



Joplin High School  
...

From Surviving To  
Thriving

# Origin Story- From Surviving to Thriving



PBIS had been in place at JHS prior to 2011. But the priority for our school shifted to surviving. We had to start over, with everything.





After the media frenzy calmed down, we spent years focusing on the mental health of our students. Then COVID hit....



But years later, we are finally bringing back the PBIS model to Joplin High School!







Easy



Conference Room Now!!!!!!



# What Will You Learn Today

We'll explore how Joplin High School transformed adversity into opportunity through Positive Behavioral Interventions and Supports (PBIS). Discover how we elevated our school culture by boosting staff incentives, amplifying the voices of all stakeholders, and fostering an environment where students and staff thrive together. Gain insights and practical strategies to take back to your own school and inspire positive change. Join us to engage and learn how to SOAR LIKE AN EAGLE!!!! CAW CAW!!!

# Itinerary

- Origin Story
- Prison Randy's Demographics
- I Do Declare There Is Data
- Staying Alive- Creating A Positive Place For Educators
- Teaching the Tots- Teaching Expectations And Lesson's
- The Fundies- How We Recognize Our Eagle Family
- Questions

# Prison Randy's Demographics





# The School



Joplin High School campus is state of the art and covers 25sq city blocks.

Joplin has 135 educators with over 200 staff members.

# Joplin High School Demographics

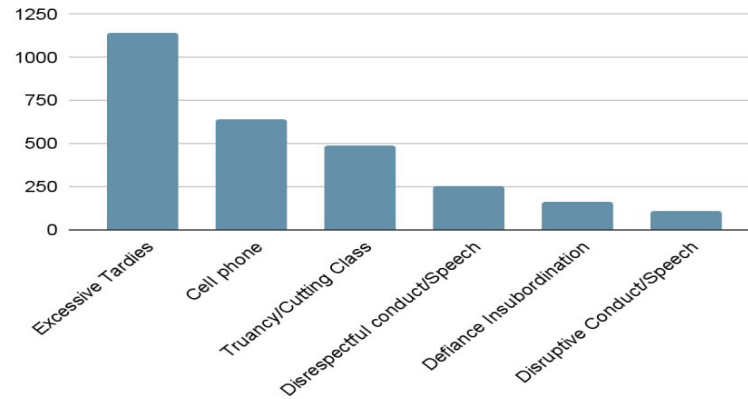
<b>JOPLIN HIGH</b>	<b>2024</b>
Total	2,248
American Indian/Alaska Native	2.00%
Asian	1.50%
Black	4.70%
Hawaiian/Pacific Islander	1.50%
Hispanic	10.60%
Multi-Race	8.20%
White	71.60%
Female	50.40%
Male	49.60%
Free and Reduced Lunch	54.8%
English Learner	3.91%
Special Education	15.26%
Homeless	4.67%
Migrant	*
Gifted	4.23%
Foster	1.29%
Military	*

I Do Declare There Is Data



# Main Event Types

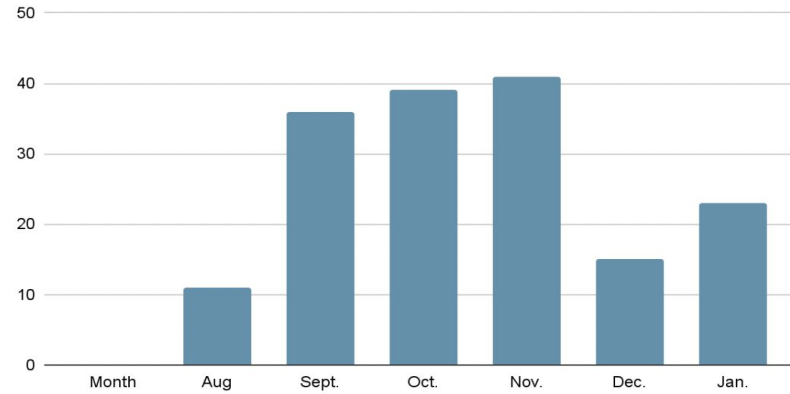
Top 5 Event Types



Excessive Tardies	1141
Cell phone	642
Truancy/Cutting Class	490
Disrespectful conduct/Speech	256
Defiance Insubordination	161
Disruptive Conduct/Speech	107

