



# Can you do it?

# Yes you can!

Conquering Tier 1 While in the Jungle of  
Multiple Interventions



# Information about Clippard



- Located in Cape Girardeau, MO
- 1 of 5 elementaries in our district

1999 - 35% F/R (K-6)

2007 - became Title 1

2010 - added Pre-School

2014 - 61% F/R (PreK-4)

Current enrollment 435

# How and why we began the journey (2006-2007)

- Worked Backwards...
- Began RTI - went to visit Lewis Elementary in Excelsior Springs
- Impressed by seeing their SWPBS in action
- Went back and shared with staff and met with RPDC person
- We had 100% buy in...VERY important

## **Why did we decide to do it?**

Wanted consistency throughout the building with expectations and consequences

## **How did we get buy-in?**

Sharing what we saw at Lewis Elementary

Everyone looking for help with changing demographics



# **Beginning SWPBS while doing RTI**

We really emphasized to staff that SWPBS is to behavior what RTI is to academics.

We were fortunate that RTI did not place too much extra work on the classroom teacher which made for an easier transition into SWPBS.

# Creating the Clippard SWPBS Team

- Wanted representation from each grade level
- Asked for a volunteer from each grade and encore
- Asked for 2 people who would be our fearless leaders

# Planning Year (2010-2011)

Summer Training (2 days): Purpose statement, GRR, began matrix, setting up regular meeting times twice a month

**Purpose: At Clippard Elementary SWPBS is designed to create a caring and positive learning environment with students and staff who are safe, respectful, and responsible.**

# Planning

Creating Expectations:

**Go Safely**

**Respectfully**

**Responsibly**



Continuously worked on matrix and took back to the staff after each area was decided to get approval.

Then had whole staff help create lesson plans.

	All settings	Classroom	Hallway	Cafeteria	Bus	Bathroom
Go Safely	<p>Keep hands, feet and objects to self</p> <p>Ask before you go</p>	<p>Use materials safely</p>	<p>Walking feet with eyes forward and hands behind back (Tiger Tails)</p> <p>Stay to right</p> <p>Obey CUB stops</p>	<p>Eyes forward and hands on tray</p> <p>Eat when you are seated</p> <p>Report spills</p> <p>Walk to your seat</p>	<p>Sit on your bottom face forward</p> <p>Keep aisle clear.</p> <p>Walk on and off bus</p>	<p>Wash hands</p> <p>Keep water in sink</p>
Respectfully	<p>Follow Instructions right away.</p> <p>Use kind words and actions</p>	<p>Raise hand and wait to be called on</p> <p>Respect others right to learn</p>	<p>Be on a "1" (Voices off, Quiet feet, no noise)</p>	<p>Eat only your food</p> <p>Raise your hand to get the teacher's attention</p> <p>Use a quiet voice</p> <p>Sit where you are told</p>	<p>Keep hands, feet and objects to self</p> <p>Use quiet voice</p> <p>Throw away trash</p> <p>Greet bus driver</p>	<p>Be on a "1" (Voices off, Quiet feet, no noise)</p> <p>Give others privacy</p>
Responsibly	<p>Keep school neat and clean</p> <p>Keep track of your belongings</p> <p>Help others if needed</p>	<p>Have necessary materials</p> <p>Be prepared</p>	<p>Stay with your line</p> <p>Get where you should be quickly</p> <p>Take found objects to a teacher</p> <p>Report problems</p>	<p>Get only one squirt of hand sanitizer</p> <p>Be lunch ready</p> <p>Clean up after yourself</p> <p>Help other</p>	<p>Be on time.</p> <p>Watch for your bus stop</p> <p>Take all of your belongings</p>	<p>Return to class quickly</p> <p>Flush</p> <p>Use appropriate amount of soap and paper towels</p> <p>Throw trash in trash can</p>

# Flow Chart for Major and Minor Behaviors

## Minors

### Techniques to Manage Minor Behaviors

- Proximity control
- Signal/Non-verbal cue
- Ignore, Attend, Praise

If these don't work....THEN use these strategies...

### Instructional Responses to Inappropriate Behavior

This is a continuum/progression

- Re-direct
- Ask the four questions (on back)
- Re-teach
- Provide choice
- Student conference

Still not working? (Send to buddy room if appropriate)

- Fill out minor referral (blue)
- Parent contact if child was removed from class & sent to buddy room.
- Determine consequences.

