



Reaching the
WHOLE CHILD
COMPASS CONVENING SERIES

DYCD | NYC
The Department of Youth & Community Development



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Content and Design by:
Department of Youth and Community Development's (DYCD)

COMPASS
Planning, Program Integration and Evaluation (PPIE) Bureau's
Capacity Building Team
TA Providers: 8RES, BDO, Change Impact, L White, PASE, and Ramapo
for Children, Vibrant Emotional Health

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OUR MISSION

Reaching the Whole Child



**Every young person in a COMPASS program deserves to feel
safe, supported, and able to grow.**

**This convening is for the leaders responsible for
building organizations that make that possible.**

OUR GOALS

Reaching the Whole Child

- Build genuine understanding across key areas in the new COMPASS RFP
- Create space for EDs and PDs to **assess where their organizations stand** across areas: what they know, what they have in place, and what they need to build
- Solicit **candid feedback from the field** that will directly inform how TA providers design ongoing capacity-building support
- Understand and catalog the **distinct needs** of new providers launching COMPASS for the first time, organizations scaling to additional sites, and established providers navigating new requirements
- **Open the door to the peer learning and TA relationships** that will carry leaders through implementation

SUCCESS INDICATORS

Reaching the Whole Child

By the end of the week, we hope to support you by...

- Improving your understanding across the key areas
- Improving your understanding of the requirements for your specific organization
- Providing clarification on at least one concrete next step for your organization
- Helping you feel less alone in the work by hearing from peers and TA Providers
- Introducing our plan for ongoing capacity building support being designed for the year
- Hearing your feedback to best support you beyond this week's convening

Envisioning the Mental Health Oversight Function

June 25, 2026 | 1:00pm - 2:30pm | Krystalyn Kass & Raven Blue



Session Goals

- Assess your present understanding and utilization of the Mental Health Oversight role
- Adjust role responsibilities to fit your organization's needs and the Positive Youth Development framework
- Begin a 60-day plan for the role-holder
- Establish at least one named ED commitment about the systemic conditions the role needs to operate





Time	Segment
1:00 - 1:10 PM	Opening & Frame
1:10 - 1:30 PM	Function vs. Title
1:30 - 1:45 PM	Reviewing Responsibilities
1:45 - 2:15 PM	Breakout: Assess and Adapt
2:15 - 2:30 PM	Debrief & Next Steps



Introduce Yourself In the Chat

Name

Title

Program/Site

**One thing you're
looking forward to
this weekend**

Community Norms

A horizontal teal brushstroke underline is located below the title.

- Be present and engaged
- Use the chat and tools intentionally, and remain on mute if not speaking
- Step up, step back
- Assume positive intent
- Respect confidentiality – what is said here, stays here, what is learned here, leaves here
- Honor time together



Mental Health Oversight Role



Poll

How effective is the Mental Health Oversight Role at your organization today?

- 1) We do not have that role
- 2) Ineffective
- 3) Somewhat effective
- 4) Effective
- 5) Very effective



What is the Mental Health Oversight role?

Designation layered onto an existing senior-level staff role.

Executive Director
(if held by Program Director)

Program Director
(if held by another staff member)

Senior-level program staff:

Program Director,
Content Specialist,
or comparable designee

1-hour MH Training;
2-hour Program Director training

MH Oversight must complete both trainings regardless of role title.

Role Type

Reports To

Required Background

DYCD Training Required

Mental Health Overseer Exists to...

Ensure staff knows
what to do in a mental
health crisis

Give families a clear
path to outside
services

Set the program up
with a working
response to crisis



Position Summary

The Mental Health Oversight Designee serves as the **accountability lead** for mental health infrastructure within a COMPASS Elementary or SONYC program.

The role-holder owns the **day-to-day implementation of the program's mental health requirements**: the Referral Plan, the Crisis Navigation Plan, staff awareness of common mental health conditions, and the channels that connect participants and families to outside mental health and behavioral health services.

The Program Director retains overall responsibility for program operations, and the Executive Director retains responsibility for the systemic conditions (time, authority, escalation paths, supervision) that allow the role to function.

Key Responsibilities

**Mental Health
Infrastructure**

Referral Plans

**Crisis
Navigation
Plans**

**Staff
Awareness &
Training**

**Participant &
Family
Communication**

**Coordination
Across Roles**

Position in Context

COMPASS programs are not clinical settings.

The role exists to ensure that staff know what to do when a mental health concern surfaces, that families have a clear path to outside services, and that the program has a working response to crisis situations.

The role-holder coordinates external partnerships, not direct clinical care.

Executive Director Systemic Conditions



- **Executive Director Commitments:**
 - Protected time within the role-holder's schedule
 - Decision-making authority to act on MH concerns
 - A named escalation path for complex situations
 - Regular supervision and a backup coverage plan

Reviewing Responsibilities



Adapt to Your Organization!



