

# Keeping it Fresh: Move Beyond Your Comfort Zone

Jeff Freeland, UMKC Regional Professional Development Center

MO SW-PBS & MTSS:

**BRIDGING THE GAPS**

# Kickin' It Off!

You get the best results by creating a fire within people, not by lighting a fire under them.

– Bob Nelson



# Kickin' It Off!

Here are some of the reasons you might be having trouble getting everyone on board with PBIS:

- Expectation that PBIS is a temporary fix
- Lack of administrator buy-in
- Administration overwhelmed by tiers of implementation
- Teachers misunderstanding implementation
- Lack of understanding about alternative discipline



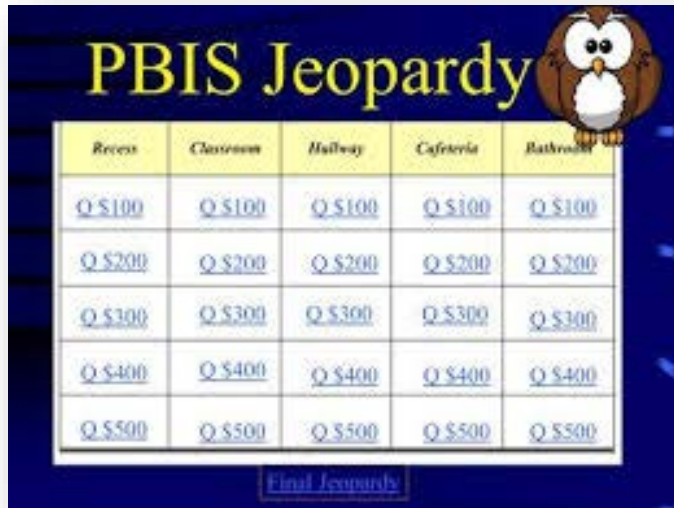
# Kickin' It Off!

- Summer Grains of Sand (aka postcards)
- Back to School Luau (aka meeting)
  - Lesson Plans
  - Teaching Schedule
  - Recognition System
  - Continuums
  - PBIS Handbook
  - Brainstorming for Ongoing Balance



**Make it fun!**

# Kickin' It Off!



**PBIS Jeopardy**

Recess	Classroom	Hallway	Cafeteria	Bathroom
Q \$100	Q \$100	Q \$100	Q \$100	Q \$100
Q \$200	Q \$200	Q \$200	Q \$200	Q \$200
Q \$300	Q \$300	Q \$300	Q \$300	Q \$300
Q \$400	Q \$400	Q \$400	Q \$400	Q \$400
Q \$500	Q \$500	Q \$500	Q \$500	Q \$500

Final Jeopardy



Build their knowledge → Commit to the vision → Build the team

# Kickin' It Off!

## Making Connections



# Bringin' Them On Board!

## New Staff

- Deeper Understanding
  - Pyramid
  - Science of Behavior
  - 8 Essential Components
  - Classroom Practice
  - Plus all you do at Back to School meeting
- Assigned SW-PBS Team member mentor
- SW-PBS Monthly Check Ins with Feedback



# Let's Party!

- Staff Recognition
  - Keeps staff energized
  - Everyone enjoys positive reinforcement!
  - Thank for their efforts
  - Model what you expect
  
- Staff Celebration
  - Honor who they are as a person
  - Model work-life balance
  - Making it personal





# Ideas From The Tiki Bar!

Think like a Mad Men (aka advertiser)

So often we assume we know what motivates people. In reality all we really know is what motivates ourselves.

