

**\*  
SMALL SCHOOL,  
BIG CULTURE!**

**Fostering Positive Culture and Climate  
in ANY Size School**

**GERALD ELEMENTARY**

# A Little About Our School

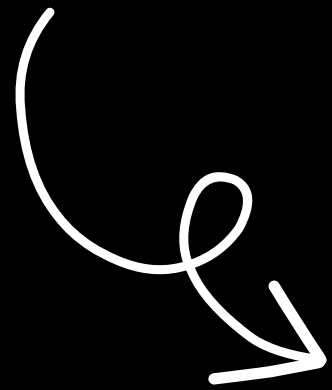
- Located in Gerald, Missouri
  - Population around 1,300
  - 30% of household income falls between \$10-25K
- Gasconade County R2 School District
- 50 staff members
- 315 students (Pre-K through 5th Grade)
- 50+% of students are free/reduced lunches





# Session Outcomes

- Learn how GES is using weekly family group meetings to build positive relationships, teach character, and serve the community.
- Recognize the positive impact of connecting multi-age students across school settings.
- Gain ideas for ways to bring the school and community together.
- Gain ideas for ways to foster a positive climate and culture no matter how big or small your school may be.

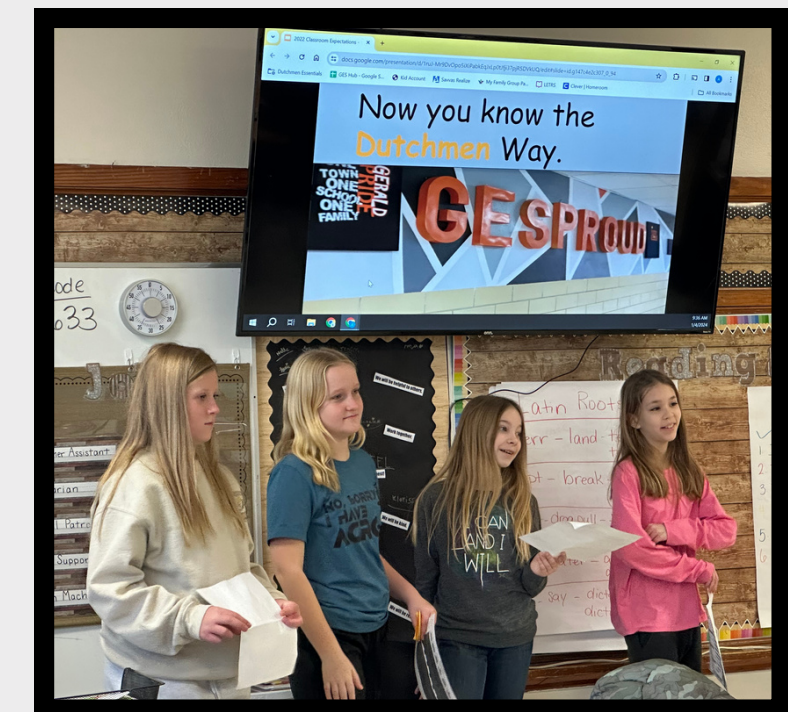
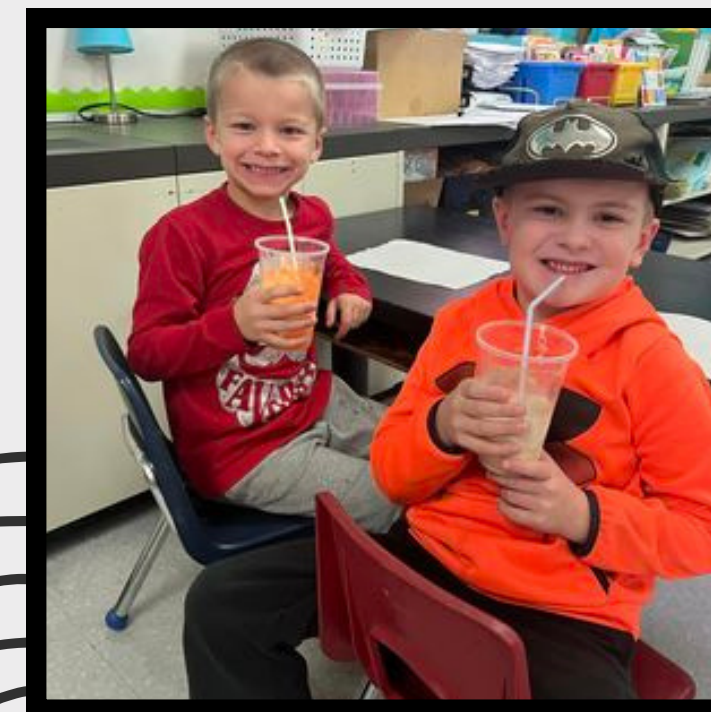
# Gerald Elementary PBIS Matrix



