



WELL-BEING
EVERYONE
EVERY DAY

2023-2024 One-Year Mental Health and Well-Being **Action Plan**

The Durham District School Board (DDSB) recognizes that good mental health is an important foundation for achievement and well-being. The DDSB 2022-2025 Mental Health and Well-Being Plan reflects our commitment to cultivate the conditions for healthy learning and working environments, where all our students and staff feel they are welcomed and where students in particular are engaged in school life, both in their classroom learning and the larger school environment; where they know they are valued, seen and heard, where their identities are affirmed, where they belong and are connected to adults that care and are present to their lived realities.

The 2023-2024 Action Plan supports and guides the implementation of the DDSB 2022-2025 Mental Health and Well-Being Plan.

Learn to Understand: Identity Informed Engaged Learning

Goal: Increased capacity, capability, and commitment of the DDSB, schools, and Board staff to ensure that school and work environments support staff and students' mental health and well-being and maintain a culture of care.

Support to Strengthen: Identity-Affirming Mental Health Supports and Services

Goal: Increased capacity and ability to provide identity-affirming mental health supports and services that ensures school and work environments are responsive to the continuum of mental health and well-being needs of students and staff to bolster early intervention.

Connect to Pathways: Strong Pathways To, From, and Through Identity-Affirming Mental Health Supports

Goal: All staff have a clear understanding of protocols and pathways to care across all schools and work environments

Our multi-year plan, and the specifics of the 2023-2024 (one-year) action plan are based on the commitments of Learn, Support and Connect which align to the commitments within [PPM 169 Student Mental Health](#):

PPM 169 Student Mental Health	Learn	Support	Connect
Three-Year Mental Health and Addictions Strategy and One-Year Action Plan	✓	✓	✓
Joint Local Planning with Community-based Child and Youth Mental Health Providers			✓
Multi-Tiered System of Supports	✓	✓	✓
Consistent Use of Evidence-informed Brief Interventions and Standardized Measurement		✓	✓
Virtual Care Delivery		✓	✓
Suicide Prevention, Intervention, and Postvention Protocols		✓	✓
Enhanced Educator and Staff Mental Health Literacy	✓	✓	
Mandatory Mental Health Literacy Learning for Students	✓		
Family Mental Health Literacy and Awareness		✓	
Social Emotional Learning	✓		

Learn to Understand: Identity Informed Engaged Learning

Goal: Increased capacity, capability, and commitment of the District, schools, and Board staff to ensure that school and work environments support staff and students' mental health and well-being and maintain a culture of care.

School and classroom environments are grounded in maintaining and sustaining caring, attuned, and identity affirming relationships.

Priority Area: Mental Health Literacy.

1. Key Action:

- Interdepartmental collaboration to support the grade 7 and 8 mental health literacy modules for implementation January 2024.

Key Activities and Outcomes:

- Collective planning on system implementation of the new mental health literacy learning modules (September 2023).

- Provide orientation, implementation support, and on-going coaching to intermediate educators responsible for teaching health (November and December 2023).
 - Development of a school-based implementation guide (January 2024).
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2. Key Action:

- Develop and deliver identity informed mental health modules as a means of mental health promotion for students.

Key Activities and Outcomes:

- Series of modules developed, and an implementation/training plan developed by the end of 2023 (September to December 2023).
 - Delivery of modules to educators and support staff (January to June 2024).
 - Increase knowledge and implementation of practices that promote, bolster and support student well-being (September 2023 to June 2024).
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3. Key Action:

- Wellness campaign developed and communicated to the system (September 2023 to June 2024).

Key Activities and Outcomes:

- Wellness campaign developed and communicated to the system (September 2023 to June 2024).
- Staff are aware of and access available virtual resources (September 2023 to June 2024).

Priority Area: Setting the everyday conditions that support mental health and well-being.

1. Key Action:

- Provision of consultation and coaching around implementation of Tier One strategies to classroom educators and support staff.

Key Activities and Outcomes:

- Enhanced Tier One resources developed for sharing and coaching with school staff (September 2023 to June 2024).
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2. Key Action:

- Revise “First 20 Days” document to ensure a focus on policy integration and shift focus to maintaining and sustaining relationships that span from September 2023 to June 2024.

Key Activities and Outcomes:

- Revised document ready for implementation at the start of the 2024-2025 school year, inclusive of the provision of implementation training (October 2023 to June 2024).

3. Key Action:

- Implement learning series:
 - Social Emotional Learning (SEL) in the classroom,
 - Emotion focused school support,
 - Positive school climates learning series,
 - Community of practice learning series.

Key Activities and Outcomes:

- Develop and or review content as needed (September 2023 to June 2024).
 - Provide learning to District staff through Professional Development (PD) days, monthly learning opportunities, and at set times throughout the learning year (September 2023 to June 2024).
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4. Key Action:

- Leading mentally healthy schools for administrator's learning series.

