Strengthening Systems for a Thriving High School Culture

Session Outcomes

Attendees will learn about ideas for positive reinforcement at the high school level.

Attendees will learn ways to use student data and responsive strategies to improve school culture.

Home of the Tigers

Excelsior Springs High School
Grades 9 - 12
Approximately 750 students
District: 43% Free/Reduced Lunch

2023-2024 Recap

- Formed PBIS team
- Developed matrix
- Developed mission/vision statement
- Streamlined discipline data

	Hallway Movement	Commons Lunch	Classroom	Device Usage (Online)	Locker Room Restrooms
P — Preparedness	Make efficient use of passing time	Arrive to lunch and return to class at the appropriate time	Bring all supplies to class, including a charged school device	Come to class with a charged school device	Take care of business and move on
R — Responsibility	Allow traffic to move by staying on the right side without unnecessary stops	Leave your lunch table better than you found it	Take control of your learning by using your LMS and other resources	Use personal devices at teacher discretion	Use for its intended purposes
I — Integrity	Exhibit good manners and keep hallways clean	Be kind and accepting to your fellow Tigers	Contribute to a positive learning environment for peers and teachers	Have a positive social media presence	Maintain clean walls, stalls, floors, and doors
D — Determination	Focus on what you can control	Use positive language and manners	Ask questions and communicate with your teacher	Be encouraging to prevent online bullying	Give privacy to peers
E — Engagement	Be aware of your surroundings	Be aware of your volume level and others' space	Use class time for instructional purposes	Stay off screens during class discussions and instructions	Report any misconduct to teacher/office staff

BE PART OF THE SOLUTION • SET A POSITIVE EXAMPLE • ADVOCATE FOR YOURSELF • MAKE THE RIGHT CHOICE

Signage

HALLWAY

P	**Preparedness**	Make efficient use of passing time
R	**Responsibility**	Allow traffic to move by staying on the right side without unnecessary stops
I	**Integrity**	Exhibit good manners and keep hallways clean
D	**Determination**	Focus on what you can control
E	**Engagement**	Be aware of your surroundings

COMMONS

P	**Preparedness**	Arrive to lunch and return to class at the appropriate times
R	**Responsibility**	Leave your lunch table better than you found it
I	**Integrity**	Be kind and accepting to your fellow Tigers
D	**Determination**	Focus on what you can control
E	**Engagement**	Be aware of your volume level and others' space

RESTROOM

P	**Preparedness** Take care of business and move on
R	**Responsibility** Use it for its intended purposes
I	**Integrity** Maintain clean walls, stalls, floors, and doors
D	**Determination** Give privacy to peers
E	**Engagement** Report any misconduct to a teacher or office staff member

Summer PBIS Team Calibration

-Planning for Priority Goal: 24-25 Goal: Increase % of teachers who believe a documented system for responding to behaviors is in place from 19% to 75%, as measured by the PBIS SAS 4.

