



**Mental Health Assistance
Allocation Plan Senate Bill 7030**

August 1, 2019

In order to fully implement the requirements of SB 7030 Mental Health Assistance Allocation, OCPS created the Department of Mental Health Services. This department is responsible for coordinating district and community resources in an effort to deliver evidence-based mental health care and treatment for OCPS students. Orange County Public Schools (OCPS) will provide a continuum of services to meet the socialemotional and mental health needs of students. All students will receive social-emotional and behavioral curricula. Additional resources, both personnel and training, will provide schools and learning communities with mental health awareness, data collection, professional development, as well as program development and implementation to meet the needs of students.

Plan Components

Orange County Public Schools provides students with a comprehensive intervention via the Multi-Tiered System of Support (MTSS). This data-based problem solving process is to evaluate the effectiveness of all interventions being provided within each tier. Interventions focus on academic performance, social/emotional instruction and support, behavioral issues, as well as mental health. MTSS is a three tiered approach that moves through a progression of support to meet the unique academic, behavioral and mental health concerns of all students.

Tier 1 (Universal to all students)

Universal mental health awareness and identification is embedded in systemic programs and practices utilized in Orange County Public Schools. Tier 1 provides school-wide programming that addresses the universal social/emotional needs of all learners. Schools are required to identify opportunities for improvement within the areas of relationships along with physical and emotional safety. Tier 1 supports will be provided in the following ways:

- Intervention and Support (PBIS) framework
- Social Emotional Learning Curricula
- Mental Health Awareness – Ending the Silence (NAMI)
- Sandy Hook Promise Signs of Suicide Prevention
- Sandy Hood Promise Start With Hello
- Nearpod Social Emotional Lessons
- Mindfulness

Tier 2 (Targeted)

Tier 2 provides targeted interventions for identified students that address specific academic performance, social/emotional development, behavioral issues, as well as mental health concerns. Through the MTSS process we will identify students who are in need of Tier 2 services. Data includes: attendance, Early Warning Signs (EWS), academic performance, and percent of students with disciplinary referrals. The services provided during Tier 2 include:

- Academic Advisement
- Individual/Group Counseling
- Restorative Justice Practices
- Peer mentor partnerships with community based agencies
- Ongoing progress monitoring

Mental health professionals within schools are provided ongoing training from the Mental Health Services Department in order to provide students with comprehensive Tier 2 support that addresses mental wellness. These trainings include building skills in the areas of mental health assessment, intervention, and support for students; especially those who have been exposed to trauma. Tier 2 support will be provided in the following ways:

- Social Skills Groups
- Zones of Regulation
- Group Counseling
- Individual Counseling
- Safety Plan

Tier 3 (Intensive)

Tier 3 provides intensive support that is individually designed to address the specific needs of student's academic performance, social/emotional development, behavioral issues, as well as mental health concerns. In order to address the needs of students requiring Tier 3 support, the school will meet to assess the most appropriate intervention(s) for the impacted student. Services may include: referral for a mental health evaluation, development of a Behavior Intervention Plan, and/or initiate a Functional Behavior Assessment. If it is determined that a mental health evaluation is required, a follow up Mental Health Team meeting will be

scheduled. During this meeting, the diagnosis will be reviewed and a Mental Health Support Plan will be developed, implemented, and monitored. Tier 3 support will be provided in the following ways:

- Brief Cognitive Behavior Therapy
- Aggression Replacement Training
- Safety Plan
- Functional behavior assessment
- Behavior intervention plan
- Individual counseling
- Referral to community mental health provider
- Consideration of an alternate placement
- Substance Abuse Intervention

Mental Health Services Assessment

The OCPS Mental Health Services Department will coordinate mental health services and establish partnerships with mental health providers. The department will ensure that district service providers and community service providers are collaborating and sharing information to best ensure the needs of the students are being addressed. Coordination of services will include a student's primary care provider and other mental health providers involved in the student's care. Services will provide direct mental health services to students including assessment, diagnosis intervention, treatment and recovery services to students with one or more mental health or co-occurring substance abuse diagnosis and students at risk of such diagnosis.

