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## 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.
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- 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.



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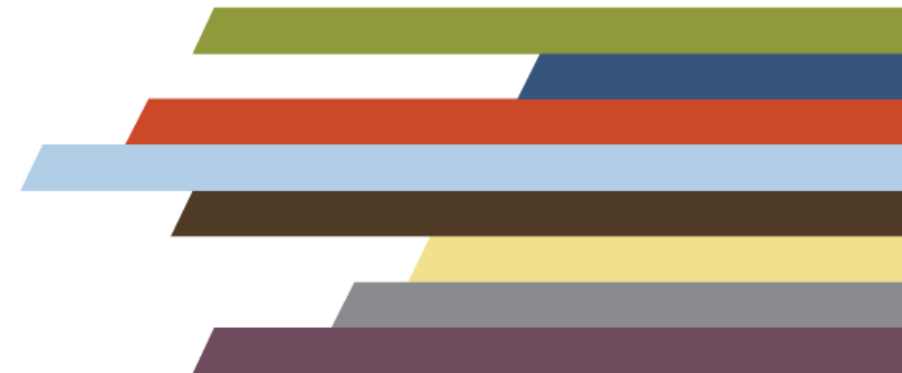
# Recruitment and Retention of School Mental Health Providers—Part 2: Innovative Strategies

Janet R. Cummings, Ph.D.

Rollins School of Public Health, Emory University

December 16, 2020

**SAMHSA**  
Substance Abuse and Mental Health  
Services Administration

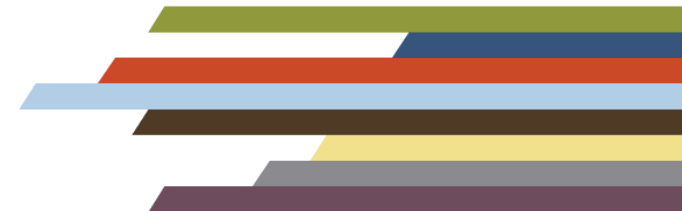


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# Learning Objectives

- 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.**

Chief Executive Officer  
Georgia HOPE  
Dalton, GA



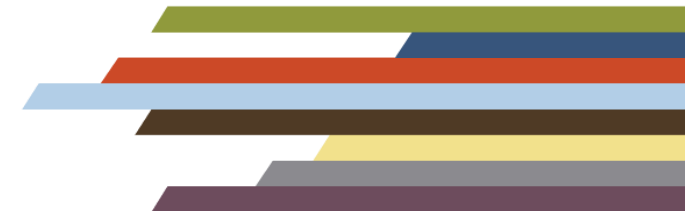
**Mark Sander, Psy.D., LP**

Senior Clinical Psychologist  
Director, School Mental Health  
Hennepin County & Minneapolis Public Schools  
Minneapolis, MN



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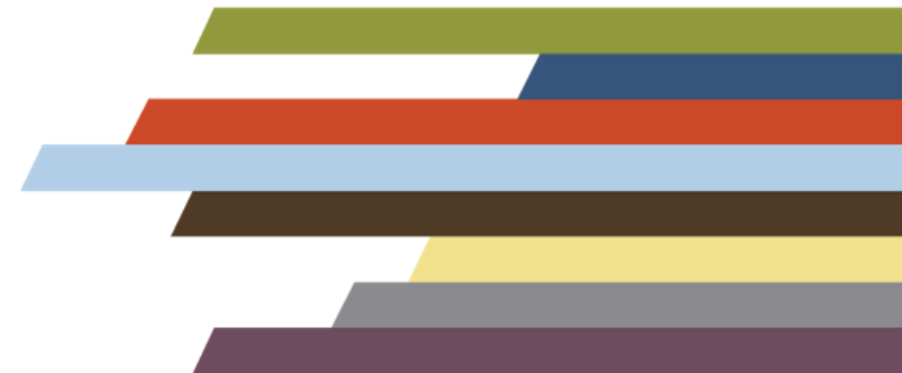
# Recruitment & Retention in School Based Mental Health



