**Summary of the Results from the Fiscal Model Review Survey**

In reviewing the workforce that the Community Based Organizations (CBOs) have been able to hire, the trend tends to be a workforce that is at the Junior-level (Licensed Graduate Social Worker or Licensed Graduate Professional Counselor. Given this recognition, there was a need to gather information regarding the current *supervisor: clinician* ratio currently in practice within the CBOs. Additionally, in the area of sufficiency and sustainability of the CBOs, there was a need to review the expectation of the school-based CBO clinicians in terms of billing (% of billing) for the clinical treatment (Tier 3) services within the multi-tiered school-based behavioral health services.

The Coordinating Council on School Mental Health provided input to the Department of Behavioral Health in the development of a Fiscal Model Review Survey that would provide information on:

* What mechanisms to put in place to measure and give confidence in providing quality service delivery within the provision of school-based behavioral health services
* What investments are needed to grow and retain future clinicians to provide quality school-based behavioral health services

We are addressing the issue of the workforce/pipeline mechanism and we are dealing with quality assurance in meeting the behavioral health needs of the District’s students in the school-based setting.

Although there are limitations to the data received from this exercise, the good news is that we learned about the supervisory model and what we need. Given the small amount of time that the CBOs were in the schools during SY2018-2019, we do not have enough information at this time to inform the expectation in terms of billing (% of billing expected by each school-based CBO clinician).

**Review of the data:**

We had a 100% response rate to the survey participation. The respondents included the 9 CBOs from Cohort 1 and the 2 new CBOs from Cohort 2 (shared data regarding their salaries and supervisor: clinician ratios).

October, 2018 was the earliest date reported regarding a CBO starting their School-based behavioral health services. However, the funding amount of the individual grants for implementation of the expanded (multi-tiered) model of service delivery was not finalized until December, 2018 and the CBO who reported the October, 2018 start date was implementing a model that did not involve the licensed school-based clinician being placed full-time in 1 school placement.

A lesson learned is that there is a need to provide definitions for the data elements. Also, in the reporting of percentage of clinician’s time in billable and non-billable services and activities, not all of the within school reporting of the CBOs totaled 100%. Additionally, when we work with averages of percentages across school level domains, we tend to not have an exact adding up to 100%.

**Supervision: Clinician Ratio**

Ratios ranged from 1:2 to 1:10

**Supervisor Salary without fringe**

Mean: $68,563.44

Median: 78,000.00

**Clinician Salary (without fringe) x Type of School Placement**

**Educational Campus – Elementary/Middle School:**

Mean: $64,700.00

Median: $64,700.00

**Educational Campus – Middle/High School:**

Mean: $53,359.52

Median: $58,000.00

Mode: $38,000.00

**Elementary School:**

Mean: $64,173.04

Median: $60,000.00

Mode: $60,000.00

**High School:**

Mean: $64,771.91

Median: $66,780.00

Mode: $66,557.00

**Middle School:**

Mean: $60,425.80

Median: $59,998.75

Mode: $55,000.00

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| **Grade Level School Placement** | **Clinician Revenue Received (Total across clinicians)** | **Number of Clinicians Represented** |
| Educational Campus (Elementary/Middle) | $105,125.00 | 2 |
| Educational Campus (Middle/High) | $13,131.00 | 2 |
| Elementary | $112,296.00 | 6 |
| High | $223,529.00 | 10 |
| Middle | $72,731.00 | 5 |

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| **Grade Level School Placement** | **Average Time Spent by Clinician in Billable Services** | **Average Time Spent by Clinician in Non-Billable Services** | **Average Time Spent by Clinician in Non-Billable Activities (i.e., Administrative)** |
| Educational Campus (Elementary/Middle) | 39% | 55% | 4% |
| Educational Campus (Middle/High) | 3% | 54% | 21% |
| Elementary | 43% | 67% | 4% |
| High | 26% | 50% | 22% |
| Middle | 21% | 63% | 5% |