



COLORADO
Department of Education

FY2023

End of Year Report

July 1, 2022 – June 30, 2023

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This report is to show the key accomplishments and activities that were achieved for FY2023 in the role as a Brain Injury Specialist at the Colorado Department of Education. The scope of this work involves building the infrastructure of Colorado schools and the capacity of school personnel and health professionals; providing support to develop and maintain both district / Board of Cooperative Educational Services (BOCES) based BrainSTEPS CO brain injury consulting teams and school-based Return to Learn Concussion Management Teams (RTL CMTs). BrainSTEPS CO consulting teams were brought to Colorado in 2016 and modeled after BrainSTEPS in Pennsylvania that began in 2007. These are multidisciplinary school personnel teams who consult on students with acquired brain injuries. They are also able to take their training and continue to provide additional training to their peers. RTL CMTs are school building based and should have at a minimum of 2 people supporting the student and school personnel. This team supports the student by monitoring symptoms, academics, and mental health for the initial 4-6 weeks. Following that time frame, the student is then eligible for a BrainSTEPS referral if additional support is indicated. Funding for this work is through the MINDSOURCE Brain Injury Network, provided by the Colorado Traumatic Brain Injury Trust Fund revenue.

BrainSTEPS Trainings

3 training courses for BrainSTEPS team members were completed:

- New Team Member Training
- Update Training
- Team Leader Training

The above-mentioned training courses are necessary to maintain up-to-date best practices. The number of students becoming identified with an acquired brain injury has been increasing as well. 178 students were added to the BrainSTEPS database this year and 155 were added in 2022, with a total of 810 students added throughout the life of this program.

The new team member training was a 2 day in person training. This training was able to prepare two additional Brain Injury Consulting Teams and 56 new team members to add to existing teams to keep them adequately staffed compared to 2022 only 52 new team members attended. There are now 26 Districts and 4 Board of Cooperative Educational Service (BOCES) Level BrainSTEPS CO Teams with 220 team members serving approximately 60 districts in Colorado (covering approximately 70-75% of the Colorado student population).

The virtual update training was held in February and 2 national speakers were introduced to all team members that were available to participate. Due to holding this training virtually, it was better attended and allowed for more options for speaker availability. Yasmine Botto, Ph.D. from Children's Hospital of Colorado gave an overview of neurocognitive and educational implications of stroke and the effects of chemotherapy on cognition. The last 2 years there has been increasing requests for this type of information from the schools. Heather Hotchkiss, MSW, spoke to the group on the impacts and implications of fetal alcohol spectrum disorders. After completing the training and evaluation was the following result:

Evaluation Question	2022	2023
Strongly Agree that the training helped them to further understand the impacts of a brain injury	70%	80%

The team leader training held virtually in April 2023 included 2 national speakers and presented to 28 team leaders. There was at least one team leader from each BrainSTEPS CO team attending. Following the training and evaluation I received the following results:

Evaluation Question	2022	2023
Strongly Agree that the training helped them to further understand the impacts of a brain injury	48%	51%
Strongly Agreed their knowledge of student behavior with acquired brain injury has improved	41%	47%

Concussion Management Teams

School personnel continue to use the BrainSTEPS Return to Learn (RTL) Concussion Management Team (CMT) training. 218 schools in Colorado currently have registered RTL CMT members and 485 school personnel have completed the RTL CMT training. This training is 5.5 hours and has some information that is not applicable to many school positions. With the help of Karen McAvoy, PsyD, and Get Schooled on Concussions we developed a CMT training specific to health aides within the school buildings in March 2023. This training was simplified and only discussed main points of the concussion and monitoring. The training was hosted on a free CDE platform that is easily accessible to all schools within Colorado. 76 health aides and school nurses completed the training. Between the BrainSTEPS RTL CMT training and Health Aid CMT training 129 people completed this, when compared to only 108 completed training in 2022.

While we have made gains just within this last year, however more are necessary. Data was volunteered from all schools within Colorado and recently combined. This data reflects students that sustained a head injury. The inclusion criteria are students with a healthcare diagnosis as well as those identified by a concussion, 504, or IEP team.

School year	Number of Students with a Head Injury Diagnosis	Total number of students represented in the data	Percentage of total student enrollment represented in the data
2020-21	3,421	516,761	63%
2021-22	6,903	714,304	81%
2022-23	5,996	707,632	80%

Brain Injury Awareness Month

March 2023 marked Brain Injury Awareness Month. This was the first time we have been able to provide content to schools and the public through [Mind Your Brain Colorado](#). MINDSOURCE

shared this great tool that the school teams really enjoyed and used. I was able to hold a webinar and present information on supporting students through a standardized protocol in conjunction with some of our community partners. This webinar was highly attended with 95 participants.

Plans for FY2024

There are thousands of students who are not identified by the BrainSTEPS teams. My plans for FY24 are to continue training and support on CMT, and to BrainSTEPS CO teams. I will continue to push the BrainSTEPS teams to report all their data so we can clearly identify weaknesses. Data will become more of a priority for this year and used to encourage others in all areas of the school building to identify and support students with all acquired brain injuries. Continued conversations with the Charter schools and Children's Hospital of Colorado contracted nurses to encourage their membership on BrainSTEPS teams. I will also be releasing a CMT training for school counselors hopefully in September 2023 as well as updating the CDE Concussion Management Guide to reflect the most current information.



FY2023
Annual Report to the Colorado
Traumatic Brain Injury
Trust Fund Board

Submitted by:
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Senior Brain Injury Consultant
Colorado Department of Education

July 1, 2022 – June 30, 2023



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OVERVIEW

Background

MINDSOURCE Brain Injury Network within the Office of Community Access and Independence at the Colorado Department of Human Services (CDHS) contracted with the Colorado Department of Education (CDE) for brain injury support services for FY2023 (July 1, 2022, through June 30, 2023). The scope of this work involves building the infrastructure of Colorado schools and the capacity of school personnel and health professionals; providing support to develop and maintain both district based BrainSTEPS CO brain injury consulting teams and school based Return to Learn Concussion Management Teams (CMTs). In addition, this contract involved providing the following: general training on brain injury, both in the schools, as well as in the community; developing guidelines/protocols, and monitoring and developing appropriate policies related to supporting students with brain injury in the education setting. Finally, this contract involves partnering with community agencies and others at CDE to build the capacity of families to better understand how to support their child with a brain injury. Funding for this work is through the MINDSOURCE Brain Injury Network, provided by the Colorado Traumatic Brain Injury Trust Fund revenue.

