

## Goal 2: Support Student and Employee Well-Being

**Measurable Objective 1: The district will provide evidence-based programs and services to support students' physical and mental well-being.**

**Measures:** Mid-continent Research for Education and Learning (McREL) Referral Tracking System; McREL National Outcome Measures (NOM) data; Prevention Needs Assessment (PNA) data; Disciplinary Office Referral Form; CCSD Student Behavioral Health Survey; Student attendance; Social Academic Emotional Behavior Risk Screener (SAEBRS)

### Strategy 1: Positive Social Norming Campaign

Activity	Begin Date	End Date	Status 8/23/22	Status 3/14/23	Status 9/26/23	Status 3/12/24	Status 9/10/24	Status 4/8/2025	Status 9/23/25
1.1 Engaging students utilizing: Social media blitzes, radio ads, texting, and media.	July 1, 2022	June 30, 2025	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress
1.2 Engaging parents utilizing: Social media and parent engagement nights.	July 1, 202	June 30, 2025	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress

#### 9/23/25

- 1.1- Student Support Services is planning a second annual positive social norming campaign (poster contest) for students to participate in this fall. Students will create posters that include social norms in Campbell County around anti-vaping and substance use. The twelve winners' artwork will be formatted into a calendar and shared with staff for their classrooms/offices. The winning students will receive a calendar and a prize donated by Campbell County Prevention. In addition, each month, posters featuring the winning designs will be produced and distributed to schools to be displayed in their hallways. Student Support Services is partnering with Campbell County Prevention to install 100 metal signs on school grounds, conveying a clear message: The use of nicotine is not allowed on school premises. Finally, Fortitude bracelets were passed out to all students, conveying the message of resiliency.
- 1.2- Student Support Services strives to engage with parents in many ways. During the open house in August, the AWARE grant purchased magnets for all families with mental health resources. The SSS department will also provide a family newsletter each month of the 25-26 school year. The first one will be sent out in September and cover suicide prevention resources and suicide prevention efforts happening in the district. In November, the State Mental Health grant will be bringing in Jedd Hafer to provide a workshop that focuses on raising respectful and responsible kids. Following this workshop, we will have a police officer do a 1-hour presentation on technology usage, monitoring, and how to keep students safe in a technology world.

#### **4/8/2025**

1.1 - Student Support Services created a positive social norming campaign (poster contest) for students to participate this past fall. Students created posters that included social norms in Campbell County around anti-vaping and substance use. The twelve winners' artwork was formatted into a calendar and shared with all staff for their classrooms/offices. The winning students received a calendar and an iPad. In addition, posters were made, and a different poster was sent to schools to hang in their hallways each month. Student Support is currently doing another social norming campaign encouraging students to create an anti-vaping ad that will be shared with students and families on social media. The winners will receive prizes donated by Public Health. Finally, graduation yard signs are in the design phase and will be made available to graduating seniors at TBHS, CCHS, Westwood, and Wright. The yard sign will include the student's picture and school, while the back side will have a positive prevention message. These will be made available for students free of charge in May.

1.2 - Starting in January, the AWARE grant and Student Support Services kicked off a technology campaign to provide resources and educational materials to families on how to safely navigate the tech world. This includes a monthly newsletter shared with families to help promote healthy tech habits at school and home. Additionally, the AWARE grant brought in Jedd Hafer to provide a parent night on January 20th, 2025, Raising Respectful, Responsible Kids. This event was a huge success, with over 125 parents and children attending. We provide childcare and pizza for families who attend.

#### **9/10/24**

1.1- Student Support Services created a positive social norming campaign (poster contest) for students to participate in this fall. Students create posters that include social norms in Campbell County around anti-vaping and substance use. The twelve winners' artwork will be printed and shared in the district.

1.2- CCSD, Juvenile Services, Family Drug Court, Public Health, and Campbell County Prevention Council will host a parent night with Officer Galloway from Tall Cop, "You Can't Stop What You Don't Know." In addition, CCSD continues to provide and disseminate English and Spanish fliers and resources for families regarding substance use, vaping, and mental health and behavior supports. Finally, we provide Spanish translation for our parent engagement nights.

#### **3/12/24**

1.1 - Project AWARE and Sylvestri Customization created fan signs to be distributed at CCHS and TBHS athletic competitions, with local mental health and vaping statistics and resources. In addition, graduation yard signs are in the design phase and will be made available to graduating seniors. The yard sign will include the student's picture and school, while the other side will have a positive prevention message. These will be made available for students, free of charge.

1.2 - Project AWARE and Sylvestri Customization developed social and print media for two parent nights this winter, in both English and Spanish. The first, "Helping Your Family's Emotional Health" was geared toward anxiety. The second, "How to Raise More Respectful, Responsible Kids" was geared toward parenting with love, firm limits, and without arguing. Both events provided dinner and childcare for parents/families. Project AWARE and Sylvestri Customization developed educational fliers and resources that were translated to Spanish for dissemination to our Spanish-speaking families.

#### **9/26/23**

1.1 - The District put out two Public Service Announcements (PSA) with Basin Radio in Spring 2023. The first was regarding vaping, and the second was during Mental Health Awareness Month. In addition, a vaping and mental health informational video was shared on social media and with all the schools. Sylvestri Customization continues to provide monthly social norming campaigns on various social media platforms. In addition, we have developed 988 Suicide Prevention stickers for Hope Squads to pass out to their peers during Suicide Prevention Month in September.

1.2 - Project AWARE and Sylvestri Customization developed educational fliers and resources that were provided to all families at Open House. Parents had access to a Parent Trauma Workshop with Aaron Wiemeier in August. In addition, we are developing resources and materials to send home with families during Parent Teacher Conferences in October.

#### **3/14/23**

1.1 - Project AWARE and Sylvestri Customization developed a social marketing campaign with floor decals at the secondary schools to provide additional resources to students who need mental health support. This team is currently developing events for Mental Health Awareness Month and Prom.

1.2 - Project AWARE and Sylvestri Customization developed community events this Fall. The first event was called “Under the Big Tent,” where a booth was set up at the TBHS/CCHS football game. It was a circus-themed event with games for students to participate in, that included a survey with questions regarding substance use/mental health data from their own pers, as well as positive social norming statistics displayed while playing the games. There were over 500 student encounters during that event. The second event, “Ask a Cop Night”, was a virtual townhall with three CCSD Student Resource Officers. Our community and students were invited to submit questions prior to the event, and the questions were answered during the live event. The third event is a Vaping Prevention effort. A QR code that links to a 30 second video on vaping has been posted around the secondary schools. When students click the QR code and watch the video, they are provided a digital coupon for free popcorn during basketball games.

**8/23/22**

1.1 - Sylvestri Customization developed a Back-To-School campaign with the help of Student Support Services. Four different posters were developed to highlight CCSD students choosing not to use substances and focusing on school and sports performance. Posters were printed and distributed to all secondary schools. The new National Suicide Prevention and Crisis Lifeline is now 988. Individuals are now able to call and text in Spanish and English to the new 988 to receive support during emotional distress or suicidal crisis. Student Support Services, through the district print shop, printed and distributed posters of the new number to all secondary schools. Cards were printed and sent to every counselor in the district.

1.2 - Sylvestri Customization and the Project Aware Manager developed magnets with mental wellness resources. The magnet also provides information on future parent engagement nights. Parents will have access to events such as Back-To-School routines to calm the chaos, ask-a-cop night, suicide prevention training, ask-a-professional night, and college/career ready.

## Strategy 2: Targeted Support for Students Requiring Interventions

Activity	Begin Date	End Date	Status 8/23/22	Status 3/14/23	Status 9/26/23	Status 3/12/24	Status 9/10/24	Status 4/8/25	Status 9/23/25
2.1 Develop, validate, and implement a districtwide process for tiered behavior interventions.	July 1, 2022	June 30, 2027	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress
2.2 Provide referrals as appropriate for mental health services.	July 1, 2022	June 30, 2027	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress
2.3 Provide referrals as appropriate for substance abuse services.	July 1, 2022	June 30, 2027	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress
2.4 Provide referrals as appropriate for primary care services.	July 1, 2022	June 30, 2027	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress

2.5 Provide transportation to the Kid Clinic for students needing interventions.	July 1, 2022	June 30, 2027	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress
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#### **9/23/25**

- 2.1- The district continues to work through the three tiers of intervention. A majority of schools have implemented a core tier-one character development curriculum (TSJH starting this school year). CCSD's behavior team developed a peer/teacher tier-one inventory observation tool that will be utilized in elementary schools. This team has completed tier-two tools for staff and launched intervention tools for our schools to utilize. Eight elementary schools are implementing a tier-two character development curriculum. Tier three interventions are available through school-based support, district support, and mental health referrals. Finally, a tier two/three before/after-school MARK program (Motivated and Responsible Kids) is available again this year. MARK is a voluntary intervention for students who need additional support with relationships, coping, emotional regulation, or other social skills.
- 2.2- CCSD will continue to refer students who need individualized mental health counseling, crisis counseling, threat assessments, suicide risk assessments, and group counseling to our community agencies. We will be transitioning the Kid Clinic, YES House, Trail Creek Counseling, The Counseling Center, and Atlas Therapy to Stronger Connections and State Mental Health grants, as we transition in the final months of the AWARE grant. Through the Stronger Connections, we partner with Free Indeed counseling. This year, we received additional funds through the State Mental Health Grant, allowing us to expand mental health and substance abuse services to include four additional community partners: Wise Counseling, Whole Life Counseling, Counseling and Play Therapy, and Buffalo Ridge Counseling.
- 2.3- CCSD continues to refer students to the YES House and Buffalo Ridge Counseling for substance abuse assessments and individual or group drug and alcohol counseling. The Kid Clinic currently has only one mental health provider, so space is limited. We added another provider to provide substance abuse assessments and treatment: Buffalo Ridge Counseling. During the 2024-2025 school year, the district has referred 34 students for services following waiver meetings. In addition, students were also identified for targeted intervention in the Specialized Treatment and Rehabilitation (S.T.A.R.) program. During the 2024-2025 school year, 177 students were referred to the STAR program: 107 for vaping, 27 for behavioral reasons, 1 for tobacco, 1 for alcohol, 7 for parent request, and the 34 for expulsion waivers, as listed above. Additionally, CCSD utilizes the Stronger Connections grant to provide substance abuse counseling for students in need.
- 2.4- CCSD counselors and nurses will continue to refer students to community agencies, including the Kid Clinic, for illness and injury. Historically, the primary care provider at the Kid Clinic sees, on average, 300 students per month for primary care services. The Kid Clinic currently has Dr. Maremma, a full-time MD, Lauren Dusek, Aisha Rafat PA-C, and Chelsi Kremeyer PA-C from CCH Family Medicine.
- 2.5- The District continues to provide transportation to and from the schools to the Kid Clinic for primary care and mental health services. The District is transporting about 20 students a week to their medical and mental health appointments. Finally, we are looking to expand transportation to some of our other partners.

#### **4/8/2025**

- 2.1 -The district continues to work through the three tiers of intervention. A majority of schools have implemented a core tier-one character development curriculum. A social-emotional screener is available for schools to use to identify students who are at risk for social-emotional behavior problems. CCSD's behavior team developed a peer/teacher tier-one inventory observation tool that will be utilized in elementary schools. This team is adding the finishing touches to the tier-two tools for staff and is starting to launch intervention tools for counselors and other staff. Eight elementary schools are implementing a tier-two character development curriculum. Tier three interventions are available through school-based support, district support, and mental health referrals. Finally, a tier two/three before/after-school MARK program (Motivated and Responsible Kids) was expanded to other elementary schools (ST, ML) this year. MARK is a voluntary intervention for students who need additional support with relationships, coping, emotional regulation, or other social skills.