 <h2 style="text-align: center;">The Dutchmen Way</h2> <h3 style="text-align: center;">Gerald Elementary School Expectations</h3> 										
★	All Settings	Classroom	Cafeteria	Hallway	Restroom	Playground	Assemblies	Technology	Bus	Bus Line
<b>Voice Levels</b>		0, 1, 2	1, 2	0	1	0, 1, 2, 3	0, 1, 2	0, 1	0, 1	0, 1
<b>S</b> afe	Keep hands, feet and objects to yourself Walk inside the building at all times	Materials and equipment should be used and stored properly	Leave when an adult dismisses you or gives you permission	Stay to the right hand side of the hall	Wash hands with soap and water Use restroom facilities appropriately	Stay in approved areas Use equipment properly Freeze when whistle is blown	Go to your spot quickly Put your hands in your lap Wait for dismissal signals	Carry device with two hands Sit while using device Keep personal information secure	Stay seated while the bus is moving Sit facing forward	Sit quietly in your bus line Keep yourself, materials and all belongings out of walkways
	<b>R</b> esponsible	Make smart choices Listen and follow directions quickly	Complete work on time Participate	Place your trash in trash cans	Return to class promptly	Put paper towels in the trash can Return to class promptly	Return playground equipment Report incidents to recess duty teacher	Know and follow the signals Use only approved apps and websites Report problems to teacher Use/store device properly	Put all trash in trash cans Keep food and drink packed away	Promptly get to bus line following hallway expectations Be prepared to load busses
<b>H</b> onest	Tell the truth despite consequences									
	Accept responsibility for your own actions									
<b>R</b> espectful	Treat others kindly Be positive Maintain personal space	Raise hand to walk or talk	Eat only your food Talk only to your shoulder buddies	Treat student work in the hallway as your own	One child in stall or urinal at a time Respect others privacy	Enter and exit building using expectations Take turns and cooperate Include others	Listen and think about what the speaker is saying	Keep device on silent or wear headphones Stay on task Raise hand for assistance	Listen and follow directions Share seat if asked	Raise your hand to get teacher's attention

# Using PBIS to Build Culture & Community in Our School


- DUTCH BUCKS (TEACHERS)
- DUTCH DOLLARS (STUDENTS)
- DUTCHTIME
- BUDDY BUCKS/SPIN THE WHEEL
- CLASSROOM PBS REWARDS
- GYM CLASS HEROES
- WOW BOARD
- FAMILY GROUP LESSONS
- DUTCH CAMP



# Dutch Dollars & Classroom Rewards

- Student tangible received for following The Dutchmen Way
- Students work as a class to earn 100
- Class chooses a way to celebrate (ie. extra recess, board games, stinky feet, etc.)

## THE DUTCHMEN WAY



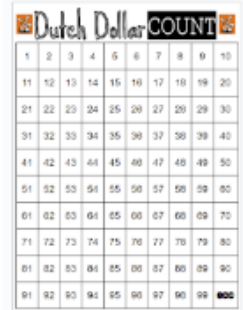

### 100 Dutch Dollar Classroom Rewards

After your class earns 100 Dutch Dollars, your class earns a REWARD! Classes may vote or the teacher may choose a 15-20 minute reward. The follow list are examples of rewards you may choose from or you can come up with your own idea! Don't forget the snack cart may be used in combination with any reward.

Free choice - extra recess - class art/craft project - eat lunch in the classroom - bubble gum in the classroom - read aloud by guest reader - lunch outside - read outside - walk and talk with another class - first class to lunch - show and tell - lead the pledge - buddy read w/another class - listen to music/dance - free draw - board games |

When your class earns 100 Dutch Dollars...

