

**The School District of Escambia County
SCHOOL-WIDE BEHAVIOR MANAGEMENT PLAN**

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| School: Pine Forest High School | School Year: 2009-2010 | Date of Plan: 08/12/09 |
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Note: Please refer to the *Guidelines for Developing a School-wide Behavior Management Plan* for instructions and recommendations.

SCHOOL-WIDE BEHAVIOR TEAM

| Name of Team Member: | Role (Principal, Teacher, Parent, etc.) |
|-----------------------------------|---|
| 1. Frank Murphy | 1. Principal |
| 2. David Williams | 2. Asst. Principal |
| 3. J. Lee Wright & Charles Cather | 3. Teachers |
| 4. Gina Brown | 4. Guidance Counselor |
| 5. Yvonne Morris | 5. Teacher |
| 6. Deanna Neal | 6. Parent |
| 7. Erin Cramer | 7. Dean |
| 8. Teighlor Maxwell | 8. Student |

STATEMENT OF PURPOSE

Behavioral Mission Statement:
All stakeholders (administration, teachers, parents, students, and community members) will create a positive and safe environment that is conducive to academic excellence.

BASELINE DATA

| Previous School Year 2008-2009 | | | | | |
|---|-----------------------------|-------------------------|---|--|---|
| Number of Office Discipline Referrals (ODR) | Number of Students with ODR | Number of Bus Referrals | Number of Incidents of Out-of-School Suspension (OSS) | Number of Students with OSS (Duplicated Count) | Number of Incidents of In-School Suspension (ISS) |
| 5784 | 1269 | 24 | 1647 | 659 | 13 |

| Average Daily Attendance (ADA) | Bullying Prevention | |
|--------------------------------|-----------------------------|--------------------------|
| | Percent of Students Trained | Percent of Staff Trained |
| 92.2% | approx. 40 % | approx. 97% |

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SCHOOL-WIDE BEHAVIORAL GOALS

1. Out-of-School Suspensions

Decrease by 2% -- continue to use other interventions (ie., behavior contracts, VPP, etc.); assign students to ISS; refer students to Counselor Intervention Specialist; post rules/expectations throughout the building

2. Attendance

Improve attendance by 1% -- utilize the services of the visiting teacher; communicate with stakeholders through Connect Ed; Guidance Counselors will follow the District's Attendance Child Study Guidelines; Promote regular attendance and offer incentives

3. Bullying

Create awareness for Bullying Prevention -- Implement District Policy; Class Orientations; Closed Circuit Announcements

4. Other

Tardies - We would like to decrease the number of students tardy to classes throughout the school day.

Teacher will be present at their door in between classes; staff and administration will be visible throughout the campus in between classes; students will have tardy tickets & left over tickets each grading period can be turned in for a rewards

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SCHOOL EXPECTATIONS AND RULES

List 3-5 school-wide expectations.

1. Respect yourself, your peers, and school staff
2. Maintain regular attendance throughout the school year
3. Build a strong work ethic - Strive to be the best you can be

| Rules/ Expectations | Setting: Classrooms | Setting: Common Areas | Setting: Cafeteria | Setting: Bathrooms |
|--------------------------------|--|--|--|---|
| Respect | Be a positive leader for others to follow Show respect for others Speak kindly Use quiet voice Follow adult directions | Be a positive leader for others to follow Show respect for others Speak kindly Use quiet voice Follow adult directions | Be a positive leader for others to follow Show respect for others Speak kindly Use quiet voice Follow adult directions | Give privacy to others Show respect for others Speak kindly Use quiet voice Follow adult directions |
| Attendance | regular daily attendance in all classes Be in assigned areas at all times You have 30 minutes after the end of the day to leave the campus | Be in assigned areas at all times You have 30 minutes after the end of the day to leave the campus | Be in assigned areas at all times You have 30 minutes after the end of the day to leave the campus | Be in assigned areas at all times You have 30 minutes after the end of the day to leave the campus |

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| | | | | |
| Work Ethic | <p>Be in assigned areas at all times</p> <p>Be prepared for class</p> <p>Stay on task</p> <p>Strive for excellence</p> | Be in assigned areas at all times | Be in assigned areas at all times | Be in assigned areas at all times |
| | | | | |
| | | | | |

Note: All classroom management systems and rules should be aligned with the school-wide expectations.

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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?

Present materials to the staff during a pre-school faculty meeting on August 18, 2009
Faculty & staff will receive handouts and have access to the materials on the school's intranet

Students and parents will be informed through the use of Connect Ed, Closed Circuit Announcements, Class Orientations, Visual Aids posted throughout the school building, and the PFHS web-site

During the school year, what activities will your school implement to encourage on-going direct instruction of the school-wide expectations and rules?

