

Positive Behavioral Interventions and Supports (PBIS): A Tiered System of Improving School Climate

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Hopedale Public Schools Presenters:

Brian Miller – Principal, Memorial Elementary School
Christine Cappabianca – PBS Coach/Health Teacher, Memorial
Jill St. Martin – PBS team, Guidance, Junior-Senior High School



Who Are We and Why PBIS?

We are located 32 miles southwest of Boston and 20 miles southeast of Worcester, Hopedale is a small, middle-income residential community with an approximate population of 6,000. We have 3 public schools; Bright Beginnings Center (pre-K), Memorial Elementary and Junior-Senior High School.

Junior-Senior High School

- 7th – 12th grades
- 530 students total
- Approximately 60 full- time teachers, administrators, and counselors
- 1 Principal, 2 Deans

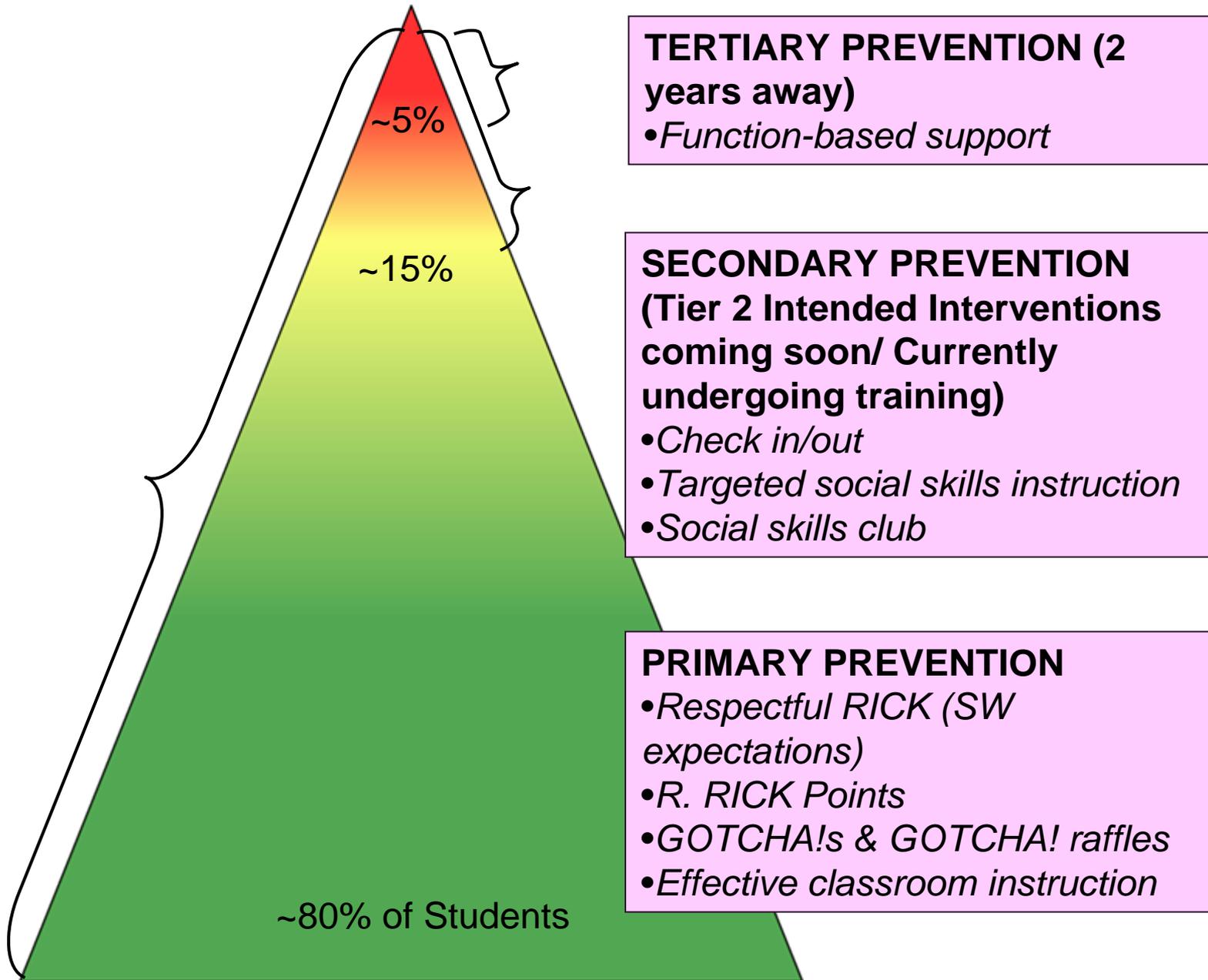
“What’s In It For Us?”

