



#LearnGrowConnect
with Sterling PBIS

Missouri SW-PBIS Summer Institute

An abstract watercolor splash in shades of purple, magenta, and red, centered on a white background. The splash has a textured, organic appearance with various brushstrokes and splatters.

Quick Survey/Padlet!

Session Outcomes

1. Attendees will identify ways to involve students within their own Tier 1 programming and increase family involvement.
2. Attendees will prioritize the way their team views data in order to identify the needs of their school for Tier 1 social/emotional/behavioral instruction.
3. Attendees will gain new ideas to celebrate success of students in both academic and behavioral progress.

SW	P	B	I	S
		Free Space ☺		

BINGO




We are
#TeamSterling

A closer look at who we are
and our PBIS journey

Sterling Elementary

- × Located in Warrensburg (approximately 1 hour southeast of Kansas City)
- × 3-5th grade intermediate elementary school with 19 grade level classrooms
- × 2018-2019 student population: 422 students
- × 33 Certified Staff and 21 Classified Staff
- × Warrensburg R-VI School District has 6 Regular Education School Buildings (4 Elementary, 1 Middle, 1 High), 1 Day-Treatment (Special Education) Building, & 1 Alternative High School
- × Exemplary Missouri PLC School Recognition (January 2018) and Solution Tree National Model PLC School (Spring 2019)



***“Never doubt that a small
group of committed, thoughtful
people can change the world:
Indeed it’s the only thing
that ever has!”***

-Margaret Mead

Our Previous Identity

In the next slide you will see our Focus Room data for 2016-2017 showed lots of academic time missed due to numerous reasons.

Reasons included: refusal to work, unfinished work, lack of parent signatures, late assignments, missing recess, etc. for approximately 2 hours at a time

BIST School with minimal current training and no feedback or reteaching to students who were doing the wrong thing.

2016-2017 Focus Room Data

3rd Grade - 300 visits total
10,512 minutes/175.2 hours of academic time lost

4th Grade - 198 visits total
10,182 minutes/169.7 hours of academic time lost

5th Grade - 389 visits total
12,219 minutes/203.65 hours of academic time lost

10,135 total minutes (168.92 hours) from specials teachers/hallway
22,778 total minutes (379.63 hours) from classroom teachers.

32,913 MINUTES - 548.55 HOURS
78.36 SCHOOL DAYS!

Year 1: 2015-2016

- × Grade level teachers observed in another district as suggested by district staff/new principal
- × Worked to develop expectations (no formal training)
- × Introduced the idea of incentive system

Year 1: 2015-2016

Resulting Problems

- × No shift in students: Well-behaved kids still felt good, no change in the kids who had behavior problems
- × Staff pushback: Why am I rewarding them for what they should know to do?
- × No Lessons tied to behavior
- × Hung up posters once the expectations were developed and expected change

Year 2: 2016-2017

- × Added *Tiger Bucks* incentive system
- × Added teaching of expectations at the beginning of the year and a booster week of lessons in the middle of the school year
- × Formal training began: OMPUA of matrix, SPF, and 4:1 Ratio

Year 2: 2016-2017

Resulting Problems

- × Reinforcement system wasn't focused on SPF resulting in no student feedback
- × Stressed to the adults - 4:1 but didn't focus on the WHY of PBIS or the intent/decisions behind it
- × Continued negative parking lot talk: young leadership, new principal so it won't "stick," students felt lack of consistency

Year 3: 2017-2018

- × Teaching of PBIS Expectations and related social/emotional/behavioral lessons was shifted to a weekly basis (every Wednesday with homeroom teacher)
- × Created a balance of behavior and academic during intervention
- × Teachers consistently demonstrating 4:1 ratio and comfortable with it
- × Teachers/Staff comfortable with providing SPF - developed a preventative mindset to utilize precorrects and develop skills with active supervision, teaching and modeling expected behaviors
- × Recovery Room - Blue and Yellow Pass Implementation
- × Began utilizing SWIS to track data

