

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

School: Holm Elementary School	School Year: 2016-2017	Date of Plan: Aug. 29, 2016
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. Debra Simpkins	1. Principal
2. Susan Tapparo	2. Parent
3. Linda McGill	3. Behavior Representative
4. Janice Digmon	4. Gen Ed Teacher
5. Tonya Gron	5. ESE Teacher
6. Kimberly Corcoran	6. Guidance Counselor
7. Sylvia Hemme	7. DPHH Teacher
8. Robin Lechien	8. Assistant Principal
9. Cynthia Morrisette	9. Gen Ed Teacher
10. Portia Keith	10. Gen Ed Teacher
11. Juley Johnson	11. Gen Ed Teacher
12. Julie Harmon	12. Gen Ed Teacher

STATEMENT OF PURPOSE

Behavioral Mission Statement:

A school where mutual respect, positive interaction, and engagement brings about academic and social success.

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

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.).

Academic Data

RTI:B

Attendance Reports

Parent and Staff PBIS Surveys

Dolphin Dollar Amounts

Reflection journals completed by students

Referrals by student, class, grade, behavior, location, time of day

SCHOOL-WIDE BEHAVIORAL GOALS

1. Out-of-school Suspension

School Year	12-13	13-14	14-15	15-16
Avg OSS per student	.11	.06	.04	.026
Incidents/students	47/28	28/19	18/15	28/13

The average number of Out-of-School per student will decrease by .02 this school year.

2. Attendance

	12-13	13-14	14-15	15-16
Average Daily Attendance	92.1	93.1	92.65	92
Number of Tardies	3282	3427	5372	4412

Average Daily Attendance will increase to at least 93.00 this school year.

3. Bullying

Holm Elementary School use the audio visual equipment in the cafeteria to deliver anti bullying lessons to 100% of the students once a semester.

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

4. Office Discipline Referrals					
Previous Data to Consider:	12-13	13-14	14-15	15-16	
Average	.31	.14	.09	.102	
Incidents/Students	136/66	62/34	44/22	61/37	
<p>The number of Office Discipline Referrals will continue to decrease. The goal for the 2016-17 school year will be to decrease the number of office referrals by 5 %.</p>					
5. Other					
PROGRESS MONITORING					

<p>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.</p> <p><i>The PBIS Team will meet the fourth Monday each month. Linda McGill, Behavior Coach, and Susan Tapparo, ERT, will present data at each meeting. The behavior team will discuss concerns and events. Ms. Lechien will complete the quarterly progress monitoring forms.</i></p>
<p>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 <i>School-wide Behavioral Data Guide</i>.</p> <p><i>Linda McGill will prepare the Tier 2 & Tier 3 data prior to PBIS Meetings. Susan Tapparo will prepare the Tier 1 data prior to the PBIS monthly meeting. Graphs will be shared with team members.</i></p>
<p>How will your school document the school-wide behavior team meetings?</p> <p><i>Juley Johnson, 5th grade teacher, will record all notes during the PBIS Meetings. The Focus Calendar lists the PBIS Team monthly meetings.</i></p>
<p>Describe how your school-wide behavior team will share the data and outcomes with your faculty, staff, and other stakeholders?</p> <p><i>Team members will be reporting back to their grade levels during grade level meetings.</i></p> <p><i>A trifold PBIS information pamphlet is given to parents during Orientation. Current events and information is displayed on the PBIS Holm Elementary School webpage.</i></p>

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

SCHOOL EXPECTATIONS AND RULES

Rules/ Expectations:	Setting:	Setting:	Setting:	Setting:
Safety First	Feet on the floor Hands and feet to self Use school tools appropriately Stay in assigned area Stay in your personal space	Use inside voices, Red=silent lunch Raise your hand for help Eat your own food Always use good table manners Transition position, carry tray with two hands	Face forward Quiet Mouth Hands by your side Walk on the line	Stay in assigned seat Fasten seatbelt Keep everything inside backpack Hands and feet to self
Positive Attitude	Praise others for good deeds Learn new things with a positive attitude Be the best you can be Be a team player Don't give up	Use inside voices, Red=silent lunch Raise your hand for help Eat your own food Always use good table manners Transition position,	Face forward Quiet Mouth Hands by your side Walk on the line	Be patient Greet bus driver and assistant with positive attitude Nice to others
Listen to others	State the truth Hands and feet to self Use school tools appropriately Stay in assigned area Stay in your personal space	Use inside voices, Red=silent lunch Raise your hand for help Eat your own food Always use good table manners Transition position, carry tray with two	Face forward Quiet Mouth Hands by your side Walk on the line	Follow directions from bus driver and/or assistant
	State the truth	Use inside voices,	Face forward	Stay in your