- 2.2 -CCSD will continue to refer students who need individualized mental health counseling, crisis counseling, threat assessments, suicide risk assessments, and group counseling to our community agencies. Through the AWARE grant, we have partnered with five local agencies: Kid Clinic, YES House, Trail Creek Counseling, The Counseling Center, and Atlas Therapy. Through the Stronger Connections, we partner with Free Indeed counseling. This year, we received additional funds through the State Mental Health Grant, allowing us to expand mental health and substance abuse services to include four additional community partners: Wise Counseling, Whole Life Counseling, Counseling and Play Therapy, and Buffalo Ridge Counseling.
- 2.3 -CCSD continues to refer students to the YES House and Kid Clinic for substance abuse assessments and individual or group drug and alcohol counseling. The Kid Clinic only has one mental health provider currently, so space is limited. We added another provider to provide substance abuse assessments and treatment: Buffalo Ridge Counseling. During the 2024-2025 school year, the district has referred 32 students for services following waiver meetings. In addition, students were also identified for targeted intervention in the Specialized Treatment and Rehabilitation (S.T.A.R.) program. From August 1, 2024 to March 25th, 2025, 123 students were referred to the program for tobacco and other substance education, with 90 due to vape infractions, 32 due to drugs, and 1 due to alcohol. Additionally, CCSD utilizes the Stronger Connections grant to provide substance abuse counseling for students in need.
- 2.4 -CCSD counselors and nurses will continue to refer students to community agencies, including the Kid Clinic, for illness and injury. Historically, the primary care provider at the Kid Clinic sees, on average, 300 students per month for primary care services. The Kid Clinic recently welcomed Dr. Maremma, a full-time MD, to round out the medical team that includes Lauren Dusek, Aisha Rafat PA-C, and Chelsi Kremeyer PA-C from CCH Family Medicine.
- 2.5 -The District continues to provide transportation to and from the schools to the Kid Clinic for primary care and mental health services. With only one mental health provider currently at the Kid Clinic, the District is transporting about 20 students a week to their appointments.

#### **9/10/24**

- 2.1- The district continues to work through the three tiers of intervention. A majority of schools have implemented a core tier-one character development curriculum. A social-emotional screener is available for schools to use to identify students who are at risk for social-emotional behavior problems. CCSD's behavior team developed a peer/teacher tier-one inventory observation tool that will be utilized in elementary schools. This team is actively working on tier-two tools for staff and is starting to launch intervention tools for counselors and other staff. Eight elementary schools are implementing a tier-two character development curriculum. Tier three interventions are available through school-based support, district support, and mental health referrals. Finally, a tier two/three before/after-school MARK program (Motivated and Responsible Kids) is expanding to other elementary schools this year. MARK is a voluntary intervention for students who need additional support with relationships, coping, emotional regulation, or other social skills that principals recommend and guardians choose if their child participates.
- 2.2- CCSD will continue to refer students who need individualized mental health counseling, crisis counseling, threat assessments, suicide risk assessments, and group counseling to our community agencies. Through the AWARE grant, we have partnered with five local agencies: Kid Clinic, YES House, Trail Creek Counseling, The Counseling Center, and Atlas Therapy. Through the Stronger Connections, we partner with Free Indeed counseling.
- 2.3- CCSD continues to refer students to the YES House and Kid Clinic for substance abuse assessments and individual or group drug and alcohol counseling. During the 2023-2024 school year, the district referred 53 students for services following waiver meetings. In addition, students were also identified for targeted intervention in the Specialized Treatment and Rehabilitation (S.T.A.R.) program. From August 1, 2023, to May 31, 2024, 202 students were referred to the program for tobacco and other substance education, with 138 due to vape infractions, 53 due to drugs, and 11 due to alcohol. Additionally, CCSD just received the Stronger Connections grant to provide substance abuse counseling for students in need.
- 2.4- CCSD counselors and nurses will continue to refer students to community agencies, including the Kid Clinic, for illness and injury. Historically, the primary care provider at the Kid Clinic sees, on average, 300 students per month for primary care services. The Kid Clinic recently welcomed Dr. Lauren Dusek, Aisha Rafat, PA-C, and Chelsi Kremeyer, PA-C, from CCH Family Medicine. They will cover 3.5 days, and currently, the CCH administration is working to fill another full-time primary care provider.

2.5- The District continues to provide transportation to and from the schools to the Kid Clinic for primary care and mental health services. From March 1st to August 1st, CCSD transported students to 805 appointments. Finally, during the summer, CCSD transported students to 382 appointments.

**3/12/24**

- 2.1 - The district continues to work through the three tiers of intervention as a way of identifying groups of students that may benefit from a given intervention. A majority of schools have implemented a core tier-one social-emotional learning curriculum. A social-emotional screener is available for schools to use to identify students who are at risk for social-emotional behavior problems. CCSD's behavior team developed a peer/teacher tier-one inventory observation tool that will be utilized in elementary schools. This team is actively working on tier-two tools for staff and is starting to launch intervention tools for counselors and other staff. Eight elementary schools are implementing a tier-two social-emotional learning curriculum. Tier three interventions are available through school-based support, district support, and mental health referrals. In addition, Wagonwheel, Lakeview, Meadowlark and Pronghorn are piloting a tier two/three before-school MARK program (Motivated and Responsible Kids). MARK is a voluntary intervention for students who need additional support with relationships, coping, emotional regulation, or other social skills, that principals recommend and guardians choose if their child participates.
- 2.2 - CCSD will continue to refer students who need individualized mental health counseling, crisis counseling, threat assessments, suicide risk assessments, and group counseling to our community agencies. Due to the number of students in need, we have partnered with five other local agencies besides the Kid Clinic. Additionally, CCSD has been awarded the Stronger Connections grant to provide more opportunities for students to be seen for individualized mental health counseling and as a means to reduce the waitlist for care.
- 2.3 - CCSD will continue to refer students to the YES House and Kid Clinic for substance abuse assessments and individual or group drug and alcohol counseling. During the first semester of 2023-2024, the district referred 22 students for services following waiver meetings. In addition, students are also identified for targeted intervention in the Specialized Treatment and Rehabilitation (S.T.A.R.) program. From August 1, 2023 to February 29, 2024, 148 students have been referred to the program for tobacco and other substance education, due to vape infractions (95), drugs (47), and alcohol (6). Additionally, CCSD just received the Stronger Connections grant to provide substance abuse counseling for students in need.
- 2.4 - CCSD counselors and nurses will continue to refer students to community agencies, including the Kid Clinic, for illness and injury. The primary care provider at the Kid Clinic sees on average 300 students per month, for primary care services. The Kid Clinic is actively seeking a new primary care provider and a possible second one.
- 2.5 - The District continues to provide transportation to and from the schools to the Kid Clinic for primary care and mental health services. The District is currently transporting, on average, 180 students per month to the Kid Clinic. Additionally, the District is transporting 10 students to The Counseling Center each week.

**9/26/23**

- 2.1 - The district continues to work through the three tiers of intervention as a way of identifying groups of students that may benefit from a given intervention. A majority of schools have implemented a core tier one social-emotional learning curriculum. A social-emotional screener is available for schools to use to identify students who are at risk for social-emotional behavior problems. CCSD behavior team developed a peer/teacher tier-one inventory observation tool that will be utilized in elementary schools. Five elementary schools are at the beginning stages of implementing a tier two social-emotional learning curriculum. Tier three interventions are available through school-based supports, district supports, and mental health referrals.
- 2.2 - CCSD will be referring students who have a need for individualized mental health counseling, crisis counseling, threat assessments, and group counseling to our community agencies. Due to an overwhelming number of students in need, we have partnered with five other local agencies in addition to the Kid Clinic.
- 2.3 - CCSD will continue to refer students to the YES House and Kid Clinic for substance abuse assessments and individual or group drug and alcohol counseling. During the second semester of 2023, the district referred 24 students for services following waiver meetings. In addition, students are also identified for

targeted intervention in the Specialized Treatment and Rehabilitation (S.T.A.R.) program. In the Spring, the program provided vape education to 62 students after receiving a vaping infraction.

- 2.4 - CCSD counselors and nurses will continue to refer students to community agencies, including the Kid Clinic, for illness and injury. The primary care providers at the Kid Clinic see 450 students per month, on average, for primary care services.
- 2.5 - The District continues to provide transportation to and from the schools to the Kid Clinic for primary care and mental health services. The District is currently transporting, on average, 180 students per month to the Kid Clinic. Additionally, the District is transporting 5-10 students to The Counseling Center each week.

### **3/14/23**

- 2.1 - The district continues to work through the three tiers of intervention as a way of identifying groups of students that may benefit from a given intervention. The first level is a universal approach for all students (tier 1), students at-risk or showing signs of behavior difficulty (tier 2), to students with chronic or intense behavior needs (tier 3). CCSD will be using Multi-tiered Systems of Support, Response to Intervention, and Positive Behavioral Interventions and Support to provide different tiered levels of intervention and support.
- 2.2 - Due to the overwhelming number of students who are being referred to the Kid Clinic, the district has partnered with five other local agencies for mental health and substance abuse services.
- 2.3 - The District continues to refer students to the YES House and Kid Clinic for substance abuse assessments and individual drug and alcohol counseling. First semester of 2023, the district referred 16 students for services in this category following waiver meetings.
- 2.4 The Kid Clinic primary care providers see, on average, 530 kids a month.
- 2.5 - The District continues to provide transportation to and from the schools to the Kid Clinic for primary care and mental health services. The District is currently transporting, on average, 60 students per week to the Kid Clinic. In addition, transportation to The Counseling Center was added in October, and there are 5-10 per week being transported there.

### **8/23/22**

- 2.1 - Tiers of intervention are a useful way of identifying the group of students that may benefit from a given intervention, from all students (tier 1) to students at-risk or showing signs of behavior difficulty (tier 2), to students with chronic or intense behavior needs (tier 3). CCSD will be using Multi-tiered Systems of Support, Response to Intervention, and Positive Behavioral Interventions and Support to provide different tiered levels of support.
- 2.2 - CCSD will be referring students who have a need for long-term mental health counseling, crisis counseling, threat assessments, and group counseling to our partner agencies.
- 2.3 - CCSD will be referring to the YES House and Kid Clinic for substance abuse assessments and individual drug and alcohol counseling.
- 2.4 - CCSD counselors and nurses will be referring students with illnesses and injuries to the Kid Clinic for primary care services. The Kid Clinic now has two primary care providers on staff.
- 2.5 - CCSD will provide transportation to and from the schools to the Kid Clinic for primary care and mental health services. CCSD anticipates transporting between 50 and 70 kids per week.

### Strategy 3: School-based Health Care Center (Kid Clinic)

Activity	Begin Date	End Date	Status 8/23/22	Status 3/14/23	Status 9/26/23	Status 3/12/24	Status 9/10/24	Status 4/8/25	Status 9/23/25
3.1 Collaborate with outside agencies in support of the Advancing Wellness and Resiliency in Education (AWARE) Grant.	July 1, 2022	June 30, 2025	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress
3.2 Use the existing referral process by month, connection rate, school, grade, and source.	July 1, 2022	June 30, 2027	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress

#### 9/23/25

- 3.1- The District is currently partnering with six agencies to help meet the demand for professional counseling services: Behavioral Health Services, Kid Clinic, Yes House, The Counseling Center, Atlas Therapy, and Trail Creek Counseling. Each agency brings a different level of service to the district, between crisis services, individual and group mental health, and substance abuse services. As the AWARE grant concludes its five-year term this September, we will transition these partners to our State Mental Health Grant.
- 3.2- The referral process developed through the AWARE and State Mental Health Grant has provided a system for school district counselors to refer students requiring Tier Two and Tier Three services. This also provides the District with valuable data it can use to direct programs and interventions in the school to help support students and their mental health needs. This data is reviewed quarterly by the AWARE Grant steering committee, called the Learning Collaborative. The final meeting for the Learning Collaborative will be on October 2, 2025.

