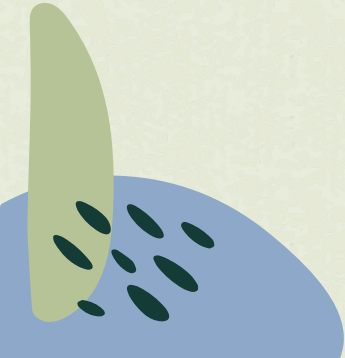



# **Energizing Tier I for All Stakeholders**

Presented by Alpha Hart Lewis Elementary Staff

# Session Outcomes



- Attendees will learn how to energize and teach all staff members how to implement Tier I practices with fidelity.
  - Attendees will explore ways to sustain student investment and excitement around Tier I practices.
  - Attendees will examine how to utilize community involvement to benefit the fidelity of implementation.
- 
- 

## **Bonus Outcome:** You don't have to start from scratch!

*Most of our slides have links to presentations, handouts, instructions for events, etc. that we used this past school year. Please borrow/ make a copy/ and reach out if you have any questions!*



# Meet your presenters!

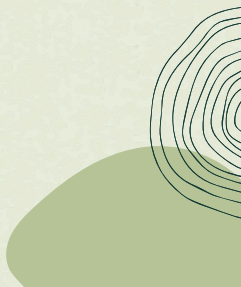
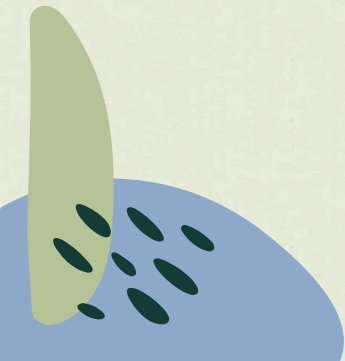
Jamie Lazechko - Administrator

Jillian Staton - 5th Grade Teacher

Kayler Meyerpeter - 4th Grade Teacher

Dominique Smith - 2nd Grade Teacher

Christie Geha - Title I Reading Teacher



# Our Building



Columbia, Missouri

One of 21 elementary schools

# Our #TrustyHuskies

- Pre-K through 5th grade in our building
- Approximately 500 students (3-4 classes per grade)
- 10% of students have an IEP or 504
- 50% of our students qualify for free & reduced lunch, however our school offers breakfast & lunch for free for ALL students
- Demographics
  - 45% White
  - 25% Black
  - 17% Multi-Racial
  - 13% Hispanic, Asian & Native American

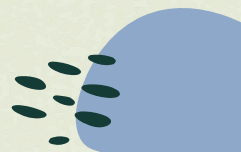
# Our Staff

*In the 2022-2023 school year, we brought on...*

- Two new administrators
- Additional counselor
- New Home School Communicator
- Nine K-5 teachers, an Art teacher, and five classroom aides and paras
  - Seven BRAND NEW teachers!



# Supporting Our Staff!







Do not try to do everything.  
**Do one thing well.**

Steve Jobs



**What were  
our action  
steps?**

# Tip #1: Utilize your summers if you can!

*Our summer meetings led us towards developing two goals for our staff in the 2022-2023 school year:*

1. Focus on building positive relationships so all students feel safe and willing to learn.
2. Use common language from the matrix and positive, specific praise so that we can be consistent across the building.

