

CITY OF FISHERS MENTAL HEALTH INITIATIVE

# 2019 REPORT TO THE COMMUNITY



## PILLARS OF THE TASK FORCE



PUBLIC SAFETY



HSE SCHOOLS



OUTREACH & EDUCATION



PUBLIC POLICY

# LETTER FROM THE TASK FORCE

Since the last report to the community, the Fishers Mental Health Task Force has continued to identify ways Fishers can marshal its collective resources to combat the stigma associated with mental illness and effectively connect residents to care.

The Task Force commends the Fishers community for embracing mental health and supporting neighbors, loved ones, and coworkers impacted by mental illness. Together, we will make a #stigmafreeFishers.

Yours in Service,

**SCOTT FADNESS,**  
Fishers Mayor

**STEVEN ORUSA,**  
Fishers Fire and Emergency Services Chief

**BROOKE LAWSON, MSW, LCSW**  
Hamilton Southeastern Schools Mental Health  
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**ASHLEY ELROD,**  
City of Fishers Public Relations Director

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# STATE OF MENTAL HEALTH IN FISHERS

Indiana ranks 42<sup>nd</sup> in the nation for overall state of mental health, according to Mental Health America. In a state where the economy is changing and rural areas are suffering, the outlook for mental wellness in Indiana is poor. In Fishers, the Mental Health Task Force is working to combat these trends by leveraging its resources to connect residents to services, focus on prevention, and influence state policy to achieve better access to care.

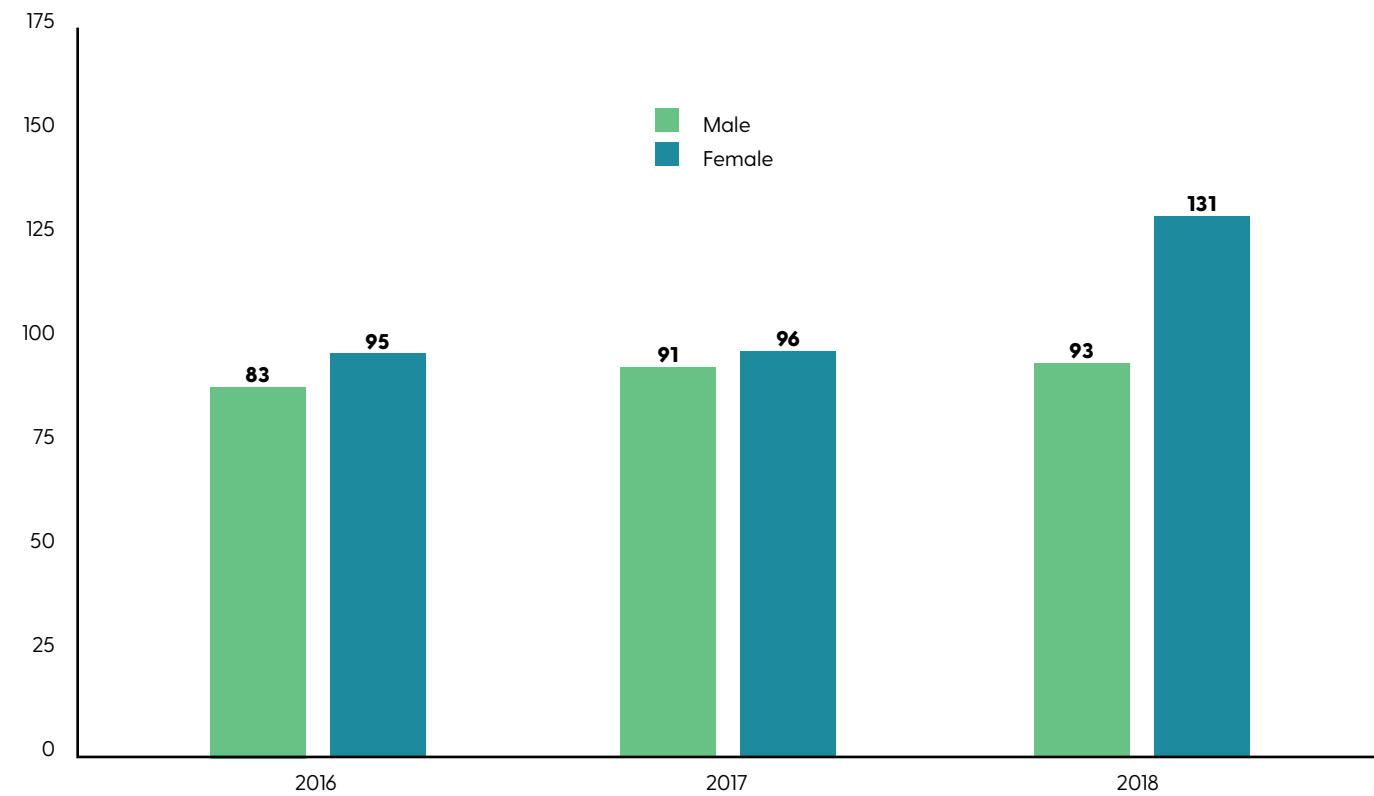
Prior to launching the Mental Health Initiative, Fishers public safety teams and HSE Schools did not have access to reliable, clean data to track behavioral health incidents. Since 2016, the Fishers Public Safety teams have developed a process for ensuring accurate, collaborative data between the Fishers Fire and Emergency Services Department and Fishers Police Department.