- Increased Connectedness
 - NEASC
 - MetroWest Adol. Health Survey

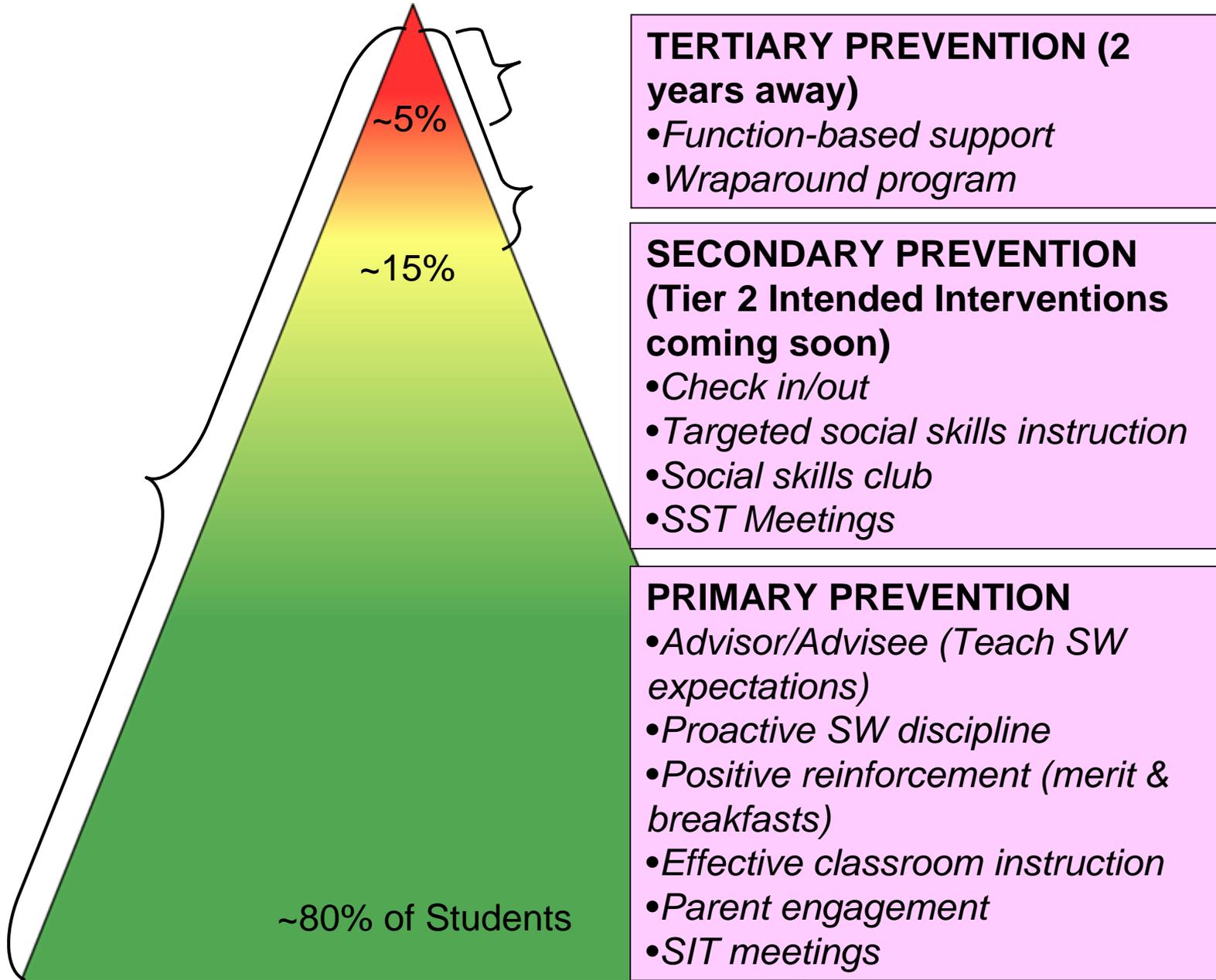
Memorial Elemenaty School

- Grades K – 6
- 630 students total
- Approximately 75 Full Time teachers, teacher’s assistant, administrators and counselors
- 1 Principal