- 6 times = Popcorn Party
- 12 times = Ice Cream Float Party
- 18 = Popsicle Party
- 25 = Nacho Party

## Dutch Dollar COUNT

1	2	3	4	5	6	7	8	9	10
11	12	13	14	15	16	17	18	19	20
21	22	23	24	25	26	27	28	29	30
31	32	33	34	35	36	37	38	39	40
41	42	43	44	45	46	47	48	49	50
51	52	53	54	55	56	57	58	59	60
61	62	63	64	65	66	67	68	69	70
71	72	73	74	75	76	77	78	79	80
81	82	83	84	85	86	87	88	89	90
91	92	93	94	95	96	97	98	99	100

## We EARNED 100 DUTCH DOLLARS!



6 POPCORN PARTY!  
 12 POPSICLE PARTY!  
 18 FLOAT PARTY!  
 24 NACHO PARTY!  
 30 GLOW PARTY!


# Buddy Bucks

- Received for following expectations ABOVE & BEYOND
- Drawing weekly during Morning Assembly
- Students may Spin the Wheel for a prize
- Photo on school Facebook page

Thanks for being:

- Safe
- Responsible
- Honest
- Respectful

**The Dutchmen Way**



Name: \_\_\_\_\_ Date: \_\_\_\_\_

How were they showing the Dutchmen way?

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

**Gerald Elementary School**



# Gym Class Heroes

- Earned during Gym class
- 2 chances per week
- Drawing each week during the assembly



# WOW Board

- Students recognized for showing good character (respect, responsibility, etc.)
- Add their name to a square on the board
- Drawing held when board is FULL



# Quarterly PBS Parties

- Each quarter we have a PBS party
- Students w/out NOC's or ODR's earn the whole party (movie and station activities)
- Students with Notices of Concern (minor) and Office Referrals (major) will lose part or all of the party.

# 2nd Semester Dutch Camp

- 5th grade students lead stations on our first day back from Winter Break.
- At each station, classes will review expectations in all settings of the school.



# GES Proud



# Other Ways We Build Community in Our School

- FAMILY GROUPS
- MORNING ASSEMBLY
- CLASSROOM MEETINGS
- MAP BUDDY ROOMS
- FANCY CHRISTMAS LUNCH
- 12 DAYS OF CHRISTMAS
- TEACHERS VS. STUDENTS GAMES
- LOVE LANGUAGES
- CLUBS: ART, MUSIC, BETA



