

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

<b>School:</b> Woodham Middle	<b>School Year:</b> 2012-2013	<b>Date of Plan:</b> 8/30/12
<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. Marsha Higgins	1. Principal
2. Mitch Ashford	2. Data Analysis/Dean
3. Twyla Akkerman	3. Dean
4. Denisha Read	4. Behavior Coach
5. Gary Lincoln	5. Guidance
6. Tammy Westmark	6. Guidance
7. Dorathy Najarian	7. Teacher
8. Leslie Travis	8. Teacher
9. Emily King	9. Teacher
10. Hazel McCormack	10. Media Specialist
11. Ryan Kerr	11. Teacher
12. Whitney Meadows	12. Teacher
13. Paul Stewart	13. Teacher

**STATEMENT OF PURPOSE**

**Behavioral Mission Statement:**  
 It is the belief of the PBS team that all students can be successful in school. Given the proper positive support, students can and will engage in the educational setting and learn to their fullest potential. Students require behavioral instruction, reinforcement, and discipline. Students require direct instruction in regards to character development and appropriate behavior much like they require direct instruction for reading. They require reinforcement for displaying proper character traits and behaviors to assist with internalizing and generalizing them. They also require firm, fair, and consistent discipline for infractions of behavior. This will provide yet another avenue to equip students with the necessary skills to function in society, and that includes social skills. The PBS team is committed to providing a positive school environment that encourages, promotes, and rewards appropriate behavior while focusing direct, specialized interventions for inappropriate behaviors.

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

**BASELINE DATA**

**PREVIOUS SCHOOL YEAR 2011 - 2012**

<b>Office Discipline Referrals (ODR)</b>	
Number of Office Discipline Referrals (ODR)	2668
Average ODR per Student (# ODR ÷ # of students enrolled)	3.15
Number of Students with ODR	546
<b>Out-of-School Suspensions (OSS)</b>	
Number of Incidents of Out-of-School Suspension (OSS)	1066
Average OSS per Student (# OSS ÷ # of students enrolled)	1.26
Number of Students with OSS	344

<b>In-School Suspensions (ISS)</b>	
Number of Incidents of In-School Suspension (ISS)	941
Average ISS per Student (# ISS ÷ # of students enrolled)	1.11
Number of Students with ISS	368
<b>Attendance</b>	
Average Daily Attendance	91.6
<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.).**

The PBS team will utilize the SWIS system to report and analyze the outcomes and data as we progress toward our school goals. Faculty survey's and input during pre-planning discussions regarding the previous years data are used to establish this years goals. Student and parent surveys throughout the year will be used to gather additional information in determining if adjustments in our goals are needed. Up to date data will be gathered and presented to the faculty through academic team meetings each month.

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

**SCHOOL-WIDE BEHAVIORAL GOALS**

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

960 - a reduction of 10% from last years 1066 Out-of-school suspensions

**2. Attendance**

92.1 - an increase of 5% from last years attendance of 91.6

**3. Bullying**

Continue to train 100% of the students and faculty on bullying awareness. We will have 3 separate activities explaining and promoting awareness of bullying on and off campus. One activity for the faculty, one for parents and one for the students.

**4. Office Discipline Referrals**

2402 - a reduction of 10% from last years 2668 ODR's.

**5. Other**

**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 -school wide behavior team will meet the 1<sup>st</sup> Wednesday of each month at 8:00 am in the school South Lecture Hall to discuss the progress toward our school goals.

**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*.**

Mitch Ashford will collect appropriate data from SWIS to determine the progress toward school goals. Graph's and tables displaying the data collected will be generated by Mr. Ashford. These tables and graph's will be copied and given to team members for analysis.

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

Minutes will be kept from each meeting.

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

The data and outcomes will be shared and distributed through academic team meetings following the monthly PBS team meetings along with email updates.

