

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

School: Workman	School Year: 2012-2013	Date of Plan: 8-20-2012
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. Juanita Edwards	1. Principal
2. Thomas Horne	2. Behavior Coach/ Internal PBS Coach
3. Santelia Houston	3. Dean
4. Chris Norris	4. Teacher
5. Nancy Buffington	5. Teacher
6. Tara Shuck	6. School Psychologist
7. Helene Carrington	7. Teacher
8. Pamela Carter	8. Teacher
9. Zack Bookout	9. Teacher
10.	

STATEMENT OF PURPOSE

Behavioral Mission Statement:

J.H. Workman Middle School students will become inquiring, compassionate, and lifelong learners. Through a challenging, engaging academic and behavior program that encourages international-mindedness, students will develop a positive relationship with students, parents, faculty and community while attaining cultural understanding and respect for diversity.

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BASELINE DATA

PREVIOUS SCHOOL YEAR 2011 - 2012

Office Discipline Referrals (ODR)	
Number of Office Discipline Referrals (ODR)	1064
Average ODR per Student (# ODR ÷ # of students enrolled)	1.15
Number of Students with ODR	328
Out-of-School Suspensions (OSS)	
Number of Incidents of Out-of-School Suspension (OSS)	328
Average OSS per Student (# OSS ÷ # of students enrolled)	.35
Number of Students with OSS	157

In-School Suspensions (ISS)	
Number of Incidents of In-School Suspension (ISS)	508
Average ISS per Student (# ISS ÷ # of students enrolled)	.54
Number of Students with ISS	266
Attendance	
Average Daily Attendance	94.2
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.).

Team Collaboration to learn about students with behavioral concerns

PBS

RtI-B

Swiss

Terms

School wide Compass lesson plans about behavior every Monday.

Attendance

Mentoring

Recovery classes for students who fail a course.

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SCHOOL-WIDE BEHAVIORAL GOALS

1. Out-of-school suspension

Reduce the number of OSS by 5%, by using our PBS system. That system includes rewards each nine weeks for students with a limited number of referrals. The student reward system starts over every nine weeks in hopes of providing incentives to a student who may have had several referrals in the previous nine weeks.
Behavior Coach and Dean have a mentoring group which will consist of 20 male and female students.
Bus rewards are offered every nine weeks for buses with 0 referrals.

2. Attendance

Increase the daily attendance by .5%

3. Bullying

Bullying club is run by the Resource Officer. He uses multimedia as a way for students to talk to him privately about being bullied. EX: facebook, instagram, etc.....

4. Office Discipline Referrals

Reduce the number of office referrals by 5% for the previous year of 1064 referrals.
The PBS system includes rewards each nine weeks for students with a limited number of referrals. The student reward system starts over every nine weeks in hopes of providing incentives to a student who may have had several referrals in the previous nine weeks.
Behavior Coach and Dean have a mentoring group which will consist of 20 male and female student.
Bus rewards are offered every nine weeks for buses with 0 referrals.

5. Other

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 PBS team will meet once a month in room 512 at 8:45.

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 team will use existing SWISS and new RTI-B data. We will also use teacher input of student behavioral concerns which is collected every week in collaboration meetings by grade level.

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

Using a 30 day school plan for every meeting each month.

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

Principal Edwards determines the dates for the PBS teams to share data at our monthly faculty meetings.

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SCHOOL EXPECTATIONS AND RULES

List 3 – 5 school-wide expectations

School wide expectations are Be Respectful, Be Responsible, and Be Safe

Rules/ Expectations:	Setting: All School Settings	Setting: All School Settings	Setting: All School Settings	Setting: All School Settings
Respectful	Caring	Thinker	Open-Minded	Communicator
Responsible	Principled	Knowledgeable	Risk Takers	
Safe	Balanced	Reflective	Inquiring	

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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?

Behavior Coach and Dean have addressed school wide expectations and rules during orientation of 6th graders. We will also be taping the expectations and rules for all students to run on the school based tv called CCTV. This will also be used in training new teachers and staff about PBS.

