

<b>School:</b> West Pensacola Elementary	<b>School Year:</b> 2019-2020	<b>Date of Plan:</b> 09/13/19
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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 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**

**Following each monthly behavior team meeting an electronic summary will be sent out school-wide. RTIB data will be shared quarterly at either grade level, Professional development meetings, and/or faculty meeting prior to report card. Behavior data will be shared with SAC committee who will present data to stakeholders.**

**STATEMENT OF PURPOSE**

Name of Team Member(s) in attendance:	Role of Team Member (Principal, Teacher, Parent, etc.):
1. Christine Baker	1. Principal
2. Nicole Owens-Braggs	2. Assistant Principal
3. Ciara Gaines	3. PBIS Coach
4. Constance Long	4. Guidance
5. Nicole Charley	5. Behavior Tech
6. Eric Zink and Brittany Linton	6. Behavior Coaches
7. Trudy Comerford	7. Curriculum Coordinator
8.	8. Parent
9.	9. Student

**SMART GOAL**

West Pensacola Elementary will be a safe and welcoming school where students know and understand what is expected of them, are rewarded for making the right choices, feel safe at all times, and are welcomed each day. Students will not only know the expectations, but will understand the consequences for failing to meet those expectations. West Pensacola Elementary will be a positive environment for all students, teachers, staff, and parents that enter our school.

Our school wide expectations will help encourage students to that end. The schoolwide expectations are: PACT-Practice Honesty, Accept Responsibility, Choose Respect, and Think Safe. The school-wide expectations are recited each day during morning announcements. Progress will be measured by a reduction in the number of office discipline referrals for the 2019-2020 year.

### **SCHOOL-WIDE BEHAVIORAL GOALS**

#### **Office Discipline Referrals:**

Last year we had 342 referrals. We will work to decrease this number by 10%.

**Out-of-School Suspensions:**

Last year we had 87 out-of-school suspensions. This year we would like to reduce the number of OSS by using alternative methods (ISS, Saturday School, After School detention) to keep students in school.

**In-School Suspensions:**

There was an increase in ISS referrals from 2017-2018 (49) to 2018-2019 (76). This will be the third year that WPES will implement ISS. The goal of ISS is to aid in minimizing OSS. As the quarters progress, we would like to see a decrease in the number of days students in Tier II and Tier III have ISS.

**Discipline Disproportionality:**

Last year the risk ratio indicated that African-American students are 2.57 times more likely to receive OSS. This year we hope to decrease this ratio by one full point to 1.57 by using alternatives to OSS.

**Chronic Absenteeism:** We have started an awareness campaign for parents. Each parent has a absenteeism magnet chart to place on the refrigerators. The magnets highlight how students fall behind on academics based on the number of absences. Students who return signed magnets at the end of the semester, will receive a treat. We will also post the information displayed on the magnet on our Facebook page.

**Bullying Prevention:**

Mrs. Long, our guidance counselor, will continue to teach bully prevention to all students.

**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 school staff receives training regarding school-wide expectations and rules during the pre-school week. The PBIS powerpoint is shared with faculty and staff so that they can reference back to it throughout the year. The morning news reiterates and encourages the daily use of school-wide expectations the first couple 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?**

As students display evidence of the school-wide expectations, they might be rewarded by faculty and staff with BEEP tickets. These tickets may be used to purchase items from the school store bi-weekly.

There will be quarterly PBS activities for students who have earned at least a B in citizenship for that quarter. Students with a grade lower than B will remain in their classrooms and participate in a social skills lesson. Students that have increased their citizenship grade by two letter grades will also be allowed to participate in the quarterly PBS activities.

School-wide expectations are posted in classrooms, bathrooms, hallways, the cafeteria, and media center. Each morning, during the Pledge and morning announcements, students will recite the school-wide expectations.

Each grade level has at least twenty minutes assigned for social skills training. During this time teachers can provide direct instruction in social skills.

After students return from winter and spring break, the expectations will be re-taught as a reminder to 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?**

Brief refresher trainings/reminders of school-wide expectations will take place during faculty meeting, 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 expectations by their classroom teacher and modeled throughout the school.

