

# 2024 SPEAKER SERIES



HOSTED BY NORTHWEST  
MHTTC & CO-SPONSORED  
BY UW SMART CENTER



**VIRTUAL | LEARNING**

**PROMOTING A POSITIVE SCHOOL CLIMATE FOR STUDENT  
MENTAL HEALTH: EFFECTIVE DATA, SYSTEMS AND PRACTICES**

**OCTOBER 9** ▶ **NOVEMBER 29** ▶ **JANUARY 17** ▶ **MARCH 20** ▶ **APRIL 17**

10AM - 11:15AM AKT    11AM - 12:15PM PT    12PM - 1:15PM MT

## LAND ACKNOWLEDGEMENT

The UW SMART Center and Northwest MHTTC acknowledge that we learn, live, and work on the ancestral lands of the Coast Salish people who walked here before us, and those who still walk here.

We are grateful to aim to respectfully live and work on these lands with the Coast Salish and Native people who call this home.



VIRTUAL | LEARNING

PROMOTING A POSITIVE SCHOOL CLIMATE FOR STUDENT MENTAL HEALTH: EFFECTIVE DATA, SYSTEMS AND PRACTICES

The Northwest Mental Health Technology Transfer Center and the UW SMART Center are pleased to present the 2024 Virtual Speaker Series to the school mental health workforce. The six-session series features discussions on ways to create a positive school climate for students and staff. Through this series, we are spotlighting evidenced-based strategies to address universal screening, staff retention, and bullying and its intersection with youth mental health and violence.

ALL SESSIONS 10AM - 11:15AM AKT, 11AM - 12:15PM PT, 12PM - 1:15PM MT  
Certificates of completion and Washington State clock hours available for attendees of the live sessions.

This resource sheet provides the links to each session. You may also learn more about the full series here: <https://bit.ly/2024VirtualSpeakerSeries> or by scanning the QR codes below.



**SESSION 1 | OCTOBER 9**  
SCHOOL MENTAL HEALTH THROUGH A MULTI-TIERED SYSTEM FRAMEWORK  
OLYMPIA GRAMMERCIAL, PLLC  
CLINICAL MENTAL HEALTH TRAINING AND TECHNICAL ASSISTANCE COORDINATOR  
NORTHWEST MHTTC/SMART CENTER



**SESSION 2 | NOVEMBER 29**  
COMPREHENSIVE UNIVERSAL SCREENING: A STATEWIDE APPROACH  
SEASIDE CITY  
NORTHWEST MHTTC  
UW SMART CENTER  
KAYLOR BEGGS, M.Ed.  
SCHOOL MENTAL HEALTH TRAINING AND TECHNICAL ASSISTANCE COORDINATOR AND TRAINING COORDINATOR  
NORTHWEST MHTTC/SMART CENTER  
KIMMY GIBBARD, CHM, MBA  
SCHOOL DISTRICT COORDINATOR  
TACOMA PUBLIC SCHOOLS



**SESSION 3 | JANUARY 17**  
FOSTERING BELONGING IN STAFF RECRUITMENT AND RETENTION  
WOLLE Y. HOLLINS, Ed.D., Ed.S.  
EDUCATIONAL STRATEGIST/CONSULTANT  
HOLLINS-YEAR CONSULTING



**SESSION 4 | FEBRUARY 8**  
BECOMING - THE JOURNEY OF A CHANGE AGENT  
WOLLE Y. HOLLINS, Ed.D., Ed.S.  
EDUCATIONAL STRATEGIST/CONSULTANT  
HOLLINS-YEAR CONSULTING



**SESSION 5 | MARCH 20**  
BULLYING PREVENTION IN ELEMENTARY AND MIDDLE SCHOOLS: FOUNDATIONS AND STUDENT OWNERSHIP  
FRONZIE BEISE, Ph.D.  
ASSISTANT PROFESSOR, DEPARTMENT OF SPECIAL EDUCATION AND CLINICAL SCIENCES PRINCIPAL/INSTRUCTOR, EDUCATIONAL AND COMMUNITY SUPPORTS AFFILIATE FACULTY, PREVENTION SCIENCE PROGRAM  
UNIVERSITY OF OREGON



