

**School-wide Positive Behavior Plan (SPBP)**

Broward County Public Schools

To be implemented in SY 2018/19

**Elements have changed in the SPBP.**

Before completing, go to[**http://www.browardprevention.org/mtssrti/rtib/ →**](http://www.browardprevention.org/mtssrti/rtib/%20%E2%86%92)*School-wide Positive Behavior Plan* for:

* **A NEW Brainshark for Principals. ACTION: Log in with your p # and watch the Brainshark before Jan 30th.**
* **A NEW Overview Brainshark for Teams. ACTION: Log in with school name and watch the Brainshark.**
* A NEW mini Brainshark Series for teams. These Brainsharks are divided into the 10 Critical Elements of PBIS. They will

 show you “how to” write a comprehensive SPBP (and receive a high score!)

* A Rating Rubric to ensure teams will correctly complete the SPBP and develop a meaningful plan.

To provide consistency across the District, *only plans entered on the current district template will be accepted*.

**ACTION: Download, complete and upload the SPBP into your School Improvement Plan before May 1, 2018:**

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| **School Name:** | Olsen Middle School |
| **School Number:** | 0471 |
| **SPBP Contact Name:**  | Jason T. AlFord, Assistant Principal |
| **Direct Phone Number:**  | 754-323-3812 |

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| **CRITICAL ELEMENT # 1: Active Team with Administrative Participation** |

**1A.** List your current (SY 2017/18) team members (6 - 10 team members). **Must include an instructional representative from EACH grade/content area.** *Each name on this list verifies attendance in ongoing team meetings and participation in developing this SPBP. Each member is responsible for representing major stakeholders and sharing the SPBP content and updates with their respective group.*

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| **Full Name** | **Position** | **Who or what grade level does this member represent?** |
| Valerie Harris | Principal | Administration |
| Jason T. AlFord | SPBP Point of Contact | Administration |
| Basillio Gonzalez | Parent/Community Representation | SAC |
| Stan Leone | BTU Representative | Staff – 7th / 8th Grade |
| Tanya Casimir-Frezin | Math Department Chair | Staff – 6th Grade |
| Shekilia Baccus–Harris | LEEO Teacher | Staff – 6th , 7th, & 8th Grade |
| Kristin Chandler  | Science Department Chair | Staff – 6th, 7th , & 8th Grade |
| Rochelle Dalley | School Counseling Director | 8th Grade |
| Angela Andrews | School Counselor / Title I Liaison | 6th Grade |
| Adalgisa Anderson | ESOL Coordinator / ELA Chair | ESOL Students |
| Dr. Indrane Hassad | Literacy Coach / Social Studies Chair | SAC Chair - 6th, 7th , & 8th Grade |
| Nicole Renton-Murray | ESE Specialist | ESE Students |

**1B**. Schedule and document your quarterly team meeting dates for *next* 2018/19 school year:

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| **Meeting Date** | **Meeting Time** | **Name & title of person responsible to facilitate meeting** | **Content of meetings:** |
| 10/15/2018 | 2:15 PM | J. AlFord, AP | 1. Create and disseminate updated  Expectations and Rules lesson  plans (#3 and #4)2. Review progress of  Implementation Action Plan (#9)3. Collect & analyze implementation  data (#10A)4. Collect & analyze student  outcome data (#10B) |
| 12/10/2018 | 2:15 PM | J. AlFord, AP |
| 3/18/2019 | 2:15 PM | J. AlFord, AP |
| 4/29/2019 | 2:15 PM | J. AlFord, AP |

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| **CRITICAL ELEMENT # 2: Faculty & Stakeholder Commitment:** |

**2A**. Action Steps completed **this year** (SY 2017/18) that increased faculty and stakeholder understanding and knowledge of your *new* (2018/19) SPBP:

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| **Action Steps:** | **Date***(Between Jan 15 –* *April 30, 2018)* | **Details***(retain attendance sheets at school)* | **Person responsible to collect and retain attendance sheets:** |
| Presented the *new* SPBP (for SY 2018/19) to staff | 4/30/2018 | # of participants =  | Hassad |
| Held a *faculty* vote on the new SPBP (for SY 2018/19) | 5/7/2018 | % approved = | Hassad |
| Presented the *new* SPBP (for SY 2018/19) to stakeholders (parents and community) | 5/24/2018 | # of participants =  | Hassad |

