

BRIDGING THE GAP:

Advancing School-Based Integrated Behavioral Health Support

*Fostering Student Well-Being and
School Staffing Solutions Nationwide*





Supplemental  Health Care SM

CONNECTIONS THAT FUEL MIRACLES

Over 40 years, Supplemental Health Care has grown from a specialized behavioral health staffing firm to become a national leader in workforce solutions, supporting over 100 skills across the continuum of care.

With industry-leading expertise and world-class support, our tech-enabled workforce solutions are built for the future of behavioral health, education, and healthcare services.

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A Letter from the Desk of
DREW SHETRONE

The well-being of students is at the heart of a thriving educational system. Across the United States, schools are increasingly recognized not just as centers of academic learning but as crucial pillars of student well-being. Through comprehensive workforce solutions and customized staffing partnerships, Supplemental Health Care (SHC) has helped hundreds of school systems better support the holistic physical, mental, and emotional needs of students, an approach called *integrated behavioral health*.

Recent studies indicate that mental health concerns among students remain a significant issue and there is an increasing demand for school systems to offer more services to support the physical and emotional wellness of their students. This trend reflects a deeper recognition of how these factors influence a student's ability to learn, grow, and succeed in the classroom.

Many of our K-12 school partners have expressed the challenges of navigating the costs, planning, and hiring of these new skill categories. As a behavioral health staffing leader for over 40 years, SHC offers our educational partners targeted workforce solutions to deliver a range of integrated behavioral health care in school

settings. From one-to-one nursing staff and paraprofessionals to special education and school psychology, our dedicated schools division has developed the expertise to support the wide range of highly specialized skills necessary for modern school care.

This report explores the existing mental health challenges within school settings, examines the rise of behavioral health care roles in education, and details the critical initiatives SHC is undertaking to support our students, school professionals, and the broader educational community.

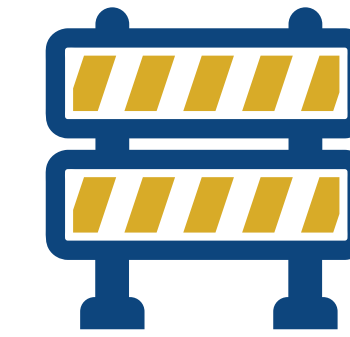
Drew Shetrone

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President, Emerging Market & Schools

CURRENT CHALLENGES IN SCHOOL SETTINGS

These intertwined issues highlight the necessity for effective strategies and comprehensive solutions. School systems must offer not only reactive responses to behavioral and mental health challenges but proactive, integrated support that can reach students before crises arise.



Limited Access: Despite the growing recognition of mental and behavioral health needs in schools, many students still face [significant barriers](#) to accessing timely and effective care based on geography, funding, staffing shortages, and other obstacles.



Mental Health Issues: Anxiety, depression, and suicide rates are [increasingly common among students](#), affecting both their well-being and academic performance.



Student Safety: [Reports](#) show an alarming percentage of students experiencing bullying, threats, or injuries, including use of weapons at school, further complicating efforts to create supportive and secure learning environments.



Increased Demand: As greater awareness and improved screening processes [identify more students](#) with behavioral health care needs, educational institutions are under mounting pressure to provide specialized support and resources.

THE POWER OF INTEGRATED SUPPORT

Having integrated behavioral health services embedded within the school environment can transform outcomes for children, adolescents, and young adults. When students know that help is available and accessible, they are more likely to seek support. Early intervention can mean the difference between a student who feels isolated and hopeless and one who receives the care and guidance needed to thrive both academically and emotionally.

Proactive approaches such as regular screenings and targeted interventions can help identify issues and connect students with specialized support. This also plays a pivotal role in identifying and addressing learning disorders like autism and attention deficit disorder, which, if unrecognized, can hinder academic achievement and social development.

By including behavioral and mental health professionals such as school psychologists, social workers, and registered behavior technicians into the educational environment, school systems can create a network of support to reach students in need. Additional support may include professionals such as school nurses, speech-language pathologists, paraprofessionals, and special education teachers, who can help identify and address behavioral and mental health concerns among students.