KEY ACCOMPLISHMENTS FOR FY2023

- Provided a virtual three-day New BrainSTEPS CO Team/Team Member Training, preparing two additional BrainSTEPS CO Brain Injury Consulting Team and 56 new team members to add to existing teams. There are now 26 District and four Board of Cooperative Educational Services (BOCES) Level BrainSTEPS CO Teams with 221 team members serving 65 districts in Colorado (approximately 70-75% of the student population).
- Held a one-day virtual Up-Date Training for BrainSTEPS CO team members with 174 team members attending.
- Provided a virtual Team Leader Training for BrainSTEPS CO team leaders with 28 team leaders attending.
- Provided additional training opportunities for BrainSTEPS CO members and multiple pediatric brain injury learning virtual resources.
- Held monthly teleconference calls with BrainSTEPS CO Team Leaders.
- Supported BrainSTEPS CO team members through consultation and mentoring.
- Disseminated brain injury information virtually, conferences and professional meetings.
- Disseminated information explaining and promoting Return to Learn Concussion Management Teams to administrators and educators virtually, conferences and meetings.
- Provided monthly Return to Learn CMT Community of Practice (CoP) online webinars/meetings with concussion expert guest speakers, to keep the knowledge of individuals who have completed the CMT training up-to-date.



- Held bi-monthly Concussion Action Team (CAT) teleconference meetings to keep districts up-to-date on concussion information.
- Provided consultation to school personnel and parents who had questions or concerns regarding concussion.
- Maintained the Traumatic Brain Injury (TBI) and CAT listservs, disseminating information on a regular basis.
- Maintained the Colorado Kids with Brain Injury (www.cokidswithbraininjury.com) and CDE brain injury (<http://www.cde.state.co.us/healthandwellness/braininjury>) websites.

KEY ACTIVITIES FOR FY2023

1. Develop, implement, and maintain a network of BrainSTEPS CO Teams across the state through BrainSTEPS CO team trainings.
 - a. Held a three-day virtual BrainSTEPS CO New Team Member training fall 2022.

The following actions were taken to prepare for the BrainSTEPS CO New Team/Team Member training:

- Posted notices of the BrainSTEPS CO New Team/Team Member Training in the CDE's Weekly Newsletter, TBI listserv, School Nurse listserv, and in the Exceptional Student Services Online Newsletter.
- Recruited districts who were without BrainSTEPS CO teams through discussions with appropriate district personnel.
- During BrainSTEPS CO Team Leader Monthly Meetings, team leaders were encouraged to evaluate their team's composition and send additional district personnel to the November training if they needed additional members to grow their team or replace team members who had retired or moved away.

BrainSTEPS CO New Team/Team Member Training

A BrainSTEPS CO New Team/Team Member Training was held virtually via Zoom, November 8th and 9th 2022 (see Appendix A for Agenda). A total of 56 Colorado school district personnel from 20 districts and BOCES, attended the virtual training to become BrainSTEPS CO team members (see BrainSTEPS CO New Team Training table below). Participants included district nurses, school nurses, behavioral specialists, instructional specialists, occupational therapists, physical therapists, speech language therapists, school psychologists, school social workers, an educational diagnostician, a Student Support Services Coordinator, and a Special Education Coordinator.



The table below shows a listing of the number of attendees from each of the BrainSTEPS districts and BOCES teams that were trained in November 2022. New teams are noted in bold and marked with an **asterisk***.

BrainSTEPS CO New Team Training	
Districts	Number Attending
Adams 12, Northglenn-Thornton	2
Aurora Public Schools	4
Boulder Valley SD	2
Colorado River BOCES	1
Denver Public Schools	6
Douglas Re 1, Castle Rock	3
Eagle County SD*	5
El Paso 20, Academy	2
Fountain-Fort Carson School District 8	1
Harrison 2 School District	1
Jefferson County	6
Littleton Public Schools*	4
Montrose Re-1J, Montrose	3
Roaring Fork School District	1
San Juan BOCES	2
School District 27J	1
St. Vrain Valley School District	2
Thompson R2-J	4
Weld Re-4, Windsor	5
Weld RE-6/Greeley	1
TOTAL	56

The main content for the three-day training was delivered by the CDE brain injury consultants, Toni Grishman, Jody Dickerson, and Nicole Crawford. Additionally, Liz Gerdeman, provided an overview of THE MINDSOURCE Brain Injury Network, and each of the community partners with whom the teams are likely to have frequent interactions presented a 10-minute overview of their programs and how they coordinate with the BrainSTEPS CO teams. The community partners included Kevin Taulman from BIAC, Jodi Krause from Colorado Children’s Hospital, and Laura Magnuson from Craig Hospital.

All persons who were registered for the November BrainSTEPS CO New Team Training were sent a link to complete an online *Knowledge about Children and Youth with Brain Injury Pretest* prior to the training.

A total of 56 persons completed the pre-test. Following the training, participants were asked to complete the *Knowledge about Children and Youth with Brain Injury Post-Test*. A total of 52 persons completed the post-test (87% completion rate for those attending the training).

Scores were compared with those who took both the pretest and the post-test. As a group, participants scored 61% on the pretest and 73% on the post-test, showing a 12% gain in knowledge.

Participants were also expected to complete the BrainSTEPS CO Brain Injury New Team Training Evaluation Survey. A total of 52 people completed the evaluation survey (87% completion rate). The survey asked participants to respond to the following 3 statements for presentations covered in the two-day training, rating each: 1) Strongly Disagree, 2) Disagree, 3) Agree, or 4) Strongly Disagree.



