

**The School District of Escambia County  
SCHOOL-WIDE BEHAVIOR MANAGEMENT PLAN**

<b>School:</b> C.A. Weis Elementary	<b>School Year:</b> 2011-2012	<b>Date of Plan:</b> 8/24/11
<b>Note: Please refer to the <i>Guidelines for Developing a School-wide Behavior Management Plan</i> for instructions and recommendations.</b>		

**SCHOOL-WIDE BEHAVIOR TEAM**

<b>Name of Team Member in Attendance:</b>	<b>Role (Principal, Teacher, Parent, etc.):</b>
1. Connie Farish	1. Principal
2. Anita Gantt	2. Curriculum Coordinator
3. Mallory Culver	3. KG teacher
4. David Joiner	4. PBS Teacher
5. Rosilyn Lee	5. Guidance Counselor
6. Stephanie Cole	6. Pre-K Teacher
7. Martha Campbell	7. 3 <sup>rd</sup> Grade Teacher
8. Paula Kivette	8. 4 <sup>th</sup> Grade Teacher
9. Marcia Terway	9. PBS Co-Coordinator

**STATEMENT OF PURPOSE**

**Behavioral Mission Statement:**  
The mission of C.A. Weis Elementary School is to provide an environment where all students and staff can achieve their highest academic potential by showing respect, being responsible, being active listeners, and becoming lifelong learners.

**The School District of Escambia County  
SCHOOL-WIDE BEHAVIOR MANAGEMENT PLAN**

**BASELINE DATA**

**PREVIOUS SCHOOL YEAR 2010 - 2011**

<b>Office Discipline Referrals (ODR)</b>	
Number of Office Discipline Referrals (ODR)	125
Average ODR per Student (# ODR ÷ # of students enrolled)	.25
Number of Students with ODR	64
<b>Out-of-School Suspensions (OSS)</b>	
Number of Incidents of Out-of-School Suspension (OSS)	117
Average OSS per Student (# OSS ÷ # of students enrolled)	.23
Number of Students with OSS	64

<b>In-School Suspensions (ISS)</b>	
Number of Incidents of In-School Suspension (ISS)	7
Average ISS per Student (# ISS ÷ # of students enrolled)	.01
Number of Students with ISS	4
<b>Attendance</b>	
Average Daily Attendance	92.1
<b>Bullying Prevention</b>	
Percent of Students Trained	100%
Percent of Staff Trained	100%

**ADDITIONAL DATA AND OUTCOMES**

**What other data or outcomes will your school use for continuous monitoring of your school-wide behavior management plan (e.g., academic data, faculty attendance, school surveys, training, ESE referrals, etc.)? The outcomes may also include various ways of analyzing school-wide behavioral data as outlined in the *School-wide Behavioral Data Guide* (e.g., referrals/suspensions by grade level, location, problem behavior, time of day, student, class, etc.).**

This will be our second year using the SWIS system. The SWIS system will allow us to analyze student behavior on campus based on location of event, grade level, teacher, time of day, and type of infraction. This data will also allow us to compare this year's behavior patterns to last year's pattern.

**The School District of Escambia County**  
**SCHOOL-WIDE BEHAVIOR MANAGEMENT PLAN**

**SCHOOL-WIDE BEHAVIORAL GOALS**

**1. Out-of-school suspension**

C.A. Weis Elementary will reduce the number of incidents of out-of-school suspensions by 5% compared to the 2010-2011 school year of 117 suspensions.

**2. Attendance**

C.A. Weis Elementary will increase the average daily attendance to 93%.

**3. Bullying**

C.A. Weis Elementary will provide bullying training for the faculty and staff during faculty meetings. Anti-bullying lessons will be taught to each classroom via our television system. The guidance counselor will also personally visit some classrooms to provide additional support.

**4. Office Discipline Referrals**

C.A. Weis Elementary will reduce the number of office discipline referrals by an additional 5% (compared to 2010-2011 school year of 125 referrals).

**5. Other**

C.A. Weis Elementary will reduce the number of bus referrals by 5%. (There were 81 bus referrals during the 2010-2011 school year).

