

# LEON COUNTY SCHOOL DISTRICT MENTAL HEALTH PLAN 2020-2021





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# 2020-2021 MENTAL HEALTH PLAN

# Mental Health Planning Committee

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# LEON COUNTY SCHOOL DISTRICT MENTAL HEALTH ASSISTANCE ALLOCATION PLAN

# A. Mental Health Assistance Allocation Plan

Describe the delivery of evidence-based mental health assessment, diagnosis, intervention, treatment and recovery through a multi-tiered system of supports.

Leon County School District's Mental Health Assistance Allocation Plan outlines a continuum of supports for student mental health services within the Multi-tiered System of Supports (MTSS) model. Mental health services are delivered within various levels - universal/prevention (Tier I), targeted intervention (Tier II), and intensive intervention (Tier III) - and in accordance to identified student needs. This plan outlines strategies and supports for all district schools to include district charter schools. One hundred percent (100%) of allocated funds will be used to expand school-based mental health care; train educators in responding to mental health issues; and connect children, youth and families with appropriate behavioral health services. The 2020-2021 Leon County Schools Mental Health Allocation Plan was submitted to and approved by the Leon County School Board on Tuesday, July 28, 2020.

MTSS Problem Solving Teams at each school site include school administrators, teachers, school social workers, school counselors, school psychologists, behavior program specialist, school nurses, and other school staff who identify academic, behavior, social and emotional health needs of students. To promote the social and emotional development of all students, Problem Solving Teams identify and deliver research-based comprehensive and concerted mental health services, interventions, strategies, and supports for at-risk and students with significant needs within the MTSS model. Referrals and service coordination with contracted and/or external community-based mental health professionals to work collaboratively with the school's internal support professionals to develop student and family support plans are inclusive of interventions.

## Diagnosis

LCS utilizes a Universal Screener in a reliable, quick, and systematic way with K-12 students to measures behavioral and emotional strengths and weaknesses and to identify students for referral to the MTSS Problem Solving Team and/or professional community mental health providers for possible diagnosis.

As a standard practice, school level faculty and staff members monitor students for the presence of risk factors and/or social and emotional deficits. Students who are potentially in need of additional supports are referred to the school level MTSS (multidisciplinary) problem solving team for determination of need and the level of intervention. When it is determined that a student may have needs for support beyond the school's expertise, a *Community Support Resource* 



list of trained and licensed mental health professionals are provided to parents/guardians.

The District Suicide Risk Assessment and/or Threat Assessment instruments are employed to evaluate crisis and/or threat levels and to determine if a student requires additional school-based services and/or a referral to community-based mental health professional for intensive services beyond the school's capacity.

### Intervention

Execution of the MTSS framework by teachers, support staff, and parents to: promote social and emotional development of all students; identify strategies and services to support at-risk students; and identify strategies that support students with significant needs (including referrals to contracted community mental health providers). Intervention also includes coordination with external community health partners to work collaboratively with the school's internal support professionals such as school counselors, school social workers, school psychologists, school nurses, and teachers to develop school level plans for working with referred students.

### Treatment

Implementation of universal and selected mental health services occur at the school level. The multidisciplinary team and mental health professionals identify intensive interventions appropriate for school-level implementation. Treatment requirements that exceed the school's expertise are referred community-based mental health professionals.

# Recovery

# (Conducting a Re-entry Plan conference and initial coordination of support when deemed necessary)

School board policy indicates the procedure for re-entry is to convene a re-entry conference with the school support staff, mental health professional, parent and, if appropriate, the student. During this conference, members will engage in a systematic decision-making process to plan for the appropriate transitional services, support, and goals based on the needs of the student and family.

State how the plan will focus on evidence-based mental health services for students with one or more co-occurring mental health or substance abuse diagnoses and students at high risk of such diagnoses.

School-based mental health services are delivered at various levels of support within the MTSS framework. One-to-five school counselors are assigned to each school to help every student improve academic achievement; to support personal and social development; and to enhance student success.

Students with one or more co-occurring mental health or substance abuse diagnoses and at high risk of such diagnoses enrolled in Leon County public and



charter schools may be referred to request school psychological and/or school social worker services when the services requested go beyond the skills and expertise of school-based personnel and/or when school-based personnel have exhausted available school resources.