School-Based Roles Supporting Integrated Behavioral Health:

- ▶ Behavior Technicians 
- ▶ Board Certified Behavioral Analysts (BCBA) 
- ▶ Educational Diagnosticians 
- ▶ Marriage & Family Therapists 
- ▶ Occupational Therapists 
- ▶ Paraprofessionals 
- ▶ Registered Behavioral Techs 
- ▶ School Nurses (*Including clinic, one-on-one, supervisors, NPs*) 
- ▶ School Psychologists 
- ▶ Social Workers 
- ▶ Special Education Teachers 

SCHOOL-BASED ROLES SUPPORTING INTEGRATED BEHAVIORAL HEALTH

Behavior Technicians



- ▶ Paras with specialized training in behavior management, applied behavior analysis (ABA), and crisis intervention
- ▶ Support specific strategies documented in a student's BIP and IEP under supervision of certified staff
- ▶ Help ensure consistent and effective application of behavioral support and contribute to maintaining a safe and supportive environment for both students and staff.

Educational Diagnosticians



- ▶ Administer psychoeducational evaluations to determine eligibility for special education services under IDEA
- ▶ Provide assessment data that directly informs the development and annual review of IEP goals across academic and functional domains
- ▶ Help teams identify specific learning disabilities, intellectual disabilities, and other conditions that qualify students for individualized support

Board Certified Behavior Analysts (BCBA)



- ▶ Functional behavior assessments (FBAs) to develop BIPs aligned with IEP goals
- ▶ Design and oversee ABA-based programming to support students with autism and other developmental disabilities
- ▶ Train and supervise paraprofessionals and RBTs to ensure consistent implementation of behavioral support

Marriage & Family Therapists



- ▶ Provide counseling and caregiver coaching to address home-based stressors that impact student behavior, attendance, and academic performance
- ▶ Collaborate with school teams to align therapeutic goals with student support plans, including IEP/504 accommodations
- ▶ Facilitate referrals and coordination with mental health providers, supporting continuity of care and strengthening family-school partnerships

SCHOOL-BASED ROLES SUPPORTING INTEGRATED BEHAVIORAL HEALTH

Occupational Therapists



- ▶ Address fine motor, sensory processing, and self-care goals embedded within a student's IEP to support participation in the classroom
- ▶ Provide accommodations and environmental modifications that help students with disabilities access the general education curriculum as required by IDEA
- ▶ Collaborate with teachers and families to carry functional skills into daily school routines

Registered Behavioral Techs (RBT)



- ▶ Deliver direct behavioral intervention under BCBA supervision, implementing the specific strategies documented in a student's BIP and IEP
- ▶ Collect data on target behaviors and skill acquisition to inform progress monitoring and IEP goal updates
- ▶ Support generalization of learned skills across settings, peers, and activities within the school environment

Paraprofessionals



- ▶ Provide one-on-one or small group support to students with IEPs, helping them access instruction and meet their individualized learning and behavioral goals
- ▶ Implement strategies and accommodations outlined in the IEP under the direction of certified staff
- ▶ Support students with daily living skills, communication, and social interaction as specified in transition and functional goals

School Nurses



- ▶ Monitor and manage health conditions that can affect a student's ability to access their education, including conditions addressed through a health-related IEP or 504 plan
- ▶ Provide documentation and medical input that supports eligibility determinations and IEP health goal development
- ▶ Coordinate with families and outside providers to ensure continuity of care for students with chronic conditions or disabilities

SCHOOL-BASED ROLES SUPPORTING INTEGRATED BEHAVIORAL HEALTH

School Psychologists



- ▶ Conduct comprehensive evaluations to identify students who qualify for special education services under IDEA’s 13 eligibility categories
- ▶ Participate as core IEP team members, contributing assessment results and recommendations for measurable annual goals
- ▶ Provide counseling and behavioral support services that may be written directly into a student’s IEP as related services

Social Workers



- ▶ Address social-emotional barriers to learning by providing counseling services that can be included as a related service in a student’s IEP
- ▶ Conduct home visits and family outreach to support the wraparound care model required for students with complex needs
- ▶ Help connect families with community resources and navigate the special education process, supporting IDEA’s parent participation requirements

Special Education Teachers



- ▶ Develop, implement, and monitor IEPs in collaboration with the full team, ensuring goals are measurable, standards-aligned, and regularly assessed
- ▶ Provide differentiated instruction and specialized academic support in the least restrictive environment as mandated by IDEA
- ▶ Coordinate with related service providers to integrate therapy goals into daily classroom instruction and transition planning

HOW SHC APPROACHES SCHOOL STAFFING

Despite the clear benefits of in-school mental and behavioral health services, a chronic shortage of qualified professionals continues to create challenges. Geographic disparities, funding limitations, and administrative hurdles often mean that rural or under-resourced districts do not have access to the care they need for K-12 students.

