



Pupil Behavior Health/Mental Health Policy

The Governing Board, at its regularly scheduled meeting held on January 24, 2026, hereby adopts the following policy on referral protocols for addressing pupil behavioral health concerns in grades 7–12.

Addressing the Needs of High-Risk Groups (EC Section 49428.2(b)(3))

The Governing Board recognizes the importance of ensuring equitable access to behavioral health supports for all students. The Governing Board hereby adopts this policy to address the needs of high-risk pupil groups, which include but are not limited to the following:

- Pupils with disabilities, mental illness, or substance use disorders.
- Foster youth and youth placed in out-of-home settings.
- Homeless youth.
- Pupils experiencing bereavement or loss of a close family member or friend.
- Pupils for whom there is a concern due to behavioral health disorders, including common psychiatric conditions and substance use disorders such as opioid and alcohol abuse.
- Lesbian, gay, bisexual, transgender, or questioning pupils.

The Invictus Leadership Academy staff who oversee students' mental and behavioral health needs are responsible for coordinating the implementation of these group-specific referral protocols, in collaboration with ILA Special Education leaders, the Foster Youth Liaison, the Homeless Liaison, and site administrators.

Referral Protocols and Procedures

The Governing Board hereby adopts the following referral protocols and procedures relating to referrals to behavioral health professionals and support services:

- ILA will utilize our defined pathways for crisis and non-crisis concerns, explicitly utilizing our Student Study Team (SST) referral process for concerning behavior or mental health incidents for non-crisis concerns
- Establish smart goals related to behavioral/mental concerns that impede student progress

Needs Assessment

The Executive Director or designee shall conduct an annual needs assessment to identify behavioral health trends, review available resources, detect service gaps within the school community.

Capacity Building/Training

Invictus Leadership Academy shall provide professional development on referral pathways and staff roles, clarify responsibilities among certificated and classified staff serving grades 7-12; and maintain available partnerships with school-linked behavioral health professionals and community providers.

Consistent with *EC* sections 49428.1(b)(8) and 49428.2(b)(5), nothing in this policy shall be construed as authorizing or encouraging school employees to diagnose or treat youth behavioral health disorders unless they are specifically licensed and employed to do so.