
An Integrated Approach to Student Well-being

SAIS Summer Conference 2025

An Integrated Approach to Student Well-being

Workshop Agenda

1. Who We Are
2. What We Experienced
3. How We Navigated the Challenge
4. Where We Are Now
5. Scenario Examples
6. Why This Matters
7. Questions



Presenters

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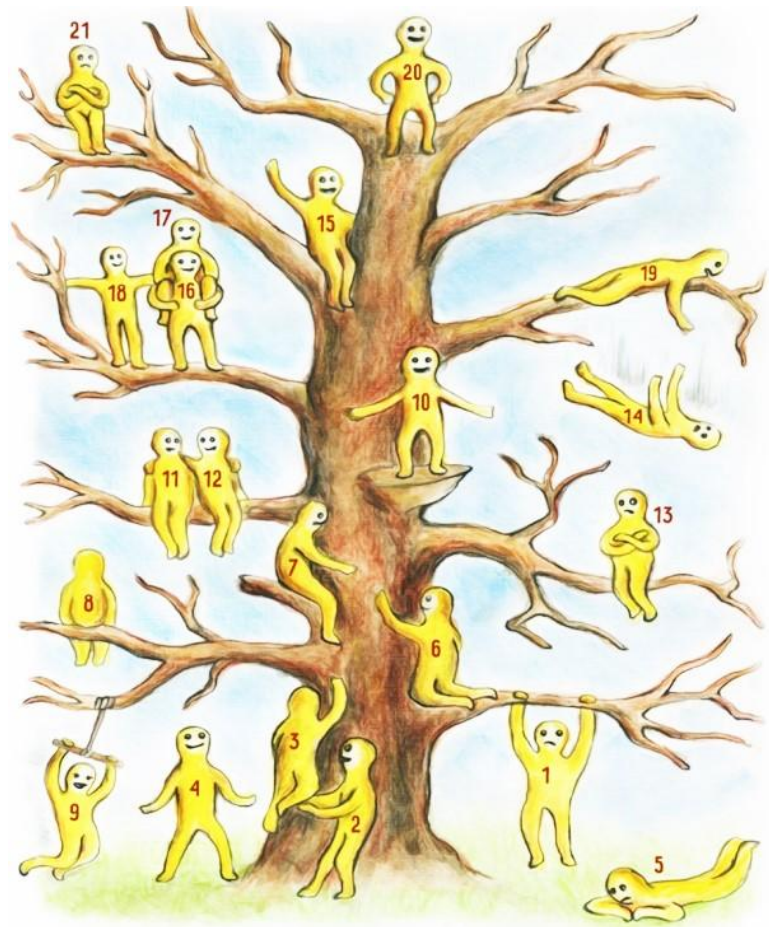
Director of Student Athlete Well-being

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What blob are you
right now and which
blob represents you
this year?

Turn and talk with a neighbor





Ravenscroft School

Fast Facts

- 1250 students, pre-K through 12th grade
- One campus, 135 acres
- Located in Raleigh, NC
- 250 faculty and staff members
- College preparatory school
- Day school
- All genders
- Fine Arts & Athletics co-curricular programs
- Auxiliary Programs after school and summer

The Ravenscroft community, guided by a legacy of excellence, nurtures individual potential and prepares students to thrive in a complex and interdependent world.





Renovations vs. Additions





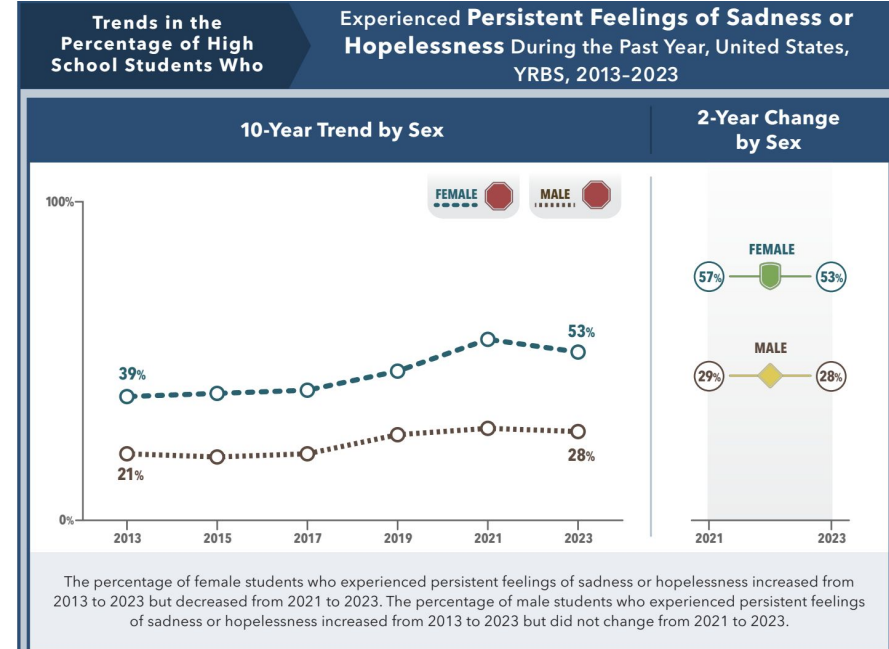
A Complex & Interdependent World...

