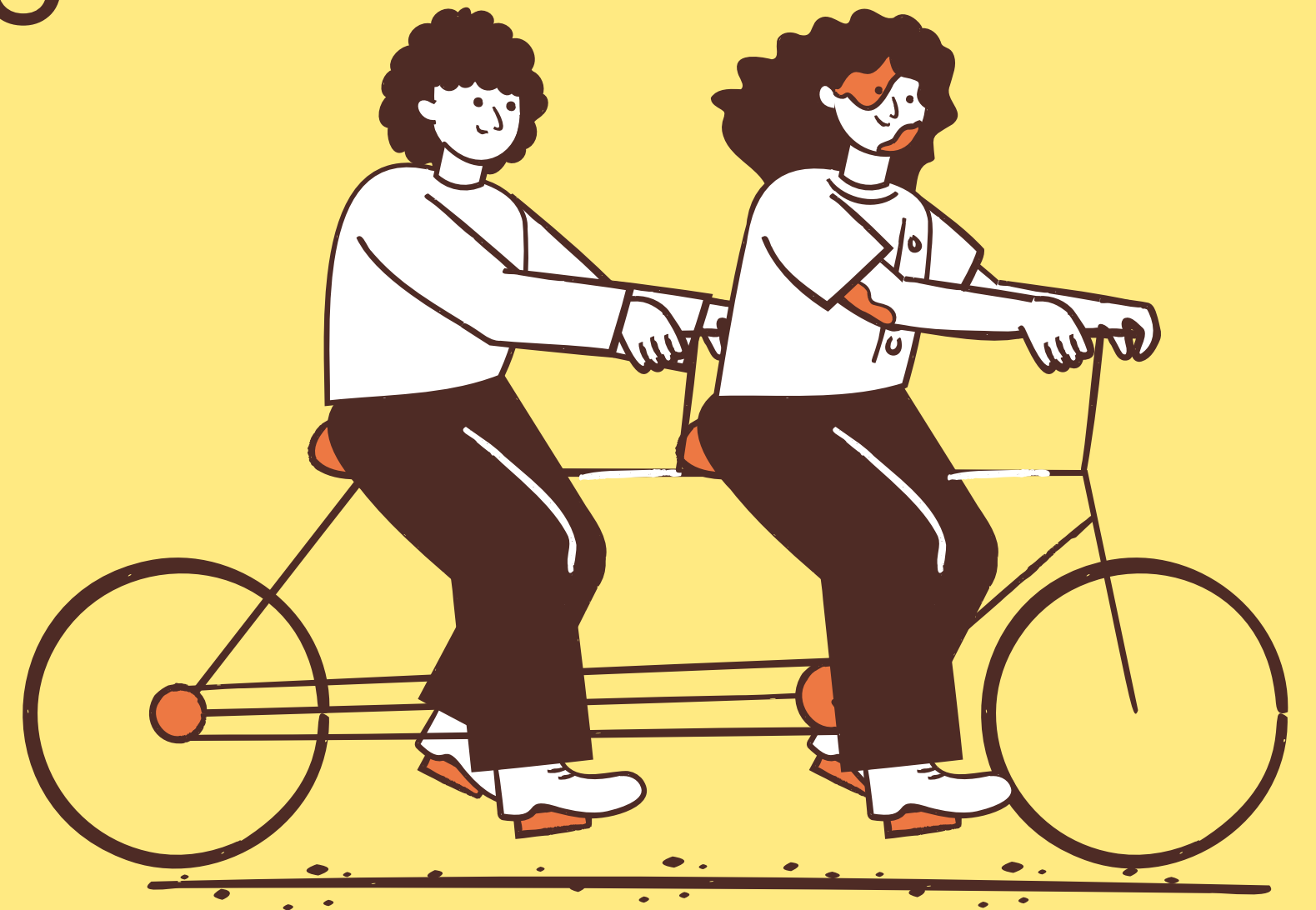


# Building Community & Positive Behavior: Integrating a House System into your Middle School PBIS Program

Dr. Shannon Wiese, Excelsior Springs Middle School



# Outcomes



- Attendees will gain an understanding of how PBIS principles can and align with the house system structure.
- Attendees will recognize some benefits and challenges of implementing a house system at the middle level.
- Attendees will learn how to build house-based positive incentives to drive spirit, positive culture, and positive behavior.

