


LEADING WITH PASSION

James Lewis Elementary
Blue Springs School District
Blue Springs, MO

Missie Goss
Anna Paulsen
Jenny Gooch



▶ "Successful leaders see the opportunities in every difficulty rather than the difficulty in every opportunity."
– *Reed Markham*

Session Outcomes

Attendees will understand the makeup and function of an effective SW-PBS leadership team.

Attendees will leave with ideas for organizing and implementing a structure/system for their school leadership team.

Demographics:

James Lewis Elementary

- ▶ Administrator - 1 principal; 1 assistant principal
- ▶ Teaching Staff - 32
- ▶ Support Staff - 17
- ▶ Students Served - 467
- ▶ White - 76.9%
- ▶ Black - 7.3%
- ▶ Latinx- 7.3%
- ▶ Asian - 1.1%
- ▶ Multi-racial - 7.5%
- ▶ Free/Reduced - 27%
- ▶ Average Daily Attendance - 96.07%



Turn & Talk:

**YOUR
Leadership
Team**

What is the current structure of your team?

How do you utilize the strengths of your members?

What schedule do you follow and how often do you meet?



OUR PBS Journey

- ▶ Variety of behavior management systems and tools being used
- ▶ Inconsistent expectations and consequences: positive & negative
- ▶ Office referrals not clearly defined
- ▶ Conversations began 2 years before training
- ▶ New administrator with experience and passion
- ▶ Building-wide commitment



"By connecting and being part of a community with a shared vision and goals, we can create great things."

-David J. Greer



Leadership Team Makeup

10 total members

Administrator

1 representative per grade
level

SpEd teacher

Special Class teacher

Coach

2 Team Leaders



Leadership Team Roles

- ▶ Chairperson/Team Leader (2)
- ▶ Secretary (2)
- ▶ Data-Base Manager
- ▶ Communication Coordinator
- ▶ Time Keeper
- ▶ Team Cheerleader
- ▶ Historian/Archivist
- ▶ Administrator

TIER 1 Leadership Team Meetings

Easy as 1, 2, 3

Year 1	Year 2	Year 3
<ul style="list-style-type: none">• Weekly Meetings• PBS consultant• PBS - school PD focus• Summer planning before implementation year	<ul style="list-style-type: none">• Weekly Meetings• PBS consultant• SWIS Data - 1 meeting per month	<ul style="list-style-type: none">• Bi-monthly meetings



STOP,
Collaborate...(
you know the
rest)

Stop, Collaborate
and Listen

Discuss your team schedule:

- ▶ Does your team meet consistently?
- ▶ How is your schedule working for you?
- ▶ Do you need to meet more/less often?
- ▶ Do your meetings need to be more focused on a specific need or topic?
- ▶ Are grade level/team needs driving your meeting agenda?



YEAR 1

Leadership Team Meetings

- Weekly meetings
- Invited Consultant
- Professional Development
 - Kickoff with Staff
 - Ongoing Training
- Summer planning
- Kick-off assembly for Kids
- Prep Work for Year 2 (Implementation Year)



YEAR 2

Leadership Team Meetings

- ▶ Weekly Meetings
- ▶ Invited Consultant
- ▶ SWIS Data
- ▶ Solution Plan
- ▶ Reflective



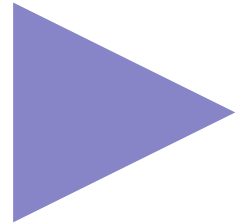
Year 3

Leadership Team Meetings

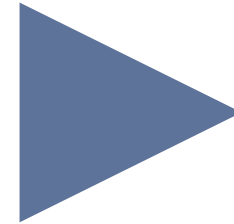
- ▶ Meeting 2 times a month vs. Weekly
- ▶ Confidence
- ▶ SWIS Data
- ▶ Solution Plan
- ▶ Reflective
- ▶ Building Incentive added

Collaborate

Based on what we shared about our evolution, what might you want to put in place for your leadership team?



What steps do you need to take to make successful changes?



How can you achieve buy-in from your staff?