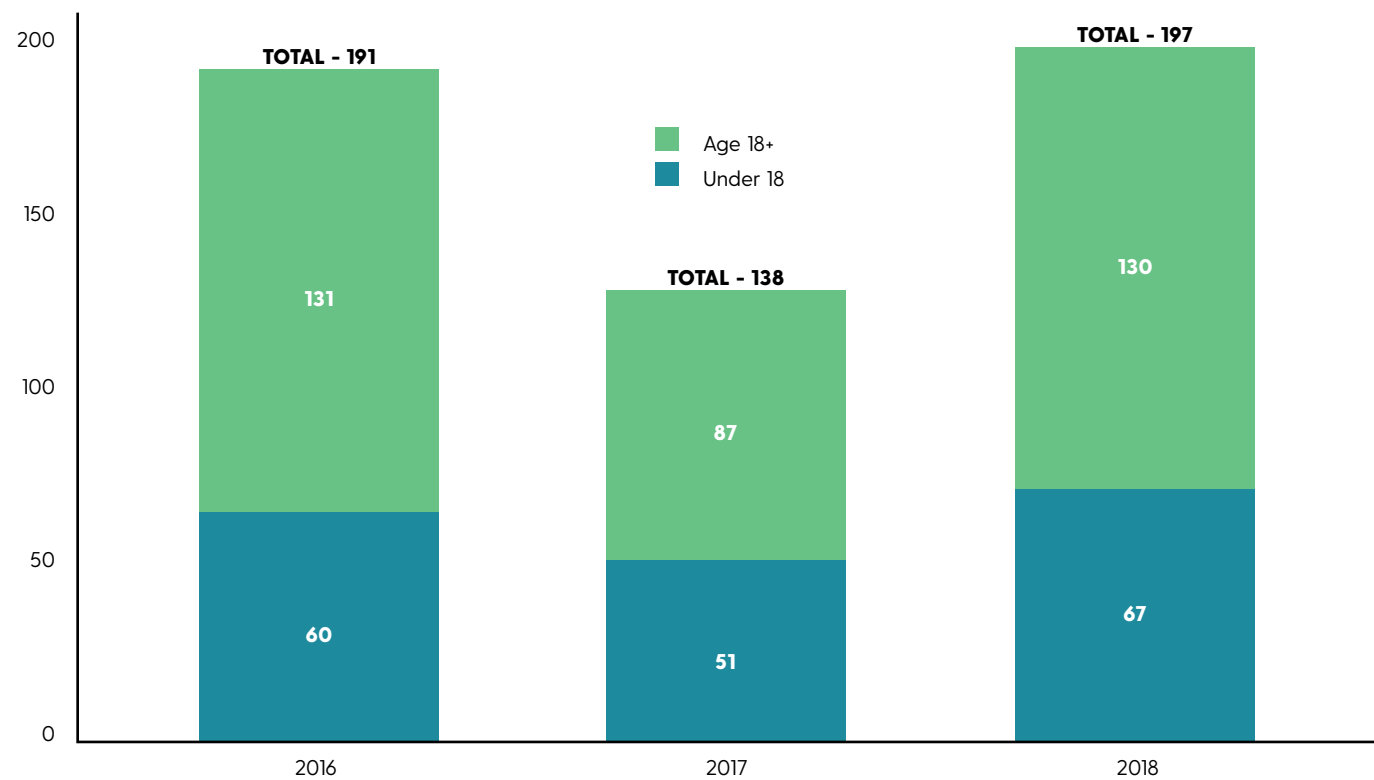
# BEHAVIORAL HEALTH RUNS BY GENDER

A behavioral health incident is classified as any emergency medical response involving a mental health issue.

