

## **Union County Schools**

### **DISTRICT MENTAL HEALTH ASSISTANCE ALLOCATION PLAN**

#### **SB 7026: Public Safety “Marjory Stoneman Douglas High School Public Safety Act”**

#### **Mental Health Assistance Allocation Plan**

#### **Delivering Evidence Based Mental Health Assessment, Diagnosis, Intervention, Treatment Through a Multi-Tiered System of Support**

##### **1. Awareness/Prevention Efforts That Address Mental Health Issues at Tier I**

Union County School District has a District Mental Health Team comprised of a Licensed Psychologist, School Safety Specialist, two mental health counselors, and a mental health clerk. The District Mental Health Team meets on a regular basis to collaborate and develop prevention programs and services.

Union County teachers and staff are trained or will be trained in Youth Mental Health First Aid (YMHFA).

All Union County Schools participate in Positive Behavior Interventions and Supports (PBIS).

Union County Schools participate in Unify/Performance Matters dashboards which has developed an Early Warning System that considers failing grades, absences, suspension events as a way to monitor students who may be at risk for disengagement in the learning process.

All Union County Schools have school based Multi Tiered Systems of Support (MTSS) teams that use universal data tools to evaluate students at risk.

The Union County School District provides parent and student education on its website to include Bullying Awareness, Anonymous Bullying Reporting, and Board Policy on Bullying.

Several district schools participate in FDLRS/UF MDTP Parent Education Presentations throughout the school year.

Union County Schools participates in prevention programs such as Red Ribbon Week, Bullying Awareness, Suicide Awareness, and Drunk Driving Awareness.

For the 2019-2020 school year, the Union County Schools will be adopting social emotional learning curriculum for grades K-12. All students in grades Kindergarten to 6<sup>th</sup> grade will receive the Sanford Harmony curriculum while grades 7-12 will receive the 5 STAR Life curriculum. Students will receive the curriculum in one of several classrooms: health

class, HOPE class, JROTC, homeroom class, study hall class, as well as in other classes that may embed the curriculum in their core classes.

**2. Evidence Based Targeted Mental Health Interventions/Assessments That Are Available To Address Mental Health Issues at Tier II**

District based mental health providers provided screening and assessment of targeted students. The Therapist Initial Assessment is completed by a mental health professional.

All Union County Schools have Attendance meetings with parents for identified students who miss more than 10 days of school.

District MTSS teams monitor identified students and interventions based on individual student needs that are identified and implemented.

Check In Check Out is used with identified students.

District mental health providers will case manage their own cases with the assistance of a mental health clerk to ensure communication with parents/guardians, community based supports, and outside mental health providers.

Behavior Analysts and the School Psychologist will conduct behavior assessments that include functional behavior analysis.

Students can be referred to the University of Florida Multi Disciplinary Team Program (MDTP) for assistance and evaluation.

SEDNET supports may be provided for students who have been identified and are currently receiving ESE services.

School Based Threat Assessment Teams will complete Threat Assessments on identified students and follow up with services and the District Threat Assessment Team.

School Based Threat Assessment Teams meet monthly to discuss at risk students and identify any need.

Union County Schools have a Registered Nurse (School Health Coordinator) housed on the high school campus who supervises nurse assistants at each district school and provides necessary intervention and evaluation of students.

Union County Schools provides mentoring to identified students by school based staff and individuals from the community.

**3. Evidence Based Targeted Mental Health Interventions/Assessments/Diagnosis/Treatment That Are Available To Address Mental Health Issues at Tier III**

The Union County School District maintains a district mental health electronic database for all referred students. School based guidance and administrative teams identify and prioritize student needs. The database is on Skyward and a Google document that can only be accessed by the District Mental Health Team. The District Mental Health Team then make referrals for school based services, outside mental health providers, and outside agency referrals as needed and provide follow through by case management of the student. The District Mental Health Team and outside mental health providers will provide individualized, group, and family counseling/ interventions to identified students. District providers utilize evidence based Cognitive Behavior Therapy, Play Therapy, Brief Therapy, Family Therapy, Crisis Management, Anger Management and other therapies based on the needs of the student. It should be noted that parents/guardians must consent to any treatment and interagency case management with a signed consent form. Multiple attempts are made for parents/guardians that decline services and decline of services is also noted in the case management records.

