



**Mental Health Assistance
Allocation Plan Senate Bill 7040**

August 1, 2020

In order to fully implement the requirements of SB 7040 Mental Health Assistance Allocation, Orange County Public Schools (OCPS) created the Mental Health Services team under the Student Services department. This team is responsible for coordinating district and community resources in an effort to deliver evidence-based mental health care and treatment for students. OCPS will provide a continuum of services to meet the social-emotional 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 and support, data monitoring and analysis, and guidance regarding program implementation to meet the needs of students. Schools staff receive training in Mental Health Awareness via the Kognito platform and Youth Mental Health First Aid. School Counselors in K-5 receive bullying prevention and intervention training. Trauma informed care training is available to all district staff. The Bus drivers receive a Bullying prevention training to reduce incidents of violence on the bus. NAMI offers an adult version of Ending the Silence which is Available to OCPS parents and staff. Social Emotional awareness training is provided to all school staff so that they can support the social-emotional needs of all students.

Plan Components

OCPS provides students with comprehensive intervention via the Multi-Tiered System of Support (MTSS), which 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. This data-based problem solving process is utilized to evaluate the effectiveness of interventions provided within each tier. Interventions focus on academic performance, social-emotional instruction, behavioral issues, and mental health support. During the 2020-2021 school year, OCPS will also address the impact that the pandemic has had on students' social-emotional wellbeing.

Tier 1 (Universal to all students)

Tier 1 provides school-wide programming that addresses the universal social-emotional needs of all learners. Students experience anxiety about grades, peer interactions and situations at home. Social emotional learning allows us to teach self-awareness and self-management skills which help students cope with their anxiety. School violence is addressed through the Skills streaming lessons for students who have made transient threats. The Too Good for Violence Program teaches students strategies to manage behavior and avoid violence. 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:

- Social-Emotional Learning Curricula
- Mental Health Awareness – Ending the Silence (NAMI)
- Sandy Hook Promise Start With Hello
- Nearpod Social-Emotional Lessons
- Five hours of mental and emotional education for grades 6-12
- Substance Abuse education grades K-12
- Human Trafficking education grades K-12
- Too Good for Violence Program (Mendez Foundation)
- Parent brochures which identify school and community resources for mental health and substance abuse
- Parent helpline to assist with connection to school and community based resources
- Social-Emotional Learning and Leadership (SELL) professional development
- Re-entry Social Emotional Wellness Check-ins and meetings conducted the first two weeks of school in classrooms

Tier 2 (Targeted)

Tier 2 provides targeted interventions for identified students that address specific academic performance, anxiety, social-emotional development, behavioral issues, and mental health concerns. Through the MTSS process, students will be assessed by reviewing the following data points: Early Warning Signs (EWS), academic performance, and percent of students with disciplinary referrals. The services provided during Tier 2 include:

- Academic advisement
- Social skills groups
- Individual/group counseling
- Support for Students Exposed to Trauma (SSET) groups
- Restorative Justice practices
- Ongoing progress monitoring
- Anxiety in high performing and gifted students
- Mindfulness and Coping Skills
- Social Emotional Learning addressing Self-Management and Self-Awareness
- Too Good for Violence Program (Mendez Foundation)

The Mental Health Services team provides ongoing professional development to school counselors, SAFE Coordinators, social workers, licensed mental health counselors and psychologists. 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, post Covid-19. Professional development includes:

- Trauma informed care
- Mindfulness practices
- Social skills groups
- Zones of Regulation
- How to Conduct Group Counseling
- Safety Plans to support students who threaten self-harm

Tier 3 (Intensive)

Tier 3 provides intensive support that is individually designed to address the specific needs of student's academic performance, anxiety, social-emotional development, behavioral issues, and mental health concerns. In order to address the needs of students requiring Tier 3 support, the school will determine the most appropriate intervention(s) to meet the needs of the student. Services may include: referral for a mental health assessment, development of a Behavior Intervention Plan (BIP), and/or initiation of a Functional Behavior Assessment (FBA). If it is determined that a mental health assessment is required, a follow up meeting will be scheduled to review the diagnosis to create a mental health support plan. Tier 3 support will be provided in the following ways:

