



*Let's Get It Started in
Here!*

Summer Institute 2023

Session Outcomes

Participants will be able to:

- Follow the path of a high school just getting started with PBIS by identifying common challenges and barriers to implementation of SW-PBS at the secondary level
- Share successes and challenges of implementing PBIS at the high school level.
- Create action steps to support the implementation of Effective Classroom Practices

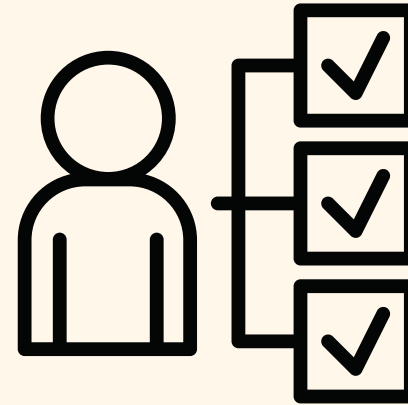


Session Agreements



Be Respectful

- Be an active listener—open to new ideas
- Respond to “Attention Here” or Raised Hand Attention Signal



Be Responsible

- Silence cell phones—reply appropriately



Be a Learner

- Consider how the ideas/information shared could inform your work
- Jot down questions, we are happy to chat at the end or after the session is over
-

Presenter: Chrisy Crollly MA, MA.PP

MO SW-PBS

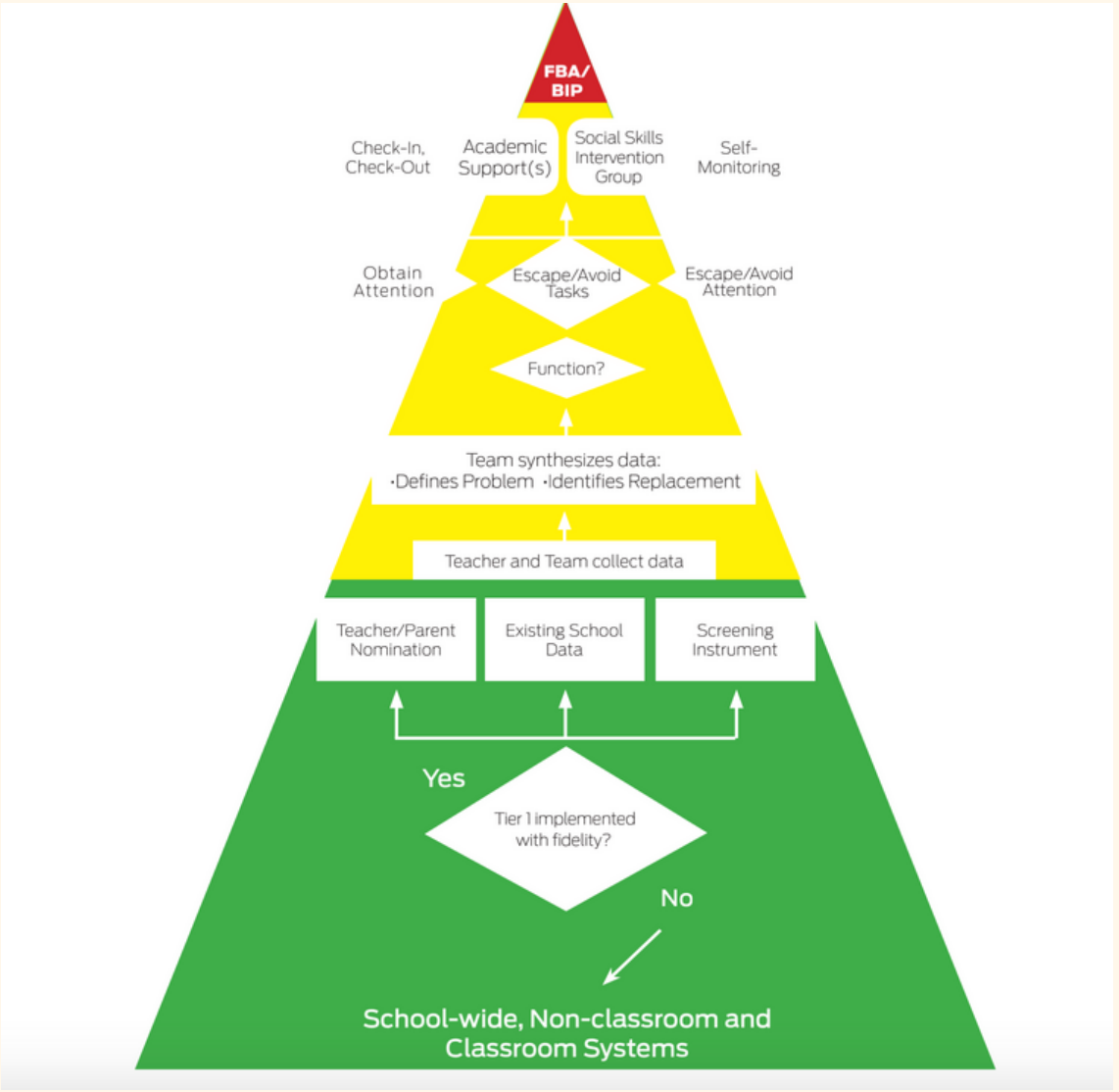
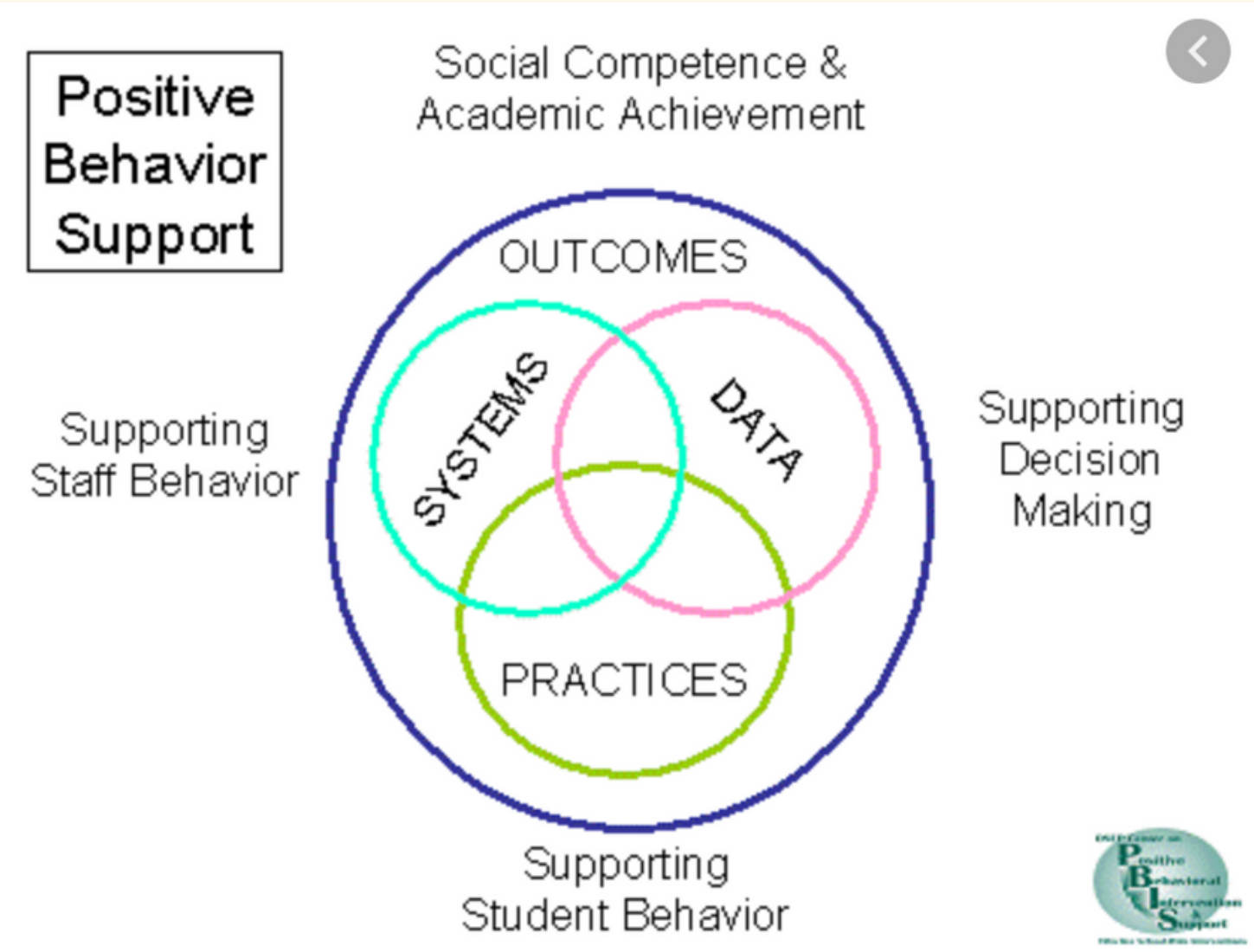
Statewide Facilitator and Coach in
Partnership with St. Charles School District



