

**Escambia County
SCHOOL-WIDE BEHAVIOR MANAGEMENT PLAN**

School: Northview High School	School Year: 2014-2015	Date of Plan: August 2014
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Note: Please refer to the *Guidelines for Developing a School-wide Behavior Management Plan* for instructions and recommendations.

SCHOOL-WIDE BEHAVIOR TEAM

Name of Team Member in Attendance:	Role (Principal, Teacher, Parent, etc.):
1. G. Weaver, G. Pippins	1. Principal, Assist Principal
2. T. Calloway	2. Parent
3. W. Gafford	3. Behavior Representative
4. L. Johnson, C. Mizrahi, N. Nall, A. Barry	4. Gen Ed Teachers
5. S. Jernigan, M. Carroll	5. ESE Teachers
6. K. Gurganus, B. White	6. Gen Ed Teachers
7. Morgan Ward, Hannah Gibson	7. Students
8. B. Johnson, R. Gill	8. Dean, SRO

STATEMENT OF PURPOSE

Behavioral Mission Statement:

It is the mission of Northview High School and its stakeholders to create, maintain, and promote a safe learning environment where students have the potential to succeed.

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BASELINE DATA

Refer to Progress Monitoring Form for data.

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.).

Using the reporting function on Focus will allow us to chart the major type of incidents that are happening on campus, as well as the locations of these incidents. By pinpointing our needs, our team will be able to provide specific input to deliver staff development to minimize these deficiencies. Through this strategy, staff development can be determined and provided for teachers as needed. Strategies for teacher growth in behavior management will be disseminated as needed and through an in-service during teacher planning at semester change.

The behavior management team will review monthly reports to celebrate successes and to establish strategies to assist the students that need interventions to be successful in the classroom. The behavior team will also be able to assist teachers with implementing new strategies so that their classroom is a more successful learning environment for all of their students. Using these reports, the behavior management team will measure trends in behavior, Incident Report writing, progress being made, and areas of concern.

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SCHOOL-WIDE BEHAVIORAL GOALS

1. Out-of-school Suspension

It is the goal of Northview High School during the 2014-2015 school year to reduce the number of students with out-of-school suspensions from 2013-2014 (61) by 10%.

2. Attendance

It is the goal of Northview High School during the 2014-2015 school year to maintain or increase the daily average attendance from 2013-2014 (94.05%).

3. Bullying

It is the goal of Northview High School during the 2014-2015 school year to investigate 100% of bullying incidents reported within 10 days of the report. With incidents that are coded as substantiated, the student that committed the bullying incident will be monitored by the dean to ensure the bullying behavior does not continue.

4. Office Discipline Referrals

It is the goal of Northview High School during the 2014-2015 school year to reduce the number of office discipline referrals from the 2013-2014 school year (446) by 10%.

5. ISS

It is the goal of Northview High School during the 2014-2015 school year to reduce the number of students with ISS from the 2013-2014 school year (184) by 10%.

6. Campus Arrests

It is the goal of Northview High School during the 2014-2015 school year to conduct student arrests with as minimal disruption as possible, and arrests will be coordinated with local law enforcement.

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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. Describe responsible party.

Sept 16

Oct 9

Nov 13

Dec 13

Jan 22

Feb 12

Mar 12

Apr 16

May 14

All meetings will be at 8:00 a.m. in the Media Center.

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*.

Behavior Incident Report data will be entered into Focus and will be printed, analyzed, and discussed in monthly meetings. The dean will also print Incident Reports to review with the behavior team. The data reported to the team will be provided in an easy to read/follow format.

Discuss trends in data and specific students. By looking at trends in discipline data, the committee can attempt to change staff behavior which may increase students' negative behavior.

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

Meetings will be documented and notes will be taken by the dean.

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

Discipline information will be presented at faculty meetings, and time-sensitive information will be emailed to teachers as needed.

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SCHOOL EXPECTATIONS AND RULES

List 3 – 5 school-wide expectations
 --Follow Directions
 --Be Safe
 --Be Courteous
 --Be Responsible

Rules/ Expectations:	Setting: Classroom	Setting: Hallway	Setting: Cafeteria	Setting: Bus
FOLLOW DIRECTIONS	Follow directions from the adult in charge the first time	Walk immediately to your locker or class, keep hands to yourself, use a quiet voice, no running, no food or drink	Stand quietly and calmly in line, stay in your seat, pick up your trash, use an inside voice	Listen to the adult in charge, stay seated, no eating or drinking, talk quietly
BE SAFE	Place backpack in the area designated by the teacher, no blocking exits, no throwing objects, no standing on furniture	No running, avoid slippery areas, be aware of posted warning signs and of potential safety hazards	Be aware of food allergies, walk at all times, no throwing objects/food, no standing on furniture, return to the entry to the food service line to retrieve forgotten items.	Remain seated while the bus is moving, no body parts out of the window, no throwing objects on or out of the windows, use passenger restraint system if equipped
BE COURTEOUS	Raise your hand to speak, use good manners toward adults and other students, do not interrupt, do not waste materials, be careful with other people's property	Hold doors for others, say please and thank you, stay out of other people's personal space, watch for students with lockers under yours	Use good table manners, no belching, clean your area, pick up trash, be polite to cafeteria staff	Be polite to the driver and fellow passengers, don't be rude to passers-by
BE RESPONSIBLE	Come prepared with all materials needed, complete all assignments, arrive ready to learn and to participate	Walk immediately to where you are going, do not run, follow adult directions, do not block hallways, use the restroom in a timely manner	Be polite, clean your area before you leave, do not exit the cafeteria with food or drink	Be polite, do not damage bus, follow driver's directions at all times, notify the driver if someone is in danger

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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?

