

## Retention of School Mental Health Professionals

Mental Health Evaluation, Training, Research, and Innovation Center for Schools (METRICS) April 18, 2024

## AGENDA

1 INTRODUCTIONS

O2 STRATEGIES FOR RETENTION

**03** SUCCESS STORIES FROM THE FIELD

04

Q/A WITH PANELISTS

NEXT STEPS & CLOSING



# Today's Presenters:



**ERIN DOWDY** 



**JON GOODWIN** 



**SHANNON SULDO** 



**EVAN DART** 

## **METRICS**



**KATIE EKLUND** 



**ALLISON BRUHN** 



**GERTA BARDHOSHI** 



KARI VOGELGESANG





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# Today's Presenters:

### Success Stories from the Field



REBECCA DAMRON Oklahoma State DOE



LORI CARMACK Hamilton Schools, TN



KELLIE ANDERSON Anne Arundel County Public Schools, MD





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#### **METRICS** Goals

- 1. Provide technical assistance to MHSP and SBMH grantees via a tiered approach
- 2. Disseminate resources related to the recruitment, **RETENTION**, training, supervision, and credentialing of SMH practitioners
- Support grantees in collecting, analyzing, and reporting performance data
- Evaluate performance data to identify successes, challenges, and noteworthy trends across grant programs



#### WELCOME

Mental Health Service
Professional
Demonstration Grantees

School Based Mental
Health Services
Grantees

# How do we RETAIN our Mental Health Service Providers?



Important Reminders:

Be Intentional

Retention Recruitment



#### Retention Data

- Within the first two years...
  - 59% of school counselors leave their position
  - 49% of school social workers leave their position
  - 50% of school psychologists leave their position



## Reasons for Leaving the Field

TRAINING PROGRAMS	PROFESSIONAL POSITIONS
Misalignment with Career Objectives	Occupational Stress & Burnout
"I didn't know what I was getting myself into"	"Wow, this job is stressful! I need more time in a day!"
Lack of Belonging & Community	Lack of Supervision & Organizational Support
"I don't fit in here."	"I need help. I'm all on my own. No one values me."
Financial Stressors	Financial Stressors
"School is expensive."	"I could move districts or jobs and make more \$."
Inadequate Advising & Support	Administrative Pressures
"My advisor is barely here and barely knows I exist."	"I keep being asked to take on more and I am afraid to say no."



Competitive Compensation and Benefits

Retention Bonus
Stipends for PD & Supervisors
Licensure/Credential Fees
Loan Repayment



Opportunities for Professional Development

Workshops & Conferences PTO for PD

### Retention Strategies



Promote Work-Life Harmony

Use Vacation Time
Help Managing Workload
Childcare coverage/costs



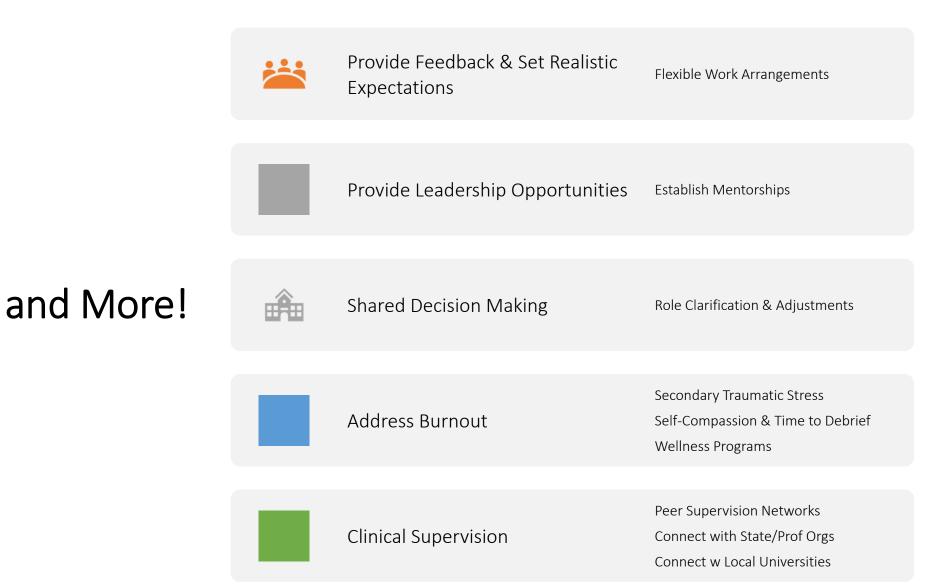
Recognition & Appreciation

Celebrate achievements



Create a Positive Work Environment

Feelings of support and belongingness Teamwork



# Retaining SMH Professionals from Diverse Backgrounds

- Facilitate professional communities with other diverse faculty or professionals.
- Support membership within professional organizations focused on supporting minoritized professionals.
- Establish a workplace climate that is supportive of diversity and celebrating diverse heritages.
- Ongoing professional development for both minoritized and non-minoritized colleagues to support equity and inclusion.
- Mentorship from more experienced diverse SMH professionals





