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/ → 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.*<u>ACTION</u>: Download, complete and upload the SPBP into your School Improvement Plan <u>before May 1, 2018</u>:

School Name:	Wingate Oaks
School Number:	0991
SPBP Contact Name:	Jason Miletsky
	954-815-1546

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 <u>ongoing team meetings</u> and <u>participation in developing this SPBP</u>. Each member is responsible for representing major stakeholders and sharing the SPBP content and updates with their respective group.

Full Name	Position	Who or what grade level does this member represent?
Donald Cottrell	Principal	Administration
Jason Miletsky	SPBP Point of Contact	Behavior Support
Ms.Martinez	Parent/Community Representation	SAC
	BTU Representative	
Ines Negron	District Behavior Support	
Lindsey Way	ESE Specialist	All
Marsha Steele	ESE Pre-K Teacher	Pre-K
Tasha Rachel	ESE K-12 Teacher	K-12

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

Meeting Date	Meeting Time	Name & title of person responsible to facilitate meeting	Content of meetings:
8/10/2018	9:00AM	Jason Miletsky-Behavior Specialist	Create and disseminate updated Expectations and Rules lesson
10/19/2018	9:00 AM	Jason R. Miletsky-Behavior Specialist	plans (#3 and #4) 2. Review progress of Implementation Action Plan (#9)
1/7/2019	9:00AM	Jason R. Miletsky-Behavior Specialist	Collect & analyze implementation data (#10A)
3/22/2019	9:00AM	Jason R. Miletsky-Behavior Specialsit	Collect & analyze student outcome data (#10B)

CRITICAL ELEMENT # 2: Faculty & Stakeholder Commitment:

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

Action Steps:	ps: Date (Between Jan 15 – April 30, 2018) Details (retain attendance sheets at school)		Person responsible to collect and retain attendance sheets:
Presented the <i>new</i> SPBP (for SY 2018/19) to staff	4/30/2018	# of participants = 50	Jason Miletsky
Held a faculty vote on the new SPBP (for SY 2018/19)	4/30/2018	% approved =100	Jason Miletsky
Presented the <i>new</i> SPBP (for SY 2018/19) to stakeholders (parents and community)	4/30/2018	# of participants = 10	Jason Miletsky

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

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 2018/19 SPBP for all staff	Prior to students' 1st day: 8/10/2018	The team will present the updates in the SPBP for the 18/19 school year. All stakeholders will be provided with Jason Milets		
Present the 2018/19 SPBP to stakeholders (parents and community)	Prior to Oct 1 st , 2018 9/12/2018	access to the SPBP. Feedback will be collected for future team meetings.	Behavior Specialsit	
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 rules) of average triang and rules.		
	2. 1/7/2019	 posting) of expectations and rules lesson plan implementation discipline procedures reward system implementation 	Jason Miletsky	
	3. 3/22/2018	The team will present the student outcome data in 10B. Include: • top 3 event locations • type of behavior incidents	Jason Miletsky	
	4. 6/5/2018	type of behavior incidents core effectiveness data classroom referral data, as well as analysis of this data.		

CRITICAL ELEMENT # 3: School-wide Expectations

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

Top 10 Behavior Incidents (put N/A in any blank spaces)			
1.Non-Compliance	6.		
2.Aggression	7.		
3.Self Injury	8.		
4.Elopement(running away from staff)	9.		
5.Obscene/Profane Language	10.		

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.

School-wide Expectations		
1.Be Respectful		
2.Be Responsible		
3.Have a Positive Attitude		
4.		
5.		

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 preplanning 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.

When will school-wide expectations lesson plans be taught?			
	Date(s)	Time:	
August	8 th	9:00AM	
January	7 th	9:00AM	
4 th Quarter	Jue 5 th	9:00AM	
Who will be responsible for teaching the lesson plans? Jason Miletsky			
Where will the lesson plan instruction occur? Cafeteria			
Who is responsible for retaining, organizing and distributing all lesson plans? Jason Miletsky			

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"

Top 3 Locations		
School Location	# Incidents	
1.Learning Environment		
2.Hallway	1	
3.Cafeteria	2	

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 <u>rule</u> that correlates with every expectation to create a <u>maximum</u> of 5 rules under each location.

