

SMS SPIRIT



School-Wide Behavior Plan

PBIS and SMS Spirit

PBIS is about *teaching* our children what behaviors are acceptable, praising and rewarding them when they "get it", and helping them learn from their mistakes when they don't.

What is PBIS?

PBIS (Positive Behavioral Interventions and Supports) is a process for creating safer and more effective schools. PBIS is a **systems approach** to enhancing the capacity of schools to educate all children by developing research-based, school wide, and classroom discipline systems. The process focuses on improving a school's ability to teach and support positive behavior for all students. Rather than a prescribed *program*, PBIS provides **systems** for schools to design, implement, and evaluate effective school-wide, classroom, non-classroom, and student-specific discipline plans.

PBIS includes school-wide procedures and processes intended for ALL students, ALL staff and in ALL settings.

What does PBIS look like at St. Mary's?

St. Mary's School has identified three key behavior qualities that are desired for students to demonstrate - being respectful, responsible, and safe. We call this school-wide positive behavior intervention system "SMS Spirit". Students will be taught and expected to demonstrate SMS Spirit in all settings, including classrooms, hallways, bathrooms, lunchroom, recess/playground, specialists' classes, and church to help foster a safe, nurturing, and respectful learning community where academic achievement is the focal point and all students feel connected and valued. This environment can only exist when student behavior is appropriate and allows for learning opportunities to be maximized. Rather than simply "expecting" students to know what these qualities look like in various settings, the behaviors within these traits are actively **taught and modeled** by staff members, recognized, and rewarded.

Basically there are three major rules for SMS Spirit:

1. Be Respectful.
2. Be Responsible.
3. Be Safe.

The key to SMS Spirit is that discipline is learned and should be taught in the home, school, and community. A very positive and productive learning environment will enable students to strive for excellence.

Students must respect themselves, others, and property at all times, use common courtesy when interacting with others, be responsible for their learning and behavior, and keep themselves and others safe. Throughout the school, posters are displayed that identify the specific behaviors within each of these school settings called ZONES (hallways, lunchroom, playground, gym, etc.). See Zone matrix for behavioral expectations.

While these expectations apply to all students and are consistently met by most of the student body, there are measures in place to address and prevent the unwanted behaviors. All students will be made aware of the consequences of any misbehavior with fair, firm, and consistent policy. Careful consideration will be given to individual situations, so that the school's response to the student is appropriate.

At St. Mary's School we use a variety of consequences and /or interventions that are progressive and logical for the situation. Depending on the situation, one or more of the following may be used: warning, conference with the student, stop-and-think ticket, parent contact, recess detention, office visit, parent conference, after school detention, in school, out of school suspension, referral to social worker, referral to police.

And all the while, student behavior is pre-corrected - caught before it becomes a problem. Teachers catch those "teachable moments" in their classrooms and use them to help students learn about appropriate behavior, positive actions, steps to problem solving, being safe, responsibility to one's self and classmates, and how these things lead to success.

What are "Stop and Think tickets?"

St. Mary's School will use Stop and Think tickets as reminders to avoid unsafe or disrespectful behaviors. They also serve as communication with parents, so they know the behaviors their child needs to work on.

Examples of Stop and Think Disrespectful/Unsafe Behavior:

- Intentional physical harm (punching, biting, spitting)
- Defiant behavior
- Bullying or harassment
- Inappropriate language/gestures
- Destruction of property

When a student receives a Stop and Think Ticket, they will also fill out a Behavior Reflection Form with the adult who issued the Stop and Think ticket. Both forms will need to be taken home to discuss with a parent; the forms will need to be signed by a parent and returned.

Behavior Plan

Every teacher will be using a daily visual reminder system to guide the students to be responsible, respectful, and safe. The visual system is as follows:

Kindergarten-2nd grade:

Green – Go

Yellow – Reminder (Verbal warning)

Orange – Caution (Visit with teacher)

Red – Uh, Oh (Behavior Form will be filled out)

3rd-6th grade:

There will be three visual reminders on each student's desk. This is a visual reminder to encourage correct behavior. If all three reminders are lost during a school day, a behavior form will be filled out.

If students are struggling with the expected behaviors, we will help them with a behavior plan.

What type of incentive/reward system is used?

The purpose of the incentives is to promote the consistent display of positive behaviors and provide recognition for meeting behavior expectations. While the specifics of the expectations and distribution of incentives may vary slightly from teacher to teacher and grade to grade, the overall expectations and how the incentives are handed out remain the same.

Incentive Days:

Incentive days are reached by filling the tower in the school entrance half-way up to 4 times a year with Spirit Awards. The SMS Spirit program acknowledges and rewards positive, respectful, and responsible behaviors.

Spirit Award Drawings:

While the school-wide incentive days are a long-term incentive tool, SMS Spirit also utilizes a more immediate reward system. The Spirit Award is used to recognize students right away who demonstrate extraordinary acts of kindness and good character as well as those who display consistent effort over time to follow the zone rules, make significant self-improvements, meet stated goals/expectations, etc. Students who receive a SMS Spirit Award will be entered into a weekly drawing for fun rewards and be recognized in a group picture on SchoolSpeak.

How are the rewards given out?

Any staff member may give a student a Spirit Award. Awards are given to students that are in the SMS Spirit Zone. See Zone matrix for behavioral expectations.

PBIS is about *motivating* and *encouraging* students toward positive behavior while *recognizing* and *rewarding* appropriate actions, significant displays of good character, and marked effort & improvement toward personal and academic success. Students are encouraged to perform such acts because it's the right thing to do, **not for the reward**.

How can parents be involved?

PBIS.org says, "The link between families and positive behavioral interventions and supports is an important one. When families are meaningfully involved in educational activities their children do better in school. Families play an important part in their child's education and social development."

St. Mary's School will seek out parent and family support and involvement. Parents will need to discuss and sign Stop and Think Tickets and Behavioral Reflection Forms. Students will be asked to share their SMS Spirit at home by being respectful, responsible, and safe. Parents are encouraged to create individualized plans for their own family that encourage and support positive behavior at home and involve problem-solving strategies. A sample of the SMS Spirit Zone Matrix, the "Stop and Think" ticket and the Behavior forms are included.

Every time the tower becomes half full, students will participate in a school-wide incentive. The incentives are as follows:

- Extra recess
- Hat day
- Gum day
- Game time

Teachers will be using “Give me 5” when looking for good listeners.

1. Eyes on speaker
2. Ears listening
3. Voice off
4. Hands to self
5. Sitting correctly