School psychologists are trained to deal with mental health concerns, behavioral concerns, offer positive behavioral support, academic and classroom support, consultation with teachers, parents and administrators as well as with individual and group counseling techniques. Services include identifying mental health and educational evidence-based programs to support the student, assisting with the designing student support plans, and/or making referrals to community-based mental health and substance abuse providers and agencies for treatment and recovery services.

School social workers are instrumental in furthering the mission of the schools, which is to provide a setting for teaching, learning, and for the attainment of competence and confidence. Services may consist of case management, assistance with attendance follow-up, behavior support, counseling or skills training, holiday program referrals and/or making referrals to community-based mental health and substance abuse providers for treatment and recovery services.

Program Specialists for Behavior are assigned to each school and provide behavior management support services, complete functional behavior assessments, develop positive behavior intervention plans, and identify interventions for students with emotional and behavioral disabilities.

The District Mental Health Coordinator works to expand school-based mental health care; train educators in responding to mental health issues; and connect children, youth and families with appropriate behavioral health services. Duties and responsibilities include:

- Coordinate and/or provide professional development for teachers, administrators, counselors, other school staff in the areas of Youth Mental Health Awareness (YMHFA), Suicide Awareness and Prevention, Social and Emotional Learning, Trauma Informed Practices, and Substance Use and Abuse Prevention.
- Renew, create, and coordinate contracted services and/or interagency agreements between community mental health providers and the District.
- Collect district wide school based mental health data and other data, and prepare related reports.
- Serves as liaison among school districts and key stakeholders (Law Enforcement, DJJ, DCF and local behavioral health providers.



Processes used to identify and deliver evidence-based mental health and/or substance abuse interventions include:

- MTSS Referral Process
- Early Warning System Data, including referrals, attendance & grades
- Behavioral Screeners
- Suicide Risk Assessment
- Threat Assessment
- Educator Referrals
- Parent Referrals
- Youth Mental Health Awareness Training
- Outside Community Mental Health Agency Referrals (DISC Village, INC., Turn-About, CCYS, LCHD, Neighborhood Medical Center, and DCF)
- Too Good for Drugs
- DISC Village, INC. (contracted campus level specialist)

Describe the process for coordinating mental health services for students at charter schools that are part of the school district's plan.

The district charter schools follow the same processes as the district public schools. In addition, the district contracts services with DISC Village for the assignment of a Mental Health and Wellness Specialist to the District Charter Schools. Concurrently, charter school personnel are invited to participate in all mental health related professional development activities and are provided with all support materials.

Include direct employment of school-based mental health services providers (i.e., school psychologists, school social workers, school counselors and other licensed mental health professionals) to reduce staff-to-student ratios and meet student mental health assistance needs.

Direct employment of 8 Florida Department of Education certified school social workers and 2.5 school psychologists to provide mental health counseling support, resource referrals of services that may benefit students and families and to coordinate services with the student's primary care provider and with other mental health providers involved in the student's care.

Identify strategies to increase the amount of time student services personnel spend providing direct mental health services (e.g., review and revision of staffing allocations based on school or student mental health assistance needs).

Strategies to increase the amount of time student services personnel spend providing direct mental health services include the employment of 8 school social workers, 2.5 school psychologists to expand and enhance school-based student services. Contract service and interagency agreement with DISC Village, INC. to add 3 mental health counselors and 23 Health and Wellness Special to focus on delivering evidence-based mental health care treatment to children. Contract-based collaborative efforts or partnerships with community mental health



programs, agencies, or providers to provide additional mental health, social/emotional behavior, and substance abuse support. Additional staff are encompassed into targeted mental health interventions for students identified as at-risk for mental health, social/emotional behavior and substance abuse needs. The additional staff will support small-group counseling and instruction using evidence-based curriculum. Programs, agencies, and providers include but are not limited the following agencies.

- Apalachee Center Mobile Response Team (MRT) & Community Action Teams (CAT)
- Big Bend Hospice
- Camelot Community Care
- Capital City Youth Services
- Capital Regional Medical Center (CRMC)
- Community Wellness Counseling and Support

- Department of Children and Families
- DISC Village, INC.
- Families First of Florida
- Florida Therapy
- Impact Behavioral Health
- Leon County Health Department,
- Neighborhood Medical Center
- Turn-About

State how the plan will establish school board policies and procedures for all schools, including charter schools, to ensure:

- 1. Students referred for a mental health screening are assessed within 15 days of referral:
- 2. School-based mental health services are initiated within 15 days of identification and assessment; and
- 3. Community-based mental health services are initiated within 30 days of referral.

