

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

School: Northview High School	School Year: 2019-2020	Date of Plan: 9/17/19
<p>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 NHS Innovation Center</p>		
<p>Describe how your school-wide behavior team will share the data and outcomes with your faculty, staff, and other stakeholders in the space below</p> <p>Discipline data will be shared through a variety of methods. Some avenues of dissemination will be emails, postings on the Dean’s Google Classroom, and faculty handouts. Other means of communication will be more interactive: more specifically, Discipline Team meeting, EWS/SST meetings, faculty meetings, faculty leader meetings, and School Advisory Council meetings.</p>		

STATEMENT OF PURPOSE	
Name of Team Member(s) in attendance:	Role of Team Member (Principal, Teacher, Parent, etc.):
1. Michael Sherrill	1. Principal
2. Gerry Pippins	2. Assistant Principal
3. Aaron Munoz	3. Dean
4. Mel Pfifer	4. SRO
5. Megan Carroll	5. Teacher
6. Wanda Gafford	6. Teacher
7. Gulay Basoz	7. Teacher
8. Jeremy Greenwell	8. ISS/ILR
9. Laura Johnson	9. Teacher/EWS Member
10. Brandy White	10. Teacher/DCT/Guided Workplace

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SMART GOAL

End of the year FOCUS referral totals from the 2019-2020 school year will be compared to end of the year totals of the 2018-2019 school year. It is Northview's goal to reduce the number of FOCUS referrals by 5% when comparing these two school years.

SCHOOL-WIDE BEHAVIORAL GOALS

Office Discipline Referrals:

By continuing to institute a major and minor referral system, Northview expects to decrease the number of major (FOCUS) referrals that are written this year as compared to last year.

Out-of-School Suspensions:

It is the goal of Northview to reduce the number of OSS consequences by being proactive and stopping incidents before they arise to a situation where OSS is necessary. When proactive strategies are not feasible, ISS/ILR will be utilized as often as appropriate as an alternative for OSS.

In-School Suspensions:

Northview has shifted the mindset that ISS is strictly punitive. The goal is to design an ISS program that is more of a therapeutic and restorative environment in both behavior and academics. The ISS teacher will be focusing on implementing replacement behaviors and providing one-on-one instruction for students, as well as providing opportunities to makeup incomplete work.

Discipline Disproportionality:

It is the goal of Northview to treat all students as equals and handle each discipline incident equitably. The percentage of race and sex referral breakdown should be aligned with the race and sex population of the entire student population percentages.

Chronic Absenteeism:

Using the Early Warning System cutoff of 90% attendance rate, it is our goal to motivate students to attend school more frequently. The utilization of the purple flag system will be used to identify students with attendance concerns, phone calls to parents from attendance, conferences with the lower quartile teacher, and revised check-in/out policy. Teachers are notified by 11:30 daily of tardy or absent students. The visiting teacher will be making parental contact.

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Bullying Prevention:

All students and staff will be instructed during pre-school and grade-level meetings on how to report bullying as either a witness, a confidant, or a victim. They will also be taught what is considered bullying and what is not. Reports that are submitted online will be investigated within the district mandated 10 days.

Other: All students and staff will be instructed during pre-school and grade-level meetings on how to report a crime through the P3 app.

TEACHING EXPECTATIONS AND RULES

How will your school introduce the school-wide expectations and rules to all of your students and staff?

Expectations and rules will be introduced in a variety of ways. Teachers will be trained during preschool and as needed on staff-development days. Teachers are also provided copies of school-wide expectations and rules in their back-to-school folders at the start of the year. As needed, emails are sent out to teachers as well as school-wide announcements over the P.A. system.

Students all attend a back-to-school assembly designated by grade level. In these assemblies rules and expectations are reviewed and a time for clarifying questions is provided. As new students arrive to Northview, they receive a folder with rules and expectations and are given a campus tour which ends in the dean's office where he is able to discuss these expectations.

During ISS/ILR/Timeout students are able to review these expectations under the direct instruction of the ISS coordinator.

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?

Citizenship strategies will be taught in certain classrooms, such as ROTC, Criminal Justice, and Personal/Career/Social Development. Teachers will also instruct students on the difference of proper use of cell phones in the classroom for educational purposes and personal use in the hallways and in the cafeteria.

