

2023-2024

**Year of Gratitude: Practicing Gratefulness to Foster
Personal Growth**

**PBIS Plan & Procedures:
Establishing an IB culture of honor.**

Walker Motto:	Rigor – Service – Play!
Walker Vision:	Empowering students to take what they have learned and use to make the world a better place.
Walker Mission:	Equipping globally-minded students to think, collaborate, and act with care.

Developed by a multi-disciplinary committee devoted to encouraging students to actively demonstrate the Walker Honor Code.

Updated 8/7/23

Walker Statement of Equity

At Walker, equity is doing whatever it takes to provide the supports necessary for all students to be successful.

Equity is **not** treating every student the **same**.

There will be the same high expectations of success for all stakeholders.

Each instance of student intervention will be treated separately and in context. Two students can do what appears to be the exact same thing, positive or negative, and the path toward success look completely different. Treating students and situations as independent and separate occurrences is at the heart of equity.

Time 2 HOWL & Wolf Coins – 2023-2024

T2H Purpose = Balance!:

1. To give each Walker student a time each day to rest, laugh, and enjoy fellowship with others.
2. To create special environments for students that meet performance criteria to “cash in” Wolf Coins.
3. To provide academic enrichment time for students in need or who seek additional support.

T2H Procedures:

1. Grade Level Teams will create support plans for T2H/Lunch to include the following:
 - All staff will report to the cafeteria at the beginning of the lunch period to help students get seated for lunch and check seating charts.
 - Staff will remain in the cafeteria to collect their students for pull-outs and escort them back to the room.
2. Students will give attention to speaker, asked to “Give Me 5” for announcements and recognitions.
3. The following options will be made available to students at this time:
 - Remain at their tables for some fellowship with others.
 - Cash in “Wolf Coins” for a variety of special environments.
 - Students will sign out and walk with their teacher for pull-outs.
4. Students may cash in Wolf Coins and go to their incentive once their table is called, and they’ve moved through the lunch line.
5. Students will be called by table to clean their area. At this time, students will collect their garbage and take it to the Recycle Station, where they will follow the “loop” to dispose of garbage and recyclable materials.
6. Student volunteers will assist with the recycling process and washing the tables.
7. Students will clean up after themselves when a spill occurs using the washcloths, mops, and brooms provided at the Recycling Station.
8. Once areas are in order and clean, students will be dismissed one table at a time.

Behavior Expectations – Walker Honor Code: Balanced, Risk Taker, Inquirers, Caring, Knowledgeable, Communicators, Principled, Open-Minded, Reflective, Thinkers

1. Students are expected to do the following each day during T2H:
 - Be on time
 - Sit in their assigned seats
 - Give undivided attention to whoever is talking to the group – “Give Me 5”
 - Leave areas cleaner than they found it
2. Electronics are put away in backpacks and are not to be used in the cafeteria.
3. Once announcements are made and directions are given, students will be called by groups to the line and to cash in Wolf Coins.

School-wide Incentives

Wolf Coins:

Students will be recognized on a daily basis for demonstrating the Walker Honor Code:

- Balanced
- Risk Taker
- Inquirer
- Caring
- Knowledgeable
- Communicator
- Principled
- Open-Minded
- Reflective
- Thinker

All adults on campus including teachers, paraprofessionals, office staff, cafeteria staff, and custodial staff will reward students for demonstrating the IB Learner Profile Traits by handing out “Wolf Coins.” Wolf Coins are official Walker currency that represent \$1 denominations and may be spent on incentives in the classroom, the school store, activities during lunch, and select school activities and events.

Incentives

Daily

- **Classroom Reward Systems:** Teachers use classroom management systems to reward positive behavior.
- **Wolf Coins** are given daily to students demonstrating the Honor Code.
- When recognizing positive student behavior, teachers will reference the monthly IB Learner Profile Trait.
- **Cafeteria Incentives:** Wolf Coins can be redeemed to go to the PTSA Park, VIP Lounge, Patio, High Top Tables, play Foosball, Air Hockey, and other special activities.

Weekly

- **School Store** is open to spend Wolf Coins in the morning on Wednesdays and Fridays and during lunch once a month. Students can purchase snacks, candy, drinks, ear buds, phone cases, cotton candy, popcorn, and more! 6th graders will have access to the store in the courtyard and 7th/8th graders will have access at the concession stand at the gym.