The District Mental Health Team provides case management of all identified students in order to follow up, monitor treatment, make referrals, maintain contact with other providers, coordinate care, and maintain records.

Behavior Analyst and the School Psychologist will provide identified students with Behavior Intervention Plans.

District and School based Threat Assessment Teams provide evaluation, assessment, recommendations, and follow up for all students identified as a threat to themselves or others.

Students identified in Exceptional Student Education will receive identified related services as necessary on their IEP with follow up on a yearly or as needed basis. Counseling and other services can be added to a student's IEP by the IEP team.

Students identified with a 504 plan will receive the identified accommodations and yearly follow up.

The Union County licensed psychologist conducts psychological evaluations of students suspected of having a disability and needing more intensive services. Psycho-social evaluations are conducted as part of the Emotional or Behavioral Disability (EBD) evaluations.

**Evidence Based Mental Health Services for Students with One or More Co-Occurring Mental Health or Substance Abuse Diagnosis**

Students who have been suspended for substance abuse related infractions are referred to the District mental health referral system for follow up, assessment, and evaluation if consent is granted by guardians/parents.

Students sent to the District Alternative School for infractions have weekly group therapy and individual therapy available to them with consent.

The student's mental health provider can further assess the student using identified measures for substance abuse, provide substance abuse counseling, and refer out to more specified recovery/substance abuse treatment programs.

### **Direct Employment of School Based Mental Health Service Providers to Reduce Staff to Student Ratios and Meet Student Mental Health Assistance Needs**

The Union County School District consists of three schools and one alternative placement school. The licensed psychologist is available to all students at all four schools and the local preschools to include the district preschool, Tiger's Den. The District Mental Health Team will have one mental health school employed provider who is assigned to the elementary and high school and one mental health school employed provider assigned to the middle school and the alternative school. Having providers identified to specific schools will increase the amount of time student service personnel can spend providing direct mental health services to students. It should be noted that outside agency providers will also provide services to all four schools increasing the amount of time to students and reducing student to provider ratios. In addition to mental health providers, the elementary school has a full time certified guidance counselor, a full time ESE staffing specialist, and a school based nurse. The middle school also has a full time certified guidance counselor, a full time ESE staffing specialist, and a school based nurse assistant. The high school has two full time career specialists, a full time ESE staffing specialist, and a school based nurse assistant.

### **Collaborative Partnerships with Community Providers, Interagency Agreements and Community Action Teams**

The Union County District Mental Health Team receives all referrals and data to make decisions regarding referrals to outside agencies. Parents/guardians provide the mental health team consent to case manage outside agency referrals and the mental health team follows up with referrals, keeps track of services provided or declined, and progress of treatment. Services and the time of line of services are tracked and case managed for each student.

Union County Schools has a partnership with MEDLINK which provides one licensed clinical social worker. The provider works in all four schools to provide mental health services to include individual and family therapy and assistance with medication management.

Union County has a partnership with Meridian Behavioral Healthcare to provide school based counseling services at each school as well as community based counseling and psychiatric services. They have provided one to three therapists for school based services in the past two years.

Meridian Behavioral Healthcare has a Mobile Crisis Response Team that provides services for individuals newborn to 24 years of age at no cost and that will come to the family or school if contacted. They will provide a continuum of care based on the crisis.

Meridian Behavioral Healthcare also facilitates the Community Action Team (CAT). The District Mental Health Team can make referrals for CAT which provides individual, family, psychiatric, and nursing assistance to families who consent to services.

Union County School District partners with the Center for Autism and Related Disabilities (CARD) to provide school based and home based services, classes, and materials to consenting parents/guardians.

Union County School District partners with Florida Diagnostic and Learning Resources (FDLRS) to assess students from birth to three years old and provide transitional services to include ESE Pre-K, Speech, Language, and OT for students after the age of three.