Contact Information

Missie Goss

Mgoss@bssd.net

Anna Paulsen

Apaulsen@bssd.net

Jenny Gooch

Jgooch@bssd.net

James Lewis Elementary School

(816) 874-3650

SUPERcat Matrix

SUPERcat	S Safe	U United	P Positive	E Engaged	R Respectful
All Settings	<ul style="list-style-type: none"> • Walk • Keep body and objects to self • Be where you're supposed to be • Keep eyes forward 	<ul style="list-style-type: none"> • Report if someone is hurt or could be hurt • Follow directions • Be a team player 	<ul style="list-style-type: none"> • Be kind and encouraging to yourself and others 	<ul style="list-style-type: none"> • Listen with ears and eyes • Give effort • Participate 	<ul style="list-style-type: none"> • Use kind and polite language • Follow dress code • Respect self, others, and school • Respond appropriately to greetings and redirection
Restroom	<ul style="list-style-type: none"> • Maintain personal space • Wash hands with soap and water • Keep water in the sink 	<ul style="list-style-type: none"> • <u>Place</u> trash in trash can • Pick up any trash you see 	<ul style="list-style-type: none"> • Kindly give each other privacy 	<ul style="list-style-type: none"> • Use restroom, wash hands, and exit promptly 	<ul style="list-style-type: none"> • Flush toilet • Use one pump of soap to wash hands • Use two pulls of paper towels to dry hands • Use Voice Level 0
Hallway	<ul style="list-style-type: none"> • Walk on the right side of the hallway • Keep body to yourself 	<ul style="list-style-type: none"> • Walk in straight lines with appropriate spacing 		<ul style="list-style-type: none"> • Walk directly to location 	<ul style="list-style-type: none"> • Use Voice Level 0 • Keep hands and body a safe distance from the walls



SUPERcat	S Safe	U United	P Positive	E Engaged	R Respectful
Bus	<ul style="list-style-type: none"> • Sit back to back, seat to seat • Remain seated until dismissed or arrival at bus stop 	<ul style="list-style-type: none"> • Encourage others to get all belongings • Follow seating chart 	<ul style="list-style-type: none"> • Greet and thank your bus driver 	<ul style="list-style-type: none"> • Take belongings with you • Be prepared for your bus stop 	<ul style="list-style-type: none"> • Respect the bus property and your property • Keep the bus clean
	<ul style="list-style-type: none"> • Enter & Exit the bus in orderly manner • Get off at your designated stop 				<ul style="list-style-type: none"> • Use Voice Level 0 when bus is stopped • Use Voice Level 2 when bus is moving
Playground	<ul style="list-style-type: none"> • Freeze (Stop), get off the equipment, and use Voice Level 0 when whistle sounds • Hands/body under control • Follow rules for equipment • Use equipment appropriately • Walk to line 	<ul style="list-style-type: none"> • Invite others to play • Share equipment 	<ul style="list-style-type: none"> • Problem-solve any difficulties • Have a positive attitude when playing games/activities 	<ul style="list-style-type: none"> • Actively participate 	<ul style="list-style-type: none"> • Respect and return all equipment • Use Voice Level 2+ when playing • Use Voice Level 0 when standing in line

Cafeteria	<ul style="list-style-type: none"> • Walk single file when entering and exiting • Carry tray with two hands • Sit on bottom • Keep feet under table • Stay in your seat 	<ul style="list-style-type: none"> • Clean up your area • Report spills 	<ul style="list-style-type: none"> • Try the task before you raise your hand to ask for help 	<ul style="list-style-type: none"> • Gather all supplies and food needed • Eat only your food 	<ul style="list-style-type: none"> • Chew with your mouth closed • Speak only to students at your table • Use Voice Level 0 when the music is ON • Use Voice Level 2 when the music is OFF
Assembly	<ul style="list-style-type: none"> • Enter and exit in an orderly manner • Sit on your bottom 	<ul style="list-style-type: none"> • Participate appropriately 	<ul style="list-style-type: none"> • Be a positive role model 	<ul style="list-style-type: none"> • Keep eyes and ears on the speaker 	<ul style="list-style-type: none"> • Applaud appropriately • Use Voice Level 0 when entering and exiting • Use Voice Level 1 when waiting
Dismissal	<ul style="list-style-type: none"> • Make eye contact with school adult before leaving with parent 	<ul style="list-style-type: none"> • Follow the dismissal procedure 	<ul style="list-style-type: none"> • Wait patiently 	<ul style="list-style-type: none"> • Listen for bell • Listen for name over walkie-talkie 	<ul style="list-style-type: none"> • Use Voice Level 0 in the building

Voice Volume Chart

ZERO NOISE

- Silence
- No talking

0



SPY TALK

- Whisper quietly to neighbor

1



LOW FLOW

- Partner work
- Table discussions

2



FORMAL NORMAL

- Regular speech
- Class participation

3



LOUD CROWD

- Too loud for most activities but ok for presentations
- Speaking parts for programs

4



Outside Voice

- Playground voice
- Not ok for classroom







5



Back to School & Fall = SUPER Ticket Menu

Sticker  1	Candy  5	Pencil Or Charm  5	Food Coupon  10	Line Jumper  10
Classroom Comedian  10	Hat Day  15	Stuffed Animal Day  15	Slipper Day  15	Treasure Chest  15
Choose a Seat in the Classroom  20	Sit with a Friend at Lunch  20	Call Home from Principal  20	10 minutes of Basketball  25	Supercat Selfie  25

SUPER Ticket Menu - for the SUPER savers!

Lunch with Mrs. Reynolds  100	Mystery Prize Bag  150	Sit in a Principal's Chair for the Day  150
Sonic Slush Day (Dates TBD - 1 per semester)  200	Movie and Popcorn Day (Dates TBD - 1 per semester)  200	Field Trip to Pink Hill Park (Spring Date TBD)  250