



Crosslake Community Schools  
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Crosslake, MN 56442

Regroup Counseling and Consulting PSC  
586 Dodge Ave NW  
Suite B  
Elk River, MN 55330  
Tia Dvorak - President

I am writing to present a proposal for a comprehensive mental health support program tailored specifically for the staff at Independent School District 728. We at Regroup Counseling and Consulting PSC are dedicated to fostering mental well-being in educational environments, and we believe that our services have and can significantly enhance the support provided to your students and staff members.

Led by Tia Dvorak, MS, LMFT-S, RPT-S SPT, our team comprises 11 therapists and a psychiatric nurse practitioner, with physical locations in Elk River and Albany, MN. We are also successfully providing mental health services across all five Albany/Avon schools along with Crosslake Community Schools, providing the mental health needs of both online and in-person programs, as well as supporting your staff through professional development and 1:1 support when needed.

Tia Dvorak brings over a decade of experience in collaborating with school staff to support both students and educators. Throughout her career, she has initiated and strengthened multiple mental health programs within the school environment, tailoring her approach to meet the unique needs of diverse educational settings. Our team of highly qualified mental health professionals is equally committed to providing effective support to students and staff, ensuring they have the tools and resources necessary to maintain their mental health and overall well-being.

The enclosed proposal outlines our strategy for implementing a mental health support program designed to benefit your students and staff, including personalized counseling sessions, workshops, crisis intervention services, and mental health training. We believe that investing in the mental health of your students and school staff, will not only enhance their educational and professional experience but also contribute positively to the educational environment for all.

We would welcome the opportunity to discuss this proposal further and explore how we can work together to support the mental health of your staff. Thank you for considering our expertise in this critical area.

Warm regards,

Tia Dvorak  
CEO/Clinical Director  
Regroup Counseling and Consulting PSC



**Proposal to continue mental health services for Crosslake Community Schools for the 2025/2026 school year with addition of Support the System that Supports the Student.**

**Program Overview:** Regroup Counseling and Consulting PSC and Crosslake Community Schools partner together to provide virtual mental health services to children, adolescents, and families who are in need of early intervention, ongoing therapeutic and medication management services. Regroup Counseling also facilitates psychoeducational groups for students, parents, and staff. Moving into 2026 Regroup will also offer educator development and support.

**Services:** Regroup Counseling and Consulting PSC will provide at a minimum of 2 dedicated providers to provide virtual mental health services via synchronous audio/video platform to Crosslake Community School students and families upon request and approval of the students' parent/guardian. Students and families are also able to seek services both virtual and at Regroup Counseling and Consulting PSC if they so choose. Services that may be offered include, but are not limited to:

- Diagnostic Assessments (DA's)
- Treatment Planning
- Individual and family therapy
- Psychiatry (Medication Management)
- Referrals for higher level or services, crisis, or other services as needed
- Care coordination with teachers, staff, parents, and/or other providers
- Psychoeducational groups
- Teacher / Staff training and development
- Reflective Consultation and Supervision and other Professional development
- Documentation, scheduling, and billing with insurance carriers, via Regroup Counseling and Consulting PSC.

**Proposed Grant:** A \$46,000 yearly "grant" is provided by the School to cover services not covered by insurance, uninsured, or underinsured clients, i.e deductibles and or co-pays the client(s) family could not afford, and ancillary services requested by the School that are not billable to insurance, that are in support of the therapeutic process, i.e teacher support meetings, iep meetings,etc. Ultimately the School will make the final determination on how "grant" funds are used. The amount is increased due to the projected increase of students for the 25/26 school year and inclusion of a staff support program.

**The proposed breakdown of services:**

\$25,000.00 Student services

\$15,000.00 Professional Development and Support "Support the System, that Supports the Student."

\$4500.00 Professional Development outside of the "Support the System, that Supports the Student."

\$2500.00 Administrative Fees

**The fees billed to grant- only when no insurance:**



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| \$250 for initial diagnostic assessment      | 50 for each group therapy session                             |
| \$150 for individual / family therapy        | \$150 / hour for staff training / Professional development    |
| \$350 for initial psychiatric assessment     | \$65 / hour for ancillary support (team meetings, reporting). |
| \$250 for psychiatry / medication management |   |

**Partner Responsibilities:** The School will:

- Provide a private, safe, and clean room with a door that locks, desk/table, chairs and some supplies
- Allow client to miss class time in order to be seen virtually without penalty
- Maintain ongoing communication between the School and the Company
- Provide electronic means for student to be seen virtually i.e laptop, desktop, tablet and internet access

**Liability, Malpractice:** The Company takes full responsibility for the clinical services provided and will have in force appropriate amounts of insurance for malpractice. The Company will list Crosslake Community School as “Additionally Insured” on their policy and provide a copy of the policy to the school.

**Communication/Contacts:** The School Social Worker, Amy Miller, will be the main point of contact for Crosslake Community Schools while Tia Dvorak and Andrea Smith will be the main points of contact for Regroup Counseling and Consulting PSC.

**Term:** This Agreement will be in force through the 2025-2026 school year unless modified by mutual agreement of both parties.

**Additionally,**

Regroup Counseling and Consulting PSC proposes to launch a new and innovative initiative titled “Support the System that Supports the Students.” This program is tailored specifically for staff, focusing on equipping them with the mental health tools and resources they need not only for their students but for their own wellbeing. Distinct from conventional School Linked Mental Health (SLMH) or Co-Located Mental Health services, this program emphasizes outreach and support for all staff, with the ultimate objective of positively impacting both staff and students.