- Aggression Replacement Training
- Safety plans
- BIP/FBA
- Individual counseling
- Referral to community mental health provider
- Substance Abuse Prevention/Intervention

- Collaboration with community partners for wraparound services
- 7 Challenges Program to support students with co-occurring substance abuse issues
- Cognitive Behavioral Intervention for Trauma in Schools (CBITS) individual or small group sessions for children exposed to trauma

Mental Health Services Assessment

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

The Mental Health Services team has developed a database for all district schools, including charter schools, to record mental health service requests which capture the referral date and initiation of services date. Mental health screenings for the identification of mental health concerns will occur within 15 days of the referral. School-based mental health services will be initiated within 15 days after identification and assessment. For students that are referred to community-based mental health providers, the services must be initiated within 30 days after the school makes a referral. If the community provider is unable to meet the 30 day timeline, district-based mental health personnel will provide the required services.

Suicide Prevention Intervention Plan

The OCPS Response to Suicidal Ideation/Self Harm (RSISH) Plan is designed to provide immediate response to students who express thoughts of self-harm. When a student is identified as a possible threat to self-harm by an adult, peer, or themselves; the student will be referred to the school Mental Health Designee (MHD) for an assessment of risk. The MHD may be the ES Counselor, MS/HS Safe Coordinator or school-based social worker. If the school MHD is not available or an incident happens after school hours, the Mobile Crisis Unit (211) will be called.

RSISH Checklist

If a child exhibits verbal, written or physical gestures that threatens harm to self, the staff member

is never to leave the student unattended or unaccompanied. Personal belongings should be secured to avoid students having access to objects that could cause harm. The steps below outline the necessary actions to support the safety of the student.

- Call 911 if student is in immediate medical danger
- Contact administration and alert them of the situation
- Contact student's parent/guardian and notify them of the concern. Indicate that the OCPS process will be followed.
- Contact School MHD for assistance. The MHD along with other school counselors on campus should be trained in the RSISH process.
- Complete the Columbia-Suicide Severity Rating Scale (C-SSRS) to determine whether student has suicidal ideation "with a plan" or "without a plan". This will be done by the MHD or other employee with counseling expertise.

Suicidal Ideation/Harm to Self without Plan

- Obtain signatures on the Parent/Guardian Acknowledgement and Resource Form
- Fax Parent/Guardian Acknowledgement and Resource Form to Mental Health Services
- Complete the digital RSISH by the end of the school day
- Develop and implement a School-based Mental Health Safety Plan
- Provide referral or additional resource guides to parents

Suicidal Ideation/Harm to Self with a Plan

- Contact SRO or contact OCPS District Police (407-317-3333) if SRO is not available. They can assist in contacting Non-Emergency Police Line to request a CIT (Crisis Intervention Trained) Officer.
- Assist Law Enforcement when they respond to conduct the Suicide Risk Assessment
- Determine if Law Enforcements suspects abuse. If abuse is suspected, contact Central Abuse Hotline (DCF) (1-800-962-2873) and document on an OCPS Management Directive A-4 Reporting Form.

Suicidal Ideation with Plan – Baker Act Declared

- Update student's parent/guardian and administration that a Baker Act has occurred
- Complete the digital RSISH Form by the end of the school day
- Contact your District Mental Health Social Worker to discuss/schedule a School Mental

Health Re-Entry Meeting

- Develop and implement a School-based Mental Health Safety Plan
- Provide referral or additional resource guides to parents

Suicidal Ideation with Plan – Baker Act Undeclared

- Update student's parent/guardian and administration that a Baker Act has not been initiated
- Obtain signatures on the Parent/Guardian Acknowledgement and Resource Form
- Fax Parent/Guardian Acknowledgement and Resource Form to Mental Health Services
- Complete the digital RSISH Form by the end of the school day
- Develop and implement a School-based Mental Health Safety Plan
- Provide referral or additional resource guides to parents

Community Collaboration

The OCPS Mental Health Commission was created to promote and encourage collaboration with community stakeholders and provide the best possible service that supports the mental and emotional health and well-being of our students. The goals are to provide a comprehensive mental health service model, collaborate and engage community partners to expand services, establish a robust parent education program that communicates all resources and services available and expand wrap-around services to support the whole child.