**6. Other**

**The School District of Escambia County  
SCHOOL-WIDE BEHAVIOR MANAGEMENT PLAN**

**PROGRESS MONITORING**

**Your school-wide behavior team should meet to review data and discuss concerns or revisions to your school-wide behavior management plan once a month and complete progress monitoring forms quarterly. Describe when you plan to meet (days, location, and time) throughout the school year.**

The PBS behavior team will meet once a month from 2:15 to 2:45 in the office conference room.

**Describe the procedures that your school will use to collect, summarize, and analyze the behavioral data prior to team meetings. Procedures are required for entering the information into the database, summarizing the data, and developing graphs using the *School-wide Behavioral Data Guide*.**

The PBS Teacher will be responsible for entering behavioral data into the SWIS system. He will review the data and develop graphs on a monthly basis. This information will be presented to the behavior team.

**How will your school document the school-wide behavior team meetings?**

A sign in sheet will be used to document those who attend the monthly meetings. An individual on the behavior team will be responsible for recording the minutes of the meetings.

**Describe how your school-wide behavior team will share the data and outcomes with your faculty, staff, and other stakeholders?**

Behavior data and outcomes will be communicated by way of faculty meetings and school-wide email.

**The School District of Escambia County  
SCHOOL-WIDE BEHAVIOR MANAGEMENT PLAN**

**SCHOOL EXPECTATIONS AND RULES**

**List 3 – 5 school-wide expectations**

We follow directions.  
We treat others with kindness and respect.  
We complete all assignments.

<b>Rules/ Expectations:</b>	<b>Setting: Hallways</b>	<b>Setting: Cafeteria</b>	<b>Setting: Bus</b>	<b>Setting: Playground</b>
We follow directions	Walk on the right side of the blue dots.  Walk facing forward with hands behind back.	Enter your tables on the left. Sit down quietly.  Follow talking rules (breakfast is silent, first 10 minutes of lunch is silent.	Buckle seat belts as soon as you sit down.  Remain seated in assigned seat.	Immediately respond to teachers' instructions.  Abide by game rules.
We treat others with kindness and respect.	Walk quietly in the hallway.  Keep hands to yourself	Talk quietly to the people at your table.	Talk quietly to the person in your seat.  Keep hands and feet to self.  Take turns unloading the bus	Keep hands to self.  Share equipment  Include others in your playtime
We complete all assignments.	Stop at stop signs.	Stand up on the right side of the table and dump trays one at a time.	Walk quietly to the exit after the bus comes to a complete stop.	Stay in assigned area.  Follow "game" rules.

**The School District of Escambia County  
SCHOOL-WIDE BEHAVIOR MANAGEMENT PLAN**

**TEACHING EXPECTATIONS AND RULES**

**How will your school introduce the school-wide expectations and rules to all of your students and staff?**

Post expectations and rules in the hallways, bathrooms, and classrooms.  
Faculty meetings and Pre-planning.  
Teacher led lessons to the students.

**During the school year, what activities will your school implement to encourage on-going direct instruction of the school-wide expectations and rules? How will your school embed the expectations and rules into the daily curriculum?**

Faculty meetings  
Teacher led lessons on positive behavior to students  
Students receive "Weis" bucks for positive behavior  
"We are Weis Owls" posters with expectations in hallways and classrooms  
Teachers promote positive behavior on a daily basis  
Students will be able to purchase various prizes and privileges with Weis bucks

**How often will you plan to provide refresher training on expectations and rules to staff and students in your school? How will you orient and teach new students who arrive mid-year?**

Students will have daily reminders of the expectations and rules by way of the expectation posters.  
Expectations will be reviewed with teachers and staff during monthly faculty meetings.

**The School District of Escambia County**  
**SCHOOL-WIDE BEHAVIOR MANAGEMENT PLAN**

**REWARD/RECOGNITION PROGRAM**

**What type of reward system will you use?**

"Weis bucks" will be given.  
A school store will be provided for students to purchase prizes with their bucks.  
Verbal praise will be used as a reinforcer when bucks are given.  
Privileges will be made available, by grade level, for students to purchase with their bucks.

**Describe the behaviors for which you will reward or recognize students.**

Expectations are:  
Follow directions  
Treat others with kindness and respect  
Complete all assignments

**How will you implement the reward system?**

Teachers will be given "Weis bucks" to distribute to their class. Teachers will reinforce those student behaviors that reflect our school's rules and expectations. Students will have the opportunity to spend those bucks at the Weis "store."  
Teachers will also have special privileges that can be purchased each week.

