

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

School: Warrington Middle	School Year: 2014-2015	Date of Plan: August 26,2014
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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. Dr. Lipnick	1. Principal
2. Mr. Thomas	2. Assistant Principal
3. Bakari Franklin	3. Dean
4. Marietta McCaskill	4. Behavior Coach
5. Akilah Warren	5. Guidance Counselor
6. Erica Brown-Adams	6. Guidance Counselor
7. Joann Washington	7. General Ed Teacher
8. Todd Stannard	8. Gen Ed Teacher

STATEMENT OF PURPOSE

Behavioral Mission Statement:

The mission of Warrington Middle School, through a partnership of students, families, staff and community, is to ensure that every student has the skills to build a strong social and academic foundation in order to transition into a successful high school student and become a responsible member of the community. This mission is accomplished by providing a challenging, standards-based curriculum established by the state of Florida that meets individual needs and is delivered in a safe environment by a dedicated and nurturing staff.

BASELINE DATA

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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.).

- Monitor students attendance
- Ongoing PBS training and updates throughout the year
- Monthly meeting with the school's Leadership Team/PBS Team to monitor school data
- Monthly meetings with teachers to analyze individual student data
- Determine what infractions are occurring the most
- Determine where most of the infractions are occurring i.e. hallway, bus, classroom, etc
- Determine the time of day that most infractions are occurring
- Tier 1 and Tier 2 interventions, point systems, and proper documentation of PBIP and FBA's
- Determine which teachers are writing the most referrals
- Determine which students have multiple infractions
- Determine which teachers write the fewest referrals

SCHOOL-WIDE BEHAVIORAL GOALS

1. Out-of-school Suspension

The implementation of a variety of consequences such as (Work Detail, Detention, ISS, etc.) will be utilized to reduce the number of out of school suspensions by 1%. A pro-active approach will be incorporated where parents are called if there is reason to believe students may be in danger of being placed in out-of-school suspension. CDAC will incorporate a system where teachers can complete referrals and identify students who may be in danger of going to out-of-school suspension. Rewards systems will be established to encourage positive behavior.

2. Attendance

The leadership team will track students with poor attendance and identify various ways to end the poor attendance of those students. The goal will be to increase the average daily attendance to 92 %. Strategies will include parent conferences, home visits by teachers and/or social workers, assign a mentor to students who are consistently absent, etc. Reward systems will be established to reward students who are in attendance.

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3. Bullying

The staff will receive training to identify bullying behavior. Bullying expectations will be taught to the students the first week of school and they will become familiar with their resources for reporting known cases. Counselors will work with the students by educating and counseling students to help reduce the number of bullying incidents by 1%.

4. Office Discipline Referrals

The implementation of PBS strategies such as Rocket Rewards and documentation of minor behavior forms will reduce the number of referrals by 1%

5. ISS

ISS will be utilized more frequently to prevent OSS rates from increasing. The goal of this is to keep students in school so they can stay current with their academic requirements.

6. Campus Arrests

Campus arrests will be reduced by 1% by making students aware of their Rights and Responsibilities and reminding them of their expectations every grading period.

7. Other

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 discipline team will meet once a month on the last Tuesday of each month at 8:00 a.m. The plan is to review the school discipline data and focus on target areas that need improvement. Once the target area(s) are identified we will develop interventions and strategies for improvement.

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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 school will use the following data or outcomes for continuous monitoring for our school-wide behavior plan:

- RTI Database documentation/FOCUS will be collected by the Dean's office
- Tier 1 and 2 documentation will be collected by the Behavior Coach and a representative from guidance
- PBS representative will provide feedback for PBS documentation
- Dean will enter information into database
- The PBIS team will summarize and analyze the behavior data

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

Agendas, sign in sheets, and minutes will be available for each meeting.

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

The data will be disseminated by the following:

- Faculty Meetings
- Grade Level/Team Meetings
- Newsletters

*Stakeholders include faculty, staff, Turnaround Solutions, PTSA

SCHOOL EXPECTATIONS AND RULES

List 3 – 5 school-wide expectations

The culture of my school starts with me. I will show respect for myself, teachers, and my peers both verbally and physically.

I will demonstrate a sense of pride by taking responsibility of my own actions.

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I will not allow society or statistics to make false predictions for my future.

As a leader of tomorrow I realize my future starts today. I will no longer make excuses for why I cannot be successful.

I will treat my education with a sense of urgency and give 100% to everything I do.

