

# Positive Focus

Missouri SW-PBS + Fall 2015

**Positive Focus** is published by the Missouri Department of Elementary and Secondary Education and the University of Missouri Center for SW-PBS.

## State Highlights

Distributed or shared leadership is an approach in which collaborative work is undertaken between individuals who trust and respect each other's contribution. Leadership in this context is defined by activities and tasks, not merely by role. The sharing of leadership can only take place when all stakeholders are actively engaged in the process of planning for and implementing the activities or tasks at hand. In Missouri Schoolwide Positive Behavior Support (MO SW-PBS) schools, shared leadership is demonstrated across all stakeholders including: administrators, teachers, staff, students, parents, district personnel and in some cases community members. Shared leadership is critical for initial implementation of SW-PBS, but more importantly, for sustained and durable implementation over the long term. Examples of leadership displayed in MO SW-PBS communities, districts and schools include but are not limited to:

**Building administrators** give public support; participate in leadership team meetings; provide time for targeted professional development and set expectations for data collection, analysis and data-based solution planning.

**Teachers** meet collaboratively; work towards agreement in schoolwide expectations; provide teaching, pre-corrects, positive specific feedback and consistent error correction as needed to all students in all settings.

**Support staff** work to provide a common experience of contingent and non-contingent attention to all students in all settings; participate in leadership team meetings and provide ongoing implementation support in non-classroom and classroom settings as assigned.

**Students** provide critical voice to concerns, issues, and celebrations; identify and acknowledge peers and adults who are working to create a positive learning community for all.

**Families** provide input as schoolwide expectations are developed or re-visited; participate in leadership team meetings; supervise information tables about SW-PBS at Back-To-School Nights; participate in schoolwide celebrations; and support the schoolwide expectations with comparable expectations at home.

**District personnel** support implementation through inclusion of SW-PBS in policy, budgeting, district handbooks, websites and publications as well as setting a district level professional development agenda tied to outcome data and designed to build coaching and implementation capacity.

*continued on page 2*

## In This Issue...

- 2 STI 2016  
Secondary School Networking Summit
- 3 REGIONAL HIGHLIGHTS:  
Heart of Missouri, Kansas City Region, Northeast Region
- 4 REGIONAL HIGHLIGHTS:  
Northwest, St. Louis-Education Plus
- 5 MO SW-PBS Webinars
- 6 Contact Your Local RPDC



## 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.

**Community members** participate in leadership teams; serve as mentors, display schoolwide/communitywide expectations in places of work, worship and government; provide funding for implementation and celebrations; and demonstrate the generalization of schoolwide expectations to the work environment.

As MO SW-PBS school teams progress through initial stages toward sustained implementation with fidelity across multiple tiers of support (e.g., schoolwide/universal, targeted and intensive), the process requires the coordination, collaboration and efforts of all stakeholders. The Missouri Department of Elementary and Secondary Education (MO DESE) and the Regional Professional Development Centers (RPDCs) partner with the MO SW-PBS state team. MO SW-PBS also works in coordination with Special School District (SSD). Together these organizations are partner-leaders with over 700 Missouri schools. These regional and state level partners work with participating schools to efficiently and effectively provide schoolwide environments that are responsive to the needs of all students. Together these partnerships provide schoolwide supports for over 100,000 students across the state of Missouri.

Each fall, the state team works with DESE to produce an Annual Report of the previous implementation year. This document provides a standard structure to assess Context, Inputs, Impact and Replications, Sustainability and Improvement. This year's report indicates that as schools implement schoolwide interventions at fidelity, sustain these interventions and add progressively more targeted and intensive interventions (also at fidelity) there is a pattern of improvement in behavioral outcomes and academic outcomes for all students, including students with special needs. Please check the MO SW-PBS website's Publication section <http://pbissmissouri.org/about/publications> for this upcoming document.

We look forward to 2015-2016 and another year of collaboration with engaged leaders as we continue to improve outcomes for Missouri children and young adults.

