

**The School District of Escambia County
Multi-Tier System of Supports (MTSS) Plan for Behavior**

School: Booker T. Washington High School	School Year: 2016-2017	Date of Plan: October 6, 2016
Note: Please refer to the <i>Guidelines for Developing a Multi-Tier System of Supports (MTSS) Plan for Behavior</i> for instructions and recommendations. The committee will meet (frequency) <u>Monthly</u> at (location) <u>Administrative Conference Room</u> .		

PROGRESS MONITORING

Your school-wide behavior team should meet to review data and discuss concerns or revisions to your MTSS Plan for Behavior 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.

Our MTSS Behavior Team will meet the 1st Wednesday of each month at 7:45 a.m. in the Administrative Conference Room. The responsible party for leading these meetings will be Assistant Principal Sherita Williams.

Our Positive Behavior Support (PBS) Team will meet on the second Wednesday of each month in Room 242 from 7:45 a.m. to 8:20 a.m. (additional meetings are scheduled as needed). The responsible party for these meetings is Response to Intervention Coordinator Tara Rush.

The Response to Intervention (RTI) team will meet every Tuesday at 7:30 a.m.

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

Data will be reviewed and shared in a meaningful way that supports conversations around preventing school suspensions. Data will be discussed in our Leadership Team meetings and further distributed to our various departments. Monthly referral counts will be distributed to faculty. RTI-B data updates will be distributed to faculty by the PBS Team. The RTI Coordinator will share the PBS Model and subsequently communicate data updates to parents through SAC and PTSA meetings. Students will be kept up-to-date on referral status through class referral contests on morning announcements (1st nine weeks--tardy; 2nd nine weeks--TBD; 3rd nine weeks--TBD; 4th nine weeks--overall).

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SCHOOL-WIDE BEHAVIOR TEAM

Name of Team Member in Attendance:	Role (Principal, Teacher, Parent, etc.):
1. <u>Dr. Michael Roberts</u>	1. <u>Principal</u>
2. <u>Sherita Williams</u>	2. <u>Assistant Principal</u>
3. <u>Tara Rush</u>	3. <u>Rtl Coordinator</u>
4. <u>George Schellang</u>	4. <u>Administrative Dean</u>
5. <u>Johnnie Washington-Thomas</u>	5. <u>Administrative Dean</u>
6. <u>Joseph Williams</u>	6. <u>Administrative Dean</u>
7. <u>Charlotte Watts</u>	7. <u>Behavioral Coach</u>
8. <u>Jamie McKinney</u>	8. <u>ESE Department Chair</u>
9. <u>Jade Brown</u>	9. <u>Gen Ed Teacher/PBS Coach</u>
10. <u>Tyrelle McGhee</u>	10. <u>Student</u>

STATEMENT OF PURPOSE

Behavioral Mission Statement:
 The mission of BTWHS's Positive Behavioral Support Program is to create a safe, successful, and positive learning environment for all students and staff. "Equipping students for the future" will be accomplished by empowering students through daily character education, positive behavior support, and social skills so they may become respectful, responsible, and academically successful members of our school and community.

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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 Multi-Tier System of Supports (MTSS) Plan for Behavior (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 FOCUS Discipline database will be used to monitor and assess Office Disciplinary Referrals (ODR) by date, time, location, student demographics and sub-groups, problem behavior, and referring teacher. Professional development will be provided to faculty who need additional support. The RTI-B data will be continuously reviewed by the PBS Team in order to determine interventions as needed for students, teachers, and environmental factors. Teacher surveys will be used to assess satisfaction and progress of the PBS Model. Student surveys will be used to assess student satisfaction with the school-wide reward incentive program "Cat Scratch". Continuous on-site PBS training and support will be provided to new and existing teachers to assure individual classroom management plans are in place and successful.

