

**BOARD OF TRUSTEES
CARSON CITY SCHOOL DISTRICT**

**REGULATION No. 275
PROGRAM**

**SCHOOL SOCIAL WORKER (SSW)/SCHOOL MENTAL HEALTH WORKER
(SMHW) PROGRAM**

Purpose

The purpose of this regulation is to establish and maintain guidelines and protocols for School Social Workers (SSWs) and School Mental Health Workers (SMHW), hereby referred to as SSWs/SMHWs, at their school sites in the performance and operations of their work with students, families, teachers, and other school professionals and para-professionals.

This regulation shall be paired with other policies and regulations of the District which support the overall behavioral and emotional health and well-being of students.

Definitions

A School Social Worker (SSW) means a social worker licensed pursuant to NRS 641B, who holds a license issued pursuant to NRS Chapter 391 and an endorsement to service as a school social worker pursuant to regulations adopted by the Commission on Professional Standards in Education or who is otherwise authorized by the Superintendent of Public Instruction to serve as a school social worker.

A School Mental Health Worker (SMHW) means a person who holds a non-social work master's degree, such as a master's degree in Marriage and Family Therapy, or equivalent, and has a non-social work license, meaning the person is licensed as a Marriage and Family Therapist (LMFT). Currently, only LMFTs can be SMHWs.

SSWs eligible for District employment include:

- A. Licensed Clinical Social Workers (LCSWs);
- B. Licensed Independent Social Workers (LISWs); and
- C. Licensed Social Workers (LSWs),

SMHWs eligible for District employment include:

- A. Licensed Marriage and Family Therapists (LMFTs)

SSWs must possess a School Social Worker Endorsement from the Nevada Department of Education (NDE), and SMHWs must possess a School Mental Health Worker Endorsement from the NDE.

At the discretion of the District and its site administrators, BSW (Bachelors of Social Work) or MSW (Masters of Social Work) student interns may serve District social work internships at our schools, but only for the purposes of meeting their curriculum requirements established by their university institutions. There will be no financial remuneration from the District for any BSW or

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MSW student interns. Student interns must follow all applicable District policies, regulations and protocols, and their own university requirements.

Scope

This regulation applies to the entire school community in general (elementary, middle and high school levels) and SSWs/SMHWs in particular. This includes any and all interactions and involvement SSWs/SMHWs have with students, their families, administrators, and onsite school professionals, including but not limited to teachers, school counselors, school psychologists, school nurses, and site administrators.

General Job Description and Performance Responsibilities:

The primary task of SSWs/SMHWs is to empower students, families, and school personnel to access available opportunities and resources that develop each student's educational potential. SSW/SMHWs will concentrate on students' academic, behavioral, and emotional needs and will provide services, support, advocacy, and resources that will help to empower students to increase their academic potential.

The SSWs/SMHWs will interface with the educational and academic process and meet the needs of schools, students, and families within the District. Using a strengths-based, evidenced-based and system-wide approach, SSWs/SMHWs focus on prevention and intervention by facilitating engagement between students, schools, families, and the community. SSWs/SMHWs address the District's Strategic Plan, Empower Carson City 2022 imperatives by linking children, youth, and families to community agency resources, in order to align services to meet the educational needs of all students. To accomplish this goal, SSWs/SMHWs are expected to collaborate with school counselors, school nurses, school psychologists, truancy officers, school resource officers and other school and community partners.

SSWs/SMHWs are expected to adhere to the District's Policies and Regulations. SSWs/SMHWs report to the school's principal or his or her designee, and receive program direction from the Educational Services Department.

Essential Duties and Responsibilities:

The essential job duties and responsibilities of SSWs/SMHWs include, but may not be limited to:

- A. Implementing and adhering to the three-tiered level of intervention and supports for the school, students, and families:
 1. Tier 1 – This is universal or school-wide intervention (not specific to just one student or a group of students) based on a "prevention" model. This tiered intervention pertains to targeting and reaching approximately 80 to 100 percent of the entire school and involves not only interacting with students, but with all school staff, including teachers, school counselors, and paraprofessionals. Examples of Tier 1 interventions and support may include, but are not limited to, interacting and building relationships on an ongoing basis with students, collaborating/training with teachers, developing and implementing social