## SAVE THE DATE FOR STI 2016

MO SW-PBS:

**LEADING THE WAY**

**FOR STUDENT ENGAGEMENT**

**2016 MO SW-PBS SUMMER TRAINING INSTITUTE**

June 13-15, 2016 • Tan-Tar-A Resort, Osage Beach, Mo.

Go to <http://pbissmissouri.org/summer-training-institute> for more information!

### Secondary School Networking Summit

Join us for the first MO SW-PBS Secondary School Networking Summit on Wednesday, December 2, 2015 at Mexico High School in Mexico, MO!

Listen to the staff of Mexico High School discuss how they have successfully implemented SW-PBS, hear what obstacles they overcame, and learn how they address the unique challenges facing secondary schools. Excelsior Springs Middle School will share their experiences implementing at the middle school level.

Meet other Missouri secondary schools implementing SW-PBS and share information. We will also offer small group guided networking sessions based on topics you requested in the end of year survey.

**Register at:** <http://goo.gl/forms/uEJ2TGKsgF>

**Who:** Schools serving grades 6-12

**Cost:** FREE!

**Date:** 12/2/2015

**Time:** 9:30 am – 2:30 pm (Lunch on your own in Mexico)

**Address:** Mexico High School, 639 Wade St. Mexico MO 65265

Mapquest link: <http://www.mapquest.com/#c4acfd1e350f6f2ae7ece532>

Contact your regional consultant for more information. Be sure to register early! We look forward to seeing you in December.

## HEART OF MISSOURI-HOOK CENTER

West Middle School, Columbia Public Schools



Just imagine being at the helm of a school building in major transition and needing to change direction for the good of staff as well as students. Such was the position that Assistant Principal Daniel Rector found himself in as the 2013-2014 school year began at West Middle School in Columbia, Missouri.

West Middle School was part of a major restructuring of Columbia's middle and junior high education system. It currently houses about 576 students and employs roughly 75 staff members. During the 13-14 school year, the building administration decided to implement SW-PBS to help provide structure amidst the major reconfiguration that was occurring. Daniel firmly believed in research that indicated, "...school improvement will depend on principals who can foster conditions necessary for sustained educational reform," (Fullan, 2002, pg.16). Taking his lead from Colvin's findings on the vital role of leadership, he embarked on the journey of "walking the talk" with SW-PBS in order to help his building find a foundation.

Daniel's commitment to his team was evident through his careful support in guiding the use of a decision making process, being visible and present but also problem solving when necessary. He achieved all this by maintaining the focus on the desired outcome: a learning and working environment where everyone had the opportunity to be successful. He fostered a solid foundation of trust, commitment, and collaboration with his team. He will continue to implement collectively, assess frequently, and participate openly in the PBS process. His inclusion of such practices as peer observations and staff training will ensure that West Middle's journey will produce on-going results aimed at growing and sustaining a positive PBS building culture.

## KANSAS CITY REGION

### Raytown C-2 School District

The Raytown C-2 School District, recipient of the 2015 Dr. Mary Richter Award for Exemplary School District, is an example of district-level PBIS implementation. Beginning in the 2010-11 school year, the district took the first year just to study PBIS. The following year, all schools had 80% buy-in and began training through MO SW-PBS.

The district leadership team includes building and district administrators, the Guidance Coordinator, Director of Student Support Services, Community Relations Director, and representation from the Transportation Department. The group meets five times per year to analyze data, plan supports for schools, and provide communication for the community. Communications include posting information on the district website, creating a district PBIS brochure, and developing a PBIS fact sheet with parent tips.

Professional development funds and time are available for school teams to attend trainings at the Tier 1 and Tier 2 levels. Time is allocated at the building level for teams to train staff during Professional Development "Early Out" Wednesdays. The district leadership also makes it a priority to send representatives from each building to the annual MO SW-PBS Summer Training Institute.

As a result of district-level implementation, in-school and out-of-school suspensions have decreased across the district. During the past three years, in-school suspensions have decreased from over 8,000 to under 3,000.

A consultant who has worked with the Raytown district states, "I have always been impressed by the top down/bottom up approach that the district takes. Examples of system-wide decisions include purchasing SWIS for all schools, training in-house SWIS facilitators, and adopting a district-wide Office Discipline Referral form." The Raytown district leadership team provides consistency for system-wide sustainability while giving schools the flexibility to make SW-PBS unique for their individual contexts.

