

Mental Health and Addiction Strategy and Action Plan 2021-2022 School Year

Board’s Mental Health Strategic Vision: Students and staff throughout the Catholic District School Board of Eastern Ontario (CDSBEO) will work together to create a culture of acceptance, compassion, and peace. Students will feel supported academically and emotionally, maintain a sense of belonging at school, feel as though their voice makes a difference, and know where to turn if they begin to struggle with their mental health. Like School Mental Health Ontario (SMHO), CDSBEO is committed to amplifying the promotive and protective influence of schools, identifying and addressing emerging and escalating student mental health concerns, mobilizing focused support for those disproportionately impacted by COVID-19, building and sustaining strong safety nets and providing hopeful and aligned communication.

CDSBEO Mental Health Priority - Ensure that the 10 Organizational Conditions outlined by School Mental Health Ontario (SMHO) are embedded throughout our school board’s and schools’ cultures:

Activities to Accomplish Priorities	Tier	Timeline	Responsibilities	Indicators of Success	Monitoring and Update	Activities Completed by Year-End Review with SMHO Coach
1. Commitment: Maintain updated information on the Mental Health sections of our CDSBEO websites (both public and internal)	Tier 1	Ongoing	Mental Health Leader (MHL) and Communications Department	Websites (internal and external) remain updated and current	MHL will review websites monthly to ensure updated and relevant info is posted	
2. Mental Health Leadership Team: Maintain our Mental Health Board team to include increased	Tier 1	Fall 2021	MHL and Superintendent responsible for mental health (SO)	Our board mental health team consists of staff, student and parent voice	MHL will review this with the SO in November to ensure these voices are included within our board MH team	

staff, student and parent voice						
3. Clear and Focused Vision: Update our Mental Health Strategy and Action plan for the 2021-2022 school year and present this plan to the Executive Council and Trustees to ensure consistency between the Mental Health Strategy, the Board Overall Strategic Plan and the Board Improvement Plan	Tier 1	Fall 2021	MHL, SO, board MH team and Communications Department	Our updated 2021-2022 Strategy will be posted on our CDSBEO website and schools, Exec Council and Trustees will be aware of same	MHL will send updated plan to SMHO coach for feedback in July 2021. Following this, in the fall of 2021, this Strategy will be presented to Exec Council and Trustees	
4. Communication and Shared Language: Remind staff about our CDSBEO Mental Health protocols, guidelines resources – including the SMHO Student Mental Health Action Kit - to ensure consistency, transparency, and a shared language	Tier 2 and 3	Fall 2021	MHL and SO	Many of our protocols underwent updates during the 2020-2021 school year. All schools will be aware of updated Protocols and Guidelines	MHL will work with the SO to ensure all Guidelines and Protocols are updated as required so that these can be shared with schools. Schools will be aware of these updates as measured in the School MH Needs Assessment	
5. Assessment of Need and Capacity: Provide each schools' Mental Health Team	Tier 1,2 and 3	Winter 2022	MHL and SO	An updated MH School Needs Assessment will be developed by	By March 2022, results from the MH School Needs Assessment will be condensed by our MHL and	

with a Needs Assessment to review current needs and assess how the school board can best support our schools following the past two challenging years				the MHL and shared with the SO. This will then be shared with all schools in Feb 2022	presented to the SO who may wish to present these findings to the Exec team and Trustees	
6. Standard Processes: Ensure all school administrators become aware of our new community <i>Guide for Supporting Students Struggling with their Mental Health and Substance Use Concerns</i>	Tier 2	Fall 2021	MHL	MHL will remind staff of this new resource in the September MH newsletter	All school administrators will have awareness of our new Guide. This will be measured using the MH School Needs Assessment	
7. Systematic Professional Learning: Offer professional development opportunities as needed and ensure schools have the resources they need to review prior learning (i.e., School Review PowerPoint of our CDSBEO Suicide Protocol)	Tier 1, 2 and 3	Ongoing	MHL	MHL will offer, or arrange to offer, professional learning as requested by schools	The majority of schools will feel that their professional learning related to MH was met during the 2021-2022 school year as measured in the MH School Needs Assessment	
8. Mental Health Strategy and Action Plan: Review our	Tier 1	July 2021	MHL	Our updated 2021-2022 Strategy will be	MHL will send updated plan to SMHO coach for feedback in July 2021. Following this,	

Strategy and Action Plan with our Leadership Team and our SMHO Coach				posted on our CDSBEO website and schools, Exec Council and Trustees will be aware of same	in the fall of 2021, this Strategy will be presented to Exec Council and Trustees	
9. Broad Collaboration: Continue to work collaboratively and cooperatively with our community partners	Tier 1,2 and 3	Ongoing	MHL	MHL will continue to attend community MH committees (i.e., Every Kid in Our Community; Suicide Prevention Committee, etc.)	Schools will be aware of MH supports within their communities (including events and community MH Hubs) as measured in the MH School Needs Assessment	
10. Continuous Quality Improvement: Offer focus groups for students to voice their feedback regarding mental health programming and supports available in schools	Tier 1	Spring 2022	MHL and Religion Department	In collaboration with the Religion Department, our MHL will set up focus groups within interested schools to ensure that the student voice is heard and acknowledged	Based on the feedback obtained through the various focus groups, a report will be created and sent to each respective school with their students' feedback. Schools will be encouraged to utilize this feedback when developing their SIPSAs. This feedback will also be condensed at a board level by the MHL and presented to the SO	

CDSBEO Mental Health Priority - Learning and training for schools, community partners and senior students:

