

## **SB7026 DISTRICT MENTAL HEALTH PLAN**

### **1. EXPENDITURES**

The Union County School District received a Mental Health Assistance allocation of \$150,393 for the 2018-19 school year. The general budget will be as follows:

Safety & Mental Health Coordinator Salary and Benefits (mental health portion)	\$15,000
Mental Health Counselor Salary and Benefits	\$65,000
Mental Health Case Manager Salary and Benefits	\$50,000
Licensed Psychologist (Additional Salary for Direct MH Services)	\$8,000
Professional Development and Implementation	\$12,393

Note: Funding totals are approximate and funds may be adjusted between the above earmarked categories as determined by the district.

\*Mental Health Assistance Allocation does not supplant other funding sources (general fund, IDEA) OR increase salaries or provide staff bonuses.

\*District will utilize Medicaid reimbursement, partner with community based partners (e.g. Meridian Behavioral Healthcare, CDS, SEDNET), and possibly seek grants to maximize resources to provide school based mental health supports to students in the Union County School District.

\*Professional Development Costs include substitutes and PD stipends as needed, travel expenses and registration costs for related workshops, trainings, technical assistance, hourly wages for planning and development of training programs, training manuals, and other associated costs. There are several requirements for professional development including 1) Emergency procedures including active shooter training and safety and security, 2) Threat Assessment, risk assessment, and crisis response training, 3) Threat Assessment Team training and mental health awareness and assistance training, 4) training on the use and implementation of evidence-based programs.

### **2. DESCRIPTION OF MENTAL HEALTH SERVICES AND STAFF**

The addition of a Safety and Mental Health Coordinator, Mental Health Counselor, Mental Health Case Manager, Threat Assessment Team/Crisis Coordinator and Internship Supervisor will allow for professionals to provide individual and group counseling, crisis management, and case management at every school and the Union County Alternative School five days a week for students who are deemed to be in need of services.

The Union County School District Safety and Mental Health Coordinator will oversee and coordinate all mental health services in the county.

### Safety and Mental Health Coordinator Duties:

- Participation and Coordination of District Threat Assessment Team
- Parent/School/Outside Agency Communication
- Maintain regular contact with SROs and collect data as necessary
- Provide mental health trainings on evidence-based practices
- Monitor effectiveness of mental health services
- Family/student coordination of services to outside agencies including mental health and primary care
- Develop and maintain records of contact and services provided for all referred students and families
- Create and provide reports of referrals and contact services to the school and District Threat Assessment Teams

The Mental Health Counselor will provide individual and group counseling services to students at all schools. The Mental Health Counselor will also screen all the referrals to ensure that referred students get the necessary services needed and follow up with the Case Manager to assist in continuity of care and follow up of services.

### Mental Health Counselor Duties

- Assist in the design, implementation, and follow-up of behavioral management programs for students to remediate behavioral and social problems following evidence based practices
- Complete risk assessments, screenings, and threat assessments as needed
- Provide individual and group counseling to students on a regular basis to targeted individuals
- Identify and assess the need for Baker Act
- Assist other professionals with student crisis intervention.
- Plan and confer with classroom teachers concerning any behavioral, social or personal problems affecting the students.
- Assist in the development and delivery of in-service activities regarding techniques for remediating behavioral, social or personal problems of students.
- Participation in School and District Threat Assessment Team
- Document all Threat Assessment Team services provided
- Coordinate services with primary care and mental health providers involved in student's care and work in conjunction with Mental Health Case Manager
- Collaborate and communicate with parents and guardians
- Provide mental health assessment, diagnosis, intervention, treatment, and recovery services for students with one or more mental health or co-occurring substance abuse disorders

The Mental Health Case Manager will work with students, families, and outside agencies to facilitate continuity of care by making home visits, assisting with referrals, working with outside agencies, and maintaining records of all students who are receiving in-school, out of school, and crisis services to include counseling and medication management. They will coordinate services with primary care and other mental health providers to ensure that the students are getting all available services necessary.

#### Mental Health Case Manager Duties:

- Participate in meetings, teams, or conferences that high-risk students are typically reviewed and staffed (e.g., truancy teams, MTSS teams focusing on behavior, DJJ articulation meetings, Threat Assessment Teams, etc.).
- Participate with district SEDNET coordinator in coordinating services for children who have or are at risk for emotional or behavioral disabilities.
- For students who are referred to the Case Manager, in collaboration with the student, his or her family, his or her primary care provider, and any other agency working with the family (DCF worker, community-based care agency, DJJ probation officer, etc.) identify gaps in services, identify barriers to receiving needed services, remove barriers, and facilitate the efficient and timely provision of all needed services.
- Assisting parents with enrolling their children in Florida Medicaid or a subsidized health insurance policy.
- For all students and families who received support through the Case Manager, regularly and closely monitor those services to ensure there are no interruptions or changes in care and, if so, to minimize the time that the student or family is without care.
- Develop and maintain records of contact and services provided for all referred students and families; provide regular reports to the School Safety Specialist and Threat Assessment Teams.
- Communicate and collaborate among schools, districts, communities and state agencies, colleges/universities and the medical services representatives to provide maximum services related to health and safety programs.
- Maintain a close working relationship with district and community personnel relative to the assigned area to ensure information exchange, coordination and support for the decision-making process and to gather feedback concerning service to foster continuous quality improvement.
- Assist in the referral and placement of recovery services for students with one or more mental health or co-occurring substance abuse disorders.

