



Mental Health Response Team: One District's Evidence-based Approach to Crisis Response

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Our District

30 buildings

- 2 early education sites
- 20 elementary schools
- 1 6th grade center
- 2 7th-8th grade buildings
- 1 6-8th grade building
- 3 high schools
- 1 K-12 alternative school

**Approximately 14,600
students enrolled**

Number of MHRT
Activations since
2017: 27

22-23 school year: 4
21-22 school year: 6
20-21 school year: 11
19-20 school year: 2
18-19 school year: 2
17-18 school year: 2



Session Goals

In this session participants will be exposed to a multi-tiered system of support put in place to assist school leaders in responding to the serious injury or death of a district employee or a student. We will also look at how a crisis within the community can impact the mental wellness of staff and students and we will identify district level supports.

Pillars of the ISD





Building Level Supports

- School Counselors
 - Elementary- 18
 - Classroom Lessons
 - Small Group Supports
 - Individual Support
 - Problem Solving Team Support
 - Middle School-8
 - Classroom Support
 - Small Group Support
 - Individual Supports
 - Problem Solving Team Support
 - High School-12
 - Small Group Support
 - Individual Supports
 - Problem Solving Team Support



Building Level Supports

- Family School Liaisons
 - Elementary- 17
 - Case Management for families
 - Student Supports
 - Middle School- 4
 - Case Management for families
 - Student Supports
 - High School- 7
 - Case Management for families
 - Student Supports
 - SEL groups for identified students
 - District wide - 3 (2 SS Case Mgrs; MkV Case Mgr)
 - District wide support & coordination for Spanish Speaking families/students
 - District wide coordination of services for students identified as homeless



District Level Supports

- School Psychologists
 - Early childhood through 12th grade- 6
 - Problem Solving Team support and guidance
 - Assess individual needs of students as appropriate
 - Design and implement interventions to support student needs
 - Provide guidance on social/ emotional/ behavioral data collection
 - Mental Health Response Team support
 - Facilitate understanding of community mental health
 - Coordinate and present staff in-service training
 - Train on Trauma Sensitive Schools



Staff Supports

- Trauma Sensitive Staff Supports
 - Started in 2014-2015
 - Training and Support for Buildings and Departments
 - Self-Care and Mental-Health
- Employee Assistance Program
 - LifeWorks 2022
 - New Directions 2002-2021



District Level Supports

- Agency Partnerships
 - Preferred Family Healthcare
 - Comprehensive Mental Health - Prevention Groups
 - Peace Partners
 - Drumm Farm Center for Children
 - Leavell & Associates
 - Burrell Behavioral Health (new in 2022-23)



Crisis/Responsive Supports

Mental Health Response Team - Purpose

The Mental Health Response Team (MHRT) is typically activated for:

- A serious injury/death of a staff member or student in the ISD

At times, MHRT can be activated in response to a tragic event within our school community

By following the same process, we can provide consistent support to all buildings across the ISD.



Crisis/Responsive Supports

Mental Health Response Team (MHRT) provides supports in the following ways:

- Individual student processing
- Group processing
- Staff processing
- Resources for students and staff depending on situation (EAP, grief resources, community mental health, etc.)
- Language/Communication to share out (staff, families, etc.)



Crisis/Responsive Supports

Serious injury or death of a student/staff member **or** tragic event in community

