services are initiated within 15 days of identification and assessment; and
3. Community-based mental health services are initiated within 30 days of referral.

Neola is a 3rd-party vendor who assists Leon County Schools in drafting Board policy language and administrative guidelines/procedures that addresses state-specific issues and laws in Florida. As a client of Neola, attorneys from a Florida legal firm whose primary practice area is school law, vet materials for compliance with state statutes.

Describe the process for coordinating mental health services with a student's primary mental health care provider and other mental health providers involved in the student's care.

Referrals will be made to the school level MTSS (multidisciplinary) problem-solving teams to determine the best course-of-action (COA) in accordance with identified student needs. The best COA may be promotion and prevention services, early intervention services, or more intensive interventions provided by mental health and/or substance abuse treatment professionals.

The coordination and supports for students who receive intense community mental health services will be founded on appropriate information sharing between mental health professionals, families, and necessary school staff through tiered parental/guardian consent forms.

Identify strategies or programs to reduce the likelihood of at-risk students developing social, emotional or behavioral problems; depression; anxiety disorders; suicidal tendencies; or substance abuse disorders.

- Sanford Harmony Social and Emotional Learning (SEL) curriculum District-wide for grades PreK- 5. The Sanford Harmony SEL is a social-emotional teaching program that cultivates strong classroom relationships between all students; it has a focus on building communication and cooperation, embracing diversity, and resolving conflict.
- Jason Foundation Suicide Prevention Curriculum district-wide (secondary level) for grades sixth through twelfth.
- Contract-based collaborative efforts or partnerships with community mental health programs, agencies, or providers to provide additional mental health, social/emotional behavior, and substance abuse support. Programs, agencies, and providers include:

- DISC Village, INC.,
 - Capital City Youth Services,
 - Turn-About,
 - Leon County Health Department,
 - Neighborhood Medical Center,
 - Community Action Teams (CAT)
 - Camelot Community Care,
 - Impact Behavioral Health,
 - Children's Home Society, and
 - Florida Therapy
- Professional development sessions for district and school staff on using Positive Behavior Interventions & Supports (PBIS), using trauma informed care sensitivity, completing screeners, and understanding the Multi-Tiered Systems of Supports as the process relates to mental health and social-emotional, behavioral, and substance abuse needs.
 - Sources of Strength for grades 6-8: this suicide prevention program uses peer leaders to enhance protective factors associated with reducing suicide at the school level.
 - Too Good for Drugs and Violence for grades 9-12: this is a comprehensive drug and violence prevention program designed to mitigate risk factors and build protection within the child. In addition, it facilitates the development of social and emotional skills through goal setting, decision-making, and effective communication skills; it also has a focus on peer pressure refusal, pro-social bonding, conflict resolution, and media literacy.
 - DISC Village New Horizons Program: an evidence-based *Substance Abuse Prevention program* that addresses social issues among teens and young adults that have the potential to interfere with personal achievement.
 - DISC Village Mind Over Matter Mental Health Counseling Program: offers counseling services to address anxiety, depression, anger management, self-esteem, PTSD/Trauma, and suicide risk and awareness.
 - Positive Behavior Interventions and Supports (PBIS) champions at each school. The goal of the program is to expand the PBIS program district-wide to increase the social and behavioral supports for all students.
 - Safe and Drug-Free champions at each school that will implement comprehensive drug and violence prevention programs. The goal of the program is to address health education, early intervention, pupil services, mentoring, rehabilitation referral, and related activities.
 - Restorative Justice approach to discipline focusing on repairing harm through inclusive processes that engage all stakeholders.
 - School Level Mentoring Programs designed to foster effective relationships that positively contribute to personal, academic, and social development.
 - LCS Providing Mentoring, Inspiration, Support, and Engagement to Students (PROMISES): Social skills development and teaching empathy through restorative practices.

Identify strategies to:**1. Improve the early identification of social, emotional or behavioral problems or substance abuse disorders;**

- Universal screening for all students using the Internalizing Screening Scale (Cook) and Externalizing Screening Scale (Drummond) to identify at-risk students.
- Youth Mental Health First Aid - Professional development for K-12 school level employees that focuses on common mental health challenges for youth, typical adolescent development, and a 5-step action plan for responding to youth 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.

