



*Leading the  
Change:  
Encouraging  
and Increasing  
Staff Buy-In*

# *Attendees Will . . .*

1. . . . learn strategies for increasing staff buy-in and engagement
2. . . . utilize a data analysis process to identify building priorities
3. . . . initiate development of an implementation plan for a new PBS structure of their choice.





# Hello!

I am Cristin Nowak @cristinnnowak

21 years in education:

- 4 elementary
- 9 middle (teacher and administrator)
- 8 high school (teacher and administrator).



# *William Chrisman*

- 9th - 12th Grades
- 1400 Students
- 70% Free and Reduced Lunch\*
- Gold Status - 3 Years
- Tier 3 Implementation





What is a  
specific goal  
or take-away  
you have for  
this session?



Students, write your response!

Pear Deck Interactive Slide  
Do not remove this bar

# *Common Expectations*

## Be Responsible

Share your ideas and thinking with others

## Be Respectful

Be an active listener.

Treat materials with care.

## Show Self-Control

Be focused and on task.



*Draw a picture when PBS is mentioned of . . .*

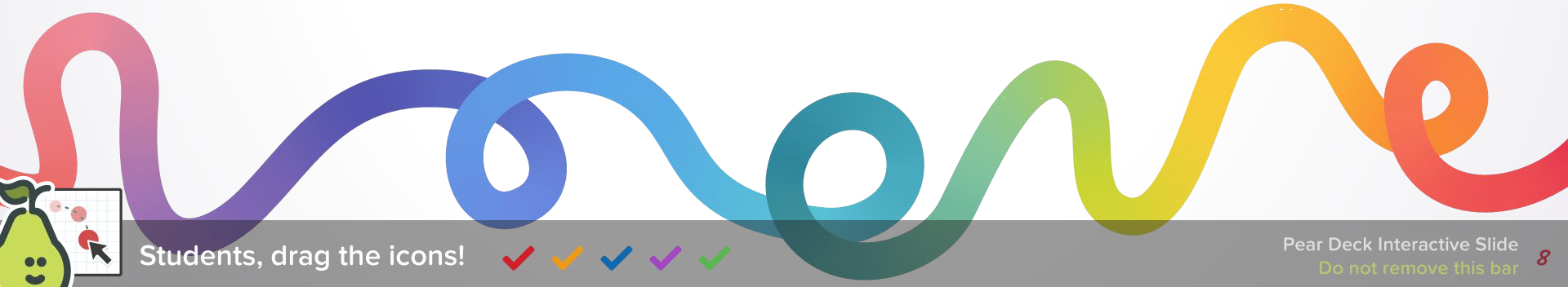
A Typical Staff Member

A PBS Team Member

Students, draw anywhere on this slide!

# Professional Development Opportunities

- ❑ New Staff Orientation
- ❑ Refresher Sessions
- ❑ Specific Intervention Trainings (such as Check In/Out)
- ❑ PBS Summits or Summer Institute
- ❑ Twitter Chats or Other Online Forums



Students, drag the icons!





