

**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→)*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:**

|  |  |
| --- | --- |
| **School Name:** | Liberty ES |
| **School Number:** | 3821 |
| **SPBP Contact Name:** | Donna Styles |
| **Direct Phone Number:** | 754-322-6750 |

|  |
| --- |
| **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.*

|  |  |  |
| --- | --- | --- |
| **Full Name** | **Position** | **Who or what grade level does this member represent?** |
| David Levine | Principal | Administration |
| Donna Styles | AP/SPBP Point of Contact | Administration |
| Jeri Delia | BTU Representative | BTU |
| Mrs. Dubanewicz | Parent Representation | Parent/Community Liaison |
| Ronite Isaacs | Classroom Teacher- 3rd | Teacher/Grade Level Liaison |
| Deborah Faust | Classroom Teacher- 3rd | Teacher/Grade Level Liaison |
| Jennifer Weber | Classroom Teacher- 4th | Teacher/Grade Level Liaison |
| Nancy Yaros | Classroom Teacher- 1st | Teacher/Grade Level Liaison |
| Diane Manusky | Classroom Teacher- K | Teacher/Grade Level Liaison |
| Danielle Gaspard | Classroom Teacher- 5th | Teacher/Grade Level Liaison |
| Elizabeth Valentino | Math Coach | Content Area Liaison/  PBIS Team Member |

**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:** |
| 8/8/2018 | 7:45-8:25am | Ms. Styles, Assistant Principal | 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) |
| 10/17/2018 | 7:45-8:25am | Ms. Styles, Assistant Principal |
| 1/9/2019 | 7:45-8:25am | Ms. Styles, Assistant Principal |
| 4/10/2019 | 7:45-8:25am | Ms. Styles, Assistant Principal |

|  |
| --- |
| **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:

|  |  |  |  |
| --- | --- | --- | --- |
| **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 | 4/26/2018 | # of participants = 59 | Ms. Styles, A.P. |
| Held a *faculty* vote on the new SPBP  (for SY 2018/19) | 4/26/2018 | % approved = 100% | Ms. Styles, A.P. |
| Presented the *new* SPBP (for SY 2018/19) to stakeholders (parents and community) | 3/21/2018 | # of participants = 11 | Ms. Styles, A.P., Liz Valentino, Math Coach |

**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 2018/19SPBP 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. | Ms. Styles, Assistant Principal |
| Present the 2018/19SPBP to stakeholders (parents and community) | Prior to Oct 1st, 2018  9/3/2018 |
| Present behavior data to staff  *Quarterly: minimum of 4 each year* | 1. 9/5/2018 | 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 implementation  The 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. | Ms. Styles, Assistant Principal |
| 2. 10/24/2018 |
| 3. 12/5/2018 |
| 4. 3/20/2018 |

|  |
| --- |
| **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. Unruly/Disruptive (105 incidents) | 6. Out of Assigned Area (5 incidents) |
| 2. Disobedience/Insubordination (26 incidents) | 7. Fight- Minor Altercation (4 incidents) |
| 3. Defiance of Authority- Habitual (16 incidents) | 8. Battery (3 incidents) |
| 4. Insulting/Profane/Obscene Language (12 incidents) | 9. Electronic Devices- Offensive (2 incidents) |
| 5. Assault/Threat- Non-Criminal (5 incidents) | 10. Disruptive/Unruly Play (2 incidents) |

**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. **S**how Kindness |
| 2. **T**ake Responsibility |
| 3. **A**ct Safely |
| 4. **R**espect Everyone |
| 5. **S**trive for Excellence |

**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.*

|  |  |  |  |
| --- | --- | --- | --- |
| **When will school-wide expectations lesson plans be taught?** | | | |
|  | Date(s) | Time: | |
| August | 1st week of school (August 15-August 22, 2018) | 8:00-8:30am in all homeroom classrooms | |
| January | January 8-January 15, 2019 | 8:00-8:30am in all homeroom classrooms | |
| 4th Quarter | April 1- April 5, 2019 | 8:00-8:30am in all homeroom classrooms | |
|  | | | |
| Who will be responsible for teaching the lesson plans? | | | All classroom teachers |
| Where will the lesson plan instruction occur? | | | PreK-5th grade classes |
| Who is responsible for retaining, organizing and distributing all lesson plans? | | | Ms. Styles, Assistant Principal |

|  |
| --- |
| **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. Hallway | 27 |
| 2. Cafeteria | 20 |
| 3. Playground | 4 |