CITY OF ST CHARLES SCHOOL DISTRICT

A Proud Past...An Enlightened Future

Quick Overview & Background



Acronyms for the Day!

SW-PBS = Schoolwide Positive Behavior Support

DBDM = Data based decision making

ETLPs = Effective Teaching & Learning Practices

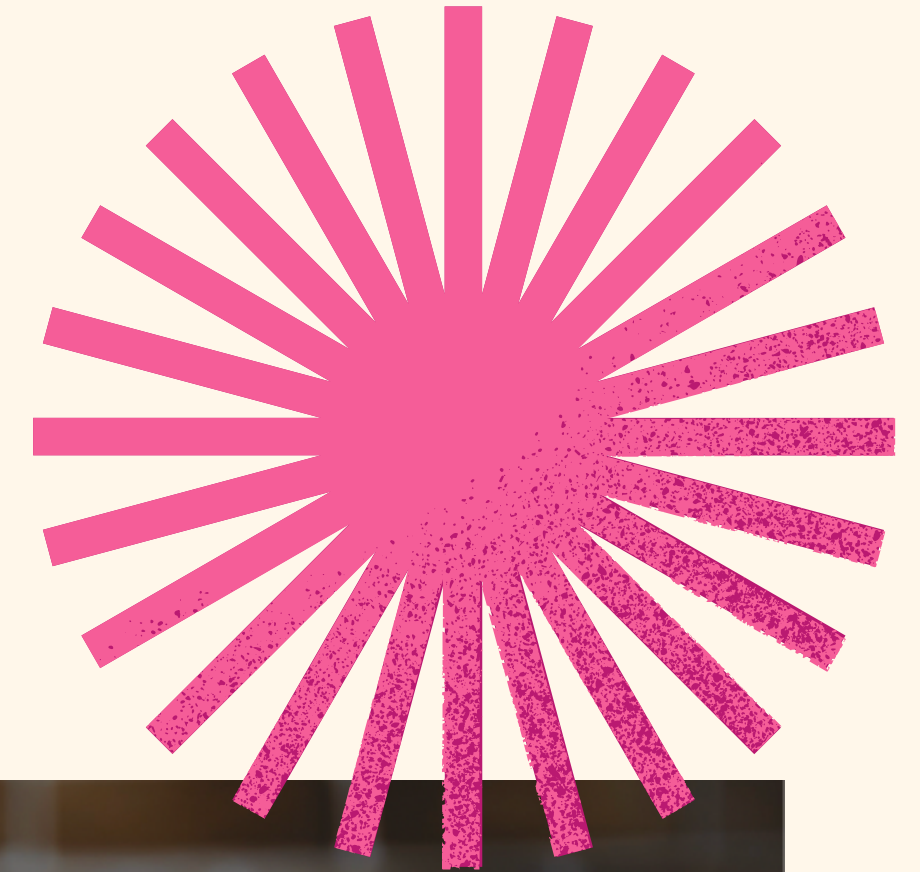
K&S = Knowledge & Skills

MSIP = Missouri School Improvement Plan

SI = Summer Institute

DESE = Missouri Department of Elementary and Secondary Education

