



PUBLIC SCHOOLS OF NORTH CAROLINA

State Board of Education | Department of Public Instruction



Kannapolis City Schools Improvement Plan for Social and Emotional Learning (SEL) and School Mental Health (SMH) (per NC SBOE Policy [SHLT-003](#))

Note: PSUs whose District MTSS teams have completed the Core SEL Practices course and developed a Core SEL implementation plan around instruction, curriculum, and environment will be well situated to develop a compliant local improvement plan for promoting student health and well-being by July 1, 2021, per SHLT-003 requirements.

In addition, it is strongly recommended that a local needs assessment and resource mapping be conducted prior to completing the improvement plan below. Completion of the [SHAPE Quality Assessment](#) and/or use of the [needs assessment](#) and [resource mapping](#) tools on the [NCDPI SEL and Crisis Response Practice Guide](#) will provide the data needed for the targeted improvement planning below.

KCS Compelling Why & Vision for SEL and School Mental Health Improvement

We believe that social and emotional learning (SEL) is a critical component of children's readiness to learn, persist, collaborate and make good choices. We also recognize the essential role that schools have on both academic development as well as the social and emotional development of our students. We know that some barriers to academic success can be overcome through social and emotional competence. With the integration of explicit social and emotional instruction into existing systems of support, we are equipped to meet the needs of the whole child.

Kannapolis City Schools is committed to maintaining staff and student wellness and continually improving learning environments that are safe, supportive and promote citizenship. KCS will equip staff with resources and strategies to nurture positive relationships and explicitly teach social and emotional skills. All KCS students will utilize effective social and emotional skills to successfully navigate their Pre-K through 12 experience and beyond.

Kannapolis City Schools Improvement Plan for Social Emotional Learning (SEL) and School Mental Health (SMH)



CORE Social Emotional Learning (SEL) and Mental Wellness Supports

Kannapolis City Schools prioritizes strong relationships as well as school-family-community partnerships to empower students to manage their emotions, make responsible decisions, work productively towards their goals and reach their full potential. The following core SEL and mental wellness components are critical to planning, assessing and modifying supports for our students to thrive. Core SEL and mental health needs are assessed based on analyses of the following data sources, existing initiatives, infrastructure, curriculum design and data evaluation. KCS also applies an equity lens to the planning and provision of these core supports to provide all students with what they need to be successful. Core SEL and wellness supports must be available to all students in order to appropriately build a framework for effective intervention.

Content	Action Items/Status	Person(s) responsible & Timeline	Helpful Resources
SEL and Mental Health Prevention: Strengths & Needs <i>These measures and data sources are considered as part of the district's needs assessment and help prioritize areas of improvement and alignment.</i>	<ul style="list-style-type: none"> FAM-S (Facilitated Assessment of MTSS - School) 	<ul style="list-style-type: none"> MTSS Coordinator and School MTSS Leadership Teams Annually (April/May) 	<ul style="list-style-type: none"> KCS FAM-S Summary by School
	<ul style="list-style-type: none"> SHAPE (School Health Assessment and Performance Evaluation) 	<ul style="list-style-type: none"> District Behavior Liaison and SHAPE Team Annually (June) 	<ul style="list-style-type: none"> SHAPE Assessment KCS
	<ul style="list-style-type: none"> Schoolwide SEL Implementation Rubric and Action Plan 	<ul style="list-style-type: none"> School counselor in collaboration with administration and SEL team Annually (July) 	<ul style="list-style-type: none"> CASEL Schoolwide SEL Implementation Plan
	<ul style="list-style-type: none"> YRBS (Youth Risk Behavior Survey) 	<ul style="list-style-type: none"> District middle and high school students in collaboration Coordinated w/ Cabarrus Health Alliance Annually (March) 	<ul style="list-style-type: none"> YRBS North Carolina as reported by the CDC

Kannapolis City Schools Improvement Plan for Social Emotional Learning (SEL) and School Mental Health (SMH)



