



2024-2028 STRATEGIC ACTION PLAN IMPLEMENTATION

Proposed Initiatives – October 9, 2025

Workforce Development	
Infrastructure #1: Implement strategies to increase recruitment and retention to strengthen the behavioral health professional workforce.	
ACTION ITEMS AND OBJECTIVES	
1. Expand Behavioral Health Training Programs	
Conduct a statewide analysis of existing behavioral health degree programs.	
Identify gaps in internship and residency opportunities.	
Partner with training programs and facilities to increase placements and expand the number of trainees.	
2. Strengthen the Peer Support Specialists, Certified Recovery Coaches, Certified Peer Recovery Coaches, and Peer and Family Support Specialists Workforce	
Conduct a comprehensive workforce analysis to assess the current state of paraprofessionals Peer Support Specialists, Certified Recovery Coaches, Certified Peer Recovery Coaches, and Peer and Family Support Specialists in Idaho.	
*Collaborate with the Division of Occupational and Professional Licenses (DOPL) to update Idaho statute and rule, ensuring standardized certification and training for paraprofessionals.	
Engage paraprofessionals Peer Support Specialists, Certified Recovery Coaches, Certified Peer Recovery Coaches, and Peer and Family Support Specialists in focus groups to understand workforce challenges, wage compensation, needs, and opportunities for growth.	
3. Address Rural and Frontier Workforce Gaps	
Gather data from clinics in rural areas to understand barriers to recruitment and retention.	
Conduct an inventory of existing workforce strategies to identify what is working and what needs improvement.	
Develop recommendations to support workforce expansion in underserved areas.	

**Will work collaboratively with the Criminal Justice – Continuum of Care Implementation Team*

Program Awareness and Reduction of Stigma

Promotion #1: Develop an outreach and marketing strategy to increase awareness of publicly and privately funded programs and services. Address and reduce behavioral health stigma.

ACTION ITEMS AND OBJECTIVES

1. Integrate 211 and findhelpidaho.org as the central database of services available, facilitating a no wrong door approach

Partnership between DHW and United Way to ensure resource databases for 211 and findhelp are up to date and accessible by the general public regardless of how they are accessed.

Ensure callers to 211 are connected to appropriate resources on every call and are made aware of online resources available through findhelp as appropriate.

Utilize existing systems in findhelpidaho to serve individuals searching for resources outside of normal business hours/operation hours for 211.

2. Implement the Sources of Strength Program in Idaho Middle and High Schools

Identify and engage key stakeholders to promote program adoption. Identify a specific school in each area of the state to be the 'model' school that can help other local schools with training and implementation.

Provide training and onboarding to school staff and peer leaders in each initial participating school.

Develop a statewide implementation and evaluation plan that includes metrics for adoption, engagement, and effectiveness.

Help secure funding and partnerships to support program rollout, materials, and facilitator training costs for pilot schools in each region.

Increase awareness among students, parents, and communities about the benefits of Sources of Strength. Connect interested schools with 'pilot' school in their area for training.

3. Education for educators, teachers, and parents

Compile a list of all existing mental health related courses already available to teachers.

Create for-credit professional development courses for teachers, available through ISU's Albion Center for Professional Development.

Promote existing and newly created courses through social channels, email blasts, and newsletters.

4. Recommend educational programs tailored for rural Idahoans to reduce stigma, increase awareness, and improve understanding of mental health.

Support the 9-8-8 awareness campaign and leverage outreach for behavioral health program awareness

Increase public awareness of mental health education and resource access/availability and referral pathways

Skills-Based Training – Develop a plan to implement mental health training and workshops in each Public Health District

*Service Awareness & Navigation (Find Help Idaho, 211, Jannus) – Public awareness of mental health resource access / availability and referral pathways

*Will work with 211/findhelpidaho.org subteam

Primary Prevention Programs and Protective Factors

Prevention #1: Identify and implement coordinated evidence-based or evidence-informed primary prevention strategies that support community, family, and child well-being. Identify opportunities to minimize risk factors and enhance protective factors and promote long-term resiliency in children, youth, and adults with a significant emphasis on those having trauma symptoms.

ACTION ITEMS AND OBJECTIVES

1. Increase community connectedness throughout the state

Build social capital/connections for kids.

Promote civility and togetherness.

Develop a communication campaign to promote the importance of connection for behavioral and physical health.

Bridge connections across generations.

