




Priority from 3-Year MHA Strat Plan	Key Actions	Audience (whom the action is intended to support)	Timeline	Anticipated Outcomes and Indicators of Success	 AIM (Tier 1, 2 or 3)	Resources (SMH-ON and Board, other evidenced informed sources)
Priority 1 Embed wellness promotion and social-emotional learning into everyday school culture	Implementation and sustainability of SEL and evidenced-based programs by Child and Youth Workers	K-12 students	Sept 2024-June 2025	Increased CYW capacity and knowledge through pre and post measures Increase in Social-Emotional Learning Skills	1	ROE, Zones of Regulation, WITS programming, MindUP, SMH-ON SEL posters
	"I am a Child of God" presentation led by Kindergarten Teachers	Kindergarten students	Sept 2024-June 2025	Increased CYW capacity and knowledge through pre and post measures Increase in Social-Emotional Learning Skills	1	Faith and Wellness resources, SMH-ON, work of Dr. Stuart Shanker, Dr. Jean Clinton
	Outdoor Learning Educator Series for Kindergarten Teams, and grades 2 and 5 students	Kindergarten students, grades 2 and 5 students	Sept 2024-June 2025	Developing Social Emotional Learning Skills in the early years Support the Self-Regulation and Well-Being frame of The Kindergarten Program Support Outdoor Learning in the Early Years	1	Curriculum Documents Faith and Wellness resources (SMH-ON)
	Implementation and sustainability of grades 7 and 8 mental health literacy modules	Grades 7 and 8 students	Sept 2023-June 2025	Increased educator capacity and knowledge through pre and post measures Increase in Social-Emotional Learning Skills and help seeking behaviours in students	1	Ministry approved mental health literacy modules
	Implementation and sustainability of mental health modules in Career Studies (GLC 20)	Grade 10 students	Sept 2024-June 2025	Increased educator capacity and knowledge through pre and post measures Increase in Social-Emotional Learning Skills and help seeking behaviours in students	1	Ministry approved mental health literacy modules
	Implementation of MH Lit-Student Mental Health in Action modules in Grade 9 Religion and Family Life	Grade 9 students	Sept 2024-June 2025	Increased educator capacity and knowledge through pre and post measures and feedback Increase in student knowledge and help-seeking behaviours	1	SMH-ON MH Lit course for Secondary students



	Intentional alignment of Catholic Education Week and Mental Health Week activities	K-12 students	May, 2025	Increase in stigma reduction and mental health awareness	1	SMH-ON faith and wellness resources CEW website and resources
	Chaplaincy Sessions and grades 8, 9 and 12 retreats with a wellness focus	K-12 students	Sept 2024-June 2025	Increased capacity for students in the area of faith and links to mental health and well-being	1	Chaplaincy Team SMH-ON Faith and wellness resources
	Re-introduce and review of Christian meditation	K-8 students	Sept 2024-2025	Increased capacity for students in the area of faith and links to mental health and well-being and increased capacity in mindfulness and social-emotional learning	1	Chaplaincy Team Christian meditation resources
	Increase the number of schools certified in healthy schools' framework with a focus on well-being	K-12 students	Sept 2024-June 2025	Increased educator capacity and knowledge through pre and post measures and feedback Data Collection through Niagara Region PH	1	Niagara Region PH, Physical Education Consultant, OPHEA and SMH-ON wellness resources
	Introduce trauma-informed coaching strategies	Physical Education Teachers Grades 9-12 students	Sept 2024-June 2025	Increased educator capacity and knowledge in the area of trauma-informed approaches	1	Play like a Champion resource
	Embed Edwin mental health program/content into all mental health training sessions with educators (NTIP, MH Champions)	Elementary and Secondary teachers and students	Sept 2024-June 2025	Increased educator capacity and knowledge through pre and post measures and feedback Increase in student knowledge in the area of mental health	1	Edwin resources
Priority 2 Increase educator understanding of mental health and well-being from a culturally responsive, identity-affirming and trauma-informed lens	Implementation of SMH-ON Cultural Humility Self-Reflection Tool	Elementary and Secondary Principals/Vice-Principals and Educators	Sept 2024-June 2025	Increased capacity and ability to provide identity-affirming mental health supports and services	1	SMH-ON Cultural Humility Self-Reflection Tool
	Professional development sessions for Child and Youth Workers with a focus on mental health topics and programs	K-12 students	Sept 2024-June 2025	Increased CYW capacity and knowledge through pre and post measures	1	Faith and Wellness resources, SMH-ON SMH-ON Decision Support Tool
	Professional development sessions for staff re: Mental Health and Well-Being Strategy, and resources and supports	K-12 All Staff	September, 2024	Increased capacity so all staff have a clear understanding of protocols and pathways to care across all schools	1	Mental Health and Well-Being Strategy 2024-2027 Cultural Humility Self-Reflection Tool for school staff-PA Day, Sept. 2024



