

CALL FOR APPLICATIONS WISCONSIN ZERO SUICIDE TRAINING

June 20-21, 2019
Eau Claire, Wisconsin

A. Background

Mental Health America of Wisconsin (MHA), with support through a grant from the Wisconsin Department of Health Services/Division of Care and Treatment Services, is inviting applications from eligible entities to participate in the WI Zero Suicide Training. Zero Suicide is a quality improvement initiative that includes both a cultural shift in addressing suicide prevention within organizations and a set of best practices. Zero Suicide seeks to use clinical and cultural forces to shift the healthcare system's focus from "if we can save just one life, it will be worth it" to a much bolder vision: a goal of zero suicides within "bounded populations"; healthcare plans or care organizations serving a defined population of consumers such as behavioral health programs, integrated delivery systems and comprehensive primary care programs. This approach arose out of the experiences of a number of organizations that had achieved significant reductions in suicides by implementing systemic suicide prevention practices. These experiences were a key focus of a report by the National Action Alliance on Suicide Prevention's (Action Alliance) Clinical Care and Intervention Task Force: Suicide Care in Systems Framework: <https://theactionalliance.org/resource/suicide-care-systems-framework>

This training is designed to assist health and behavioral health plans and organizations in developing and implementing a Zero Suicide approach. Essential dimensions of the Zero Suicide model include:

1. Creating a leadership driven, safety-oriented culture that commits to dramatically reducing suicide among people under their care that includes suicide attempt and loss survivors as part of their leadership and planning.
2. Systematically identifying and assessing suicide risk level among people at risk.
3. Ensuring every person has a pathway to care that is both timely and adequate to meet their needs.
4. Developing a competent, confident and caring workforce.
5. Using effective, evidence-based care including collaborative safety planning, promoting suicide safe environments, and effective treatment of suicidality.
6. Continuing contact and support, especially after acute care.
7. Applying a data-driven quality improvement approach to inform system changes that will lead to improved patient outcomes and better care for those at risk.

The website zerosuicide.sprc.org is a repository of "zero suicide" tools and techniques.

This effort builds on work that MHA has done over the past six years. You can find information about these efforts at: <https://www.preventsuicidewi.org/zero-suicide>. Additionally, you can access Topic Calls, Tools, and Training Opportunities by clicking on the boxes on the right-hand side of the Zero Suicide page.

An evaluation of our 2018 training found that 97% of participants felt they had a better understanding of how to develop a comprehensive, system-wide approach to suicide care in their organization and 95% agreed or strongly agreed that the training was "extremely valuable".

B. Wisconsin Zero Suicide Training Description

MHA is offering a two-day WI Zero Suicide Training for organizations interested in developing and implementing a Zero Suicide approach. The Wisconsin training will walk participants through the seven elements of the Zero Suicide toolkit, providing background about the resources and rationale for each and descriptions about how different types of organizations have implemented these elements in Wisconsin and elsewhere. Teams will be guided in developing an implementation plan and provided direction and resources for beginning this process. Faculty will also discuss how participants might partner with others in their community in promoting Zero Suicide efforts. Faculty will include two individuals who are faculty for the Zero Suicide Academy presented by the SPRC as well as individuals who have gone through prior trainings described above and successfully implemented these practices in their organizations or others who have significant involvement in this initiative. A preliminary list of faculty can be found in Attachment 2.

The training will provide informational content, real life examples and presentations, and small group sessions that will address all of the dimensions identified above. The objectives of the WI Zero Suicide Training are to:

- Provide organizations interested in adopting a Zero Suicide approach with the skills and information necessary to launch their effort;
- Create collaborative links between the organizations launching these initiatives in order to provide mentorship and support so that the perspectives, knowledge, and skills of each inform the work of the others; and
- Develop implementation plans for the Zero Suicide initiatives at each participating organization.

The training will run from approximately 8:00 am - 4:00 pm each day. A detailed agenda will be provided to those accepted into the training.

