**STATE OF MAINE**

**Department of Education**

*Office of School & Student Supports*

**RFA# 202404094**

**School Based Mental Health Provider Scholarship & Incentives Grant**

|  |  |
| --- | --- |
| **RFA Coordinator** | *All communication regarding the RFA must be made through the RFA Coordinator identified below*.**Name:** Bethany Cunningham **Title:** Project Manager**Contact Information:** Bethany.Cunningham@maine.gov  |
| **Submitted Questions Due** | *All questions must be received by the RFA Coordinator identified above by:***Date:** May 28, 2024 no later than 11:59 p.m., local time |
| **Application****Submission Deadline** | *Applications must be received by the Division of Procurement Services by:***Submission Deadline:** June 12, 2024, no later than 11:59 p.m., local time.*Applications must be submitted electronically to:* Proposals@maine.gov |

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**RFA TERMS/ACRONYMS with DEFINITIONS**

The following terms and acronyms, as referenced in the RFA, have the meanings indicated below:

|  |  |
| --- | --- |
| **Term/Acronym** | **Definition** |
| **Department** | Department of Education |
| **RFA** | Request for Application |
| **State** | State of Maine |
| **SBMH** | School Based Mental Health |
| **EASE** | Expanding Access in School Environments |
| **BSCA** | Bipartisan Safer Communities Act |
| **High Needs** | Higher than average student to provider ratio (national average 250:1) |
| **Field Placement** | Internship or Practicum |
| **SAU** | School Administrative Unit |
| **ESEA** | Elementary and Secondary Education Act |

**PART I** **OVERVIEW OF THE GRANT OPPORTUNITY**

## Purpose and Background

The Department of Education (Department) is seeking applications to fund scholarship and incentive opportunities as defined in this Request for Applications (RFA) document. This document provides instructions for submitting applications, the procedure and criteria by which the awarded applicant(s) will be selected, and the contractual terms which will govern the relationship between the State of Maine (State) and the awarded applicant(s).

Through this RFA, the Department intends to provide funding to Maine colleges and universities to develop and award scholarships for students enrolled in graduate-level programs related to school-based mental health.

The Department is interested in overall projects that include and meet at least one of the following outcomes:

* Increased number of students who are preparing for careers as school based mental health providers that will access and use the grant money allocated for scholarships and incentives to progress to complete the program and earn the required practice credentials.
* Increased number of students who will complete school-based field experiences in Maine PreK-12 schools with the support of scholarships and incentives.
* Increased number of graduates who have received the funds who will commit to providing school based mental health services in Maine schools.
* Strengthened commitment to supporting efforts to increase the number of school-based mental health providers working in Maine’s schools as a direct result of the support of this grant money.

The funding for this RFA was awarded under the Federal Bipartisan Safer Communities Act - School-Based Mental Health Grant to provide funding to Maine school administrative units (SAU) to recruit, retain and re-specialize school based mental health providers in SAUs determined to have high needs based on their low provider to student ratios. It is a commitment of the Department to increase the number of students entering and completing graduate level programs to become school-based mental health providers in Maine.

## General Provisions

1. From the time this RFA is issued until award notification is made, all contact with the State regarding this RFA must be made through the RFA Coordinator identified on the cover page of this RFA. No other person/State employee is empowered to make binding statements regarding this RFA. Violation of this provision may lead to disqualification from the application process, at the State’s discretion.
2. Issuance of the RFA does not commit the Department to issue an award or to pay expenses incurred by an Applicant in the preparation of a response to the RFA. This includes attendance at personal interviews or other meetings, where applicable.
3. All applications must adhere to the instructions and format requirements outlined in the RFA and all written supplements and amendments (such as the Summary of Questions and Answers), issued by the Department. Applications are to follow the format and respond to all questions and instructions specified in Part III of the RFA.
4. Applicants will take careful note that in evaluating an application submitted in response to this RFA, the Department will consider materials provided in the application, information obtained through interviews/presentations (if any), and internal Departmental information of previous contract history with the Applicant (if any). The Department also reserves the right to consider other reliable references and publicly available information in evaluating the Applicant’s experience and capabilities.
5. The application must be signed by a person authorized to legally bind the Applicant and must contain a statement that the proposal and the pricing contained therein will remain valid and binding for a period of 180 days from the date and time of the bid opening.
6. The RFA and the awarded Applicant’s proposal, including all appendices or attachments, will be the basis for the final contract, as determined by the Department.
7. Following announcement of an award decision, all submissions in response to this RFA will be public records, available for public inspection pursuant to the State of Maine Freedom of Access Act (FOAA) ([1 M.R.S. § 401](http://www.mainelegislature.org/legis/statutes/1/title1sec401.html) et seq.).
8. The Department, at its sole discretion, reserves the right to recognize and waive minor informalities and irregularities found in applications received in response to the RFA.
9. All applicable laws, whether or not herein contained, shall be included by this reference. It shall be the Applicant’s responsibility to determine the applicability and requirements of any such laws and to abide by them.

