

Behavioral Health (BH) Solution Plan

Behavioral Health Goal 1:

NAZ-enrolled “scholars” will develop the behavioral health skills and competencies to participate fully in school and other learning activities and to attain social competence and overall psychological well-being.

Behavioral Health Goal 2:

NAZ-enrolled parents will develop the behavioral health skills to stabilize their household, effectively parent and support their children's participation in school and other learning activities, and support their pathway to high school graduation and post-secondary enrollment.

Statement of Scope

Many of the strategies defined in this solution plan will be supported by the Behavioral Health Action Team partners; many will also be executed by other action areas in the NAZ Ecosystem. Throughout the plan itself, Essential Active Ingredients (EAI) are identified as being implemented by either the NAZ Behavioral Health staff and partners, or are identified as EAI to be included or referenced and implemented through other Solution Plans. If an EAI is implemented by another part of the Ecosystem, the Behavioral Health partners will be relied on for capacity-building, training, and collaborative effort to support implementation.

Behavioral Health Execution Assets

Behavioral Health Action Team Partners - Key organizations will: 1) take referrals and support access to services, and 2) provide consulting to build behavioral health competencies to other parts of the Ecosystem on strategies in this Solution Plan.

NAZ Behavioral Health staff - A limited number of staff with Behavioral Health expertise will support work with NAZ scholars and families, and 2) consult with other parts of the Ecosystem on strategies in this Solution Plan.

Anchor Schools – Are developing a School Success Solution Plan that includes positive behavior support strategies critical to achieving success. Behavioral Health Action Team members partner with Anchor School staff to embed protective factor strategies within schools.

Early Childhood & Expanded Learning Action Teams – These partners and NAZ staff teams carry out related strategies that embed these behavioral health EAI. Their solution plans articulate use of positive behavior strategies and protective factors in their site-based efforts.

Connectors – Are at the center with families supporting the culture of achievement in the home. They have a peer-helping-peer framework, and can model use of mental health strategies and protective factors. Their solution plan illuminates core strategies that support parents’ use of protective factors with children. The majority of the team is co-located at schools.

Academic Navigators – Work as scholar coaches and can play a direct role in implementing aligned behavior support strategies. Each member of this team is co-located at schools.

Family Academy Implementation Team – Includes NAZ Staff and UROC colleagues. Implements parent education courses to support protective factors in the home, and empowerment curriculum to support parent emotional health.

[1] Organization Commitment: Active Collaboration & NAZ Values

Organization-wide activities that build the collaborative process and embed the core NAZ values across the effort, including NAZ families, staff, and partners. Included in all Solution Plans.

Essential Active Ingredient		Necessary Conditions	Frequency
(1)	<p>NAZ Partner embeds NAZ values organization-wide as key drivers to build a culture of achievement Zone-wide, including by:</p> <ul style="list-style-type: none"> • Posting NAZ Values in prominent public locations for staff, • Including Values in staff meetings and other organizational use, and • Contributing to the implementation of a developing operating plan designed to intentionally embed values across the collaboration. 	<ul style="list-style-type: none"> • Values are available for posting, distributing, and publishing. • Operating plan concepts are developed for input and contributions. • NAZ staff available for dialogue about embedding values. 	Ongoing
(2)	<p>NAZ Partner participates in ongoing educational opportunities, with the intention of core 'NAZ Way' concepts reaching staff who work with NAZ families, related to the following key NAZ values:</p> <ul style="list-style-type: none"> • Breaking the belief gap, • Families as Leaders & Organizations as Partners to Families, • Using Data to Drive Progress (results-based accountability), and • Embedding cultural responsiveness within our work with families and scholars. 	<ul style="list-style-type: none"> • NAZ develops and offers educational opportunities in a manner that works for Partners (such as through existing Action Team meetings) 	Ongoing
(3)	<p>NAZ Partner ensures that lead staff attend the following collaborative gatherings:</p> <ul style="list-style-type: none"> • NAZ-wide collaborative meetings • Action Team meetings 	<ul style="list-style-type: none"> • NAZ holds and publicizes meetings in a timely manner. 	<p><i>NAZ-wide meetings:</i> 2 times/year</p> <p><i>Action Team meetings:</i> Minimum of 4 times/year</p>
(4)	<p>As specified in NAZ Collaborative Partner Memorandum of Understanding, NAZ hires staff members who are interested in and committed to positive interactions with families, and demonstrate a commitment to a culture of achievement.</p>	<ul style="list-style-type: none"> • Position Posting language and hiring practices explicitly assess commitment to positive interactions and a culture of achievement. 	On hire

