

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

School: Workman Middle	School Year: 2019-2020	Date of Plan:
<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.</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>We will present data at PBIS meeting and present data to faculty monthly. We will also communicate positive, appropriate data via our newsletter.</p>		

STATEMENT OF PURPOSE	
Name of Team Member(s) in attendance:	Role of Team Member (Principal, Teacher, Parent, etc.):
1. Crystal Marr	1. Assistant Principal
2. Lisa Woody	2. PBIS Coach
3. Paul Parker	3. Dean
4. Leslie Cuyuch	4. Behavior Coach

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## SMART GOAL

Workman Middle School will decrease our OSSs by 10% during the 2019-2020 school year.

## SCHOOL-WIDE BEHAVIORAL GOALS

### Office Discipline Referrals:

We will decrease our ODRs by 10% for the 2019-2020 school year.

### Out-of-School Suspensions:

We will decrease our OSSs by 10% for the 2019-2020 school year.

### In-School Suspensions:

We will decrease our ISSs by 10% for the 2019-2020 school year.

### Discipline Disproportionality:

The disproportionality gap between students of color and white students receiving referrals during the 2019-2020 school year is 47%. Our goal for the 2019-2020 school year is to close the gap by at least 5%.

### Chronic Absenteeism:

We will reduce chronic absenteeism by 3% during the 2019-2020 school year.

### Bullying Prevention:

Our goal is to have zero substantiated SVIS cases on our campus for the 2019-2020 school year.

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?

Workman Middle teachers and students conducted a Jag Academy for the first two weeks of school. Please see link before for further details.

Link to Jag Academy:

<https://docs.google.com/document/d/1ZK13f4Tc6ZuSgzLdd8B3eWlp5Om7fwZiUNp0Ved6PBk/copy>

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?

Teachers have been given “Jag Buck” to recognize and reward students who are demonstrating the be REAL expectations. The Jag Bucks can then be used to “buy” items in the Jag Store that is open at least once a month.

Also as part of being an RCD school, the expectations are part of our foundation there for the be REAL expectations are referred to EVERY time there is an intervention conversation.

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?

Refreshers will happen qtrly with staff during the monthly staff meeting. Students have daily reminders during morning announcements as well as reminders from teachers as they start their classes.

A flier will be given to students when they register to our school. This will be provided by the guidance department.

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## REWARD/RECOGNITION PROGRAM

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

We will utilize Jag Bucks and a token economy system.

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

BE REAL

Respectful

Eager to Learn

Accountable

Loyal

How will you implement the reward system?

Staff was trained on when and how to distribute JAG Bucks and was implemented to the students' first day of school with visits to the store being every 2 weeks.

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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

Responsibility Centered Books for the Book Studies

Additional funding for PBIS

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?

(Parker & Cuyuch)

Through professional development meetings that will be held quarterly, as well as, individualize trainings for individuals as needed. The office of responsibility will be responsible for conducting these trainings and this will apply to long term substitutes.

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 school will implement the Google Hangout system for communication purposes. The behavioral flow chart will assist teachers with the responsibility centered discipline process. Traffic flows implemented throughout the school will help with traffic patterns and increased safety on campus. Book study groups will also be implemented to help increase the knowledge regarding the discipline process and its associated procedures. School wide recognition through PBIS is expected of all faculty. Students are acknowledged with Jag Bucks when they are meeting school wide expectations and responsibility centered discipline (RCD) is another procedure staff are implementing.

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

We will have consistent communication with the faculty regarding referred students. During quarterly staff meetings, data will be shared and made available to faculty. Shout outs, "teacher jag bucks" and other rewards will be offered to teachers who are consistent with following the plan, documenting and following the RCD process. Informal networking gatherings will be held on a monthly basis to brainstorm ideas and formulate solutions.

### TRAINING AND IMPLEMENTATION (CONT.)

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

We will monitor both classroom incident referrals and ODRs monthly. We will meet bi-weekly to review any holes in our plan and address and tweak it as needed.

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?

We will work with PTSA, link to videos and activities on the school website, and alert the community through social media.

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

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

ILR will be used for students who commit repetitive egregious offenses on campus or for one time serious offenses. During this time, our ILR teacher will use evidence based practices to work through restoration and executive functioning activities

[Click here to enter text.](#)