Guidelines for Success:

1.   Have the school-wide GFS expectations been clearly identified?
2.   Are common-area expectations posted and clearly communicated?
3.   Have the classroom expectations/rules been clearly identified, posted and clearly communicated?

Questions to guide discussion:

1. The Lakewood High School Guidelines for Success have been established as the Lakewood Legacy. The expectations for the Lakewood Legacy are as follows:

Lakewood Legacy
Be Respectful
Be On Time
Be Prepared
Be Compliant

The Lakewood Legacy was presented to staff as an important piece of our school-wide discipline plan. Staff were provided with a copy of these expectations in the staff handbook, as well as on a poster for display in their classrooms.

2. A plan has been put in place to create and post posters with common area expectations in the hallways, school front, bus area, cafeteria, and gymnasium. An example of the Lakewood High School common area expectations are the ones created for the hallway. The common area expectations for the hallway are:

Talk appropriately and respectfully.
Seek the nearest adult when needing assistance.
Keep hands and feet to yourself.
Walk and talk safely
Follow the Lakewood Legacy

There is currently a plan in place to have posters made and posted for prior mentioned common areas by the conclusion of the second semester.

3. Classroom expectations/rules have been clearly identified by the way of the Lakewood Legacy, the Lakewood High School Referral Flow Chart, and the Lakewood High School Misbehavior Menu. T   e expectations for all teachers to have these processes posted has been met up to 45%. The expectation is for all of these processes to be posted by up to 100% by Friday, August 29th. There is also a plan being developed by the PBS Team to ensure these process continue to be implemented with consistency and fidelity.

Goal 1: Lakewood High School will reduce the number of discipline referrals by 30%

A. Strategies to reduce or eliminate barrier for this goal, B. What are the barriers to achieving this goal that were validated by the problem solving team?

The following strategies are being put in place to assist in reducing the number of discipline referrals for the 2014 - 2015 school year:
* Increase the use of a 5:1 positive-to-negative ratio in all classrooms.
* Implement and promote school-wide GFS (Lakewood Legacy).
* Develop a behavior intervention resource book for each classroom teacher.
* Provide opportunities to recognize and celebrate student success.

Implementation Steps

* Develop mini onsite professional development meetings on Positive-to-Negative Ratio.
* Promote the Lakewood Legacy through CAT.COM, SNN, and daily announcements.
* Use behavior intervention resources provided by the behavior specialist, social worker, and psychologist to develop the intervention resource book.
* Development of a student reward and recognition system.

Person(s) Responsible

* E. Ste'Phan Lane
* Members of the Tier 2/Tier 3 Behavior Team
* Members of the PBS Team

Timeline / By When?

The strategies recommended to eliminate this goal will be put in place with fidelity by the beginning of the 2nd grading period.

Initiated	Status	Completed
9/11/2014	Pending	

A. Strategies to reduce or eliminate barrier for this goal, B. What are the barriers to achieving this goal that were validated by the problem solving team?

Implementation Steps

Person(s) Responsible

Timeline / By When?

Initiated	Status	Completed
	Pending	

Goal 1 Data Collection and Management:
1.   **Did your team access and use the student data information systems?**
2.   **What is the correlation between reinforcement of positive behaviors and targeted behaviors?**
3.   **Does the plan identify types of data needed, data system to access, and person(s) responsible for data collection and reporting?**
4.   **Does the plan identify a regular schedule of data and analysis?**

Strategy

Behavior data will be gathered by the way of the Data Warehouse, FOCUS, and EDS. It has been determined that by reinforcing positive behaviors, we will then see a reduction in negative behaviors, as well as the ability for students to reach their targeted behavior goals. The MTSS team is working to develop a behavior data collection plan which identifies targeted behavior areas. This process will be monitored by Kym Tetro. Data will be reviewed and discuss weekly by Ms. Tetro, and bi-weekly with the MTSS team.