*"PBS is a marathon, not a sprint." - Christie Geha*

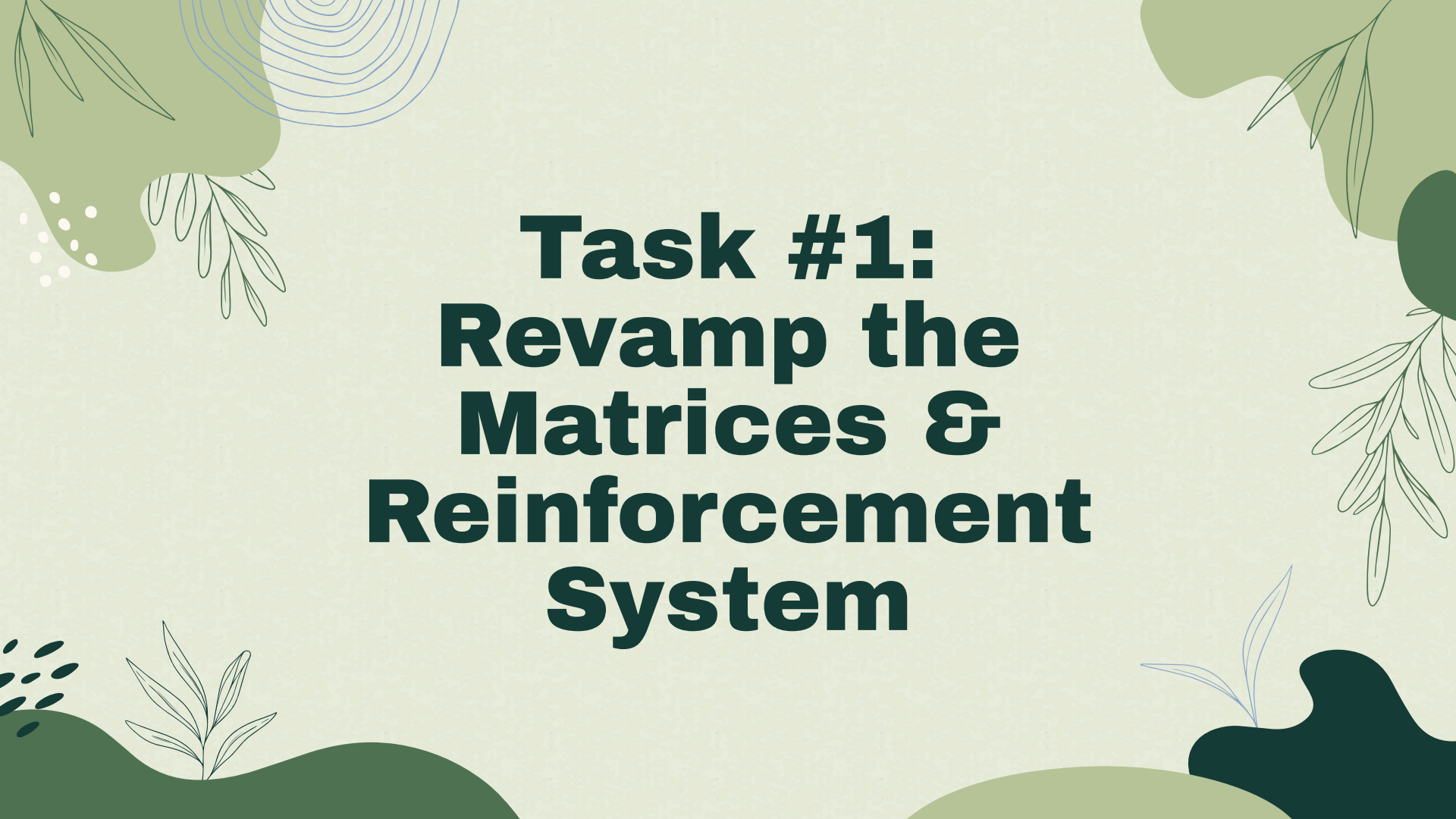
# PBS Committee Summer To-Do List

**Task #1:** Revamp our matrices and reinforcement system

**Task #2:** Create an engaging and memorable Before School PBS professional development experience

**Task #3:** Ensure staff would be ready to hit the ground running on the first day of school with PBS expectation lessons and Class Dojo



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# **Task #1: Revamp the Matrices & Reinforcement System**

# Only Paulo can take this...

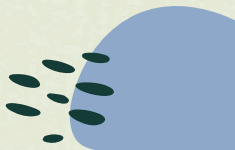
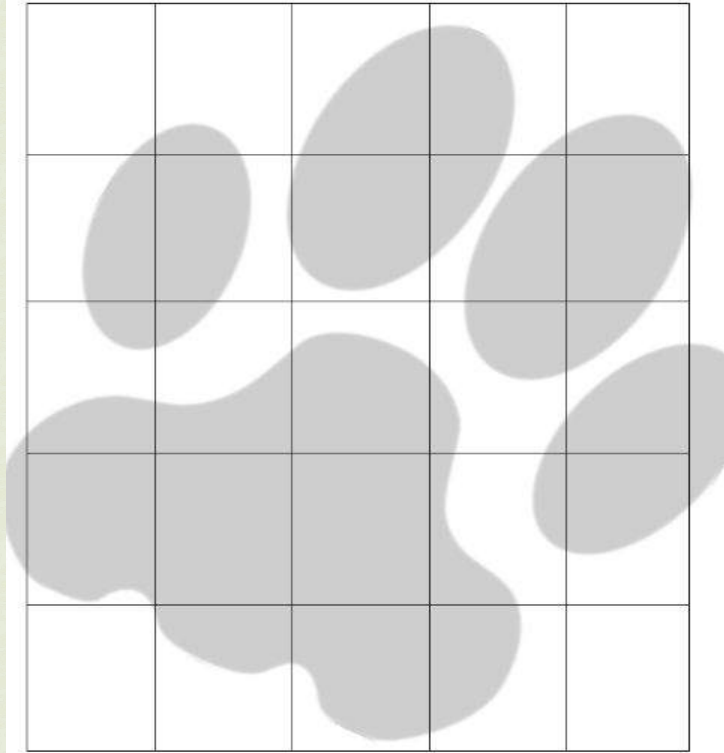
## Alpha Hart Lewis Elementary School Community Expectations 2021-2022

In All Settings & Locations	<u>On the playground</u>	<u>In the Cafeteria</u>	<u>In the Hallways &amp; Pods</u>	<u>During Arrival &amp; Dismissal</u>	<u>In the Restroom</u>	<u>On Field Trips &amp; at Assemblies</u>	<u>On the Bus</u>
<b>As a community member, leader, and learner, I will...</b>							
<ul style="list-style-type: none"> <li>-<u>Treat others the way I would want to be treated.</u></li> <li>-<u>Enter, exit, and travel by walking in single file.</u></li> <li>-Ask permission to leave assigned area.</li> <li>-<u>Keep hands, feet, and body to myself.</u></li> <li>-<u>Respond to Quiet Signals (Trusty Huskies and Give Me 5)</u></li> <li>-<u>Use school-appropriate words, tone, and actions.</u></li> <li>-Use appropriate voice levels</li> <li>-<u>Follow adult directions the first time.</u></li> <li>-<u>Clean up after all activities.</u></li> <li>-<u>Immediately report problems to nearest adult.</u></li> <li>-<u>Accept responsibility for my behavior.</u></li> <li>-<u>Keep bags, purses, hats, and technology in my cubby.</u></li> </ul>	<ul style="list-style-type: none"> <li>-Use equipment according to adult directions.               <ul style="list-style-type: none"> <li>- Stay in designated areas.</li> </ul> </li> <li>-Accept skill differences.</li> <li>-<u>Problem-solve conflicts and ask for adult help when needed.</u></li> <li>-<u>Follow the school game rules.</u></li> <li>-<u>Immediately line up in line order when I hear 3 long whistles.</u></li> <li>-Collect and return the playground equipment.</li> </ul>	<ul style="list-style-type: none"> <li>-Use table manners.</li> <li>-Stay in my seat.</li> <li>- Raise my hand for help.</li> <li>- Eat only my food.</li> <li>- Talk using a Level 2 or less.</li> <li>- Hold my tray with two hands.               <ul style="list-style-type: none"> <li>- Obtain everything needed to eat before sitting down.</li> </ul> </li> <li>- Keep food in the cafeteria.</li> </ul>	<ul style="list-style-type: none"> <li>-Stop at Husky stops</li> <li>-Walk safely on right side of stairs.</li> <li>-Students use main stairs.</li> <li>-Voice level 0 when traveling as a class.               <ul style="list-style-type: none"> <li>- Keep my hands to myself.</li> </ul> </li> <li>- Carry a pass when alone.</li> <li>- Remain in line order, when moving as a class.</li> </ul>	<ul style="list-style-type: none"> <li>-Sit in assigned area during dismissal</li> <li>-Keep all items in my bag</li> <li>- Go immediately to my destination upon <u>arrival</u> or dismissal.</li> </ul>	<ul style="list-style-type: none"> <li>- Wash our hands with soap (1 pump) and water.</li> <li>- Dry hands with paper towels (2) and make sure all trash goes in trash can.</li> <li>- Take turns.</li> <li>- Respect the privacy of others (only one person in a stall at a time)               <ul style="list-style-type: none"> <li>- Flush toilets/urinals.</li> </ul> </li> <li>- Return to class or class line order promptly.</li> </ul>	<ul style="list-style-type: none"> <li>- Follow site rules.               <ul style="list-style-type: none"> <li>- Listen attentively.</li> </ul> </li> <li>-Sit on bottom and face forward.</li> <li>- Respond and show appreciation appropriately.</li> <li>- Be prepared with needed items.</li> </ul>	<ul style="list-style-type: none"> <li>-Follow adult directions the first time</li> <li>-Stay seated in my assigned seat</li> <li>-Keep hands, feet, and body to self and inside the bus</li> <li>-Keep the aisle clear</li> <li>-Voice level 2 or less</li> <li>-School appropriate conversations</li> <li>-Respect all bus rules regarding phones, food, trash, and other items</li> </ul>