**2B.** Action Steps to be completed **next year** (SY 2018/19) to increase faculty and stakeholder understanding and knowledge of your SPBP:

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| **Action Steps:** | **Date(s)***(NEXT YEAR)* | **Content***(retain attendance sheets at school)* | **Person responsible to collect and retain attendance sheets:** |
| Provide a professional development on the 2018/19SPBP for all staff | Prior to students’ 1st day:8/8/2018 | The team will present the updates in the SPBP for the 18/19 school year. All stakeholders will be provided with access to the SPBP. Feedback will be collected for future team meetings. | Hassad |
| Present the 2018/19SPBP to stakeholders (parents and community) | Prior to Oct 1st, 20188/14/2018 |
| Present behavior data to staff *Quarterly: minimum of 4 each year* | 1. 10/19/2018 | The team will present the implementation data in 10A. Include:• the “marketing” (teaching and posting) of expectations and rules • lesson plan implementation• discipline procedures • reward system implementationThe team will present the student outcome data in 10B. Include: • top 3 event locations • type of behavior incidents• core effectiveness data • classroom referral data, as well as analysis of this data. | Hassad |
| 2. 1/7/2019 |
| 3. 3/22/2019 |
| 4. 5/9/2019 |

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| **CRITICAL ELEMENT # 3: School-wide Expectations**  |

**3A.** List the **top 10 behavior incidents** data YTD from BASIS 3.0 Behavior Dashboard:

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| **Top 10 Behavior Incidents***(put N/A in any blank spaces)* |
| 1.Defiance of Authority, Habitual | 6. Out of Assigned Area |
| 2.Disobedience / Insubordination | 7. Habitual Tardiness |
| 3. Unruly / Disruptive Behavior | 8. Unruly / Disruptive Play |
| 4. Class Cut / Skipping | 9. Level 3 Bus Violation |
| 5. Fight – Minor Altercation | 10. Profanity to Staff Member |

**3B.** Based on the behavior incidents in 3A, develop 3 – 5 **positive characteristics** *(not behaviors)* that would counteract the demonstration of these misbehaviors. These positive characteristics become your school-wide expectations.

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| **School-wide Expectations** |
| 1. Be respectful to others |
| 2. Be responsible for your actions |
| 3. Be kind with your words |
| 4. Be mindful of where you are  |
| 5. Be safe at all times |

**3C.** Research indicates that discipline referrals increase after long holidays and during testing times. Plan to teach your expectations at least 3 times throughout the year (and anytime the expected behaviors are not being demonstrated).

**ACTION:** Create at least one lesson plan for **each** school-wide expectation above and distribute to teachers during pre-planning 2018-19. Develop additional lesson plans you will use throughout the year to re-teach and reinforce your school-wide expectations. *You do not need to submit your lesson plans with the SPBP. Retain all behavior lesson plans at the school; make sure these lesson plans are available for guests and stakeholders.*

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| **When will school-wide expectations lesson plans be taught?** |
|  | Date(s) | Time: |
| August | August 21, 22, & 23 – 2018 | 7:30 AM |
| January  | January 9, 10, & 11 – 2019 | 7:30 AM |
| 4th Quarter | April 2, 3, & 4 – 2019 | 7:30 AM |
|  |
| Who will be responsible for teaching the lesson plans? | Guidance, Social Studies, & Aps |
| Where will the lesson plan instruction occur? | Grade Level Assemblies & SS Classroom |
| Who is responsible for retaining, organizing and distributing all lesson plans? | Dalley |

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| **CRITICAL ELEMENT #4: Location-based Rules**  |

**4A.** List the **top 3 locations** for behavior Events YTD from BASIS 3.0 Behavior Dashboard**.** ***Do not use “classroom”***

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| **Top 3 Locations** |
| School Location | # Incidents |
| 1.Hallway | 138 |
| 2. Cafeteria | 45 |
| 3. Bus | 38 |

**4B.** Create an Expectations/Rules Matrix from your 3-5 school-wide expectations and your top 3 event locations. Develop a positively stated, observable, and measurable rule that correlates with every expectation to create a maximum of 5 rules under each location**.**