**REWARD/RECOGNITION PROGRAM**

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

1. Students of the Month: "A Student of the Month" is selected to represent each classroom. These students are recognized with a certificate and are featured on our Student of the Month board. The students are also invited to enjoy lunch with our administration.

2. BEEPS: BEEPs are distributed on a daily basis to students who demonstrate P.A.C.T. (practicing Honesty, Accepting Responsibility, Choose Respect, and Think Safe) characteristics. Students use the BEEPS, within their classrooms and to purchase items from the school store. Some teachers have personalized classroom stores that students are able to spend beeps at.

3. Quarterly PBIS Activities: Students earning at least a B in citizenship or participate in the quarterly PBIS activities (Dance Party, Sports Day, Treat Trail, and Parade). Students that have increased their citizenship grade by two letter grades will also be allowed to participate in the quarterly PBS activities.

4. Super Store Visits for students who have no classroom or office referrals every 4 1/2 weeks. Students will be able to shop for big ticket items.

5. Level up For Success: Students who struggle to maintain tier one behavior are given an additional level of support where they will have social classes with the guidance counselor and the opportunity to level up and work for preferred items. Key behavior is identified as areas students should work to improve. At level one, students eat lunch with the behavior coach and they have social classes during special area. If the student earns 70% or better for 5 consecutive days, they level up to level 2. On level 2, students are at the same level of expectations and privileges as their peers. When students meet expectations at 85% for "5" days, they move to level 3: the reward level. Students make a list of preferred activities and work daily to achieve these rewards.

Parents were met with personally, the program was explained, and parents signed consent.

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

Students will be rewarded for desirable behaviors that show kindness and respect for their peers and staff alike. In addition, behaviors that demonstrate students are making good choices and displaying honesty, accepting responsibility, choosing respect, and thinking safely.

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

Each faculty and staff member is provided Peeps to give to each student who is demonstrating our "P.A.C.T" qualities. Daily and/or weekly (teachers' choice) teachers allow students to purchase high interest items as an incentive to promote positive behaviors. We will promote PBS parties to students to encourage good behavior as well.

**See Level up to Success above.**

**Describe any training needs, material needs, and/or environmental arrangements necessary to implement your Multi-Tier System of Supports (MTSS) Plan for Behavior.**

Specific needs will be identified in RTIB and professional development will be provided based on the needs identified.

**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?**

The behavior team will disperse and review the MTSS Plan for Behavior with faculty and staff during a faculty meeting. The plan will be discussed during weekly professional development or individual meetings.

Grade level chairs will have the district provided behavior intervention chart to give to new teachers .

New faculty and staff who begin mid-year will meet with the PBIS coach and Behavior coaches to review the PBIS powerpoint and PBIS mission. The teacher will receive training on RTI B system, providing positive reinforcement (beeps), and the MTSS system.

**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 staff members will participate in passing out BEEP tickets . All teachers will use the RtIB database system to report/record minor discipline infractions. All classes will participate in school store and PBIS activities. School-wide expectations will be posted in all classrooms and common areas . All students will watch the morning news for a daily the school-wide expectations.

**Level up of Success: see explanation above**

**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 staff for the school's behavior plan and behavior issues that occur. The behavior team provides individualized support for teachers and staff who may need support with tier one, tier two and tier three implementation.

Behavior data will be distributed to faculty quarterly so they can see the impact of the plan and support brainstorming practices to improve implementation.

**TRAINING AND IMPLEMENTATION (CONT.)**

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

RtI/B data will be used to monitor the effectiveness of our school-wide behavior plan, training, and any adjustments made to our plan.

Monthly behavior team meetings will allow each grade level the opportunity to share needs, wants, and concerns relating to behavior.

A spreadsheet is maintained of students in the MTSS process with interventions and supports outlined for reference and reflection.

The school's behavior coach works closely with the guidance counselor to review students in the MTSS process, to adjust plans, or further support students and teachers

**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?**

Expectations are posted on the school website. Expectations are posted in all common areas and in the classrooms.

The School Advisory Council (SAC) will be solicited for input and advisement.

**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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