

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

School: Jim C. Bailey Middle	School Year: 2014-2015	Date of Plan: 8/21/14
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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. Judy Pippen	1. Principal
2. Regina Sanders	2. Asst. Principal
3. Tara Palasciano	3. Asst. Principal
4. Gary James	4. Administrative Dean
5. Dawn Fulton	5. Parent/Teacher
6. Anna Tedder	6. Behavior coach
7. Cheryl Butler	7. P.E. teacher
8. Michelle Moore	8. Gen. Ed. 8 th grade
9. Teresita Page	9. Gen. Ed. 7 th grade
10. Jamie Harris	10. Gen. Ed. 6 th grade
11. Rocky Long	11. ISS/ILR-PAWS

STATEMENT OF PURPOSE

Behavioral Mission Statement:

Bailey Middle School strives to create and maintain a safe and orderly environment where students, teachers, administrators and support personnel want to work and where parents want to send their children.

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BASELINE DATA

Refer to Progress Monitoring Form for data.

Number of Office Discipline Referrals – 1142	Number of incidents of In-school suspension (ISS) - 400
Number of Students with ODR's - 370	Number of students with ISS - 281

Number of Incidents of OSS - 309	Average Daily Attendance - 94.62%
Number of Students with OSS - 230	

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 following programs will be implemented this year:

ILR/PAWS Program - Designed for students who have accrued six or more referrals.

ISS program - Designed to assist students in regaining acceptable behavior while working in an isolated environment.

From last year's behavior/discipline data, counselors will develop a list of students who had more than six referrals. The counselors will send letters to the parents to discuss the procedures of the ILR/paws program and encourage positive behavior at school. The goal is to have students come prepared to learn and reduce the behaviors exhibited previously.

School-wide Behavioral data will be used throughout the school year for monitoring purposes and will include the progress monitoring form, incident summary, action summary, absence report and student discipline records. In addition, administration will review teacher referral numbers to see if classroom management training needs to be provided or student schedule changed. Deans will meet with each teacher team to address discipline concerns as needed.

From these reports, the BMT can determine areas of need and makes plans to address target groups or the whole student population as needed. Deans and other teacher representatives will present information regarding behaviors or issues that arise and are not covered in the above reports. The BMT meets monthly.

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SCHOOL-WIDE BEHAVIORAL GOALS

1. Out-of-school Suspension

Through the implementation of our school-side discipline plan and the new district discipline matrix, we will strive to decrease the total of OSS from last year's total of 309 by 5%

2. Attendance

By following the attendance checklist, we will strive to increase the baseline attendance of 94.62 by 1.0% or more.

3. Bullying

All faculty and staff will be trained on bullying through the Safe Schools online training program or through faculty presentation. All students will be trained about bullying and school policies through the review of the Rights and Responsibilities Handbook in the social studies classes.

4. Office Discipline Referrals

Through continued use of the minor classroom/school misbehavior plan posted in all classes and through the use of I/Cards, teachers will issue a minimum of four interactions per student including a mandatory parent contact prior to writing a referral. We will strive to reduce the 1142 ODR's from 2013-14 by 4.0%.

5. ISS

In 2013-14 school year, 400 students were assigned to ISS. The goal for Bailey Middle is to maintain that level with the implementation of the new school district discipline matrix.

6. Campus Arrests

The goal for Bailey Middle is to curtail the number of student arrests. Arrests will only be implemented in accordance with Florida state law and the more severe incidents committed by students. Citations will be issued wherever possible in lieu of arrest for first offenses.

7. Other

Bailey Middle School teachers and staff have been trained in Positive Behavior Support (PBS) techniques that will be implemented this school year in hopes of promoting positive student behavior, better student-teacher-parent interactions and reducing negative behaviors.

PBS I/Cards and Focus will be the monitoring and reporting devices for student behavior and referrals.

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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.