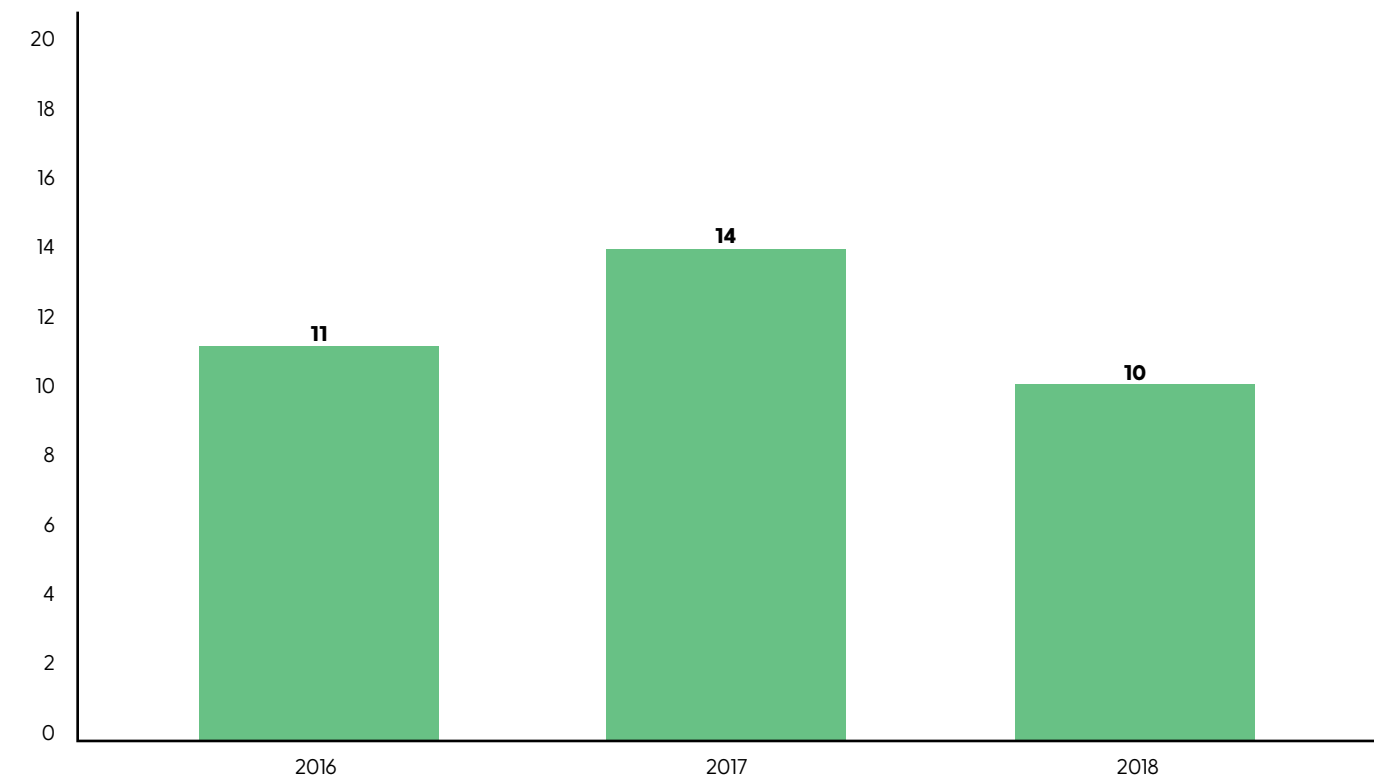


# IMMEDIATE DETENTIONS

An Immediate Detention involves any situation in which the individual may do harm to themselves or others.



# SUICIDES



# OUTCOMES

HSE Schools students enrolled in school based mental health support experience the following:

- ⬆ Increase in State Testing Growth
- ⬆ Increase in average GPA
- ⬇ Decrease in Disciplinary Action
- ⬇ Decrease in Missed School Days
- ⬇ 0 Youth Suicides for HSE-Enrolled Youth since 2013



# OUTCOMES

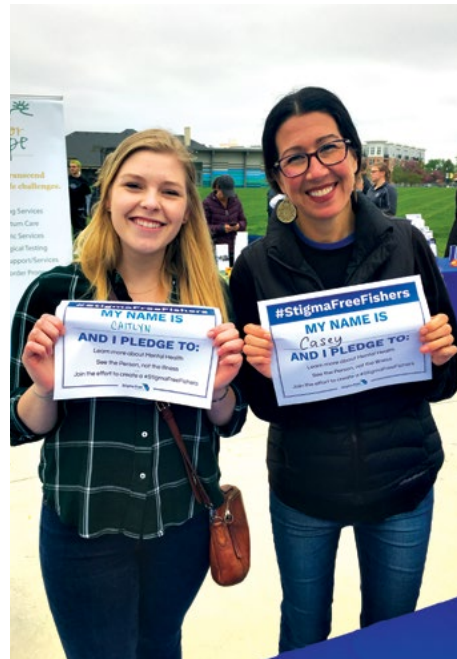
**245** HSE Schools students received and then were discharged from mental health services, **73%** of these students showed an improvement in symptoms



**4** student clubs created: Bring Change to Mind at FHS and HHS, the Calm Squad at Fall Creek Elementary



**1,757** eighth-grade students received evidence-based suicide prevention lessons



Nearly **1,000** students receiving mental health services through HSE Schools



**62** enrolled in the WeCare Community Paramedicine Program

Over **500** Stigma Free Fishers pledges taken

**8 MILLION** individuals reached through #StigmaFreeFishers social media



# REPORT TO THE COMMUNITY

When the Mental Health Task Force began its journey to combat mental illness in Fishers, much of the initial effort was targeted toward addressing systems and processes for crisis response in behavioral health runs. As training and changes to crisis response have improved public safety's approach resulting in more effective and sustainable care, Ongoing training and process improvement efforts will continue to be a priority for public safety. The Task Force will increase focus on education and outreach to raise awareness for mental illness and provide support for caregivers.

## THE TASK FORCE HAS ACCOMPLISHED KEY GOALS IN THE FOLLOWING AREAS SINCE ESTABLISHED IN 2015:

### OBJECTIVE 1



**ONGOING**

Develop an education and training program for public safety officials



**ONGOING**

Conduct a quarterly audit and review of mental health incidents



Develop a systemic comprehensive plan for HSE Schools



Develop a youth training plan for public safety departments



**ONGOING**

Develop a community wide communications campaign



Develop an awareness training program for S.P.O.R.T.S. coaches

### OBJECTIVE 2



Remodel the community paramedicine program to include protocols for mental health calls



**ONGOING**

Enhance the City's partnership with behavioral health specialists





# TASK FORCE MILESTONES

Between 2017 and 2018 the Task Force focused on completing outstanding or ongoing tasks identified from the previous report to the community. As a result, the following milestones were achieved through the first quarter of 2019.