\*Please be respectful of religious applications

**And this...**

I'm a #TrustyHusky










**And give you...**





ALPHA HART LEWIS ELEMENTARY EXPECTATIONS

# RESTROOM

Safe	Respectful	Responsible
<p data-bbox="220 342 434 366">Wash and dry hands</p>  	<p data-bbox="537 323 653 347">Take turns</p>  <p data-bbox="506 565 691 589">Voice Level 0 or 1</p>  <p data-bbox="490 701 703 725">Give others privacy</p>	<p data-bbox="757 323 969 347">Flush toilets/urinals</p>  <p data-bbox="765 476 966 500">Throw away trash</p>  <p data-bbox="738 661 989 685">Return quickly to class</p> 



**A princess!**








# Revamping Your Matrices

- **Utilize your committee & PBS resources**
  - Team of returning and new staff looked over the language
  - Developed using guidelines from Tier I Implementation Guide
- **ALL students could understand**
  - Created K-2 & 3-5 versions
  - Pictures!

Guidelines for Developing Rules			
Guideline:	This Means:	Example:	Non-example:
<b>Observable</b>	I can see it.	Raise hand and wait to be called on.	Be your best.
<b>Measurable</b>	I can count it.	Bring materials.	Be ready to learn.
<b>Positively Stated</b>	I tell students what TO do.	Hands and feet to self.	No fighting.
<b>Understandable</b>	The vocabulary is appropriate for age/grade level.	Hands and feet to self.	Maintain personal space. (K-1 rule) <i>"Children this age do not have a concept of "personal space."</i>
<b>Always Applicable</b>	I am able to consistently enforce.	Stay in assigned area.	Remain seated until given permission to leave.


# New Matrices

## ALPHA HART LEWIS ELEMENTARY EXPECTATIONS IN THE HALLWAYS & PODS

Safe	Respectful	Responsible
<p>Stop at Husky Stops</p>  <p>Walk on the right on the black line</p>  	<p>Voice Level 0 when traveling as a class</p>  <p>Keep hands and objects off the walls</p>	<p>Use the main stairs</p> <p>Carry a pass when alone</p>  <p>Remain in line order when moving as a class</p>  

## ALPHA HART LEWIS ELEMENTARY EXPECTATIONS IN THE HALLWAYS & PODS

Safe	Respectful	Responsible
<p>Stop at Husky Stops</p> <p>Walk on the right on the black line</p>	<p>Voice Level 0 when traveling as a class</p> <p>Keep hands and objects off the walls</p>	<p>Use the main stairs</p> <p>Carry a pass when alone</p> <p>Remain in line order when moving as a class</p>



[Link to AHL Matrices](#)

# Decide on a Reinforcement System that works for **YOUR** building!

Paper tickets

Stickers

Class Dojo

Kickboard

*Whatever you choose, make sure it's something that is  
sustainable for years to come.*

# Class Dojo at AHL

- Safe, Respectful & Responsible buttons had to be included in every class, but we allowed teachers personalization of the rest
- Made a list for classroom teachers of other staff members (specials, learning specialists, admin, etc.) to add to their Class Dojo class so that ALL staff could reward Class Dojo points
- A *Class Dojo - Back to School Lesson* (linked [here](#)) was presented during the first week so students understood immediately what it was and how they could redeem their points

# AHL Class Dojo Store

## PROS:

- Partnership with PTA and Community Organizations to fund items for Class Dojo stores
- Utilized various staff in the building for passes, such as lunch with an administrator
- Teachers held their Class Dojo store 2-4 times a month and had freedom and flexibility as to when they could have the store