C. Eligibility and Expectations

Eligible Organizations: Eligible organizations are health care or behavioral health organizations that are ready to adopt and implement a Zero Suicide approach and whose client population includes adults with Serious Mental Illnesses or youth with Serious Emotional Disturbances. . A tool that can help assess your organization's readiness is available from the National Implementation Research Network:

https://implementation.fpg.unc.edu/sites/implementation.fpg.unc.edu/files/resources/NIRN_HexagonTool_11.2.18.pdf

A wide variety of organization types have participated in our Zero Suicide initiative and are welcome to apply:

- Health maintenance organizations
- Hospitals or hospital systems
- County human service programs, including mental health, emergency services, community support programs, etc.
- Other public/private outpatient mental health/behavioral health programs
- Federally qualified health centers
- Veterans Administration hospitals or clinics or WI Department of Veterans Affairs facilities
- Campus counseling centers

Team Composition: Applicants/participants must come with teams of at least 3 individuals. Larger organizations that may be considering implementing Zero Suicide in multiple programs might consider

additional team members. During the training we will discuss forming larger implementation teams when participants return to their organizations following the training. There is no set maximum number of participants but generally we have not exceeded 7-8. Please consider the following as you put your teams together:

- At least one of the individuals must be a senior level administrative staff person who is positioned to engage in action planning during the training and who has the ability to ensure the Zero Suicide approach is embedded into the organization.
- At least one of the individuals must be a senior clinician who can represent the current knowledge and skills of the clinical staff and engage in action planning about changes to clinical practices and training.
- Organizations are encouraged to consider also including:
 - Individuals with lived experience of suicidal ideation or behavior who can provide insight into the impact of organizational practices on those seeking care
 - Key community partners, such as leaders of your local suicide prevention coalition or local health department, to facilitate the spread of Zero Suicide within the broader community.

Learning Community: Applicants **must** be willing to be part of an ongoing learning community for one year post-training, which includes quarterly group calls and quarterly topic calls administered by teleconferences. Applicants are expected to utilize the action plans developed at the training to begin implementation of Zero Suicide practices within their organization and to modify these during the course of the year. The group calls will be an opportunity to discuss implementation of your action plans, obtain consultation, and share successes and challenges. At least one team member is expected to participate in each call. The quarterly topic calls will provide an opportunity to go into more depth on specific issues identified by members of the learning community. Frequently this will involve hearing from individuals from organizations, both within and outside of Wisconsin, who have successfully addressed the identified issue.

Evaluation: Organizations will be required to complete an organizational Self-Study and provide updates on progress of their work. Those applying for the training are required to complete and submit an organizational Self-Study along with initial application. The goal is to obtain an honest assessment of your current suicide prevention practices to use as a baseline for action planning. Organizations do not receive a higher score based on higher scores on the Self-Study. The Self-Study is best completed by a team of individuals who can speak to both administrative and clinical practices within the organization. The Self-Study will be utilized in action planning at the training so those attending the training should be familiar with the self-study and ideally participated in its completion. Organizations are expected to redo and submit the organizational Self-Study to MHA at the end of one year as a way to measure change within the organization. The Self-Study can be accessed here: <http://zerosuicide.sprc.org/toolkit/lead/taking-organizational-self-study> (See Section D for more information)

Organizations may also be asked to update progress on their work quarterly through a document that will be provided by MHA.

Pre-Training Preparation: In order to optimize the time we have together at the training, attendees may be asked to do some preparation. Organizations that are accepted for the training will be notified of any pre-training assignments.

Participation in Future Educational/Training Events: Participating organizations may be invited to “pay it forward” by sharing their experiences at future trainings, conference presentations or other types of educational events. Reimbursements for travel costs and/or stipends may be available depending upon the event.

D. Timeline and Submission Process

Application released	January 8, 2019
Applicant Teleconference	January 30, 2019 at 11:00 am
Application and Self-Study Due	March 15, 2019 at 4:00 pm
Applicants notified of their status	April 19, 2019
Zero Suicide Training conducted	June 20-21, 2019
Final Organizational Self-Study Due	June 26, 2020

Applicant Teleconference: A teleconference will be held by MHA staff to provide an overview of the Zero Suicide Training, review the application and expectations and respond to any questions.

Wednesday, January 30th at 11:00 am CST

Call-in number: 888-387-8686

Passcode: 511211

Letter of Intent: A letter of intent is not required.

Notification of Changes: Any changes or updates to the application or instructions will be communicated through the Prevent Suicide Wisconsin listserv. If you are not signed up to receive e-newsletters through the listserv you can do so at www.preventsuicidewi.org. Click on the E-NEWSLETTER box in the middle of the home page.