## NORTHEAST

### Westran R-1 and Kirksville R-III

According to National Center, "Durable, and adaptable school-wide PBIS in a school requires systemic support that extends beyond an individual school. It is important to organize multiple schools (e.g., cluster, complex, district, county, state) so that a common vision, language, and experience are established." ([www.pbis.org/school/district-level](http://www.pbis.org/school/district-level))

Two school districts in the Northeast Region have taken this information to heart and have cultivated District Leadership Teams to support the work of SW-PBS in their schools. The two districts are Kirksville R-III and Westran R-I. Both districts are long-term implementers with schools receiving recognition at the Bronze, Silver, and Gold levels, and both had district-level representation at the 2015 MO SW-PBS Summer Training Institute.

Westran R-I District Leadership Team focuses on consistent implementation of SW-PBS across all schools, elementary, middle, and high school. Representatives from each school, along with Director of Special Services, Beth Andrews, meet regularly to plan for

*see NORTHEAST on page 4*

## NORTHWEST

### Oak Grove Elementary, St. Joseph School District

The Oak Grove PBIS team is continuing the good work that was initiated at their previous school, Coleman Elementary, where much of the foundation for PBIS was created. Even though the majority of their students and staff have migrated to a new location, they have continued their commitment to PBIS even as their parent and student base grows.

One of Oak Grove's strengths in making PBIS work is that EVERYONE in the entire school family (principal, bus drivers, cafeteria, new staff, parents, community volunteers) sees the value and 'buys in' to their behavior plan. The staff listens to each other implement the expectations, borrowing each other's phrases to enrich their individual strategies to continually raise the bar on their expectations. Oak Grove has learned to 'divide and conquer' little jobs to get the big job done which makes it easier on everyone.

One highlight of Oak Grove's implementation is their PAWS-mart system, which is lead by parent volunteers. The system includes a process where students may turn in PAWS slips, which are given by teachers to acknowledge appropriate student behavior, for a reward. They developed their Tier 2 system two years ago, adding small groups to practice social skills, and also targeting students through data decision-making for participation in check-in/check-out. The newest edition to their schoolwide team is 6th grade PBIS student leaders. They plan for students to create videos, lead character assemblies to teach expectations and teach mini-lessons to individual classrooms.

PBIS at Oak Grove provides the framework to do what good schools do, allowing educators the time to teach which in turn gives increased opportunities for academic success. GRRR.....Go Grizzlies!!!



NORTHEAST, from page 3

professional development, discuss successes and opportunities for improvement, and plan for use of resources. Students who attend Westran Schools receive consistent support across grade levels, knowing that whatever building they're currently in, they still conduct themselves according to the Hornet Way – Respectful, Responsible, and Safe.

Kirksville R-III District Leadership Team shares the focus on consistent implementation, beginning with the Kirksville Early Childhood Learning Center. The District Leadership Team, with Special Programs Director Dr. Cindy Dowis, has added a new focus over the past year – helping teachers progress monitor students who are receiving intensive support to ensure the plans are implemented with fidelity and having the desired results for students. Members from the District Leadership Team facilitate regularly scheduled meetings with school action teams. Jennifer Stam Fountain, M.Ed., BCBA, Early Intensive Behavior Intervention Coordinator (Autism) and member of the District Leadership Team, reports the school teams value this support, and feel more confident with their understanding of implementing Tier 3 supports for their students.



## ST LOUIS-EDUCATION PLUS

### Bryan Hill Elementary St Louis Public Schools

It is evident the moment that you walk in the doors of Bryan Hill Elementary in the St. Louis Public School District that Dr. Briscoe is a leader with a vision originating from the depths of her heart and has just what it takes to make that vision a reality. You quickly leave behind what is going on in the outside world and become entranced in the positive culture and climate of the school: "One Community, One School, One Child At a Time!" Dr. Briscoe credits SW-PBS as providing the framework and systems needed to establish this type of environment.