# Welcome!



**Dr. Shannon Wiese, Ed. D.** - Shannon Wiese currently serves as Asst. Principal for Excelsior Springs Middle school in Excelsior Springs, Missouri. She joined ESMS with 14 years of teaching middle school English Language Arts and extensive experience in Multi-Tiered Systems of Support, both in the school environment and as a research topic for her Ed. Sp. and Doctorate. Her experience spans from Parkway School district in St. Louis to Lee's Summit, Park Hill and now Excelsior in Kansas City. After joining ESMS, discipline numbers have dropped to a third of what they were prior to her tenure and bullying reports and fights have both decreased significantly. She is dedicated to making sure every student has a place where they belong and can succeed at the middle level.



# The Problem

## 6th Graders Struggled

- We anticipated this, but the solution didn't last enough into the year.
- Developmentally, they need support throughout this whole time.
- Staff felt so strongly, some moved to other schools with middle school concept

## School Spirit Disappeared

- Students didn't have teachers that bolstered spirit days.
- No friendly competitions between teams.
- Even school-wide events suffered without our "Woo" teachers encouraging students

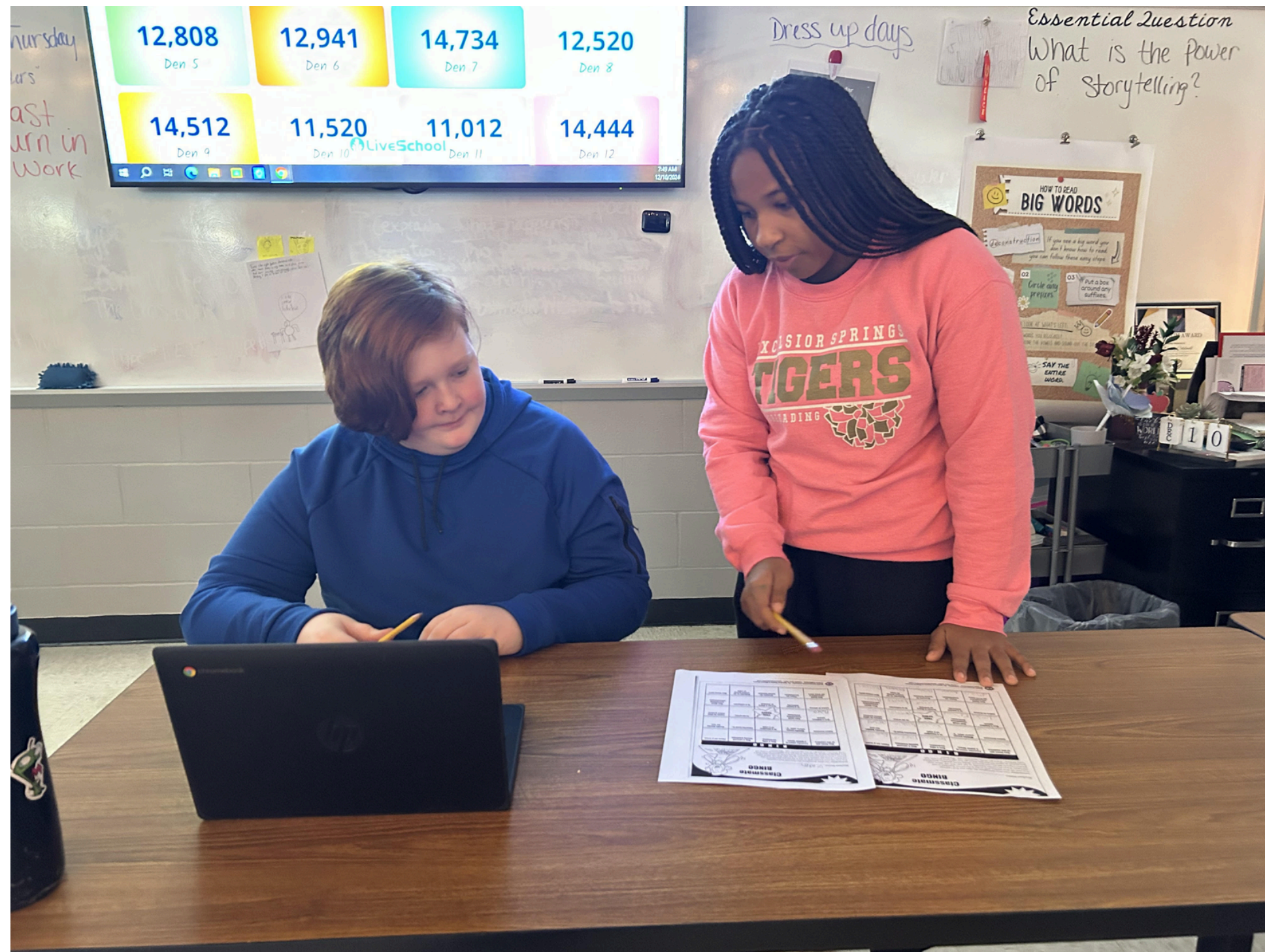
# The Problem(s)

