

NIAGARA CATHOLIC DISTRICT SCHOOL BOARD

## Mental Health and Addictions Support Plan



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Hurturing Souls and Building Minds



#### **BACKGROUND**

The Mental Health and Addictions Support Plan of the Niagara Catholic District School Board, through the charisms of faith, social justice, support and leadership, recognizes and honours the responsibility of the entire community to reach out in faith, hope and love to serve those members struggling with mental health and addiction challenges.

The image of Christ dying on the cross reflects the brokenness, suffering, and struggles of the world. In Niagara Catholic, this suffering and brokenness is often recognized in both the students and staff of our school communities who struggle with mental health and addictions concerns. From the earliest times, the believing community placed the needs of its struggling members at the heart of its concern.

The letter of Saint Paul to the Corinthians reminds us that we are the Body of Christ in the world and "if one member suffers, all suffer together with it; if one member is honoured, all rejoice together." (1Cor 12:26). As a Catholic Christian community, we are called to bring healing, hope and a true sense of belonging to those who are suffering. True faith does not end at the image of Christ broken on the cross but instead focuses on His Resurrection and the call to new life and new beginnings.

As part of the Niagara Catholic District School Board Vision 2020 Plan, the Strategic Directions/Priority Indicators for 2011-2012 and the Board Improvement Plan for Student Achievement under the pillar of Catholic Faith Community, Culture and Caring, the Board is committed to develop a comprehensive Niagara Catholic Mental Health and Addictions Plan by June 2012. This plan will promote and sustain staff and student well-being and positive student behaviour in a safe and healthy learning and work environment for staff and students at all Niagara Catholic District School Board sites.

Niagara Catholic Mental Health and Addictions Support Plan

#### Goals

- 1. Create a culture of awareness and education to improve mental health and wellbeing for all members of the Niagara Catholic District School Board.
- 2. Create healthy, resilient, and inclusive communities through mental health promotion initiatives.
- 3. Build school-based capacity and enhance mental health resources.
- 4. Enhance the capacity of our first responders to identify mental health and addiction problems that may lead to early detection and intervention.
- 5. Provide timely, high quality, integrated services.

#### Defining Mental Health & Addictions

The definitions for mental health and addictions terminology are quoted from current research papers and reports, and provide a context for plan development.

"Mental health is a state of successful performance of mental function, resulting in productive activities, fulfilling relationships with other people, and the ability to adapt to change and to cope with adversity. Mental health is indispensable to personal well-being, family and interpersonal relationships, and contribution to community or society." (Santor, Short, & Ferguson, 2009).

"Mental illness is the term that refers collectively to all diagnosable mental disorders. Mental disorders are health conditions that are characterized by alterations in thinking, mood, or behaviour (or some combination thereof) associated with distress and/or impaired functioning." (Santor et al., 2009)."

"Mental health problems [refers to] signs and symptoms of insufficient intensity or duration to meet the criteria for any mental disorder. Almost everyone has experienced mental health problems in which the distress one feels matches some of the signs and symptoms of mental disorders. Mental health problems may warrant active efforts in health promotion, prevention, and treatment." (Santor et al., 2009).

"Addiction is a primary, chronic, neurobiologic disease, with genetic, psychosocial, and environmental factors. . . . It is characterized by behaviors that include one or more of the following: impaired control over drug use, compulsive use, continued use despite harm, and craving." (Savage et al., 2003).

# Mental Health Continuum Mental Health - Mental Health Illness Continuum Mental Health Problems Health Well-being Emotional problems or concerns Mild to moderate distress No Impairment Mild or temporary impairment Moderate to disabling or chronic impairment Strength/Resilience/Coping Skills

The Mental Health Continuum provides an overview of how states of mental health are differentiated by the amount of stress/distress and impairment involved. The lines differentiating states of mental health are not precise because it is not clear at which exact point a concern becomes a problem, or a problem becomes an illness.

Open Minds, Healthy Minds – Ontario's Comprehensive Mental Health and Addictions Strategy – lists one of its guiding goals as "improve mental health and well-being for all Ontarians."

The following excerpt from the comprehensive strategy provides the rationale and key strategies to support this goal.

#### Goal 1:

Good mental health is a resource for living. It enhances physical health and helps people succeed in school, at work and in their relationships to contribute to our communities. People who feel good about themselves and their lives are more productive and less likely to take sick days. To improve their mental health, Ontarians must know how to manage stress and enjoy work-life balance. They need

constructive ways to deal with negative emotions such as anger, sadness, fear and grief. They also need activities and interests that help them feel more self-confident and form supportive friendships.

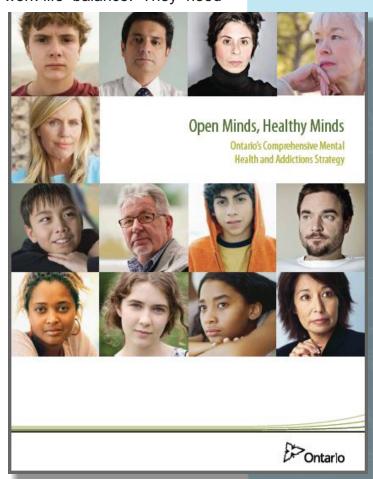
These key strategies will help Ontarians develop the skills they need to manage stress and enhance their well-being:

- i. Laying the foundation for good mental health early in life.
- Improving mental health literacy, fostering resilience and mental wellness.
- iii. Developing workplace programs.

(Open Minds, Healthy Minds – Ontario's Comprehensive Mental Health and Addictions Strategy, June 2011)

Link To Open Minds, Healthy Minds

Improve mental health and well-being for all Ontarians.