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| **Expectations and Rules Matrix** |
|  **School-wide EXPECTATIONS** | *Copy and paste expectations from* ***3C****.* | **IDENTIFIED LOCATIONS***Copy and paste locations from* ***4A.*** |
| Hallway | Cafeteria | Bus |
| **Rules**  | **Rules**  | **Rules**  |
| Be respectful to others | Listen to directions from staff members. | Listen to directions from staff members. | Listen to directions from the bus operator. |
| Be responsible for your actions | Keep and hands, feet, & objects to yourself. | Keep and hands, feet, & objects to yourself. | Keep and hands, feet, & objects to yourself. |
| Be kind with your words | No profanity or “unkind” words or phrases. | No profanity or “unkind” words or phrases. | No profanity or “unkind” words or phrases. |
| Be mindful of where you are | Walk to the right | Sit at your assigned table | Sit in your assigned seat. |
| Be safe at all times | Do not linger – go directly to class. | Do not get up without permission | Do not stand up when the bus is in motion. |

**4C**. Research indicates that discipline referrals increase after long holidays and during testing times. Plan to teach your location-specific rules at least 3 times throughout the year (and anytime the expected behaviors are not being demonstrated).

**ACTION:** Create at least one lesson plan for **each** location above and distribute to teachers during pre-planning 2018-19. Develop additional lesson plans you will use throughout the year to re-teach and reinforce your location-specific rules.

*You do not need to submit your lesson plans with the SPBP. Retain all behavior lesson plans at the school; make sure these lesson plans are available for guests and stakeholders.*

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| **When will location-specific rules lesson plans be taught?** |
|  | Date(s) | Time: |
| August | August 21, 22, & 23 – 2018 | 7:30 AM |
| January  | January 9, 10, & 11 – 2019 | 7:30 AM |
| 4th Quarter | April 2, 3, & 4 – 2019 | 7:30 AM |
|  |
| Who will be responsible for teaching the lesson plans? | Guidance, Social Studies, & Aps |
| Where will the lesson plan instruction occur? | Grade Level Assemblies & SS Classroom |
| Who is responsible for retaining, organizing and distributing all lesson plans? | Dalley |

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| **CRITICAL ELEMENT # 5: Reward and Recognition Programs** |

Although you will post, teach, review, practice and reinforce all school-wide expectations and location-specific rules, **choose 1 expectation OR 1 event location** you will target for a specific reward program for students. Based on the data that led to this expectation or location, create a reward plan using the 4 Step Problem Solving Process:

Expectation or Location: Viking Positive Behavior Referrals

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| **4 Step Problem Solving Process** | **Plan** |
| **1. Problem Identification:** Use your behavior data to identify a school-wide problem. What problem did you identify? *(use numerical data)* | **Data used:**  BASIS Referral Data**Problem Identification:**Students have a high frequency of disobedience / insubordination and habitual defiance of authority |
| **2**. **Problem Analysis:** Why do you think this problem is occurring?What is your goal? *(use a SMART goal statement with numerical data)* | **Hypothesis:** Students have a lack of respect for adults in authority and want to do what they want to do, regardless of consequences.**Goal Statement:** During the 2018 – 2019 school year, we will reduce the occurrence of both disobedience / insubordination and habitual defiance of authority by 10%. |
| **3. Intervention Design:**  Describehow you will implement a positive reward program to decrease this problem. | **Type of System: Token system** **Description of System:** *Students will receive recommendations from their teachers to be recognized for positive behavior referrals and will be recognized with doughnuts and a certificate.* |
| **4. Evaluation:**A. Implementation fidelity | 1. How do you monitor the fidelity (consistency and effectiveness) of the **staff’s** implementation of the reward program? *Monthly grade level meetings will provide teachers with the opportunity to recognize students that both go above and beyond and have made SIGNIFICANT behavior turn-a-round progress during the year.*
 |
| B. Student outcome monitoring | 1. How will you know if the reward program is positively impacting **students**? What measurable data will you use to determine “success”? *We will monitor the number of* disobedience / insubordination and habitual defiance of authority referrals. Additionally, we will monitor and ensure teachers are providing recognition monthly.
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| **CRITICAL ELEMENT #6 Effective Discipline Procedures** |

**6A. Staff Managed Misbehaviors:** List the top 6 *most common* school-wide misbehaviors **staff are expected to manage.**

Write a short, objective, and measurable definition for each.

