



RAYTOWN
QUALITY
SCHOOLS
Expect the Exceptional

Discovering the Challenges and Successes

Starting
Implementing
Maintenance in a Large
Inner Suburban School
Brad Drace-Assistant
Principal
Amber Bloecher-
Interventionist

WELCOME

- During this session, we hope to give you ideas that will help you as you begin, refresh, and maintain SW-PBIS.
- Please take what we share and make it useful for your school

The Beginning....

1. District and Administration brought staff together to introduce PBIS and get the 80% buy in vote.

2. Putting together a team who will help roll out the program.

3. RHS then began the education and training on the



COMING TOGETHER



- ▶ Creating the team
- ▶ Consists of
 - One administration (JW: Assistant Principal)
 - Teachers (JW: One teacher from each department)
 - Counselor and other support staff members (JW: One counselor, interventionist team)

THE JOURNEY BEGINS.....

Begin to facilitate the conversation around the creation of common language and standards (The Matrix).



JOURNEY CONTINUES....



**Gather input from
staff and students
on the 4 Be's.**

**Be Respectful, Be
Safe, Be Prepared,
Be Responsible**

What do you need to “BE?”

- “BE ACCOUNTABLE”
- “BE PREPARED”
- “BE RESPECTFUL”
- “BE FOCUSED”
- “BE RESPONSIBLE”
- “BE ENGAGED”
- “BE A LEARNER”



Vote for 3 next Wednesday, Oct. 5th, during LUNCH!

BE SAFE!



of personal belongings.
of class.
s for intended purpose.

BE RESPONSIBLE!



- * Perform Weekly/Daily clean-up duties.
- * Only use as much (supply) as you need.
- * Store your artwork properly.
- * Remain by your seat until teacher releases.

BE RESPECTFUL!



- * Keep your hands on YOUR OWN project.
- * Polite language & gossip free.

BE PREPARED!



- * Bring a pencil every
- * Sketchbooks comp
- * Start bell work befo



LESSONS
↓

Textured Wall Stripes (Dark Earth style)
Kondinsky Cylinder w/ integrated Lid

DUE DATES

VA

12/21 (Zoo)
12/19 (TMA)

3RD Hr:
5TH Hr:

MON MATE ORANGE
"A SMALL FINCH YOU CAN
NOT SEE THROUGH"