The table below shows the survey questions, the number of responses, and percentages in each category.

BrainSTEPS CO New Team/Team Member Training Evaluation

Question	Strongly Agree	Agree	Disagree	Strongly Disagree
The content of this training helped me understand the basics of brain injury.	41	10	0	0
I feel prepared in being an active BrainSTEPS Team member.	26	25	0	0
As a result of this training, my knowledge of student behavior with acquired brain injury has improved.	33	18	0	0

In a space for open ended comments at the end of the evaluation survey, examples of participants' responses included the following:

"Thank you so much! Excellent 2 days! I learned so much"

"This was an incredibly powerful and helpful training. Thank you for all your work and advocacy!"

"I feel I have a lot more to learn before becoming confident as the class size was very large and very long days. I continue to look through the information provided during the class to continue my education"

"I felt there was a lot of direct instruction and not enough time to process with my team. Would have loved more facilitated activities and scenarios."

Online Reporting for BrainSTEPS (ORBS) Database Training

This training was again included in the New Team/Team Member training. This training was mandatory for all persons who attended the November 2022 New Team/Team Member.

- b. Develop and implement a BrainSTEPS CO Up-Date training spring 2023. Topics for the 2023 BrainSTEPS CO Update Training were chosen based on feedback given by team members on the 2022 Update Training Evaluation.
 - A BrainSTEPS CO Update Training was held virtually for all BrainSTEPS CO team members on February 15, 2023. 174 BrainSTEPS CO team members from 29 districts/BOCES attended the training to increase their knowledge of brain injury and skills in serving as BrainSTEPS CO team members. In addition to updates provided by CDE BrainSTEPS CO staff Grishman and Dickerson and Crawford, Yasmine Botto, Ph.D., presented a morning session entitled *Neurocognitive and Educational Outcomes for Children with Complex Medical Histories: An Overview of Neurocognitive and Educational Implications of Stroke and the Effects of Chemotherapy on Cognition and Achievement*. In the afternoon, Heather Hotchkiss presented *Fetal Alcohol Spectrum Disorders: Impacts and Implications*. Following both speakers, case studies were presented to put the learned information into practice.



Below is a listing of the BrainSTEPS CO teams and the number of individuals attending the Update Training from each district or BOCES team.

Districts/BOCES Attending February 15, 2023
BrainSTEPS CO Update Training

District	Number Attending
Adams 12	5
Aspen SD	1
Aurora 28J	9
Boulder Valley SD	10
Centennial BOCES	1
Cherry Creek SD	6
Colorado River BOCES	2
Denver Public Schools	10
Douglas County SD	6
East Central BOCES	1
Fort Morgan RE-3	9
Fountain-Fort Carson SD 8	5
Harrison 2 SD	9
Jefferson County	11
Mesa County Valley SD 51	4
Moffat Schools	2
Montrose County SD	3
Poudre SD	4
Pueblo County District 70	10
Roaring Fork SD	5
San Juan BOCES	6
School District 27J	6
School District 49	9
St. Vrain Valley SD	15
Thompson Schools	6
Weld RE-4	5
Weld Re-6	14
Total	174



All persons who registered for the training were sent a link to complete an online *February 2023 BrainSTEPS CO Update Training Pre-Test* prior to the training. The pretest was composed of questions submitted by the invited speakers. A total of 174 persons completed the 11-question pre-test. Following the training, participants were asked to complete the *February 2023 BrainSTEPS CO Update Training Post- Test*. 132 people completed the 11-question post-test (76% completion rate).

Scores were compared for those who took the pretest and the post-test (N=132). As a group participants scored 81% on the pretest and 97% on the post-test, showing 16% gain in knowledge. All participants were also expected to complete the BrainSTEPS CO Brain Injury Update Training Evaluation Survey. A total of 132 individuals completed the evaluation survey (76% completion rate). The survey asked participants to respond to the following 6 statements for presentations covered in the training; rating each: 1) Strongly Agree, 2) Disagree, 3) Agree, or 4) Strongly Disagree. The table below shows the survey questions and the number of responses and percentages in each category.

BrainSTEPS CO Brain Injury Update Training Evaluation Survey

Question	Strongly Agree	Agree	Disagree	Strongly Disagree
The content of this training helped me to further understand the impacts of a	51.9% (68)	45% (59)	2.3% (3)	0.8% (1)
As a result of this training, my knowledge of student behavior with acquired brain injury has improved.	47.3% (62)	49.6% (65)	2.3% (3)	0.8% (1)

Open ended questions at the end of the survey were also asked of attendees. Responses received from this question will be used for planning future trainings.

Would love more info on direct interventions school teams can use for students with brain injuries and case studies on those kids.

I would love a training on how drug use and overdose can affect the brain

It would have been more helpful to have training and information more specifically related to consultations (with school teams and parents), community resources, parent information, or other topics on a deeper level.

I always appreciate information on therapy, strategies in the classroom, goal ideas... anything around the next step after identification!

More breakout rooms and activities which involve participants.

Additional comments? Responses received from this question will be used for planning future trainings.

Less case studies, or more concise

Thank you for all of this information. It is very appreciated.

Morning presenter on chemo and stroke was very informative!

The virtual option was helpful!

Some of the presentations were pretty hard to stay engaged with on the virtual format.



After the training was completed, all presentations and handouts were posted on the BrainSTEPS CO website for team members to view, so those who were not able to attend had access to the information.

- c. Develop and implement a BrainSTEPS CO Team Leader training spring 2023.

A BrainSTEPS CO Team Leader Training was held virtually via Zoom on April 21, 2023. One to two team leaders from each of the 37 teams attended the BrainSTEPS CO Team Leader training to gain strategies and hone their skills in serving as BrainSTEPS CO team leaders (see Appendix C for copy of BrainSTEPS CO Team Leader Training Agenda).

The following table shows a listing of the BrainSTEPS CO teams and the number of team leaders attending the BrainSTEPS CO Team Leader Training from each team.