Task 1: Annotate the Role Description

Review the DYCD-supplied role description. Mark what applies, what needs adapting, and what is already covered.

Task 2: Name Who Holds the Role

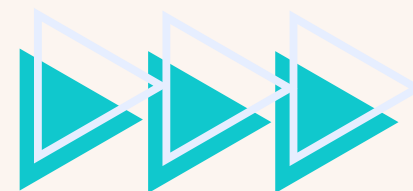
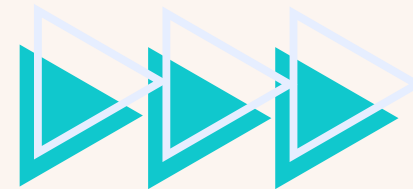
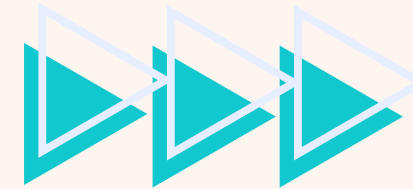
Decide which existing staff member will carry the MH Oversight designation. Document the decision.

Task 3: Draft the 60-day Plan (follow-up)

Sketch the role-holder's first 60 days: what gets set up, in what order, and who is accountable.

- Hold day-to-day accountability for the program's mental health requirements under DYCD's COMPASS contract.
- Serve as the first point of contact for staff concerns about participant mental health that fall short of a medical emergency.
- Brief the Program Director and Executive Director on patterns, gaps, and resource needs on a regular cadence.

Mental Health Infrastructure

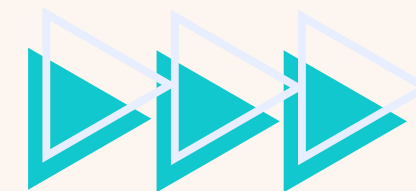
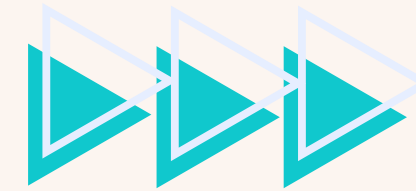
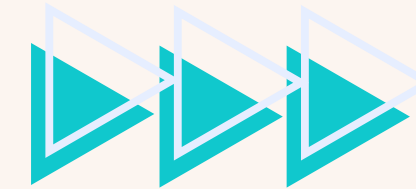
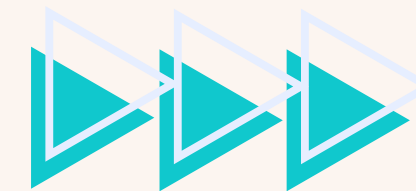
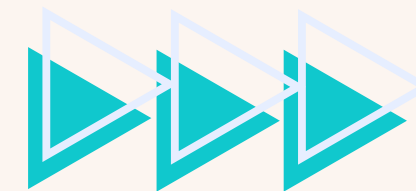


Consider:

- Who is the best fit for this role?
- What resources do you already have?
- What resources do you need?

Referral Plan

- Develop and maintain the program's site-specific Referral Plan using the DYCD template
- Identify and confirm at least three named MH or BH partners in the local community
- Update the Referral Plan at least annually and disseminate it to all program staff.
- Communicate and liaise with the MH and BH providers named in the Referral Plan
- Collect and enter de-identified, aggregate referral data into the appropriate tracking system

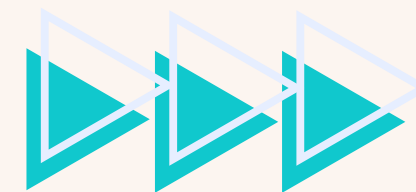
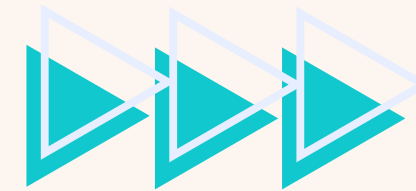
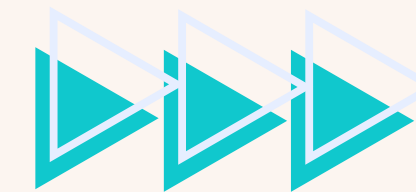
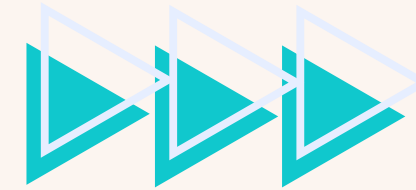


Consider:

- How do you currently maintain your referral form?
- Are there areas that you need to know more about?
- What is your communication plan?

- Support the Program Director in creating and implementing a customized Crisis Navigation Plan for the site, using the DYCD template.
- Develop the plan in partnership with the Mental Health and Behavioral Health providers named in the Referral Plan.
- Walk the plan through realistic scenarios with site staff at least annually to surface gaps and revise the plan accordingly.
- Name the staff handoff during a crisis so the response holds regardless of which staff member is on site.