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 JAGS- PBS Lessons should be taught on Monday of each week during 1st period COMPASS (9:15am-9:45am). JAGS are: Respectful, Caring, Thinkers, Open-Minded, Communicator, Responsible, Principled, Knowledgeable, Risk-takers, Safe, Balanced, Reflective, Inquiring

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?

Teachers and Staff will have a refresher during a faculty meeting prior to 3rd nine weeks.

We will also be taping the expectations and rules for all students to run on the school based tv called CCTV. This will also be used in training new teachers and staff about PBS.

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REWARD/RECOGNITION PROGRAM

What type of reward system will you use?

The PBS system includes rewards each nine weeks for students with a limited number of referrals. Students receive JAG bucks when demonstrating school wide expectations. Jag bucks are redeemable in the school store and students may buy back a referral in order to participate in the nine weeks activities. The student reward system starts over every nine weeks in hopes of providing incentives to a student who may have had several referrals in the previous nine weeks.

Behavior Coach and Dean have a mentoring group which will consist of 20 male and female student.

Bus rewards are offered every nine weeks for buses with 0 referrals.

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

When a student demonstrates a school wide expectation a teacher or staff member may reward them with a Jag buck.

- Respectful
 - Caring
 - Thinkers
 - Open-Minded
 - Communicator
- Responsible
 - Principled
 - Knowledgeable
 - Risk Takers
- Safe
 - Balanced
 - Reflective
 - Inquiring

How will you implement the reward system?

Teachers, office personal, Resource officer, and staff may distribute a jag buck to any student which they see demonstrating a school wide expectation.

Behavior Coach and Dean will provide rewards each nine weeks for buses.

Teachers on grade levels will implement the rewards for the nine weeks for students with limited or zero referrals.

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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.

Minor Infractions: Teachers will complete the 4 step intervention plan

Step 1-complete a student information sheet

-verbal reminder/warning

-Parent phone call/letter

Step 2-complete a student information sheet

-in class intervention (pick one: change seat, in class time out, 1:1 conference, Informal Contact)

-Parent phone call/letter

Step 3-complete a student information sheet

-Intervention: Parent/Guardian conference

-Parent phone call/letter

-Contact Guidance and check with collaboration team.

Step 4-Office Referral

Major Infraction:

Referral to the Dean or Behavior Coach and the student will be dealt with according to the adjudication guidelines.

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

PBS program

Mentoring by Behavior Coach and Dean

Bullying club by the Resource officer

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DISCIPLINARY PROCEDURES (continued)

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

Workman follows the adjudication guidelines in order to treat all students fair on a case by case basis.

We offer:

ISS, Saturday work detail, Lunch work detail, Parent Conferences, Guidance Referrals, Removal from nine week Activities, Pep Rallies, Dances, Events, Clubs, and/or class trip.

For Middle or High Schools:

How do the adjudication guidelines complement your disciplinary procedures?

Workman follows the adjudication guidelines in order to treat all students fair in a case by case basis.

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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.

PBS support and training offered by the district as well as any thing at the school level.

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?

Teachers and Staff will have a refresher during a faculty meeting prior to 3rd nine weeks.

We will also be taping the expectations and rules for all students to run on the school based tv called CCTV. This will also be used in training new teachers and staff about PBS.

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

The JAGS- PBS Lessons should be taught on Monday of each week during 1st period COMPASS (9:15am-9:45am).

Signs are posted as follows:

JAGS are: Respectful, Caring, Thinkers, Open-Minded, Communicator, Responsible, Principled, Knowledgeable, Risk-takers, Safe, Balanced, Reflective, Inquiring

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TRAINING AND IMPLEMENTATION (continued)

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

Teachers receive TCB passes by the administration for demonstrating school wide expectations.

Teachers are also entered into drawings when Jag bucks with their name is randomly pulled in drawings.

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

Through tracking of RTI-B and comparing to SWISS data. We will also be applying for PBS school which will demonstrate a great understanding of PBS

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?

Our Jag buck store is organized and run by parents and volunteers with the support of the community donating prizes.