The areas of focus are; trauma informed approach, inter-agency service alignment and parent/community outreach. In 2020-2021, the commission will be comprised of 16 members including one OCPS school board member, three OCPS administrators, one parent and a representative from the following community organizations; Central Florida Cares, Embrace Families, Florida Alliance for Healthcare, Juvenile Justice Center, Orange County Sheriff's Office, Devereux Advanced Behavioral Health, Department of Children and Families, Florida State University College of Medicine, Nemours Children's Hospital, Winter Park Health Foundation, Orange County Mental Health and Homeless Division.

Outcome Data

OCPS monitors the provision of mental health services. As required by state statute, the following information will be provided to FLDOE every year. The number of:

- students who received screenings or assessments

- students who were referred for services
- students who received services
- direct employment service providers employed by the school district

Referral Process for Services

Students are 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-based 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.

OCPS Collaborative Partnerships

OCPS has several collaborative partnerships with community providers and agencies. In 2020-2021, the district will continue to work with the community to increase the services provided such as:

- Expand mental health partnerships to include substance intervention/counseling and more intensive outpatient services for students with mental illness. There are currently 17 community agencies in partnership with OCPS to provide mental health services in schools.
- Collaborate with Orange County government to increase the utilization of the Mobile Crisis Unit (211)
- Strengthen partnership with the University of Central Florida (UCF) Center for Community Schools to increase the number of social work interns. This will provide additional support to students and a pipeline to OCPS.
- Increase substance abuse and awareness and prevention activities in collaboration with the Orange County Drug Free Coalition

Strategies to Increase Direct Mental Health Services

OCPS continues to implement strategies to increase the amount of time that school-based student services personnel spend providing direct services to students. The following actions will occur:

- Require each elementary school to have a full-time certified school counselor or certified school social worker
- Allocate a licensed mental health counselor or certified school social worker to each

middle school two days a week. This is in addition to the full-time SAFE Coordinator and certified school counselors. Also, there will be an itinerant district school social worker on campus one day a week.

- Assign a full-time school social worker to each traditional high school. In addition, all high schools will have a full-time school SAFE Coordinator and certified school counselors.
- Allocate school psychologists to all schools two days per week

Mental Health Service Providers currently employed by OCPS

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

- 42 Licensed Mental Health Counselors Licensed by the Florida Dept. of Health
- 116 School Psychologists certified by the Florida Dept. Of Education
- 105 School Social Workers certified by the Florida Dep of Education
- 423 School Counselors certified by the Florida Dept. of Education

OCPS Mental Health Allocation Positions

Directors

The Mental Health Directors coordinate the provision of mental health services and supports to over 200,000 students in OCPS. They ensure that services are provided to students in collaboration with community agencies. In addition, the directors coordinate training of school counselors and SAFE coordinators to support district mental health initiatives. Mental Health Directors oversee the Youth Mental Health First Aid (YMHFA) trainings, the KOGNITO GOLD training and supervise administrators and classified personnel. The directors are certified in English 6-12, Reading, School Psychology, Exceptional Student Education and Educational Leadership.

Administrative Secretary

The administrative secretary supports the directors with the management of the Mental Health Services team. She manage the budget and expenditures in accordance with district policies. In addition, this position assists with the hiring of new employees, tracks leave requests, orders supplies and prepares contracts/MOU with community partners.