## Eligibility to Submit Applications

To be considered for grant funding under this application process applicants must:

1. Be a Maine college or university with a physical campus located in the State of Maine
2. Offer graduate level programming for licensure and certification in school based mental health professions as detailed by [Maine CH 117](https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fwww.maine.gov%2Fdoe%2Fsites%2Fmaine.gov.doe%2Ffiles%2Finline-files%2FClean%2520Ch%2520117.docx&wdOrigin=BROWSELINK) rules and guidance; specifically for school based social worker, school psychologist, school counselor and/or school based mental health clinician (see also **Appendix B**).

## Awards

The Department anticipates making multiple awards as a result of the RFA process. The Department reserves the right to issue full or lower amounts than requested, whichever is found to be in the best interest of the State.

The total estimated grant funds available are up to $365,000, with individual grants not exceeding $100,000.

The total grant covers a period of performance from July 1, 2024 – December 31, 2024. The Department anticipates renewing contracts through December 31, 2027, depending on available funds.

1. **Appeal of Contract Awards**

Any person aggrieved by the award decision that results from this Request for Applications may appeal the decision to the Director of the Bureau of General Services in the manner prescribed in 5 MRSA § 1825-E and 18-554 Code of Maine Rules, Chapter 120 (found here: [Chapter 120](https://www.maine.gov/dafs/bbm/procurementservices/policies-procedures/chapter-120)).  The appeal must be in writing and filed with the Director of the Bureau of General Services, 9 State House Station, Augusta, Maine, 04333-0009 within 15 calendar days of receipt of notification of contract award.

1. **Applicable Legislation**

1. Funding for this RFA was awarded under the Federal Bipartisan Safer Communities Act - [School-Based Mental Health Grant](https://oese.ed.gov/offices/office-of-formula-grants/safe-supportive-schools/school-based-mental-health-services-grant-program/legislation-and-regulations/). Program funds are provided under section 4631(a)(1)(B) of the Elementary and Secondary Education Act of 1965, as amended ([ESEA](https://www2.ed.gov/documents/essa-act-of-1965.pdf)).
2. Please reference [Maine CH 117](https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fwww.maine.gov%2Fdoe%2Fsites%2Fmaine.gov.doe%2Ffiles%2Finline-files%2FClean%2520Ch%2520117.docx&wdOrigin=BROWSELINK) for rules and guidance regarding school based mental health professions in the State; specifically for school based social worker, school psychologist, school counselor and/or school based mental health clinician.

**PART II**  **ACTIVITIES AND REQUIREMENTS**

1. **Application Purpose**

Through this RFA, the Department of Education is especially interested in initiatives that expand access for students to enter and complete graduate-level school based mental health degree programs as specified in Part I A and commit to placement as a school based mental health practitioner in high-needs SAUs in Maine.

1. **Allowable Use of Funds**

Grant recipients under the EASE Grant Scholarship Program may leverage awarded funds to support programs and activities that align with one or more allowable activities for this initiative, which include:

* 1. **Educational expenses**
		1. Stipends for field experiences
		2. Tuition and fees
		3. Room and board
		4. Books and supplies
		5. Transportation to field experiences:
			1. Practicum
			2. Internship
			3. Field education
		6. Cost of professional membership and liability insurance
		7. Incentives paid to school site supervisors for students who are placed for practicum and/or internships in Maine publicly funded school-based settings
		8. Other education related expenses that aid a student in completing their degree/credential
1. **Non-Allowable Use of Funds**
	1. Field placements or experiences outside of Maine
	2. Administrative costs
	3. Field placements outside of the school setting
	4. Research
	5. Funding students who are on academic probation or not in good standing as defined by program standards at the educational institution
2. **Grant Requirements**
	1. Follow necessary supplement/not supplant requirements as outlined in section 4110 of the [ESEA](https://www2.ed.gov/documents/essa-act-of-1965.pdf).
	2. Track all expenditures of funds
	3. Grant recipients are required to match 25 percent of awarded funds in the form of in-kind supervisory hours and/or administrative fees and costs. Provide attestation to fulfilling this in-kind match commitment.
3. **Reporting Requirements**

