

BCPS LSW Action Plan 2024-25

LSW TEAM Members	LSW Liaison: Joanne Etienne	School: Mirror Lake Elementary Zone:
	Administrator: Marlen Veliz, Principal	Date Plan Completed: 9/10/24
	Other Team Members: Hend Hafez, Assistant Principal Kiara Johnson, Literacy Coach	

Area	Self-Evaluation Tool: (Check off the area that applies to your school)		SMART Goal
LSW Team Relationship Skills	☒	1. Our LSW team is in the initial stages of development and meets quarterly with few structured roles and responsibilities.	Plan LSW Team meetings by checking each member's availability to choose a time that works for everyone. Share the roles and responsibilities with the team through email or a shared document. Use easy tools like online surveys or quick meetings to gather team opinions on important decisions. During monthly LSW meetings, review the feedback and use it to guide team decisions.
	☐	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.	Action Steps Schedule Meetings: Poll team members for availability and choose a time that works for the majority. Share Roles: Email or share a document listing team roles and responsibilities.
	☐	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.	Gather & Apply Feedback: Use quick surveys or brief meetings to collect feedback and review it during monthly meetings to guide decisions.
			Date SMART Goal Accomplished:

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Area	Self-Evaluation Tool: (Check off the area that applies to your school)		SMART Goal
Planning/ Data Self- Management	☐	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 the second quarter, our LSW team will establish clearly defined roles and responsibilities for each team member.
	☒	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.	Action Steps Poll team members for availability and choose a time that works for the majority to schedule meetings. Email or share a document listing team roles and responsibilities. Use brief meetings to collect feedback and review it during monthly meetings to guide decisions.
	☐	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 other schoolwide priorities and plans. The team reviews their goals and plan regularly to monitor implementation and make necessary adjustments.	
Date SMART Goal Accomplished:			

Area	Self-Evaluation Tool: (Check off the area that applies to your school)		SMART Goal
Shared Vision Responsible Decision- Making	☐	1. A shared vision for schoolwide LSW has not yet been developed.	The LSW team will create a one-year implementation plan with SMART goals, clear action steps, and assigned roles for each task. The plan will focus on priority areas identified through a needs and resource assessments.
	☒	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.	Action Steps Current LSW needs at MLE will be identified and assessed using the following resources and tools: 1. Surveys (Teacher & Community) 2. FOCUS review of behavior indicators 3. Review of familiar LSW data driven resources (Positive Office Referrals, Kids of Character Award, Start with Hello, Mindful Moments, Coffee with the Counselor, PBIS) & incorporation of LSW data driven and incorporation of LSW data driven resources (ReThink Ed).
	☐	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	
Date SMART Goal Accomplished:			

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Area	Self-Evaluation Tool: (Check off the area that applies to your school)		SMART Goal
Professional Learning to Strengthen Staff Expertise Self-Awareness	☐	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.	LSW professional development will enhance skills in reducing social isolation, promoting inclusion, and creating safe, welcoming schools. By June 2025, 80% of teachers will have participated in LSW trainings focused on ReThink Ed.
	☒	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.	
	☐	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.	
			ReThink Ed materials will be utilized in training sessions throughout the academic year to focus on holistic student development. Strategies incorporated in PBIS and culturally and linguistically responsive teaching shared with faculty to foster student engagement and achievement.
			Date SMART Goal Accomplished:

Area	Self-Evaluation Tool: (Check off the area that applies to your school)		SMART Goal
Evidence-Based LSW Programs and Practices Responsible Decision-Making	☐	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.	Evidenced based LSW programs and practices will be implemented throughout the academic year. By June 2025, teachers will use atleast 2 strategies from ReThink Ed to increase student motivation.
	☒	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.	
	☐	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.	
			The LSW team will oversee initiatives in enriching professional learning and practices in the area of LSW: Teachers will receive weekly LSW suggested activities. Weekly phone calls to parents to celebrate academic and social achievements aligning with the classroom approach and PBIS.
			Date SMART Goal Accomplished:

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Area	Self-Evaluation Tool: (Check off the area that applies to your school)		SMART Goal
Student Voice & Engagement Relationship Skills	☐	1. Some students have opportunities to take on more traditional leadership roles such as student council, patrols, or leading morning announcements.	Student in all grade levels will be exposed to a range of activities aimed at building a range of character traits such as fairness, responsibility, caring, citizenship, and leadership. The goal is for at least 80% of the school to participate in one LSW activity.
	☐	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.	
	☒	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.	Action Steps MLE will offer several avenues to encourage student involvement, leadership and development such as: -Student Council -Mentorship Groups -Acknowledgements for contributions to LSW activities.
			Date SMART Goal Accomplished:

Area	Self-Evaluation Tool: (Check off the area that applies to your school)		SMART Goal
Systems to Promote Continuous Improvement Resiliency	☐	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.	The LSW will meet to examine all data to guide LSW approaches. By June 2025, data will have been reviewed at minimum 6 times.
	☒	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.	
	☐	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.	Action Steps Information from FOCUS will be utilized to guide school-wide LSW initiatives and strategies. The LSW team will share data-driven practices that are tailored to MLE with staff meetings, emails and training sessions.
			Date SMART Goal Accomplished:

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Area	Self-Evaluation Tool: (Check off the area that applies to your school)		SMART Goal
Adult LSW and School Culture Resiliency	☐	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.	LSW professional development will enhance skills in fostering a supportive and fair educational atmosphere. By June 2025, at least 80% of teachers will have participated in an LSW PLC.
	☒	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.	
	☐	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 schools 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.	Growth mindset, Mindfulness, PBIS strategies will be shared with staff to promote achievement and engagement.
			Date SMART Goal Accomplished:
Points Total:	☐	0 - 15 Beginning Stages	
	☒	16 - 19 Intermediate	
	☐	20 - 24 Advanced	

Life Skills Components

SELF-AWARENESS	SELF-MANAGEMENT	RESPONSIBLE DECISION MAKING	RELATIONSHIP SKILLS	RESILIENCY
--Identifying Emotions -Accurate Self-Perception -Recognizing Strengths -Self-Confidence -Self-Efficacy	-Impulse Control -Stress Management -Self-Motivation -Goal Setting -Organizational Skills	-Identifying Problems -Analyzing Situations -Solving Problems -Evaluating -Reflecting -Ethical Responsibility	-Communication -Social Engagement -Relationship Building -Teamwork	-capacity to withstand or to recover quickly from difficulties -adapting to difficult or challenging life experiences