**SESSION 6 | APRIL 17**  
BULLYING PREVENTION IN ELEMENTARY AND MIDDLE SCHOOLS: LEVERAGING EXPERTS IN YOUR BUILDING  
SARA MICHAEL, Ph.D.  
PROFESSOR OF SPECIAL EDUCATION IN THE DEPARTMENT OF SPECIAL EDUCATION AND MULTIPLE SERVICES AND DIRECTOR OF THE CENTER FOR INTERCONNECTED BEHAVIOR AND MENTAL HEALTH CARE  
UNIVERSITY OF ALABAMA

Brought to you by:

Northwest Mental Health Technology Transfer Center Network (NWMHTTC)

University of Washington School Mental Health Assessment Research & Training Center (UW SMART CENTER)

Thank You for Joining us for Session 3: 2024 Speaker Series  
**A FEW REMINDERS ABOUT TODAY'S SESSION...**

- We have made every attempt to make today's presentation secure. If we need to end the presentation unexpectedly, we will follow-up using your registration information.
- All attendees are muted, and videos are turned off.
- Have a question for the presenter? *Use the Q&A feature.*
- Need technical help? *Use the chat to message panelists.*
- We will leave a few minutes at the end to make sure you have all the links and resources you need and to allow time for an evaluation.
- Certificates of attendance and Washington in-service forms will be provided after you complete the evaluation.



Thank You for Joining us for Session 3: 2024 Speaker Series  
**A FEW REMINDERS ABOUT TODAY'S SESSION...**

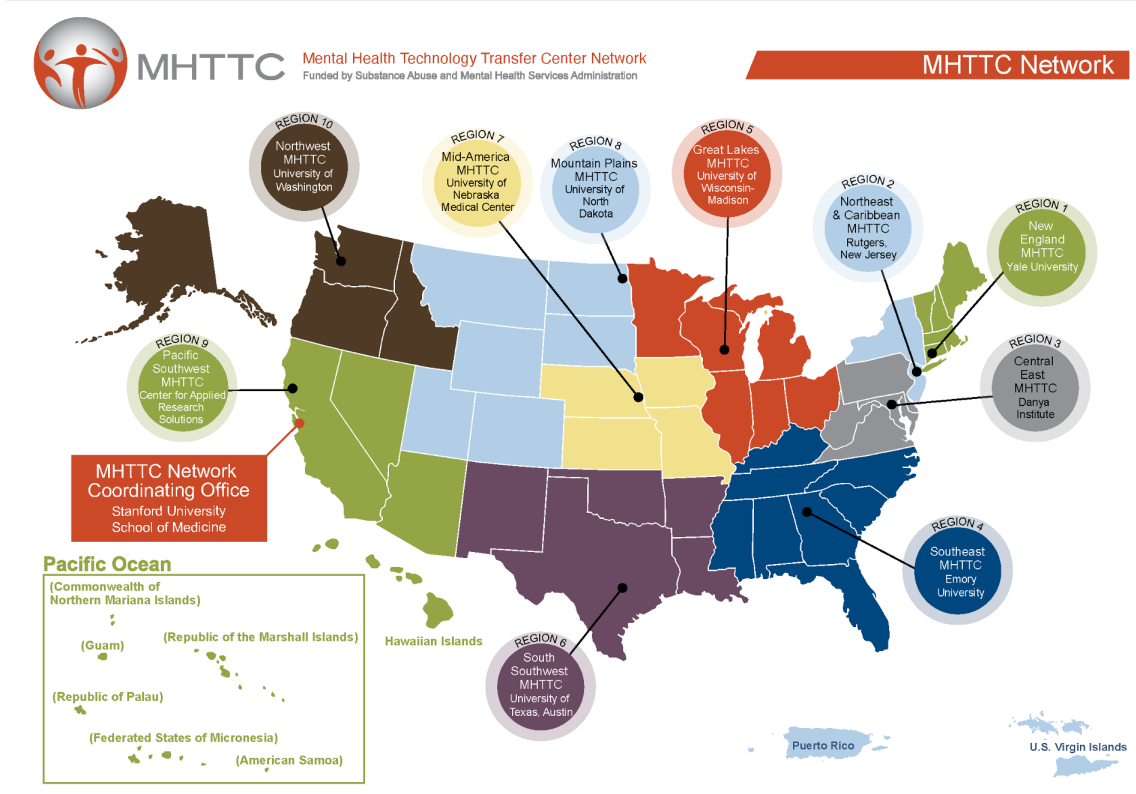
**PLEASE NOTE:**

The recording and slide deck will be posted on our [event page](#) as soon as possible.