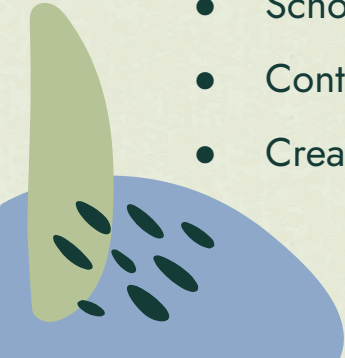

# AHL Class Dojo Store

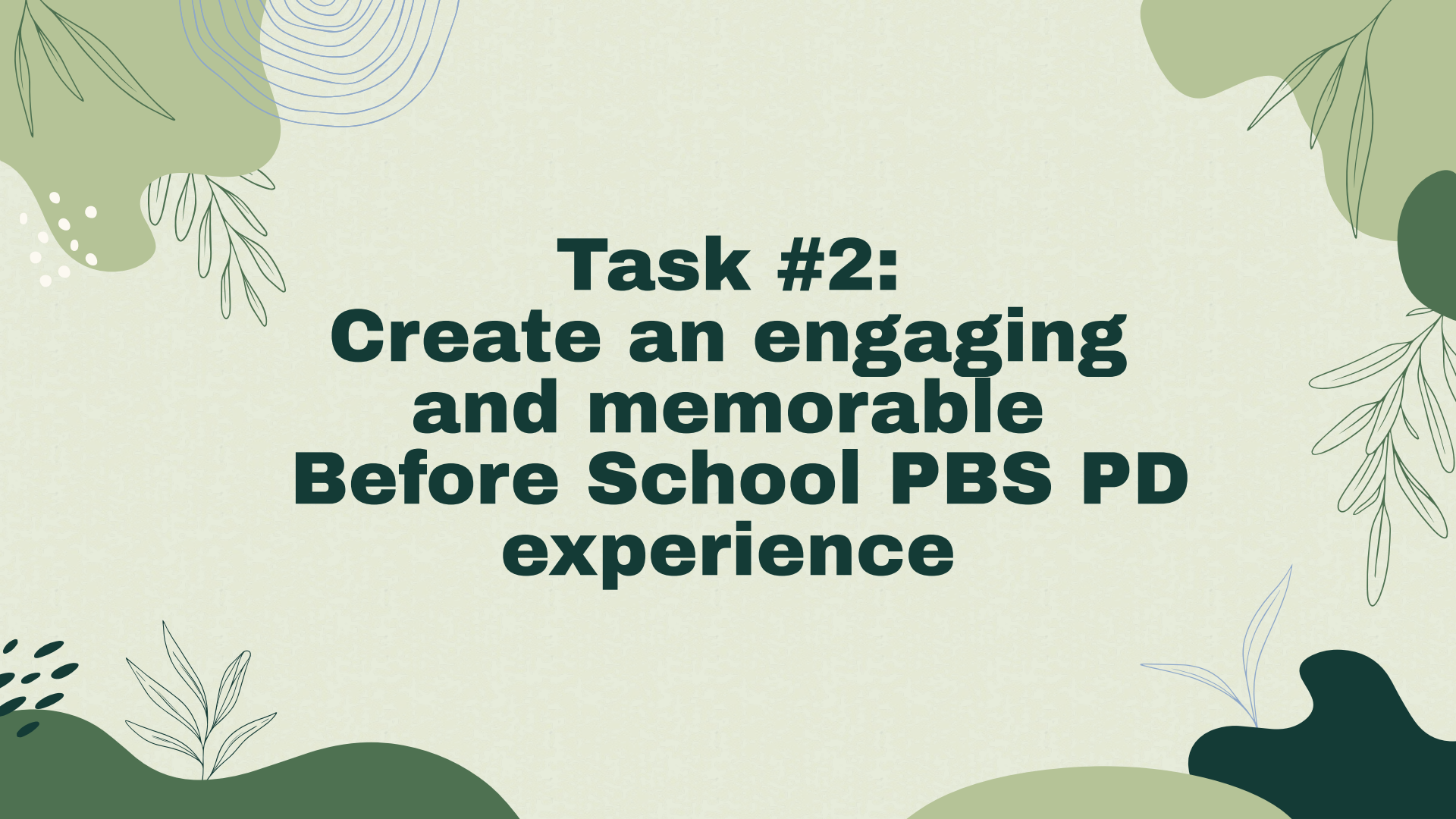


## CONS:

- Easily postponed or forgotten about
- Teachers still bought additional items with their own funds
- Discrepancies amongst grade levels and even teachers within the same grade level

## Moving forward:

- School store run by our Husky Helpers in one of the empty classrooms
  - Continue to work with PTA and community organizations to fund items for store
  - Create more events and experiences > tangibles
- 
- 

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**Task #2:  
Create an engaging  
and memorable  
Before School PBS PD  
experience**



# What did this look like?

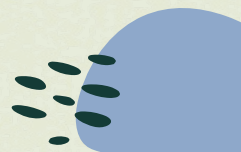
1. Brief overview of PBS by Admin & Committee Chair using a Google slideshow
2. Staff competed on teams in an 'Amazing Race' where they dove deeper in PBS Tier I practices

*P.S. Shoutout to Masterson Elementary in Kennett, MO for their presentation during Summer Institute 2021 which inspired our PD!*





# *The 'Why' Needs to Come Before the 'What' for Staff*



# The Slides

- After focusing on the WHY, we can focus on WHAT this would look like for staff
- BRIEF overview of what PBS was (lots of new staff and programs over the years)

2022 ALPHA HART LEWIS ELEMENTARY 08/16

## COMMON LANGUAGE

Instead of saying,  
**"Dillon! Leave Mya alone!"**

A teacher implementing PBS would say,  
**"Dillon, please allow others to work undisturbed."**

OR may try acknowledging all the students who ARE being responsible and working quietly.

ALPHA HART LEWIS ELEMENTARY EXPECTATIONS  
**IN THE CLASSROOM**

Safe	Respectful	Responsible
Stay in assigned area	Raise hand to ask questions or get help	Keep personal items in locker
Use all materials appropriately	Allow others to work undisturbed	Parasports Be on task

#TRUSTYHUSKIES

2022 ALPHA HART LEWIS ELEMENTARY 08/16

## What do you notice about our matrices?

\*Shoutout to Katey Lawrence for our new posters!\*

ALPHA HART LEWIS ELEMENTARY EXPECTATIONS  
**ALL SETTINGS**

Safe	Respectful	Responsible
Enter, exit, and travel by walking in a single file line	Treat others the way I would want to be treated	Respond to guest signs (Trusty Huskies and See Me 55)
Keep hands, feet, and objects to myself	Use school-appropriate words, tone, and actions	Follow directions from all adults the first time asked
Immediately report problems to the nearest adult	Use appropriate voice levels	Clean up after all activities
	Listen to others	Accept responsibility for my behavior

ALPHA HART LEWIS ELEMENTARY EXPECTATIONS  
**CAFETERIA**

Safe	Respectful	Responsible
Stay in my seat	Use table manners	Pick up all items needed before sitting down
Hold my tray with two hands	Get only my food	Clean up my area
Keep food in the cafeteria	Talk using a Level 2 or less	

#TRUSTYHUSKIES

Link to AHL Back to School PD Slides [here](#)