Journey....Turning one corner



Generate the
first draft of
the matrix and
then allow staff
input on its

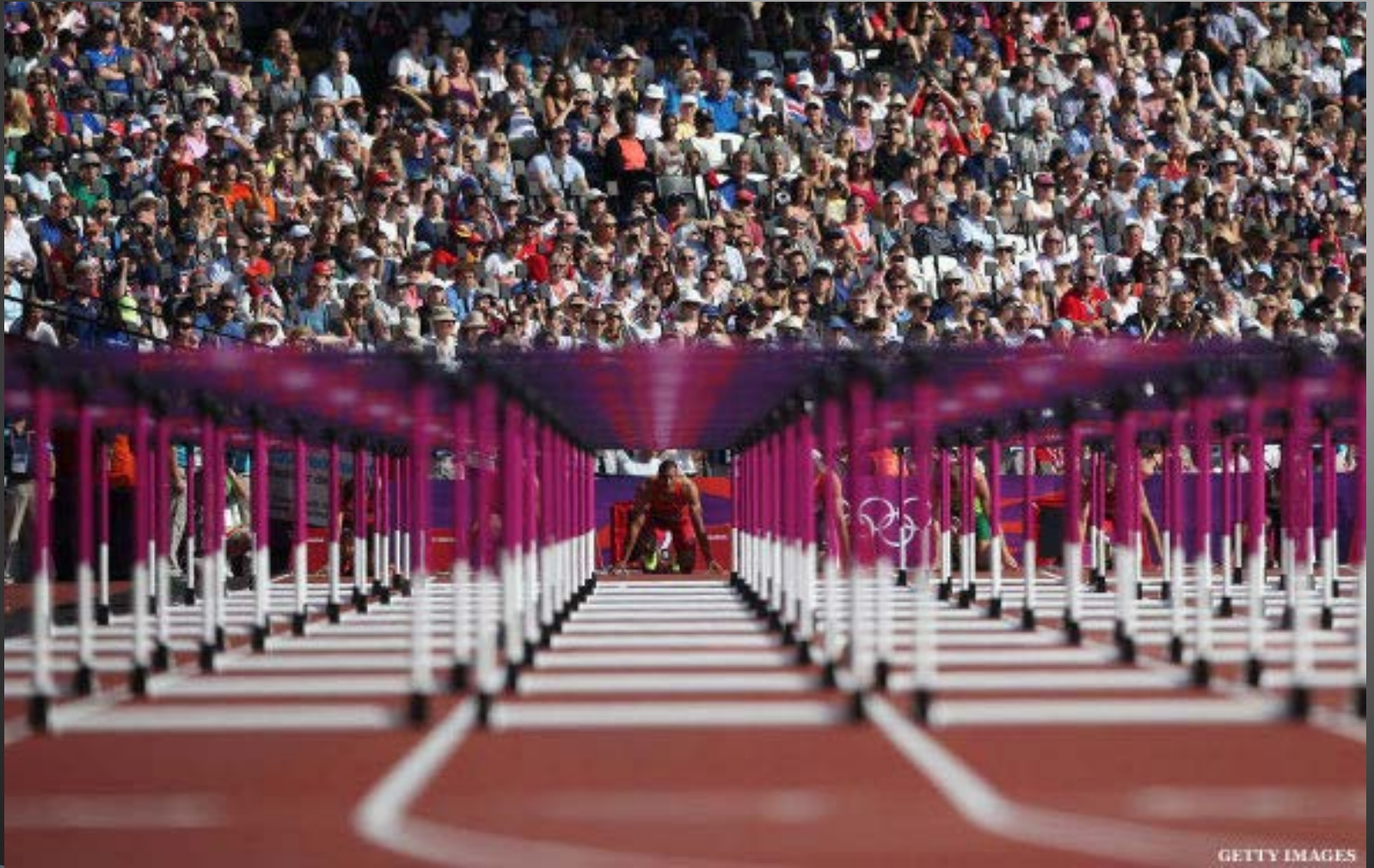


RAYTOWN HIGH SCHOOL PBS MATRIX



	<u>ALL AREAS</u>	<u>HALLWAY</u>	<u>CLASSROOM</u>	<u>RESTROOM</u>	<u>CAFETERIA</u>	<u>AFTER SCHOOL</u>	<u>ASSEMBLIES</u>
<u>BE SAFE</u>	<ul style="list-style-type: none"> *Keep it clean and clutter free *Move with a purpose 	<ul style="list-style-type: none"> *Display ID badge *Keep to the right – Walk and Talk *Enter and Exit with care 	<ul style="list-style-type: none"> *Display ID Badge *Listen to and follow all directions *Stay Seated *Hands, Feet, Supplies, and Property to yourself *Use equipment under supervision and for intended purpose 	<ul style="list-style-type: none"> *Wash your hands *Display ID Badge *School rules apply here 	<ul style="list-style-type: none"> *Put your back pack at your table before getting in line *Display ID Badge 	<ul style="list-style-type: none"> *Be with teacher; sponsor, or coach promptly 	<ul style="list-style-type: none"> * Display ID Badge *Enter and exit in an orderly way *Keep aisles clear of personal belongings and body parts. *Stay in seat until dismissed
<u>BE RESPONSIBLE</u>	<ul style="list-style-type: none"> *Dress Appropriate for learning *Wear outfits that cover the 4 B's: BUNS, BUST BELLY, BARE SHOULDERS 	<ul style="list-style-type: none"> *Take care of yourself *Be on time *Take care of others 	<ul style="list-style-type: none"> *Be Here *In class by the bell *Finish assignments on time *Be accountable for your behavior *Do your own work *Ask for Help *Be Proactive *Strive for Mastery 	<ul style="list-style-type: none"> *Flush is a must 	<ul style="list-style-type: none"> *In the north and out of the south *Choose your seat and stay in it 	<ul style="list-style-type: none"> *Be on time 	<ul style="list-style-type: none"> *Participate at the appropriate times
<u>BE RESPECTFUL</u>	<ul style="list-style-type: none"> *Speak with kindness *Stop, Look, and Listen when adults address you *Respect yourself and others around you. 	<ul style="list-style-type: none"> *Use language that is free of profanity, name calling, and abusive phrases. *Use an indoor volume 	<ul style="list-style-type: none"> *Accept redirection and constructive criticism. *Allow teaching and learning to occur. *Be Nice *Clean up after yourself. 	<ul style="list-style-type: none"> *Hush *Keep walls art free 	<ul style="list-style-type: none"> *Use appropriate language and indoor volume *Thank cafeteria workers and staff 	<ul style="list-style-type: none"> *Represent Raytown 	<ul style="list-style-type: none"> *Represent Raytown *Root for your team (not against another) *Keep feet off the seats
<u>BE PREPARED</u>	<ul style="list-style-type: none"> *Know what you need *Have what you need *Use what you need 	<ul style="list-style-type: none"> *Use 5 minutes to prepare for the next 50 minutes of class. (5/50 vision) 	<ul style="list-style-type: none"> *In your seat *Technology away unless directed *Materials ready *Ready to Learn 	<ul style="list-style-type: none"> *Rush 	<ul style="list-style-type: none"> *Be ready to purchase your food (Money, ID Number, Complete meal) 	<ul style="list-style-type: none"> *Have a ride in a timely fashion *Use your planner 	<ul style="list-style-type: none"> *Know where to go *Know the show and be ready