HOPE  
FOR SCHOOLS



GEORGIA  
HOPE



# Georgia HOPE SBMH Overview

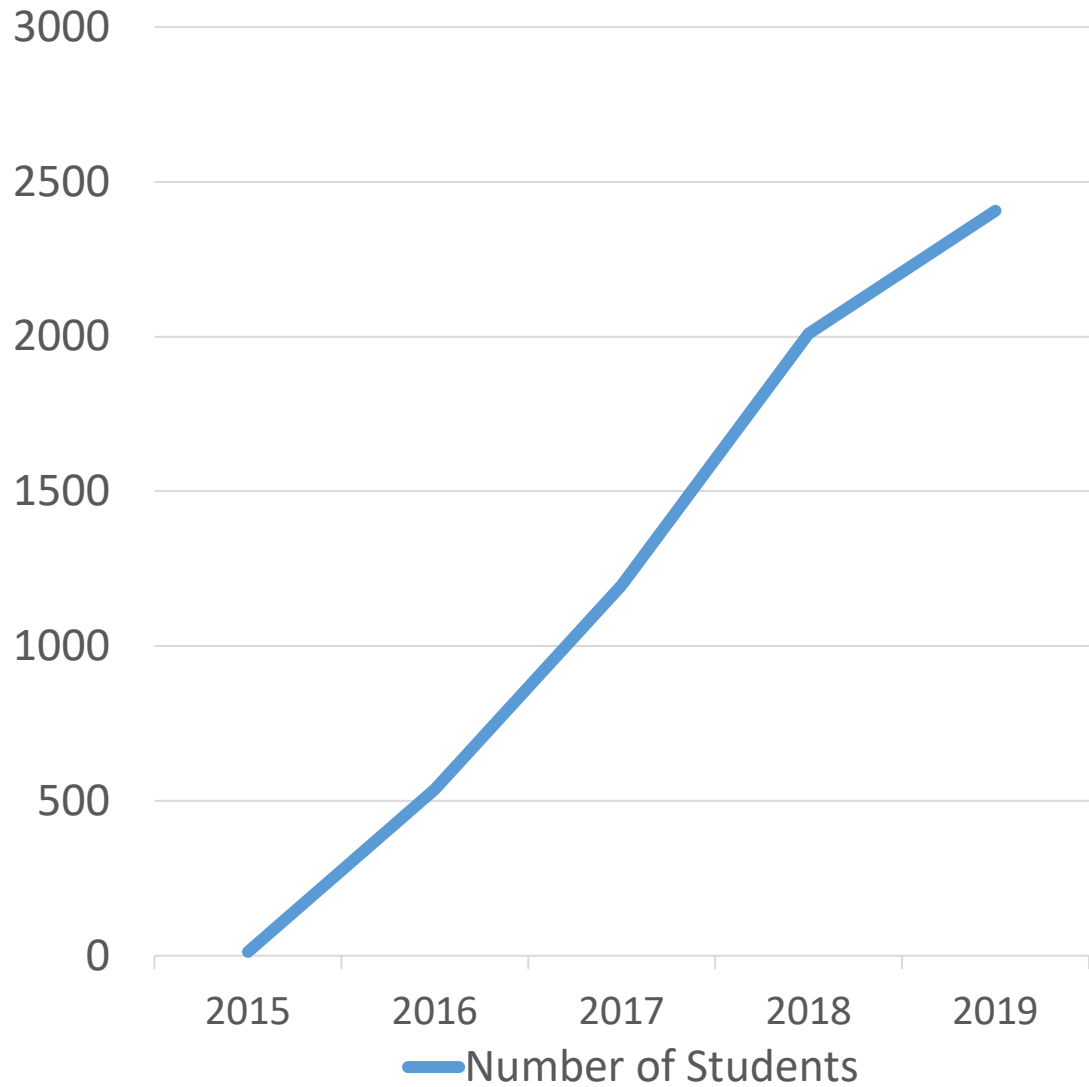
- Georgia HOPE's SBMH program is in over 150 schools, covering multiple counties, and since year one the number of students served has increased by 1,683.7% and growing.
- APEX Model
- Staffing is typically one clinician per school. Adding a second if the caseload exceeds what they are capable of supporting