# PUBLIC SAFETY

## LAUNCH - 2017 COMPLETION

### *Improve education and training*

- Crisis Intervention Team (CIT) 101 training completed
- Screening, Brief Intervention, and Referral for Treatment (SBIRT) training completed
- Motivational Interviewing training implemented
- Hamilton County CIT Youth training implemented
- Columbia Suicide Severity Rating Scale (CSSRS) training completed and incorporated into the electronic patient care report for Fishers EMS incidents
- Crisis Intervention Team (CIT) training implemented for school resource officers
- Policing the Teenage Brain program completed
- Mental Health class implemented as part of the junior high character education classes

## 2017 - 2018 OUTCOMES

### *Develop an educational and training program for Fishers Police Department and Fishers Fire and Emergency Services*

- Fishers Police Department Captain Mike Johnson, lead for School Resource Officers, became a licensed Adolescent Mental Health Trainer
- FPD completed Law Enforcement Suicide Prevention Training
- FFD continues to send personnel to CIT for Youth training
- All FFD personnel undergoing Mental Health First Aid training through a partnership with Aspire
- An additional 7 Paramedics completed Crisis Intervention Team (CIT) training

### *Develop a youth training plan for public safety departments*

- Fishers Police Department has developed its own educational program to replace the D.A.R.E. program to incorporate more mental health curriculum
- As a result of this revamped curriculum, all grades K-12 learn different components of mental health, including stress, conflict resolution, risky behavior, etc.
- The sixth-grade curriculum specifically covers anxiety and depression while students can opt-in to a mental health class

### *Remodel WeCare community paramedicine program to include protocol for mental health runs*

- EMS Duty Officers (EDO) were implemented in 2017 to incorporate behavioral health runs within WeCare. In January 2019, the program was fully implemented for 24/7 operations
- An EDO is now dispatched for every behavioral health run, establishing continuum of care for patients experiencing mental distress
- Through partnership with local behavioral health clinics, if the patient opts-in to the program, a WeCare Community Paramedic provides in-home follow up services within 72 hours of hospital discharge. The WeCare Community Paramedic provides support, and assists in navigating ongoing behavioral health needs such as appointments, and social service support

### *Quarterly audit and review of mental health runs to identify training opportunities and system gaps*

- FFD fully implemented quarterly audit and reviews of mental health runs for training and data capture
- Collaboration between Fishers Fire and Emergency Services Department and Fishers Police Department allow for auditing between the agencies to determine duplicative data for a single-source data report
- Monthly dashboards and quarterly reports are provided to executive leadership and core team members for analysis and discussion

### *Enhance the City's partnerships with behavioral health providers*

- Completed in 2017, the City's public safety departments have MOUs and regularly collaborate with the major behavioral health providers in our community including: Community Health Network, St. Vincent, and IU Health





# HSE SCHOOLS

## LAUNCH - 2017 COMPLETION

- Established a partnership with Community Health Network (CHN) in January 2017 to provide 3 licensed providers for six schools. For the 2017-2018 school year, all twenty one schools in the district had an on-site therapist along with a transition coordinator who helps students transition out of acute care settings and back in to the community and school
- Implemented new, evidence-based mental health crisis screening, assessment, safety planning, and referral process within all schools
- Coordinated care with CHN to provide access to a free risk assessment to students with parents' permission along with streamlined admissions process for students needing inpatient hospitalization
- Launched a mental health support group led by a licensed mental health therapist and school counselor. The therapist also provides individual counseling to students who do not have access to services. This was funded by the school district and the Peyton Riekhof Foundation for Youth Hope. Students were referred by guidance counselors to participate
- Completed Question, Persuade, and Respond (QPR) suicide prevention training for all 816 teachers for grades 5-12. HSE Schools adapted a program for elementary school teachers
- Thirty three intermediate school teachers completed Mindful Schools courses over the 2016-2017 school year
- Worked to alert parents around suicide risk factors