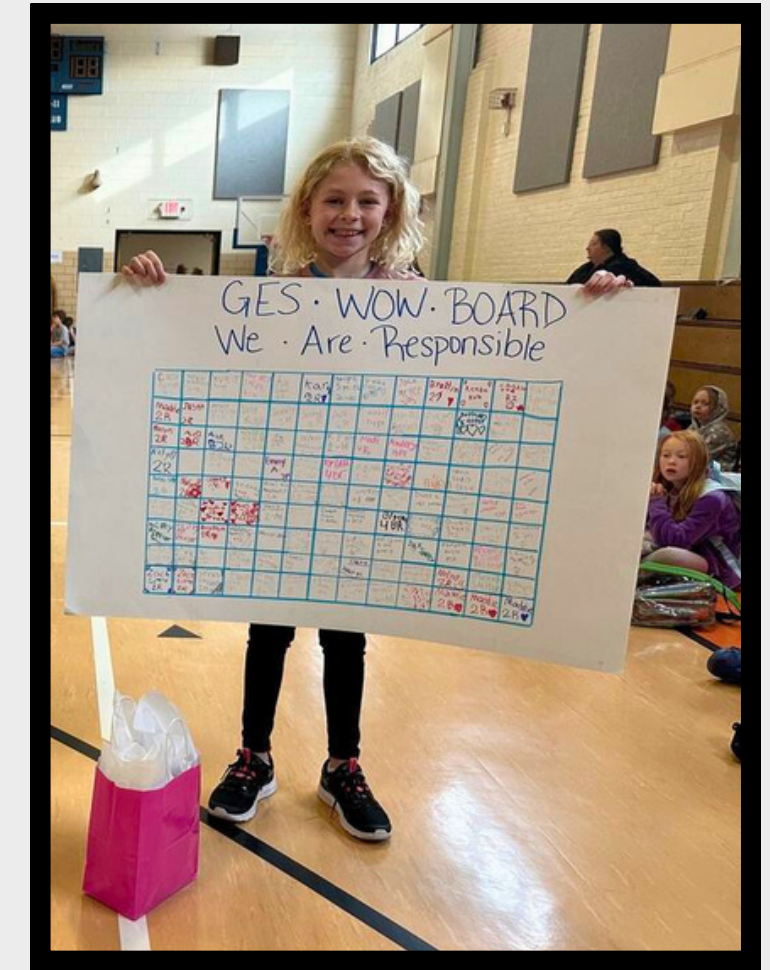
# Family Groups at GES



- Create a sense of family and belonging within our school
- Placed in multi-age families
- Students remain in the same family
- Meet on Friday mornings for 30 minutes
- Families participate in a variety of lessons and activities:
  - PBiS
  - Community service projects
  - Buddy reading
  - Character lessons, etc...

# Morning Assembly

- greeting
- announcements
- celebrations/shout outs
- prize wheel
- gym class heroes
- birthdays
- staff spotlight
- guests
- pledge



# Clubs

Students in 4th and 5th grade have the opportunity to join our Choir, Art Club, or Beta Club. These groups lead and participate in various activities in our school, community, and beyond.

## Choir



## Art Club



## Beta



# 12 Days of Christmas

- We countdown to Christmas break with 12 dress-up days.
- Each day's theme is based on a Christmas song.



# Fancy Christmas Lunch

- Our cafeteria is festively decorated, and Christmas music is played.
- 5th graders serve students and staff at their tables, restaurant style.
- Students and staff are encouraged to dress "fancy."

Spirit Days						
DECEMBER 2023						
Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4	5 "Rockin Around The Christmas Tree" Dress like a Rocker	6 "I'll Have a Blue Christmas" Wear Blue	7 "Santa Claus is Coming to Town" Wear Santa Hat Wear Red	8 "It's Beginning to Look a lot Like Christmas" Wear Christmas Colors	9
10	11 "Let it Snow" Wear Lazy Snow Day Clothes	12 "You're A Mean One Mr. Grinch" Wear Green	13 "I'm Dreaming of a White Christmas" Wear White	14 "Rudolph, the Red-Nosed Reindeer" Antlers / Red Nose	15 "He Sees You When You're Sleeping" PJ Day	16
17	18 "Mele Kalikimaka" Beach Wear	19 "Deck The Halls" Deck out in your nice clothes for our fancy lunch	20 "Walking in a Winter Wonderland" Ugly Sweaters	21	22	23
24	25	26	27	28	29	30