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| **Staff Managed Misbehaviors** |
| Misbehavior |  “Looks Like” - *provide a description with example(s)*  |
| 1. Talking  | Student engaged in off-topic conversation with peers |
| 2. Out of assigned seat | Student not sitting in assigned seat |
| 3. Not following directions | Student non-compliant with class rules or procedures |
| 4. Tardy to class | Student not in class before the bell rings |
| 5. Cell Phone / Electronic Use | Student has cell phone out during class |
| 6. Failure to complete assignment | Student does not complete assigned classwork or homework. |

**6B. Staff Managed Consequences**: Create a consequencemenu **OR** a consequence hierarchy for staff to use when students exhibit the above misbehaviors. Provide a minimum of **5** consequences.

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| --- | --- |
| Is this a menu or hierarchy system?  |  [ ]  Menu [x] Hierarchy |
| 1. Verbal Warning |
| 2. Seat Change |
| 3. Writing Assignment |
| 4. Time – Out  |
| 5. Parent Contact |

**6C. Administration Managed Misbehaviors**:

(a) Define the first 3 behaviors by providing examples that clearly identify the point at which the misbehavior warrants an Office Discipline Referral (ODR).

(b) List two additional common school-wide misbehaviors that will result in an ODR. Provide concrete examples.

(c) Determine staff tolerance level for repetitive misbehaviors (the point at which the number of staff-managed misbehaviors becomes an ODR).

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| **Office Discipline Referrals (ODRs)** |
| Behavior |  “Looks Like” - *provide a description with example(s)* |
| 1. Disobedience/Insubordination | Student willful refusal to comply with directive by adult staff member which results in a significant disruption to the learning environment warranting removal by security *(i.e Student begins arguing with teacher about complying with a classroom rule that results in the instructor having to cease instruction for an extended period of time.)* |
| 2. Disruptive/Unruly Play | Student(s) engaged in horse-playing or behavior that interferes with the learning environment that significantly disrupts the learning environment and requires security removal (*i.e Student throwing objects in the classroom repeatedly that forces the teacher to cease instruction for an extended period or time)* |
| 3. Defiance of authority | Habitual refusal (more than 3 separate events) where a student is non-compliant with a directive by an adult staff member. *(i.e. Student has received multiple disobedience / insubordination referrals prior and his disobedient towards staff OR student refuses more than three times to comply with a directive and refuses.)* |
| 4. Fight – minor | Horseplay or “play-fighting” that results in students mutually pushing or striking each other that does not result in injury. *(i.e. - Two students shadow-boxing)* |
| 5. Profanity to Staff Member | Student uses profanity towards a staff member (*i.e – Your class fucking sucks Mr. Hutchens.)* |
| 6. Repetitive staff managed  misbehaviors | More than misbehaviors inwarrants an office referral. periodone5 *e.g., 3 half hour* *2 one period* |

**6D. School-wide Discipline Flow Chart:**

(a) Review the sample discipline flow charts in “Additional Items” located on browardprevention.org

(b) Copy or customize a flow chart to graphically represent the discipline process at **your** school.

(c) Paste the flow chart here**OR** complete the flow chart below.

**Student Behavior Discipline Flow Chart**

Observe Problem Behavior

 Intervene and redirect

Office Managed Misbehaviors

Staff Managed Misbehaviors

•Call to notify office of major infraction

•Write ODR

Implement an initial consequence from **6B**

Is behavior Office Managed?

*(if unsure, check below)*

|  |  |
| --- | --- |
| List Staff Managed Misbehaviors from **6A** | List Office Managed Misbehaviors from **6C** |
| 1. Talking  | 1.Disobedience/Insubordination |
| 2. Out of assigned seat | 2. Disruptive/Unruly Play |
| 3. Not following directions | 3. Defiance of authority |
| 4. Tardy to class | 4. Fight – minor |
| 5. Cell Phone / Electronic Use | 5. Profanity to Staff Member |
| 6. Failure to complete assignment | 6. Repetitive staff managed  misbehaviors |

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| **CRITICAL ELEMENT # 7 : Classroom Management Systems**  |

**7A.** ALL teachers implement an effective Tier 1 classroom management system:

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| Which **evidence-based** classroom management system is supported by your school’s administration and is expected to be implemented school-wide?*(Class Dojo, LEAPs, HERO, Cloud 9, etc. are tools,* ***not*** *classroom systems)* | [x]  CHAMPs\*[x]  PBIS Classroom Management[ ]  Administration does not expect an evidence-based classroom management system to be implemented by teachers this year (*your school will need to adopt one next year)*[ ]  Other *(complete below)* |
| If other, name the **evidence-based classroom management system:** | Click here to enter name of system. |
| \*CHAMPs is the district-supported, evidence-based universal classroom management system for all teachers. Would your Principal like to be contacted to learn about CHAMPs professional development?  | [x]  Yes [ ]  No |

