



**RED OAK**  
BEHAVIORAL HEALTH

[WWW.REDOAKBH.ORG](http://WWW.REDOAKBH.ORG)

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# Where The Acorn Grows

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## The Road Forward A note from Red Oak's CEO

In the midst of this pandemic life we've been living over the past 18 months, time has felt a bit elusive, and I must admit that I've found myself struggling at times to remember what day it even is. Yet somehow, despite the continual curve balls we were thrown as an agency, a community, a nation, and a world, **the Red Oak team has managed to achieve nearly every one of the goals outlined in our 2019-2021 strategic plan**, all while continuing to provide exceptional care and day-to-day operations. It's one of the many reasons I am so immensely proud of this organization.

Over the past two years, we have **built new partnerships** with entities like the United Way, Love Akron, and the YMCA while expanding upon our existing ones with school districts and **launching model health and wellness programs**; we took a critical look at our internal culture and systems, creating a culture playbook and launching a **JEDI Committee** to focus on building a more just, diverse, inclusive and equitable workplace; **we went "virtual,"** delivering telehealth services and offering remote work options designed to meet clients and staff where they are; we collaborated with a dozen agencies nationwide to achieve our trauma-informed care designation; we launched services targeted at new populations, including **early-childhood mental health services and services focused on families**, from parent university to family therapy; **we leveraged technology** to better engage and connect with our audiences through a completely revamped website, a patient portal, and our "growing together" video series; and we expanded access to critical services by restructuring our access to care model and increasing our prescriber capacity to bring wait times for initial psychiatric evaluation down to under two weeks. **It has been nothing short of transformational - and we've only just begun.**

Last month, Red Oak's Board approved the strategic plan that will take us from 2021-2024. This plan was directly informed by parents, clients, partners, community stakeholders, and staff. It is both laser-focused and ambitious, and anchored in our vision of behavioral health care that meets you where you are. This plan will make us a stronger agency, but more importantly, it will expand the value we have to the Northeast Ohio community and the children, adults and families that we serve. **We can't wait to take you with us on the road forward, as we continue to connect, grow, and thrive!**

~M

## Key Accomplishments During Year 3: 2019-2021 Strategic Plan

### DIVERSIFICATION

Became a United Way partner agency and established a platform to join the Summit County ADM System of Care.



### ACCREDITATION

Completed our national COA review, receiving full 4-year accreditation of all treatment and prevention services.



### TRAINING

Trained our team in core evidence-based practices (TF-CBT, QPR, MHFA and DBT) that support trauma-informed care.



### ACCESS

Established an Access to Care Coordinator role to streamline access to services and help reinstate benefits as needed.



### GROWTH

Expanded services designed to serve the entire family, including family therapy and parent programming.



### ENGAGEMENT

Launched a new website and marketing materials that reflect our brand and increase opportunities for engagement.



# Red Oak Embarks Upon New 3-Year Strategic Plan:

Recently, the Board of Directors approved the next 3-year strategic plan for Red Oak, under the direction of CEO Megan Kleidon.



## 2021-2024 Strategic Plan Goals

The Board of Directors has approved the next 3-year strategic plan for Red Oak. The plan is divided into five (5) main goals that provide insight into the priorities of the agency moving forward.



If you are interested in a complete copy of the strategic plan please contact: **Stacey Giammarco, Director of Marketing & Development** at 330-284-8520 or [sgiammarco@redoakbh.org](mailto:sgiammarco@redoakbh.org)



## Akron Pride Parade

Members from Red Oak's team marched with other allies from across the region in the 2021 Akron Pride Parade as part of our commitment to lift the voices of lived experiences at all intersections and to mirror and honor the diversity of our community.



Red Oak's Health & Wellness Coordinators have been busy with the start of the school year.

## Here's a brief recap from each district...



### Woodridge Local Schools

Haley Film and Kattie Martineau

At Woodridge, the Red Oak Health & Wellness team has been working diligently to screen transitioning 6th and 9th graders using the **Strengths & Difficulties Questionnaire (SDQ)**. **Based on the results of the SDQ screening, 92 students (50 sixth graders and 42 ninth graders) were identified as in need of additional mental health support.** The Red Oak Health & Wellness Coordinators at Woodridge have begun working with the district and the families to put appropriate supports in place, including wellness and prevention groups, individual support sessions, and/or a referral for school-based mental health treatment.

