

# BCPS LSW Action Plan 2024-25

<b>LSW TEAM Members</b>	<b>LSW Lidison:</b> Caille Thomason	<b>School:</b> McNab Elementary School
	<b>Administrator:</b> Dorys Palacio	<b>Zone:</b> North-Blanche EIV
	<b>Other Team Members:</b> Kim Rohloff, Shannon Spinks, Parker Majewski, Tamara McCarthy, Catherine Nicely, Jamie Allison, Robyn Dion, Brianne Hudanich, Christine Greger, Emily Lackey, Candyce Rapp	<b>Date Plan Completed:</b> 8/30/2024

Area	Self-Evaluation Tool: (Check off the area that applies to your school)	SMART Goal
<b>LSW Team Relationship Skills</b>	<input checked="" type="checkbox"/> 1. Our LSW team is in the initial stages of development and meets quarterly with few structured roles and responsibilities.	By the end of November 2024, we will have recruited and organized the LSW team that includes leadership, support staff, and representatives from each grade level. We will plan to meet monthly to discuss schoolwide LSW initiatives.
	<input type="checkbox"/> 2. Our LSW Team meets monthly with designated roles and responsibilities. Students, families, and community groups are consulted when teams are making decisions that would directly impact them.	<b>Action Steps</b> 1. Identify and recruit team members by end of November 2024. 2. Determine meeting dates. 3. Identify goal for the plan. 4. Meet monthly during Team Leader meetings to discuss professional development options and LSW opportunities.
	<input type="checkbox"/> 3. Our LSW team, with designated roles and responsibilities, meets biweekly to reflect on data, plan for improvements, and lead schoolwide LSW initiatives. The team is representative of the school community and includes students, families, and community groups in decision-making processes.	
		<b>Date SMART Goal Accomplished:</b> June 3, 2025

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<b>Area</b>	<b>Self-Evaluation Tool:</b> (Check off the area that applies to your school)		<b>SMART Goal</b>
<b>Planning/ Data</b>	<input type="checkbox"/>	1. The LSW team is in the beginning stages of assessing needs and resources, as well as identifying SMART goals and action steps.	By the end of March 2025, the team will see a 20% reduction in behavior/discipline referrals (in correlation with SPBP) with the help of LSW instruction and initiatives, as evidenced by a reduction in behavioral referrals in BASIS and the discipline matrix system.
	<input checked="" type="checkbox"/>	2. The LSW team has assessed needs and resources and developed a one-year (at minimum) LSW implementation plan with SMART goals, action steps, and assigned ownership.	
	<input type="checkbox"/>	3. The LSW team has assessed needs and resources and developed a one-year (at minimum) LSW implementation plan with SMART goals, action steps, and assigned ownership. This plan is fully integrated with otherschoolwide priorities and plans. The team reviews their goals and plan regularly to monitor implementation and make necessary adjustments.	
<b>Self-Management</b>	<input type="checkbox"/>		
<b>Date SMART Goal Accomplished:</b> March 2025			

<b>Area</b>	<b>Self-Evaluation Tool:</b> (Check off the area that applies to your school)		<b>SMART Goal</b>
<b>Shared Vision</b>	<input checked="" type="checkbox"/>	1. A shared vision for schoolwide LSW has not yet been developed.	By January 2025, the LSW team will develop a schoolwide LSW vision statement and action plan that aligns with the school's vision statement.
	<input type="checkbox"/>	2. The LSW team has begun engaging stakeholders, including students, families, staff, and community members, as collaborators for developing a shared vision for schoolwide LSW.	
	<input type="checkbox"/>	3. The LSW team collaborated with a group of stakeholders who are representative of the school community to develop a shared vision for schoolwide LSW. The shared vision has been communicated to the entire school community, informs planning and implementation, and is revisited regularly	
<b>Responsible Decision-Making</b>	<input type="checkbox"/>		
<b>Action Steps</b>			
1. Review the school's vision statement. 2. Develop a LSW vision statement and action plan that aligns with the school's vision statement. 3. Share LSW vision with all stakeholders via faculty meetings and SAC. 4. Revise vision based on input from all stakeholders as needed. 5. Share full vision statement.			
<b>Date SMART Goal Accomplished:</b> January 2025			