## FACTS & STATISTICS

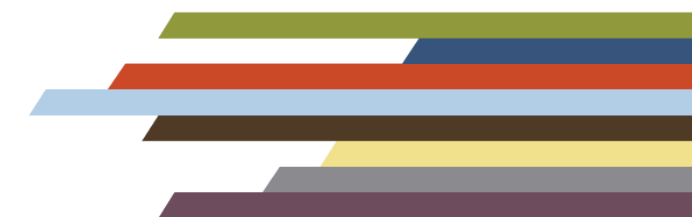
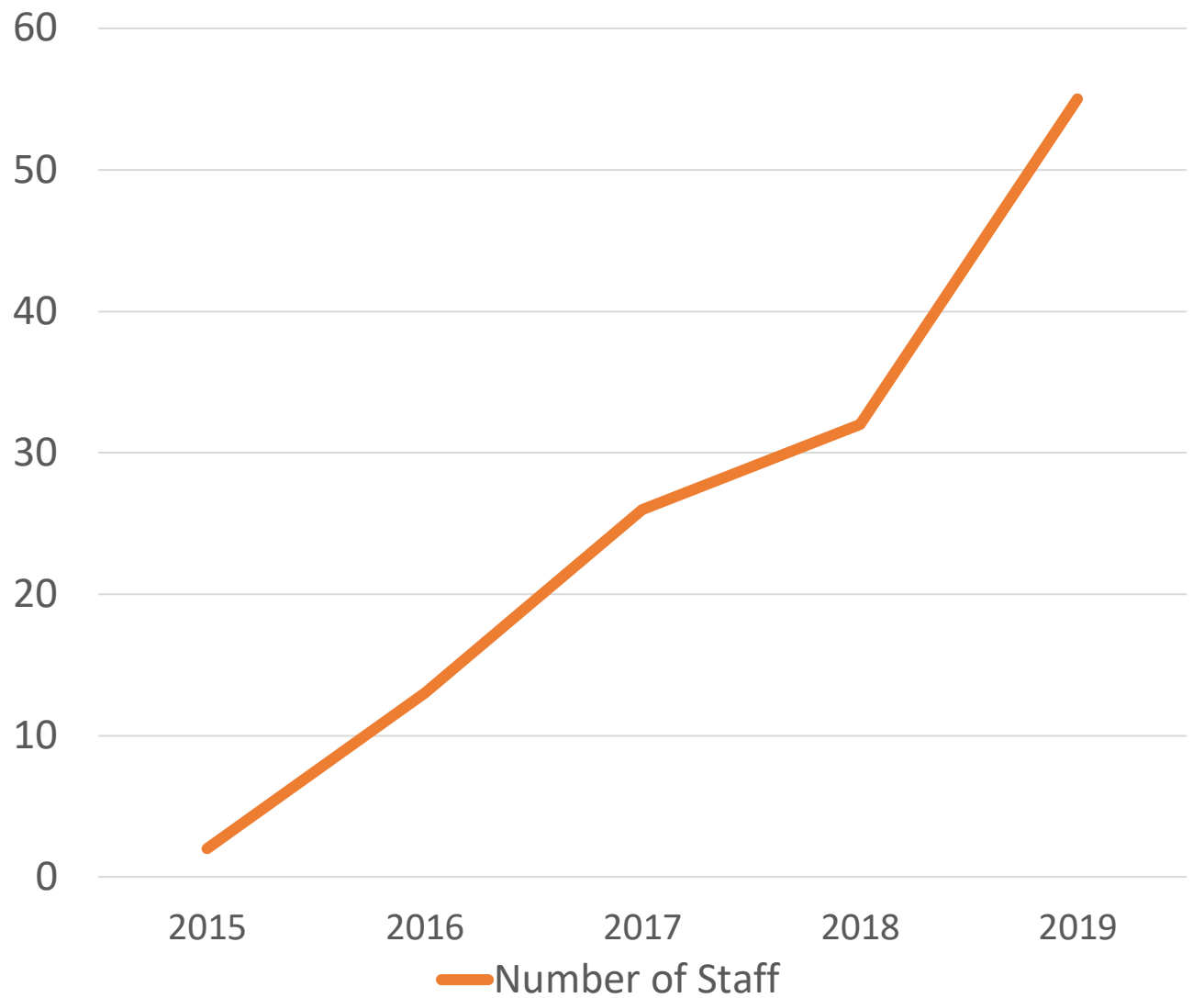
- During Georgia HOPE's first year in Murray County, *the suicide rate decreased by 80%*.
- In 7 counties covering 32 schools. *Bartow, Catoosa, Murray, Rome City, Floyd, Gordon, & Walker Counties: 2,200 clients served and growing.*
- From Year 1 to Present, the number of *students served has increased by 1,683.7%*.
- Program is sustainable through *insurance funding*.
- *Less than 5% turnover rate* in staff.
- Significant reduction in state dispatched mobile crisis.
- *Less than 1% of children in our SBMH program were hospitalized*



