

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

School: N.B. Cook Elementary	School Year: 2019-20	Date of Plan: 8/12/19
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 2:25 pm in the Innovation Center.		
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 results of the SWB Team meetings along with any data collected will be communicated to all staff at Faculty meetings, SAC Meetings, and/or School Leadership Team meetings.		

STATEMENT OF PURPOSE	
Name of Team Member(s) in attendance:	Role of Team Member (Principal, Teacher, Parent, etc.):
1. Larry Knight	1. Principal
2. Lalla Pierce	2. Assistant Principal
3. Jennifer Simmons	3. Guidance Counselor
4. Tam Creel	4. Teacher
5. Kimberly Anthony	5. Teacher
6. Anne MacDonald	6. Teacher
7. Sheila Hall	7. Teacher
8. Mark Eligio	8. Teacher
9. Christine Rathbun	9. Teacher
10. Patti Wheeler	10. Teacher
11. Mary de Boer	11. Teacher

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SMART GOAL

By the end of the 2019-20 school year, N.B. Cook's average daily attendance will be 97%.
Average daily attendance for the 2018-19 school year was 95.9%

SCHOOL-WIDE BEHAVIORAL GOALS

Office Discipline Referrals:

N.B. Cook will maintain or decrease the number of office discipline referrals.
2018-19 ODR=36

Out-of-School Suspensions:

**N.B. Cook will maintain or decrease the number of out of school suspensions.
2018-19 OSS= 20**

In-School Suspensions:

**N.B. Cook will have no more than 10 incidents of In-School Suspensions.
2018-19=0**

Discipline Disproportionality:

**N.B. Cook will continue to decrease the percentage of black students with office discipline referrals.
2018-19 Black 51.4% of ODR
White 47.2% of ODR**

Chronic Absenteeism: Monthly attendance meetings will be held for parents of students with chronic absenteeism, to include tardies and early checkouts. Probation/Warning letters were sent to those who chronically violated attendance policies last year. Chronic problems are being described as those problems exceeding 10% of the current year.

Bullying Prevention: Anti-bullying materials will be shared with students and staff on a monthly basis via CCTV, one-to-one instructions, posters, violence prevention week, and various other activities. Faculty and Staff will be trained before the end of the first nine week period.

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 expectations and rules will be introduced each year during pre-school planning times and/or monthly faculty meetings. They will be communicated with parents and students during pre-school's Parent/Student Orientation and again at Open House. Written copies of school-wide expectations and rules will be provided to parents and students via the Parent/Student Handbook. School-wide expectations, rules, and the district Rights and Responsibilities handbook will also be included during grade level assemblies(R & R Assemblies) within the first week 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?

At the beginning of the school year students attend an assembly to go over the rules/expectations. The activities over the course of the year include pickle pow-wows, pickle peace-maker groups, pickle lunch bunch, and international pickle week at the end of the year. We will also utilize the social skills program Sanford Harmony as part of classroom instruction. Principal, Assistant Principal, and Guidance Counselor will provide Reminders of behavior expectations via CCTV/Morning Announcements.

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?

Our guidance counselor spends time in classrooms as they earn "Pickle Pow-wows." During her class time (typically 5-8 times a year), she reviews expectations of a good citizen, appropriate behavior, etc. Because of the nature of our school, being a magnet, we do not receive new students throughout the course of the year.

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REWARD/RECOGNITION PROGRAM

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

Two programs will be used to reward and recognize appropriate student behavior: ICU Program - "I see you..." notes are written and turned into the office when a staff member observes a student demonstrating a core value and/or following school rules or expectations. These notes are then read and discussed each day by the principal on the morning news program.

Pickle Power Program - Each classroom will have a pickle jar and paper pickles to put into the jar each time a student or group of students is seen following rules and/or expectations or demonstrating a core value. When the jar is filled, the class is treated to a special activity called a "Pickle Pow-Wow". As an extension of the Pickle Power Program, one "Pickle PeaceMaker" is chosen from each class each month. These students are chosen for exemplary behavior and serve as role models for other students. Teachers also have an opportunity to identify two students each week who demonstrate good behavior and/or demonstrate core values. These students are invited to eat lunch with the guidance counselor in a special place in the lunchroom.

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

Students are rewarded for following our school-wide rules and expectations. These behaviors include students who are observed demonstrating core values (honesty, integrity, responsibility, patriotism, respect, and equality). Teamwork, cooperation, courtesy, listening, and self-control are also recognized and rewarded.

How will you implement the reward system?

ICU Program - ICU notes will be provided to all teachers and staff to use in submitting student names. They will be reminded and encouraged to submit names throughout the year.

Pickle Power Program - Pickle jars and paper pickles will be given to all classroom teachers. Classroom teachers will notify the Guidance Counselor when a "Pickle Pow-Wow" has been earned by their class. Pickles are earned as stated above.

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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 materials needed to implement our ICU Program and Pickle Power Program are provided to all teachers at the beginning of the year and replenished as needed. These materials include a pickle jar and paper pickles, ICU forms, and Rule Bender forms. Other materials needed are pickles, pickle power buttons, and stickers. These are provided by the Guidance Department.

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?

Faculty meetings and grade level meetings will be used to provide training for all faculty and staff. These meetings will be scheduled for the beginning of each year and repeated in the event there are new faculty and/or staff members. This training will include the school-wide behavior plan and school-wide rules and expectations for students. The referral process will also be discussed along with appropriate strategies and interventions that can be used prior to writing a referral. Individual classroom behavior systems will be discussed at grade level meetings and a copy of individual classroom behavior plans will be given to the principal/assistant principal.

Mentor teachers will be responsible for training any new faculty and/or staff 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?

The following routines and procedures will be implemented school-wide:

1. Arrival and dismissal
2. Hallway procedures
3. Restroom procedures
4. Cafeteria procedures

Each classroom teacher will have a classroom behavior system in place that includes strategies and interventions for promoting positive behavior.

How will you achieve and maintain faculty and staff buy-in to your school's plan? NB Cook has utilized and implemented the ICU and Pickle Program for a number of years. Faculty and staff continue to use each of these "programs" because they continue to be successful for our school. New staff are provided with training and materials to implement the program each school year. School behavior data collected at each SWB Team meeting will be shared with staff to determine if any changes should be made during the course of the year.

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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.

Teachers meet weekly to discuss academics and behavior and other topics relating to the school. Students who are brought up with behavioral problems are discussed and if needs arise, the RtI process begins. Teachers complete weekly check-in forms to let admin know what they are discussing at their meetings. Administration also attend RtI meetings for both behavior and academics.

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 and Community members are encouraged to participate in any and all activities at the school. During special weeks (Red Ribbon, Violence Prevention) that deal specifically with behavior, the guidance counselor invites various members of the community (parents included) to come in and talk to students about good choices.

Mount Olive is also a partner with our school and donate a truck load of pickles each year for us to use as our rewards to students.

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

Not Applicable