Welcome to Today’s Webinar

Recruitment and Retention of School Mental Health Providers

Part 2: Innovative Strategies

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- A copy of today’s presentation will be available for download on our website (https://mhttcnetwork.org/centers/southeast-mhttc/home) shortly after the webinar.

- All phone/audio lines will be muted during today’s session.

- At the conclusion of the webinar a link to a feedback form will appear on your screen. Please take a few minutes to provide us with your thoughts as this is a very important part of our funding.
Recruitment and Retention of School Mental Health Providers—Part 2: Innovative Strategies

Janet R. Cummings, Ph.D.
Rollins School of Public Health, Emory University
December 16, 2020
The views, opinions, and content expressed in this presentation do not necessarily reflect the views, opinions, or policies of the Center for Mental Health Services (CMHS), the Substance Abuse and Mental Health Services Administration (SAMHSA), or the U.S. Department of Health and Human Services (HHS).
Learning Objectives

1) Describe creative approaches to recruit school mental health providers

2) Examine successful strategies for retaining school mental health providers, as applied by experienced school mental health provider organizations

3) Identify funding and strategic opportunities to sustain the school mental health workforce during the COVID-19 pandemic and beyond
Nikki Raymond, M.S., M.B.A.
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Director, School Mental Health
Hennepin County & Minneapolis Public Schools
Minneapolis, MN
Recruitment & Retention in School Based Mental Health
Georgia HOPE SBMH Overview

- Georgia HOPE’s SBMH program is in over 150 schools, covering multiple counties, and since year one the number of students served has increased by 1,683.7% and growing.

- APEX Model

- Staffing is typically one clinician per school. Adding a second if the caseload exceeds what they are capable of supporting.
Georgia HOPE’s Strategies to Recruit and Retain School-Based Mental Health Providers
Retention Rate = 97%
But how?

Leadership Philosophy

Compensation-related Strategies

Organizational Strategies
Leadership Philosophy

- Never be too far to hear the voice of your people (all stakeholders)
- Champion of SBMH
Compensation-related Strategies

• Incentives for timeline benchmarks to get through the school year
• Different pay span than other community-based work
• Federal Loan Forgiveness Program
Organizational Strategies

• Department dedicated to recruitment and retention
• Raise the organization’s public profile
• Invest a lot of resources to hire unlicensed clinicians and interns
Organizational Strategies cont.

- Staff development
- Maximize training curriculum
- Data sharing with the team
- Telehealth options
  - Early adapter vs current day
  - Safety with COVID
Thank you!

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https://vimeo.com/239643339
Recruitment and Retention of School Mental Health Providers: Strategies and Key Resources

Mark A Sander, PsyD, LP
Hennepin County/Minneapolis Public Schools
December 16, 2020
Overarching Theme

• A coalition of stakeholders jointly developing vision, mission, policies and practices for school mental health in HC helps:
  • Bolster recruitment efforts through clear roles and responsibilities and opportunities to impact the natural settings of students
  • Increase retention by increasing job satisfaction, creating a sense of being part of a larger initiative, and decrease feelings of isolation

• A consistent framework for school mental health across HC allows for the opportunity of many stakeholders to help with different components of successful recruitment and retention
Overview of School Mental Health in Hennepin County

• 2005 – Minneapolis Public Schools started school mental health program in 5 schools

• Partnership between Hennepin County, MPS and 2 community mental health agencies

• 2007 – MN Department of Human Services began interested in the model to help them further develop their framework for a SMH grant program
Hennepin County School MH Workgroup

• In 2008, four mental health agencies, Hennepin County and school district leaders started meeting to share successes, challenges and experiences working in schools

• Monthly meetings with agenda driven by the group

• In 2020, 18 agencies, 17 school districts and 174 schools or Head Start Program have schools MH services

• Stabilizing Funds - State Grant Program: 2008-Present
  • 2008-2013: 20 grantees, 450 schools, $4.7 Million
  • 2013-2018: 36 grantees, 960 schools, $9.5 Million
  • 2018-2023: 57 grantees, ~1100 schools, $13 Million
Collaborative Critical Characteristics

• Building a collaborative culture
  • Trust and transparency
  • Establishing values and norms
  • Agencies shared their different models

• Developing the cultural of school mental health
  • Consent Statement on School MH in HC (2012)
  • Updated the Statement in 2015 to state that 0.5 FTE (preferred 1.0 FTE)

• Understanding we are collaborating in a competitive environment
Collaborative Strategies

• Agency Support
  • Discussing shared challenges and successes and completing joint projects together (e.g., summer slump, workforce shortage, training and supervision, research)
  • Sharing creative staff approaches
  • Consent Statement on School MH in HC (2012)

• Clinician Meetings
  • Cross training (Due process, MTSS, SEL, equity)
  • Connecting with other clinicians from other agencies; feeling of bigger mission, part of a bigger whole

• Developing collective onboarding in school mental health (upcoming)
Organizational Strategies

• Supports for Clinicians
  • Necessary skills and qualities to succeed in schools
  • Individual and group support and supervision
  • Connection between school and supervisor

• Teaming a Retention Strategy
  • County Collaborative teaming
  • District level MH teams (consistency across agencies and schools)
  • School MH Teams

• Career pathways
  • Leadership opportunities and pathways for career growth
  • Practicums, internships, externships, and ladders to leadership roles
  • State grant program recruit and mentor diverse clinicians
  • Connecting with graduate and undergraduate programs to highlight school mental health as a viable career

• Recognition – Elevate public profile
COVID-19 Response Policy-Level Strategies

• Tele-mental health regulatory changes
  • Allowing use of phones
  • Allowing e-signatures
  • Creativity around the use of grant funding to support connecting students and families

• DHS Grantee Bi-weekly meeting
  • Sharing challenges, successes and resources
  • Creative ways to support their staff
  • Sharing HR strategies for supporting

• CARES Act Funding and IKEA Donation
  • Families First Support
  • Support for parent and caregiver outreach
  • Increased ancillary supports for school staff
Thank you Southeast MHTTC

- MN Department of Human Services & MN Department of Education
- NAMI MN
- Schools, school districts and providers across Hennepin County
- Hennepin County
- IKEA

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Q & A
Please complete our evaluations:

https://ttc-gpra.org/P?s=936168
Thank you for Participating!

If you have additional questions or suggestions please email us at:

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