#### **Niagara Catholic District School Board**

#### A Plan for Improving Mental Health and Addictions Supports MENTAL HEALTH AND ADDICTIONS PLAN OVERVIEW

Integrated Tiered Approach					
Awareness	Early Prevention	Intervention			
Initiatives					
Ontario Catholic School Graduate     Expectations	•Working Together for Kids' Mental Health	Mental Health School Support     Workers			
•Fully Alive Program supporting	Mental Health Identification Tools	•Intervention Project Rewind			
Family Life Education	Mental Health First Aid	Threat/Risk Assessment			
Virtues Education Model	Student Success Initiatives	Supervised Alternative Learning			
Health and Physical Education     Model	School Mental Health ASSIST	(SAL)			
•Talking About Mental Illness (TAMI)	Helping Understand Grief Sessions	•Stop Now and Plan (SNAP)			
•Teams of Adults Listening to Kids	(HUGS)  •Employee and Family Assistance	Learning Strategies Social Skills     Classes			
(TALK) •Roots of Empathy	Recreation Program	Niagara Regional Police Liaison     Officer			
Community Pathways	Administrative Staff Development     Human Resources Certificate	•Fresh Start			
•High on Life	•numan Resources Certificate	•Jump Start			
Mental Health and Addictions     Placemat		Mental Health and Addictions     Nurses			
•Strengthening Families		Youth Net			
Pathstone Mental Health Anti-		Community Addiction Workers			
Stigma Committee  •Student Support Leadership		Employee and Family Assistance     Program (EFAP)			
Initiative (SSLI)		Care Path Cancer Assistance			
•Safe Schools Action Team School Climate Survey		Program  •Feeling Better Now			
Niagara Catholic Faith Formation     Program		Prosaction Plus			
Catholic Principals Council of Ontario Workshops					
Ontario Catholic Supervisory     Officers Association (OCSOA)					
Ontario Catholic School Trustees     Association (OCSTA)					
•Ministry of Education (EDU)					
Outcomes Raise Awareness Build Capacity Engage Partners Cooordinated and Evidence-Based Approach					



#### NIAGARA CATHOLIC DISTRICT SCHOOL BOARD

## Child and Youth Mental Health and Addictions Initiatives



## CHILD AND YOUTH MENTAL HEALTH AND ADDICTIONS INITIATIVES

#### **AWARENESS**

**TIER ONE** 

Universal prevention for all students; capacity building; mental health awareness/mental health literacy

**TIER TWO** 

#### **EARLY PREVENTION**

Early interventions; students at risk or showing early signs of need and support

TIER THREE

#### INTERVENTION

Complex interventions; addressing significant student needs

#### **TIER ONE: AWARENESS**

#### **MENTAL HEALTH**

#### BUILDING CAPACITY IN CHILDREN AND YOUTH AWARENESS INITIATIVES

ONTARIO CATHOLIC SCHOOL GRADUATE EXPECTATIONS

The journey of learning for students enrolled in Catholic Education is guided by the Ontario Catholic School Graduate Expectations which promote the knowledge, skills, values, attitudes and actions informed by faith. As disciples of Christ, students are empowered to search for true happiness and meaning in life and the promotion of good mental health and early identification and prevention of mental illness supports this. The following Ontario Catholic School Graduate Expectations are addressed through this Mental Health and Addicitions Plan including a discerning believer formed in a Catholic community (1d, 1g, 1i), a self-directed, responsible life-long learner (4a, 4h), a collaborative contributor (5c, 5e), a caring family member (6a, 6e) and a responsible citizen (7a, 7b, 7e, 7j). (Ontario Catholic School Graduate Expectations, Institute of Catholic Education, 2nd Edition, 2011).

THE FULLY ALIVE PROGRAM SUPPORTING FAMILY LIFE EDUCATION

The Fully Alive Program Supporting Family Life Education is designed to encourage students enrolled in Catholic schools to become people who are fully alive in the spirit of God. It provides a distinctively Catholic view of human life, sexuality, marriage, and family that compliment the efforts of parents. Taught in each Catholic elementary Grade 1 to 8 class, lessons throughout the program's five themes often focus on positive self esteem, identifying and living with emotions including grief and stress, promoting healthy relationships and decision making, managing familial change, thereby supporting awareness and age-appropriate education about mental health and addictions.

Teachers of Grade 7 & 8 students can also access supplementary lessons from the Catholic Association of Religious and Family Life Educators of Ontario (CARFLEO) on stress and grief, bullying prevention, suicide prevention, and addiction. These can be downloaded from http://www.carfleo.org/supplementfamilylife.htm

THREE YEAR
THEOLOGICAL THEME AND
ADULT FAITH FORMATION
PROGRAM

The Niagara Catholic District School Board's theological theme of Growing In Wisdom to Worship and Witness and the theological virtues of love, hope and faith and the cardinal virtues of temperance, justice, fortitude, and prudence support awareness and education related to mental health and addictions. The call to lead a virtuous life allows each person to better understand the role that faith plays in recognizing human weakness and suffering, the grace that comes from reaching out for help, and the call to promote human dignity and the preferential option for the poor and vulnerable, especially those who may suffer from mental illness and addictions in our community.

HEALTH AND PHYSICAL EDUCATION

The Living Skills Expectations in the Health and Physical Education Curriculum are critical to the delivery of the overall and specific expectations identified in the three strands in the curriculum document. The Living Skills are taught and evaluated as an integral part of the Healthy Living, Movement Competence and Active Living Strands

and are not to be delivered in isolation. The Living Skills sub-groups of Personal Skills, Interpersonal Skills and Critical and Creative Thinking encourage teachers to consistently address critical issues in Mental Health throughout the entire Health and Physical Education curriculum.

Females Using Energy for Life (FUEL) is an after-school, girls-only, non-competitive physical activity program designed to encourage female youth to be more active and learn more about all aspects of health, including mental health and addictions. Niagara Catholic secondary schools can access funding for this program through the Niagara Region Public Health Department.

Talking About Mental Illness presentations are facilitated through Pathstone Mental Health. An informative awareness presentation that consists of individuals who have experience with a mental illness with the intention of bringing about positive change in young peoples knowledge about mental health and reduce the stigma that surrounds mental illness. Target audiences include staff and students of Niagara Catholic District School Board.

Facilitated by the Niagara Cluster Group of the Student Support Leadership initiative (SSLI), Teams of Adults Listening to Kids conducts a series of focus group sessions between the Niagara Catholic District School Board and Pathstone Mental Health. The purpose of these focus groups is to invite school board and agency people together to discuss their common concerns and ideas concerning the education and servicing of students with mental health problems and to obtain input from them on this issue. As part of the SSLI mandate, these focus groups facilitate the development of coordination and joint initiatives between school boards and mental health agencies in the province of Ontario, in meeting the needs of students with mental health problems.

