

# SCHOOL WIDE BEHAVIOR PLAN

Due in Area Superintendent's Office by Wednesday, August 14, 2013

School Name Osceola Middle School Year: 2013-2014

Each school will have a behavior plan that aligns with a positive and proactive approach to behavior, utilizes data and the problem-solving method, and meets the key components listed in the Bradley MOU. The school-wide behavior plan is designed to meet the needs of most students across all subgroups. Data will be reviewed at the school-wide, classroom, grade, ethnicity, disabilities, and other subgroup levels.

1. Benchmarks of Quality Score: 96 /107 = 89.7 %
2. Engagement Data (attendance/suspension/etc):
  - a. [https://pbsis.fmhi.usf.edu/users/pbsis\\_login.aspx](https://pbsis.fmhi.usf.edu/users/pbsis_login.aspx)
  - b. Use the End of Year data
    - i. Attendance
    - ii. Timeliness
    - iii. Referrals
    - iv. Suspensions (both In- and Out-of-School)
    - v. Other areas as determined by your school-based leadership team (SBLT).
3. Using the data from EDS School-wide Behavior Plan, Portal, and your Benchmarks of Quality results, identify the top 3 goals and strategies you will use to reduce the occurrence of misbehavior at the school. Attach or insert your Action Steps for each.  
\*\*\*Be sure to include strategies to decrease the discipline GAP between black/non-black students, disproportionality, and to increase engagement for all students. \*\*\*

a. Decrease referral rate

OMS plans to decrease the referral rate by continuing to deploy and expand the school-wide Positive Behavior Support (PBS) system and continue utilizing the E-Team program (see #7 below for more information on PBS and E-Team). Furthermore, this year the administrative team revamped the classroom behavior plan that teachers will utilize when disciplining students. This new plan requires more teacher intervention, when dealing with minor misbehavior, prior to writing a disciplinary referral. The administrative team reviewed the new process with teachers during pre-school training. Last, the administrative team has also scheduled behavior assemblies for each grade level during the first week of school (see attached Behavior Assembly 2013 OMS). These assemblies will be used to explain and reinforce the school-wide expectations. Girlfriends and 5000 Role Model will be used to help decrease the discipline gap between black/non-black students.

b. Decrease suspension rate

OMS plans to decrease the suspension rate by continuing to deploy and expand the school-wide Positive Behavior Support (PBS) system and the E-Team. Also, the classroom behavior plan has been changed to incorporate more teacher intervention prior to writing a referral in hopes of avoiding repeated student misconduct. Additionally, the MTSS/SBLT team will monitor student behavior and put in place interventions to help students be successful behaviorally.

c. Increase attendance rate

Perfect attendance will be rewarded weekly with a chance to enter a \$20 gift card giveaway. If a student has perfect attendance for the week, their first period teacher will give them a ticket to enter a giveaway for that six week grading period. Each grade level will have a \$20 gift card each grading period to celebrate perfect attendance. Students will be responsible for placing their ticket in their grade level bin in the cafeteria.

4. **Attach or insert your School-wide Guidelines for Success/Expectations:**  
(see attached Behavior Plan OMS)

**The Chief Way (GFS)**

- **Be Respectful**
- **Be Responsible**
- **Be An Active Learner**

5. **Attach or insert your Common Area Expectations/Rules:**  
(see attached Behavior Plan OMS)

**Classroom Expectations**

- **Be on time**
- **Be prepared**
- **Stay seated**
- **Follow directions**

**Hallway/Courtyard Expectations**

- **Use indoor voice**
- **Keep hands/feet to yourself**
- **Keep moving – walk and talk**
- **Keep walkways clear**

**Restroom Expectations**

- **Keep talking to a minimum**
- **Report any issues to an adult**
- **Use, wash hands, and leave**
- **Return to class when finished**

**Cafeteria Expectations**

- **Stay seated until directed**
- **Keep legs under the table**
- **Raise hand for assistance**
- **Clean up trash**

6. **Attach or insert your plan/schedule for teaching the Guidelines and Rules. You may include sample lesson plans.**

The GFS and Common Expectations were review by the administrative team to see if any changes were needed. They were then discussed with the staff at a staff PLC. Teachers were able to give input and ask questions. Teachers reviewed/taught lessons regarding GFS and CE during the first week of school so that all students were aware of OMS expectations.