Implementation Steps

* MTSS Team to use the 8 step problem solving process to initiate a discussion on discipline data from the 2013 - 2014 school year in order to target barriers and obstacles to
   address for the 2014 - 2015 school year.
* MTSS Behavior Team to develop a database which assist in the tracking and progress monitoring of behavior data.
* Behavior Tier 1, 2, and 3 process to be monitored to determine interventions which are working to decrease discipline data.

Person(s) Responsible

* E. Ste'Phan Lane
* Kym Tetro
* Members of the Tier 2/3 Behavior Team
* MTSS Team

Timeline / By When?

This data collection process will be in place with fidelity by November 21, 2014.

Initiated	Status	Completed
8/28/2014	Pending	

Goal 2: Lakewood High School will decrease the number of truant student by 20%.

A. Strategies to reduce or eliminate barrier for this goal, B. What are the barriers to achieving this goal that were validated by the problem solving team?

In order to pursue and maintain 100% student attendance, the Lakewood High School MTSS team will implement systems of support which recognize students who are continually present, alert us as to which students have attendance issues, and assist parents who find it challenging to get their children to school.

Implementation Steps

* Students with perfect attendance AND those who meet target goals set by interventionists will be recognize with rewards such as gift cards and t-shirts.
* The MTSS team will develop an early warning system to be proactive in addressing potential attendance issues.
* The Tier 2/3 behavior team will create a process which offers parents interventions that assist them with the challenges they have in getting their children to school.

Person(s) Responsible

MTSS TEam
Tier 2/3 Team

Timeline / By When?

These processes will be in place with fidelity by the beginning of the 2nd semester.

Initiated	Status	Completed
9/11/2014	Pending	

A. Strategies to reduce or eliminate barrier for this goal, B. What are the barriers to achieving this goal that were validated by the problem solving team?

Implementation Steps

Person(s) Responsible

Timeline / By When?

Initiated	Status	Completed

Goal 2 Data Collection and Management:

1.   **Did your team access and use the student data information systems?**
2.   **What is the correlation between reinforcement of positive behaviors and targeted behaviors?**
3.   **Does the plan identify types of data needed, data system to access, and person(s) responsible for data collection and reporting?**
4.   **Does the plan identify a regular schedule of data and analysis?**

Strategy

Attendance data will be gathered by the way of the Data Warehouse, FOCUS, and EDS. It has been determined that by reinforcing positive behaviors, we will then see a reduction in negative behaviors, as well as the ability for students to reach their targeted attendance goals. The MTSS team is working to develop an attendance data collection processes which identifies targeted attendance areas and issues. This process will be monitored by Debbie Belk. Data will be reviewed and discuss weekly by Ms. Belk, and bi-weekly with the CST team.

Implementation Steps

* CST team to use the 8 step problem solving process to initiate a discussion on attendance issues to target for the 2014 - 2015 school year.
* MTSS Attendance Team to develop a database which assist in the tracking and progress monitoring of attendance data.
* Tier 1 process initiated to increase student attendance to be monitored with fidelity to determine effectiveness of the Tier 1 attendance interventions.

Person(s) Responsible

* E. Ste'Phan Lane
*MTSS Attendance Team - Debbie Belk, Lyndsy Compass-Orange, and Vernell Harris
* CST
* MTSS Team

Timeline / By When?

These processes will be in place with fidelity by the beginning of the 2nd semester.

Initiated   **Status**   **Completed**

Goal 3: Lakewood High School will reduce the number of suspensions by 10%.

A. Strategies to reduce or eliminate barrier for this goal, B. What are the barriers to achieving this goal that were validated by the problem solving team?

In order to reduce the number of suspensions, the Lakewood High School MTSS team will implement the following strategies:
* Provide teachers with interventions which increase academic engagement.
* Implement the Lakewood Legacy with fidelity to assist in unifying teacher and student expectations as it relates to experiencing high academic achievement and success.
* Increase student reward and recognition opportunities

Implementation Steps

* Onsite professional development opportunities on engagement interventions.
* Promottion of the Lakewood Legacy through CAT.COM, SNN, daily announcements, and throughout the school campus.
* Development of a student reward and recognition system.