Roots of Empathy (ROE) is an evidence-based program that has shown dramatic effect in reducing levels of aggression among school children while raising social and emotional competence and increasing empathy. The program reaches elementary children from Early Years to Grade 8. Roots of Empathy focuses on raising levels of empathy, resulting in more respectful and caring relationships and reduced levels of bullying and aggression. In the Niagara Catholic District School Board, Roots of Empathy is facilitated by Child and Youth Workers and Early Childhood Educators within the various elementary schools.

FEMALES USING ENERGY FOR LIFE (FUEL)

TALKING ABOUT MENTAL ILLNESS (TAMI)

TEAMS OF ADULTS
LISTENING TO KIDS (TALK)

**ROOTS OF EMPATHY** 



In partnership with community agencies, Niagara Catholic District School Board hosts a community support information evening for families. This evening provides parents with information about community resources available for children and youth with Autism, Developmental Disabilities, Learning Disabilities and Mental Health Concerns. Representatives from each of the agencies are present to speak directly with parents and provide information regarding supports and how to access services.

#### HIGH ON LIFE

Facilitated by trained Child and Youth Workers in Niagara Catholic District School Board Secondary Schools, the High on Life program is an energetic six-session group program designed to help youth and young adults find healthy alternatives to drugs. The program addresses finding healthy alternatives to drugs, learning drug awareness, managing emotions, developing healthy self-esteem and self-image, coping with stress and setting and maintaining healthy lifestyle goals.

#### MENTAL HEALTH AND ADDICTIONS PLACEMAT

Members of the Special Education Department have been involved in the development of a mental health and addictions placemat to further support Educational Resource Teachers (ERT) within all the elementary and secondary schools of the Niagara Catholic District School Board. The placement is designed to provide educators with basic mental health and addictions information/resources around social, emotional and behavioral characteristics of mental illness as well as best practices for supporting students and talking with parents about mental health.

#### STRENGTHENING FAMILIES

Strengthening Families is a parent event funded by Family and Children Services Niagara (FACS). The goal of the project is to produce an evidence based program model appropriate for families and communities with at risk youth, between the ages of 12 – 16, in the Niagara Region. The program has evaluated outcomes, increased positive parenting practices, increased overall family strengths and resilience and improved social skills in youth.

#### PATHSTONE MENTAL HEALTH ANTI-STIGMA COMMITTEE

In partnership with Pathstone Mental Health, another component of the mental health literacy and destigmatizing initiative is the implementation of the Anti-Stigma Committee. The committee membership comprises a cross-section of volunteers from district school boards and community agencies interested in reducing stigma in schools and in the workplace. Further information on the committee's initiative is found on www/menthemind.ca.

#### STUDENT SUPPORT LEADERSHIP INITIATIVE

The Student Support Leadership Initiative (SSLI) is a provincial project focused on building and enhancing partnerships that will meet the mental health needs of students and their families. Increasing mental health support for children and youth has been recognized as a key challenge that must be addressed. Funded by SSLI various mental

health workshops/training have been offered to staff across Niagara Catholic District School Board.

The School Climate Surveys are part of a comprehensive bullying prevention strategy to reduce incidents and fundamentally change attitudes toward bullying. The Ministry of Education and Niagara Catholic District School Board is committed to building and sustaining a positive school climate for all students in order to support their education so that all students reach their full potential.

The School Climate Survey is one tool that can help school teams identify the nature and extent of bullying problems. The survey will include students (Grades 4-12), teachers and school staff, and will invite parents in the community to provide timely input and /or recommendations to school administrators on bullying prevention strategies. Initial assessment provides a baseline. Ongoing assessment determines whether programs are effective at reducing bullying and improving the school climate, and whether they continue to be relevant for schools over time. The surveys provide in-school teams to determine school needs and make decisions on effective bullying-prevention programming.

SAFE SCHOOLS ACTION TEAM: CLIMATE SURVEY

## CHARTER of RIGHTS

ALL CHILDREN AND YOUTH SHALL HAVE THE FOLLOWING SIX INALIENABLE RIGHTS REGARDING

#### MENTAL HEALTH AND WELL-BEING:

#### THE RIGHT TO RESPECT

To live and grow in a culture of care and respect, where an individual's emotions and mentalities are to be treated with dignity.

#### THE RIGHT TO ACCEPTANCE

To not simply be tolerated but be accepted; to not face discrimination or be treated differently on the basis of gender, race, ethnicity, aboriginal identity, sexual orientation, social class, disability, language, faith/religion, body image or on any other physical, social, mental, emotional, or cultural representation.

#### THE RIGHT TO SUPPORT

To be able to approach individuals within school and the community who are knowledgeable and compassionate in dealing with mental health concerns, and who are representative of the cultural diversity of the children and youth that they serve.

#### THE RIGHT TO SERVICE

To receive equitable and timely access to mental health supports and services, in an individual's preferred language and be made aware of such support and resources regardless of where they live.

#### THE RIGHT TO SUCCESS

To be supported in achievement, and thrive in a fun and engaging environment that emphasizes learning and living at one's a own pace; to be fairly assessed in schools; to be understood and accommodated.

#### THE RIGHT TO PROTECTION

To be safe from harm, bullying, or any form of harassment; to be able to freely voice opinions and input without reprimand.







Student Trustees from across Ontario worked closely with the Coalition for Child and Youth Mental Health to produce the Charter of Rights for Mental Health and Well-Being. The Charter was published by OSTA - AECO in May 2010.

## WORKING TOGETHER FOR KIDS' MENTAL HEALTH

#### **TIER TWO: EARLY PREVENTION**

#### BUILDING CAPACITY MENTAL HEALTH IN CHILDREN AND YOUTH EARLY PREVENTION INITIATIVES

In partnership with the Ministry of Child and Youth Services (MCYS), Ministry of Education (EDU) and Ministry of Health and Long-Term Care (MOHLTC), Working Together for Kids' Mental Health is a provincial strategy to support better outcomes for children and youth with mental health needs. Working Together is implemented at a community level, and is supported by a lead child and youth mental health agency identified for each community.