# BCPS LSW Action Plan 2024-25



Area	Self-Evaluation Tool: (Check off the area that applies to your school)	SMART Goal
<b>Professional Learning to Strengthen Staff Expertise</b>  <b>Self-Awareness</b>	<input type="checkbox"/> 1. Staff/administration do not yet engage in high-quality LSW-related professional learning to develop their skills for cultivating supportive, equitable learning environments and promoting LSW.	<b>Action Steps</b>  1. LSW team members will communicate with their team, discuss LSW implementation, and collect any questions/concerns via team meetings and PLCs. 2. LSW team will review questions/concerns and provide answers as needed at monthly meeting. 3. LSW team will provide support, coaching, and feedback on information reviewed at monthly meeting.  <b>Date SMART Goal Accomplished:</b> December 2024
	<input checked="" type="checkbox"/> 2. Some staff/administration engage in high quality professional learning to develop their skills for cultivating supportive, equitable learning environments and promoting LSW for students.	
	<input type="checkbox"/> 3. Staff and administration engage in high-quality and ongoing professional learning, including receiving coaching and feedback. These professional learning opportunities develop their skills for cultivating supportive, equitable learning environments and promoting LSW for students, are aligned to the school's LSW goals; and scaffolded to support staff based on their roles and current knowledge of LSW. The LSW team collects staff feedback to shape an effective approach to ongoing support and coaching.	
<b>Area</b>	<b>Self-Evaluation Tool: (Check off the area that applies to your school)</b>	<b>SMART Goal</b>
<b>Evidence-Based LSW Programs and Practices</b>  <b>Responsible Decision-Making</b>	<input type="checkbox"/> 1. The LSW team is in the process of collaboratively selecting an evidence-based program aligned to the school's vision and goals, and cultural and linguistic strengths.	<b>Action Steps</b>  1. Review district recommended LSW programs, evidence-based programs, and daily LSW implementation in monthly meetings and faculty meetings. 2. Review LSW implementation at monthly meeting and make modifications as needed. 3. The LSW team will share all modifications with stakeholders  <b>Date SMART Goal Accomplished:</b> November 2024
	<input checked="" type="checkbox"/> 2. The school is beginning to provide professional learning around an evidence-based LSW program aligned to the school's LSW vision and goals, and cultural and linguistic strengths.	
	<input type="checkbox"/> 3. The school is implementing with fidelity an evidence-based LSW program, practicing across all grade levels, and providing ongoing implementation support to staff. Program and practices are aligned to the school's LSW vision and goals and are culturally- and linguistically responsive to students. The LSW team regularly uses data on fidelity of implementation to inform planning.	

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Area	Self-Evaluation Tool: (Check off the area that applies to your school)	SMART Goal
Student Voice & Engagement	<input checked="" type="checkbox"/> 1. Some students have opportunities to take on more traditional leadership roles such as student council, patrols, or leading morning announcements.	Students currently have the opportunity to participate in safety patrol, lead morning announcements, and participate in clubs. By March 2025, the LSW team will identify and implement additional leadership opportunities within the classroom, school, and community
	<input type="checkbox"/> 2. Students are offered many opportunities to take on leadership and decision-making roles that inform LSW initiatives, instructional practices, and school climate. Students have opportunities to lead activities, solutions, and projects to improve their classrooms, school, and the broader community.	
	<input type="checkbox"/> 3. Staff honor and elevate a broad range of student perspectives and experiences by engaging them as leaders, problem solvers and decision-makers, offering ways for students to shape LSW initiatives, instructional practices, and school climate. Students regularly initiate and lead activities, solutions, and projects to improve their classrooms, school, and the broader community.	
Relationship Skills		<b>Action Steps</b> <ol style="list-style-type: none"> <li>1. The LSW team will brainstorm and select additional leadership opportunities for students at McNab Elementary.</li> <li>2. The LSW team will present these ideas to stakeholders.</li> <li>3. Stakeholders will recruit and fill the roles of presented opportunities.</li> <li>4. The LSW Liaison will provide assistance as needed</li> </ol>
		<b>Date SMART Goal Accomplished:</b> March 2025

