

**Pocomoke Middle School
Character Education Action Plan
PBIS
2010/2011 – 2017/2018**

OBJECTIVE: By the year 2017 – 2018, Pocomoke Middle School students will demonstrate greater respect, responsibility, trustworthiness, caring, fairness, citizenship, peacefulness, positive attitudes and tolerance in their school and community.

Activity//Action Steps	Person(s)//Group(s) Responsible	Timeline for Completion	Resources Needed	Evaluation//Indicators of Success	Status of Progress	Standards
Display and reinforce school rules in all classrooms.	Instructional Coaches Classroom Teachers	Sept – June (Annually)	Posters Materials	Posters displayed; PMS Norms Checklist (informal administration observations); Reduced referrals	Ongoing	1, 3, 6, 11
Conduct school-wide behavior expectation assemblies with all grade level students.	Principal Assistant Principal	September & January (Annually)	Personnel PowerPoint	5 assemblies completed at beginning and mid-year; Reduced referrals	Ongoing	1, 3, 6, 11
Celebrate positive student behavior by issuing daily Pride Slips.	Assistant Principal All Staff	Sept – June (Annually)	Pride slips	Number of Pride Slips issued for positive behavior; Positive school environment; Reduced referrals	Ongoing	6, 11
Draw two Student of the Day pride slips daily.	Assistant Principal	Sept-June (Annually)	Pride slips; Pride boxes	Positive school environment; Reduced referrals	Ongoing	1, 11
Schedule monthly Brave Buck events and assign duties	PBIS Team	August (Annually)	Personnel	Schedule/Plans complete	Ongoing	3, 11

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Hold Brave Buck events	PBIS Team	Sept-June (Annually)	Personnel Community Support	Reduction of ODRs	Ongoing	3, 6, 11
Identify students who need academic/behavioral intervention plan.	PST Team	Sept-June (Annually)	Personnel	PST meetings held	Ongoing	1, 3, 8, 9, 10, 11
Create an academic/behavioral intervention plan for at-risk students on an individual basis.	Assistant Principal PST Teachers WCPS Behavior Coach	Sept - June (Annually)	Personnel	Completion of intervention plans	Ongoing	1, 3, 8, 9, 10, 11
Implement student checklist; consequences based on 80% rule; incentives fit the needs of students	Assistant Principal ISS Educational Assistant Teachers	Sept - June (Annually)	Personnel	Daily check in and check out	Ongoing	10, 11
Contact parents (phone, in person or mail) of students exhibiting inappropriate behavior.	Assistant Principal PPW Teachers	Sept - June (Annually)	Personnel Parent contact log	Completion of teacher/parent contact log	Ongoing	10, 11
Provide a PBIS needs assessment to staff in the area of positive student behavior and dealing with challenging students.	Assistant Principal	May (Annually)	Personnel	Completion of needs assessment	Ongoing	8, 9, 10
Update best practices in student management handbook for staff to be successful in dealing with student management.	Assistant Principal PBIS Implementation Team WCPS Behavior Coach	Annually	Personnel Notebooks Online resources	Annual revision of handbook	Ongoing	3, 6
Plan staff development after needs assessment and analysis of disciplinary trends.	Principal Assistant Principal PBIS Implementation Team WCPS Behavior Coach	Sept-June (Quarterly)	Personnel PBIS online resources	Completion of staff development	Ongoing	3, 8

Activity//Action Steps	Person(s)//Group(s) Responsible	Timeline for Completion	Resources Needed	Evaluation//Indicators of Success	Status of Progress	Standards
Identify staff members experiencing difficulties implementing established student management systems and practices.	Principal Assistant Principal	September (Annually)	Personnel Materials Online resources	Identification of staff members	Ongoing	3, 6
Provide staff development/individual coaching to staff members who are experiencing difficulties in implementing established student management systems and practices.	Principal Assistant Principal WCPS Behavior Coach	Sept – June (Annually)	Personnel Materials Online resources	Staff development provided	Ongoing	3, 6
Evaluate staff development in the areas of positive student behavior and dealing with challenging students.	Principal Assistant Principal, PBIS Implementation Team Presenters	After each session	Personnel	Completion of evaluation	Ongoing	3, 6
Utilize school-wide information system to enhance the effective use of disciplinary data (SWIS).	Assistant Principal/ WCPS Behavior Coach Educational Assistant	Sept – June (Annually)	Software	Weekly and Monthly Reports	Ongoing	3, 6
Identify and track top 15% the yellow and red zone students.	Assistant Principal/ WCPS Behavior Coach Educational Assistant	Sept – June (Annually)	Software	Weekly and Monthly Reports	Ongoing	6, 10
Review recent behavior infractions to utilize proactive messages on morning announcements. Teachers, in turn, will provide boosters to reinforce desired behaviors. (STAR Report)	Assistant Principal Teachers	Sept – June (Annually)	Live Morning Announcements	Reduction of office referrals	Ongoing	6, 9, 10

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Meet with teams to discuss current interventions for students with three or more office referrals.	Assistant Principal Teams	Sept – June (Annually)	Teams’ Planning Period	Reduction of office referrals	Ongoing	3, 10
Meet with teams to review disciplinary data, focusing on interventions and ways to be proactive in managing behavior issues.	Assistant Principal	End of first semester and when necessary thereafter (Annually)	Personnel Disciplinary data	Fewer referrals 2nd semester.	Ongoing	3, 10
Provide behavior checklist to students who display self-management problems.	Assistant Principal	Sept. - June (Annually)	Personnel Behavior Checklists	Behavior checklists provided	Ongoing	6, 10
Collect data on number of Pride Slips issued by teachers	Implementation Team Members	Data collected and sorted every meeting date	Colored paper	Consistent count per grade level	Ongoing	3
Collect data on number of students participating in each Brave Buck activity	Implementation Team Members	Data collected and sorted following every activity	Accurate lists of participating students	Increase in number of students participating	Ongoing	11
Implement “Summer Bucks” Behavioral Program during 2010 summer academies	Extended School Administrator Summer Academies staff	June 23 – July 21, 2010	Incentive rewards	Consistent student attendance Reduced number of behavioral incidents		6, 11
Implement (Road Map) cafeteria behavioral program for elementary students	Implementation Team Members Team Chair Lunchroom Supervisors	September (annually)	Large Group Incentives/R ewards	Reduced number of cafeteria related behavioral incidents	Ongoing	6, 11

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Long Range Goals						
Form student committee to provide input on Behavioral programs	Implementation Team Members	2011 - 2012	Involved students	Increase of student participation in activities Reduced office referrals		6, 11
Train one staff member in C.P.I. (will become trainer of trainers)	P.B.I.S. Chairperson C.P.I. Trainer	2012 – 2013	Funds Training materials	Trained staff members		6
Train 100% of teachers in C.P.I. (Crisis Prevention Intervention)	C.P.I. Trainer	2015 – 2016	Funds Time	100% of teachers trained		6