## Organizational Blunders

- No homerooms, No teams
- Who do students turn in the tissue boxes to?
- All administrative tasks were without a home. Taking a survey took away from math class.

## PBIS & Character Education

- Wanted to begin a true PBIS program
- Counseling wanted Character Education and Career Education Lessons
- No space was left to teach these important parts of middle education



**NEEDED A CULTURAL SHIFT**

# Team Pen

Please make sure you're at a table with a few other people. We're going to have a bit of a competition.

# Team Pen

Positive Interdependence -

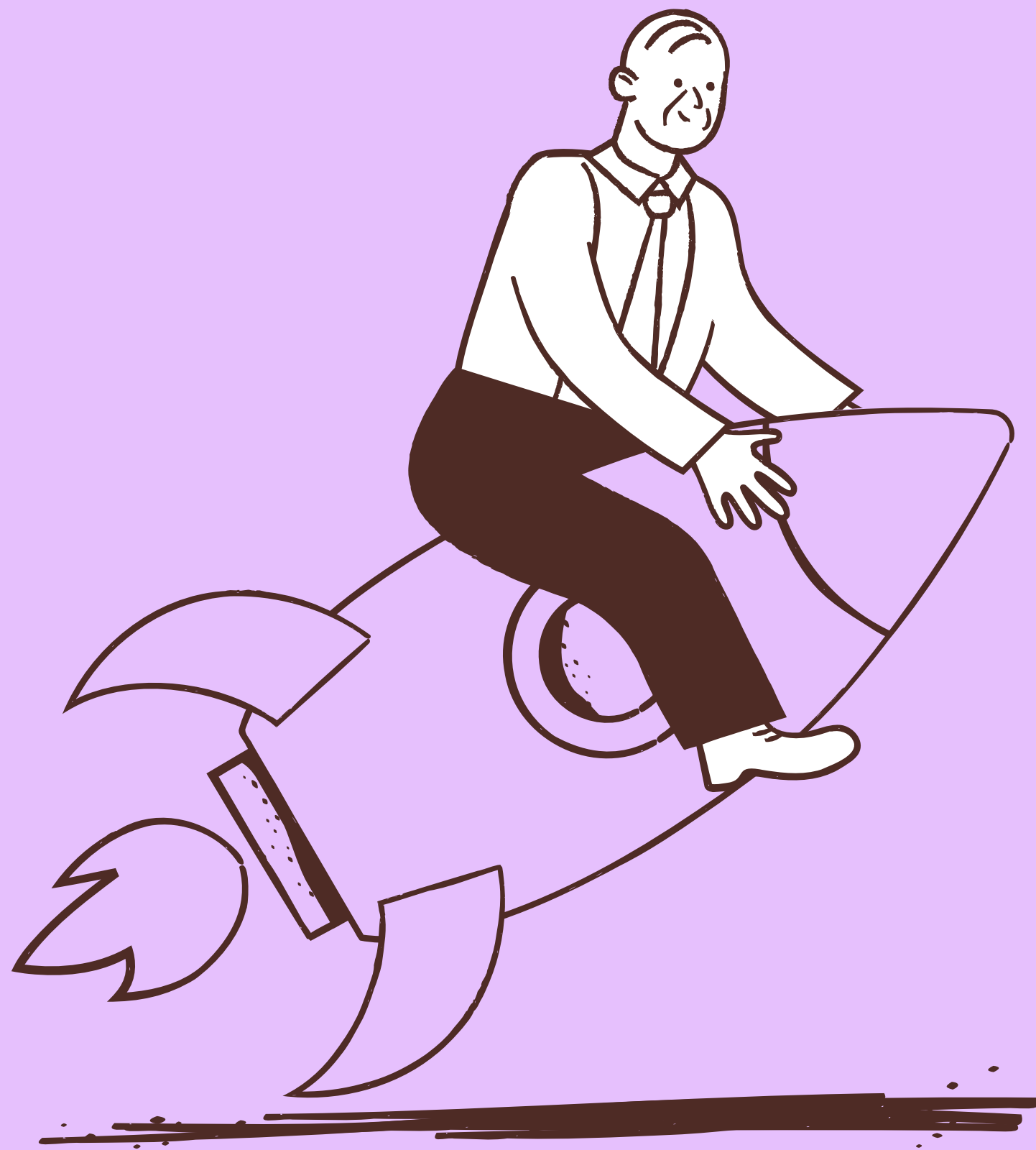
“Positive interdependence is an element of cooperative and collaborative learning where members of a group who share common goals perceive that working together is individually and collectively beneficial, and success depends on the participation of all the members”





# Houses





# Inspiration: Ron Clark Academy\_ Houses

# HOUSE OF COURAGE HOUSE OF COURAGE H

## THE HOUSE OF COURAGE

## HOUSE HISTORY

## HAND SIGNAL

## ISIBINDI'S CREST

## ISIBINDI

*Isibindi is a tight-knit group of individuals, like a pride of African lions, where family means everything. The House's symbolic animals, the mute swan and the lion, serve to empower incoming members. While new students might be quiet or shy at first, the longer that they are in the House, the more they begin to display the characteristics of strength and bravery. In Zulu, Isibindi means "courage."*

