



Snohomish County

Human Services

Behavioral Health & Veterans Division

3000 Rockefeller Ave., M/S 305
Everett, WA 98201-4046
(425) 388-7200
www.snoco.org

May 18, 2020

Re: Trauma-Informed Practices Consultation Letter of Interest
Year 3 – Individual School

Dave Somers
County Executive

Dear Snohomish County School Partners:

Snohomish County Human Services, Behavioral Health & Veterans Division, is offering an opportunity to Snohomish County public schools to participate in a two to three (2-3) year program to install trauma-informed practices into K-12 schools. Four cohorts, comprised of 24 Snohomish County schools, elementary through high school, as well as 2 whole Districts, have already begun the work of installing Trauma-Informed Multi-Tiered Systems of Support (T-MTSS). The goals of implementing trauma-informed practices (TIP)/T-MTSS in individual school settings include, but are not limited to, the following: decreased exclusionary discipline; decreased absenteeism; increased graduation rates; increased teaching time; increased student sense of belonging and self-competency; and increased staff knowledge and skills to manage behaviors and create meaningful relationships with all students. Trauma-informed practice implementation is a universal intervention, and best-practices apply to all students, not just those with known trauma.

Snohomish County Human Services Behavioral Health is offering an opportunity for Cohort 3 schools (with agreements ending August 31, 2020) to apply for an additional year (Year 3) of in-depth training and technical assistance from Continua Consulting Group LLC. The focus of Year 3 would be an increased focus on Tier 2 practices while ensuring sustainability of Tier 1 T-MTSS practices. Current Agreements would be extended through August 30, 2021. Interested Cohort 3 schools shall self-identify the desire for services, and coordinate with their District to submit a Letter of Interest. Each school shall complete their own Letter of Interest, obtain the Principal's signature, and then send to their District office. The District shall compile all letters, obtain the Superintendent's signature, and submit all letters to the County.

The funding priority for 2020 applications is District-level work for *whole* District systems followed by Cohort 3 schools applying for Year 3 funding. New whole Districts may be completely new to this work or may already have (or had) individual schools involved. An opportunity for individual schools within Districts already participating in District-level work may be available in later spring/summer 2020, depending on funding. There will be a separate process for new individual schools, as applicable. Letters will be reviewed via a competitive process and the County reserves the right to fund all, some, or none of the applying Districts and/or schools based on application strength and funding availability.

In exchange for the opportunity to participate in this program, schools must agree to the following:

- Provide payment for a portion of the consultation fee – approximately \$5,500 per school for one additional year, payable in four (4) month installments through the end of the Agreement. Pre-payment is allowed.
- Absorb anticipated costs – substitute teachers and/or teacher overtime as needed when teachers are required to attend trainings, for attendance at monthly TILT meetings, supplies and materials, space, etc. This includes the cost of the third year of the Panorama survey platform.

Letter of Interest Standards

Each interested school shall submit a Letter of Interest (3-page max, standard font and margins, bulleted/numbered answers preferable), signed by the District Superintendent, no later than **Thursday, June 4th at 3pm**. Letters must clearly address the following:

1. Describe the strengths and readiness of the interested school as it relates to ongoing work in T-MTSS, specifically why the school is interested and ready to deepen the work already occurring. Please be specific and list readiness aspects.
2. What are the goals the interested school would like to achieve by the end of the third year of expert consultation? How would your school look different? How would this work improve outcomes for students and the community?
3. Detail the principal *and* District buy-in and leadership. How does the principal envision sustaining buy-in for all staff and ensuring that trauma-informed practices are a priority in the school? When staff present resistance to shifts in practice, how will the principal and District respond? Please be specific.
4. What are the barriers the school sees in moving forward with a third year of consultation? Will there be other major initiatives for staff to focus their learning on during the third year?
5. Are there current practices that your school utilizes that may not align with trauma-informed practices? If yes, how will leadership at the school and district level support the transition towards trauma-informed practices?
6. How does the leadership foresee being able to focus on sustainability of this model during Year 3 and after the consultation has concluded? Describe how the school board would be kept apprised of the Trauma-Informed Practices work in Year 3.
7. Please share any additional information about your school you feel the review team should know (Healthy Youth Survey data, demographics, culture, parent engagement, anecdotal evidence, etc).

Eligible schools will be able to demonstrate the following elements in a Letter of Interest:

- Demonstrated support from District Superintendent and Principal of applying school(s);
- Readiness to align discipline policies and procedures with trauma-informed practice guidelines and institute new policies and procedures in Agreement Year 3;
- School principal willing to be a champion of trauma-informed practices and be willing to commit to an additional year of consultation and implementation;
- Readiness to continue the trauma-informed leadership team (TILT) to support change and sustainable practices;
- Readiness to convene a Tier 2 or student support team on a regular (at least monthly) basis to design and implement evidence-based tier 2 interventions, with support from Continua consultants;
- Readiness to convene a Tier 2 or student support team on a regular (at least monthly) basis to design and implement evidence-based Tier 2 interventions, with support from Continua consultants;
- Ongoing commitment to train all staff (classified, non-classified) in trauma-informed practices;
- Demonstrated commitment to provide financial support for the cost of the consultant, to be paid in four (4) month installments and by the conclusion of the additional year of consultation;
- Assurance to present to the school board about trauma-informed practices and implementation strategies as well as advocate for changes in exclusionary discipline policies;
- Ability to have all-staff as well as selected staff groups attend trainings and participate in observations (school, classrooms);
- Readiness to collect and report data as outlined by the County in regard to the consultation, including signing and adhering to a Data Sharing Agreement;
- Openness, receptivity, and responsiveness to constructive feedback.

Please submit letters of interest via email to Amanda Franke, Risk & Resilience Specialist at Amanda.Franke@snoco.org by **Thursday, June 4th at 3pm**. *Late submissions will not be accepted.* Letters will be reviewed within the week and will be followed by notifications. Questions about the Letter of Interest process may be directed to Amanda Franke. We look forward to partnering with schools and Districts to enrich the lives of Snohomish County children, youth, and families.

Sincerely,



Cammy Hart-Anderson
Division Manager, Behavioral Health & Veterans Division