	SafeTALK and Professional development focused on active listening and empathy for NTIP	K-12 Educators	Sept 2024- June 2025	Increased educator capacity and knowledge through pre and post measures	1	SafeTALK kits	
	ASIST training for new administrators, central level staff, ERTs, Guidance and Success Staff	K-12 Educators	Sept 2024- June 2025	Increased capacity for all staff to have a clear understanding of protocols and pathways to care Increased capacity in the area of suicide intervention	1	ASIST kits	
	Training with grade 11 NBE classes, re: Indigenous Education	Grade 11 students	Sept 2024- June 2025	Increased capacity and ability to provide identity-affirming mental health supports and services	1	Indigenous Lead Grade 11 NBE Curriculum	
	Professional Development workshops for staff focused on cultural awareness and traditional teachings	Educators, CYWs, EAs and library technicians	Sept 2024- June 2025	Increased capacity and ability to provide identity-affirming mental health supports and services	1	Indigenous Lead, Indigenous Graduation Coach, SMH-ON resources	
	Implementation of Leading Mentally Healthy Resource Guide	Administrators	October 2024	Increased capacity for leaders and educators to practice in trauma informed ways	1	SMH-ON: Leading Mentally Healthy Resource	
	Implementation of Mental Health training and protocol overview in leadership/mentorship sessions with vice-principals	Vice-Principals	Sept 2024- June 2025	Increased capacity so that all staff have a clear understanding of protocols and pathways to care across all schools and work environments	1	SMH-ON: Leading Mentally Healthy Resource Internal Mental Health Protocols	
	Training in the area of vaping and cannabis use students	K-12 students	Sept 2024- June 2025	Increased capacity for students in the area of substance use and addictions	1	Niagara Region Public Health Vaping: What elementary school educators need to know-SMH-ON Cannabis-What Educators Need to know-SMH-ON	
Priority 3	Expand mental health awareness and promotion to better engage student and family voice	Embed mental health and well-being into student senate meetings and engage student voice in planning mental health initiatives	Grades 7-12 students	Sept 2024- June 2025	Increase in student voice and ideas in all mental health planning	1	Student Engagement Toolkit-SMH-ON