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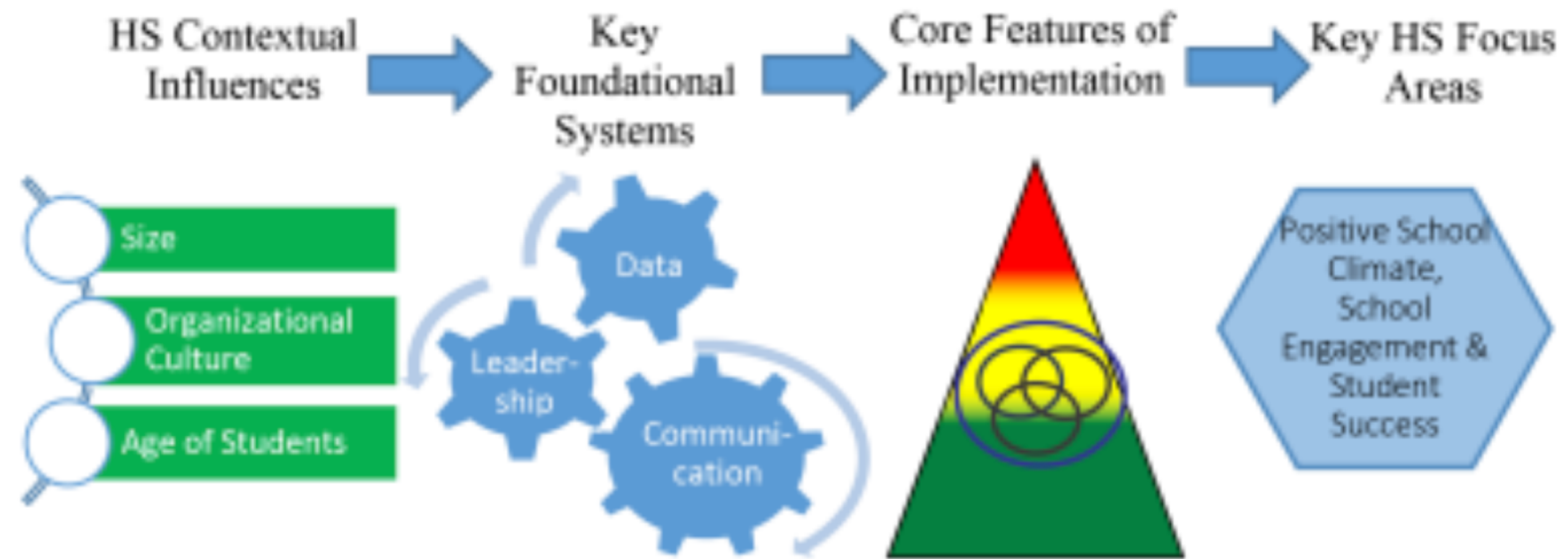


Figure 1: High School Implementation of PBIS



Nationwide


PBIS Is represented across ALL states!

17 States (33%)

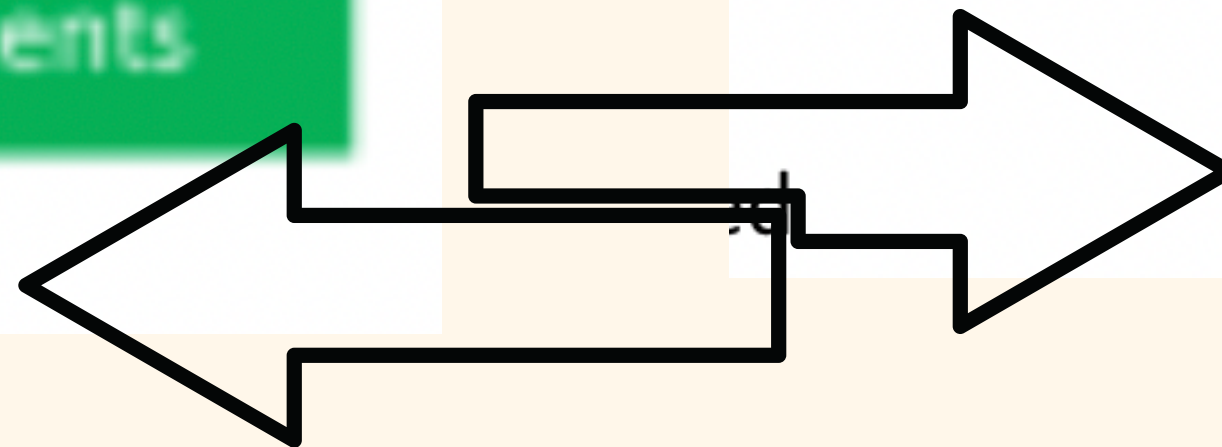
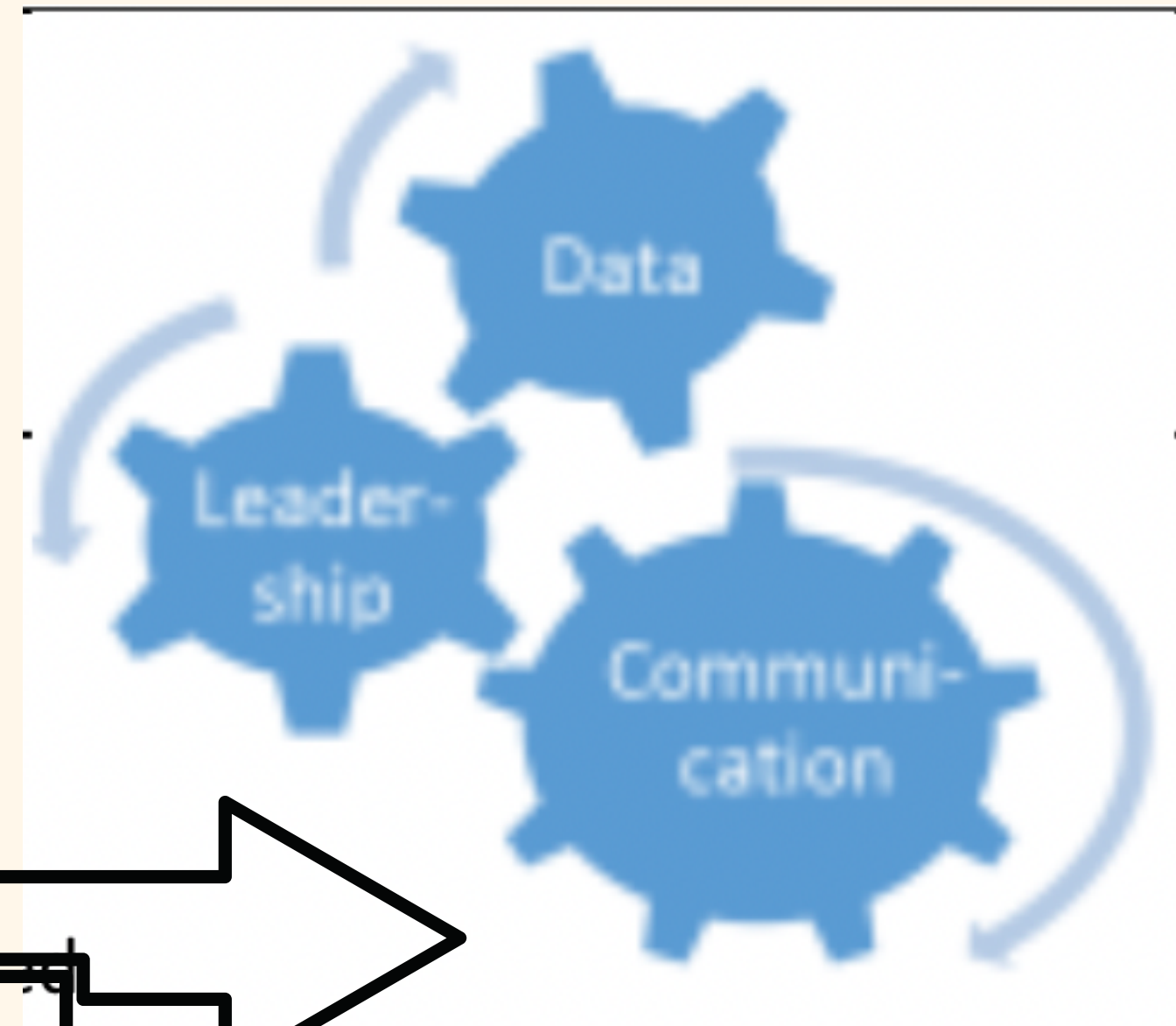
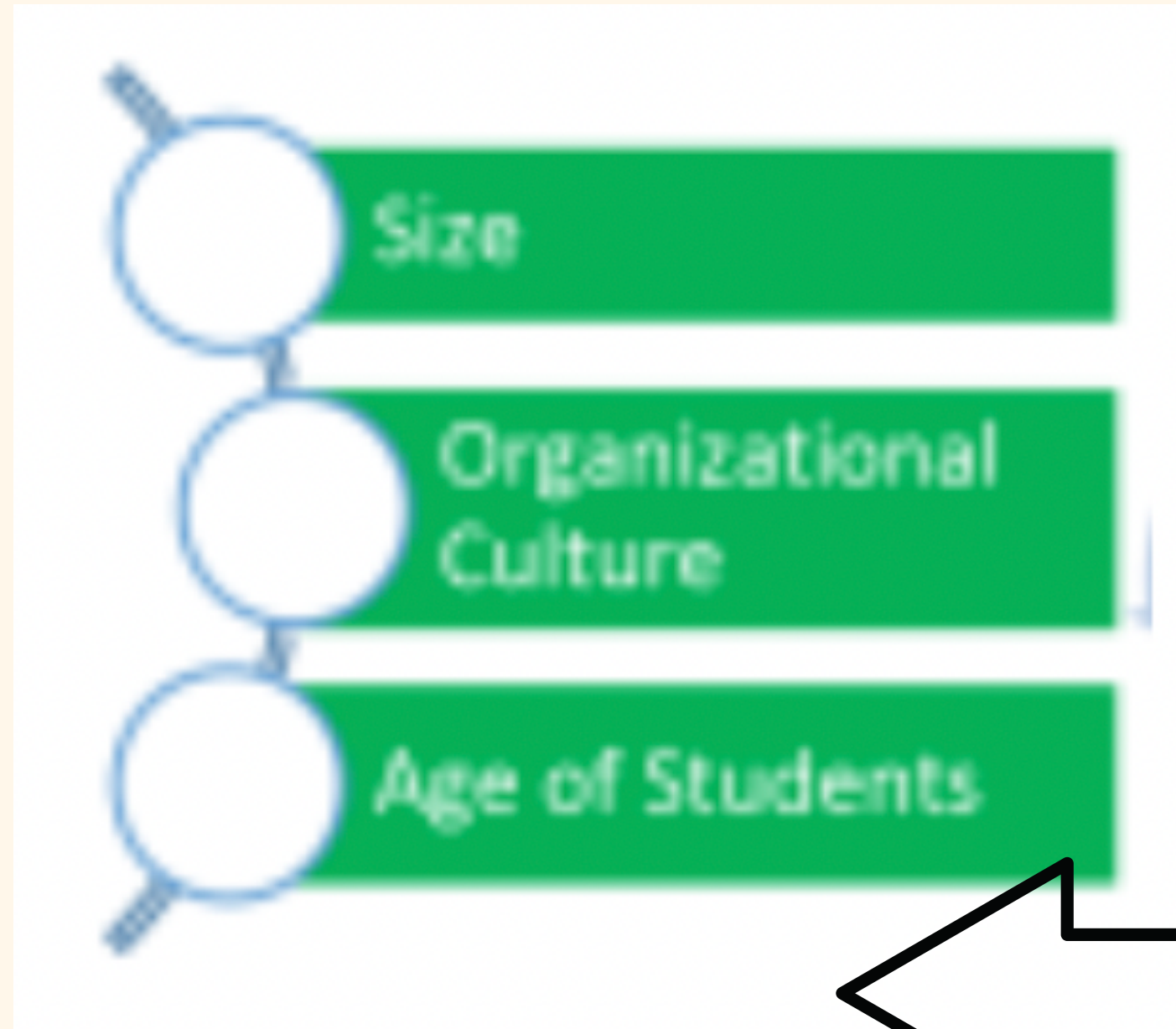
showed implementation taking place in at least **20%**
of high schools