Supplemental Health Care helps our district partners to streamline their process and maintain a high level of care and support for their students, even in a time of hiring challenges and budget constraints. Working collaboratively, SHC can help schools reduce administrative burdens and align workforce planning to budgetary and wellness goals. Our team is uniquely qualified to support school districts in hiring, training, and retaining the clinical and non-clinical talent necessary for student well-being.

UNIQUELY QUALIFIED FOR EDUCATION



40+

**Years Experience
in Behavioral Health**



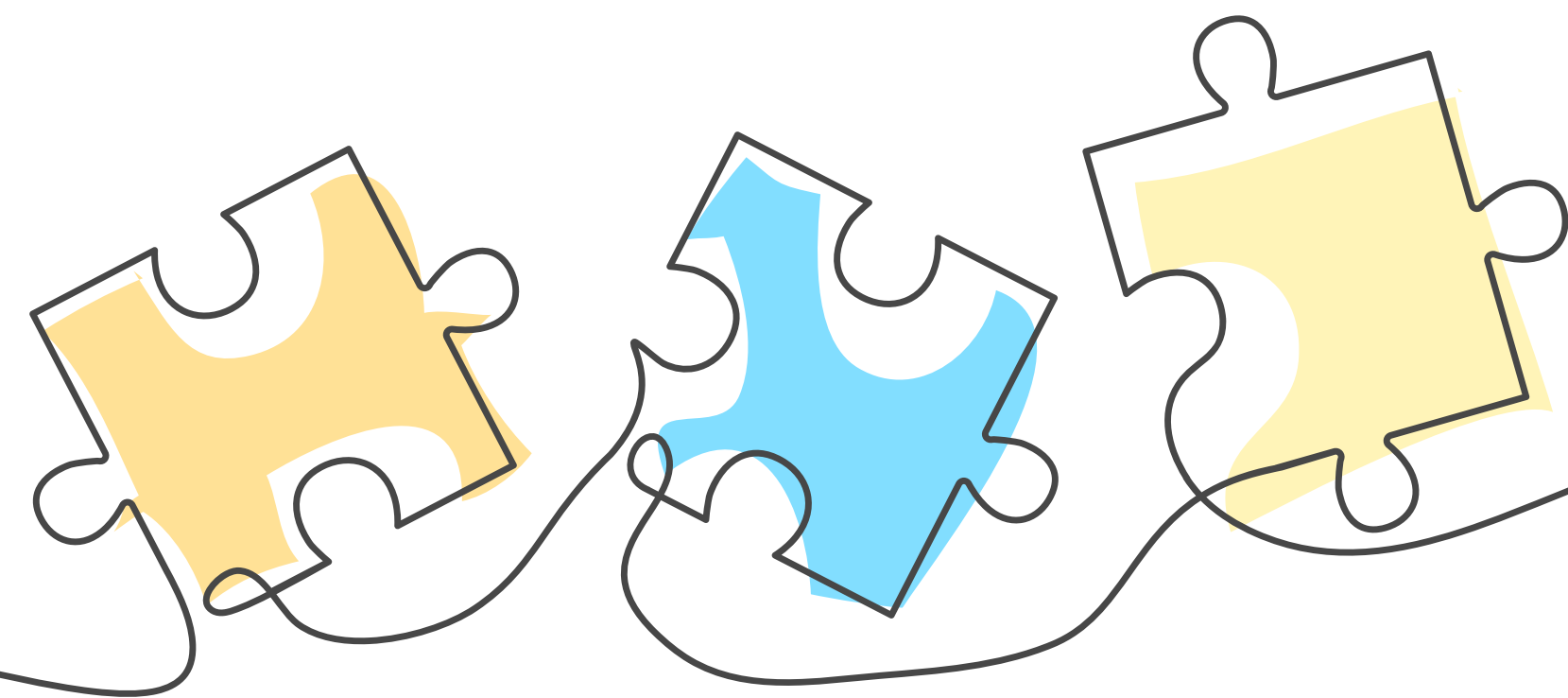
20+

**Years Experience
in Education**



70+

**Recruiters
Dedicated to School Staffing**



IMPROVING STUDENT OUTCOMES WITH SHC AND MSP WORKFORCE SOLUTIONS



SIMPLER HIRING



MANAGED COSTS



CONSISTENT SUPPORT & CARE

- ▶ **MSP & Hiring Solutions:** A managed staffing program with SHC simplifies planning for schools, acting as a single point of contact so you never need to juggle multiple agencies, contracts, or processes.
- ▶ **Skilled Staff That Stick:** An SHC MSP partnership ensures the right staff are sourced, vetted, hired, and ready to support your district -- with over 75% retention of school professionals year-to-year.