**7B.** Fidelity of **staff** implementation of school-wide classroom management systems

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| What data collection tool does your school leadership team use to monitor and evaluate your teacher’s classroom management skills? *(Measure* ***staff skills****, not student outcomes)* |
| [ ]  CHAMPs 7 Up Checklist  |
| [ ]  CHAMPs Classroom Check Up (CCU) |
| [ ]  PBIS Classroom Assistance Tool (CAT) |
| [ ]  PBIS Walkthrough |
| [x]  Marzano’s Domain 1, Design Questions 5, 6, 7, 8, 9  |
| [ ]  Fidelity of staff classroom management implementation is not monitored to determine training needs this year *(you will need to adopt a tool and plan next year)* |
| [ ]  Other *(specify):* |
| Explain how this data is collected and analyzed by your school leadership team as a **universal screening** *across teachers* to determine the need for classroom management training: |
| Fidelity of Implementation Plan: *During LIT team meetings, we look at data from teacher referrals. We can see trends with teachers that have a high incident of referrals that could be teacher managed behaviors. Then, the team can create staff development opportunities for either targeted teachers or the entire staff.* |

**7C. Percentage of Classroom Referrals:**

(a) Review your classroom data YTD (“Events by Location”) in BASIS 3.0 Behavior Dashboard.

(b) Complete the yellow highlighted cells first.

(c) Auto-calculate the % of referrals in the classroom by clicking on “!Zero Divide” in the next cell and pressing “Fn + F9” together.

|  |  |
| --- | --- |
|  Total number of discipline referrals **from classrooms**: | 259 |
|  Total number of **school-wide** discipline referrals:  | 643 |
| % of referrals in the classroom: | 29% |
| Do more than 40% of your referrals come from the classroom? | [ ]  Yes [x]  No |

***If >40% of discipline referrals come from the classroom, it suggests Tier 1 classroom management implementation may need to be strengthened school-wide.***

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| **CRITICAL ELEMENT # 8: Data Collection and Analysis** |

**8A. Determine your School-wide Core Effectiveness YTD** from the BASIS Behavior Dashboard in the “Referrals per Student” chart.

(a) Complete the yellow highlighted cells first.

(b) Auto-calculate the “% of Total Population” by clicking on each “!Zero Divide” in the cells and pressing “Fn + F9”.

(c) Determine if the core is effective in all three areas

|  |  |  |  |
| --- | --- | --- | --- |
| TOTAL Population: | 673 |  |  |
| # Referrals |  | **% of Total Population** | Core Effectiveness |
| 0 - 1 referral |  | 84% | Are your 0 – 1 referrals > 80%? | [x] Yes [ ] No |
| 2 - 5 referrals(at risk students) | 68 | 10% | Are your 2 - 5 referrals <15%? | [x] Yes [ ] No |
| > 5 referrals(high risk students) | 38 | 6% | Are your >5 referrals <5%?  | [x] Yes [ ] No |

**8B. Core Effectiveness Plan:**

|  |  |
| --- | --- |
| If all 3 are “**Yes**”, your core is effective. Is your core behavior curriculum effective? | [ ] Yes [x] No |
| Answer **either** (a) or (b):(a) If you answered “**Yes**”, although your core is effective, what plan does your school leadership team implement for early identification of at risk and high risk students?(b) If you answered “**NO”**, indicate the supports and interventions your school leadership team will implement at the beginning of the next school year to improve core strength: |
| Core Effectiveness Plan: *Early intervention screening for student that are on track for > 5 referrals through early identification. Through data meetings (as outlined in early session) we can identify students with chronic misbehavior, and target students for Tier 2 MTSS support early. Specifically, during each behavior data meeting, we will identify students with 3> referrals and identify if they should be added to RtI and / or additional support services.* |

**8C. Disproportionality: Determine if there are any issues within subgroups** from BASIS 3.0 Behavior Dashboard in the “Referrals by Demographics” chart.

(a) Complete the yellow highlighted cells first.

(b) Auto-calculate the difference by clicking on each “0” in the next cell and pressing “Fn + F9”.