Activities to Accomplish Priorities	Tier	Timeline	Responsibilities	Indicators of Success	Monitoring and Update	Activities Completed by Year-End Review with SMHO Coach
Offer Applied Suicide Intervention Skills Training (ASIST) at the request of school principals to ensure that each school feels confident and capable of supporting students struggling with suicidal ideation	Tier 2 and 3	Ongoing	MHL	MHL will offer, or arrange to offer, professional learning as requested by schools	Following the training, the participant feedback forms will indicate that participants feel more confident and capable to support someone struggling with suicidal ideation	
Work with community partners to offer ASIST training for those working with students/families from our school board	Tier 2 and 3	Ongoing	MHL	MHL will offer, or arrange to offer, ASIST training as requested by community partners working directly with our students	Following the training, the participant feedback forms will indicate that participants feel more confident and capable to support someone struggling with suicidal ideation	
Offer safeTALK training to our PSW students and to those students enrolled in the	Tier 2 and 3	Ongoing	MHL	MHL will offer this training to CDSBEO PSW instructors and educators	Following the training, the participant feedback forms will indicate that	

Specialized High Skills Major (SHSM) – Health and Wellness program				involved with the SHSM – Health and Wellness program	participants feel more confident and capable to support someone struggling with suicidal ideation	
Offer ASIST, Mental Health First Aid for Adults Who Interact with Youth and Core Addiction Practice (CAP) training during the summer of 2021 as it was difficult to offer these sessions during the 2020-2021 school year	Tier 3	Summer 2021	MHL	MHL will arrange for these trainings to take place	The majority of schools will feel that their professional learning related to MH was met during the 2021-2022 school year as measured in the MH School Needs Assessment	
Naloxone training will continue to be offered to interested school staff	Tier 3	Spring 2022	MHL	As an RN, our MHL is able to offer this training to any interested school	The majority of schools will feel that their professional learning related to MH was met during the 2021-2022 school year as measured in the MH School Needs Assessment	
LivingWorks START and the half-day ASIST Tune-Up and	Tier 1	Winter 2022	MHL and SO	MHL will brief SO about these programs and a	The majority of schools will feel that their	

LivingWorks START will be explored				determination will be made as to whether these trainings can take place in our board	professional learning related to MH was met during the 2021-2022 school year as measured in the MH School Needs Assessment	
Offer a Mental Health Certification Program in partnership with Uneath Education for students registered for our Summer E-Learning	Tier 1	Summer 2021	MHL and Jennifer Lentz, Dianne Wooller and representatives from Uneath Education	At least 300 students ranging from grade 9-12 will register for this certification program	MHL will connect with Uneath Education following the completion of the course to obtain feedback about the students' experience and results of their assignments	
During the 2020-2021 school year's student Focus Groups, students identified that they would appreciate more "group" facilitation by our MHA counsellors and their SSWs. Therefore, trainings regarding Group	Tier 1	Fall 2021	MHL and SO	At least 3 schools will offer group sessions at lunch for students interested in these sessions	During the student focus groups this school year, students will identify that they appreciated the group sessions offered by the MHA counsellors	

Facilitation will be offered to help staff feel confident and competent when offering group sessions					and/or SSWs in their schools	
Restorative Practices, including proactive classroom circles, were introduced to CDSBEO several years ago. Schools will be reminded of these practices and encouraged to use these methods of engaging with students	Tier 1	Fall 2021	MHL, SO, Religion Department and Safe Schools rep	The majority of our schools will continue to incorporate Restorative Practices, including proactive classroom circles	During the student focus groups this school year, students will identify that they appreciated engaging in Restorative Practices, including proactive classroom circles	

CDSBEO Mental Health Priority - Development and support for evidence-based, implementation-sensitive practice:

Activities to Accomplish Priorities	Tier	Timeline	Responsibilities	Indicators of Success	Monitoring and Update	Activities Completed by Year-End Review with SMHO Coach
Increased mental health literacy in elementary and secondary school through the promotion of SMHO resources (i.e., Student Mental Health Action Kit), and increased awareness of the Mental Health section of our CDSBEO websites (both public and internal)	Tier 1	Ongoing	MHL	MHL will promote the SMHO Student Mental Health Action Kit to ensure staff are aware of these resources available on the SMHO website. Information about these resources will also be added to our MH Newsletters monthly as appropriate	The majority of schools will feel that their mental health literacy needs were met during the 2021-2022 school year as measured in the MH School Needs Assessment	
During the summer months, provide students transitioning from grade 6-7 or 8-9 with a self-care package in partnership with our Religion Department to	Tier 1	Summer 2021	MHL and Religion Department	Students will feel a sense of belonging to their new secondary schools as they depart from their elementary schools	The majority of schools will feel as though students were offered the MH support they required during the 2021-2022 school year as measured by the	

promote student wellbeing					MH School Needs Assessment	
Increased connection made evident to staff and students between mental health and faith	Tier 1	Ongoing	Principal of Religion, Religion Consultant and MHL	MHL and Religion department will work with increased collaboration	MHL will meet regularly with the members of the Religion department to review goals, brainstorm and collaborate on projects	
Offer free access to the <i>Kids Have Stress Too!</i> (kindergarten – grade 6) and <i>Stress Lessons</i> (grades 7-12) for interested educators	Tier 1	Ongoing	MHL and SO	MHL will offer free access to KHST! and Stress Lesson programming for interested educators (board will pay the \$25 fee per download)	MHL will keep a list of those who received these links. All schools will be made aware of this opportunity as measured in the MH School Needs Assessment	
Continue with an increased focus on the “Transitional Years” (gr 7, 8 and 12) and provide added support to students during these critical years. Remind schools with students in grades 6 and 8 about the <i>Healthy Transitions</i>	Tier 1	Spring 2022	MHL	MHL will include information about the <i>Healthy Transitions</i> program and how to access it in the monthly MH Newsletter sent to schools	The majority of schools will feel as though students were offered the MH support they required during the 2021-2022 school year as measured by the MH School Needs Assessment	

