

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

School: Ensley Elementary	School Year: 2013-2014	Date of Plan: 8/19/13
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. Jayne Cecil	1. Principal
2. Sherry Wright	2. Curriculum Coordinator
3. Myra Palmer	3. Media Specialist/Technology
4. Hannah Bartl	4. Kindergarten
5. Julie Vickery	5. First Grade
6. Ann Brooks-Marshall	6. Second Grade
7. Anita Carnley	7. ESOL/third grade representative
8. Natalie Brault	8. Fourth Grade
9. Shireen Darbyshire	9. Fifth Grade/Chairperson
10. Doreen Wells	10. ESOL/ESE
11. Roel Ramirez	11. Physical Education

STATEMENT OF PURPOSE

Behavioral Mission Statement:
Ensley Elementary School is committed to providing a safe and orderly environment for students to learn and grow and develop into responsible, productive citizens.

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BASELINE DATA

PREVIOUS SCHOOL YEAR 2012 - 2013

Office Discipline Referrals (ODR)	
Number of Office Discipline Referrals (ODR)	73
Average ODR per Student (# ODR ÷ # of students enrolled)	.22
Number of Students with ODR	58
Attendance	
Average Daily Attendance	93.6
Excused Tardies <i>(Elem)</i>	132
Unexcused Tardies <i>(Elem)</i>	2859
Excused Early Check-outs <i>(Elem)</i>	804
Unexcused Early Check-outs <i>(Elem)</i>	1680

Out-of-School Suspensions (OSS)	
Number of Incidents of Out-of-School Suspension (OSS)	24
Average OSS per Student (# OSS ÷ # of students enrolled)	.06
Number of Students with OSS	20
In-School Suspensions (ISS)	
Number of Incidents of In-School Suspension (ISS)	30
Average ISS per Student (# ISS ÷ # of students enrolled)	.06
Number of Students with ISS	26
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.).

Tardies
Early Check Outs
After School Detention.

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SCHOOL-WIDE BEHAVIORAL GOALS

1. Out-of-school suspension

Maintain or reduce out of school suspensions

2. Attendance

Maintain or increase average daily attendance

Reduce tardies

Reduce early check outs

3. Bullying

Provide training for all students and staff

4. Office Discipline Referrals

Maintain or reduce the number of office discipline referrals

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

Reduce the number of tardies

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

Reduce the number of 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.

We will review our data each nine weeks during our School Leadership Team Meetings. Meetings will be held in the Professional Library after student dismissal.

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 Data Clerk will provide monthly reports to the Principal. The Principal will analyze the data and share the results with the School Leadership Team. Minutes from the meetings will be provided to all staff members.

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

School Leadership Team sign in sheets and agendas

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

Minutes from the School Leadership Team meetings will be provided to all staff members

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SCHOOL EXPECTATIONS AND RULES

List 3 – 5 school-wide expectations

Be prompt.
Be prepared.
Be productive.
Be polite.
Be Positive.

Rules/ Expectations:	Setting: ALL	Setting: ALL	Setting: ALL	Setting: ALL
BE PROMPT	BE PROMPT	BE PROMPT	BE PROMPT	BE PROMPT
BE PREPARED	BE PREPARED	BE PREPARED	BE PREPARED	BE PREPARED
BE PRODUCTIVE	BE PRODUCTIVE	BE PRODUCTIVE	BE PRODUCTIVE	BE PRODUCTIVE
BE POLITE	BE POLITE	BE POLITE	BE POLITE	BE POLITE
BE POSITIVE	BE POSITIVE	BE POSITIVE	BE POSITIVE	BE POSITIVE

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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?

Reviewed during preschool

Outlined in Employee Handbook

Presented on EBS Morning News Show

A School -wide expectations poster is located in every classroom and the cafeteria

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?

Rules and expectations will be discussed, reviewed and practiced throughout the school year on an on-going basis.

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?

Rules and expectations are discussed, reviewed and practiced throughout the school year at Ensley Elementary. Staff members will be reminded through meetings, emails, etc. Grade level chairpersons will orient new teachers who arrive after the start of the school year.

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REWARD/RECOGNITION PROGRAM

What type of reward system will you use?

Incentives are a part of our schoolwide citizenship program and are outlined in our Ensley Employee Handbook.

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

Exemplary citizenship
Good attendance
Good work ethics and habits

How will you implement the reward system?

The incentive program and its implementation are outlined in the Ensley Employee Handbook.

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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.

The discipline process is outlined in the Ensley Employee Handbook.

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

Consistency among all staff in implementing the behavior plan.

Positive reinforcement for students

After school detention in lieu of suspension

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DISCIPLINARY PROCEDURES (continued)

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

The consequences for inappropriate behavior are outline in the Ensley Employee Handbook.

For Middle or High Schools:

How do the adjudication guidelines complement your disciplinary procedures?

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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.

None

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 schoolwide plan is reviewed annually during preschool. Grade level chairpersons orient new staff who arrive after the start of the school year.

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

All staff will adhere to the guidelines outlined in the Ensley Employee Handbook with consistency. Teachers will engage students in the development of specific classroom routines and procedures.

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TRAINING AND IMPLEMENTATION (continued)

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

Ensley works together as a team on all matters. Faculty and staff have been involved in the development of the school plan.

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

Data analysis
Visibility by administrative team
School Leadership Team

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?

PTA
School Advisory Council
Volunteer opportunities