

# Mental Health Workshop

## September 5, 2023

Veda F. Hudge, Executive Director of Student Services

Diane Eagan, Executive Director of Exceptional Student Education

Dr. Dildra Martin-Ogburn, Director of Benefits & Employment Services

# Introduction

## 2022-2027 Strategic Plan

### **Guardrail 5 – Wellness Support**

The Superintendent may not make decisions without ensuring that students and staff are connected with necessary wellness resources

### **Interim Guardrail 5.1**

The percent of students' favorable responses to the statement "If I have a problem, I know who I can go to for help" will increase from 64% in May 2022 to 85% by May 2025

### **Interim Guardrail 5.3**

The percent of staff completing Youth Mental Health First Aid (Section 1012.584, F.S.) will increase from 0% in June 2022 to 90% by June 2025

## **Purpose**

Present an overview of mental health services, students/employees perspectives, tiered mental health services, mental health action plans overview and employee assistance

## **Request for School Board**

Promote awareness and accessibility of the comprehensive mental health services and resources available in BCPS

## SBBC Policy Alignment

- **Policy 2400** Drug Free Workplace & Reasonable Suspicion
- **Policy 5.1** Registration and Withdrawal
- **Policy 5.5** Attendance

### Alignment to State Statutes\*

- **F.S. 1011.62 (13)** School Operation Funds; Mental Health Assistance Allocation
- **F.S. 1012.584/HB 1421** Youth Mental Health Awareness and Assistance Training/Certify at least 80% staff trained
- **F.S. 1003.42 (2)** Required Instruction
- **F.S. 1006.07 (6)(b)/HB 899** School Safety/Mental Health Coordinator

\*Note this is not a comprehensive list of all statutes or SBBC policies impacting mental health services.



# Mental Health Defined

Mental health includes our **emotional**, **psychological**, and **social well-being**. It affects how we **think**, **feel**, and **act**. It also impacts how we handle stress, relate to others, and make healthy choices.

Source: <https://www.cdc.gov/>



# House Bill 899, Mental Health of Students

## Mental Health Coordinator

**Requires each district school board to identify a mental health coordinator for the district and outlines their specific duties:**

- Coordinate with the Office of Safe Schools at Florida Department of Education (FLDOE)
- Maintain records and reports regarding student mental health as it relates to school safety and mental health assistance allocation under s. 1011.62(14)
- Facilitate the implementation of school district policies relating to the respective duties and responsibilities of the school district, superintendent and principal
- Coordinate with school safety specialist on the staffing and training of threat assessment teams and facilitating referrals to mental health services
- Coordinate with the school safety specialist on the training and resources for students and district staff
- Review, annually, the school district's policies and procedures regarding compliance for student mental health



# Mental Health Positions and Roles

- **Employee Assistance Program (EAP) Administrator** - Support BCPS employees' total mental and behavioral well-being
- **Employee Assistance Program (EAP) Counselor** - Provide initial counseling services to BCPS employees and families; crisis response to staff and referrals to community resources
- **Exceptional Student Education (ESE) Counselor** - Work with students that have emotional/behavioral needs as indicated on the Individual Education Plan (IEP)
- **Family Therapist** - Provide individual and family therapy to general education students and their families
- **Mental Health Coordinator** - Coordinate crisis response, Youth Mental Health First Aid training, ensure compliance with State mental health mandates, manage mental health grants
- **Nurses** - Assess for an emotional component to physical ailments in students



# Mental Health Positions and Roles

- **Recovery** – Manage District wide recovery services including the coordination of the recovery support efforts for all individuals affected by the Marjory Stoneman Douglas tragedy
- **School Counseling** - Provide services to students within the academic, personal growth and college/career readiness domains
- **School Psychologist** - Provide direct and indirect services, to include psychological evaluations, that support the academic, emotional, and behavioral needs of students
- **School Social Worker** - Support staff by helping students and families when they encounter barriers that impact a child's academic, emotional and social development
- **Suicide Prevention Coordinator** - Coordinate suicide prevention and response
- **Suicide Prevention Specialist** - Provide suicide prevention education and support



# BCPS Mental Health Support Professionals

Division (Department)	Position Name	Number of Positions
Academics (ESE)	Exceptional Student Education Counselor (Itinerant)	55
	School Psychologist (Itinerant)	164
Finance (EAP)	Employee Assistance Program	5
Student Services (Student Services)	Family Therapist (Itinerant)	60
	Mental Health Coordinator (Itinerant)	5
	Suicide Prevention Coordinator (Itinerant) <small>Moved from ESE as of July 2023</small>	3
	Suicide Prevention Specialist (Itinerant) <small>Moved from ESE as of July 2023</small>	5
	School Social Worker (Itinerant)	178
School Counseling (Student Services)	School-based School Counselor	490
	District School Counselor (Itinerant) <small>Supporting schools in absence of a school-based counselor and with high numbers of SRA &amp; BTA</small>	28
	Recovery (Itinerant)	2
Totals	* Itinerant – staff who travel from school to school	995