What do we have in place at Memorial School related to PBIS?



What do we have in place at Hopedale Jr. Sr. High School related to PBIS?



Beginning Stages of Implementation

- Began PBIS Tier 1 training Fall 2007
 - 6 full day training sessions over the course of the year
 - Leadership team formed for each school
 - Staff (administrator, regular ed., special ed., counselor), students, parent representative
 - Ground rules and member roles defined
 - School Wide Core Values created
 - Respect, Responsibility, Perseverance, Achievement and Safety
 - RRICK
 - Behavioral Matrix created

Rolling out SWPBIS: A System of Change

Junior Senior High School

Fall of 2008 – Primary Level
(Universal Supports)

- Merit System – 4 positive interactions
 - Forms
 - Breakfasts

- Advisor/Advisee
 - Teach SW Expectations

What we already had:

- Office Discipline referral form

Merit Form

Student _____ Teacher _____
(print)

Value

<input type="checkbox"/> Respect	-Please check <u>all</u> boxes that
<input type="checkbox"/> Responsibility	to the situation and turn in
<input type="checkbox"/> Achievement	PBS box in the Main Office
<input type="checkbox"/> Perseverance	
<input type="checkbox"/> Safety	-Give student bottom portion

Authorized Signature _____ Date: _____

Congratulations!

You have been awarded Merit(s) for: _____

Job Well Done!

Rolling out SWPBIS: A System of Change

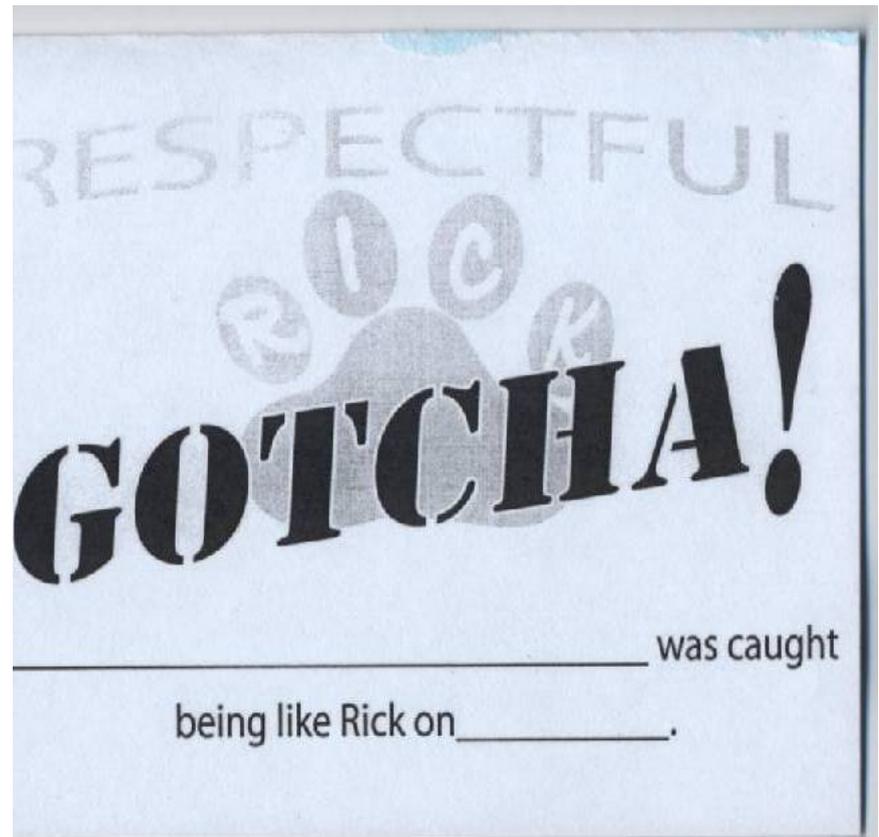
Memorial Elementary School

Fall of 2008-Primary Level
(Universal Supports)

- Gotchas-goal for teachers is to write 5 Gotchas for every 1 white slip
- “White Sip”-Office referral form used as means to collect demographic data related to incident (location, time of day, referring teacher, etc...)

