

Dickerson's School Wide Positive Behavior Plan

1. A school-wide positive behavior plan was created as an initiative to encourage students to make positive choices through a program that rewards students for demonstrating excellent character and behavior, reduces the number of office referrals, and serves as a systematic approach for teachers, parents and students to monitor conduct grades. The first year of implementation was the 2013-14 school year. Research supporting this program is documented in SAMHAS's National Registry of Evidence-Based Programs and Practices (NREPP) with Randy Sprick's Safe and Civil Schools Positive Behavioral Interventions and Supports Model, where the implementation of a school-wide PBIS was successful in achieving high fidelity of adoption, and improved organizational health within the schools.

All student agendas contain behavior cards as a record of conduct. Inappropriate behavior is recorded by teachers on the behavior card, which correlates with conduct grades: Satisfactory (S), Needs Improvement (N), or Unsatisfactory (U). All students with clear behavior cards are rewarded with Fresh Air Friday, a 20-minute segment for students to get outside, exercise, and socialize. To be eligible for Fresh Air Friday, students must have no infractions for the week or have an infraction that has been redeemed by a teacher as a result of corrected behavior. The redemption piece is a major component because it rewards students for correcting negative behaviors, creating a win/win situation for students and teachers. Students who do not participate in Fresh Air Friday report to a study hall class, but have the chance to earn Fresh Air Friday the next week. A PTSA grant also allowed the purchase of sports equipment for students to use while outside. On Friday mornings, students' teachers stamp the agendas of students who earned Fresh Air Friday. This stamp serves as a student's "ticket" to the event.

2. Dickerson Middle School serves a total population of 1240 students. In the 2012-2013 school year which preceded the implementation of this school-wide positive behavior program, administrators received a total of 259 office referrals for inappropriate student behavior. In the first year of implementation of the positive behavior plan, a total of 204 (22% fewer than the year before) office referrals were submitted to administrators in the 2013-2014 school year due to inappropriate student behavior. School-wide students were involved in fifty-five (55) fewer disciplinary incidents during the first year of implementation of the school-wide positive behavior program, despite a rise in student population with more than 50 additional students, resulted in less redirection and more time on task for our students.

Data indicates that in the first month of the school year, two (2) office referrals were received in 2013-14 compared to thirteen (13) office referrals in 2012-13. In every month of the school year where Fresh Air Fridays were implemented, there were fewer office referrals submitted to the administration. It is noteworthy that during March and April, where Fresh Air Fridays were eliminated in order to recover six days of instructional time that were lost due to inclement weather, there was a noticeable increase in office referrals where the number received either matched or exceeded the number received during those same months in the previous school year. In March 2014, students received 45 office referrals, which exactly mirrors the number of referrals received in March 2013. In April, 2014, students received 35 office referrals compared to 18 in April 2013, nearly doubling the number of office referrals from the

prior year. This indicates that the positive behavior program, when implemented as designed with regular Fresh Air Fridays has a definite positive impact on student behavior and school climate.