## 2017 - 2018 OUTCOMES

- All HSE staff trained on Trauma-Informed Schools curriculum
- Social Emotional Learning curriculum implemented in PK-12
- Mental Health Clinicians in schools have increased from 13 to 17 from 2017 to 2019
- HSE Schools implemented Student Success Teams, which convene monthly to discuss student data, school counseling, and develop goals for social emotional learning, equity, and experiential learning
- HSE Schools began work on a teacher resilience initiative
- Completed Question, Persuade, and Respond (QPR) suicide prevention training for every teacher in HSE Schools, K-12.
- Teachers throughout the district have incorporated mindfulness practices to student instruction
- For the 2017-18 school year, HSE Schools launched suicide prevention curriculum for students in grades 8-12 . The program is now taught to all 8<sup>th</sup> grade students.

### *Develop Intensive Care Coordination program for Youth*

- In 2017, HSE Schools hired a full-time crisis liaison to assist with crisis care transitions between behavioral health facilities, school, and home. This program is fully implemented.
- Established an MOU between HSE Schools and Fishers Police Department, establishing a clear process for reporting students in crisis outside school hours and ensuring follow up and supports at school





# OUTREACH & EDUCATION

## LAUNCH - 2017 COMPLETION

### *School-Based*

- Students created a Stigma Free HSE club (now associated with the national Bring Change to Mind club organization) at Hamilton Southeastern High School with 30 students attending the first meeting and 50-70 students attending five subsequent club meetings. Fishers High School launched their Stigma Free club shortly after. Collectively, the student clubs have launched several initiative and events in both high schools including:
  - Stress-free Week
  - Awareness campaigns
  - Positive Affirmation jars throughout the schools
  - Hope for Happiness annual event partnership with City of Fishers
  - Public service announcements about mental health and suicide prevention
- Student club Stigma Free FHS partnered with teachers to create a Mental Health Awareness Week where students were encouraged to take the Stigma Free Fishers pledge, mental health information was shared each day on the announcements, and a promotional video was created to help reduce the stigma of mental illness
- The Peyton Riekhof Foundation for Youth Hope sponsors a junior year convocation each school year featuring mental health and suicide prevention information for students

- Stigma Free HSE students organized a Stress Free HSE event for their peers to relieve stress before finals that was attended by 50 students
- Approximately 2,000 people attended the Girls' Softball opening day two years in a row. The focus of the day was mental health and the Peyton Riekhof Foundation for Youth Hope. During opening day, the Stigma Free HSE members volunteered, spoke about their mental health journeys, and participants were able to help decorate a snow plow in service by City of Fishers
- Developed a Journey of the Heart, Mind and Soul educational event for intermediate school families that was attended by approximately 400 people
- Several schools throughout the District have incorporated mental health and wellness into school projects and initiatives

### *Sports-Based*

- Rob Bell, a national speaker on sports psychology spoke at the opening S.P.O.R.T.S. Boys' Basketball event to 2,000-3,000 kids
- Mental health educational brochures are available in the coaching office for S.P.O.R.T.S.
- The Play for Peyton Softball Tournament featured Rob Bell as a speaker and raised \$5,000 for the Peyton Riekhof Foundation for Youth Hope
- Mayor Fadness and Reverend Hoops (Dave Sumrall) spoke at the 2016 S.P.O.R.T.S. Basketball Opening Day covering good sportsmanship, teamwork, family and other positive topics
- S.P.O.R.T.S. shares HaveHope.com as a suicide prevention resource for parents, youth and schools

