

2021-2024 Mental Health Strategy



STRATEGY OVERVIEW

Introduction

The Sudbury Catholic District School Board states that its Mission is “to realize each student’s potential within our inclusive Catholic learning community by nurturing and developing their mind, body, and spirit”. Through this Vision Statement, the Sudbury Catholic District School Board shows its commitment to support the mental health and wellness of students, staff, and families.

Mental Health Vision

The Mental Health Vision is “Sudbury Catholic Schools... where your well-being matters”. Sudbury Catholic Schools has embedded catholic values, through which it seeks to help students reach their full potential, both academically and in their wellbeing.

Through the multi-year Mental Health Strategy, we will review, adjust, and refine the processes and frameworks ensuring that structures are in place to support our students’ wellbeing and success. This will be done by following organizational conditions which will participate in the communication of wellbeing programs that are based on evidence and research.

Guiding Principles

Modelling Jesus in the world through the following values:

- A balance of mind, body, and spirit for student achievement and well-being.
- Connectedness of school, home, church, and community for a team approach to well- being and support.
- The power of student voice to guide us in our efforts to support them.
- Supporting adults to nurture the lives of students.
- Consistent, on-going, and evidence-based efforts toward improving the mental health of students.

Goals

Communication and collaboration regarding mental health and wellness will be improved by developing, formalizing, and communicating:

- Pathways to mental health services within the Board and with our community partners.
- Protocols and processes regarding how to manage situations related to mental health and wellbeing.
- Successfully meeting the mental health and wellness needs of all children is important. Mentally healthy schools and classrooms (SMHO) concepts will be integrated throughout the Board.

The Aligned and Integrated Model (AIM) remains the evidence-based structure to meet the mental health and wellness needs of students. Continued efforts will be made by providing:

- Universal sessions in the classrooms for every student (promotion)
- Targeted groups for some students who require additional support (prevention), and,
- Individual sessions for a few students who require specific interventions (intervention)
- With the intention of increasing the ability to recognize signs and symptoms of mental health and of decreasing mental health stigma, there will be opportunities to increase mental health literacy for students, parents, and board staff.

MENTAL HEALTH TEAM 2021-2022 ADVANCEMENTS

MENTAL HEALTH TEAM

In the 2021-2022 school year the mental health team at Sudbury Catholic District School Board is comprised of 6 clinical staff (social workers and psychotherapists) and 3 mental health workers (CYWs). The team was increased by two clinical staff in 2021. The board continues to monitor needs and align proper supports.

CHANGE IN SERVICE DELIVERY MODEL

The mental health team model of service delivery was modified to reflect more specifically the guidelines set by School Mental Health Ontario and the Ministry of Education of Ontario. In doing so, changes were implemented to the service delivery model.

The Aligned and Integrated Model (AIM), which outlines a multi-tiered system of support for Ontario schools, emphasizes that most of the work of schools is, or should be, focused on Tier 1 (mental health promotion) and Tier 2 (prevention) services (School Mental Health Ontario). This model also includes individual services for the few students that would require it. The implementation of these changes started in January 2022.

- Increase in promotion and prevention tiers
- Standardization of service delivery
- Priorities
 - Tier 1 (for every student)
 - Tier 2 (for some students)
- Mental health workers (CYWs) are in secondary schools exclusively and provide prevention, promotion and support.
- Social workers and psychotherapists have a small family of schools (elementary and secondary) and provide promotion, prevention, and intervention.

WORK AS ONE TEAM

The mental health team provides trainings, information sharing and webinars for staff (through PD Days, Lunch and Learns, staff meetings) and for parents (through virtual and in-person sessions).

The mental health team works collaboratively with school administration and staff. In doing so, for the 2021-2022 school year, the team has delivered services to students from kindergarten to grade 12, which includes 407 individual sessions, 200 classroom sessions (approximately 4400 students), and 31 small groups (approximately 248 students).

Mental Health and Well-Being is essential to every student's success!

