

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

School: Global Learning Academy	School Year: 2012-2013	Date of Plan: Aug 30, 2012
Note: Please refer to the <i>Guidelines for Developing a School-wide Behavior Management Plan</i> for instructions and recommendations.		

SCHOOL-WIDE BEHAVIOR TEAM

Name of Team Member in Attendance:	Role (Principal, Teacher, Parent, etc.):
1. Dr. Sheree' Cagle	1. Principal
2. Judy LaBounty	2. Asst. Principal
3. Ronnie Arnold	3. Family & Community Involvement
4. Tonya Burnett	4. Chair, Kindergarten
5. Erin Young	5. Chair, First Grade
6. Irish Brown	6. Chair, Second Grad
7. Tammy Giles	7. Chair, Third Grade
8. Dian Isert	8. Chair, Fourth Grade
9. Anna Jones	9. Chair, Fifth Grade

STATEMENT OF PURPOSE

Behavioral Mission Statement:
The staff at Global Learning Academy has high expectations in all areas for its students and is highly cognizant that positive behaviors contribute to high academic achievement. We believe that desirable student behaviors should be recognized and rewarded and that undesirable student behaviors should serve as learning opportunities.

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BASELINE DATA

PREVIOUS SCHOOL YEAR 2011 - 2012

Office Discipline Referrals (ODR)	
Number of Office Discipline Referrals (ODR)	497
Average ODR per Student (# ODR ÷ # of students enrolled)	.59
Number of Students with ODR	345
Attendance	
Average Daily Attendance	94.2
Excused Tardies (<i>Elem</i>)	
Unexcused Tardies (<i>Elem</i>)	
Excused Early Check-outs (<i>Elem</i>)	
Unexcused Early Check-outs (<i>Elem</i>)	

Out-of-School Suspensions (OSS)	
Number of Incidents of Out-of-School Suspension (OSS)	327
Average OSS per Student (# OSS ÷ # of students enrolled)	.39
Number of Students with OSS	223
In-School Suspensions (ISS)	
Number of Incidents of In-School Suspension (ISS)	N/A
Average ISS per Student (# ISS ÷ # of students enrolled)	N/A
Number of Students with ISS	N/A
Bullying Prevention	
Percent of Students Trained	52%
Percent of Staff Trained	0%** see below

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.).

The staff will implement a special recognition program for "A" Citizenship, similar to honor roll recognition that is traditionally provided for academic achievement.

**The GLA faculty will be required to complete online training in Bullying Recognition & Response on the Safe Schools portal on the district website. With GLA opening in 2011-2012, the emphasis on staff training in this particular area was inadvertently overlooked.

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SCHOOL-WIDE BEHAVIORAL GOALS

1. Out-of-school suspension

Our goal is to reduce our number of out-of-school suspensions by 50% over 2011-2012

2. Attendance

The goal in attendance is to increase by 1% the percentage of daily average attendance.

3. Bullying

Each class will be provided with a bullying presentation by our guidance counselor.

4. Office Discipline Referrals

No more than one discipline referral per teacher per month

5. Tardies (Elementary – see attached plan) or Other School-wide Behavior Goal

See attached.

6. Early Check-Outs (Elementary – see attached plan) or Other School-wide Behavior Goal

Parents will be required to submit documentation for early checkouts.

7. Other School-wide Behavior Goal

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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.

Our team will meet after school the first Monday of each month throughout the school year.

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*.

All discipline referrals will be processed by a single clerical staff member in a central location to ensure accountability and provide consistency. The data specialist will provide reports each month prior to committee meetings.

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

Minutes will be kept and distributed to the faculty and school advisory council.

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

As mentioned above, minutes of the meetings will be distributed to the faculty and school advisory council. In addition, the administration will provide updates to the faculty and staff during regular faculty meetings throughout the year.

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SCHOOL EXPECTATIONS AND RULES

List 3 – 5 school-wide expectations

1. Students will treat adults and students alike with kindness and respect.
2. Students will follow all directions from teachers and staff.
3. Students will complete all assignments both in-class and at-home.

Rules/ Expectations:	Setting:	Setting:	Setting:	Setting:
Students will treat adults and students alike with kindness and respect.	School-wide			
Students will follow all directions from teachers and staff.	School-wide			
Students will complete all assignments both in-class and at-home	Classroom	Home		

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TEACHING EXPECTATIONS AND RULES

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

Our three basic school-wide rules for student behavior are posted in each classroom.

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?

The principal regularly models and highlights examples of the desired student behaviors on the morning announcements via video.

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?

This is an ongoing process which is reinforced through morning video announcements on a regular basis.

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REWARD/RECOGNITION PROGRAM

What type of reward system will you use?

STAR STUDENT Behavior Recognition

Each week every teacher, including special area teachers, will select a male and a female STAR STUDENT.

Start Students are selected based on:

- Doing the next right thing without being asked
- Demonstrating behaviors that go above and beyond normal class expectations
- Helpful
- Friendly
- Role model for others
- Greatly improving behavior from the previous week
- Other criteria deemed appropriate by teacher

The name of the STAR STUDENTS will be written on a slip of paper and placed in a container by the computer where teachers sign in on Monday. The container will ONLY be present on Monday morning. It is the teachers' responsibility to get the names in the container on Monday morning. Just prior to the Global News Dr. Cagle will pick up the container with the STAR STUDENT names. Dr. Cagle will draw one name from the container and announce GLA's STAR STUDENT for the week on the news. The GLA STAR STUDENT of the week will receive a prize.

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

See Above

How will you implement the reward system?

See above

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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.

1. Teachers document conduct on student discipline cards which are maintained in student success binders.
2. Teachers contact office for assistance with student.
3. An available Leadership Team member responds to address concern.

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

1. Staff redirects student behavior.
2. One-on-one counseling with students

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DISCIPLINARY PROCEDURES (continued)

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

1. Teachers make initial phone call to parents for assistance with student.
2. Teacher and/or leadership team member conferences with student.
3. Student is assigned time-out period in attempt to change behavior.

For Middle or High Schools:

How do the adjudication guidelines complement your disciplinary procedures?

N/A

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TRAINING AND IMPLEMENTATION

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

The committee will update the staff during regular faculty meetings.

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?

Information disseminated from the committee to the faculty will be reinforced in grade-level meetings.

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

1. Common hallway procedures.
2. Daily cafeteria procedures during breakfast and lunch.
3. Establishment of central location for pick up/drop off of special area classes.

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TRAINING AND IMPLEMENTATION (continued)

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

Grade-level chairs will solicit input from all faculty to report to committee during regular monthly meetings.

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

During monthly meetings, the committee will evaluate all available data and plan will be adjusted as necessary.

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?

1. Expectations are posted on school website.
2. The School Advisory Council (SAC) will be solicited for input and advisement.
3. Partners in Education will be solicited in providing tangible rewards for students.