

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

School: J.H. Workman Middle School	School Year: 2017-2018	Date of Plan: 10/27/17
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Note: Please refer to the *Guidelines for Developing a Multi-Tier System of Supports (MTSS) Plan for Behavior* for instructions and recommendations. The **Committee will meet Monthly at J.H. Workman Middle School/Room 507.**

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

Data will be disseminated through faculty meetings, in professional development and through utilization of the J.H. Workman Middle School website.

STATEMENT OF PURPOSE	
Name of Team Member(s) in attendance:	Role of Team Member (Principal, Teacher, Parent, etc.):
1. Traci Ursrey	1. Principal
2. Wimberly Murphy	2. Asissant Principal
3. Julie Davidson	3. I.B. Coordinator
4. Santilia Houston	4. Administrative Dean
5. Leslie Cuyuch	5. Behavior Coach
6. Lisa Woody	6. Teacher
7. Yohana Durango	7. Teacher
8. (Name of team member)	8. (Role of team member)
9. (Name of team member)	9. (Role of team member)
10. (Name of team member)	10. (Role of team member)

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SMART GOAL

Reduce the number of out of school and in school suspensions as disciplinary consequences by 10%.

SCHOOL-WIDE BEHAVIORAL GOALS

Office Discipline Referrals: Reduce the number of office discipline referrals by 10%. Have teachers shadow other teachers who have strong classroom management systems.

Out-of-School Suspensions: Reduce the number of out of school suspensions by 10%. MTSS team will meet to develop strategies on how to reduce out of school suspensions.

In-School Suspensions: Reduce the number of in-school suspension by 10%. Utilize restorative justice as an additional intervention when students have been assigned to this placement.

Discipline Disproportionality: Continue PBIS strategies. Have teachers attend professional development that have to do with trauma-informed care, poverty workshops and discipline workshops. Reduce the number of African American males who receive suspensions by 2%.

Chronic Absenteeism: Increase school attendance for the entire population by motivating students through PBIS. Provide incentives for students who have perfect attendance. Increase attendance by 1% for each grade level.

Bullying Prevention: During the 2015-2016 school year, a committee was established to implement strategies to deal with Bullying. The committee created a student-led coalition that worked to create a tolerant, violent free community. Efforts were made to decrease aggression, define bullying and educate students on different types of bullying. Reduce bullying reports by 5%.

Other: Campus beautification and campus cleanup can be offered as an alternative consequence for behavior.

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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?

Through professional development meetings. Students will be taught through school wide assemblies.

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?

The PBIS teach will offer professional development and rules and procedures which will be incorporated through the individual instructor's classroom management systems.

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?

At least four times per year. We will orient and teach new students by having one on one conferences upon registration.

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REWARD/RECOGNITION PROGRAM

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

Tier 1 students will be rewarded through use of the Real Bucks rewards systems. The Real Bucks store will be offered to students once a month during school lunches. Tier 2 and Tier 3 students will be rewarded by Behavior Coach through the use of the check in check out system and through the use of the positive behavior intervention plans.

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

Be Real behaviors which include the following: Be Real, Be Accountable and Be Loyal.

How will you implement the reward system?

Real Bucks will be handed out to teachers once a month. Teachers will reward students when they display the Be Real behaviors.

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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.

Donations are necessary for the Real Bucks system to be effective.

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 plan will be offered to faculty during professional development meetings. Mentors will assist faculty 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?

Teachers will be made aware of the school behavior plan and where to locate it. They will also receive email reminders from the administration, dean and behavior coach as necessary.

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

Teachers will be surveyed on how to improve the plan, and feedback will be implemented into the system. We will also do special faculty raffles.

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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.

Discipline data will be monitored through FOCUS

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 provided on the school website. Information will also be provided on the school's Facebook page.

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 is already in full implementation and a committee will meet to determine the effectiveness.