Action Plan 2022-2023

Organizational Conditions

Priority Areas	Rationale	Key Activities	Needed Resources	Timeline	Responsibility	Success Indicators
Shared Language – improved communication and collaboration	Positive communication and collaboration will assist in the wellbeing of every student	Implement a process where school staff participate in the delivery of universal sessions in their classrooms	Continued Professional Development.	September 2022 to June 2023	Mental health team	Common language is used
			Providing guidelines to school administration.	End of August 2022	Mental health lead	School staff actively participate in the delivery of mental health and wellbeing programs in their classrooms
			Continue to encourage school staff to participate in the delivery of classroom programs	September 2022 to June 2023	Mental health team	
		Establish a schedule for regular (every 4-6 weeks) meetings between school administration, mental health staff associated to the school and mental health lead This will be communicated at the next principals' meeting	Establish a schedule with school administration	Mid-September 2022	Mental health lead	Regular communication between school administration and mental health team
		Continue regular mental health meetings - Team - Individual	Establish a schedule for meetings for the year	August 2022	Superintendent	Principals will be apprised
			Mid-September 2022	Mental health lead	Regularly scheduled meetings will occur	

Capacity Building

Priority Areas	Rationale	Key Activities	Needed Resources	Timeline	Responsibility	Success Indicators
Awareness	Positive language around mental health that is reflective of our mission and vision	Positive mental health messaging for students and staff Training/information sharing with staff (lunch and learn, staff meetings, webinars, PD days)	Decision Support Tool Tip sheets Mentally Healthy Schools and Classrooms Mental Health Literacy	September 2022 to June 2023	Mental Health Lead and team	Tool is used Strategies are implemented in classrooms
Provide information required for the implementation of mentally healthy schools and classrooms concepts throughout the board	Successfully meeting the mental health and wellbeing needs of every student is required	Assess and determine trainings that will benefit staff – establish a schedule for implementation in schools that will assist in the process Provide information sessions and tip sheets with the explicit intention of providing mentally healthy schools and classrooms concepts	Planning for Professional Capacity Building Establish a staggered schedule	End of September 2022 Mid-October 2022 Spring 2023	Mental Health Team Mental Health Lead Mental Health Team	School administrators will be able to complete the Leading Mentally Healthy Schools Reflection Tool. Teachers will be able to complete the Mentally Healthy Classroom Reflection Tool. Both will be scoring their respective reflection tool at 2 or 3 on 4.

<p>Increase community partnerships</p>	<p>Collaborate with community partners with the intension to increase wellbeing for every student</p>	<p>Plan and implement, in collaboration with school administration programs offered by and with Public Health Sudbury and District</p> <ul style="list-style-type: none"> - RERO - Bounce Back and Thrive - Triple P - Mindful Schools <p>Increase knowledge of internal and community pathways</p> <p>Continue participation at various community tables</p>	<p>Establish a schedule of programs per school</p> <p>Plan and implement collaboration in program delivery</p> <p>Share information with school administration</p> <p>Continue to attend meetings as scheduled</p>	<p>Mid-October 2022</p> <p>September 2022 to June 2023</p> <p>Mid-December 2022</p> <p>September 2022 to June 2023</p>	<p>Mental Health Lead and team</p> <p>Community partners</p> <p>Mental Health Lead and team</p>	<p>Increase community involvement in school programming</p> <p>School administration will use pathways to services</p> <p>Community partnerships will continue to be fostered</p>
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Evidence-Based Promotion and Prevention Programming

Priority Areas	Rationale	Key Activities	Needed Resources	Timeline	Responsibility	Success Indicators
Continue to provide programming in classrooms	Students and staff require safe space and times to consider various aspects of mental health and wellbeing	In collaboration with classroom teachers, implement programs such as: <ul style="list-style-type: none"> Zones of regulation Mind Up Fourth R Kids Have Stress Too Mindful Schools Skill Streaming Friends SNAP Provide on-going support to staff	Implement pre/post measures Provide training to school staff as required Develop outlines for the various programs	End of September 2022 September 2022 to June 2023 Beginning of September 2022	Mental Health Lead and team	Increased strategies and coping skills School staff start implementing programming and strategies There is greater consistency We have the capacity to provide data regarding effectiveness of programs
Electronic platform – files, reports, lists, data	Collaboration With IMS to improve compliance to required legislation	Increased privacy and security of information, and improve sharing of information	Mental Health Staff	October 2021 to June 2023	Mental Health Lead	Mental Health Staff is using Database for recording, file and data management