## Number of Students



## Number of Staff



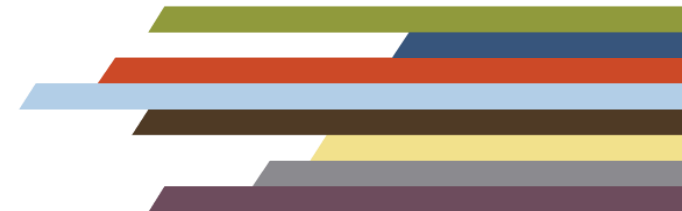


# Georgia HOPE's Strategies to Recruit and Retain School-Based Mental Health Providers



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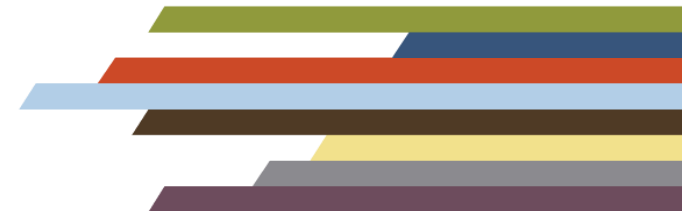


Retention Rate = 97%



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# But how?

## Leadership Philosophy

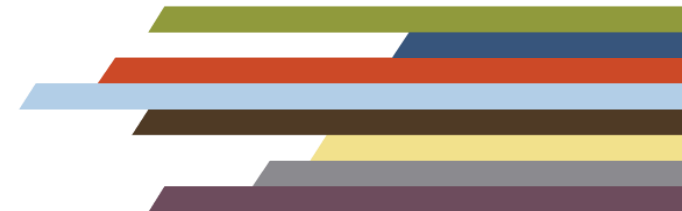
## Compensation-related Strategies

## Organizational Strategies

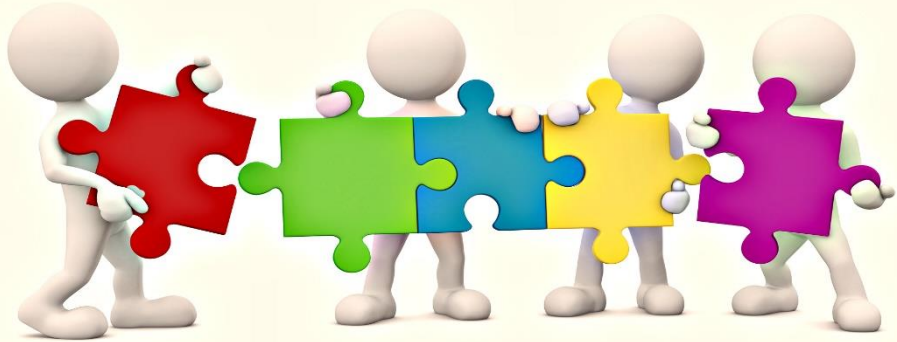


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# Leadership Philosophy

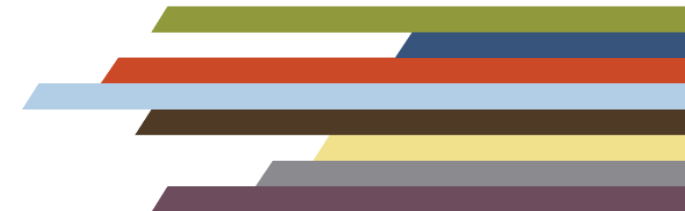


- Never be too far to hear the voice of your people (all stakeholders)
- Champion of SBMH



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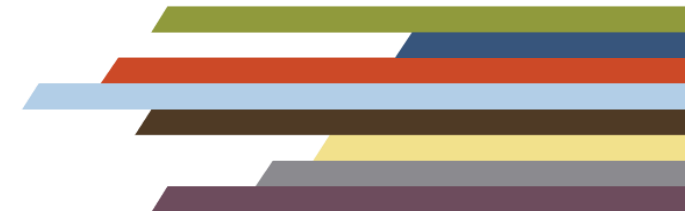
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# Compensation-related Strategies