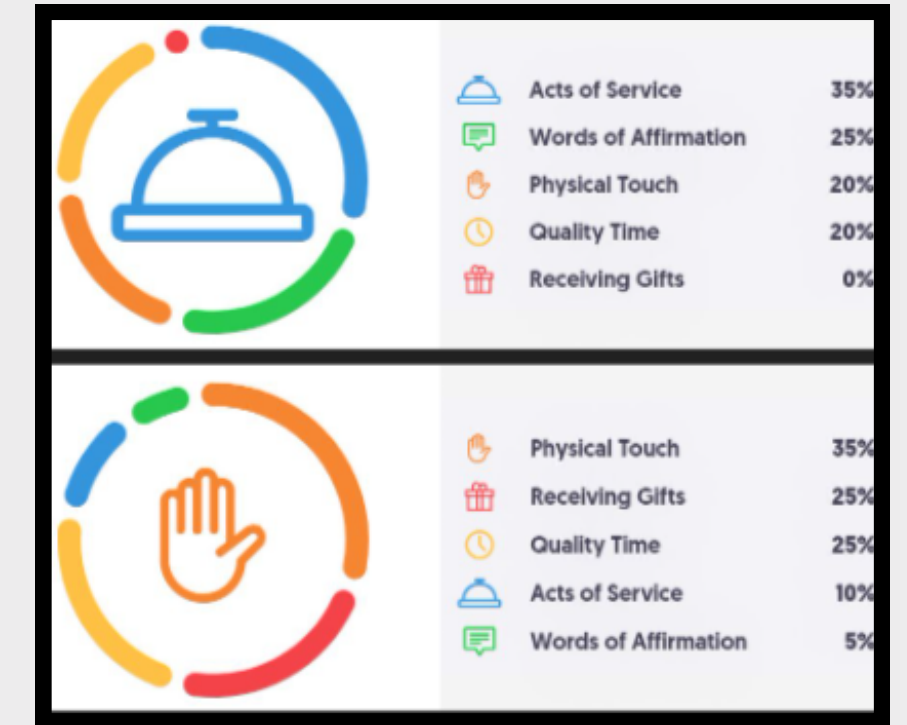
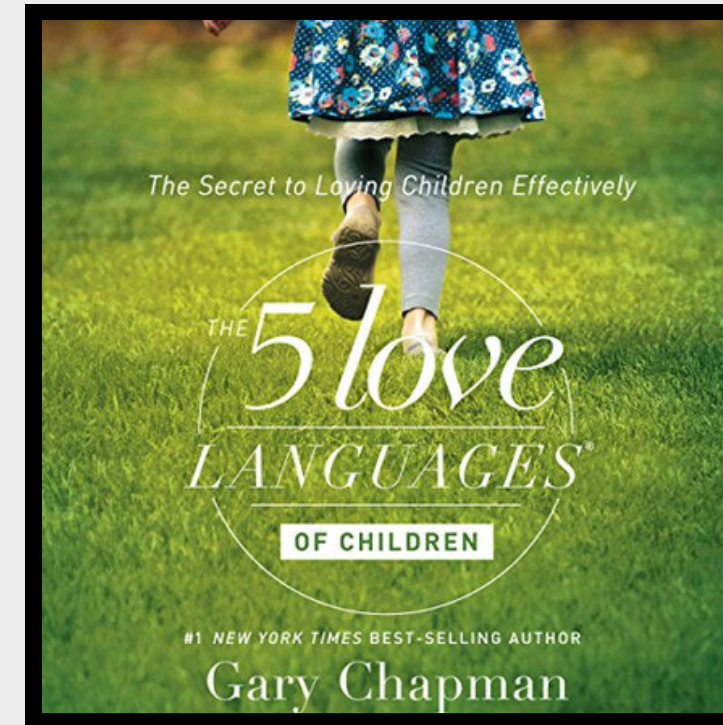
# Staff Vs. Students

- At the end of each quarter we have a staff vs. students game.
- Students in grades 3-5 with positive behavior (no write-ups) are entered into a drawing to determine who gets to play.



# Love Languages

- Inspired by a post seen on Facebook
- Staff book study using Gary Chapman's *The 5 Love Languages in Children*
- Love Language quiz done with students
- Results and information shared at family conferences
- Staff encouraged to take Love Language quiz
- All students in the building took the quiz in Explo this year and results were shared with their classroom teacher



**“It was eye-opening that, just like they need to be parented differently because of different personalities, they need to be shown “love differently as well.”**”





# Connecting With Our Community

## FAMILY EVENTS

- FUTURE DUTCHMEN FUN NIGHT
- BREAKFAST WITH BUDDIES
- BREAKFAST WITH GRANDPARENTS
- FAMILY READING NIGHT
- PENNY FAIR
- SCHOOL CARNIVAL



## COMMUNITY SERVICE PROJECTS

- FILL THE BOOT
- HOMETOWN HERO/FIRST RESPONDER BASKETS
- VALENTINES FOR VETERANS
- NURSING HOME GIFTS
- MEALS ON WHEELS PLACE MATS
- PB&J DRIVE
- SHOE DRIVE
- TEDDY BEAR DRIVE
- HYGIENE DRIVE
- FOOD DRIVE