2. Increase crime prevention education

Work with the Idaho Association of School Resource Officers (IDASRO) to identify training and resource gaps for officers and the community, including education on the Idaho Fentanyl Project

Partner with law enforcement, agencies, community leaders, and educational stakeholders to provide and educate on crime prevention

Evaluate outcomes

3. Enhance youth life skills through engaging primary prevention strategies within a positive youth development framework

*Compile a list of recommended evidence-based/informed prevention strategies for communities and providers.

Provide technical assistance and training to communities and organizations

Evidence-based/informed programs offered to Idaho's K-12 students

4. Implement the Idaho Pediatric Psychiatry Access Line (IPPAL) in Idaho

Create a structured status report that includes key components of feasibility

5. Promote positive childhood experiences and outcomes by increasing access to quality services that address behavioral health and substance use disorders (and other ACEs)

Pursue sharing of data on the early childhood workforce, program, and quality data in the RISE database to inform decisions across the early childhood sector and intersections with behavioral health

Strengthen adults' resources, knowledge and skills to care for young children.

6. Strengthen Idaho's Safe Teen Assessment Centers

Enhance and sustain support for Idaho's Assessment Centers through the creation of standardized processes, increased funding, and heightened awareness to ensure long-term effectiveness and accessibility.

Explore committing Millennium Fund and Opioid Settlement Fund dollars (as allowed) to health promotion and prevention efforts that support Idahoans in promoting behavioral health and well-being where they live, work, play, learn, and worship.

7. Establish standardized data collection tools and a public dashboard to support evidence-based primary prevention strategies and protective factors to promote behavioral health
Collect/develop standardized tools: Create consistent tools for collecting behavioral health data in Idaho, focusing on protective factors and resilience.
Promote Data Collection, Use & Transparency: Facilitate data use by stakeholders to inform behavioral health policies and programs.
Establish Public Dashboard: Develop an accessible online dashboard to monitor and evaluate behavioral health indicators, including prevention and protective factors data.
*Identify Prevention Areas: Use data to pinpoint areas where prevention can be strengthened to improve behavioral health outcomes.

**These teams will coordinate on publication of evidence-based programs.*

Foster Care
Prevention #2: Collaborate across Idaho Department of Health and Welfare Divisions and with local nonprofits and community-based organizations.
ACTION ITEMS
1. Mentorship opportunities for youth in out-of-home placements (to prevent re-entry)
2. Provide opportunities to provide emotional support for caregivers/adoptive families to prevent burnout
3. Platform for connecting faith-based communities with opportunities to meet tangible needs of Idaho families.
4. Identify opportunities to minimize disruption to education involvement for children placed in out-of-home care.

Diversion Systems

Engagement #4: Develop early diversion and deflection tactics to avoid long-term engagement with the criminal justice system: prearrest, post arrest, and beyond.

ACTION ITEMS AND OBJECTIVES

1. Evaluate the processes around the age of detainment

Develop recommendations to revise 20-516/20-520 of the Juvenile Corrections Act

2. Implement two pilot court projects meant to divert justice-involved individuals with significant behavioral health issues

Three low-risk and high-need tracks in existing treatment courts

Early Intervention Canyon County Court seeking to divert court-involved individuals with significant behavioral health issues as soon as possible to address their needs

3. Evaluate jails' abilities to implement diversionary programs meant to address their service needs, such as behavioral health and education

Develop a framework or toolkit for jurisdictions to implement such an effort

Provide information about the program to justice stakeholders such as attorneys, judges, and recovery coaches, sheriffs, etc.

Develop an ongoing learning collaborative for implementation

4. Perform an Idaho systemwide review and gap analysis of existing and effective diversion and deflection programs/initiatives

Analyze findings from the Sequential Intercept Mapping (SIM) activities throughout the state that occurred in the last three years for the adult system

Identify evidence-based models and stages of deflection and diversion

Map out where adult and juvenile deflection and diversion programs are operating in Idaho

Connect Regional Behavioral Health Boards with the SIM reports and SIM maps

Help the Helpers

Engagement #9A: Provide support to individuals with occupational exposure to secondary trauma from working in the justice system, crisis response, and as first responders, and their families.

PROPOSED ACTION ITEMS

1. Research and review of other state and local practices to explore successful models for addressing behavioral health and mental wellness for first responder/helpers and their families, and report findings and recommendations back to the implementation team.
2. Educate stakeholders about the needs of first responders and make needed statutory changes.
3. Create a joint task force or organization at the state level to support the behavioral health and mental wellness of first responders long-term.
4. Implement a statewide first responder wellness app and provide resources and identify long term sources of funding.
5. Promote credentialing or specialized training for working with first responders to behavioral health educators, graduate programs, professional associations, and licensing boards.