The dichotomy of sharing symbolic animals between the gentle and beautiful swan and the proud and courageous lion is what makes Isibindi so unique. It is a House that inherits the legend and influence of both Shaka Zulu as well as Nelson Mandela. It is a House that knows when to be strategic and creative, or when to pull back and be reserved, but also when to go full force with power and strength. This is why Isibindi welcomes creative and quiet kids and turns them into leaders over time. They learn that, like the mute swan, their quiet creativity can be harnessed to speak volumes in its own way.

# Our Goals



- Support 6th Grade
- Build School Spirit
- Create a space for "Homeroom tasks"
- Create a space for PBIS & Character Education
- Build Leadership in our 7th & 8th Graders
- Increase Attendance
- Create an Academic Support person for students at School
- Reduce Discipline

## Den 1

1 Teacher  
15 6th Grade Students

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1 Teacher  
15 7th Grade Students

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1 Teacher  
15 8th Grade Students

## Den 2

1 Teacher  
15 6th Grade Students

---

1 Teacher  
15 7th Grade Students

---

1 Teacher  
15 8th Grade Students

## Den 3

1 Teacher  
15 6th Grade Students

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1 Teacher  
15 7th Grade Students

---

1 Teacher  
15 8th Grade Students

## Den 4

1 Teacher  
15 6th Grade Students

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1 Teacher  
15 7th Grade Students

---

1 Teacher  
15 8th Grade Students

# When a student achieves, their house achieves.

Perhaps the single most important aspect of what is working is creating positive peer pressure.