# NATIONAL MHTTC NETWORK

## GOALS OF MHTTC NETWORK:

- **ACCELERATE**  
Adoption and implementation of evidence-based practices and use implementation science to inform training and TA strategies
- **HEIGHTEN**  
Awareness, knowledge, and skills of the workforce
- **FOSTER**  
Regional and national alliances
- **ENSURE**  
Availability and delivery of publicly available, free of charge, training and technical assistance



## ABOUT NORTHWEST MHTTC

The Northwest MHTTC partners with the University of Washington School Mental Health Assessment, Research and Training (SMART) Center, a national leader in developing and supporting implementation of evidence-based practices in schools, including prevention, early intervention and intensive supports.

- Building a Multi-Tiered System of Supports
- Training the Workforce
- Advancing the Research Base



## ABOUT THE UW SMART CENTER

A national leader in developing and supporting implementation of evidence-based practices (EBPs) in schools, including prevention, early intervention, and intensive supports.

- Research & Evaluation
- Training and Technical Assistance
- Community Partnering and Outreach



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HOSTED BY NORTHWEST MHTTC  
CO-SPONSORED BY UW SMART CENTER

## FOSTERING BELONGING IN STAFF RECRUITMENT AND RETENTION



**VIRTUAL LEARNING | WEDNESDAY, JANUARY 17, 2024**

10AM - 11:15AM AKT ▶ 11AM - 12:15PM PT ▶ 12PM - 1:15PM MT

**NIKOLE Y. HOLLINS-SIMS, Ed.D.**

EDUCATIONAL STRATEGIST/CONSULTANT

**HOLLINS-SIMS CONSULTATION**

# Fostering Belonging in Staff Recruitment & Retention

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Dr. Nikole Hollins-Sims  
January 17, 2024





# Welcome!

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## Who am I?

- Educational Consultant/Strategist – Hollins-Sims Consultation, LLC.
- Author
- PA School Psychologist of the Year (2021)
- Wife to Ron
- Mommy to CJ
- Puppy Parent to Biscuit
- IUP & Millersville University Alumnae
- Who did I want to be when I grew up: Janet Jackson
- Disney Fanatic



# Education Dreamers

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Dr. Mary Mcleod-Bethune

Ruby Bridges

Pat Cameron

Toni Shughart

Dr. Tae Woo

Sheri Leymeister

Dr. Alexis Wertz

Tiffany Brown

Dr. Danielle Martin

Dr. Amira Hill-Yancy

Dr. Erika McDowell

Dr. Amber Sessoms

Dr. Dana Milakovic

Dr. Clynta Grafenreed

Dr. Jessica Swain-Bradway

Dr. Christine Herring

Dr. Brandi Simonsen

Susan Barrett

Dr. Kimberly Yanek

Dr. Chanda Telleen

Dr. Eva Allen

Dr. Tamika LaSalle

Dr. Natalie Romer

Dr. Ambra Green

Dr. Erica Kaurudar

Dr. Debora Carrera

# My Story of Belonging.....



# Description

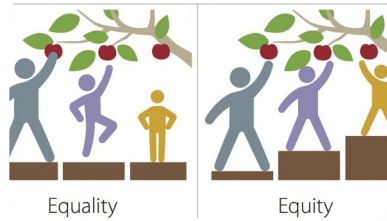
This session will provide participants with the opportunity to describe the concept of belonging in education.

Belonging is the "north star" along the journey of equitable and inclusionary practices. While most of the focus on belonging in education has been on students, a necessary component is staff belonging.

