



## REGROUP COUNSELING AND CONSULTING PSC

Elk River, Minnesota | Albany, Minnesota

Proposal for Continued School-Based Mental Health Services

Crosslake Community Schools

2026–2027 School Year

Prepared by:

**Tia Dvorak, MS, LMFT-S, RPT-S, SPT**

CEO & Clinical Director

Regroup Counseling and Consulting PSC

March 11, 2026

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Dear Ms. Miller and Crosslake Community Schools Leadership Team,

On behalf of Regroup Counseling and Consulting PSC, I am pleased to submit this proposal to continue our partnership with Crosslake Community Schools for the 2026–2027 academic year.

This proposal outlines the continuation of comprehensive mental health services for students and families, as well as the ongoing implementation of the educational staff support initiative, **“Support the System that Supports the Student.”**

As the CEO and Clinical Director of Regroup Counseling and Consulting PSC I am proud to lead an amazing team that now is a multidisciplinary team of sixteen therapists and a psychiatric nurse practitioner, with clinical locations in Elk River and Albany, Minnesota. In addition to clinic-based care, our team currently provides school-based mental health services across multiple districts, including all five Albany/Avon schools, four schools within ISD 728, and Crosslake Community Schools.



For more than a decade, I have worked collaboratively with school systems to strengthen mental health support for students and educators. Through these partnerships, my team provides both in-person and virtual services for students and families while also supporting staff through consultation, professional development, and individual guidance when needed. My team has clinicians with specialties in the areas of educator mental health, and we do ongoing training ourselves to ensure the best care and training for our clients.

The enclosed proposal outlines my desire for continuing to deliver school-based mental health services at Crosslake Community Schools. Services include diagnostic assessments, therapy, psychiatric care, psychoeducational groups, staff training, reflective consultation, and ongoing professional development. I believe that the 2025/2026 year showed great results with the Support the System that Supports the Student program. We put the staff mental health needs in the forefront which lead to better outcomes for both staff and students. CCS is truly leading the way in education. At the time of this proposal we have provided over 340 therapy sessions, 15 weeks of Supportive Reflection with training, and 12 weeks of Educator support.

I do strongly believe that sustained investment in both student and staff mental health contributes significantly to a healthier school environment, improved student outcomes, and greater professional sustainability for educators. We at Regroup Counseling and Consulting are grateful for the trust Crosslake Community Schools has placed in our team and look forward to continuing this meaningful partnership.

Warm regards,

**Tia Dvorak, MS, LMFT-S, RPT-S, SPT**  
CEO & Clinical Director  
Regroup Counseling and Consulting PSC

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## Executive Summary

Regroup Counseling and Consulting PSC proposes to continue providing school-based mental health services to Crosslake Community Schools for the 2026–2027 academic year.

The program provides a comprehensive system of mental health care designed to support:

- Students experiencing emotional, behavioral, or mental health challenges
- Families needing accessible therapeutic services
- School staff managing increasing student mental health needs by increasing their own mental health literacy
- The broader school system responsible for student and staff well-being

Through a combination of **direct therapy services, psychiatric care, psychoeducational programming, and staff training and support**, this partnership strengthens the school’s capacity to address the growing mental health needs of students while also supporting the well-being of educators.

A central component of this proposal includes continued implementation of the **“Support the System that Supports the Student”** program, which focuses on providing educators with tools, training, and reflective support to sustain their work with students experiencing stress, trauma, or behavioral challenges. It is a year-long program that addresses both educator mental health as well as student mental health. This is a Dual Focus program.

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## Organizational Background

Regroup Counseling and Consulting PSC is an established mental health practice dedicated to supporting children, adolescents, families, and the professionals who care for them.



Led by **Tia Dvorak**, Regroup provides services through a team of **16 therapists and one psychiatric nurse practitioner**, with physical office locations in **Elk River and Albany, Minnesota**.

In addition to clinic-based services, Regroup has extensive experience delivering **school-based mental health programs** across multiple districts. Current partnerships include:

- All five Albany/Avon schools
- Four schools within ISD 728
- Crosslake Community Schools

Our work within schools includes:

- Student therapy services
- Family support
- Psychiatric care
- Crisis referral coordination
- Staff consultation
- Professional development training
- Reflective supervision and support

Regroup's approach integrates **trauma-informed care, relational therapy, play therapy, attachment therapy, and neuroscience-informed practices** to support both student well-being and educator effectiveness.

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## **Program Overview**

Regroup Counseling and Consulting PSC will continue to partner with Crosslake Community Schools to provide **accessible and comprehensive mental health services** for students and families.

The program is designed to provide:



- Early mental health intervention
- Ongoing therapeutic support
- Psychiatric services when needed
- Coordination between school staff and mental health providers
- Training and professional support for educators

Services can now be delivered through both **virtual and in-person models**, allowing flexibility for students and families as Regroup has committed to hiring a suitably qualified provider to be onsite in the Crosslake Community in person school.