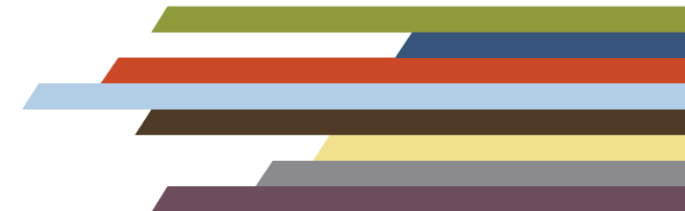
- Incentives for timeline benchmarks to get through the school year
- Different pay span than other community-based work
- Federal Loan Forgiveness Program



# Organizational Strategies



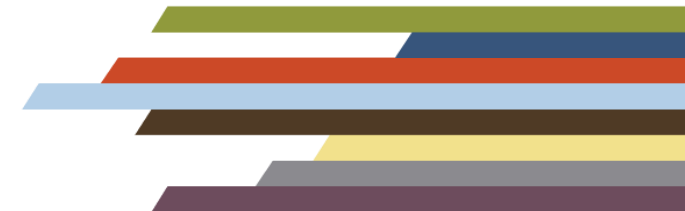
- Department dedicated to recruitment and retention
- Raise the organization's public profile
- Invest a lot of resources to hire unlicensed clinicians and interns



# 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!

## Contact:

**Nikki Raymond, MS, MBA**

*Pronouns: she/her/hers*

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Make a Way  
Act for the Whole  
Cultivate Growth



**HOPE  
FOR SCHOOLS**

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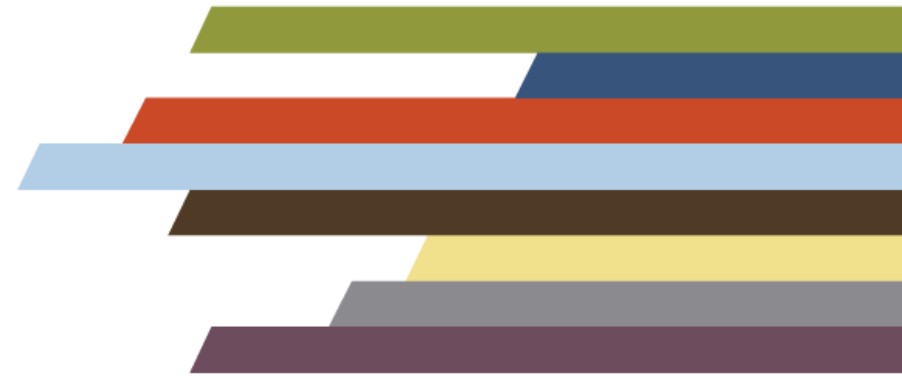
# Recruitment and Retention of School Mental Health Providers: Strategies and Key Resources

Mark A Sander, PsyD, LP

Hennepin County/Minneapolis Public Schools

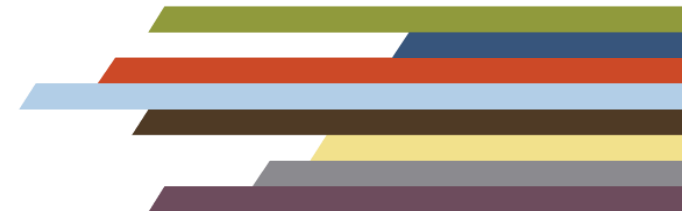
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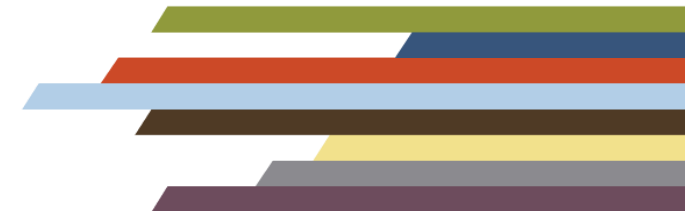
# Overarching Theme