BrainSTEPS CO Team Leader Training
April 13, 2023

District	Number Attending
Academy 20	-
Adams 12	2
Aspen RE-1	1
Aurora Public Schools	1
Boulder Valley School District	2
Centennial BOCES	2
Cherry Creek School District	1
Colorado River BOCES	-
Denver Public Schools	-
Douglas County Schools	1
Eagle County School District	1
East Central BOCES	-
Fort Morgan RE-3	1
Fountain-Fort Carson School	-
Harrison 2 School District	1
Jefferson County RE-1	2
Littleton Public Schools	1
Mesa County Valley School District	1
Moffat County School District	-
Montrose County School	-
Poudre School District	1
Pueblo County District 70	2
Roaring Fork School School	1
San Juan BOCES	-
School District 27J	1
School District 49	1
St Vrain Valley School	1



Thompson R2-J	1
Weld RE-4	1
Weld RE-6/Greeley	2
Total	28

Following the training, participants were emailed a link to complete the *BrainSTEPS CO Team Lead Training Evaluation Survey*. 18 of the 28 attendees completed the evaluation (64% completion rate.) The survey asked participants to respond to 4 statements evaluating the speakers, content, training activities, etc., rating each: 4) Strongly Agree 3) Agree, 2) Disagree, or 1) Strongly Disagree. The following table shows the team leaders’ responses to the survey.

BrainSTEPS CO Team Leader Training Evaluation

Question	Strongly Agree	Agree	Disagree	Strongly Disagree
The content of this training helped me to further understand the impacts of a brain injury.	53%	35%	6%	6%
I feel prepared in being an active BrainSTEPS Team member	59%	41%	-	-
Following this training I better understand the process of receiving a referral to our BrainSTEPS	47%	59%	-	-
As a result of this training, my knowledge of student behavior with acquired brain injury has	35%	53%	6%	6%

- d. Provide support for BrainSTEPS CO teams.

Monthly Team Leader Meetings

BrainSTEPS CO Team Leader meetings were held monthly via Zoom to update the team leaders with new information, announcements, etc. This provided team leaders with an opportunity to ask any questions they may have regarding BrainSTEPS CO procedures, management of students with TBI, etc. Each meeting started with announcements and updates being disseminated through a PowerPoint presentation. The meeting then opened to a question-and-answer session, followed by a general discussion. Minutes from each of the BrainSTEPS CO Team Leader Monthly Conference calls are sent to all team leaders following the call and are posted on the BrainSTEPS website where they are available to be viewed by all Colorado BrainSTEPS team members. Team leaders are instructed to share information from the meetings with their teams during their own team’s monthly meetings.



The table below lists the BrainSTEPS CO Team Leader Monthly Meeting Teleconference dates, number of persons attending via Zoom, the number of represented districts, and the topics discussed at each meeting.

Team Leader Monthly Teleconference Meetings

Date	Number of Team Leaders Attending	Number of Districts/BOCES	Meeting Topics
08/30/22	28	24	Team Leader Reminders & Beginning of the school year to do's, Training Dates, Best Practice review, ORBS database update/review, Resources for Long COVID information
09/15/22	30	23	BrainSTEPS Team Best Practices - Review, Reminder to-dos, training dates, Can't vs. Won't, National Concussion Day, Additional learning opportunities
10/11/22	24	22	What types of brain injuries is your school supporting? Are there others that another district is supporting that you could? Updates to ORBS, Brief encephalitis overview
11/17/2022	20	18	New team member completed, new team members, peer supports for new team leaders,
12/13/2022			Meeting notes were sent out due to Grishman & Dickerson presenting to the Un BOCES on BrainSTEPS material. Notes highlighted more educational opportunities
01/19/2023	26	17	Review of best practices and reminder of completion dates to be eligible for stipend. Review of how to access that information. Review of ORBS information, Brain Injury
02/16/2023			No February Meeting due to Update Training
03/09/2023	21	18	Team leader training registration information, all team member survey that needs to be completed, Hallmarks of FASD, Mindsource grant opportunities
04/13/2023			No team leader meeting due to team leader training this month.
05/01/2023			No team leader meeting this month. This was to give time back to the teams to wrap up goals, best practice review, and ORBS updates.



BrainSTEPS CO Team Member Consultations

It is important that BrainSTEPS CO team leaders and team members have expert support available as they carry out their role. Toni Grishman responded to approximately 225 phone calls and emails from BrainSTEPS CO team leaders and team members seeking information or guidance on various aspects of serving students with brain injury during FY23. Emails and notes from phone calls document these consultations.

As an additional means of providing support to the BrainSTEPS CO teams, the CDE BrainSTEPS CO staff (Grishman and Dickerson) continued plans from FY21 to attend one of each team’s monthly meetings. During quarter one, BrainSTEPS CO team leaders were asked to provide their team meeting schedules to the CDE BrainSTEPS CO leaders so they could schedule virtual team visits. The table below shows the BrainSTEPS CO team meetings that Toni Grishman attended during quarters two, three, and four. Notes from each meeting attended are kept on a shared drive that both Grishman and Dickerson can access.

BrainSTEPS CO Team Meetings Attended

Date	BrainSTEPS CO Team
09/13/2022	Centennial BOCES
09/27/2022	Douglas County School District
02/13/2023	Jefferson County Public Schools
02/13/2023	St. Vrain Valley School District
03/14/2023	District 70

BrainSTEPS CO Team Member Survey

At the end of March 2023, an annual survey of BrainSTEPS CO team members was conducted by Toni Grishman. A link to the survey was emailed to all 221 BrainSTEPS CO team members. One hundred and twenty-nine people responded (91 BrainSTEPS CO team members and 38 BrainSTEPS CO team leaders) for a response rate of 58%. The table below shows the survey questions and the number of responses and percentages in each category. At least 1 response was received from 28 out of the 30 BrainSTEPS CO teams.