# Per Day/Per Month

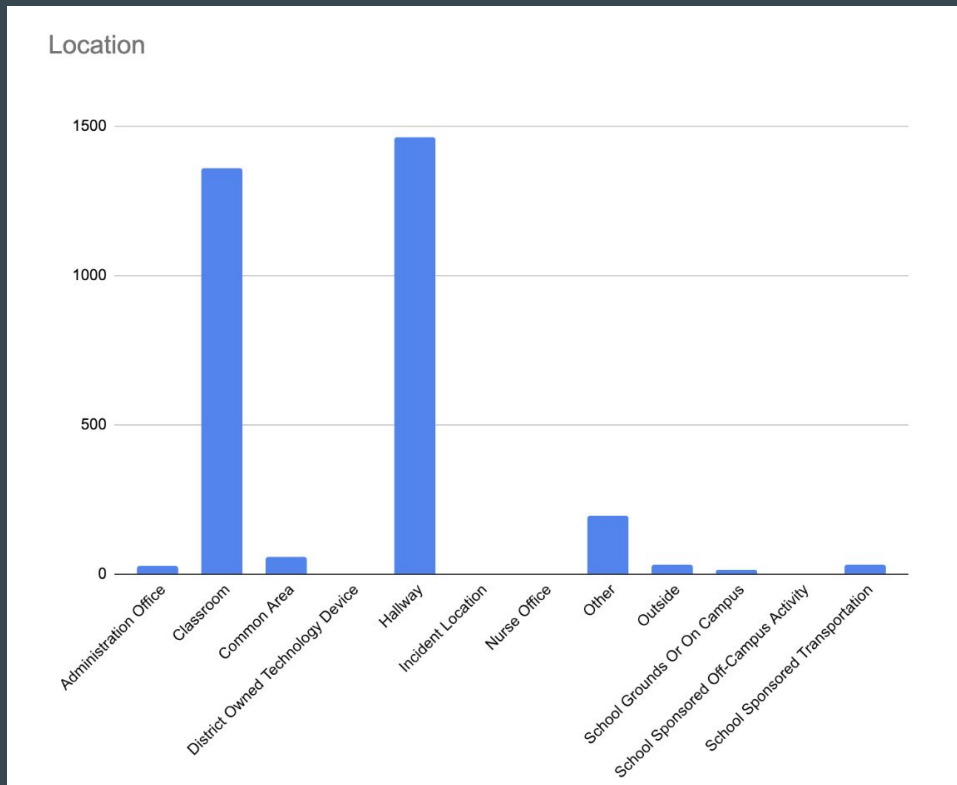
Referrals Per Day, Per Month



Month	Referrals	# of days	Per Day Referrals
Aug	97	9	11
Sept.	689	19	36
Oct.	864	22	39
Nov.	705	17	41
Dec.	226	15	15
Jan.	419	18	23