resource they were provided a couple of years ago						
Our Mental Health Leader will offer virtual class presentations on mental health topics of the educator's choice to meet classroom needs	Tier 1	Ongoing	MHL	Students from all grade levels will have access to virtual presentations related to MH by our MHL	The majority of schools will feel as though students were offered the MH support they required during the 2021-2022 school year as measured by the MH School Needs Assessment	
Further publicize the Good2Talk Resource to our grade 12 students as they prepare to go to post-secondary	Tier 1, 2 and 3	Spring 2022	MHL	Information about Good2Talk will be made available within the schools' monthly Newsletters so that this info can be shared with grade 12 students	The majority of schools will feel as though students were offered the MH support they required during the 2021-2022 school year as measured by the MH School Needs Assessment	
Explore the Link Crew program and/or other Peer Support program	Tier 1	Spring 2022	MHL and SO	MHL and SO will meet to discuss whether these programs would be feasible in our system at this time and, if so, how to get them started	MHL and SO will have met to discuss whether these programs were feasible in our system at this time and, if so, an action plan will be	

					developed to get them started	
Continue to partner with Kids Help Phone (KHP) to ensure that all staff and students are aware of this valuable resource	Tier 1	Ongoing	MHL	MHL will continue to include info about KHP in the monthly MH Newsletters to schools	The majority of schools will feel as though students were offered the MH support they required during the 2021-2022 school year as measured by the MH School Needs Assessment	
Further publicize the <i>Counsellor in the Classroom</i> program developed by Kids Help Phone	Tier 1	Fall 2021	MHL	MHL will include information about this program in the monthly MH Newsletters to schools	Schools will indicate that they were aware of this program being available to students as measured by the MH School Needs Assessment	
Work with our Community Agencies in their continued work to develop the Community Hubs across our school board (Rockland, Cornwall and Kemptville)	Tier 1	Ongoing	MHL and Indigenous Lead	Meetings surrounding these Hubs will continue to be attended by either the MHL and/or the Indigenous Lead. Info about these Hubs will be shared in the monthly MH	Schools will indicate that they are aware of these Hubs as measured by the MH School Needs Assessment	

				Newsletters to schools		
Continue to partner with Hopewell, the Eating Disorder Support Centre, so they can offer their Celebrate Everybody program to our students	Tier 1	Ongoing	MHL and program coordinator at Hopewell	MHL will include information about this program in the monthly MH Newsletters to schools	Schools will indicate that they were aware of this program being available to students as measured by the MH School Needs Assessment	
Work with Girls Inc to continue to offer their empowering programming virtually to girls throughout Leeds and Grenville	Tier 1	Ongoing	MHL and program coordinator at Girls Inc	MHL will include information about this program in the monthly MH Newsletters to schools	Schools will indicate that they were aware of this program being available to students as measured by the MH School Needs Assessment	
Build awareness about the virtual programming being offered by Big Brothers Big Sisters in LLG and SDG. Also explore offering this program in the PR region	Tier 1	Ongoing	MHL and program coordinator at Big Brothers Big Sisters	MHL will include information about this program in the monthly MH Newsletters to schools	Schools will indicate that they were aware of this program being available to students as measured by the MH School Needs Assessment	

Continue to offer the Talking About Mental Illness (TAMI) program in partnership with the Canadian Mental Health Association (CMHA) Champlain East and Lanark, Leeds and Grenville Addiction and Mental Health (LLGAMH)	Tier 1	Ongoing	MHL and program coordinator at CMHA	CMHA will inform schools that they are offering this program virtually this year for interested classrooms	Schools will indicate that they were aware of this program being available to students as measured by the MH School Needs Assessment	
Christian Meditation will continue to be offered throughout our school board to any interested educator who wishes to pursue this practice with their class	Tier 1	Ongoing	MHL and Religion Department	MHL will include information about this practice in the monthly MH Newsletters to schools	Schools will indicate that they were aware of this opportunity being available to students as measured by the MH School Needs Assessment	
Cognitive Behavioural Therapy techniques will continue to be brought into the grade 7 and 8 classrooms using the Harry Potter novel	Tier 1	Ongoing	MHL	MHL will include information about this program in the monthly MH Newsletters to schools	Schools will indicate that they were aware of this program being available to students as measured by the MH School Needs Assessment	

<p>The Umbrella Project will be introduced to all schools throughout our board to help teach students various coping strategies and techniques</p>	<p>Tier 1</p>	<p>Ongoing</p>	<p>Religion Department</p>	<p>All schools will receive ongoing support to offer this program in their schools throughout this school year</p>	<p>All schools will indicate that they felt they were supported in bringing this program to life in their schools as measured by the MH School Needs Assessment</p>	
<p>Update our CDSBEO Flipbook so that it is accessible for our website and has up-to-date information</p>	<p>Tier 1</p>	<p>Winter 2022</p>	<p>MHL and Religion Department</p>	<p>All classrooms will have updated Flipbooks</p>	<p>The majority of schools will indicate that they felt they were supported in ensuring student mental health was promoted throughout the school year as measured by the MH School Needs Assessment</p>	
<p>Ensure all schools have a Mental Health bulletin board so that promoting positive mental health – with staff and students – remains top of mind</p>	<p>Tier 1</p>	<p>Spring 2022</p>	<p>MHL and HR</p>	<p>A Mental Health bulletin board will be present in each of our 39 schools</p>	<p>Schools will identify that they have a MH bulletin board in their staff room as measured by the MH School Needs Assessment</p>	