\*Front Office (6) not included because it is student specific during escalation of crises incident

**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**.**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Expectations and Rules Matrix** | | | | |
| **School-wide EXPECTATIONS** | *Copy and paste expectations from* ***3C****.* | **IDENTIFIED LOCATIONS**  *Copy and paste locations from* ***4A.*** | | |
| Hallway | Cafeteria | Playground |
| **Rules** | **Rules** | **Rules** |
| Show Kindness | Keep hands and feet to yourself | Use kind words to classmates and adults | Keep hands and feet to yourself |
| Take Responsibility | Conversation Level 0 (silent) | Conversation Level 2 (low conversational voice) | Play only in assigned area |
| Act Safely | Walk directly to your destination | Remain in your seat at all times | Use all playground equipment properly |
| Respect Everyone | Walk on the right side of the hall | Keep hands, feet, and food to yourself | Line up quickly and quietly when called by your teacher |
| Strive for Excellence | Report any concerns | Report any concerns | Report any concerns |

**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.*

|  |  |  |  |
| --- | --- | --- | --- |
| **When will location-specific rules lesson plans be taught?** | | | |
|  | Date(s) | Time: | |
| August | 1st week of school (August 15-August 22, 2018) | 8:00-8:30am in all homeroom classrooms | |
| January | January 8-January 15, 2019 | 8:00-8:30am in all homeroom classrooms | |
| 4th Quarter | April 1- April 5, 2019 | 8:00-8:30am in all homeroom classrooms | |
|  | | | |
| Who will be responsible for teaching the lesson plans? | | | All classroom teachers |
| Where will the lesson plan instruction occur? | | | PreK-5th grade classes |
| Who is responsible for retaining, organizing and distributing all lesson plans? | | | Ms. Styles, Assistant Principal |

|  |
| --- |
| **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: Classroom location

|  |  |
| --- | --- |
| **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- Office Discipline Referrals by location    **Problem Identification:** DATA collected from BASIS Behavior Dashboard indicate 38% of ODR incidents occur in the classroom setting. |
| **2**. **Problem Analysis:** Why do you think this problem is occurring?  What is your goal? *(use a SMART goal statement with numerical data)* | **Hypothesis: 38% of** ODR referrals **occur in the classroom because**  **Goal Statement:** If teachers implement CHAMPS classroom management and utilize the PBIS reward system, STARS classroom then office managed behavioral incidents will be reduced in the classroom by 15%. |
| **3. Intervention Design:**  Describehow you will implement a positive reward program to decrease this problem. | **Type of System: Point system**  **Description of System:** *(3-4 sentences)* , Teachers will track classroom behavior daily on STARS classroom poster. Student have the opportunity to earn one STARS point per day for displaying positive classroom behavior as defined in the teacher’s classroom management plan. Students can earn a second STARS point per day, which is decided using the Wheel Decide App on the morning announcements. Students who earn the predetermined number of STARS for the month will be invited to the monthly reward celebration. Students who do earn the monthly reward will participate in reteaching of STARS behavioral lessons in their grade level group.  Monthly Rewards:   * September: Movie/Popcorn * October: DJ Dance Party * November: Recess/Field Time * December: Bingo * January: Movie/Popcorn * February: Recess/ Field Time * March: Ice pops * April: Bingo * May: DJ Dance Party |
| **4. Evaluation:**  A. Implementation fidelity | 1. How do you monitor the fidelity (consistency and effectiveness) of the **staff’s** implementation of the reward program? *(2-3 sentences)* Staff are required to track STARS on their classroom chart and submit students who earn the monthly reward to their grade level PBIS coach at the end each month. Administration will monitor fidelity through classroom walkthroughs and observations. PBIS grade level coaches will provide support to teachers who have difficulty utilizing the school-wide reward system. |
| 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”? *(2-3 sentences)* PBIS team will keep track of all students who earn the monthly reward parties. Students who have not been able to earn the reward party will be identified and be supported through response to intervention for behavior. |

|  |
| --- |
| **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. Opposition: Work refusal | Quietly refusing to do work, folds arms, disengages, puts head down on desk |
| 2. Defiance: Procrastination | Taking more than ten additional minutes to get started on activity/work or taking an additional thirty minutes or more to complete an independent leveled activity. |
| 3. Disrespect: talking back to an adult | Talking back or making inappropriate remark toward teacher or adult. |
| 4. Unruly/Disruptive play | Running in classroom/indoor setting, making loud noises to distract others, wondering around the classroom |
| 5. Disruption/ Excessive Talking | Excessive talking when the teacher is talking or when directed to do an activity or task. |
| 6. Cell phone misuse | Using cell phone without prior permission during class or other school setting where it is not allowed. |

