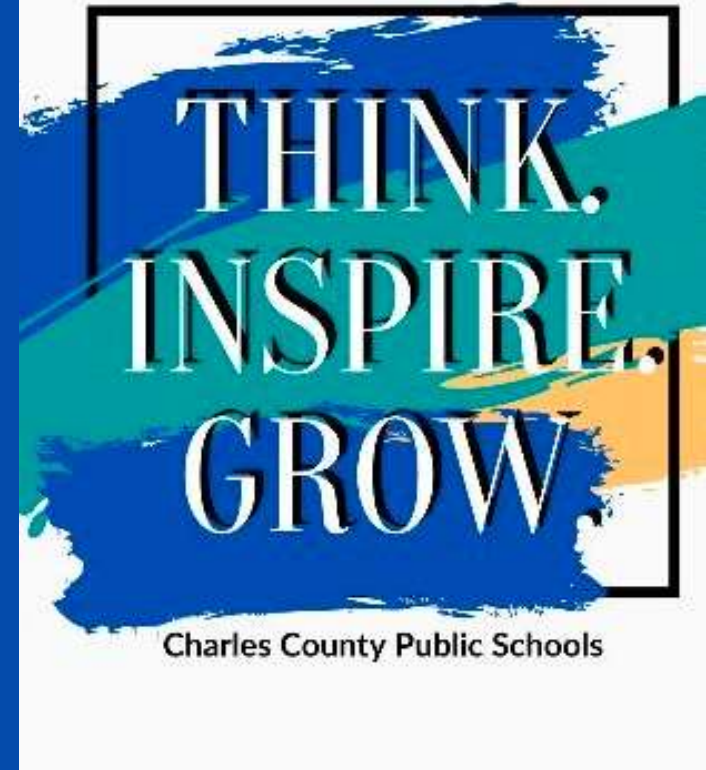


Charles County
Public Schools
School Climate Plan

Indian Head
Elementary School



Data Summary

- What are some key take aways your team discovered while analyzing your school's data?
 - What assumptions are you able to make about your school's climate based upon our interpretations of the data?
 - What is impacting your school's culture and climate? What changes do you want to see in your data?
- Discipline data continues to show disruption as the highest violation.
 - 34 students are responsible for the majority of referrals.
 - Attendance data for the past three years shows a slight increase in our attendance rate
 - Number of chronically absent students increased
 - Attendance Rate: 22-23 91.67, Attendance Rate: 23-24 92.56, Attendance Rate: 24-25 92.22



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School Climate: Problem of Practice

Problem of Practice statement:

Indian Head had 204 referrals for disruption as a result of an ineffective behavior management and support process.

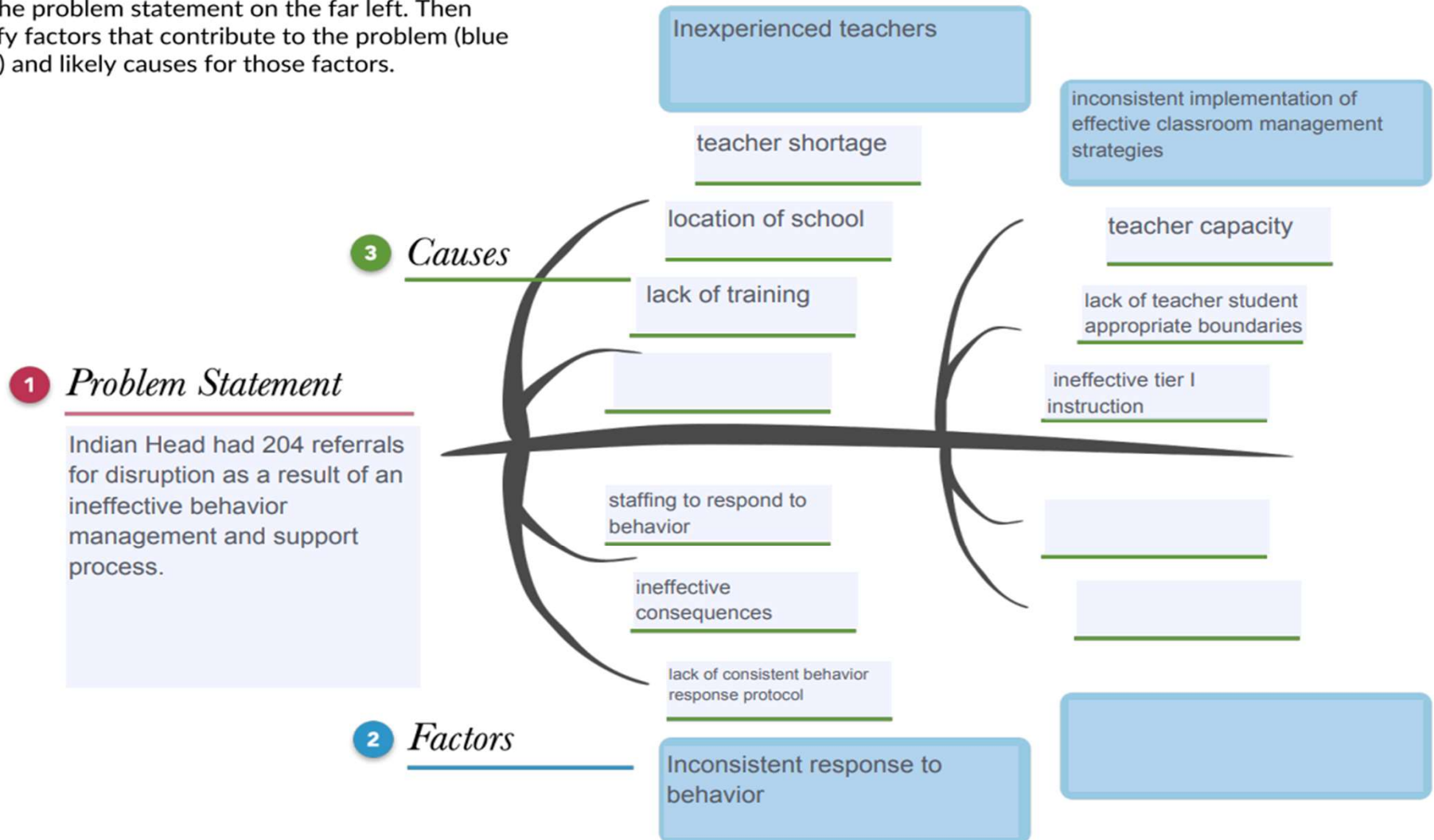
Culture and Climate Focus Areas	Indicate School Focus Area with (X)
Attendance	
Conflict Resolution	
Engagement	
Staff-Student Relationships	X
Student-Student Relationships	X
Suspension Disproportionality	