# H.E.L.P. Framework



History



Equality v.  
Equity



Love



Pedagogy &  
Practices



**“We cannot solve our  
problems with the same  
thinking we used when  
we created them.....”**

**-Einstein**

# What is the goal?

**Experiencing appreciation, validation, acceptance, and fair treatment within an environment.**

Source: Cobb & Knownapple, 2019

**BELONGING**

**INCLUSION**

**EQUITY**

**Engagement within a community where the equal worth and inherent dignity of each person is honored.**

Source: Cobb & Knownapple, 2019

Source: Zheng, 2023

The measured experience of **individual, interpersonal, and organizational** success and well-being across all partner populations and the **absence of** discrimination, mistreatment of abuse for all.

# How do we design for these concepts?

- Preconditions are necessary:
  - **Differences** between individuals and groups are **valued**, not demonized or minimized.
  - People with power can see **systems** and how they influences opportunities for others.
  - People with power want to create more opportunity so everyone can thrive with their **differences intact**.

# Five Essentials for Workplace Mental Health & Well-Being



Office of the  
U.S. Surgeon General

# Protection from Harm



# Safety

## Psychological Safety

*“The individual, team, or organization-level belief that a given environment is safe for interpersonal risk-taking, vulnerability, and failure. It can be a measure by which we measure inclusion....(Zheng, 2023) ” and ultimately belonging.....*

## Physical Safety

A feeling of safety in the environment, without worry or concern of harm from internal or external entities to our physical bodies.

# Security

## What is the “invisible tax”?

William Hayes, an educator and founding member of The Fellowship, noted: **“The pressure of being the lone black or brown male educator in a school, while simultaneously charged with being the main mentor, disciplinarian, and relationship guru for all students who share similar backgrounds, can be overwhelming.”**

Source: [Teachers of Color Pay an 'Invisible Tax' That Leads to Burnout, Ed. Sec. Writes](#)

**“They feel honored and appreciated that they are asked, but when so many different people are asking them for help, it becomes a burden,”** El-Mekki told King, adding that teachers of color often want to be a resource for white colleagues to learn how to better support students of color. **“If everyone was asked to improve their relationships with these students ... it would feel empowering.”**

Source: [Teachers of Color Pay an 'Invisible Tax' That Leads to Burnout, Ed. Sec. Writes](#)

# Connection & Community

# Social Support

- Listening Sessions and Surveys
- A “pizza party” is not enough.....develop authentic relationships with the ability to seek insight and hear the truth from employees about their experiences.
- Employee Resource Groups (ERGs)

# Obtaining staff feedback....

## Sample Questions

- What is something in your practice that you're feeling good about/proud of right now?
- What's frustrating you/keeping you up at night?
- What is one critical change you'd like to see in our school culture, systems, or structures?
- What feedback do you have for me as a leader/colleague to support creating our school as a place where all can experience belonging?

# Belonging

When people feel that they belong, they aren't distracted and worried about being treated as a stereotype or a singular part of their multidimensional personhood.

# When Belonging is Absent

- Emotional Labor and Psychological Toll
- The Pressure to Perform Perfectly
- Navigating Assaults on Dignity

Source: The Diversity Gap, Wilkinson, 2021

# The Value of Belonging

**Reflection:** Describe a time you felt the need to change or hide something about yourself, to conform, or to achieve something *in order to* gain acceptance or feel good about yourself.

- Belonging is just as important as access.
- *Belonging Uncertainty* (Walton & Cohen, 2007) – has the potential to undermine goals such as student learning or the recruitment and retention of a diverse staff.



# Work-Life Harmony

# Autonomy

- Provide opportunities and freedom to try out new ideas or projects in their way, and not scripted or forced by the way “things are done around here”....
- “Treating workers as adults, professionals, and contributors - not children or *subordinates*.”

# Flexibility

- Focus more on project completion and reached goals, not so much on hours worked in a day.
- Acknowledgement of life outside of work.

# Mattering at Work

# Dignity

# Dignity

“The dignity case for pursuing diversity says that all people are inherently worthy of respect, safety, encouragement, and support when they arrive at work...”

# Essential Elements of Dignity (Hicks, 2018)

<b>Acceptance of Identity:</b> Support expression of people's authentic selves without judgment.	<b>Safety:</b> Put people at ease, physically and psychologically.
<b>Recognition:</b> Validate people.	<b>Independence:</b> Enable agency.
<b>Acknowledgement:</b> Respond to concerns.	<b>Understanding:</b> Listen to perspectives.
<b>Inclusion:</b> Welcome and issue invitations	<b>Benefit of the Doubt:</b> Extend trust.
<b>Fairness:</b> Treat people with equity.	<b>Accountability:</b> Apologize for causing harm.