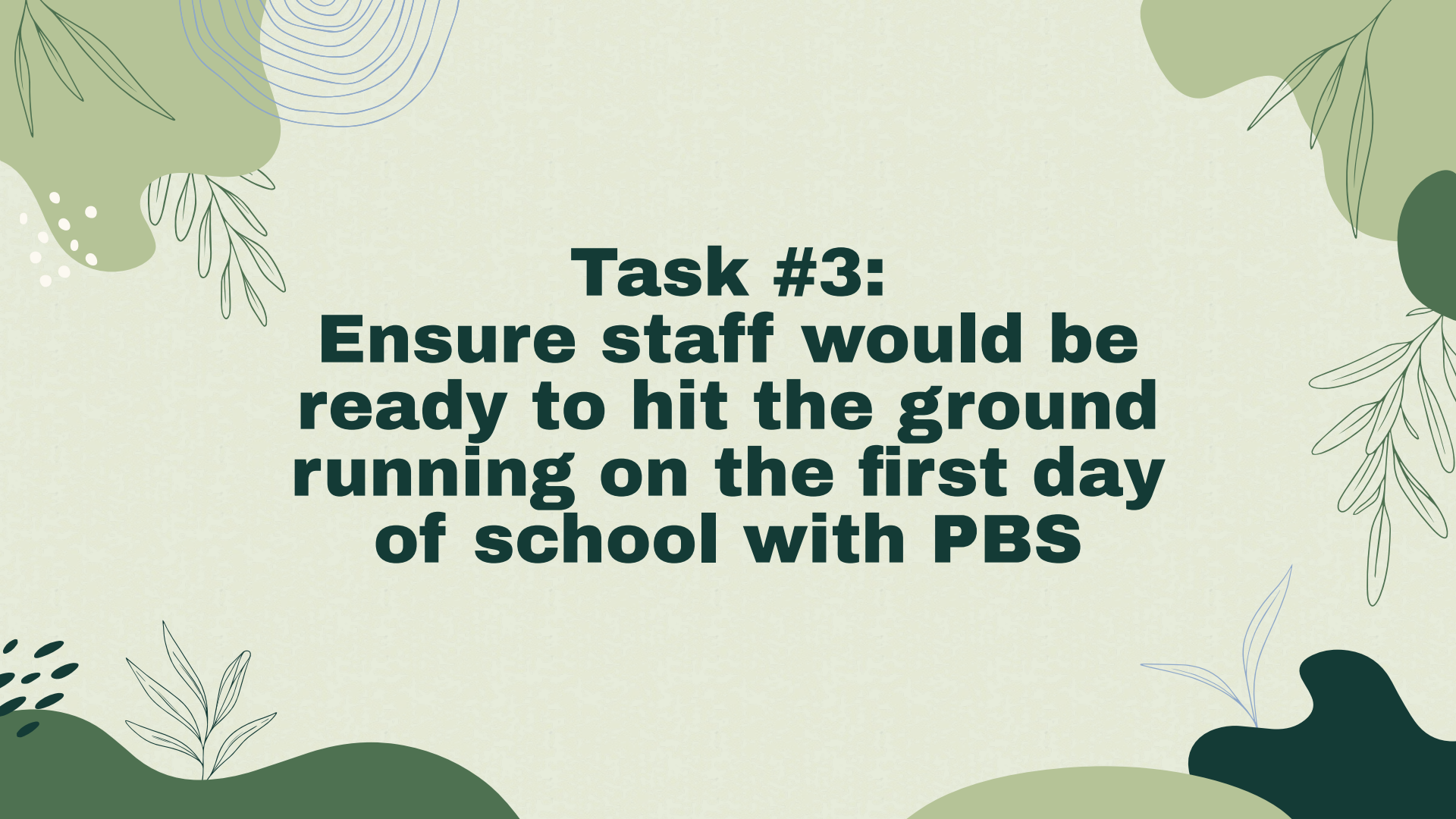
# The Amazing Race

- After the brief overview of PBS, staff were strategically divided into teams where they completed tasks around the building
- At each station, they were given 2-3 tasks:
  - 1-2 tasks = PBS Tier I strategies
  - Final task = Team building activity
- High energy, engaging, reinforced PBS strategies discussed in the slideshow & something staff STILL talk about today!

## Want to do this with your staff?

- Amazing Race Instructions linked [here](#)
- Amazing Race Challenge Cards for Staff linked [here](#)



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**Task #3:  
Ensure staff would be  
ready to hit the ground  
running on the first day  
of school with PBS**

# Set up your staff for success!

- Relationship building through community circles and activities was encouraged before teaching content
- The Back to School PBS Expectations Lesson schedule was given out at PD dates so teachers could plan their first few days of school accordingly
- Staff received time to set up Class Dojo accounts and meet with a Class Dojo expert if needed
- Matrices were posted in classrooms and all over the building

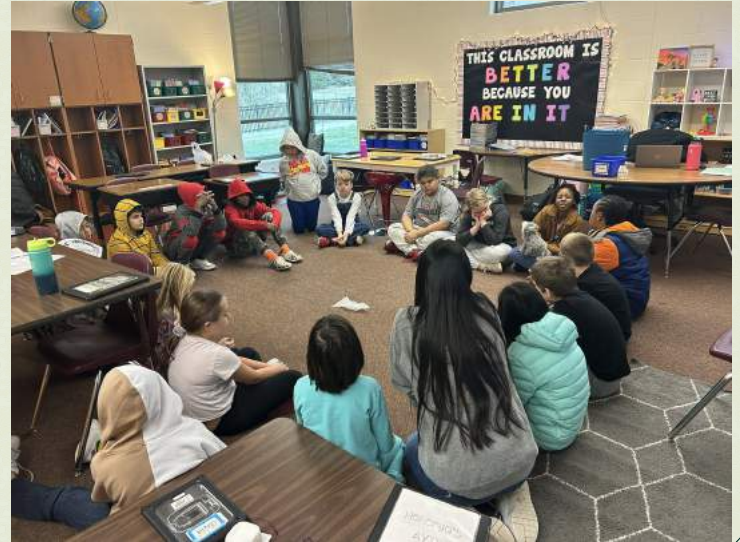
*Hey Admin! Give your staff permission (and the resources) to build relationships before they begin teaching content.*



AHL Community Builder List linked [here](#).