### Brecksville-Broadview Heights School District

Dylana Gut and Allison Fried

Since the start of the 2021-22 school year, **Red Oak has served 105 students in need of supportive mental health and wellness services** across the Brecksville-Broadview Heights City School (BBHCS) District. Red Oak's Health and Wellness team continues to provide behavioral support in-and-out of the classroom, attend district-wide 504/IEP meetings and complete functional behavior assessments where appropriate, and support school staff as they implement classroom management strategies. Red Oak's team also continues to provide training for district team members during professional development days, engage families in programming, and assist with administration of the district-wide **Behavior Intervention Monitoring Assessment System (BIMAS) screening tool.**

### Mogadore Local Schools

Samantha Ardelian

At Mogadore Local Schools, Red Oak **has identified 19 students** that are in need of mental health and wellness services since the start of the 2021-22 school year, and is engaging 9 students in mental health treatment. Red Oak continues to work with the parents and staff to involve students in the preventive care or therapeutic opportunities offered by Red Oak as we work to build a more comprehensive program in the district.

### Barberton City Schools

Shalonna Jackson

In Barberton City Schools (BCS), Red Oak continues to coordinate and support behavioral health and wellness services being delivered in the district by a variety of agencies that work together to make up the Barberton Wellness Collaborative. Thus far, the Collaborative has been able to support the district by providing services during the **BCS Summer Extravaganza (summer school) and in a special transition week designed to provide additional support for students entering grades 5 and 9.**

Since the start of the 2021-22 school year, Red Oak **has received 12 SEL and linkage referrals**, a number which is expected to grow exponentially with the administration of the **Developmental Asset Profile (DAP)** inventory this fall. In addition, the Health and Wellness Coordinator serves as a part of the Positive Behaviors and Intervention Support (PBIS) team and facilitates the Student Wellness and Success Team (SWST) meetings in each BCS building to identify students/families in need of additional support to ensure students' academic and social emotional success.

To learn more about what our Health & Wellness Coordinators do in each district please contact:

**Ann Robson, Director of Clinical Services at 330-996-4600 or [arobson@redoakbh.org](mailto:arobson@redoakbh.org)**



### Barberton Labor Day Parade

Red Oak and other members from the Barberton Community Wellness Collaborative joined Barberton City Schools in the Labor Day parade as part of our ongoing commitment to partner with schools, families and the community to provide quality services through a collaborative response that strengthens students' resiliency and addresses their needs.

# Red Oak's Trauma-Informed Care Journey Continues

This July, Red Oak staff began year two of its trauma-informed care journey with a combination of new and returning team members dedicated to moving our trauma work forward. This year, the committee will be **focusing on employee wellness from a trauma perspective**. Red Oak is committed to **realizing, recognizing, and responding to secondary traumatic stress** within our staff as we know it is a priority in our journey of being more trauma-informed.

Red Oak has also continued its commitment to **train its team members in trauma-informed evidence-based practices**. We were recently awarded funding from the Summit County ADM Board to train all of our clinical and administrative supervisors in trauma-informed supervision techniques and to get all of our therapists certified in the final phase of **trauma-focused cognitive behavioral therapy (TF-CBT)**. In addition, all of our non-licensed staff will be trained in **Motivational Interviewing** this spring. We thank the Summit County ADM Board, the National Council for Mental Wellbeing, and Kris Buffington for the opportunity to ensure all of our Red Oak staff have a strong foundation in trauma-informed best practices!

For more information on Red Oak's trauma informed journey please contact:  
**Ann Robson, Clinical Director at 330-996-4600 or arobson@redoakbh.org**

## Early Intervention is Key

The **Covid-19 pandemic has resulted in monumental changes to education throughout the world**. According to UNESCO, over **90% of the world's student population have had their learning experiences disrupted** by precautions and policies implemented to quell the spread of the disease. When we look more specifically at early childhood education, this health crisis has precipitated **unprecedented, sweeping, and dramatic changes in the lives of children, their families, and early childhood teacher educators**.

In nearly all aspects of young children's development, the profound implications of this global pandemic are evident. Covid-19 not only **suspended normal childhood activities** such as attending school, interacting with extended family and friends, playing outdoors, and exploring nature but also **disrupted the consequent socio-emotional benefits** that accrue from children's engagement in these experiences.