We needed a culture shift.



**3,852***Den 1***3,351***Den 2***3,334***Den 3***3,147***Den 4***3,638***Den 5***4,178***Den 6***4,195***Den 7***3,721***Den 8***3,661***Den 9***3,178***Den 10***3,369***Den 11***4,543***Den 12*

# Building Spirit



- Create house identities
- Values, Colors, Animals, Cheers, Posters, Flags
- Friendly competitions - Bulletin boards, spirit day counts, Service (canned food drive, etc.), Games at pep rallies
- Teachers can compete at staff meetings (we did a gingerbread house contest)
- Remember to discuss Sportsmanship expectations before and after

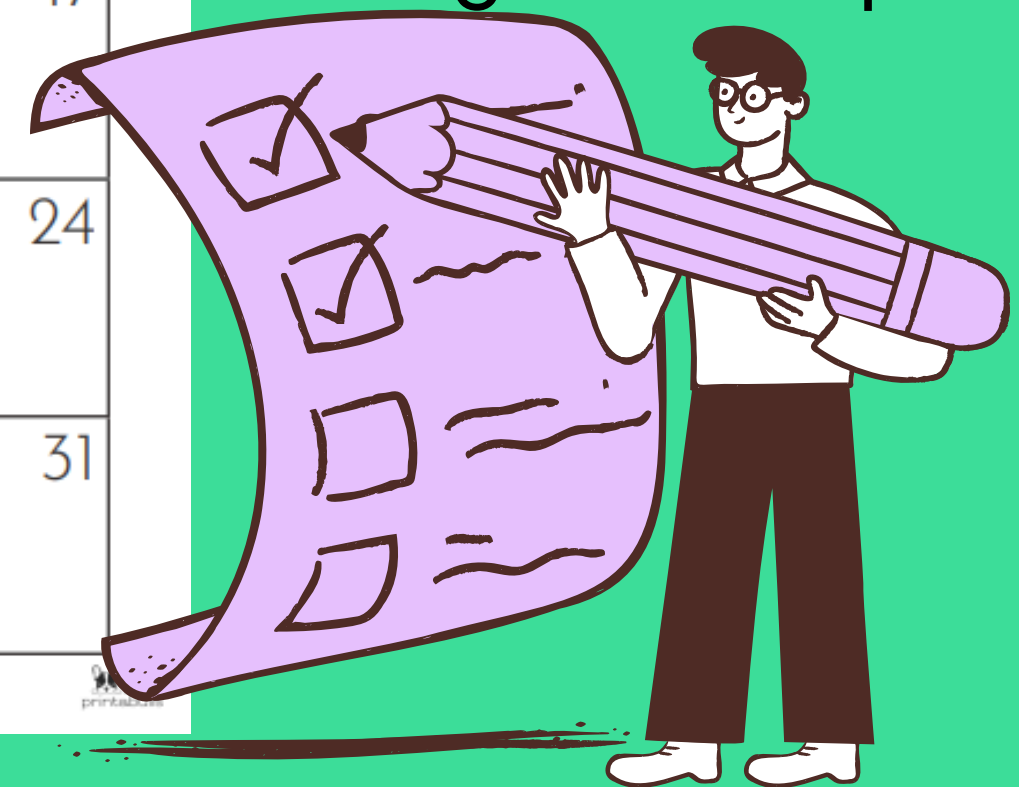


august  
2024

SUN	MON	TUE	WED	THU	FRI	SAT
				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

den time

- Creating our houses
- Values
- Welcoming 6th Grade into a House
- Teaching PBIS Expectations
- 6th Grade - How to be a Middle School Kid
- 7th/8th Grade - Leadership & More Rigorous Expectations



# Large Dens or Small Dens?





# How do houses at the middle level support PBIS?

## 1. Clear Expectations

We teach initially through our houses in August

## 2. Teaching & Reinforcement

We have space for lessons, some student leaders teach lessons at times, and are able to use this for reinforcement on both an individual and a group basis. Houses can create positive peer pressure leading to positive change and more spirit if managed well and done with fidelity.