-23/24 Discipline Data Review

-Feedback on Minor/Major Behavior Matrix

-Planning Back-to-School PD for Staff

-Preparing LiveSchool Launch

-Planning Rally Day for Students

-Planning Student Recognition Ideas
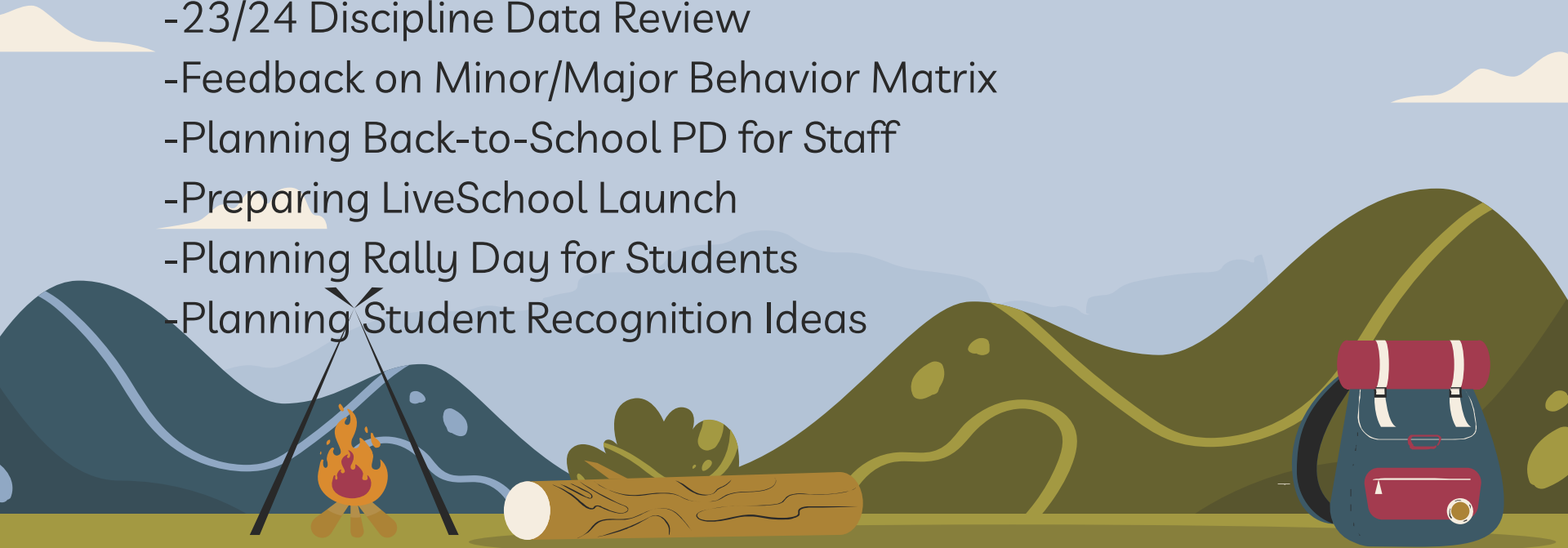
Last year's goal:

Priority Goal:
Increase percentage of teachers who believe a documented system for responding to behaviors is in place from 19% to 75%, as measured by the PBIS SAS 4.

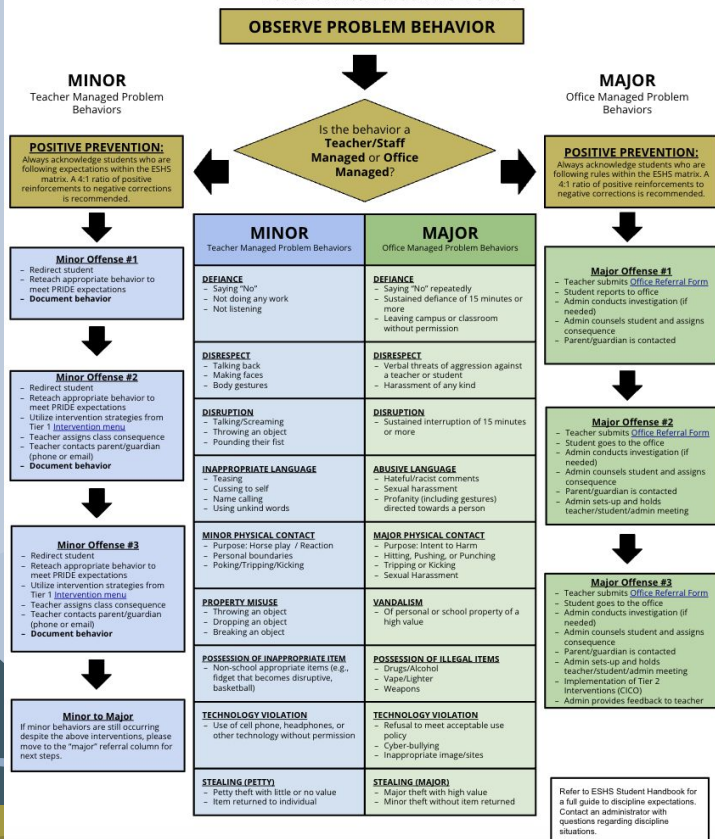Action Steps:
- School handbook updates
- Professional development for teachers
- Classroom lessons and videos on matrix
- Flow chart created and posted
- PRIDE awards

Clarifying Minor/Major Behaviors

Excelsior Springs High School
Behavior Intervention Flow Chart

OBSERVE PROBLEM BEHAVIOR

Is the behavior a **Teacher/Staff Managed** or **Office Managed**?