Senior Administrator

The Senior Administrator assists the directors in the coordination and implementation of mental health services and professional development. This employee works with other departments like Exceptional Student Education or Multilingual Services to ensure coordination and avoid duplication of services. The senior administrator supervises members of the Mental Health Services team. The Senior Administrators are certified in School Counseling, Exceptional Student Education, Social Work and Educational Leadership through the Florida Dept. of Education.

School Psychologists

The Mental Health Services Team school psychologists assist with training in MTSS and social-emotional learning. They also support schools with mental health assessments and direct counseling for students. During the 2020-2021 school year, school psychologists will provide Aggression Replacement training for some of the district's most behaviorally challenged students. The school Psychologists are all certified by the Florida Dept. Of Education.

School Counselors and Resource Teachers

The district SAFE team is comprised of certified school counselors and resource teachers. They train school based personnel on bullying prevention with an emphasis on training and support for LGBTQ students who often struggle with depression, experience isolation and harassment. This team also provides training on the identification, referral and support of students with substance abuse related mental health needs. Furthermore, the SAFE team conducts parent training and outreach to ensure that parents understand signs and symptoms of mental illness, know how to make community connections and participate fully in their child's on going counseling needs. The school counselors are certified by the Florida Dept. of Education. The resource teachers have teaching certificates through the Florida Department of Education.

Social Workers

District social workers on the Mental Health Services team support schools with suicide prevention and intervention services. In addition, they provide direct services for students who have suicidal ideation, have been Baker Acted and need a mental health safety plan. Furthermore, district social workers assist with the professional development on the signs of suicide, the threat assessment response protocol and the response to suicidal ideation process. Also, they collaborate with community mental health agencies to develop resources for students and educate families on how to access available resources in the community. All social workers are certified by the Florida Dept. of Education as School Social workers.

School-based Social Workers

School-based social workers provide direct services to students and families at their assigned school. These services may include individual and group counseling, threat assessment, response to suicidal ideation, and wrap-around services for families. All social workers are certified by the Florida Dept. of Education as School Social Workers.

Program Specialists

Program Specialists coordinate with school personnel and Mental Health Services staff to provide suicide and threat response support for OCPS students. In addition, they manage and follow up on Baker Act incidents and coordinate training for school staff. Program Specialists also collaborate with charter schools that utilize the OCPS mental health plan, to ensure that appropriate services are provided. Likewise, Program Specialists provide oversight to charter schools who opt out of the OCPS Mental Health Plan. Program Specialists work diligently to coordinate efforts with the SEDNET team to providing counseling and resources for OCPS students and families. The program specialist are certified in School Counseling, School Social Work and one is a Licensed Mental Health Counselor by the Florida Dept. of Health. They booth also have Educational Leadership certification through the Florida Department of Education.

The Mental Health Support Specialist/Coaches

Mental Health Support Specialist assist schools and students by developing interventions for students which support the development of SEL skills. They conduct classroom observations, assist with data collection in mental health assessment process. They will help to ensure that with creating trauma sensitive environments which support positive

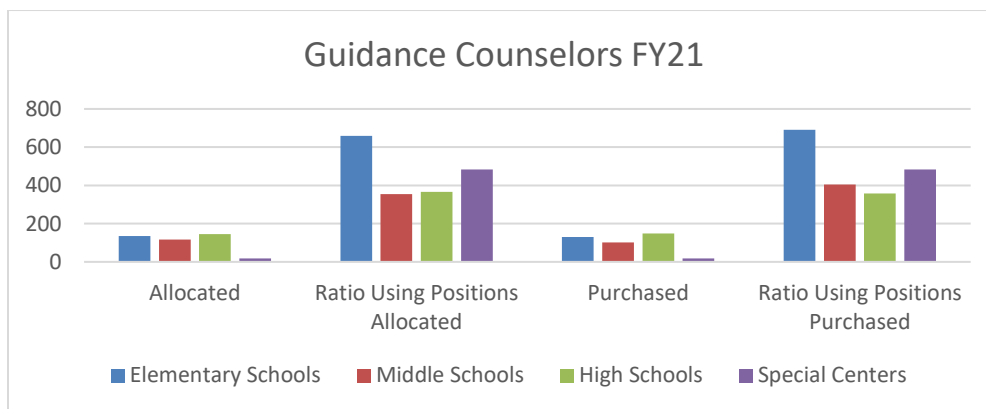
mental health for students. These staff are all certified teachers with certification through the Florida Department of Education.