Person(s) Responsible

E. Ste'Phan Lane
PBS Team
MTSS Team

Timeline / By When

These processes will be in place with fidelity by the beginning of the 2nd semester.

Initiated	revised 1/26/15	Completed
9/11/2014	Pending	

A. Strategies to reduce or eliminate barrier for this goal, B. What are the barriers to achieving this goal that were validated by the problem solving team?

Implementation Steps

Person(s) Responsible

Timeline / By When

Initiated	revised 1/26/15	Completed

Goal 3 Data Collection and Management:
1.   **Did your team access and use the student data information systems?**
2.   **What is the correlation between reinforcement of positive behaviors and targeted behaviors?**
3.   **Does the plan identify types of data needed, data system to access, and person(s) responsible for data collection and reporting?**
4.   **Does the plan identify a regular schedule of data and analysis?**

Strategy

Behavior data will be gathered by the way of the Data Warehouse, FOCUS, and EDS. It has been determined that by reinforcing positive behaviors, we will then see a reduction in negative behaviors, as well as the ability for students to reach their targeted behavior goals. The MTSS team is working to develop a behavior data collection plan which identifies targeted behavior areas. This process will be monitored by Kym Tetro. Data will be reviewed and discuss weekly by Ms. Tetro, and bi-weekly with the MTSS team.

Implementation Steps

* MTSS Team to use the 8 step problem solving process to initiate a discussion on suspension data from the 2013 - 2014 school year in order to target barriers and obstacles to
   address for the 2014 - 2015 school year.
* MTSS Behavior Team to develop a database which assist in the tracking and progress monitoring of suspension data.
* Behavior Tier 1, 2, and 3 process to be monitored to determine interventions which are working to decrease suspension data.

Person(s) Responsible

* E. Ste'Phan Lane
* Kym Tetro
* Members of the Tier 2/3 Behavior Team
* MTSS Team

Timeline / By When?

These processes will be in place with fidelity by the beginning of the 2nd semester.

Initiated	revised 1/26/15	Completed
8/28/2014	Pending	

Develop A School-Wide Reward/Recognition System Aligned To Targeted Behavior:

1.   How, when, where, and by whom will strategies be implemented?
2.   Are documented strategies evidence- based and aligned to data – e.g., explicit description of the procedure/practice, clear definition of the settings and implementers who use the procedure/practice, identification of the population of individuals who are expected to benefit, and the specific outcomes expected?

Strategy

The Lakewood High School PBS Team will implement a student reward and recognition system called, Spartan Spenders. Spartan Spenders are tokens which students can use to purchase school rewards such as gift cards, t-shirts, and fun school supplies. Spartan Spenders can also be used to gain entry into various student SUCCESS celebrations.

Implementation Steps

* Members of the PBS Team will meet and discuss WHAT Spartan Spender tokens will look like.
* Members of the PBS Team will meet to determine HOW to align the Lakewood Legacy so students are able to earn Spartan Spenders.
* Members of the PBS Team will work with the volunteer liaison on writing letters to business and companies to seek donations for the Spartan Spenders Store.
* Members of the PBS Team will develop a SHORT onsite training session to present to staff on WHY to distribute Spartan Spenders and WHY.
* Members of the PBS Team will develop a plan to promote the Spartan Spender program to students and staff.

Person(s) Responsible

PBS Team
MTSS Team
LwHS Faculty and Staff

Timeline / By When?`

These processes will be in place with fidelity by the beginning of the 2nd grading period.

Initiated	Status	Completed
9/10/2014	Pending	

Alignment of Classroom Management Systems With The School-Wide Behavior Plan:

1.   How, when, where, and by whom will strategies be implemented?
2.   Are documented strategies evidence- based and aligned to data – e.g., explicit description of the procedure/practice, clear definition of the settings and implementers who use the procedure/practice, identification of the population of individuals who are expected to benefit, and the specific outcomes expected?

