



Supporting a Positive School Climate: Reflecting on Our PBIS Journey

As we prepare to close out another school year, it's the **perfect time to reflect on our Positive Behavioral Interventions and Supports (PBIS) systems, data and practices**. This year has been full of progress, learning, and collaboration as we work toward building positive, inclusive school environments for all students across Missouri.

Reviewing Tier 1 PBIS Systems

A strong foundation is essential for effective PBIS implementation. This year, we assessed school-wide behavior expectations, reinforcement strategies, and staff training to ensure consistency and impact. Evaluating these systems helps us identify strengths and opportunities for improvement as we plan for the upcoming year.

Analyzing End-of-Year PBIS Data

Data plays a crucial role in shaping our PBIS approach. By reviewing office discipline referrals, student surveys, and staff feedback, we can identify trends, successes, and areas needing enhancement. These insights allow us to make informed adjustments that strengthen PBIS practices and improve student outcomes.

Enhancing PBIS Practices

Continuous reflection and refinement keep PBIS efforts effective. Here are key focus areas for improvement:

- **Reinforcement Systems:** Strengthening recognition programs to motivate positive behavior.
- **Behavior Expectations:** Reviewing and updating school-wide expectations based on feedback.
- **Staff Professional Development:** Providing targeted training to enhance PBIS implementation.
- **Family and Community Engagement:** Expanding collaboration with parents and community partners.

Planning for a Strong Start Next Year

With data-driven insights and stakeholder input, we are setting goals for the next school year. Priorities include refining behavior lesson plans, increasing staff collaboration, and enhancing student engagement strategies. Establishing a clear action plan ensures that we build on this year's progress and continue fostering a positive school culture.



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- **End-of-Year DBDM**
- **In the Spotlight**
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END-OF-YEAR DATA-BASED DECISION MAKING IN PBIS

The Fourth Quarter is a perfect time to analyze PBIS data. The Data Based Decision-Making (DBDM) process helps us recognize successes, identify areas for improvement, and strategically plan for the upcoming year.

Reviewing Key Data Trends

Examining behavioral data, office discipline referrals, and positive reinforcement trends provides valuable insights into the effectiveness of PBIS strategies. Identifying patterns—such as peak times for behavioral incidents or successful intervention strategies—helps refine our approach and enhance student support.

Assessing Intervention Effectiveness

Data allows us to evaluate whether Tier 1, Tier 2, and Tier 3 interventions have met student needs. By measuring progress, we can determine which supports should be reinforced, modified, or expanded. Collaborating with staff to discuss these findings ensures informed adjustments for the next school year.

Engaging Stakeholders in Data Analysis

Involving teachers, staff, families, and students in reviewing PBIS data fosters shared ownership of the program's success. Hosting data review meetings or sharing summaries in newsletters can help communicate progress and areas for growth. Transparency encourages collaboration and reinforces the collective commitment to PBIS goals.

Setting Goals for the Next Year

Using end-of-year data insights, schools can set measurable goals for the upcoming year. Whether focusing on reducing specific behavioral issues, increasing student engagement, or enhancing staff training, a data-informed action plan ensures continuous improvement in PBIS implementation.

Celebrating Data-Driven Achievements

Acknowledging progress and improvements backed by data reinforces the positive impact of PBIS. Highlighting success stories and recognizing contributions from staff, students, and families strengthens motivation and commitment to sustaining a supportive school climate.

As we prepare to transition into a new school year, let's **leverage data to drive decisions** that support student success, improve school culture, and enhance PBIS outcomes.





DR. NANCI JOHNSON RETIRES AFTER A DECADE OF TRANSFORMATIONAL LEADERSHIP

It is with bittersweet emotion that we announce the retirement of our State Director, Dr. Nanci Johnson. Since stepping into the role in 2014, Nanci has led MO SW-PBS with a steady hand, visionary systems thinking, and a deep commitment to both people and practice.

Nanci's leadership journey began in 2013–2014, when she took on State Director responsibilities to support her friend and predecessor, Dr. Mary Miller-Richter. After Mary's passing in 2014, Nanci officially became the second State Director of MO SW-PBS.

