



590 W. El Camino Real  
Mountain View, CA 94040

Phone: (650) 965-2020  
Fax: (650) 965-7286  
[www.chacmv.org](http://www.chacmv.org)

Dr. Ayinde' Rudolph  
Mr. Jose Gutierrez  
Mountain View-Whisman School District  
750-A San Pierre Way  
Mountain View, CA 94043

May 9, 2017

Dear Dr. Rudolph and Mr. Gutierrez,

CHAC has been proud to provide services to MVWSD and we cherish the partnership we have created working together to support the goals of the district over the past 44 years. Partnership requires communication, collaboration, and compromise and thrives in an environment of transparency and trust. It is in this spirit of partnership that I address the Board with CHAC's funding request for 2017-18.

#### **CHAC District Services**

- **Individual Counseling:** CHAC's *Prevention Plus* program provides individual mental health counseling conducted by offered 24 CHAC clinicians over approximately 6600 hours. In 2015-16 (and similarly in 2016-17) CHAC saw 652 students in the 10 schools in the District.
- **Counseling Groups:** CHAC's *Prevention Plus* Program includes psycho-educational classes which are well-known to the community as the Just For Kids (JFK) program for 3<sup>rd</sup> grade students and Tween Talk for 5<sup>th</sup> -8<sup>th</sup> grade students. In 2015-16 we saw 400 students in this program. These are the gateway prevention programs that are often sufficient to keep children emotionally healthy and eliminate the need for more intensive interventions later in their school career.
- **CHAC's *Village Wellness* Program** at Landels, Castro and Mistral schools was developed in collaboration with MVWSD administrators and CHAC staff to provide additional support to parents, teachers and administrators. While this model of support is challenging to maintain it is innovative and hugely successful in its results. There are strong requests from principals to continue the program next year.
- **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 at the beginning and end of therapy for every student since all therapists at CHAC work under a Family Systems perspective. We also provide on-going support and referral to the parents and parent consultation anytime during the duration of therapy.

- Crisis/Grief Support: Thankfully, less often, CHAC also provides crisis and grief support as needed on MVWSD campuses.
- A rich Latinx program provides culturally appropriate parenting programs and support for families with youth aged 0-11 years at the CHAC office in Mountain View.

The following is the percentage of cases as they apply to each issue being addressed:

#### **District Case Distribution *Prevention Plus Counseling***

- |  |   |
|--|---|
| ▪ 21% Social relationships – 137 cases | ▪ 6 % Depression – 39 cases                 |
| ▪ 19% Anxiety – 124 cases              | ▪ 10 % Inattention/Hyperactivity – 65 cases |
| ▪ 11% Self Harm/Self Esteem – 72 cases | ▪ 5 % School Performance – 32 cases         |
| ▪ 8% Family Functioning – 52 cases     | ▪ 1% Suicidality – 8 cases                  |
| ▪ 19% Defiance/Aggression – 124 cases  |   |

#### **Licensed Staff/CHAC Therapists**

CHAC is a fully accredited training facility by the American Psychological Association. We provide a rich and rigorous training program to our CHAC therapists which allows us to:

- a) be on the forefront of advances in the field and
- b) offer a wide range of clinical expertise and theoretical orientation to school therapists

A glimpse of 75-80 CHAC therapists on the school campus:

- Average age 39 yrs. old; median age is 38 yrs. old
- 31 have completed their 3-yr Masters in Family Therapy (MFT) graduate program
- 18 in the final years of their PhD or PsyD program (a 5-6-year graduate program)
- 26 completed a minimum of one year of their MFT graduate program
- 23% of our clinicians have at least one additional advanced graduate degrees in addition to their post-graduate degrees in mental health. These are Master in Public Health, MFA, Computer Science, Law (J.D.), Medical (M.D.), Journalism
- A CHAC therapist has an average of 10 years of prior experience in another field; counseling, education, teachers, project managers, attorney, real estate, design, research, Armed Forces
- 23% are published in their field of expertise
- The majority of our CHAC therapists receive their post-graduate education from Santa Clara University or The PGSP-Stanford Psy.D. Consortium (a clinical psychology doctoral training program jointly run by Stanford University School of Medicine's Psychiatry and Behavioral Sciences Department and Palo Alto University).

- 14 licensed clinical supervisors bring a breadth and depth of experience; 4 senior supervisors have more than 25 years of experience in the field, average length of experience is 14 years.
- Supervisor theoretical orientations offer a wide range of expertise: Psycho-dynamic theory, Trauma Informed Therapy, Acculturation/Immigration, Addiction, Attachment Theory, CBT, DBT, Integrative, Compulsive Disorders, Emotional Focused, Axis2/Personality Disorder, Mindfulness, Post-traumatic Stress/Growth, Narrative Theory, Family Systems Theory.