Leon County Schools District administrators and representatives will work with Neola to establish school board policies and procedures for all schools, including charter schools, to ensure:

- 1. Students referred for a mental health screening are assessed within 15 days of referral;
- 2. School-based mental health services are initiated within 15 days of identification and assessment; and
- 3. Community-based mental health services are initiated within 30 days of referral.

Neola is a 3rd-party vendor who assists Leon County Schools in drafting Board policy language and administrative guidelines/procedures that addresses state-specific issues and laws in Florida. As a client of Neola, attorneys from a Florida legal firm whose primary practice area is school law, vet materials for compliance with state statutes.



Describe the process for coordinating mental health services with a student's primary mental health care provider and other mental health providers involved in the student's care.

Referrals are made to the school level MTSS (multidisciplinary) problem-solving team to develop student plans that include research-based strategies and interventions to support individual student needs. Support plans may include promotion and prevention services, early intervention services, or more intensive interventions provided by mental health and/or substance abuse treatment professionals.

The coordination and supports for students who receive intense community mental health services is documented on an appropriate information sharing agreement between mental health professionals, families, and necessary school staff through tiered parental/guardian consent forms.

Identify strategies or programs to reduce the likelihood of at-risk students developing social, emotional or behavioral problems; depression; anxiety disorders; suicidal tendencies; or substance abuse disorders.

- <u>Sanford Harmony Social and Emotional Learning (SEL)</u> curriculum Districtwide for grades PreK- 5. The Sanford Harmony SEL is a social-emotional teaching program that cultivates strong classroom relationships between all students; it has a focus on building communication and cooperation, embracing diversity, and resolving conflict.
- <u>Social and Emotional Learning</u> strategies incorporated into school PBIS action plans, teacher lesson plans, and school and classroom activities, including SEL Writing Prompts and Restorative Circles.
- <u>Jason Foundation Suicide Prevention Curriculum</u> district-wide (secondary level) for grades sixth through twelfth.
- Contract-based collaborative efforts or partnerships with community mental health programs, agencies, or providers to provide additional mental health, social/emotional behavior, and substance abuse support. Programs, agencies, and providers include:
  - Apalachee Center Mobile Response Team (MRT) & Community Action Teams (CAT)
  - Big Bend Hospice
  - Camelot Community Care
  - Capital City Youth Services
  - Capital Regional Medical Center (CRMC)
  - Community Wellness Counseling and Support

- Department of Children and Families
- o DISC Village, INC.
- o Families First of Florida
- Florida Therapy
- Impact Behavioral Health
- Leon County Health Department,
- Neighborhood Medical Center
- Turn-About



- Professional development for district and school staff on Positive Behavior Interventions & Supports (PBIS), trauma informed care, mental health awareness, suicide prevention, properly implementing the Multi-Tiered System of Supports as it relates to mental health and social-emotional, behavioral, and substance abuse needs, and social and emotional learning strategy implementation and options for better student engagement.
- Comprehensive drug and violence prevention curriculum designed to mitigate risk factors and build protection within the child. In addition, it facilitates the development of social and emotional skills through goal setting, decision-making, and effective communication skills; it also has a focus on peer pressure refusal, pro-social bonding, conflict resolution, and media literacy.
- <u>DISC Village, INC.</u> programs: New Horizons, Bounce Back, Cognitive Behavioral Intervention for Trauma in Schools (CBITS) Adapted for Teachers and School Counselors, Support for Students Exposed to Trauma (SSET), and Youth Counseling Services. (See Appendix A).
- Restorative Practices approach to discipline focusing on repairing harm through inclusive processes that engage all stakeholders.
- <u>School Level Mentoring Programs</u> designed to foster effective relationships that positively contribute to personal, academic, and social development.