Year 3: 2017-2018

Resulting Problems

- × Data was not communicated effectively with faculty and staff
- × Decision-making was not data based
- × Overcoming previous attitudes and routines of utilizing recovery room
- × Teachers often didn't want to do the re-teaching

Year 4: 2018-2019

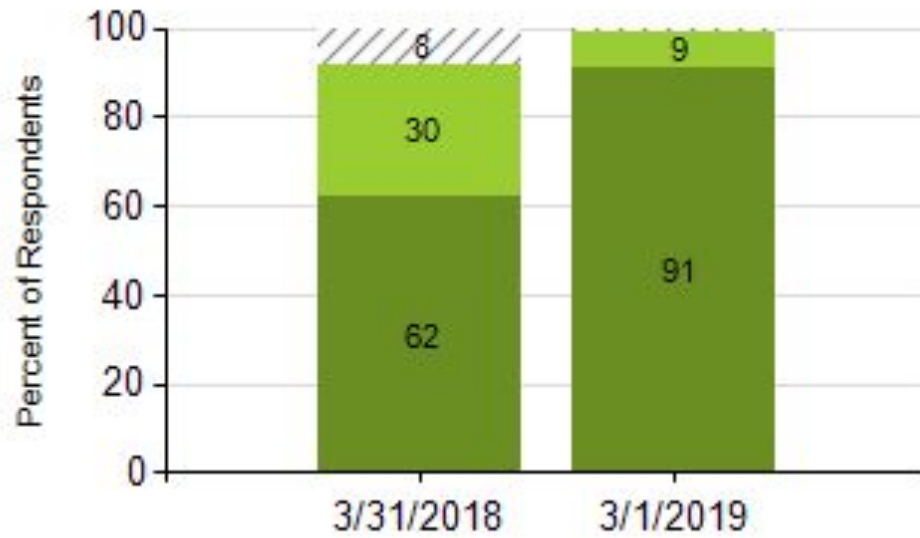
- × Last year of Tier 1 training through RPDC
- × Really hitting/reviewing the 8 Effective Classroom Practices
- × SET visit
- × Retook SAS with improvements
- × School Safety Survey
 - × Protection Ratio - 82%; Risk Ratio - 33%
 - × Highest Protective Factors
 - × Highest Risk Factors
- × More comfortable analyzing data within teams to share out as staff

Year 4: 2018-2019

Resulting Problems

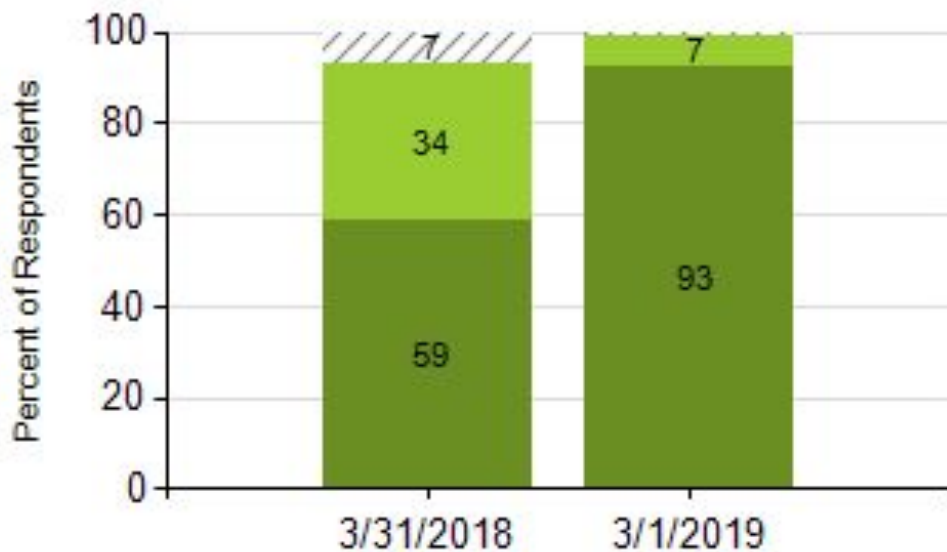
- × No formal behavior intervention process
 - × Tier 2
- × Impatience for how to help Tier 2 kids
- × “Where do we go from here?” Anticipation