Application Specialist IV

Application Specialist IV develop and monitor systems and structures which allow OCPS to track data required for state reporting. Data includes: 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.

| OCPS Ratios for Student Services Personnel | | | | | |
|--|----------------|--------------|---------------------------------|------------|---------------------------------|
| GUIDANCE COUNSELORS FY21 | | | | | |
| School Classification | UFTE | Allocated | Ratio Using Positions Allocated | Purchased | Ratio Using Positions Purchased |
| Elementary Schools | 89,748 | 136 | 660 | 130 | 690 |
| Middle Schools | 41,345 | 116.5 | 355 | 102 | 405 |
| High Schools | 53,373 | 146 | 366 | 149 | 358 |
| Special Centers | 8,690 | 18 | 483 | 18 | 483 |
| Total | 193,156 | 416.5 | 464 | 399 | 484 |

Note: Removed the two .40 allocations for the new schools as there is no corresponding FTE



| Other Guidance Counselors | Purchased |
|---------------------------|-----------|
| Departments | 6.8 |
| School Choice | 1 |
| Tech Centers | 9 |
| Total | |

| | School Psychologist | Social Workers | Social Workers including new positions | Mental Health Counselors |
|-----------------------|---------------------|----------------|--|--------------------------|
| Ratios (Student to:) | 1,732 : 1 | 2,012 : 1 | 1764 : 1 | 6,407 : 1 |
| | 500-700 : 1 | 250 : 1 | 250 : 1 | |
| Total Staff | 111 | 96 | 109 | 30 |

Mental Health Assistance Allocation Budget

| Mental Health Allocations | Positions | Salary and Benefits |
|---|------------------|----------------------------|
| Directors | 3 | 356,384 |
| Administrative Secretary | 1 | 48,076 |
| Senior Administrator | 1 | 102,258 |
| Program Specialist- Mental health | 4 | 381,491 |
| District Mental Health Counselors | 29 | 2,055,110 |
| Mental Health Support Specialist (support for SEL activities and interventions.) | 5 | 379,162 |
| Application Specialist IV | 1 | 92,191.19 |
| School Counselors District | 4 | 280,665 |
| School Psychologists | 11 | 1,066,890 |
| Social Workers District Staff | 20 | 1,457,469 |
| Social Workers school based | 16 | 1,054,045 |
| Total Salary Expenditures | | \$7,273,740.47 |
| Non Personnel Expenditures | | |
| UCF /OCPS Intern Program Partnership (Tag Team) | | \$60,000.00 |
| Supplies | | \$30,000.00 |
| Other Professional Development (Trauma, SEL, PBIS,) | | \$21,000.00 |
| Professional Conferences may include (FASP, NASP, FASSW, FSCA, FMHCA) | | \$15,000.00 |
| Technology (laptops for staff, printer) | | \$30,000.00 |
| Furniture | | 8,000.00 |
| Mileage reimbursement(in-county staff travel between schools for the delivery of services | | \$45,461.53 |
| MH Screening Instruments/Trainings) | | \$5,000.00 |
| Total Non-Personnel Expenditures | | \$214,461.53 |
| | | |
| Total Mental Health Allocation | | \$6,488,202.00 |
| Rollover from 19-20 Allocation | | \$1,000,000.00 |
| Current Allocation and Rollover | | \$7,488,202.00 |
| Total Expenditures | | \$7,488,202.00 |
| Balance | | 0 |