# Identify strategies to:

- 1. Improve the early identification of social, emotional or behavioral problems or substance abuse disorders;
  - Each school has a MTSS problem solving team that meets weekly to identify atrisk students and plan for multi-tiered approach for prevention and mental and
    emotional wellness promotion, instruction and/or evidence-based interventions
    to support identified needs of student and/or school.
  - Universal screening for all students using the <u>Internalizing Screening Scale</u> (Cook) and <u>Externalizing Screening Scale</u> (Drummond) to identify at-risk students.
  - LCS priorities professional development for educators and other school staff in prevention and intervention strategies and detecting and responding to mental health issues. During the 2020-2021 school year, LCS will provide the following professional development to build educators' capacity to support students' mental health and wellness and social and emotional learning (SEL).
    - Mental health awareness training (Youth Mental Health First Aid) -Professional development for K-12 school level employees that focuses on common mental health challenges for youth, typical adolescent development, and a 5-step action plan for responding to youth in both crisis and non-crisis situations. Topics covered include anxiety, depression, substance use, disorders in which psychosis may occur, disruptive behavior disorders (including AD/HD), and eating disorders.
    - Social and Emotional Learning (SEL) The Collaborative for Academic Social & Emotional Learning (CASEL) defines SEL as the process through which children and adults understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and



maintain positive relationships, and make responsible decisions. Addressing SEL and Mental Health needs is critical to reengaging students, rebuilding relationships, and recreating an environment where students and staff feel physically and psychologically safe. LCS educators will participate in training that provides an overview of social and emotional learning (SEL); curriculum concepts, strategies and implementation options; practice in facilitating student-driven discussions and engagement strategies; and links to academic motivation and skills.

- Youth Suicide Awareness and Prevention training
- Substance Use and Abuse Prevention training
- Trauma Informed Care

# 2. Improve the provision of early intervention services; and

To improve the provision of early intervention services, Leon County Schools employs a universal screening tool that is administered to all public and charter school students as a method for early identification of students who may be in need of mental health supports with the MTSS model. In addition, LCS provides continuous professional development opportunities for school personnel to improve the delivery of mental health intervention and to better integrate mental health with educational outcomes. Additional assessment tools consist of a *Suicide Risk Assessment* and a *Threat Assessment* instrument.

# 3. Assist students dealing with trauma and violence.

Professional Development on Trauma Informed Care to provide school personnel with a deeper awareness of the types of trauma and possible triggers commonly associated with youth, a greater understanding of trauma's effects on behavior and strategies to provide effective, student-centered support.

# B. Expenditures

Number and licensure/certification of school-based mental health providers funded by the allocation.

Job Title (Number)	Licensure/Certification
School Social Workers (8)	Florida Certification as School Social
	Worker MSW, LCSW, Ph.D., Ed.D
School Psychologist (2.5)	Florida Certification as School Psychologist
	Ed.S., Psy.S., Psy.D., Ph.D

Number and licensure of community-based mental health providers funded by the allocation.

None



School district expenditures for services provided by contract-based collaborative efforts or partnerships with community-based mental health program agencies or providers.

DISC Village contracted services for six mental health and wellness specialist.

# Other expenditures.

- Professional Development
- Curriculum Materials to adress
- Prevention and Intervention Programs and Facilitation

# C. Expenditure Assurances

State how 100 percent of funds are used to expand school-based mental health care; train educators in responding to mental health issues; and connect children, youth and families with appropriate behavioral health services.

Leon County Schools will use one-hundred percent (100%) of allocated funds to expand school-based mental health care; train educators in responding to mental health issues; and connect children, youth and families with appropriate behavioral health services.

MENTAL HEALTH ASSISTANCE ALLOCATION PLAN EXPENDITURES		
Coordinator, School Social Workers, School Psychologists	\$855,205.00	
Contract Mental Health Service (School Campus and Tele-health)	\$325,000.00	
Professional Development	\$11,500.00	
Curriculum (Student) - Substance Use Prevention curriculum designed mitigate risk factors and build protection within students.	\$8,500.00	
Supplies for Training	\$2,500.00	
TOTAL	\$1,202,705.00	

Provide a statement that ensures the Mental Health Assistance Allocation does not supplant other funding sources, increase salaries or provide staff bonuses.

Leon County School District assures the State of Florida that the Mental Health Assistance Allocation will not supplant other funding sources, increase salaries or provide staff bonuses.

Describe how the district will maximize the use of other sources of funding to provide school-based mental health services (e.g., Medicaid reimbursement, third-party payments and grants).