Our approach integrates a "topdown" and "bottom up" methodology that is commonly used when describing approaches that work together in the brain to help us navigate and interpret the world as well as hierarchy in the workplace. We intend to support administrators and staff (top down) while simultaneously addressing the behavior and mental health needs of students through evidence based strategies grounded in neuroscience (bottom up). Regroup Counseling will provide fully licensed and experienced clinicians who will deliver ongoing training, consultation, and support throughout the academic year. These clinicians possess extensive expertise in collaborating with staff within the classroom setting.



This initiative fosters coregulation, empowering staff to better manage their emotional health and that of their students. By transcending conventional “self care” approaches, we promote a culture of “community care.” This communal focus is essential to mitigating teacher burnout, reducing classroom behavioral issues, and enhancing overall job satisfaction reported by staff. In light of the alarming trend of teacher attrition and the declining number of new graduates entering the profession, such support is imperative.

Moreover, by assigning a dedicated Mental Health Professional to work with a specific cohort, we aim to build strong, trusting relationships that facilitate continuous training and support, moving beyond the limitations of onetime training sessions.

### **Statement of Need**

Staff consistently experience high levels of stress due to workload, student needs, administrative tasks, and societal pressures. This stress can lead to burnout, anxiety, depression, and other mental health issues. The lack of adequate support systems exacerbates these problems, impacting both the staff's wellbeing and their ability to effectively teach and support students.

Crosslake Community Schools staff encounter a myriad of challenges, including administrative pressures, parental expectations, academic demands, and the diverse mental health needs of their students. Given these complexities, we recognize the urgent need for targeted mental health support for staff to not only enhance their resilience but ultimately improve student outcomes. We believe that our proposed program will provide the comprehensive support necessary to foster a healthier, more effective educational environment for both staff and students in the Crosslake Community Schools School District.

### **Proposed Solution**

To address the rising demand for student services, we recognize the importance of integrating mental health therapists into each school. However, we can also make a significant impact by providing professional support to the staff who interact with these students daily. When staff, paraprofessionals, case managers, and other educational staff feel equipped to tackle the challenges of the classroom—along with having access to external support—they perform better for their students. By empowering our staff, we truly honor the mission to "Support the System that Supports the Students."

### **Our initiative will focus on the following key components:**

- **Training and Mentorship:** We will teach and mentor staff on the autonomic nervous system, effects of trauma on selves and students, including techniques for regulating their own nervous systems. Our training will equip staff with the skills to identify their triggers and become external regulators for their students, ultimately helping to reduce behavioral issues and staff burnout.
- **Reflective Consultation:** Our program will provide reflective consultation to staff that focuses on identifying states of dysregulation and offering tangible tools and strategies for management. This ongoing support will ensure that staff have a reliable outlet when faced with challenges.



- **Evidence Based Approaches:** We will employ resources and training methods from the Synergetic Education Institute, Robyn Gobbel's "Being With" program, Dr. Stephen Porges Polyvagal Theory, Revelations in Education, as well as the works of Bruce Perry and Dan Siegel. Each of these frameworks is well researched in brain development and provides insights into how the autonomic nervous system affects daily behaviors and relationships.
- **Cohort Model:** When a group of learners progresses through a program together, several benefits that enhance the outcome are offered including but not limited to community building, peer learning, shared resources, and mutual support. When the group learns together they, without trying, model new interventions to their peers.

### **Program Benefits**

Implementing this mental health support program will yield numerous benefits:

- **Improved Educator Wellbeing:** Reduce stress, burnout, and mental health issues among staff.
- **Increased Job Satisfaction:** Enhance job satisfaction and morale, leading to higher retention rates.
- **Enhanced Teaching Effectiveness:** Improve staff ability to focus, engage, and support students.
- **Positive School Climate:** Foster a more positive and supportive school environment for both staff and students.

### **Measurable Outcomes**

To assess the effectiveness of our program, we will implement pre, midway, and post surveys targeting the following areas:

- Overall teacher stress levels and their confidence in managing daily classroom challenges.
- Staff's understanding of mental health in the classroom and their role in supporting students' mental wellbeing.
- Data on behavioral referrals, including instances of students leaving or being removed from the classroom.
- Student perceptions of support received in the classroom setting.
- Parent perceptions of support provided in the classroom.

### **Budget and Time Commitment**

Regroup Counseling and Consulting PSC will offer a fully licensed and experienced therapist to facilitate the following services for a designated cohort of educators:

#### **Training and Follow Up Sessions:**

- Four two hour training sessions in August, November, February, and April, focused on the "Neuroscience of Behavior, Supporting the System that Supports the Student."
- Access to self-paced training resources to support ongoing learning.
- Reflective Consultation Time: up to 2 hours per week



- Weekly group consultation / training sessions lasting up to 1.5 hours, providing staff with opportunities for reflective practice and continuous mentoring. This time line is indicative to staff schedules and needs and can be flexible.
- Option to include 180 Days of Applied Educational Neuroscience.

A dedicated provider will offer **125 hours** of dedicated teaching and support time. The district's needs will determine how many providers are required.

Cost: \$15,000 per provider per academic year that is billed hourly and submitted monthly.

Cost: \$7,500 "180 Days of Applied Educational Neuroscience" whole district curriculum - Optional paid directly to Revelations in Education.

### **Conclusion**

By investing in the mental health and wellness of our staff, we can create a more supportive environment that benefits both staff and students alike. This initiative aims to cultivate resilience and foster a proactive approach to mental health in the educational setting, ensuring that our schools are not only centers of learning but also nurturing communities.