

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

<b>School:</b> Escambia High School	<b>School Year:</b> 2019 - 2020	<b>Date of Plan:</b> August 2019
<p><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 Committee will meet Monthly at Escambia High School.</p>		
<p style="text-align: 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></p> <p>The school-wide behavior team will share data and outcomes with faculty, staff, and stakeholders through faculty, department head, PBS, and SAC meetings. Data may also be shared through email communication as well as Google Docs.</p>		

<b>STATEMENT OF PURPOSE</b>	
<b>Name of Team Member(s) in attendance:</b>	<b>Role of Team Member (Principal, Teacher, Parent, etc.):</b>
1. Frank Murphy	1. Principal
2. Esi Shannon	2. Assistant Principal
3. Melanie McElhaneey	3. Assistant Principal
4. Ryan James	4. Rtl Coordinator
5. Derrick Boyd	5. Dean/Behavior Coach
6. Tim Moran	6. Guidance Counselor
7. Chris Baker	7. ISS/ILR teacher
8. Justin O'Quinn	8. Teacher
9. Amber Scott	9. Parent
10. Brandon Mitra	10. Student

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

<b>SMART GOAL</b>
<p>The administration, faculty, and staff at Escambia High School strives to create and maintain a positive, productive, and safe working and learning environment for students, teachers, and all staff. The school-wide behavior team will utilize data from FOCUS and Classroom RTI-B to monitor grades and behavior incidents. The majority of the team’s focus will be concentrated on student attendance, tardies to school, and classroom managed behaviors. The Dean’s Office Clerk will monitor all check-ins as well as absences. Teachers will complete a Classroom RTI-B form for students with classroom managed behavior issues prior to writing a referral in Focus.</p>

<b>SCHOOL-WIDE BEHAVIORAL GOALS</b>
<p><b>Office Discipline Referrals:</b> Reduce the number of ODRs each grading period by implementing Social Emotional Learning techniques as well as classroom interventions.</p>
<p><b>Out-of-School Suspensions:</b> Reduce the number of OSS referrals each grading period compared to the 2018-2019 data.</p>
<p><b>In-School Suspensions:</b> Reduce the number of ISS referrals each grading period compared to the 2018-2019 data.</p>
<p><b>Discipline Disproportionality:</b> The PBS team monitors the disciplinary results each month and looks specifically at the disproportionality of these referrals. Faculty and staff will participate in a book study using the book All Learning is Social and Emotional throughout the year. In addition, faculty and staff will attend Social and Emotional Learning professional development provided by Maria Montalvo-Balbed, an ASCD: Professional Learning &amp; Community for Educators expert.</p>
<p><b>Chronic Absenteeism:</b> Escambia High School is working to reduce the number of student absences and check-ins to school. EHS has implemented a process to monitor attendance, check-ins, as well as tardies to school. The dean’s clerk runs a report daily for all student check-ins at the end of 2nd period and sends a call home to inform the parent/guardian of their student’s check-in to school. Additionally, the dean’s clerk will be monitoring students that have two or more absences and begin calling home in addition to the automated phone calls by the district. She will then track the students’ absences throughout the semester and continue to call home, send letters, and make VT referrals as needed.</p>
<p><b>Bullying Prevention:</b> The school reviews the R&amp;R Handbook at the beginning of the year in which all students are required to take a short quiz and sign saying that the information was provided to them. During the month of October, there will be an anti-bullying campaign (Unity Day held in October) in which each student will be given fliers and bookmarks to bring awareness.</p>

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

**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-wide behavior expectations, Three Pillars of Excellence (Engagement, Empathy, and Environment), will be introduced during teacher planning week at the beginning of the year to all faculty and staff. Teachers will be provided a laminated copy of the expectations as well as being displayed throughout the school on posters and banners. Students will be introduced to the Three Pillars of Excellence (Engagement, Empathy, and Environment) during the first week of school in homeroom. The Three Pillars of Excellence will be referred to throughout the school year during the morning and afternoon announcements. The deans will hold a “Chat and Chew” during the zero planning time for teachers to discuss any issues or concerns that they have.

### **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?**

Students will be rewarded for positive behaviors, attendance, and grades throughout the year. Grade level competitions will be held throughout the year to lower ODR's and reward students. Additionally, the Three Pillars of Excellence will be referred to throughout the school year during the morning and afternoon announcements. Teachers will model these expectations so that students will continuously see how they are implemented. During classroom walk-throughs, administration will be looking for the expectations to be posted in the classrooms as well as desired behaviors from students.