– Ken Blanchard



**The two greatest drivers of  
employee satisfaction are  
recognition and achievement.**

– Dr. Frederick Herzberg

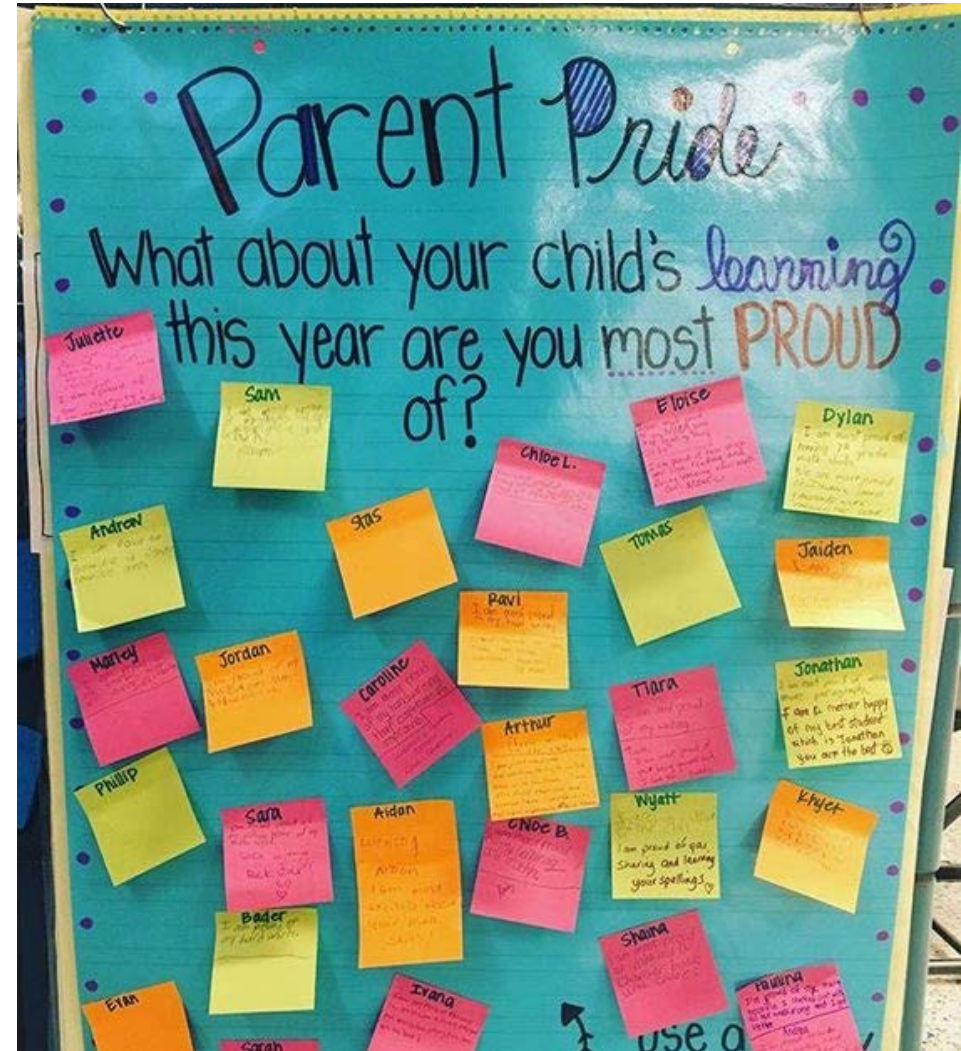
# Ideas From the Tiki Bar!

## Staff Shout Outs



# Ideas from the Tiki Bar!

Get Parents Involved!



# Ideas From the Tiki Bar!

## Get the Community Involved!

- Restaurant coupons
- Recognition tangibles
- Community leader visits



# Ideas From the Tiki Bar!

Everyone LOVES food!

## PBS Themed Food Days

- Peanut **B**utter **S**andwich Bar
- Pancakes **B**acon and **S**yrup
- Pizza **B**rownies and **S**oda
- Pay Days, **B**utterfingers, **S**nickers
- Popcorn, **B**utter, **S**alt

**Secret:** It's not about the food, it's about the thank you; the signs around the food reinforcing SW-PBS; and re-teaching.

# Ideas From the Tiki Bar!

## Spirit Cart

- Monthly
- Themed by Food Holidays
  - (<https://foodimentary.com>)



# Ideas From the Tiki Bar!

## Music Makes the World Go 'Round

- Flash Mob
- Friday Dismissal Song
- Morning Song





...the actions of management drive employee engagement, or result in its absence. If superior performance isn't reinforced, people will stop delivering. Maybe that's why fewer than 15% of employees today are engaged in their work.

– Green Beans and Ice Cream

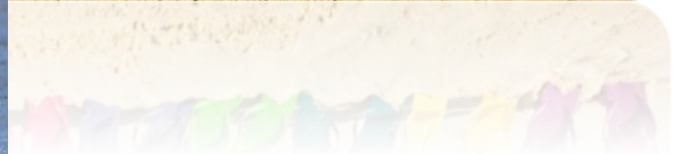
# Theme It!

- Luau Party
- Boot Camp
- Baseball – Raised Royal!
- Football
- College Theme
- Cooking
- Camping
- Road Trip
- Etc....whatever you love!

## Theme It Tips

- Use the lingo
- Use the visuals
- Have food
- Connect to the work
- Make it fun
- Be creative

# Theme It Beach Style!



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# Cowabunga, Dudes!



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