To address this need and provide support to some of our littlest students to help them effectively navigate these transitions, Red Oak delivers early childhood intervention services. These services include the provision of **training and consultation for early childhood staff**, along with **classroom-based group instruction** using a **social emotional learning** program designed to help **improve resiliency, restore structure/order, make meaningful connections** in a post-isolation world, and **engage in better self-regulation**.

For more information on Red Oak's early childhood intervention programs, please contact:

**Ann Robson, Director of Clinical Services**  
**at 330-996-4600 or arobson@redoakbh.org**



**Alissa Ward**  
Early Childhood Intervention



**Katy Durr**  
Early Childhood Intervention

### Red Oak Behavioral Health's Vision:

Behavioral healthcare that meets you where you are.



# Please join us in welcoming Cherita Griffin to our Vassel Center office as part of our marriage and family therapy team!

Cherita was an intern in the Vassel Center while working on her master's degree in Clinical Mental Health Counseling and came back to join the Red Oak family this August.

Family therapy is a systemic approach to mental health challenges within families, couples and individuals. Family therapy focuses on helping the whole family system to better resolve conflict and improve communication, address unhealthy intergenerational behavior patterns, and process and heal from shared grief and loss.

For more information or to enroll in family therapy services, **contact our office: 330-996-4600**



## A Note on Mentoring

iC.A.R.E. Mentoring® is ramping up for another exciting school year. **This year, we'll be moving full steam ahead in Akron Public, Barberton City, Norton City, and Tallmadge City and we'll be piloting our first district in Cuyahoga County; Brecksville and Broadview Heights.** With the growing concern over COVID-19, iC.A.R.E. is taking a hybrid approach to mentoring with some in-person mentoring accompanying virtual mentoring. We are working with our districts to determine the best approach for all student participants in the program to keep them safe and the mentors who serve them.

We know that last year was challenging but we learned a lot to enhance the program this school year. **We listened to feedback from our mentors and staff and are happy to report that 85.7% of participating mentors were supportive of mentoring through a hybrid model that allowed for both in-person sessions and virtual engagement. Mentors wanted to reconnect with their mentees, no matter how the engagement looked at the school they attend.**

Mentors want to reconnect with their mentees, no matter how the engagement will look at the school they attend.

With the growing need for positive, purposeful, and empowering engagement between mentors and mentees, **the iC.A.R.E. team is actively recruiting new volunteer mentors to sign up to make a difference in a child's life.** By spending one hour, one day a week, for at least one school year you actively bolster that student's motivation and confidence, develop social & emotional skills, improve their overall academic progress, and promote positive adult-to-student relationship development.

**We are recruiting 200 new mentors to support students across all the districts that iC.A.R.E. serves.** We need adults from all career fields, interests, cultures, people groups, etc. to meet this great call to support our youth who have struggled throughout the global pandemic. If there's ever a time to get involved in a meaningful and fulfilling volunteer opportunity, **the time is now, and your service is greatly needed.**

Find out more about the commitments at: [iCAREmentoring.org/Mentor-Portal/Mentor-Commitment](http://iCAREmentoring.org/Mentor-Portal/Mentor-Commitment)

**Reach our team at [mentor@redoakbh.org](mailto:mentor@redoakbh.org) to find out more information or sign up to become a mentor.**



An Annual Benefit  
To Support  
Red Oak Behavioral Health

## Save The Date!

February 10th, 2022 • 6pm-9pm  
Greystone Hall • Akron, Ohio

Join us for an **UNFORGETTABLE EVENING** and **HELP LOVE GROW** in our community.

## Red Oak Behavioral Health

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# MENTORS NEEDED!

NEED A REASON TO SMILE DURING YOUR WORKDAY?



School-based mentoring programs like iC.A.R.E. Mentoring® help young people develop the skills they need to pursue promising and productive careers. By teaming up with Red Oak Behavioral Health to recruit mentors, corporations make an investment in the local workforce, helping to build a better, more prosperous future for all.

**By serving just one hour per week as mentors, corporate volunteers:**

- Develop leadership and interpersonal skills
- Cultivate young local talent
- Enjoy the satisfaction of giving back
- Return to work feeling more energized and productive
- Promote their organization through civic engagement

For more information on becoming an iC.A.R.E. mentor, contact:

CALL | 330.996.4600  
EMAIL | MENTOR@REDOAKBH.ORG  
VISIT | ICAREMENTORING.ORG