**The School District of Escambia County**  
**SCHOOL-WIDE BEHAVIOR MANAGEMENT PLAN**

**DISCIPLINARY PROCEDURES**

**Explain the discipline process at your school. Differentiate between minor and major behavior incidents and describe the process for documenting and addressing both types of incidents.**

Minor infractions will follow the process listed below:

1. Verbal warning and restate the expectation. If behavior stops, then no further action.
2. Reteach expectation and begin classroom behavior report. Apply intervention. If behavior stops, then no further action.
3. Apply intervention and contact parent/guardian. If behavior stops, then no further action.
4. Continue classroom behavior report. Contact a peer, guidance, or administration for further interventions, etc. If behavior stops, then no further action.
5. Refer to guidance or administration. Complete office referral form.

Major infractions will follow the process listed below:

1. Write a referral and escort student to office.
2. Administration determines consequence.
3. Copy of referral given to teacher/staff.

**What intervention strategies will your school use to prevent behavior that results in discipline referrals and out-of-school suspensions?**

Student Expectation Conference  
Buddy Teacher Time Out  
Loss of Item/Class Privilege  
Seating change/time out  
Curriculum Modification  
Positive Reinforcement  
Peer Mediation  
Student Contract  
Reflection Center  
Phone Parent  
Tangible Reinforcement



**The School District of Escambia County  
SCHOOL-WIDE BEHAVIOR MANAGEMENT PLAN**

**DISCIPLINARY PROCEDURES (continued)**

**What are the consequences or disciplinary actions that are used in your school?**

Behavior contract  
Conference with Student  
Conference with Parent  
Warning Time Out (school)  
Loss of Privileges  
In School Suspension  
Out of School suspension  
Referral to ICARE

**For Middle or High Schools:**

**How do the adjudication guidelines complement your disciplinary procedures?**

**The School District of Escambia County  
SCHOOL-WIDE BEHAVIOR MANAGEMENT PLAN**

**TRAINING AND IMPLEMENTATION**

**Describe any training needs, material needs, and/or environmental arrangements necessary to implement your school-wide behavior management plan.**

While PBS training has already occurred, teachers and staff will need to attend sessions to discuss the progress of their PBS classroom system and identify areas in need of improvement.

**Describe how your school will train all faculty and staff on your school-wide behavior management plan. How will you orient and teach new faculty and staff who arrive mid-year?**

Training was provided for faculty and staff during preschool. Training for new faculty or staff will be the responsibility of the Curriculum Coordinator or PBS Teacher.

**What school-wide routines and procedures will be implemented by all faculty and staff to facilitate your school-wide behavior management plan?**

All staff have been given "Weis Bucks" to give to students who are showing positive behaviors. All students will be expected to walk on the right side of the hallway, whether they are with their class or walking alone. Expectations of the plan will be posted in the hallways, cafeteria, restrooms, library, playground, and classrooms. Stop signs will be posted in specific locations in all hallways.

**The School District of Escambia County  
SCHOOL-WIDE BEHAVIOR MANAGEMENT PLAN**

**TRAINING AND IMPLEMENTATION (continued)**

**How will you achieve and maintain faculty and staff buy-in to your school's plan?**

Teachers and staff will be updated during various faculty meetings/grade level meetings on the progress that is being made concerning behavior. Graphs and other reports will be used to communicate behavior data and reinforce teacher confidence in the behavior management plan. Teacher incentives will be provided throughout the year for the purpose of encouraging teachers to participation in the PBS system.

**Describe how you will monitor the implementation of your school-wide behavior management plan.**

Each month the PBS team will meet to monitor how effectively the behavior plan is being implemented. A SWIS reports will be distributed to team members to evaluate areas of success and areas of needed improvement. This data will also be shared throughout the year during faculty meetings.

**How will your school actively involve parents and community members in the activities and programs that involve teaching and rewarding the school-wide expectations and rules?**

Community members will be encouraged to volunteer for special PBS events and contribute to the PBS system by donating various prizes and certificates. Many prizes and certificates will require the parent to transport their child somewhere to redeem the reward (Fast Eddies, Taco Bell, Arby's. etc.). By doing this, the child's parents will have the opportunity to reinforce their child's positive behavior.