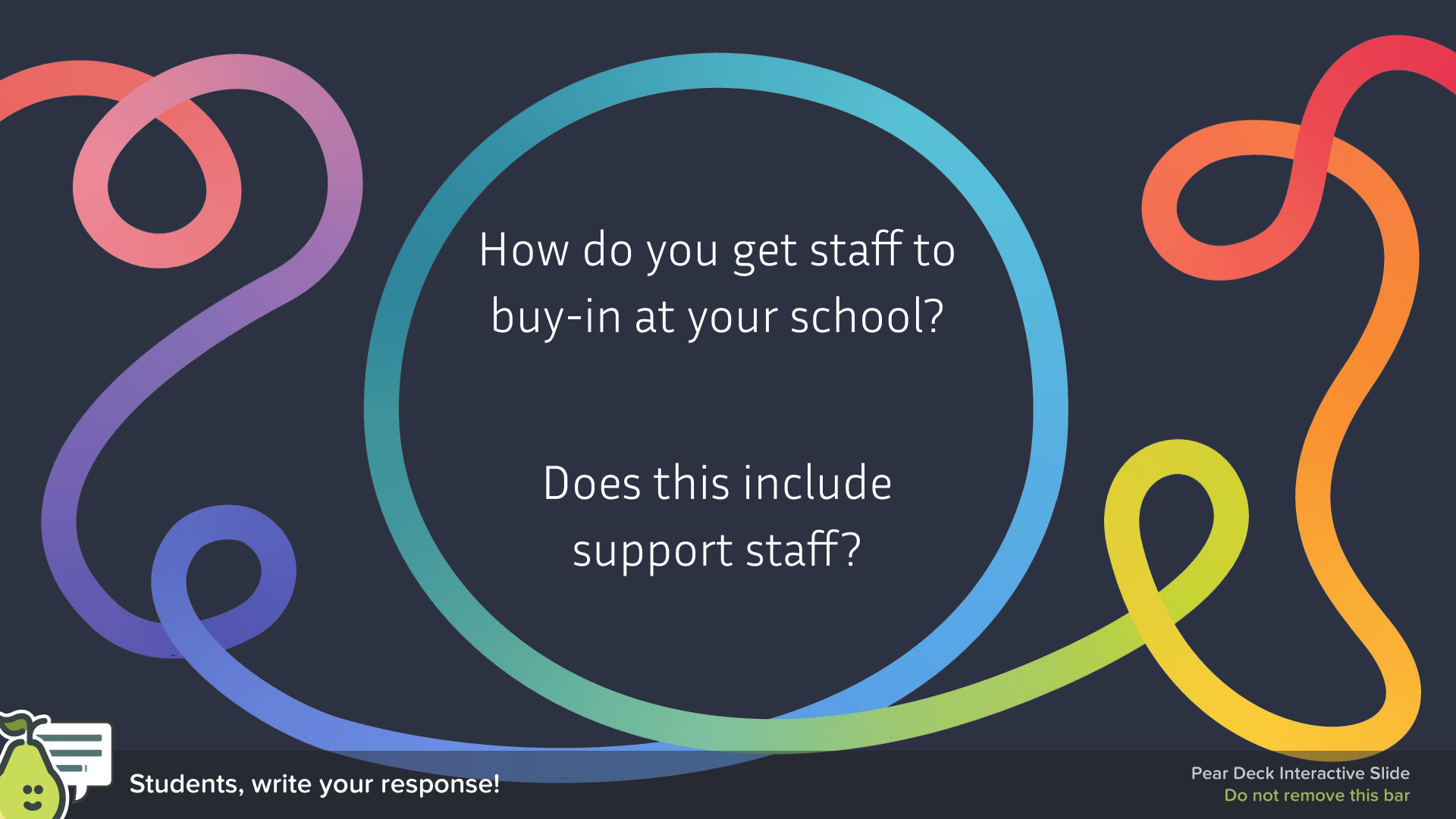


*The Tangibles*

# *Distributing the Goods*

- Weekly suggestions
- Based on building or classroom data
- Distribute two at a time
- Be specific!
- Select students distribute (behavior goals)





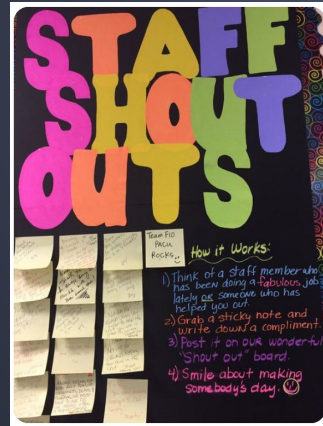
How do you get staff to  
buy-in at your school?

Does this include  
support staff?



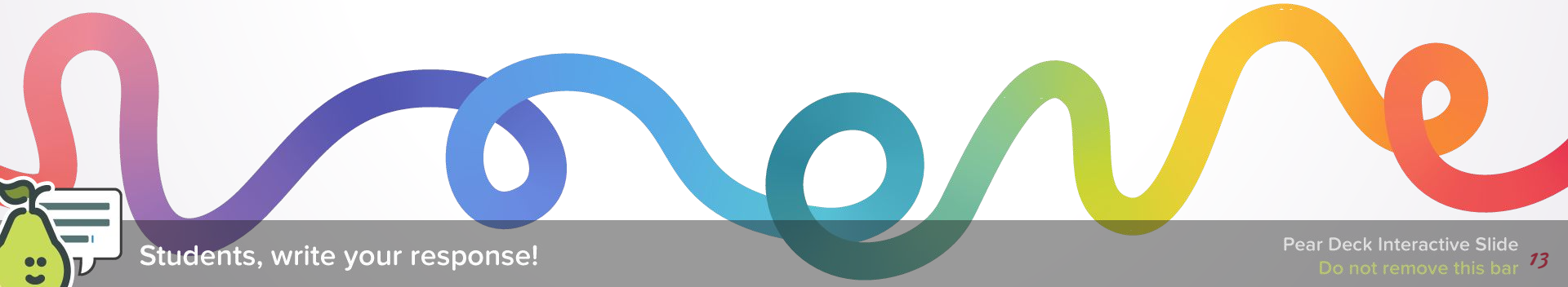
Students, write your response!

# Staff Motivation



# *What items/methods work the best?*

- Elementary - start your responses with **E**:
- Middle - start your responses with **M**:
- High - start your responses with **H**:



Students, write your response!

# How have you observed others?

Pineapple Charts

#ObserveMe

Other Class Observations



Students, drag the icons!



# #ObserveMe

- Welcome sign for staff members
- Goals determined by the classroom teacher
- Google Form for feedback

Welcome to Mr. Woolf's classroom!  
Please #ObserveMe



Mr. Woolf would like constructive feedback on:

- Am I checking for understanding throughout the lesson?
- How can I improve my questioning to further students' understanding?
- Am I giving at least 4 positive comments for every 1 negative?