Our schools' Mental Health Kits will be updated and include resources aligned with the Umbrella Project to promote consistency in messaging	Tier 1	Beginning in fall 2021	MHL and Religion Department	All schools will have received updated MH Kits by the end of June 2023	The majority of schools will indicate that they have the resources they need to promote student mental health as measured by the MH Needs Assessment	
Our MHA counsellors will work with both elementary and secondary students across the school board to offer Tier 2 intervention and support. Students requiring Tier 3 intervention and support will be appropriately referred to our community MHA partners	Tier 2 and 3	Ongoing	MHL, MHA counsellors and community partners including MHAN	Students across our system requiring mental health support will receive the support that they need when they need it	When utilizing the new Guide for supporting struggling students and/or our Suicide Protocol, the student feedback will indicate that they received the support they required when they needed it	
The External Partnership Agreements with our community partners (i.e., MHAN, YouthNet, Open Doors, CMHLG, Valoris,	Tier 1	Fall 2021	MHL and SO	All community partners who work with our schools to support student MH will have signed the External Partnership Agreements	MHL will retain copies of these Agreements in her records	

CCH, etc.) will be reviewed by the Superintendent responsible for Mental health along with the Mental Health Lead to ensure accuracy and consistency in services provided						
Explore Scott Ste Marie's presentation regarding the dangers of social media use	Tier 1	Fall 2021	MHL and SO	MHL will meet with Scott Ste Marie to review his presentation and determine if it can be presented to our grades 7-12 students	If this presentation meets the standards of SMHO's Decision Support Tool, at least 3 of our schools will have offered this presentation to their students to increase their knowledge of the negative impact that social media can play on their mental health	
Our MHL will develop a Performance Appraisal template for herself so that she may receive a Performance Appraisal beginning	Tier 1	Winter 2022	MHL and SO	Following the completion of the Performance Appraisal template, the MHL will share same with her SMHO coach to ensure	The Performance Appraisal for the MHL will be completed annually and feedback from this Performance Appraisal will be	

during the 2021-2022 school year and annually moving forward				consistency. Following the incorporation of feedback from her coach, our MHL will engage in a Performance Appraisal with the SO responsible for MH	used to ensure the MHL is meeting the expectations of her role	
The ParticipACTION app will be explored to increase physical activity among students and staff throughout our system	Tier 1	Winter 2022	MHL, Phys-ed curriculum consultant and SO	If the participACTION app is found to be helpful after initial exploration with the SO, this app will be promoted throughout CDSBEO to encourage staff and students to engage in increased physical activity. Physical activity has a profound effect on mental health	If the participACTION app is found to be beneficial after initial exploration with the SO, all schools will indicate that they are aware of this app as measured by the Schools' Mental Health Assessment	
A review of our CDSBEO policies and procedures regarding substance using a trauma-informed lens will be	Tier 1	Winter 2022	MHL, SO responsible for MH, our OT and SO responsible for Safe Schools	Our CDSBEO policies and procedures will not stigmatize youth struggling with a substance use disorder	During our youth focus groups, students struggling with substance use will indicate that they do not feel stigmatized by the	

conducted to ensure that our policies and procedures are not adding to the stigma associated with substance use					schools' reaction to this use	
A Human Trafficking protocol across our school board will be explored	Tier 1	Winter 2022	MHL, SO responsible for MH and SO responsible for Safe Schools	Schools will have increased awareness about Human Trafficking and how to prevent and respond to same	The majority of schools will indicate that they know how to recognize and respond to a student who might be engaged in human trafficking in our Schools' Mental Health Needs Assessment. This learning was also promoted through the Human Trafficking training through Victim Services during the 2020-2021 school year.	
1Call1Click and AccessMHA will be promoted throughout our school board for	Tier 1	Fall 2021	MHL and SO	Schools will be aware of these resource that they can utilize to support students (1Call1Click) and	The majority of schools will indicate that they are aware of these resources in the Schools' Mental	

students, parents and staff				adults such as parents and staff (AccessMHA)	Health Needs Assessment	
The journals that were created by our MHL and Religion Department will be disseminated to all students and staff throughout CDSBEO	Tier 1	Fall 2021	MHL, Religion Department and SO	Every student and staff member at CDSBEO will receive their own journal created by our MHL and Religion Department for their personal use to promote positive mental health	The majority of schools will indicate that they are aware and utilizing these journals as measured by our Schools' Mental Health Needs Assessment	
A "Sleep Poster" competition will occur for students to develop a poster indicating the need for students to get enough sleep, promote healthy sleep routines, turn off devices at bedtime, etc. to promote healthy sleep throughout our system	Tier 1	Fall 2021	MHL, art curriculum consultant, SO	Students will submit "Sleep Posters" with healthy sleep tips for fellow students to the MHL. The winning poster will be professionally printed and put up in all schools throughout CDSBEO to encourage students to engage in healthy sleep routines	The majority of schools will indicate that they were aware of this initiative and have put up their sleep poster in their Schools' Mental Health Needs Assessment.	
Schools will utilize the hashtag "#ShareTheGood"	Tier 1	Ongoing	MHL and SO	The hashtag "#ShareTheGood" will be promoted	Schools will indicate that they were aware of this	

to promote positive mental health among students, families and staff				in the MH newsletters throughout the school year	hashtag and utilized it as measured by our Schools' Mental Health Needs Assessment	
The Royal Ottawa will engage in research related to Outdoor Education at CDSBEO	Tier 1	Ongoing	MHL and SO	Staff selected by the MHL and SO will help engage in research related to Outdoor Education lead by a researcher at the Royal Ottawa	The researcher at the Royal Ottawa will obtain the needed information for her Outdoor Education study	
Schools throughout CDSBEO will be encouraged to engage with the elderly at retirement and/or nursing homes to promote positive mental health between both students and the elderly	Tier 1	Ongoing	MHL and SO	At least 3 of our CDSBEO schools will engage in opportunities to connect with the elderly at a retirement/nursing home during the 2021-2022 school year. This could include either in-person visits (if permitted) or pen-pal opportunities	At least 3 of our CDSBEO schools will indicate that they participated in engaging with the elderly at retirement/nursing homes in our Schools' Mental Health Needs Assessment	
Schools will continue to utilize the Zones of Regulation program with our elementary	Tier 1	Ongoing	MHL	Elementary students will be familiar with the Zones of Regulation program and	The majority of our elementary schools will indicate that they utilize this program as	