	<ul style="list-style-type: none"> Say Something Anonymous Reporting System (SS-ARS) 	<ul style="list-style-type: none"> Director of Student Services, District SS-ARS Admin Team; Designated Middle and High School SS-ARS Team All middle and high school students trained annually (September) Continually 	<ul style="list-style-type: none"> Say Something Anonymous Reporting (NCDPI) Required by GS 115C-105.51 SAVE Promise Club (middle and high school)
	<ul style="list-style-type: none"> Equity Audit 	<ul style="list-style-type: none"> School Equity Design Teams (MAEC School Audit) District Equity Design Team (DARE Tool) Annually (October) 	<ul style="list-style-type: none"> Mid-Atlantic Consortium (MAEC) Equity Audit Districts Advancing Racial Equity (DARE) Tool
	<ul style="list-style-type: none"> District Student Services Re-entry Plan in response to COVID-19 (Whole Child SEL and Support/Interventions for Plans A and B) 	<ul style="list-style-type: none"> Director of Student Services Student Services Management Team Annually reviewed (August) 	<ul style="list-style-type: none"> KCS Reentry Whole Child_SEL Plan A/B KCS Reentry Whole Child_Interventions/Support Plan A/B Strong Schools NC Public Health Toolkit
	<ul style="list-style-type: none"> Teacher Working Conditions 	<ul style="list-style-type: none"> All KCS staff Annually (alternating between state and local) Spring 	<ul style="list-style-type: none"> TWC Results
	<ul style="list-style-type: none"> SEL/Mental Health Related Professional Development Feedback 	<ul style="list-style-type: none"> All PD participants Continually 	
	<ul style="list-style-type: none"> Exceptional Children's LEA 	<ul style="list-style-type: none"> Exceptional Children's Director 	<ul style="list-style-type: none"> LEA EC Self Assessment

Kannapolis City Schools Improvement Plan for Social Emotional Learning (SEL) and School Mental Health (SMH)



	Self Assessment	<ul style="list-style-type: none"> • LEA Self Assessment Team • Annually (June) 	
	<ul style="list-style-type: none"> • Health Opportunities Questionnaire pilot with Cabarrus Health Alliance to track social determinants of health 	<ul style="list-style-type: none"> • All students • Upon enrollment and annually 	<ul style="list-style-type: none"> • KCS Health Opportunities Questionnaire
<p>Describe existing PSU SEL/ MH prevention initiatives</p> <p><i>These district initiatives, programs and practices are designed and implemented in KCS to enhance both student and staff SEL competencies and mental wellness. Program evaluation data and related outcome data are analyzed to determine effectiveness and areas of need.</i></p>	<ul style="list-style-type: none"> • Multi-Tiered System of Support (MTSS) 	<ul style="list-style-type: none"> • District MTSS Leadership Team • Monthly 	<ul style="list-style-type: none"> • KCS FAM-S Summary by School
	<ul style="list-style-type: none"> • Reconnect for Resilience (trauma-informed and resiliency-focused support strategies) 	<ul style="list-style-type: none"> • 4th-8th Grade Teachers and student support staff • 4 Sessions w/ 32 participants each October 2021 through July 2022 (funded by BJA Grant) 	<ul style="list-style-type: none"> • Resources for Resilience
	<ul style="list-style-type: none"> • Restorative Practices 	<ul style="list-style-type: none"> • 4th-8th Grade Teachers and student support staff • 4 Sessions w/ 32 participants each October 2021 through July 2022 (funded by BJA Grant) • 3 Restorative Conferencing Sessions/20 participants each October 2021 through July 2022 (funded by BJA Grant) 	<ul style="list-style-type: none"> • Nashville STARS
	<ul style="list-style-type: none"> • Whole School, Whole Community, Whole Child (WSCC) Framework for School Health Advisory 	<ul style="list-style-type: none"> • School Health Advisory Team • Annually 	<ul style="list-style-type: none"> • SHAC Google Site

Kannapolis City Schools Improvement Plan for Social Emotional Learning (SEL) and School Mental Health (SMH)



	<ul style="list-style-type: none"> Evidenced-based SEL curriculum integration 	<ul style="list-style-type: none"> Second Step K-8 (Elementary and Middle Student Services Staff) Capturing Kids Hearts 9-12 (ALB Student Services Staff) Beginning Summer 2021 and updated annually 	<ul style="list-style-type: none"> CASEL Schoolwide Implementation Plan Second Step Curriculum Capturing Kids' Hearts
	<ul style="list-style-type: none"> School Equity Design Teams 	<ul style="list-style-type: none"> Student Services Director and Assistant Principals designated as School Equity Design Team Leads Monthly 	<ul style="list-style-type: none"> Mid-Atlantic Consortium (MAEC) Equity Audit
	<ul style="list-style-type: none"> Staff wellness 	<ul style="list-style-type: none"> Human resources staff wellness coordinator and student services staff Transforming Education SEL Educator Toolkit - Annually Wellness Fair - October 2021 	<ul style="list-style-type: none"> Transforming Education SEL for Educators Toolkit
	<ul style="list-style-type: none"> Triple P Parenting 	<ul style="list-style-type: none"> Staff trained annually for delivery to parents as needed in Levels 1-3 	<ul style="list-style-type: none"> Triple P Parenting
<p>Build/Align Infrastructure</p> <p><i>In an effort to ensure alignment with district initiatives and work toward meeting goals within our strategic plan, KCS will prioritize</i></p>	<ul style="list-style-type: none"> Finalize KCS SEL and SMH Plan in accordance with North Carolina State Board of Education Policy SHLT-003 	<ul style="list-style-type: none"> SEL District Implementation Team September 2021 Updated annually (July) 	<ul style="list-style-type: none"> School Mental Health Policy NCDPI KCS SEL and SMH Plan
	<ul style="list-style-type: none"> Integrate SEL into comprehensive MTSS framework 	<ul style="list-style-type: none"> District MTSS Leadership Team Monthly 	<ul style="list-style-type: none"> KCS FAM-S Summary by School KCS Teaming Structures

