

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

School: Holm Elementary	School Year: 2019 - 2020	Date of Plan: September 18, 2019
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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 Holm 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

Each month the team will analyze the data provided by Focus and RTIB. Data and outcomes will be shared during faculty meetings and/or grade level meetings.

STATEMENT OF PURPOSE

Name of Team Member(s) in attendance:	Role of Team Member (Principal, Teacher, Parent, etc.):
1. Terri Fina	1. Principal
2. Cynthia Stephens	2. Assistant Principal
3. Susan Tapparo	3. Curriculum Coordinator
4. Megan Walters	4. Guidance/RtI
5. Reese Tarter	5. Behavior Coach
6. Tonya Gron	6. ESE Lead Teacher
7. PBIS team members	7. Faculty and staff members

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SMART GOAL
<p>Our goal is to increase positive interaction between all stakeholders in order to decrease the number of students requiring office-managed interactions during the 2019 - 2020 school year.</p> <p>Current enrollment – 471 (PK – 5)</p>

SCHOOL-WIDE BEHAVIORAL GOALS
<p>Office Discipline Referrals: Goal: to decrease the number of ODR by 2%</p> <p>2018 – 2019 # of ODR = 110</p>
<p>Out-of-School Suspensions: Goal: to decrease the number of OSS by 2%</p> <p>2018- 2019 # of OSS = 57</p>
<p>In-School Suspensions: Goal: To maintain or reduced the percent of students receiving an ISS to 5% of the student population.</p> <p>2018-2019 # of ISS = 26 (6%)</p>
<p>Discipline Disproportionality: Goal: to decrease the number of Black students receiving an ODR by 1%.</p> <p>2018 – 19 21 Black students received an ODR</p>
<p>Chronic Absenteeism: Goal: to decrease by 2% the number of students with Chronic Absenteeism (10 or more days) based on student population.</p> <p>2018- 19 56% of students were identified as to having chronic absenteeism</p>
<p>Bullying Prevention: Goal: to train 100% of faculty, staff and students in the prevention of bullying.</p> <p>2018 -19 100% were trained</p>

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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?

The teachers will be presented the school-wide expectations and rules during the planning days prior to school starting. Students will be presented the information during their special area time within the first two weeks of school.

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?

Each teacher will introduce CKH/PBIS into their classroom and will develop a Social Contract (SC) with their students within the first several weeks of school. The SC will be reviewed daily with students and will be used when redirecting behavior. Students will also have an opportunity to earn *Dolphin Dollars* throughout the day. Students will be provided different opportunities to use their *Dolphin Dollars* to purchase various items at the Dolphin Store or to participate in various events. During the daily morning, announcements CKH and PBIS topics will be included.

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 PBIS committee will promote ongoing expectations through the use of the Dolphin store and events.

*The faculty will be provided refresher training and data updates at least once every grading period.

*New students will be trained within their classrooms by the teacher and peers. Behavior expectations and class social contract are embedded into the classroom on a daily basis.

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REWARD/RECOGNITION PROGRAM

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

Every day students will have an opportunity to earn Dolphin Dollars. The students will then be able to purchase items at the dolphin store and/or purchase an opportunity to attend a special event.

Teachers, staff, and students will provide positive reinforcement through giving daily affirmations.

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

Students will be rewarded or recognized through:

- *Following school expectations
- *Following classroom and campus rules
- *Adhering to the classroom social contract
- *Positive behavior and acts

How will you implement the reward system?

Faculty, staff and administration will implement the reward system. The PBIS reward system app will be used by teachers to maintain individual records for students. Students will use their earnings to purchase items in the dolphin store or attendance to events.

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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.

The behavior coach and the MTSS/RTI teacher will assist anyone needing training. Several fundraisers will be conducted during the school year to raise funds to purchase items for the Dolphin store and to provide for special events.

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?

Teachers were trained during preschool planning on how to enter data into the RTIB system and on the tier I processes that include CKH. As data is collected the MTSS team will review the data regularly and work with teachers individually that need to proceed to tier II with a student.

Escambia 360 will be used.

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?

Capturing Kids Hearts routines will be fused into the existing MTSS plan. Classrooms will all create a Social Contract. Procedures will be posted in classrooms, lunchroom and hallways.

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

Our hope is that the faculty and staff will see the benefits of using the ideas presented through Capturing Kids Hearts within the school environment. The MTSS and PBIS teams will implement CKH strategies into all interactions with faculty and staff keeping the ideas alive throughout the school year. Teachers and will be recognized through the PBIS rewards app as well as students. They will be able to earn rewards for their use of the program.

TRAINING AND IMPLEMENTATION (CONT.)

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

Data will be reviewed regularly by the MTSS/PBIS teams and shared with the faculty and staff. Adjustments will be made to the plan as needed to improve the process and reduce the rate of negative incidents.

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?

At the beginning of the school year the PBIS team will create a flyer to be sent home with all students explaining the school-wide behavior management system. It will include information about the classroom code of conduct and Dolphin Dollars.

School and classroom newsletters will include information about upcoming events in regards to school-wide expectations and rewards for students.

MTSS/PBIS updates will be shared with the School Advisory Council.

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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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