
Keeping PBIS a Priority in our School Culture

LaMonte R4 PBIS Team
STI 2017



Big Idea

Learn how we began to shift the culture of our own buildings towards a PBIS mindset. We'll discuss how to keep that focus at the forefront of your district, despite the fact that you may face changes in administration or staff.





What's it like where we come from

- <200 kids Prek-6
- 25 Certified Staff
- 37% ELL
- 75% FRL
- 21 ODR's to date

What does it feel like where we come from?

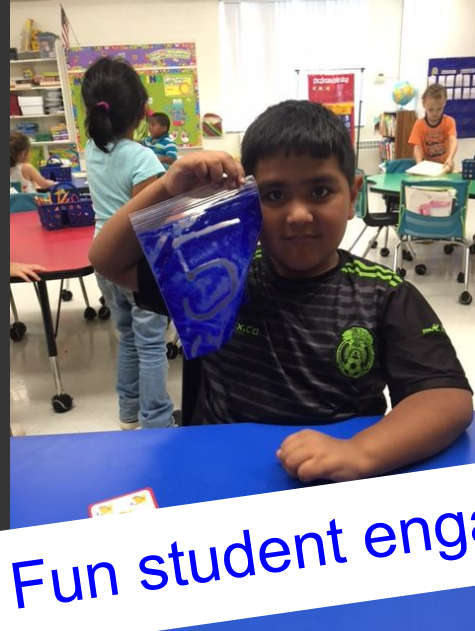
- Laughter & Smiles
- Positive Energy
- Solutions
- Affirmation
- Collaboration
- Sincerity
- Kindness
- High expectations
- Accountability



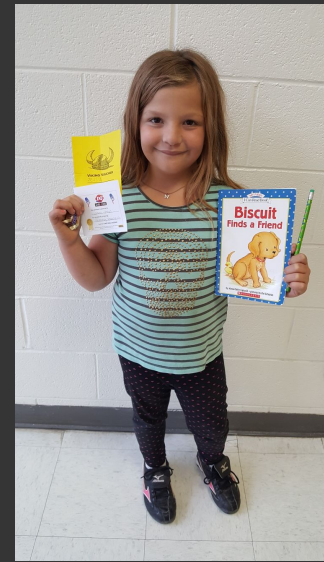
- **Need to see it?**
We don't blame you!