students to foster positive mental health among students				utilize this program in our CDSBEO elementary schools	measured by our Schools' Mental Health Needs Assessment	
Schools will continue to utilize the Fill Your Bucket activities with our elementary students to foster positive mental health among students	Tier 1	Ongoing	MHL	Elementary students will be familiar with the Fill Your Bucket activities and utilize this concept in our CDSBEO elementary schools	The majority of our elementary schools will indicate that they utilize the Fill Your Bucket activities as measured by our Schools' Mental Health Needs Assessment	
Schools will begin to engage in the Roots of Empathy programming once COVID restrictions are lifted and staff feel comfortable with babies visiting their schools	Tier 1	Winter 2022	MHL, Religion Department and SO	At least 3 of our schools will have engaged in the Roots of Empathy program during the 2021-2022 school year	Schools will be aware that they can now reengage with the Roots of Empathy program as measured by the Schools' Mental Health Needs Assessment	
Our MHL will conduct interviews with students (provided parental consent has been given) to ask the students, <i>"What do your teachers do to show you that they care about you"?</i>	Tier 1	Winter 2022	MHL, Religion Department, Communications Department	At least 7 students will be interviewed and asked, <i>"What do your teachers do to show you that they care about you"?</i>	This video will be shared with staff and staff will be asked if they are aware of this video in the Schools' Mental Health Needs Assessment. The majority of schools	

<p>These interviews will be videotaped and shared with staff to encourage staff to do those “little things” that truly make a difference in students’ lives</p>					<p>will indicate that they are indeed aware of this video and have shared it with all staff.</p>	
<p>The Parent Resource, started prior to the COVID pandemic in partnership with the local Health Units, will be completed. This parent resource provides tips for parents on how to build their child/teen’s resiliency and promote positive communication</p>	<p>Tier 1</p>	<p>Winter 2022</p>	<p>MHL and local Health Units</p>	<p>This parent resource will be printed and sent to schools so that they can be shared with parents</p>	<p>The majority of schools will indicate that they have made this resource available to parents in our Schools’ Mental Health Needs Assessment</p>	

CDSBEO Mental Health Priority - The lens of equity across mental health and substance use prevention initiatives:

Activities to Accomplish Priorities	Tier	Timeline	Responsibilities	Indicators of Success	Monitoring and Update	Activities Completed by Year-End Review with SMHO Coach
Ensure that the app that has been developed for our MHA counsellors to track their data is being used and is capturing the data required	Tier 1 and 2	Winter 2022	MHL and MHA Counsellors	MHA Counsellors will indicate that they are pleased with the functionality of the app and find it useful for capturing student data	MHL will meet with MHA Counsellors to discuss the app and ensure it is meeting their needs	
MHA Counsellors will begin utilizing the Brief Digital Intervention (BDI) tools offered through SMHO starting in the fall 2021	Tier 2	Fall 2021	MHL and MHA counsellors	All four of the MHA counsellors in our board will begin utilizing the BDI tools beginning in Oct 2021	MHL will meet with MHA Counsellors to discuss the BDI tools and ensure these tools are meeting their needs	

All students requiring Tier 3 support will be connected to their local MHA Child and Youth Agency	Tier 3	Ongoing	MHL, MHA counsellors	All students will get the MH support that they need when they need it	The majority of schools will feel as though students were offered the MH support they required during the 2020-2021 school year as measured by the MH School Needs Assessment	
Continue to provide free “Keep Talking About Mental Health” t-shirts to all interested staff and students	Tier 1	Fall 2021	MHL and Student Senate	“Keep Talking About Mental Health” t-shirts will be visible within all schools	MHL will provide the remaining “Keep Talking About Mental Health” t-shirts to the Student Senate at one of their meetings in the fall of 2021 so they can share these with interested students and staff	
Provide schools with monthly CDSBEO Mental Health Newsletters so that all schools are aware of new resources and	Tier 1	Ongoing	MHL	Schools will be aware of new resources and community programs available to their students to	The majority of schools will feel as though students were offered the MH support they required during	

community programs available to them				support positive MH	the 2021-2022 school year as measured by the MH School Needs Assessment	
Our Mental Health Leader will continue to work closely with our Indigenous Lead to ensure consistency and transparency	Tier 1	Ongoing	MHL and Indigenous Lead	Regular meetings will occur between the MHL and our Indigenous Lead throughout the school year	The majority of schools will feel as though all students were offered the MH support they required during the 2021-2022 school year as measured by the MH School Needs Assessment	
Further publicize the Canada Learning Bond in our schools so that parents can be made aware of this opportunity	Tier 1	Spring 2022	MHL	Information about the Canada Learning Bond will be added to the school MH Newsletters	Schools will indicate that they were made aware of this opportunity as measured in the MH School Needs Assessment	
Our new board theme for the next 3 years commencing during the 2021-2022 school year is: <i>I</i>	Tier 1	Ongoing	MHL and Religion Department	All students will feel a sense of belonging within CDSBEO	The majority of schools will indicate that they utilized the new board theme, <i>I Belong</i>	

<i>Belong Here.</i> Schools will utilize this new board theme to ensure that students feel a sense of belonging, thus fostering their mental health					<i>Here,</i> to foster positive mental health for our students throughout the school year as measured by our MH Needs Assessment	
--	--	--	--	--	--	--

CDSBEO Mental Health Priority - Best practice in youth engagement:

