

Missouri SW-PBS Positive Focus

June 2011

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OUR MISSION

The mission of Missouri Schoolwide Positive Behavior Support (MO SW-PBS) is to assist schools and districts in establishing and maintaining school environments where the social culture and behavioral supports needed to be an effective learning environment are in place for all students.

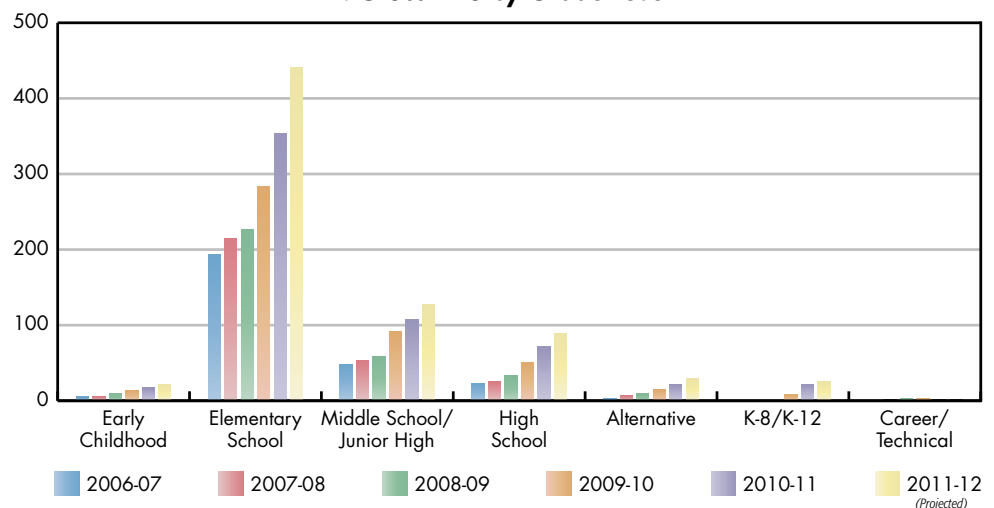
Highlights of MO SW-PBS in 2010-11

- ▲ Two important aspects of effective education are district-level initiative adoption and early childhood education. In this issue, we are pleased to share the Rolla School District's work in effectively planning for and sustaining district-level SW-PBS. This effort aligns with the national PBIS Implementers' Blueprint (see pbis.org).
- ▲ One of the Missouri Department of Elementary and Secondary Education's main goals is high-quality early education opportunities. MO SW-PBS recently held its second annual Early Childhood Summit, which was attended by early childhood providers throughout the state.
- ▲ Technology is an important tool to enrich our work. With its student-hosted morning show, Strafford Elementary

School provides a good example that not only recognizes and reinforces SW-PBS at school but also provides an effective means to communicate with families.

- ▲ MO SW-PBS personnel have continued to collaborate with state initiatives and with SW-PBS researchers and implementers across the country. Additionally, MO SW-PBS personnel have presented at conferences throughout the nation. Their ongoing work has supported the growth and sustainability of SW-PBS across Missouri.
- ▲ MO SW-PBS schools and districts in all areas of the state provide powerful examples of outstanding work. This summer issue highlights exemplars from some of our regions. The winter newsletter will include updates from other regions.

MO SW-PBS by Grade Level



Regional News

Growing MO SW-PBS in the Southeast Region

MO SW-PBS is “growing the green” in the Southeast Region. The number of participating schools has doubled since 2009. More than 12,000 students in 28 schools are benefiting from the implementation of a preventative, proactive system that allows students to achieve at the highest level. Data continue to reflect increased instructional time due to a reduction in office discipline referrals. Teams use resources wisely as they utilize the decision-making model to focus on results.

An additional consultant, Tom Anderson, has been added to our team because of MO SW-PBS growth. He brings experience as a school bus driver, teacher, principal and superintendent to our region. We welcome him as we continue on our MO SW-PBS journey!

Staff Adapts MO SW-PBS to Fit Kansas City School's Needs

R.J. Delano School in the Kansas City School District educates students with severe disabilities as identified by Missouri Schools for the Severely Disabled. In order to adapt MO SW-PBS to this special school setting, the Delano team has simplified its behavior matrix to four expectations with one rule per area. Student pictures are used to define matrix expectations. Regardless of the severity of their disabilities, students are able to either name or point to the different expectations.