Crisis Centers	
Treatment #1: Implement strategies to increase recruitment and retention to strengthen the behavioral health professional workforce.	
ACTION ITEMS AND OBJECTIVES	
1. Increase Public Awareness and Understanding of Crisis Center Services	
	Form a dedicated awareness sub-team to design and implement an outreach campaign that clearly communicates crisis center services and eligibility criteria.
	Collaborate with community partners (e.g., law enforcement, hospitals, shelters, schools) to educate front-line personnel on crisis center services and referral processes, ensuring appropriate utilization.
2. Expand Crisis Centers for Youth Across Idaho	
	Facilitate collaborative discussions between Youth Crisis Centers and Youth Assessment Centers to clarify roles, identify potential synergies, and assess feasibility for co-location based on existing program standards.
	Conduct a statewide needs assessment to evaluate regional gaps in youth crisis services, ensuring data-driven decisions for new crisis center locations.
3. Improve Crisis Center Utilization, Operations, and Coordination	
	Establish regular statewide meetings for crisis centers and key stakeholders to foster communication, share best practices, and develop strategies to enhance operational efficiency.
	Strengthen crisis center networks by promoting resource-sharing and standard operating procedure (SOP) alignment to improve coordination across all centers.
4. Ensure Sustainable Statewide Funding and Support for Adult Crisis Centers	
	Establish a sub-group to define key performance indicators (KPIs), collect testimonials, and compile impact reports that highlight cost-effectiveness and community benefits.
	Develop a data collection framework that tracks return on investment (ROI), service utilization, and diversion from higher levels of care, ensuring data consistency across agencies.
	Engage leaders and key stakeholders by presenting data-driven reports to secure continued and increased funding for crisis center operations.

Criminal Justice - Continuum of Care

Treatment #4: Ensure continuity of care for those within the criminal justice system, including those entering and leaving the system by providing treatment and ensuring links to services for those coming out of incarceration.

ACTION ITEMS AND OBJECTIVES

1. Expanding Peer Recovery Services

Expand access to Peer Recovery Support Specialists across the state to include access to supervisors and continuing education.

Develop oversight for the nine recovery centers throughout the State, to include accountability and leadership development for sustainability and continuity.

~~*Standardize the certification of Peer Support Specialist and Recovery Coach to encompass both within one certification and provide ongoing accountability. This is to include a code of ethics, background waiver, certification criteria, initial training requirements, ongoing CEU, and supervision requirements.~~

Continue to monitor the development of the certification process for Peer Support Specialist and Recovery Coach to encompass both within one certification and provide ongoing accountability. This is to include a code of ethics, background waiver, certification criteria, initial training requirements, ongoing CEU, and supervision requirements.

Create a network for certified peer support professionals for both community and statewide support.

Advocate for the development of a forensic endorsement for Peer Workers

2. Funding for independent assessors and other resources for individuals preparing to release from IDOC/IDJC custody/incarceration

~~Secure 1115 waiver funding through Medicaid for services in a correctional setting.~~

Identify areas of impact 1115 waiver on the criminal justice system (housing, assessments)

Full implementation of CAA 5121 (mandatory) & 5122 (voluntary) federal law.

IDJC community based alternative services (CBAS) – post-release, probation services, up to 90 days of funding.

Main funding streams: gap funding for diversion/probation screening for MH/SUD needs, additional funding application for additional services.

Individuals needing congregate care MH or IDD services post-release (supported living, ICF, etc.) – juvenile supported living is a big gap.

3. Expanding MAT/MOUD across the system

Develop awareness around processes serving the same clients across service areas

Enhancement criminal justice systems and community partnership

Evidence based oversight of individuals in MAT services

4. Multi-agency partnership for screening, court processes, case management, alternative placement, and PV options (non-incarcerations)

Training for all judges and parole commissioners on assessments
Training for District Judges on current content and experiences for rider participants

**Will work collaboratively with the Workforce Development implementation team*

Treatment Courts	
Treatment #4: Support treatment court programs.	
DRAFT ACTION ITEMS AND OBJECTIVES	
1. Perform a gap analysis toward a recommendation for the potential expansion of Mental Health Courts	
Expand Mental Health Courts into unserved areas (new courts)	
Expand capacity of existing Mental Health Courts	
2. Adequately fund treatment courts	
3. Explore options for participation in a treatment court without having to move to the location of the treatment court.	
Explore using virtual technology	
Leverage supervision resources in neighboring counties	
Explore options for funding opportunities for home visits and transportation	
4. Streamline process of entering treatment court to reach the targeted 50 days from arrest/PV to entrance into a treatment court	
Gap analysis to determine the current timeline vs. targeted 50 days	
5. Evaluate the ability to more effectively coordinate through programming and processes the transition from a rider to the community in a treatment court model	

Competency Restoration

Treatment #5: Review and reform the competency restoration process for adults (18-211/212) and juveniles.