- Mental health presentations educating S.P.O.R.T.S. League boards on signs of mental illness were shared to increase awareness
- S.P.O.R.T.S. includes mental health tips in their e-newsletter and website which reach approximately 8,000 parents
- Presented the "Mental Fitness" fact sheet to coaches and parents

### *Community-Based*

- Over 500 Stigma Free Fishers pledges have been committed at school events, Fishers Farmers' Market, Fishers Freedom Festival, online, and at community events
- 800+ community members signed up to receive e-mail updates about the Fishers Mental Health Task Force in addition to the existing sixty one task force members
- Implemented No Shave Movember to raise awareness: 8 teams consisting of 89 members committed to spreading awareness about men's mental health challenges and raised \$3,387 in Movember Foundation donations
- The City of Fishers hosted Big Brains, a public art installation of twelve large-scale brain sculptures with educational conversation starters. The installation was featured throughout downtown Fishers and spurred a community conversation around mental health and wellness. The Brains were temporarily installed in several HSE Schools buildings and allowed for teachers to incorporate mental health and wellness into curriculum





## 2017 - 2018 OUTCOMES

### *Develop a community-wide communications program*

- Stigma Free Fishers continues to leverage local and national resources to educate the community about mental illness
- The communications program includes social media, citywide events, outreach events, and earned media
- The City launched stigmafreeFishers.com, a community resource site that features local connections to providers, information about mental illness, and other resources.
- Since 2017, several community groups and grassroots efforts have developed. Building a Refuge, focused on male mental health; SHIFT, focused on changing the conversation around mental health; and others join existing nonprofits such as the Peyton Riekhof Foundation for Youth Hope in spreading awareness and creating opportunities for learning about mental illness and reducing the stigma associated with it

### *Develop an awareness training program for youth sports coaches*

- Mental health information distributed as part of volunteer training for youth sports coaching
- Provide resources and training to volunteers and parents of youth

### *Provide support for the Mental Health Inter-Faith Task Force*

- The Mental Health Inter-Faith Task Force meets regularly to discuss the role of faith in mental health for the Fishers community
- The Task Force is working toward a rollout of a network of faith-based locations that can provide assistance in navigating mental health challenges and respite through faith

### *Develop a global resource to access mental health providers*

- In partnership with LookUp Indiana, all Indiana behavioral health providers can be found via their website [lookupindiana.org](http://lookupindiana.org)

### *Create a best-practices toolkit to implement mental health programs in other cities and schools*

- In conjunction with the launch of StigmaFreeFishers.com, the site includes a landing page for other communities and stakeholders who wish to begin their own mental health efforts
- The site includes templates for project management, processes and procedures for public safety, and testimonials straight from the Fishers community members who are critical to the success of the Fishers Mental Health Initiative

### *Raise awareness of the Fishers Mental Health Initiative through thought-leadership opportunities*

- The Core Team has presented to thousands of educators, administrators, city leaders, and community members since 2017 to share the Fishers journey to encourage others to begin their own mental health initiative
- The Core Team has presented to the following: Cities Thrive Mental Health Conference, recorded podcasts, Indiana Suicide Prevention Conference, Indiana Conference of Mayors at the aim IDEAS Summit, Advancing School Mental Health Conference, Indiana Prescription Drug Symposium, Bingham Greenbaum Doll Legislative Conference, several community visits, and the Whole Child Summit
- The City of Fishers continues to partner with the Cities Thrive nonprofit, an initiative from the first lady of New York City, set to drive national policy change for mental health

# TASK FORCE PARTNERS

At the heart of every community initiative are the non-profits and mission-centered groups who support the groundwork of the initiative. In Fishers, the activity around mental health has flourished, with several organizations with missions solely focused on mental health and several others that incorporate it into their goals and daily operations.

**BUILDING A REFUGE** - Building a Refuge is a group of people who want men to understand that their struggles are real and they are not alone. This group's mission is to meet men where they are, not preach at them or tell them to "pick yourself up and get back into the game," but to provide connection and community within the group. Learn more at [buildingarefuge.com](http://buildingarefuge.com).