4 years (2012–2016)

there has been an increase of nearly 1,000 high schools
implementing PBIS



Secondary Contextual Influences vs. Foundational Systems



Foundational Systems

1

Leadership Systems:

- Schoolwide PBIS Leadership Team
- Administrative Team
- Other leadership in the building such as department heads or Deans of Students.

2

Communication Systems :

- What needs to be communicated
- How and when communication will be carried out among the various constituency groups:
 - namely staff
 - students
 - central district administration
 - families
 - school board and community members

3

Data Systems:

- Mechanisms by which key data are:
 - collected
 - summarized
 - used in decision making and planning
 - shared

****Size + Culture + Age of Students***



Our goals were to Decrease...



- TARDY BEHAVIOR
- OFFICE REFERRALS
- BUS DISRUPTIONS
- REQUEST OF ASSISTANCE FROM INTERVENTION TEAMS
- REFERRALS TO SPECIAL EDUCATION
- NUMBER OF SCHOOL DROPS
- OUT OF SCHOOL SUSPENSIONS
- STAFF STRESS



While increasing...



- **SCHOOL ATTENDANCE**
- PEER INTERACTION SKILLS
- STUDENT PARTICIPATION IN SCHOOL AND ACTIVITIES
- STUDENT SATISFACTION WITH SCHOOL
- **ACADEMIC PERFORMANCE**
- ON-TIME HOMEWORK COMPLETION
- ENHANCED EMPLOYABILITY, SMOOTHER TRANSITIONS TO THE WORLD OF WORK
- TEACHER ATTENDANCE
- **SELF-ESTEEM AND DECISION-MAKING SKILLS**
- **POSITIVE STATEMENTS ABOUT STAFF FROM STUDENTS**
- FREQUENT POSITIVE CONTACTS WITH PARENTS
- **COMMUNITY AND PARENT SUPPORT**

Outcomes

1 & 2

1. Follow the path of a high school just getting started with PBIS by identifying common challenges and barriers to implementation of SW-PBS at the secondary level
2. Share successes and challenges of implementing PBIS at the high school level.