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- and emotional development programs, such as the peer to peer programs, substance abuse and prevention programs, anti-bullying programs, school safety, afterschool programing, school-wide needs assessment, data collection and reporting. Interacting with students during recess and at lunch also constitute Tier 1 intervention and support.
2. Tier 2 - This intervention is targeted towards a small group of students or families, in terms of small group interventions. This typically will affect about 15 to 20 percent of all students and/or families in a particular school. Examples of Tiered 2 interventions/supports may include, but are not limited to, identifying students and/or families needing group work (e.g., attendance issues, truancy, at risk of not graduating, anger management, etc.), case management, classroom interventions, focused attendance and truancy interventions, small group peer to peer activities/interventions, etc.
 3. Tier 3 – This intervention is geared towards intensive supports that may affect approximately 10 to 15 percent of students in a particular school. Tier 3 interventions typically may include, but will not be limited to, one-on-one student contact; for example, law enforcement involvement/intervention, probation/probation services, students who need the services of a school psychologist, clinical mental health therapy and services, behavioral intervention plans (BIPs), intensive family work, home visits, and child protective services involvement/reporting.
- B. With the passage of Senate Bill 319 (SB319), and inclusive of Nevada Revised Statute (NRS) Chapter 391, an SSW and SMHWs may, through consultation or collaboration with other educational personnel or by providing direct services:
1. Act as a liaison between home, school, and community;
 2. Provide therapy, counseling and support services for students and the families of students;
 3. Provide individual and small-group therapies, counseling, and support services;
 4. Provide mediation services;
 5. Advocate for the academic, social and emotional successes of students;
 6. Assist other educational personnel with case management;
 7. Write applications for grants, if necessary;
 8. Assist other educational personnel, including, without limitation, a school psychologist, with developing a plan for providing a prevention and intervention services to students;
 9. Administer biopsychosocial assessments to students, as necessary;
 10. Support the learning of students;
 11. Provide services for the professional development of staff;
 12. Provide support and consultation to the school, the students and the parents or legal guardians of students at the school regarding, without limitation, education law and services related to special education;
 13. Provide strength-based assessments for the school, the students and the parents or legal guardians of students at the school;
 14. Assist parents or legal guardians with problem-solving;
 15. Assist students with developing social skills;
 16. Provide referrals to students and parents or legal guardians of students for education services; and
 17. Participate in planning for and implementing a response to a crisis at school.

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- C. Conducting brief suicide screenings of students deemed to be at risk of suicide (if as a result of a suicide screening, the SSW/SMHW determines that the student is deemed to be at risk of suicide, the SSW/SMHW will make a referral to the appropriate community provider to conduct a formal and comprehensive clinical at-risk suicide assessment.) (Please refer to District Regulation 270, entitled Suicide Prevention/Intervention/Postvention.)
- D. Filing a formal report/referral to the Nevada Division of Child and Family Services (DCFS) or local law enforcement agency, for the purpose of having the agency complete a child abuse or neglect assessment if there is suspicion or belief that a student is being abused or neglected. (Please refer to District Policy and Regulation entitled Mandatory Reporting and Protocol in Reporting Child Abuse and Neglect.)
- E. Developing and obtaining knowledge of Carson City health and human services community resources; referring and linking students and/or families to the appropriate community resources when needed.
- F. Providing consultation, collaboration and support for all school staff, including but not limited to teachers, principals, assistant principals, school counselors, school nurses, school resource officers (SROs), and school psychologists.

Documentation Requirements

SSWs/SMHWs shall perform all student and family documentation in Infinite Campus (IC) under the SISP (Specialized Instructional Support Personnel) Tab.

School Social Worker/School Mental Health Worker Position Requirements

Whether hired as District employees or contractors, all SSWs/SMHWs must adhere to District requirements including, but not limited to:

- Wearing identification badges;
- Complying with all District policies and regulations, safety and security rules, including but not limited to site registration, sign-in/sign out, following emergency procedures, safety drills and evaluation procedures;
- Not smoking on school grounds;
- Completing E-learning online training, for example, including but not limited to “You Can Protect our Children,” Reporting Child Abuse in Nevada,” “Students in Transition (McKinney-Vento)” and “Family Education Rights and Privacy Act (FERPA)”;
- Participating in any required training as determined by the District or NDE, and
- SSWs/SMHWs will follow and incorporate District approved and adopted Social and Emotional Learning (SEL) standards and guidelines.
- SSWs/SMHWs shall be supervised by licensed administrators.

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References: SB319; 2019 Session, Nevada Legislature

Adopted: August 8, 2017
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