In addition to the reports listed below, Awarded Applicants shall be expected to participate, as requested, in any Department evaluation of this grant and will cooperate with any audit or examination of records with respect to such funds.

* 1. Track and record all data/information necessary to complete the required reports listed in **Table 1:**

|  |
| --- |
| **Table 1 – Required Reports** |
| **Name of Report** | **Description**  |
| **a.** | Regular Narrative Report | Includes information on performance metrics, operations, successes, and barriers |
| **b.** | Regular Financial Report | Includes information on expenditures, as detailed in the grant application, including sources and documentation of in-kind match amounts |
| **c.** | Grant Award Closeout Report | Includes information on performance metrics met and total expenditures |

**Grantees are asked to report on the following performance metrics, as applicable.**

* Uses of the funds
* Course title(s) and number of credits
* Number of students served
* Number of advisors receiving stipends
* Student placement location and school name
* Student degree programs
* Student career plans
* Student award amounts and use of the funds
* Demographics of students supported
* Successes and challenges
* Other measures as requested by federal funder
	1. Submit all the required reports to the Department in accordance with the timelines established in **Table 2:**

|  |
| --- |
| **Table 2 – Required Reports Timelines** |
| **Name of Report**  | **Period Captured by Report** | **Due Date** |
| **a.** | Narrative Report | Reporting Period 1 – July 1, 2024 – August 31, 2024Reporting Period 2 – July 1, 2024 – December 31, 2024  | September 12, 2024January 10, 2025 |
| **b.** | Financial Report | Reporting Period 1 – July 1, 2024 – August 31, 2024Reporting Period 2 – July 1, 2024 – December 31, 2024 | September 12, 2024January 10, 2025 |
| **c.** | Grant Award Closeout Report | June 1, 2024 – December 31, 2024 | 10 days after the closeout of the grant |

**PART III** **KEY PROCESS EVENTS**

## Submission of Questions

* 1. **General Instructions:** It is the responsibility of all Applicants and other interested parties to examine the entire RFA and to seek clarification, in writing, if they do not understand any information or instructions.
		1. Applicants and other interested parties should use **Appendix A** (Submitted Questions Form) for submission of questions. The form is to be submitted as a WORD document.
		2. Questions must be submitted, by e-mail, and received by the RFA Coordinator identified on the cover page of the RFA as soon as possible but no later than the date and time specified on the RFA cover page.
		3. Submitted Questions must include the RFA Number and Title in the subject line of the e-mail. The Department assumes no liability for assuring accurate/complete/on time e-mail transmission and receipt.
	2. **Question & Answer Summary:** Responses to all questions will be compiled in writing and posted on the State’s Division of Procurement Services [Grant RFPs and RFAs](https://www.maine.gov/dafs/bbm/procurementservices/vendors/grants) website. It is the responsibility of all interested parties to go to this website to obtain a copy of the Question & Answer Summary. Only those answers issued in writing on this website will be considered binding.

## Amendments

All amendments released in regard to this RFA will be posted on the Division of Procurement Services [Grant RFPs and RFAs](https://www.maine.gov/dafs/bbm/procurementservices/vendors/grants) website. It is the responsibility of all interested parties to go to this website to obtain amendments. Only those amendments posted on this website are considered binding.

## Application Submission

* 1. **Applications Due:** Applications must be received no later than 11:59 p.m. local time, on the date listed on the cover page of the RFA.
		1. Any e-mails containing original application submissions or any additional or revised application files, received after the 11:59 p.m. deadline, will be rejected without exception.
1. **Delivery Instructions:** Applications must be submitted electronically to the State of Maine Division of Procurement Services at proposals@maine.gov.
	1. Only applications received by e-mail will be considered. The Department assumes no liability for assuring accurate/complete e-mail transmission and receipt.