Kannapolis City Schools Improvement Plan for Social Emotional Learning (SEL) and School Mental Health (SMH)



<i>these systems and processes related to SEL and mental health support.</i>	<ul style="list-style-type: none"> Schoolwide SEL Implementation Rubric and Action Plan 	<ul style="list-style-type: none"> School counselor in collaboration with administration and SEL team Annually (July) 	<ul style="list-style-type: none"> CASEL Schoolwide SEL Implementation Plan
	<ul style="list-style-type: none"> Expand our network of community partners and resources to support staff, students and family SEL/MH 	<ul style="list-style-type: none"> Expansion of school-based mental health services and telemedicine for both physical and behavioral health (September 2021) Innovations waiver w/ Cabarrus Health Alliance (Annually) Cabarrus County Mental Health Task Force (Quarterly) System of Care Meetings (Monthly) 	<ul style="list-style-type: none"> Cano Family Services MOA Atrium Telemedicine MOA KCS School-based Mental Health Agreement Resource Cafe SSMT Google Site
	<ul style="list-style-type: none"> Increase student support staff (including psychologists, school social workers and school counselors) 	<ul style="list-style-type: none"> District leadership position allocation request (Annually) Grant funding; PRC 169 (as available) Continued support for KCS mental health therapist to deliver clinical support and coordinate school-based mental health services (on-going) 	
	<ul style="list-style-type: none"> District and School Equity Design Teams 	<ul style="list-style-type: none"> School Equity Design Teams (MAEC School Audit) District Equity Design Team (DARE Tool) Annually (October) 	<ul style="list-style-type: none"> Mid-Atlantic Consortium (MAEC) Equity Audit Districts Advancing Racial Equity (DARE) Tool KCS Strategic Plan
Align with Academic Objectives	Academic curriculum integrated SEL	<ul style="list-style-type: none"> Coaching within monthly SSMT team meetings w/ support from 	<ul style="list-style-type: none"> NC SEL Standards Mapping Documents

Kannapolis City Schools Improvement Plan for Social Emotional Learning (SEL) and School Mental Health (SMH)



<p><i>KCS will support SEL development through effective integration and alignment across all content areas in all grade levels.</i></p>	<ul style="list-style-type: none"> • Healthful Living • Early Learning • ELA • Arts • ESL • CTE • Social Studies • World Language 	<p>professional development coordinator and C&I leads (Monthly)</p> <ul style="list-style-type: none"> • Teacher SEL Integration Professional Development (Summer 2022) 	<ul style="list-style-type: none"> • Webinar Series Recordings: Integrating SEL into the Content Areas • NC SEL Standards Mapping
<p>Curriculum, Instruction and Environment for SEL/MH prevention</p> <p><i>The instructional approach, curriculum choices and school/classroom environments we maintain in KCS are critical variables which significantly impact student outcomes. These programs and strategies are intended to positively influence SEL development and mental wellness.</i></p>	<p>Curriculum</p> <ul style="list-style-type: none"> • Second Step (PK-8) • Capturing Kids Hearts (9-12) • Aperture Student Survey (Grade 9) • Zones of Regulation (K-5) • Reconnect (Resources for Resilience) K-8 • Restorative Practices (K-12) 	<ul style="list-style-type: none"> • Coaching within monthly SSMT team meetings w/ support from professional development coordinator and C&I leads to support teacher integration in the content areas (Monthly 2021-2022) • Teacher SEL Integration PD (Summer 2022) • Capturing Kids Hearts 9-12 (July 2021) • 9th Grade Aperture Student Survey Pilot (October 2021) • Zones of Regulation - Ongoing support within SSMT • Reconnect and Restorative Practices - 4 Sessions w/ 32 participants each October 2021 through July 2022 (funded by BJA Grant) 	<ul style="list-style-type: none"> • NC SEL Standards Mapping Documents • Webinar Series Recordings: Integrating SEL into the Content Areas • Capturing Kids' Hearts • Zones of Regulation • Resources for Resilience • NC Professional Teaching Standard II

