

ARROW

ADVANCING THE RECRUITMENT AND RETENTION OF OUR WORKFORCE



Why is ARROW needed?

To build and sustain a behavioral health workforce.

How will ARROW address the need?



What are the intended outcomes?

- Have a well-established workforce pipeline for behavioral health providers with unique knowledge and experience in District school-based behavioral health services.
- Increase licensed school-based behavioral health providers who are bilingual and/or a District native.
- Maintain a school behavioral health workforce that provides quality services to District youth.
- Improve behavioral health outcomes for students.

ARROW RETENTION PROJECTS

ARROW will **retain** school behavioral health professionals through the implementation of a learning community and first-year cadre, that are informed by the workforce, to support providers in their professional growth, skill development and well-being as school-based providers.

<p>Workforce Assessment</p>	<p>The workforce assessment is an opportunity for current District public and public charter school behavioral health staff to elevate the challenges, needs, and strengths as it relates to job satisfaction and retention. The results of the assessment will inform the scope and sequence for the first-year cadre and learning community.</p>
<p>ARROW First-Year Cadre</p>	<p>Offer professional development to providers in their first year as a school-based behavioral health professionals to build foundational skills necessary to be successful in the school environment.</p>
<p>ARROW Learning Community</p>	<p>Available to all school-based behavioral health providers and will provide training on evidence-based practices; technical assistance (TA) sessions to provide group supervision; career advancement coaching and mentorship; peer-to-peer support to build communities of care; and foster individual provider wellbeing.</p>

INITIAL OUTCOMES

Licensed providers who are in their first year of school-based employment gain competence in their knowledge and skills, as well as increased confidence to provide services in a school setting.

All licensed providers have access to professional growth opportunities to meet the identified needs of the providers and the communities they serve.

INTERMEDIATE OUTCOMES

Increased understanding among employers and District agencies of the pipeline and workforce needs to recruit and retain school behavioral health staff.

New providers feel connected to a DC-wide school-based behavioral health provider community.

Reduced number of school behavioral health vacancies.

Increased retention of school behavioral health providers.