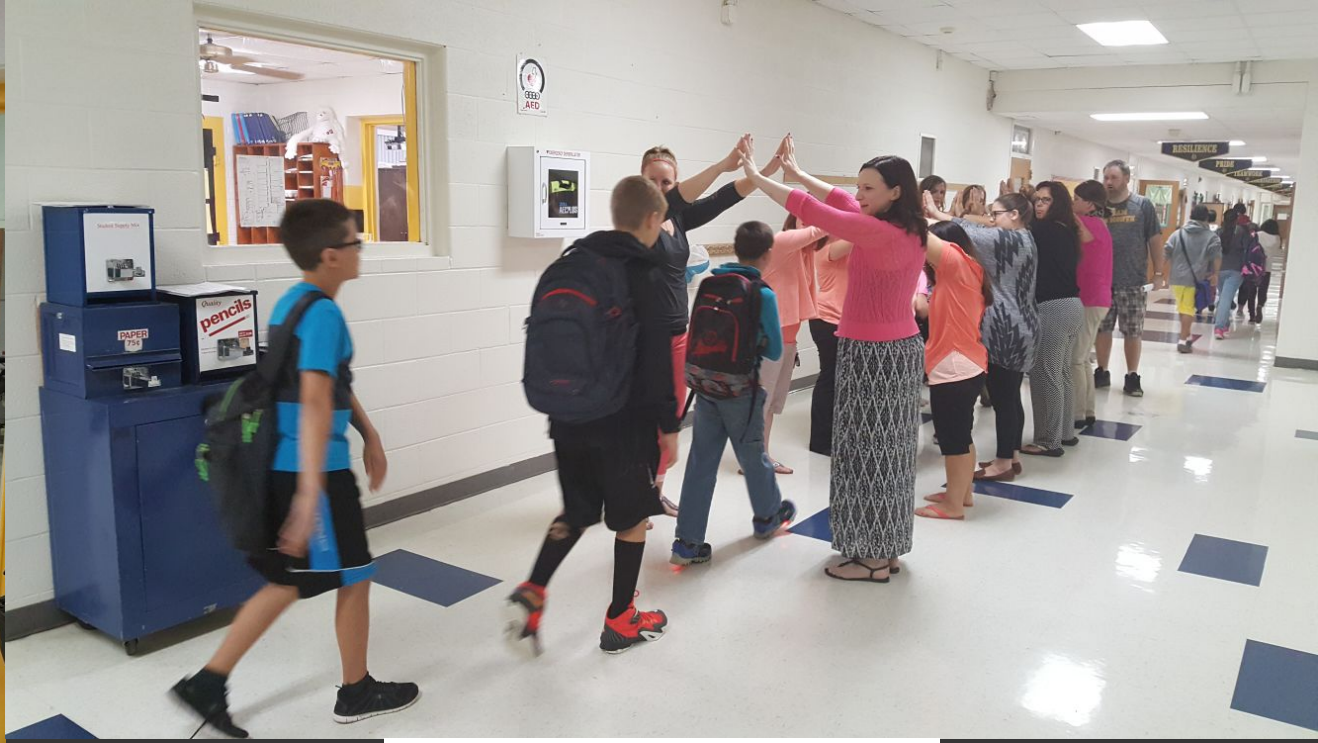
STEM activities



Fun student engagement



**Viking
Voucher
winner**



Tunnel Thursday

Administrators being good sports.



Student Leadership Team



Black & Gold Learning Project

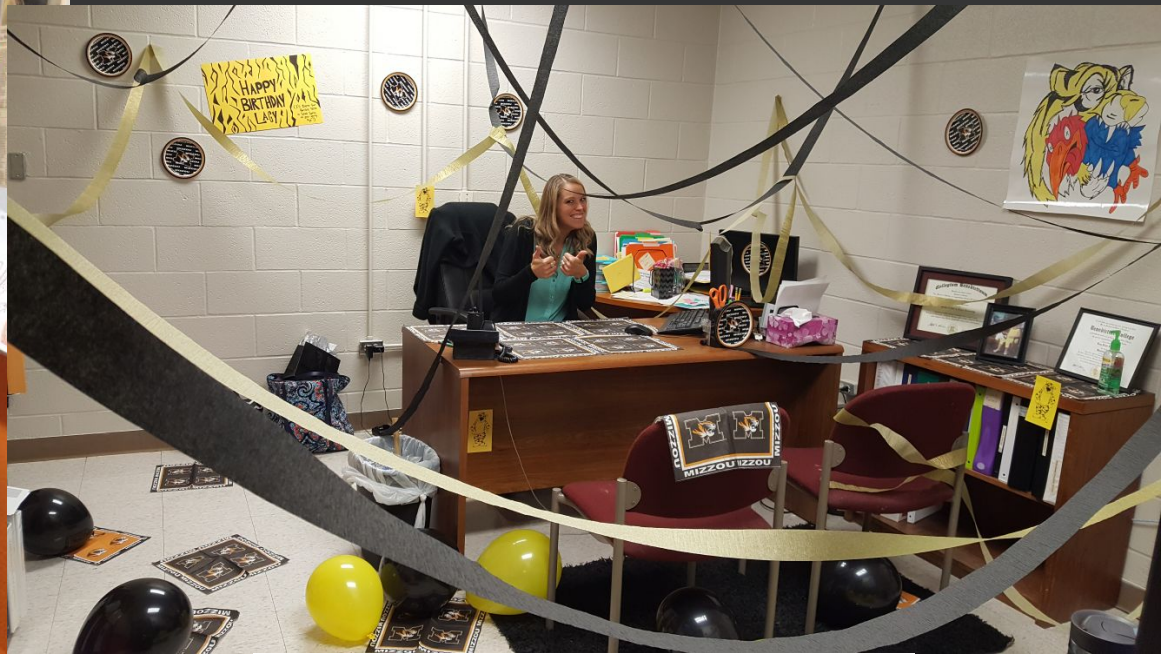
Black & Gold Learning
Project



Firefighter Legacy on
the job!



