

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

School: Ernest Ward Middle School	School Year: 2017-2018	Date of Plan: 10/23/17
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 once a month at the school 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. The School-Wide Behavior Team (SWBT) will share data through monthly faculty meetings. Behavior data will be collected by the team and sent via email to all faculty, staff, and stakeholders prior to the meeting along with the meeting's agenda. This will allow time for teachers to review data to make discussion or Q&A time more productive.		

STATEMENT OF PURPOSE	
Name of Team Member(s) in attendance:	Role of Team Member (Principal, Teacher, Parent, etc.):
1. Nancy Gindl-Perry	1. Principal
2. Virkeisha Palmer	2. Assistant Principal
3. Bryan Hicks	3. Dean
4. Amy Dozier	4. Guidance Counselor
5. Lee Barren	5. Band/Chorus Teacher
6. Connie Chamberlin	6. Overage Class Teacher
7. Jennifer Luker	7. History Teacher/ESE
8. Ashley Long	8. Language Arts Teacher/ESE
9. Sherri Stallworth	9. Innovation Center Coordinator
10. Amanda Bailey	10. Parent

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SMART GOAL

The goal of the Ernest Ward SWBT for the 2017-2018 school year is to improve behavior and reduce ODR by 5% compared to 16-17 data, through the teaching of school wide expectations, parent contact, and reduce discipline issues through data driven decision making.

SCHOOL-WIDE BEHAVIORAL GOALS

Office Discipline Referrals: The goal for the Ernest Ward SWBT is to reduce ODR's by 5% from the 2016-2017 school year.

Out-of-School Suspensions: The goal for the Ernest Ward SWBT is to only discipline using OSS as a last resort. Student will only receive OSS in situations where it is absolutely required and is to reduce ODR's by 5% from the 2016-2017 school year.

In-School Suspensions: In order to reduce our OSS our ISS will be used in place of OSS except for extreme cases therefore, our ISS numbers may be increased.

Discipline Disproportionality: EWMS school wide PBIS encourages all faculty and staff to be proactive instead of reactive, the RTIB process of parental contact for all students, and our school wide mentoring program the number of referrals of SWD and Black students will decrease by 1%.

Chronic Absenteeism: To intervene with students who are chronically absent, the counselor monitors attendance using a Focus report. Phone calls to parents are made and attendance letters explaining the state compulsory attendance law and the district attendance policy are sent. All calls and letters sent regarding attendance are logged in Focus as documentation. Students who continually have unexcused absences will be scheduled a child study meeting to which the parent is invited. If the meeting results in no change, truancy court is recommended.

Bullying Prevention: Bullying is not tolerated at Ernest Ward. Teachers and students work together on not ignoring incidents and students were made aware of the district reporting system. All reports are investigated to determine substantiated or unsubstantiated incidents. The reporting system also allowed administration to monitor students accused of bullying. Student/Parent Conferences with reported aggressors to discuss the consequences of their actions and gave them an opportunity to change their behavior. Faculty and staff have been trained and are aware of the district bullying reporting system. Teachers participated in a refresher training in preschool

Other: [Click here to enter text.](#)

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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?

Since many of our original BPIS team is no longer at EWMS a new team with 2 original members went to a refresher training and revised our School-Wide-Behavior Plan. All faculty and staff attended during their planning time or a period in small groups where the team presented the new plan using google classroom. The google classroom will be used to share information and update as our plan is constantly evolving.

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?

We have aligned our classroom rules and any incentives to the school-wide expectations. Each classroom reviews how the classroom rules and incentives align on a continuous basis. We are implementing a student of the week (Caught Being an Eagle) and we have already implemented a student of the month. These are selected based on 3 expectations we are covering 1) Academic Improvement 2) Improved Behavior 3) Sustained Excellence, all of which align to our school-wide expectations. We also reward Kona Ice for students who have gone above and beyond within the classroom, transition time, or towards another peer. We use the RTIB process, in which 3 of the 4 steps include restating and reteaching the expectations, prior to writing a referral. We are currently implementing an individual classroom incentive program and hope to incorporate a school-wide incentive program after the 1st semester.

