

To: Dr. Yoshihara and the TUHSD Board of Trustees
From: Wes Cedros, Senior Director of Student Services
Jessica Colvin, Wellness Director
Re: TUHSD Wellness Update
Date: November 17, 2015

The Board of Trustees made the Wellness Center a reality at Redwood High School. We are so grateful to each of you for this support. We wanted to update you on where we are at in our Program Implementation Year (or Wellness Center Year 1). While students are already accessing Wellness services and getting support, we are waiting to implement our outreach plan until we have the drop-in center space to meet the anticipated demand. In our survey of 979 students, this “chill space ,” to “de-stress” was the #1 request from students and we are working to make this space available to them during non-academic time before school, during lunch and after school. We plan to officially launch to students in January 2015 when Phase I of construction and furnishing is complete. In the meantime, we are offering what we are calling “Wellness Without Walls” to the students at Redwood.

In collaboration with our School Counselors, we are working to offer a myriad of services to support student health and well-being, including: individual and group counseling, case management, substance use/abuse education, reproductive health and nursing support. We are utilizing survey results from 979 students, 83 staff and 327 parents from Redwood High School to help guide our work.

In addition to direct services for individuals and small groups of students, we are also facilitating health and wellness workshops in classrooms, developing a school-wide teen mental health event for December 2015, working with youth to develop peer education workshops and coordinating three Wellness-related professional development opportunities for staff.

As of October 27, 2015, our Wellness providers have met with over 250 individual, unduplicated students. For comparison’s sake, in 2014-2015 Redwood BACR therapists had the capacity to meet with 173 students total over the course of the entire school year. We believe that this significant increase in student service utilization is connected to the addition of more and varied providers, as well as the outreach we have offered to students, staff and parents. We anticipate an even larger number of referrals once we officially launch second semester.

REDWOOD/DISTRICT WELLNESS STAFF:

- Redwood Wellness Coordinator (Certificated)
- Redwood Wellness Outreach Specialist (Classified)
- TUHSD Wellness Director (Management)

REDWOOD COMMUNITY PARTNERS/PROVIDERS:

Wellness has leveraged approximately 90 hours per week of direct services for Redwood students at low to no cost to Redwood or TUHSD. We anticipate that Wellness will develop additional partnerships for Redwood and subsequent sites as Wellness needs arise. Each partner is given a comprehensive orientation to the school site and to the Wellness Center's policies and procedures. In addition to our longstanding partnership with BACR, Wellness works with these providers on a daily basis to ensure coordinated care (also see attached "Redwood Community Partners/In-Kind Services").

- Dominican University Nursing Interns
 - 4 nursing interns plus 1 certificated School District Nurse who supervises students on site (2 interns plus supervisor on two days)
 - Student first aid, hearing/vision screenings, health projects
- APPLE FamilyWorks
 - 2 post graduate therapist interns (4-5 hours per week each)
 - Individual and group counseling, parent education and support
- San Francisco State University - School of Social Work
 - 1 MSW intern (2 days per week)
 - Individual and group counseling (1 day/week) and program development work with Wellness Director (1 day/week)
- Huckleberry Youth Programs
 - 1 substance use/abuse counselor (4 hours per week)
 - Substance use/abuse individual and group counseling
- Family Service Agency (MOU in progress)
 - 1 therapist/case manager intern (1 day per week)
 - Individual and group counseling and case management of TeenScreen students
- Marin Community Clinic (MOU in progress)
 - 1 health educator and 1 Family Nurse Practitioner (2x a month)
 - Reproductive health services
- University of California - School of Social Welfare Interns
 - 3 research interns
 - Wellness evaluation plan and project for 2015-2016
- Evaluation, Training and Research Associates
 - Evaluation and data management system for Wellness

REDWOOD WELLNESS FACILITIES UPDATE:

Phase I of construction has been completed. Phase 1 included relocating a door and creating a group meeting space that can open into the Wellness drop-in center through sliding glass doors. This group meeting space will become the temporary drop-in center in Spring 2016. Phase II will be completed during Summer 2016 and may include creating a new entryway into Wellness,

updating and opening up the nursing area, defining office spaces and re-claiming storage and work-space for the Counseling Department.

