

RUTHERFORD COUNTY  
BOARD OF EDUCATION

## Case Study

Modernizing Behavior Management  
at Rutherford County SchoolsAbout Rutherford  
County Schools

*"To empower today's students  
to grasp tomorrow's  
opportunities."*

Rutherford County Schools, located in the city of Murfreesboro, consistently ranks as one of the best school districts in Tennessee.

With a total of 49 schools, Rutherford County is one of the fastest growing school districts in Tennessee and the fourth largest behind those in Memphis, Nashville, and Knoxville.

The district strongly believes that all students should be empowered to reach their fullest potential.

Rutherford County  
Schools at-a-glance

- 46,303 students
- 2,940 classroom teachers
- Student/Teacher Ratio: 15.75
- 2,923 ELL (formerly LEP) students
- 4,193 students with IEPs

## The strategic plan

The Rutherford County Schools Strategic Plan was adopted by the Rutherford County Board of Education in December 2019. It was created under the leadership of Director of Schools, Bill Spurlock, who worked for months with the assistant superintendents to prioritize the district's greatest needs.

Some of the goals include developing a framework to address student equity, and training highly effective certified employees to support the district's growing and diverse student population.



## Solving the disproportionality issue

Rutherford County Schools is comprised of 49 schools and has roughly 4,200 special education students. The district is currently building their own tier two database of strategies, but needed help with solving disproportionality challenges over the suspension of SPED students.

That prompted the district to divert some funding and find opportunities to support students with behavioral issues.

"To me, that's been a great opportunity, because it's allowed us to look at discipline as a whole, not just for that subgroup, and look at what are we doing to support students with behavioral issues, which of course feeds right into my primary role, which is supporting schools in RtI:B."

PAMELA PARKER, BEHAVIOR SUPPORT SPECIALIST AT  
RUTHERFORD COUNTY SCHOOLS



## Looking to reduce suspension and expulsion rate district-wide

The district strongly believes in a consistent use of researched-based instructional practices to increase student achievement and growth.

Rutherford County leadership implemented Insights to Behavior to help reduce the suspension and expulsion rates for general and special education students district-wide. Behavior specialists are using the tool to collect and watch data, and to manage behavior plans for special education students. It is also used heavily at the tier two level.



## A new opportunity

Prior to purchasing the tool, the district had a suggested bank of strategies for general education students, and several BCBS and behavior specialists that conducted their own FBAs and behavior plans for students with severe behavioral issues.

Since the adoption of the platform in August 2019, Kenton Levings, the CEO of Insights to Behavior, has been working with behavior specialists to customize the tool to make it more effective for the district.

"I'm working with Kenton to really hone in on some specific, easier to implement strategies, that will become our database for the regular ed students at the tier two level. He has also been working with our behavior specialist on some ideas that they would like to see in terms of more options for data collection."

PAMELA PARKER, BEHAVIOR SUPPORT SPECIALIST AT  
RUTHERFORD COUNTY SCHOOLS

## Implementing the solution

For Rutherford County Schools, the platform has played a vital role consolidating different levels of RtI:B implementation in schools. Insights to Behavior has helped the district streamline their processes and build much needed consistency.

The platform's highly customizable nature makes it easy to adopt and implement into the current processes in place at each school.

Behavior support specialists like Pamela Parker, whose job is to provide support and training to all the schools in the district, find the platform to be "a tremendous help in making sure that schools are implementing certain strategies consistently".

Since they started using the platform, behavior specialists have reported a significant increase in the amount of data being logged and readily available.

The ability to build customized and readable Behavior Intervention Plans has shown to be especially useful when a student transfers to another school or gets a new teacher. The new teacher can then easily access the strategies that have previously been used to support the student, and continue to provide the same support without interruption.

Insights to Behavior's platform helps Rutherford County Schools make well-informed decisions by providing vital information about student behavior and how to manage it.



# The Data Behind Modernizing Student Behavior Management

## Drive adoption

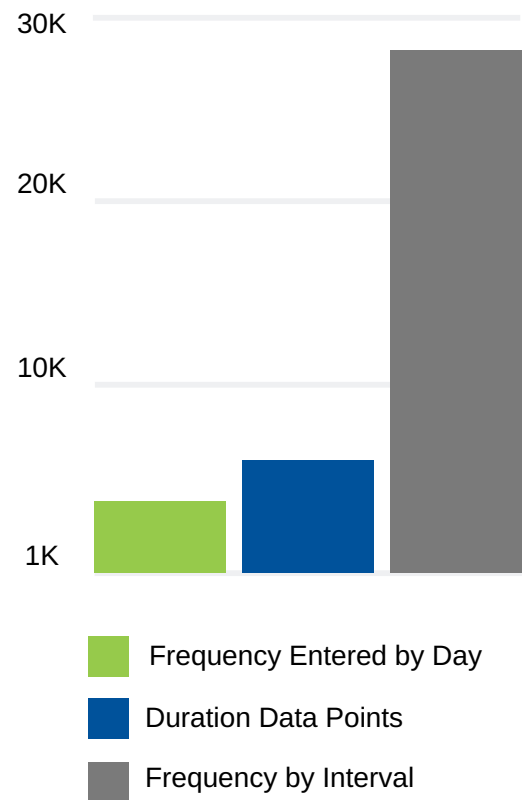
**Challenge:** Determine how frequently the new process is adopted and used by teachers to create behavior intervention plans and conduct daily collect of student behavior data.