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?

We will offer a refresher slide presentation on January 2, 2018.

When a new student enrolls at EWMS, the dean will meet with the student within 5 school days and present the slide presentation to the student.

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REWARD/RECOGNITION PROGRAM

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

Student and faculty/staff Teacher/staff recognition

Student GOOD NEWS EAGLES:

Teachers must submit 3 per week - 1 Academic Improvement, 1 Improved Behavior, 1 Sustained Excellence Must tell WHY the student was chosen!

All Good News students will be placed on the scrolling Announcements once per week

1 student from each grade will be drawn by Administration

Faculty and Staff: Teachers will turn in stars for Staff and Administration and Staff and Administration will turn in stars for Teachers. Can turn in up to two stars per month. Stars will have month on back to keep separate

Classroom: All teachers must have at least 3 classroom incentives. These incentives must be clearly displayed in the classroom and tied to our BPIS standards

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

Students will be featured on scrolling announcements

Student drawing after earning Good News Eagles:

First in line in the lunchroom, First to leave in the Afternoon, Kona Ice Token, Featured on the "Caught Being An Eagle" Board

Faculty/Staff: Drawn from stars: Class Coverage (1 period), Coffee/Starbucks Card \$5, Jean Day, K-Cup,

Duty Coverage, Gas Card \$5, School Supplies, Lunch

Classroom:

Listen to music while working, Cool Math, Bonus Points, Small Prizes, Free HW Pass, Pick Own Seat, Positive Behavior Forms, Pack up First, Use Teacher's Chair / Special Chair, Cookies/Treats, and other things that teachers choose to implement.

How will you implement the reward system?

The reward system will be implemented via school based, teacher based, and classroom based using incentives and rewards for students demonstrating classroom, school, and district rules stated in the matrix and EWMS PBIS system.

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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.

All faculty and staff will attend training presented by the PBIS team explaining the School wide behavior expectations and the EWMS PBIS plan.

By the second week of school the dean will visit every Social Studies classroom to explain the school wide behavior system and the Students R&R to students.

Every teacher every period will spend 5 minutes going over the new PBIS system to the students on November 1, 2017.

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?

Faculty and staff will attend a training, which is conducted by the Dean, during pre-planning to introduce and explain the school-wide expectations using a slide show presentation. New faculty and staff who arrive mid-year will be trained and have a mentor who is familiar with our school's MTSS Plan for Behavior as well as attending the mid-year refresher training for behavior that is conducted by the Dean on January 2, 2018.

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?

Teachers will follow school-wide routines and procedures as stated in the trainings conducted by the Dean and the PBIS team to ensure EWMS MTSS plan is followed. All teachers will use the NCR Negative Academic/Behavior report to communicate with parents and RTIB system to document student behavior. The Dean will check RTIB several times daily and will call both the student and parent before the student returns to the reporting teacher the next school day.

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

Student, Faculty/Staff incentive programs as mentioned above.

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TRAINING AND IMPLEMENTATION (CONT.)

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

The MTSS plan for Ernest Ward Middle School will be continually monitored through a variety of ways. First administration will conduct periodic walkthroughs of classrooms to check for implementation of the plan at the classroom level. Data will also be monitored every month, by the behavior team, to look for areas of concern and areas of improvement. This will allow the team to evolve our plan and goals based on the needs of our school, classrooms, and teachers. The last method of monitoring will be through the sharing of data at least once each nine weeks through mini faculty meetings and giving teachers time to voice positives and negatives of our plan which will allow the team to evolve the plan as needed.

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?

MTSS Plan for Behavior and data are shared at School Advisory Council Meetings and on the school's website. Monthly Kona Ice. Good News Eagles, Faculty/Staff Stars, and Classroom incentives.

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

The ILR program at EWMS has students assigned to the class after other types of discipline consequences have been put in place, and a Behavior Contract has been given to the student. After 20 days in the program the committee will look at each student's grades, attendance, and behavior in order to monitor its effectiveness. The goal is for the student to go back into regular classes in 20 days. At the end of the school year we will look at the behavior data, grades, attendance, and FSA scores to review the overall effectiveness.