#### MENTAL HEALTH IDENTIFICATION TOOLS

Facilitated through the Niagara Catholic District School Board Special Education Department as part of the year two implementation initiative, elementary and secondary Educational Resource Teachers (ERT) as well as secondary Child Youth Workers (CYW) were trained on the implementation and use of Strength and Difficulties Questionnaire (SDQ), Child and Adolescent Needs and Strengths Education Edition (CANS-EI) and Global Appraisal of Individual Needs Short Screen (GAIN-SS) identification tools. The mental health identification/screening tools are used so that staff can identify students with potential mental health needs and link them to the appropriate professional community services.

#### MENTAL HEALTH FIRST AID

Under the umbrella of Niagara Student Support Leadership Initiative (SSLI), a series of innovative training sessions on Mental Health First Aid: For Adults Who Interact With Youth Ages 12 to 24. Mental Health First Aid (MHFA) is the help provided to a person developing a mental health problem or experiencing a mental health crisis. Just as physical first aid is administered to an injured person before medical treatment can be obtained, MHFA is given until appropriate treatment is found or until the crisis is resolved. Over 100 Niagara Catholic Staff participated in this training including; Elementary and Secondary Children and Youth Workers, Secondary Success Teachers, Attendance Counsellor, Secondary Physical Education Teachers, Physical Education Consultant, Religion Chaplaincy Leaders, Religion Consultant and Special Education Board Department Staff.

#### STUDENT SUCCESS INITIATIVES

Under the umbrella of Student Success, professional development workshops have been offered on several mental health related topics in partnership with Talking About Mental Illness (TAMI), Niagara Region Public Health Department (NRPH), Pathstone Mental Health, Schizophrenia Society of Hamilton and Dr. Jean Clinton.

#### SCHOOL MENTAL HEALTH ASSIST

The School Mental Health ASISST team, under the leadership of Dr. Kathy Short, is being funded to help Niagara Catholic District School Board to build system and school capacity to support students with mental health and addictions needs. The ASISST team will support educator professional learning opportunities and board capacity building with online and paper resources focused on addressing mental health and addictions needs. ASISST will provide resources that support system

change and capacity building for addressing mental health and addictions in boards and schools, and participate in ministry level meetings to inform planning for years two (2) and three (3).

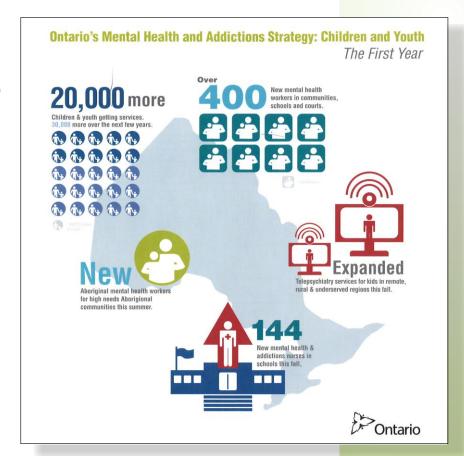
The Special Education Department has entered into a partnership with Christine Dernederlanden from Robert's Press to offer training to Niagara Catholic District School Board employee groups on grief and trauma. The objective of the Helping Understand Grief Sessions (HUGS). Training / Program is to address the needs of traumatized and bereaved students who are socially and educationally struggling. The implementation of a trauma and bereavement group will address the emotional boundaries that these students are experiencing. Releasing these emotional boundaries will allow these students to resume educationally and emotionally in a healthy manner.

This six week intervention is designed to encourage young children to express themselves and work through the numerous emotions that accompany the grieving and trauma process. HUGS uses play therapy, art therapy, music, dance, poetry, and various objects to express oneself.

HELPING UNDERSTAND GRIEF SESSIONS (HUGS)

#### Provincial Scene

- •20,000 more children and youth getting services. 30,000 more over the next few years.
- Over 400 new mental health workers in communities, schools and courts.
- New Aboriginal mental health workers for high needs Aboriginal communities this summer.
- Expanded telepsychiatry services for kids in remote, rural & underserved regions this fall.
- •144 new mental health and addictions nurses in schools this fall.



## MENTAL HEALTH SCHOOL SUPPORT WORKERS

#### TIER THREE: INTERVENTION

#### BUILDING CAPACITY MENTAL HEALTH IN CHILDREN AND YOUTH INTERVENTION INITIATIVES

Funded by the Ministry of Child and Youth Services (MCYS), Pathstone Mental Health has been allocated resources to hire new mental health workers to support students to remain in and enhance achievement in school. These new workers will provide direct services to students, which may include counselling, therapy, brief and crisis intervention, group therapy and support for key transitions (e.g., from elementary to secondary school settings, transition back to school).

**PROJECT REWIND** 

Project Rewind is a peer mediation program jointly sponsored by the John Howard Society, Niagara Regional Police and Contact Niagara. The mediation conferences provide students and school board staff to proactively respond to potentially harming behaviour exhibited by students within elementary and secondary schools or alternative education programs.

THREAT / RISK ASSESSMENT Threat Assessment/Crisis Intervention (related to self-harm/suicide threat or other crises) is provided by the Niagara Catholic Supervisor of School Counselling Services as requested by the Niagara Catholic District School Board Safe School Teams. School administrators have completed Level 1 Threat Assessment training delivered by Kevin Cameron.

SUPERVISED ALTERNATIVE LEARNING (SAL)

Ontario Regulation 374/10 Supervised Alternative Learning (SAL) and other excusals from attendance at school enables the Supervised Alternative Learning Committee of Niagara Catholic to excuse students from 14 to 17 years of age from attending school while they continue to participate in learning under the supervision of the Board or a school of the Board. The goals is to maintain a connection to learning for these students and to support their continued progress towards graduation or achievement of other educational and personal goals.