BrainSTEPS CO Team Members Satisfaction Survey 2023

Rank from least (1) to Highest (5) Questions	1 (Lowest)	2	3	4	5 (Highest)
The communication among my BrainSTEPS team members is effective.	-	2%	9%	43%	46%
I feel my team consistently meets best practice expectations Link to BrainSTEPS Best Practice	1%	2%	9%	51%	37%
My BrainSTEPS team meets regularly to discuss program updates, student referrals, etc.	2%	1%	6%	29%	62%
My team leader keeps me in the communication loop for referrals, update information, trainings etc.?	-	2%	8%	22%	67%
I feel the services provided by	2%	3%	15%	39%	41%



my BrainSTEPS team this year have made a difference in the lives of the students.					
My involvement with the BrainSTEPS Program has contributed to my overall professional development.	-	2%	11%	32%	54%
I am satisfied with the assistance that the CDE Brain Injury Consultants have provided to me when support was requested.	-	2%	14%	40%	44%
I am satisfied with the student data the hospital or medical staff provides when a student is discharged from their facility.	4%	4%	35%	27%	30%
Please rank from 1 (least important) to 5 (most important) the services you believe the BIAC Education Consultant should provide for students. Do not repeat a ranking number [Supporting students and families]	Educational consultation	Programs for students	Connection to other helpful agencies	Brain Injury training and information for parents	Supporting students and families
Yes / No Questions					
	Yes	No	N/A		
Our team's student referrals are appropriate (moderate to severe brain injury/concussion referrals only after initial 6 weeks).	92%	8%			
When a student is referred, different team members assist in taking "point person" lead roles.	79%	9%			
Did you actively participate in the consultative model when a student was referred? If no, please also choose other and explain	87%	6%			
Are there any barriers to your BrainSTEPS team supporting your referrals? If yes, please also select other and explain	30%	61%			
For Team LEADERS only. I find the monthly team leader calls useful. If no, please also choose other and explain	30%	9%	9%		
I am satisfied with the services the Education Consultant from Brain Injury Alliance of Colorado (BIAC) provided.	51%	2%	43%		



I am satisfied with the collaboration and follow-up from a hospital or medical staff has provided when a student is discharged from their facility. If no, please also select other and tell us why	64%	9%	7%		
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Any other comments or suggestions:

“Overall, we appreciate the great support that we are getting from the state BrainSTEPS team staff as well as with the community partnerships with CDE, BIAC and Children's. Still lots to do to get the word out about BI but we are on a much better road now!! Thank you!”

“The trainings are always helpful, and I enjoy attending them! As I stated before I would love more complex/nuanced case studies so we can help those with similar presentations in our schools. BrainSTEPS CO teams.”

e. Aggregate data from BrainSTEPS database.

The following tables list the aggregate data from the ORBS BrainSTEPS CO database. Totals are provided by a report run at the end of each quarter.

BrainSTEPS CO Students by District or BOCES
Added in FY23/Total in Database

Quarter	Number Districts/Total Districts Reporting	Number BOCES/Total BOCES Reporting	Total New Students Added/ Total Districts Reporting
One 07/01/22-09/30/22	12/42	0	35/42
Two 10/01/22-12/31/22	13/42	1/4	49/42
Three 01/01/23-03/31/23	11/42	0	43/42
Four 04/01/23-06/30/23	25/42	1/4	26/42

BrainSTEPS CO Students by Age
Added in FY23/Total in Database

Quarter	Number New Students	Number New Students Added 3-5 years/Total	Number New Students Added 6-12 years/Total	Number New Students Added 13-19 years/Total
One 07/01/22-09/30/22	0/154	3/79	7/177	13/238
Two 10/01/22-12/31/22	1/155	6/85	31/208	11/249
Three 01/01/23-03/31/23	19/174	4/89	6/214	14/263
Four 04/01/23-06/30/23	0/174	1/90	11/225	3/266



2. Develop, implement, and maintain a network of school-based concussion management teams (CMTs).

a. Provide training to, and obtain buy in from, appropriate administrators and school building personnel.

The following activities took place during FY23 to encourage administrative support for CMTs and to get appropriate groups to register for the training:

- The Return to Learn CMT training was promoted at the Concussion Action Team (CAT) Teleconferences and at all the BrainSTEPS CO Team Leader Teleconference Meetings.
- Instructions on how to sign up for the CMT training was included in all the CAT minutes sent out to the CAT listserv.
- I attended the CASE Convention July 27th – 29th, 2022 to connect with administrators at the different school districts/BOCES to discuss the need for training and a CMT in their school buildings.
- Nicole Crawford and I attended and presented “Increasing Positive Outcomes for Students with Neurocognitive Challenges” at the Courage to Risk conference. This was an opportunity to continue to gain awareness of the BrainSTEPS team, and the importance of standardized concussion management with the use of CMTs (01/20/2023).
- On 03/04/2023 in conjunction with Jody Dickerson, we presented “A Tale of Two Brains” at CASN. At this conference we also released a new CMT for Health Tech’s. This was well received and in the 3rd Quarter 39 people (Nurses, Health Techs, Administrative Assistants) completed the course and received certificates.
- I presented at SNO (School Nurse Orientation) webinar and discussed not only what a mTBI is, but how it affects the student. I discussed the Nurse’s role in the healing process, and how a standardized CMT plan can help the student to recover quickly (03/14/2023)
- On 03/15/2023, I held a Brain Injury Awareness Webinar. I invited Dr. Karen McAvoy, and Kevin Taulman (BIAC) to speak, as well as Jody Dickerson was also presenting information. I presented “So You Think You Have a Plan”. This presentation included information on how to form a CMT, and information about the Health Tech Training.

a. Train 100 people within a school building in the CMT model as Develop CMTs

The following table lists the total number of Return to Learn CMTs registered, the number of individuals on those CMT who are registered, the number of BrainSTEPS CO team members registered at the end of the first quarter. Due to the programming and data, we are currently unable to discern which districts have complete concussion management teams functioning in their district.