# Community Circles

- Classroom teachers use daily
  - Helps set the tone for the day
  - Check-in with students
- Learning specialists & specials teachers utilize to go over expectations for lesson or to wrap up
- Same procedures for restoratives with administrators & counselors

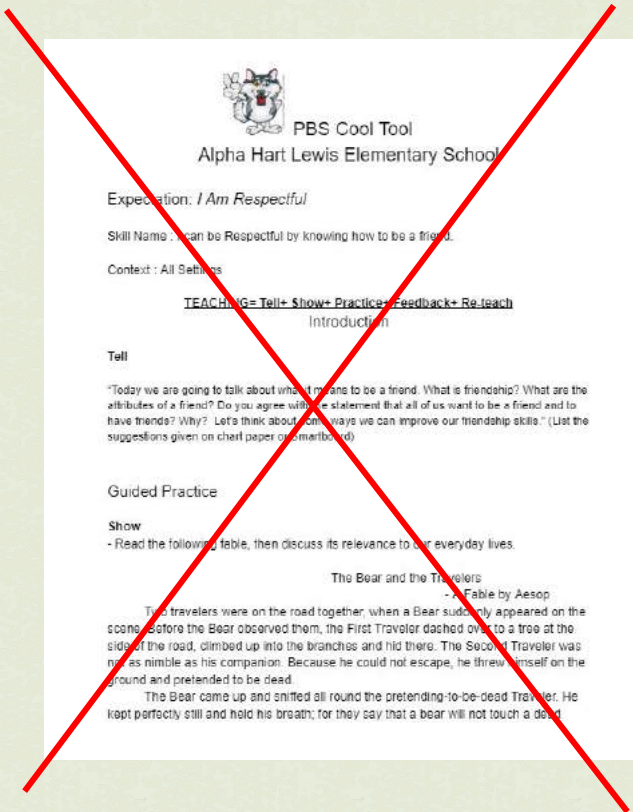


Link to [Article](#) on Community Circles



# Another Makeover: PBS Lessons

Instead of a lesson plan with multiple handouts, everything is now available in Google Slides



## Teacher Information Slide

**Notes to the Teacher:**

- Many of these expectations may go along with another expectation or procedure in your classroom. Feel free to take the extra time to demonstrate, model, show, etc. to your students. This is the 'bare bones' if you will.
- Since these are true for all settings in the building, also take the time to describe what those behaviors may look like on the playground vs. the restroom, etc.
- We included extra information in regards to quiet signals because we believe it's important to practice those with our students. If you have your own quiet signal, this would be a great time to teach it (or re-teach if you taught it yesterday!).

**Activity Options** (Remember, we ask that you do at least one with your class):

- Grades K-2
  - Video read aloud - Showing students the different locations you can be quiet vs. loud
- Grades 3-5
  - Avengers Clips - Showcase what happens when people work together as a team vs. not (may not be appropriate for younger audiences due to violence - use your own discretion and don't feel like you have to watch the entire clip to get the gist of it)
- Any Grade
  - Pinterest vs. reality discussion prompts

## What happens when people don't work together as a team?



# PBS Lessons Helpful Tips

- Used Big 5 Data to create topics of lessons
- 'Teacher Information Page' at the start of every lesson > Lesson plan
- Occasionally there will be a K-2 and 3-5 version of the same lesson
- Use your committee to create lessons so one person doesn't create them all
- Staff were expected to teach lessons on Tuesdays and encouraged to practice with students on Thursdays

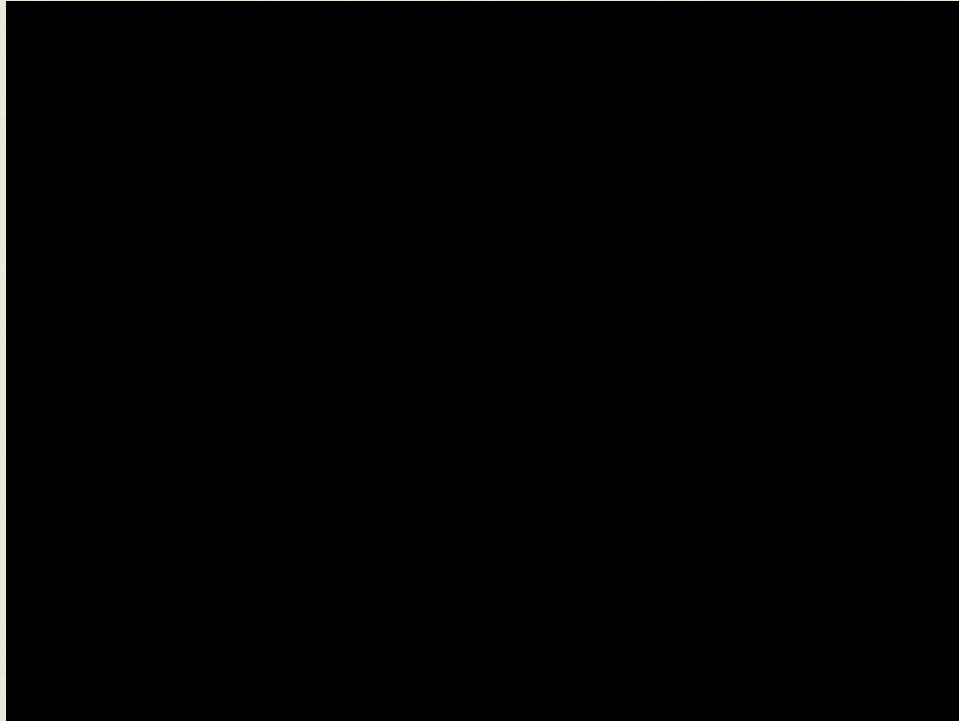
*Link to all of the AHL PBS Lessons [here](#).*

# Staff need re-teaching too!

- First semester, we focused on reinforcing staff PBS expectations through monthly PD
- Resources:
  - Behavior Specific Praise PD Slides
  - Sentence Stems
  - 'It's How You Say It' Practice Worksheet
  - Safe Space & Reset Room Student Slides and Procedures for Staff



**Staff use common language in all settings**



# 4:1 Walkthroughs

Teacher Name: \_\_\_\_\_ Grade Level: \_\_\_\_\_

Date: \_\_\_\_\_ Time: \_\_\_\_\_

During a 10-minute observation period, record simple tally marks for each of the following behaviors.

Responding to <u>Positive</u> Behavior		Responding to <u>Negative</u> Behavior	
<b>Specific Positive Feedback</b> <i>"Thanks for raising your hand. That's a great way to be respectful!"</i>	<b>General Positive Feedback</b> <i>"Good Job!"</i>  <i>"Wow, nice work!"</i>	<b>Corrective Feedback</b> <i>"Please be safe by keeping your hands and feet to yourself."</i>	<b>Ineffective Feedback</b> <i>"Stop!"</i> <i>"Shhh!"</i> <i>"Don't!"</i>

Is the teacher using Class Dojo?