Core team collects information from building and MHRT is activated

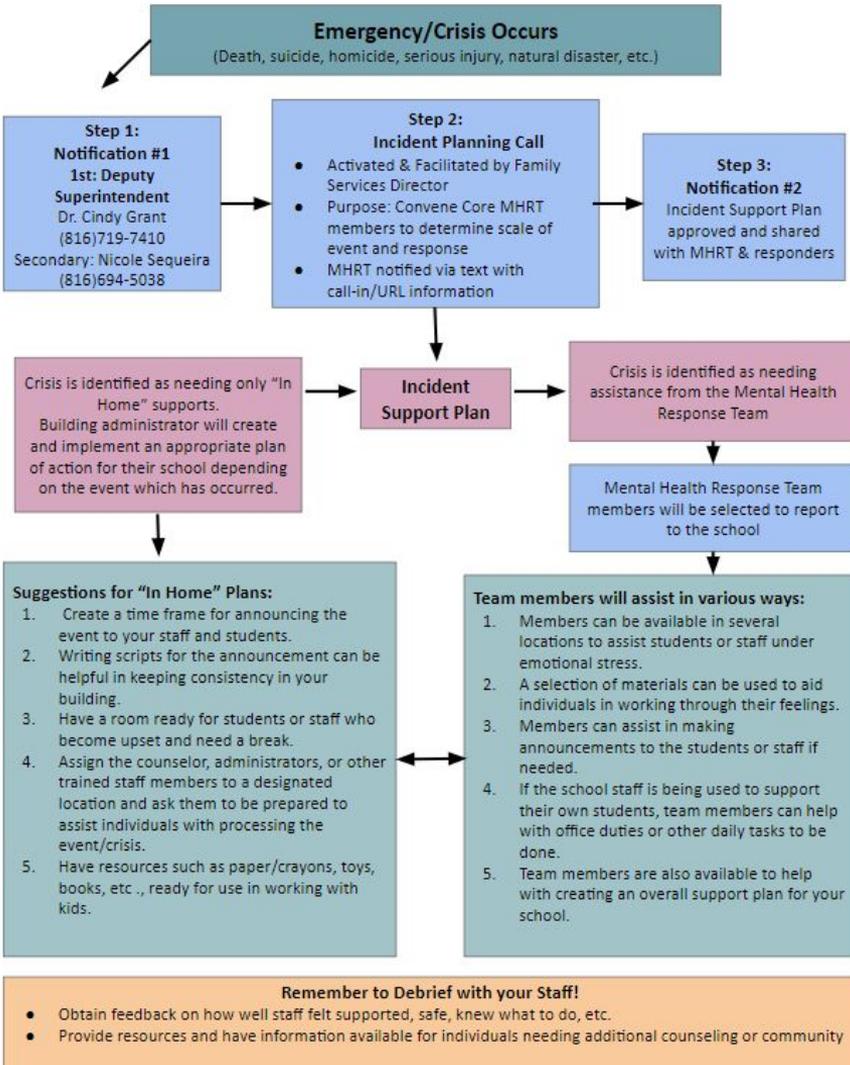
Responders are sent to support impacted building(s)

Responders are removed and the building's "in house" supports take on needs of impacted building



How we made changes

- Attended NASP PrePARE training in March 2017
- [NASP PREPaRE](#) training laid the foundation for a proposal to streamline our process
 - The goal wasn't to have an identical response each time, but to follow the same decision making/activation process across buildings
- Drafted proposal for changes in April 2017 to adopt for 2017-18 school year





Documentation

- [Handbook](#) with process information
- [List of Responders](#) and where they feel comfortable responding
- [Folder](#) created for each activation
 - Each folder contains a notes page, contact info for responders, planning documents, and debrief tools
- [Communication](#) of the event is sent to staff and families, if applicable



Readiness / Resources

- Staff training (more info on that later!)
- [Website](#) resources about grief, in-school resources, and community mental health resources
- Quarterly core team meetings to review incidents, feedback, and adjustments moving forward



Staff Training

Training for admin

- Provided to admin and counselors about the specific activation process

Training for responders

- Provided to counselors, FSLs (social workers), and school psychologists annually
- Responder list of where they feel comfortable supporting
- A “no questions asked” opt out



Supporting Grieving Students & Staff

- [Support Outline](#)
- Establish psychological contact & listen with empathy
- Identify & address crisis-generated problems
 - Ask → Facilitate → Propose model
- Evaluate & Conclude brief session
- Additional resources: [Dougy Center](#), [10 Things to Try When The Grief Tide Rolls In](#), [coloring book](#)



Lessons Learned

Supporting students and staff following a crisis is ongoing and ever-evolving. Although our structure/process remains consistent we have learned ways to improve and better respond along the way.



Future Considerations

- Building staff training specifically around our district process → to know what to expect if they experience a crisis/loss
- Addressing/preparing for multiple building impact or information being shared outside of impacted building without permission
 - This has been activated one time
- 3rd edition of PrePARE training has been released since our process has updated
- Partnership with IPD & debrief/secondary trauma impact



Additional Considerations

Does MHRT only activate for large scale events?



Additional Resources

[NASP website - PREPaRE Training Curriculum](#)

[Lost & Found Grief Center](#)

Before a Crisis Occurs Resources:

- [Crisis Prevention Institute \(CPI\)](#) - great for de-escalation



Thank you! Questions?

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