#### **Data from March 1, 2025, to September 1, 2025**

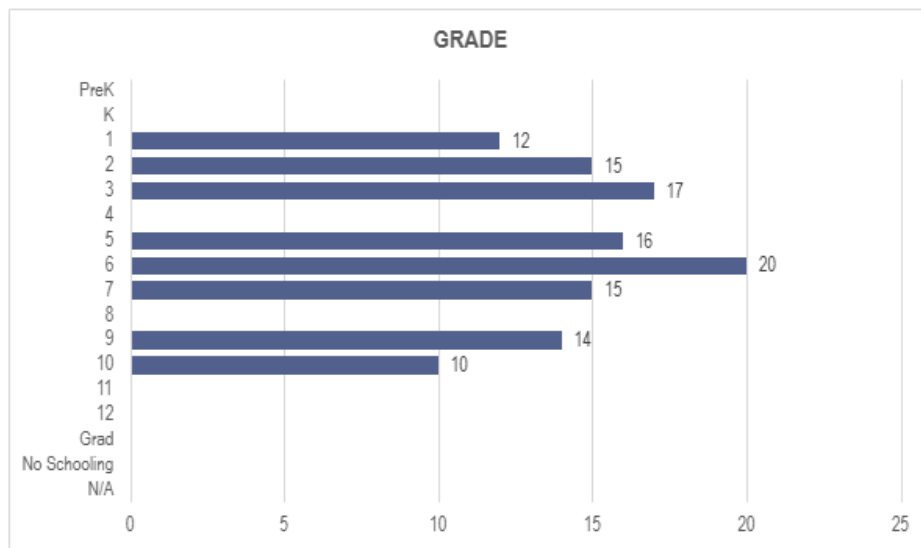
153 total referrals

Most referrals fall within transition years (5th-9th)

Elementary referrals: 80

Secondary referrals: 39





#### # of Referrals by Month:

March: 35 students were referred for service, 6 (17%) refused service, 22 days between referral and initial service

April: 54 students were referred for service, 10 (19%) refused service, 30 days between referral and initial service

May: 36 students were referred for service, 4 (11%) refused service, 22 days between referral and initial service

June: 5 students were referred for service, 0 refused service

July: 5 students were referred for service, 0 refused service

August: 18 students were referred for service, 0 refused service

#### Referrals by Concern

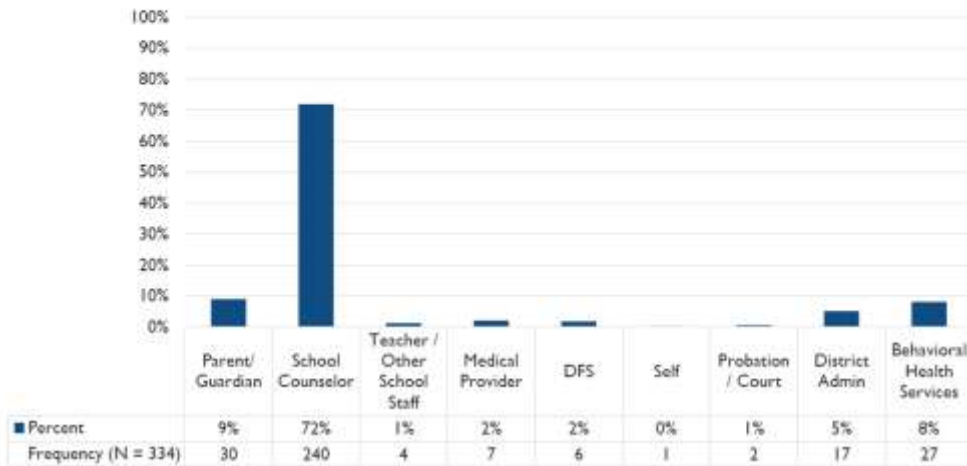
##### Y5Q1-2: Referrals by Specific Concern Area

Topic	Elementary		JH/HS	
	#	%	#	%
Family Dynamics / Divorce / Separation / Incarceration	71	27.3%	103	23.0%
Angry / Irritable / Argumentative / Defiant	50	19.2%	33	7.4%
Difficulty concentrating / Distracts easily / Inattentive / Restless	39	12.7%	49	10.9%
Anxious / Fearful	21	8.1%	47	10.5%
Physical Aggression	16	6.2%	8	1.8%
Excessive worry	9	3.5%	31	6.9%
Difficulty sleeping	9	3.5%	22	4.9%
Grief / Loss	9	3.5%	15	3.3%
Appears depressed or sad / Hopelessness	8	3.1%	39	8.7%
Exhibits low self-esteem	8	3.1%	19	4.2%
Decreased motivation / Loss of interest	8	3.1%	30	6.7%
Suicidal ideation	6	2.3%	17	3.8%
Sexualized behaviors	5	1.9%	2	0.4%
Disorganized	3	1.2%	14	3.1%
Self-harm	3	1.2%	11	2.5%
Eating behaviors	1	0.4%	8	1.8%
<b>Total Concerns Reported</b> (Referrals may include multiple concerns)	<b>265</b>	<b>100.0%</b>	<b>448</b>	<b>100.0%</b>

## Referral Source

### Y5Q1-2: Referrals by Source

The majority of referrals (72%) come from school counselors.



**4/8/2025**

- 3.1 - The District is currently partnering with six agencies to help meet the demand for professional counseling services: Behavioral Health Services, Kid Clinic, Yes House, The Counseling Center, Atlas Therapy and Trail Creek Counseling. Each agency brings a different level of service to the district, between crisis services, individual and group mental health, and substance abuse services. In addition, the AWARE Grant meets monthly with local partners and community agencies during a Learning Collaborative meeting. This steering committee provides oversight and direction for the grant and its programs.
- 3.2 - The referral process developed through the AWARE grant has provided a system for school district counselors to refer students requiring Tier Two and Tier Three services. This also provides the District with valuable data it can use to direct programs and interventions in the school to help support students and their mental health needs. This data is reviewed quarterly by the AWARE Grant steering committee, called the Learning Collaborative.

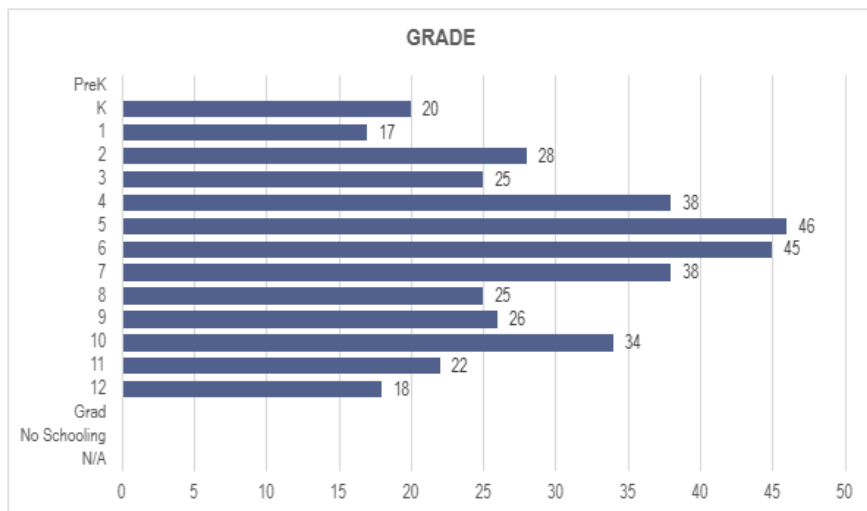
#### **Data from August 1, 2024 to March 1, 2025**

427 total referrals: 57% of referrals come from elementary, and 43% come from secondary.

Most referrals fall within transition years (5th-10th)

Elementary referrals: 219

Secondary referrals: 163



#### **# of Referrals by Month:**

August: 44 students were referred for service, 17 (39%) refused service, 34 days between referral and initial service  
 September: 78 students were referred for service, 28 (36%) refused service, 54 days between referral and initial service  
 October: 116 students were referred for service, 38 (33%) refused service, 51 days between referral and initial service  
 November: 52 students were referred for service, 14 (27%) refused service, 17 days between referral and initial service  
 December: 49 students were referred for service, 12 (24%) refused service, 13 days between referral and initial service  
 January: 51 students were referred for service, 0 refused service, 26 days between referral and initial service  
 February: 37 students were referred for service, 0 refused service, 26 days between referral and initial service

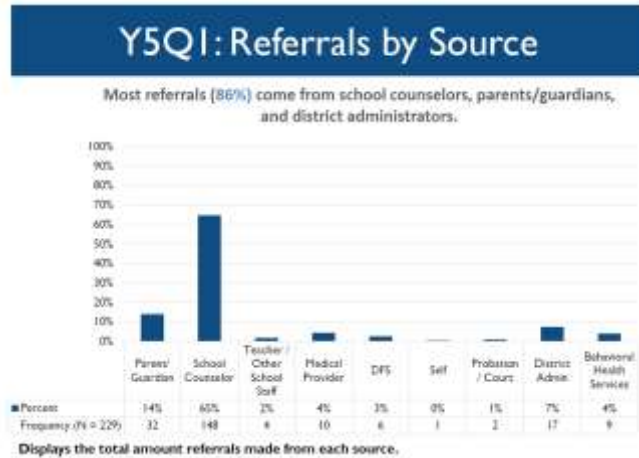
#### **Referrals by Concern**

### **Y5Q1: Referrals by Specific Concern Area**

Topic	Elementary		JH/HS	
	#	%	#	%
Family Dynamics / Divorce / Separation / Incarceration	71	27.3%	103	23.0%
Angry / Irritable / Argumentative / Defiant	50	19.2%	33	7.4%
Difficulty concentrating / Distracts easily / Inattentive / Restless	33	12.7%	49	10.9%
Anxious / Fearful	21	8.1%	47	10.5%
Physical Aggression	16	6.2%	8	1.8%
Excessive worry	9	3.5%	31	6.9%
Difficulty sleeping	9	3.5%	22	4.9%
Grief / Loss	9	3.5%	15	3.3%
Appears depressed or sad / Hopelessness	8	3.1%	39	8.7%
Exhibits low self-esteem	8	3.1%	19	4.2%
Decreased motivation / Loss of interest	8	3.1%	30	6.7%
Suicidal ideation	6	2.3%	17	3.8%
Sexualized behavior	5	1.9%	2	0.4%
Disorganized	3	1.2%	14	3.1%
Self-harm	3	1.2%	11	2.5%
Eating behaviors	1	0.4%	8	1.8%
<b>Total Concerns Reported</b> (Internal may include multiple concerns)	<b>260</b>	<b>100.0%</b>	<b>448</b>	<b>100.0%</b>

Data sorted by Elementary percentages.

## Referral Source



**9/10/24**

- 3.1- The District is currently partnering with six agencies to meet the demand for professional counseling services: Behavioral Health Services, Kid Clinic, Yes House, The Counseling Center, Atlas Therapy, and Trail Creek Counseling. Each agency brings a different level of service to the district, between crisis, individual and group mental health, and substance abuse services. In addition, the AWARE Grant meets monthly with local partners and community agencies during a Learning Collaborative meeting. This steering committee provides oversight and direction for the grant and its programs.
- 3.2- The referral process developed through the AWARE grant has provided a system for school district counselors to refer students requiring Tier Two and Tier Three services. This also provides the District with valuable data it can use to direct programs and interventions in the school to help support students and their mental health needs. This data is reviewed quarterly by the AWARE Grant steering committee, called the Learning Collaborative.

