

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

<b>School:</b> Pleasant Grove Elementary	<b>School Year:</b> 2019/2020	<b>Date of Plan:</b> (9/19/19)
<b>Note:</b> Please refer to the <i>Guidelines for Developing a Multi-Tier System of Supports (MTSS) Plan for Behavior</i> for instructions and recommendations. The <b>Committee will meet</b> third Wednesday of each month <b>at</b> Media Center.		
<b>Describe how your school-wide behavior team will share the data and outcomes with your faculty, staff, and other stakeholders in the space below.</b> Following each PBS Leadership Team Meeting, RTIB data and strategies will be shared by the PBS Leadership Team in faculty meetings and through email as needed. Also, PBS publishes a monthly newsletter for parents.		

**STATEMENT OF PURPOSE**

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

Name of Team Member(s) in attendance:	Role of Team Member (Principal, Teacher, Parent, etc.):
1. Pam Mullen	1. Principal
2. LaFawn "Cricket" Kashur	2. Guidance
3. Aaron Foote	3. Behavior Coach
4. Sunday Tindell	4. Assistant Principal
5. K Rep (Alternating monthly)	5. Teacher
6. 1st Grade Rep (Alternating monthly)	6. Teacher
7. 2nd Grade Rep (Alternating monthly)	7. Teacher
8. 3rd Grade Rep (alternating monthly)	8. Teacher
9. 4th Grade Rep (alternating monthly)	9. Teacher
10. 5th Grade Rep (alternating monthly)	10. Teacher

### SMART GOAL

Our goal is to provide a safe learning environment intellectually, physically, and socially by providing the interventions and support listed below to achieve the established behavioral goals of this behavior plan.

### SCHOOL-WIDE BEHAVIORAL GOALS

**Office Discipline Referrals:** Decrease the number of non- bus ODR's by 30%, (from 146 to 103 or less). We will decrease non-bus ODR's by providing MTSS behavior training to faculty before school starts and providing on-going support from behavior coach. Behavior coach will work with groups of students identified by grade levels on areas of concern.

**Out-of-School Suspensions:**

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Decrease the number of OSS by 10% (from 53 to 48 or less). We now have a behavior coach who will work with staff and students, as well as Suite 360 that we will use as an intervention. With a full time behavior coach, we will utilize ISS in lieu of OSS when possible.

### **In-School Suspensions:**

2018/2019 number of ISS was 30. Our goal is to continue to use ISS as an alternative to OSS, therefore we anticipate a possible increase in percentage of ISS. If there is an increase in percentage of ISS, it should not be higher than the decrease in percentage of OSS. Behavior coach will be able to facilitate ISS on a regular basis.

### **Discipline Disproportionality:**

Decrease the number of black students with bus ODR's from 27 by 30% to 21. During the 18/19 school year there was a 44% gap between black students and white students with bus ODRS. Behavior Coach will monitor bus referral data to identify students who need interventions. He will use Sanford Harmony and Suite 360 to guide group/individual discussions/reteaching and character development.

### **Chronic Absenteeism:**

Decrease the percentage of chronic absenteeism by 10% (from 93% to 95% or higher). We will follow district compulsory attendance guidelines. Data specialist and assistant principal will meet by-weekly to analyze attendance data and follow district flowchart for intervening.

### **Bullying Prevention:**

We had 0 instances of during the 18/19 school year. We will continue to use PBIS, Capturing Kids Hearts strategies, and school guidance counselor services to prevent bullying. Additional interventions are Lakeview Counselor on campus 2 days a week, full time behavior coach, and Suite 360 online resources for character development.

**Other:** N/A

## **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?**

Behavior Coach led refresher training with the faculty during preplanning on the MTSS process. New staff members will receive a complete orientation by their grade level PBS Leadership Team committee member. Also, new teachers will be provided a PBS Notebook and needed materials.

Next, the teachers will present the PBS incentive program on the first day of school to their classroom. Teachers will create social contracts in their classrooms. Parents will receive a brochure on PBS and how it will be implemented throughout the year. At Open House, the PBS Leadership Team will briefly present the PBS Program to the parents.