Application and Self-Study Date Submission: The application narrative (see Attachment 1) and organizational Self-Study are due by March 15th at 4:00pm in order to receive primary consideration. Proposals can be submitted via email, fax or USPS with attention to Milan Alexandra – information is listed below.

The completed organizational Self-Study must be sent along with the application. Applications will not be considered completed until the self-study is received. Organizations who submit their application and/or Self-Study after 4:00 pm on March 15th will be considered for inclusion in the training only if slots are still available.

The Self-Study can be accessed here: <http://zerosuicide.sprc.org/toolkit/lead/taking-organizational-self-study>

You can complete the Self-Study in three different ways:

- Print the PDF and hand write your results.
- Use the fillable PDF form and type your results. You will want to save a copy for your records
- Use the online portal to complete the Self-Study. You will be required to create a login through the website. If you choose to use the online portal, you **MUST print the final results from the portal and send that document with their application.**

Cost: A fee of \$100 per person participating in the training will be payable upon notification of acceptance. This will cover meals and materials. Lodging and travel must be covered by applicants.

MHA will be applying for continuing education hours through the National Association of Social Workers-Wisconsin Chapter. These would qualify for meeting the requirement of 30 hours of continuing education per two year credential period for licensed Marriage and Family Therapists, Professional Counselors and Social

Workers. Last year we were approved for 10.5 hours. We will notify participants if these are awarded. We do not anticipate any additional charge associated with this.

Location: The Academy will be held at the Holiday Inn-Eau Claire South. Specific room information will be provided to those accepted into the training. Attendees need to make their own travel and lodging plans; these costs are not covered by MHA. Rooms are being held at the hotel and information will be provided to those who are accepted into the training.

To submit your application and self-study:

By Mail:

Mental Health America of Wisconsin
Attention Milan Alexandra
600 W. Virginia Street, Suite 502
Milwaukee, WI 53204

By Fax:

414-276-3124
Attention Milan Alexandra

By Email:

Milan@mhawisconsin.org

E. Selection Criteria:

Each application will be reviewed by the training coordinator and at least one Zero Suicide Training faculty members. A variety of factors will be taken into account in making selections:

- The completeness and quality of the responses to the Application Narrative found in Attachment 1.
- The timeliness of the responses:
 - First priority is given to those organizations whose application and Self-Study are received by the deadline (application must meet completeness and quality criteria).
 - Second priority is given to those organizations who submit their application and self-study after the deadline and slots are still available.
- The degree to which the organization serves the priority populations of adults with Serious Mental Illnesses and youth with Serious Emotional Disturbances.
- Consideration of geographical and organizational composition.

Please respond to each of the following points. While there is not a hard page limit, applications are expected to be in the range of 3-5 pages total, single-spaced, plus attachments.

1. Provide a description of your organization; e.g. are you applying as a health system, a behavioral health clinic, an FQHC; how many lives do you cover/individuals do you serve on a yearly basis?
2. Discuss how you serve adults with Serious Mental Illnesses and/or youth with Serious Emotional Disturbances. Identify whether you have unique programs for these individuals. Provide an estimate of the number of such individuals you serve or the percent of your service population these individuals comprise.¹
3. Identify each team member and include the following information: name, credentials, job title, and job duties (including job duties as it relates to this project). You are encouraged to include individuals with lived-experience, those representing local suicide prevention coalitions and/or other community partners. See “Team Composition” section above.
 - a. Please indicate who the lead is for the application; this person will receive all correspondence related to questions about the application, notification of acceptance and information related to the training itself. If someone within your organization who is not attending the training will have primary responsibility for implementation of this systems change describe their role and authority to direct this project, provide a description of their job and explain why they are not attending the training.
4. Provide evidence, through a letter from your CEO, Executive Director, Medical Director, or equivalent organization leader that this project has high-level support within your organization.
5. How does your organization involve people with lived experience in program development?
6. What has motivated you to apply to participate in this training?
7. Provide a statement that you will be able to fulfill the participant expectations that are outlined in Sec. C of the application.
8. What do you know about the demographics of those who have died by suicide, either within your organization or the broader community (age, gender, ethnicity, and other characteristics of the population)?
9. What have you done within your organization to date to reduce suicide among your clients? What have the results been? Please describe any involvement in community-wide suicide prevention efforts?
10. Zero Suicide is a systems change effort. It requires modification to many elements of your organization's culture and practices. If there is an example of another type of systems change that is comparable to this project that you have attempted within your organization please describe this to demonstrate your understanding of what is involved. What did you accomplish? What did you learn from that process that informs your participation in this project? If you do not have an example of systems change within your organization discuss what you understand this to entail.