Essential Active Ingredient		Necessary Conditions	Frequency
(5)	Program services are provided in line with NAZ values to promote a context that is positive, respectful, engaging, and fosters a culture of achievement.	<ul style="list-style-type: none"> • Hiring practices specify and select for staff who: <ul style="list-style-type: none"> ○ Demonstrate flexibility to work with families who are in unpredictable circumstances ○ Have sufficient training to support Behavioral Health objectives • Professional development for staff continuously emphasizes respectful, engaging, and positive services. • Services are provided in a manner that fosters strong, trusting relationships with parents and NAZ staff. 	Each program day
(6)	Program services are fully aligned with and reflect continuous participation in NAZ data collection, progress monitoring, coordination, review, and program improvement processes.	<ul style="list-style-type: none"> • Maintain regular data entry in NAZ Connect. • Coordination with NAZ Program Managers and Directors as needed to ensure use of data to guide service delivery and program improvement. 	Each program day

[2] Embedding Aligned Behavioral Health Framework Across NAZ System

Communication, continuity, and alignment of the Behavioral Health framework -- including key interactional strategies

Essential Active Ingredient		Necessary Conditions	Frequency
(1)	NAZ Staff and Partners use a shared conceptual framework and language about behavioral health, promoting protective factors/mitigating adverse childhood experiences, and promoting emotional health across the NAZ ecosystem.	<ul style="list-style-type: none"> • All other Solution Plans support use of shared framework into training and key EAIs. • Fully developed framework, training manual, and identified resources to support competence-building of framework, which is lead by NAZ behavioral health staff and identified partners. • Framework includes supporting NAZ scholars in their development and demonstration of self-care skills that include coping skills, asking for help when needed, making healthy choices, and using support networks. • Implementation of training and support of use across Ecosystem. • NAZ Connect is configured to track use of framework at individual family level across role and function. • This framework is used to engage/ educate the community and facilitate community-level conversations about wellness. 	Use of strategies each program day
(2)	BH consulting providers (i.e.- Washburn Center for Children) provide consultation at NAZ site-based partners, including Expanded Learning providers and Anchor Schools, to support embedded use of positive behavior strategies as articulated in shared framework.	<ul style="list-style-type: none"> • Coordination with consulting clinician, relevant NAZ staff and school staff identify meeting times to provide consultation. 	As specified in Behavioral Health Framework
(3)	Through the centralized engagement role of Connectors, behavioral health response is coordinated through the team approach with identified partners.	<ul style="list-style-type: none"> • Connectors follow the behavioral health connection process map. • The BH process map is embedded across the NAZ system • NAZ staff track behavioral health support actions (not 	Ongoing