**PEYTON RIEKHOF FOUNDATION OF YOUTH HOPE** - The Foundation's mission of increasing the awareness of the risk of suicide in youth with mental illness conditions, with a specific emphasis on depression, has led to high school programs, community events, and more. Learn more at [thepeytonriekhoffoundation.com](http://thepeytonriekhoffoundation.com).

**PREVAIL** - Prevail strives to empower victims of crime and abuse on their path to healing, while engaging the community to support safe, healthy relationships. For more information, visit [prevailinc.com](http://prevailinc.com).

**SHIFT** - What started as a one-day conference, has now launched into SHIFT Sessions. Meant to educate and inspire the community to learn more about mental health, building coping skills, and reducing the stigma around mental illness, this organization is already making an impact on the community.

**YOUTH ASSISTANCE PROGRAM** - Youth Assistance Program exists to strengthen youth and families through community involvement. Local volunteers develop and provide access to programs and services that promote positive growth experiences and enhance home and community relationships through family education, HSE/Fishers Summer Lunch Program, tutoring resources, food, clothing, and financial assistance, counseling and mental health resources, and camps and recreational opportunities. For more information visit [youthassistance.org/fishers](http://youthassistance.org/fishers).

**YOUTH MENTORING INITIATIVE** - Youth Mentoring Initiative (YMI) is a school-based mentoring program in HSE Schools that connects a mentor to a student during the school day. Through its efforts, YMI serves 298 mentees with 370 community volunteer mentors in nine HSE School District buildings. Learn more about YMI at [ymionline.org](http://ymionline.org).





# PUBLIC POLICY

## LAUNCH - 2017 COMPLETION

*Create data strategy, identify data sources, and collect data on behavioral health*

- The Fishers Task Force team began working with KSM Consulting on their efforts to publicly launch the first Medicaid datasets from the state of Indiana. As a result, Fishers can better understand the usage of Medicaid in Fishers and can further develop informed public policy as a result
- In coordination with Fishers Police Department and Fishers Fire and Emergency Services Department, identify opportunities for data collaboration and gaps for improvement
- Submitted several study proposals to create opportunities for data gathering to better inform policy makers of the realities of mental illness in Indiana
- Identified a process for understanding the root cause for suicides in Fishers to identify potential ways to prevent future suicides

## 2017 - 2018 OUTCOMES

### *SEA 325 Student Mental Health*

- SEA 325 establishes the Student and Parent Support Services Grant program that focuses on mental health services for students with a parent's consent. The legislation adds the the Student and Parent Support Services Grant program to the purposes for which matching grants made under the Indiana secured school fund may be used. In addition, the legislation urges the legislative council to assign to an appropriate interim study committee the task of studying school districts, within and outside of Indiana, that have: (1) implemented trauma informed approaches in the school districts; and (2) worked with community partners to provide systems of care for students.

### *SEA 359 Individualized Mental Health Safety Plans*

- SEA 359 requires the Indiana Division of Mental Health and Addiction to establish a standard format for individualized mental health safety plans. This legislation also requires psychiatric crisis centers, psychiatric inpatient units, and psychiatric residential treatment providers to: (1) collaboratively develop a mental health safety plan with each patient; (2) explain the benefits of coordinating care and sharing mental health safety plans with mental health providers in the community that can help with the patient's safe transition back into the community; and (3) make a good faith effort before a patient leaves a facility at which the patient is receiving care to obtain the patient's consent to disclose the patient's individualized mental health safety plan with mental health providers, integrated school based mental health providers, and mental health community paramedicine programs that will be supporting the patient's safe transition back into the community and, if applicable, school. The legislation also provides that if a licensed mental health professional or paramedic determines that a patient may be a harm to himself or herself or others, the mental health professional or paramedic may access a patient's individualized safety plan.



**#StigmaFreeFishers**  
**StigmaFreeFishers.com**