Data from March 1, 2024 to July 31, 2024

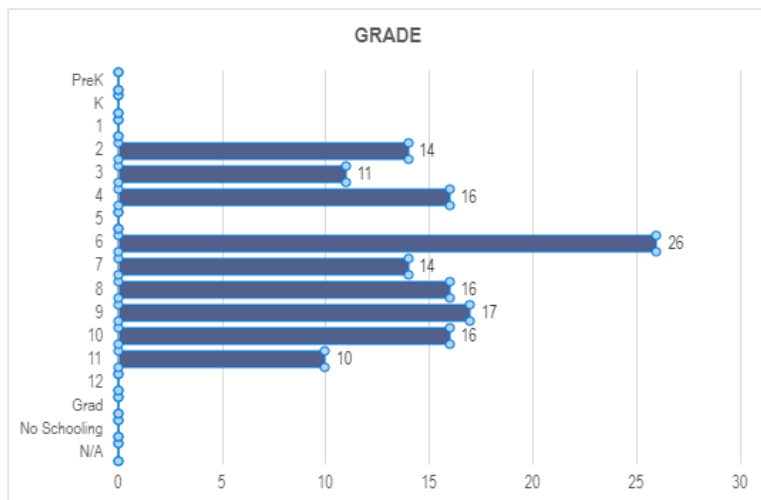
**192 total referrals: 48% of referrals come from elementary, and 52% come from secondary.**

**Most referrals fall within transition years (5/6, 9/10)**

Elementary referrals: 67

Secondary referrals: 73

*Percentage of referrals by grade*



#### # of Referrals by Month:

March: 46 students were referred for service, 20 (43%) refused service, 40 days between referral and initial service

April: 50 students were referred for service, 15(30%) refused service, 24 days between referral and initial service

May: 54 students were referred for service, 11 (20%) refused service, 25 days between referral and initial service

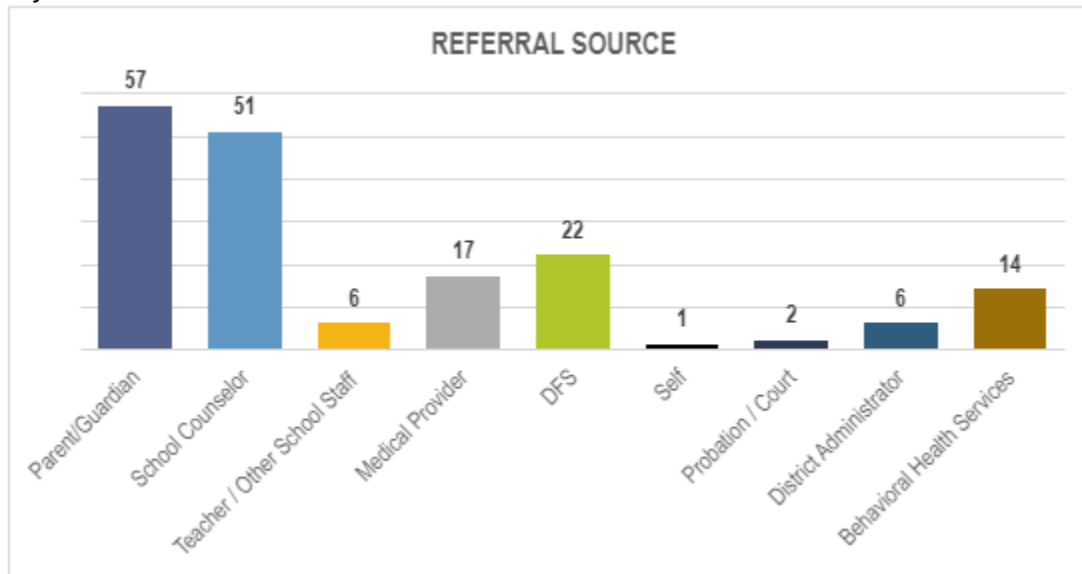
June: 22 students were referred for service, 1 (5%) refused service, 24 days between referral and initial service

July: 20 students were referred for service, 4 (20%) refused service, 11 days between referral and initial service

#### Referrals by Concern

Topic	Elementary		JH/HS	
	#	%	#	%
Family Dynamics / Divorce / Separation /Incarceration	117	22.9%	104	15.2%
Difficulty concentrating /Distracts easily / Inattentive / Restless	71	13.9%	79	11.5%
Angry / Irritable / Argumentative / Defiant	71	13.9%	65	9.5%
Anxious/fearful	41	8.0%	67	9.8%
Excessive worry	28	5.5%	63	9.2%
Appears depressed or sad / hopelessness	25	4.9%	49	7.1%
Suicidal ideation	24	4.7%	10	1.5%
Exhibits low self-esteem	22	4.3%	55	8.0%
Physical Aggression	21	4.1%	28	4.1%
Grief / Loss	20	3.9%	51	7.4%
Difficulty sleeping	19	3.7%	33	4.8%
Decreased motivation / Loss of interest	19	3.7%	27	3.9%
Disorganized	18	3.5%	21	3.1%
Self-harm	9	1.8%	20	2.9%
Sexualized behaviors	5	1.0%	6	0.9%
Eating behaviors	1	0.2%	8	1.2%
<b>Total</b>	<b>511</b>	<b>100.0%</b>	<b>686</b>	<b>100.0%</b>

### Referral Source



**3/12/24**

3.1 - The District is currently partnering with six agencies to meet the demand for professional counseling services: Behavioral Health Services, Kid Clinic, Yes House, The Counseling Center, Atlas Therapy and Trail Creek Counseling. Each agency brings a different level of service to the district, between crisis, individual and group mental health, and substance abuse services. In addition, the AWARE Grant meets monthly with local partners and community agencies during a Learning Collaborative meeting. This steering committee provides oversight and direction for the grant and its programs.

3.2 - The referral process developed through the AWARE grant has provided a system for school district counselors to refer students requiring Tier Two and Tier Three services. This also provides the District with valuable data it can use to direct programs and interventions in the school to help support students and their mental health needs. This data is reviewed quarterly by the AWARE Grant steering committee, called the Learning Collaborative.

Data from October 1, 2023 to February 29, 2024

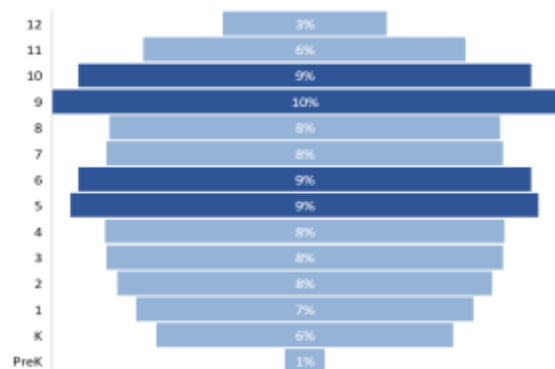
**58% of referrals come from elementary, and 42% come from secondary.**

**Most referrals fall within transition years (5/6, 9/10)**

Elementary referrals: 132

Secondary referrals: 95

Percentage of referrals by grade

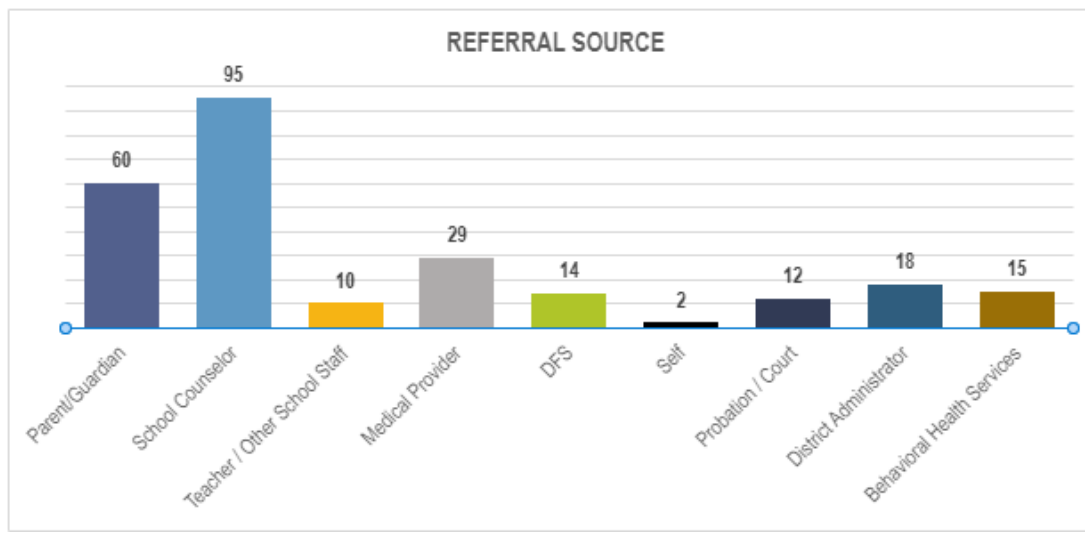


#### # of Referrals by Month:

October: 81 students were referred for service, 28 (35%) refused service, 53 days between referral and initial service  
 November: 53 students were referred for service, 20 (38%) refused service, 33 days between referral and initial service  
 December: 52 students were referred for service, 7 (13%) refused service, 27 days between referral and initial service  
 January: 55 students were referred for service, 4 (7%) refused service  
 February: 28 students were referred for service, 2 (7%) refused service

#### Referrals by Concern Area:

Topic	Elementary		HS/MS	
	#	%	#	%
Family Dynamics / Divorce / Separation / Incarceration	44	21.5%	13	15.9%
Difficulty concentrating / Distracts easily / Inattentive / Restless	13	16.1%	10	9.7%
Angry / Irritable / Argumentative / Defiant	27	13.2%	10	9.7%
Anxious/fearful	15	7.3%	19	9.2%
Physical Aggression	12	5.9%	5	2.4%
Appears depressed or sad / hopelessness	11	5.4%	21	10.1%
Excessive worry	10	4.9%	13	6.3%
Exhibits low self-esteem	9	4.4%	11	6.3%
Decreased motivation / Loss of interest	8	3.9%	16	7.7%
Suicidal ideation	7	3.4%	11	5.3%
Difficulty sleeping	7	3.4%	9	4.3%
Disorganized	6	2.9%	5	2.4%
Grief / Loss	5	2.4%	10	4.8%
Self-harm	5	2.4%	5	2.4%
Sexualized behaviors	5	2.4%	4	1.9%
Eating behaviors	1	0.5%	3	1.4%
<b>Total</b>	<b>205</b>	<b>100.0%</b>	<b>107</b>	<b>100.0%</b>



**9/26/23**

- 3.1 - The District refers to community agencies and is currently partnering with six agencies to meet the demand for professional counseling services: Behavioral Health Services, Kid Clinic, Yes House, Free Indeed, The Counseling Center, and Atlas Therapy. Each agency brings a different level of service to the district, between crisis, individual and group mental health, and substance abuse services. In addition, the AWARE Grant meets monthly with local partners and community agencies during a Learning Collaborative meeting. This steering committee provides oversight and direction for the grant and its programs.
- 3.2 - The referral process developed through the AWARE grant has provided a system for school district counselors to refer students requiring Tier Two and Tier Three services. This also provides the District with valuable data it can use to direct programs and interventions in the school to help support students and their mental health needs. This data is reviewed quarterly by the AWARE Grant steering committee, called the Learning Collaborative.

Data from January 23 - July 2023

# of Referrals by Elementary and Secondary Schools:

Elementary referrals: 158

Secondary referrals: 116

# of Referrals by Month:

January: 64 students were referred for service, 21 (33%) refused service, 50 days between referral and initial service

February: 70 students were referred for service, 27 (39%) refused service, 79 days between referral and initial service