Activities to Accomplish Priorities	Tier	Timeline	Responsibilities	Indicators of Success	Monitoring and Update	Activities Completed by Year-End Review with SMHO Coach
Involve the Student Senate in decision-making concerning mental health and substance use prevention efforts within our schools	Tier 1	Fall 2021 and ongoing	MHL and SO responsible for the Student Senate	MHL will present to Student Senate about issues related to MH within the schools and invite their ongoing feedback throughout the school year	During youth focus groups in the schools, youth from the Student Senate will identify that they feel as though their voice is listened to at the board level	
Provide the Student Senate with a copy of the overall board OurSCHOOL survey results so that these student leaders have an	Tier 1	Spring 2022	MHL and SO responsible for the Student Senate	An "Action Plan" will be created by the youth in our Student Senate to support building increased positive	During youth focus groups in the schools, youth from the Student Senate will identify that they feel as	

<p>opportunity to develop an “Action Plan” to help increase the results of our students and can bring these plans back to their respective schools</p>				<p>MH throughout our system</p>	<p>though their voice is listened to at the board level</p>	
<p>Offer focus groups for students to voice their feedback regarding mental health programming and supports available in schools</p>	<p>Tier 1</p>	<p>Spring 2022</p>	<p>MHL and Religion Department</p>	<p>Half of our secondary schools will be offered a focus group opportunity with students to give them a chance to share their insights about improving MH programming throughout our board</p>	<p>Based on the feedback obtained through the various focus groups, a report will be created and sent to each respective school with their students’ feedback. Schools will be encouraged to utilize this feedback when developing their SIPSAs. This feedback will also be condensed at a board level by the MHL and presented to the SO</p>	

<p>Youth from YouthNet will continue to deliver presentations to students from grades 7-12 including "StressLess" and "How to Help a Friend"</p>	<p>Tier 1</p>	<p>Ongoing</p>	<p>MHL</p>	<p>Information about how to bring this programming to each school will be shared in the Schools' MH Newsletter for interested schools to sign up</p>	<p>Schools will indicate that they were aware of this program being available to students as measured by the MH School Needs Assessment</p>	
<p>YouthNet will provide a "Pens and Paints" program at one of our schools during the 2021-2022 school year</p>	<p>Tier 1</p>	<p>Spring 2022</p>	<p>MHL and SSW at chosen school</p>	<p>MHL will meet with BCCs to discuss which school should be awarded this opportunity. MHL will then work with the chosen school's SSW to ensure this program runs smoothly at the school</p>	<p>Students participate at one of our schools will participate in this program during the 2021-2022 school year</p>	

CDSBEO Mental Health Priority - Tools for developing and communicating about system pathways:

Activities to Accomplish Priorities	Tier	Timeline	Responsibilities	Indicators of Success	Monitoring and Update	Activities Completed by Year-End Review with SMHO Coach
Working closely with Zac Osmond, our MHL will create a CDSBEO Mental Health pamphlet so ensure families and students are aware of the supports they can expect at CDSBEO	Tier 1	Ongoing	MHL and Zac Osmond	Students and parents will be aware of the supports they can expect at CDSBEO	The results of the parent OurSCHOOL survey will indicate that families are aware of the mental health supports that they can expect at CDSBEO	
Continue to work closely with the three Mental Health Lead Agencies across our school board to ensure the system pathways they are	Tier 1	Ongoing	MHL, Valoris, Children’s Mental Health of Leeds and Grenville, Cornwall Community Hospital	Our MHL will attend all MH Lead Agency meetings to ensure CDSBEO’s voice remains present when	The system pathways developed by our three MH Lead Agencies will correctly reflect the pathways	

developing align with the system pathways present in our schools				developing these system pathways	present in our school board	
Working with our Religion Department, ensure that the listing of ASIST-trained individuals from each school remains current and updated. This list is posted on our internal school board website to ensure all staff have access and know who, in their own school, is trained in ASIST	Tier 1	Winter 2022	MHL and Religion Department	The listing of ASIST-trained individuals from each school will remain current and updated. This list is posted on our internal school board website to ensure all staff have access and know who, in their own school, is trained in ASIST	Schools will indicate that they are aware of who is currently trained in ASIST in their school and will indicate that they are aware of where to find this listing as measured by the MH School Needs Assessment	
Organize a Community Partner Day where our community partners, BCCs, SSWs and other interested school staff can meet face-to-face to ensure everyone is aware of their roles and how to refer	Tier 1	Spring 2022	MHL	Schools will be aware of who to refer to when a student is struggling and how these referrals take place. Community partners will also be aware of supports offered to students	The majority of schools will feel as though all students were offered the MH support they required during the 2021-2022 school year as measured by the MH School Needs Assessment	

students when needed				throughout CDSBEO		
Ensure each of our school buses have posters publicizing the resources offered by Kids Help Phone	Tier 1	Fall 2021	MHL and STEO	Students will see the Kids Help Phone advertising in their school buses and be reminded of this valuable resource available to them	MHL will confirm with STEO that these posters remain in all school buses	

CDSBEO Mental Health Priority - Parent and family engagement for mental health awareness building:

Activities to Accomplish Priorities	Tier	Timeline	Responsibilities	Indicators of Success	Monitoring and Update	Activities Completed by Year-End Review with SMHO Coach
Continue to work with the Parents' Lifelines of Eastern Ontario (PLEO) to ensure families are aware of this valuable resource available to them	Tier 1	Ongoing	MHL	Parents/caregivers will be aware of this valuable resource available to them	Schools will identify that they are aware of PLEO and refer parents to this organization as appropriate as measured on our MH School Needs Assessment	