## 3. Data Driven Support

Our PBIS team monitors discipline data, and based on that writes lessons or pulls specific Character Strong lessons to support students in spots that they are struggling in. Additionally, PD may be put together for teachers in how we can better support students.

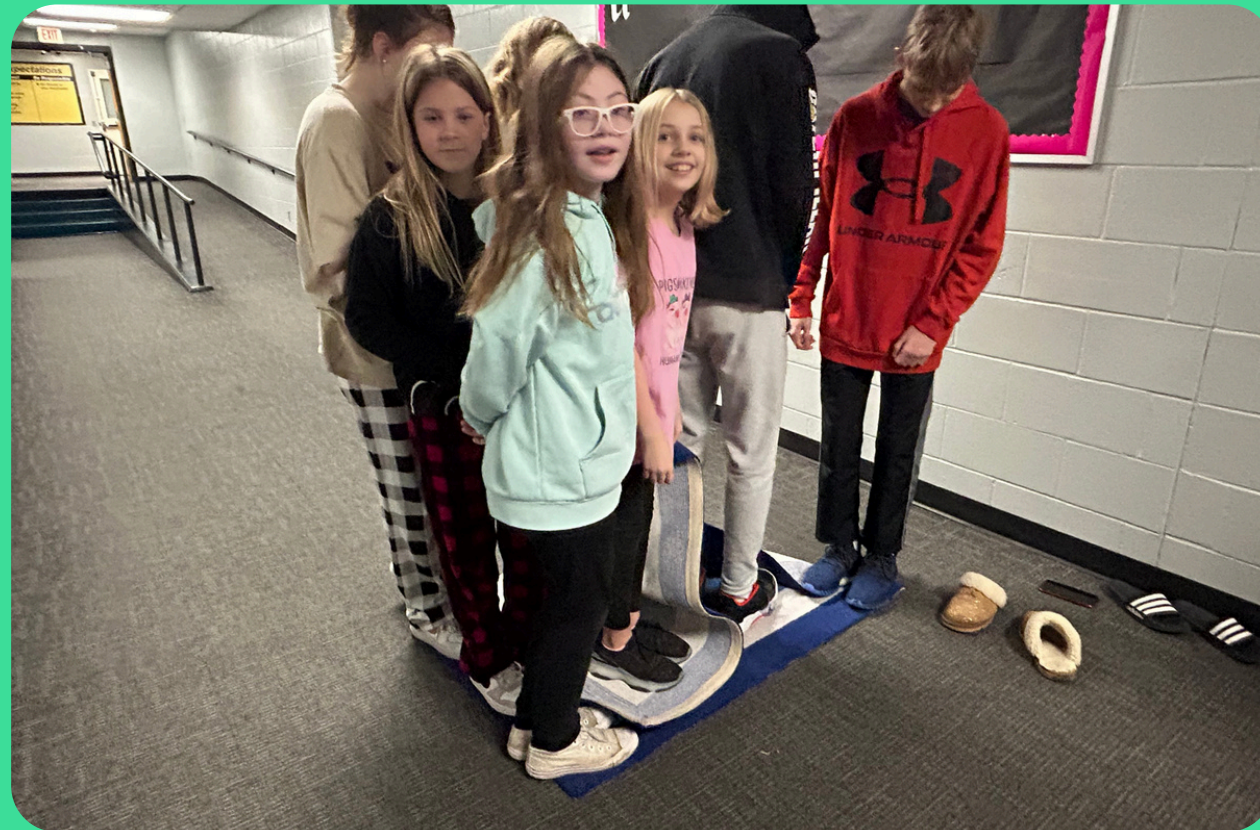
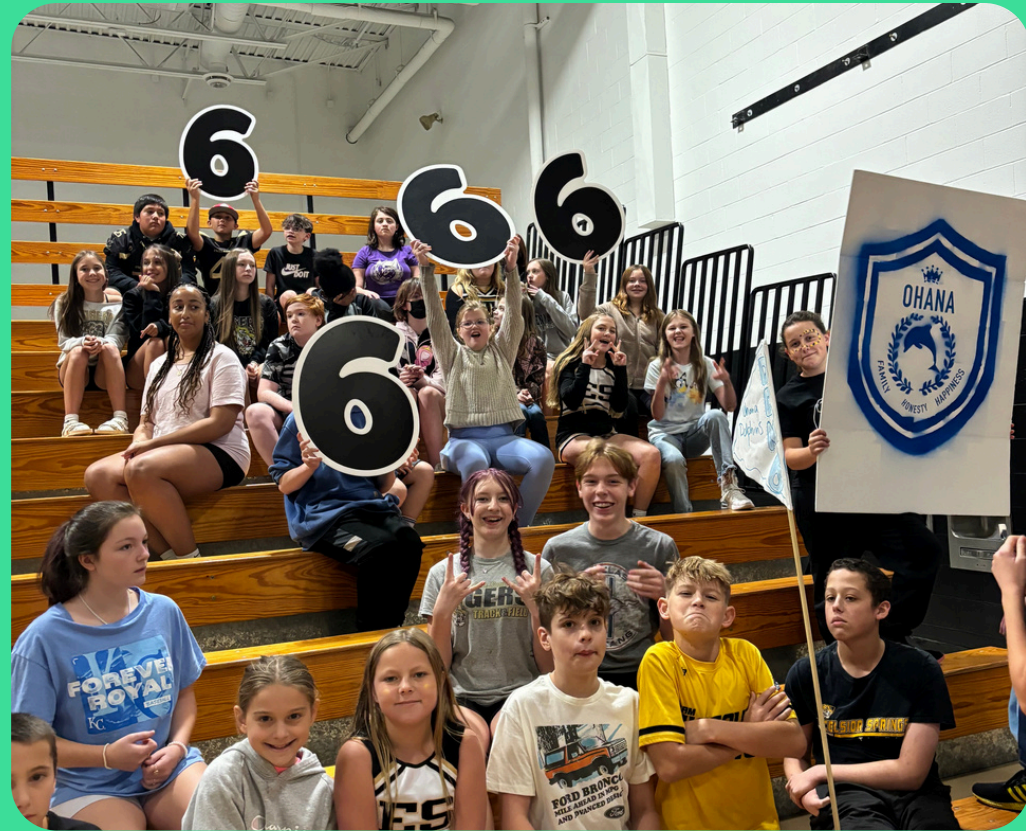
- Tournament
- Friendly competition
- Students help create and compete
- Academic Days woven in
- Service
- Sportsmanship Lessons
- Spirit