In addition, Delano's student council and the Awesome Students Club hand out “kindness tickets” to their peers. The success of MO SW-PBS at Delano demonstrates how the initiative can make a difference in any school setting.

Wrapping Up the Year in the Northwest Region

It's hard to believe the Northwest Region is finishing another school year. Fifteen buildings are in their first year of MO SW-PBS implementation, and five buildings have spent this year preparing for next year's implementation.

This year's inclement weather presented many challenges; two Schoolwide Evaluation Tool (SET) trainings and two coaches meetings were canceled. However, our MO SW-PBS schools remain busy. Nine schools are successfully implementing with fidelity at Tier One. They are: Rissler Elementary School in the Trenton School District; Pickett Elementary School, Colgan Alternative Resource Center and Coleman Elementary School in the St. Joseph School District; West Nodaway Elementary School; Hamilton Elementary School; and Mound City Elementary School, Middle School and High School. All have received the Bronze award.

As the Trenton district's mascot is the bulldog, Rissler Elementary students who meet school expectations are awarded gold bones. This year, the school began giving out pink bones to staff to recognize MO SW-PBS implementation. One Rissler teacher had a pink bone in her lanyard. Upon seeing the pink bone, a kindergarten student looked at the teacher and said, “Well, I guess you've been kinda good.”

Preparing for the Future in the Central Region

Preparation teams in the Central Region have been working hard to prepare for summer kickoff training by organizing, reviewing and revising matrices, lesson plans and recognition systems. They have also been collecting data. These

teams will begin implementation with students in fall 2011.

Carrollton Middle School implemented a “tardy sweep” with its students. Carrollton High School has also adopted this practice, and tardies have decreased by 75 percent. In addition, a photographer took pictures of staff members demonstrating expected behaviors as a model for staff to follow. Emerging Year One schools followed the lead of Midway Elementary School and developed assembly skits to demonstrate behaviors that typically need reteaching. Emerging Year Two schools achieved 100/100 on their spring SET and are looking forward to their Tier Two Preparation year.

SSD Partners with District Leadership Teams

The Special School District (SSD) team uses the National PBIS Blueprint to guide dialogue and action-planning while following the Science of Implementation phases. The team collaborates with 13 of 22 local districts by planning and attending quarterly and monthly District Leadership Team (DLT) meetings. Typical DLT membership includes assistant superintendents, principals, special education administrators, teachers, PBIS coaches, counselors, psychologists and (in some cases) parents and students. Action plans are aligned with key Blueprint areas and target goals that include the following: maintaining and sustaining universals, building internal capacity, scaling up for Tiers Two and Three, and evaluating outcomes. Of the 138 active schools in St. Louis County, 68 percent are scaling up to Tiers Two and Three based on their PBIS evaluation plans.

MO SW-PBS Data Decision-Making

Tier One: Universal Prevention

Work this year at the Tier One level has focused on helping schools become better consumers of their data. When working with schoolwide office discipline referral data, a school uses the Big Five Graphs (rate per day per month, problem behavior, time of day, location and students involved) to develop a **primary statement**. This primary statement leads to further questions and deeper data disaggregation.

As a result, a **precision statement** emerges that helps identify action steps necessary to provide the most efficient and effective schoolwide interventions possible.

