

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

School: Warrington Middle	School Year: 2012 - 2013	Date of Plan: 9/10/12
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. Sandra Rush	1. Principal
2. Wilson Taylor	2. Assistant Principal
3. Bakari Franklin	3. Dean
4. Taii Bryant-Clarke	4. Behavior Coach
5. Mindy Vanes	5. Teacher
6. Curtis Farmer	6. Teacher
7. Erica Adans- Brown	7. Counselor
8. Irish Jones	8. Counselor

STATEMENT OF PURPOSE

Behavioral Mission Statement:

The school community, which consist of administators, staff, parens and students, will work together to foster and embrace a safe, positive learning environment that increase student performance.

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BASELINE DATA

PREVIOUS SCHOOL YEAR -

Office Discipline Referrals (ODR)	
Number of Office Discipline Referrals (ODR)	2438
Average ODR per Student (# ODR ÷ # of students enrolled)	3.2
Number of Students with ODR	1102
Out-of-School Suspensions (OSS)	
Number of Incidents of Out-of-School Suspension (OSS)	798
Average OSS per Student (# OSS ÷ # of students enrolled)	1.0
Number of Students with OSS	597

In-School Suspensions (ISS)	
Number of Incidents of In-School Suspension (ISS)	821
Average ISS per Student (# ISS ÷ # of students enrolled)	.97
Number of Students with ISS	621
Attendance	
Average Daily Attendance	90.7
Bullying Prevention	
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.).

- Monitor students attendance
- Ongoing PBS training and updates throughout the year
- Monthly meeting with the school's Leadership Team to monitor school - data
- Monthly meetings with teachers to analyze individual student data
- Determine what infractions are occurring the most
- Determine where most of the infractions are occurring i.e. hallway, bus, classroom, etc
- Determine the time of day that most infractions are occurring

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SCHOOL-WIDE BEHAVIORAL GOALS

1. Out-of-school suspension

The implementation of logical consequences (ISS, Detention, Service Project, etc.) will be utilized to reduce the number of out-of-school suspensions by 20%..

2. Attendance

The leadership team will track students with poor attendance and identify various ways to end the poor attendance of those students. The goal will be to increase the average daily attendance to 92 %. Strategies will include parent conferences, a parent assembly with the Judge for students with excessive absences, home visits by teachers and/or social workers, assign a mentor to students who are consistently absent, etc..

3. Bullying

The staff will receive training to identify bullying behavior. The SRO during our grade level assemblies will share information with students using a powerpoint that he created to demonstrate bullying behavior . The SRO will discuss the legal ramifications for bullying. The counselors will work with students by educating and counseling students to reduce the number of bullying incidents at school.

4. Office Discipline Referrals

We will implement the PBS model to fidelity this year. With this model., teachers are required to use a PBS form for minor referrals. The number of referrals will be decreased by 20%

5. Other

The Student Service Department consisting of the dean, behavior coach and two guidance counselors will work collaboratively to meet students' behavioral and social needs.

6. Other

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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.

The Discipline Team will meet monthly (end of each month) to review data and discuss concerns or revisions to our school-wide behavior management plan. The outcome will be provided to the Principal/Leadership Team for feedback/implementation of revisions.

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 school will use the following data or outcomes for continuous monitoring of our school-wide behavior plan:

- teacher/student conference
- parent/teacher conference
- parent contact
- guidance counselor referrals
- overlay counselor referrals

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

Agendas, sign-in sheet, and minutes will be available for each meeting..

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

During small group faculty meeting with each team , individual teacher data will be shared. In additon, using the SWISS data, the faculty will see specific data such as what type of infractions are consistently committed , the time of day that most infraction occurs, the names of students with the most referrals, etc.

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SCHOOL EXPECTATIONS AND RULES

List 3 – 5 school-wide expectations

1. Be Safe
2. Be Respectful of self and others
3. Be responsible

Rules/ Expectations:	Setting: Hallways	Setting: Cafeteria	Setting: Bus	Setting: Dismissal
Be Safe	Walk on the right side of the hallway	No horseplay in the breakfast and lunch line	Remain in your seat until you are dismissed by the bus driver	Allow teachers to dismiss you from class. Walk and stay with your assigned group. Always know where you are to go.
Be respectful of self and others	-Use your inside voice in the hallway -Recognize personal space -Use appropriate language -Refrain from public displays of affections	Talk with a quiet voice	Recognize personal space	-Follow dismissal plan - Refrain from skipping others - Wait for Principal's dismissal procedures
Be responsible	Keep hands and feet to yourself	-Clean area -Wait to be dismissed -Push in chairs	-Stay in your seat while the bus is in motion -Follow the bus driver's dismissal plan	-Be where you are supposed to be on time -Walk...not run in the hallways

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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?

