

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

School: Escambia High	School Year: 2018-2019	Date of Plan: 8/27/2018
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 Escambia High School.		
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 will share data and outcomes with faculty, staff, and stakeholders through faculty, department head, PBS, and SAC meetings. Data may also be shared through email communication as well as Google Docs.		

STATEMENT OF PURPOSE	
Name of Team Member(s) in attendance:	Role of Team Member (Principal, Teacher, Parent, etc.):
1. Frank Murphy	1. Principal
2. Esi Shannon	2. Assistant Principal
3. Melanie McElhaney	3. Assistant Principal
4. Ryan James	4. Rtl Coordinator
5. Derrick Boyd	5. Dean/Behavior Coach
6. Amber Scott	6. Guidance Counselor
7. Chris Baker	7. ISS/ILR teacher
8. Justin O'Quinn	8. Teacher
9. Kristy Davis	9. Parent
10. Sydney Helms	10. Student

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SMART GOAL

The administration, faculty, and staff at Escambia High School strives to create and maintain a positive, productive, and safe working and learning environment for students, teachers, and all staff. The school-wide behavior team will utilize data from FOCUS and RTI-B to monitor grades and behavior incidents. The majority of the team's focus will be concentrated on student attendance and tardies to school. Teachers will refer students with attendance issues to the PBS/RTI-B Coordinator using the Attendance Referral Form while Focus will be used to monitor grades and student behavior.

SCHOOL-WIDE BEHAVIORAL GOALS

Office Discipline Referrals:

Reduce the number of referrals each grading period and raise awareness of positive behaviors.

Out-of-School Suspensions:

Reduce the number of OSS referrals each grading period compared to the 2017-2018 data.

In-School Suspensions:

Reduce the number of ISS referrals each grading period compared to the 2017-2018 data.

Discipline Disproportionality: The PBS team monitors the disciplinary results each month and looks specifically at the disproportionality of these referrals. Related articles will be shared with the faculty/staff throughout the year that addresses factors contributing to minor negative behaviors. In addition, faculty and staff attended Capturing Kids Hearts training as well as Social Emotional training.

Chronic Absenteeism: Escambia High School is working to reduce the number of student absences and check-ins to school. EHS has implemented a process to monitor attendance, check-ins, as well as tardies to school. Teachers began referring students with two absences in one week the second week of school.

Bullying Prevention: The school reviews the R&R Handbook at the beginning of the year. During the month of October, there will be an anti bullying campaign (Unity Day held in October) in which each student will be given fliers and bookmarks to bring awareness. In addition, the PBS will provide faculty and staff bullying information on how to prevent and deal with bullying in the school.

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?

School-wide behavior expectations will be introduced during teacher planning week at the beginning of the year. Teachers will be provided a laminated copy of the behavior expectation matrix as well as being posted throughout the school and shared with them in the Google Drive. Students will be introduced to the school-wide behavior matrix during their block classes the third week of school. All teachers will be provided a five to ten minute lesson/powerpoint to be used at the start of fourth period each day of that week. Students will be provided a blank behavior matrix to complete with each daily lesson. On Friday, students will submit their completed matrix in Canvas in exchange for an official school-wide behavior matrix to keep at all times for reference. The PBS Coach and dean's held a "Chat and Chew" during the zero planning time for teachers to discuss any issues or concerns that they had.

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?

Students will be rewarded for positive behaviors and attendance throughout the year. Grade level competitions will be held throughout the year to lower ODR's and reward students. Additionally, the daily PBS school expectation is recited during the morning announcements. Teachers will model these expectations so that students will continuously see how they are implemented. During classroom walkthroughs, administration will be looking for both classroom and school-wide expectations posted in the classrooms as well as desired behaviors from students.

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?

Refresher training will be determined by data from RTI-B database on a monthly basis. Students that enroll during the school year, will be provided a copy of the school-wide behavior matrix upon enrollment.