- 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



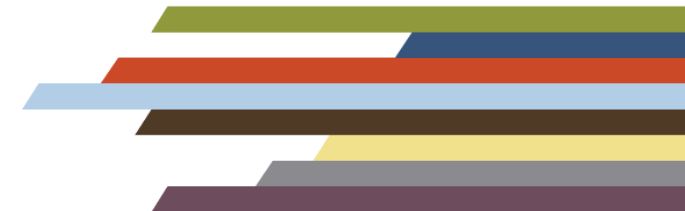
# Overview of School Mental Health in Hennepin County

- 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



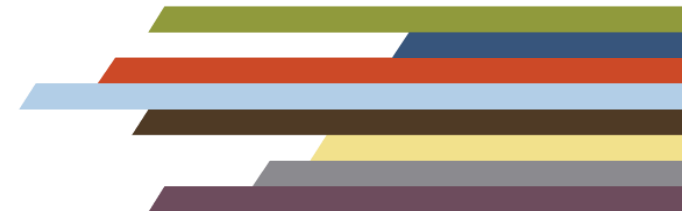
# Hennepin County School MH Workgroup

- 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



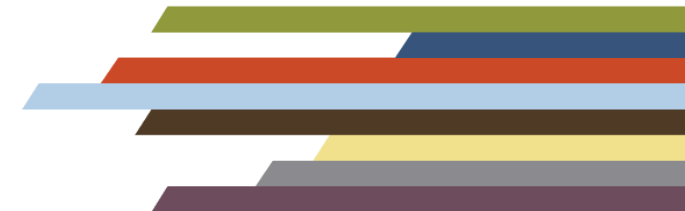
# Collaborative Critical Characteristics

- 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



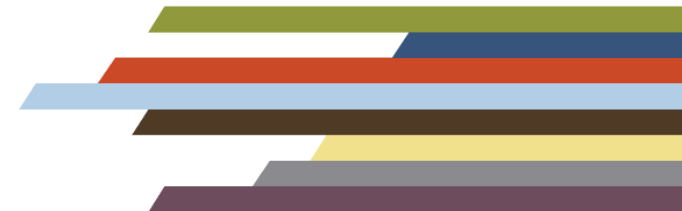
# Collaborative Strategies

- 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)



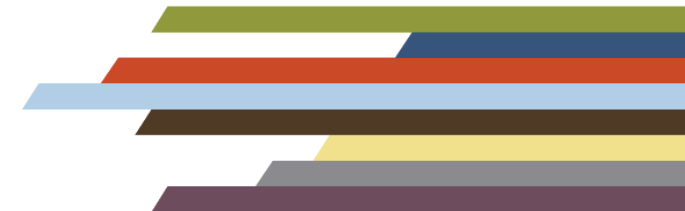
# Organizational Strategies

- 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





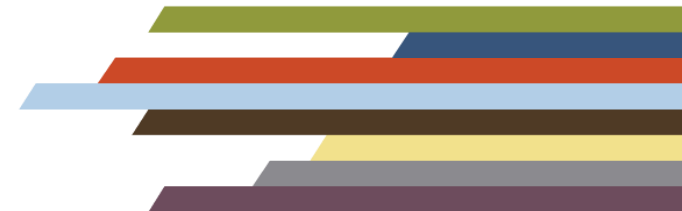
# Thank you Southeast MHTTC

- 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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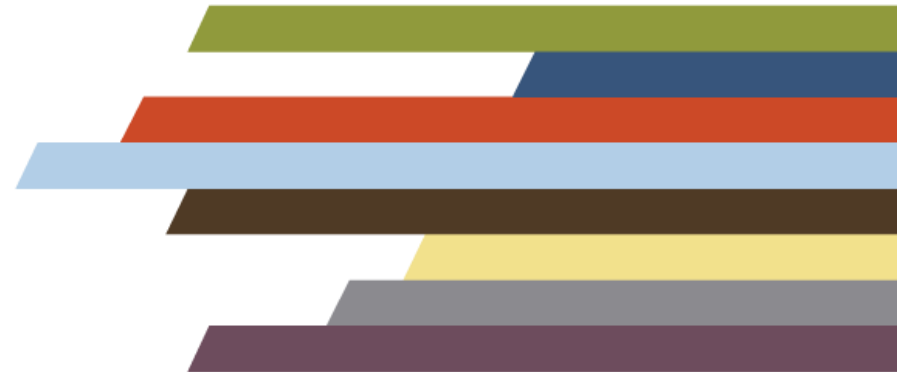
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Q & A



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