		<p>protected data) to ensure use of services.</p> <ul style="list-style-type: none"> Behavioral Health partner staff 	
(4)	<p>BH Navigator attends relevant NAZ Ecosystem events to provide “in the moment” onsite consultation as needs are identified (e.g., early childhood progress monitoring, housing launches, parent advisory board meetings).</p>	<ul style="list-style-type: none"> NAZ Directors provide information about upcoming events and partner with BH staff to determine whether onsite BH consultation or support is needed If on-site BH consultation and support is needed, BH Navigator coordinates with relevant staff to develop appropriate protocols to engage family and address concerns in a timely and responsive manner. 	As needed
(5)	<p>Anchor Partner School principals and teacher cohorts are trained on NAZ’s behavioral health support philosophy, process, and practice within the ongoing NAZ Effective Schools Leadership Trainings, to provide consistent messaging and support to NAZ Scholars and families.</p>	<ul style="list-style-type: none"> Effective Schools Leadership Training facilitator is knowledgeable of NAZ’s BH support practice, philosophy, and process and incorporates this framework into training. Trainings include focus on trauma-informed practice. Training participants contribute to a positive learning environment for Scholars with behavioral health concerns. 	Monthly during the school year (tentatively-usually runs from October through May)
(6)	<p>Anchor Partner Schools have an effective behavior prevention program in place to create a positive, safe environment for learning.</p>	<ul style="list-style-type: none"> This includes clear and consistent school-wide expectations, explicit classroom expectations that are specifically taught, frequent praising of positive behaviors, and consistent consequences to respond to misbehavior. This may include prevention programs like Positive Behavioral Intervention and Supports (PBIS) Second Step, and responsive classrooms to promote social-emotional learning. 	Ongoing
(7)	<p>NAZ promotes integration of health and behavioral health across systems of care.</p>	<ul style="list-style-type: none"> When possible, NAZ families are encouraged to access clinics that provide both health and behavioral health services. The NAZ team includes both health and behavioral health support conversations in regular program consultation. 	Ongoing

[3] Children’s Behavioral Health Services & Supports

Essential Active Ingredient		Necessary Conditions	Frequency
Early Identification:			
(1)	<p>To ensure early identification of needs, all NAZ enrolled Scholars, age 0-5, are screened with the Ages and Stages Questionnaire – Social-Emotional (ASQ-SE) every 6 months with appropriate referral and follow up as needed.</p> <p>All NAZ enrolled Scholars, age 6-18, are screened using a validated screening question about overall difficulties.</p>	<ul style="list-style-type: none"> • Early Childhood Solution Plan includes EAls to support implementation. • Strong alignment between the Early Childhood team conducting the screening and the Behavioral Health Navigator. • Parents of scholars aged 6-18 will be administered the question, <i>“Overall, do you think that your child has any difficulties in one or more of the following areas: emotions, concentration, behavior, or being able to get along with other people?”</i> <ul style="list-style-type: none"> ○ Appropriate referral and follow up are provided as needed. 	Every 6 months
Using Connections to Parents to Support Access & Use of services for Scholars:			
(2)	BH Navigator administers a standardized decision-making process when a connection is made to BH navigation, in order to determine the correct level of services for the family members.	The standardized decision making process includes reliable and valid assessment tools as needed.	Immediately upon receipt of a connection

(3)	When a behavioral health crisis occurs that is beyond the capacity of ground level staff to respond to, BH Navigator provides crisis intervention. When crises occur, the NAZ Ecosystem provides effective and immediate support to ensure that no further trauma occurs.	<ul style="list-style-type: none"> • The NAZ Ecosystem is trained in NAZ’s crisis-response protocol. • NAZ Staff and Partners are trained on trauma-informed care, the physiology of toxic stress, and how to identify children who have experienced trauma or are currently in crisis. • BH Navigator is trained in Risk Assessment, Crisis Intervention, crisis planning, and responding to family violence, trauma, community violence, etc. • BH Navigator is familiar with laws related to child maltreatment and mandated reporting requirements. • BH Navigator partners with relevant NAZ staff, family, and other potential providers during the crisis and post-crisis. • NAZ Behavioral Health Navigator has a strong relationship with Hennepin County’s crisis team. 	As needed; when crisis occurs
<i>Using Site-based Efforts to Support Scholar Access & Use:</i>			
(4)	Anchor Partner Schools’ mental health needs will be tracked through School Success Solution Plan and gaps will be identified. Where there are gaps, NAZ will work to expand school-based mental health services through partners.	<ul style="list-style-type: none"> • School success strategy calibrated to identify needs/gaps. • Fundraising strategy to secure expansion of services based on needs. <p>Identification of “right match” of behavioral health partner with Anchor Partner School to expand services</p>	Ongoing
(5)	Anchor Partner Schools utilize social-emotional PBIS and/or Multi-Tiered Systems of Support (MTSS) in order to support all students and provide targeted, individualized services for those identified as needing those levels of support.	<ul style="list-style-type: none"> • School Success solution plan utilizes common language around PBIS/MTSS. • PBIS and MTSS include explicit behavioral standards policy. • NAZ Connectors, Academic Navigator Staff, & BH Navigator work to ensure that those requiring higher levels of support receive targeted interventions. 	Ongoing