*"Our Eagle Bucks have got to pour down like raindrops!"*

*"I want you to tell me if I am not using 4:1."*

Dr. Briscoe's words and actions consistently reflect the use of SW-PBS best practices. Staff and community partners "follow the leader" and as a result Bryan Hill achieved Accreditation with Distinction, an increase in academic performance, decrease in discipline referrals and, to top it off, a recent celebratory visit from Governor Nixon.

MO SW-PBS piloted the use of informational webinars in 2014-2015. Webinars included Recognition applications at the Bronze, Silver and Gold levels as well as readiness for Tiers 2 and 3. We are excited to offer similar opportunities this year, with the addition of Tier 2 Intervention Essential Features.

These webinars will supplement and reinforce information provided during regional training. This can be especially important for those teams that have entered the Sustaining phase of SW-PBS training, although the webinars are designed for any MO SW-PBS school based team member.

See below descriptors and outcome goals. For further information regarding registration please see <http://pbissmissouri.org/archives/7603>.

## Recognition Webinars

Approximately 30 minutes. Even if your school has previously received recognition, we encourage you to have one or two team members participate in one of the online sessions. All sessions will be identical.

*At the end of this session, you will understand:*

- + The purpose of recognition
- + Submission logistics
- + SAS and SET/TFI minimum requirements
- + Items to submit for Bronze, Silver, and Gold

### **Tier 1 Recognition (Bronze)**

December 15, 7:30 a.m.

*(Register no later than December 12)*

December 17, 3:30 p.m.

*(Register no later than December 12)*

January 11, 3:30 p.m.

*(Register no later than January 8)*

January 13, 7:30 a.m.

*(Register no later than January 8)*

### **Tier 2-3 Recognition (Silver & Gold)**

December 1, 3:30 p.m.

*(Register no later than November 16)*

December 3, 7:30 a.m.

*(Register no later than November 16)*

January 13, 8:00 a.m.

*(Register no later than January 4)*

January 13, 3:00 p.m.

*(Register no later than January 4)*

## Intervention Essential Features (IEF)

Approximately 30 minutes. All sessions will be identical. Encouraged for all Tier 2 and Tier 3 schools.

*At the end of this session, you will be able to:*

- + Determine the criteria and level of specificity for completing the IEF document that is used for staff communication, your Tier 2 handbook, and Silver/Gold recognition.

February 11, 2:30 p.m.

*(Register no later than February 1)*

February 18, 7:30 a.m.

*(Register no later than February 8)*

## Readiness Webinars

Approximately 30 minutes. Will help schools determine if you have the requirements in place to begin Tier 2 or Tier 3 training.

### **Tier 2 Readiness Outcome**

*At the end of this session, you will be able to:*

- + Determine readiness for development of Tier 2 against recommended criteria and ensure Tier 1 is fully in place

February 24, 3:00 p.m.

*(Register no later than February 15)*

### **Tier 3 Readiness Outcome**

*At the end of this session, you will be able to:*

- + Analyze Tier 1 and Tier 2 implementation fidelity to determine Tier 3 readiness