Continue to post information pertinent to parents on our CDSBEO social media so that all parents can be made aware of various initiatives in their communities that support positive mental health	Tier 1	Ongoing	MHL and the Communications Department	Parents/caregivers will be aware of the various initiatives in their communities that support positive mental health	Parents will indicate that they are kept informed of MH initiatives within their communities on the Parent OurSchool Survey	
Parents will become more aware of the Triple P Parenting Program available to them for free	Tier 1	Ongoing	MHL and the Communications Department	Parents/caregivers will be aware of the Triple P Programming in their communities through social media and/or communication from the school as this info will be shared by the MHL in the Schools' MH Newsletters	Parents will indicate that they are kept informed of MH initiatives within their communities on the Parent OurSchool Survey	
Parent voice will be actively sought by providing parents/caregivers with a survey to assess their level of satisfaction with mental health and	Tier 1	Spring 2022	MHL, SO and The Learning Bar	Schools will inform parents about the opportunity to take the parent OurSCHOOL survey to voice their feedback	At minimum, 100 parents will participate in this survey. This anonymous information will be collected from The	

well-being initiatives in our school board				about mental health and well-being initiatives in our school board	Learning Bar and assessed by the MHL and SO to incorporate ideas in our BIPSA	
--	--	--	--	--	---	--

CDSBEO Mental Health Priority - System awareness of the CDSBEO Suicide Prevention Protocol:

Activities to Accomplish Priorities	Tier	Timeline	Responsibilities	Indicators of Success	Monitoring and Update	Activities Completed by Year-End Review with SMHO Coach
During the summer months, offer 2 ASIST trainings in which the update Suicide Protocol is reviewed	Tier 3	Summer 2021	MHL	School staff will feel comfortable utilizing the Suicide Protocol as required	Schools will identify that they feel competent and capable of supporting students with suicidal ideation as measured by the MH School Needs Assessment	

Ensure each school receives the Suicide Protocol Refresher presentation at the beginning of the school year	Tier 3	Fall 2021	MHL	MHL will provide each school with the Suicide Protocol Refresher PowerPoint to share with staff	Schools will identify that they feel competent and capable of supporting students with suicidal ideation as measured by the MH School Needs Assessment	
Continue to publicize the Reach Out Now suicide prevention website as this resource covers all areas of our school board	Tier 1, 2 and 3	Ongoing	MHL	Information about the Reach Out Now website will be provided in the Schools' MH Newsletters and shared at any ASIST/safeTALK training	The majority of schools will identify that they are aware of this resource as measured by the MH School Needs Assessment	
Print the updated CDSBEO Suicide Protocol as it has been over 3 years since its introduction to the system. Ensure each school has at least 2 copies of this updated protocol	Tier 3	Fall 2021	MHL	Each school will have 2 hard copies of the updated suicide protocol	Schools will identify that they feel competent and capable of supporting students with suicidal ideation as measured by the MH School Needs Assessment	

CDSBEO Mental Health Priority - Learning and training for School Mental Health Workers:

Activities to Accomplish Priorities	Tier	Timeline	Responsibilities	Indicators of Success	Monitoring and Update	Activities Completed by Year-End Review with SMHO Coach
Keep our four Mental Health and Addiction Counsellors updated on new training opportunities available to them through School Mental Health	Tier 2 and 3	Ongoing	MHL	As information about training opportunities for our regulated MHA counsellors becomes available from SMHO, our MHL will share these opportunities so	In discussion with our MHL at regular check-in times throughout the school year, our MHA counsellors will indicate that they feel supported and able to provide	

Ontario (i.e., BRISC training)				that they may sign up	assistance and support to struggling students	
Explore training our MHA counsellors in suicide2HOPE training offered through LivingWorks	Tier 2 and 3	Fall 2021	MHL and SO	The MHL will explore the opportunity for our MHA counsellors to be trained in the LivingWorks' suicide2HOPE program for students who are chronically experiencing suicidal ideation	The SO responsible for MH will either agree or disagree that this training should be a priority for our four MHA counsellors	

CDSBEO Mental Health Priority - Focused learning and training for educators in special roles and non-regulated workers:

Activities to Accomplish Priorities	Tier	Timeline	Responsibilities	Indicators of Success	Monitoring and Update	Activities Completed by Year-End Review with SMHO Coach
Keep our Student Support Workers and Behavioural Crisis Consultants updated on new training	Tier 2 and 3	Ongoing	MHL	As information about training opportunities for our unregulated MHA workers becomes available	Schools will indicate that they have been offered adequate training	

opportunities available to them through School Mental Health Ontario				from SMHO, our MHL will share these opportunities so that they may sign up	opportunities to feel competent and capable of supporting students struggling with their MH	
The Sources of Strength training will continue to be offered to interested schools for individual cohorts of students	Tier 1	Ongoing	MHL	MHL will share information about how to sign up for this valuable training in the MH School Newsletter	Schools will indicate that they were aware of this opportunity for training as measured in the MH School Needs Assessment in 2021-2022. At least three (3) trainings will occur during the 2021-2022 school year	
Continue to ensure that at least 2 people from each school are trained in ASIST-11	Tier 3	Fall 2021	MHL and Religion Department	The listing of ASIST-trained individuals from each school will remain current and updated with at least 2 people from each school identified. This list is posted on our internal	Schools will indicate that they are aware of the 2 people (at least) in their school who are currently trained in ASIST in their school and will indicate that they are aware	

				school board website to ensure all staff have access and know who, in their own school, is trained in ASIST	of where to find this listing as measured by the MH School Needs Assessment	
--	--	--	--	---	---	--

CDSBEO Mental Health Priority - Cannabis and other substance use best practice guidelines for school mental health professionals and other school staff:

