

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

School: CA Weis Elementary School	School Year: 2019-2020	Date of Plan: August 7, 2019
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 Twice a month at CA Weis Elementary.		
Describe how your school-wide behavior team will share the data and outcomes with your faculty, staff, and other stakeholders in the space below		
<p>After classroom consequence measures have been exhausted, teachers will enter discipline incidents into Rtl-B. The behavior coaches will work together to review the referrals and compile the information into a spreadsheet. The spreadsheet is open to be viewed by all administrators, faculty, and staff but will also be shared with the behavior leadership team every other week to brainstorm support strategies and identify teachers and students who need additional support. Behavior Coaches will also create a PBIS newsletter to share behavior data each month.</p>		

STATEMENT OF PURPOSE	
Name of Team Member(s) in attendance:	Role of Team Member (Principal, Teacher, Parent, etc.):
1. Holly Magee	1. Principal
2. Shannon Cross	2. Assistant Principal
3. Laurie Cothran	3. Assistant Principal
4. Jenny Hurd	4. Behavior Coach
5. Megan Stephenson	5. Behavior Coach
6. Dawn Cook	6. Teacher
7. Rachel Webb	7. Classroom Teacher
8. Jamie Okrochov	8. Classroom Teacher
9. Brianna English	9. Classroom Teacher
10. Wayne Menges	10 Classroom Teacher

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

11. Brianna Griffin	11. Classroom Teacher
12. Thomas Sanford	12. ESE Teacher

SMART GOAL

C.A. Weis will work to decrease overall discipline incidents by 20% by May, when the 2019 – 2020 total office discipline referrals are compared to the 2018 – 2019 total office discipline referrals.

C.A. Weis Elementary will work to increase the number of PBIS points given to students by faculty / staff by 50%.

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

SCHOOL-WIDE BEHAVIORAL GOALS

Office Discipline Referrals:

During the 2018-2019 school year, CA Weis processed 241 ODRs. Our goal for the 2019 - 2020 school year is to decrease the number of ODRs by 20% (193 ODRs.)

Out-of-School Suspensions:

During the 2018-2019 school year, CA Weis has 103 incidents of OSS, with 58 students earning the infractions. Our goal is to reduce the number of OSS incidents by 20% (83 OSS.)

In-School Suspensions:

During the 2018-2019 school year, CA Weis had 122 incidents of ISS, with 101 students earning the infractions. Our goal is to reduce the number of ISS incidents by 20% (98 ISS.)

Discipline Disproportionality:

During the 2018-2019 school year, 173 of the ODRs were given to male students. The population within our school consists of 279 males. Weis' population is made up of 409 African American students. Our goal is to continue working with this subset population to decrease the amount of discipline incidents by 50%.

Chronic Absenteeism:

During the 2018-2019 school year, CA Weis had a consistent Average Daily Attendance rate of 88.7%. Our goal is to increase attendance by 10%.

Bullying Prevention:

During the 2018-2019 school year, CA Weis has 0 reported incidents of bullying. We hope, during the 2019-2020 school year, to continue this pattern.

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

TEACHING EXPECTATIONS AND RULES

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

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

The faculty and staff of our school received training on our school-wide expectations, relationship building strategies, and trauma informed care as well as behavior management during our preschool planning. Various strategies were used in training, such as table activities with turn and talks, Google Slides presentations, an ice-breaker game day, and interactive web response pages. All classrooms received information and lesson plans on the Zones of Regulation and were given a poster to use while building their class' Social Contract.

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 Leadership and Regulator team developed lesson plans for the various targeted areas of the school. On-going professional developments are planned for our faculty and staff throughout the school year. A social skills special area class, led by a behavior coach, has been included for our students in various classes. We will continue using LEAPs, a social skills education course, daily with our students Kindergarten through fifth grade to develop important social skills.

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 students new to their classroom receive an orientation in the school-wide expectations.

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

REWARD/RECOGNITION PROGRAM

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

All faculty and staff will be able and encouraged to reward students with Weis Bucks for positively displayed behaviors specific to the school-wide expectations as defined by the School-Wide PBIS rules and expectations matrix. Bucks are given by scanning a QR code either for a specific student or class. The Bucks can be spent at the Weis store, where students can purchase fun items for various amounts. Students within a class can also work together to earn Bucks for class rewards. Teachers are encouraged to have a “store” within their classrooms for students to “opportunities” These are not things that cost money. Examples of these are provided to teachers.

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 safe, responsible, and respectful. Our school will use the PBIS Reward System App to award selected students or classes with various points for behaviors.

Our school has also implemented the Kindness Campaign where students can earn points for their class when ‘caught’ doing an act of kindness. When each class receives a designated amount of points, based on grade level, the entire class and teacher receives a t-shirt. We also have 2-3 other Kind Challenges throughout the year.

How will you implement the reward system?

Each teacher will download the PBIS Reward App on his/her compatible device to award points to students throughout the day. Non-classroom teachers will also have the app. Also, each classroom will have each student’s QR code as well as a classroom QR code posted outside.

Faculty and staff received training on the PBIS system during a preplanning and as needed.

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

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.

none

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 2019-2020 school year. As we approached year six of implementation of Trauma Informed Practices, we added several new faculty members. To assist with this, we held an onboarding training to introduce Trauma Informed Practices as well as expose our new faculty/staff to our population and their needs. The onboarding training will be held as new faculty/staff join our team. We also facilitated a book study on the book, "Help for Billy."
We also sent a group of teacher leaders to attend a Trauma Informed Conference in Orlando

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?

Administrators, faculty, and staff have log in information to the PBIS Rewards and are able to award points to students by scanning either a whole class QR code or a student's individual QR code. Classroom teachers have also introduced the Zones of Regulation to help students monitor their own feelings & develop strategies to self-soothe. Teachers also have a Peace Zone in their classroom, which allows students who are dysregulated a few moments to collect themselves and prepare to rejoin the classroom.

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

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

Recognize teachers who award points in the monthly newsletter. They are also given rewards for using PBIS rewards. We also have Positive Thursday where teachers have a sweet treat on Thursday mornings. We also have a teacher regulation room for teachers to use.

TRAINING AND IMPLEMENTATION (CONT.)

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

The leadership team will meet every other month to review the school-wide student behavior data. The amount of PBIS Points being awarded 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 school-wide 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/Guardians will have access to the PBIS Reward system to see their student's points as well as receive messages about their students' progress. Parents will be made aware of monthly PBIS activities. We also will have a parent incentive program where parents will earn points for attending activities and adult classes throughout the year. There will be opportunities for parents that have so many points to attend a nice dinner at the school, and also "buy" presents in December with their points. We also will be honoring a parent of the month each month.

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

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

Click here to enter text.