



Snohomish County

Human Services

Behavioral Health & Veterans Division

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

March 17, 2021

Re: Trauma-Informed Practices Consultation Letter of Interest
Whole District Expansion

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 program to build the framework of a trauma-informed District. Five cohorts, comprised of 22 Snohomish County schools, elementary through high school, and three whole Districts, are currently working on installing Trauma-Informed Multi-Tiered Systems of Support (T-MTSS). The goals of implementing trauma-informed practices (TIP)/T-MTSS in whole Districts as well as 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; increased staff knowledge and skills to manage behaviors and create meaningful relationships with all students; increased equity and inclusion for students traditionally underserved; increased staff knowledge of culturally responsive practices to undo instructional and institutional racism; increased implementation of evidence-based Social Emotional Learning (SEL) for both staff and students; and increased, evidence based leadership and collaboration practices to ensure that trauma informed practices are implemented systemically. Trauma-informed practice implementation is a universal intervention, and evidence-based practices apply to all students, not just those with known trauma.

Snohomish County Human Services Behavioral Health is offering an expansion of the unique opportunity for Districts serving Snohomish County to become involved in the trauma-informed practices work. With the goal of creating sustainable systemic change, this offering will provide Districts with the opportunity to engage in two (2) years of District-level consultation from Continua Consulting Group LLC. District-level work would entail a “year zero” approach where a baseline, in-depth needs assessment of current T-MTSS practices would be supported by Continua Consulting Group LLC along with central office and building administration, as well as a multi-disciplinary steering committee to be determined by District leadership. Continua would provide consultation and professional development on T-MTSS leadership components and collaborate with leaders to design a T-MTSS implementation plan to begin in the second year of consultation, or “year one”. During the second year of support and first year of implementation, if funds are available, a District may elect to also apply for individual schools within the District as well and work simultaneously at the District and individual school level for a more focused and differentiated approach at one or more pilot sites. After the initial 2 years of District-level work, and as funds are available, the District may elect to apply for a third year of District-level support to continue driving and measuring implementation of Tier 1 T-MTSS and to shift towards T-MTSS Tier 2 areas of focus.

The funding priority for 2021 applications is as follows: 1) District-level work for *whole* District systems; 2) new individual schools from Lake Stevens, Marysville, and Monroe school Districts; and 3) Cohort 2 and 3 schools applying for additional funding. Cohort 6 whole Districts may be completely new to this work or may already have (or had) individual schools involved. There will be a separate process for new and continuing 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.

Agreements for services are expected to begin in August 2021. Individual Districts shall complete their own Letter of Interest following the standards below, obtain the Superintendent's signature, and submit the letter to the County.

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

- Provide payment for a portion of the consultation fee – approximately \$13,000 for the first year and \$22,000 for the second year per District, payable in four (4) month installments through the end of the Agreement. Pre-payment is allowed.
 - If the applying District spans two counties (Snohomish/Island or Snohomish/King), the District shall include in their letter of interest how they would propose to cost share with the neighboring county. This may be included in #7, as outlined below.
- Absorb anticipated costs – supplies and materials, stipends for certificated & classified committee members, space, etc. This may include the cost for a second year of District-wide Panorama (staff, student, and family perception survey platform) during the second year of consultation.

Letter of Interest Standards

Each interested District shall submit a Letter of Interest (3-page max, standard font and margins, bulleted/numbered answers strongly recommended), signed by the District Superintendent, no later than **Wednesday May 5th, by 3pm**. Letters must clearly address the following:

1. Describe the strengths and readiness of the interested District as it relates to the preparation for engaging in Trauma-Informed Practices/T-MTSS Consultation. This may include previous trainings, book groups, installed SEL curricula, equity and inclusion efforts, PBIS efforts, restorative practices, leadership goals, etc. Please be specific and list readiness aspects.
2. What are the goals the interested District would like to achieve by the end of two (2) years of District-level consultation? How would your District look different? How would this work improve outcomes for students and the community?
3. Detail the District buy-in and leadership. How does the Superintendent envision creating buy-in for all staff and ensuring that trauma-informed practices are a priority across the District? When staff present resistance to shifts in practice, how will the District respond? Please be specific.
4. What are the barriers the District sees in moving forward with Trauma-Informed Practices/T-MTSS Consultation? Will there be other major initiatives for District staff to focus their learning on over this year? Will the district be willing to engage in an initiative inventory process to identify areas of alignment for this effort?
5. Are there current practices that the District utilizes that may not align with trauma-informed practices? If yes, how will leadership at the district level support the transition towards trauma-informed practices?
6. How does the leadership foresee being able to secure sustainability of this model after the two years of District-level consultation? What is the District's intent regarding individual school-level installation of Trauma-Informed Practices? Describe how the school board would be kept apprised of the Trauma-Informed Practices work.
7. Please share any additional information about the District you feel the review team should know (Healthy Youth Survey data, demographics, culture, parent engagement, anecdotal evidence, cost sharing proposal, etc).

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

- Demonstrated support from District Superintendent applying District;
- Readiness to align discipline policies and procedures with trauma-informed practice guidelines and institute new policies and procedures;
- Commitment from District and building administrators to meet approximately monthly with Continua consultants for focused needs assessments, professional learning, and collaborative planning for strategic implementation;

- Readiness to put a District-level multi-disciplinary steering committee in place to identify strengths and growth areas, support change and plan for sustainable practices;
- Readiness to survey students, staff, and community members on their perceptions of school environment, practices and programs with social-emotional survey tools
- Commitment to train all District-level staff in trauma-informed practices including a commitment to learn, select, and implement key evidence-based practices for responding to student social, emotional, behavioral and academic needs;
- Demonstrated commitment to provide financial support for the cost of the consultant, to be paid in 4-month installments and by the conclusion of the each of the (2) years Agreement period;
- 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 needs assessments and interviews;
- 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 **Wednesday, May 5th 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 Services
Snohomish County Human Services