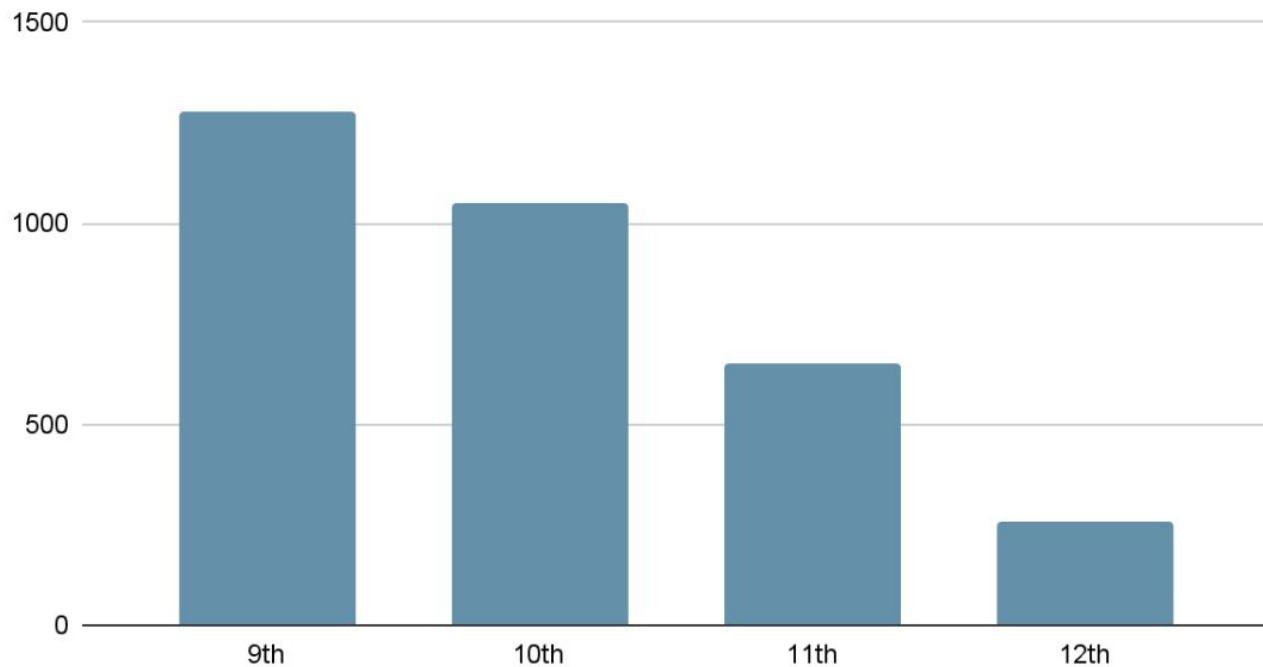


# Location



# Grade Level

Referral By Grade



# Staying Alive- Building Staff Culture and Teacher Retention



# Think-Pair-Share

- Think about how your school builds school culture and works towards teacher retention. (1 min.)
- With a neighbor discuss how your school builds school culture and works towards teacher retention. (2 min.)
- Consolidate ideas and share with the group. (3 min.)

# Red Carpet Treatment

At Joplin we recognize teacher for what they really are ...**SUPERSTARS!!!**





# Teacher Double Lunch- Hallway Community (TLDR- bullet points on next slide)

With the sheer size of JHS, it is necessary to split lunch into four different sessions. Teachers are assigned one of four lunch periods, and this is how each class's lunch period is decided. Within each hallway, teachers may have a completely different lunch from every other teacher in their hallway. In order to build staff community, the PBIS team created a monthly schedule so that each hallway, one time each month, gets to unify their lunch period, and make it a double lunch period as well. For example, in the B3 hallway, teachers normally are split between 1st, 3rd, and 4th lunch. But once per month they all get to take 3rd and 4th lunch together. This allows the hall to plan themed lunches and potlucks and to share a meal with their neighbors that they don't often get to spend time with.

The students also get to take a double lunch period as well, so because of this, the PBIS committee had to coordinate with the administrators about increased lunchroom supervision (to account for the extra students) and with the cafeteria staff (to ensure that enough food was available and ready for additional influxes of students).

These double lunch periods all occur on Tuesday, Wednesday, or Thursday to avoid scheduling conflict with PD days and holidays.

# Double Lunches-Double the Community

- **Lunch Structure at JHS:** Due to the school's large size, lunch is divided into four sessions, with teachers assigned to one.
- **Varied Lunch Assignments:** Teachers within the same hallway may have different lunch periods.
- **Building Staff Community:** The PBIS team created a monthly schedule allowing each hallway to have a **unified double lunch period** once per month.
- **Example:** In the B3 hallway, teachers normally have 1st, 3rd, and 4th lunch separately, but once a month, they all share 3rd and 4th lunch together.
- **Benefits:** This encourages staff bonding through themed lunches and potlucks.
- **Student Impact:** Students also receive a double lunch period, requiring:
  - **Increased supervision** (coordinated with administrators).
  - **More food preparation** (coordinated with cafeteria staff).
- **Scheduling:** These special lunch periods are held on **Tuesdays, Wednesdays, or Thursdays** to avoid conflicts with PD days and holidays.

4th Hour	11:37 - 1:07 ( 56 min)
	<b>Lunches</b>
	<b>1st - 11:35 - 12:02</b>
	<b>2nd - 11:57 - 12:24</b>
	<b>3rd - 12:19 - 12:46</b>
	<b>4th - 12:41 - 1:07</b>

# Caring Colleague



Part of our ongoing commitment to our teachers, we want to show gratitude from teacher to teacher. The PBIS team created "Caring Colleagues" form! This initiative is designed to help us celebrate and support one another as a school family.