If inappropriate behavior still continues...

### Write a major referral.

- Take referral to office.
- Contact the parents.
- Teacher and administrator determine consequences.

## Majors

Ensure safety of students, if necessary.

Write major referral (yellow slip) and take to office.

- Follow through with consequences given.
- Call home to parents.
- The teacher who writes referral will call home unless it was an assistant or para.

# Creating System to Reward Positives

## **Tickets:**

Individual - orange

Class - white

## **Creating GRR Store and class prizes:**

Where, When, and What?

1 cart, donated toys, certificates

# Implementation Year...The year of CHANGE!!!

- Theme: The Amazing Race
- Training staff before first day of school
- Each staff member received a binder with matrix, lessons, t-shirt, lanyard, and tickets
- Divided up the staff into groups and SWPBS Team taught rest of staff - Punch Card, Video



# 2011-2012 School Year...Day 1

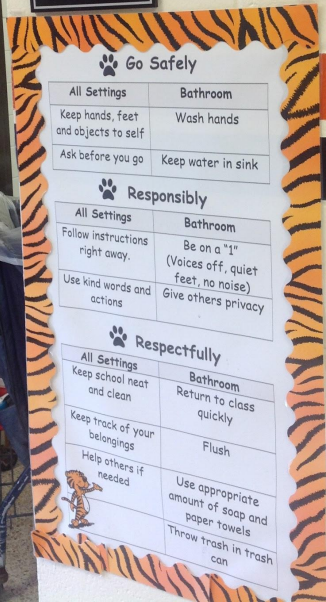
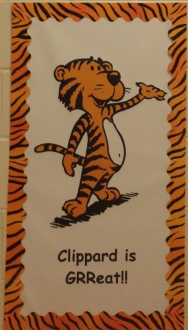
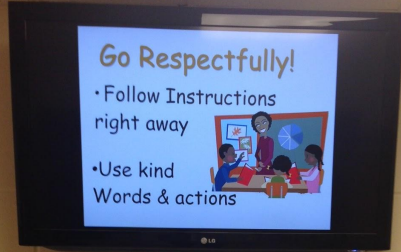
- Teachers wore shirts
- Had a kick-off assembly to introduce SWPBS to students
- Schedule of when to teach lesson plans - RTI time, rotation
- Posted GRR signs in classrooms and around school



All Clippard staff wore our GRR T-shirts the first day of school for the implementation year.



# Signs/Displays





# Classroom Displays



# **SWPBS and RTI**

- Takes about a month for testing, etc. to create RTI groups.
- Used RTI time the first two weeks of school to teach the GRR expectations.

# Rotation Schedule

Days	Kindergarten	1 <sup>st</sup>	2 <sup>nd</sup>	3 <sup>rd</sup>	4 <sup>th</sup>
Monday	Dismissal 9:20-9:40 Lacy/Kralemann 9:40-10:00Janet/Mayes	Cafeteria 9:20-9:40 Lieser/Williams 9:40-10:00 Ressel/Smith	Playground 9:20-9:40 Duer/Enderle 9:40-10:00 Kerr/Wessel	Assembly/Gym 9:20-9:40 Schuessler 9:40-10:00 Dunn/Robinson	Bathroom 9:20-9:40 Kratochvil 9:40-10:00 Jones/Uhrhan
Tuesday	Bathroom 9:20-9:40 Lacy/Kralemann 9:40-10:00Janet/Mayes	Dismissal 9:20-9:40 Lieser/Williams 9:40-10:00 Ressel/Smith	Cafeteria 9:20-9:40 Duer/Enderle 9:40-10:00 Kerr/Wessel	Playground 9:20-9:40 Schuessler 9:40-10:00 Dunn/Robinson	Assembly/Gym 9:20-9:40 Kratochvil 9:40-10:00 Jones/Uhrhan
Wednesday	Assembly/Gym 9:40-Lacy/Kralemann 10:00Janet/Mayes	Bathroom 9:20-9:40 Lieser/Williams 9:40-10:00 Ressel/Smith	Dismissal 9:20-9:40 Duer/Enderle 9:40-10:00 Kerr/Wessel	Cafeteria 9:20-9:40 Schuessler 9:40-10:00 Dunn/Robinson	Playground 9:20-9:40 Kratochvil 9:40-10:00 Jones/Uhrhan
Thursday	Playground 9:20-9:40 Lacy/Kralemann 9:40-10:00Janet/Mayes	Assembly/Gym 9:20-9:40 Lieser/Williams 9:40-10:00 Ressel/Smith	Bathroom 9:20-9:40 Duer/Enderle 9:40-10:00 Kerr/Wessel	Dismissal 9:20-9:40 Schuessler 9:40-10:00 Dunn/Robinson	Cafeteria 9:20-9:40 Kratochvil 9:40-10:00 Jones/Uhrhan
Friday	Cafeteria 9:20-9:40 Lacy/Kralemann 9:40-10:00Janet/Mayes	Playground 9:20-9:40 Lieser/Williams 9:40-10:00 Ressel/Smith	Assembly/Gym 9:20-9:40 Duer/Enderle 9:40-10:00 Kerr/Wessel	Bathroom 9:20-9:40 Schuessler 9:40-10:00 Dunn/Robinson	Dismissal 9:20-9:40 Kratochvil 9:40-10:00 Jones/Uhrhan

