

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

School: Holm Elementary	School Year: 2017- 2018	Date of Plan: October 25, 2017
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 monthly at Holm Elementary.		
Describe how your school-wide behavior team will share the data and outcomes with your faculty, staff, and other stakeholders in the space below. Each month the team will analyze the data provided by Focus and RtIB. The team consists of teachers from each grade level and information will be disbursed to the entire staff during grade level meetings.		

STATEMENT OF PURPOSE

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Name of Team Member(s) in attendance:	Role of Team Member (Principal, Teacher, Parent, etc.):
1. Kristin Cain	1. Principal
2. Cindy Stephens	2. Assistant Principal
3. Linda McGill	3. Behavior Coach
4. Susan Tapparo	4. Resource Teacher
5. Lauren Kemp	5. PBIS Chair/ESE Teacher
6. Kimberly Corcoran	6. Guidance Counselor
7. Scott Stetson	7. ESE Teacher
8. Stacey Turman	8. Classroom Teacher
9. Erin Digmon	9. Classroom Teacher
10. Tonya Gron	10. ESE Teacher

SMART GOAL

Our goal is to increase positive interactions between all stakeholders by decreasing the number of students requiring office managed interventions in the 2017 – 2018 school year.

SCHOOL-WIDE BEHAVIORAL GOALS

Office Discipline Referrals: To decrease by 2% the number of office discipline referrals (ODR).

Out-of-School Suspensions: To decrease by 2% the number of out-of-school suspensions (OSS).

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In-School Suspensions: To increase the use in-school suspension (ISS) as an intervention before using OSS as a student consequence.
Discipline Disproportionality: To decrease by 1% the number of black students receiving an ODR.
Chronic Absenteeism: To increase the average daily attendance by 1%.
Bullying Prevention: To train 100% of faculty, staff and students in the prevention of bullying.
Other: N/A

TEACHING EXPECTATIONS AND RULES

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

- The Team will create a powerpoint to introduce and review the Positive Behavior Intervention System (PBIS) expectations. The teachers will show and discuss the content in their classroom.
- The school bus drivers will be treated to breakfast and an introduction to PBIS and the Dolphin Dollar incentives in October 2017. Bus rules will be provided for each driver to post on their bus.
- The PBIS expectations are posted throughout the building and included on the school website.
- The Dolphin Code will be displayed on the monitors throughout the school at various times during the day.

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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?

Dolphin Dollars, - 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 event.

Classroom teachers and staff use positive reinforcement through verbal praise, stickers, and treasure boxes.

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 PBS Store visits and during monthly events.
- After each break from school the expectations and rules will be reviewed.
- The Stanford Harmony Curriculum will be taught throughout the school year.
- New students will be introduced to the Dolphin Code in their classroom.

REWARD/RECOGNITION PROGRAM

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

Dolphin Dollars - every day students will have an opportunity to earn Dolphin Dollars. The students may use the “dollars” to purchase items at the PBS Store and/or purchase an opportunity to attend a special events.

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

Students will be rewarded or recognized through:

- Following school expectations
- Following classroom rules
- Transition position
- Dolphin Diner Rules
- Attendance & lack of tardies

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. Throughout the school year students will use their dollars for prizes and/or events.

This school year we will give the bus drivers Dolphin Dollars to distribute to students for positive behavior.

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.

Ongoing training for the RtIB system will be provided to the Behavior Coach by district personnel. Classroom teachers will be trained to input their classroom data into the RtIB system.

We are constantly searching for PBIS store items and we are willing to accept donations.

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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?

The PBIS team consists of teachers from each grade level to saturate the campus with informed support 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.

Additionally, new teachers have access to 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 Multi-Tier System of Supports (MTSS) Plan for Behavior?

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

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

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

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

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

Surveys to be completed by staff members.

Open communication about the plan at faculty meetings.

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.

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?

Parent Conferences: Teachers will discuss expectations with parents

Positive phone calls: Staff members are encouraged to make positive phone calls

Newsletters: School newsletters are sent with each child

School Messenger Calls: Parents will be reminded of PBIS events and rewards

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