Monthly

- **Popcorn and Snow cone Sales:** Students will be able to purchase popcorn and snow cones with their Wolf Coins in the lunchroom once a month!
- **IB Monthly Profile Trait Focus:** There will be a monthly focus on each IB Learner Profile Trait and students will be recognized for demonstrating it with Wolf Coins.

- **IB Teacher of the Month:** One staff member is recognized for a particular IB learner profile trait. Nominations are made by teachers and students. Nominations are read aloud to staff and a parking space is designated for the month.

Quarterly

- **Student of the Quarter:** Students in each grade level are selected by teachers for exemplifying IB learner Traits and showing academic achievement. Students are recognized school-wide at the quarterly recognition assembly and earn a Student of the Quarter bracelet that grants the privilege of wearing jeans with a school spirit shirt on Fridays. The student also receives a personalized “Howl Out” card from their teacher. *Please note that Student of the Quarter shirts from previous years may be worn as a spirit shirt, but are not valid for jeans on Fridays for the current school year*
- **Express Cards:** Students who earn Principal’s Honor Roll will receive an Express Card at the beginning of each quarter. The Express Card can be presented to earn incentives such as: Front of the lunch line every Monday, a PTSA Park pass, and non-uniform days.
- **Double Jumpers:** Students who make gains on their Math and/or Reading FAST tests will earn a Double Jumper Card at the beginning of the year. The Double Jumper Card has the same perks as the Express Card.

Semester

- **Semester Cash Outs:** Students will be given an opportunity to spend any leftover Wolf Coins they have on special events such as popcorn/snow cones in the cafeteria, the school store, etc.
- **Wolf Coin Color Change:** After the semester cash out of all Wolf Coins, a new color will be issued and the previous color will no longer be accepted.
- **Recognition Assemblies/Pep Rallies:** A time to recognize students and staff school-wide!
- **Lunch Incentive price increases:** Lunch incentives such as PTSA Park, Patio, High Tops, and VIP Lounge will increase throughout the semester and then reset at the beginning of the each quarter.

School Wide Mentoring Plan

Counselors will work with Grade Level PLCs to identify students needing specific interventions for attendance, behavior, and/or academic concerns and will identify by teacher-leaders for mentoring. Mentors will meet with mentees to begin building rapport and setting goals. The mentorship will focus on creating meaningful connections between the student and the school. Goal setting may focus on academics but is not required. Some students may just need a trusted adult to connect with at Walker.

Weekly

Mentors will meet with mentees to get to know them further and check on progress toward goals.

Quarterly

Participants in the mentoring program will meet all together at the end of each quarter for a Mentoring Luncheon. The purpose of this luncheon will be to celebrate successes and have fellowship.

Walker School-Wide Positive Behavior Plan

The goal of the District is to ensure that all students are provided an education in a safe and supportive environment that is conducive to learning. One way to achieve this goal is through fair and appropriate implementation of student discipline policies and procedures based on research substantiated with evidence. It is critical for all stake holders – students, parents/guardians, teachers, resource officers, and administrators to play an active role in bolstering the implementation of preventative procedures and programs to reduce the incidences of reactionary discipline. (HCPS Student Code of Conduct & Resource Guide, p. 17)

The purpose of Walker’s positive behavior plan is to increase instructional time and positive behaviors. The ideal scenario includes accomplishing the goal without resorting to suspensions in accordance with Key Performance Indicators set by the district to increase graduation rates.

To reach our goals of higher student achievement, both as academic learners and global citizens, we need **100%** of the Walker staff to enforce the following policies **100%** of the time.

The expectation is that both student and teacher will work together respectfully when communicating about how to solve a problem. When addressing a student who is struggling to uphold the Honor Code, the teacher will speak with the student privately (away from other students). If the student is still experiencing challenges, the teacher will utilize the grade-level team or PSLT to problem solve interventions to help the student be successful.

Walker Middle Magnet School Uniform Policy

Walker Middle Magnet School believes that our uniform policy promotes a positive learning environment and contributes to school spirit and safety.