¹ Wisconsin Zero Suicide training is supported by funds from the Mental Health Block Grant, which prioritizes these specific populations.

Attachment 2: Wisconsin Zero Suicide Training Faculty and Facilitator Bios

Clinical Faculty

Sue Jungen, CSAC, ICS, is Certified Substance Abuse Counselor- Certified Clinical Supervisor, who has worked in the field for 35 years. Her last role prior to retirement was Director of Mental Health for Affinity Health System.

Sue is a former board member and Co-Chair/founder for the N.E.W Mental Health Connection (MHC), and Co-Chair of the Fox Valley Substance Abuse Coalition. Currently she serves as a board member for the WI Behavioral Health Association, Vice-Chair for the United Way Health and Healing Impact Panel, a member of the PSW Steering Committee, a QPR trainer, and a member of NEWMHC membership committee. Sue also volunteers at St Joe's Food Pantry. Professionally Sue provides AODA Clinical Supervision at Samaritan Counseling as well as Baeten Consulting. Sue serves as the Chair of the Tri County Zero Suicide Initiative serving Outagamie, Winnebago and Calumet Counties.

Sue will share her lived experience having lost a boyfriend to suicide as well as a child who was an attempt survivor. After attending Henry Ford Perfect Depression Care conference in 2013 she has been very active in sharing her philosophical shift as it relates to suicide. She is also a national faculty member for the Suicide Prevention Resource Center's Zero Suicide Academy.

Kim Propp, MS, LPC received her Bachelor of Arts degree in Social Work from the University of Wisconsin-Whitewater in 1992 and her Master's degree in Community Mental Health from Southern New Hampshire University in 2003. She has worked for Jefferson County Human Services for 21 years as a case manager, therapist, and supervisor of mental health programs. She currently is the Crisis Services Manager and oversees the emergency mental health team and the manager of the county crisis stabilization facility for adults. She is a trainer for Youth and Adult Mental Health First Aid and for Trauma informed Parenting. Kim led their team at the 2015 Zero Suicide Academy. Kim has been actively involved in implementing ZS within the human services system in Jefferson County so can provide particular expertise for similar public sector providers.

Jim Salasek, PhD. received his doctorate degree in Clinical and School Psychology from Hofstra University, Hempstead, New York in 1985. In 1990, Jim joined the staff at St. Agnes Hospital in Fond du Lac, Wisconsin as a licensed psychologist and saw children and adults in an outpatient setting eventually becoming Director for Behavioral Health Services for Agnesian Health Care. He was part of the team from Agnesian HealthCare that participated in the first Wisconsin State Zero Suicide Academy in April 2015 and was responsible for implementation of Zero Suicide at Agnesian HealthCare. He was faculty for the second Academy held in June, 2016 and the Wisconsin Zero Suicide trainings in June, 2017 and 2018. Jim retired as director of behavioral health in January, 2016.

Jim sits on the Executive Committee of Healthy Fond du Lac 2020 and is on the Board of Directors of Comprehensive Services Integration of Fond du Lac, Inc. (CSI) where he also serves as chair of the Access to Mental Health and Prevent Suicide Fond du Lac committees and is on the Trauma-Informed Care committee. He currently is a community stakeholder in Destination Zero, a three year Healthy Wisconsin Partnership Program grant looking at ways to reduce suicides in Fond du Lac County. As part of his involvement he provided a two-day training along with his colleague, Sue Jungen, on how to implement the principles of Zero Suicide with a community-based focus designed to promote utilization of a common language for communicating about suicide and suicide prevention based upon a common set of principles that enhance a

more collaborative community response across organizations to reduce suicide behavior and enhance prevention.

Toni Simonson, PhD, FACHE, LPC, SAC, has served in a leadership role in healthcare for the past 20+ years. Prior to healthcare leadership, Toni provided direct services to individuals with behavioral health needs in both clinical and community settings.

Toni holds a PhD in Psychology, is a Fellow with the American College of Healthcare Executives, is a Licensed Professional Counselor and a Substance Abuse Counselor.