School-Wide Current Status Sterling Elementary School 3/31/2018-3/1/2019



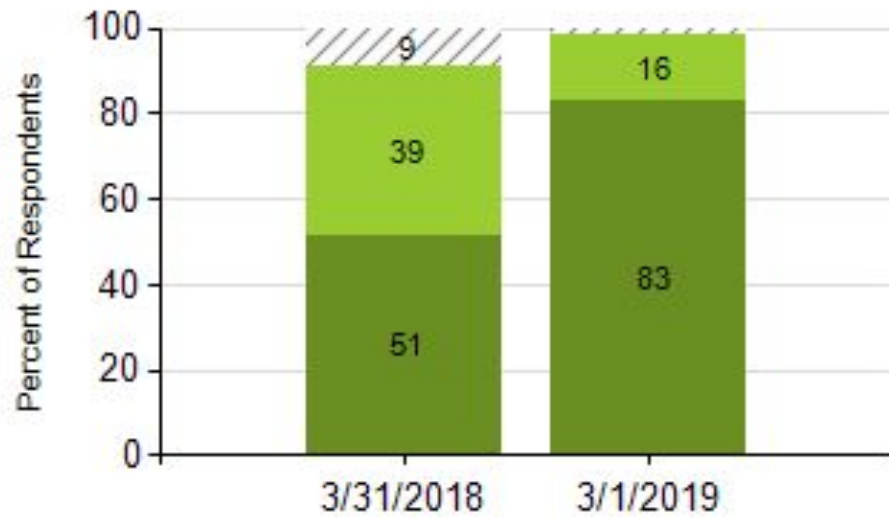
	In Place	Partial	Not
3/31/2018	62%	30%	8%
3/1/2019	91%	9%	0%

Non-Classroom Current Status Sterling Elementary School 3/31/2018-3/1/2019



	In Place	Partial	Not
3/31/2018	59%	34%	7%
3/1/2019	93%	7%	0%

Classroom Current Status Sterling Elementary School 3/31/2018-3/1/2019



	In Place	Partial	Not
3/31/2018	51%	39%	9%
3/1/2019	83%	16%	2%

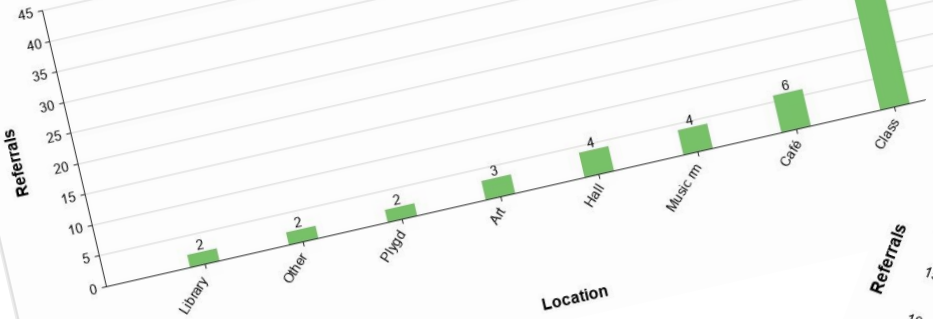
Data Collection

- Where we started...
 - ◆ Excel Sheets
 - ◆ Full length descriptions of behaviors
 - ◆ Took TONS of time to do and to look at