## COMMUNITY EVENTS

- MISSOURI DAY
- CHOIR ACTIVITIES
- VETERANS DAY PROGRAM
- RED RIBBON WEEK PARADE
- RUMMAGE SALE
- TOUCH A TRUCK

## PARTNERSHIPS

- FOOD PANTRY
- MASONIC LODGE
- WOMEN OF THE MOOSE
- LOCAL BUSINESSES

# Breakfasts

- Students can invite two guests to come eat breakfast with them at school.
- Breakfast with Buddies
- Biscuits & Gravy with Grands

# End of School Carnival

- Families invited to come celebrate the End of School
- Carnival-style games and activities run by teachers
- Food by PTO

# Family Reading Night

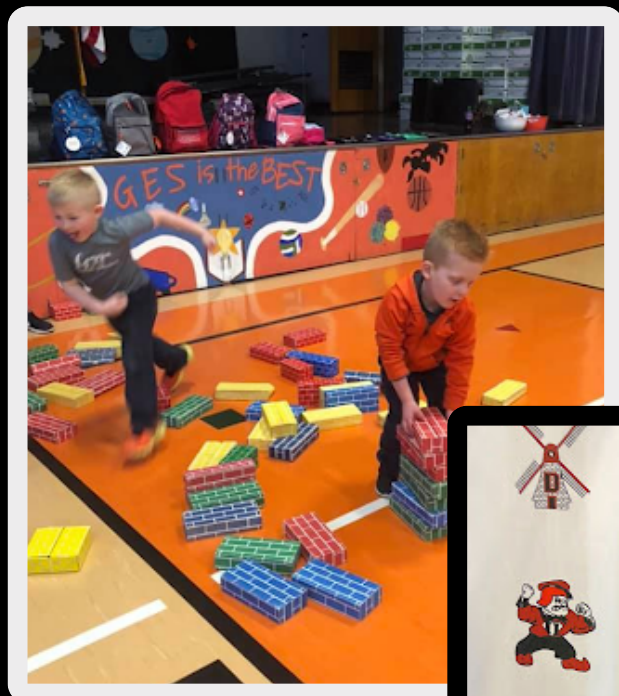
- Promoting families to come in and read together during the week of the book fair
- Stations set up around the building with staff volunteers
- Students can take Reading Counts quizzes



**\* Partner closely with our PTO for other school events**

# Future Dutchmen Fun Night

- Incoming PreK and Kindergartners are invited to attend
- Engaging hands-on stations and activities
- Student “signing”, backpack giveaways, snacks, dancing, bounce houses, community resources, etc.
- Opportunity for families to meet staff and see the school



# Penny Fair

- Carnival-style games run by teachers
- Silent auction with donations from grade levels, businesses, and community members
- Families send in baked goods for a live auction
- Proceeds go towards a GES scholarship and our student activities fund.
- PTO host a chili supper/cook-off



  Holy Goat Homestead is at GeraldElementary.  
5m · Gerald, MO · 🌐

Thank you to [Gerald Elementary](#) for inviting Big Ben out to your kiss a farm animal contest! He's been talking nonstop to his friends about the pretty teacher who kissed him. Ben loved all the attention he got from the students. Some of the most behaved students we have seen. They were calm and always asked before approaching, of course everyone is a friend of Ben's. [#holygoathomestead](#) [#holygoat](#) [#highen](#) [#goatgoestoschool](#)



## Fill the Boot

- Money was collected for local volunteer fire dept.
- Presented to the department at a morning assembly

## Nursing Home Gifts

- Items were donated and collected
- Cards were made and gift bags were assembled and decorated during Family Groups

## Food Drive

- nonperishable food items collected during December
- collected during holiday song in morning assembly
- Donated to local food pantries



# Community Service Projects

## Meals on Wheels Place Mats

- Placemats were made during Family Groups to be delivered with their meals the week of Thanksgiving
- Extra place mats went to local nursing homes

## Valentines for Veterans

- Cards made during Family Groups
- Delivered to local VFWs

## Hometown Hero Baskets

- Collected items to make a care baskets
- Presented to local first responders during a morning assembly



# Community Service Projects Cont.

- Teddy Bear Drive
- PB&J Drive
- Shoe Drive
- Hygiene Drive

All items collected for these drives supported various organizations, partnering with community-based programs.