	Expectations and Rules Matrix				
		IDENTIFIED LOCATIONS Copy and paste locations from 4A.			
		Learning Environment	Hallway	Cafeteria	
S	Copy and paste expectations from 3C .	Rules	Rules	Rules	
EXPECTATIONS	Be Respectful	Keep hands and feet to self	Respect others' personal space	Use appropriate language and voice volume	
	Be Responsible	Maintain supplies and equipment in good condition	Stay with your class	Keep area clean and throw away trash	
School-wide	Have a positive attitude	Comply with directions	Stay calm and transition with appropriate pace and volume	Be open to trying new foods	
Scho	Click here to enter Expectation #4	Click here to enter a Rule	Click here to enter a Rule	Click here to enter a Rule	
	Click here to enter Expectation #5	Click here to enter a Rule	Click here to enter a Rule	Click here to enter a Rule	

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	9 th	9:00AM		
January	7 th	9:00AM		
4 th Quarter	June 5 th	9:00 AM		
Who will be responsible for teaching the lesson plans? Jason Miletsky				
Where will the lesson plan instruction occur? Cafeteria				
Who is responsible for retaining, organizing and distributing all lesson plans? Click here to enter NAME				

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. <u>Based on the data</u> that led to this expectation or location, create a reward plan using the 4 Step Problem Solving Process:

Expectation or Location:	Classroom	_Be Respectful of Others personal
space		

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: Frequency and ABC data Problem Identification: Aggressive behavior towards peers and staff		
2. Problem Analysis: Why do you think this problem is occurring? What is your goal? (use a SMART goal statement with numerical data)	Hypothesis: To communicate wants and needs Goal Statement: Will communicate wants and needs appropriately, through the use of total communication 90% of the time.		
3. Intervention Design: Describe how you will implement a positive reward program to decrease this problem.	Type of System: Token system Description of System: A reinforcer assessment will be conducted for targeted students. Criteria for receiving positive reinforcent with be individualized. Staff will be trained in the implementation of token reinforenent systems and primary reinforcement.		
Evaluation: A. Implementation fidelity	A. How do you monitor the fidelity (consistency and effectiveness) of the <u>staff's</u> implementation of the reward program? Behavior specialist will maintain behavior data. He will also do quality assurance checks and model appropriate use of system.		
B. Student outcome monitoring	B. How will you know if the reward program is positively impacting <u>students</u> ? What measurable data will you use to determine "success"? (2-3 sentences) Frequency data will be evaluated on a daily, weekly, and monthly basis. IEP progress reports will be reviewed.		

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.

Staff Managed Misbehaviors				
Misbehavior	"Looks Like" - provide a description with example(s)			
1.Non_Compliance	Refusal to engage in direction given by staff			
2.Agression	Hitting, kicking, spitting, scratching, biting, throwing objects at people towards peers and/or staff			
3.Self-Injury	Banging body part on hard surface, hitting self, biting self, scratching self,			
4.Disruption	Screaming, crying, throwing objects, property destruction			
5.Elopement	Running away from staff			
6.Cursing	Use of profanity			

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

Is this a	a menu or hierarchy system?	□ Menu	⊠Hierarchy		
1.	Staff will give as little attention as possible while redir	ecting back to task.			
2.	2. Staff will provide supportive prompt to engage in desired behavior				
3.	Staff will use pivot praise				
4.	4. Staff will make sure students are safe by removing students or other students from area.				
5.	Staff will call for help from the support team.				

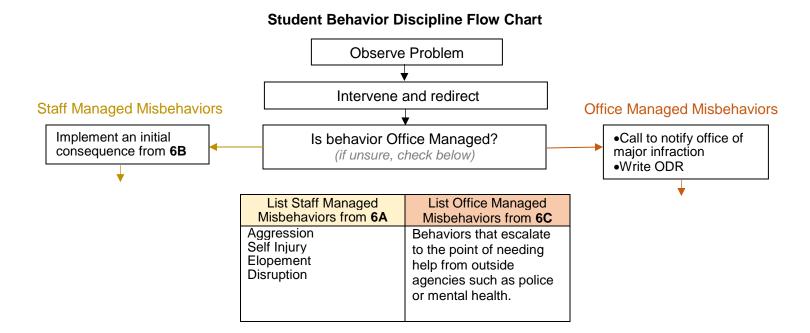
6C. Administration Managed Misbehaviors:

- (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).

Office Discipline Referrals (ODRs)						
Behavior		"Looks Like" - provide a description with example(s)				
1. Disobedience/Insubordination						
2. Disruptive/Unruly Play						
3. Defiance of authority						
4.						
5.						
Repetitive staff managed misbehaviors	More than		misbehaviors in			warrants an office referral.
	e.g.,	3 2		half one	hour 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.



CRITICAL ELEMENT #7: Classroom Management Systems

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

Which evidence-based classroom management system is supported by your school's administration and is expected to be implemented schoolwide? (Class Dojo, LEAPs, HERO, Cloud 9, etc. are tools, <u>not</u> classroom systems)	 □ CHAMPs* ⋈ 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?	□ Yes □ No	

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

Tb. I identy of star implementation of school-wide classroom management systems
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
☐ 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 <u>across teachers</u>
to determine the need for classroom management training:
Fidelity of Implementation Plan: (3-4 sentences)

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.