# 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?**

Refresher training will be determined by data from Classroom RTI-B form in the Google Drive on a monthly basis. Students that enroll during the school year, will be provided a copy of the Three Pillars of Excellence (Engagement, Empathy, and Environment) upon enrollment.

## **REWARD/RECOGNITION PROGRAM**

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

Various rewards will be given to students who demonstrate positive behaviors. Students that meet the standards for good attendance, limited check-ins to school, and honor roll grades will be rewarded with items purchased from PBS. In addition, grade level competitions will be held to lower targeted negative behaviors. The grade level with the fewest number of ODR's in the selected category for the grading period will be rewarded.

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

Grade level competitions will be determined each grading period by targeted behaviors that the PBS team chooses. The PBS team will analyze data from the RTI-B data in the Google Drive.

Students will be rewarded for perfect attendance by being entered into a drawing for a prize at the end of each semester.

Students will be rewarded during each 9 weeks for being to school on time as well as not missing a certain number of days (determined by the administrative staff). Each 9 weeks, student attendance count starts over as a continuous incentive for being eligible for rewards.

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

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

Using the attendance clerk and the dean's office clerk, student attendance and check-ins to school will be tracked throughout the year.

Each 9 weeks, the attendance team will determine the maximum number of days missed so that students who qualify can be entered into a drawing. Each 9 weeks, the reward and days missed will change. Additionally, at the start of a new 9 weeks, the number of days missed by a student will reset to zero for reward incentive only.

The data clerk will assist with pulling those student names from Focus that meet the reward criteria.

## **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 will be held for all faculty and staff during teacher planning week on the new Classroom RTI-B Form. New teachers will be brought in a week prior to the teacher planning week to provide additional training and assistance they may need to acclimatize to the school. There will be continued refresher training for teachers on classroom managed behaviors vs. office managed behaviors as well as providing classroom interventions. Materials needed are paper to run copies, poster making capabilities, laminating materials, and money/donations to fund the PBS attendance program.

### **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?**

At the beginning of the year, information was distributed to teachers during teacher pre-planning week as well as through meetings led by department heads. This information covered the school-wide behavior matrix implementation as well as PBS program. New faculty and staff that arrive mid-year will be trained during the common planning time before the start of the instructional day.

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

### **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?**

Students will be introduced to the Three Pillars of Excellence (Engagement, Empathy, and Environment) during the first week of school in homeroom. Teachers will be provided a laminated copy of the expectations to hang in the classroom as well as being displayed throughout the school on posters and banners. The Three Pillars of Excellence will be referred to throughout the school year during the morning and afternoon announcements. Monitoring of student behavior will occur daily/weekly via the Classroom RTI-B form to provide support for those teachers in need.

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

The PBS team will have monthly meetings and use shout outs to acknowledge teachers use of the system or just to simply say thank you for the good job they are doing. The attendance team will meet weekly with the administration to review students with attendance issues as well as any other concerns. The administrative team will meet weekly to go over discipline, attendance, and grade issues to come up with a solution. Teachers will be recognized at the end of the month for the good things that are taking place in the classrooms.

### **TRAINING AND IMPLEMENTATION (CONT.)**

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

The PBS/RTI Coordinator will pull information from FOCUS to track students who have received classroom behavior forms and ODR's.

The deans and behavior coaches will track students assigned to them that have received classroom RTI-B infractions. In addition, the MTSS Attendance team will track students with chronic absenteeism and check-ins using Focus. All parties will look to see if a correlation exists between attendance and behavior.

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

### **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?**

A brochure was designed and handed out to parents at Open House and is also available at the front office. Behavior and attendance data/information will be presented at SAC meetings to inform additional stakeholders. Call outs and push outs on Canvas, the school web site, and other social media sites will be utilized to inform parents/guardians of PBS school events.

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

The ILR program at Escambia High School is separate from the school's ISS program, each with a separately assigned teacher. Deans, behavior coaches, guidance counselors, and administration can recommend student placement on an as needed basis. Student information is reviewed by the ILR team for acceptance into the program. Once accepted, the parent, student, dean or behavior coach, and administrator meet to complete the intake process. The intake process consists of a form in which the parent must participate in completing as it requires in-depth background information. Once the student has completed his/her time in ILR, the student is placed back in their regular schedule of classes and will be required to complete weekly follow up meetings with an assigned behavior coach until the final discharge date. Suite 360 will be used in combination with regular work assignments to remediate student behavior. Students will receive ISS for the referrals they received during that specific class. Students will serve their ISS time during the specified period and then return to regularly scheduled classes as to not miss important information. Student progress will be tracked via their completed classwork and grades in Canvas.