What we already had:

- RICK



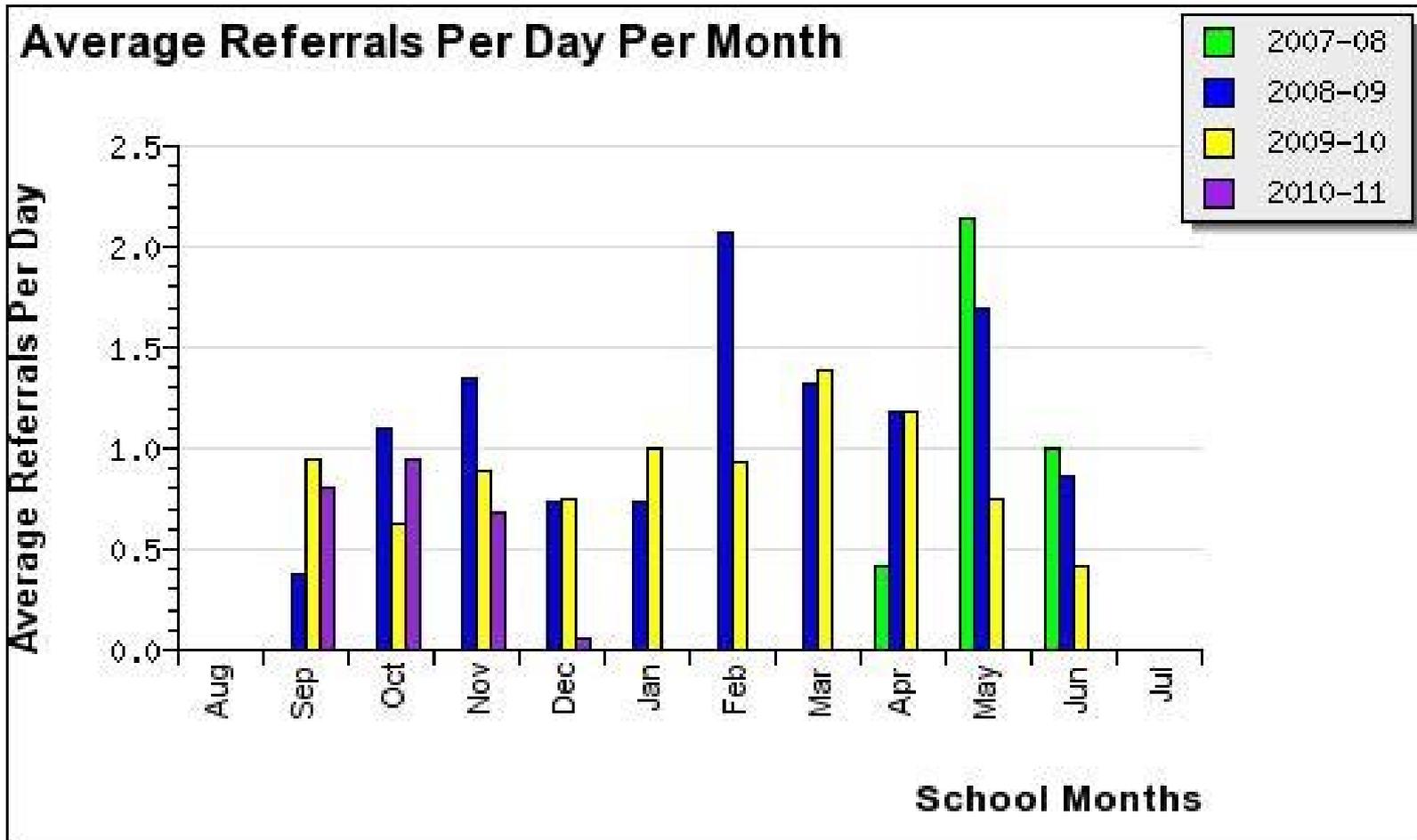


Highlights: Memorial School

- **GOTCHA!s** -easy for teachers—quickly give a student a Gotcha along with specific verbal praise for their actions
- **Teacher "buy-in"**—praising children for being good & doing what is expected is far easier for teachers than dealing with discipline
- **Discipline--“White Slips”** to be used when student is not responding to classroom-based structure, routine, and expectations; quick and easy process to write up this slip
- **SWIS-School Wide Information System**
 - great database for tracking disciplinary referrals
 - teachers/administrators can use this information to identify contributing factors to student discipline issues
 - Teachers can better prepare student prior to his/her involvement in "X" activity-then able to give a Gotcha as student becomes more successful during "X" activity

Memorial School SWIS Data

as of 12/02/10 A multi-year view





Highlights: Junior Senior High School

Advisor/Advisee for 2010-11

- Groups meet 2/month in a 30 minute period
- Students are grouped per grade level with the same group and advisor every year.
- All faculty are assigned to a group of @ 12 students.
- School-wide themes based on the core values of PBIS: respect, responsibility, safety, perseverance and achievement as well as bullying initiative.

Merit Program

- Implementation difficult in higher grades
- Raffle on morning announcements quarterly
- PBS Breakfast's quarterly for nominated "core values" students



Challenges to Implementation

Memorial School

- Getting “into” the classrooms
- Team meeting time
- Effective use of SWIS
- Running the “Passport” event booster
- White slip consistency
- Open Circle*
- Entering SWIS data
- Building team turnover

Jr/Sr High School

- Team meeting time
- Staff training: Advisee program
- Leadership team
- Increasing staff involvement
- Data collection and analysis
- Upperclassman buy in
- Administration turnover

Tier 2 – Secondary Level