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SCHOOL-WIDE BEHAVIORAL GOALS	
1. Out-of-school Suspension	The number of Out-of-School Suspensions (OSS) will decrease by 10%.
2. In-School Suspension	The number of In-School Suspensions will increased as an alternative to OSS.
3. Attendance	The average daily attendance will be at least 95%.
4. Bullying	All faculty will be trained in bullying and harassment awareness. In addition, teachers and students will be offered training and education on the effects and consequences of bullying, focusing specifically on teenage children.
5. Office Discipline Referrals	The number of Office Discipline Referrals will be reduced by 5%.
6. Targeted Problem Behaviors	Tardy, Dress Code, and Minor Classroom violations. Goal will be to reduced by 10%.
7. Other:	The number of disruptions, defiance, and disrespect referrals will be reduced by 10%, when measured cumulatively.

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SCHOOL EXPECTATIONS AND RULES
<p>List 3 – 5 school-wide expectations</p> <p>BTWHS Expectations: 1-Be Safe 2-Take Responsibility 3-Wildcat Pride 4-Have Academic Success 5-Show Respect</p>

Rules/ Expectations:	Setting: Atrium	Setting: Hallways	Setting: Cafeteria	Setting: Classroom
How can you be a safe Wildcat?	Keep hands, feet, and other objects to yourself	Avoid conflict Walk to your right Keep hands, feet, and other objects to yourself	Report all spills to staff Be seated once you receive your lunch	Leave your seat or assigned area only with permission from your teacher Maintain personal space •Keep hands, feet, and other objects to yourself
How can you be a responsible Wildcat?	Keep personal belongings with you at all times	Walk swiftly to class Visit locker, restroom, and/or water fountain if needed Avoid blocking the hallway	Clean your area when finished Consume all food and beverages in assigned areas	Arrive before the tardy bell rings Bring all necessary materials to class Complete all assignments with honesty and integrity
How can you show Wildcat Pride?	Be proud and show respect in the Atrium-keep it clean	Be proud and show respect in the hallways-keep them clean!	Be proud & show respect in the Cafeteria-keep it clean!	Respect yourself, faculty, staff and students of BTWHS! Keep personal belongings with you at all times
How can you be an academically successful Wildcat?	Prepare yourself for your daily activities	Demonstrate your understanding of appropriate behaviors and expectations	Demonstrate good manners Remain in designated area throughout your lunch period	Apply your best effort daily to achieve academic success Challenge yourself Participate positively and purposefully Use technology appropriately

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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?

Incoming freshman students will participate in a Behavior Expectation/Cat Scratch lesson during the summer orientation. The RTI Coordinator will do a preschool in-service training with the entire faculty. Both Administrative Deans and SROs will visit classrooms to review Rights & Responsibilities (R & R) and conduct behavior expectation class level assemblies. Students will sign to indicate receiving R & R Handbooks. All students will receive behavior matrix instructional lessons during the first week of school - teachers will be encouraged to use this lesson as a class grade - expectations will be reviewed during 2nd semester. PBS Spirit Assemblies will be held throughout the school year to reinforce the importance of following BTWHS school-wide expectations and to get students excited about upcoming PBS events. Professional Development will be offered during common planning. Cat Commercials on the morning announcements will be used to reinforce the school-wide behavior expectations. School News-Letters.

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?

As needed, announcements on PA system by principal and/or administrative staff will be communicated. Daily announcements on closed circuit TV. Behavior Matrix activities/Student awareness activities will be completed at the beginning of each semester. Teachers are encouraged to incorporate the school-wide behavior expectations as part of their classroom expectations. Laminated Behavior Expectation Matrix posters will be displayed in every classroom and throughout the school in highly-traveled areas. Teacher incentives will be available for teachers who reinforce the PBS model in their classrooms and support PBS as a whole, including Faculty Blue & White Fridays. Cat Scratch Fever events will be held each nine weeks to reward students for meeting school-wide expectations and displaying positive behavior. Outgoing School Messenger Call Outs.

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?

During each semester, a faculty and student training will take place. School-wide data will be shared in faculty meetings. New students will receive an orientation to PBS from Tara Rush, Rtl Coordinator in addition to receiving R & R handbooks during enrollment from Guidance.

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REWARD/RECOGNITION PROGRAM

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

Cat Scratch reward incentive cards; Cat Scratch Fever events (referral contests and events); Cat Scratch/Cat Shack Fridays; Student of the Month recognition; Closed Circuit TV announcements recognizing students academically and athletically; Pep Rallies; Teacher Supplies are methods that will be used to promote our school-wide PBS Model.