Students who have not experienced successful outcomes as a result of the interventions of the MTSS process will require a convening of the Mental Health Team. The intent of this meeting is to review all interventions that have been provided to the student and review academic as well as behavioral progress, IEP (if applicable), and determine if the appropriate course of action is to refer the student for a Mental Health Screening/Assessment. Participants of this meeting may include administration, school counselor, ESE staff, teacher(s), parent/guardian, student, psychologist or social worker.

The Mental Health Services department will develop processes that will ensure students who are ferred to a school-based or community-based mental health service provider

for mental health screening for the identification of mental health concerns or the assessment of students at risk for mental health disorders occurs within 15 days of referral. School-based mental health services will be initiated within 15 days after identification and assessment. For students who are referred to community-based mental health providers, the services must be initiated within 30 days after the school makes a referral.

The goal of the mental health assessment is to identify students' strengths and areas of need. Based on students' needs a plan of care will be developed through the MTSS process which allows us to monitor student progress and adjust support as needed. Evidenced based interventions will be identified from current research and implemented with fidelity.

Outcome Data

Orange County Public Schools monitors the provision of mental health services. As required by state statute the following information will be provided to FLDOE every year.

- Number of students who received screenings or assessments
- Number of students who were referred for services or assistance
- Number of students who received service or assistance
- Number of direct employment service providers employed by the school district

Describe procedures for referring students to school-based mental health interventions and community-based mental health providers for treatment

- Students will be referred through the MTSS process for support with academic, behavioral and mental health needs. The school team or the parent can request a referral to a school based or community mental health provider for support and intervention.
- Data review of student performance will allow the school to problem solve the level of mental health intervention needed

Collaborative partnerships community providers and agencies

- Expand mental health partnerships to include substance intervention/ counseling and more intensive outpatient services for students with mental illness. There are currently 15 community agencies in partnership with OCPS to provide mental health services in schools.

- Continue the partnership with the Orange County Drug Free Coalition to provide substance abuse awareness and prevention activities
- Expand partnerships and collaboration with the Department of Children and Families and Juvenile Justice

Coordination of such services with a student's primary care provider and with other mental health providers involved in the student's care

The OCPS Department of Mental Health Services will coordinate mental health services and establish partnerships with mental health providers. The department will ensure that district service providers and community service providers are collaborating and sharing information to best ensure the needs of the students are being addressed.

Coordination of services will include a student's primary care provider and other mental health providers involved in the student's care. Services will provide direct mental health services to students including assessment, diagnosis intervention, treatment and recovery services to students with one or more mental health or co-occurring substance abuse diagnosis.

- Develop a database to track students referred to community providers and outcome data
- Increase information sharing between OCPS providers and the student's primary mental health provider

Strategies to increase the amount of time that school-based student services personnel spend providing direct services to students

- Each elementary school is required to have full-time certified school counselor or certified school social worker who will provide direct services to students.
- Each middle school in addition to itinerant school psychologist and social worker workers one day each week will also have a licensed mental health counselor on staff one full day each week.
- Each high school will have a full-time school social worker to provide direct services and supports to students.

Mental Health Service Providers currently employed by OCPS:

OCPS currently employs district mental health counselors, school psychologists, school social workers and certified school counselors.

- 27 Licensed Mental Health Counselors
- 107 School Psychologists
- 64 School Social Workers
- 401 School Counselors

OCPS Plan Additional information

Evidence of strategies to increase the time student services personnel spend time providing direct mental health services.

There are 72 school psychologist who serve two schools. This allows them to provide traditional assessment services one day and services specific to social skills, SEL and counseling the other day. The addition of a full time social worker to each of the 20 OCPS high schools will allow for a fulltime master's level person to be on campus every day to support the mental health needs of students.

All OCPS elementary schools are required to use there guidance allocation for a full-time school counselor. They provided counseling services, social skills and SEL lessons to students. It is the expectation that this person does not hold another job title.

Evidence that the day treatment Funding will not supplant IDEA funding.

Last year in OCPS, there were 542 Baker Acts. Approximately 152 were identified ESE students. Most of students who were in crises were not ESE identified and not receiving services. We believe that it is important to support the need so students who may be dealing with a significant mental illness but also may not meet the criteria for services via ESE. Often mental health concerns require intensive treatment for stabilization. OCPS wants to ensure that students with the most significant need have access to services. Our goal is to offer day treatment and if necessary short-term residential support.