The Florida Licensed Psychologist (additional duties to include direct service to students) will attend to crisis situations involving students at all the schools and the district

alternative school. [Previously the Licensed Psychologist provided only testing services to students] The licensed psychologist will also attend all Threat Assessment Teams and facilitate Threat Assessment Teams within 24 hours when necessary due to crisis. The professional will provide direct contact intervention to students, their families, and staff during crisis situations. The psychologist will also supervise the Mental Health Counselor to ensure effective and evidence-based interventions are being used effectively with students and that the student is receiving necessary interventions. The psychologist may also see students for counseling and other services who are at continued significant risk to themselves and others and have returned from inpatient care or other residential services.

#### Licensed Psychologist Direct Service Duties:

- Provide mental health assessment, diagnosis, intervention, treatment, and recovery services for students with one or more mental health or co-occurring substance abuse disorders. Interventions may include cognitive behavior therapy, play therapy, substance abuse treatment, anger management, etc.
- Meet with all students deemed to be a threat to themselves or others
- Identify the need for Baker Act and Baker Act students when necessary
- Attend all monthly Threat Assessment Team meetings and coordinate all Threat Assessment Team meetings that need to be completed within 24 hours
- Coordinate with outside agencies to provide students with outside mental health services or primary care services and facilitate necessary assessments, testing, or formal reports
- Supervise the Mental Health Counselor and Case Manager on a weekly basis to ensure effective and evidence-based interventions are being used effectively with students and that the student is receiving necessary interventions
- Provide crisis counseling (individual and family) when needed on a short term basis
  - Attend all court related matters on students who have been deemed a threat and are involved with the legal system and provide professional testimony when needed
  - Provide direct contact intervention to students, their families, and staff during crisis situations
  - Evaluate all students deemed a threat prior to returning to a school-based situation

In addition to the allocation-provided personnel, the Union County School District currently has a contracted Licensed Psychologist who provided school based testing (but now will have additional duties) and contracted Board Certified Behavior Analyst (BCBA)

that have been in place for a number of years in the district. Other agencies like Meridian Behavioral Healthcare and Medlink also support the mental health needs of our students by providing outpatient mental health services, psychiatric services, and medication management.

#### Certified Behavior Analyst & Licensed Psychologist

- Collect information from parents and teachers through interviews and consultations as it relates to student learning and behavior difficulties.
- Conduct behavior assessments that include functional analysis, assessment of functional skills and assessment of potential reinforcers.
- Analyze evaluation data and formulate hypotheses and conclusions related to learning and behavioral issues.
- Conduct informal and formal observations of students as part of the evaluation process.
- Participate in the development of appropriate interventions and strategies to assist individual students in academic growth and school adjustment.
- Utilize knowledge of behavioral principles to develop and assist in the implementation of specific behavioral management plans for individual students, classrooms and schools.
- Support Threat Assessment Teams
- Monitor the implementation of behavior plans
- Provide consultation on an ongoing basis to teachers, parents and other school personnel to resolve students' learning and behavioral problems.
- Provide training and assistance in intervention techniques and strategies designed to improve student success in the school setting.
- Provision of mental health assessment, diagnosis, intervention, treatment, and recovery services for students with one or more mental health or co-occurring substance abuse disorders
- Participate and/or collaborate with the MTSS teams at each school to ensure that students' behavior, academic, and mental health needs are being supported

### THREAT ASSESSMENT TEAMS

#### School Based Teams

Each school site will have a school based Threat Assessment Team consisting of the following personnel:

- Principal or Assistant Principal
- School Guidance Counselor
- Teacher
- School Resource Officer
- Mental Health Services Staff Member

Duties: School based Threat Assessment teams will meet on a monthly basis for the coordination of resources, assessment, and intervention with individuals whose behavior may pose a threat to the safety of themselves, school staff, or students. Interventions may include, but are not limited to referral to MTSS, District Threat Assessment Team, referral

to mental health counselor, referral to the SRO trained in crisis intervention, or Baker Act if there is an imminent threat to self or others. The team will contact other agencies involved with the student and any known service providers to share information and coordinate any necessary follow-up actions.

Teams will identify who to report threats to in the school community and provide guidance to students, faculty, and staff regarding recognition of the possible threats to the community, school, or self. Teams may obtain criminal history record information if necessary for assessment but this information must remain confidential.

Upon determination of a threat, the team immediately reports its determination to the Superintendent and the Coordinator of Safety and Mental Health who will immediately attempt to notify the student's parent or legal guardian.

