

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

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| School: Global Learning Academy | School Year: 2018-2019 | Date of Plan: 9-04-2018 |
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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** Ms. Isert's 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

At each meeting the team will discuss data and ways to use data to drive decision making. The PBIS team member from each grade level will disseminate the data with grade level members. At staff meetings, student behavior data will be presented to the staff. A time for questions and clarification will follow the staff meetings.

STATEMENT OF PURPOSE

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| Name of Team Member(s) in attendance: | Role of Team Member (Principal, Teacher, Parent, etc.): |
|--|--|
| 1. Judy LaBounty | 1. Principal |
| 2. Lisa Hale | 2. Assistant Principal |
| 3. Dian Isert | 3. PBIS Chair |
| 4. Brandi Finch | 4. PBIS Co-Chair |
| 5. Kim Adams | 5. Guidance |
| 6. Brandi McKinney | 6. Special Area |
| 7. Kandace Johnson | 7. 1 st Grade |
| 8. Stepanie Stephan | 8. 2 nd Grade |
| 9. Cathleen Morris | 9. 3 rd Grade |
| 10. Mallory Giordany | 10. 4 th Grade |
| 11. Shecola Watts | |
| 12. Cathy Gibson | 11. 5 th Grade |
| 13. Nancy Willits | 12. ESE |
| 14. Shenika Johnson | 13. Parent |

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| | 14. Parent |
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| SMART GOAL |
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| <p>P Practice Honesty A Accept Responsibility C Choose Respect T Think Safe We will incorporate Capturing Kids' Hearts strategies, along with PACT to decrease student discipline referrals by ten percent in the 2018-19 school year.</p> |

| SCHOOL-WIDE BEHAVIORAL GOALS |
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| <p>Office Discipline Referrals: We will use the strategies from Capturing Kids' Hearts and de-escalation training to decrease office discipline referrals. Each grade level has a notebook with strategies to use to help teachers de-escalate and manage student behavior.</p> |
| <p>Out-of-School Suspensions: Every effort will be made to reduce the number of Out-of-School suspension. OSS will only be used in extreme cases. We will reduce OSS by 25%.</p> |
| <p>In-School Suspensions: We will reduce the number of students removed from classroom instruction for ISS by 30%.</p> |

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Discipline Disproportionality: We have a high percentage of African American students that are in the TIER system, versus students of other ethnic backgrounds. This is due to our high ratio of African American students versus other demographics.

Chronic Absenteeism: Remedial teachers will pull attendance reports every two and look for attendance trends and chronic absences. Patterns or excessive absences will be reported to Kim Adams. Kim Adams will notify our school social worker. Teachers will be given written directions on how to enter attendance information into Focus.

Bullying Prevention: 100% of students and teachers will participate in bully prevention awareness given by Kim Adams.

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

TEACHING EXPECTATIONS AND RULES

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

Dian Isert will meet with each grade level on August 31st to explain the school-wide behavior expectations and rules while giving an overview of PBIS.

School-Wide expectations and rules were presented to the staff during preschool in a factuality meeting.

Each staff member participated in the creation of a social contract.

Each class will establish a social contract.

The procedures and expectations are clearly defined in the 2018/2019 GLA Policy Handbook as well as the District's Federal Compliance documentation.

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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?

Teachers will use Capturing Kids' Hearts to launch children to success by modeling and reteaching expectations as needed.

Students and teachers will honor the social contract made in each classroom.

We have PBIS grade level events each month, we have school wide events at mid-term, and at the end of each quarter.

Each class will have a Fun Friday event.

Teachers and staff will reward children with Global Bucks for following the school expectations and rules.

Expectations and rules will be explicitly taught and retaught as a part of classroom instruction.

Administration will look for the use of expectations and rules while doing classroom walk through visits.

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?

Once a month new student will meet with Ms. Isert to get an overview of PBIS and the school wide expectations.

New staff will be introduced to PBIS and the MTSS Behavior Plan by Dian Isert and support will be provided by the grade level PBIS MTSS Behavior member.

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REWARD/RECOGNITION PROGRAM

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

Students will earn Global Bucks which can be redeemed for various PBIS Rewards in the classroom and with the PBIS Rewards program.

Students will participate in weekly, monthly, mid-quarter and quarterly PBIS events based on the number of Global Bucks earned.

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

Students will be rewarded for following the PACT Qualities.

All individual staff members may recognize students who demonstrate exemplary behavior at any time.

How will you implement the reward system?

Rewards will be given by all staff at GLA. Student rewards are based on the number of Global Bucks students earn.

Rewards are given in the classroom, on the grade level, at mid-term by special area teachers, and each quarter we have a school wide event.

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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.

We have teachers who need de-escalation training. We need to work with teachers to ensure they understand how to use RtI:B.

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?

All new staff will have an overview training with Dian Isert. Additional training will occur on an as needed basis.

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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?

Routines and procedures from Capturing Kids Hearts, school-wide procedures such as a 3S line, and PACT will be implemented by all staff. Each grade level has a remedial teacher to assist with the implementation of school-wide routines and procedures.

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

PBIS and the MTSS Behavior plan as written the GLA Policy Book will be followed with fidelity. Support and incentives will be given to teachers through the year. Ms. Isert and Ms. Johnson will have professional development to assist with activities to help teachers reward students.

TRAINING AND IMPLEMENTATION (CONT.)

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

Monthly meetings to review and share the data will be held.
Data will be shared with each grade level at planning meetings.
Data will be shared in staff meetings.

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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?

The PBIS team has recruited two parents for our team and are in the process of securing additional community business partners. We are working to secure

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

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N/A