Lets Start the race.....



GETTY IMAGES

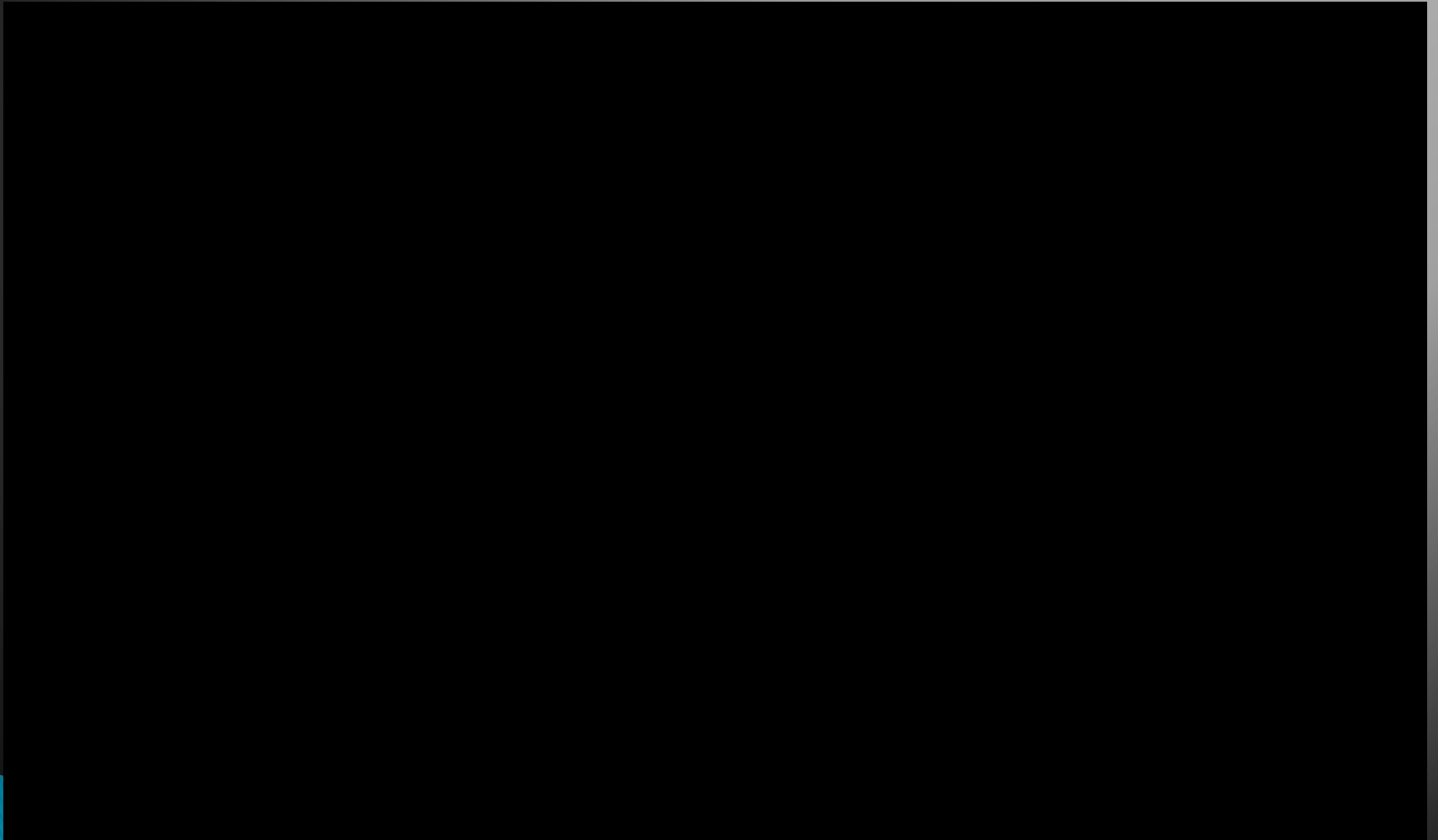
OUR BIGGEST CHALLENGE STARTING UP.....