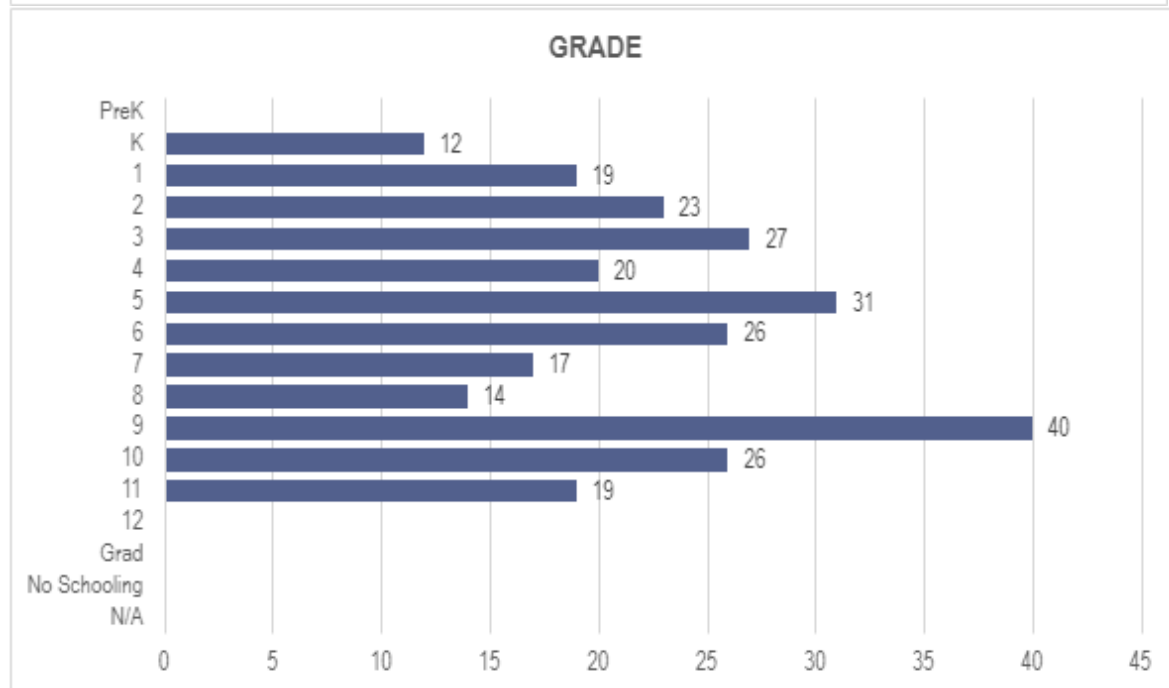
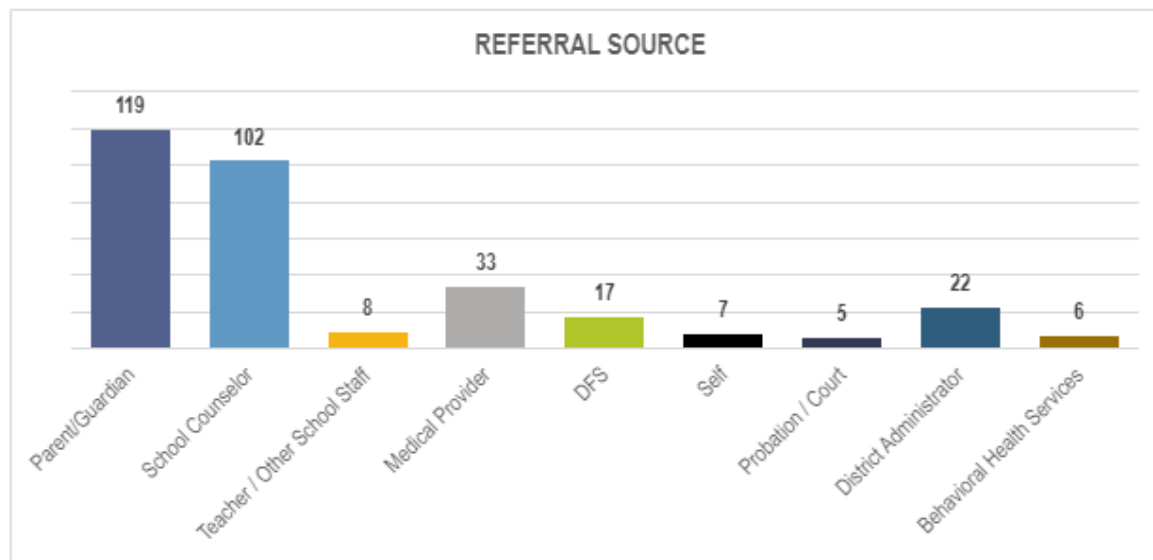
March: 71 students were referred for service, 21 (30%) refused service, 79 days between referral and initial service

April: 55 students were referred for service, 11 (20%) refused service, 50 days between referral and initial service

May: 50 students were referred for service, 7 (14%) refused service, 48 days between referral and initial service

June: 18 students were referred for service, 1 (6%) refused service, 25 days between referral and initial service





**3/14/23**

3.1 - The District is currently partnering with five outside agencies to meet the demand for professional counseling services: Behavioral Health Services, Kid

Clinic, Yes House, Free Indeed, and The Counseling Center. Each agency brings a different level of intervention to the district, between crisis, individual and group mental health, and substance abuse services.

3.2 - The referral process developed through the AWARE grant has provided a seamless system for school district counselors to refer students requiring Tier two and Tier three services. In addition, the District has valuable data it can use to direct programs and interventions in the school to help support students and their mental health needs. This data is reviewed quarterly by the AWARE Grant steering committee, called the Learning Collaborative.

Data from August-December 2022

# of Referrals by Elementary and Secondary Schools:

Elementary referrals: 209

Secondary referrals: 181

# of Referrals by Month (tend to wane a little during holiday and summer months):

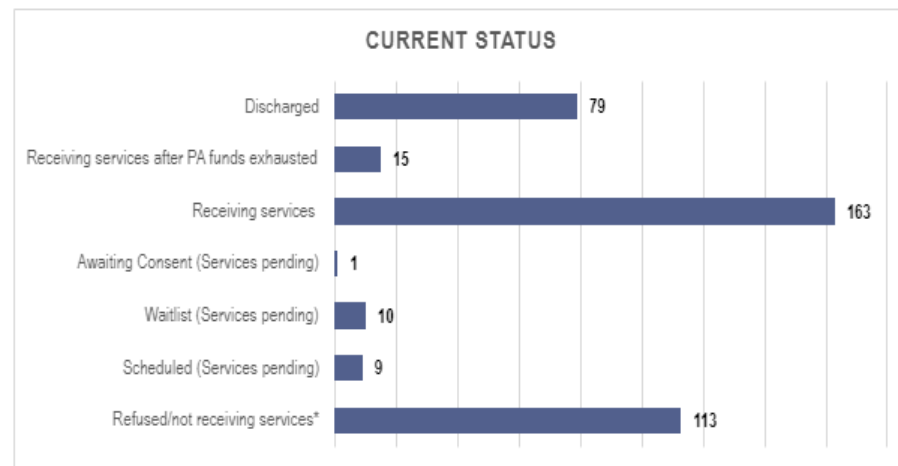
August: 72 students were referred for service, 9 (13%) refused service, 88% connection rate, 12.5 days between referral and initial service

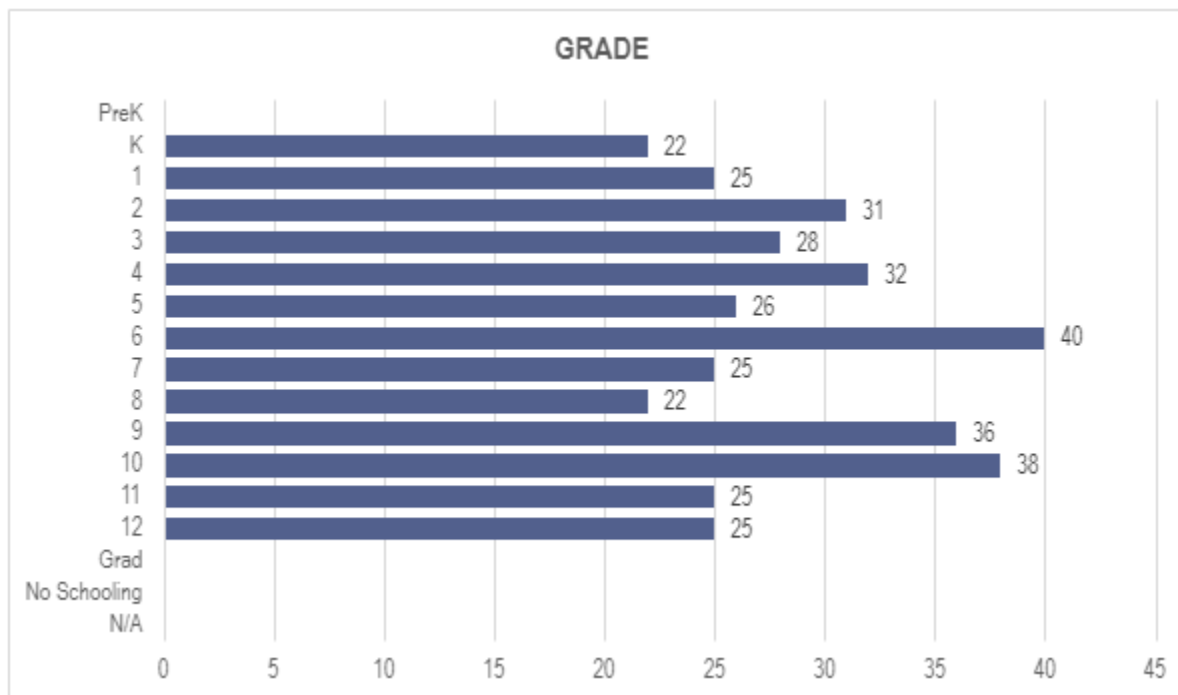
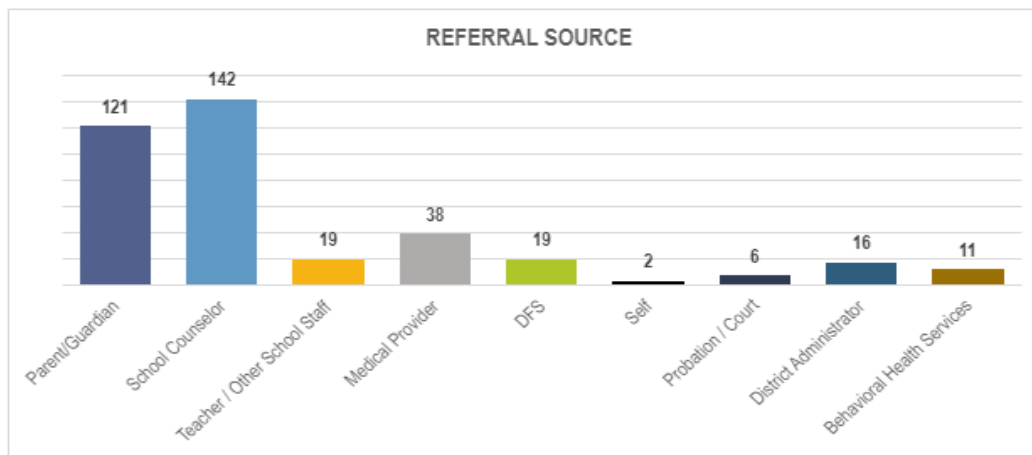
September: 108 students were referred for service, 22 (20%) refused service (includes 1 going to other agency), 79% connection rate, 18.8 days between referral and initial service

October: 98 students were referred for service, 34 (35%) refused service (includes 5 going to other agency), 62% connection rate, 35 days between referral and initial service

November: 73 students were referred for service, 31 (42%) refused service (includes 14 going to other agency), 38% connection rate (long wait lists, 14 are pending service), 62.9 days between referral and initial service

December: 39 students were referred for service, 17 (44%) refused service (includes 5 going to other agency), 51% connection rate, 45.9 days between referral and initial service





**8/23/22**

- 3.1 - The district is partnering with six outside agencies to meet the demand for professional counseling services: Behavioral Health Services, Kid Clinic, Yes House, Summit Counseling, Free Indeed, and the Counseling Center. Each agency brings a different level of intervention to the district.
- 3.2 - Through funding provided by the AWARE grant, the district and the AWARE Cohort have developed a referral process that allows CCSD counselors to refer to any of the partnering agencies through a single portal. This process allows the district to access standardized data for better analysis, collection procedures, and monitor the services provided by the agencies.

## Strategy 4: Suicide Prevention

Activity	Begin Date	End Date	Status 8/23/22	Status 3/14/23	Status 9/26/23	Status 3/12/24	Status 9/10/24	Status 4/8/25	Status 9/23/25
4.1 Comply with Jason Flatt Act.	July 1, 2022	June 30, 2027	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress
4.2 Conduct annual screening of all students in Grades 7-12 for depressive symptoms using the Signs of Suicide (SOS) prevention screener.	July 1, 2022	June 30, 2027	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress
4.3 Provide interventions for at-risk students by partnering with local mental health agencies.	July 1, 2022	June 30, 2027	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress
4.4 Provide annual suicide awareness and prevention training for all staff.	July 1, 2022	June 30, 2027	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress
4.5 Implement a peer-to-peer program (Hope Squad) in all schools.	July 1, 2022	June 30, 2027	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress
4.6 Provide a certified Question-Persuade-Refer (QPR) instructor in all schools.	July 1, 2022	June 30, 2027	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress
4.7 Develop and implement a youth mental health first aid program.	July 1, 2022	June 30, 2027	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress

### 9/23/25

- 4.1- All certified teachers/administrators are required to complete 8 hours of suicide prevention training every four years of employment. All staff must complete 2 hours of training during their first year of employment if the staff member has not received suicide prevention training before employment.
- 4.2- Student Support Services is collaborating with CCSD secondary schools to schedule Signs of Suicide presentation/screening this fall.
- 4.3- CCSD continues to offer options for at-risk interventions/mental health services by referring to community agencies and partnering with the Kid Clinic, The Counseling Center, YES House, BHS, Atlas Therapy, Trail Creek Counseling, Wise Counseling, Whole Life Counseling, Counseling and Play Therapy, and Buffalo Ridge Counseling.
- 4.4- From April 1, 2024, to September 1st, 2025, 109 staff were trained in QPR. Each month, a QPR training takes place for the Transportation department. As each building completes its QPR training for the year, this number will continue to rise.

