Subject: Resolution No. 204-14A1
To Establish Policies and Procedures for the San Francisco Unified School District to Provide Trauma-Informed, Coordinated Care that Promotes Resilience and Healing During and After the COVID-19 Pandemic
Commissioners Faauuga Moliga, Gabriela Lopez, and Alison M. Collins

WHEREAS: On January 31, 2020, the U.S. declared a Public Health Emergency in response to the spread of novel coronavirus (COVID-19), later declared as a pandemic by the World Health Organization on March 11, 2020, posing a serious health threat to our nation, the City of San Francisco, and the world as a whole; and

WHEREAS: On February 25, 2020, Mayor London N. Breed declared a “local emergency” noting “extreme peril to [San Francisco’s] residents and visitors” due to COVID-19; and

WHEREAS: On March 16, 2020, due to COVID-19's unprecedented risk to public health, Mayor Breed issued a Shelter-in-Place Order for all San Francisco residents, closing all San Francisco Unified School District (SFUSD) schools in addition to other drastic and necessary public health measures; and

WHEREAS: On April 7, 2020, Superintendent Vincent Matthews noted the “unprecedented and challenging times” and “life-changing events” of COVID-19 and informed our District communities that, to provide the best education in these difficult times, school properties will stay closed for the remainder of the school year and instruction will transition to “distance learning;” and

WHEREAS: As noted in a recent report from Mckinsey & Company, “The COVID-19 pandemic is a threat to our population, not only for its risk to human life and ensuing economic distress, but also for its invisible emotional strain . . . . Daily reports of increasing infections and deaths across the world raise our anxiety and, in cases of personal loss, plug us into grief. There is uncertainty about tomorrow; about the health and safety of our families, friends and loved ones; and about our ability to live the lives we love,” creating “widespread distress” and “an unprecedented threat to the current and future health of our society,” and

WHEREAS: The California Health Care Foundation, which has been tracking mental health across California during the COVID-19 pandemic, noted that at least 20% of Californians surveyed (1 in 5) say their mental health has “gotten a little worse” in the first week of April 2020 alone; and

WHEREAS: SFUSD will continue to prioritize the mental health and wellbeing of its students, families, educators, and staff in this historic moment, in keeping with its mission to provide each and every student the quality instruction and equitable support required to thrive in the 21st century; and

WHEREAS: In a recent assessment of families at Dr. Martin Luther King, Jr. Academic Middle school, 48% of the students or families (approximately 1 in 2) identified one or more of the following needs: food, tech (device and/or Wi-Fi), housing, supplies for a baby, or mental health supports, with 37% (more than 1 in 3) identifying food as a need; and
WHEREAS: Trauma can often adversely impact young people, and in the midst of this ongoing public health crisis, it is especially important for Educators, administrators, and other staff to attune to young people’s possible trauma and focus on healing practices for students and families; and

WHEREAS: Educators may suffer additional stress in the transition to online learning on top of the aforementioned difficulties during the COVID-19 pandemic, with some studies of middle school teachers putting their rate of “extremely high stress” at 94%; and

WHEREAS: Educators with children now have to teach and parent at the same time, creating new and unexpected stressors for District staff; and

WHEREAS: Structural racism and disparities in wealth and access to healthcare have exacerbated the COVID-19 crisis for the District’s most vulnerable populations, including young people and families in public housing, undocumented youth, and individuals experiencing homelessness; and

WHEREAS: To date, the District is engaged in COVID-19 supports and initiatives to ensure that all students, families, Educators, administrators, and staff receive the mental health and other supports they need during this crisis; and

WHEREAS: additional policies and procedures can strengthen the District’s ongoing efforts to ensure care is coordinated, trauma-informed, high quality, and responsive to community needs;

THEREFORE BE IT RESOLVED: the Board of Education requests that the Superintendent of Schools work with Staff and report back to the Board by Friday, April 17, 2020 on:

- A “Coordination of Care” Plan. This plan will reflect a system-wide commitment to holistic care policies and procedures for students and families.
  - Work on the plan will be divided into multidisciplinary teams: education, behavioral health, public health, social work, community partnership, and City and County departments.
  - Students and families, as well as everyone serving them (interfacing primarily and secondarily) including but not limited to staff, administration, school site staff, and community partners should have access to wrap-around services, in order to prevent the re-traumatization of students, families, and staff and promote holistic well-being.
  - The Coordination of Care Plan will include an analysis of needs, triage, referral and linkages, and measurement tools to assess effectiveness.
  - The Plan will be designed with an equity lens and cultural humility.

BE IT FURTHER RESOLVED: SFUSD will develop and implement a “Needs Assessment” process, where school communities will create and implement an assessment plan to evaluate the needs of students, families, and educators by April 17th.

- School communities will assess their own readiness to implement a Needs Assessment and what steps need to be taken to be ready.
- School communities will map internal and external resources available to them.
- SFUSD will develop a plan for implementing schools’ Needs Assessments to meet the needs of students, families, and Educators.
- SFUSD will triage, link and case manage the needs surfaced throughout and after the process is developed.
FURTHER BE IT RESOLVED: SFUSD will build in organizational practices to proactively promote resilience, as well as provide organizational support for all educators and staff and administrators around burnout and secondary traumatic stress.

BE IT FURTHER RESOLVED: SFUSD will provide wellness mental health support during the COVID-19 pandemic for Educators and staff. These supports should be developed by Friday April 17th, 2020 with the following priorities:

- Trainings tailored to individual school sites during COVID-19.
  - All trainings should be administered during Educators’ contractual work day and in partnership with United Educators of San Francisco and Service Employees International Union.
  - Trainings should be developed in collaboration with community stakeholders, including youth.
- Staff support groups catered to school sites and community.
- Individual wellness check-ins held once every two weeks.
- Ongoing and consistent mental health coaching for school site administrators and Educators from clinical and community-informed providers with expertise in mental, emotional, and behavioral distress response, both acute and chronic.

FURTHER BE IT RESOLVED: SFUSD will support and cultivate its pre-existing Crisis Team and include social workers, health workers, nurses, and community partners to address ongoing school crises by May 1, 2020.

- Crisis planning will intersect with department planning and school safety planning throughout SFUSD.
- Crisis Team will develop a plan to provide direct crisis service support for students, families, and Educators during the COVID-19 pandemic.

BE IT FURTHER RESOLVED: In order to best meet the needs of our students and families during and after the COVID-19 pandemic, SFUSD will develop a comprehensive, school-wide plan to transition students, families and educators through summer and back into school with a focus on wellness and using healing-centered practices by Friday, May 1, 2020.

- This plan will be co-created by stakeholders, including but not limited to students, families, Educators, labor & community partners, and San Francisco City and County Departments.
- SFUSD will utilize the UCSF HEARTS Core Guiding Principles for Creating Trauma Informed Schools:
  - Understand Trauma & Stress
  - Cultural Humility & Equity
  - Safety & Predictability
  - Compassion & Dependability
  - Empowerment & Collaboration
  - Resilience & Social Emotional Learning
- SFUSD will utilize needs assessment to assist in creating programming and shift instructional practices to further support the development of healing-centered schools.