National Trends of Mental Health Crises and Concerns

- Surgeon General statement on Youth Mental Health Crisis
- College campuses rising mental health needs
- Increased parent anxiety

At Ravenscroft:

- Decreased social skills, lower distress tolerance, and ineffective coping strategies in young people, families, and faculty
- From 2020-2023, over 40 medical leave of absences and safety assessment cases
 - Includes major hospitalizations for in-treatment services
 - Includes medical withdraws
 - Includes rehabilitation for substance misuse
- Death by suicide of recent alum at college





Strategic Plan and Meeting The Need

Action Steps

- Incorporated calls to action in strategic plan: Framing Our Future and generate financial support to fund initiatives
- Early Identification and Intervention Approach:
 - Customized Mental Health First Aid Training for all employees
 - Peer to peer MHFA student training through health classes
 - CPR, First Aid, AED
 - Student Assistance Team
 - Partnership with community clinicians for timely referrals
- Added clinician: Director of Student Athlete Well-being
- Focus on advisory program for overall social emotional development
- Senior transition program focused on developing concrete skills and emotional resilience in preparation for college





School Programming Examples

Student Programming

- Health units about mental health and social health
- Senior Transition to College Series: campus safety workshop, mental health resources, financial sustainability, challenging conversations, senior speech and senior projects
- All grades advisory lessons on substance misuse prevention
- Yoga Elective

Family Programming

- Developmental Transition Workshops: rising 6th, 9th, and college families
- Specific topic virtual family workshops supporting

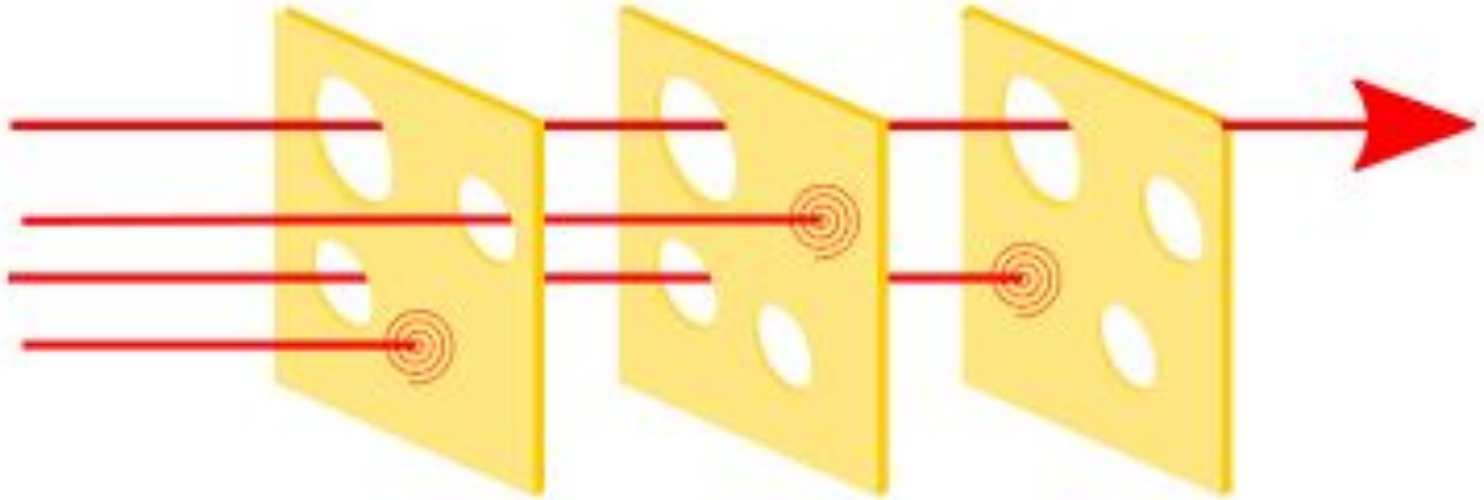
Faculty & Staff Programming

- Counseling & LEAP Services Procedures Overview
- Mental Health 101 Training
- Free Yoga after school
- Clear communication hours expectations