Key Activities and Outcomes:

- Collaborate with Leadership Development department to support administration to lead mentally healthy schools (December 2023).
 - Develop administrator focused learning modules (October 2023 to June 2024).
 - Clarify referral process and pathways to mental health services and supports (October 2023 to June 2024).
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5. Key Action:

- Development of a school observation tool/school reflection tool focused on positive and identity affirming school climates.

Key Activities and Outcomes:

- Develop observational tool to assess students' experiences of welcoming, inclusive schools/classrooms (November 2023 to June 2024).
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6. Key Action:

- Collaboration with in-school positive and well-being school team around school-based implementation of the Mental Health and Well-Being Action Plan.

Key Activities and Outcomes:

- Training provided to all in-school teams Fall 2023 (November 2023).
 - Increased awareness of Mental Health and Well-being Action Plan and related initiatives/activities (November 2023 to 2024).
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7. Key Action:

- Develop a Family of Schools (FOS) based communication process to support the implementation of the Mental Health and Well-Being Action Plan.

Key Activities and Outcomes:

- Mental health and well-being is an agenda item on the FOS meeting agenda (November 2023 to June 2024).

Support to Strengthen: Identity-Affirming Mental Health Supports and Services

Goal: Increased capacity and ability to provide identity-affirming mental health supports and services that ensures school and work environments are responsive to the continuum of mental health and well-being needs of students and staff to bolster early intervention.

Students are surrounded by District staff who engage with and support their mental health and well-being needs through equity centred and identity affirming practices.

Priority Area: Targeted Staff Skills Building.

1. Key Action:

- Provide Mental Health First Aid (MHFA), safeTALK, Livingworks START, Applied Suicide Intervention Skills Training (ASIST), Violence Threat Risk Assessment (VTRA) to appropriate District staff.

Key Activities and Outcomes:

- Training provided to ensure schools are responsive to the mental health and well-being needs of students and bolster prevention, early interventions and pathways to care (October 2023 to June 2024).

2. Key Action:

- Trauma Informed Practices system training plan development and implementation.

Key Activities and Outcomes:

- Develop training plan and initiate implementation of the training plan; initial training provided to senior leaders and piloted with identified education settings/groups (December 2023).
- Increased capacity for leaders and educators to practice in trauma informed ways (January to June 2024).

3. Key Action:

- ISS and Positive School Climates team conference.

Key Activities and Outcomes:

- ISS and Positive School Climates teams have a clearer understanding of their duty bearer responsibilities, protected rights, as it relates to mental health and well-being and inclusive programming (November 2023).

4. Key Action:

- The development of identity-affirming Tier 2 focused professional learning content/curriculum.

Key Activities and Outcomes:

- An ISS staff writing team to develop a structure and content for professional development (December 2023).
- Deliver training through self-directed learning modules, virtual training, and/or in-person training (December 2023).
- Increase knowledge and implementation of practices that bolster and support student mental health (January to June 2024).

Priority Area: Identity Informed Mental Health Supports and Services

1. Key Action:

- Enhance ISS mental health staff's ability to provide evidence-informed identity affirming practices.

Key Activities and Outcomes:

- Increased understanding of all staff roles and responsibilities, processes and procedures in supporting student mental health and well-being in an identity affirming and culturally responsive manner (October 2023 to June 2024).

2. Key Action:

- The ISS mental health staff continue to provide identity affirming practices in all areas of services.

Key Activities and Outcomes:

- Provide individual identity affirming mental health services and supports (September 2023 to June 2024).
- Provide identity informed school level and individual student level mental health consultation (September 2023 to June 2024).
- Provide identity affirming crisis and traumatic response and support (September 2023 to June 2024).

3. Key Action:

- Continue to provide/deliver specific identity-affirming group programming for students.

Key Activities and Outcomes:

- Provide Black Excellence Made Evident (BEME) and AFFIRM (2SLGBTQIA youth) at scheduled times during the school year (November 2023 to May 2024).

Connect to Pathways: Strong Pathways To, From and Through Identity-affirming Mental Health Supports

Goal: All staff have a clear understanding of protocols and pathways to care across all schools and work environments.

Priority Area: Strong Service and Support Pathways.

1. Key Action:

- Commit to annual board-wide training on suicide protocols in all schools.

Key Activities and Outcomes:

- Increase awareness of Board protocol and ability to identify the ASIST trained staff in schools (November 2023 to June 2024).

2. Key Action:

- Provide training and communication to schools around protocols and pathways to care provided by the ISS mental health teams.

Key Activities and Outcomes:

- Increase awareness and alignment of practice to the established pathways for mental health service referrals (September 2023 to June 2024).
- Increase in the number of students supported to, from, and through District mental health services and to, from, and through community-based mental health supports and services (September 2023 to June 2024).

3. Key Action:

- Continue to strengthen our partnerships with community mental health agencies.

Key Activities and Outcomes:

- Create/sustain a coordinated and integrated pathway of care for students (September 2023 to June 2024).
- Review and enhance process for the development of memorandums of understanding (MOU) and partnership agreements with local community-based mental health providers (September 2023 to June 2024).
- Update internal report of community leadership tables DDSB mental health leadership and team members' support (January 2024).

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