100th day of school



Administrator's B-day

Restroom Rules

F.L.U.S.H.

- Floors stay dry
- Leave it clean
- Use it quietly
- Soft voices
- Hands washed



Shh!



I am Responsible in the restroom by.....

Being timely
Flushing the toilets

I am Respectful in the restroom by.....

Giving others privacy

I am Safe in the restroom by.....

Washing my hands with soap and water.





Tunnel Thursday

Our story.....



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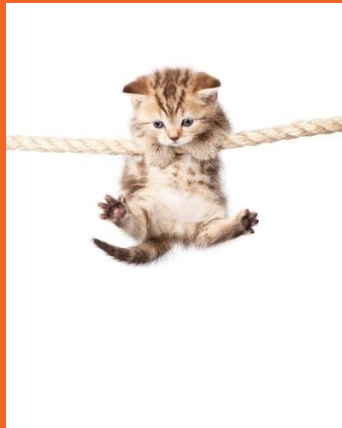
We are a small district that had relatively few ODR's but we were not all on the same page. Each teacher had their own rules and procedures. Each teacher disciplined in different ways. Our building was fueled by gossip, rumors and negativity. The administration and faculty did not regularly communicate regarding behavior policies and discipline. The students had no clear ideas of what was expected of them or why. Our 4:1 ratio was FAR from 4:1! And our “recess room” overflowed with kids who owed recess! We WERE NOT HAPPY!



Seven years ago, a new, incoming principal approached the staff with a new program she'd heard about. She asked if we'd like to form a team and begin PBIS training. Not knowing anything about it, a group of us were teamed together and sent to trainings. Many of us thought that this would just be one more "program" that we began, and didn't really finish. It would be a fad! Something that was a trend in education today, and forgotten about tomorrow.

HOWEVER....here we are 7 years, 4 principals, 4 superintendents and several team members later!

HOW DID WE HANG ON TO THIS PROGRAM FOR THAT LONG WITH THAT MANY CHANGES?



Our initial team consisted of: Principal, SPED teacher, music teacher, & an upper and lower elementary teacher. We attended the trainings and began the planning stages. The team remained the same for the first two years, but then we had an administrative change. The following year one of the initial team members, a teacher who had been in the district over a decade became the new PBIS Coach. This was a key component in keeping PBIS alive and thriving in our district. This ensured that despite any admin changes, the program could continue.

When a change in administration occurred, the team made sure that at least one member was on the interviewing committee. A portion of the interview included questions regarding the applicant's views and experiences with PBIS. This ensured that any incoming administration would be supportive of our efforts with PBIS and our ongoing training.

Despite a decrease in funding for Professional Development, we have continued to attend trainings. In the beginning the entire team attended trainings. Now we send two team members who do not require substitutes.





So how do you do it?

- Positive Energy is CONTAGIOUS! It's hard to stay negative when everyone around you is POSITIVE!
- Start with a core group of positive people and let the fire spread.
- Lead with solutions, not complaints.
- Lift each other up
- Show the admin the data and let them feel that positive energy from the staff.



Viking Vouchers

Complement Bulletin Board & Specials Bulletin Board

Morning Gym Routines

Attendance Rewards

Bathroom Fairy

Matrix Lessons

Social Skills Lessons

Student Leadership Team

Parent PBIS Team

Staff Shout-outs

Student Shout outs

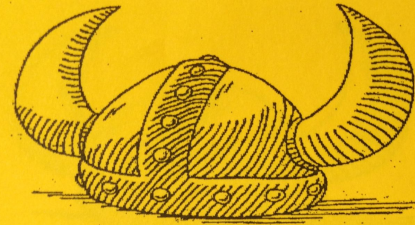
Positive Parent Contacts

Parent of the Month

ETC.....