STOP NOW AND PLAN (SNAP) With continued support from the Canadian Safe Schools Network through a National Crime Prevention grant, for the third consecutive year, special education board staff, school Principals and elementary classroom teachers from several Niagara Catholic District School Board elementary schools were trained in the Stop Now and Plan Program (SNAP). Following a two day in-service the three month classroom based program is delivered by a SNAP Facilitator and classroom teacher. SNAP® is an evidence-based program designed to enhance problem solving skills and emotional regulation in children. SNAP for Schools aims to decrease anti-social and bullying behaviours, while increasing pro-social behaviours in schools.

LEARNING STRATEGIES SOCIAL SKILLS CLASSES

The Learning Strategies Social Skills Class (LSSSC) is a specialized low ratio placement for students that is committed to creating the most enabling setting that will help the students in the program to reach their own spiritual, academic and social emotional potential. The LSSSC may be an appropriate educational setting for

students whose behaviours over such a period of time and with such intensity require a specific social skills program in a structured setting. Niagara Catholic currently offers two LSSS classes; one in each of the primary and junior levels. The LSSSC includes a teacher with specialized training in behavioural strategies as well as support from a Child and Youth Worker. The goal of this placement is to bridge the two school communities together.

The LSSSC provides strategies and opportunities for the student to develop self regulation, increase frustration tolerance and improve his/her problem solving strategies in social conflict situations using a Christ-centered, faith-based approach. Each student's Individualized Educational Program (IEP) is developed, reviewed and monitored on a regular basis. Students are integrated within an age appropriate class and are closely monitored. Integration increases as the student demonstrates success.

The Niagara Regional Police Service's School Resource Officer (SRO) Program aims to reduce the barriers that can exist between youth and police. The School Resource Officers engage with students, staff and parents in a proactive and positive way, providing a consistent police presence and developing meaningful relationships with area youth. SROs become part of the school community, with a goal of facilitating crime prevention and assisting in ensuring safe learning environments for all.

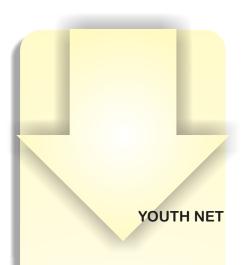
The Fresh Start Program is the Niagara Catholic District School Board designed Alternative Suspension and Expulsion Program. It is designed as both an intervention and prevention program for students while on a lengthy suspension or expulsion from an elementary or secondary school within Niagara Catholic. The Fresh Start Program strives to address academic and non-academic matters (including behavioural and community supports for the student); develop positive relationships among parents, the community and schools to support and sustain safe schools and learning; provide programs containing strategies for building positive attitudes, developing positive behaviours, providing continuous learning; and successful re-integration into the home-school setting as well as reducing the recidivism of suspensions and limited expulsions.

Jump Start is part of Niagara Catholic's Start Series of alternative programs. The focus of the Jump Start program is to provide students who are experiencing attendance difficulties an opportunity to attend school on an interim basis. Jump Start is an integrated program between elementary and secondary schools, community partners and a student's parent/guardian. The Jump Start Program strives to: address academic and non-academic matters, provide students with the academic, social skills/behaviour, supports to re-enter their home school environment with confidence, develop positive relationships among students, parents, the community and schools to support regular school attendance; provide programs containing strategies for:

NIAGARA REGIONAL POLICE LIAISON OFFICER

**FRESH START** 

**JUMP START** 



building positive attitudes, developing positive behaviours, providing continuous learning; and successful re-integration into the home-school setting as well as reducing the recidivism of absences from their home school.

Under the umbrella of the Niagara Region Public Health Department (NRPH) Youth Net is currently being implemented in all the grade nine classes within Denis Morris High School for the 2011-2012 school year. Youth Net is a mental health promotion and early intervention program run by youth for youth. The main goal of Youth Net is to provide a forum for young people to express, explore and discuss their views and concerns about mental health. Youth Net trains youth facilitators to run focus groups with youth between the ages of 12 and 20 to discuss their opinions on mental health, the issues they face and how they deal with these issues. Youth facilitators are "older youth" between the ages of 16 and 30. Focus group participants tell us that the youth facilitators are cool enough to understand the issues that youth face, but old enough to bring valuable insight and experience to the groups.

#### COMMUNITY ADDICTIONS WORKERS

Community Addiction Services of Niagara (CAS-N) is a member of Addictions Ontario and the Ontario Federation of Community Mental Health and Addiction Programs. CAS-N is funded by the provincial government through the Hamilton Niagara Haldimand Brant Local Health Integration Network (HNHB LHIN).

CAS-N is committed to excellence and collaboration in the provision of a comprehensive client-centered community based service for individuals and families with addiction concerns. The practice offers services to the youth community with alcohol, drug and gambling issues and values family involvement. CAS-N has a positive history of supporting Niagara Catholic District School Board secondary students in their schools.

#### Courage, Recovery, Resiliency



In July, 2000, the Canadian Alliance on Mental Illness and Health formally endorsed the symbol and agreed to act as custodian of the image. The Canadian Mental Health Association (CMHA) collaborates with the Canadian Psychiatric Association, the Mood Disorders Society of Canada, the National Network for Mental Health and the Schizophrenia Society of Canada in the acceptance of this personal symbol of resilience and recovery.

The Emerging Into Light Symbol is the original artwork of Jennifer Osborn, a consumer and young woman of considerable artistic talent.

The symbol has become a personal badge of pride for people who truly care about mental health and illness issues.



#### NIAGARA CATHOLIC DISTRICT SCHOOL BOARD

## Employee Mental Health and Addictions Initiatives



## EMPLOYEE MENTAL HEALTH AND ADDICTIONS INITIATIVES

Workplaces play an important role in our mental health. Many individuals find their workplaces can be a major source of stress. Research has shown that mental health disability claims are the fastest growing category of disability costs in Canada. Workplaces should be key partners in Ontario's Comprehensive Mental Health and Addictions Strategy, adopting policies and programs that help employees enhance their mental health. When employees are functioning with optimal mental health their productivity is higher and they have less absenteeism. The Niagara Catholic District School Board acknowledges that building a healthy workforce is a system priority. Niagara Catholic continually designs programs and services to support employees' healthy habits and lifestyles for improved physical and mental health.