The school-wide expectations and rules are presented to the staff during our pre-school inservice. Activities of the workshop will consist of role playing and round table discussions.

The students will receive an initial overview of the school-wide expectations through general assemblies the first week of school. In addition, teachers will continue introducing the school-wide expectations and rules in the classroom using their PBS handbooks.

Each week a school-wide expectations will be highlighted by the Principal on morning announcements.

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?

On-going direct instruction of the school-wide expectations and rules will continue through PBS activities throughout the year. Video skits (1 - 2 minutes) will be created by students and staff. The video clips will be aired on the closed circuit television system. Visual information plans will be displayed through out the school

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?

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Expectations and rules are listed on every faculty agenda. The Students Service Department will go over procedures during faculty meetings as needed.

When new students come into the school they are given a rights and responsibility handbook and often is introduced to the Principal or one of the Assistant Principal. At that time, expectations are explained to the new student Quarterly assemblies will be implemented to provide refresher training on expectations and rules to students.

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REWARD/RECOGNITION PROGRAM

What type of reward system will you use?

The implementation of "swagger bucks" will be the school-wide reward system. The "swagger bucks" will allow the students to purchase various practical items, redeemed for admission tickets to local after school activities

Reward System Format:

- Color code bucks will be used to provide daily and weekly rewards to students
- Daily rewards are given for positive behaviors
- Weekly rewards will consist of drawings for football/basketball games, gift cards, student of the week

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

The students will be rewarded for positive behaviors, academic achievement, and motivation. Also, struggling students that required additional praise and encouragement will be targeted through the reward system.

How will you implement the reward system?

The Administrative and faculty staff will implement the reward system. Students will be selected based on behaviors, achievement, encouragement, and motivation.

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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.

Teachers will use a Classroom Behavior Report and if needed a district-wide student discipline referral form. The Classroom Behavior Report is an intervention document that teachers are required to complete for minor infractions. This form is for problem behavior which violates expectations and rules but not yet serious enough to warrant an office discipline referral. A list of the minor problem behaviors and major/office managed problem behaviors are listed in the Warrington Middle School PBS handbook

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

The staff will use a proactive approach (greeting students, praising, and re-directing) toward students to prevent behavior that results in discipline referrals and out-of-school suspensions. The staff will set the tone of the atmosphere in the learning environment through demonstrating mutual respect towards the students upon their arrival on the campus. Also, counseling, peer mediation, and community involvement will be used as intervention strategies to prevent behavior that results in discipline referrals and out-of-school suspensions.

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DISCIPLINARY PROCEDURES (continued)

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

The following consequences or disciplinary actions will be used:

Parent contact

In School Suspension

Project Based Activity (work detail on campus)

Detention

For Middle or High Schools:

How do the adjudication guidelines complement your disciplinary procedures?

The adjudication guidelines complement our disciplinary procedures through supporting our goal to keep students in school. Our goal is to meet the academic needs of all students and re-direct negative behaviors with realistic consequences. The adjudication guidelines allow us the flexibility need to meet our goal.

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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 Disciplinary Team will need volunteers (staff & students) to perform in the various video clips that will be created to educate our students on appropriate and inappropriate behaviors in the learning environment.

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?

The Discipline Team will conduct an inservice to outline the school-wide behavior plan.. In addition, the staff will be provided the power point presented for future reference.

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

The staff and students will recite daily the "Pledge for Non-Violence" at the beginning of each day. Also, the staff will use teachable moments to discuss the school-wide behavior management plan using activities from the Life Skill PBS Handbook. .

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TRAINING AND IMPLEMENTATION (continued)

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

The school's plan outlines the general expectations and rules of the school. Teachers are required and empowered to implement specific expectations and rules from the Life Skills PBS Program activity book throughout the year.

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

The school-wide behavior management plan will be reviewed at the end of every 9 weeks through analyzing the data retrieved from the TERMS and SWISS systems. Data to be analyzed will consist of the number of absences, referrals, in-school suspensions, and out-of-school suspensions.

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?

Parent volunteers will operate the Swagger Buck store every Friday. Students who continue to have disciplinary problems, their parents will be invited to a meeting along with their child to discuss expectation and rules of the school.