ACTION ITEMS AND OBJECTIVES

Recommendation 1: Conduct a comprehensive assessment and analyze ways to reform the competency to stand trial system.

1. Gather and Analyze Statewide Data on Competency Evaluations and Restoration

Gather data on each phase of the CST process including referrals, wait times, restoration outcomes, and service gaps.

Evaluate each phase of the CST process to identify barriers, issues with timelines, and procedural concerns.

2. Identify and Review Best Practices from Other States

Conduct a comparative analysis of states with successful competency restoration reforms.

Evaluate alternative models such as community-based restoration and outpatient competency programs.

3. Engage Stakeholders in Policy and System Review

Convene legal, behavioral health, developmental disabilities and correctional system experts to assess challenges.

Evaluate facility and program capacity for inpatient and community-based restoration.

4. Assess Workforce and Infrastructure Capacity

Identify shortages in forensic evaluators, mental health professionals, developmental disabilities and restoration providers.

Gather input from public defenders, judges, prosecutors, and forensic evaluators.

Recommendation 2: Review of Juvenile Statute I.C. 20-519

5. Gather and Analyze Statewide Data on Competency Evaluations and Restoration

Engaging representatives from juvenile courts, public defenders, prosecutors, child psychiatrists, social workers, developmental disabilities professionals, and advocacy groups.

Ensuring diverse perspectives, including families and youth with lived experience.

6. Data Collection and Analysis

Assessing how often the statute is applied, regional differences, and case outcomes.

Identifying trends in detention rates, access to evaluations, and length of time in the system.

7. Stakeholder Feedback

Conducting focus groups and surveys with legal professionals, families, and service providers.

Identifying challenges in applying the statute and concerns around due process and fairness.

8. Reviewing National Best Practices

Analyzing developmentally appropriate alternatives to detention-based competency evaluations.

Exploring community-based interventions and early diversion strategies for juveniles.

Supportive Housing

Recovery #1: Increase availability of supportive housing for people with behavioral health conditions.

ACTION ITEMS AND OBJECTIVES

1. Expand supportive housing options, including HART homes

~~*Gather data to identify the number of people released from hospitals or incarceration into direct homelessness.~~

~~Gather data to identify the number of individuals experiencing homelessness who re-enter IDOC and State Hospital due to homelessness-related issues.~~

~~Research the impact of HART Homes on reducing incarceration and psychiatric hospitalization (State Hospital) rates among high system with a focus on cost containment.~~

~~Determine the current statewide capacity of HART Homes, including the number of operational units, bed availability to inform strategic planning efforts.~~

2. Provide permanent, affordable, and quality supportive housing options to increase safety for civilly committed individuals upon community reentry.

Produce report examining whether the housing status of committed individuals correlates with different system outcomes, including those that impact individual experience/system costs/repeated admission, within the state hospital system.

Increase collaboration among agencies, service providers, and funders with the state hospitals. Collaboratively identify system gaps, determine how to prioritize the most severe service needs, and assess opportunities to increase access supportive housing upon reentry.

Identify and/or secure funding for new reentry program(s) that increase supportive housing options for individuals exiting the state hospital system.

3. Permanent, affordable, and quality supportive housing options for justice-involved individuals

Create a Cross System Data Sharing Agreement to Identifying those with the most significant Housing Needs Prior to Release

Increased collaboration among agencies (Gaps, options, barriers)

Increase options for high functioning mental health clients (Increased daily rate for Medicaid for issues with behavioral health issues)

~~**Provide Education to tenants and property management companies about the criminal justice population~~

Identify and Secure Funding for a new program that will increase permanent affordable housing options for justice involved individuals

4. Conduct targeted education on the need and cost savings associated with providing evidence-based supportive housing options for individuals upon community reentry.

Increase priority stakeholder (state agencies, public and private insurers, public safety officials, reentry and homelessness service providers) knowledge about evidence-based supportive housing programs that, when utilized as reentry strategies, deliver positive client and system outcomes, including cost savings.

Educate state lawmakers about opportunities for state cost savings via reentry programs focused on supportive housing, potential funding sources, and implementation options in Idaho.
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Educate housing providers on how supportive housing programs benefit the community and their business operations.