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To complete your own fishbone diagram, begin with the problem statement on the far left. Then identify factors that contribute to the problem (blue boxes) and likely causes for those factors.



1 Aim Statement

2 Primary Drivers

3 Secondary Drivers

4 Change Practices

Indian Head will reduce the total number of referrals in the area of disruption from 30% to 23% by June 2026.

Implement behavior response protocol

Ensure engaging tier 1 instruction occurs for all students.

If students have more consistent consequences disruption will reduce

If students are engaged in learning, disruptions will reduce.

Dedicate one staff meeting a month to behavior and training to include deescalation strategies.

Establish a behavior response protocol to be followed consistently.

Provide regular communication about behavior.

Follow the Code of Conduct to issue consequences consistently.

Multi-Tiered Systems of Supports

Schools that implement universal tier-1 behavior intervention programs with fidelity can more effectively use data gathered from the monitoring of this work to determine which students need increased levels/tiers of support. A tier-1 behavior intervention program will be an important foundation from which your school can build effective culture/climate action steps.

Indicate your Tier-1 MTSS behavioral intervention program here:

PBIS – 3 Rs, Respectful, Responsible, Ready to Learn

Use of class DOJO for points

Expected School Behavior

School Climate

Cycle 1 (Sept. 8 – Nov. 7th) School Climate Action Steps:

- *What practices, if done by everyone, could serve as an umbrella to help us achieve our SMART goal?*
- *What action steps will generate improvement?*

Action Step(s)	Individual(s) Responsible	Timeline
Implement PBIS program Teach expected behavior Establish behavior response protocol and present to staff Follow behavior response protocol consistently	All staff All staff Behavior Response Team Behavior Response Team	Daily Daily September As behavior support is needed



School Climate: Data Collection

Cycle 1 Data Collection:

Data from behavior support log
Disruption referral data
Walkthrough data



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School Climate

Cycle 1 School Climate Data Analysis

To what extent does the data provide evidence that the strategies are leading to attainment of the smart goal? What conclusions can we make, based on the data?

Data Source:

Successes	Challenges	Next Steps
<p>Total Referrals to date: 2024 = 266 2025 = 204</p> <p>23% decrease of total referrals</p> <p>126 referrals during Cycle 1 27% = disruption (major & minor)</p>	<p>Inconsistent behavior management and planning of instruction</p> <p>Ineffective consequences</p> <p>Repeated offenders</p>	<p>Implement behavior binders to streamline behavior response protocol and staff responsibilities</p> <p>Focused counseling groups</p>

School Climate

Cycle 2 (Jan 5– March 6) School Climate Action Steps:

- *What practices, if done by everyone, could serve as an umbrella to help us achieve our SMART goal?*
- *What action steps will generate improvement?*

Action Step(s)	Individual(s) Responsible	Timeline
Implement behavior binders school-wide	ALL	Daily
Follow behavior response protocol	Admin	Daily
Plan engaging Tier I instruction	Teachers	Daily
Focused counseling groups for repeat offenders	Counselor	As needed



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School Climate: Data Collection

Cycle 2 Data Collection:

Data from behavior support log
Disruption referral data
Walkthrough data
Behavior binder data



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