2. Improve the provision of early intervention services; and

To improve the provision of early intervention services, Leon County Schools employs a universal screening tool that is administered to all public and charter school students as a method for early identification of students who may be in need of mental health supports with the MTSS model. In addition, LCS provides continuous professional development opportunities for school personnel to improve the delivery of mental health intervention and to better integrate mental health with educational outcomes. Additional assessment tools consist of a *Suicide Risk Assessment* and a *Threat Assessment* instrument.

3. Assist students dealing with trauma and violence.

Professional Development on Trauma Informed Care to provide school personnel with a deeper awareness of the types of trauma and possible triggers commonly associated with youth, a greater understanding of trauma's effects on behavior and strategies to provide effective, student-centered support.

B. Expenditures**Number and licensure/certification of school-based mental health providers funded by the allocation.**

Three Social Workers

- Master's Level
- Certifications: School Social Worker (K-12)

Number and licensure of community-based mental health providers funded by the allocation.

None

School district expenditures for services provided by contract-based collaborative efforts or partnerships with community-based mental health program agencies or providers.

DISC Village contracted services for ten mental health and wellness specialist (\$507,171.00)

Other expenditures.

- Professional Development
- Curriculum Materials
- Prevention and Intervention Programs and Facilitation

C. Expenditure Assurances

State how 100 percent of funds are used to expand school-based mental health care; train educators in responding to mental health issues; and connect children, youth and families with appropriate behavioral health services.

MENTAL HEALTH ASSISTANCE ALLOCATION PLAN EXPENDITURES	
Coordinator (1)	117035.00
Expansion of school-based mental health care (Assessment, Diagnosis, and Intervention Services), Curriculum and Program Implementation	67993.00
Professional Development and training of educators in responding to mental health issues	50000.00
Treatment and Recovery connect children, youth and families with appropriate behavioral health services	
DISC Village Health and Wellness Specialists (10)	507171.00
Social Workers (3)	180205.00
TOTAL	922404.00

Provide a statement that ensures the Mental Health Assistance Allocation does not supplant other funding sources, increase salaries or provide staff bonuses.

Leon County School District assures the State of Florida that the Mental Health Assistance Allocation will not supplant other funding sources, increase salaries or provide staff bonuses.

Describe how the district will maximize the use of other sources of funding to provide school-based mental health services (e.g., Medicaid reimbursement, third-party payments and grants).

- Medicaid reimbursements: Expansion of Medicaid reimbursement upon the final approval of the rule changes to the Medicaid handbook by AHCA
- Grants - 14 grant funded mental health counselors supervised by DISC Village for a combined 24 (10 additional counselors contracted by LCS)
- SEDNET Mini-Grants: YMHA Training stipend (non-school days and hours), books, supplies
- Memorandum of Understandings: Community-based Mental Health Providers
- Neighborhood Medical Services: Third party grant funded

D. Program Implementation and Programs

Identify the number and ratios of Florida Department of Education-certified or licensed school-based mental health services providers employed by the district (i.e., school psychologists, school social workers, school counselors and other mental health services providers by licensure type).

- School Psychologists (17)
 - Master's (5)
 - 3 out of the 5 Master's also hold a license from NCSP
 - Certifications (5)
 - 3 hold School Psychologist (Preschool - Secondary (PK-12))
 - 1 holds School Psychologist (Elem and Secondary (K-12))
 - 1 is Expert in the Field
 - Ed Spec (11)
 - 4 out of the 11 Ed Specialists also hold a license from NCSP
 - Certifications (11)
 - 4 hold School Psychologist (Elem and Secondary (K-12))
 - 7 hold School Psychologist (Preschool-Secondary (PK-12))
- Social Workers (15)
 - Master's (15)
 - Certifications: School Social Worker (K-12)
- School Counselors (59)
 - Master's (59)
 - Certification: Guidance and Counseling (PK-12)
- Program Specialist for Behavior (15.5)
 - Bachelor's and Master's
 - Certification: ESE (K-12)

Describe a system for tracking the number of students at high risk for mental health or co-occurring substance abuse disorders who received mental health screenings or assessments; the number of students referred to school-based mental health services providers; the number of students referred to community-based mental health services providers; the number of students who received school-based interventions, services or assistance; and the number of students who received community-based interventions, services or assistance.