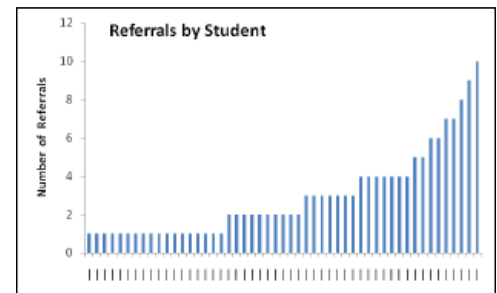
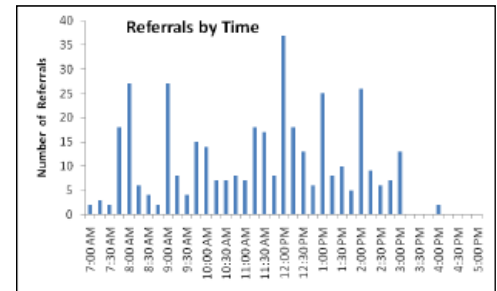
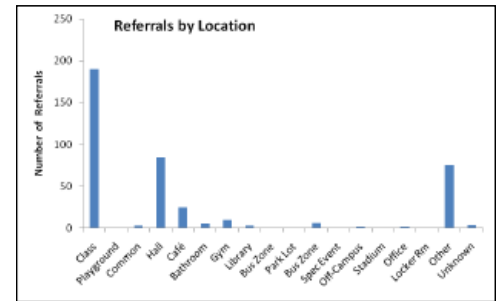
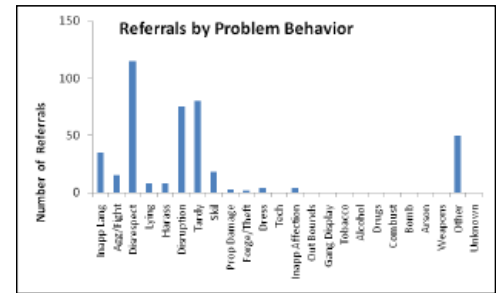
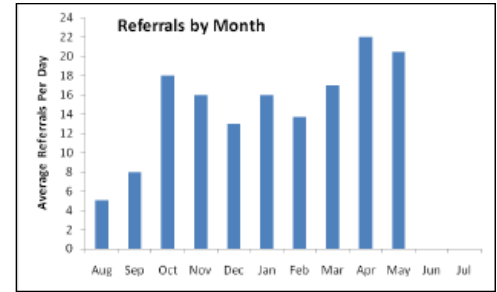
Finally, these intervention plans emphasize **preventative steps** of teaching desired replacement behaviors chosen from the schoolwide matrix, active supervision, pre-correcting and recognition when students demonstrate desired behaviors. This type of data analysis gives schools a chance to celebrate progress made in working toward common outcome goals.

(Note: The images to the right are examples of how the Big Five Graphs will look when used for decision-making.)

Tier Two: Secondary Intervention

Schools that implement a Tier Two support system continue to monitor the effectiveness of Tier One implementation by using the Big Five Reports, the Schoolwide Evaluation Tool or the Benchmarks of Quality, the Team Implementation Checklist, and the Self-Assessment Survey. School teams assess the status of Tier Two implementation using the Benchmarks of Advanced Tiers. These results guide the development of action plans for Tiers One and Two.

Using existing data, teams create decision rules to identify students who do not respond to universal prevention. Once these students are identified, teams collect individual student data to assess the function of the behavior and to determine an appropriate intervention. Teams use this individual data to monitor the effectiveness of selected interventions. A student's response to the intervention guides decisions about whether to continue, fade, modify or intensify the intervention. Teams also continually monitor the fidelity of implementation for each intervention.



Positive School Climate: An Important Step to Prevent Bullying

In the past, Webster's Dictionary has defined bullying as "repeated tormenting of the weaker or smaller." Today, it is not unusual to find phrases like *cyber bullying*, *relational aggression* and *imbalance of power* as part of the definition. The world of bullying is complex, which makes it difficult to both investigate and intervene.

The nature of our educational system puts schools at the forefront. Even when bullying takes place outside of school, addressing the issue still falls within school policy. Because of the intense focus on school bullying issues, experts are able to provide valuable suggestions on what has been proven to work in schools and what has not been successful. As Education Week reported in 2010, a multipronged approach is recommended. The term *positive school climate* is being used more frequently in articles that discuss bullying prevention.

By examining the work of the federal Community Oriented Policing Services program, the Missouri Center for Safe Schools, the Olweus Bullying Prevention Program and bullying-prevention speaker Diane Senn, common directions for establishing a positive school climate can be identified:

- Educate students and staff on the seriousness of bullying
- Promote a schoolwide approach
- Define and post rules and consequences
- Create a culture of belonging
- Teach a problem-solving process
- Build positive connections among staff and students
- Take student reports seriously

- Provide effective classroom-management training
- Ensure a consistent effort of intervention and prevention
- Ensure administration commitment
- Obtain district support.

For MO SW-PBS schools, these suggestions align with systems already in place. Specific systems to prevent bullying behavior could include empowering bystanders through social-skills lessons, adding bullying vocabulary to the matrix, and continuing to build a connectedness among students and staff.