(6)	BH Navigator provides consultation and support at schools and at ExL Programs where NAZ Scholars attend.	<ul style="list-style-type: none"> • Consultation: <ul style="list-style-type: none"> ○ Includes face-to-face meetings with relevant school staff, Academic Navigators, and families. ○ Is family and child-centered, culturally-informed & trauma-informed. ○ Includes direct observations of Scholars in academic settings and in the home. ○ Includes conducting home-visits. ○ Includes educating parents on children’s behavioral health issues. ○ Includes educating staff on children behavioral health issues. ○ Includes referral/connection to on-going behavioral health providers, including crisis intervention and support. ○ Includes close communication with school-based clinicians to support scholars’ social and emotional development. ○ Includes working with school-based clinicians to develop strategies to address concerns about a child’s problematic behavior in the classroom and in ExL programs. • Consultation is <i>not</i>: <ul style="list-style-type: none"> ○ Providing direct therapeutic intervention for the scholar. ○ Conducting formal diagnostic evaluation and diagnosis. ○ Providing case management. 	A minimum of one check-in per week for scholars with high need and one check-in per month for scholars with a mild need.
(7)	When Scholars require behavioral health services above and beyond what is provided through their educational setting (i.e. psychologist visits, individual or group therapy, day treatment, etc.), NAZ staff provides support to families to initiate these services and to ensure that these services are maintained until the Scholar no longer requires them.	<ul style="list-style-type: none"> • NAZ staff supports families in overcoming barriers to accessing necessary supports including affordability/insurance issues, transportation, limited literacy, and stigma. • NAZ behavioral health anchor partners provide priority access for NAZ families to prevent long waiting period. 	As needed

[4] Parent and Family Behavioral Health

Essential Active Ingredient		Necessary Conditions	Frequency
Using NAZ parent education and Connector engagement to support parent emotional wellness:			
(1)	NAZ parents participate in Foundations to increase their level of self-awareness, self-empowerment, and self-regulation, within the context of how these skills support them as an individual and a parent, as well as to promote their own mental wellness.	<ul style="list-style-type: none"> Through enrollment in Foundations, parents will develop skills that lead to effective navigation of opportunities for supporting their children’s academic success. 	As soon as possible after enrollment in NAZ.
(2)	NAZ Families, including expecting mothers, participate in Family Academy or other general prenatal education classes to enhance their parenting skills in order to promote healthy parent-child relationships for optimal social-emotional development of the child.	<ul style="list-style-type: none"> Connect expecting mothers with free prenatal education classes through NAZ community partners offering this service. Prenatal care includes education on the impact of maternal substance use on fetal development. Parents of young children are encouraged to participate in relevant Family Academy offerings. 	As soon as possible after enrollment in NAZ, for parents of children of relevant ages.
(3)	NAZ parents are provided with the tools and knowledge to understand the importance of self-care, mental health wellness, and are taught how to recognize the signs of stress.	<ul style="list-style-type: none"> Connectors receive interactive training to support families in this area. Family Nights and/or other NAZ events are held that focus on education about mental health wellness. When appropriate, NAZ will distribute nationally accredited informational pamphlets on behavioral wellness at events or during other interactions. For families engaged in behavioral health services, providers offer these services. 	Ongoing
Using NAZ system to support behavioral health:			
(4)	Connectors engage in an informal, guided conversation with all enrolled adults about behavioral health 2x/year and refer relevant individuals to BH Navigator for further screening.	NAZ Connect and relevant processes are designed and implemented to support Connectors having and tracking these conversations.	Every 6 months
(5)	NAZ families are provided with a stable, long-term, affordable provider that is appropriately matched to each family’s needs.	<ul style="list-style-type: none"> NAZ partner agency ensures there is continuity of services if a family’s primary care provider must temporarily disrupt or terminate services. NAZ Connect is populated with the appropriate eligibility requirements. 	Every 6 months
(6)	Each NAZ partner agency has an identified point person that serves as the point of contact and communication for NAZ families so that families are	<ul style="list-style-type: none"> NAZ staff and partner agency staff demonstrate regular and consistent use of the NAZ Connect data system to allow for real time exchange of information. 	Ongoing