MINOR
Teacher Managed Problem Behaviors

POSITIVE PREVENTION: Always acknowledge students who are following expectations within the ESHS matrix. A 4:1 ratio of positive reinforcements to negative corrections is recommended.

MAJOR
Office Managed Problem Behaviors

POSITIVE PREVENTION: Always acknowledge students who are following rules within the ESHS matrix. A 4:1 ratio of positive reinforcements to negative corrections is recommended.

Minor Offense #1
- Redirect student
- Reteach appropriate behavior to meet PRIDE expectations
- **Document behavior**

Minor Offense #2
- Redirect student
- Reteach appropriate behavior to meet PRIDE expectations
- Utilize intervention strategies from Tier 1 Intervention menu
- Teacher assigns class consequence
- Teacher contacts parent/guardian (phone or email)
- **Document behavior**

Minor Offense #3
- Redirect student
- Reteach appropriate behavior to meet PRIDE expectations
- Utilize intervention strategies from Tier 1 Intervention menu
- Teacher assigns class consequence
- Teacher contacts parent/guardian (phone or email)
- **Document behavior**

Minor to Major
If minor behaviors are still occurring despite the above interventions, please move to the "major" referral column for next steps.

MINOR Teacher Managed Problem Behaviors	MAJOR Office Managed Problem Behaviors
DEFIANCE - Saying "No" - Not doing any work - Not listening	**DEFIANCE** - Saying "No" repeatedly - Sustained defiance of 15 minutes or more - Leaving campus or classroom without permission
DISRESPECT - Talking back - Making faces - Body gestures	**DISRESPECT** - Verbal threats of aggression against a teacher or student - Harassment of any kind
DISRUPTION - Talking/Screaming - Throwing an object - Pounding their fist	**DISRUPTION** - Sustained interruption of 15 minutes or more
INAPPROPRIATE LANGUAGE - Teasing - Cussing to self - Name calling - Using unkind words	**ABUSIVE LANGUAGE** - Hateful/racist comments - Sexual harassment - Profanity (including gestures) directed towards a person
MINOR PHYSICAL CONTACT - Purpose: Horse play / Reaction - Personal boundaries - Poking/Tripping/Kicking	**MAJOR PHYSICAL CONTACT** - Purpose: Intent to Harm - Hitting, Pushing, or Punching - Tripping or Kicking - Sexual Harassment
PROPERTY MISUSE - Throwing an object - Dropping an object - Breaking an object	**VANDALISM** - Of personal or school property of a high value
POSSESSION OF INAPPROPRIATE ITEM - Non-school appropriate items (e.g., fidget that becomes disruptive, basketball)	**POSSESSION OF ILLEGAL ITEMS** - Drugs/Alcohol - Vape/Lighter - Weapons
TECHNOLOGY VIOLATION - Use of cell phone, headphones, or other technology without permission	**TECHNOLOGY VIOLATION** - Refusal to meet acceptable use policy - Cyber-bullying - Inappropriate image/sites
STEALING (PETTY) - Petty theft with little or no value - Item returned to individual	**STEALING (MAJOR)** - Major theft with high value - Minor theft without item returned

Major Offense #1
- Teacher submits Office Referral Form
- Student reports to office
- Admin conducts investigation (if needed)
- Admin counsels student and assigns consequence
- Parent/guardian is contacted

Major Offense #2
- Teacher submits Office Referral Form
- Student goes to the office
- Admin conducts investigation (if needed)
- Admin counsels student and assigns consequence
- Parent/guardian is contacted
- Admin sets-up and holds teacher/student/admin meeting

Major Offense #3
- Teacher submits Office Referral Form
- Student goes to the office
- Admin conducts investigation (if needed)
- Admin counsels student and assigns consequence
- Parent/guardian is contacted
- Admin sets-up and holds teacher/student/admin meeting
- Implementation of Tier 2 Interventions (CICO)
- Admin provides feedback to teacher

Refer to ESHS Student Handbook for a full guide to discipline expectations. Contact an administrator with questions regarding discipline situations.