At stopbullying.gov, a reference sheet titled *Misdirections in Bullying Prevention and Interventions* contains information on what **not** to do:

- **Zero tolerance:** Zero tolerance could stop bystanders and targets from reporting for fear of retaliation. It also pushes bullying behaviors further under the radar of adults.
- **Conflict resolution:** Bullying is an imbalance of power. There is no conflict or difference of agreement. (Conflict resolution is appropriate for other school-based issues.)
- **Simple, short-term solutions:** Preventing bullying involves a climate change, not a campaign.
- **Group treatment:** While appropriate for bystanders and targets, this could act as reinforcement for a group of students with bullying behavior.

For more resources on bullying prevention and interventions, visit pbissmissouri.org.

MO SW-PBS Presentations for 2010-11

- Association for Positive Behavior Support
- Best Practices
- Conference on Girls Relational Aggression
- Department of Mental Health Spring Institute
- Drury University: School of Education
- Missouri Council of Administrators of Special Education
- Missouri Integrated Model
- Missouri School Age Community Coalition
- Missouri School Boards' Association
- Missouri State University: College of Education/Family and Consumer Sciences
- Missouri Western State University: Department of Education
- National Positive Behavioral Interventions and Supports Leadership Forum
- National Staff Development Council
- Northwest Missouri State University: Curriculum and Instruction
- Pathways Conference
- Powerful Learning Conference
- South Central Special Education Academy
- Southeast Missouri State University: College of Education
- University of Central Missouri: College of Education
- University of Missouri: College of Education
- University of Missouri-Kansas City: Special Education

State Highlights

Districtwide MO SW-PBS in Rolla Public Schools

Visitors to any building in the Rolla School District should notice posters of positive-behavior expectations on the walls, positive communication between staff members and students, and students being recognized for exhibiting these behavior expectations. The districtwide implementation of MO SW-PBS has ensured staff are moving in the same direction and has brought about a paradigm shift of: "We don't just teach math or reading. We teach the whole child."

The solid foundation of Tier One and the fidelity of teaching expectations have provided consistency for students and staff. Because of this strong foundation, there has been success in implementing Tier Two academic and behavioral practices in each building. Reviewing student data with a team approach has led to decreasing unwanted behaviors and increasing time spent in the classroom for students throughout the district. Student achievement is being positively impacted; the Rolla district has received Distinction in Performance for nine out of 10 years.

Within the Rolla district, positive practices have become part of the regular routine. One example is the creation of videos to teach school expectations. Produced by Christopher Wright of Wyman Elementary School, three of these videos have won honors at the international Association for Positive Behavior Support conference the last two years.

Each school in Rolla has high expectations and recognizes the

achievements of students and staff. A strong partnership between the district and community philanthropic organizations brings additional support in honoring academic and social accomplishments of students and staff.

Strafford Elementary Utilizes Technology to Produce an SW-PBS Morning Show

Lights...camera...action! Every morning, students and faculty at Strafford Elementary School kick off their day with the Strafford Morning Show, a set of video announcements hosted by the SW-PBS Star Student of the Day and a guest of his or her choice.

Teachers hand out golden tickets to students who meet SW-PBS criteria on the schoolwide behavior matrix. Students then place their tickets in the bucket for their grade level in the hope of hosting the show, and a Star Student from a different grade hosts each day.

During the show, the following day's Star Student is drawn from a bucket that holds the treasured golden tickets. This unedited production utilizes a fill-in-the-blank script and is filmed on a camcorder the day before. The video includes the SW-PBS focus of the week, the daily agenda, a showcase of a talent or a joke, and messages to friends. The show is also uploaded to YouTube as a password-protected video so family members can watch when their child is the Star Student.

Also, teachers who recognize students for meeting SW-PBS expectations write their names on the golden tickets and become eligible for a weekly prize drawing.



Children at Strafford Elementary School host a daily morning program "where students are stars!" The show reinforces the values of the MO SW-PBS initiative.

For more information, email Principal Pam Holmes at pamh@straffordschools.net.

2011 MO SW-PBS Early Childhood Summit

More than 50 preschool educators implementing programwide Positive Behavior Support attended the second annual MO SW-PBS Early Childhood Summit on Feb. 23 in Columbia.

Organized by regional MO SW-PBS consultants, this event provided many opportunities to learn – participants shared ideas about teaching social skills, problem solving with classwide data, family involvement and maintaining developmentally appropriate practices. Participants toured the Columbia School District's Title I preschool facilities and heard from speaker Becky Beckner, an early childhood behavior specialist with the Columbia district. This annual event began when preschool educators requested time to network with and learn from other educators who implement programwide Positive Behavior Support.