Return to Learn Concussion Management Team Training Registrations FY23

Groups Registered for CMT Training	Number New Registered Q1/Total # Registered	Number New Registered Q2/Total # Registered	Number Registered Q3/Total # Registered	Number Registered Q4/Total # Registered
Return to Learn CMTs	12/224	0/224	0/224	0/224
Districts with CMTs				
CMT Members Registered for CMT Training	4/471	5/476	6	3/482
Non-CMT Member Registered for CMT Training	3/45	7/52	3/55	3/58
BrainSTEPS CO Members Registered for CMT Training	5/257	0/257	1/258	1/259

b. Conduct monthly Return to Learn CMT Community of Practice (CoP) meetings.

To help support the Return to Learn CMTs once they have completed the training, Return to Learn CMT CoP Monthly Meetings were held. These meetings were open to all people who completed the Return to Learn CMT online training. The meetings were hosted by Toni Grishman. The purposes of the online meetings were to disseminate new concussion research and to provide answers to questions participants may have regarding concussion management. During each meeting, a PowerPoint presentation was delivered highlighting concussion research, concussion resources, case studies, and strategies for Return to Learn. Participants were encouraged to ask questions about Return to Learn concussion management. PowerPoint presentations from each meeting were emailed.

Toni Grishman arranged to have nationally known speakers on a variety of topics in the field of concussion present at the Return to Learn Concussion Management Community of Practice Meetings. Those who completed the Return to Learn CMT training received a monthly invitation for each meeting.

The following table shows the Return to Learn Concussion Management Community of Practice meeting dates, number of persons attending from Colorado and Pennsylvania (count from Zoom participant list), the title of the presentation, and the speaker(s).



Return to Learn Concussion Management Community of Practice Meetings

Return to Learn CMT CoP Meeting Date	Number of Registrant	Approximate Number Attending (count from zoom participant list)	
09/12/22	48	25	Karen McAvoy, PsyD
10/12/22	47	23	Dr. Douglas Gomez
11/14/22	43	25	Community Discussion
12/07/22	39	27	Julie Wilson, MD
02/02/23	46	25	Dr. Brenda Eagan – Johnson
02/15/23	36	22	Sara Timms, Ed.S.
03/06/23	38	17	Margot Gray, PT
04/19/23	37	23	Katherine Dahlsgaard, PhD

- c. Conduct bi-monthly Concussion Action Team (CAT) meetings.

CAT teleconference meetings are held bi-monthly during the school year to provide school professionals an opportunity to discuss challenges, share information/documents, and share achievements related to concussion management. In addition, the CDE provides updates and facilitates discussion of current research articles and new materials produced within the brain injury field. The table below shows CAT teleconference dates, number of persons attending via GoToMeeting, and the number of districts represented.

Concussion Action Team Teleconference Meetings

CAT Meeting Date	Number of Persons Attending	Number of Districts/BOCES
08/31/22	21	16
10/24/22	*Meeting cancelled	
12/14/22	19	13
02/27/23	15	11
04/26/23	*Meeting cancelled	Notes sent out

Additionally, minutes from the CAT meetings are emailed to over 400 school district members on the CAT Listserv. The minutes contain concussion resources and links to research articles and resources discussed during the CAT conference call.

- d. Assist districts with developing concussion guidelines.
 - During FY23 assistance was provided to school districts developing concussions guidelines. Toni Grishman consulted with the BrainSTEPS team from Cherry Creek School District who wanted a clearer direction for concussion protocol.



3. Activities related to maintaining a database for both CMT and BrainSTEPS CO Team data.

- To ensure the security of the BrainSTEPS CO database it is important that only current BrainSTEPS CO team members have access to the Online Reporting for BrainSTEPS (ORBS). Thus, at the beginning of the school year an email was sent to each of the BrainSTEPS CO team leaders providing them with a current list of their team members who had access to their district's ORBS database information, stating they were required to notify Toni Grishman if any of the members listed were no longer on the team. After team leaders responded, Toni Grishman ensured that members who had left the district or team, no longer had access to the BrainSTEPS CO database.
- Responded to requests from Return to Learn CMTs to add and delete individuals from their teams and to help CMTs problem solve user errors.
- Worked with Sam Cartos of Frameweld to update the BrainSTEPS CO team leader contact list on the CMT website.
- Worked with Tim Kelly from Leader Services to correct minor issues team members were experiencing with the database.
- Secured FY24 contracts for hosting/maintenance and licensing of the BrainSTEPS CO ORBS database and the Return to Learn Concussion Management training websites.

4. Activities and deliverables related to community-based training and outreach.

- a. Responded to education requests from school personnel, families, and community providers (including partnering with the BIAC) by either providing education or partnering with an appropriate organization to provide requested education.
 - Attended quarterly Youth Operations meeting (CDE, BIAC, MINDSOURCE Brain Injury Network) to discuss needs of the field and report on the CDE activities.
 - Held a quarterly Community Partners meeting (CDE, Children's Hospital, Craig Hospital, BIAC) to discuss how we can collaborate and show unity between all parties (Brain Injury Awareness Month), and continue to discuss any difficulties and how we can help each other with referrals and information sharing.
 - Presented in conjunction with Jody Dickerson virtually at Ridgeway School District. They are a part of the un BOCES and are interested in a BrainSTEPS team.
 - Presented "Nurse Role in supporting students following a Concussion" at the School Nurse's Orientation Webinar (03/14/2023)
- b. Develop and maintain a relationship with appropriate hospitals and providers in the state (e.g., Children's Hospital of CO)
 - Kept Jodi Krause from Children's Hospital, Laura Magnuson from Craig Hospital, and Kevin Taulman from BIAC updated with the latest BrainSTEPS CO Team Leader lists.
 - Contacted Liz Gerdeman, MINDSOURCE Brain Injury Network, Jodi Krause, Laura Magnuson, and Kevin Taulman to ask if they could provide video overviews or speak in person of their programs at the BrainSTEPS CO New Team Leader/Team Member Training in November.

- Met with Jodi Krause (CHCO), Jessica Hall (CHCO), Kevin Taulman (BIAC), and Jody Dickerson (CDE) on a regular basis to ensure referrals were going to BrainSTEPS CO team members and BIAC as anticipated, and to problem solve any issues with school re-entry.
 - Began planning for FY24 PBIPN. This meeting (last held in 2019) will be used for networking, problem solving, and project planning for ways to help support children with brain injuries.
- c. Maintain/enhance, develop content, and facilitate webpage design for the website:
www.cokidswithbraininjury.com.