Threat Assessment Teams are required to report quantitative data on its activities to the Office of Safe Schools.

### District Based Teams

The District Based Threat Assessment Team consist of the following personnel:

- District Coordinator of Safety and Mental Health
- Alternative School Education Coordinator
- Director of Exceptional Student Education
- School Resource Officer Supervisor
- Threat Assessment/Crisis Management Supervisor/Psychologist

Duties: Meets as needed to review school based assessment protocols and provide resources and guidance as needed. The team will review school based assessments and assign a mental health counselor and psychologist to conduct a comprehensive threat assessment with the student and parent/guardian. Team members will contact other agencies involved with the student including but not limited to law enforcement, and known service providers to share information and coordinate any necessary follow up actions. The team will make referrals for psychiatric evaluations as well as mental health and substance abuse assessments or treatment. The team may make referrals for alternative programs in lieu of expulsion and will also provide district trainings in threat assessments, risk assessments, and crisis response protocols.

The Threat Assessment Team at each school and the district will be managed by the Coordinator of Safety and Mental Health. The team is required to consult with law enforcement when a student exhibits a pattern of behavior, based upon previous acts or the severity of an act that would pose a threat to school safety. School teams and the district will meet monthly unless there is a need to meet more often. Imminent threats will be dealt with by the Threat Assessment Team immediately or within a reasonable amount of time not to exceed 24 hours of the event causing the imminent threat.

### 3. COLLABORATION

Collaboration among community agencies is critical to providing the full continuum of mental health services to students and families. Threat Assessment Teams (school based or district staff) will communicate, coordinate and coordinate efforts to serve students with the agencies and programs that provide services to students experiencing or at risk of an emotional disturbance or mental illness. Including the following agencies:

- Florida Department of Education
- Florida Department of Children and Families
- Florida Department of Health
- Florida Department of Juvenile Justice
- Union County Sheriff's Office
- State Law Enforcement Agencies
- Agency for Persons with Disabilities
- Lutheran Services Florida
- Meridian Behavioral Health Care
- SEDNET
- Center for Autism and Related Disabilities (CARD)
- Medlink
- Guardian Ad Litem Office

### 4. TIERED SYSTEM OF SUPPORT

We will employ the following tiered system for screening, assessing and treating students in order to meet their mental health needs:

#### Tier 1 – Universal and Prevention Strategies

- We will redesign our comprehensive health education program in the district to make mental health instruction a larger part of the curriculum. All students in grades K-5 will receive health instruction on the enrichment wheel for 24 days each school year. At the middle school level, we will add a teacher in order for 6<sup>th</sup> grade students to take a health course for one semester. Health concepts will be reinforced for all students in grades K-8 in the physical education course. At the high school level, all 12 component areas for a comprehensive health education program as mandated in state law are addressed in the Personal Fitness curriculum and supported in other courses such as ROTC and various Science courses.
- Teachers and staff will receive training in Mental Health First Aid and Trauma Informed Practices from our mental health staff and/or outside agencies. This will enable them to identify students in distress and refer them for support. Teachers and staff will refer children to school counselors for initial contact. If there is a determination of need, the school counselor or school administrator will make referral to the mental health staff. Any potential threats of harm or violence will be immediately referred to a school administrator and law enforcement.

- Schools already have Early Warning Systems and PBIS (Positive Behaviors Intervention and Support) programs to monitor the social, emotional and behavioral needs of our students.
- We will integrate mental wellness practices into our current Multi-Tiered System of Support (MTSS).
- Bully prevention programs are provided in our schools.

#### Tier 2 – Supplemental and At-Risk Strategies

- The School Psychologist and/or the Mental Health Counselor will assist with identification and access to appropriate mental health supports.
  - Evidence-based group social, emotional, and behavioral interventions based on need.
  - Monitoring of intervention fidelity and student progress.
- Behavior Analyst will conduct behavior assessments that include functional analysis, assessment of functional skills and assessment of potential reinforcers.
  - Evidence-based group social, emotional, and behavioral interventions based on need.
- Case Manager will facilitate communication with parents/guardians, Mental Health Counselor, Behavior Analyst, and community agencies. Parents/guardians will receive assistance with accessing appropriate health care and community-based supports as needed.

#### Tier 3 – Individualized and Intensive Strategies

- School Psychologist and Mental Health Counselor will provide individualized counseling and interventions as needed. Supports will be provided to school and district staff when intensive services warranted
- Behavior Analyst will provide individualized behavior support plans as needed. Supports will be provided to school and district staff when intensive services warranted
- Case Manager will coordinate intensified family partnerships and communication with outside agencies which will be utilized as needed.

### 5. RESEARCH AND EVIDENCE-BASED PROGRAMS AND SERVICES :

Evidence Based programs addressing the following areas will be researched for possible implementation:

- Anger Management
- Decision Making
- Coping Skills
- Bullying
- Social Skills
- Behavior Management



- Classroom Management
- School Wide PBIS
- Restorative Justice strategies
- Check In/Check Out