**TEDDY BEAR DRIVE**  
GES 5TH GRADE STUDENT COUNCIL SERVICE PROJECT

**What:**  
GES 5th grade student council is hosting a teddy bear drive during the month of March. New stuffed animals with tags can be donated to your child's classroom and 5th grade student council members will package these donations and ship them to St. Louis Children's Hospital to be distributed to their patients.



**How:**  
You can participate in two ways:  
1- Purchase new stuffed animals and send them in to your child's classroom teacher with tags still attached  
or  
2- Make a monetary donation to GES and stuffed animals will be purchased with those donations.

**GERALD**  
ELEMENTARY

**Children's**  
HOSPITAL • ST. LOUIS  
BMC HealthCare



# Missouri Day

Presentations are done all day by many local organizations, community members, and staff members such as:

- Apple Butter Making
- Missouri Department of Conservation
- Rocks and Minerals
- Beekeeping
- Quilting
- Boating & Fishing
- Native American artifacts
- Square Dancing
- FFA Petting Zoo
- Kettle Corn
- Crops Grown in MO
- 4-H Archery

MO Day topics vary from year to year based on availability of volunteers.



# G.E.S. Choir

Our choir participates in events like our community's Parade of Lights and singing at the Cardinals game.



# Veteran's Day

In honor of Veteran's Day, we invite the community to attend a special assembly.

- Local Scout troop presents the colors.
- Each grade level sings a patriotic song.
- Veterans and current service members are recognized.



# Red Ribbon Week Parade

- Family Groups work together to design and create a banner judged by first responders.
- First responders are invited to attend our “parade” to kick off Red Ribbon Week.
- Students and staff wear red and walk around our track with red streamers/pom-poms.





# Rummage Sale

- Each March, we hold a rummage sale at G.E.S.
- Staff members volunteer a Saturday to work the sale.
- All items for the sale are donated by staff.
- All items are priced at \$.50.
- The sale provides much-needed items for low-income community.
- Proceeds from the sale range between \$1,200-\$2,200 and support our crisis fund.



## Crisis Fund

- Used for any student, family, or staff crisis (ie. doctor visits, utilities, water, medicine, glasses, funeral, etc.).
- Approval goes through our Crisis Committee.
- We've had it for 15 years.

# Touch a Truck

- Trucks and equipment brought in from many local businesses and community members.
- Local restaurants set-up food stations.
- Community support agencies set-up booths.
- Staff volunteered to work the event.



## Food Pantry

- Weekly backpack program

## Local Churches and Businesses

- School supplies
- Books
- Adopt a family for Christmas
- Monetary donations
- Treats for staff

## Masonic Lodge

- Partners with Walmart for coats

## Women of the Moose

- Quarterly Recognition for students with good behavior

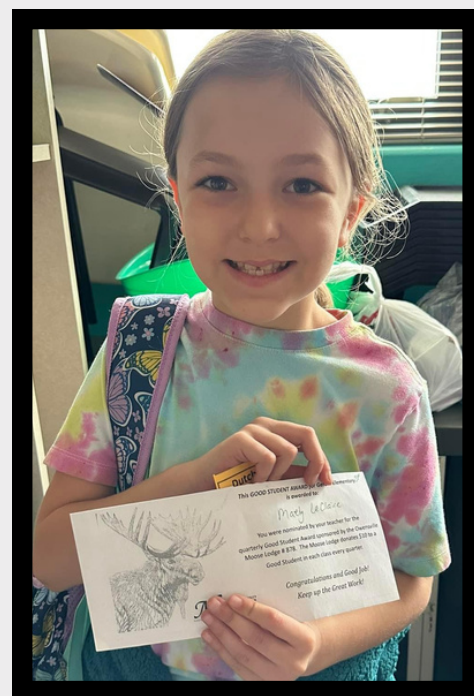
## VFW

- Veterans' Day coloring contest

## Outside Services

- Prevent Ed.
- JFCAC
- Compass
- Preferred Health
- Health Dept.
- Lions Club: KidSight

# Community Partnerships



# Cultivating Staff Culture

- NAMEPLATES
- INTEREST INVENTORY
- STAFF SPOTLIGHT
- LEARNING WALKS
- CORK STRIPS
- STAFF OUTINGS
- TEAM FIT
- STAFF EGG HUNT
- CHRISTMAS PARTY
- STAFF/TEACHER APPRECIATION WEEK



# Fostering Friendships

- Each staff member in our building has a personalized nameplate by their door. Our nameplates tell a little about ourselves, including some of our favorites, and may include our love language and/or enneagram.
- Staff members also complete an interest inventory. This form is kept in Google Drive and any staff member can access it.