# Recognize Dignity

**Appreciated:** Having parts of your identity admired and positively noticed and/or represented by people, media, and others.

**Validated:** Having your lived experiences, thoughts, and/or feelings recognized and accepted as *real*, even if the other person(s) has not experienced similar things and may even disagree with the issues involved in your experience.

**Accepted:** Having your personhood completely embraced and regarded favorably without conditions attached to full belonging.

**Treated Fairly:** Having interactions defined by fairness and justice according to your specific circumstances, which may mean *not* being treated the same as others in order to ensure access to opportunities. Fair treatment may require different approaches that do not imply a lesser standard or status of personhood.

**Group:** Describe a time when you experienced any of the above....what feelings did you have and what were the lasting effects?



**“When we honor others’  
dignity, we strengthen  
our own.”**

**- Donna Hicks, Ph.D.**

# Meaning

Little things mean a lot.....

- Build schedules around the needs of our bodies (food, water, rest, etc.)
- Pause in the middle of meetings for people to take deep breaths, stand and stretch.
- Celebrate when people take days off to care for themselves

# Opportunity for Growth

# Learning & Accomplishment

What is available to employees to develop themselves?

- Professional Learning
- Mentor/Mentee Relationships
- Internships & Externships
- Leadership Coaching

What is available to employees to advance in their career?

- Shared decision-making with employees about their advancement
- Ability to demonstrate skills outside of their roles
- Leadership opportunities

Redesign pipelines and entry points to the workforce and prioritize dignity, regardless of occupation, salary, or education level (Ike, 2024)

# Where to start?

# **Kotter's 8 steps for Leading Change**

Source: The 8-Step Process for Leading Change | Dr. John Kotter

<b>Create a Sense of Urgency</b>	Inspire people to act – with passion and purpose – to achieve a bold, aspirational opportunity. Build momentum that excites people to pursue a compelling (and clear) vision of the future... together.
<b>Build a Guiding Coalition</b>	A volunteer network needs a coalition of committed people – born of its own ranks – to guide it, coordinate it, and communicate its activities.
<b>Form a Strategic Vision</b>	Clarify how the future will be different from the past and get buy-in for how you can make that future a reality through initiatives linked directly to the vision.
<b>Enlist a Volunteer Army</b>	Large-scale change can only occur when massive numbers of people rally around a common opportunity. At an individual level, they must want to actively contribute. Collectively, they must be unified in the pursuit of achieving the goal together.
<b>Enable Action by Removing Barriers</b>	Remove the obstacles that slow things down or create roadblocks to progress. Clear the way for people to innovate, work more nimbly across silos, and generate impact quickly.
<b>Generate Short-Term Wins</b>	Wins are the molecules of results. They must be recognized, collected, and communicated – early and often – to track progress and energize volunteers to persist.
<b>Sustain Acceleration</b>	Press harder after the first successes. Your increasing credibility can improve systems, structures and policies. Be relentless with initiating change after change until the vision is a reality.
<b>Institute Change</b>	Articulate the connections between new behaviors and organizational success, making sure they continue until they become strong enough to replace old habits. Evaluate systems and processes to ensure management practices reinforce the new behaviors, mindsets, and ways of working you invested in.