Area	Self-Evaluation Tool: (Check off the area that applies to your school)	SMART Goal
Systems to Promote Continuous Improvement	<input type="checkbox"/> 1. The LSW team is in the early stages of identifying a structured and ongoing process to collect, reflect on, and use data to inform school-level decisions.	By November 2024, the LSW team will have a structured plan that includes meeting dates, topics of discussion, and LSW implementation and modification as needed. The LSW team will share modifications and updates with all stakeholders as they become available.
	<input checked="" type="checkbox"/> 2. The LSW team has a structured, ongoing process to collect, reflect on, and use data to inform school level decisions. This process is used at strategic times (e.g., the beginning and end of each year), but does not yet happen consistently at each team meeting. The team communicates with and includes staff in this process on an annual basis.	
	<input type="checkbox"/> 3. The LSW team uses a structured, ongoing process to collect, reflect on, and use implementation and outcome data to inform school level decisions during each meeting. The team is empowered to lead staff in this process by regularly (at least quarterly) communicating their findings and creating opportunities to use data to drive continuous improvement at the school, classroom, family, and community level.	
Resiliency		<b>Action Steps</b> <ol style="list-style-type: none"> <li>1. The LSW team will review behavioral referrals quarterly.</li> <li>2. The LSW team will review all LSW implementations/initiatives, discuss any questions/concerns expressed by staff, and review student leadership opportunities.</li> <li>3. The LSW team will make modifications as needed and share all information with stakeholders</li> </ol>
		<b>Date SMART Goal Accomplished:</b> November 2024

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<b>Adult LSW and School Culture Resiliency</b>	<input type="checkbox"/>	1. Staff do not yet engage in high-quality LSW-related professional learning to develop their skills for cultivating supportive, equitable learning environments and promoting LSW for students.	<b>SMART Goal Accomplished:</b> Staff currently engages in high-quality professional learning opportunities via faculty meetings (mindfulness, equity and diversity, etc.) and on an individual basis. By January 2025, the LSW team will survey and identify additional professional learning opportunities as needed, based on data and desire by staff.															
	<input checked="" type="checkbox"/>	2. Some staff engage in high-quality professional learning to develop their skills for cultivating supportive, equitable learning environments and promoting LSW for students. Some students, families and community partners are active partners in the planning and implementation of schoolwide LSW.																
	<input type="checkbox"/>	3. Staff engage in high-quality and ongoing professional learning, including receiving coaching and feedback. These professional learning opportunities develop their skills for cultivating a supportive, equitable learning environment and promoting LSW for students; aligns to the school's LSW goals; and scaffolds to support staff based on their roles and current knowledge for LSW. The LSW team collects data to shape an effective approach for ongoing support and coaching. Students, families, and community partners are active partners in the planning and implementation of schoolwide and have frequent opportunities to share their perspectives and feedback.																
<b>Points Total:</b> 13			<b>Action Steps</b> 1. The LSW team will review past and upcoming professional learning opportunities as set by administration. 2. The LSW team will discuss and determine needed areas of professional development. 3. The LSW team will administer the October LSW Student Survey by ReThinkED and analyze all data to determine areas of concern. 4. The LSW team will use data to implement LSW activities within the school and provide professional development to empower staff to provide high-quality LSW in the classroom.															
<b>Life Skills Components</b>			<b>Date SMART Goal Accomplished:</b> January 2025															
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