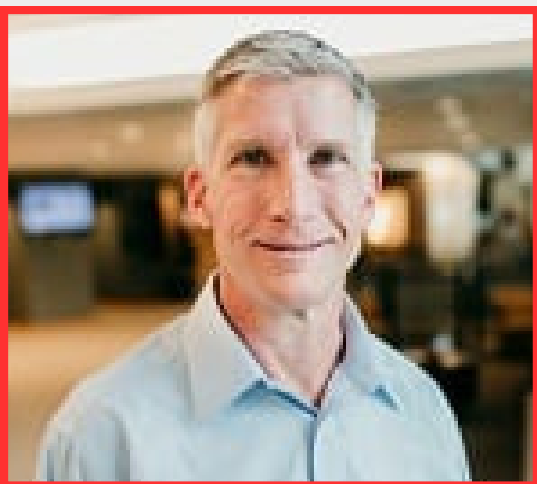
Over the next decade, she transformed MO SW-PBS into a nationally recognized model of a state system of support. From launching a new website and Learning Management System to leading the development of virtual training content in partnership with DESE, UMKC, and NAU, her innovation expanded access and strengthened statewide implementation. She advanced a district-centered PBIS approach, championed integrated academic, behavioral, and social-emotional supports, and helped guide schools with compassion during the COVID-19 pandemic.

Nanci has also been a national leader, serving with the Association for Positive Behavior Support's State Implementers Workgroup. Through every challenge and success, she remained fiercely committed to evidence-based practices and to the people who carry them out.

Beyond her professional contributions, Nanci has nurtured a culture of care. She encouraged work-life balance, honored personal milestones, and built relationships rooted in genuine respect and friendship. Even in her final year, Nanci has worked diligently to ensure strong systems are in place to support MO SW-PBS well into the future.

As she looks forward to time with her beloved family, especially her husband Randy and granddaughter Sunny, we know Nanci remains only a phone call away. Her legacy of grace, leadership, and heart will continue to shape our work—and we wish her all the best in her new chapter.





MO SW-PBS WELCOMES DR. GORDON WAY AS NEW STATE DIRECTOR

MO SW-PBS is proud to announce that Dr. Gordon Way will assume the role of State Director on July 1, 2025. A long-time member of our team, Dr. Way brings over a decade of experience with MO SW-PBS and a career dedicated to advancing student outcomes through systems-level support, data-informed decision making, and collaborative leadership.

Dr. Way began his work with MO SW-PBS in 2010 as a Regional Consultant with the Kansas City Regional Professional Development Center, supporting schools in implementing PBIS practices. In 2014, he transitioned to the state team as Web and Data Consultant, where he has been the driving force behind the development and ongoing enhancement of pbissmissouri.org. His contributions include designing intuitive, educator-friendly data tools that have become essential to schools across Missouri, helping teams use data effectively to improve outcomes for students.

His fingerprints are on nearly every major statewide initiative over the past decade, from the development of our Function Based Thinking training materials to facilitating sessions at the MO SW-PBS Summer Institute. His ability to blend technical expertise with a deep understanding of educational systems has made him a trusted voice in both the state and national PBIS communities.

Dr. Way brings to this role a rich background in education. Prior to joining MO SW-PBS, he served as a Physical Education teacher, Assistant Principal, and Principal, working directly with students and staff across grade levels. He earned his Ed.D. in Educational Leadership and Policy Analysis from the University of Kansas in 2014.

In addition to his state-level contributions, Dr. Way has been active nationally, partnering with the Missouri Department of Elementary and Secondary Education, the DCI-MTSS Management Team, and the Center on PBIS. He is a contributing member of the APBS Data Workgroup and the IDEA Data Center's PBIS Discipline Data workgroup. His research collaborations have resulted in several peer-reviewed journal publications that support effective PBIS implementation at scale.

Dr. Way is deeply committed to the values that define MO SW-PBS: equity, fidelity to evidence-based practices, and a belief in the power of systems to support the whole child. As he steps into this new leadership role, we are confident his vision and steady hand will continue to move MO SW-PBS forward, building on the strong foundation laid by Dr. Nanci Johnson.

Please join us in congratulating Dr. Way and welcoming him as our new State Director.

THRIVING TOGETHER

BUILDING CONNECTIONS FOR TEACHER
WELL-BEING AND STUDENT SUCCESS

We are **still accepting registrations** for the **2025 Summer Institute**. The MO SW-PBS Summer Institute will take place **June 3-4, 2025, at Tan Tar A Conference Center in Osage Beach, MO.**

Register by **May 1st** to **take advantage of the \$275 Early Bird registration rate!** After May 1st, the registration fee will increase to \$325. A direct link to our registration site is <https://na.eventscloud.com/ereg/index.php?eventid=833537&>

Secure the **special room rate of \$148.32 through May 3rd**, or while rooms are available. A direct link to our hotel booking site is <https://irm.margaritavilleresortlakeoftheozarks.com/irmng/index.html?g=pbss>

Program information can be found on our website at pbissmissouri.org.

All questions regarding Summer Institute can be directed to **Jody Baker**, bakerjod@missouri.edu

We can't wait to see you this summer!

Where can
you find us?



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