Training began Fall 2010 (Anticipated roll out fully in Fall 2011)

- Tier 2 Leadership team separate from Tier 1 Leadership team
 - Overlapping members
- Address need of specific students that is not enough for the “green zone” students
- Possible Interventions
 - Check In/Check Out
 - Targeted Social Skills training
 - Peer Based
 - FBA's

What did we learn and where are we heading?

- We need DATA!
 - SWIS in the Jr. Sr. High School?
 - Goal to help to show improvement and improve faculty buy in and inertia through years and gives an evidence-based strategy for where to target.
- Strong and consistent leadership team is key!!
 - One person cannot do everything!
 - Regular meeting schedule
 - “Full” faculty support

Our Goals This Year!

- Rejuvenate leadership team
- Open meetings and add members
- Tie into state bullying initiative to help with faculty buy in
- Increase faculty recognition
 - Raffle D&D gc's at Faculty meetings?
 - PBS teacher of the quarter extra professional day?

Memorial: “White Slip”—front side

Memorial Elementary School Office Referral Form

Name: _____

Time of day: _____

Date: _____

Referring Person _____

Grade: K 1 2 3 4 5 6

Bus # _____

Child's Teacher: _____

LOCATION:

Playground Library

Cafeteria Bathroom

Hallway Arrival/Dismissal/ Bus

Classroom Other _____

PROBLEM BEHAVIOR:

Inappropriate language Disruption

Physical contact/aggression/fighting Property misuse

Defiance/noncompliance Other _____

Bullying/harassment Comments _____

Memorial: “White Slip”-reverse side

POSSIBLE MOTIVATION

- Obtain peer attention
- Obtain adult attention
- Obtain items/activities
- Avoid peer(s)
- Avoid adult
- Avoid task or activity
- Don't know
- Comments

Lose other privilege:

Other: _____

ADMINISTRATIVE CONSEQUENCES

- Lose recess
- Lunch in office
- Conference
- Parent contact
- In-school suspension
- Out-of school suspension
- Student letter of apology
- Verbal apology to teacher

SEE

FOLLOW-UP
AGREEMENT

Contact Us!

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