



April 13, 2021

Dr. Ayindé Rudolf, Superintendent
Ms. Devon Conley, President Board of Trustees
Mountain View-Whisman School District
1400 Montecito Avenue
Mountain View, CA 94040

Dear Dr. Rudolph and Ms. Conley,

As CHAC prepares to enter into the 48th year of partnership with the Mountain View-Whisman School District (MVWSD), the unprecedented challenges of this past year put a spotlight on the importance of our working partnership. As partners, we are delighted to working with the new Wellness Coordinator for the district and the Director of Federal, State and Strategic Programs. Both have been instrumental in implementing the many changes that were necessary to continue to provide the services to your students during the pandemic. I want to reiterate two important points: how much we value the partnership, collaboration and support that you and your staff have demonstrated to our staff this past year, and secondly, that I fully anticipate that CHAC can - and will -provide exceptional services to the students and employees of the Mountain View-Whisman School District in 2021-22.

Let me preface highlighting of the services that CHAC is providing to your students with a statement of the obvious: while the CoViD-19 pandemic has disproportionately increased the need for CHAC's services among the client groups we have been serving—client groups largely made up of our community's most vulnerable people it has also affected our communities of color across all socio-economic levels. This year we have seen an increase in the mental health needs of our AAPI communities as well as an increase in young adults struggling with unstable housing, loss of jobs and economic distress. Many that CHAC serves are the most vulnerable in our society and overt racism, deaths, severe illness, social isolation, prolonged interaction in tight living quarters, homelessness are but some of the causes adversely affecting them. Unfortunately the list goes on and on. Many of those causes will remain long after the pandemic ends. Therefore, in light of the greatly increased need, it should come as no surprise that our funding needs this year increased beyond cost of living adjustments.

In accordance with County guidelines, all current services are provided via tele-health. In FY2021-22, our goal is to restore services in person services at MVWSD and at our El Camino clinic above pre-COVID-19 levels. A hybrid model of remote and on-site services will be available to best accommodate student needs in compliance with County requirements while incorporating the best learnings from our experience during Covid.

Services to Youth and Parents offered in school settings:

- **Prevention and Early Intervention:** CHAC's *Prevention Plus* school-based counseling program addresses social, emotional, and mental health issues affecting students' ability to learn. We will provide Counseling is provided by clinical interns (see below) to help students with anxiety and depression, non-suicidal self-harm, grief and loss, conduct and externalizing behaviors, social skills, family conflict and risk assessment. All CHAC therapists perform under the guidance of CHAC's Licensed Clinical Supervisors, whose theoretical orientations offer a wide range of expertise including Psycho-dynamic theory, Trauma-Informed Therapy, Acculturation/Immigration, Addiction, Attachment Theory, CBT, DBT, Integrative, Family Systems Theory and others.
- **Social Emotional Learning (SEL):** Research shows that social-emotional learning (SEL) improves academic achievement and increases prosocial behaviors such as kindness, sharing, and empathy; improves student attitudes toward school; and reduces depression and stress among students. CHAC will offer SEL programs targeted to help students succeed at various points during their elementary and middle school journeys and will resume in fall 2021 through our programs: Just for Kids 3rd grade, Tween Talk for 5th grade and S.P.A.C.E. for 8th grade students.
- **Crisis/Grief Support:** CHAC counselors are poised to support school personnel—both on-site and out of our clinic—with additional staff and resources in responding to local, site-based, or family crises.
- **Staff Consultation:** We conduct classroom and playground observations requested by teachers and provide on-going support to the staff through individual meetings for themselves or their students.
- **Parent Consultation:** We contact parents in the beginning and end of therapy for every student since all therapists at CHAC work under the Family Systems perspective. We also provide on-going support and referrals to the parents and consultation anytime during the duration of the therapy.
- **Village Program:** CHAC program unique to Castro to provide onsite support for principal, teachers, staff and students at this high need school. The program serves the Principal by acting as a liaison between the parents/the school/ the principal/and the teachers for mental health services. In working with the parents, it de-escalates contentious situations for principals and mitigates exposure to adverse, and sometimes litigious, outcomes. It provides advice to Principals on contemporary issues such as transgender issues, cyber bullying, etc. and supports students by providing parenting support to augment the counseling work and provide consistency for the student.

Additionally, services available at our clinic to support student families:

- **Counseling:** CHAC offers individual, couples, and family counseling, with 12 languages available for in-person sessions and 300 languages for phone-based translation as needed. Our Family Systems approach encourages support for a student's family.
- **Family Resource Centers (FRCs):** CHAC's FRCs offer classes, events, and individual consultations that foster ways to build and maintain a healthy connection between parent and child and increase resilience in families with children ages 0-5 years old. Funded by First 5 California, FRC programs help prepare our youngest clients and their parents for success in pre-K and kindergarten programs

- **Latinx Program:** CHAC's much in demand Latinx program with services in Spanish includes individual and group counseling, support groups, and parenting classes. We provide information on nutrition and housing, legal and immigration assistance, and financial counseling resources.
- **Substance Misuse Program:** CHAC's Well-Within program employs an effective "harm reduction" model for treating alcohol and other dependencies for youth and young adults. CHAC recently completed a study to inform the expansion of our existing small substance misuse counseling program, Well-Within, into a larger community-based counseling and support program that will address both preventive and recovery support services for substance abuse for youth aged 14 – 25 and address a significant "service gap" in Northern Santa Clara County.
- **Assessments:** CHAC's Assessment Clinic provides comprehensive psychological assessments to assist with diagnosing and providing recommendations for ADHD, Learning Disorders or learning difficulties, Autism Spectrum Disorder, Nonverbal Learning Disability, behavioral problems, depression, anxiety, etc. CHAC provides these services at a fraction of market rate for assessments.
- **Community Engagement Events:** CHAC holds free virtual events designed to help the community enjoy support and tools to improve their mental health.
- **LGBTQ+ Services:** Support groups for our lesbian, gay, transgender and questioning youth.