Swiss Cheese Analogy

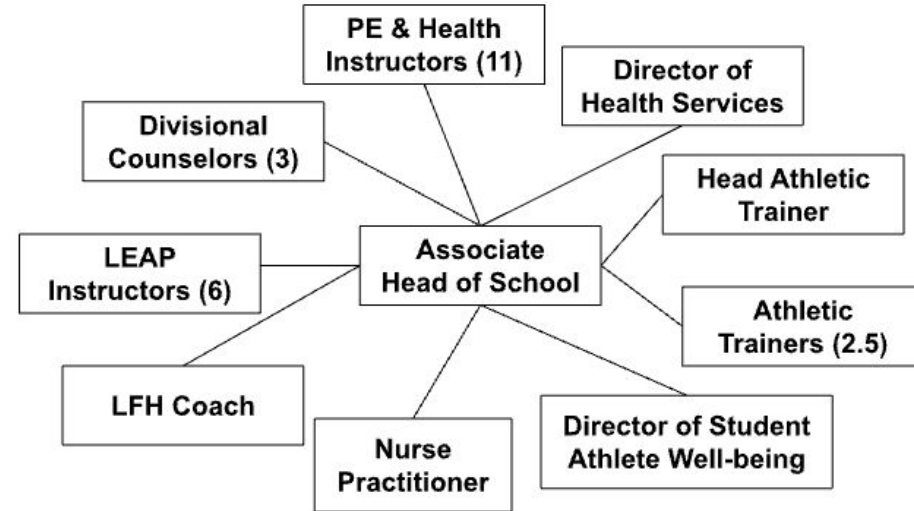




Structure of Integrated Wellness

Composition of Student Affairs Team

- Associate Head of School for Student Affairs
(*member of executive leadership team*)
- Three divisional Counselor (*members of divisional leadership teams*)
- Director of Health Services
- Nurse practitioner
- Direct of Student Athlete Well-being
- Head Athletic Trainer
- Two athletic trainers (*and one part-time*)
- 11 physical education & health instructors
- Six learning enrichment & advancement program instructors
- Lead From Here coach





Handbooks Offer Transparency & Clarity

Student and Family Handbook - [link](#)

- Parent Partnership p.15
- Medical Leave of Absence p. 8
- Change in Health Condition p. 19
- Counseling Services & Short Term Assessments p. 19

Curriculum Guide

- Upper School - [link](#)
- Middle School - [link](#)
- Lower School - [link](#)

Emergency Protocols - [link](#)

- Medical and Mental Health Injuries - p. 12

Student-Athlete & Family Handbook - [link](#)

- Sports Medicine - p. 14





Lanes, Directions, and Merge Points





Counseling and Health Resources

Medical Leave of Absence Templates

- Examples of emails and agendas
- Safety Assessment Packet
- Medical Leave of Absence Letter

When and How to Refer to the Counselor

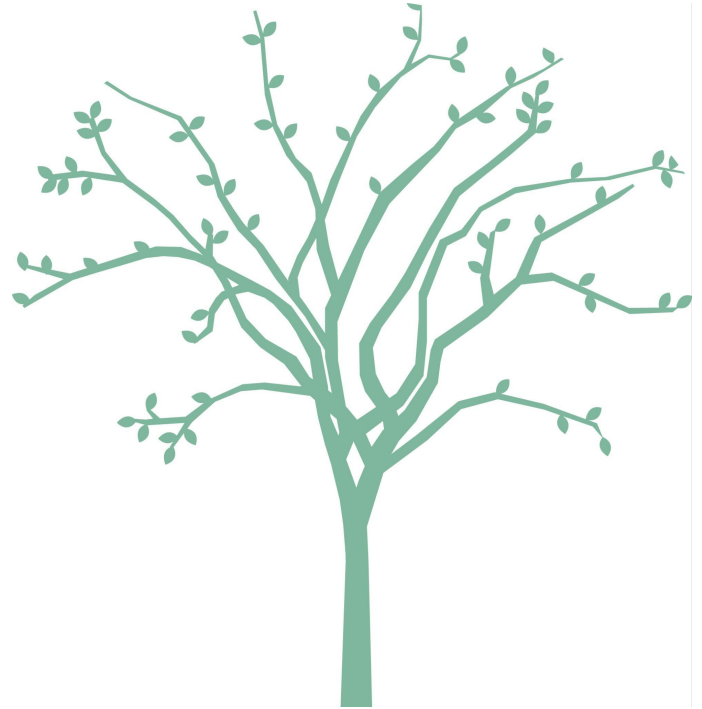
- [Red, Yellow, Green Light System](#)
- Flowchart Process