The Type and audience for professional development.

The mental health services department offers training in Trauma Informed Care, Zones of Regulations, Mindfulness, Stress and Anxiety in high performing students, and Safe spaces. These trainings are available for all OCPS staff. We also support with the creation of SEL lessons for grades K-5. We also continue to offer monthly trainings in YMHFA. We train all OCPS staff and have worked to train law enforcement who support OCPS schools as SRO's.

We also intend to fund professional development opportunities for our team. For many staff the current requirements are a change in traditional district expectations. We want to ensure that the school counselors, social workers and school psychologists have current training in SEL, individual and group counseling techniques. Work with LGBTQ students and Cultural Competency are also areas where it is important to provide staff training.

Other Funding Sources

At this time, the district bills Medicaid for reimbursement for evaluations and behavioral supports but this is for students with an IEP. We are developing process to support Medicaid billing for students with a plan of care due to a mental health or substance abuse issue.

2019 Mental Health Services Mental Health Allocation Budget

| Mental Health Allocations | | | Salary and Benefits | |
|---|----|--|----------------------------|-----------------------|
| Directors | 2 | | \$203,118.00 | |
| Administrative Secretary | 1 | | \$46,162.00 | |
| Senior Administrator | 1 | | \$95,481.00 | |
| Program Specialist- Mental health | 2 | | \$180,726.00 | |
| District Mental Health Counselors | 24 | | \$1,440,000.00 | |
| SAFE coordinators school Based | 3 | | \$225,600.00 | |
| School Counselors school based | 2 | | \$148,700.00 | |
| Behavior and Behavior/ Social Emotional Support Coaches | 5 | | \$371,360.00 | |
| Application Specialist IV | 1 | | \$86,400.00 | |
| School Counselors District | 4 | | \$283,088.00 | |
| School Psychologists | 11 | | \$990,000.00 | |
| Social Workers District Staff | 7 | | \$494,200.00 | |
| Social Workers school based | 16 | | \$1,131,552.00 | |
| Total Salary Expenditures | | | \$5,696,387.00 | |
| La Amistad Behavioral Health | | | | \$250,000.00 |
| Non Personnel Expenditures | | | | |
| Reconfigure Training space for mental health trainings | | | | \$6,000.00 |
| Supplies | | | | \$10,000.00 |
| Other Professional Development | | | | \$10,000.00 |
| Conferences | | | | \$20,000.00 |
| Technology (laptops for staff, printer) | | | | \$25,000.00 |
| Furniture | | | | \$15,151.00 |
| Mileage reimbursement | | | | \$40,000.00 |
| Mental Health Screening Instruments and Trainings | | | | \$25,000.00 |
| Total Non-Personnel Expenditures | | | | \$151,151.00 |
| Total Mental Health Allocation | | | | \$4,797,538.00 |
| Rollover from the 18-19 allocation | | | | \$1,300,000.00 |
| Current Allocation and Rollover | | | | \$6,097,538.00 |
| Total Expenditures | | | | \$6,097,538.00 |
| Balance | | | | \$0.00 |
| | | | | |

OCPS Ratios for Student Services Personnel

GUIDANCE COUNSELORS FY20

| School Classification | UFTE | Allocated | Ratio using Positions Allocated | Purchased *** | Ratio using Positions Purchased |
|----------------------------------|----------------|------------------|---------------------------------|---------------|---------------------------------|
| Elementary Schools | 90,335 | 133 | 679 | 122 | 740 |
| Middle Schools | 42,878 | 121 | 354 | 99 | 433 |
| High Schools | 53,483 | 143 | 374 | 148 | 361 |
| Special Centers | 5,534 | 16 | 346 | 18 | 307 |
| Total | 192,230 | 413 | 465 | 387 | |
| Other Guidance Counselors | | Purchased | | | |
| Departments School Choice | | 14 | | | |
| Tech Centers | | 10 | | | |
| Total | 0 | 24 | | | |

| School Psychologists | Social Workers | Social Worker including new HS positions | Mental Health Counselors |
|----------------------|------------------|--|--------------------------|
| 111 | 76 | 96 | 30 |
| 1,884 : 1 | 2,752 : 1 | 2178 : 1 | 6971 : 1 |
| 500-700 : 1 | 250 : 1 | 250: 1 | |