**Change:** Rutherford County Schools is now electronically collecting and assessing behavior data from a central interface with Insights to Behavior.

### Outcome:

- Hundreds of daily frequency data points
- Thousands of duration data points
- Tens of thousands of data points on frequency by intervals.

**Improvement:** Each teacher is logging an average of six behaviors per day for each student with a Behavior Intervention plan.



# The Data Behind Modernizing Student Behavior Management

## Improve student behavior

**Challenge:** Reduce the frequency, intensity, or duration of maladaptive behaviors through implementing effective research-based interventions to foster positive replacement behaviors in the classroom.

**Change:** Teachers access Insights to Behavior to help create legally-defensible behavior intervention plans in under an hour, including research-based strategies, and perform daily collection of classroom behavior data.

### Outcome:

- Changes and trends in student behaviors can be monitored over time.

**Improvement:** Each teacher is logging an average of six-behaviors per day for each student's Behavior Intervention plan.





# The Data Behind Modernizing Student Behavior Management

## Professional development

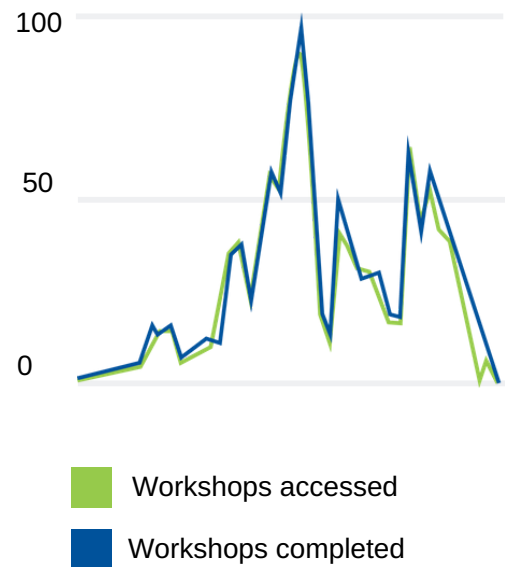
**Challenge:** Reduction in special education referrals for behavior-related reasons, addressing disproportionality, and social-emotional support skill-gaps.

**Outcome:** Through the District's adoption of Insights to Behavior every teacher has access to over 40 hours of virtual workshops to help learn effective classroom behavior management techniques.

**Data:**

- Workshops that have been accessed but not completed
- Workshops that have been completed

**Improvement:** Over a 60-day period district staff collectively certified attendance on completing over 1,000 training hours using Insights to Behavior workshops.



# Building the tier two strategies database

While Insights to Behavior continuously supports the district by offering tier three and intensive behavior planning strategies, Rutherford County Schools discovered a need for more generic ones that can be used for tier two students. With the help of the Insights to Behavior team, Rutherford County Schools began developing a tier two database of strategies to support teachers who don't have a lot of experience with behavior planning.

After completing a bulk of training in November and December of 2019, Rutherford County Schools started using the platform consistently and saw a positive change in their behavior management system at both tier two and tier three levels.

## Summary

By replacing spreadsheets and paper reports with at-a-glance dashboards and interactive reporting, district personnel can be much more efficient and consistent with data collection and sharing.

Because Insights to Behavior is a web-based application, remote collaboration is much simpler and enables teachers to create and share legally-defensible intervention plans in less than an hour. Insights to Behavior helps Rutherford County Schools empower their students to reach their maximum potential and support sound and effective instruction in every classroom.



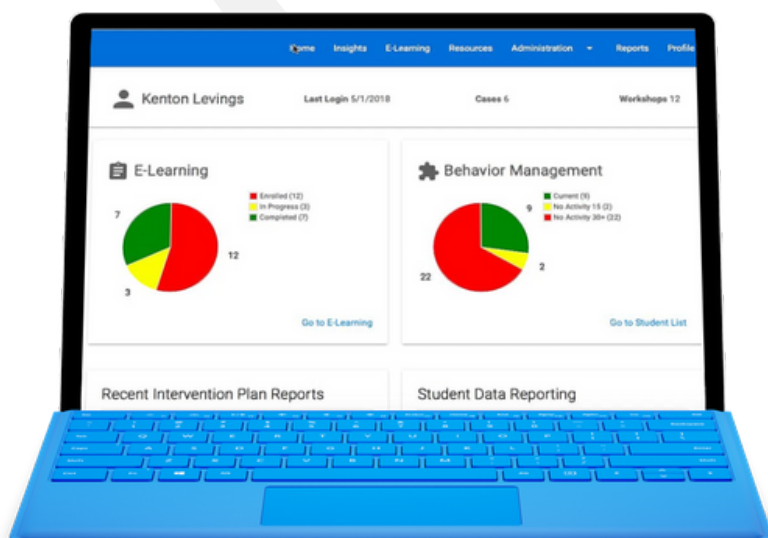
## Want to learn more about Insights to Behavior?

