

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

School: Navy Point Elementary	School Year: 2017 - 2018	Date of Plan: October 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 Navy Point Elementary's Conference Room.		
Describe how your school-wide behavior team will share the data and outcomes with your faculty, staff, and other stakeholders in the space below. Teachers will enter discipline referrals into Focus. Once the referral has been processed in Focus by an administrator, our Guidance Counselor will enter the same referral in the RtIB system allowing the team to analyze the data even further. Our Guidance Counselor and the administrative team will meet prior to the meeting each month to identify what information will be shared. The team will then brainstorm ideas on how to address the problem areas and share out to staff members any changes to the plan. All classroom teachers will be using the same classroom discipline plan, which tracks student behavior and citizenship grades consistently across the school. We will use a Google Form to collect classroom incident reports and the summary of data collected will be shared with the Positive Behavior Intervention System (PBIS) team each month.		

STATEMENT OF PURPOSE

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Name of Team Member(s) in attendance:	Role of Team Member (Principal, Teacher, Parent, etc.):
1. Monica Ford – Harris	1. Principal
2. Laurie Cothran	2. Assistant Principal
3. Pam Frick	3. PBIS Coach / Behavior Rep
4. Bernita Gooden	4. Guidance Counselor
5. Dovernie Day	5. Kindergarten Rep
6. Kristy Upmanis	6. 1 st Grade Rep
7. Brenda Parker	7. 2 nd Grade Rep
8. Mary Alice Case	8. 3 rd Grade Rep
9. Arthur Buckley	9. 4 th Grade Rep
10. Holly Griffin	10. 5 th Grade Rep

SMART GOAL

Navy Point will work to decrease overall discipline incidents by 40% by May, when the 2017 – 2018 total office discipline referrals is compared to the 2016 – 2017 total office discipline referrals.

Navy Point Elementary will work to increase the number of Patches given to students by faculty / staff by 50% by December 2017.

SCHOOL-WIDE BEHAVIORAL GOALS

Office Discipline Referrals: Navy Point will decrease the number of office discipline referrals (ODR) by 30% or more. Last year we had 208 ODR.

Out-of-School Suspensions: Navy Point will decrease the number of incidents coded as out-of-school (OSS) by 40%. Last year we had 106 incidents with this code.

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In-School Suspensions: Navy Point will decrease the number of incidents coded as in-school suspension (ISS) by 40%. Last year we had 6 incidents with this code.

Discipline Disproportionality: The disproportionality show a higher number of African American students receiving office discipline referrals, more specifically African American males. To help our faculty and staff better meet the needs of these students we have chosen to participate in a book study of how to more effectively work with urban youth

Chronic Absenteeism: Navy Point will decrease the number of tardies by 65%. Last year we had 4,792 for the year.

Bullying Prevention: Navy Point will maintain zero incidents of bullying; Last year the number of bullying incidents reported was zero.

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?

During the pre-school week the PBIS team reviewed the schoolwide expectations and rules. Various strategies were used such as role play, table activities with turn and talks, as well as a PBIS table that has been linked to our school webpage. The PBIS team helped develop the school wide citizenship plan, which was shared with the faculty at this time as well.

All classrooms received lessons developed by the PBIS team at the beginning of the school year as they relate to each schoolwide expectation and setting. Lessons were scripted and scheduled.

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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?

Members of the PBIS team developed lesson plans for the various targeted areas of the school. These lessons were to be taught during the first month of school. The team has decided to do a word of the month related to PBIS to keep the kids focused on making good choices. Once per month, each classroom will receive a character education lesson related to the word of the month as it applies directly to being a student at Navy Point. We have also introduced Sanford Harmony, a social skills education course, to use daily with our students kindergarten through fifth grade.

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 teachers will be responsible for ensuring that new students receive an orientation in the room to PBIS. The PBIS team will do a refresher training in October 2017 and in January of 2018 with teachers to remind them of the expectations/rules and update them on any changes to the plan. A selected group of students will become our PBIS ambassadors and they will orient new students with the PBIS rules and create a video that will be played for new students.

REWARD/RECOGNITION PROGRAM

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

Teachers will reward students with Navy Point Pilot Patches for positively displayed behaviors specific to the schoolwide expectations as defined by the Schoolwide PBIS rules and expectations matrix.

- Regular classroom teachers are required to give a **minimum** of 2 of each type of patches per day
- Special area or departmentalized teachers are required to give a minimum of 2 patches per class period
- All other staff members (Admin, counselor, custodians, media, technology, etc...) are required to give a minimum of 1 of each type of patches per day
- Patches **cannot** be taken away, under any circumstances
- Teachers can give patches to any student in the school

Patches can be entered into a drawing, which occurs every 2 weeks. Five students from pre-K – 2nd and five students from 3rd – 5th are randomly drawn from submitted patches to select a prize from the PBIS store. **Monthly PBS Event:** On the last Friday of each month, we will hold a monthly PBS event. (Ex: K-9 dog, military visitor, Zumba, etc...) Students will be rewarded for A/B grades in citizenship for the month. One teacher per grade level will keep the students that will not attend.

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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 for behaviors as they relate to being ready, responsible, or respectful. Teachers are expected to give the correct color patch for the behavior they see. Behaviors that align with the schoolwide expectation matrix are rewarded.

How will you implement the reward system?

The staff will receive a PBIS booster session during the pre-school planning week. Staff was already familiar with the reward system but just needed information on how the system was being adjusted for the current school year. PBIS team survey data from the end of the year was used to make the adjustments and these adjustments were shared as they tied with that data.

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.

Our team was trained in PBIS during the summer of 2014. At that time we received many resources that helped to guide our development of the schoolwide behavior plan. The team in turn trained our staff during pre-school. At this time we don't have any need in these areas.

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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?

Our faculty was trained initially during pre-school planning week at the onset of the 2017-2018 school year. As we approached year four of implementation, we added several new faculty members. To assist with this, we added a representative from each grade level to our PBIS team. These representatives are required to report out to their teams monthly. We updated all of our PBIS documents and provided every faculty member with a folder containing these materials along with a review and training of the use of all materials provided.

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?

The use of the school Teacher Share Folder and the addition of all PBIS related notes and agendas is the main form of communication. Each month, there will be a PBIS update at the faculty meeting. Grade level PBIS representatives are required to share the meeting information with each grade level each month.

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

Teachers and faculty are also recognized by their peers each month by submitting nominations through the Grade Level Minutes Notes. Teachers and faculty who are chosen get their picture on our PBIS recognition wall and receive incentives such as an early leave pass, duty free lunch, or gift cards to various places.

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 to review the schoolwide student behavior data; the amount of patches being passed out will be tracked on a monthly basis to determine participation by teacher, and as the administrative team completes classroom walks they will monitor as well for the use of the schoolwide expected strategies.

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?

Parents and community members will be invited to partner with Navy Point for our monthly reward activities tied to PBIS. Each month a member of the PBIS team will be responsible for organizing the schoolwide event for the month that students are invited to based upon citizenship grades.

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