SB 7030
OCPS Mental Health Allocation Positions

Directors-coordinate the provision of mental health services and supports to over 200,000 students in OCPS. Ensures that services are provided to students and collaboration with community providers on additional services, which might be needed. Collaborates with community agencies like DCF, DJJ and Mental health partners. Serves as a member of the district threat assessment team to assist with mental health recommendations for students. Ensure training of school counselors and SAFE coordinators to support district mental health initiatives. Monitors data and ensures appropriate follow-up for students. Ensure that YMHFA continues to be trained and that the district has the appropriate number of trainers to be able to provide training for staff. Monitors the KOGNITO GOLD initiative ensure that school based champions are trained and that district staff are in compliance with the completion of the program. Prepares reports for the Florida Department of Education.

Administrative secretary assists the director with the management of the department. Assists with hiring of new employees, tracking leave, ordering supplies and preparing contracts and MOU's with community partners.

Senior Administrator- Assists the director in coordination of mental health services, provides and monitors professional development to school based staff on identification of mental illness. Works with other departments like ESE, ESOL, to ensure that we are coordinating serviced for students and that there is not a duplication of services. Works with community agencies to explore the needs for residential and day treatment options for students.

School Psychologists assist with training in MTSS and Social Emotional learning. They support school with mental health assessments and direct counseling to students. They will implement Aggression Replacement training with some of our most behaviorally challenging students.

Resource teachers and School Counselors-support the training of school based personnel on the bullying prevention which often leads to violence, emphasis on training and support for LGBTQ students who often struggle with depressions and experience bullying and schools isolation, training and identification in substance abuse identification and referral, parent training and outreach to ensure that parents understand signs and symptoms of mental illness, know how to make community connections, participate fully in their child's on going recovery.

Social workers will support our suicide prevention and intervention services. Training in identifying signs of suicide, assisting with the threat assessment process. Assisting with mental health safety plans, working with community mental health agencies to develop resources for students, and educating families with how to access available resources in the community.

Program Specialists for mental health services coordinate with school based personnel and mental health services staff who are providing suicide and threat response support to OCPS students. They ensure we manage and follow up on all Baker Act incidents and coordinate training for staff in all 193 schools. Helps to coordinate for the 43 charter schools to ensure that appropriate services are being provided to students in accordance with the OCPS plan. Works with charter schools who opted out to ensure that they are tracking the appropriate data for services to students. Work with the SEDNET team to ensure that the community partnerships are in place which offer an additional support resource for OCPS students and families.

The application specialist will develop systems and structures, which allow us to track the data required for state reporting. Baker Acts, referrals, threat assessment team meetings, district counseling, referrals to community partners and all services provided to our students and families to support mental and behavioral health.

SAFE Coordinator

Goal: To promote a safe, orderly, and caring environment by planning and implementing programs designed to reduce school violence and to engage students in appropriate behaviors and activities that promote character development and facilitate academic growth.

Duties and Responsibilities:

- Be school mental health contact
- Assist with Threat to Suicide and Harm to Self or Others Protocols and follow up re-entry meetings to create Student Mental Health Safety Plans
- Make classroom presentations on program-related topics in coordination with instructional staff to include topics such as Suicide Awareness, Smoking Cessation, DUI and more.
- Monitors student behavior and develops interventions for improvement including peer mediation and restorative justice.
- Participates in level 4 meetings and conducts follow ups with students who return from expulsion.
- Communicate effectively with students, parents, administration, and staff regarding student and family concerns.
- Responsible for development of the school safety plan and insuring all staff are trained in all areas required by OCPS.
- Serves on the Student Services Team and the School Crisis Team.
- Serves as lead contact person for SEDNET and other outside resources counseling
- Attends scheduled Safe Coordinators meetings.
- Serves as school contact for: homelessness, bullying, substance abuse and LGBTQ programs.



- Demonstrates a commitment to continuous quality improvement; supports and exhibits organizational core values of caring, respect, integrity, responsibility, high expectations, being customer driven, and valuing diversity.
- Assist with the completion of all school data and reports required by OCPS and SB7030