**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.

|  |  |
| --- | --- |
| Is this a menu or hierarchy system? | Menu Hierarchy |
| Redirection | |
| Re-teaching expectations and rules | |
| Private student conference | |
| Loss of privilege | |
| Note in agenda/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).

|  |  |
| --- | --- |
| **Office Discipline Referrals (ODRs)** | |
| Behavior | “Looks Like” - *provide a description with example(s)* |
| 1. Disobedience/Insubordination | Failure or refusal to comply with teacher directives in which student behavior causes concern with safety of students or others or disrupts the learning environment requiring removal of the student. |
| 2. Disruptive/Unruly Play | Causing continuous classroom disruptions resulting in interference with learning objectives more than three times per teacher lesson/activity. |
| 3. Defiance of authority | Verbally refusing to comply with adult directive which results in disruption of classroom environment. Student may become verbally aggressive or unruly when asked to comply with directive. |
| 4. Eloping from class or assigned area | Eloping, leaving class without permission once or more per school day |
| 5. Minor fight/altercation | Fighting with another student causing a disruption and unsafe environment once or more per setting or school day. |
| 6. Repetitive staff managed  misbehaviors | More than misbehaviors inwarrants an office referral.  week  1  5    *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.

Conference with student on inappropriate behavior

Continue to reteach/ Classroom Management System (CHAMPs)

Loss of Privilege

Contact Parent

Continue to reteach expectations/ rules/ Classroom Management System (CHAMPs)

Crisis Incident is when a student is in immediate danger of harming him/herself or another student. Call office for removal of student.

Administrative action/Administrative Consequence

Administration follows up teacher/staff member

2nd Step: Same Behavior Reteach/Restate expectation/rule

Classroom Management System (CHAMPs)

# Administration managed

# Teacher managed

* Inappropriate language
* Tardiness
* Calling/blurting out
* Teasing
* Inattentive Behavior
* Invading personal space
* Out of assigned area/seat
* Minor disruption
* Minor aggression-grabbing items
* Pushing past someone
* Unsafe or rough play
* Cellphone use
* Disrespectful tone
* Pattern of not completing homework
* Dress Code
* Cheating
* Aggressive physical contact
* Bullying/Harassment
* Fighting
* Property destruction
* Weapons
* Leaving school property
* Pattern of aggressive/profane language
* Credible threats
* Major/chronic destruction
* Major/chronic refusal to follow school rules
* Theft
* Racial/Ethnic discrimination
* Inappropriate use of internet
* Continuous refusal of authority

Is the behavior Teacher or Administration managed?

Referring Teacher/Staff Member completes discipline referral and contacts parent

Observe and identify problem behavior

Redirect student

Verbal Warning

Teacher/Staff vs. Administration

Managed Managed (ODR)

Student Behavior Management Process

Consistently Teach and Re-Teach

School-Wide Rules/Expectations

Did the behavior change?

YES NO

Submit Referral/Contact Guidance/Administration for next action steps

Notice and reward correct behaviors

|  |
| --- |
| **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 school-wide?  *(Class Dojo, LEAPs, HERO, Cloud 9, etc. are tools,* ***not*** *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

|  |
| --- |
| 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 |
| 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: Behavioral data (ODRs, ISS, OSS) are collected and analyzed by the PBIS team quarterly. Classroom walkthroughs conducted by administration are also analyzed to plan for professional development and supports for teachers who demonstrate a need for growth in classroom management and new/transferring teachers who get hired over the summer. Our District PBIS Coach, Amber Boles will provide CHAMPS professional development sessions next year for all teachers and will support the implantation process. |

**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**: | 109 |
| Total number of **school-wide** discipline referrals: | 180 |
| % of referrals in the classroom: | 38% |
| 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: | 998 |  |  | |
| # Referrals |  | **% of Total Population** | Core Effectiveness | |
| 0 - 1 referral |  | 97% | Are your 0 – 1 referrals > 80%? | Yes No |
| 2 - 5 referrals  (at risk students) | 22 | 2% | Are your 2 - 5 referrals <15%? | Yes No |
| > 5 referrals  (high risk students) | 11 | 1% | Are your >5 referrals <5%? | Yes No |