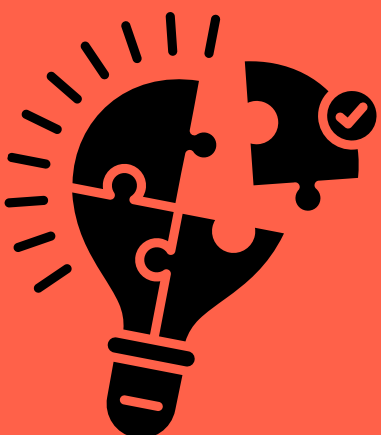
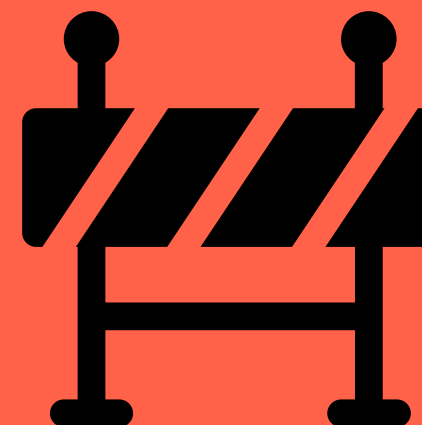
Thoughtful Question:

What is the biggest challenging your school or team faces when implementing SW-PBS?



Connection: How does it connect to...

Leadership, Systems, Practices, Data



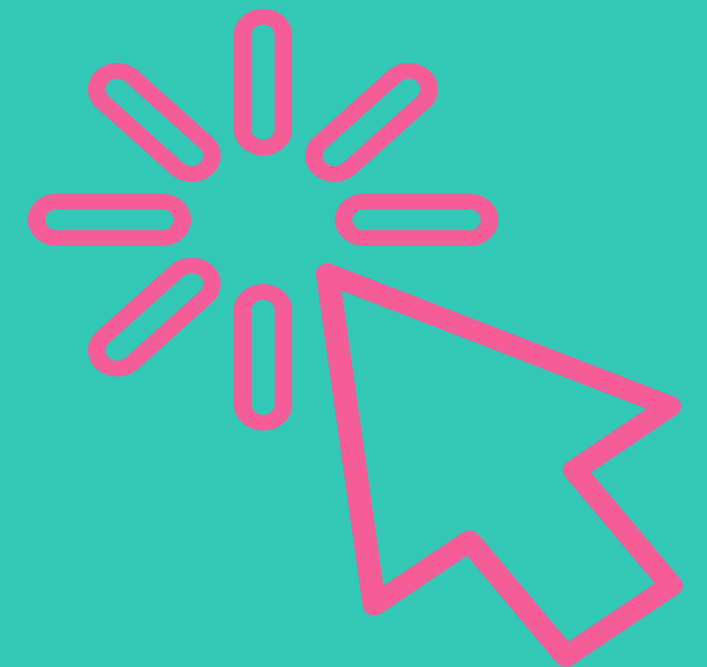
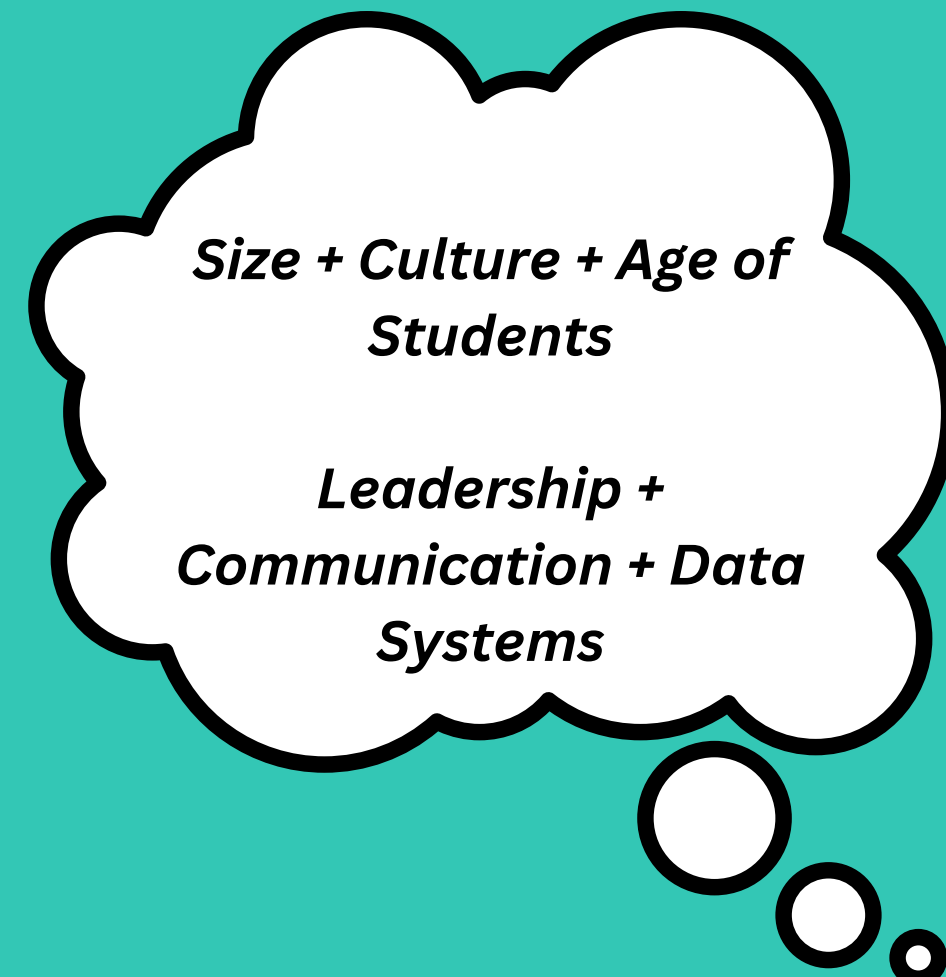
Leadership Systems



Foundational Systems: Leadership

Biggest challenges for our high school...