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

**SCHOOL EXPECTATIONS AND RULES**

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

We are Respectful  
We are Responsible  
We are Accountable

<b>Rules/ Expectations:</b>	<b>Setting: All School</b>	<b>Setting: All School</b>	<b>Setting:</b>	<b>Setting:</b>
We are Respectful	We treat others the way we want to be treated. We are courteous and dignified We have self respect We are accepting of other's differences	We avoid humiliation, violence and bullying		
We are Responsible	We are making good choices We are in control of our actions and know they affect others	We are trustworthy We are prepared for school We are on time		
We are Accountable	We accept the consequences of our actions We don't blame others for our choices	We finish what we start We always do our best We do what is right when no one is watching		

**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?**

Teacher training will occur during pre-school and follow up during faculty and teams meetings throughout the school year. Students will be introduced expectations during grade level assemblies. Further explanation and training for students will occur in 5<sup>th</sup> period CIM classes.

**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?**

A character lesson will be taught each Wednesday during CIM class. All teachers and staff will be reinforcing the expectation concepts taught in CIM classes.

**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 watch a video created by the deans reminding them of the major points of the Rights and Responsibilities handbook and school-wide expectation of all students.

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

**REWARD/RECOGNITION PROGRAM**

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

Woodham Middle School will utilize a school wide incentive program known as GOTCHA.

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

Students will be rewarded with a "gotcha" by any teacher, staff member, and bus drivers when they are "caught" demonstrating the Pillars of Excellence. Teachers may utilize the "gotchas" for other classroom based achievements. We will select a "Gotcha" student of the week from the 6<sup>th</sup>, 7<sup>th</sup>, and 8<sup>th</sup> grade each Friday.

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

Teachers will distribute "gotchas" throughout the school. Rewards are cashed in by 1<sup>st</sup> period classes on Fridays. Students are able to select from a menu of rewards based on the amount of gotcha's they have received.

**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.**

On the first incident the teacher will complete an Intervention Report detailing incident, action, and parental contact made. The second incident will result in teacher recording same information involving different intervention either guidance referral or parent conference, lunch detention, etc.. On the third offense, the academic team will meet to discuss student's behavior and issue a team intervention. If a student has a fourth incident, teacher will complete a major referral and forward to dean. If a student has 3 major referrals, a School wide behavior team will meet to make recommendations and suggestions for other interventions. If a student receives 6 major referrals, the behavior coach will start a Formal Behavioral Assessment.(FBA).

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

PBS initiatives

ISS

Academic team interventions

School Wide Behavior Team interventions

Continual professional development for improved classroom management

Character lesson in CIM classes



**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?**

Detention  
ISS  
Parent Conferences  
OSS  
Refocus area  
Bus suspension  
lunch detention  
Before school detention  
In-Lieu of expulsion

**For Middle or High Schools:**

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

The adjudication guidelines provide the guidelines for processing each Major Referral. They provide consistency within the school and district for addressing student behavior.

**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.**

The PBS team will continue to participate in training opportunities as provided through the district team. PBS team will provide training to teachers. Materials needed are "gotcha's, student incentives, teacher incentives, Pillar of Excellence posters for each class.

**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?**

Faculty will be trained during pre-school and throughout the year in team meetings. New faculty who join the staff will be assigned a mentor who will provide one-on-one training.

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

Active supervision for class changes and hallway activity reinforcing student expectations. Character lesson for all students during CIM classes. Gotcha reward activities on Fridays. School wide procedures walking to and from the lunchroom. Using designated lunch lines and assigned tables. Procedure for dismissal and loading buses. Utilizing the intervention logs by faculty.

**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 will be given opportunities to receive incentives and rewards for participating in the implementation of the school wide program. We will continue to have "Crock Pot Monday" each week to help build morale among teachers and staff.

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

The PBS team will obtain feedback from faculty during monthly academic team meetings. SWIS reports will be generated to watch for patterns of student behavior.

**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?**

PBS team will schedule parent nights for a variety of school activities. At meetings, parents will be educated on the Pillars of Excellence and how they affect student performance. We will pass out flyers at school open house and encourage parents to help educate students with the Pillars of Excellence. Invite parents to attend PBS webinar at school increasing parental awareness of what is involved in being a Positive Behavior Support school.