Union County School District collaborates with other agencies to assess or assist with student needs. These agencies include Florida MTSS, ISRD, Florida Department of Children and Families, Florida Department of Juvenile Justice, SEDNET, Guardian ad Litem, Lutheran Services of Florida, Law Enforcement, and Project 10.

### **Union County School Board Policy and Procedures For Assessment, Referral, and Service Timelines**

The Union County District Mental Health Team receives all referrals via an electronic referral based system. Parents, teachers, and staff who have mental health concerns about a student or a student who has concerns about themselves or another student must establish contact with their school's guidance counselor or administrator who can electronically enter the referral and immediately discuss as well as assess the student's needs. Referrals are tracked as they are received and students are assessed and screened within 24 to 48 hours. Parents/guardians are contacted within 72 hours to discuss the student's need and request consent for mental health and case management services. Once parent/guardians return the consent forms sent to them giving consent for services, the school based mental health providers and the majority of the outside community based mental health providers begin services within 15 days of the referral. Community based mental health services may take up to 30-45 days from the date of referral for services to begin. If the time for community based mental health services is over 15 days, school based mental health providers will provide the student services for a brief period of time until the community based services have commenced ensuring a continuity of care for the student. Referrals to other agencies for services and the timeline of services are tracked and case managed for each student.

Crisis situations in which there are threats to others or a student is making a threat to themselves get evaluated immediately by a licensed professional (a licensed psychologist or licensed clinical social worker) to assess if the student meets the criteria for Baker Act/inpatient hospitalization. Law enforcement is contacted as necessary to assist with Baker Act or other crisis situations. Threat Assessment Teams are coordinated within 24 hours at the latest depending on the level of

threat and when the threat was received. Mental health providers and law enforcement work together to ensure the safety of all students and staff.

### **Coordination of Mental Health Services with Student's Primary Mental Health Provider and Other Mental Health Providers**

All referrals and referral providers are tracked within the Skyward mental health database and on a District Mental Health Team Google spreadsheet that is updated weekly. School based mental health providers meet weekly to discuss students and care. Community based providers such as Medlink and Meridian Behavioral Healthcare get consent from their clients to be able to communicate monthly with the District Mental Health Team to provide monthly data on students such as active students on the case load, students who have declined services, students whose treatment has been completed, closed cases, and number of times the student received services in a month. Other community based service providers like the CAT team get consent from their clients to keep in regular contact with the District Mental Health Team to provide monthly updates on the student/family status and to exchange any needed information. Students requiring psychiatric medication administration on campus will have it administered under the care or supervision of a licensed health care practitioner.

Mental health records of students receiving school based mental health services, case management of community based services, behavioral interventions, crisis management, and/or threat assessments will be shared in a folder marked Confidential within 3 days of the student transferring to another school district.

### **Strategies to Improve Early Identification of Social Emotional Behavioral Problems or Substance Disorders, Early Intervention Services, and Assist Students Dealing with Trauma/Violence**

Union County teachers and staff are trained/or will be trained in Youth Mental Health First Aid.

All Union County Schools participate in Positive Behavior Interventions and Supports (PBIS).

Union County Schools participate in Unify/Performance Matters dashboards which has developed an Early Warning System that considers failing grades, absences, suspension events as a way to monitor students who may be at risk for disengagement in the learning process.

All Union County Schools have school based Multi Tiered Systems of Support (MTSS) teams that use universal data tools to evaluate students at risk.

For the 2019-2020 school year, the Union County Schools will be adopting social emotional learning curriculum at all grade levels. All students in grades Kindergarten to 6<sup>th</sup> grade will receive the Sanford Harmony curriculum while grades 7-12 will receive the 5 STAR Life curriculum. Students will receive the curriculum in one of several classrooms: health class, HOPE class, JROTC, homeroom class, study hall class, as well as in other classes that may embed the curriculum in their core classes.

Crisis management and support are provided as soon as the District Mental Health Team is notified. This may include Baker Act, Mobile Crisis Team, and crisis management counseling.