**Where will you  
begin?**



# Questions?

# Connect:



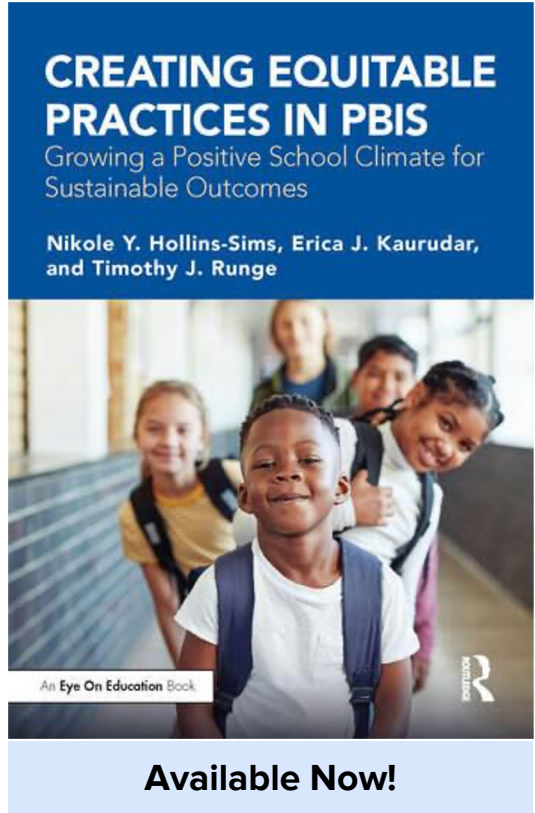
@HS\_Consultation and/or @DrNikoleHSims



Dr. Nikole Hollins-Sims

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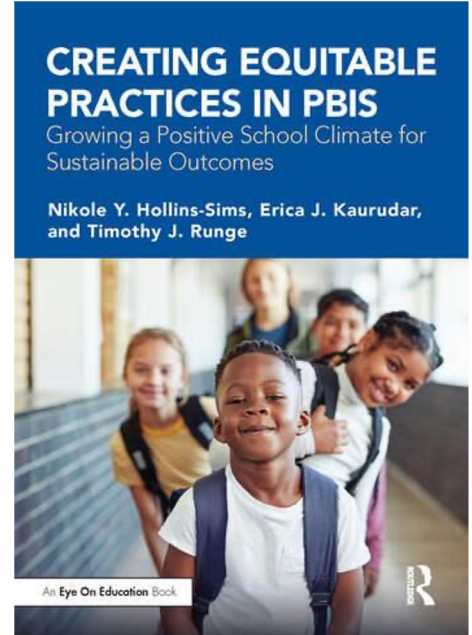
## YOUR FEEDBACK IS IMPORTANT



EVAL\* LINK | <https://ttc-gpra.org/P?s=730859>

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## BECOMING – THE JOURNEY OF A CHANGE AGENT



**VIRTUAL LEARNING | THURSDAY, FEBRUARY 8, 2024**

10AM - 11:15AM AKT ▶ 11AM - 12:15PM PT ▶ 12PM - 1:15PM MT

**NIKOLE Y. HOLLINS-SIMS, Ed.D.**

EDUCATIONAL STRATEGIST/CONSULTANT

**HOLLINS-SIMS CONSULTATION**



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## BULLYING PREVENTION IN ELEMENTARY AND MIDDLE SCHOOLS: FOUNDATIONS AND STUDENT OWNERSHIP



**VIRTUAL LEARNING | WEDNESDAY, MARCH 20, 2024**

10AM - 11:15AM AKT ▶ 11AM - 12:15PM PT ▶ 12PM - 1:15PM MT



**RHONDA NESE, Ph.D.**

ASSISTANT PROFESSOR, DEPARTMENT OF SPECIAL EDUCATION  
AND CLINICAL SCIENCES PRINCIPAL INVESTIGATOR, EDUCATIONAL  
AND COMMUNITY SUPPORTS AFFILIATE FACULTY, PREVENTION  
SCIENCE PROGRAM

**UNIVERSITY OF OREGON**





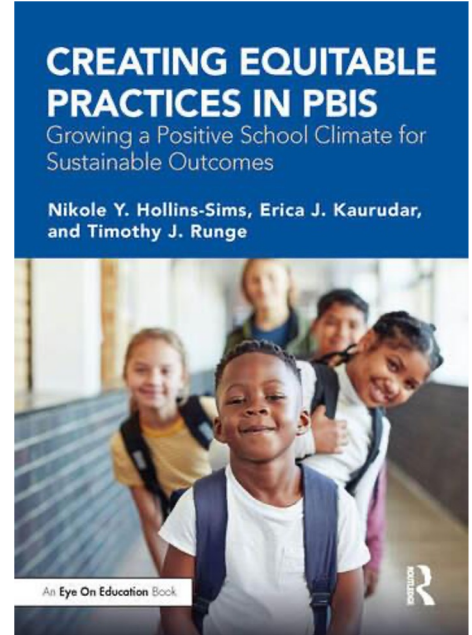
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