The district will assign school-level referral coordinators with this task and provide training on documentation procedures.

Appendix A: Leon County Schools Community-based Mental Health Providers and Resources

Provider	Services
<p style="text-align: center;">Apalachee Mental Health (https://apalacheecenter.org/children-services/)</p>	<p>The Apalachee Center offers families and individuals psychiatric and/or addiction recovery residential and out-patient services.</p> <p>Apalachee Center Children’s out-patient program provides psychiatric evaluations, medication management, therapy, and case management services.</p> <p>Apalachee’s Community Action Team (CAT) provides services to clients aged 11-21 who have a documented mental illness or who are suspected of having a mental illness, who may have multiple crisis stabilization episodes, involved with law enforcement or Juvenile Justice systems, involved with the child welfare system, or current/possible placement in alternative school setting.</p> <p>Apalachee’s Mobile Response Team provides behavioral health crisis intervention services 24/7 within a 60-minute time frame.</p>
<p style="text-align: center;">Bethel Family Counseling and Outreach Center</p>	<p>Bethel Family Counseling and Outreach Center (BFCOC) is a mental health agency which provides psychotherapy and pharmacotherapy for children, adolescents and adults.</p>
<p style="text-align: center;">Camelot Community Care</p>	<p>Camelot Community Care serves children and families experiencing abuse, neglect, behavioral health and substance abuse issues. Camelot’s Behavioral Health Services offer an In-Home Counseling Program that provides counseling and psychiatric services to clients in their home, school or in the community. Camelot’s programs utilize several evidenced based practices including Cognitive Behavioral Therapy, Functional Family Therapy, Multi-Dimensional Family Therapy, and others. In addition, Camelot offers comprehensive assessment services to help a referral source or family determine what services are needed or to help determine the appropriate focus of treatment. Upon completion of the assessment, clients may be referred to a Camelot program or to another appropriate provider.</p>
<p style="text-align: center;">Capital City Youth Services (CCYS)</p>	<p>Family Place Counseling - Non-residential counseling and early intervention for youth and families.</p> <p>Stop Now and Plan (SNAP) - Family focused intervention program focusing on youth exhibiting anti-social or aggressive behavior. Parent and youth workshops to teach flexibility, emotional control, and problem-solving skills.</p>



Provider	Services
Children's Home Society (CHS)	Children's Home Society offers counseling services for children experiencing depression, anxiety, family changes or transitions, grief or loss, anger, school bullying, post-partum depression, trauma from abuse or neglect, family crises, domestic violence, communication struggles, nervousness, insomnia, worry, and relationship struggles. In addition, telepsychiatry services are available as an additional support for children with diagnosed mental health challenges.
DISC Village, INC	The New Horizons program: an evidence-based Substance Abuse Prevention program that addresses social issues among teens and young adults that have the potential to interfere with personal achievement. Mind Over Matter Program: offers counseling services to address an array of mental health concerns including anxiety, depression, anger management, self-esteem, PTSD/trauma, and suicide risk and awareness.
Florida Therapy Services, Inc.	Florida Therapy provides behavioral health and psychiatric services to adults and children to include psychiatric evaluation and medication management; individual and family therapy and treatment in the form of cognitive, behavioral, insight-oriented, and supportive therapy; and case management linking adults and children to community resources in order to restore self-sufficiency and stability within their families.
Tallahassee Memorial Behavioral Health Center	TMH Behavioral Health Center provides support for substance abuse and mental health disorders for adults and children. Psychiatrists affiliated with the Tallahassee Memorial Behavioral Health Center are specially trained to care for complex mental health disorders, such as treatment resistant depression, anxiety, schizophrenia and substance abuse, as well as co-occurring disorders.
Turn About, Inc. of Tallahassee	Turn About provides services for children, adolescents, and college undergraduate young adults who are at-risk for or have mental health, substance and/or behavioral problems and/or who have been victims of family or non-family violence.



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