# Student Perspective

## **A small sampling from student leaders (1,424) shared they want:**

- A positive and inclusive school environment that promotes mental health and well-being
- More mental health services
- Easier access to school counselors
- Wellness Centers where students can go to talk to someone
- More access to resources for students
- People who actively listen
- Mental health education (e.g., Teen Youth Mental Health First Aid Training)





# Tiered Mental Health Services

## Students

### Intensive

Individual and family therapy sessions, crisis intervention, referrals to Family Counseling Program, Behavioral Health Partners, Broward Behavioral Health Coalition, Behavior Threat Assessment (BTA), Suicide Risk Assessment (SRA), Mobile Response Team

### Targeted

Individual counseling, group counseling, referrals to SEDNET/outside agencies, Suicide Prevention curriculum

### Universal

General supportive mental health and advisement services available to all students, classroom lessons regarding resiliency and life skills that support mental and emotional health, child/human trafficking, internet safety and substance abuse prevention

## Employees

### Intensive

Individual counseling/ intake assessments, comprehensive referrals to mental health providers, wellness checks, community resources

### Targeted

Crisis response, Grief support, Administrator consultations for employee mental health concerns

### Universal

Mental Health presentations, LAB courses/ trainings, Wellness Days, Psychoeducational material

Tier 3

Tier 2

Tier 1



# Employee Assistance Program



## Employee Feedback

Burnout	Overwhelmed
Conflict	Stress Management
Exhaustion	Work/Life Balance
Excessive Workloads	Conflicting Demands and Expectations
Low Salaries	Death of Co-Workers

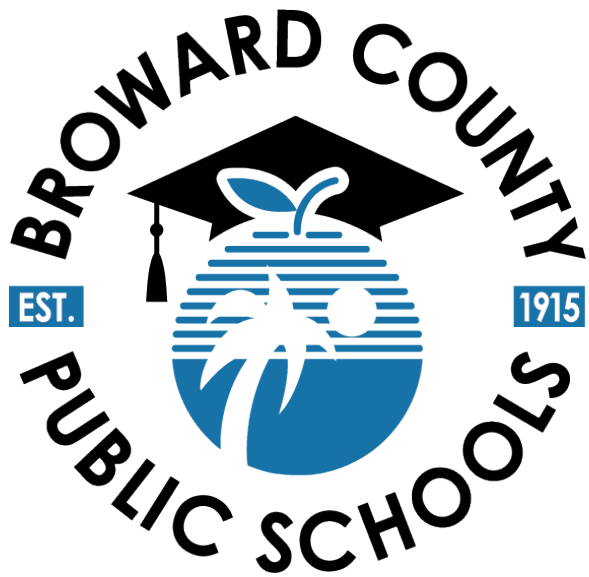


# Mental Health Action Plan Overview

- Training
- Recruitment and Retention Efforts
- Awareness and Engagement Efforts
- School Counseling
- Student Support Services
- Funding Source, Partnerships, and Resources
- Employee Assistance Program

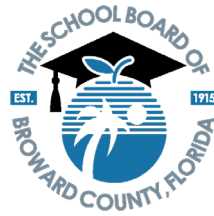
• Note: Comprehensive Action Plan in the Appendix





# Questions





Lori Alhadeff, Chair  
Debra Hixon, Vice Chair

Torey Alston  
Brenda Fam, Esq.  
Daniel P. Foganholi  
Dr. Jeff Holness  
Sarah Leonardi  
Nora Rupert  
Dr. Allen Zeman

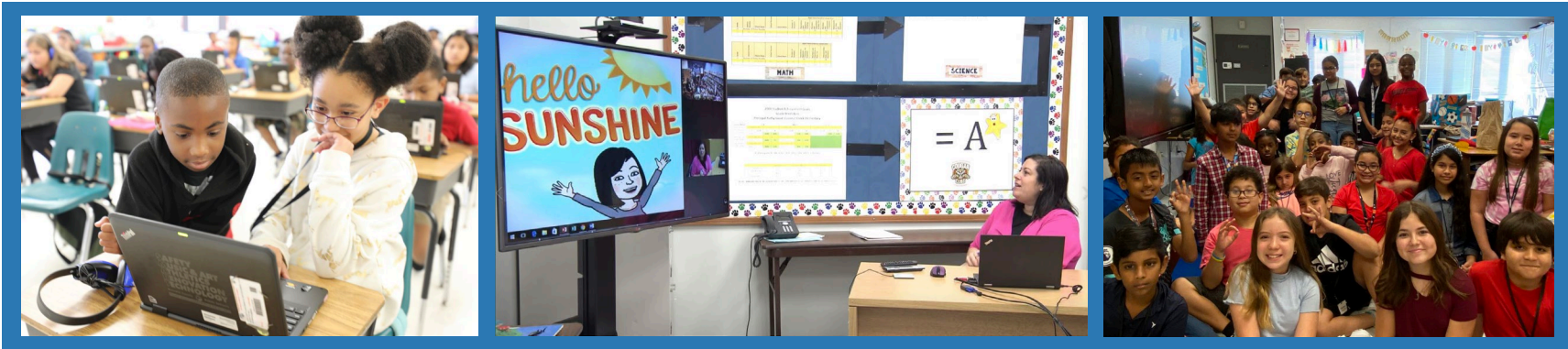
Dr. Peter B. Licata  
Superintendent of Schools