Continue posting information on Closed Circuit Announcements, Connect Ed, and PFHS web-site.

Information will be printed in the PFHS Newsletter that is made available to parents, students, and staff.

When appropriate, PFHS administrators will report information to the Pensacola News Journal (i.e., changes in school policies, student recognition, dates for up-coming events).

Create an e-mail database for interested stakeholders to disseminate information more effectively and efficiently.

The school-wide expectations and rules will be posted in the ISS classroom.

How can your school embed the expectations and rules into the daily curriculum?

Post rules in room, Take advantage of Teachable moments in all curriculums, PRIDE slips

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How do you plan to provide refresher training on expectations and rules to staff and students in your school?

Continue posting information on Closed Circuit Announcements, Connect Ed, and PFHS website. Information will

be printed in the PFHS Newsletter that is made available to parents, students, and staff.

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REWARD/RECOGNITION PROGRAM

What type of reward system will you use?

PRIDE Slips; Students will earn privileges and extra-curricular events; Use the marquee in front of school to acknowledge students & staff

Describe the behaviors for which you will reward or recognize students.

Discipline
Attendance
Performance on simulations
Participation in other school programs
Respect for self & others
Role Models/Those who lead by example

How will you implement the reward system?

Teachers can issue PRIDE slips to deserving students who will then be acknowledge by an administrator.

A Reward Tally board will be posted in the cafeteria for all students to view

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DISCIPLINARY PROCEDURES

What intervention strategies will your school use to prevent behavior that results in discipline referrals and out-of-school suspensions?

Time-out; Behavior Contracts; Violence Prevention Program; Posted Rules; Assertive Discipline; Phone calls to parents

Describe your discipline referral process.

Faculty or staff observes inappropriate behavior and writes a discipline referral. The referral is given to the grade-level appropriate dean who discusses the action with the student and follows the District approved adjudication guidelines. A parents is then notified of the offense and necessary actions.

What are the consequences or disciplinary actions that are used in your school?

Range from warnings to expulsions

All interventions are available in the Student Rights & Responsibilities Handbook: Student Conferences; Parent Conferences; Referral to Social Worker, Guidance, Child Study Team, Out Patient Service, or Violence Prevention Program; Behavior Contract; Detention; Saturday Work Detail; In School Suspension; Time-Out; Out of School Suspension; Referral to Another School or Alternative Placement; Recommendation for Expulsion.

For Middle or High Schools:

How do the adjudication guidelines complement your disciplinary procedures?

Provides consistency and fairness for all students

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TRAINING AND IMPLEMENTATION

Describe any training needs, material needs, and/or environmental arrangements necessary to implement your school-wide behavior management plan.

Faculty Meetings; Incentives/Rewards; Intranet & Internet; Visibility of staff throughout the campus

Describe how your school will train all faculty and staff on your school-wide behavior management plan.

Faculty Meeting updates throughout the school year

What school-wide routines and procedures will be implemented by all faculty and staff to facilitate your school-wide behavior management plan?

Assertive Discipline/Class Management -
Post rules & Teacher Visibility (post at door)

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

School-wide rewards/Incentives
Teacher Recognition - Rounding Up, Faculty Mtg Recognition from colleagues, & e-mails

Describe how you will monitor the implementation of your school-wide behavior management plan.

Administration observations & Teacher observations

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PROGRESS MONITORING

Your school-wide behavior team should meet to review data and discuss concerns or revisions to your school-wide behavior management plan once every grading period. Describe when you plan to meet (days, location, and time) throughout the school year.
Pre-school committee meeting on August 12th in PFHS office conference room
Committee will meet once/month throughout the school year in the conference room

You are expected to continuously monitor the number of office discipline referrals, the number of bus referrals, the number of students with office referrals, the number of incidents of in-school suspension, number of incidents of out-of-school suspension, number of students with out-of-school suspension, Average Daily Attendance, and the percent of students and staff trained in bully prevention. What other data or outcomes will your school use for continuous monitoring of your school-wide behavior management plan?

Incentive Chart (posted in cafeteria)
Teacher Input

How will your school collect the data and outcomes for analysis during team meetings?
TERMS, weekly attendance reports, PRIDE slips, Incentive Charts

How will your school document your school-wide behavior team meetings and communicate the data and outcomes to your faculty, staff, and other stakeholders?
Faculty meetings, e-mail updates, & Connect Ed