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| --- | --- | --- | --- | --- |
| Subgroups | (PctPop - Green)% **of students**  | (PctRef - Blue)**% of referrals**  | Difference in referral composition | Positive value suggests disproportionality(Is the value positive?) |
| Black | 57 | 66 | 9 | [x] Yes [ ] No |
| Hispanic/Latin | 30 | 21 | -9 | [ ] Yes [x] No |
| White | 11 | 11 | 0 | [ ] Yes [x] No |

**8D. Disproportionality Plan:** If any values are positive, the percentage of referrals contributed to that subgroup is higher than expected, given that subgroups’ percentage in the student population.

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| If all 3 are “**No**”, disproportionality is not indicated. Are all 3 “No”? | [ ] Yes [x] No |
| Answer **either** (a) or (b):(a) If you answered “**Yes**”, although your data indicates equity, what plan does your school leadership team implement for early identification of any disproportionality issues(b) If you answered “**No**”, indicate the support plan and interventions your school leadership team will implement at the beginning of next year to improve sub group disproportionality |
| Disproportionality Plan: We have a disproportionality in our black students. We will continue to expand our boys and girls mentoring groups as we have this year by adding “Branding a Man” a program specifically targeted to black male students. Additionally, we will increase our awareness through early intervention by way of MTSS. |

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| **Critical Elements # 9: SPBP Implementation Planning** |

This form provides a timeline to complete best practices and required actions. This timeline should drive team actions and accountability. As you implement your SPBP *NEXT* year, check off **completed items** and indicate the accountable person. (Complete only the yellow highlighted area at this time). Next year, you will upload this completed plan within your SPBP.

Required actions for all schools in Broward County

Best Practices for all schools in Broward County

**Resources**

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| **SPBP Team Implementation Action Plan 2018 - 2019** |
| **Month** |  **Action Step**[x] *check when Action completed* | **Completed:**Person ResponsibleName & Title |
| **Current** | [x]  **This Action Plan has been saved to use *next year* during quarterly meetings** | **J. AlFord, AP** |
| **Current** | [x]  **Create a SPBP binder or portfolio to retain (for 2 years) hard copies of: your SPBPs, Action Plans, staff PBIS professional development attendance, stakeholder training attendance, quarterly meeting agendas, quarterly staff behavior presentations, voting attendance and outcome, Expectation lesson plans and Rules lesson plans** | **Dalley & Hassad** |
| **Pre Planning****2018** | [ ]  Print up your SPBP Review and school score from OSPA[ ]  Provide SPBP presentation to all staff during Pre Planning[ ]  Disseminate the current SPBP (hard copy or electronically) to all staff and stakeholders[ ]  Market and post school-wide Expectations and location-specific Rules (posters, PSAs, etc.)[ ]  Identify your RtI Instructional Facilitator provided by the district  (Contact tyyne.hogan@browardschools.com for more information, if you are unsure)[ ]  Confirm 1st team meeting date and time  | J. AlFord, AP |
| **August****1st meeting** | [ ]  Ensure schedule of quarterly meeting dates for entire year as indicated in the SPBP[ ]  Determine any needed team training, such as the 4 Step PSP Brainshark Series, 10 Critical  Elements Brainsharks, Data Collection, Effective CPST Teams, PBIS 101, etc.  Trainings available at: <http://www.browardprevention.org/mtssrti/training-modules/>[ ]  Review previous year’s behavior data. (Use ‘Agenda’ and ‘Data Collection Template’) Forms available at: <http://www.browardprevention.org/mtssrti/rtib> in Tier 1, Teaming[ ]  Present implementation data, behavior data, team activities and progress to entire staff [ ]  Utilize the 4 Step Problem Solving Process to develop initial interventions[ ]  Review previous year’s SPBP and feedback form[ ]  Verify and implement teaching schedule for SPBP Expectations and Rules behavior lesson plans | Lori Beard, Office Manager |
| **September** | [ ]  Provide stakeholder presentation on SPBP prior to October 1[ ]  Check for staff and teacher understanding of PBIS - provide “PBIS 101” Brainshark as a resource  Brainshark available at: http://www.brainshark.com/browardschools/PBIS101 | **Dr. Hassad; SAC Chair** |
| **October****2nd meeting** | [ ]  Ensure instructional staff know how to (and are, as needed) enter Tier 1 Supplemental Strategies  for behavior in BASIS[ ]  Present implementation data, behavior data, team activities and progress to entire staff  | Ms. Dalley, Guidance Counselor |
| **November** | [ ]  Staff to re-teach Expectations and Rules first day back from break. [ ]  Team to develop new and/or improved lesson plans as indicated by behavior data. | J. AlFord, AP |
| **January****2019****3rd meeting**Prepare for *2019/20* SPBP | [ ]  Staff to re-teach Expectations and Rules first day back from break[ ]  Ensure the Principal signs in and watches the *new* SPBP Brainshark: Due January 30th [ ]  Present implementation data, behavior data, team activities and progress to entire staff [ ]  Choose team members and dates to work on, complete, and submit the *new* SPBP[ ]  Teams watch the *new* SPBP Brainsharks and refers to *new* “Additional items” Brainsharks and Additional items posted at: <http://www.browardprevention.org/mtssrti/rtib> | J. AlFord, AP & Ms. Dalley, School Counseling Director |
| **February** | [ ]  Ensure progress towards completion of SPBP[ ]  Check on recently hired staff for PBIS understanding - provide “PBIS 101” Brainshark resource[ ]  Provide the SPBP Surveymonkey link to all staff (optional). Email Tyyne.hogan@browardschools.com to request analysis. | J. AlFord, AP |
| **March****4th meeting** | [ ]  Ensure progress towards completion of SPBP[ ]  Provide staff presentation and vote on new SPBP for next year[ ]  Provide stakeholders/parent presentation on new SPBP for next year[ ]  Present implementation data, behavior data, team activities and progress to entire staff  | J. AlFord, AP |
| **April** | [ ]  Submit your SPBP in OSPA by April 30th every year | **J. AlFord, AP** |