**Fees**

For these services CHAC was funded \$69,711 (2015-16) and \$73,197 (2016-17) which is a rate of approximately \$11/hour service for mental health counseling.

For the past five years increase in support from MVWSD has been less than 5% annually (2013-2017 increase, 0%, 2%, 2%, 3%, 5% respectively). The current rate of support is equal to \$11/hour; however, it costs CHAC \$77/hour to provide the current level of service.

**Financial Support**

We are proud to be partners with MVWSD goal to provide “education for the world ahead”. Empirical evidence confirms that to meet the goals of academic achievement, a strong foundation of emotional and mental health is essential. This foundation will only be achieved by ensuring that critical resources for support of teachers, parents and students are available. CHAC’s request for funding in the 2017-18 years represents a significant investment in the well-being of the MVWSD students, teachers, parents and administrators.

As the Executive Director, I am obligated to put forth a financial model that enables us to continue to function as a financially stable and viable agency that can provide the highest quality care for MVWSD students. The equitable financial support from MVWSD is a critical component to achieve this goal. CHAC is aware of funding inequities with other providers of similar services and we request that the Board review the overall funding for all mental health providers for parity. We believe it is reasonable to expect that our JPA partners will evaluate their mental health resources for the district and fund CHAC commensurately for the services provided.

Throughout the academic year we work together in a spirit of trust and respect for all of the professionals working for the students: administrators, teachers, school’s educational psychologists and CHAC’s clinical psychologists. I would ask the same respect, financially and otherwise, for the expertise and commitment of CHAC’s mental health professionals. The following is our funding proposal:

**Funding Proposal FY 2017-18 MVWSD District**

<b>Services</b>	<b>2017-18 \$</b>	<b>Hours of Service</b>
Individual Counseling	\$ 238,000	6800 hours of service
Psycho-Educational Groups	included	
Crisis and Grief Counseling	included	
Off-site Parenting Classes	included	
Staff Consultation	included	
Parent Consultation	included	

In addition, Carmen Ghysels and I have explored the opportunity to expand the successful *Village Wellness* program model developed at and for Castro/Mistral and Landels schools. To expand that program to all schools in the District would require funding of \$138,000. This will provide two additional program coordinators, who will be the primary contact point for each School Principal, and a licensed supervisor for the program.

### **Funding Rationale:**

As is often the case with non-profits, CHAC has operated with on a bare-bones structure throughout its history. Over the years, our JPA partner contribution has dwindled from supporting 100% of our operating funds to less than 10%. While CHAC has fundraised to fill the gap, all available revenue has been invested in the mission, forgoing investment in basic operational infrastructure, employee development and capital improvements. Without change, this financial model for CHAC will not be sustainable.

Recent changes that have brought the funding issue to a forefront are:

- Increased complexing and severity of cases requires more clinical supervision time to ensure the efficacy of treatment.
  - The increasing financial stressors in the area adversely affect the students. Parents are stretched too thin emotionally and economically to sustain the family and have very little quality time available for the children (at a time when they need more support than ever). This requires that CHAC therapists and supervisors spend significantly more time on each case due to the complexity of the issues and the increased needs of the clients. In response, in 2015-16 we experienced an increase in the length of treatment/student to address the complexity and severity of the case.
  - The increase in addiction to, and use of, devices creates severe challenges in social relationships and a resultant increase in anxiety.
  - The increase in cases of low self-esteem, self-harm and depression in students as they experience a disconnection from personal meaning.
- Retention of staff is increasingly difficult. Salaries for our licensed clinical staff are below market rate while at the same time the cost of living in our affluent areas has risen. For years, CHAC's retained talented staff because of their desire to work in an organization that maintains a rigorous training program and the opportunity to work with the high caliber of the student interns that we attract. However, the high cost of living expenses 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.

- CHAC is a preferred training facility for mental health practitioners as evidenced by the frequent hiring of our trained interns by other providers (CASSY, Uplift, the school districts, etc). The District may be paying significantly higher pay rates for the same/similar staff when employed by other agencies.
- 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 performance issues. There has been little funding for management supervision of our interns and staff development.

I hope that this has provided helpful information. Considering the current issues identified above and the quality of care that is being provided to the District I respectfully request of the MVWSD a review for parity of funding for mental health services and funding at the requested level.

I welcome a dialogue on this important topic to ensure we can continue to provide the best care for our students.

Sincerely,

A handwritten signature in blue ink that reads "Marsha" followed by a long, sweeping horizontal line.

Marsha Deslauriers  
Executive Director