	fully supported in accessing and maintaining behavioral health services.	<ul style="list-style-type: none"> The partner agency point of contact is trained in the NAZ ecosystem of supports and operates in alignment with NAZ values. 	
NAZ system responds to family behavioral health crises:			
(7)	Behavioral Health Navigator engages in crisis prevention work with families at-risk for crises.	<ul style="list-style-type: none"> Families are supported to recognize signs and symptoms that indicate crisis may occur and are provided with tools to help them support themselves so that crisis does not occur. For families who are isolated because of their behavioral health issues, NAZ provides specific, targeted outreach and support to help access needed behavioral health services. Prevention strategies include identification of factors that could lead to a potential crisis, identification of behaviors that come before a potential crisis, and informing the family of available resources should a crisis occur. 	As needed
(8)	A crisis intervention process that includes a Risk Assessment Procedure is used across the NAZ Ecosystem in order to consistently respond to potential emotional and physical crises as they occur.	<ul style="list-style-type: none"> Intervention strategies include providing resource and emotional support to the individual and his/her family during crisis, providing follow up partner and community resources, developing a risk assessment and safety plan for post crisis services, and assisting the family in implementing crisis recommendations NAZ has established lines of communication with crisis response systems (i.e. emergency room) to support behavioral health intervention with families in crisis. 	As needed

[5] Informal/Peer Supports Amongst Parents & Scholars

Essential Active Ingredient		Necessary Conditions	Frequency
(1)	Parents have opportunities to meet and frequently interact with each other through participation in the age-appropriate Family Academy offering for each scholar, in order to build their informal peer support network.	<ul style="list-style-type: none"> NAZ encourages families to support one another through their cohort model of support. Families support one another by discussing and teaching skills learned to other families. Families are aware of limits and boundaries in supporting one another. Families as leaders 	Each class session when enrolled in Family Academy.
(2)	NAZ fosters mutual, peer-to-peer support among NAZ families through the Connector role and engagement philosophy.	<ul style="list-style-type: none"> Potential avenues for peer-to-peer relations include family nights, families as leaders, etc. Families are encouraged to engage in self-care, mutual care, and peer-to-peer relations. 	Ongoing
(3)	Connectors consistently support NAZ families both formally and informally through developing strong relationships, engaging in active listening, using motivational interviewing strategies, and normalizing and validating families' experiences to show support.	<ul style="list-style-type: none"> Connectors are aware of limits and boundaries, both personally and professionally, in supporting NAZ families. Connectors make themselves available for informal check-ins with families. NAZ Connectors support families by sharing personal experiences and interacting with families in a non-judgmental manner. Connectors recognize that they don't always have the tools to support families and should seek supervision or refer families to appropriate behavioral health services. The Engagement Team and NAZ provide intentional modeling of their own health and wellness with families. 	Connectors are expected to meet with their families in person 1x/month
(4)	NAZ promotes a community that provides natural supports for behavioral health and wellness.	<ul style="list-style-type: none"> NAZ staff help families recognize, use, and build their support systems which include family 	Ongoing

Essential Active Ingredient	Necessary Conditions	Frequency	
		members, church community, co-workers, friends, store clerks, mentors, schools, parks, neighbors, block leaders, and others.	