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| **CRITICAL ELEMENT # 10: Monitoring Plans** |

**10A.** How will you determine the success **of *staff* implementation** of the School-wide Positive Behavior Plan?

*“Are* ***staff*** *implementing the SPBP with fidelity? How do you know?”*

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| **Fidelity of Implementation Monitoring Plan** |
| Action Step | Create an **observable** and **measureable** SMART goal to determine “successful”**staff implementation** of action step | When will data be collected, analyzed & presented? | Person responsible to collect and analyze data |
| School-wide **expectations** and location-specific **rules** are posted across campus | “Big 5” posters are posted in 100% of classrooms and common areas. | Refer to **quarterly** presentation dates in 2B.This is the data the team will be sharing during presentations. | Ms. McKie, AP |
| **Behavior lesson plans** are being taught as written and when indicated | 100% Social Studies teachers lesson plans are reflective of teaching behavior lessons during assigned time windows. | Dr. Norris, AP |
| **Discipline consequences**  and **flow chart** are being used by all staff as written | > 80% of teachers are following behavior plan as indicated by BASIS referral data. | J. AlFord, AP |
| A **reward system** is being implemented for *all* students | > 90% of teachers are submitting monthly names for Viking positive behavior referrals. | Ms. Dalley |

**10B.** How will you determine whether the SPBP is successful in positively impacting **students?**

*“If staff are implementing the SPBP consistently and effectively, did it positively impact* ***the students****? How do you know?”*

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| **Student Outcome Monitoring Plan** |
| Student Outcome Data | Create an **observable** and **measureable** SMART goal to determine “successful”**student outcomes** | When will data be collected, analyzed & presented? | Person responsible to collect and analyze data |
| See critical element 3A• Type of **behavior incidents** data | We will reduce the number of both a) disobedience / insubordination AND b) habitual defiance of authority referrals by 10% over 2017 – 2018 data. | Refer to **quarterly** presentation dates in 2B.This is the data the team will be sharing during presentations. | J. AlFord, AP |
| See critical element 4A • **Top 3 event locations** data | We will reduce the number of both a) hallway AND b) cafeteria referrals by 10% over 2017 – 2018 data. | J. AlFord, AP |
| See critical element 8 • **Core effectiveness** data | We will reduce the number of students receiving > 5 or more referrals from 6% to 4% to ensure we meet our CORE effectiveness goals for the 2018 – 2019 school year. | K McKie, AP |
| See critical element 7A• **Grade Level/Classroom referrals** data | We will continue to keep classroom referrals < 30% and further reduce the number of classroom referrals by 5%. | Dr. Norris, AP |