Extensive research has shown a deep connection between faith, community belonging and well-being. (Ellison, 1991) Niagara Catholic District School Board's Faith Formation program provides a variety of gathered faith formation activities, affording staff the opportunity to deepen their faith and community experience. Participation may prove to increase an overall sense of well-being which is a strong preventative indicator in mental health issues.

#### EMPLOYEE AND FAMILY ASSISTANCE PROGRAM (EFAP)

The Niagara Catholic District School Board enlists Lidkea, Stob, Venema and Associates to provide counseling services to employees, Trustees and their immediate families, in order to promote a healthy mental attitude through education and information on lifestyle and wellness issues. This is attained by providing up to five (5) counseling sessions, at no cost to the employee or immediate family, to those individuals that wish to partake in the services of Lidkea, Stob, Venema and Associates.

Lidkea, Stob, Venema and Associates may also offer group sessions or presentations on lifestyle and wellness issues, at the employer's request.

#### EMPLOYEE AND FAMILY ASSISTANCE RECREATION PROGRAM

The Niagara Catholic District School Board recognizes that a healthy mental state also depends upon a healthy physical state. In partnership with Canadian Union of Public Employees (CUPE) and Ontario English Catholic Teachers Association (OECTA), Niagara Catholic provides recreational activities for all employees of the Niagara Catholic District School Board, with monies in the EFAP Account helping to offset any costs.

#### CARE PATH CANCER ASSISTANCE PROGRAM

The CAREpath Navigation System and Survivor Support Program is available to members contributing to the OTIP Long Term Disability (LTD) Benefits Plan. Available to the cancer patient, cancer survivors and their immediate family, this service offers ongoing emotional and medical support (1-800-290-5106).

#### **FEELING BETTER NOW**

FeelingBetterNow® is available to employees, their spouse and dependant children, as part of the OTIP LTD benefits plan. FeelingBetterNow® is Canada's only medically-based and approved website designed to assist family physicians and patients in the early diagnosis, treatment and ongoing management of mental and emotional health problems using medical best practices. The website provides a preliminary assessment of your emotional and mental health using a set of online tools (www.feelingbetternow.com/otip).

#### **PROSACTION PLUS**

Prosaction Plus services are available to Canadian Union of Public Employees (CUPE) employees working 20 hours or more with Niagara Catholic District School Board. These services are provided by a national network of specialists qualified in the psychosocial professions. These counselors are chosen for their skills and

experience by Solareh, Services for Progress in Human Resources Inc (1-800-668-0193).

Through the Human Resources Certification for Administrators Professional Development Seminar, the Niagara Catholic District School Board focuses training for all administrators on mental health and addiction challenges.

Facilitated by the Catholic Principals Council of Ontario, school administrators in Niagara Catholic District School Board are offered professional learning opportunities regarding Mental Health.

#### i) Mental Health in the Workplace

This workshop explores the need for leaders to understand the three dimensions of wellness: physical, psychological and spiritual. All three need to be understood, nurtured and developed to become fully human. Using this thesis as a backdrop, the workshop will use the resource, Comprehensive Workplace Mental Health developed by the Canadian Mental Health Association to provide participants with an understanding of mental health and mental illness in the workplace and how to minimize workplace issues that affect employee mental health.

#### ii) Having Hard Conversations

This training seminar explores how administrators often come up against situations where difficult topics must be addressed. What do we know about the best strategies for those moments? What questions should we be asking ourselves before we speak, and what environments are best for when we do speak? Based on research around conflict and interpersonal communications, this professional learning opportunity provides participants with an action plan and scripting tools for having those necessary hard conversations.

#### iii) Finding Balance in Your Leadership Role

Principals and Vice-Principals have reported in recent surveys that they understand their roles as leaders and culture builders in their school communities. They find, however, that the increasing demands made by ministry, board policy and procedures, parents and staff can bring disequilibrium to their work day. Balancing the demands to be an instructional leader, cultural leader and organizational leader in this day of multiinitiatives and instant communication leaves many school administrators frustrated in not being able to devote the kind of time and attention to detail they believe is necessary to fulfill the mission of the school community. This workshop will explore practical ways that Principals and Vice-Principals can bring balance back to their day and achieve the results they desire.

ADMINISTRATORS
HUMAN RESOURCES
CERTIFICATION

CATHOLIC PRINCIPALS COUNCIL OF ONTARIO (CPCO)

#### **MOVING FORWARD:**

#### CREATING A PATHWAY TO CARE

The Niagara Catholic District School Board's Mental Health and Addictions Support Plan reinforces our commitment to provide supports for success and our efforts to create a pathway to care for students and staff. The plan recognizes our role to complement the networks of support that weave through health care, child and youth services, social services, the justice system, municipal programs and employee assistance programs.

To support the responsive nature of this dynamic and fluid plan, the following key elements will provide the focus for its effective implementation:

- · Systems of Care
- · Alignment
- Capacity Building
- Organizational Development
- · Communication
- Collaboration

The articulation of detailed actions to support the goals of the plan will include:

- Initiatives, operational plans and indicators as outlined in the Board's annual System Priorities, the Board Improvement Plan for Student Achievement and School Improvement Plans
- Professional Development opportunities focusing on Mental Health Literacy
- Timely reports to the Board of Trustees

Careful planning and appropriate engagement strategies within an educational context will guide members of the Niagara Catholic community to improve and support mental health outcomes for students and staff. Regular reviews of the plan will assess the effectiveness of all mental health and addictions programs and services. To meet the changing needs of students and staff, new and updated programs and services will be introduced continually. The plan nurtures an enriching Catholic learning community by fostering an enhanced culture of caring, inclusion and support for all students and staff, filled with hope, healing and a sense of belonging.