**Mrs. Rice**

2nd Grade Teacher  
 Hometown: Florissant, MO  
 High School: Hazelwood Central High School  
 College: Missouri Baptist University  
 Birthplace: St. Louis, MO  
 Significant Other: Rick Rice  
 Children: Taylor & Natalie  
 Pets: Rocket, Nova, Harley, JoJo, Fireball, Franklin  
 Hobby: kayaking, beekeeping, racing

Simply Sweet  
 Each one of us matters, has a role to play, and makes a difference.

Milk Duds

**Ms. Schatz**

Randee Schatz-Morris  
 EXPLORER Teacher  
 Hometown: Sullivan, MO  
 High School: Sullivan High School  
 Colleges: UMSL, SBU, MSU  
 Birthplace: Sullivan, MO  
 Significant Other: Ray Morris  
 Children: Kohl and Tanner  
 Pets: Possum, Buddy, LOTS of chickens  
 Hobbies: Kayaking, crochet, chicken farming, gardening, canning, reading, being an aunt

ENNEAGRAM

MilkyWay

22-23 Staff Interest

	A	B	C	D	E	F	G	H	I	J	K	L	M	N
1		What is your favorite candy bar?	What is your favorite fruit?	If you like coffee, what kind of creamer do you like?	Do you like hot chocolate?	Sweet tea, green tea with lemon unsweet tea	What is your favorite soda?	Favorite candy / gum	Do you like popcorn?	Favorite donut	Favorite type of chips	Do you like flavored water packets, if yes list the flavors you like... or type no.	Snack items not listed that you prefer	Where do you like to shop
2	Amptman, Chelle													
3	Blaue, Jaimie	Hershey's White Chocolate with Almonds/ REESE'S	red grapes, cantelope, kiwi	n/a	yes	n/a	Dr. Pepper/Mr. Pibb	Anything caramel; any mint gum	yes	White long john	BBQ/ jalapeno/ cheeto puffs	any	cashews, almonds (any kind), peanut butter, cheez-its, jerky	Marshalls, Amazon
4	Bleckman, Karen	snickers	watermelon	caramel	yes	sweet tea	no	all kinds	yes	all	all	no	nuts	dollar tree
5	Boehm, Cathy													
6	Bradley, John	Dark chocolate	blueberries	half/half	yes	sweet tea	n/a	Jr. mint	yes	custard filled	sun chips	no	cheez-its	Walmart
7	Bramlette, Amanda	Hershey's Cookies & Cream	grapes, green apples	N/A	Yes	extra sweet tea	Sunkist Orange	Sour Patch Kids	Yes	Long John	sour cream & onion	Lemonade, Pink Lemonade	Chili Cheese Fritos	Walmart, Amazon
8	Bruemmer, Liz	Reese's	Peach	All of them	Yes	Sweet tea	Cherry Pepsi	Sour gummy worms	Yes	All of them	Original or cheddar and sour cream Pringles	All of them	I like all snacks.	Old navy and target
9	Connor, Brooke	Reese's	strawberries	chocolate/caramel	yes!	n/a	Dr Pepper	snowcaps dark dove	yes	chocolate	BBQ	no	cheez-its/nuts	Target/Amazon ross walmart



# Building Staff Culture



## Staff Egg Hunt

- Prizes donated by local businesses
- All staff participates
- Organized by office staff

## Learning Walks

- Done during team meetings
- Visit other classrooms and leave positive notes for staff member

## Appreciation Week

- Something done each day for staff
- Lunches, prizes, etc.

## Cork Strips

- Outside of each staff member's door
- Notes left at random by colleagues

## Workouts

- Group workouts after school
- Open to any staff members
- Glow Run
- Motion Connect - OSBA

## Staff Celebrations

- Christmas Party
- Baby showers
- Bridal showers
- End of year outing



ges.dutchmen.us

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