december 2024

SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
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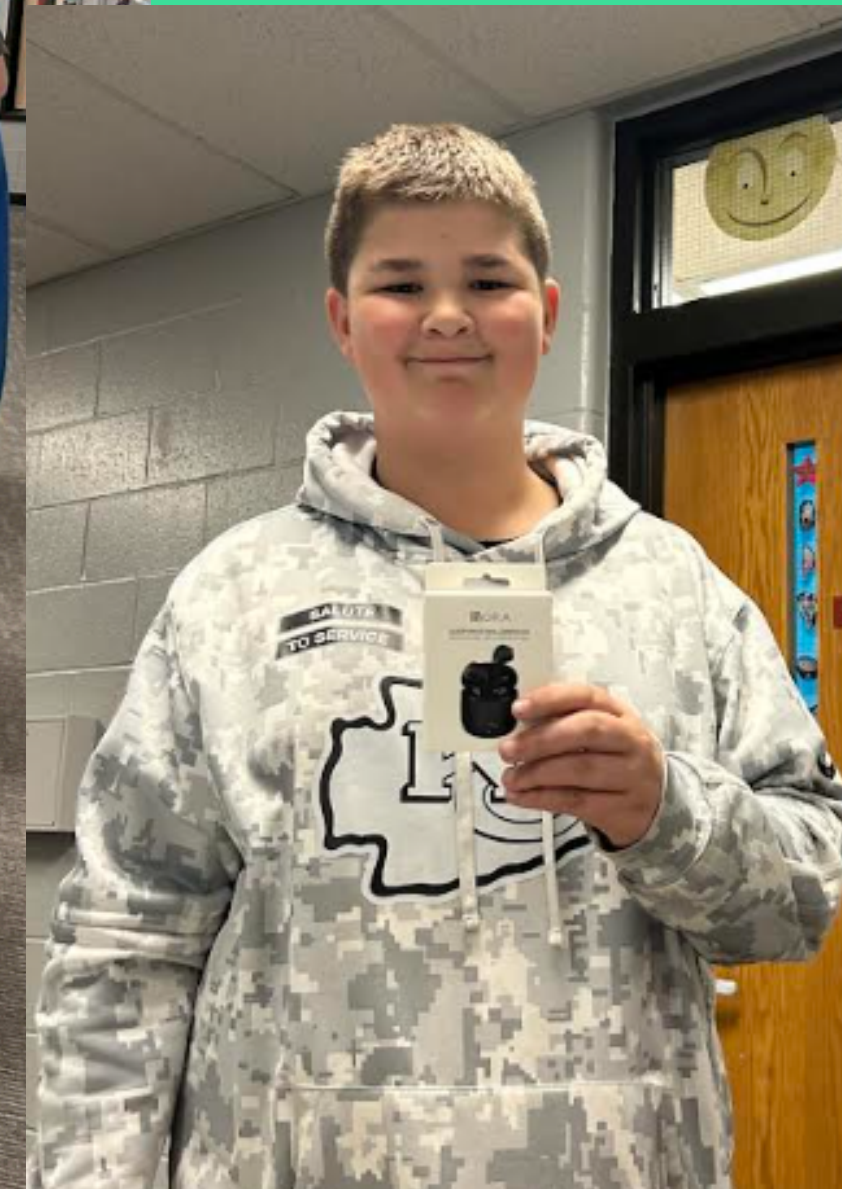
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# PBIS Store

What do middle schoolers like?  
What do kids in our community not get access to?  
What can we take off the plate of our teachers?

What will be annoying to go back to class?



Small Items:  
Pencils  
Friendship Bracelets  
Fancy Hand Sanitizers  
Stylus  
Stress Balls  
Stickers  
Chips/Takis  
Fidget Toys

Large Items:  
Gatorade Squeeze Bottles  
Spirit Wear  
Bluetooth Headphones  
Backpack  
Hats  
Stanley Cup (fake)  
Wireless Mouse



# FUNDRAISING

**PTO**

**Selling School Spirit-Wear at the Beginning of the Year**

**Working Concession Stands -A LOT.**

**Concession Stands at Dances**

**Amazon Wish List**



# SUCCESSSES & OPPORTUNITIES FOR IMPROVEMENT



# Successes

**Spirit**

**Space for PBIS**

**Service**

**Effective with 6th, 7th, & some 8th Grade**

**Fidelity**

**Reduced demands on core class time**

# Opportunities for Improvement

Fidelity - location issues

Teacher enthusiasm

Fidelity - student issues

Inconsistencies between Dens

Difficult to protect our time

Communication with staff

Long range planning

Need a larger committee to share the work

# Kid Experience





**Questions?**