



ADVANCING THE RECRUITMENT AND RETENTION OF OUR WORKFORCE

ROADMAP

What is ARROW?

ARROW 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 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.

Why is ARROW needed?

ARROW builds and sustains a behavioral health workforce that is representative of the District's youth, has the knowledge, skills, competencies and confidence to provide comprehensive behavioral health services in DC public and public charter schools and are provided the opportunities and supports to experience success and well-being in their work as school behavioral health professionals.

How will ARROW address the need?

ARROW will **recruit** professionals into the school behavioral health workforce through initiatives that generate a career pathway from high school through post-graduate school job placement and is designed for an entry point at any level.

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

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.