	Updating mental health resource section on public website to identify resources and supports	Students, families and caregivers	Sept 2024-June 2025	Increase family/caregiver knowledge and capacity in the area of mental health and wellness and decrease barriers in access to service	1	SMH-ON website, community resources
	Creation and implementation of the Chronicle/newsletter for all families, with information pertaining to mental health and wellness activities	Students, families and caregivers	Sept 2024-June 2025	Increase family/caregiver knowledge and capacity in the area of mental health and wellness and decrease barriers in access to service	1	Chronicle newsletter, resources from SMH-ON, CAM-H, CMHA and school updates
	Youth and Elders Conference with Fort Erie Friendship Centre	Secondary Students (Indigenous and non-Indigenous students)	March, 2025	Promote cultural awareness and community connections for youth and increase knowledge from an identity-affirming lens	1	Indigenous community partners: FEFNC, NRNC SMH-ON-Indigenous MH resources
	Hiring an Indigenous Student Voice Coordinator to work with youth	K-12 Indigenous Students	Sept 2024-June 2025	Promote cultural awareness and community connections for youth and embed student voice in all planning	1	Student voice coordinators SMH-ON Indigenous MH resources
	Connecting students and families to community supports with Indigenous community partners	K-12 Indigenous Students Self-Identified students and support Admin/Staff	Sept 2024-June 2025	Increase in referrals of students and/or staff to an Indigenous community partner	2	Indigenous community partners: FEFNC, NRNC, SMH-ON-Indigenous MH resources
	Student senate mental health conference	K-12 students	April, 2025	Increased knowledge in community resources to better support help-seeking	1	SMH-ON Student Engagement Toolkit Peer Support Reference Tool-SMH-ON
Priority 4 Sustain and strengthen equitable pathways to care both internally and externally	Hiring Supervisor of Clinical Services position	K-12 students Mental Health Team	May 2024-June 2025	Implementation of evidence-based assessment tools and supports for students, and increased capacity in Mental Health Team through clinical supervision	3	PPM 169 Funding
	Hiring an Indigenous Social Worker	K-12 students Mental Health Team	Ongoing	Increase in supports and referrals for Indigenous students seeking mental health supports	3	Indigenous Education Funding



	Development of School Board and Pathstone Mental Health Protocol and implementation of Right Time and Right Care document	K-12 students	Sept 2024-June 2025	Establishing clear pathways to/through/from mental health care services for students who require services outside of the school setting Formal and informal communication and sharing of information to strengthen planning both at a system and individual treatment level Ability to make data-driven decisions in planning	3	Right Time, Right Care Resource Existing Protocols Community Partnerships
	Updating of community VTRA Protocol	K-12 students	Sept 2024-June 2025	Establishing clear pathways to/through/from mental health care services for students who require services outside of the school setting	3	Existing Protocols Community Partnerships
	Implementation of Greenspace Measurement-Based Care Program for Social Work Team	K-12 students	Sept 2024-June 2025	Consistent use of standardized and evidence-based assessment tools, and progress monitoring for student outcomes Data collection of student outcomes in treatment	3	Greenspace Program
	Updating Compassionate Care Response Protocol and Protocol for Suicide Prevention, Intervention and Postvention	K-12 students	Sept 2024-June 2025	Updated protocols with most recent evidence-based practice for response in schools	1/2	School-based suicide prevention life promotion initiatives Resource
	Sustainability of EMHware and Introduction of assessment tools and data collection, and external transferring of files	K-12 students family and caregivers	Sept 2024-June 2025	Consistency in EMHware reporting and data collection through reports Access to barrier-free services for family and youth	3	EMHware
Priority 5 Develop, implement, and improve communication of a comprehensive holistic employee well-being plan and program	Enhanced communication of resources available to employees through email communication, CommUNITY newsletter, and development of SharePoint site	All employees	Sept 2024-June 2025	Promote and enhance resources available to employees to support all facets of wellness including mental health Increase in EAP referral numbers	1	CommUNITY newsletter



Offer wellbeing-focused initiatives that support all aspects of wellness, including mental health benefits e.g., Race to the North Pole Challenge, 8 Week Challenge, etc.	All employees	Sept 2024- June 2025	Promote healthy lifestyles and mentally healthy choices Assessing numbers participating in well-being challenges	2	EFAP resources CMHA resources Human Resources Services personnel
Development of the People Leader and Employee Mental Health Programming	All employees	Sept 2024- June 2025	Promote help-seeking behaviours and equipping staff with consistent language and literacy	1-3	The Working Mind
Faith formation sessions with a focus on the link between faith and mental health (Faith, Food and Wellness)	All employees (Senior Team, trustees, educators and support staff)	Sept 2024- June 2025	Increased capacity for staff in the area of faith and links to mental health and well-being	1	ICE documents, Anne Jamieson’s Book: A Recipe for Faith