Crisis Navigation

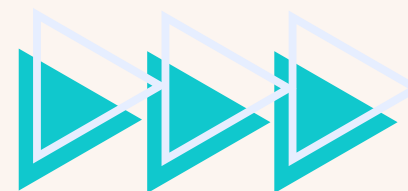
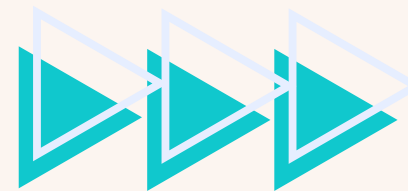
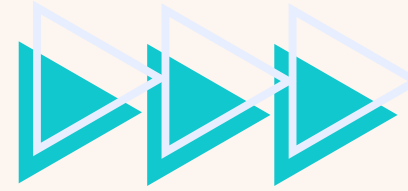


Consider:

- How do you currently maintain your Crisis Navigation plan?
- What is your level of confidence in staff capabilities?
- What additional training do you need?

- Complete both the 1-hour DYCD mental health training within the required window after hire or designation and the 2-hour DYCD training on the mental health spectrum and crisis navigation.
- Ensure all program staff complete the required DYCD mental health training and can describe the Referral Plan and Crisis Navigation Plan from memory.
- Support new staff onboarding to mental health protocols and refresh protocols with returning staff at the start of each program year.

Staff Training

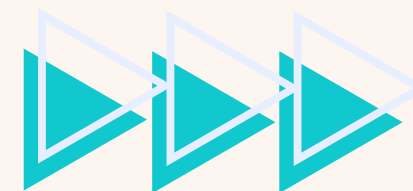
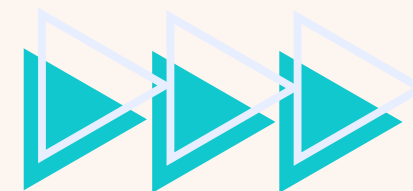
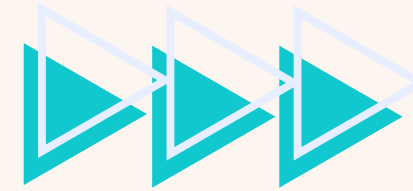


Consider:

- Does your staff attend training regularly?
- Do you have a plan to schedule training?
- What additional support might you need to be successful?

Participant & Family Communication

- Ensure participants and family members have access to information about mental health services covering the most common conditions, including depression, anxiety, trauma, and substance use.
- Coordinate the program's response to time-sensitive situations, including suicide prevention, grief, and loss due to death or incarceration of a family member.
- Make referrals to appropriate Mental Health or Behavioral Health services as needs surface.

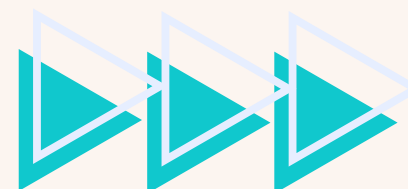
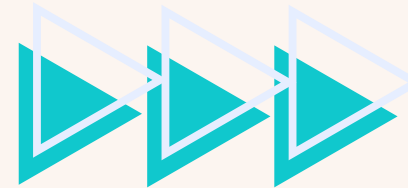
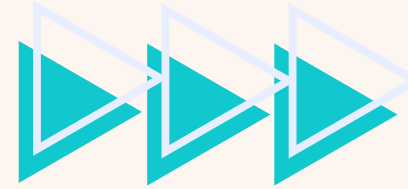


Consider:

- What does YOUR community need?
- Are there situations that arise more than others?
- How do you engage family support now?

- Coordinate with the Inclusion Coordinator on cases where mental health and disability supports overlap.
- Coordinate with the Program Director on incident reporting that involves mental health concerns, in line with DYCD's Incident Reporting policy.
- Surface to the Executive Director any systemic conditions (caseload, escalation paths, staff capacity, supervisory backing) that prevent the role from functioning as designed.

Coordination Across Roles



Consider:

- How do you currently maintain your referral form?
- Are there areas that you need to know more about?
- What is your escalation/communication plan??

Breakout: Assess and Adapt



Discussion Instructions

- **Breakout Groups**

- Open the excel link shared in the chat. Go to the tab with the number of your breakout room (Group 1 = Room 1)
- Designate roles: facilitator, note taker, sharer
- Discuss the following questions:
 - What challenges or obstacles does your site face assigning this role?
 - How will you handle turnover and change?
 - What additional considerations will you make given your population?



Debrief: MH Oversight Role & You



SUCCESS INDICATORS

Session Wrap Up: Did we...

By the end of the week, we hope to support you by...

- ❑ Improve your understanding across the key areas
- ❑ Improve your understanding of the requirements for your specific organization
- ❑ Provide clarification on at least one concrete next step for your organization
- ❑ Help you feel less alone in the work by hearing from peers and TA Providers
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Thank You