Monthly Meetings

-Building Leadership Team
- -Meets 3rd Tuesday of every month
- -Led by administrator
- -5 teachers (1 is district representative)

-District Leadership Team
- -Meets Tuesday afternoon every 6 weeks
- -Admin & teachers from each building
- -Led by Asst. Superintendent with KCRPDC

PBIS Student Team

-Initially our Student Leadership Class (Student Council)

-Advisor chose five students including a designated chair

-Created an Instagram page

-Brainstormed incentives

-Helped run incentives

Rally Day

- First day of school
- Every kid doing the same thing school-wide
- Taught the matrix through group activities
  - **P:** connections
  - **R:** sentence scramble
  - **I:** scenarios
  - **D:** slow reveal image
  - **E:** game
- Full puzzle contest 7th hour

1st Day of School Schedule
*Students will learn Canvas tips each hour.

1st: 7:30-8:15	**ChromeBook Distribution**	45
2nd 8:19 - 9:04	**Preparedness**	45
3rd: 9:08 - 9:53	**Responsibility**	45
4th: 9:57 - 10:42	**Integrity** 10:38 Senior First Day Photo	45
5th: 10:46 - 12:10 1st: 10:42 - 11:04 2nd: 11:04 - 11:26 3rd: 11:26 - 11:48 4th: 11:48 - 12:10	**Determination &** **Yearbook Distribution**	84
6th: 12:14 - 12:59	**Engagement**	45
7th: 1:03 - 1:48	**PRIDE Expectations**	45
Assembly 1:55 - 2:30	**Assembly**	35

LiveSchool Overview

LiveSchool is a platform used to manage student behavior, track points for positive behaviors, and offer rewards, aiming to create a positive learning environment.

- **Point System:** Allows teachers to award points to students for demonstrating positive behaviors.
- **Customizable School-Wide Rubric:** Staff can award points instantly and anywhere with a customized school-wide rubric, providing a consistent approach to behavior management school wide.
- **Rewards Store:** Students earn points and redeem them for rewards through a school store.
- **Data Collection and Analysis:** LiveSchool collects data on student behavior, allowing schools to identify trends and make decisions based on this data.
- **Recap:** Students receive a weekly recap with points, comments, and point balance.
- **Multiple Platforms:** LiveSchool can be used on Iphones, Ipads, Androids, and desktops..

Point System

1. Preparedness

1. Efficient Use of Passing Time	2. Lunch-Arrive & return on time	3. Bring all supplies to class	4. Bring charged device to class	5. RR/LR: Take care of business.
➕ 1	➕ 1	➕ 1	➕ 1	➕ 1

2. Responsibility

1. Efficiently navigates hallway	2. Leaves lunch table clean	3. Uses Canvas & resources well	4. Uses cell phone responsibly	5. RR/LR: intended uses only
➕ 1	➕ 1	➕ 1	➕ 1	➕ 1

Reward Store

- Open during lunch on the 1st and 3rd Wednesday of the month

- Operated by Functional class
  - Setup store
  - Take inventory
  - Submit Orders
  - Create Signage
  - Work in store doing a variety of jobs

- Students can use points earned to buy variety of items

Attendance Award Winner!