Counseling Internships:

Interns Providing Preventive and Therapeutic Care:

CHAC maintains its high quality of service at low costs unmatched by other local providers of mental health care by having carefully selected interns provide that care under the close, expert supervision of seasoned, fully licensed professionals on our permanent staff. Would-be CHAC therapists compete for acceptance into our masters and doctoral training programs through a process that is intensely competitive as a result both of the program's stellar reputation, and of the necessity to limit the number of interns to preclude dilution of the quality of their supervision.

CHAC's is helping to meet the need for more mental health providers by providing the training program necessary for licensure for Marriage Family Therapy (MFT) Trainees and Associates and Doctoral-level Clinical Psychology Interns and Practicum students. In FY2020-2021 we are training 83 of the area's future mental health providers who contribute to addressing critical access issues. CHAC's training program is a feeder program to many other mental health agencies and our doctoral internship program is accredited by the American Psychological Association.

Funding Proposal FY2021-22:

With your support, CHAC has initiated a project for FY2022 to improve the equity between JPA partners by requesting substantial increases from city JPA members to help support our services. In the current year, total city support is 18% with schools bearing the larger burden at 82%. In FY 2022, annual funding request increases the city participation by 122% enabling it to increase its contribution to 30% of CHAC expenses and the schools portion reduced to 70% of the JPA portion of CHAC expenses. This upcoming year is a start, but, it is merely the beginning of a larger effort to form an even more equitable JPA model over the next years for funding for school and community services. As we see the pandemic,

social justice issues and uncertain economic situation have all placed an increasing demand for mental health services in our area. It is more important than ever that a community partnership is formulated and formalized to equitably meet the need.

Annual Funding Request:

In keeping with the goal of parity between members, we are basing our funding request for FY 2022 on student population and services offered. Student population for MVWSD is the largest at 39% with LASD and MVLA at 27% and 37% respectively.

Although the funding request for MVWSD represents an increase over last year, it is designed to better align the funding between school districts and support CHAC's retention of employees. The funding from MVWSD has been \$447,300, \$360,000, \$360,000 in FY19, FY20, and FY21 respectively. Our request of MVWSD is an increase in **FY 2022 to \$396,000** to align more closely with the student population percentage between school districts and support CHAC services in a competitive mental health marketplace.

The pandemic, social justice issues and uncertain economic situation have all placed an increasing demand for mental health services in our area. As a result there is increased demand for mental health providers creating more competitive employment opportunities for clinical supervisors. Although CHAC continues to be a very desirable place to work, the economic challenges facing our staff make retention a larger challenge. In order to meet this challenge, in FY 2022, we are requesting the increase in funds for services to increase median wages above the 25th percentile in Santa Clara County to within the 50th percentile and thereby retain experienced, licensed clinicians.

One-time Funding Request:

The impact of the pandemic on the mental health of our students in FY 2022, while not fully known, is expected to be significant. In response, we are also requesting funding through MVWSD's administration of the American Rescue Plan to deliver a one-time need to help students make a healthy transition back to in-person learning and the school community and acclimate successfully to the classroom. To do so, we seek an integrated program between District personnel and CHAC's new Director School-based services. Through this integration we will 1) expand outreach through CHAC's A-B-C service model; 2) expand the Village Program in two schools and 3) implement an IEP/504 Integration program in four schools. In doing so, we will expand opportunities to address mental health and wellness needs for students and families. To fund these we request one-time funding in the amount of **\$96,000 in FY 22.**

A-B-C School Success Model: Access for Students, Bridge for Family, Collaboration with District.

- *Access for Students* will increase outreach to all students on campus with preventive classroom/school-wide services to meet Tier I needs, outreach to special education students and programs, and emphasis on higher visibility of CHAC counseling services.

- *Bridge for Families* will fill the gap between home and school by providing parent coaching and support in line with the shared goals for the student.
- *Collaboration with District* will utilize a common language with school personnel to formulate shared treatment goals and wraparound support for the student with regularly attended meetings and expanded communication.

Expand Village Program: The implementation will expand the Village Program (art-based, group model) to two schools, in addition to Castro Elementary.

IEP/504 Integration: CHAC will also be providing specialized training in 504 and IEP integration and collaboration in four schools to specifically serve the special education population.

- in the Bay Area is overshadowing the intrinsic benefits of working for CHAC and retention of staff is increasingly difficult.
- Demand for multi-language and multi-cultural clinicians has increased, and we are unable to pay market rates for clinicians with these skills.
- Competition for intern services is increasing. Providers such as Uplift, CASSY, etc. offer higher compensation rates to interns than CHAC can provide.
- While we train and develop the best interns through our *clinical* supervision, we lack funds for *management* supervision to identify and respond to any reported employee performance issues. There has been little funding for management supervision of our interns and staff development.

Funding the services we provide to the students of the Mountain View-Whisman District will allow us accomplish the critical goal of providing access to every child that needs support by staffing each school adequately and appropriately.

Our funding request reflects some current challenges that CHAC is facing such as ability to retain staff in our local economy, competitive pay rates for licensed clinicians, and increased competition for intern services to name a few. I hope that this has provided helpful information.

We look forward to the year ahead to continue the positive, productive partnership of growth and enrichment for all.

Sincerely,



Marsha Deslauriers
Executive Director