Kannapolis City Schools Improvement Plan for Social Emotional Learning (SEL) and School Mental Health (SMH)



	Instruction <ul style="list-style-type: none"> • Check and Connect • Check-in/Check-out • Small Group Counseling • Social Skills Instruction 	<ul style="list-style-type: none"> • Check and Connect trainer(s) for secondary schools (Fall 2021) • School MTSS teams (monthly when reviewing intervention effectiveness) • School counselor or school social worker for Tier 2 MTSS intervention as needed 	<ul style="list-style-type: none"> • About Check and Connect
	Environment <ul style="list-style-type: none"> • PBIS Training • Crisis Response Teams • CPI/Deescalation Training • Youth Mental Health First Aid • Equity Design Teams 	<ul style="list-style-type: none"> • EC Department, CPI trainings for staff (August 2021 and January 2022) <ul style="list-style-type: none"> ◦ Designated crisis teams at each school • YMHFA Student Services Department (quarterly starting July 2021) 	<ul style="list-style-type: none"> • KCS PBIS Toolkit • CASEL Supportive School/Classroom Environment
SEL and MH prevention Data Evaluation -student data (screening) <i>KCS incorporates the following data sources and related analyses into SEL and mental health support planning/programming.</i>	<ul style="list-style-type: none"> • DESSA K-7 (21-22) to be expanded to 8th grade (22-23) 	<ul style="list-style-type: none"> • DESSA Universal Screener Administered by classroom teachers BOY, MOY and EOY for students in grades K-7 (coordinated by DESSA Admin Teams) 	<ul style="list-style-type: none"> • Aperture Education K-8 DESSA and DESSA Mini
	<ul style="list-style-type: none"> • Aperture student survey 9th grade (21-22) 	<ul style="list-style-type: none"> • Aperture Student Survey completed by all 9th grade students in October 2021 and February 2022 (coordinated by high school MTSS leadership team) 	<ul style="list-style-type: none"> • Aperture 9-12 Student Survey

Kannapolis City Schools Improvement Plan for Social Emotional Learning (SEL) and School Mental Health (SMH)



	<ul style="list-style-type: none"> • Educators Handbook K-12 	<ul style="list-style-type: none"> • All minor and major discipline referrals entered in Educators Handbook and reviewed by district and school admin 	<ul style="list-style-type: none"> • Educators Handbook
	<ul style="list-style-type: none"> • PowerSchool Attendance 	<ul style="list-style-type: none"> • Chronic absenteeism/tardiness reviewed by school social workers w/ school admin and student services staff monthly at minimum 	<ul style="list-style-type: none"> • Calculating Chronic Absenteeism
	<ul style="list-style-type: none"> • Early Warning System 	<ul style="list-style-type: none"> • MTSS Teaming Structures - school teams review and evaluate DESSA data for intervention needs following benchmark windows three times per year 	<ul style="list-style-type: none"> • KCS Teaming Structures guidance

Kannapolis City Schools Improvement Plan for Social Emotional Learning (SEL) and School Mental Health (SMH)



System of Interventions for SEL and Mental Health

In order to maximize growth and potential for all students in KCS, we employ data-based problem solving and multi-tiered support to address both academic and social emotional/behavioral needs. We have designed universal processes that help ensure students have access to timely and effective interventions within our MTSS framework. This also includes progress monitoring expectations as well as conditions for intensification. In order to promote consistency and fidelity, we provide ongoing professional development and support for staff implementing these interventions. Response protocols are utilized to provide immediate assessment and referrals for students experiencing mental health crises. Transition and re-entry procedures are being finalized to ensure adequate support is available upon return to school from inpatient treatment facilities.