Teachers/Staff

Drawings every Friday, winners choose song for Tunnel Thursday, winners listed on our website.



VIKING VOUCHER

STUDENT NAME

WAS CAUGHT BEING:

- RESPONSIBLE
- RESPECTFUL
- SAFE



Yearly themed
bulletin board

Our Legacy



Specials "Scoops"

PAWsitively Sweet Behavior



Sample



Perrigney



Smith



Parker



McDonald



Davis



Spiss



Welch



DeMotte



Dillon



Galavell



Lambdin



Williams



Carpenter



Plakorus

Morning Gym Routines:


Music Monday

Tech & Toy Tuesday

Walk it Out Wednesday

Tunnel Thursday

Friendly Friday.



We also have a cart of books in the gym for kids who wish to read.

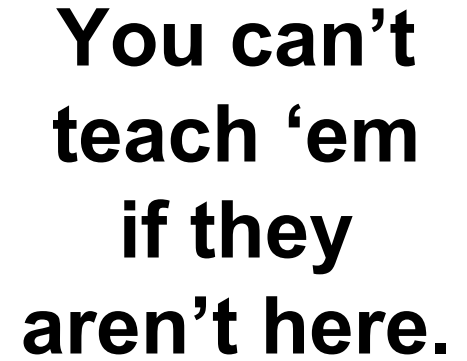
Attendance Rewards

We flipped the switch from negative to positive. Now we have Class Attendance Winners every week and that class receives the traveling trophy.

Also, once a class reaches 17 days of “Perfect Attendance” they receive an extra recess.

We make phone calls home, home visits, additional bus stops & work with families one on one to help them get their children to school and on time, ready to learn!

We currently have 96% of our students here over 90% of the time; 96.6% overall



**You can't
teach 'em
if they
aren't here.**



Tip

Our 6th graders graciously agreed to be the bathroom fairy. They even make the announcement in a very lovely, “fairy” voice.

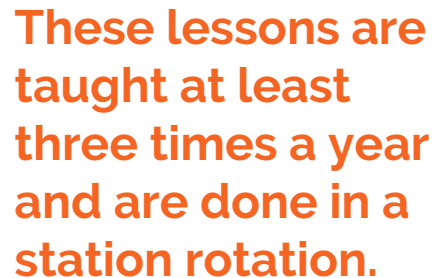
Bathroom Fairy

Last year, every Friday the Bathroom Fairy visited the classroom that had exhibited the best bathroom behavior for that week. She toileted papered their classroom and left a note on the board. She also announced the winner during the Friday afternoon announcements!



Matrix Areas Lessons

All areas specifically
taught using lesson plans
and examples.



These lessons are
taught at least
three times a year
and are done in a
station rotation.

Social Skills Lessons

Elementary Office

Nurse's Office

Common Courtesy Door Manners

Lunch room Manners

Compliments

Greetings & Eye Contact



Tip

We do these lessons at least twice a year in a station rotation format.



Student Leadership Team

- Grades 3-6
- Interested students fill out application
- Applications are scored using rubrics
- Responsible for giving tours to new students
- Mentoring others
- Leading booster lessons



Parent PBIS Team

- Invitation letters sent home to 15 families
- Meet twice a year
- Fantastic perspectives & Ideas
- Created Survey to go home