- 4.5- CCSD currently has Hope Squads in the majority of the schools with the exception of the alternative High School and small rural schools. The district is planning additional training opportunities for Hope Squad advisors and has increased district-wide Hope Squad advisor and student member collaboration activities.
- 4.6- The District is in the process of identifying new trainers for schools that do not have one. We will be bringing in a Master Trainer for QPR in November. Trainers will be providing their building-level QPR training throughout the year.
- 4.7- The district currently has 3 YMHFA trainers who are actively offering training for school staff, the community, and other districts. They are currently seeking participants for other sessions.
- 4.8- This year, the district again focused on building relationships to reduce behaviors through Behavioral Leadership Training. On August 11th, Jedd Hafer presented Behavioral Leadership strategies to 68 new teachers. On August 12th, Jedd provided the same strategies to 127 District support staff, including nutrition, para educators, teacher's assistants, etc. On August 13th, Jedd presented strategies for setting up classrooms and sharing control strategies with 430 elementary teachers. We have additional training this Fall, with a secondary strategy day scheduled in November.

#### **4/8/25**

- 4.1 - All certified teachers/administrators are required to complete 8 hours of suicide prevention training every four years of employment. All staff must complete 2 hours of training during their first year of employment if the staff member has not received suicide prevention training before employment.
- 4.2 - Student Support Services collaborated with CCSD secondary schools to schedule Signs of Suicide presentation/screening this past fall. Participation decreased by 56% as permission requirements changed from passive to active consent with the Parental Rights Act. Even with the lower number of students participating, the SOS teams saw a total of 141 students as a result of the presentation and screening.
- 4.3 -CCSD continues to expand at-risk interventions/mental health services, referring to community agencies and partnering with the Kid Clinic, The Counseling Center, YES House, BHS, Atlas Therapy, Trail Creek Counseling, Wise Counseling, Whole Life Counseling, Counseling and Play Therapy, and Buffalo Ridge Counseling.
- 4.4 - From August 1, 2024 to March 1st, 2025, 360 staff were trained in QPR. A few schools have scheduled their training for later this Spring.
- 4.5 - CCSD currently has Hope Squads in the majority of the schools with the exception of the alternative High School and small rural schools.
- 4.6 - The district brought in a master trainer on November 18th, to train 10 new QPR instructors. The district now has at least one QPR trainer at each building, with some buildings having multiple.
- 4.7 - The district currently has 3 YMHFA trainers who are actively offering training for school staff, the community, and other districts. They have completed one training session this year and are currently seeking participants for other sessions.
- 4.8 - The district offers training annually to build on ACES trauma knowledge. This school year, the district hosted two strategy days with Behavioral Leadership consultant Jedd Hafer. We had 199 teachers and administrators attend the training on November 11th, and 252 attend on January 20th. The cornerstone of this training was building relationships with students, especially those with trauma, to manage behaviors in the classroom with a toolkit of strategies.

#### **9/10/24**

- 4.1- All certified teachers/administrators are required to complete 8 hours of suicide prevention training every four years of employment. All staff must complete 2 hours of training during their first year of employment if the staff member has not received suicide prevention training before employment.
- 4.2- Student Support Services is currently scheduling Signs of Suicide presentation/screening at all CCSD high schools and junior high schools.
- 4.3- CCSD continues to expand at-risk interventions/mental health services, referring to community agencies and partnering with the Kid Clinic, The Counseling Center, YES House, BHS, Atlas Therapy, and Trail Creek Counseling.
- 4.4- From March 1 to July 31st, 29 staff were trained in QPR.
- 4.5- CCSD currently has Hope Squads in a majority of schools across the district, with 3 new schools joining this year. With those 3 new schools, there are 14 elementary schools and 5 secondary schools with active Hope Squads.

- 4.6- With new staff in the schools, CCSD is in the process of identifying new instructors and getting them trained as QPR trainers. The next training is September 27th. After this training, every school should have a trainer in the district. This is imperative because trainers provide annual QPR refresher training.
- 4.7- The district currently has 5 YMHFA trainers who are actively offering training for school staff, the community, and other proximal districts. We have trained 36 people since March 1.
- 4.8- The district offers training annually to build on ACES trauma knowledge. This summer, the district hosted a Behavioral Leadership Workshop with Scott Ervin. The cornerstone of this training was building relationships with students, especially those with trauma, to manage behaviors in the classroom. Over 100 staff members attended this training.

### **3/12/24**

- 4.1 - All certified teachers/administrators are required to complete 8 hours of suicide prevention training every four years of employment. All staff must complete 2 hours of training during their first year of employment if the staff member has not received suicide prevention training before employment.
- 4.2 - In the Fall of 2023, Student Support Services facilitated the Signs of Suicide presentation/screening at all CCSD high schools and junior high schools.
- 4.3 - CCSD continues to expand at-risk interventions/mental health services, referring to community agencies and partnering with the Kid Clinic, The Counseling Center, YES House, BHS, Atlas Therapy, and Trail Creek Counseling.
- 4.4 - 117 staff were trained in QPR between October 1, 2023, and March 1, 2024. Additional staff training is planned for transportation and other staff this Spring.
- 4.5 - Wagonwheel and Stocktrail elementary schools added HOPE Squads to their schools this school year. With these additions, sixteen schools will facilitate HOPE Squads.
- 4.6 - Building QPR instructors have been trained for most schools; some schools had turnover with instructors so we are in the process of training the newly identified trainers. We hosted a train-the-trainer event on February 7th, with 6 people in attendance. We will host another train-the-trainer in April for those staff who still need to be trained.
- 4.7 - The district currently has 5 YMHFA trainers, who are actively offering training for school staff, the community, and other proximal districts. We have trained an additional 27 people in YMHFA since October of 2023.
- 4.8 - The district offers training annually to build on ACES trauma knowledge. The District brought in a trauma trainer for educational support staff. Josh Varner's "Be Their Hero" training was completed in August. 153 Transportation staff and 89 other support staff participated in this training. The district also brought back Aaron Wiemeier for "Engaging the Traumatized Child" in August with 147 attendees.

### **9/26/23**

- 4.1 - All certified teachers/administrators are required to complete 8 hours of suicide prevention training every four years of employment. All staff must complete 2 hours of training during their first year of employment.
- 4.2 - Fall of 2023, Student Support Services will facilitate the Signs of Suicide presentation/screening at all CCSD high schools and junior high schools.
- 4.3 - CCSD continues to expand at-risk interventions/mental health services, referring to community agencies and partnering with The Counseling Center, YES House, BHS, Atlas Therapy, and Free Indeed Counseling. Partnership with the Kid Clinic continues also.
- 4.4 - Approximately an additional 100 staff were trained in suicide prevention in Spring 2023: 48 certified staff and 44 transportation. Additional staff training is planned for transportation and staff development for Fall 2023.
- 4.5 - Wagonwheel and Stocktrail elementary schools are adding HOPE Squads to their schools this school year. With these additions, sixteen schools will facilitate HOPE Squads within their buildings.
- 4.6 - Building QPR instructors have been trained for all individual schools; 4 schools had transitions, and new instructors will be trained in Fall 2023.
- 4.7 - The district added three new Youth Mental Health First Aid trainers for a total of five. In the Spring of 2023, 51 people were trained in YMHFA. With the increase in number of trainers, the District plans to provide many more training opportunities in Fall 2023.

4.8 - The district continues to offer trainings to build on ACES trauma knowledge. 108 Staff members attended "Engaging the Traumatized Child" in January with Aaron Wiemeier. This same training was brought back in August with 147 attendees. The District also brought in a trauma trainer for educational support staff. Josh Varner's "Be Their Hero" training was completed in August. 153 Transportation staff and 89 other support staff participated in this training. The district will ensure new staff have an opportunity to attend (ACES) Adverse Childhood Experience training.

**3/14/23**

- 4.1 - All certified teachers/administrators are required to complete 8 hours of suicide prevention training every four years of employment. All staff must complete 2 hours of training during their first year of employment.
- 4.2 - Fall 2022 Student Support Services facilitated our mental health screening program at all district junior high schools and high schools in order to determine a baseline for students needing services. The number of students who elected to visit with a counselor during the screenings was 319.
- 4.3 - The district expanded at-risk intervention/mental health services, partnering with The Counseling Center, YES House, and Free Indeed Counseling. Partnership with the Kid Clinic continues.
- 4.4 - Approximately 100 new staff were trained in suicide prevention in August of 2022. 46 Nutrition staff, 25 maintenance staff, and 27 transportation staff received training in Fall 2022.
- 4.5 - Sunflower, Rozet, and Pronghorn elementaries added HOPE Squads to their buildings in Fall of 2022. Fourteen CCSD schools now facilitate HOPE Squads within their buildings.
- 4.6 - Building QPR instructors are now available in all individual district schools. FALL 2022 - 339 staff members were trained within their building. Additional buildings will complete their QPR refresher training in Spring 2023.
- 4.7 - The district has two certified Mental Health First Aid trainers. Two trainings, with a total of 27 attendees, were completed in February 2023.
- 4.8 - Fall 2022 (ACES) Adverse Childhood Experiences training was provided for 99 staff members.

**8/23/22**

- 4.1 - All certified staff are required to complete 8 hours of suicide prevention training every four years of employment. All staff must complete 2 hours of training during their first year of employment.
- 4.2 - In the fall of 2022, Student Support Services will facilitate the Signs of Suicide presentation/screening at all CCSD high schools and junior high schools.
- 4.3 - CCSD expanded at-risk intervention/mental health services, partnering with The Counseling Center, Summit Counseling, and Free Indeed Counseling, along with a continued partnership with the Kid Clinic.
- 4.4 - Close to one hundred new staff were trained in suicide prevention in August of 2022. Nutrition, maintenance, and transportation staff will receive training in the fall of 2022-spring of 2023.
- 4.5 - Buffalo Ridge, Sunflower, and Rozet elementaries are adding HOPE Squads to their schools in the fall of 2022. Fourteen CCSD schools now facilitate HOPE Squads within their buildings.
- 4.6 - Building QPR instructors are in training for individual CCSD schools.
- 4.7 - CCSD has two certified Mental Health First Aid trainers offering training to staff in the fall of 2022.
- 4.8 - Adverse Childhood Experiences training will be provided to staff in the fall of 2022.

## Strategy 5: Physical Well-Being Opportunities

Activity	Begin Date	End Date	Status 8/23/22	Status 3/14/23	Status 9/26/23	Status 3/12/24	Status 9/10/24	Status 4/8/25	Status 9/23/25
5.1 Offer various physical education and health courses to meet graduation requirements in addition to electives.	July 1, 2022	June 30, 2027	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress
5.2 Promote involvement in various activities, athletics, and clubs.	July 1, 2022	June 30, 2027	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress
5.3 Support continued nutrition opportunities by working with federal grants, state organizations, and local organizations.	July 1, 2022	June 30, 2027	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress
5.4 Provide well-child checks and sports physicals at the Kid Clinic.	July 1, 2022	June 30, 2027	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress

### 9/23/25

- 5.1- The Health and Physical Education standards were approved at the State level. These new standards are the result of an audit by the WDE and teachers across the state. CCSD started professional development to support teachers in writing new assessments and aligning the curriculum to these updated state standards. Courses are offered that meet graduation requirements and provide additional elective opportunities for students in grades K-12.
- 5.2- CCSD Elementary and Secondary Schools continue to build involvement with various offerings in activities, athletics, and before and after-school clubs.
- 5.3- CCSD continues to partner with Blessings in a Backpack to help feed students over the weekends throughout the school year. CCSD Nutrition Services, through a federal grant, provides a Fresh Fruit and Veggie program. Finally, the Thank Heaven For Kids nonprofit program partners with CCSD to provide funds that enable students to access regular, nourishing school meals.
- 5.4- Kid Clinic continues to provide well-child checks and sports physicals. From June to September, the Kid Clinic completed 342 sports physicals and 169 well-child checks.