The Colorado Kids Brain Injury Resource Network (COKids) webpage (<https://cokidswithbraininjury.com>) serves as a resource for educators, school administrators, school psychologists, related services professionals, and families.

Maintenance and updates (e.g., to fix broken links) on the website, were provided during FY23 by Toni Grishman. Additional edits, and revisions to prevent spam, were also made during FY23 by the webmasters at Harmony Designs.

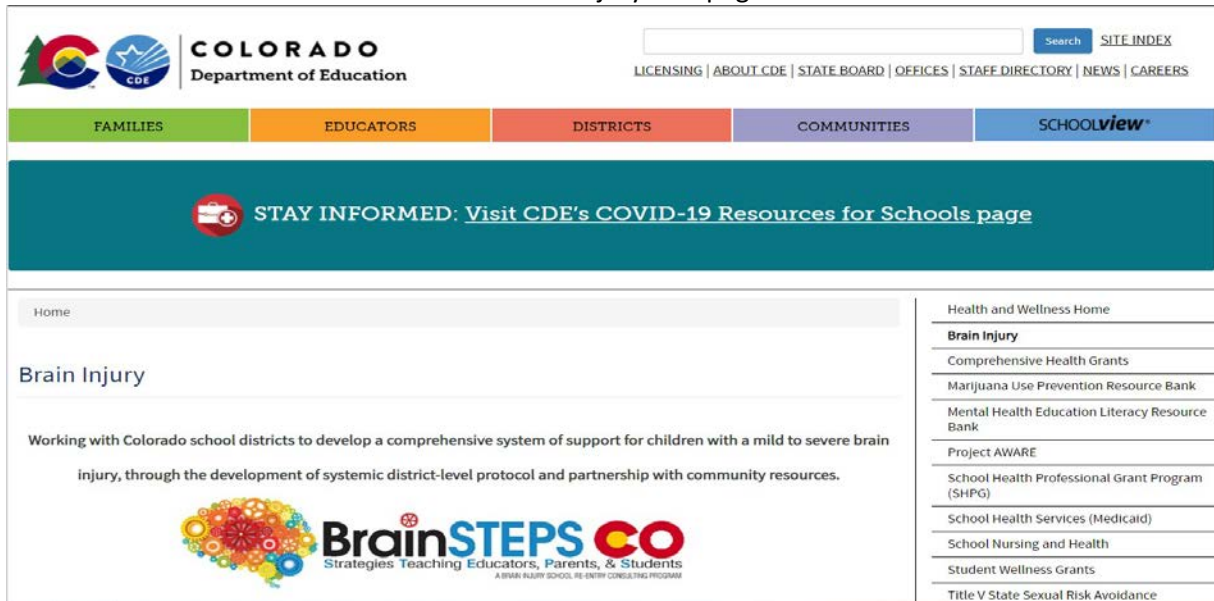
Toni Grishman also worked with the webmasters at Harmony Design to secure a renewal on the COKids domain.

The following table lists the monthly COKids webpage analytics reports.

Colorado Kids with Brain Injury Webpage Analytics

Period	New Visits	Unique Visitors	Page Views
July 1-July 31, 2022	292	288	July 1-July
Aug 1-Aug 31, 2022	428	415	Aug 1-Aug
Sept 1-Sept 30, 2022	476	453	Sept 1-Sept
Oct 1-Oct 31, 2022	548	513	Oct 1-Oct
Nov 1-Nov 30, 2022	554	517	Nov 1-Nov
Dec 1-Dec 31, 2022	362	319	Dec 1-Dec
Jan 1- Jan 31, 2023	534	503	Jan 1- Jan
Feb 1 – Feb 28, 2023	510	468	Feb 1 – Feb
March 1 – March 31,	851	794	March 1 –
April 1 – April 30, 2023	626	573	April 1 –
May 1 – May 30, 2023	993	944	May 1 – May
June 1 – June 30, 2023	698	668	June 1 –

CDE Brain Injury Webpage



The Senior Brain Injury Consultant at the Colorado Department of Education is responsible for maintaining the Health and Wellness brain Injury webpage which contains brain injury information for Colorado educators. Webpage analytic reports for the CDE Health and Wellness brain injury webpage (<http://www.cde.state.co.us/healthandwellness/braininjury>) provide the statistics as seen in the following table.

CDE Brain Injury Webpage Analytics

Period	Page Views	Unique Page Views
July 1-July 31, 2022	99	68
Aug 1-Aug 31, 2022	190	147
Sept 1-Sept 30, 2022	273	198
Oct 1-Oct 31, 2022	200	153
Nov 1-Nov 30, 2022	215	165
Dec 1-31, 2022	142	111
Jan 1- Jan 31, 2023	187	151
Feb 1 – Feb 28, 2023	260	195
March 1 – March 31, 2023	864	676
April 1 – April 30, 2023	416	323
May 1 – May 30, 2023	225	196
June 1 – June 30, 2023	139	119

- d. Maintain and facilitate listserv e-mails on both the brain injury and concussion listserv to raise awareness on upcoming events, trainings, resources, etc.

Two listservs are maintained and utilized to raise awareness of upcoming events, trainings, resources,



etc. The TBI Listserv was recently updated and now has 1731 members and the CAT Listserv has 467 members.

Examples of information sent out via listservs included announcements about:

5. Examples of information sent out via listservs included announcements about:
 - National Concussion Day 09/2022 to promote CMT training to support the students within the school buildings.
 - CAT Meetings and Minutes
 - Additional educational opportunities
 - BrainSTEPS CMT Community of Practice Meetings
 - March Brain Injury Awareness Month
 - Resources from ESSU to share with parents and colleagues
 - Mental Health Awareness Month Information and Resources
 - Concussion Action Team Meetings next year schedule

BARRIERS/CHALLENGES FACED (IN TERMS OF MEETING SCOPE OF WORK) FOR FY2023

Most of the work for 2023 was able to be carried out virtually. The willingness of school staff to continue to work their district role in addition to being a BrainSTEPS CO team member or Concussion Management Team Member, was very heartwarming. I heard from some team members that they felt they did not have enough administrative support to feel comfortable completing observations or consultations needed to support their referred students. Due to the lack of support, additional school personnel were not able to take the BrainSTEPS new team training in person due to heavy caseloads and unavailability of substitutes.