School-wide expectations will be presented to faculty members during preschool in an in-service discipline training. This training will review existing expectations, as well as new initiatives. School-wide expectations will also be reviewed as needed during faculty meetings and mini faculty or department meetings. Students will be introduced to new/existing expectations during beginning-of-the-year assemblies. It is then when students will be given the Escambia County School District's Rights and Responsibilities Handbook, will review Northview High School rules, and will receive answers to questions.

Students and teachers are made aware of the unexcused/OSS make-up work policy. This policy was reviewed with all students during beginning-of-the-year assemblies, hardcopies were provided to students, and electronic copies are posted to the school's website.

Students are also instructed on the Safe Harbor policy as set forth by the Escambia County School District's Rights and Responsibilities Handbook.

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?

Teachers and staff should model desired positive behaviors to students on a daily basis as a reinforcer to Northview's expectations. Modeling desired behaviors gives the students a tangible example not just a written rule to follow. Teachers will also use class/team builders to encourage students to work together in a positive manner. A behavior analyst will be contacted to consult with the behavior team to add more strategies for implementing desired behaviors, if needed.

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?

Refresher training will be provided at semester break for teachers and during faculty meetings either as deemed necessary by administration or if assistance is sought after by a specific teacher. Students having difficulties displaying desired behaviors will be refreshed when conferencing with the dean. Some students with behavior difficulties will be placed on Behavior Contracts.

New students to Northview receive student packets containing the Rights and Responsibilities Handbook, Northview Handbook, dress code policy, tardy policy, and makeup work policy.

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REWARD/RECOGNITION PROGRAM

What type of incentive/recognition/reward system will you use?

Individual teachers have techniques within their classrooms to reward positive behavior. Praise is widely used to reinforce good behavior. Departments will recommend Student of the Week to be recognized. Students who are caught "doing a good deed," sometimes receive rewards, such as treats in the cafeteria. Departments or staff members will submit names of students and the reasoning for the recommendation to the Guidance Counselor for selection as Student of the Month. Students will be announced school-wide at the end of the month. Students' photos will be displayed on the www.northescambia.com website (with parental permission).

Teachers and Educational Support Personnel are encouraged to write Positive Referrals on students who are observed being good. These students will receive a reward from an administrator when they are referred for their good behavior.

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

Students will be verbally praised by teachers for following rules and expectations. Students will also be recognized for academic performance. Those students witnessed in common areas being good citizens or those spotted going out of their way to do something positive will be recognized. Students who are observed "doing a good deed," upon submission of a Positive Referral, will receive rewards.

How will you implement the reward system?

Departments or staff members will submit names of students and the reasoning for the recommendation to the Guidance Counselor for selection as Student of the Month. Students will be announced school-wide at the end of the month. Students' photos will be displayed on the www.northescambia.com website.

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DISCIPLINARY PROCEDURES

How do the adjudication guidelines complement your disciplinary procedures?

All decisions of disciplinary consequences follow the district adjudication guidelines to ensure fair and consistent treatment of students.

TRAINING AND IMPLEMENTATION

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

With a new discipline matrix and efforts to reduce the number of office discipline referrals, teachers are encouraged to build relationships with students and to talk with students and rebuild relationships before writing a referral for minor incidents. Through faculty meetings and mini-faculty meetings, teachers are given techniques to bond with their students.

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 and staff will be trained during pre-school in-service, faculty meetings, mini faculty meetings, and at semester break. New faculty will be trained on Northview's behavior management plan immediately after their arrival. All faculty and staff will be given refreshers, if necessary, from monthly Incident Report data.

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

Teachers are encouraged to monitor and know their students. If a teacher has a concern about a student's behavior, that concern should be brought to the attention of the dean before potential problems surface. Selection and announcements of Student of the Month is a proactive intervention to reinforce positive behavior. Cell phone policy, tardy policy, dress code policy, open drink/food policy, and fighting policy are all posted for both students and teachers to refer to on a daily basis.

The Escambia County Rights and Responsibilities (R&R) handbook is online for students and parents to review. Students were provided with a copy of the R&R handbook and signed off after receiving a copy at the beginning of the year.

Students who drive to school have read the parking lot rules and have signed-off that they understand and agree to these rules.

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TRAINING AND IMPLEMENTATION (continued)

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

New initiatives were created from faculty input during pre-school. This strategy gives the faculty ownership to new policies. After the behavior management plan is implemented, successes will be shared with faculty. Showing successes with the behavior plan will increase faculty buy-in. At semester change, the faculty will provide feedback, suggestions, and comments on a survey to reflect their opinions of the behavior plan from the first semester. Given feedback on the survey, adjustments to the behavior plan can be made for the second semester.

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

Reports generated through Focus and data reports created/maintained by the dean will be kept and monitored monthly. Surveys that address the behavior plan will be given to the faculty, staff, and students.

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?

Teachers are encouraged to contact parents/guardians with information about their children. The school can utilize the School Messenger Service to call all households represented at Northview with important information updates. School information is also available on the school website. Additionally, a parent, an Educational Support Personnel member, and the School Resource Officer serve on the School Wide Behavior Management Team.

Describe how you will monitor the effectiveness of your I.L.E. program.

N/A