A. Strategies to reduce or eliminate barrier for this goal, B. What are the barriers to achieving this goal that were validated by the problem solving team?

In order to eliminate the barrier of unclear and inconsistent classroom rules and expectations, the MTSS Team and PBS Team have worked to develop school-wide process to support classroom discipline, such as:

* Lakewood Legacy (GFS)
* Lakewood Referral Flow-Chart
* Lakewood Misbehavior Menu
* Lakewood Discipline Matrix and Guidelines

Implementation Steps

* Discipline processes supplied to staff by the way of the staff handbook and posters.
* Ongoing support by the Tier 2/3 Behavior Team by the way of formal and informal classroom support.
* Ongoing mini-trainings on classroom management strategies throughout the year by Shelia Culbreth (behavior specialist).

Person(s) Responsible

E. Ste'Phan Lane
MTSS Behavior Team
LwHS Administrative Team

Timeline / By When?

These processes will be in place with fidelity by the beginning of the 2nd grading period.

Initiated   **Status**   **Completed**

Action Plan:

Plan to Monitor for Fidelity of Implementation

A plan to monitor these processes will be put into place according to the uploaded plan (Planning for LwHS MTSS)

Professional Development:
List Professional Development Opportunities Aligned To The Positive Behavior Supports

The LwHS MTSS Team will asssit in providing information on district wide training associated with school-wide behavior and classroom management. The LwHS MTSS Team will also provide onsite training for areas associated with school wide discipline and behavior, classroom management, and creating engaging and cultivating classroom culture. The following are some examples of professional development training to be suggested by the LwHS MTSS Team:

* CHAMPS

* STOIC

* Proactive Classroom Management

* Ruby Payne

* Tough Kid Toolbox

Midyear:
1. Which goals, barriers and strategies were revised based on response to intervention?
2. What evidence was used to drive the revisions?
Be sure to include how you are addressing the discrepancy between Black and Non-Black discipline in your response to intervention discussion.

Enter a summary of the current status of implementation

The Lakewood High School PBS Team and MTSS Team will reduce the discipline discrepancy between Blacks and Non-Blacks by implementing the following processes and procedures:

* Implementation of a check-in/check-out process (The ELITE) for at-risk students beginning Monday, February 2nd.

* Implementation of a peer mentoring program (The Varsity Club) for at-risk students beginning on Monday, February 2nd.

* Progress monitoring of discipline data as it relates to ethnicity for the following areas:
 Referrals
 Out-of-School Suspensions
 In-School-Suspensions
 Detentions
 ABS

* Onsite data training for LwHS MTSS Team members beginning on Tuesday, January 20th.

* Implementation of a Tier 1 student recognition beginning February 2015.

* Monthly Tier 1 celebrations and recognition processes which reward students for improving in areas noted to be discrepancies or concerns in data.

* Staff will be provided with onsite professional development opportunities on cultural competency, relationship building, and classroom management.

* Staff will receive onsite training on how to effectively use positive-to-negative ratio of interactions in their instruction (4:1).

The LwHS MTSS Team have problem solved around barriers which were taking away from the structure and fidelity of our behavior processes, and keeping us from moving forward with a proactive and effective plan. Some of the solutions we came up to remove these barriers are:

* Recognizing Student of the Week and Staff of the Month beginning February 2015

* Researching professional development to provide to staff which makes them culturally aware, and effective classroom managers. Date for training TBD

* Professional development training on positive-to-negative ratio of interactions in instruction. Date TBD

* Professional development training on student engagement. Date TBD

* Common area posters developed under the philosophy of the school-wide GFS (Lakewood Legacy). To be placed by the end of March 2015.

* Staff and student surveys which focus on input related to school-wide discipline and Tier 1 processes. To be given February 2015.