# Niagara Catholic Mental Health and Addictions Support Plan

# Moving Forward: PATHWAY TO CARE

SUPPORTING THE NIAGARA CATHOLIC LEARNING COMMUNITY

## SYSTEMS OF CARE

- different times and different ways Varying degrees of support at
- Part of larger community system of

# SYSTEMS OF CA

ALIGNMENT

GOOD WINTAL HEALTH AND WINTER HEALTH W

**DRGANZITIONAL DEVELOPMENT** 

Mental Health and Addictions

Co-ordinate and implement

BUILDING CAPACITY

RGANIZATIONAL DEVELOPMENT

HEALING BELONGING

promotion/prevention programs

development opportunities

Select appropriate

Provide relevant capacitybuilding professional Support students/staff along

and services

pathway to care

COLLABORATION

COMMUNICATION EFFECTIVE

## PREVENTIO

**EFFECTIVE COMMUNICATION** 

Communication with community student/staff/parent community

agency partners

Communication with

- Develop and nurture relationships
- Strengthen pathways to care

services will be introduced continually to meet the changing needs of As part of the plan's review process, new and updated programs and students and staff.

## ALIGNMENT

- Aligned with Ministry Initiatives
- Aligned with system priority areas and initiatives
  - **Embedded in Board and School mprovement Plans**

## CAPACITY BUILDING

WAR

Understand roles and

4

- responsibilities
- Reduce stigma
- Promote mental health and wellbeing
  - Recognize signs and symptoms of mental health problems and addictions
    - Support tiered intervention
      - Help students/staff along pathway to care

## COLLABORATION

- Define roles and responsibilities
- Co-create processes and protocols



#### **Appendix A: Community Agency List**

In keeping with the Mission, Vision and Values of the Niagara Catholic District School Board, the following agencies may provide support and resources to students and staff that are in alignment with the Board's Policies and Administrative Guidelines.

**Consumer/Survivor Initiative –** Support, education, advocacy and self-help groups. 1-877-734-0025

**Depressive & Manic Depressive Support Group** – Support, education for those affected by bi-polar illness. 905 934-1445

**Family Mental Health Support Network of Niagara -** Offers workshops to families with a relative with serious mental health problem. 905 894-6808 www.familysupportniagara.com

**National Network for Mental Health -** Advocacy, resources, information, education to benefit the mental health consumer.  $905\ 682-2423\ 55\ King Street, St. Catharines Office hrs. M-F 9 am <math display="inline">-4:30\ pm$ 

**Parents for Children's Mental Health -** Not for profit parent led organization gives voice to families dealing with mental illness. Monthly meetings in St. Catharines. 905 931-5249 cope.niagara@yahoo.com

#### ABUSE SERVICES

Niagara Region Sexual Assault Centre (CARSA INC) - Crisis support, counselling and assistance to victims of sexual violence, past or present, including child sexual abuse. Serves all Niagara. 905 682-4584 24 hour answering service Office hours M-F 9 a.m.-4:30 pm 905 682-7258

**Design for a New Tomorrow -** Supports adults who experienced abuse in intimate relationships 905 689-1223

**Niagara Victim Crisis Support -** Practical/emotional support for victims/families of tragedy or crime. 24 hr. line 905 682-2626

#### INFORMATION AND PHONE LINES

**Contact Niagara -** Identify appropriate local resources for children experiencing emotional and behavioural difficulties, and people of all ages with a developmental disability. 905 684-3407 / 1-800-933-3617 23 Hannover Dr. St. Catharines www.contactniagara.org

**Mental Health Helpline -** 24 hr. access to information about mental health services across the province. 1-866-531-2600 www.mentalhealthhelpline.ca

**Centre For Addiction and Mental Health** – Information about addictions and mental health issues. 1-800-463-6273

**Information Niagara** - Three digit phone number providing free information about community, social, health and government services. 211 or 905 682-6611 or 1-800-263-3695

**Niagara Health System** – A crisis program for individuals experiencing a psychiatric crisis.

#### **Greater Niagara General Hospital Site**

905 378-4647 ext. 53803/53804 5546 Portage Rd. Niagara Falls

#### St. Catharines General Hospital Site

905 378-4647 ext. 43230 142 Queenston Street, St. Catharines

#### **Welland County General Hospital Site**

905 378-4647 ext. 33407 & 33408 63 Third Street, Welland

#### Distress Centre - 24 Hour Crisis Line

Free, anonymous, confidential 24 hr. distress line. Serves residents of Niagara.

905 688-3711 St. Catharines

905 734-1212 Welland/Port Colborne 905 563-6674 Grimsby/Beamsville

905 382-0689 Fort Erie

#### Kids Help Phone - 24 Hour Crisis Line

A 24 hour bilingual telephone service providing counselling and information/referral services for kids experiencing a wide variety of problems and concerns. 1-800-668-6868

#### CMHA Safe Beds - 24 hours

Community crisis care at hospital, mental health agency referrals. Age 16 and up. 905 641-5254 15 Wellington St. St. Catharines

#### **Pathstone Mental Health Crisis Services**

24 Hour telephone service providing immediate counselling and on-site crises intervention for youth 18 and under and their parents, friends or professionals. 1-800-263-4944

**Talking about Mental Illness (TAMI) Niagara** – Speakers living with mental illness provide information and anti-stigma talks in high schools across Niagara to increase awareness of resources and help available

(Pathstone Mental Health) 905 384-9551 ext. 231 3340 Schmon Parkway

**Canadian Mental Health Association CMHA Niagara Branch** – Counselling Services, rehabilitative programs, housing programs and support groups

905 641-5222 15 Wellington Street, St. Catharines

905 354-4576 6760 Morrison Street, Unit 2 Niagara Falls

905 994-1905 20 Jarvis Street, Fort Erie

**Bridges Community Health Centre** – Mental health assessments, supportive counselling, and community referrals 905 871-7621 1485 Garrison Road, Fort Erie

**Quest Community Health Centre** – Health care and social services to residents of St. Catharines area without a family physician 905 688-2558 145 Queenston St. Suite 100, St. Catharines

**Family Counselling Centre Niagara** – Counselling to individuals, couples, and families with problems contributing to marital or family difficulties 905 937-7731 ext. 3345 82 Hanover Dr., St. Catharines 905 937-7731 ext/ 3345 5017 Victoria Ave., Niagara Falls

### EMERGENCY AND CRISIS SERVICES

#### COMMUNITY BASED SERVICES



**West Niagara Mental Health Program** – Consultation services, treatment and case management for first episode psychosis (EPI) 905 309-3336 167A Main St. E., Grimsby

Niagara Region Public Health Community Mental Health Program – Provides assessment, case management and counselling for persons 16 years and older experiencing mental health problems.