The School Board of Broward County, Florida, prohibits any policy or procedure which results in discrimination on the basis of age, color, disability, gender identity, gender expression, genetic information, marital status, national origin, race, religion, sex or sexual orientation. The School Board also provides equal access to the Boy Scouts and other designated youth groups. Individuals who wish to file a discrimination and/or harassment complaint may call the Director, Equal Educational Opportunities/ADA Compliance Department & District's Equity Coordinator/Title IX Coordinator at 754-321-2150 or email [eeo@browardschools.com](mailto:eeo@browardschools.com).

Individuals with disabilities requesting accommodations under the Americans with Disabilities Act Amendments Act of 2008, (ADAAA) may call Equal Educational Opportunities/ADA Compliance Department at 754-321-2150 or email [eeo@browardschools.com](mailto:eeo@browardschools.com).

[browardschools.com](http://browardschools.com)





# Appendix

# Mental Health Action Plan

## Training

Action	Description	By Whom	Timeframe
Mental Health Personnel Training	School Counselors, alongside other mental health professionals, will engage in monthly trainings to enhance continuity related to messaging (i.e., house bills, resiliency & life skills, confidentiality, building relationships, and resources & supports)	Student Services Division	August 2023 (Ongoing)
Required Instruction Resiliency Education	Provide school-based staff with the training for the delivery and collection of data for all required instruction including resiliency education, substance use and abuse, child trafficking and internet safety	Mental Health Coordinator	September 2023
Youth Mental Health First Aid Training	Continue to provide staff members with training and knowledge to recognize and respond to mental health challenges and crises experienced by young people	Mental Health Coordinator	September 2023 – July 2024



# Mental Health Action Plan

## Recruitment and Retention Efforts

Action	Description	By Whom	Timeframe
Career Fair	Schools interviewed and hired for vacant school counseling positions with assistance from District School Counselors	School Administrators School Counseling Department	July 2023
Partnership with local universities	Partner with local universities in building a bridge for school counseling and school psychologist positions	School Counseling & Psychological Services Department	Ongoing
Develop a new job description for School Counselors	Work collaboratively with school counselors & directors, the Florida School Counselor Association and professors from local universities to develop a new job description aligned to the American School Counselor Association	School Counseling Department	Ongoing
Hired Coordinators of Mental Health and Suicide Prevention	Hired coordinators to provide direct support to schools related to: <ul style="list-style-type: none"> <li>• training</li> <li>• resources</li> <li>• suicide prevention</li> </ul>	Student Services Division	April 2023 – August 2023





# Mental Health Action Plan

## Awareness and Engagement Efforts

Action	Description	By Whom	Timeframe
Mental Health Presentations	District and school-based staff will share information on various mental health topics along with an overview of staff and services available at schools and alignment to Guardrail 5.1; the "Help is Here" Initiative	Mental Health Support Professionals	September 2023/ January 2024
Principal Meetings and Data Review	Partner with principals and conduct monthly analysis of SRA and Baker Act data by school and region to provide tiered-level support and services to schools	Suicide Prevention Coordinators	August/ September 2023 - Ongoing
Attend Parent/Student Advisory Groups	Assign Mental Health Coordinator(s) to Parent/Student Advisory groups to receive ongoing feedback on student mental health needs	Mental Health Coordinators	September 2023 (Monthly) - Ongoing
Community Partnership	Collaborate with community partnerships through coalition meetings (e.g., BBHC, CSC)	Mental Health Support Professionals and Coordinators	September 2023 (Monthly) - Ongoing



# Mental Health Action Plan

## School Counseling

Action	Description	By Whom	Timeframe
Additional access to School Counselors before and after school	Committee to plan implementation of additional access hours for School Counselors (i.e., compensation, days per week)	Student Services Division	July 2023 – September 2023
Sharing student perspectives and school counselor data	Shared student perspectives with the Regional/Associate Superintendents, Directors and Executive Principals Level Chairs	School Counseling Department	July 2023
Presenting student perspectives and School Counselor data with school-based administrators	Presented student perspectives to School Administrators during Leadership Week	School Counseling Department	August 2023