Reselling PBIS to the staff after it was initially introduced.

Trying to convince staff that sacrificing the language and methods that they use to manage their own classroom setting for a standardized language will actually help them more in the long run. Convincing them that consistency across

OHNNNN I GET IT





THE RACE



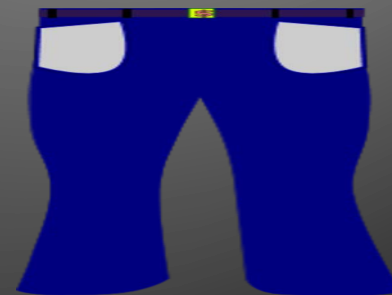
- ▶ Staff
- ▶ –Do you want your workday to be happy or not?
- ▶ Research and common sense show that incentives are effective only when they are wanted by the person receiving them.
- ▶ Program needs to be owned by stakeholders

Ask yourself what would you do with your own child, niece, nephew, or pet?

We know we love a good jeans day?



THEM / JEANS



IMPLEMENTATION- STAFF

- ▶ Supporting teachers on using common language
- ▶ School wide boot camp
- ▶ Teacher feedback regarding lessons taught in class
- ▶ Continued education and ongoing support
- ▶ Open door policies



BUILDING/COMMON IMPLEMENTATION

▶ Stamp cards

- All classrooms at the same time focus on the same positive behavior
- Could also use as a plan for a individual
- Requires students to be responsible by having the card

Requires staff to have their stamps

▶ Blue Jay Bucks

- ## ▶ ALL
- staff/subs can give, whenever we catch a positive behaviors occur



Bluejay Bucks

Be Safe. Be Responsible. Be Respectful. Be Prepared.

Not redeemable at the Bird's Nest



Bluejay Bucks

Be Safe. Be Responsible. Be Respectful. Be Prepared.

Not redeemable at the Bird's Nest



Raytown High School
SW-PBS Punch Card

Name: _____
Grade: _____

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Raytown High School
SW-PBS Punch Card

Name: _____
Grade: _____

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Raytown High School
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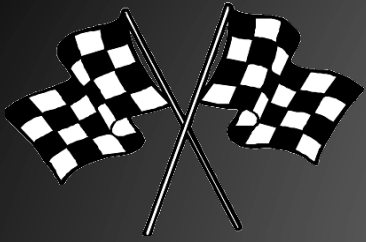
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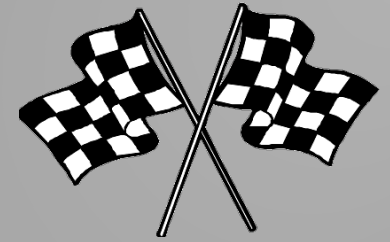
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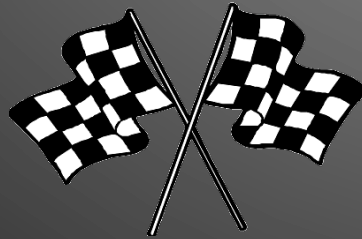
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THE FINISH...