Find out how your teachers can create legally-defensible and effective Behavior Intervention Plans in under an hour.



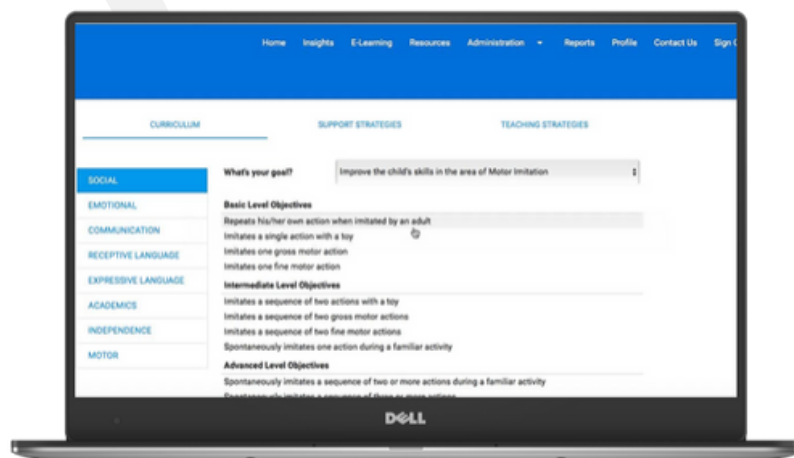
## Create Legally-Defensible Behavior Plans Faster

A step-by-step wizard guides you through creating a behavior intervention plan, complete with age-appropriate, research-based strategies for identifying suitable replacement behaviors. Teachers can quickly and easily enter data to help with behavior monitoring.



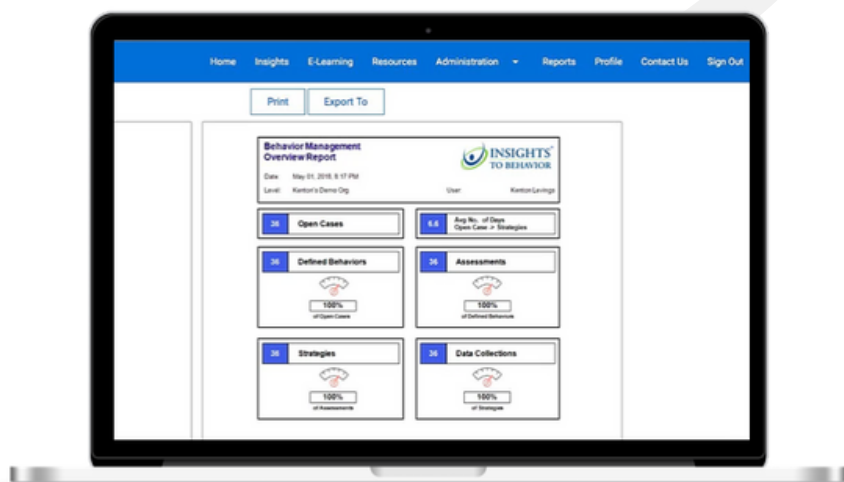
## Track Behaviors, Monitor Progress

Determine the underlying cause of the behavior and implement research-based strategies to solve the issue. Keep students on track with resources for social and emotional support that improve a student's attention, emotional regulation, adaptability, and social understanding.



## Report and Improve

Replace spreadsheets and paper reports with at-a-glance dashboards and professional reporting. Gain access to Continuing Education tools, training, and resources that empower educators and set students on a path to success.





Ready for  
a demo?

## Create Legally-Defensible Behavior Intervention Plans in Under an Hour.

Insights to Behavior is a new web-based application that empowers any user to create a legally-defensible behavior intervention plan in under an hour—including age-appropriate, research-based strategies so you can track, manage, and modify K-12 student behaviors better than ever.

Insights to Behavior empowers administrators and teachers with an unprecedented suite of tools to create, update, track, and report on Behavior Intervention Plans—whether it's implemented in a single school or district-wide.

If you're considering purchasing Insights to Behavior for your organization, request a call-back and we'll reach out to schedule your team for a 30-minute online demo, including pricing that meets the needs of your district.

[Schedule a 30-min demo](#)

Want to learn practical research-based classroom and behavior management strategies?

Join a diverse group of special and general education leaders and behavior specialists each month as a guest speaker discusses how to manage student behaviors to maintain safe, productive and peaceful classrooms.

## Register for our Managing Behavior Monthly Webinar Series for K12 Educators.

There is no cost for these monthly one-hour online sessions and you'll get a certificate of attendance.

[Register for the series](#)