# Mental Health Action Plan

## School Counseling

Action	Description	By Whom	Timeframe
Annual School Counseling Plan	Development, submission, and district review of comprehensive School Counseling Plan	School Counselors School Administrators School Counseling Department	September 2023
Student Support	District School Counseling staff will provide interventions to students and district-wide support to schools through on-site visitations and assistance with Annual School Counseling Plans	School Counselors	September 2023/ October 2023
Access to School Counselors during the school day	School Counselors will collaborate with school staff to develop increased opportunities for direct services to students	Student Services Division	September 2023 Ongoing



# Mental Health Action Plan

## Student Support Services

Action	Description	By Whom	Timeframe
Mental Health Crisis Team	In the event of the death of a student and/or staff member, the MH Crisis Team Lead will coordinate with school-based staff to determine needs and deploy a team if needed, by offering crisis intervention, resources for students, teachers, and staff, and any other needed support	Crisis Response Coordinator and Regional Teams	Ongoing
Recovery	Recovery services support schools to ensure that they are prepared to meet the needs of students at a time of traumatic stress, promoting mental wellness, coping, and resilience	Recovery Program Manager & Recovery Service Manager	Ongoing
Survey students on Mental Health Services	Administer survey to students through SGA and Peer Counseling teachers on their perspective of Mental Health Services	Mental Health Coordinator and Peer Counseling Teachers	April 2023
Wellness Centers	Funding has been set aside through the Mental Health Assistance Allocation to develop a new wellness center in addition to the two existing wellness centers in Broward Schools. Five schools have expressed interest in having a Wellness Center at their location. Wellness Centers will provide individual, family, and group counseling	Recovery Service Manager	Ongoing



# Mental Health Action Plan

## Mental Health Allocated Funds

Action	Description	By Whom	Timeframe
Monitoring Funds	Request and review monthly reports of all mental health expenditures	Executive Director Student Services	Ongoing
Assess the funds	Meet, monthly, with the appropriate departments on the status of expenditures in their appropriate programs and assess the need for possible amendment to ensure the needs of the district are being met	Executive Director, Director Student Services, Psychological Services, Employee Assistance	Ongoing
Review with Chief	Review, monthly, with the Chief of Academics to share feedback on next steps as needed	Executive Director Chief of Academics	Ongoing



# Funding Sources, Partnerships, and Resources

Funding Sources	Partnerships	Resources
American Rescue Plan	Aetna Mental Health Providers	211 Broward
Broward County Community Partnerships Division	Behavioral Health Partnership (List of agencies in Appendix)	988 Suicide & Crisis Lifeline
Collaborative Internship for ALL (CIA)	Broward Behavioral Health Coalition (BBHC)	Alyssa's Alert (Safer Watch)
Mental Health Assistance Allocation	Broward Education Foundation (BEF)	Broward Education Communications Network (BECON)
One Community Partnership 3	Children Services Council (CSC)	Fortify Florida
One Community Partnership 4	Joe DiMaggio Children's Hospital	Mental Health Portal
Referendum	United Way of Broward	Mobile Response Team
STOPS Grant		ReThink Ed
Youth Mental Health Awareness Training Grant		T.A.L.K. App



# Behavioral Health Partnership Providers

- 4KIDS of South Florida
- Active Community Health Center
- Assurance of Hope Institute, Inc.
- Banyan Health Systems
- Boy's Town
- CMET
- Camelot Community Care
- Children's Harbor
- Children's Home Society
- Crawford Center/ d/b/a Chrysalis Center
- Fort Lauderdale Behavioral Health Center
- Gerena & Associates
- Gulf Coast Jewish Family and Community Services, Inc.
- Harmony Development Center
- Healing Arts Institute
- Henderson Behavior Health
- Kids in Distress, Inc.
- M.A.H.C.S.  
(Multicultural Alliance Healthcare Solutions)
- Marriage and Family Services, Inc.
- Memorial Healthcare System
- Our Children Our Future
- Pace Center for Girls, Inc.
- Parent's Information & Resource Center, Inc.
- Smith Community Mental Health
- SunServe



# Employee Assistance Program Action Plan

Action	Description	By Whom	Timeframe
Herbal Tea Stations	Increase the distribution of Herbal Tea Stations to additional schools and administrative locations	EAP Department	September 2023 – November 2023
Mental Health Awareness Workshop	District employees will have the opportunity to attend a virtual Mental Health Awareness Workshop, which can be accessed throughout the year	EAP Department	November 2023
Mental Health Educational/Informational Materials	Increase the number of Mental Health educational/informational materials released through BCPS Alerts and PIVOT (monthly)	EAP Department	September 2023 - June 2024
Principal Meetings	Increase the number of Principal meetings attended throughout the year to provide information regarding EAP services and support	EAP Counselors	September 2023 - June 2024