#### Success Stories from the Field

Kellie Anderson, Anne Arundel AACPS, MD Lori Carmack, Hamilton Schools, TN Rebecca Damron, Oklahoma State DOE

- Brief Description of Grant
- Strategies for Retention
- Successful Experiences



# Hamilton County Department of Education

Lori Carmack, LMSW, LSSW
Coordinator of School Social Work
Social Emotional and Academic
Development (SEAD) Department
Chattanooga, TN
carmack\_lori@hcde.org

SBMH Grant:

Hamilton County Schools, School

Based Mental Health Services Project

#### **Grant Context**

- Goal: hire and retain 8 school social workers
- Increased from 27 to 73 SSWs (8 funded by grant) in about a year along with changing SSW delivery model from family- to student-facing
- Supervision of SSW: coordinator + 2 leads

#### **Strategies for Retention**

- 1:1 supervision with the 3 administrative SSWs
- Monthly peer learning community meetings
- Monthly practitioner-selected PD (1/2 to full day)
- Stipends for clinical supervisors

#### Successful Experiences

- Monthly PD blended with restorative circles for processing concerns and successes
- High demand for clinical supervision for LCSW

# Oklahoma State Dept of Education and Pottawatomie County

Rebecca Damron
Project Manager
Oklahoma City, OK
Rebecca.Damron@sde.ok.gov

SBMH Grant: Project RESPECT

#### **Grant Context**

 Goal: hire and retain 14 LMHPs, one for each of the 14 districts/grantees in Pottawatomie County

#### **Strategies for Retention**

- Prioritized building relationships with districts, community partners and OSU, county counseling agencies
- Establish and maintain community for hires and school teams, through monthly:
  - LMHP Connect Meetings
  - MTSS Coaching Academy

#### Successful Experiences

- School leaders are active participants and champions of mental health integration
- LMHPs feel valued and supported by peers and by school leaders

# Anne Arundel County Public Schools

Dr. Kellie Anderson, NCSP Coordinator Office of Psychological Services Annapolis, MD kjanderson@aacps.org

SBMH Grant:

Recruiting and Retaining

School Psychologists in AACPS

#### **Grant Context**

Goal: hire and retain diverse school psychologists and social workers in AACPS (large district in MD)

#### **Strategies for Retention**

- Start with successful recruitment! Help new hires feel supported, and connected to their work and field
- Increased intern pool (5 to 7-8 school psych interns)
- Social work: created stipend for interns, and employment pathway (intern => LMSW => LCSW, via district-provided supervision); share w/ local universities
- Emphasis on employee job quality and mentoring
  - Paid mentoring for early career diverse hires; travel to 2 conferences; professional dues paid

#### Successful Experiences

 Explicit acknowledgment of importance of diversity in student services staff, with intentional placement to schools and mentors with similar identities

#### **Questions for Panelists**

Please ask questions of our wonderful presenters!

- Questions in the Chat Box
- Raise Hands



### Coming Soon: Professional Learning Community

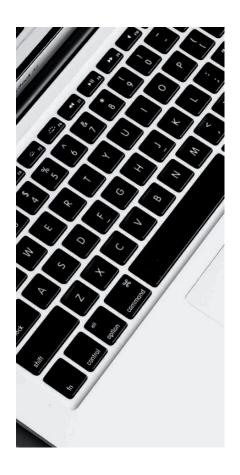
- Designed to facilitate continued conversation and growth
  - "I would appreciate continued conversations with other grantees"
  - "I'd love to have a thought-partner to think about.....how to enhance retention efforts in my rural district"

#### Email Coming Soon:

- Express Interest
- Consider optimal meeting schedule
- Structure Example: 1 hr Zoom meetings/1 x month matched with other grantees focused on retention in rural schools









#### **WRAP-UP**

- One strategy that you learned today
- **O2** GRATITUDE & REMINDERS
- ()3 FEEDBACK:
  Click the link in the chat to provide feedback on the webinar

https://usf.az1.qualtrics.com/jfe/f orm/SV\_3DfwYNCe55tx7IW

## QUESTIONS?

Also, you can just reach out to us!



https://metricscenter.org/support