- ▶ 2011-Matrix Development and Determination of our BIG 4
- ▶ 2012-Full Implementation of the Matrix Building Wide of Individual Classroom Matrices



- ▶ 2013-Continue to gain a deeper understanding of student behavior through data. -- Greater fidelity, with deeper conversations on student behavior and our role as teachers managing it



THE FINISH



- ▶ 2014-present
- ▶ Maintaining what is working...change what is not
- ▶ Continued education for the entire building
- ▶ Intro to Check and Connect
- ▶ We have achieved bronze level status each year of implementation (5yrs)
- ▶ Working on the Silver Level for 2016-



STAFF WHO DIDN'T ADD A CENT (NO BUY IN)

- ▶ “Change takes courage”
- ▶ Shared data to show change thru out the building
- ▶ Ask them to focus on a couple of students and observe any positive changes with behavior or





OUR BLUEJAYS



Student Buy In

(a must)

- ▶ Having fun interactive lessons
- ▶ Making it meaningful to their school and community lives
- ▶ Having good incentives
- ▶ Making it so it wasn't "babyish" to our school community
- ▶ Ownership
- ▶ Adults being consistent with language, matrix, incentives

- ▶ Bluejay Bucks – Teacher Given
- ▶ •Given by teachers randomly to students who are displaying Safety, Responsibility, Respect, and Preparedness.
- ▶ •Redeemed for discounts, prizes, raffles, parties, etc.
- ▶ •Short term behavior. An Enhanced “Thank You.”
- ▶ What’s Needed?
- ▶ –Efficacy
- ▶ •Belief that a coordinated effort at something is how we get better.
- ▶ –Let’s be more like Doctors and Lawyers



INCENTIVES

- ▶ Can help teach behavioral skills expected in school and in life
- ▶ Builds a positive school climate through positive teacher/student interaction
- ▶ Pairs tangible rewards with verbal feedback
- ▶ Tangibles are a universal signal to students that they have





ROYALS
KC

M

FRODO BAGGINS
THE TWO TOWERS

FRODO BAGGINS
THE TWO TOWERS

FUNAI

FIVE

GUNNY

GUNNY

LANZ

STUDENT BUY IN





<u><i>ALL AREAS</i></u>	<u><i>ALL CLASSROOMS</i></u>	<u><i>MY ROOM</i></u>
<p>Keep it clean and clutter free</p> <p>Move with a purpose</p>	<ul style="list-style-type: none"> *Display ID Badge *Listen to and follow all directions *Stay Seated *Hands, Feet, Supplies, and Property to yourself *Use equipment under supervision and for intended purpose 	<ul style="list-style-type: none"> *Keep aisles clear of personal belongings.
<p>Dress Appropriate for learning</p>	<ul style="list-style-type: none"> *Be Here *In class by the bell *Finish assignments on time *Be accountable for your behavior *Do your own work *Ask for Help *Be Proactive *Strive for Mastery 	<ul style="list-style-type: none"> *Work with a purpose *Be fully engaged in classroom activities.
<p>Speak with kindness</p> <p>Stop, Look, and Talk with adults when addressed</p> <p>Respect yourself and others around you.</p>	<ul style="list-style-type: none"> *Accept redirection and constructive criticism. *Allow teaching and learning to occur. *Be Nice *Clean up after yourself. 	<ul style="list-style-type: none"> *Enjoy food before the start of class. *Drinks with lids are welcome *Follow our technology policy
<p>Know what you need</p>	<ul style="list-style-type: none"> *In your seat 	<ul style="list-style-type: none"> *Test preparation is important

The Jay Way!



“Be On Time.”



Be Safe, Be Responsible, Be Respectful, Be Prepared

The Jay Way!



“Stop, Look, and Listen to Adults.”



Be Safe, Be Responsible, Be Respectful, Be Prepared

The Jay Way!



“Keep to the Right.”



Be Safe, Be Responsible, Be Respectful, Be Prepared

The Jay Way!



“Move With a Purpose.”



Be Safe, Be Responsible, Be Respectful, Be Prepared

DATA THAT SHOWS IT WORKS!!!