The 2012 summit will be held on Feb. 22 in the Southwest Region.

MO SW-PBS Recognitions for 2010-11

MO SW-PBS has developed a recognition program to acknowledge and celebrate the work schools have done to create safe and predictable learning environments. Schools submit proposals that are evaluated on specific criteria to determine the category earned. The increase in Bronze, Silver and Gold awards provides models for Preparation and Emerging schools to visit.

Recognition Category	2006-07	2007-08	2008-09	2009-10	2010-11
Preparation	38	41	64	179	155
Emerging	199	188	141	124	179
Bronze	24	60	117	138	175
Silver	6	14	13	37	55
Gold	5	4	4	8	10
Total	272	307	339	486	574

Gold ▲

Carl Junction
Carl Junction Primary K-1
Ferguson-Florissant
Halls Ferry Elementary
Joplin
Beacon Alternative
Kirkwood
Keyser Elementary
Kirkwood ECC
Westchester Elementary
Lebanon
Maplecrest Elementary
Mehlville
John Cary ECC
Rockwood
Westridge Elementary
Strafford
Strafford Elementary

Golden City
Golden City Elementary
Golden City High
Hazelwood
Hazelwood West Middle
Hollister
Hollister Elementary
Hollister Junior High
Joplin
Emerson Elementary
Kirksville
Kirksville ECLC
Kirksville Primary
Ray Miller Elementary
Lamar
West Elementary
Lebanon
Boswell Elementary
Esther Elementary
Hillcrest School
Lebanon High
Lebanon Junior High

Reeds Spring
Reeds Spring High
Ritenour
Iveland Elementary
Marvin Elementary
Rolla
Rolla Middle
Wyman Elementary
Springfield
Portland Elementary
Sunshine Elementary
Strafford
Strafford Middle
Van-Far
Van-Far Elementary
Warren Co.
Daniel Boone Elementary
Rebecca Boone Elem.
Warrior Ridge Elementary
Waynesville
East Elementary
Freedom Elementary
Partridge Elementary
Webb City
Eugene Field Elementary
Mark Twain Elementary

Chaffee
Chaffee Elementary
Columbia
Benton Elementary
Cedar Ridge Elementary
Mill Creek Elementary
New Haven Elementary
Paxton Keeley Elementary
Rock Bridge Elementary
Russell Blvd. Elementary
Community
Community Elementary
Crawford Co. R-I
Bourbon Middle
Crawford Co. R-II
Cuba Middle
Crystal City
Crystal City Elementary
Derrick Thomas Academy
Derrick Thomas Academy
Dexter
Southwest Elementary
Dixon
Dixon Middle
Doniphan
Doniphan Middle
El Dorado Springs
El Dorado Springs Elem.
Excelsior Springs
Elkhorn Elementary
Excelsior Springs High
Ferguson-Florissant
Bermuda Elementary
Central Elementary
Combs Elementary
Lee-Hamilton Elementary
McCluer High
Vogt Elementary
Francis Howell
Becky-David Elementary

Silver ▲

Cassville
Cassville Intermediate
Eunice Thomas Elem.
Columbia
Derby Ridge Elementary
Parkade Elementary
Dixon
Dixon Elementary
Excelsior Springs
Excelsior Springs Middle
Lewis Elementary
Westview Elementary
Francis Howell
Hollenbeck Middle
Saeger Middle
Fredericktown
Fredericktown Inter.
Fulton
Bush Elementary

Marceline
Walt Disney Elementary
Marshfield
Hubble Elementary
Webster Elementary
Moberly
Gratz Brown Elementary
North Park Elementary
South Park Elementary
Montgomery Co.
Jonesburg Elementary
Montgomery City Elem.
Montgomery Co. Middle
Mountain Grove
Mountain Grove Elem.
New Madrid Co.
Central Middle

Bronze ▲

Adair Co. R-I
Adair Co. Elementary
Adair Co. High
Bayless
Bayless Elementary
Bolivar
Bolivar Intermediate
Bolivar Primary
Camdenton
Hawthorn Elementary
Carl Junction
Carl Junction Preschool