905 688-2854, ext. 7262 3550 Schmon Pkwy, Thorold

905 871-6513 43 Hagey Street, Fort Erie

905 356-1538 5710 Kitchener St., Niagara Falls

905 735-5697 200 Division Street, Welland

**Bereavement Resource Council** – Provides information about support groups/services for those dealing with the pain of grief and loss. 905 680-6400

**Centre De Sante Communautaire Hamilton/Niagara** – A multi-disciplinary agency serving the French speaking population providing individual and group counseling. 905 734-1141 1 Vanier Drive, Welland

**Gateway Residential and Community Support Services of Niagara** – For serious and persistent mental health issues. 905 735-4445 178 King St., Welland

**St. Joseph Healthcare Hamilton Mood Disorder Clinic** – Provides consultations for individuals with mood disorders. Requires a referral from family physician or psychiatrist. 905 522-1155 100 West 5<sup>th</sup> St., Hamilton

**Schizophrenia Society of Ontario** – Provides public education and access to information about schizophrenia. 905 688- 2543, ext. 632 
36 Page St., St. Catharines

**Pathstone Mental Health** – Provides various mental health services to meet specific needs of clients until their 18<sup>th</sup> birthday and their families. 905 688-6850 3340 Schmon Pkwy., Thorold. After Hours Crisis Care: Mobile intervention crises team serving youth under 18 years: 1-800-263-4944

**Niagara Health System** – Assessment, diagnosis and treatment of mental health disorders in youth and their families.

St. Catharines General Hospital Site – Children's Clinic 905 684-7271 ext. 46573 Greater Niagara General Hospital Site – Mental Health Services 905 378-4647 ext. 53803/53804

Welland County General Hospital Sie – Child/Adolescent Mental Health Clinic 905 732-6111 ext. 33522

**Child Advocacy Centre of Niagara** – Serves children victimized by abuse within Niagara. 905 937-5435 8 Forster St., St. Catharines

**The FORT** - A support/resource centre providing youth and their families with supportive listening, information, options and referrals in time of need. Also offers a teen clinic. Serves residents of Lincoln, West Lincoln and Grimsby. 905 309-3678 25 Adelaide St., Grimsby

**Nightlight Youth Shelter** – Emergency shelter helps at risk youth. Provides crisis and supportive counselling.

905 358-3678 Victoria Ave., Niagara Falls www.boysandgirlsclubniagara.org

**Rainbow Youth/Niagara Pride Support Group** – Individual, group support to gay, lesbian, bisexual and transgender youth and their families. 905 380-4576 3340 Schmon Parkway, Thorold

**The RAFT** – Youth centre providing emotional support, advice, companionship, crisis intervention, emergency shelter and referrals to community services. 905 984-4365 17 Centre St., St. Catharines

**Youth Gambling Awareness Program** – Prevention and education program designed to reduce potential harm of youth gambling. 905 684-3500

**PFLAG (Parents, Families and Friends of Lesbians and Gays)** 905 937-0202 St. Catharines

**Niagara Eating Disorders Outpatient Program** – Provides information and resources on eating disorders and weight preoccupation. 1-866-633-4220 905 378-4647 ext. 32532

Niagara Network for Freedom from Weight Preoccupation and Eating Disorders (NNFED) – A web site formed to raise awareness on arrange of body image issues and weight and eating problems. www.surf.to/nnfed

**Alateen** – Children and youth affected by someone else's drinking. 905 328-1677

**Alanon** – For family and friends of alcoholics. 905 328-1677

Alcoholics Anonymous – 24 hours 1-866-311-9042 Centre for Addiction and Mental Health (CAMH) 1-800-463-6273

**Community Addictions Services of Niagara** – Youth, adults, and family members can access this program designed to help individuals and their relatives/significant others with alcohol, drug, and gambling problems. Individual counseling available. 905 684-1183 60 James St., St. Catharines

**Drug and Alcohol Treatment Line** – Substance abuse treatment information. 1-800-565-8603

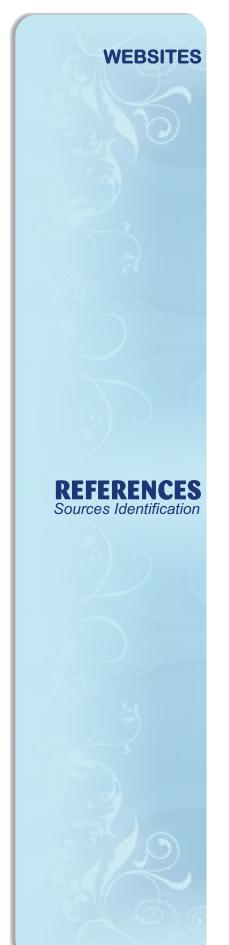
Newport Centre – 905 378-4647 ext. 32500

Narcotics Anonymous - 905 685-0075

**Gambling Support Services** – 905 684-1859 60 James St., St. Catharines **Niagara Multilingual Prevention/Education Problem Gambling Program** – Provides problem gambling prevention/education information. All information available in several languages. 905 682-6411 ext. 63849

EATING DISORDER SERVICES

ADDICTION SERVICES



www.mindyourmind.ca – For youth/emerging adults – info, resources, tools to manage stresses, crisis and mental health.

www.beautifulminds.ca – Adds positive change in people's knowledge of mental health/stigma around mental health issues.

www.camh.net/education/online-courses-webinars/mha101

Starting point to understand substance abuse, mental health problems, factors to understand those problems.

www.teenmentalhealth.org – Improving youth mental health by effective translation, transfer of scientific knowledge.

www.loveisrespect.org – About teen dating, abuse – provides resources for all ages. Peer advocate, government officials, law enforcement officials and general public. 1-866-331-9474

www.bullyingcanada.ca – First Canadian anti-bullying site aims to help and inform everyone. (877)-352-4497

www.mentalhealth.ca - Resources/events in Niagara

www.yourlifecounts.org – Helping youth change addictive/self-destructive behaviours that can lead to suicide. 1-866-531-2600

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### Notes