- TEAMING STRUCTURES
 - ALREADY HAVE SEVERAL OTHER COMMITTEES AND TEAMS
- STAFF MISCONCEPTIONS ABOUT PBIS = LACK OF STAFF BUY-IN AND TRUSTING IN THE PROCESS OF IMPLEMENTATION
 - FELT TOO ELEMENTARY
 - SCHEDULING AND MOVEMENT OF KIDS
 - TRAINING OF STAFF TO IMPLEMENT EXPECTED ADULT BEHAVIORS
- NO SYSTEM FOR COLLECTION BEHAVIOR DATA OUTSIDE OF OFFICE DISCIPLINE REFERRALS AND REFERRALS FOR SPECIAL EDUCATION / ALTERNATIVE SCHOOLS



Barriers and Solutions



Leadership Team –

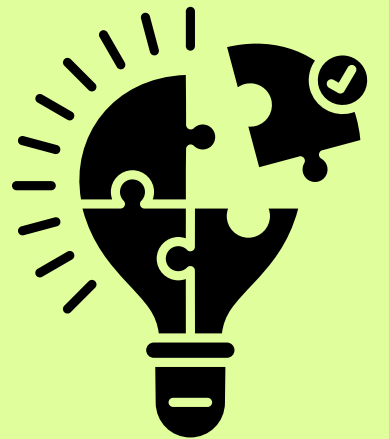
Larger number of staff to pair down to the recommended 6-8 people for teaming structures

Complex, Layered Administration Structures

Several leaders in one building can complicate the communication of expectations related to the implementation of PBIS (e.g., principal, a number of vice or assistant principals, Deans of Students, and department heads or divisional leaders)

Staff Size and Student Voice

Ensuring ways to include staff and student voice based on the size and various needs



Leadership Team –

Clarify the support and share frequent updates across all staff / Develop a communication plan

Complex, Layered Administration Structures

Establish protocols to ensure the administrator continues to participate and support team efforts

Staff Size and Student Voice

- Establish grade / department levels student leadership teams
- Leverage existing staff and student committees

Stop, Jot, and Connect



Leadership / Decision-Making Authority

How do decisions get made in an efficient manner and in a way that includes the entire Administrative Team?



Staff and Student Representation

How do we ensure that there is good representation of all staff and faculty on the leadership team?



Communication Plans

What are your school's / team's current communication plans for sharing updates and receiving feedback on schoolwide decisions that are made related to behavior?

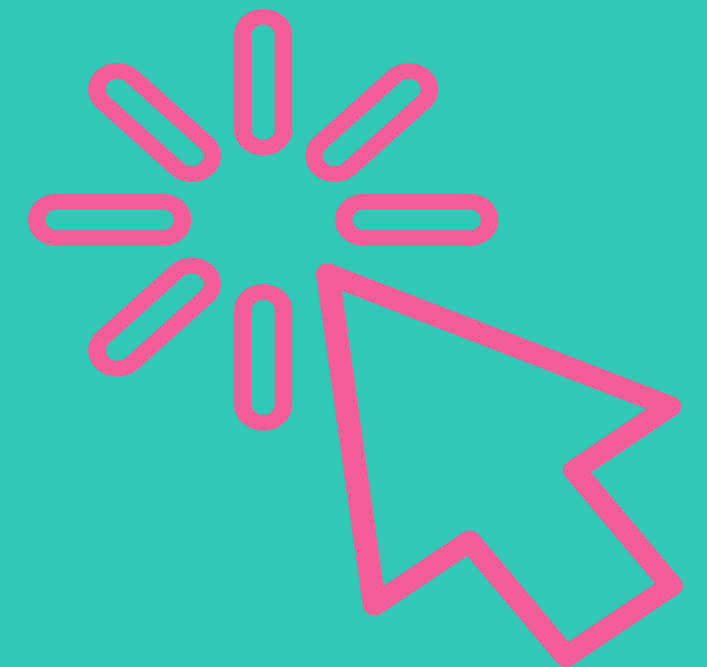
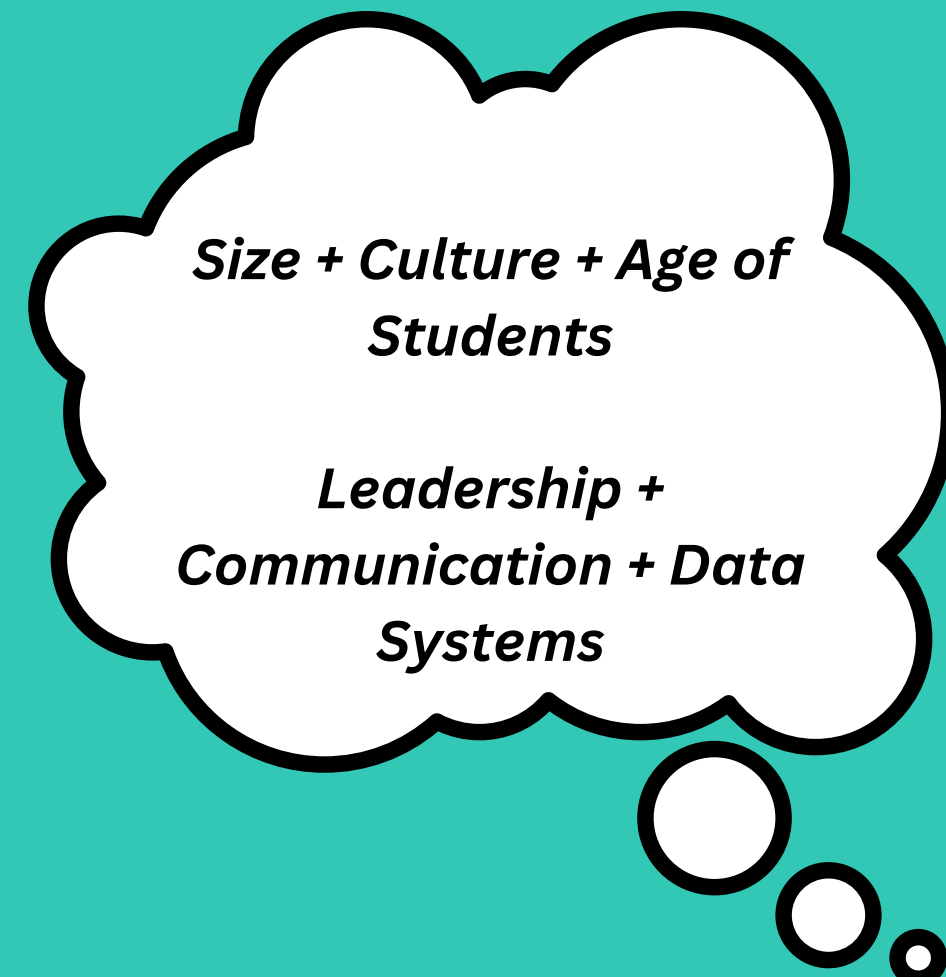
Communication Systems



Foundational Systems: Leadership and Practices

Biggest challenges for our high school...