### 4/8/25

- 5.1 - The Health and Physical Education standards were approved at the State level. These new standards are the result of an audit by the WDE and teachers across the state. CCSD started professional development to support teachers in writing new assessments and aligning the curriculum to these updated state standards. CCSD has three years to implement these standards fully. Courses are offered that meet graduation requirements and provide additional elective opportunities for students in grades K-12.
- 5.2 - CCSD Elementary and Secondary Schools continue to build involvement with various offerings in activities, athletics, and before and after-school clubs.



5.3 - CCSD continues to partner with Blessings in a Backpack to help feed students over the weekends throughout the school year. CCSD Nutrition Services, through a federal grant, provides a Fresh Fruit and Veggie program. Finally, the Thank Heaven For Kids nonprofit program partners with CCSD to provide funds to students to have access to regular, nourishing school meals.

5.4 - Kid Clinic continues to provide well-child checks (280) and sports physicals (165) from Aug 2024 through Feb 2025.

**9/10/24**

5.1 - The Health and Physical Education standards were recently approved at the State level. These new standards are the result of an audit by the WDE and teachers across the state. CCSD will provide professional development to support teachers in writing new assessments and aligning the curriculum to these updated state standards. CCSD has three years to implement these standards fully. Courses are offered that meet graduation requirements and provide additional elective opportunities for students in grades K-12.

5.2 - CCSD Elementary and Secondary Schools continue to build involvement with various offerings in activities, athletics, and before and after school clubs.

5.3 - CCSD continues to partner with Blessings in a Backpack to help feed students over the weekends throughout the school year. CCSD Nutrition Services, through a federal grant, provides a Fresh Fruit and Veggie program. Finally, the Thank Heaven For Kids nonprofit program partners with CCSD to provide funds for students to have access to regular nourishing school meals.

5.4 - Kid Clinic continues to provide well-child checks (310 from Aug 2023 through Feb 2024) and sports physicals (251 from Aug 2023 through Feb 2024) throughout the year.

**3/12/24**

5.1 - Currently, Health and Physical Education standards are still in the review process. Both sets of standards are out for public comment until late March. The hope is that the standards will be approved this summer. Once the standards are approved, staff will work on aligning the standards to courses and assessments to meet the standards. Currently, courses are offered that meet graduation requirements and provide additional elective opportunities.

5.2 - CCSD Elementary and Secondary Schools continue to build involvement with various offerings in activities, athletics, and before and after school clubs.

5.3 - CCSD continues to partner with Blessings in a Backpack to help feed students over the weekends throughout the school year. CCSD Nutrition Services, through a federal grant, provides a Fresh Fruit and Veggie program. Finally, Thank Heaven For Kids nonprofit program partners with CCSD to provide funds to students to have access to regular nourishing school meals.

5.4 - Kid Clinic continues to provide well-child checks (310 from Aug 2023 through Feb 2024) and sports physicals (251 from Aug 2023 through Feb 2024) throughout the year.

**9/26/23**

5.1- Currently, Health and Physical Education standards are still in the review process. Both sets of standards are out for public comment in August 2023. The hope is that the standards will be approved in Spring 2024 or Fall 2024. Once the standards are approved, staff will work on aligning the standards to courses and assessments to meet the standards. Currently, courses are offered that meet graduation requirements and provide additional elective opportunities.

5.2- CCSD Elementary and Secondary Schools continue to build involvement with various offerings in activities, athletics, and before and after school clubs.

5.3 - CCSD continues to partner with Blessings in a Backpack to help feed students over the weekends throughout the school year. CCSD Nutrition Services, through a federal grant, provides a Fresh Fruit and Veggie program. Finally, Thank Heaven For Kids nonprofit program partners with CCSD to provide funds to students to have access to regular nourishing meals.

5.4 - Kid Clinic continues to provide well-child checks and sports physicals throughout the year.

**3/14/23**

5.1 - Current Physical Education and Health Standards are in the standard review process. Once these are approved, staff will work to align courses and assessments to meet standards.

- 5.2 - School clubs and activities will continue to recruit and build their memberships in order to give students a multitude of opportunities for development and enjoyment outside of the classroom.
- 5.3 - CCSD will continue to work with the Blessings in a Backpack program to provide 800 to 1,000 backpacks for students and their families on the weekends. CCSD nutrition services will be providing the Fresh Fruit and Veggie program this fall. In addition, CCSD will continue to provide the standard breakfast and school lunch program.
- 5.4 - The primary care practitioners at the Kid Clinic continue to provide well-child checks throughout the year.

**8/23/22**

- 5.1 - Current Physical Education and Health Standards are in the standard review process. Work will be done this year to collect stakeholder input on these proposed standards.
- 5.2 - School clubs and activities will continue to recruit and build their memberships in order to give students a multitude of opportunities for development and enjoyment outside of the classroom.
- 5.3 - CCSD will continue to work with the Blessings in a Backpack program to provide 800 to 1,000 backpacks for students and their families on the weekends. CCSD nutrition services will be providing the Fresh Fruit and Veggie program this fall. In addition, CCSD will continue to provide the standard breakfast and school lunch program.
- 5.4 - The two primary care practitioners at the Kid Clinic provided sports physicals this summer/fall and well-child checks throughout the year.

## Measurable Objective 2: The district will provide programs to support employees' physical and mental well-being.

### Measures: Participation Percentages; Reaching the Discounted Health Insurance Goal

#### Strategy 1: Staff and Spouse Participation in the Know Your Numbers (KYN) Program

Activity	Begin Date	End Date	Status 8/23/22	Status 3/14/23	Status 9/26/23	Status 3/12/24	Status 9/10/24	Status 4/8/25	Status 9/23/25
1.1 Present wellness updates to all buildings and departments.	July 1, 2022	June 30, 2027	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress
1.2 Provide orientation to all new employees.	July 1, 2022	June 30, 2027	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress
1.3 Encourage participation in District blood draws.	July 1, 2022	June 30, 2027	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress
1.4 Provide incentives for KYN 1 and KYN 2.	July 1, 2022	June 30, 2027	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress

#### 9/23/25

- 1.1- With the start of a new school year, new school/department representatives have been selected to serve on our district Wellness Committee. We will meet monthly as a Wellness Committee to help select Quarterly Wellness Challenges. Offers have been made to all building and department leaders to present Know Your Numbers I and Know Your Numbers 2. Know Your Numbers 2 will take place this fall (October & November) and entails a free blood draw for those who are not on our health insurance. Dates for the Know Your Numbers have been coordinated with Campbell County Health and will start in February.
- 1.2- Orientation of all new certified staff took place on August 7, allowing those new to the district to participate in our wellness premium discount. A single person can reduce their monthly premium by \$75 per month. Spouses are also eligible to participate, so an additional \$75 premium reduction is allowed. With the new school year, we are hiring several ESP staff, and we continue to include information related to our Wellness Programs in our onboarding orientation process. In addition, offers to school and department leaders to inform staff about wellness opportunities have been extended this fall.
- 1.3- Our department will continue to work with Wellness Representatives to market participation in the annual District Blood Draw. The emphasis is three-fold: individual premium reduction, a District 4% reduction if an 85% participation is achieved, along with personal health information gathered from the blood assessment. Last spring, we did achieve our participation goal.

- 1.4- Our current wellness incentive is now \$75 per month, or \$150 for a couple when the spouse also participates. The Know Your Numbers programs are focused on participation and working with your healthcare provider following a blood draw to manage serious health concerns, i.e., blood pressure, diabetes, cholesterol, etc. We do not provide an incentive for Know Your Numbers 2, we pay for the cost of the wellness screening.

#### **4/8/25**

- 1.1 - Present to all buildings and departments.

Know Your Numbers I is for those on our health insurance program. Know Your Numbers II is for those who are not on the program. The goal for both programs is to encourage individuals to complete a blood draw and a blood pressure reading and share these results with their health care provider. HR is also going around to schools to share information about our Wellness Program and Insurance Plans and encourage participation in the Know Your Numbers I.

- 1.2 - Provide orientation to all new employees. This is a continual process as we hire throughout the school year with ESP. Orientation is held each Thursday, and we incorporate wellness into the presentation. It is imperative that we are able to educate our employees on each program.

- 1.3 - Encourage participation in blood draws.

There are four main reasons for participation in our blood draws. The first two are monetary, and the next two are personal. The monetary rewards are two-fold: employees on our insurance are able to receive a \$75 discount on their monthly premiums for participating, or \$150 if their spouse also participates. The District will receive a 4% discount from WSBAIT on yearly premiums if we garner an 85% or greater participation. This equates to an annual discount of approximately \$865,000. The two non-monetary awards are our employees that participate have a yearly check of important personal health data, i.e., glucose, cholesterol, and blood pressure. Finally, the most important reason for encouragement is that every year, someone is informed of a changing condition that they were not aware of, which can lead to early intervention of a serious health condition. We have also created rewards for schools/departments with the highest percentage participation for March and April.

- 1.4 - Provide incentives for both programs.

The incentives for Know Your Numbers I program have been outlined above in detail. The incentive for Know Your Numbers II is not as successful. This program allows those not on our health insurance to receive a free blood draw. Of the 613 eligible individuals, we only had 74 employees participate. Many state they participate in their spouse's programs. The free blood draw was the alternative to the monetary reward we had in place prior to budget cuts. It may be time to look at an alternative incentive or program.

#### **9/10/24**

- 1.1- With the start of a new school year, new school/department representatives will be selected to serve on our district Wellness Committee. Quarterly Wellness Challenges will be selected. Offers have been made to all building and department leaders to present Know Your Numbers I and Know Your Numbers 2. Know Your Numbers 2 will take place this fall (October & November) and entails a free blood draw for those who are not on our health insurance. Dates for the Know Your Numbers I have been coordinated with Campbell County Health and will start in February.
- 1.2- Orientation of all new certified staff took place on August 7, allowing those new to the district to participate in our wellness premium discount. A single person can reduce their monthly premium by \$75 per month. Spouses are also eligible to participate, so an additional \$75 premium reduction is allowed. With the new school year, we are hiring several ESP staff, and we continue to include information related to our Wellness Programs in our onboarding process. In addition, offers to school and department leaders to inform staff about wellness opportunities have been extended this fall.
- 1.3- Our department will continue to work with Wellness Representatives to market participation in the annual District Blood Draw. The emphasis is three-fold: individual premium reduction, a District 4% reduction if an 85% participation is achieved, along with personal health information gathered from the blood assessment. Last spring, we did achieve our participation goal.
- 1.4- During budget reductions several years ago, we reduced the monthly wellness premium reduction by half. The amount is now \$75 per month, but we also eliminated parameters associated with health goals. The Know Your Numbers programs are focused on participation and working with your healthcare provider following a blood draw to manage serious health concerns, i.e., blood pressure, diabetes, cholesterol, etc.

### **3/12/24**

#### **1.1 - Present to all buildings and departments.**

Know Your Numbers I is for those on our health insurance program. Know Your Numbers II is for those who are not on the program. The goal for both programs is to encourage individuals to complete a blood draw and a blood pressure reading and share these results with their health care provider.

#### **1.2 - Provide orientation to all new employees.**

This is a continual process as we hire throughout the school year with ESP. Orientation is held each Thursday and we incorporate wellness into the presentation. It is imperative that we are able to educate our employees on each program.

#### **1.3 - Encourage participation in blood draws.**

There are four main reasons for participation in our blood draws. The first two are monetary and the next two are personal. The monetary rewards are two-fold; with employees on our insurance are able to receive a \$75 discount on their monthly premiums for participating, or \$150 if their spouse also participates. The District will receive a 4% discount from WSBAIT on yearly premiums if we garner an 85% or greater participation. This equates to an annual discount of approximately \$750,000. The two non-monetary awards are our employees that participate have a yearly check of important personal health data, i.e. glucose, cholesterol, and blood pressure. Finally, the most important reason for encouragement is every year someone is informed of a changing condition that they were not aware of which can lead to early intervention of a serious health condition.

