

Schoolwide Behavior Plan (SBP)

School Name: Career Readiness Academy @ Mosley PLC

Date: November 2023

VISION

The vision of The Career Readiness Academy at Mosley Performance Learning Center is to provide scaffolded academic and business-oriented experiences culminating in valuable credentials that prepare students to step into careers and post-secondary learning opportunities.

MISSION

The mission of the Career Readiness Academy at Mosley Performance Learning Center is to provide students with tools related to practical knowledge and proper communication necessary to have an immediate and competitive edge entering an institution of higher learning and/or the workplace market.

Mosley Scholar Creed

I am a Mosley Scholar, created with a divine purpose. I am wonderfully made with many gifts and talents. I am special, ridicule cannot sway me. I am strong, obstacles cannot stop me. I am unique, no one can compare to me. I am a descendant of rich history and legacy. I can achieve all things I put my mind to. I have a desire to learn, love and grow, always striving to reach my full potential - Dedicated, Educated, and Highly Motivated - preparing myself to lead the next generation. Through hard work and perseverance, I will succeed - I am a Mosley Scholar!!!

Guidelines for Success

#WhereEffortMeetsOpportunity

#IAmAMosleyScholar

Our school, staff and stakeholders take responsibility for providing our students with the skills and tools to navigate life. This includes the framework and home involvement with our preK students and throughout the educational journey of our high school students.

Welcoming and Orienting New Students, Families, and Staff

Open House dates are set for each of our 3 school programs; High School, PreK, and TPYA to allow for student and family focus on the expectations for success with their child's school staff.

High School Discipline and Behavior Management

The CRA at Mosley's primary goal is to educate, not to punish. When the behavior of an individual student comes into conflict with the rights of others, corrective actions may be necessary for the benefit of that individual and the CRA as a whole. When discipline is necessary, the degree of discipline to be imposed by the CRA staff will be in proportion to the severity of the behavior of a particular student and will take into account the student's discipline history, the age of the student, and other relevant factors.

Some unprofessional behaviors that are NOT permitted include, but are not limited to:

- Unauthorized usage of electronic devices such as cell phones during instructional time
- Fighting
- Classroom disturbances
- Defacing/damaging CRA property
- Use of profanity
- Disrespect towards staff, faculty, or other students
- Possession of a weapon or look-alike weapon of any type
- Possession of drugs or drug paraphernalia
- Any violation of the NHCS Code of Conduct
- Possession of tobacco products including vapes/smoking on campus
- Any violation of the NHCS Dress code

PreK Program Discipline and Behavior Management Policy

Praise and positive reinforcement are effective methods of behavior management of children. When children receive positive, non-violent and understanding interactions from adults and others, they develop good self-concepts, problem solving abilities and self-discipline. Based on this belief of how children learn and develop values, all staff members will practice the following discipline and behavior management policy:

- We DO praise, reward and encourage the children.
 - We DO reason with and set limits for the children.
 - We DO model appropriate behavior for the children.
 - We DO modify the classroom environment to attempt to prevent problems.
 - We DO listen to the children.
 - We DO provide alternatives for inappropriate behavior to the children.
 - We DO provide the children with natural and logical consequences for their behaviors.
 - We DO treat the children as people and respect their needs, desires and feelings.
 - We DO ignore minor misbehaviors.
 - We DO explain things to children on their levels.
 - We DO stay consistent in our behavior management program.
 - We DO use effective guidance and behavior management techniques that focus on a child's development.
 - We DO use short supervised periods of time-out sparingly.
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- We DO NOT spank, shake, bite, pinch, push, pull, slap or otherwise physically punish children.
 - We DO NOT make fun of, yell at, threaten, make sarcastic remarks about, use profanity, or otherwise verbally abuse the children.
 - We DO NOT shame or punish the children when bathroom accidents occur.
 - We DO NOT deny food or rest as punishment.

- We DO NOT relate discipline to eating, resting or sleeping.
- We DO NOT leave the children alone, unattended or without supervision.
- We DO NOT place the children in locked rooms, closets or boxes as punishment.
- We DO NOT allow discipline of children by children.
- We DO NOT criticize, make fun of, or otherwise belittle children's parents, families or ethnic groups.

Establishing and Working With a Behavior Leadership Team

Behavior Leadership Team Organization

Team name:

Name	Current School Position	Team Role/Responsibility	Who Does the Person Represent?
Kristine Branch	SEL Coach and MTSS Coordinator	Facilitator	
Diane Whitford	Counselor	Materials Manager	High School
Heather Mccall	Social Worker	Note taker	
Micah Chandler	teacher		High School teachers
Steven Bauld	Instructional Coach		High School instruction
Ellen Salley	Career Development Coordinator		High School
Michelle Pledger	PreK Family Specialist		PreK
Charlie Broadfoot	School Administrator		Principal

Behavior Leadership Team Guidelines

MTSS/PBIS training	How do team members receive ongoing training in multi-tiered systems of support (MTSS) and positive behavioral interventions and supports (PBIS) practices?	Ongoing training in MTSS is provided to all staff.
Team members' terms	When do staff rotate off the team? How long is the term of service (e.g., 1-, 2-, or 3-year term)?	Teacher may rotate at semester. Other team members remain on the team.
Compensation	Are team members compensated for time spent serving on the team? If so, how?	Team members meet during work hours. There is no additional compensation.
Team meeting schedule	How often does the team meet (1x/week, 2x/month, etc.)? What are the dates? How long are the meetings?	The team meets 1x monthly. The meeting is 45 minutes.
Team meeting place	Where does the team meet? Does this area need to be reserved?	The team meets in the Media Center and reserved on the shared Google Calendar.
Team meeting ground rules	What are the ground rules for team meetings?	Team Norms
Absences	How do team members who miss meetings catch up? Do all team members have a backup person who can attend meetings for them?	A member would use the meeting minutes to catch up if they missed a meeting.

Team meeting agenda and minutes	How do we capture our work during our meetings? Do we take minutes?	We use a shared Google spreadsheet to take minutes.
Schoolwide Behavior Plan (SBP)	Who is in charge of archiving all work completed by the team? Where will the SBP binder be kept?	The team Materials Manager will be in charge of keeping the SBP up to date. The SBP binder will be kept in the conference room.