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Total number of discipline referrals from classrooms:	
Total number of school-wide discipline referrals:	
% of referrals in the classroom:	!Zero Divide
Do more than 40% of your referrals come from the classroom?	☐ Yes ☐ No

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

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:				
# Referrals	% of Total Population	Core Effectiveness		
0 - 1 referral	!Zero Divide	Are your 0 – 1 referrals > 80%?	□Yes □No	
2 - 5 referrals (at risk students)	!Zero Divide	Are your 2 - 5 referrals <15%?	□Yes □No	
> 5 referrals (high risk students)	!Zero Divide	Are your >5 referrals <5%?	□Yes □No	

8B. Core	Effectivenes	s Plan:
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If <u>all 3</u> are " Yes ", your core is effective. Is your core behavior curriculum effective?	□Yes	□No
Answer either (a) or (b):		
(a) If you answered "Yes", although your core is effective, what plan does your school le	adership	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 wil	I implement at the
beginning of the next school year to improve core strength:		
Core Effectiveness Plan: (3-4 sentences)		

- **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".

Subgroups	(PctPop - Green) % of students	(PctRef - Blue) % of referrals	Difference in referral composition	Positive value suggests disproportionality (Is the value positive?)	
Black			0	□Yes	□No
Hispanic/Latin			0	□Yes	□No
White			0	□Yes	□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.

If <u>all 3</u> are " No ", disproportionality is not indicated. Are all 3 "No"?	□Yes	□No
Answer either (a) or (b):		
(a) If you answered "Yes", although your data indicates equity, what plan does you	r school leadership team	implement for
early identification of any disproportionality issues		
(b) If you answered "No", indicate the support plan and interventions your school le	adership team will implei	ment at the
beginning of next year to improve sub group disproportionality		
Disproportionality Plan: (3-4 sentences)		

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



Resources	SPBP Team Implementation Action Plan 2018 - 2019	**Or Interset**
Month	Action Step Ø check when Action completed	Completed: Person Responsible Name & Title
Current	☐ This Action Plan has been saved to use <i>next year</i> during quarterly meetings	Jason MiletskyBehavior Specialist
Current	☑ 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	Jason Miletsky Behavior Specialist
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 Rtl Instructional Facilitator provided by the district	Jason Miletsky Behavior Specialist
August 1 st 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 	Jason Miletsky Behavior Specialist
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 	Jason Miletsky Behavior Specialist
October 2 nd 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 	Jason Miletsky Behavior Specialist
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. 	Jason Miletsky Behavior Specialist
January 2019 3 rd meeting Prepare for 2019/20 SPBP	 ✓ Staff to re-teach Expectations and Rules first day back from break ✓ Ensure the <u>Principal signs in</u> and watches the <i>new</i> 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 <i>new</i> SPBP ✓ Teams watch the <i>new</i> SPBP Brainsharks and refers to <i>new</i> "Additional items" ✓ Brainsharks and Additional items posted at: http://www.browardprevention.org/mtssrti/rtib 	Jason Miletsky Behavior Specialist
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. 	Jason MiletskyBehavior Specialist
March 4 th 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 	Jason MiletskyBehavior Specialist

CRITICAL ELEMENT # 10: Monitoring Plans

10A. How will you determine the success <u>of staff implementation</u> of the School-wide Positive Behavior Plan? "Are staff implementing the SPBP with fidelity? How do you know?"

The Start implementing the Graph with monty. How do you know.							
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	Frequency data on target behaviors will take place daily. Behavior specialist will do a minimum of two quality assurance checks per week.	Refer to guarterly	Click here to enter name				
Behavior lesson plans are being taught as written and when indicated	Behavior specialist will do a minimum of two quality assurance checks per month	presentation dates in 2B.	Click here to enter name				
Discipline consequences and flow chart are being used by all staff as written	Behavior specialist will	This is the data the team will be sharing during presentations.	Click here to enter name				
A reward system is being implemented for <i>all</i> students			Click here to enter name				

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?"

Tif starr are implementing the SPBP consistently and effectively, aid it positively impact the students ? How do you know?"						
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	ype of behavior personal space, (arms length), 80% of opportunities given desternal and verbal		Jason Miletsky			
See critical element 4A Top 3 event locations data	Students will stay in their assigned area in 90% of opportunities given gestura, visual, and verbal prompts.	presentation dates in 2B.	Jason Miletsky			
See critical element 8 • Core effectiveness data		This is the data the team will be sharing during	Click here to enter name			
See critical element 7A • Grade Level/Classroom referrals data		presentations.	Click here to enter name			