Application submission e-mails that are successfully received by the proposals@maine.gov inbox will receive an automatic reply stating as such.

* 1. E-mails containing links to file sharing sites or online file repositories will not be accepted as submissions. Only e-mail application submissions that have the requested files attached will be accepted.
	2. Encrypted e-mails received which require opening attachments and logging into a proprietary system will not be accepted as submissions. It is the Applicant’s responsibility to check with its organization’s information technology team to ensure that security settings will not encrypt its application submission.
	3. File size limits are 25MB per e-mail. Applicants may submit files across multiple e-mails, as necessary, due to file size concerns. All e-mails and files must be received by the due date and time as described above.
	4. Applicants are to insert the following into the subject line of their e-mail submission: “**RFA# 202404094 Application Submission – [Applicant’s Name]**”.
1. **Submission Contents**
2. Application submissions must include the Applicant’s completed **Application Form** (found in Part V of the RFA) and all required information and attachments as stated in the form.
3. The Application Form must be submitted as a single, typed, PDF file.
4. Applicants are not to provide additional attachments beyond those specified in the RFA or Application Form for the purpose of extending their response. Materials not requested will not be considered part of the application and will not be evaluated.

**PART IV** **APPLICATION EVALUATION AND SELECTION**

1. **Evaluation Process – General Information**
	1. An evaluation team, composed of qualified reviewers, will judge the merits of the proposals received in accordance with the criteria defined in the RFA.
	2. Officials responsible for making decisions on the award selection will ensure that the selection process accords equal opportunity and appropriate consideration to all who are capable of meeting the specifications. The goals of the evaluation process are to ensure fairness and objectivity in review of the applications and to ensure that all contracts are awarded to the Applicants that provide the best value to the State of Maine.
	3. The Department reserves the right to communicate and/or schedule interviews/presentations with Applicants, if needed, to obtain clarification of information contained in the applications received. The Department may revise the scores assigned in the initial evaluation to reflect those communications and/or interviews/presentations. Changes to applications, including updating or adding information, will not be permitted during any interview/presentation process and, therefore, Applicants must submit proposals that present their rates and other requested information as clearly and completely as possible.
	4. Failure to respond to all questions and instructions throughout the RFA may result in the application being disqualified as non-responsive or receiving a reduced score. The Department, and its evaluation team, has sole discretion to determine whether a variance from the RFA specifications will result either in disqualification or reduction in scoring of a proposal.
2. **Scoring Process:** The evaluation team will use a consensus approach to evaluate and score all sections listed below. Members of the review team will not score those sections individually but, instead, will arrive at a consensus as to assignment of points for each of those sections.
3. **Scoring Weights:** The score will be based on a 100-point scale and will measure the degree to which each application meets the following criteria.

|  |  |
| --- | --- |
| **Scoring Criteria** | **Points Available** |
| Eligibility | Pass/Fail |
| Project Narrative:* Identifies how funds will be utilized and distributed
* Outlines process of implementation and how many students are eligible to receive funds
* Identifies number of students who meet qualifications
* Proposes a plan to fulfill and report on the in-kind match commitment
 | **50** |
| Priority Elements  | **25** |
| Budget & Budget Narrative | **25** |
| **Total Points**  | **100 points** |

1. **Selection and Award**
	1. Notification of conditional award selection or non-selection will be made in writing by the Department.
	2. Issuance of this RFA in no way constitutes a commitment by the State to award a contract, to pay costs incurred in the preparation of a response to the RFA, or to pay costs incurred in procuring or contracting for services, supplies, physical space, personnel, or any other costs incurred by the Applicant.
	3. The Department reserves the right to reject any and all applications or to make multiple awards.
2. **Contract Administration and Conditions**
	1. The awarded Applicants will be required to execute a State of Maine Service Contract with the appropriate riders as determined by the issuing Department.
	2. Allocation of funds is final upon successful negotiation and execution of the contract, subject to the review and approval of the State Procurement Review Committee. Contracts are not considered fully executed and valid until approved by the State Procurement Review Committee and funds are encumbered. No contract will be approved based on an RFA which has an effective date less than fourteen (14) calendar days after award notification to Applicants. (Referenced in the regulations of the Department of Administrative and Financial Services, [Chapter 110, § 3(B)(i)](https://www.maine.gov/dafs/bbm/procurementservices/policies-procedures/chapter-110)). This provision means that a contract cannot be effective until at least 14 calendar days after award notification.
	3. Following the award, a Contract Administrator from the Department will be appointed to assist with the development and administration of the contract and to act as administrator during the entire contract period. Department staff will be available after the award to consult with the awarded Applicants in the finalization of the contract.
	4. In providing services and performing under the contract, the awarded Applicant must act as an independent contractor and not as an agent of the State of Maine.