These additions and upgrades, from design through construction, have been done at no cost to the District. Everything has been funded by the Redwood Foundation's generous donation of \$150,000. In addition, the Redwood Foundation has donated \$15,000 for furnishings which are currently on order. The California Endowment has also offered \$20,000 in funds to help with this construction project. Additionally, a \$21,000 award from Schoolrules.org, facilitated by the Redwood Foundation, is pending.

REDWOOD WELLNESS CENTER - PROGRAM EVALUATION:

The Redwood Wellness Center is working with Evaluation, Training and Research Associates (ETR) and UC Berkeley's School of Social Welfare to develop an evaluation plan that will produce valuable insights into program operation and impact this year while creating a rigorous evaluation model that can be replicated in the event that the program is expanded to other District high schools. This brief overview describes our initial efforts and we look forward to providing regular updates on our progress.

Conceptually, the evaluation plan focuses on four key goals: (1) assessing the fidelity and efficiency of service delivery (i.e., are services being delivered as designed and in a fiscally responsible manner); (2) satisfaction of students, parents, teachers, staff, administrators, and other stakeholders with specific services and the overall program model; (3) identifying a measurement protocol for the assessment of student health and wellness outcomes; and (4) designing standardized approaches to creating and sustaining a culture of data-based decision making so critical to the ongoing implementation and expansion of our nascent Wellness Center. These goals are challenging and complex, and by their nature require two years to fully implement. While we expect to address all four goals this year, it is important to recognize that mid-course corrections may be needed.

At the core of our evaluation approach will be the implementation of a service documentation system developed by ETR for use by all Wellness Center providers. The secure, online system allows practitioners to document all services provided at the individual student level. When linked to academic performance data, the resulting dataset is a powerful foundation for the analysis of the effects of services on academic performance (e.g., attendance, grades, behavior, and other key measures). ETR has successfully implemented this approach with the San Francisco Wellness Initiative for the past five years and found significant effects of their services on attendance and GPA. ETR is currently customizing the data system for use in our Wellness Center and we expect full implementation this calendar year.

The documentation system also provides an effective pathway to capturing the type of data critical to demonstrating that services are being delivered as designed and that our stakeholders are satisfied with our approach. In the first year, it is imperative that we address issues of

accessibility, availability, and effective delivery of services, prior to shifting our evaluative focus to outcomes. To apply a simple metaphor, we believe it would be imprudent to measure the effect of a medication on a health condition before we definitively establish that the patient is being provided the medicine and taking it according to directions.

During this academic year, we will be partnering with ETR's Dr. John Shields and a team of graduate students from the University of California Berkeley's School of Social Welfare (who are also supervised by Dr. Shields, who serves as their faculty instructor at UCB). This partnership provides a low-cost, high-impact approach to developing and implementing our initial evaluation efforts. Dr. Shields has served as the lead evaluator for the San Francisco Wellness Initiative since 2002 and brings a wealth of evaluation experience and expertise to our efforts in Marin County. While the evaluation plan for our District will of course be specific to our unique needs, evaluation efforts will be focused on the following general goals:

1. Increase youths' awareness of adolescent health and wellness services on and off campus, including; medical, mental health, substance abuse, and reproductive health services.
2. Increase students' access to and utilization of adolescent health and wellness services.
3. Maintain high levels of satisfaction with services and program implementation protocols among all stakeholders, including students, parents, teachers, staff, administrators, trustees, and community members.
4. Improve linkages and communication between educators, staff, school administration and the Wellness Center.
5. Increase the dissemination of health- and wellness-related information within the school at all grade levels.
6. Increase communication and awareness of Wellness Center services and adolescent health and wellness issues with students, parents/families, educators, staff, administrators, and community members.
7. Increase outreach and linkages to health- and wellness-related community partners.
8. Increase students' knowledge of healthy behaviors and increase their capacity to promote their own health through healthy decisions and behaviors.
9. Decrease youths' reliance on substance usage.
10. Maintain and/or improve the mental health of youth.
11. Increase student attachment to school.
12. Increase academic performance and attendance.