Activities to Accomplish Priorities	Tier	Timeline	Responsibilities	Indicators of Success	Monitoring and Update	Activities Completed by Year-End Review with SMHO Coach
Working with the Lung Health Foundation, distribute the information regarding vaping and cannabis use to	Tier 1, 2 and 3	Fall 2021	MHL	Information about vaping from the Lung Health Foundation will be disseminated to each secondary	Schools will indicate that they received this information and that they feel they have adequate	

every secondary school within our school board				school within our school board	knowledge about vaping and cannabis use to support students as measured by the MH School Needs Assessment	
Ensure all administrators are aware of our new <i>Guide for Supporting Youth Struggling with Mental Health and Substance Use Concerns</i>	Tier 1, 2 and 3	Fall 2021	MHL	MHL will remind staff of this resource in the monthly MH school newsletters	All school administrators will have awareness of our new Guide. This will be measured using the MH School Needs Assessment	
Continue to work alongside Planet Youth Lanark to bring this valuable program to the Lanark region during the 2021-2022 school year	Tier 1	Ongoing	MHL	MHL will continue to attend all Planet Youth Lanark meetings to stay updated in bringing this valuable program to the Lanark region	Planet Youth Lanark will collect their youth survey with the grade 10 students beginning in the 2021-2022 school year. At least 80% of our grade 10 students will participate in this survey	

<p>The substance use protocol developed in Lanark, Leeds and Grenville will be expanded to the SDG and PR regions of our school board</p>	<p>Tier 2 and 3</p>	<p>Winter 2022</p>	<p>MHL</p>	<p>MHL will advocate for the expansion of this protocol throughout our entire school board jurisdiction as it ensures that students struggling with substance use receive the help they need when and where they need it</p>	<p>All schools throughout our school board will be aware of the substance use protocol as measured by our Schools' Mental Health Needs Assessment</p>	
<p>Our MHL will promote the Cannabis prevention programming offered by the YMCA throughout Ontario</p>	<p>Tier 1</p>	<p>Fall 2021</p>	<p>MHL</p>	<p>At least 3 of our schools will have participated in the Cannabis prevention program offered by YMCA throughout Ontario</p>	<p>The majority of schools will indicate that they were aware of this programming opportunity as measured by our Schools' Mental Health Needs Assessment</p>	

CDSBEO Mental Health Priority - Progress and impact monitoring:

Activities to Accomplish Priorities	Tier	Timeline	Responsibilities	Indicators of Success	Monitoring and Update	Activities Completed by Year-End Review with SMHO Coach
Provide each schools' Mental Health Team with a Needs Assessment to review current needs and assess how the school board can best support our schools	Tier 1	Spring 2022	MHL	MHL will update the MH School Needs Assessment to include questions relevant to COVID and will provide this Needs Assessment to all school MH Teams	All 39 schools will participate in this MH Needs Assessment. The results will be condensed by the MHL and presented to the SO who may	

during this challenging year				so that they may provide their feedback regarding MH supports/ programming available to our students and their families	wish to share these results with the Exec Team and Trustees	
Begin to offer OurSCHOOL Surveys to student, parents and staff to access their level mental health and ensure growth. Based on the results of these surveys, each school will develop an Action Plan that will be incorporated into their SIPSA to increase well-being throughout their school community	Tier 1	Fall 2021	MHL, SO, The Learning Bar	All students from grades 4-12 will have the opportunity to complete the OurSCHOOL Survey. Schools will be encouraged to incorporate the findings of these surveys in their SIPSAs. Parents and staff will likewise have the opportunity to complete their version	At least 85% of students will have completed the OurSchool Survey. The results from these surveys will be incorporated within at least 80% of our schools' SIPSAs. At least 100 parents and staff will likewise complete the survey so that these results can be incorporated into our BIPSA	
Our Mental Health and Addiction Workers will continue to monitor their progress and	Tier 2 and 3	Ongoing	Regulated Mental Health and Addiction (MHA) Workers, data	Data, as prescribed by SMHO, will continue to be collected by our	MHL will review data collected by the Regulated MHA Workers in January and June	

collect data relative to their work with students			coordinator, MHL	Regulated MHA Workers to ensure growth and accountability	to ensure growth and accountability	
Student feedback will be actively sought following their involvement in our Suicide Protocol or following the implementation of our Guide for Supporting Youth Struggling with Mental Health and Substance Use Concerns	Tier 2 and 3	Ongoing	Regulated MHA workers, unregulated MHA workers, community MHA partners, MHL	Seeking student feedback following the implementation of our new Guide and the updated Suicide Protocol is a component of these resources. This feedback will be collected and adjustments to these resources will be initiated as required	The new Guide for Struggling Students and the Suicide Protocol's student feedback will be taken into account by the MHL when updated either of these resources	

CDSBEO Mental Health Leadership Team

Norma McDonald, Superintendent of School Effectiveness
Michelle Neville, Mental Health Leader
Krista Kiiffner, Chief Psychologist
Renee Rozon, Principal of Special Education
Dawn Finnegan, Principal of Religious Education and Equity Lead
Tracy O'Brien, Principal of Curriculum
Marian Lawson-MacDonald, Indigenous Lead
Douglas McKenzie, Mental Health and Addiction Counsellor
Heather Scott, Mental Health and Addiction Counsellor
Marcia St. Pierre, Mental Health and Addiction Counsellor
Jessie Burnie, Mental Health and Addiction Counsellor
Pam Dunk, Behaviour Crisis Consultant
Shari King, Behaviour Crisis Consultant
Dianne Gauthier, Behaviour Crisis Consultant
Jeff Goodfellow, Behaviour Crisis Consultant
Tania Roddick, Behaviour Crisis Consultant
Cindy Scott, Behaviour Crisis Consultant
Stephanie Reid, Itinerant ABLE (Alternate Behavioural Learning Environment) Worker
Jennifer Brown, Guidance Counsellor
Melissa Bolton, Parent
Harnoor Shahi, Student Representative (Grade 11)

Norma McDonald

Norma McDonald, Superintendent Responsible for Mental Health

M. Neville

Michelle Neville, Mental Health Leader