The District Mental Health Team has developed an electronic referral system that notifies the mental health providers in the mental health team in real time of any referrals, provides some data, and time stamps the referral.

## **EXPENDITURES**

### Number of School Based Mental Health Providers Funded by the Allocation

1 Florida Licensed Psychologist (Doctorate Level) Additional Salary for Direct Mental Health Services - \$8000

1 Registered Clinical Social Worker Intern (Master's Level)-Salary and Benefits - \$45,152.38

1 Mental Health Counselor (Master's Level) supervised by Licensed Psychologist -Salary and Benefits- \$58,574.69

1 Mental Health Clerk position -Salary and Benefits - \$18,427.36

There are two certified guidance counselors and three specialists not funded by the allocation but who provide school based mental health services.

### Number of Community Based Mental Health Providers Funded by Allocation

0 There are at minimum two community based mental health providers that provide daily mental health services to Union County Schools. This includes Medlink and Meridian Behavioral Healthcare. They are not funded by the allocation.

### School District Expenditures for Services Provided By Contract Based Collaborative Efforts or Partnerships with Community Mental Health Agencies or Providers

Expenditures for BCBA - not paid with the mental health allocation. The BCBA provides services for students with disabilities.

Expenditures for Meridian Behavioral Healthcare Services are approved by the Director of ESE and Student Services on an as-needed basis.

### **Other Expenditures:**

Coordinator of School Safety and Mental Health - \$9,721.27

Professional Development/Manuals \$2,594.30

Fireproof Filing Cabinets (2) for Confidential Mental Health/Baker Act Files \$8,000

Laptop, Desk Monitor, Keyboard, Mouse, Business Dock, and Printer for Mental Health Clerk position - \$ 2,000.00

Supplies for Mental Health Staff - \$1,500

Ink for mental health printers - \$1,600

## **TOTAL 2019-2020 Mental Health Allocation: \$ 155,570**

### **EXPENDITURE ASSURANCE**

One hundred percent of state funds are used to expand school based mental health care, train educators and other school staff in detecting and responding to mental health issues, and connect children, youth, and families with appropriate behavioral health services. Mental health assistance allocation funds do not supplant other funding sources or increase salaries or provide staff bonuses. The district will continue to work with the District Mental Health Team and community partners to maximize the use of other sources of funding to provide school based mental health services.

### **PROGRAM EXPENDITURES AND OUTCOMES**

Union County High School Ratio of FDOE certified or licensed providers employed by the district 3: 620. This includes one licensed psychologist, one registered clinical social work intern supervised by a licensed social worker, and one licensed nurse practitioner.

Lake Butler Middle School Ratio of FDOE certified or licensed providers employed by the district 3:760. This includes one certified guidance counselor, one licensed psychologist, and one master's level mental health counselor supervised by the psychologist.

Lake Butler Elementary School Ratio of FDOE certified or licensed providers employed by the district 3:1000. This includes one certified guidance counselor, one licensed psychologist, and one registered clinical social work intern supervised by a licensed social worker.

Union County Alternative School Ratio of FDOE certified or licensed providers employed by the district 2:25. This includes one licensed psychologist and one masters level mental health counselor supervised by the psychologist.

The Union County Schools and the District Mental Health Team have an electronic system of referral for all students. Parents, teachers, and staff who have mental health concerns about a student or a student who has concerns about themselves or another student must establish contact with their school's guidance counselor or administrator who can electronically enter the referral and immediately discuss as well as assess the student's needs.. All referrals are time stamped for accurate count of referrals with regard to date and time entered allowing for accurate numbers regarding referrals. Once the referral has been placed into the system and reviewed, the student's data is entered on a District Mental Health Team Google Document where data is kept regarding referral type, screening, assessment, intervention type, referral to community based agencies, or to other agencies for services. Each referral is case managed from the beginning of the referral

until completion of services or denial of services. Crisis services and Baker Acts are located on a separate District Mental Health Team Google document.

The Union County School Board Approved this plan on \_\_\_\_\_

**APPROVED IN OPEN  
BOARD MEETING**

**DATE** 7-16-19

C. Sam