School wide expectations and rules are posted, reviewed when necessary, and made available to students and parents via the Northview Facebook page, and the Northview website.

Teachers are encouraged to continually re-enforce school expectations through their E3 evaluation; managing student behavior by expectation of teachers meeting all criteria for domain 2D. Students with repeated incidents of misbehavior will be placed on behavior contracts that will outline student-specific expectations based on individual needs. Students with repetitive misbehavior will be referred to the district counselor.

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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?

Trainings are provided when a need is observed. These trainings may be in a formal or in an informal setting. Trainings also may be provided in an individual, small group, or whole group environment determined by the need identified by either the staff or student population.

Students arriving mid-year are given the district Rights and Responsibilities Handbook and a Northview High School packet. This packet include rules and expectations. Also, new students are escorted to the Dean's office to receive one-on-one instruction of school rules and expectations.

REWARD/RECOGNITION PROGRAM

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

To highlight outstanding students, there is a "Brag Board" located near the main entrance of the school. This is a place where student achievements can be shown to all visitors, teachers, and students. Also, a "Brag Table" is stationed outside of the main office.

Student achievements, student of the month, athlete of the week are not only listed on the "Brag Board," but are also publicly praised over the P.A. system during morning announcements.

Positive referrals are encouraged from staff so that administration can congratulate students and make positive calls home.

Students will be rewarded for good behavior and attendance on a quarterly basis. SGA will provide ice cream for these students during lunch.

Northescambia.com is also used to recognize outstanding student achievement.

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

Expectations that are described on the Northview Expectation Matrix are as follows:

Be respectful

Be on time

Be responsible

Be safe

Be cell phone compliant

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How will you implement the reward system?

To highlight outstanding students, there is a “Brag Board” and “Brag Table” located near the main entrance of the school. These are places where student achievements can be shown to all visitors, teachers, and students.

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Principal's Achievement Award for students displaying outstanding positive behavior.

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.

N/A

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 and staff will be trained during pre-school activities, Dean's Google classroom, and through documents in the faculty handbook. New faculty and staff are met with, upon employment at Northview, in a one-on-one setting. As needed refresher trainings are provided to faculty and staff.

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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 teachers have a morning, lunch, or afternoon duty station to assist in re-enforcing expectations in various locations around the school. Teachers stand and greet students between each class change to monitor the halls and to start the students in their room to a warm and inviting learning environment.

School wide routines such as hall passes, bathroom passes, cell phone, backpack placement location in rooms, and tardy policy are expectations that the teachers must implement equitably across the student population to ensure fairness and consistency.

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

The Early Warning System/Student Support Team members, discipline team members, and the faculty leaders are all utilized in various ways to help gain buy-in by their peers.

E3 evaluations through administration reflects positive engagement with students and school-wide procedures.

TRAINING AND IMPLEMENTATION (CONT.)

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

The discipline team will meet monthly and reviews all discipline data for the month. These meeting focus on individual students and the success of school-wide policies. Discipline data is used to determine the effectiveness of school-wide policies.

The Early Warning System Team meets every four weeks and discusses data presented based on attendance and discipline. This is where effectiveness of policies is measured based on student success.

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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 are always encouraged to participate in the daily learning of their children. To keep parents informed we utilize technology such as Northescambia.com, call-outs, school website, and Facebook.

Personal connections are expressed by in-person communication through meetings. We encourage parents to attend School Advisory Council meetings, Open House, and Title I meetings.

Parents of students in the lower quartile are meeting individually with a teacher who is focusing on the lower quartile students and making sure that the parents and the students are up-to-date with all policies and expectations to ensure academic success. Success is measured after each nine week's report cards.

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 ISS/ILS program at Northview is focused on remediation, academic performance, and restorative practices. Students are concentrating on learning replacement behaviors while focusing on demonstrating appropriate attitudes and academic progress.

Students understand that with appropriate behaviors while in ILR and showing academic progress they are able to rejoin their classmates, and this gives them a sense of hope and something to work towards.

Students are also working with Escambia 360 while assigned to ISS.