 Medicaid reimbursements: Expansion of Medicaid reimbursement upon the final approval of the rule changes to the Medicaid handbook by AHCA



- DISC Village, INC. (Grant funded partnership) to provide three mental health counselors and 23 Health and Wellness Special for school-based services.
- SEDNET Grants: YMHAT Training stipend (non-school days and hours), books, supplies
- Memorandum of Understandings: Community-based Mental Health Providers
- Neighborhood Medical Services: Third party grant funded
- School Based Health Care Solutions Network (Grant funded partnership)

# D. Program Implementation and Programs

Identify the number and ratios of Florida Department of Education-certified or licensed school-based mental health services providers employed by the district (i.e., school psychologists, school social workers, school counselors and other mental health services providers by licensure type).

Professional	Number of Staff	Ratio (Student to Staff)
School Psychologists	18	1760:1
School Social Workers	17	1863:1
School Counselors	59	537:1

Describe a system for tracking the number of students at high risk for mental health or co-occurring substance abuse disorders who received mental health screenings or assessments; the number of students referred to school-based mental health services providers; the number of students referred to community-based mental health services providers; the number of students who received school-based interventions, services or assistance; and the number of students who received community-based interventions, services or assistance.

The district assigns school-level referral coordinators with the task of tracking mental health referral data and provide training on documentation procedures for documentation in the secure student information system.



# Appendix A: Leon County Schools Community-based Mental Health Providers and Resources

Provider	Services
	New Horizons: New Horizons is a 16-session curriculum that addresses various different social problems that youth may be experiencing. The goal is to increase knowledge of substance abuse prevention, communication, anger management, and decision-making skills. In addition, New Horizons help students make constructive choices to increase positive and responsible behaviors both at school and in the community. Topics that are covered include positive self-esteem, developing effective coping skills, establishing positive decision-making skills, anger management skills, understanding healthy v. unhealthy relationships, academic success planning strategies, stress management skills, the dangers of alcohol and other drugs, personal responsibility and effective communication practices.
	Bounce Back: Bounce Back is a school-based group intervention for elementary students exposed to stressful and/or traumatic events. Bounce Back teaches students ways to cope with and recover from traumatic experiences that they have endured. The Bounce Back program includes 10 group sessions, 1-3 group parent sessions, and 2-3 individual student sessions. Bounce Back utilizes structured group activities that help our youth who have experienced something traumatic.
DISC Village, INC <a href="https://discvillage.com/">https://discvillage.com/</a>	Cognitive Behavioral Intervention for Trauma in Schools (CBITS) Adapted for Teachers and School Counselors: CBITS is a skills-based, child group intervention that is aimed at relieving symptoms of Posttraumatic Stress Disorder, depression, and general anxiety among children exposed to multiple forms of trauma.
	Support for Students Exposed to Trauma (SSET): The SSET Curriculum is a series of 10 lessons with a structured approach that aims to reduce distress resulting from exposure to trauma. The program includes a wide variety of skill-building techniques geared toward changing maladaptive thoughts and promoting positive behaviors. SSET helps to decrease current symptoms related to trauma exposure, build skills for handling stress and anxiety, and build peer and caregiver support through various different activities and approaches.
	Youth Counseling Services: Youth counseling services is an outpatient program for Youth 12 to 18 years of age seeking treatment for mental or behavioral health challenges that are affecting school success, community, or home environment. This in-depth therapeutic counseling offers youth an individualized experience that meets their needs to promote and enhance personal development. Youth counseling services aims to reduce the barriers to accessing appropriate treatment through a comprehensive continuum of services related to mental health challenges.