Student Leadership Team

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Birthday brigade

Lead assemblies

Tours for incoming students

Booster lessons

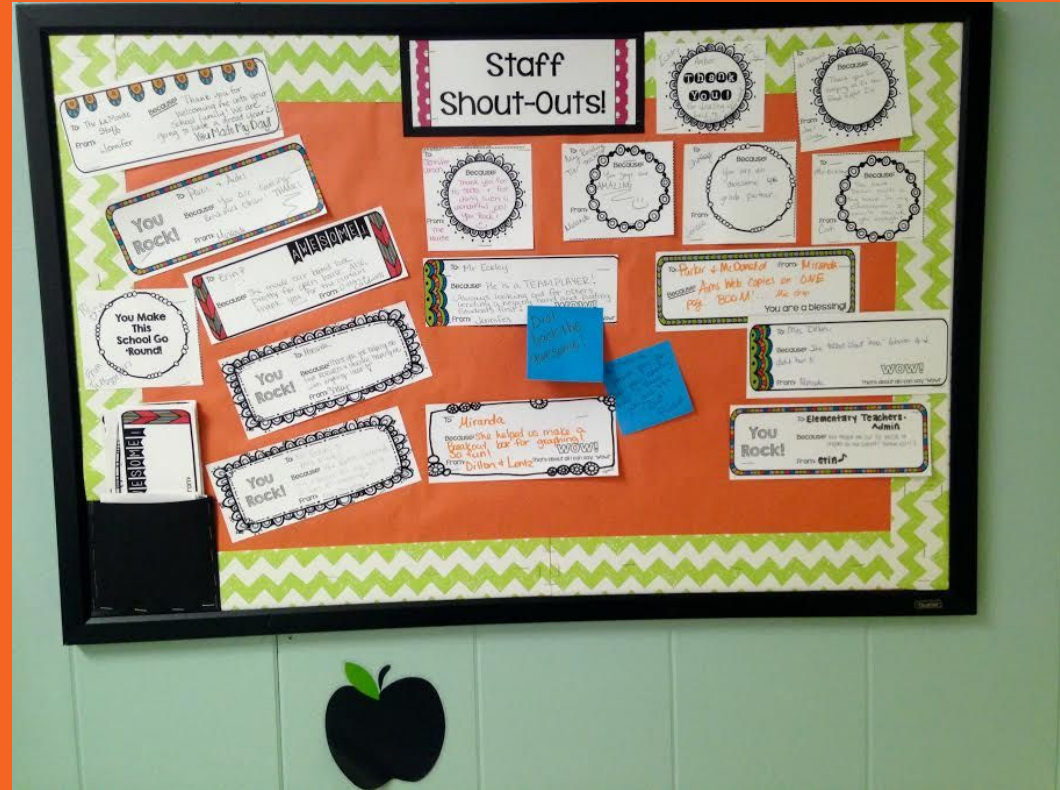
Morning announcements-Student Council

Buddy Packs

Video lessons

Decision making

Shout Out Boards



PARENT PRIDE

What about your child's learning are you the **MOST** Proud of?



Positive Parent Contact -

Two from each class each week
Phone call & text go out.

Parent of the Month-
idea for next year



What are we doing for our Tier 2 and 3 kiddos?

We collect the Existing School Data Inventory form on a quarterly basis. Those scoring at risk or higher may be placed in a tier 2 intervention.

Weekly data is collected on those students that are in a tier two intervention. (Advanced Tier Spreadsheet)

Tier 3 students are often in a tier two intervention, as well as having their own individualized behavior plans.

PBIS Is Also For Adults!

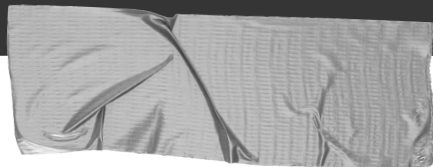
PBIS With Staff

Time for Q & A



You ask!

We answer!



Let's
NETWORK!!!
SHARE IDEAS!!!
DISCUSS!!

— Where to reach us:

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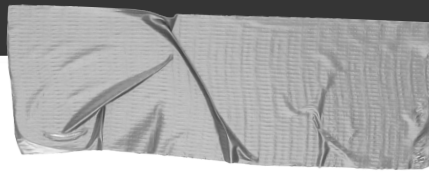
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Good luck!

**We encourage you to come
visit us and walk through our
hallways...sit in our
classes....see it in action!!**

**Have a wonderful summer
and fantastic school year!**