Equity and Specific Populations

Priority Areas	Rationale	Key Activities	Needed Resources	Timeline	Responsibility	Success Indicators
Increase awareness regarding our Indigenous population	Provide cultural activities that will assist in increasing knowledge and understanding	Elders in the Classroom Indigenous Support Workers Collaboration between mental health team and indigenous support workers in offering groups and planning activities for the students	Culturally appropriate resources Development of programming	September 2022 to June 2023	Indigenous Lead Equity Lead Mental Health Lead and team	Higher comfort level Participation in cultural activities Increased openness for all students
Increase awareness regarding LGBTQ+	Provide a safe space for learning, questioning, and sharing	Implementation of Gay Straight Alliances in all secondary schools Gender Neutral washrooms	Training, information sharing, tip sheets for: - Teachers - EAs - School administration	September 2022 to June 2023	Mental health team Equity Lead	Higher comfort level Active groups in schools Attendance in groups in schools
Increase mental health and wellbeing awareness for parents	Provide an environment for parents better understand mental health and wellbeing	Presentations Webinars Tip sheets	Training, information sharing, tip sheets for parents	September 2022 to June 2023	Mental health team	Parents will gain a better understanding regarding wellbeing

Promoting System Coordination						
Priority Areas	Rationale	Key Activities	Needed Resources	Timeline	Responsibility	Success Indicators
Mental Health and Addiction Nurses	Case Management & Referral to community services System Navigation	Transition from hospital to community Referral to community services Case management Psychoeducation Medication management Individualized services	MHAN Nurses	September 2022 to June 2023	Mental Health Lead in coordination with Home and Community Care Clinical Manager	Service Delivery
Compass	Education and community programs and partnerships	Partnership with Compass for complex mental health cases delivered in school	Compass clinician	September 2022 to June 2023	Mental Health Lead in collaboration with Compass Director of Clinical and Client Services	Service Delivery
Public Health Sudbury and Districts	Mental Health Promotion	Universal promotion programs in schools	Public Health Nurses	September 2022 to June 2023	Mental Health Lead in partnership with Public Health Promotion Division Manager	Service Delivery

Health Sciences North	Crisis Intervention Inpatient Psychiatric Care	Mobile Crisis Services Crisis Stabilization	Clinicians and HSN Staff	September 2022 to June 2023	Mental Health Lead in partnership with HSN	Service Delivery
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Develop, revise, and implement standard processes	Required to implement standards for all schools to follow	Review and update current protocols	Tragic Response Protocol (Suicide Prevention, Intervention and Postvention/life promotion, Risk Management)	Mid-November 2022	Mental Health Lead	All schools follow the protocol
			VTRA internal process	End of August 2022	Mental Health Lead	All schools follow the protocol
		Develop processes for access to services.	With the changes in the model of service delivery, clear and explicit processes are required	End of August 2022	Mental Health Lead	All schools follow the processes
		Formalize protocols and Crisis Intervention and CAMHP (Crisis and hospital transitions)	Home and Community Care Northeast Clinical Manager working with 4 boards to establish protocol for hospital transitions to community (Includes CAMHP Manager, 4 Mental Health Leads, Clinical Manager CAMHP and Clinical Manager Compass)	Spring 2023	Mental Health Lead	Protocol developed, formalized, and followed by all community partners involved
		Provide information and support regarding the Decision	Send the Decision Support Tool to all Principals	Beginning of September 2022	Mental Health Lead	School administration will use the

		Support Tool which provides assistance in selecting mental health awareness initiatives	Provide support in using the tool during communication meetings	Mid-December 2022 Continued throughout the year as required	Mental Health Team	Decision Support Tool regarding mental health awareness initiatives
Youth Engagement						
Priority Areas	Rationale	Key Activities	Needed Resources	Timeline	Responsibility	Success Indicators
Increase the voice of every student regarding mental health and wellbeing	Youth engagement	Meet with student councils	Establish a schedule for meetings	September 2022 to June 2023	Mental Health Lead and Team	Meetings have occurred with all student councils and information provided to mental health team
School student councils	Youth engagement	Involvement in mental health and wellbeing initiatives in schools	Staff Mental health team Student council	September 2022 to June 2023	Mental Health Lead and Team	Various initiatives have taken place

SUDBURY CATHOLIC DISTRICT SCHOOL BOARD

Mental Health and Addiction Leadership Team

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| Diane Zannier | - Mental Health Lead |
| Joanne Bénard | - Director of Education |
| Rossella Bagnato | - Superintendent |
| To be determined | - Secondary Principal |
| To be determined | - Elementary Principal |
| Anthony Rocchio | - Special Education Consultant |
| Joan Yawney-Matz | - Religious Education and Faith Development Consultant |
| To be determined | - Parent |