7. **Attach or insert the planned and/or established Reward/Recognition System:**  
(see the attached PBS incentive token money “Chief Change Money”)  
Osceola Middle utilizes a Positive Behavior Support (PBS) program using a token economy. Students can earn incentive tokens called “Chief Change.” These tokens can be redeemed at the Chief Change Store each Wednesday during lunch. Students can use the Chief Change to “purchase” prizes such as pencils, erasers, pens, pencil sharpeners, hacky sacks, posters, hats, popcorn, and other fun items.
- Osceola Middle also utilizes a program called the E-Team. This program rewards students who earn 4 or more E’s on report cards for conduct grades. Students who earn 4 or more E’s will be given an E-Team card for each grading period. The cards enable students to enter the lunch line first and sit at the outside picnic tables. Also, these students are dismissed at the end of the school day first.
8. **Attach or insert the plan to align classroom management systems with the school-wide behavior plan.**  
(see the attached OMS classroom behavior plan)
9. **Attach or insert a copy of your plan addressing the process for responding to problem behavior.** This may include the referral process flowchart, minor/major behavioral definitions, and responses to misbehaviors (consequence hierarchy).  
(see the attached OMS Discipline Plan Poster)
10. **Attach or insert your data analysis plan that includes how often data are entered, reviewed, the types of data examined regularly, how the SBLT communicates the data patterns to faculty, staff and students.**

At Osceola Middle School (OMS) the School Based Leadership Team (SBLT) meets weekly for MTSS meetings. Each week of the month focuses on a different topic (1<sup>st</sup> – Behavior, 2<sup>nd</sup> – Attendance, 3<sup>rd</sup> – Academics, 4<sup>th</sup> – Open/Ad Hoc). This team discusses school-wide issues (behavior/academic) in order to focus on areas of concern. They also discuss specific students in need of interventions. The team keeps a log of students discussed as well as interventions and tiers (see attached RtI MTSS Behavior May 2013).

Furthermore, every week our school has PLC meetings. The order for each month consists of: week 1 – Staff PLC; week 2 – Department Level PLC; week 3 Grade Level by Department PLC; week 4 – Grade Level PLC. Each meeting will have an agenda and a topic for discussion created by the administrative team that teachers will work on and create an action plan. Teachers will also be given time to discuss specific students concerns (academic, behavior, and/or attendance). Teachers discuss interventions that they are currently trying as well as what they will try in the future. The names from these meetings for students that continue to be unsuccessful are then brought to the appropriated SBLT/MTSS meetings for further support/interventions to be developed.

The SBLT/MTSS communicates its data to faculty and staff through emails, staff meetings, and PLC feedback during meetings. This information and sharing of data is essential to ensure that students are receiving the appropriate support they need as well as teachers receiving the most up-to-date information to help support the student.

**List of Projected Staff Training and follow-up coaching to promote an understanding and implementation of positive & proactive multi-tiered systems of support for 2013-2014. Include specific professional development aligned to improving social behavior at the school-wide, classroom, and subgroup levels.**

1. **Love and Logic Training** \_\_\_\_\_
2. **CHAMPS Training** \_\_\_\_\_
3. **CPI Training** \_\_\_\_\_

**Evaluation/PDSA**

Please provide a statement describing the status of the school's goals at the following intervals, and forward a copy to your Area Superintendent.

**Mid-year: February 21, 2014**

**End of Year: June 20, 2014**

Principal Signature \_\_\_\_\_ Date \_\_\_\_\_