**Please fill out one of the attached forms OR scan the QR code to complete a digital form.**



# Pineapple Chart

- Write the activity that you want to share
- Observe others when it meets your schedule
- Provide feedback, when requested, for teachers



	MON	TUE	WED	THU	FRI
1 <sup>ST</sup> HOUR					
2 <sup>ND</sup> HOUR					
3 <sup>RD</sup> HOUR					
4 <sup>TH</sup> HOUR					
5 <sup>TH</sup> HOUR					
6 <sup>TH</sup> HOUR					
7 <sup>TH</sup> HOUR					
8 <sup>TH</sup> HOUR					





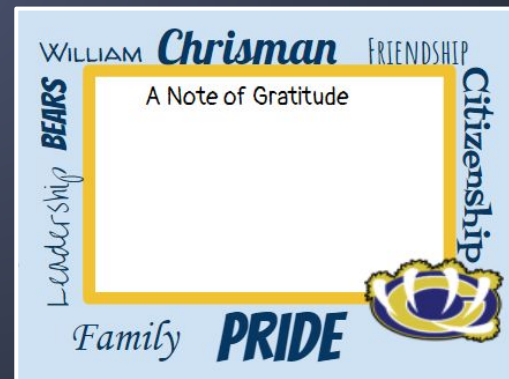
CRISTIN - Thank you for making such a paws-itive print on our school!

I HAVE BEEN THE "BOSS" AT CAMP AND WORKED FOR SEVERAL PRINCIPALS, SO I'VE SEEN MANY LEADERS IN ACTION. YOU ARE ONE OF THE BEST 😊 KEEP DOING WHAT YOU'RE DOING... ALWAYS STRIVING.

Date: 10/10/16 FROM: MATT



# Positive Staff Interaction





*AI Data Cycle*

# A Data Cycle

## What do you see?

Do not make inferences, questions, guesses.

S

## What questions do you have?

What do you want to know more about based on this data?

W

What is the focus? Which of the practices? How do you get buy-in?

## What is the plan from here?

O

What additional information is needed to help create a plan to address the concern?

## What other information do you need?

T

Date Range

## Bayside Behavior Data Analysis

Targeted Grades

Complete the data analysis as directed to identify targeted areas for improvement.

**What do you see?** Do not make inferences, ask questions, etc

What questions do you have?  
What do you want to know more about?

What other information do you need?

What is your focus area based on data? What suggestions do you have for working on this area?

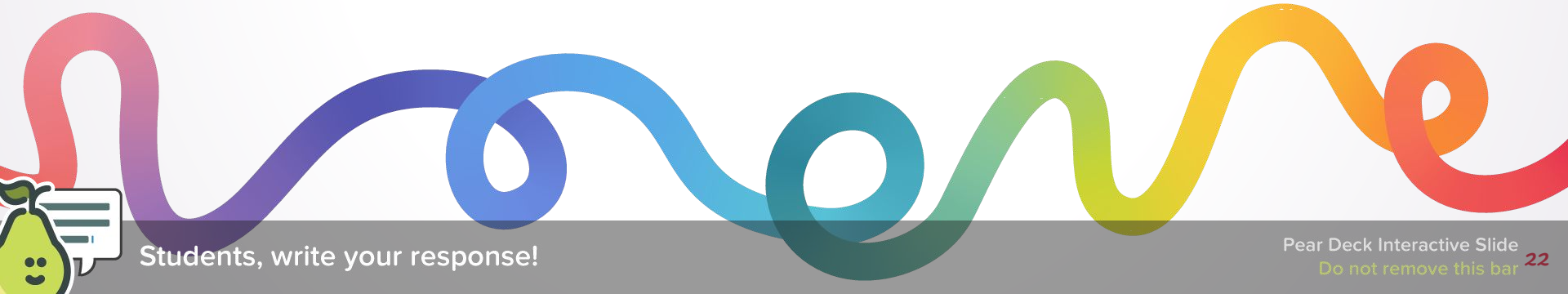
By Day of the Week	January	February	March	April
Monday	40	35	32	54
Tuesday	47	68	54	64
Wednesday	47	39	56	53
Thursday	44	28	31	48
Friday	35	38	14	61

Skip Class/ Truancy	Jan	Feb	Mar	Apr
9th	25	31	30	26
10th	35	25	22	17
11th	12	16	15	15
12th	2	15	0	7

Incident Type	January	February	March	April
Skip Class/Truancy	54	64	59	60
Tobacco	9	8	7	9
Drugs	2	4	7	12
Defiance	73	66	53	92
Disruption	13	13	13	29

# *What items/methods work the best?*

- What do you see - start your responses with **SEE:**
- What questions do you have - start your responses with **?:**
- What information do you need - start your responses with **NEED:**



Students, write your response!

Welcome to Cristin's session!

Please #ObserveMe

I would like constructive feedback on:

- Am I providing opportunities for engagement in the session?
- Did I share strategies that are useful and that could be implemented through your professional development?
- Would you recommend this session to a colleague?  
Why?

**Please scan the QR code to complete a digital form or use this link.**

Many Thanks!



## *Credits*

Special thanks to all the people who made and released these awesome resources for free:

- Presentation template by [SlidesCarnival](#)
- Photographs by [Unsplash](#)