The BMT will meet on the fourth Wednesday of each month in the Media Center at 8:35 a.m. to review the behavior plan and to monitor progress toward the goals. Notes, changes, and compilation of data will be reviewed and issued by the principal, asst. principals, administrative dean or designated appointee.

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*.

Data from various discipline and attendance reports from FOCUS and I/Cards will be used to evaluate progress toward our behavior goals. Data will be recorded in excel spreadsheet, charts and/or graphs to display the data. District Progress monitoring forms will be presented at each BMT meeting and reviewed.

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

An email calendar will be used to document date, time and location of meetings. A notebook will be kept in the principal's office with the data, forms, minutes, etc. inserted for each month's meeting. A sign-in sheet and agenda for each meeting will be included in each month's entry in the notebook.

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

Faculty meetings, Team leadership meetings and BMT meetings will be used to report necessary data, changes, notes and outcomes and spread the information to the entire staff. Individual meetings with teachers who reporting excessive ODR's by administration will be conducted in an effort to help the teacher reduce the misbehaviors in his/her classroom.

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SCHOOL EXPECTATIONS AND RULES

List 3 – 5 school-wide expectations

1. Safety: walk in the hallways and on sidewalks. Keep hands and feet to self. Be alert.
2. Respectful: Use whisper voices. Walk facing forward. Keep hands to self. Speak politely.
3. Responsible: Be on time to class. Bring school supplies. Complete assignments on time.

Rules/ Expectations:	Setting: Cafeteria	Setting: Hall	Setting: Restroom	Setting: Classroom
Be Respectful	Keep hands, feet & food to self. Keep your place in line and be orderly. Speak politely to all.	Stay to the right when walking. Wait for complete class to pass before moving on. Stop at intersections.	Wait your turn. Give others privacy.	Wait your turn to speak. Keep hands/feet/objects to self. Do not disturb/take things not belonging to you.
Be Responsible	Clean area after you finish. Push in chair. Sit in assigned area. Do not loiter in lunch lines for social purposes.	Use whisper voices. Move in orderly manner. Be where you are assigned to be. Be on time.	Refrain from writing on walls, damaging equipment. Keep floor clean and throw trash in can. Report problems.	Keep area neat. Take care of books, supplies, equipment. Return classroom supplies to proper location.
Be Prepared	Have lunch money and/or lunch with you prior to entering lunchroom. Know Lunch number.	Know where you are going. Have a pass. Do not loiter. Be in assigned area.	Know where you are going.	Have necessary supplies and materials. Be ready to start when teacher enters.

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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 faculty will be introduced to school-wide expectations/rules during pre-school training. Students will be introduced to the same over a week-long period of short, closed-circuit TV segments, assemblies, and classroom coverage of Rights & Responsibilities handbook in social studies classes. The expectations/rules will be reinforced daily in the individual classrooms.

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?

Posters will be displayed in all classrooms, hallways, cafeteria, restrooms, etc. to reinforce our expectations/rules for the students. Curriculum resources will be chosen by the teachers to reinforce them as well. A "quote for the day" will scroll across Bailey Vision throughout the day to keep students focusing on positive behaviors. "Bailey Bucks" will be given to students as a reward for positive behaviors from any staff member/teacher who witnesses such behavior. These "bucks" can be redeemed at the "Bailey store" by the student for available prizes. Also, student names will be on display on walls throughout various school locations on "Bulldog bones" posted by teachers/staff.

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?

Daily reminders will be provided through our TV network "Bailey Vision." Teachers/staff will also be reminded through Team leadership meetings, BMT meetings and faculty meetings. Posters are displayed throughout the school promoting the expectations/rules. New enrollees will be provided indoctrination of school expectations/rules/positive behaviors by the guidance counselors and administrators.