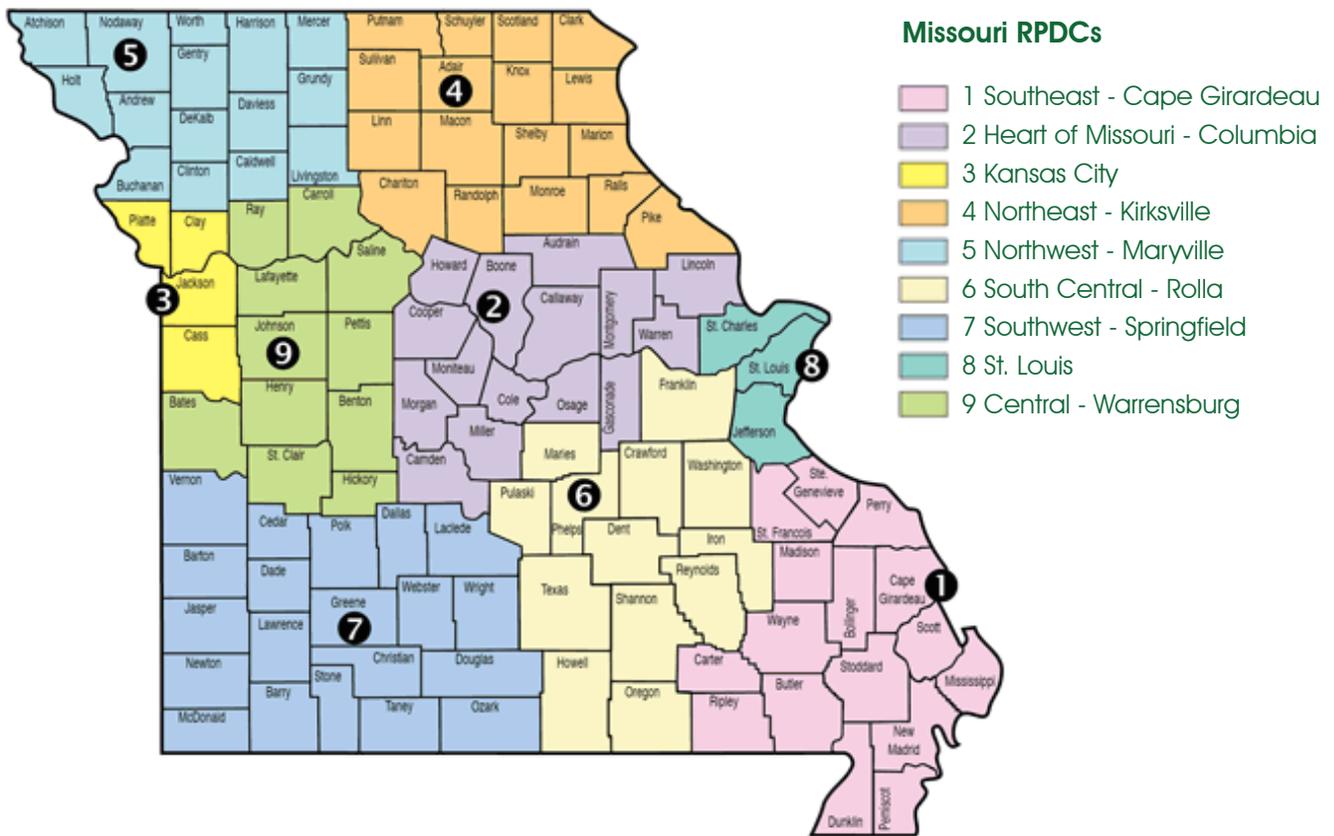
February 25, 3:00 p.m.

*(Register no later than February 15)*



# Contact Your Local RPDC

For more information, please visit the MO SW-PBS website at [pbmissouri.org](http://pbmissouri.org) or contact your RPDC.



**REGION 1: SOUTHEAST RPDC**  
[www4.semo.edu/rpdc](http://www4.semo.edu/rpdc)

**REGION 2: HEART OF MISSOURI RPDC**  
[heartofmissourirpdc.org](http://heartofmissourirpdc.org)

**REGION 3: KANSAS CITY RPDC**  
<http://education.umkc.edu/community-centers-and-programs/regional-professional-development-center-2/>

**REGION 4: NORTHEAST RPDC**  
[rpdc.truman.edu](http://rpdc.truman.edu)

**REGION 5: NORTHWEST RPDC**  
[nwmissouri.edu/rpdc](http://nwmissouri.edu/rpdc)

**REGION 6: SOUTH CENTRAL RPDC**  
[rpdc.mst.edu](http://rpdc.mst.edu)

**REGION 7: SOUTHWEST RPDC**  
[education.missouristate.edu/rpdc](http://education.missouristate.edu/rpdc)

**REGION 8: ST. LOUIS RPDC**  
[www.edplus.org/Special%20Education/sped\\_landing.html](http://www.edplus.org/Special%20Education/sped_landing.html)

**REGION 9: CENTRAL RPDC**  
[ucmo.edu/rpdc](http://ucmo.edu/rpdc)

[pbmissouri.org](http://pbmissouri.org)



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