Toni is a survivor of suicide, losing her mother in 2010. Since that time, Toni's advocacy and drive for suicide prevention have been paramount in her life. She lives by the philosophy that one person can make a difference, and ZERO is the only acceptable suicide rate to work toward. Simonson attended the Perfect Depression Care workshop through the Henry Ford Health Systems in Detroit, MI and continues to be active in suicide prevention efforts. She is also a national faculty member for the Suicide Prevention Resource Center's Zero Suicide Academy.

Lived Experience Faculty

Val Neff, Neff is a Certified Peer Specialist who holds bachelor's degrees in psychology and music performance from Lawrence University. She is employed with NAMI Fox Valley as the Assistant Director at Iris Place Peer Run Respite, and she co-facilitates NAMI's Alternatives to Suicide support group and their Young Adult Support and Transition group. She is also a member of the Prevent Suicide Wisconsin Steering Committee, as well as the Tri county Zero Suicide Coalition. All of her experiences, both personal and professional, have instilled in her the importance of individualized person-centered support, as well as the need for more strengths-based approaches in the human services field.

Patty Slatter, is a Board Member of NAMI Rock County, Co-Chair of NAMI Rock County's Suicide and Mental Health Awareness Annual 5k Event, Member of Rock County Human Services Zero Suicide Team that was trained in 2016, Member of the Rock County Behavioral Health Redesign Steering Committee. Member of Prevent Suicide Wisconsin Steering Committee, Facilitator for peer support groups, Trained in Youth Mental Health First Aid.

My involvement with mental health and suicide awareness is driven by my lived experience of over 20 years. After a long road of recovery, it has been my pleasure to share my story in order to give others hope and assist in identifying treatment gaps. In all my roles, I am powered by my passion to raise awareness, support my peers, and increase knowledge and understanding to all community members in the hopes to break the silence around mental health challenges and suicide. I love collaborating with local organizations on mental health and suicide Awareness!!

Additional Faculty and Facilitators

Julianne Dwyer, JD, is with the Wisconsin Department of Health Services (DHS), Division of Care and Treatment Services (DCTS), where she is the Mental Health Promotion and Prevention Coordinator. She administers the state's Mental Health Block Grant funding for suicide prevention, which supports the systems approach of Zero Suicide. Julianne participated in the first workshop at Henry Ford Health System in Detroit, Michigan, about its effective Zero Suicide model (Perfect Depression Care) in 2013. Since that time she has facilitated a learning community supporting those organizations and has been part of all the subsequent state-sponsored Zero Suicide workshops.

Shel Gross, MPA, is the training coordinator. Shel was formerly the Director of Public Policy for Mental Health America of Wisconsin (MHA) and was the project manager for a number of suicide prevention grants. Shel participated in the learning communities supporting those organizations that participated in the Perfect Depression Care workshops at Henry Ford Health Systems and has facilitated all the subsequent Zero Suicide Academies and trainings in Wisconsin. Shel's past work has also included stigma reduction efforts, improving care for people with mental illnesses in emergency departments and enhancing access to mental health services.

Leah Rolando, MSW, is the Suicide Prevention Specialist with Mental Health America of Wisconsin (MHA). She coordinates Prevent Suicide Wisconsin (PSW), a statewide public-private partnership whose mission is to reduce the number of people who die by suicide in Wisconsin. She also organizes the annual PSW Conference. Leah facilitates the Maternal Child Health (MCH) Adolescent Suicide Prevention Learning Community for local health departments throughout the state. Leah serves on the Steering Committee for Prevent Suicide Greater Milwaukee, provides trainings as a Question, Persuade, Refer (QPR) Gatekeeper Instructor, and volunteers as a crisis counselor with Crisis Text Line.

Brian Michel, JD, is the Director of Prevention Services for Mental Health America of Wisconsin (MHA). He administers statewide suicide prevention programming, including support for PSW coalitions, coordination of Zero Suicide and MCH learning communities, and expansion of suicide prevention efforts to the veteran community throughout Wisconsin. Prior to joining MHA, Brian was a staff attorney with Legal Aid Society of Milwaukee, one of the nation's longest continuously operating public interest law firms, where he dedicated years to providing free legal representation to low-income Milwaukee residents facing a loss of public benefits and defending the right to safe and affordable housing. His legal practice was targeted to assist individuals living with mental illness and to support the veteran population, while allowing him to engage with policy makers and public and private stakeholders with a focus on improving systems and policies to support mental and emotional wellness.

Additional faculty and facilitators may be named prior to the training.