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REWARD/RECOGNITION PROGRAM

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

Various rewards will be given to students who demonstrate positive behaviors. Students meeting the standards for good attendance and limited tardies to school will be rewarded with items purchased from the attendance fund. In addition, grade level competitions will be held to lower targeted negative behaviors. The grade level with the fewest number of ODR's in the selected category for the grading period will be rewarded.

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

Grade level competitions will be determined each grading period by targeted behaviors that the PBS team chooses. The PBS team will analyze data from the RTI-B database.

Students will be rewarded for perfect attendance by being entered into a drawing for a prize at the end of each semester.

Students will be rewarded during each 9 weeks for being to school on time as well as not missing a certain number of days (determined by the administrative staff). Each 9 weeks, student attendance count starts over as a continuous incentive for being eligible for rewards.

How will you implement the reward system?

Using the attendance clerk and the dean's office clerk, student attendance and check-ins to school will be tracked throughout the year.

Teachers will submit an Attendance Referral Form when the student misses 2 days of their class during the week.

Each 9 weeks, the attendance team will determine the maximum number of days missed so that students who qualify can be entered into a drawing. Each 9 weeks, the reward and days missed will change. Additionally, at the start of a new 9 weeks, the number of days missed by a student will reset to zero for reward incentive only.

The data clerk will assist with pulling those student names from Focus that meet the reward criteria.

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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.

Training will be held for all faculty and staff during teacher planning week on the new referral for attendance issues. New teachers will be provided a time to meet with the deans before school for any assistance they may need. Continued refresher training for teachers on classroom managed behaviors vs. office managed behaviors. Materials needed are paper to run copies, poster making capabilities, laminating materials, and money/donations to fund the PBS attendance program.

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?

At the beginning of the year, information was distributed to teachers during teacher pre-planning week as well as through meetings led by department heads. This information covered the school-wide behavior matrix implementation as well as PBS program. New faculty and staff that arrive mid-year will be trained during the common planning time before the start of the instructional day.

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?

All teachers should review with their students the schoolwide and classroom behavior matrices. Additionally, the school-wide behavior matrix will be posted throughout the school. Monitoring of student behavior will occur weekly to provide support for those teachers in need. Following the pledge of allegiance, a school-wide behavior expectation will be announced on a daily basis as a reminder for all students, faculty, and staff. Teachers will also be provided a flow chart for behavior as well as a classroom managed behavior vs office managed behavior chart to use as a reference.

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

The PBS team will have monthly meetings and use shout outs to acknowledge teachers use of the system or just to simply say thank you for the good job they are doing. The attendance team will meet weekly with the administration to review students with attendance issues as well as any other concerns.

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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 PBS/RTI Coordinator will pull information from FOCUS to track students who have received classroom behavior forms and ODR's. The deans and behavior coaches will track the students assigned to them. In addition, the MTSS Attendance team will track students with chronic absenteeism and check-ins using Focus. All parties will look to see if a correlation exists between attendance and behavior.

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?

A brochure was designed and handed out to parents at Open House and is also available at the front office. Behavior and attendance data/information will be presented at SAC meetings to inform additional stakeholders. Call outs and push outs on the School App, Canvas, the school website, and other social media sites will be utilized to inform parents/guardians of PBS school events.

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 Escambia High School is separate from the school's ISS program, each with a separately assigned teacher. Deans, behavior coaches, guidance counselors, and administration can recommend student placement on an as needed basis. Student information is reviewed by the ILR team for acceptance into the program. Once accepted, the parent, student, dean or behavior coach, and administrator meet to complete the intake process. The intake process consists of a form in which the parent must participate in completing as it requires in-depth background information. Once the student has completed his/her time in ILR, the student is placed back in their regular schedule of classes and will be required to complete weekly follow up meetings with an assigned behavior coach until the final discharge date. Suite 360 will be used in combination with regular work assignments to remediate student behavior. Students will receive ISS for the referrals they received during that specific class. Students will serve their ISS time during the specified period and then

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return to regularly scheduled classes as to not miss important information. Student progress will be tracked via their completed classwork and grades in Canvas.