### **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?**

As part of the PBS Program, teachers will teach/reteach desired behaviors as well as use positive praise/rewards to encourage appropriate behaviors. Students will receive BUGs for exhibiting the PGE Expectations and Core Values. A BUG stands for "Being Unbelievably Good". This Bug will go into a weekly drawing. The teacher who passed out the winning student's BUGs will receive a Beep. There will also be an End-of-the-Year "Roadrunner Rally" that every student who received a BUG will be invited to attend. Monthly PBS activities will be held to celebrate good behavior. Posters with the PGE Expectations will be displayed in all areas of the school with the appropriate behavior outlined. Each morning during the announcements, students will recite the PGE Expectation Pledge which includes the three school-wide expectations: Be Respectful, Be Responsible, Be Safe. The administrator will announce and discuss the core value to focus on each day on the morning announcements. We will continue using Capturing Kids' Hearts strategies throughout the campus, focusing on social contracts, morning meetings with good things, 4 questions problem solving, student to student checking, put ups and affirmations.

The PBS bulletin board will display photos of all of the PBS Students of the Month. Those students will create a poster with examples of how they displayed the core value of the month. Students of the month will also receive special prizes from our school partners.

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

**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?**

Admin will conduct Rights and Responsibilities assemblies to all students at the beginning of the year.

Each teacher is to review the routines and procedures on a weekly basis. Brief refresher trainings and reminders of school-wide expectations will take place during faculty meetings, grade level meetings, and/or one-on-one with teachers at various times throughout the year. The scope of this refresher training will be based on RtiB data review.

New students will be introduced to our school-wide behavior expectations by their classroom teacher and an assigned peer.

### **REWARD/RECOGNITION PROGRAM**

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

Students can earn BUGs for exhibiting core expectations. The students' BUGs will go into a weekly drawing where students have the chance to win prizes and receive public recognition. All students who receive a BUG during the month will be invited to attend a monthly celebration and are eligible to attend the Road Runner Raffle at the end of the year.

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

Any behavior that exemplifies the school-wide expectations and/or monthly core values can be rewarded: Motivation, Enthusiasm, Helpful, Honest, Friendly, Courageous, Love of Learning, Citizenship, Integrity, Cooperative.

Any adult on campus including bus drivers and cafeteria staff are able to award a BUG to any student. The adult giving the BUG writes the reason on the BUG and communicates to the student why he/she is receiving the BUG.

## **How will you implement the reward system?**

Students can earn BUGs for exhibiting Core Values and/or School Expectations. The students' BUGs will go into a weekly drawing where students have the chance to win prizes. All students who receive a BUG during month will be invited to attend a monthly celebration.

The PBS Leadership Team developed a PBS Implementation Schedule outlining weekly and monthly rewards, as well as, meetings and teacher appreciation. There is also a Road Runner End of the Year Raffle for students and faculty.

## **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 needs for specific behavior will be determined by review data obtained from the RtIB database and presented by the PBS Leadership Team.

Entire faculty went through MTSS training with behavior coach on July 26 or during preplanning.

CKH Refresher August 2<sup>nd</sup>.

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

### **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?**

Behavior coach will provide MTSS behavior training during our scheduled MTSS summer training. He will provide ongoing MTSS support throughout the year for individual teachers as needed.

In addition to the PBS refresher training, new teacher and staff orientation, and Open House presentation, our PBS Leadership Team will present the SWBMP along with current data obtained from Rtib reports on September 20th.

January, all of the faculty and staff will receive a refresher course. At this time any new faculty and staff will have a complete orientation provided by one of the PBS Leadership Team members.

### **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 faculty and staff will participate in passing out BUGs. All teachers will use the RTIB computer system for reporting minor infractions. Teachers will be required to enter referrals into FOCUS for review. Behavior coach and assistant principal will monitor RTIB reports daily/weekly to identify patterns with individual students and/or other key data points.

All classes will participate in the positive behavior activities/rewards. Expectations will be posted in all common areas. Each morning all students will participate in reciting the expectation pledge.

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

Buy in will be achieved and maintained by providing ongoing support to the staff for the school's behavior plan and behavior issues that occur. School administration will provide "Beeps" for the teachers who hand out the winning BUGs.

The PBS Leadership Team is providing Teacher Appreciation gifts monthly.

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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.**

RtiB data will be used to monitor the effectiveness of the SWBMP. Adjustments will be made as needed. Monthly Behavior Team meetings will allow teachers to share needs and concerns about behavior, and all teachers are invited to participate in PBS Meetings.

**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?**

PBS Brochures were distributed to all parents at the beginning of the year describing our behavior plan, monthly newsletters are provided by the PBS Team recognizing students exhibiting the school-wide expectations and/or the monthly core value.

Business partners and community members may be called upon to assist for securing items as needed.

PTA also works to provide information about data and incentives during meetings, as well as, assists in celebrations.

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

N/A