- TOO MANY MIXED MESSAGES BEING SHARED BETWEEN DIFFERENT DEPARTMENTS AND TEAMS CAUSED CONFUSION AND FRUSTRATION
- LACK OF UNDERSTANDING OF WHAT WAS EXPECTED ACROSS CLASSROOMS
- LANGUAGE AND STRATEGIES TO USE WITH STUDENTS THAT IS AGE APPROPRIATE



Barriers and Solutions



Size of Building & Staff

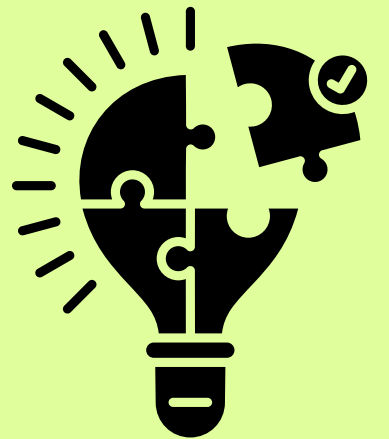
Complex schedules, and heavy reliance on departmental structures, faculty and staff rarely interact as a group.

One way Communication

Only sharing information out (telling)

Complex Scheduling

Number of classes staff instruct; number of staff students see in a day makes consistency in scheduling meetings and communication challenging



Leadership Team –

- Share alignment to values of the district/schools/community school/district/community
- Share school-wide data monthly in user-friendly formats

Communication Plans

- Leverage surveys to gain feedback from staff and faculty
- Dedicate time during faculty meetings
- Morning announcements

Strategic Planning

- Leverage leadership for strategic planning across grade levels and departments to infuse PBS into systems that are already in place

Stop, Jot, and Connect



Communication Structures

What are the standard and current communication structures?



Making Positive Changes

What needs to be communicated to bridge between current beliefs/values?



Communication Plans

What is the most effective method for communicating expectations and procedures with students?

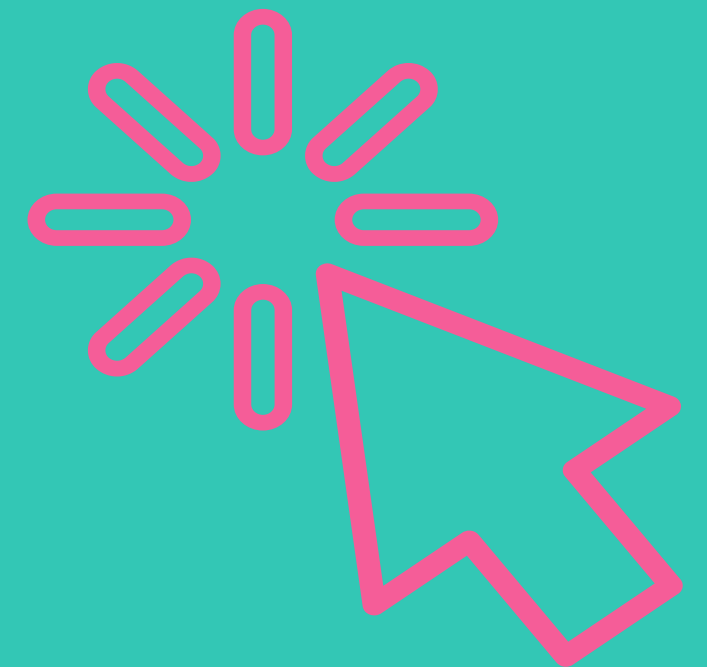
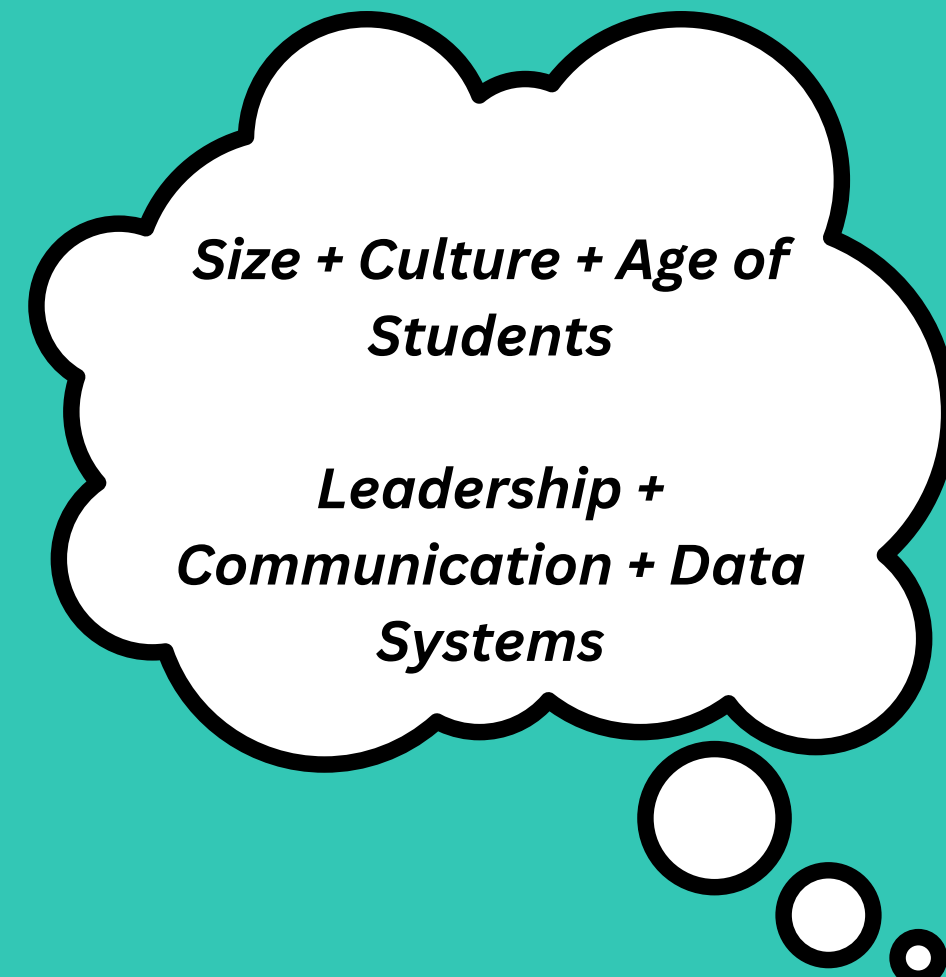
How can you leverage student leaders to help promote schoolwide expectations?

Data Systems

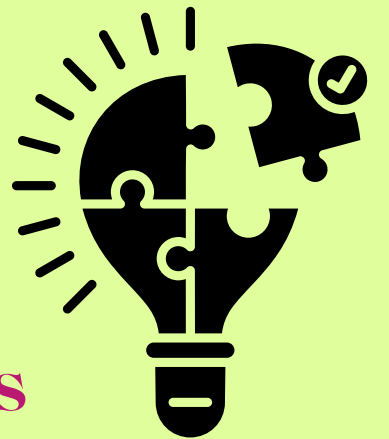


Biggest challenges for our high school...