This spring, building on the results of our thorough needs assessment conducted last school year, we will be administering a series of online surveys and conducting focus groups with our students, parents, educators, staff members, and administrators. Our evaluation will be inclusive of all perspectives, including by design those stakeholders within and without our school community who may have voiced reservations about our efforts.

We believe strongly that the development of a detailed evaluation plan and the implementation of this year's data collection efforts demonstrates our commitment to the rigorous evaluation of our Wellness Center's service delivery model in a way that honors the needs of our school community, underscores our focus on fiscal responsibility, and goes beyond the program evaluations efforts any other TUHSD program to date.

WELLNESS EDUCATION AND OUTREACH:

The following are examples of how the Wellness Director and Wellness Coordinator have been working together in Fall 2015 to offer Wellness education and outreach at Redwood, Tam & Drake:

- Presented "Intro to Wellness and Services" to Peer Resource on 8/26/15
- Social Media presentation to Peer Resource on 9/01/15
- Wellness workshop in Redwood English Language Learner class about Wellness services and support on 9/24/15
- Teen Mental Health workshops facilitated by Wellness in Social Issues classes at Redwood on 10/5/15, at Tam on 10/2/15 and at Drake 10/29 and 10/30/15
- Binge Drinking Prevention and Mindfulness workshops offered to all Freshmen and Seniors at Redwood on 10/14/15
- Wellness and Redwood Peer Resource students are developing a Social Media & Safety workshop to present at the Marin Peer Summit on 11/10/15 (for local middle school students)
- Planning a school-wide Teen Mental Health event at Redwood during the first week of December which will include workshops in classrooms, a courtyard carnival, poster campaign, partnerships with Peer Resource, Leadership, LinkCrew, Drama, Body Positive Club, community organizations, etc.
- Wellness school-wide mental health event planning on 10/22/15 with 2 sections of Redwood Social Issues classes as part of their final project
- Wellness coordinating with Marin Department of Health and Human Services to offer a "Mental Health First Aid" training to Redwood Peer Resource students on November 16 and 17, 2015
- Wellness is coordinating with the New Conservatory Theater YouthAware program to provide Health Education Theater presentations at Redwood, Drake and Tam for Spring 2015
- In addition to many existing Wellness workshops, Wellness staff is currently developing additional workshops on Body Image, Marijuana, Prescription Pill Abuse, Affirmative Consent and Suicide Prevention to offer in classrooms and to support Social Issues teachers

OUTREACH:

- Wellness Website officially launched in August 2015 (www.tamdistrict.org/wellness)
- Created Wellness brochures, 1-pagers and student friendly hand-outs to share at events and Wellness presentations
- Wellness presentation to Redwood staff during faculty meeting on 9/24/15
- Wellness staff attended, presented and tabled during parent events including: at Redwood's Back to School Night, 9th Grade orientation, The PTSA's Redwood 101, and Weed 101 and "The Gift of Failure," and Redwood Foundation Fall Event
- Wellness Director continues to meet with several new community partners and providers each week to share about Wellness, build a resource base, and look at possible school/community partnerships

PROFESSIONAL DEVELOPMENT:

- In collaboration with the Redwood PTSA, Wellness coordinated a Mindfulness Professional Development for Redwood Social Issues and other interested teachers (total of 20) on 10/12/15
- Wellness is coordinating a Professional Development for Social Issues teachers on 11/12/15 that will focus on "Be Real. Be Ready." This teen reproductive/sexual health curriculum training will be facilitated by Planned Parenthood San Rafael.
- Wellness and ACEs Connection facilitated an "Adverse Childhood Experiences (ACEs) and the Effect of Trauma on Teen Brain" workshop on the recent 10/19/15 PD day for 50 District staff
- Support Services and the Law: Coordinated a meeting/PD opportunity for School Counselors, School Psychologists, BACR and Wellness staff to discuss confidentiality, student records, communication, child find, and other related laws that guide our work
- Wellness is working to support Social Issues teachers with additional curriculum/workshops, community presenter opportunities, and resources
- Wellness is also working with some PE teachers at Redwood to develop and enhance nutrition curriculum