Rules/ Expectations:	Setting: Cafeteria	Setting: Classroom	Setting: Restroom	Setting: Bus/Bus Ramp
Respect	Give full attention to lunch personnel when in line	Following directions without comments or outbursts	Respect the privacy of others	Keep feet in the aisle while bus is in motion
Responsibility	Handle food appropriately	Remain seated and facing forward	Use facilities appropriately	Stay seated while bus is in motion
Sense of Pride	Make sure my area is clean around me	Giving 100% effort to all my academics	Flush toilet and make sure paper towels are thrown away in the trash	Use my inside voice while bus is in motion for safety of self and others

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TEACHING EXPECTATIONS AND RULES

<p>How will your school introduce the school-wide expectations and rules to all of your students and staff?</p> <p>The school-wide expectations and rules are presented to the staff during the pre-school inservice.</p> <p>The students will receive an initial overview of the school-wide expectations the first week of school during their research time. In addition, teachers will continue reviewing the school-wide expectations and rules in the classroom quarterly for student refreshing.</p> <p>Grade level assembly will be take place the second week of school to review expectations and answer any questions.</p>
<p>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?</p> <p>School wide expectations will become part of our school (daily pledge) after the Pledge of Allegiance and Moment of Silence. Expectations will also be posted in the appropriate areas for students to see on a regular basis. Collaboration with the PBS team to implement video clips of examples and non-examples of expectations will be shared as well.</p>
<p>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?</p> <p>New students will receive expectations during enrollment.</p>

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Expectations will be covered monthly on Rocket TV.

REWARD/RECOGNITION PROGRAM

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

The Rocket Reward

The student writes their name on a rocket reward cutout. The students will be allowed to decorate their reward and have it posted in a designated area for display. At the end of a two week period names will be entered into a drawing for prizes. Prizes will be given out at each grade level. Names will also be placed in a 5 gallon bucket for collection. At the end of a three week period the PBS team will have drawings for students to win prizes at each grade level. The goal is for students to have as many chances as possible to win prizes.

9 Week Incentive Program

This program will occur every grading period and will have larger prizes ranging from I-Tunes cards to Flat Screen televisions. It is separate from the Rocket Rewards and the requirements are different. Students will get rewarded for the following: Perfect Attendance, Discovery Ed gains, No Referrals, No Tardies etc. The same drawing system will apply for the 9 week incentive program. At the end of a three week period the PBS team will have drawings for students to win prizes at each grade level. The goal is for students to have as many reward opportunities as possible and to increase their chances of winning.

Mentoring Program

This program will allow male and female role models of the school to work with 5-7 students and involve them in activities ranging from sports to volunteer services. Further details for their program will be mentioned as the school progresses.

The Sailor Outreach Program will provide mentorship during lunch to selected students.

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

The students will be rewarded for positive behaviors, academic achievement and improvement, following expectations, attendance and no tardies.

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How will you implement the reward system?

The reward system will be implemented by teachers, administrative team, Turnaround Solutions and the PBS team. The Rocket Rewards will be given out by grade level every two weeks. The PBS team will give out their rewards every 3 weeks. Turnaround solutions will administer their incentive program on a 9 week basis. This reward system will be based on behavior, academic achievement, absences, etc.

DISCIPLINARY PROCEDURES

How do the adjudication guidelines complement your disciplinary procedures?

The adjudication guidelines complement our disciplinary procedures by achieving the same common goal, which is educating students. One of the district's goals is to reduce the number of out-of-school suspensions. The expectation is to keep students in school so they won't miss out on valuable instructional time. The discipline goals are aligned with this initiative. The goal is to implement interventions prior to referrals known as "Minor Behavior Reports". These interventions allow students opportunities to improve their behavior prior to getting a major referral. This reduces discipline incidents and the chance of students being suspended. This also gives students more opportunity to stay in class and become responsible for their own behavior.

TRAINING AND IMPLEMENTATION

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

PBS training provides insight on strategies for the positive behavior system
Dean's Inservice provides adjudication guidelines and new guidelines for students
Technology Lab- provides videos for students to role-play expected behaviors
Bullying Training
FBA/PBIP training for special education teachers

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 will be given the School-Wide Discipline Handbook/Procedures at the beginning of the year's school inservice. The packet provides detailed explanations on how to teach expectations, handle behaviors, and administer rewards. New faculty and staff will receive a handbook and a representative from the discipline committee will give them a brief overview in combination with support given by their team leader.

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

Daily pledge after morning announcements
Posters stating expectations
Rocket TV monthly expectation videos
RTI/FBA/PBIP implementation
Reward drawings conducted throughout the month
Teachers will stand at doors during class change
Administration will monitor grounds during student transition
Students will enter and exit through designated doors
Students will wear designated school uniforms
Each team will develop classroom expectations
Students are not allowed to leave class other than emergencies and must have a pass
All teachers will use progressive discipline before writing minor referral

TRAINING AND IMPLEMENTATION (continued)

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

Remind teachers of the behavior expectations each month on Rocket TV and in faculty meeting. Point out areas of the plan that are working to reduce the number of referrals.

Teacher Recognition. Recognize teachers who have innovative classroom management ideas. Share those best practices in the faculty meetings.

Share discipline data with the staff.

Round with teachers to see what is working and what needs improving.

Have team leaders discuss best practices to reduce the number of referrals.

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

The school-wide management plan will be monitored by the behavior team and administration. The behavior team and administration will examine Focus Reports, RTI Reports and discipline data to determine strategies each month.

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?

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Parents will receive communication through PTSA monthly Newsletter
Turnaround Solutions will incorporate parent involvement nights and career fairs.
At Open House expectations for the year will be discussed.
Website

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

Keeping track of the dates and progress of the students that are enrolled.
Staying in constant communication with the ILE teacher about the performance of the students.