- Yes with behavior specific praise
- Yes without behavior specific praise
- No

Are all settings & classroom matrices posted?

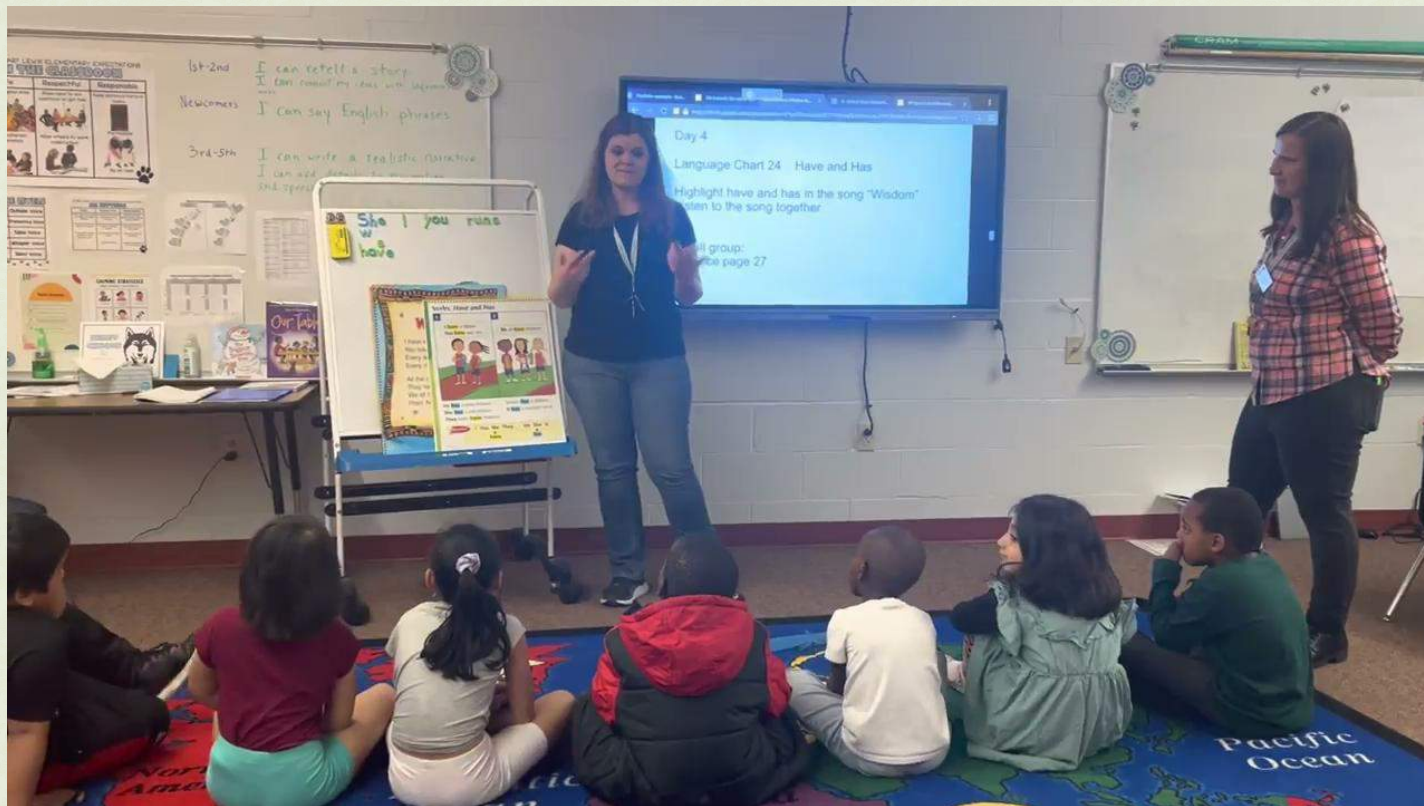
- Yes
- No

Is there a clear safe space in the classroom?

- Yes (2+)
- Yes (1 space)
- No

Link to [Observation Form](#)

# Now 'You Do'!



# PBS will NOT be successful if your staff doesn't have buy in.



# Now let's talk student buy-in!





# Encouraging Expected Behavior

*I use a variety of strategies to give specific positive feedback (free and frequent, intermittent, and long term).*

## **Free & Frequent (Daily)**

- Class Dojo (10 interactions per classroom teacher & 2-3 for specials)
- Positive, specific praise

## **Intermittent (Weekly or bi-weekly)**

- Class Dojo store

## **Long-Term (Monthly or Quarterly)**

- PBS sponsored event
- Students could purchase tickets using Class Dojo



# Holiday Movie Pajama Party

Students could use Class Dojo point to purchase a ticket to attend the Holiday Movie Pajama Party in the gym!



**HOLIDAY**  
**Movie Pajama Party!**

**100**  
Class Dojo points

**1:20–3:00 PM in the Gym**

**Grades K–2**  
**Monday 12/19**

**Grades 3–5**  
**Tuesday 12/20**

---

Tickets must be purchased by Friday, December 16th.  
To purchase, please complete the Google form that your teacher has access to during your Class Dojo Store time.

This is an optional event for ANY #TrustyHusky.  
If you have questions, please ask your teacher!



# Class Dojo Passes

*Students could use Class Dojo points for experiences with various adults around the building.*

**LUNCH WITH A PRINCIPAL  
OR COUNSELOR  
50 CLASS DOJO**



**GAME WITH A PRINCIPAL  
OR COUNSELOR  
75 CLASS DOJO**

**POSITIVE PRINCIPAL  
PHONE CALL HOME  
100 CLASS DOJO**



Link to [List of Class Dojo Passes](#)

# March Madness Showdown

**Purpose:** Encourage good sportsmanship and to get to know students and teachers around the building.

## What did it look like?

- Weekly, minute-to-win it style games
  - Rock, Paper, Scissors Tournament
  - Bottle Flipping
  - Oreo Face Challenge
- Competed across grade levels and won points for each game
- Two teams from K-2 and 3-5 with the most points went on to compete in the Final Showdown (this is where Class Dojo comes into play).