- LACK A CURRENT DATA SYSTEM FOR COLLECTING CLASSROOM MANAGED BEHAVIORS (MINOR BEHAVIORS)
 - ALL BEHAVIORS COME TO THE OFFICE AS AN OFFICE (MAJOR BEHAVIORS) REFERRAL
- TOO MANY SUBJECTIVE BEHAVIORS IN THE SYSTEM FOR COLLECTING THOSE BEHAVIORS = INACCURATE DATA
- LACK A PROCESS TO REVIEW DATA WITH A LEADERSHIP TEAM
 -



Barriers and Solutions



Amount of Data

Large amounts of data are being asked to be collected

Multiple Data Systems

inputting data across multiple data systems

Types and Accessibility to Reports

- Several types of reports are generated on various timeframes
- Knowing who, what, when, where, why, and how all become overwhelming and frustrating for staff

Use Specific (Intentional) Data Sources

- Identify what data is valued by your school and district
- Utilize multiple data sources (Social + Behavioral + Academic)

Merging Systems

- Collaborate with data user managers to create user friendly data reports
-

Meaningful Data Points

- Review the percentage of students meeting an identified goal rather than an overall average

Stop, Jot, and Connect



Data Systems

How will we manage the large amount of data?



Making Positive Changes

What information (data) is available to support change in beliefs? Practices?

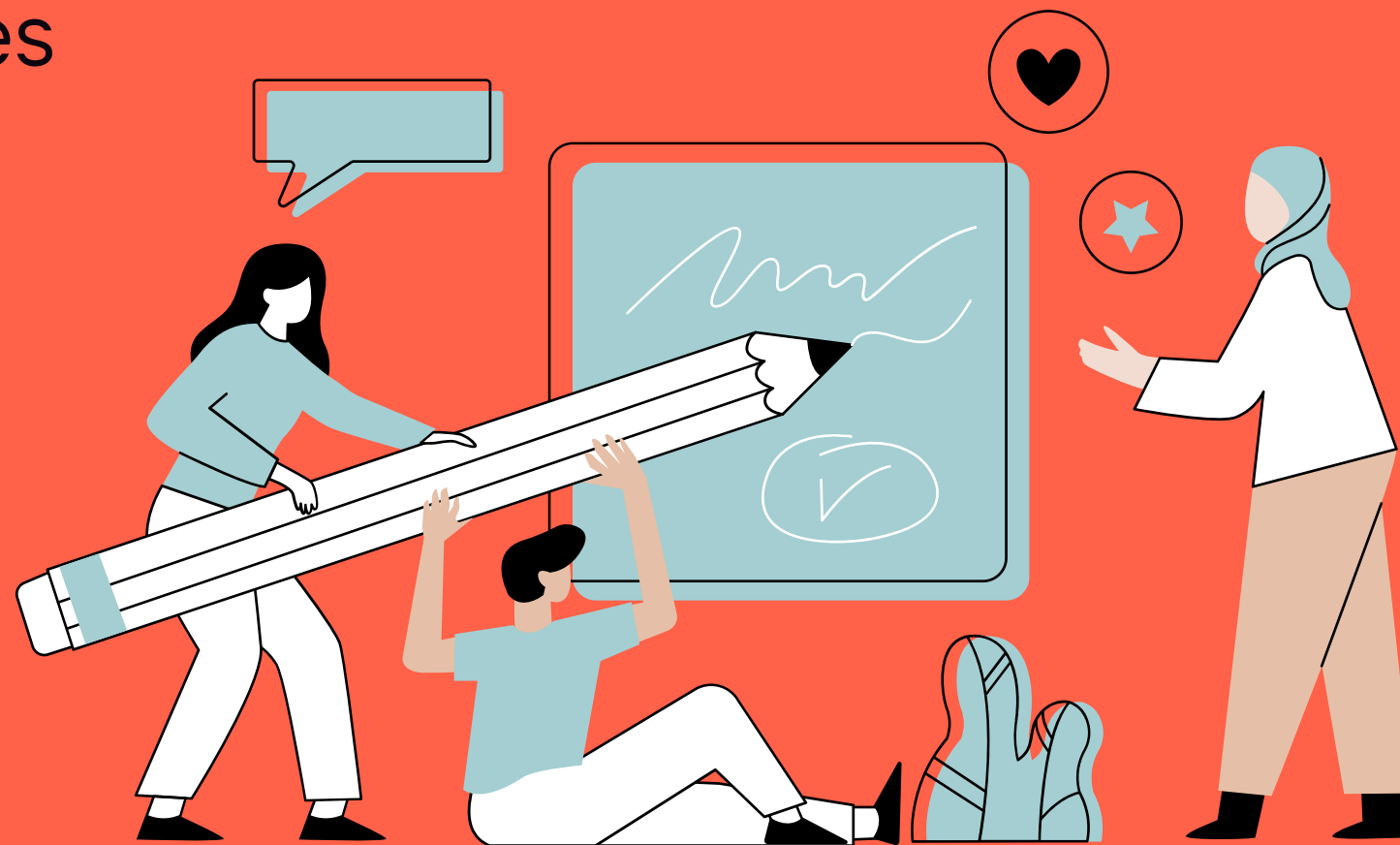


Student Voice

What role can the students play in the use of data for decision-making?

Outcome 3

Create action steps to support the implementation of Effective Classroom Practices



Thoughtful Question:

What is the biggest piece of information you are walking away with from today's session that connects your district, school, and / or classroom?



What are 1-2 action steps you can start to plan for and or implement when returning to your district, school, or classroom?



Connection: How does it connect to...

Leadership, Systems, Practices, Data

Action Planning

- Who...
- Will do what...
- Timeline to implement:
 - Start date...
 - Progress Monitoring (when and how will we check in on this action step?)
 - End Date: Goal to complete this action step by
- What resources do you need to complete this action step?

SW-PBS



Secondary Schools



Contextual Factors

Size

**Organizational
Leadership**

Age

Foundational Systems

Leadership

Data

Communication

References & Resources

Flannery, K. B., Hershfeldt, P., & Freeman J. (2018). Lessons Learned on Implementation of PBIS in High Schools: Current Trends and Future Directions. Center for Positive Behavioral Interventions and Supports (funded by the Office of Special Education Programs, U.S. Department of Education). Eugene, Oregon: University of Oregon Press.

Monograph - PBIS In High Schools
High School PBIS
MO SW-PBS





MO SW-PBS

Missouri's Schoolwide Positive Behavior Support

www.pbissmissouri.org

National Center on PBIS

<https://www.pbis.org/>