Fredericktown Fredericktown Elem.	Pitcher Elementary R.J. Delano Troost Elementary Wendell Phillips Elem.	Gashland Elementary Gracemor Elementary Lakewood Elementary Linden West Elementary Maple Park Middle Meadowbrook Elementary Nashua Elementary Oakwood Manor Elem.	Springfield Williams Elementary
Fulton Bartley Elementary McIntire Elementary	Kingston K-14 Kingston Elementary Kingston High Kingston Middle Kingston Primary	North St. Francois Co. North Co. Primary	St. Clair Edgar Murray Elementary St. Clair Elementary
Hamilton Hamilton Elementary	Laclede Co. R-I Ezard Elementary	Ozark East Elementary North Elementary	St. Joseph Coleman Elementary Colgan Alt. Resource Ctr. Pickett Elementary
Hancock Place Hancock Place Middle	Lamar East Primary	Parkway Mason Ridge Elementary	Trenton Rissler Elementary
Hannibal A.D. Stowell Elementary Eugene Field Elementary Mark Twain Elementary Oakwood Elementary	Maplewood-Richmond Heights MRH Elementary MRH Middle	Pattonville Parkwood Elementary Willow Brook Elementary	Troy Troy Middle Troy Ninth Grade Center
Hazelwood Arrowpoint Elementary Barrington Elementary Central High Central Middle Cold Water Elementary East Middle Garrett Elementary Hazelwood ECELC Jamestown Elementary Jana Elementary Keeven Elementary Lawson Elementary Lusher Elementary McCurdy Elementary McNair Elementary Northwest Middle Russell Elementary Walker Elementary West High	Mehlville Beasley Elementary Margaret Buerkle Middle Oakville Middle	Perry Co. Perryville High	University City Barbara C. Jordan Elem. Julia Goldstein ECEC
Henry Co. Windsor High	Meramec Valley Meramec Valley Middle Truman Elementary	Pierce City Central Elementary	Walnut Grove Walnut Grove Elementary
Hermitage Hermitage Elementary	Milan Milan Elementary Milan High Milan Middle	Ralls Co. Center Elementary Mark Twain Junior High	Waynesville Thayer Elementary Waynesville Middle Wood Elementary
Hollister Hollister High	Moberly Moberly High Moberly Middle N.C. Regional 9-12	Raymondville Raymondville Elementary	Webb City Bess Truman Primary Carterville Elementary Harry S. Truman Elem. Madge T. James Kindergarten Webb City High Webb City Junior High Webb City Middle Webster Primary
Jackson West Lane Elementary	Mound City Mound City Elementary Mound City High Mound City Middle	Reeds Spring Reeds Spring Middle	Webster Groves Elementary Computer Hixson Middle Steger Sixth Grade Ctr. Webster Groves High
Joplin Jefferson Elementary Kelsey Norman Elem. McKinley Elementary North Middle	Mountain Grove Mountain Grove High Mountain Grove Middle	Rockwood Rockwood ECC	West Nodaway Co. West Nodaway Elem.
Kansas City Garfield Elementary Holliday Montessori	MSSD B.W. Sheperd	Rolla Rolla High Rolla Junior High	West St. Francois Co. West Co. Elementary
	Neosho Neosho Middle	Sikeston Sikeston Alternative Sikeston 5th-6th Grade Ctr. Sikeston 7th-8th Grade Ctr.	Windsor Windsor Elementary Windsor Intermediate
	Nixa Inman Intermediate Mathews Elementary	Skyline Skyline Elementary	Winfield Winfield High Winfield Intermediate Winfield Middle Winfield Primary
	North Kansas City Antioch Middle Chouteau Elementary Davidson Elementary	Southern Boone Co. Southern Boone Elem. Southern Boone High Southern Boone Middle Southern Boone Primary	
		Southwest Southwest Elementary Southwest Middle	
		Special School District Hiram Neuwoehner	

"I was recently complimented by my karate instructor for my 'focus.' As someone who has struggled with ADHD all my life, I have made a conscious effort to increase my focus especially during karate class and now better appreciate the power of positive feedback."

– SW-PBS Internal Coach, St. Louis Region

Contact Your Local RPDC

For more information, please visit the MO SW-PBS website at pbissouri.org or contact your RPDC.