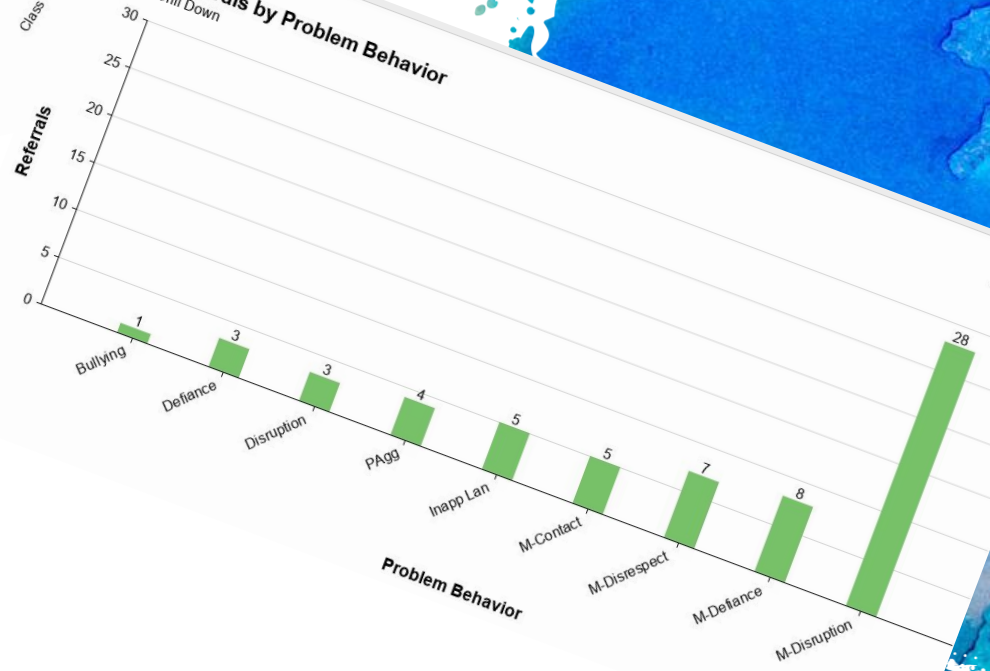
- Where we went...
 - ◆ GOOGLE
 - ◆ Easier to calculate results
 - ◆ Easier to communicate between Counselor, Focus Room, & Principal

- Where we are...
 - ◆ SWIS
 - ◆ Monthly Faculty Meetings

Referrals by Location Drill Down



Referrals by Problem Behavior Drill Down



Examples of Data Reports

SWIS vs. Sterling Def

<u>Problem Behavior</u>	<u>Action Taken</u>	<u>Location</u>
Defiance/Insubordination/Non-Compliance <ul style="list-style-type: none"> Repeated Noncompliance Leaving room without permission Refusal to leave room (call for help) 	Alternative Placement <ul style="list-style-type: none"> Alternative Placement (ex. Safe seat, Buddy room) 	Classroom <ul style="list-style-type: none"> Classroom
Physical Aggression <ul style="list-style-type: none"> Physical Aggression/Assault Danger to Self or Others 	Time Out/Detention <ul style="list-style-type: none"> Recovery Room (2 hour max) Recovery Room (2 hour min) 	Hallway/Breezeway <ul style="list-style-type: none"> Hallway
Disruption <ul style="list-style-type: none"> Disruption (Multiple) 	Conference with Student <ul style="list-style-type: none"> Conference with Student, Parent, &/or Teacher 	Playground <ul style="list-style-type: none"> Playground
Abusive Language/Inappropriate Language/Profanity <ul style="list-style-type: none"> Teasing Verbal Threats/Aggression Inappropriate Language (Multiple) 	In-School Suspension <ul style="list-style-type: none"> ISS # of days _____ 	Cafeteria <ul style="list-style-type: none"> Cafeteria
Harassment <ul style="list-style-type: none"> Bullying/Harassment - Harassment circled 	Loss of Privilege <ul style="list-style-type: none"> Loss of Privilege Restricted Recess (max 2) # of days _____ 	Gym <ul style="list-style-type: none"> Specials: PE
Bullying <ul style="list-style-type: none"> Bullying/Harassment - Bullying circled 	Out-of-School Suspension <ul style="list-style-type: none"> OSS # of days _____ 	Bathroom/Restroom <ul style="list-style-type: none"> Restroom
Fighting <ul style="list-style-type: none"> Fighting 	Parent Contact <ul style="list-style-type: none"> Student called Parent with teacher present Parent Contact (admin) 	Library <ul style="list-style-type: none"> Specials: Library/Comp
Technology Violation <ul style="list-style-type: none"> Technology Violation Misuse of technology (Sexual in Nature) 	Restitution/Community Service <ul style="list-style-type: none"> Restitution 	Music Room <ul style="list-style-type: none"> Specials: Music
Property Damage/Vandalism <ul style="list-style-type: none"> Damage/Destruction of Property (Minor) Damage/Destruction of Property (Major) 	Other Action Taken <ul style="list-style-type: none"> Other 	Art Room <ul style="list-style-type: none"> Specials: Art
Lying/Cheating <ul style="list-style-type: none"> Cheating/Theft Lying involving personal safety 		Bus Loading Zone <ul style="list-style-type: none"> Bus Room
Use/Possession of Weapon <ul style="list-style-type: none"> Possession of a Weapon Possession of Illegal School Objects 		Computer Lab <ul style="list-style-type: none"> Specials: Library/Comp
		Special Event/Assembly/Field Trip <ul style="list-style-type: none"> Field Trip Assembly
		Other Location <ul style="list-style-type: none"> Other