**PART V** **APPLICATION FORM**

## Applicants must use the Application Form below to submit their application in response to this RFA.

**APPLICATION** **COVER PAGE**

|  |  |
| --- | --- |
| **Applicant’s Organization Name:** |  |
| **Chief Executive - Name/Title:** |  |
| **Tel:** |  | **E-mail:** |  |
| **Headquarters Street Address:** |  |
| **Headquarters City/State/Zip:** |  |
| ***(Provide information requested below if different from above)*** |
| **Lead Point of Contact for Application - Name/Title:** |  |
| **Tel:** |  | **E-mail:** |  |
| **Street Address:** |  |
| **City/State/Zip:** |  |

* This Application and the pricing structure contained herein will remain firm for a period of 180 days from the date and time of the bid opening.
* No personnel currently employed by the Department or any other State agency participated, either directly or indirectly, in any activities relating to the preparation of the Applicant’s Application.
* No attempt has been made, or will be made, by the Applicant to induce any other person or firm to submit or not to submit an Application.
* The above-named organization is the legal entity entering into the resulting contract with the Department should they be awarded the contract.
* The undersigned is authorized to enter contractual obligations on behalf of the above-named organization.

*To the best of my knowledge, all information provided in the enclosed application, both programmatic and financial, is complete and accurate at the time of submission.*

|  |  |
| --- | --- |
| **Name (Print):** | **Title:** |
| **Authorized Signature:** | **Date:** |

**DEBARMENT, PERFORMANCE, and NON-COLLUSION CERTIFICATION**

|  |  |
| --- | --- |
| **Applicant’s Organization Name:** |  |

*By signing this document, I certify to the best of my knowledge and belief that the aforementioned organization, its principals and any subcontractors named in this application:*

1. *Are not presently debarred, suspended, proposed for debarment, and declared ineligible or voluntarily excluded from bidding or working on contracts issued by any governmental agency.*
2. *Have not within three years of submitting the application for this contract been convicted of or had a civil judgment rendered against them for:*
	1. *Fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a federal, state, or local government transaction or contract.*
	2. *Violating Federal or State antitrust statutes or committing embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, or receiving stolen property.*
3. *Are not presently indicted for or otherwise criminally or civilly charged by a governmental entity (Federal, State or Local) with commission of any of the offenses enumerated in paragraph (b) of this certification.*
4. *Have not within a three (3) year period preceding this application had one or more federal, state, or local government transactions terminated for cause or default*.
5. *Have not entered into a prior understanding, agreement, or connection with any corporation, firm, or person submitting a response for the same materials, supplies, equipment, or services and this application is in all respects fair and without collusion or fraud. The above-mentioned entities understand and agree that collusive bidding is a violation of state and federal law and can result in fines, prison sentences, and civil damage awards.*

|  |  |
| --- | --- |
| **Name (Print):** | **Title:** |
| **Authorized Signature:** | **Date:** |

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| **Eligibility** |
| **Applicants must provide documentation to demonstrate meeting both eligibility requirements stated in Part I of the RFA.** |
| Are you a Maine college or university with a physical campus located in the State of Maine? |  ☐ YES ☐ NO |
| Do you offer graduate level programming for licensure and certification in schoolbased mental health professions as detailed by [Maine CH 117](https://view.officeapps.live.com/op/view.aspx?src=https%3A%2F%2Fwww.maine.gov%2Fdoe%2Fsites%2Fmaine.gov.doe%2Ffiles%2Finline-files%2FClean%2520Ch%2520117.docx&wdOrigin=BROWSELINK) rules and guidance; specifically for school counselor, school social worker, school psychologist and/or schoolbased mental health clinician (see appendix B)? |  ☐ YES ☐ NO |