Letter to the Evaluator for Psychoeducational Evaluations

- Clarifies requirements for accommodations

Mental Health 101 Resources

- All employees have received this training





Case Study: Crisis Scenario

Crisis Scenario Example

In the dining hall, a faculty member asks a group of students how they are doing. One of the students nudges their friend and says “it’s really bothering you, you should just say something”. The student then pulls the faculty member aside and discloses that they had an unwanted sexual interaction with another student. “But promise you won’t tell my parents.”



Case Study: Group Processing

Crisis Scenario Example

In the dining hall, a faculty member asks a group of students how they are doing. One of the students nudges their friend and says “it’s really bothering you, you should just say something”. The student then pulls the faculty member aside and discloses that they had an unwanted sexual interaction with another student. “But promise you won’t tell my parents.”

Get into groups of four (4) people and determine each person’s role:

1. Division Head
2. Counselor
3. Associate Head of School/Head of School
4. Director of Protective Services

Use these guiding questions as you process the scenario:

1. Individually, what are your responsibilities in your role? What information do you need? What next steps are you considering given your lens?
2. As a team, consult with one another through information gathered, your questions, potential answers, and possible next steps. Consider what your shared goal is as a team.
3. Finally, collaborate on your implementation plan and each roles’ action items moving forward



Lanes, Directions, and Merge Points

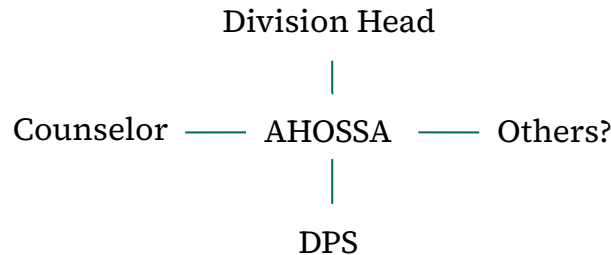


Lanes: Roles

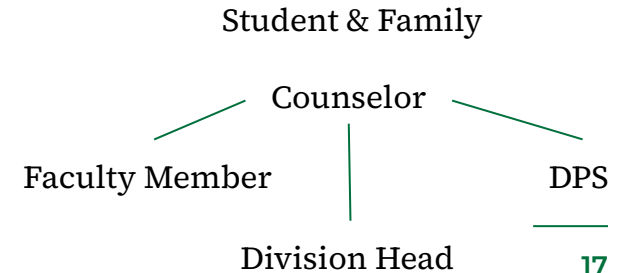
- Faculty Member
- Counselor
- Division Head
- AHOSSA
- DPS



Directions: Consult



Merge Points: Collaborate





Case Study: Crisis Scenario

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Intervention Steps

- “I’m obligated to get you help if you or someone else is hurt or plans to hurt others. My role would be to get you to the counselor who takes it from there.”
- Student support and crisis response counseling
- Consult with internal team (Director of Protective Services, Division Head, and AHOSSA)
- Mandating reporting protocols with law enforcement and CPS
- Family communication and support (depending on nature of report)
- Consult or refer with outside clinician network
- Faculty communication for awareness
- Monitoring (short-term counseling needs, ongoing communication, legal obligations)



Case Study: Non-Crisis Scenario

Non-Crisis Scenario Example

You notice that a student seems withdrawn from class today. They are usually talkative and participate in class activities. Today, however, you notice the student is more quiet, they have been alone, and asked to go to the bathroom more often. When you're at your desk during work time, the student approaches your desk and discloses that their parents are getting a divorce.

Intervention Steps

- Faculty referral process to counselor
- Student support and short-term counseling
- Family support
- Consultation or refer to outside clinician network
- Faculty communication
- Counseling and health team notification as needed (nurses, athletic trainers, learning specialists, counselors, and student athlete well-being)
- Monitor and observe for academic, behavior/attendance, and social-emotional flags



Questions?

Please connect with us to learn more!