5 Points

Fun Size Candy Bar

5 Points

Vinyl Stickers

10 Points

Calm Strip

15 Points

Chips/Candy Bar

20 Points

Gatorade/Tea

20 Points

Chromebook Stylus Pen

25 Points

Popcorn

25 Points

Sonic Drink Delivery

50 Points

Headphones (w/wire)

75 Points

$10 Chic-Fil-A	$10 Chipotle (Raffle)	1 Month Spotify (Raffle)	Parking Spot (Raffle)	Spotify Premium 1 mo. (Raffle)
100 Points	**100** Points	**100** Points	**100** Points	**100** Points

Roar Store Coupon (Raffle)	Pizza Party w/ Lunch Table	Pizza Party w/ teacher and two f...	Door Dash Pass	Food Truck for Lunch
125 Points	**150** Points	**150** Points	**250** Points	**250** Points

Data Collection Analysis

Top Points

	MERITS	DEMERITS	RATIO
3. Use class time for l...	20,218	0	n/a
3. Creates positive le...	11,161	0	n/a
3. Uses Canvas & res...	5,516	0	n/a
Improved Attendance	5,015	0	n/a
3. Bring all supplies t...	3,876	0	n/a
4. Bring charged devi...	3,506	0	n/a
3. Ask ?s & communi...	3,294	0	n/a
2. Kind and accepting...	3,225	0	n/a
4. Uses cell phone re...	2,650	0	n/a

Lowest Points

	MERITS	DEMERITS	RATIO
2. Leaves lunch table ...	330	0	n/a
1. Efficiently navigate...	440	0	n/a
1. Exhibits good hall...	503	0	n/a
5. Reports miscondu...	548	0	n/a
Be Part of Solution	551	0	n/a
5. RR/LR: Gives privac...	568	0	n/a
1. Be aware of surrou...	578	0	n/a
5. RR/LR: intended us...	635	0	n/a
5. Leaves RR/LR clean	649	0	n/a

Student of the Month

- Department of the month

- Each teacher chooses 1 student

- Yard sign

- 10 LiveSchool points

Community Connections

Scooter's Coffee
- Donated Coffee for 1st semester incentive

Daylight Donuts
- Discount on donuts for 1st semester incentive

Sonic
- Sonic Drinks for LiveSchool Points (60/month)
- Provided Sonic Drinks for all staff members
- ESHS Sonic Night each Monday
    - Share in announcements
    - Post on Social Media Outlets

QUARTERLY INCENTIVES

Coffee & Donuts
  2nd Quarter

Silent Disco
3rd Quarter

Advisory: To Be or Not to Be

Questions we are wrestling with as a staff....
- Where in our day do we do PBIS lessons?
- How do we support students in increasing their self-efficacy, grit, self-management skills? (Panorama Data)
- How do we provide students what they need to increase college and career readiness?

ESHS Student Experience Survey

Concerns about Advisory Implementation
- Previous history of Advisory models
- Buy-In and Fidelity
- Time and Resources to develop lessons
- Capacity of Admin to provide support and accountability for quality implementation

Our school helps me learn ways to navigate challenges facing teens today.

462 responses

- Strongly Agree — 12.3%
- Agree — 54.5%
- Disagree — 25.3%
- Strongly Disagree — 7.8%
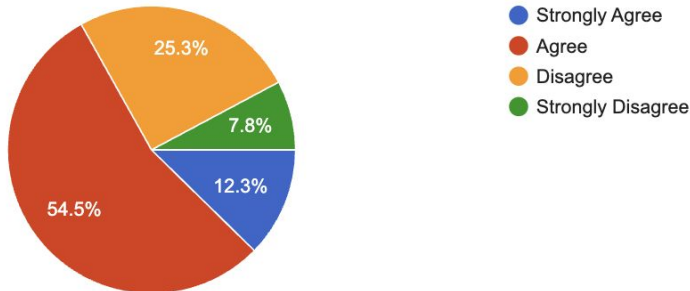
Our school helps me learn how to be better at skills that are important for success like time management, organization, and communication.