The Student Uniform shall consist of the following:

“Tops”	Only White, Black and Forest Green collared polo shirts shall be worn. White undershirts may be worn underneath, but they must be tucked in. Outerwear such as hoodies, jackets or sweaters must be appropriate; not disruptive or offensive. Outerwear should not cover up the collar of the uniform top and should not be longer than the “bottoms”. Vests and shirts are not allowed as outerwear. Only 7 th and 8 th graders with burgundy polo shirts from the previous year(s) will be allowed to wear them.
“Bottoms”	Only khaki/beige and black pants, shorts, skirts, skorts, capris, and jumpers may be worn. Hemlines shall be no shorter than fingertip length. (7-inch inseam recommended). All “bottoms” must be worn at the waistline and be a solid color without logos and/or prints of any kind. Short shorts, mini-skirts, yoga-style stretch pants, leggings, athletic shorts, and sweatpants, or pajama pants are not acceptable. Blue jeans are allowed on special, designated days. Rips/holes are discouraged. No skin may show through rips/holes.
Shoes	Shoes shall be worn. Skate tennis shoes and bedroom slippers are unacceptable and not allowed.
Friday Dress	Official Walker spirit shirts may be worn on Fridays with uniform bottoms. Student of the Quarter bracelets may be worn and those students are permitted to wear blue jeans and a spirit shirt.
Face Masks	Face Masks are optional. Face masks must adhere to the dress code and should not be disruptive to the learning environment.

Procedures for non-compliance with Uniform Policy:

All staff members will send students who are out of compliance to the front office starting at 7:50 a.m. All teachers will conduct a uniform check at the beginning of the period. Students should be sent to the office immediately when determined by an adult to be out of uniform or questionable. Once changed, the office will hold non-compliant clothes until the end of day. A pass will be given to the student to return to the office during 8th period at 3:15.

Students may be sent back to class even though a uniform change could not be made. Those students will still be assigned a consequence in the office based on the chart below. **All students will be sent back to class with a dress code violation note that teachers my see to verify the instance was handled.**

1 st Instance:	Student is sent to the office to change, office staff calls parent and logs in form.
2 nd – 4 th Instances:	Student is sent to the office to change, administrator calls parent, student is assigned LUNCH DETENTION. Office staff logs in form.
5 th Instance:	Student is sent to the office to change, Administration will call the parent, Administration generated DISCIPLINE REFERRAL, student is assigned ISS. Office logs in form.
This applies to any violation of the dress code policy	

Tardy Policy

A student is tardy if they are not in their seat or teacher designated location in the class when the bell rings. If a student is tardy, the teacher should enter the tardy into attendance in EdConnect **every instance** for **all classes at all times**. There is no individual tardy lock out. Only passes from the Main Office are an acceptable excuse for a tardy. In emergency situations, a teacher may issue a pass for a student going to their next class. Email should not be used to communicate these instances. If a student is marked present but not in class, the teacher will call the office so that the student may be located (**not posted on Teams**). If a student is late to class due to a late bus, an announcement will be made to notify all teachers.

Per Quarter for Each Teacher:

1 st Instance:	Verbal warning.
2 nd Instance:	Teacher will communicate to parent verbally or via email a brief description of the tardy behavior and the positive behavior we hope to see.
3 rd Instance:	Teacher phone call to parent and issue Conduct Cut

Per Quarter for Each Student:

4 th Instance:	Administration send parent letter home.
5 th Instance:	Administration send ParentLink.
6 th Instance:	Student is assigned work detail during lunch. Administration call parent.
Subsequent Instance:	Student is assigned additional disciplinary action. Administration conference with student and parent. Action plan for student created.

Hall Pass

- Any student sent out of class should wear a lanyard or have a written pass. A sign-out log must be used. Logs will be provided to teachers.
- Hall passes should NOT be given during the first 10 minutes or the last 10 minutes of a class period.
- The sign-out log should document the date and time when a student leaves the room.
- No more than one student should be sent with a bathroom pass at a time.
- If a student is found in the hallway without a pass, a teacher will escort the student to the appropriate classroom.

Bring Your Own Device

- Walker is a BYOD School (Bring Your Own Device)
- Devices (Phones, earbuds, headphones, tablets, or any electronic device) will not be permitted starting at 7:50 a.m. on the Patio and at the Gym, until 3:25 p.m. dismissal.
- Devices are only to be used at the direction of the teacher or administrative staff.
- When the reflection bell rings, students put devices in backpacks.
- Phone conversations during the school day are prohibited unless under the direct supervision of staff.
- Stop Light System:
 - Red = No technology
 - Yellow= Technology use on a topic directed by an adult.
 - Green = Free use of technology. No pictures, recording, social media/posting of any kind.
- Devices are not to be used outside of classes in hallways, bathrooms, cafeteria, gym.
- Any student using electronic devices in an unapproved manner will receive consequences based on the plan below.