	The Apalachee Center offers families and individuals psychiatric and/or addiction recovery residential and outpatient services.  Apalachee Center Children's outpatient program provides psychiatric evaluations, medication management, therapy, and case management services.
Apalachee Center <a href="https://apalacheecenter.org/children-services/">https://apalacheecenter.org/children-services/</a>	Apalachee Community Action Team (CAT) provides services to clients aged 11-21 who have a documented mental illness or who are suspected of having a mental illness, who may have multiple crisis stabilization episodes, involved with law enforcement or Juvenile Justice systems, involved with the child welfare system, or current/possible placement in alternative school setting.
Pig Pand Haspisa	Apalachee Mobile Response Team (MRT) provides behavioral health crisis intervention services 24/7 within a 60-minute period. Big Bend Hospice offers grief support services to individuals
Big Bend Hospice <a href="https://www.bigbendhospice.org/">https://www.bigbendhospice.org/</a>	and groups whether they used hospice services or have no prior hospice involvement.
Camelot Community Care <a href="https://www.camelotcommunitycare.org/">https://www.camelotcommunitycare.org/</a>	Camelot Community Care serves children and families experiencing abuse, neglect, behavioral health and substance abuse issues. Camelot's Behavioral Health Services offer an In-Home Counseling Program that provides counseling and psychiatric services to clients in their home, school or in the community. Camelot's programs utilize several evidenced based practices including Cognitive Behavioral Therapy, Functional Family Therapy, Multi-Dimensional Family Therapy, and others. In addition, Camelot offers comprehensive assessment services to help a referral source or family determine what services are needed or to help determine the appropriate focus of treatment. Upon completion of the assessment, clients may be referred to a Camelot program or to another appropriate provider.
Capital City Youth Services (CCYS)  https://www.ccys.org/	Family Place Counseling - Non-residential counseling and early intervention for youth and families.  Someplace Else Crisis Shelter- Family, youth, and group counseling; Customized, individualized approach, Unique "Time Out" program providing parents and children a cooling period and opportunity to calmly address problems with 24-hour awake supervision by qualified and caring staff, Instruction and encouragement in goal setting, Strategies for personal development, Referrals for external services, including: medical, dental, legal, transitional living, Opportunities for recreational activities and community service outlets for youth to give back, and Art & Music Therapy sessions  Stop Now and Plan (SNAP) - Family focused intervention program focusing on youth exhibiting anti-social or aggressive behavior. Parent and youth workshops to teach flexibility, emotional control, and problem-solving skills.



Capital Regional Medical Center (CRMC) <a href="https://capitalregionalmedicalcenter.com/service/adolescent-intensive-outpatient-program">https://capitalregionalmedicalcenter.com/service/adolescent-intensive-outpatient-program</a>	Adolescent Intensive Outpatient Program- Serving ages 13-17; this program includes 12 hours of therapeutic group activities per week. In addition, Cognitive Behavioral Therapy, Co-Occurring Diagnosis Therapy, Expressive Therapies, Educational Group Therapy and Medication Management are provided.
	Individual and Group Counseling: Experienced clinicians diagnose and treat mental health challenges such as depression, anxiety, grief, eating disorders, and trauma.
Community Wellness Counseling and Support Services https://cwcssbehavioralhealth.com/	<b>Psychiatric Services:</b> CWCSS psychiatric services assist those for whom medication and coordinated care are critical to symptom relief and greater functioning.
	Therapeutic Behavioral On-site Services: Assists children and their families who have complex needs in an effort to prevent a more intensive and restrictive behavioral health placement.
Families First of Florida <a href="https://www.familiesfirstfl.com/">https://www.familiesfirstfl.com/</a>	Outpatient Services: Mental and behavioral health needs are met at school, home, or at the office location. Services include Psychiatry and medication management, Mental Health Assessments, Individual Counseling, Family Counseling, and Behavioral Service; integrated with counseling, In-home Parent Program and more.
Florida Therapy Services, Inc. https://flatherapy.com/	Florida Therapy provides behavioral health and psychiatric services to adults and children to include psychiatric evaluation and medication management; individual and family therapy and treatment in the form of cognitive, behavioral, insight-oriented, and supportive therapy; and case management linking adults and children to community resources in order to restore self-sufficiency and stability within their families.
Impact Behavioral Health <a href="https://hwfla.com/behavioral-health-mentalhealth-substance-abuse/">https://hwfla.com/behavioral-health-mentalhealth-substance-abuse/</a>	Professional Counseling is provided to help individuals with life problems, emotional problems, and behavioral problems attain the best possible resolution of those problems
Neighborhood Medical Center www.NeighborhoodMedicalCenter.org	Neighborhood Medical Center offers diagnosis, treatment, counseling, psychiatric evaluation, and medication.
Tallahassee Memorial Behavioral Health Center <a href="https://www.tmh.org/services/mental-health-substance-abuse/mental-health">https://www.tmh.org/services/mental-health</a>	





# LEON COUNTY SCHOOL DISTRICT MENTAL HEALTH PLAN 2020-2021