The Caring Colleagues form offers a way for you to acknowledge a fellow staff member who has gone above and beyond, shown kindness, or provided support. It's a great opportunity to lift each other up and recognize the daily acts that make our school community special.

<https://bit.ly/CaringColleagues> SEE LINK HERE

Our goal is this new form brings a little extra joy to our days and helps reinforce the culture of appreciation we're building together.

# Staff Spirit Day Competition



## Teaching the Tot's- Lessons and Behaviors





# Group Discussion

What are some of the ways your school teaches expectations and gives lessons?



# Soar Matrix

	AN EAGLE <b>SHOWS</b> RESPECT	AN EAGLE <b>OBSERVES</b> SAFETY	AN EAGLE <b>ACCEPTS</b> RESPONSIBILITY	AN EAGLE <b>BUILDS</b> RELATIONSHIPS
ARRIVAL & DISMISSAL	<ul style="list-style-type: none"> <li>• Walk - avoid pushing and rushing</li> <li>• Keep moving</li> <li>• Use school appropriate language</li> </ul>	<ul style="list-style-type: none"> <li>• Use appropriate entrances</li> <li>• Stay in designated areas</li> <li>• Keep doors secure</li> <li>• Wear your seat belts</li> </ul>	<ul style="list-style-type: none"> <li>• Follow all rules</li> <li>• Arrive and leave on time</li> <li>• Prepare for class</li> </ul>	<ul style="list-style-type: none"> <li>• Greet others</li> <li>• Smile</li> <li>• Practice active listening</li> <li>• Hold the door for others</li> </ul>
HALLWAY	<ul style="list-style-type: none"> <li>• Walk and talk</li> <li>• Follow all rules</li> <li>• Use school appropriate language, tone and volume</li> <li>• Respect PDA Policy</li> </ul>	<ul style="list-style-type: none"> <li>• Walk on the right side, facing forward</li> <li>• Keep your hands and feet to yourself</li> <li>• Keep stairways and elevators accessible</li> <li>• Report problems</li> </ul>	<ul style="list-style-type: none"> <li>• Use appropriate language</li> <li>• Help others</li> <li>• Be on time</li> <li>• Pick up and throw away all trash</li> </ul>	<ul style="list-style-type: none"> <li>• Use passing time wisely</li> <li>• Get to class on time</li> <li>• Walk and Talk</li> <li>• Be polite</li> </ul>
CAFETERIA	<ul style="list-style-type: none"> <li>• Use school appropriate language, tone and volume</li> <li>• Throw away all trash</li> <li>• Listen to cafeteria staff</li> </ul>	<ul style="list-style-type: none"> <li>• Stay in designated areas</li> <li>• Stay in building</li> <li>• Clean up spills</li> <li>• Get help for larger spills</li> </ul>	<ul style="list-style-type: none"> <li>• Wait patiently and quietly in line</li> <li>• Stay in line</li> <li>• Use time wisely</li> <li>• Return your tray</li> <li>• Throw away all trash</li> </ul>	<ul style="list-style-type: none"> <li>• Thank cafeteria staff</li> <li>• Return your friends tray</li> <li>• Sit/connect with new people</li> </ul>
RESTROOM	<ul style="list-style-type: none"> <li>• Wait your turn</li> <li>• Use equipment and supplies correctly</li> <li>• Respect the privacy of others</li> </ul>	<ul style="list-style-type: none"> <li>• Report any unsafe actions/conditions</li> <li>• Maintain your distance</li> <li>• Wash your hands</li> </ul>	<ul style="list-style-type: none"> <li>• Clean up after yourself</li> <li>• Use restroom during passing time</li> <li>• Report supply needs</li> <li>• Throw away all trash</li> </ul>	<ul style="list-style-type: none"> <li>• Be courteous</li> <li>• Return to class quickly</li> </ul>
CLASSROOM	<ul style="list-style-type: none"> <li>• Be considerate of all properties and materials</li> <li>• Follow all directions</li> <li>• Use technology as approved</li> <li>• Behave for substitutes</li> <li>• Be honest</li> </ul>	<ul style="list-style-type: none"> <li>• Push in your chair</li> <li>• Follow drill procedures</li> <li>• Use classroom equipment appropriately</li> <li>• Use PPE (personal protective equipment) when provided.</li> </ul>	<ul style="list-style-type: none"> <li>• Complete classwork and homework to the best of your ability</li> <li>• Turn work in on time</li> <li>• Participate in class</li> <li>• Ask for help when you need it</li> <li>• Be on time</li> <li>• Have your materials</li> </ul>	<ul style="list-style-type: none"> <li>• Minimize distractions and maximize learning by putting your electronics / cell phones away</li> <li>• Value others feelings</li> <li>• Use active listening while others are talking</li> <li>• Speak kindly to all</li> </ul>