# **Video of Teachers Learning**

# Video of Lesson Plan

[2nd grade dismissal lesson](#)



# Dismissal:

Brought a bus the first year to teach and show kids expectations for the bus



## GRR Store Coupons

- Sit in Principal's chair or the day
- Eat lunch with a friend in a different class
- Help another teacher
- Help Mr. Matt (custodian)
- Chew gum for the day
- Recess with a friend in a different class
- Help with announcements



# More GRR Store Coupons

Write with teacher's special pen

Eat with a teacher

Extra computer time

Draw on whiteboard

Sit by a friend for the day

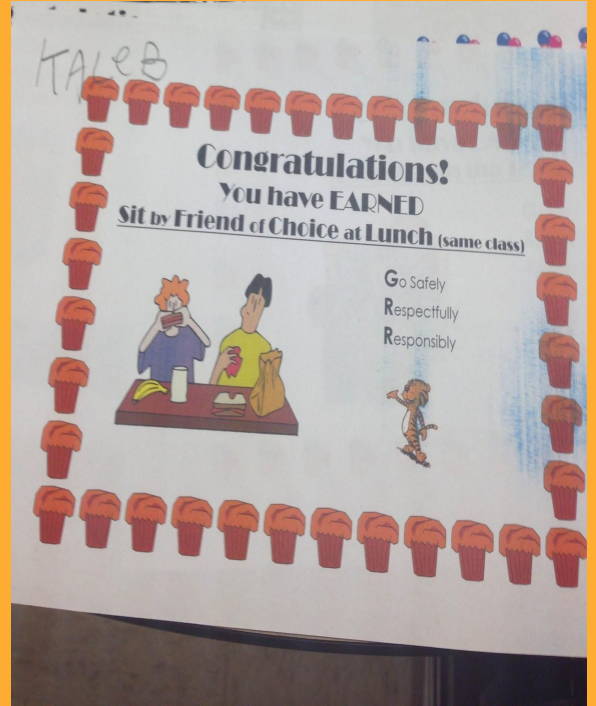
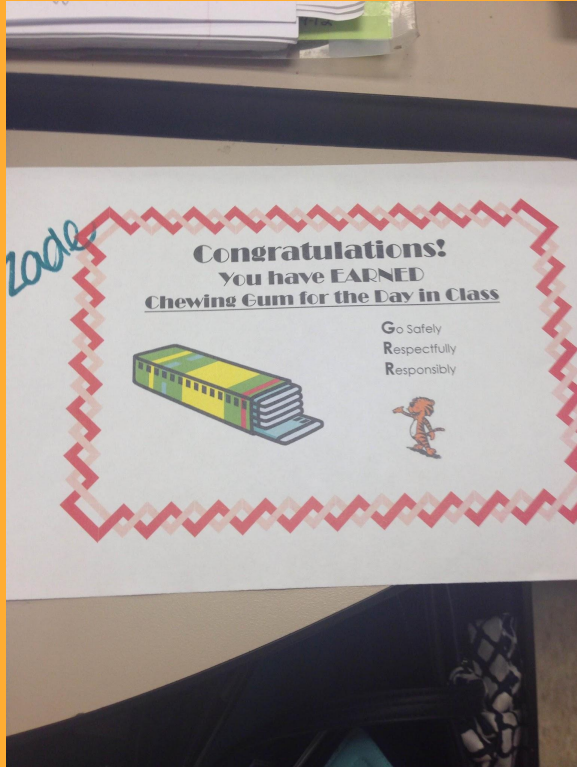
Read to class

Perform talent for class

Extra recess for your whole class

Gym time in morning with Mr. Neels

Help Dr. Herbst





# GRR Store Shopping Cart



We have 3 GRR shopping carts for the whole school.

