



## ADVANCING THE RECRUITMENT AND RETENTION OF OUR WORKFORCE

The Office of the State Superintendent of Education's (OSSE) [Advancing the Recruitment and Retention of Our Workforce \(ARROW\)](#), an initiative funded by the US Department of Education, is an opportunity for the District of Columbia to launch recruitment and retention activities that build knowledge, skills, professional opportunities and job satisfaction for school-based behavioral health professionals to enter and remain in the workforce through collaboration with local education agencies (LEAs), District colleges and universities and school behavioral health organizations and partners.

### Description

The **First Year Cadre** is an opportunity for those school-based behavioral health providers, i.e., school social workers, school psychologists and counselors (school counselors and licensed counselors), in their first year working in a school-based setting to build foundational skills necessary to be successful in the school environment.

This cohort will serve as the inaugural cadre and run from April to June 2024. Participants who successfully complete the cadre will be eligible for a \$500 stipend. Please see the Session Schedule and Participation Requirements below for more details.

The Cadre was designed with input from DC's school behavioral health workforce about the skills, supports, trainings and tools that would be helpful to a first-year provider. Through the use of didactical and experiential learning, the cadre will build a foundational understanding of:

- How schools work, the importance of aligning academic and behavioral health supports to meet the needs of the whole child and the scope of school-based behavioral health services.
- Individualized treatment services, the types of assessments to use and when, use of data and observations to inform effective treatment plans, tracking and communicating progress and teaming strategies.
- Their role in the provision and support of prevention and early intervention programs aimed to build social and emotional competencies and address concerns or skill development needs amongst students.

### Eligibility

This cohort will serve as the inaugural cadre and have the opportunity to provide the ARROW project team vital feedback on the content and structure. **To be eligible, applicants must be:**

- A school-based behavioral health provider, i.e., a school social worker, school psychologist, or counselor (school counselor or licensed counselor);
- Working in a school-based setting **for the first time with an employment start date of Nov. 1, 2022 or after** and maintain a full-time (on average at least 32 hours per week) employment as a school-based behavioral health provider;

- Employed by 1) a District of Columbia Public Schools (DCPS) school serving pre-K 3 through grade 12; 2) a DC public charter school serving pre-K 3 through grade 12; 3) the Department of Behavioral Health (DBH) School Behavioral Health Program; OR 4) a community-based organization (CBO) that participates in the DBH Comprehensive School-Based Behavioral Health System and is placed with a DC public or public charter school serving pre-K 3 through grade 12.

### **Application Review and Participant Determination**

To apply, eligible providers must complete the ARROW – First Year Cadre Application by Friday, March 8. Applications will be reviewed and scored based on:

1. The quality of the answers provided; and
2. If necessary to break a tie, a competitive preference will be given to those applicants who use another language when providing services or who spent any part of their childhood living in DC.

Decisions will be shared with applicants by Friday, March 22, 2024.

### **Session Schedule and Participation Requirements**

At the time of application, providers should ensure they are able to meet on the following dates and times:

- Cadre Session 1: Tuesday, April 2, 3:30 – 5 p.m. (virtual)
- Cadre Session 2: Tuesday, May 7, 3:30 – 5 p.m. (virtual)
- Cadre Session 3: Tuesday, June 4, 3:30 – 5 p.m. (in person, location TBD)

To be eligible for the stipend, providers **must** actively participate in all three sessions and be no more than 15 minutes late to a session. All sessions have had applications submitted to provide continuing education units (CEUs) in social work, psychology and counseling.

As this inaugural cadre will be shorter in length than future cadres, participants will have the **option** to participate in the fall cadre sessions of school year 2024-25. Participants who elect to do this will be eligible for another \$500 stipend, pending successful participation.

**Questions?** Reach out to [OSSE.HYDT@dc.gov](mailto:OSSE.HYDT@dc.gov).