462 responses
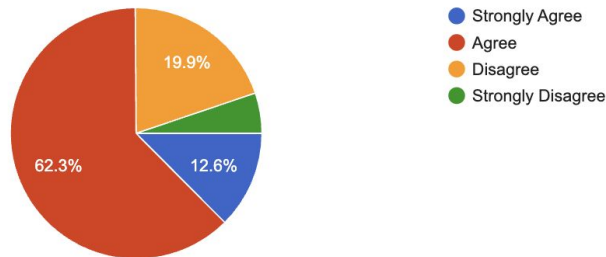
- Strongly Agree — 12.6%
- Agree — 62.3%
- Disagree — 19.9%
- Strongly Disagree

Teacher Recognition

- Teacher All Stars: Teachers earn decals for handing out LiveSchool Points
  - 500 750 1,000 1,250 1,500 2,000 2,500+ club
- Department of the Month
  - Wears jeans last week of the month
  - Choose students of the month
- Teacher Shoutouts
- Teacher Quarterly Awards
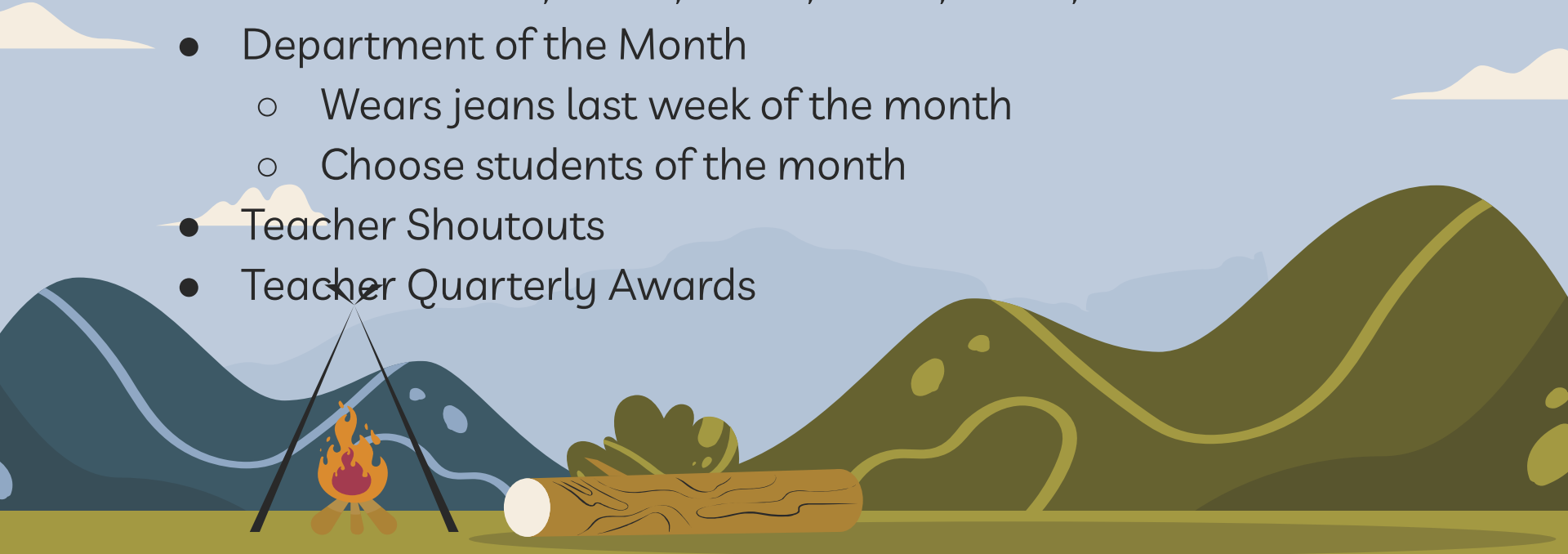
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- Teacher Quarterly Awards
- Snow Day Squares

LIVE SCHOOL POINTS AWARDED
1,250
LiveSchool

Cell Phone Challenge

September & October Discipline Data - Cell Phone Violations was #1 discipline offense

PBIS Team wanted to challenge students to be mindful of screen time use.

Using a google form, students were encouraged to report weekly screen time usage.