# Fusion

The Fusion Peer Mentoring group at Joplin High School plays a vital role in teaching and reinforcing PBIS expectations by fostering positive relationships between upperclassmen and younger students. Through mentorship, Fusion members model and encourage behaviors aligned with PBIS principles, such as respect, responsibility, and readiness. They lead by example, demonstrating how to navigate challenges, make good choices, and contribute to a positive school environment. Fusion mentors also facilitate discussions, activities, and peer support initiatives that reinforce PBIS expectations in a relatable and engaging way. By promoting accountability and encouragement, Fusion helps create a culture where students feel supported and empowered to meet behavioral and academic expectations.

# Fusion



# Lesson Examples With Songs- #1

## Lesson 1: Introduction to S.O.A.R. Expectations (5 minutes)

**Objective:** Introduce students to the S.O.A.R. expectations and explain how they help create a positive school environment. **Explain that SOAR is part of the Matrix that is in every Classroom and hallway.**

### 1. Engage (1 minute):

- Ask Students: "What makes a great school where everyone feels happy and safe?"
- Tell students that they can help make the school great by following S.O.A.R.:
  - Show Respect
  - Observe Safety
  - Accept Responsibility
  - Relationships (Building positive connections with others)

### 2. Explain (2 minutes):

- **Show Respect:** Treat others with kindness, listen, and be polite.
- **Observe Safety:** Follow rules to keep everyone safe.
- **Accept Responsibility:** Take care of your actions, your work, and your belongings.
- **Build Relationships:** Be a friend, help others, and include everyone.

### 3. Activity (1-2 minutes):

- Present a scenario (e.g., in the cafeteria, gym, or classroom). Ask students:
  - "How could you show respect here?"
  - "What are some safety rules to follow?"
  - "How can you be responsible?"
  - "How could you build a relationship in this situation?"

### 4. Wrap-Up (1 minute):

- Encourage students to look for ways to practice S.O.A.R. throughout the day.

PBIS PRESENTS  
**BUY INTO PBIS**

# Lesson Examples With Songs- #2

## **Lesson 2: Show Respect (5 minutes)**

**Objective:** Teach students what it means to show respect in different settings.

### **1. Engage (1 minute):**

- Ask: "How do you feel when someone listens to you or helps you?"
- Explain: Showing respect means treating others the way you want to be treated.

### **2. Explain (2 minutes):**

- **In the classroom:** Listen when someone is speaking, follow directions, and use kind words.
- **In the hallways:** Walk quietly and respect other classes.
- **In the cafeteria:** Wait your turn, use good manners, and clean up after yourself.

### **3. Activity (1-2 minutes):**

- Role-play different scenarios:
  - Listening to a classmate's idea.
  - Asking politely for something.
  - Helping someone pick up dropped items.

### **4. Wrap-Up (1 minute):**

- Challenge students to show respect to at least two people today.
-

S

Show



# The Fundies



# Sticky Quibs Activity

On the Sticky Quibs write down ways your school recognizes students and staff.



# Eagle Rising: Student Recognition Made Simple

- **Eagle Rising** is a quick and easy **Google Form** for teachers to recognize students with a shout-out. (*Takes less than a minute!*) [[link to form](#)]
- Once submitted, the form **auto-generates an email** to the student, parent, submitting teacher, and principal.
- The email includes the **teacher's message** and a **thank-you note from the principal**.
- Student names are **logged in a Google Sheet** for:
  - **Student-of-the-Month voting**
  - **Random or large prize drawings**
- This initiative has **strengthened communication** with parents and the community. Many parents reply with appreciation for the recognition.

