| 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?​
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| 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 |
| --- |
| * 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.
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| 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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| 1.
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| Notes |
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