1 st Instance:	Confiscate item, Label and give to Office Staff. Office calls or texts parent with a verified response to ensure student safety, Teacher reminds student of BYOD policy. Office Staff logs in Cell Phone Log in Main Office. Parent picks up in Main Office.
2 nd Instance:	Confiscate item, Label and give to Office Staff, Teacher calls or texts parent with a verified response to ensure student safety, Teacher reminds student of BYOD policy. Office Staff logs the offense in Cell Phone Log in Main Office. Parent picks up in Main Office, Student is assigned LUNCH DETENTION.
3 rd – 4 th Instance:	Confiscate item, Label and give to Office Staff, Administration contacts parent with a verified response to ensure student safety, Administration conferences with student about BYOD policy. Office Staff logs in Cell Phone Log in Main Office. Parent picks up in Main Office, Student is assigned LUNCH DETENTION.
5 TH Instance:	Confiscate item, Label and give to Office Staff, Administration contacts parent with a verified response to ensure student safety, Administration conferences with student about BYOD policy. Office Staff logs the offense in Cell Phone Log in Main Office. Parent picks up in Main Office, Administrator generates DISCIPLINE REFERRAL, Student is assigned ISS.

AM / Breakfast Procedures

All students needing breakfast will report to the cafeteria upon arrival and go immediately to the breakfast lines. Students will eat their breakfast in the Café. Once finished with breakfast, students will throw away their trash and report to their holding areas (7th and 8th grade to Gym/ 6th to Patio). No students will be allowed to stay in cafeteria beyond time allotted for eating their breakfast.

Supports and Strategies for Individual Students

The following **supports** will be provided to students and parents in the **instance** where a student struggles to uphold the Walker Honor Code and District Policy. The expectation is for each instance of student behavior affecting a conduct grade to be documented. Teachers should follow the guidelines below when assigning conduct grades.

Conduct Grades are assigned quarterly by the teacher and should be documented using Behavior Tracker and on the Report Card. They “re-set” back to “A” at the start of each quarter. Each instance in need of support and each subsequent referral to administration will result in the conduct grade being lowered one letter.

	Support for 1st Instance	<ul style="list-style-type: none"> • Teacher will respectfully reinforce positive behavior. • Utilize logical consequences to teach appropriate behavior.
<i>NOTE: The goal is for every part of the process to be documented.</i>	Support for 2nd Instance	<ul style="list-style-type: none"> • Parent is notified – verbal, written, or via email – to include a brief description of the instance and the positive behavior we hope to see. A documented response from the parent is required. Behavior Tracker updated.
	Support for 3rd Instance	<ul style="list-style-type: none"> • The student’s conduct grade is lowered. • Parent is notified – verbal, written, or via email – to include a brief description of the instance and the positive behavior we hope to see. A documented response from the parent is required. Behavior Tracker updated. • The counselor will be contacted for a meeting with the student (contacting parents as needed). Counselor will provide feedback to referring teacher.
	Support for 4th Instance	<ul style="list-style-type: none"> • The student’s conduct grade is lowered. • The teacher calls the parent and documents parent response/teacher attempt. • The counselor will facilitate a conference with student, teachers, and parent (present or via phone) to include a review of specific instances, the Walker Honor Code, and the Magnet Commitment Letter. • The teacher will refer the student at grade-level RtI meeting to problem solve support and strategies. • Behavior Tracker updated.
	Support for 5th Instance	<ul style="list-style-type: none"> • The student’s conduct grade is lowered. • The teacher will document a written referral. When writing a referral, teachers are asked to include their recommendation for a consequence. • Administration will attempt to work with the student, parent, and teachers to improve student behavior based on the District Behavior Matrix.
	Support for Subsequent Instances	<ul style="list-style-type: none"> • The student’s conduct grade is lowered. • Administration will attempt to work with the student, parent, and teachers to improve student behavior using District Behavior Matrix.



**As a member of the IB world
community, I will honor the
following values:**

Balanced

Risk-Taker

Inquirer

Caring

Knowledgeable

Communicator

Principled

Open-Minded

Reflective

Thinker



Walker Middle Magnet Honor Code



Being at Walker Middle Magnet School is a privilege. Students, staff and parents will honor it accordingly.

“As a member of the IB world community, I will honor the following values:
**Balanced, Risk-Taker, Inquirer, Caring, Knowledgeable, Communicator,
Principled, Open-minded, Reflective and Thinker.”**

By signing below, I agree to live out the above values. I agree to reflect on my behavior and make every effort to improve based upon feedback. I look forward to earning school-wide incentives based on my performance.

Walker Student Name - Print

Walker Student Signature Date

Parent Signature Date

Homeroom Teacher/Grade Level