**8B. Core Effectiveness Plan:**

|  |  |
| --- | --- |
| If all 3 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 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: *(3-4 sentences)* 38% of ODR incidents have occurred in the classroom. Although the percentage is lower than 40%, PBIS classroom management will need to be strengthened in the 2018-19 school year, through provided school-wide CHAMPS training for all classroom teachers. In addition, the PBIS team will collect and analyze behavioral data and work with the school’s collaborative problem-solving team to provide RtI supplemental and intensive behavioral support for students who receive two more ODRs throughout the school year. The grade level RtI coaches will work with teachers to implement behavioral intervention for students who struggle to demonstrate school-wide behavioral expectations. | |

**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 | 71 | 80 | 9 | Yes No |
| Hispanic/Latin | 31 | 5 | -26 | Yes No |
| White | 10 | 5 | -5 | 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 all 3 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 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: *(3-4 sentences)* Data shows disproportionality among black students who are receiving a higher percentage of ODRs than the percentage of population. The school-wide PBIS team will plan to support teachers implementing PAX (1-2) and CHAMPS (K-5) to ensure effective and equitable behavior management is in place for all students. PBIS team will share data with teachers and support teachers with implantation of CHAMPS components. If data continue to show disproportionality among black students, PBIS team will seek District support trainings to assist teachers in utilizing cultural responsive teaching to ensure social justice for all students. | |

|  |
| --- |
| **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**

|  |  |  |
| --- | --- | --- |
| **SPBP Team Implementation Action Plan 2018 - 2019** | | |
| **Month** | **Action Step**  *check when Action completed* | **Completed:**  Person Responsible  Name & Title |
| **Current** | **This Action Plan has been saved to use *next year* during quarterly meetings** | **Ms. Styles, AP** |
| **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** | **Ms. Styles, AP** |
| **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](mailto:tyyne.hogan@browardschools.com) for more information, if you are unsure)  Confirm 1st team meeting date and time | Click here to enter NAME & title. |
| **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 | Click here to enter NAME & title |
| **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 | Click here to enter NAME & title. |
| **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 | Click here to enter NAME & title. |
| **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. | Click here to enter NAME & title |
| **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> | Click here to enter NAME & title. |
| **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](mailto:Tyyne.hogan@browardschools.com) to request analysis. | Click here to enter NAME & title |
| **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 | Click here to enter NAME & title |
| **April** | Submit your SPBP in OSPA by April 30th every year | Click here to enter NAME & title |

|  |
| --- |
| **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?”*

|  |  |  |  |
| --- | --- | --- | --- |
| **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 | 100% of teachers will have the STARS expectation posters hung and rules posted in classrooms. | Refer to **quarterly** presentation dates in 2B.  This is the data the team will be sharing during presentations. | Ms. Styles, AP |
| **Behavior lesson plans** are being taught as written and when indicated | 90% of teachers will teacher expectation and rule lesson plans as demonstrated by student work samples and teacher artifacts. | Ms. Styles, AP |
| **Discipline consequences** and **flow chart** are being used by all staff as written | 80% of ODRs written by teachers will have Tier 1 behavior strategies entered into BASIS prior to writing the ODR. | Ms. Styles, AP |
| A **reward system** is being implemented for *all* students | 90% of teachers will track positive student behavior (STARS) daily and send students who earn the predetermined number of STARS monthly to the reward celebration. | Ms. Styles, AP |

**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?”*

|  |  |  |  |
| --- | --- | --- | --- |
| **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 | 10% decrease in the percentage of behavior incidents as compared to the 2017-18 school year. | Refer to **quarterly** presentation dates in 2B.  This is the data the team will be sharing during presentations. | Ms. Styles, AP |
| See critical element 4A  • **Top 3 event locations** data | 10% decrease in the percentage of behavior events occurring in the top three locations: hallway, cafeteria, and playground as compared to the 2017-18 school year. | Ms. Styles, AP |
| See critical element 8  • **Core effectiveness** data | 90% of students will receive 0-1 ODRs in the 2018-19 school year. | Ms. Styles, AP |
| See critical element 7A  • **Grade Level/Classroom referrals** data | 100% of K-5 grade teachers will be training in CHAMPS classroom management and will be supported by coaches to be implemented with fidelity. | Ms. Styles, AP |