Describe the behaviors for which you will reward or recognize students as stated in the Expectation Matrix.

No Discipline Referrals
No Dress Code Referrals
No Tardy Referrals
Perfect Attendance
Academic Success
Athletic Achievements
Good Citizenship Deeds

How will you implement the reward system?

Teachers will be given Cat Scratch cards and encouraged to develop individual classroom reward incentive plans using the Cat Scratch. Cat Scratch cards can be used to spin the "Prize Wheel" during lunches. Students are able to "spend" their Cat Scratch in the Cat Shack every other Friday. Additionally, morning announcements and closed circuit TV will be used to present awards. Teachers who are implementing PBS will be entered into prize drawings and will receive invitations to special breakfasts and other activities as sponsored by our community partners.

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TRAINING AND IMPLEMENTATION

Describe any training needs, material needs, and/or environmental arrangements necessary to implement your Multi-Tier System of Supports (MTSS) Plan for Behavior.

Teacher units and classroom/lab for in-school suspension and ILR programs
Pre-school in-service/Professional development for classroom management strategies for teachers
PBS supplies and funding (Cat Scratch, student and teacher reward incentives)
Bullying training from Protection Services
Permanent Full-Time position for Rtl Coordinator to support teachers, administrators, guidance, students, and parents in the RTI process/Peer Modeling

Describe how your school will train all faculty and staff on your Multi-Tier System of Supports (MTSS) Plan for Behavior. How will you orient and teach new faculty and staff who arrive mid-year?

Each teacher will receive training during pre-school in-service and new teachers hired after school started will receive training in October 10, 2016. Optional trainings will be held each nine weeks. Teachers will be encouraged to participate in District-sponsored classroom management workshops. The Rtl Coordinator will conduct new teacher orientation training with new faculty and staff who arrive mid-year.

What school-wide routines and procedures will be implemented by all faculty and staff to facilitate your Multi-Tier System of Supports (MTSS) Plan for Behavior?

All teachers will implement classroom expectations, reward incentives, and consequences for inappropriate behavior in their classrooms, and this information will be visible to students and classroom visitors. In addition, Cat Scratch events will be scheduled each nine weeks for student reward incentives. The PBS Team will meet on a monthly basis, keeping administration, faculty, students, and parents up-to-date on school-wide disciplinary data. The Rtl-B Team will implement Tier II referral processes this school year to target repeat offender students.

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

Staff buy-in will be obtained through educating teachers on the benefits of PBS. In addition, teachers will begin to see decreased negative behaviors of their students. The Rtl Coordinator will be made available to provide support to struggling teachers inside the classroom as a whole, as well as with individual students. Administration will encourage the school-wide use of PBS by all teachers, in all classrooms, and will make it part of the E3 evaluation process.

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TRAINING AND IMPLEMENTATION (CONTINUED)

Describe how you will monitor the implementation of your Multi-Tier System of Supports (MTSS) Plan for Behavior.

Discipline data will be reviewed once a month by the PBS Team, in addition to each nine weeks through the reporting of progress to the Director of High School. Administrators will observe classroom teachers and look for expectations, reward incentive plans, and consequence implementation happening within the classroom. The Rtl Coordinator will conduct student classroom observations to assure that PBS is being implemented and to address classroom management needs that teachers may have. Student and teacher surveys will be used to assess overall changes in the climate of the school.

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?

FOCUS

Principal's Newsletter

Open House

Parent Teacher Student Association (PTSA)

School Advisory Council (SAC)

School Website

School Messenger

Additionally the Rtl Coordinator will present at PTSA and SAC meetings to provide stakeholders with information on our PBS/Rtl programs. The PBS Team will contact area businesses to talk about the school's PBS efforts and secure donations and community support for PBS. PBS will also be promoted through the school website by providing parental information and updates on future events.

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

The effectiveness of our I.L.R. program will be determined by the number of students that remain in school due to the program and the percentage of grade recovery and grade point average improvement that occurs by each student throughout the student's stay in the program.