Content & Time	Action Items/Status	Person(s) responsible & Timeline	Helpful Resources
<i>Early Intervention</i>	<ul style="list-style-type: none"> • Use Early Warning System and SEL screening system (DESSA) to identify students with at-risk indicators • Schools teams use the district standard treatment protocol to identify best matched supplemental intervention for small groups of students based on needs. Teams will monitor progress. • If progress is limited based on data-driven discussions, teams will meet within an individual problem solving team to engage in data-based individualization (DBI) to intensify supports. Progress will be monitored. • Teams will take into consideration 	<ul style="list-style-type: none"> • MTSS Coordinator, Student Services Director, School-based SSMT and MTSS Teams (ongoing, 3-4 times per year following benchmarks) 	<ul style="list-style-type: none"> • KCS MTSS Canvas Course • Designated Early Warning System platform • MTSS Module 2.4 Develop a Behavior/ Social-Emotional and Attendance Component to System of Interventions

Kannapolis City Schools Improvement Plan for Social Emotional Learning (SEL) and School Mental Health (SMH)



	<p>behavioral, social-emotional, and academic needs within the supplemental and intensive levels of support and not within separate discussions.</p> <ul style="list-style-type: none"> • Provide acute intervention/crisis response that threaten the safety or well-being of students as related issues arise • Annually review of crisis intervention policies and practices 		
<i>Staff training for prevention and early intervention techniques</i>	<ul style="list-style-type: none"> • CPI Deescalation 	<ul style="list-style-type: none"> • EC Department, CPI trainings for staff (August 2021 and January 2022) 	<ul style="list-style-type: none"> • CPI Deescalation Modules or consultation with district CPI Trainers
	<ul style="list-style-type: none"> • Youth Mental Health First Aid (YMHFA) 	<ul style="list-style-type: none"> • YMHFA Student Services Department (quarterly starting July 2021) • Certify 2 additional YMHFA trainers by May 2022 	<ul style="list-style-type: none"> • Youth Mental Health First Aid
	<ul style="list-style-type: none"> • Reconnect for Resilience (trauma-informed and resiliency-focused support strategies) 	<ul style="list-style-type: none"> • 4th-8th Grade Teachers and student support staff • 4 Sessions w/ 32 participants each October 2021 through July 2022 (funded by 	<ul style="list-style-type: none"> • Resources for Resilience

Kannapolis City Schools Improvement Plan for Social Emotional Learning (SEL) and School Mental Health (SMH)



		BJA Grant)	
	<ul style="list-style-type: none"> Restorative Practices 	<ul style="list-style-type: none"> 4th-8th Grade Teachers and student support staff 4 Sessions w/ 32 participants each October 2021 through July 2022 (funded by BJA Grant) 3 Restorative Conferencing Sessions/20 participants each October 2021 through July 2022 (funded by BJA Grant) 	<ul style="list-style-type: none"> Nashville STARS
<i>Treatment, Referral, Re-entry</i>	<ul style="list-style-type: none"> When staff have a concern regarding a student's physical or mental wellbeing, they move through a decision making system to identify the appropriate level of response and if treatment referral is needed. 	<ul style="list-style-type: none"> All staff (trained annually by student services staff and implemented continuously) 	<ul style="list-style-type: none"> KCS Student SEL/MH Flowchart
	<ul style="list-style-type: none"> School-based mental health services 	<ul style="list-style-type: none"> Referrals submitted by student services staff to mental health coordinator Community mental health providers much 	<ul style="list-style-type: none"> KCS School-based Mental Health Services Agreement Individual Student School-based Mental Health Services Plan

Kannapolis City Schools Improvement Plan for Social Emotional Learning (SEL) and School Mental Health (SMH)



		have approved school-based mental health agreement on file before providing services; must be updated annually	
	<ul style="list-style-type: none"> Finalize reentry procedures and support plans for students from clinical community services and treatment facilities. 	<ul style="list-style-type: none"> Mental health coordinator in collaboration with student services staff 	<ul style="list-style-type: none"> KCS Re-entry Protocols
	<ul style="list-style-type: none"> Atrium Behavioral Health partnership - expansion of clinical services for students and their families. 	<ul style="list-style-type: none"> Director of Student Services and Mental Health Coordinator (August 2021) 	<ul style="list-style-type: none"> Atium MOA
	<ul style="list-style-type: none"> KCS student services representative attends monthly System of Care meeting with local MCO (transitioning to Partners) to address provision and continuity of mental health services for students 	<ul style="list-style-type: none"> Designated KCS student services representative (currently mental health services coordinator) monthly 	

Improvement Plan Review

- The KCS SEL Implementation Team will review components of this plan during quarterly meetings.
- Updates to the plan will be made at least annually with district leadership, student services staff and the School Board.
- By September 15 of each year, KCS will report to DPI on the content of the school-based mental health plan adopted in the district, including the mental health training program and suicide risk referral protocol, and prior school year compliance with requirements of this policy.