|  |
| --- |
| **Project Narrative** |
| Describe the proposed effort(s) for which the Applicant is applying. Provide description of scholarship program, total number of mental health related degrees offered, and total number of students currently enrolled in mental health degree programs. Ensure the following details are also included in the project description:* + Amount of funds requested for scholarship and incentive funds
	+ How scholarship and incentive funds will be allocated
	+ Anticipated number of students to be impacted by the funds
	+ How students will be identified to receive funds
	+ How students will verify a commitment to serve as school based mental health providers in Maine
	+ Criteria and process for how funds will be distributed
	+ Process for monitoring and reporting on funds
	+ Proposed plan and attestation to fulfill and report on the in-kind match commitment
 |
|  |
| **Name of Grant Scholarship Administrator:** |
| **Administrator Job Title & Department:** |
| **Telephone:** |
| **Email:** |
| **Brief Description of Project** |
|  |
| **Organizational Chart** |
| Applicants must provide an organizational chart.  The organizational chart must include the project being proposed.  Each position must be identified by a name, position title, position description and the role each person will play in the project.The organizational chart may be included below or may be attached to the application separately and appropriately labeled. |
|  |
| **Litigation** |
| Applicants must include a list of all current litigation in which the Applicant is named and a list of all closed cases that have closed within the past five (5) years in which the Applicant paid the claimant either as part of a settlement or by decree.  For each, list the entity bringing suit, the complaint, the accusation, amount, and outcome. |
|  |

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| **Priority Elements** |
| Describe and explain any priority elements the Applicant is including in the proposed plan.Priority scoring will be awarded, up to 25 points, to those Applicants who include a proposed plan and commitment to: * Developing and sustaining partnerships/internships with SAUs in Maine
* Field placements in high-needs and under-served SAUs in Maine
* Enhancing the diversity of Maine's school based mental health workforce and/or reflecting the local school populations
 |
|  |

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| --- |
| **Budget & Budget Narrative** |
| **Budget Category** | **Amount Requested** | **Explanation of expense** |
| Tuition/Education Costs |  |  |
| Field Placements |  |  |
| Supervision Costs |  |  |
| Promotional Materials |  |  |
| In-Kind Match  |  |  |
| Other (specify) |  |  |
| **TOTAL REQUEST** |  |  |

|  |
| --- |
| **Budget Narrative** |
| Provide any additional details regarding use of funds. |
|  |

**APPENDIX A SUBMITTED QUESTIONS FORM**

This form should be used by Applicants when submitting written questions to the RFA Coordinator.

If a question is not related to any section of the RFA, enter “N/A” under the RFA Section & Page Number. Add additional rows as necessary. Submit this document in WORD format, not PDF.

|  |  |
| --- | --- |
| **Organization Name:** |  |

|  |  |
| --- | --- |
| **RFA Section & Page Number** | **Question** |
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**APPENDIX B** **SCHOOL BASED MENTAL HEALTH POSITIONS REFERENCE**

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| --- |
| **School Based Mental Health Support Professionals** |
| **Professional Title** | **Common Abbreviation** | **Professional Credential** | **Required Education** |
| **Social Workers:** |  |  |  |
| **Licensed Clinical Social Worker** | LCSW | Maine Social Work Licensure Board | Masters in Social Work w Clinical Focus + Completion 2yrs Supervision |
| **Licensed Clinical Social Worker- Conditional** | LMSW-cc | Maine Social Work Licensure Board | Masters in Social Work w Clinical Focus: requires supervision |
| **Licensed Masters Social Worker** | LMSW | Maine Social Work Licensure Board | Masters in Social Work |
|  |  |  |  |
| **Counselors:** |   |   |  |
| **School Counselors** | SC | MDOE O75 Certification | Master in Counseling w Focus in School Counseling |
| **Licensed Clinical Professional Counselors** | LCPC | Maine Counseling Licensure Board | Master in Counseling w Clinical Focus + Completion 2ys Supervision |
| **Licensed Conditional Clinical Professional Counselors** | LCPC-c | Maine Counseling Licensure Board | Master in Counseling w Clinical Focus: requires Supervision |
|  |  |  |  |
| **Psychologists** |   |   |   |
| **School Psychologist** | SPsych | MDOE O93 Certification | Master or Doctorate in Psych + School focus |
|  |  |  |  |