- ▶ **Service Excellence:** SHC is recognized as an industry leader in customer service and staffing support, as the only top 20 staffing firms with Best of Staffing® Diamond Awards across all business lines.
- ▶ **Development & Growth:** SHC offers unique programs including upskilling, preceptorships, and mentorship to support school professionals as they grow and develop.

THE SHC DIFFERENCE

What truly sets SHC apart is the tangible impact these services have on both staff and students. Through personalized placement and ongoing support, SHC professionals are empowered to care for students and create positive experiences. The voices of those within the school community speak volumes about the support and difference SHC brings to educational environments.



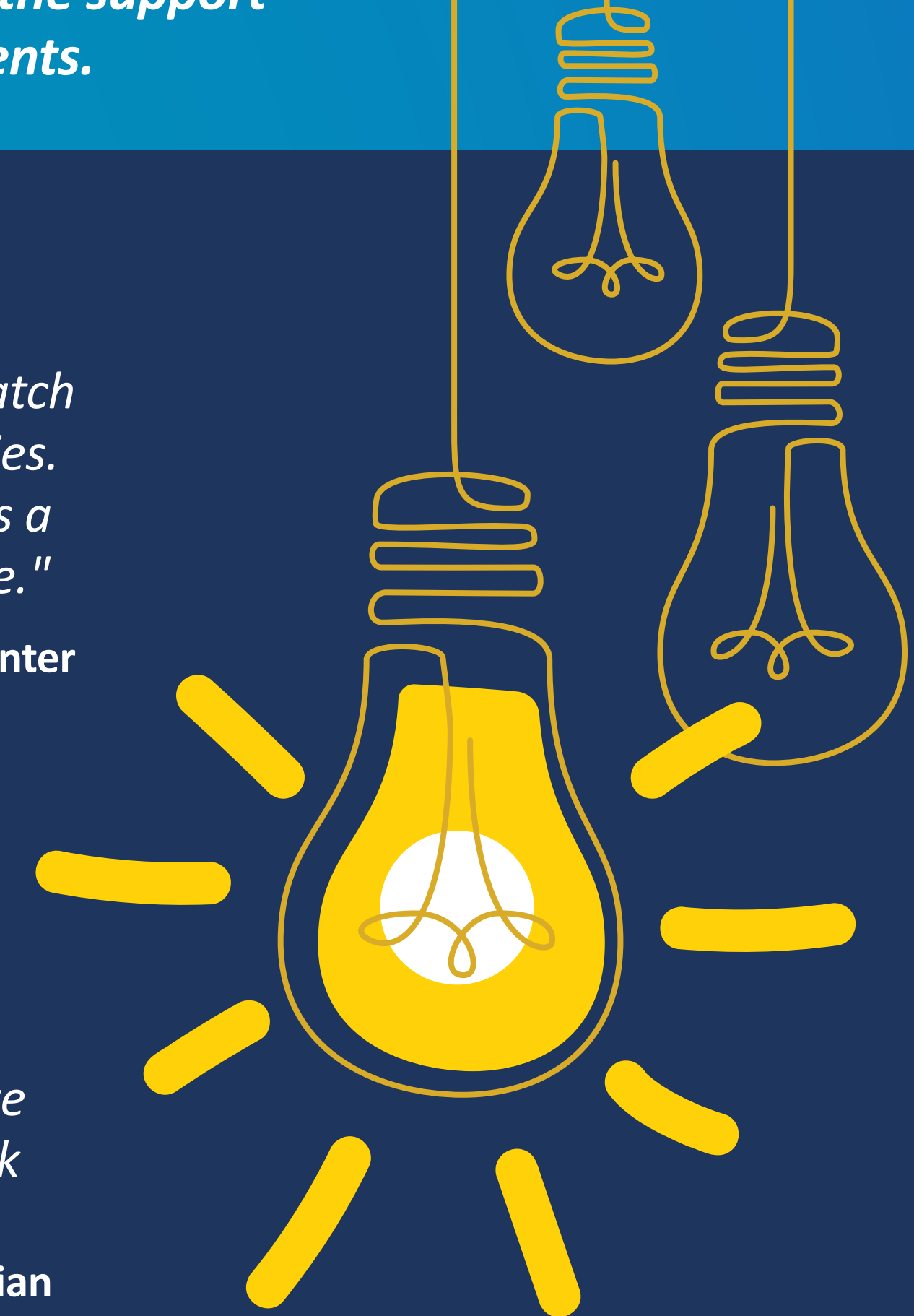
“ I work at a city public school where I get to help support children with autism in their classrooms! Every day I get to help curate their learning environment to match their unique learning needs in a way that is meaningful for them and their families. In this field, employees typically experience high burnout rates but having SHC as a supportive employer creates a sense of work-life balance which is highly valuable.”