Some kids reported being more aware and conscientious of their screen time.
Screen Time Averages:
October 18 - 5.7 hours
December 22 - 4.9 hours

Cell Phone Referrals Decreased:
Quarter 1: 100 Cell Phone Referrals
Quarter 2: 44 Cell Phone Referrals
Quarter 3: 25 Cell Phone Referrals

Screen Time Challenge

- Between Thanksgiving & Winter Break

- Fill out screen time Google form EVERY week

- 4 winners will be announced December 20
  - Chipotle
  - Chick-Fil-A
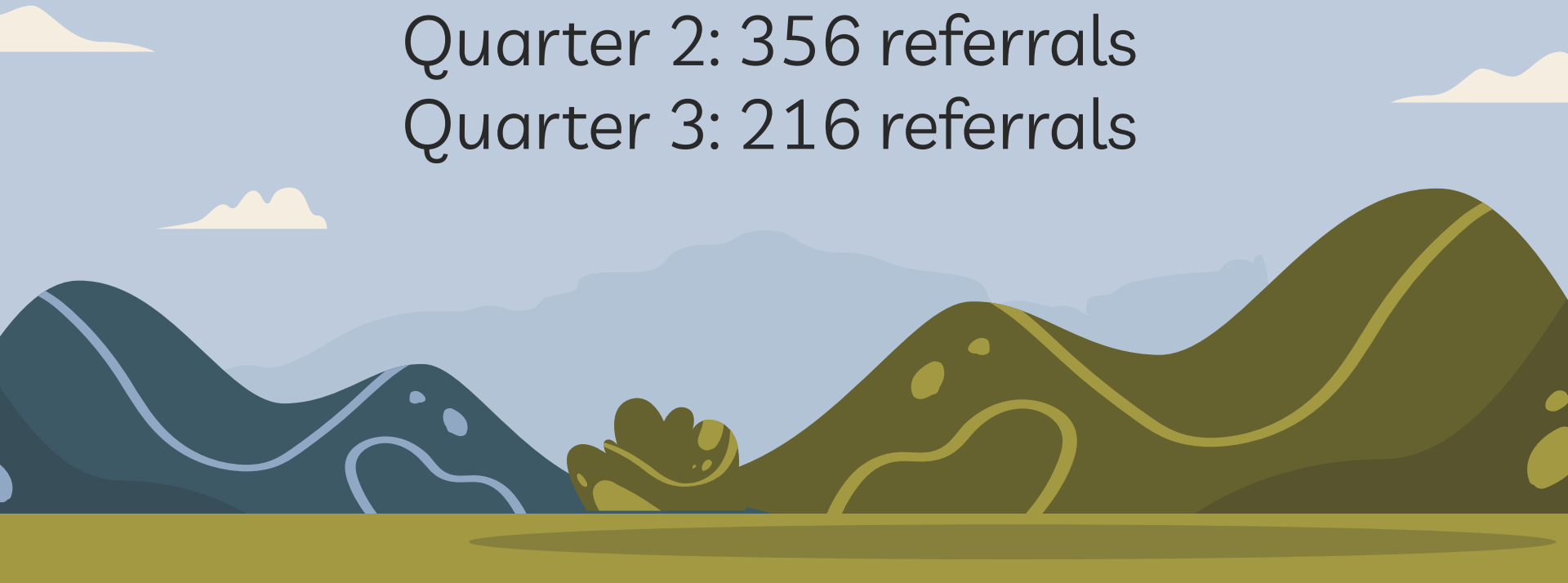 - Amazon
  - Spotify Premium

Big 5 Data

Big 5	Tardy	135
	Cell Phone	88
	Failure to Serve Detention	54
	Defiance/Insubordination/Non-Compliance	44
	Unexcused Absence	43

Discipline Referral Data

Quarter 1: 829 referrals
Quarter 2: 356 referrals
Quarter 3: 216 referrals

Year to Year Comparison

High School			
23-24	Total Referrals by Month	24-25	Total Referral by Month
August 2023	43	August 2024	92
September 2023	353	September 2024	363
October 2023	364	October 2024	410
November 2023	465	November 2024	149
December 2023	208	December 2024	113
January 2024	169	January 2025	
February 2024	352	February 2025	
March 2024	417	March 2025	
April 2024	290	April 2025	
May 2024	83	May 2025	
Total Referrals	2744	Total Referrals	1127

Contact Us

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Please complete the session feedback form!
Thank you!