



## **SMHRP 2022-2023 Learning Community for Maryland School District Leaders**

Learning community sessions will be a series of ten 60-minute Zoom meetings with ~45 minutes of facilitated presentation and discussion by local school district leaders to share successes, challenges, and resources related to each topic, followed by ~15 minutes of presentation by leaders from the Maryland State Department of Education and the National Center for School Mental Health. We encourage district leaders and teams engaged in supporting student well-being and mental health efforts in their schools to participate.

### **1. School Staff Well-Being (September 14, 2022)**

*This session will focus on improving school staff well-being. Presenters will provide best practices in individual and organizational well-being for school staff, including strategies for improving individual staff well-being through self-care practices and how to promote organizational well-being through system-level policies and practices. Participants will be introduced to the (free) Organizational Well-Being Inventory (OWBI) for Schools. District and school leaders will share successes, challenges, and resources for addressing staff well-being.*

*Part I: Individual Well-Being*

*Part II: Organizational Well-Being*

### **2. Workforce Recruitment and Retention (October 12, 2022)**

*Schools are struggling more than ever to recruit and retain a qualified and diverse school mental health workforce. This session will focus on specific recruitment and retention strategies including effective engagement and hiring (posting, hiring, interviewing, benefits); partnering with pre-service institutions; establishing a workforce pipeline through internship programming; monetary and non-monetary incentives; leveraging federal funding sources (e.g., Project AWARE, School Climate Transformation, Mental Health Professionals in Schools); and fostering a positive and supportive work culture. Strategies for recruiting and retaining a racially/ethnically and linguistically diverse workforce will also be discussed.*

### **3. Universal Screening and Referral Pathways (November 9, 2022)**

*This session will focus on the process of implementing mental health/well-being screening and referral pathways to support student mental health. Presenters will provide best practices in universal mental health screening in schools, including action steps to plan and implement screening. Participants will learn how to use screening data to triage students into tiers of support and services and how to design and implement referral pathways for mental health support. District and school leaders will share successes, challenges, and resources for screening and referral pathways.*

*Part I: Universal mental health screening in schools*

*Part II: Using mental health screening to inform referral pathways*

### **4. Managing Behavioral Health Crises in Schools (December 14, 2022)**

*Many school systems across the nation, including in Maryland, have reported increases in student behavioral health crises in recent months. This session will focus on how Maryland districts are equipping staff and partnering with community providers to address behavioral health crises in their schools. Presenters will review best practices in school staff training for crisis prevention and response*



*and in community partnership to respond to crises. The Maryland Behavioral Health Administration will be invited to share information on state plans for mobile crisis expansion and 988 implementation.*

**5. Positive Teacher-Student Relationships (January 11, 2023)**

*Every teacher-student interaction can enhance these relationships to improve learning and behavior. This session will review strategies to promote teacher recognition of how their behaviors influence connections to students; how quality feedback improves learning; and specific strategies for emotional co-regulation by teachers to support students.*

**6. Funding School Mental Health (February 8, 2023)**

*This session will review funding mechanisms to support a full continuum of school mental health services and supports including Medicaid (school Medicaid, fee-for-service); commercial insurance; federal and state grants; philanthropy/foundations; and business. We will discuss strategies for supporting different populations of students, including uninsured/underinsured students, commercially insured, and Medicaid-eligible/enrolled students.*

**7. Family Partnership in Student Mental Health (March 8, 2023)**

*Family partnerships in school mental health programming promote better outcomes for students. This session will offer strategies for partnering with families at all stages of school mental health programming, including program design, implementation, and evaluation. Evidence-based strategies for increasing family engagement in children's mental health treatment will be discussed, including intake strategies, culturally responsive engagement, and motivational strategies. Models of family navigation and family peer support will be shared.*

**8. Crisis Postvention (April 12, 2023)**

*This session will review best practices for school communities to use following a crisis. This will include an overview of immediate crisis postvention and focus on longer term support for students and educators following crisis incidents. This session will also include best practices and opportunities for discussion around how to support crisis response teams following repeated and high intensity crisis incidents.*

**9. Getting the Most out of the MD School Mental Health Response Program (May 10, 2023)**

*This session will highlight how LEAs have used the MD-SMHRP in school mental health efforts. Several district will discuss their process of engaging SMHRP and how it positively impacted their support for student, staff, and families. We will also use this time to hear from LEAs about their ideas for how the Learning Community can best support their work for the 2023-2024 academic year.*