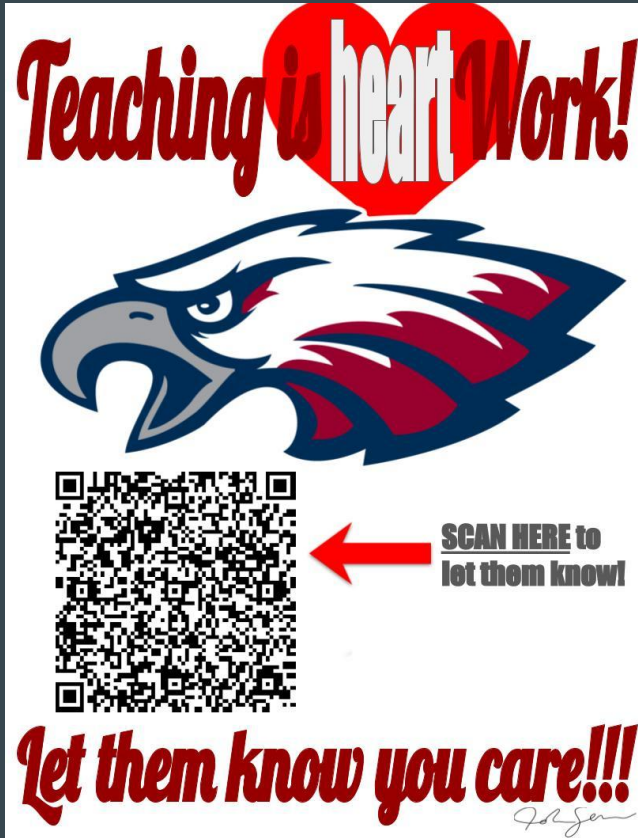
# Student Of The Month





# Teaching Is Heart Work

## Student Recognition of Teachers



# Fusion's Grateful Feast

The Grateful Feast is an event put on by PBIS and Fusion. What is PBIS you ask? PBIS stands for Positive Behavior Instructional Support. PBIS goal is to build a positive school environment for Students and Staff. This is an incentive for freshman students who are meeting standards of excellence. On November 25th during all four lunches in gym 3, students will be served lunch from local businesses. Students who are eligible to participate in the Grateful Feast must meet the following criteria:

- All Grades C or above by November 15th.
- 90% Attendance between the dates of October 21st and November 15th.

# Grateful Feast





# All School Basketball Game





# Incentive Baseball Game

We are excited to announce that JHS will have an all school baseball game. This event will be a great opportunity to build school spirit and reward students doing the right thing in the classroom. This event will have something for everyone, we will have an exciting baseball game with in-game prizes and competitions. There will be games and fun activities located on the softball field and tennis courts as well. You don't want to miss out on this event!

# Incentive Baseball Game



# Funding PBIS

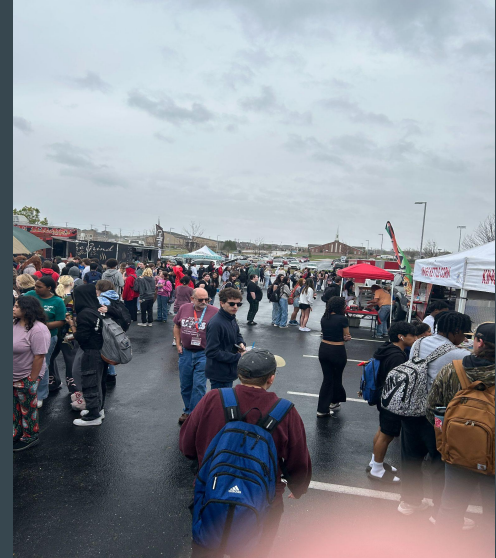
What are some ways your school funds your PBIS Program?





# Food Truck Fridays

- Twice a year we hold a Food Truck Friday
- We average around 15 food trucks
- Each food truck is charged \$100 to attend
- Profit of \$3,000



# Operating Concession Stands

- Our Fusion Leaders run concession stands for our local basketball league through the months of November and December.
- Profit of around \$3,000.

# Local Organizations and Businesses

- Our PBIS Team works extremely hard with building relationships within our community.
- We receive donations from community members and organizations
- Bright Futures- \$1000
- We offer sponsorship and advertisement at our events and social media for a cost.

Questions???



# Contact Information

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