| ***2017-2020******PLWEP #2 (3 years) (SIP Priority)***: School Climate – NHS is a diverse community. We strive to make it safe and secure place where all students attend regularly and all members (Aligned with SIP Priority # 2 – Student Engagement) treat each other with dignity and respect. |
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| ***SMART Goal (1st year):*** Pro-Social BehaviorsOver the 2017-2020 school years, NHS staff will teach, model and monitor positive social behaviours for students. There will be consistency in recording and reporting incidents of student misbehaviour. Consequently we will see a decrease in defiant and disrespectful behaviours by 10%. Power School Behavior Summary Data: 123 incidents in 2018-2019. |
| ***Baseline Data*** | ***Indicators of Success*** | ***Targeted Research-Based Strategies / Actions*** | ***Monitoring and Accountability*** | ***Responsibility / Timeline*** | ***Progress Notes*** |
| **How do you know action is needed? What does the data tell you? Why is this goal necessary?** | **What will you see at the school /classroom level from students and staff?** | **What specific strategies will be implemented?** | **What will the ongoing review look like? Who is working on it and when? How will it be shared?** | **Who is working on the strategy and when will it be implemented?** |  |
| * 2018-19 Power School Behaviour tracking data indicates that defiance (66)/Disrespect (57) behaviours were amongst our highest incidents.
* 2018-19 Power School Behavior data indicates Failure to Comply with School Code of Conduct (65) as one of our highest incidents of misbehavior
* 2016-17 Our School Data indicated 92% of students do not get into trouble at school for disruptive or inappropriate behavior. Canadian norm is 88%. Indicating a small percentage of students are accounting for the number of discipline incidents recorded in Power School data
 | * More respectful behaviour at

NHS, modelled by all adults in the building through PBIS work. | * Teach pro-social behaviors through use of video announcements.

Could these be done at assemblies?* Staff Member of the Month – recognized in our admin meetings each month.
* PBIS (student/adult) Leadership team working towards improving the adult behavior and relationships through PBIS model.
* PBIS Behaviour Matrix to be developed
 | * Guidance to develop a plan for teaching pro-social behaviors – teachers and SLG to assist as appropriate (in-service teachers first then have Advisors work with students)
* PBIS Team to continue focus on positive adult relationships in the building. Now student-staff
 | * PBIS Team
* Guidance with assistance from district leads. Has there been district leads involved?
* Teachers and Admin
* Admin/PBIS Leadership Team to integrate PL throughout the year specific to targeted behaviors on designated PL Days.
 | * PBIS Team Book Study to continue.
* PBIS Grade 9 Support Plan was implemented.
* PBIS Behaviour Matrix under development….revision process underway.

Video announcements have not been used for pro-social behaviour.Vision Statement with Ardith? |
| * Fewer incidents of disrespectful

 or defiant behaviour | * IBS plans are reviewed by Guidance,

 teachers, parents and students  regularly and adjusted as needed* Teach pro-social behaviors through use of video announcements.
* Monthly Assemblies- Recognition of all students through Nighthawk of the Month.
* PBIS Behaviour Matrix to be developed
* Inclusive murals being painted around school this year.
 | * Regular Guidance and ESST Monitoring of IBSPs.
* Guidance to develop a plan for teaching pro-social behaviors – teachers and SLG to assist as appropriate
* PBIS Teams to discuss with Journalism and Digital Productions class an approved weekly tip.
* Staff to nominate students for Nighthawk of the Month
* Leadership class and Art students to take lead
 | * Guidance and ESST
* Guidance and Staff
* PBIS Teams at Monthly Meetings
* All Staff
* Ms. Keehn and Miss Fitton
 | * Video announcements have begun for year.
* PBIS Behaviour Matrix under development….revision process underway.
* Plans for painting murals underway many murals have been completed. Need to be approved by admin.

PBIS team is not currently giving an approved tip |
| * More accurate and consistent

 recording of incidents by  teachers – Behaviour tracking | * Review and discuss regularly what

 positive behaviours look like and the language of the Behavior Tracking  Forms to be sure staff are consistent in reporting (consistent language used  among teachers) | * Behaviour tracking in Power School will be more accurate and consistent – change to blue form & electronic submission to administration
 | * Admin Staff
* All Teachers
 | * Staff doing well with behaviour tracking so far. Need to review process with new teachers and interns.
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