

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

<b>School:</b> Brentwood Elementary School	<b>School Year:</b> 2017-2018	<b>Date of Plan:</b> 09/27/2017
<b>Note:</b> Please refer to the <i>Guidelines for Developing a Multi-Tier System of Supports (MTSS) Plan for Behavior</i> for instructions and recommendations. The <b>Committee will meet</b> every month <b>at</b> Mrs. Mason's Office.		
<b>Describe how your school-wide behavior team will share the data and outcomes with your faculty, staff, and other stakeholders in the space below.</b> The behavior coach will review data weekly. Every month the PBS team will meet to review behavior data and charts. The data will be shared at faculty meetings and shared on the PBS google drive to be viewed at any time by appropriate faculty and staff. Data will also be shared at SAC meetings.		

**STATEMENT OF PURPOSE**

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<b>Name of Team Member(s) in attendance:</b>	<b>Role of Team Member (Principal, Teacher, Parent, etc.):</b>
1. Jennifer Sewell	1. Principal
2. Quinn Evans	2. Assistant Principal
3. Scotti Mason	3. Positive Behavior Coach
4. Gail O'Neal	4. Guidance Counselor
5. Nancy Prout	5. RTI-A Facilitator
6. Oredeane Lamar	6. ESE Teacher
7. Julie Mayhair	7. Gen Ed Teacher K
8. Kendra Strother	8. Gen Ed Teacher 1
9. Cathy Hamilton	9. Gen Ed Teacher 2
10. Lori Herron	10. Gen Ed Teacher 2

**SMART GOAL**

To provide a climate of cooperation, academic excellence, and social-emotional competence, while providing a safe and positive educational experience for all students.

**SCHOOL-WIDE BEHAVIORAL GOALS**

**Office Discipline Referrals:** To reduce the office discipline referrals (ODR) by 2% when compared to the final SWBMP for the 2016-2017 school year.

**Out-of-School Suspensions:** To reduce out of school suspensions (OSS) by 3% when compared to the final SWBMP from the 2016-2017 school year.

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**In-School Suspensions:** In-school suspension (ISS) will be used as a consequence and intervention before OSS. ISS will be monitored with “In house” data and focus. Data will be reviewed monthly to identify and address any problem goals.

**Discipline Disproportionality:** All students will be treated equally. All students will be given the same opportunities, rewards, and consequences.

**Chronic Absenteeism:** The guidance counselor will address absent students through letters, phone calls, and meetings.

**Bullying Prevention:** We will continue to train 100% of employees and students on how to identify and prevent bullying. The trainings will include what to do in the event a student experiences bullying issues. The PBS Coach will teach bully lessons to classrooms when needed. Bullying will be addressed immediately. We are zero tolerance when it comes to bullying.

**Other:** We will use after-school detention as a consequence before OSS. Detention data will be reviewed monthly.

### TEACHING EXPECTATIONS AND RULES

#### **How will your school introduce the school-wide expectations and rules to all of your students and staff?**

The PBS Team provided every classroom with mini lessons about the schoolwide expectations and procedures, in addition to classroom teacher instruction. Expectations were laminated and given to all teachers. Expectations are posted throughout the school and scroll on the daily news show at Brentwood. The principal shares expectations, rules, and procedures with the parents through the school newsletter, school website, and a video presentation during Open House.

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**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?**

Video presentations will be done on the school's news show, promotion of the PBS celebrations will be done using posters, flyers, and presentations. Teachers will teach and reteach the expectations throughout the school year with their social contracts. Expectations are also used as a part of the daily citizenship card.

**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?**

All teachers will introduce the PBS system, expectations, rules, and procedures with every new student. Teachers will use this time to review it with their classes. Teachers are expected to review them after all holidays or long weekends. Refresher trainings will be provided at various faculty meetings. Periodically throughout the year, teachers will review all schoolwide expectations and re-read "Have You Filled A Bucket Today?"