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### **Student Mental Health Services**

For the 2026–2027 school year, Regroup will provide:

- A minimum of three dedicated providers delivering virtual services
- One in-person provider at Crosslake Elementary School, pending hiring of a suitable provider.

Students and families may also choose to receive services at Regroup’s physical offices or through telehealth.

Services may include:

Diagnostic Assessments  
Treatment Planning  
Individual Therapy  
Family Therapy  
Psychiatric Evaluation and Medication Management  
Care Coordination with School Staff  
Referrals for Crisis or Higher Levels of Care  
Psychoeducational Groups for Students  
Parent Support and Education



All scheduling, clinical documentation, and insurance billing will be managed by Regroup Counseling and Consulting PSC.

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### **Staff Support Program**

“Support the System that Supports the Student”

Educators are increasingly asked to respond to complex emotional, behavioral, and mental health needs in the classroom. Without adequate support, these demands can contribute to high levels of stress, burnout, and compassion fatigue.

The **Support the System that Supports the Student** program is designed to provide educators with the tools, support, and understanding necessary to sustain their work effectively.

Program components include:

- Professional development training
- Reflective consultation
- Stress and regulation education
- Trauma-informed basics
- Understanding behavior through a neuroscience lens
- Nervous system and Co-regulation strategies for supporting students

By supporting educators directly increasing educator mental health literacy, this program strengthens the entire system surrounding the student.

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### **Statement of Need**



School staff consistently experience high levels of stress due to increasing student mental health needs, administrative demands, academic expectations, and societal pressures.

These factors can contribute to:

- Educator burnout
- Compassion fatigue
- Increased stress and anxiety
- Reduced capacity to support complex student needs

At the same time, schools are seeing increased numbers of students struggling with:

- Anxiety
- Depression
- Behavioral regulation challenges
- Trauma exposure
- Family stress

Providing accessible mental health services within the school setting helps ensure that students receive timely care while also reducing barriers for families.

Equally important is ensuring that educators themselves receive support, training, and resources to manage the emotional demands of their work.

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### **Proposed Funding Request**

Regroup Counseling and Consulting PSC proposes that Crosslake Community Schools provide an annual **\$60,000 program grant** for the 2026–2027 school year. These funds will support services that are not billable to insurance and ensure that all students can access care regardless of financial barriers. These funds are billed monthly and only as used.

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## **Proposed Budget Allocation**

Therapeutic Services for Uninsured/Underinsured Students

\$25,000

Support the System that Supports the Student Program

\$25,000

Additional Professional Development Services

\$5,500

Administrative Costs

\$4,500

Total Proposed Funding

\$60,000

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## **Service Fee Schedule**

(Used only when services are not billable to insurance)

Initial Diagnostic Assessment – \$250

Individual/Family Therapy – \$150

Initial Psychiatric Evaluation – \$350

Medication Management Appointment – \$250

Group Therapy Session – \$150

Staff Training / Professional Development – \$150 per hour

Ancillary Support (meetings, reporting) – \$65 per hour

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## **Partner Responsibilities**



Crosslake Community Schools will:

- Provide a confidential space for services and abide by HIPAA regulations in such space
- Allow students to attend appointments without academic or truancy penalty
- Maintain communication with Regroup staff
- Provide necessary technology for virtual appointments
- Follow confidentiality standards required under HIPAA for all records and communications

Clinical records maintained by Regroup Counseling and Consulting PSC remain **medical records and are not school records.**

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## **Liability and Insurance**

Regroup Counseling and Consulting PSC assumes full responsibility for all clinical services provided and will maintain appropriate professional liability and malpractice insurance.

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## **Program Contacts**

Crosslake Community Schools

Primary Contact: Amy Miller, District Student Supports

Dr. Jenna Leadbetter Superintendent

Regroup Counseling and Consulting PSC

Tia Dvorak, CEO & Clinical Director

Kelsey Larson - Clinical Manager

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## **Term of Agreement**

This agreement will remain in effect for the **2026–2027 school year**, unless modified by mutual agreement of both parties.

Agreement can be modified by mutual agreement and funds are ultimately dispersed and controlled by Crosslake Community Schools.

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## **Closing Statement**

Regroup Counseling and Consulting PSC appreciates the opportunity to continue partnering with Crosslake Community Schools to support the mental health and well-being of students, families, and educators.

Through this collaboration, we believe we can continue to strengthen the school community by providing accessible mental health care, practical support for educators, and early intervention for students in need.

## **Acceptance of Proposal**

The undersigned parties agree to the terms and conditions outlined in this proposal for the continuation of School-Based Mental Health Services between Regroup Counseling and Consulting PSC and Crosslake Community Schools for the 2026–2027 school year.



	Regroup Counseling and Consulting PSC	Crosslake Community Schools
<b>Signature</b>	_____	_____
<b>Printed Name</b>	Tia Dvorak, MS, LMFT-S, RPT-S, SPT	_____
<b>Title</b>	CEO & Clinical Director	
<b>Date</b>	_____	_____