We usually shop every other Friday with help from our Special Ed. Preschool Assistants.

[Video](#)

# Individual Tickets



# Class Prizes

10 tickets -small treat

20 tickets - free recess

40 tickets - hat day

60 tickets - use markers all day

80 tickets - popsicle (provided by Community Service)

100 tickets - free homework pass

125 tickets - eat with teacher

150 tickets - pajama day

175 tickets - popcorn and a movie (popcorn supply in office)

200 tickets - Nacho party

225 tickets - Sit where you want in the class

250 tickets - Banana split party

275 tickets - Sit where you want in class

300 tickets - Wii party in classroom

325 tickets - Show and Tell for the class

350 tickets - Movie with students bringing own food

375 tickets - Pizza party

400 tickets - Class has choice of any previous prize



# Class Prize Chart

- Posted in the hallway that leads to the cafeteria/gym
- Shows each class and their current prize level





# **Class Prize...Wii Party 300 Class Tickets**

[Video](#)

# Quarterly Celebration

**1st quarter:** no yellows - blacktop dancing and small treat

**2nd quarter:** no yellows and no more than 3 blues -  
Christmas video in the gym and candy canes

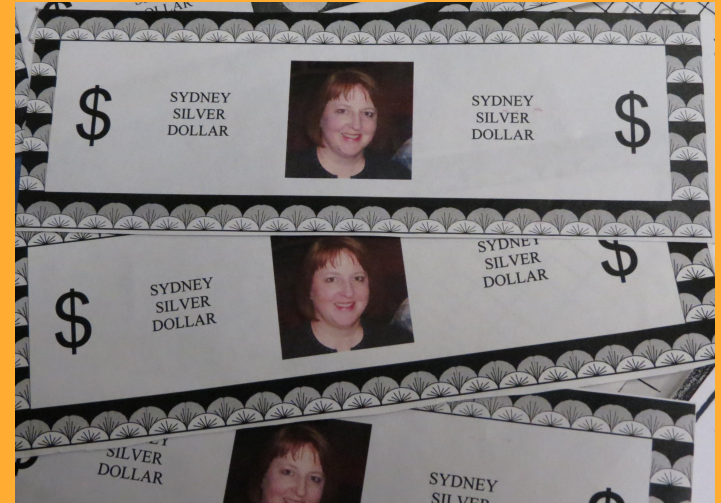
**3rd quarter:** no yellows and no more than 2 blues - extra  
recess