### REWARD/RECOGNITION PROGRAM

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

Teachers will use the book "Have you Filled a Bucket Today?" by Carol McCloud to encourage positive behavior, kindness, and appreciation to others. Students will earn bucket tickets and learning earnings points as a reward for positive behavior. The class with the most bucket tickets each month will win the Bucket Filler of the Month Celebration to reward and recognize them for following schoolwide expectations and for being positive students.

Each week a student from each class will be chosen as Bucket Filler of the Week and will earn a certificate and Learning Earnings points. Their pictures will be posted outside of their classrooms.

Students will earn Learning Earning points for behavior, academics and attendance.

Students with an A, B, or C and no Focus referrals will attend a large PBS celebration each 9 weeks.

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### **Describe the behaviors for which you will reward or recognize students as stated in the expectation matrix.**

Students earning a C or higher will be eligible to participate in the Bucket Filler PBS celebrations each nine weeks. Students who are demonstrating safe, respectful, responsible, and attentive behaviors will be invited to attend and be given Bucket Tickets and Learning Earnings points. Teachers will choose one student each week who is excelling at demonstrating the expectations to be their Student of the week and will be recognized.

For students to earn Learning Earning points, they must come to school on time, follow all schoolwide expectations, do their work, and be a Bucket Filler. Each teacher will individually set additional goals for their classrooms to earn additional points.

### **How will you implement the reward system?**

Each employee is set up on the Learning Earnings website. The Positive Behavior Coach will manage the website giving teacher points to give out to their students on a daily basis to be used for immediate recognition.

Bucket Tickets are kept in key areas for easy access for all teachers to pass out, for example: cafeteria, front office, buses, etc.

Each nine weeks, citizenship and behavior is reviewed to determine which students can attend the big celebrations.

## **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.**

Initial PBS training was provided for Brentwood faculty. We will provide continued support from the district PBS Coordinator to maintain the integrity and consistency of the program. Poster and banners are used to promote our PBS program. We will need continual training for new teachers in Capturing Kids Hearts, Kagan Strategies, and Whole Brain techniques. These trainings are a huge priority.

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**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?**

We provided a one hour training during pre-planning week. This was presented by the Positive Behavior Coach with support by the Principal and Assistant Principal.

We will provide refresher training at faculty meetings as needed.

We will continually review expectations and protocols with students, faculty, and staff as needed.

New staff will attend a training with the Positive Behavior Coach to review the process during their first week at Brentwood.

**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?**

Consistent:

Drill procedures, arrival procedures, hallway procedures, cafeteria procedures, restroom procedures, recess procedures, dismissal procedures, dress code, gaining attention procedures, voice volumes, gym and playground procedures.

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

Brentwood will provide constant feedback with evidence-based data that demonstrates the effectiveness of the implementation of PBS. We will show data of reduced out of school suspension (OSS), in-school suspension (ISS), and office discipline referrals (ODR's) at the school from year to year. We will allow for frequent feedback from faculty and staff on what they like, dislike, what worked for them, and what they would like to change. Each grade level has a representative on the PBS Team. Our school will provide surveys for teachers to share their thoughts, ideas, concerns, and questions. We will give shout-outs and have other teachers give shout-outs to recognize and praise others. Teachers will be thanked with treats and special luncheons.

**TRAINING AND IMPLEMENTATION (CONT.)**

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

Monthly meetings will be held with each grade level to make sure that it is being implemented correctly. The data will be analyzed from each PBS celebration that students could not attend so that we can investigate and track each student as they progress through the nine week period and support them in the areas they are struggling. The data used for the SWBMP quartley reports along with RTIB data will be studied and RtiB results will be reviewed daily and summarized weekly.

**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?**

Information will be included in school newsletters, flyers, the Brentwood ebsite, and the Brentwood Facebook page. An overview will be provided at Open House and teachers will also explain it during Open House. The PBS Team is working with PTA and will invite parents and families to volunteer the PBS Celebrations. Training will be provided for parents about PBS and school curriculum resources.

**Describe how you will implement an ILR program at your site, and describe how you will monitor its effectiveness. (Middle and High School ONLY)**

N/A