Celebrating Successes Big & Small

- Incentives
 - ◆ Positive Phone Calls Home
 - ◆ Brag Tags
- Positive Office Referrals
- Classroom Trophies
- Data Notebooks
 - ◆ WIG Assemblies
- Everytime a bell rings...a student met their goal!
- Sterling Spirit (weekly award)

Positive Office Referrals



Trophies



Data Notebooks - WIGS



Family Survey

Sterling Family Survey

We'd love to hear from our Team Sterling families as we look towards creating an updated vision and mission statement. Thank you for taking the time to offer your honest feedback in order for our school to experience continuous improvement.

* Required

Email address *

Your email

My child is in grade (check multiple boxes for siblings)

3rd

4th

5th

I believe Sterling Elementary teachers & staff have a positive impact on my child's academic achievement.

Strongly agree

Agree

Strongly disagree

Disagree

Family Engagement Night



Mark Your Calendars for September 27th from 5:30-7!

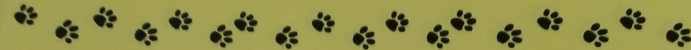


Sterling's First Annual **GROW with PBIS**

Family Night!

We can't wait to teach all of our families more about Positive Behavior Intervention Supports (PBIS) and how we help each student socially and emotionally at Sterling! This night will be filled with information beneficial for your family and it will also kickoff our Sterling Read-a-Thon celebration. More information will come home soon, but trust us - you won't want to miss this!

Student CEO's



Sterling Student CEO's

Our 5th graders have the opportunity to participate in a student leadership group filled with **Student CEO's** (*chief example for others*). We are excited to offer students a leadership role within our school community & look forward to making decisions alongside our greatest investments. The Student CEO program will consist of bi-monthly meetings with the principal and counselor focused on making Sterling an amazing school, as well as additional involvement in school wide assemblies, activities, and functions. Requirements for a CEO:

- ✓ Student must follow **Sterling's GRR Expectations** on a regular basis.
- ✓ Student must have good attendance.
- ✓ Student must complete work and maintain passing grades.
- ✓ **Completed application** turned in by **Friday, August 31, 2018** to the front office.

Name: _____ Teacher Name: _____

In 3-5 sentences, explain why you would make a good Sterling CEO?

Because I believe in positivity, confidence, and being in your self. I believe that if you can open up your mind you can achieve extraordinary things. One thing we can work upon that I personally would like to improve is saying, "This is easy..." of you know being more aware of your class mates and just everyone. Bullying I know we have had many things on bullying but I feel like we need to hit bullying where it hurts. Any who, that's why I should be a CEO.

Student Acknowledgement and Statement:

I, _____ (student signature) understand that I am applying to become a member of Sterling CEO's. I fill out this application knowing that to join and remain a member of Sterling CEO's I have to keep my grades up and follow all Sterling Expectations behaviorally. Failure to do so may mean a probation or removal from Sterling CEO's.

Parent Acknowledgement:

I, _____ (parent signature) know that my student is applying to be a Sterling CEO. I acknowledge that if my student's grades and behavior start to decline then they might be placed on probation from Sterling CEO's or removed completely.