PARENT EDUCATION:

- Wellness is meeting regularly with a district-wide group of parents to coordinate Parent Education nights for all of the high schools in TUHSD, including Weed 101 event, "Gift of Failure" event, Mindfulness and more. We are also collaborating to bring a a teen sex and dating workshop and a workshop about stress and drug prevention to Redwood parents in Spring 2015 .

YOUTH DEVELOPMENT:

- Wellness is partnering with Jessica Skieresz, the Redwood Peer Resource (PR) teacher, and PR students to develop a social media workshop for the Peer Summit and for Social

Issues classes. With Peer Resource, Wellness will co-coordinate and help to implement a school-wide teen mental health event in December 2015, assist/support the Peer Support Center, and plan the roll out of the Condom Availability program in collaboration with Wellness nursing interns from Dominican University. Wellness is also coordinating a Mental Health 1st Aid training for PR students in collaboration with the Marin Department of Health and Human Services.

- A Wellness Student Advisory Council will be created for Spring 2015 to bring more student voice to guide Wellness efforts

HEALTH SERVICES:

- 4 Dominican University Nursing Interns and School District Nurse supervisor at Redwood twice a week
- Nursing interns offering tobacco cessation services to students
- Nursing interns have created a policies/procedures document for sending students home that was reviewed and approved by Health Specialist and Attendance Clerk
- Hearing and Vision screenings completed for 65 students who have triennials and will be completed for the entire Redwood 10th grade class in November 2015
- Epi Pen training for all schools in district with designated staff
- Interns are developing a Prescription Pill Abuse workshop for teens and will be piloting the workshop on 11/3/15 with Peer Resource
- Interns working with Wellness and Peer Resource to enhance the Condom Availability Program at Redwood
- Currently working with Marin Community Clinic to plan the launch of reproductive health services at Redwood

PROGRAM DEVELOPMENT/INFRASTRUCTURE:

- Working with School Counselors to create a coordinated continuum of care that includes regular communication and feedback to best support our youth
- Working regularly with an attorney to create consent forms, referral form, policies and procedures that support compliance with both HIPAA and FERPA
- Wellness Director and Senior Director of Student Services developed new parent notification information, new condom board policy and revised the Social Issues letter that goes home annually with students to be up to date with current laws
- Wellness working with Mill Valley Aware, Twin Cities Coalition for Healthy Youth and Ross Valley Healthy Collaborative
- Donations from Kind Bar, Traditional Medicinals, KHROME studios, and Keatin Color

WELLNESS ADVISORY BOARD:

The Wellness Advisory Board is a group of committed stakeholders, 20 members strong, who are actively involved in advising the Wellness Center staff on programs, policies and procedures.

The opportunity to join the Wellness Advisory Board was offered to all Redwood students, staff and parents via email application in November 2014. Additionally, we also reached out to over 30 community stakeholders to apply. As a result of this outreach, we received over 60 applications to be a part of the board.

The Wellness Advisory Board plays a major role helping TUHSD develop effective Wellness programs and advocate for their development, continuation and funding, as well as provide valuable connections with local businesses and agencies. The Board draws upon the considerable expertise of its members to provide input on school and community issues related to student health and wellness, make recommendations for the types of services that the Wellness Center should start, continue, expand or discontinue. Additionally, the Wellness Advisory Board will make recommendations for policies, procedures and programming for the Wellness Center and will develop an annual report of Wellness Center work and recommendations to present to the Board of Trustees.

Wellness Advisory Board membership includes: Redwood students, parents, teachers, counselors, psychologists, classified staff, administrators, TUHSD Board members, community health educators, mental health professionals, substance abuse prevention professionals, and doctors.