- ▶ Tardies have decreased 50% with more kids this year (1600)
- ▶ OSS/ISS numbers have gone down
- ▶ Teacher referrals have decreased

Our Current Challenges



OUR CURRENT SUCCESS



Seeing referrals red
year



Seeing tardies reduce each
month

Seeing the times of day
where our focus needed to
improve Seeing the relief in
the eyes and minds of some

staff members who have
always felt that they never

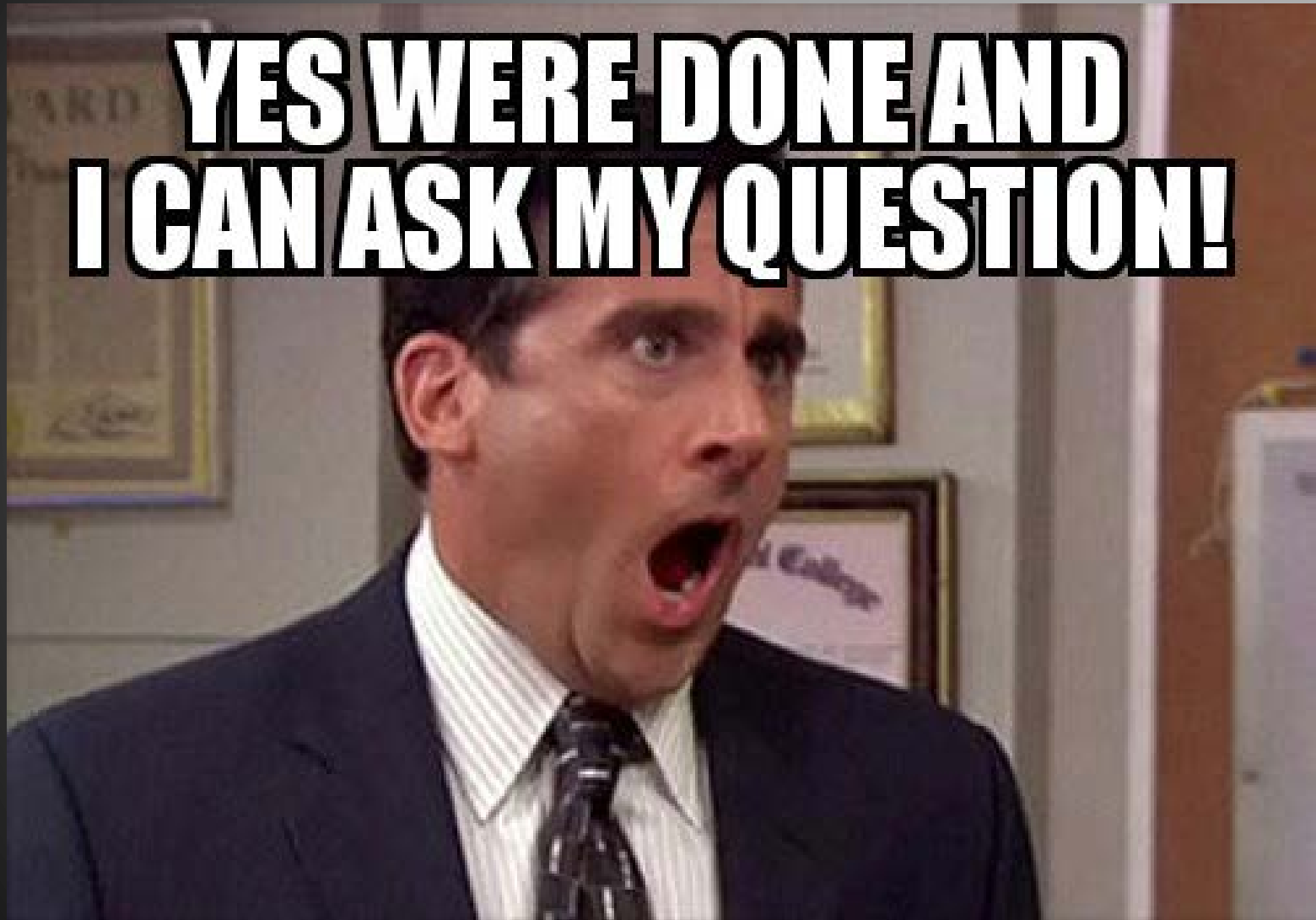
WORDS FROM BRAD DRACE

- Key points from the Brad, the administrator
 - PBIS will work and can help change the climate of the school.
 - Hearing successes along with challenges and validating both.
 - Be a support for team leader and team
 - We meet once a month
 - Experiment if ideas are not

DR. BURTON HEAD PRINCIPAL

- Chad helps with the funding and is the Liaison between the district and the building.
- He promotes PBIS through arranging PD time at the beginning of

**YES WERE DONE AND
I CAN ASK MY QUESTION!**



Please contact us!!

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Raytown High School

Raytown Missouri

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