#### **1.4 - Provide incentives for both programs.**

The incentives for Know Your Numbers I program have been outlined above in detail. The incentive for Know Your Numbers II is not as successful. This program allows those not on our health insurance to receive a free blood draw. Of the 647 eligible individuals, we only had 63 employees participate. Many state they participate in their spouses programs. The free blood draw was the alternative to the monetary reward we had in place prior to budget cuts. It may be time to look at an alternative incentive or program.

### **9/26/23**

#### **1.1 - With the start of a new school year, new school/department representatives will be selected. Quarterly Wellness Challenges will be selected. Offers have been made to all building and department leaders to present Know Your Numbers I and Know Your Numbers 2. Know Your Numbers 2 will take place this fall (October & November) and entails a free blood draw for those who are not on our health insurance. Dates for the Know Your Numbers I have been coordinated with Campbell County Health and will start in February.**

#### **1.2 - Orientation of all new certified staff took place August 9, allowing those new to the district to participate in our wellness premium discount. A single person can reduce their monthly premium by \$75 per month. Spouses are also eligible to participate, so an additional \$75 premium reduction is allowed. With the new school year, we are hiring several ESP staff, and we continue to include information related to our Wellness Programs in our onboarding process. In addition, offers to school and department leaders to inform staff about wellness opportunities have been extended this fall.**

#### **1.3 - Our department will continue to work with Wellness Representatives to market participation in the annual District Blood Draw. The emphasis is three-fold: individual premium reduction, a District 4% reduction if an 85% participation is achieved, along with personal health information gathered from the blood assessment. Last spring, we did achieve our participation goal.**

#### **1.4 - During budget reductions several years ago, we reduced the monthly wellness premium reduction by half. The amount is now \$75 per month, but we also eliminated parameters associated with health goals. The Know Your Numbers programs are focused on participation and working with your healthcare provider following a blood draw to manage serious health concerns, i.e., blood pressure, diabetes, cholesterol, etc.**

### **3/14/23**

#### **1.1 - Quarterly wellness meetings were held this fall with building/department Wellness Representatives. Zoom meetings were implemented and have succeeded in increasing participation of our representatives in helping to disseminate information to their colleagues. The focus of these meetings is to update representatives on their roles, increase participation in wellness challenges, prepare for community events, and educate them on our wellness incentives.**

- 1.2 - This is ongoing, as orientation of new Educational Support Personnel is held every Thursday morning. The focus of these sessions is to educate new employees of the reduction in health insurance premiums by participation in the blood draws (Know Your Numbers 1). For those who do not elect our health insurance, an option to participate in a free blood draw is explained (Know Your Numbers 2).
- 1.3 - Because we have two different options regarding blood draws based on those on our health insurance and those not on our health insurance, we market one in the fall and one in the spring. Know Your Numbers 1 is held every spring for approximately three months. Currently, this spring dates run from Feb. 27-May 13, 2023. If the district reaches 85% participation, a 4% discount on our health insurance is granted by our insurance trust. Know Your Numbers 2 was held this last fall and 70 individuals participated and were granted a free blood draw. This information can be shared with their health care professional.
- 1.4 - Know Your Numbers 1 (health insurance participants) provides a \$75 monthly reduction in premiums for our employees. Spouses who are on our insurance are also eligible to participate. Individual savings result in an annual reduction of \$900 and \$1800 if spouses participate. If an 85% participation is reached in this blood draw a reduction of 4% in our health insurance rate can be achieved. Know Your Numbers 2 allows employees to receive a free blood draw. This information can be shared with their healthcare provider. This is valuable information for individuals to monitor their health.

### 23/22

- 1.1 - This fall, we will start with a marketing campaign to educate existing staff at building meetings with the Know Your Numbers Wellness Plans.
- 1.2 - This will be incorporated into the existing orientation for Educational Support Staff (ESP). Teacher Orientation was completed on August 10, 2022, with 98 certified staff.
- 1.3 - There will be ongoing marketing and education on incentives for the blood draws. KYN1 had 90% participation last spring.
- 1.4 - KYN2 will launch this fall. This program is for those not on our health insurance and is scheduled for October 1 through November 30, 2022. It will be a no-cost blood draw.

## **Strategy 2: District Health and Wellness Programs**

Activity	Begin Date	End Date	Status 8/23/22	Status 3/14/23	Status 9/26/23	Status 3/12/24	Status 9/10/24	Status 4/8/25	Status 9/12/25
2.1 Offer districtwide health and wellness opportunities.	July 1, 2022	June 30, 2027	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress
2.2 Support building level health and wellness opportunities.	July 1, 2022	June 30, 2027	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress
2.3 Support employee mental well-being through the employee assistance program.	July 1, 2022	June 30, 2027	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress	In Progress

### 9/23/25

#### 2.1- Districtwide opportunities

We continue to have quarterly wellness challenges to benefit all employees. These challenges are marketed by the Wellness Representatives in each building/department. The goal is to instill healthy lifestyle choices into employees' lives. This fall's challenge will be participation in the local Paint

Gillette Pink Walk/Run on October 2, 2015. Our 2nd Quarter Wellness Challenge will be participation in the district-sponsored Jingle Bell Run that will be held on December 6, 2025.

#### 2.2- Support building-level opportunities

Individual buildings or departments continue to support wellness in many ways. Our representatives are asked to help support these opportunities with our help. These programs include individuals exercising together, making building facilities accessible, wellness education, etc.

#### 2.3 - Employee Assistance Program

We continue to offer Magellan, which provides 3 free mental health visits for any employee, spouse, and dependents. This program continues to be utilized and is promoted through our leadership team by administrators and supervisors. The Student Support Services Department has been an integral partner in helping distribute our message with their marketing. Along with our students, many of our employees are experiencing mental health issues, and we let them know help is available. We are excited to offer more help in this goal area for any employee, spouse, and family member on our insurance plan. Revive Health is a program offered through our current insurance plan. Revive Health offers 12 online mental health visits at no charge to any employee utilizing CCSD Insurance.

### **4/8/25**

#### 2.1 - Districtwide opportunities

We continue to have quarterly wellness challenges to benefit all employees. These challenges are marketed by the Wellness Representatives in each building/department. The goal is to instill healthy lifestyle choices into employee's lives. This fall's challenge was the NFL Challenge, which focused on healthy eating and exercise. Our 2nd Quarter wellness challenge was participation in the Jingle Bell Run in December. We had over 250 participants in the run/walk this year. The third quarter challenge is a Self-Care/Self-Focus Challenge. This is a good quarter for this, as this time of year is extremely stressful for many of our employees. The last quarterly challenge will be Spring Training, and will also focus on exercise and a friendly competition between schools/departments.

#### 2.2 - Support building-level opportunities

Individual buildings or departments continue to support wellness in many ways. Our representatives are asked to help support these opportunities with our help. These programs include individuals exercising together, making building facilities accessible, wellness education, etc.

#### 2.3 - Employee Assistance Program

We continue to offer Magellan, which provides 3 free mental health visits for any employee. This program continues to be utilized and is promoted through our leadership team by administrators and supervisors. The Student Support Services Department has been an integral partner in helping distribute our message with their marketing. Along with our students, many of our employees are experiencing mental health issues, and we let them know help is available. We are excited to offer more help in this goal area for any employee, spouse, and family member on our insurance plan. Revive Health is a new program to our current insurance plan. Revive Health offers 12 online mental health visits at no charge to any employee utilizing CCSD Insurance.

### **9/10/24**

#### 2.1 - Districtwide opportunities

We continue to have quarterly wellness challenges to benefit all employees. These challenges are marketed by the Wellness Representatives in each building/department. The goal is to instill healthy lifestyle choices into employee's lives. This fall's challenge will be the NFL Challenge, which will focus on healthy eating and exercise. We look forward to meeting with our new Wellness Committee beginning in September to work on new quarterly challenges and implement new wellness opportunities for our employees. We will also begin to plan the Jingle Bell Run this fall.

#### 2.2 - Support building level opportunities

Individual buildings or departments continue to support wellness in many ways. Our representatives are asked to help support these opportunities with our help. These programs include individuals exercising together, making building facilities accessible, wellness education, etc.

### 2.3 - Employee Assistance Program

We continue to offer Magellan, which provides 3 free mental health visits for any employee. This program continues to be utilized and is promoted through our leadership team by administrators and supervisors. The Student Support Services Department has been an integral partner in helping distribute our message with their marketing. Along with our students, many of our employees are experiencing mental health issues, and we let them know help is available. We are excited to offer more help in this goal area for any employee, spouse and family member on our insurance plan. Revive Health is a new program to our current insurance plan. Revive Health offers 12 online mental health visits at no charge to any employee utilizing CCSD Insurance.

**3/12/24**

#### 2.1 - Districtwide opportunities

We continue to have quarterly wellness challenges to benefit all employees. These challenges are marketed by the Wellness Representatives in each building/department. The goal is to instill healthy lifestyle choices into employee's lives. This fall's challenge was the NFL Challenge, which focused on healthy eating and exercise. The Get Yourself off the Shelf was the holiday 50-day challenge which focused more on reducing stress and little things to improve one's health. The third challenge is Mental Health Awareness. This is a good quarter for this, as this time of year is extremely stressful for many of our employees. The last quarterly challenge will be Spring Training, and will also focus on exercise.

#### 2.2 - Support building level opportunities

Individual buildings or departments continue to support wellness in many ways. Our representatives are asked to help support these opportunities with our help. These programs include individuals exercising together, making building facilities accessible, wellness education etc.

#### 2.3 - Employee Assistance Program

This program continues to be utilized and is promoted through our leadership team by administrators and supervisors. The Student Support Services Department has been an integral partner in helping distribute our message with their marketing. Along with our students, many of our employees are experiencing mental health issues and we let them know help is available. This May, in conjunction with May Mental Health Awareness Month, we will be collaborating again on a newsletter with resources that can be utilized by our employees.

**9/26/23**

2.1- We will continue to offer quarterly Wellness Challenges to all staff. Unfortunately, we have limited participation in these events. We continue to try and market these challenges to build healthy lifestyle choices. Those who complete the challenges are eligible to be placed in a drawing for a Wellness Convenience Day. We also work with our Nursing Department to distribute information regarding fall Flu Vaccination Clinics. Finally, we promote the Know Your Numbers 2 program in the fall. This program is offered to non-health insurance members and offers a free blood draw. This replaces the health assessment program where participants could earn an incentive.

2.2- Individual schools and departments are able to promote their own wellness challenges and healthy lifestyle choices. Our goal is to provide resources that help develop a healthier culture within schools or departments. These resources include information regarding healthy habits, nutrition, and appropriate exercise.

2.3- We distribute information to our Nurses and Counselors regarding our Employee Assistance Program for those struggling with mental health issues. We have and continue to work with Student Support Services and their marketing plan for mental health awareness for staff, students, and parents.

**3/14/23**

2.1 - Assigned building representatives were available to help with the fall's push for Know Your Numbers 2. Representatives were also able to help disseminate information on each quarter's wellness challenges. Three challenges have been completed. Each challenge focuses on fitness, nutrition, and healthier life choices. Flu Vaccination clinics were held in October. Disease management care was shared with representatives.

2.2 - Wellness representatives were able to initiate building-level fitness and weight loss challenges. Wellness representatives also encouraged their colleagues to participate in two community events to raise money for breast cancer research and to help the local Gillette Abuse Refuge Foundation (GARF).



2.3 - A concerted effort was made to share information regarding our program through Magellan Health Services by sending information to representatives, counselors, nurses, and Leadership. This information was distributed through newsletters with a different focus on mental health and well-being. September's topic was mental health resources and availability, November's subject was stress relief, and January's theme is on Lifestyle Coaching and setting reasonable goals.

**8/23/22**

2.1 - New building Wellness Representatives will be assigned at the first meeting scheduled for September 7, 2022.

2.2 - Wellness representatives will choose wellness challenges for each quarter and encourage individual building challenges. A Pink Out "Breast Cancer Awareness" event is scheduled for October 3-7, 2022, and the Jingle Bell Run is scheduled for December 3, 2022.

2.3 - Our ongoing fall wellness campaign will begin on October 1, 2022.