Link to March Madness details [here](#).



# Final Showdown

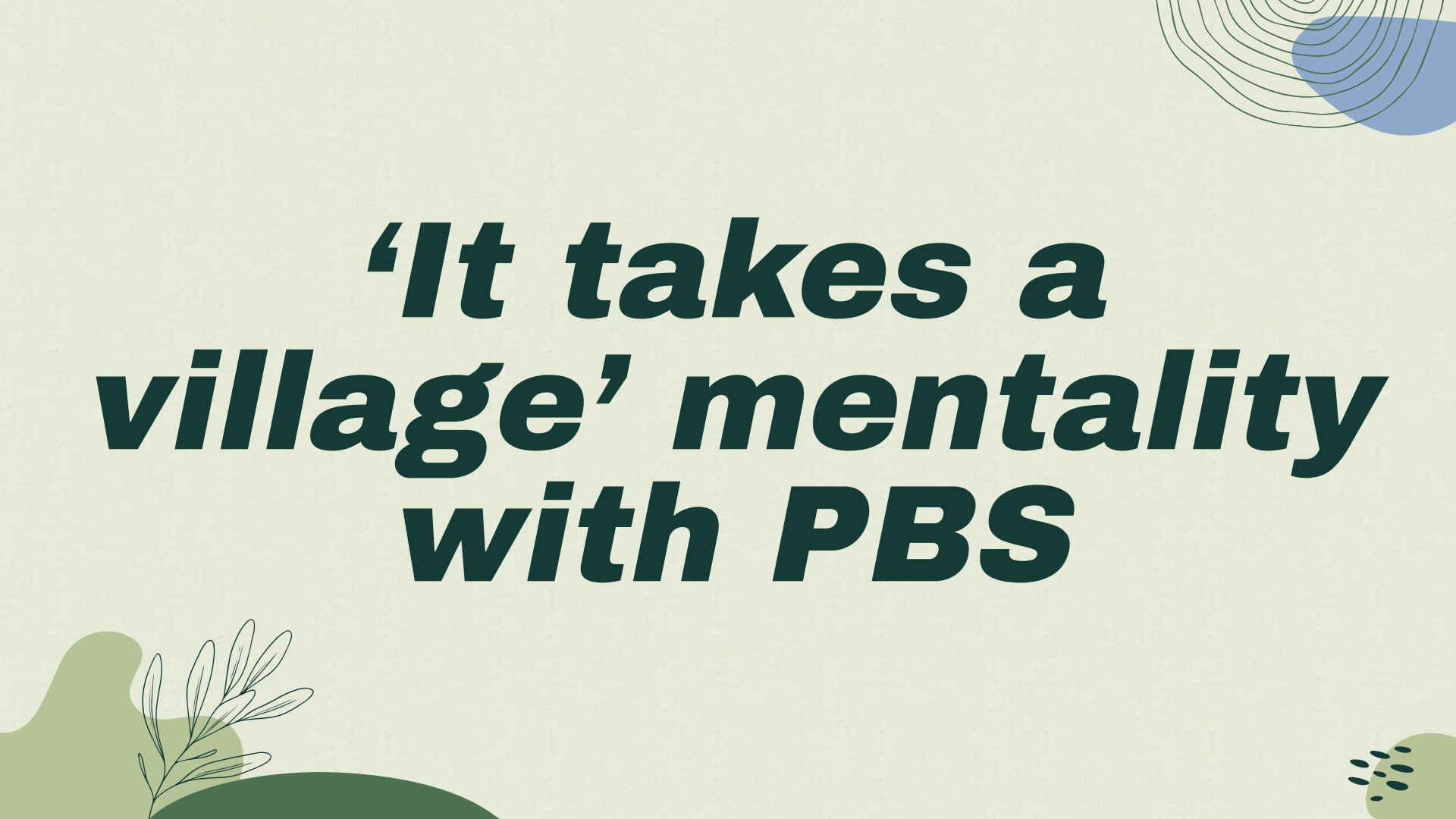
- Top two teams competed in multiple games to be crowned champs
- Students who were not participating in the Final Showdown could purchase tickets using their Class Dojo points
  - General Admission
  - VIP
- Zoom broadcast so ALL students could watch



# Student Leadership Team

- Fifth grade students who collaborated with Admin and PBS committee to plan and make schoolwide decisions
- Presented PBS lessons
- Kindergarten ambassadors and tour guides
- Helped plan PBS events
- Items to purchase for Class Dojo stores
- Voiced concerns and problem-solved





***'It takes a  
village' mentality  
with PBS***

# Husky of the Month Assemblies





# Bring on ALL the visitors!



# Community Partnerships

*Our community partners have been VITAL to our success! They have served as volunteers for field trips, attended Club meetings, read to our scholars, taught lessons, and brought in yummy snacks & supplies. Sometimes all it takes is an invitation.*



# High School Partnership

*Work with your feeder schools to provide awesome experiences, such as tickets to a basketball game, and great role models to your classrooms!*



# Lunch & Recess Visitors

*Help model and teach games, good sportsmanship and social skills.*



High School Football Players



Mizzou Athletes & Coaches



FOR ME, **SUCCESS** IS NOT ABOUT  
THE **WINS** AND **LOSSES**. IT'S ABOUT  
**HELPING** THESE **YOUNG** FELLAS BE THE  
BEST **VERSIONS** OF **THEMSELVES** ON  
AND OFF THE **FIELD**. AND IT AIN'T ALWAYS  
**EASY**, BUT NEITHER IS **GROWING** UP  
WITHOUT SOMEONE **BELIEVING** IN **YOU**.

WWW.MAGICALQUOTE.COM  
THEODORE 'TED' LASSO



# Contact Information

Presenter	Email	Twitter
Jamie Lazechko	jlazechko@cpsk12.org	@jlazechko
Jill Staton	jstaton@cpsk12.org	@staton_jillian
Kayler Meyerpeter	kmeyerpeter@cpsk12.org	@MissMeyerpeter
Dominique Smith	domsmith@cpsk12.org	@mssmith_AHL
Christie Geha	cgeha@cpsk12.org	@MsGehaReading
Alpha Hart Lewis Elementary		@AHLHuskies #TrustyHuskies