– Ashley H., ABA implementer



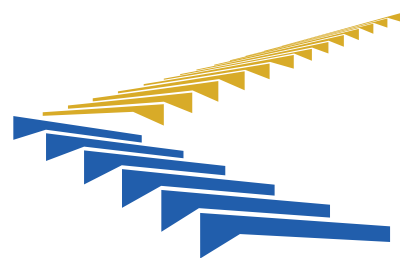
“ In the beginning I felt very welcomed by the team of SHC employees guiding me through every step of the hiring process, on-boarding process, and my first day on the job. I love working as a Registered Behavior Technician in the school I have been assigned to and I couldn't have chosen a better company to work for. Thank you, Supplemental Health Care.”

– Krystina V., Registered Behavior Technician

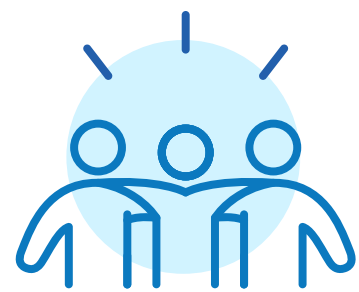


GIVING BACK TO OUR SCHOOLS

The true measure of Supplemental Health Care's contributions is reflected in the lives changed and the careers shaped. Our efforts not only strengthen the future school workforce but also reinforce SHC's dedication to positive impact within our communities.



▶ **Upskilling Opportunities:** SHC's internal initiatives and philanthropic contributions provide critical resources for training programs and career development initiatives, empowering emerging professionals with the tools and opportunities they need to transition into meaningful work in school-based behavioral health care.



▶ **Employee Volunteering:** Through mock interviews, SHC professionals guide trainees in developing the confidence and practical skills needed to excel in real-world job interviews for instructional aide, behavioral technician, and para-educator careers.



▶ **Community Partnerships:** Over the years, SHC has supported donations and educational programs in local communities, including collaborations with our American Staffing Association National Staffing Employee of the Year winning speech-language pathologist, Dr. Kelly Byrd, and her non-profit organization, Love for Literacy.





SCHOOL-BASED BEHAVIORAL HEALTH FOR THE FUTURE

As mental and behavioral health concerns continue to challenge students and school systems nationwide, it is essential to prioritize integrated, effective solutions. With the right resources and collaborative partnerships, schools can foster environments where students feel seen, understood, and empowered. Ultimately, expanding behavioral health care in schools means investing in the future, not just of individual students, but of entire communities.

Supplemental Health Care is committed to bridging the gap to connecting school professionals to meaningful careers caring for K-12 students. Through innovative workforce initiatives and strategic partnerships, SHC is helping to create a future in which every student can access the support they need to learn, grow, and succeed.

Supplemental Health Care remains committed to the future of behavioral healthcare delivery and will continue to innovate and lead the industry with tech-enabled workforce solutions built for the future of behavioral health, education, and healthcare services.

Learn more about SHC by visiting the links below.

contactus@shccares.com | [888.265.1068](tel:888.265.1068) | www.shccares.com