**4th quarter:** no yellows and no more than 1 blue - dancing  
and ice cream

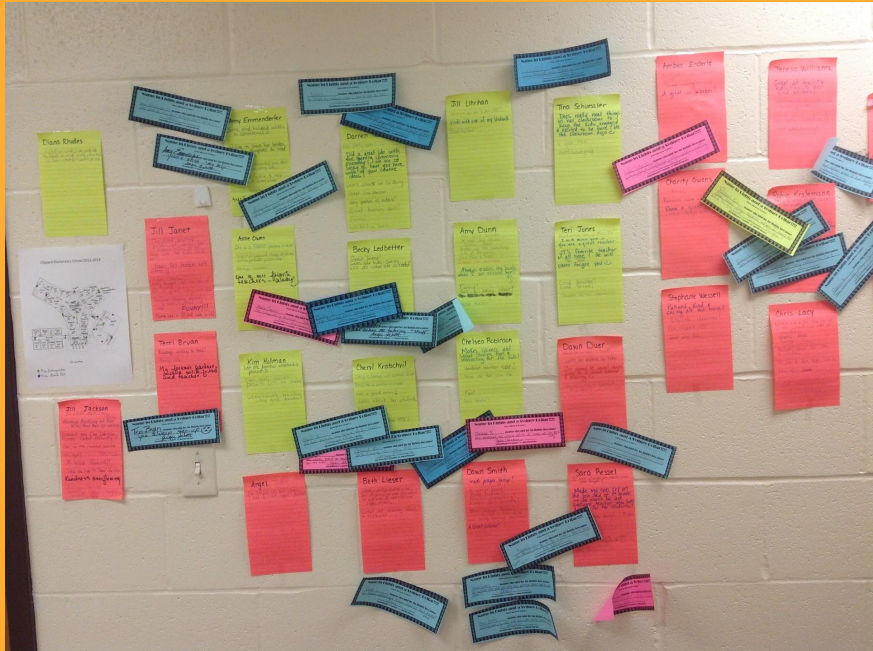


# Creating System to Reward/Acknowledge Staff

**Sydney Silver Dollars** -  
giving tickets, completing  
surveys or paperwork, use  
dollars for special activities



# Rewarding/Acknowledging Staff



**Name in Lights** -  
acknowledging staff  
that for doing  
positive things,  
posted in lounge

# Throughout the first year

## Revising, revising, revising

- First shopping day...one cart not enough
- Splitting binder of certificates into multiple binders
- Class tickets exceeding our 200 ceiling
- Reteaching expectations at beginning of second semester
- Beginning in February, expectation of the week
- Made a new flow chart that was easier to follow
- Made slideshow of expectations and students modeling

# Obstacles with Rewards

- Getting staff to understand that tickets are not to be taken away
- Students who are always good not having as many tickets as those who aren't always good
- Not everyone got to shop at the GRR store the first day. Had to divide it into three carts.

# End of Implementation Year 1

- SET - During observation: Tornado!



- However, we earned 100%
- Staff celebration at Buffalo Wild Wings



# Obstacles

- No money
- School addition/remodel - many classes had classroom items in gym a week before school started
- People want to see immediate results

# 5 days before school starts...



Finally moving into rooms

Lots and lots of dust



# Money

PTO

Building funds

Community Service: profit from school store

Selling T-Shirts

Asking parents for donations: monetary and items for store

Local Businesses

Dress Down for \$1

Hat Day for \$1

Free things: certificates for prizes

# 2nd Implementation Year

- Training new staff
- Reviewing/Discussing Major and Minor Referrals
- Staff Anxious to begin Tier 2
- Going to start PLC

# SWPBS and PLC

- We made sure there were SWPBS committee members also on PLC. (We have four that overlap.)
- We use collaboration time to help solve problems that arise in SWPBS.

# Continuing to Maintain

Current obstacles: PLC, RTI, new math and ELA common core curriculum, new technology programs

February Plan: data shows that February is consistently a tough month for us

We created special plan for students and staff

# Continuing to Maintain

- This year at our Back to School Picnic, we had the students teach their parents the expectations of a few certain areas on our matrix
- Students had a punch card that they turned in after visiting 4 of the 7 stations
- Held a drawing where they could earn gift card for Andy's, Groceries, T-shirt

# PTO Picnic\Family Component

Location:	Waiting in Gym	Bathroom (the one by gym)	Dismissal	Play-ground	Cafeteria	Assembly	Hallway
Teacher's Initials							

Name: \_\_\_\_\_

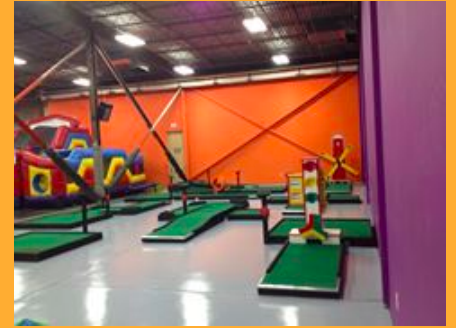
Child's Name: \_\_\_\_\_

Visit 4 of these places and have your child “teach” you the expectations at each place! A teacher will be there to initial it for you. Return it to the bucket at this table when you are finished. Two winners will be drawn at 6:45. The prizes are a Schnucks gift card and an Andy’s gift card!



# End of Year Celebration!!!

Students with no blues or yellows all year  
qualified to go!







# Contact Information

Clippard Elementary - Cape Girardeau Public School District

<http://clippard.capetigers.com/>

## Presenters:

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Chris Lacy (Kindergarten, Tier 1 coach): [lacyc@capetigers.com](mailto:lacyc@capetigers.com)

Darren Neels (P.E., Tier 1 coach): [neelsd@capetigers.com](mailto:neelsd@capetigers.com)

Jill Uhrhan (4th grade, Tier 2 coach) [uhrhanj@capetigers.com](mailto:uhrhanj@capetigers.com)