PLANS FOR FY2024

FY24 plans are to continue to provide training and support for BrainSTEPS CO team members and the Return to Learn CMTs so they can best meet the needs of Colorado students with brain injury. Additional BrainSTEPS CO teams, BrainSTEPS CO team members, and the Return to Learn CMTs will be trained to ensure coverage for Colorado school buildings and districts. Discussion with all BrainSTEPS CO team leaders the importance of using the BrainSTEPS database to track time and effort could lead to future grant awards to fund a position that can help all team members. Jody Dickerson and I will be partnering to present at multiple in-state conferences and market standardizing concussion support in the schools, among other supporting tools. We also are planning to submit an article to the National Association of School Nursing Journal to encourage nurses to push to have a plan in place before there is a problem in the school building. We will continue our conversations to expand the BrainSTEPS CO teams into Charter Schools, Children's Hospital contract nursing staff and into facility schools.



Appendix A
BrainSTEPS CO New Team/Team Member Training Agenda



New Team/Team Member Training
November 8th, 9th 2022
Adams 12 Conference Center

Tuesday, November 8th

Time	Topic/Activity	Presenter
8:00-8:15a	Check in	
8:15-9:00a	Welcome to BrainSTEPS CO Introductions & Instructions	Toni Grishman, BSN, RN Nicole Crawford, PhD Jody Dickerson, MSN, RN Grishman / Dickerson
9:00-9:45a	What is a BrainSTEPS CO Team?	Grishman / Dickerson
9:45-10:00a	Break	
10:00-11:45a	What is Brain Injury and Why is it Different?	Grishman
11:45-12:00p	Break – get lunch	
12:00-12:30p	Working Lunch – Exploring Community Resources Brain Injury Alliance of Colorado Craig Hospital	Kevin Taulman, MS Ed Laura Magnuson, MEd
1:00-2:15p	Building Blocks of Brain Development – The Colorado Neuroeducational Model	Dickerson Crawford
2:15-2:30p	Break	
2:30-4:00p	(Continued) Building Blocks of Brain Development – The Colorado Neuroeducational Model	Dickerson Crawford

Wednesday, November 9th

Time	Topic/Activity	Presenter
8:00-8:10a	Check-in	
8:10-9:00a	Welcome to Day 2 Special Ed qualifications	Grishman Dickerson Crawford
9:00-9:30a	What are Concussion Management Teams (CMT) and How CMT's differ from BrainSTEPS Teams	Grishman
9:30-9:45a	Break	
9:45-10:15a	School Re-Entry	Grishman
10:30-12:00p	Online Reporting for BrainSTEPS (ORBS) Handout login information following walk through	Crawford
12:00-12:15p	Break – get lunch	
12:15-12:45p	Working Lunch- Exploring Community Resources Children's Hospital MINDSOURCE Brain Injury Network	Jodi Krause, MA Liz Gerdeman, MA, CBIST
12:45-1:00p	Any questions regarding ORBS Database	Crawford
1:00-2:00p	Introduce Team Leaders Team Planning Considerations Advice to new teams from established team leaders/members Find goals in ORBS	Grishman Dickerson Crawford
2:00-2:15p	Break	
2:15-2:45p	Closing Remarks – Evaluation & Post-test Instructions	Grishman Dickerson

Appendix B

BrainSTEPS CO Team Update Training Agenda



BrainSTEPS Update Training

February 16, 2023

8am-2:30pm

Before joining - please ensure your first_last name and district/BOCES are on your profile/zoom screen. [Zoom Meeting Link:](#)

8:00 am	Welcome & Introductions	Toni Grishman, Jody Dickerson, Nicole Crawford
8:15 am	<i>Neurocognitive and Educational Outcomes for Children with Complex Medical Histories: An Overview of Neurocognitive and Educational Implications of Stroke and the Effects of Chemotherapy on Cognition and Achievement</i>	Yasmine Botto, Ph.D. - <i>Children's Hospital of Colorado</i>
10:00 am	Break	
10:15 am	Case Studies	Dickerson/Crawford
11:15 am	Break (Lunch)	
11:45 am	Fetal Alcohol Spectrum Disorders: Impacts and Implications	Heather Hotchkiss
1:30 pm	Break	
1:45 pm	Case Studies	Crawford
2:30 pm	Evaluation, Post Test, Certificates	

Appendix C
BrainSTEPS CO Team Leader Meeting



Team Leader Update Training
April 13th, 2023

Agenda:

8:00 am	Welcome & Introductions	Jody Dickerson, Toni Grishman, Nicole Crawford
8:30 am	Team Survey Results	Toni Grishman
9:00 am	<i>Navigating Genderland: Moving Beyond the Binary and Into a More Inclusive Space for All</i>	Dr. Sarah Brugamy, Psy.D
10:45 am	Break 15 minutes	
11:00 am	<i>What to look for and what to do: Evidence-based Assessment and Management of Symptoms of Anxiety and Depression in Youth After Concussion</i>	Dr. Katherine Dahlsgaard
12:35 pm	Break (Lunch break) 25 minutes	
1:00 pm	Accomplishments from this School Year	BrainSTEPS Team Leaders
1:30 pm	Leadership Activity	Jody Dickerson, Toni Grishman
2:00 pm	Break 5 minutes	
2:05 pm	Discussion	Jody Dickerson, Toni Grishman, Nicole Crawford
2:35 pm	Stipend Information	Toni Grishman
2:50 pm	Wrap up & Questions Post test/Evaluation Certificate information	Jody Dickerson, Toni Grishman
3:00 pm	Adjourn	