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REWARD/RECOGNITION PROGRAM

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

Bailey Middle School has become a Positive Behavior Support (PBS) school. We have implemented the "Bailey SMART" program. We have School-wide SMART, classroom SMART, Hallway SMART, Restroom SMART and bus SMART goals/expectations. Students who exhibit these positive behaviors will be rewarded with "Bailey Bucks" with an assigned value. These "bucks" can be redeemed by the student for prizes at the "Bailey Bulldog Store." Also, student names are posted on the hallway walls via "Bailey Bulldog bones" by the teachers for positive behaviors. Teachers may use their individual ideas for rewards during their class time as well.

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

Bailey school-wide SMART...also implementing classroom, hallways, restrooms and buses.

- S – Show Tolerance
- M – Manage Behavior
- A - Act Safely
- R – Respect Everyone
- T – Take Responsibility

We expect behavior that exhibits being responsible, being respectful, being orderly, being on-task, being caring, being courteous, and being prepared as well as other positive behaviors. Students will be recognized for their positive behavior and actions.

How will you implement the reward system?

After being trained to do so, Teachers will be given templates of "Bailey Bucks" to hand out to students exhibiting positive behaviors. Teachers will also write student's name on "Dog bone" to post on the wall. The idea is to line as many bones as possible on the school's hallway walls. Also, a list of these students will be televised on "Bailey vision" throughout the school day/week. The "Bailey Bulldog Store" and some of its prizes will be advertised on "Bailey Vision" for the students to see.

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DISCIPLINARY PROCEDURES

How do the adjudication guidelines complement your disciplinary procedures?

By having a District-wide discipline matrix to follow, it will help maintain a uniform and consistent discipline standard. There are several choices built into the matrix that allows a dean to have a range of disciplines that can be administered. The choices for each discipline referral can be similarly administered across the district for the same areas of concerns.

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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 BMT and the PBS team will train teaches/staff at the beginning of the school year during professional development training days. Through the use of visual aids and demonstrations, faculty/staff will become familiar with school-wide expectations and plans and how to implement them effectively. Hard copies and power point copies will be available for all throughout the school year.

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?

During the professional development training days, the BMT and the PBS team will provide power point presentations, visual aids, demonstrations, etc. to the faculty/staff, and directions will be provided as to how to implement the plans from the beginning to the end of the school year. New teachers will be assigned to a "mentor" or team leader who assist in the training of the new member throughout the school year. Hard copies and power point copies will be available for review throughout the year and for the indoctrination of new faculty who join the staff at mid-year.

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

All teachers will use the PBS school-wide expectations as explained in before-school training. Teachers will use the same classroom behavior management plan, same discipline plan (I-Card) and all will use the same reward system (Bailey Bucks/Bailey Store/dog bone, etc.).

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TRAINING AND IMPLEMENTATION (continued)

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

Faculty pep talks, praise, shout-outs, etc. will be used to keep faculty motivated to follow the plan. Data that supports the plans will be disseminated to faculty members. Teachers will use plan to improve classroom management and to solicit better student behavior. Teachers can communicate via email and I-Card specifics about student and his/her behavior.

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

The monthly BMT meetings will provide data revealing the behavior of the school. Administration will view the data to determine which faculty members are having the most difficulty with discipline and will visit the classroom in an effort to help the teacher by identifying the cause and finding a solution of the classroom management issue and student misbehavior. Strategies will be instituted to improve classroom management and student behavior. Follow-up observations will ensue.

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?

The school messenger will be used to send out notifications of positive behaviors of students and thanking them for their positive influences at home and at school. Positive teacher notes, emails, etc will be sent to parents notifying them of their student's success and good behavior. Parents can access school and teacher information concerning students and their success by using FOCUS and School Loop websites. The school also sends information out to the community via a school newsletter quarterly and via the PTSA newsletter.

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

Since its implementation, the I.L.E./PAWS program at Bailey has seen a very high success rate of students being returned to regular classes after having served their assigned time which is our goal. We have had only two students removed from the PAWS program due to behavior during their tenure in there and both were given a change of placement.

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