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

Always be responsible	Hands and feet to self Use school tools appropriately Stay in assigned area Stay in your personal space	Red=silent lunch Raise your hand for help Eat your own food Always use good table manners Transition position,	Quiet Mouth Hands by your side Walk on the line	assigned seat Fasten seatbelt Keep everything inside backpack Hands and feet to self
Show kindness and Respect	Nice words to adults and peers	Use inside voices, Red=silent lunch Raise your hand for help Eat your own food Always use good table manners Transition position,	Face forward Quiet Mouth Hands by your side Walk on the line	Be patient Greet bus driver and assistant with positive attitude Nice to others

TEACHING EXPECTATIONS AND RULES

How will your school introduce the school-wide expectations and rules to all of your students and staff?
***The Team created a new powerpoint for the 2016-17 school year.**
***The school bus drivers attended the annual Bus Driver Breakfast. Mrs. Linda McGill explained the PBIS procedures, positive behavior management, incentives such as the PBIS Dolphin Dollar Store, and appropriate documentation for behavior issues on the bus.**
***The PNIS expectations are posted throughout the building and on the website.**
***SPLASH TV - Each day the expectations are reviewed on SPLASH TV.**

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?
Every day students will have an opportunity to earn Dolphin Dollars. The students may use the "dollars" to purchase items at the PBIS Store and/or purchase an opportunity to attend a special bi-monthly event.
Classroom teachers and staff use positive reinforcement through verbal praise, stickers, and treasure boxes.
SPLASH TV is a daily opportunity to review the PBIS School Expectations with every student.

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?
***The PBIS Team will promote ongoing expectations through monthly PBIS Store visits and/or events.**
***After each break from school the expectations and rules will be reviewed by classroom teachers.**
***The Learning for Life Curriculum will be taught throughout the school year.**
***New students will be introduced to the Dolphin Code in their classroom and during the SPLASH TV segments.**

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

REWARD/RECOGNITION PROGRAM

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

Every day students will have an opportunity to earn Dolphin Dollars. The students may use the “dollars” to purchase items at the PBIS Store and/or purchase an opportunity to attend a special bi-monthly event. Classroom teachers and staff use positive reinforcement through verbal praise, stickers, and treasure boxes.

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

Students will be rewarded or recognized through:

- *Following School Expectations**
- *Following classroom and campus rules**
- *Cafeteria rules**
- *Attendance and lack of tardies**
- *Positive behavior and acts**

How will you implement the reward system?

Faculty, staff, and administration will implement the reward system. Dolphin Dollars will be given to each employee for their use with students. Each month students will use their dollars for prizes or events. This school year we have given the bus drivers Dolphin Dollars to distribute to students for positive behavior.

DISCIPLINARY PROCEDURES

How do the adjudication guidelines complement your disciplinary procedures?

N/A

TRAINING AND IMPLEMENTATION

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

The behavior coach and ERT are consistently searching the RTI:B system for materials. We are constantly searching and accepting items for the PBIS Store. The PBIS Store has been relocated to a room within the Media Center. This room provides an entry from the outside for easy access. Items in the store may be displayed and stored in the room.

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 PBIS team consists of teachers from each grade level to saturate the campus with informed staff. New employees are mentored by team members and grade level chairs. During the monthly PBIS meetings the agenda includes events and rewards, discipline data, and staff needs.

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

Additionally, new teachers receive the employee handbook with a wealth of pertinent information.

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

Faculty and staff members are made aware of the Dolphin Code which addresses school-wide expectations. Posters, trifold flyers, and the Splash News continue to reinforce those routines and procedures.

TRAINING AND IMPLEMENTATION (continued)

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

Dolphin Dollars are printed and placed in staff member's mailboxes for positive reinforcement.

Students' work diligently to earn Dolphin Dollars and purchase rewards.

Teachers are continuously reminded of the school expectations and the monthly events scheduled through PBIS.

Surveys to be completed by staff members.

Open communication about the plan at faculty meetings.

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

The PBIS team will meet monthly and make changes as needed. The team consists of faculty members from various areas and grades to ensure equal representation.

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?

***Open House: The PBIS team will distribute flyers to all parents
Parent Conferences: Teachers will discuss expectations with parents***

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

<p><i>Positive phone calls: Staff members are encouraged to make call to make positive phone calls</i></p> <p><i>Newsletters: School newsletters are sent with each child</i></p> <p><i>School Messenger Calls: Parents will be reminded of PBIS events and rewards</i></p>