| Staffing Practices |
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| * What is the primary need for behavioral health (BH) services at your school-based health center (SBHC)? * What does your SBHC BH staffing mix look like?   + What do you want it to look like? * How do you define your productivity requirements for BH staff? * How have you used partnerships with educational institutions or community organizations to recruit BH staff? Other innovative recruitment approaches?​ |

| Retention Practices |
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| * What retention practices have you found helpful? What practices would you like to explore? Examples:   + Scheduling, compensation, benefits   + Burnout prevention   + Peer support networks and debriefing practices   + Teamwork and communication |

| Recruitment and Retention Practices |
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| * How are you assessing your BH staff recruitment and retention practices?   + Recruitment metrics   + Employee satisfaction surveys   + Stay interviews and exit interviews   + Professional development opportunities   + Turnover rate, average tenure, etc. |

| Action Steps  ***Two things I will do in the next two weeks to evaluate, advance, or  initiate BH staff recruitment and retention practices*** |
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| Notes |
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