SOUTHEAST RPDC

800-401-6680 or 573-651-5161
www4.semo.edu/rpdc
 Consultants: Tom Anderson and Debbie Lintner

HEART OF MISSOURI RPDC

800-214-2753 or 573-882-6924
www.heartofmissourirpdc.org
 Consultants: Susan Brawley, Tom Hairston and Danielle Starkey

KANSAS CITY RPDC

816-235-5652
education.umkc.edu/kcrpdc
 Consultants: Phyllis Budesheim, Gayle Hurst and Gordon Way

NORTHEAST RPDC

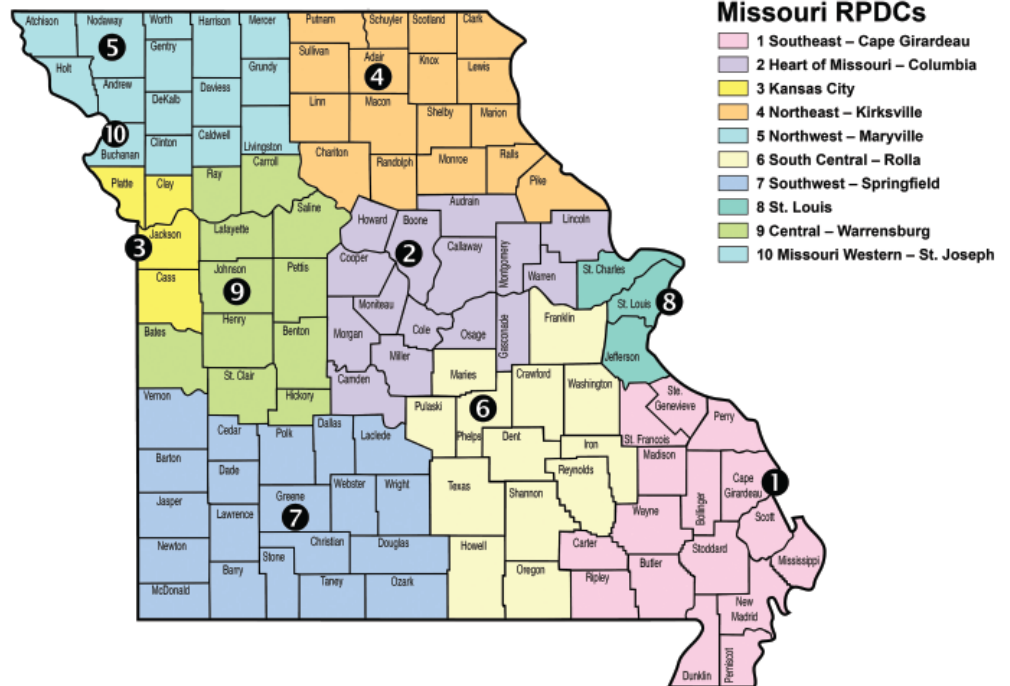
888-878-7732 or 660-785-4220
rpdc.truman.edu
 Consultant: Jill Miller

NORTHWEST RPDC

800-663-3348 or 660-562-1995
www.nwmissouri.edu/rpdc
 Consultants: Travis Dimmitt and Belinda Von Behren

SOUTH CENTRAL RPDC

800-667-0665 or 573-341-6473
rpdc.mst.edu
 Consultants: Jo Ann Anderson, Heather Herweck-Luckner and Tricia Ridder



SOUTHWEST RPDC

800-735-3702 or 417-829-5053
education.missouristate.edu/rpdc
 Consultants: Roger Chasteen, Susanna Hill, Jane Medlen and Kelley Ritter

ST. LOUIS RPDC

314-692-1256
csd.org/Administrative/pdprograms.html
 Consultants: Tricia Buchanan, Drew Schwartz and Karen Westhoff

CENTRAL RPDC

800-762-4146 or 660-543-8240
www.ucmo.edu/rpdc
 Consultant: Robert Rethemeyer

MISSOURI WESTERN RPDC

816-271-4194
www.missouriwestern.edu/rpdc
 Consultant: Margie Shean

Visit MO SW-PBS online at pbissouri.org.



Office of Special Education
 Effective Practices
 205 Jefferson St.
 P.O. Box 480
 Jefferson City, MO 65102-0480
 Phone: 573-751-0187



Center for SW-PBS
 College of Education
 University of Missouri
 Townsend Hall
 Columbia, MO 65211
 573-882-3742