



Building on Success —  
Thriving  
(Not Just Surviving)  
With SW-PBS

June 3, 2025  
Missouri SW-PBS Summer  
Institute



## Session Outcomes

- Identify ways to use data to refine SW-PBS practices.
- Learn how to target social-emotional (SEL) skills as part of an MTSS process.

## Presenters

Dr. Sarah Sieminski  
Principal  
Union Chapel Elementary

Ms. Beth Dusin  
School Counselor  
Union Chapel Elementary

Mrs. Rebecca Irwin  
School Counselor  
Union Chapel Elementary

## Warm Welcome



## Norms



## Park Hill by the Numbers



### We Have 20 Schools

- The Park Hill School District has ...
- Two traditional high schools (grades 9-12)
  - One innovative, personalized high school program
  - Four middle schools (grades 6-8)
  - Eleven elementary schools (grades K-5)
  - One day school for students who need a therapeutic learning environment (grades K-12)
  - One early childhood education center (ages 3-5)



### Our Students are Beautifully Diverse

Our students come from many backgrounds, and our enrollment reflects the diversity of our community.

- 66.1% white
- 12.7% Black
- 10.6% Hispanic
- 5.9% multi-racial
- 3.1% Asian
- 1.2% Pacific Islander
- 0.5% American Indian



# 11,698

## ENROLLED

### We Have 11,698 Students

We had 11,698 students enrolled last year. Over the last 30 years, our enrollment has grown slowly and steadily.



### More Than 94% Recommend Us

More than 94% of our community would be likely to recommend us to a friend or family member, according to our annual phone survey.



### Our Teachers are Highly Skilled

More than 82% of our educators have at least a master's degree, and many also have education specialist and doctoral degrees.

# BUILDING SUCCESSFUL FUTURES EACH STUDENT • EVERY DAY



Park Hill School District



## Union Chapel Elementary



- Suburb of Kansas City
- Park Hill School District
- K-5 school with 606 students
- Demographic profile:
  - 25% minority students
  - 14% F/R lunch

## Union Chapel Mission Statement



The Union Chapel community upholds high standards as we inspire students to achieve their personal best in a safe, caring environment so they will become successful lifelong learners and citizens of character.



Park Hill School District



## Building Upon Love

2024-2025 Union Chapel Theme

### Once a Gator, Always a Gator

- About 60% of students attend Union Chapel for all six years
- Addition of new school for 25/26 brings new students to UC



Park Hill School District



## Our SW-PBIS Journey



*In 2024, we were recognized for 10 Years Sustaining Fidelity*

## Park Hill School District 2023 - 2028 COMPREHENSIVE SCHOOL IMPROVEMENT PLAN

### MISSION

Through the expertise of an engaged staff, the Park Hill School District provides a relevant education in a safe, caring environment to prepare each student for success in life.

### MEASURES

- Graduate Profile Index
- Academics Index
- Culture Index
- Systems Index

### CORE VALUES

- Visionary Leadership
- Integrity
- Student Focus
- High Expectations
- Continuous Improvement
- Equity

**GOAL**  
Build successful futures for Park Hill students of all backgrounds

### ACADEMICS

Implement the Park Hill teaching and learning model where students learn through experiences and inquiry.

### SYSTEMS

Maximize Park Hill human and financial resources and address aging facilities in order to remove barriers to learning.

### CULTURE

Create an environment where all students, staff, and members of the Park Hill Community feel a sense of belonging.

**BUILDING SUCCESSFUL FUTURES  
EACH STUDENT • EVERY DAY**

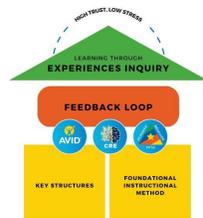
# PARK HILL BEHAVIOR PHILOSOPHY STATEMENTS

## We believe:

- ★ All behavior is communication
- ★ All behavior is learned, and positive behavior can be taught
- ★ Teaching both positive and academic behavior is our responsibility
- ★ Positive student-teacher relationships are essential to student success
- ★ Every student is deserving of positive relationships with staff, regardless of behavior
- ★ Proactive practices are more effective than punitive practices at promoting positive behaviors
- ★ Individual student needs require unique approaches
- ★ When students engage in inappropriate behavior, they must be empowered to make things right, which may include experiencing natural consequences



## 3 Lanes of Professional Development



### MTSS

MTSS is a system for both academics and behavior/PBIS.

Data based decision making, integrating teams, curriculum fidelity, and protected intervention time are all part of our MTSS journey.

**NEE Indicator 5.2b**  
The teacher uses effective discipline that promotes self-control.



### K-12 AVID Schoolwide

AVID Schoolwide provides learning continuity and career and college readiness for students. It includes WICOR and the four domains: leadership, systems, culture, and instruction. Park Hill will be the first Missouri district with systematic K-12 AVID implementation!

**NEE Indicator 4.1**  
The teacher uses instructional strategies that lead students to problem-solving and critical thinking.



### CRE

Our continued journey in providing low stress, high trust classrooms continues.

Strategies include feedback, Ignite, Chunk, Chew, Review, cooperative learning, teacher as a warm demander, and more!

**NEE Indicator 10.1**  
Culturally Responsive Instructional Strategies (Designed specifically for Park Hill)

Now tell us about you!

## Objective #1

**Identify ways to use data to refine SW-PBS practices**

What school-wide practices would we like to refine?

What data already exists that we might use?

How do we know if our interventions are working?

# What will bring the greatest relief to core constituents?

## Existing Data Sources

- Student Information System
- SWIS and/or Panorama
- Academic assessment data
- PBS Surveys
  - Tiered Fidelity Inventory
  - Self-Assessment Survey

## Student Information System

- Attendance or tardiness
- Grades
- Missing work
- Graduation progress
- Other?

## SWIS

- Office referrals
- Triangle data
- Tiered Fidelity Inventory
- Self-Assessment Survey

## Informal Sources

- Parent feedback
- Water cooler conversations
- Social media chatter

## Gauging Success

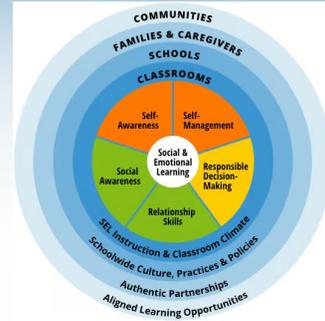
1. Defining Success
  - a. Clear goals
  - b. Key Performance Indicators
2. Data Collecting & Tracking
  - a. Baseline metrics
  - b. Regular audits
  - c. Continuous improvement
3. Measuring Impact
  - a. Efficiency and effectiveness
  - b. Customer satisfaction
  - c. Quality improvement

## Objective #2

Learn to target social-emotional skills as part of a school-wide MTSS process

- What skills do students need to be successful?
- How can we identify students with missing skills?
- How do we determine if a student has the skill but chooses not to use it?
- How will we know if students are acquiring the skills?

## CASEL's SEL Framework



## A Tiered Approach to SEL\*

Tier 1: Everybody (System-based)

Examples: SW-PBS, AVID, class meetings, school counselor curriculum, Character Strong

Tier 2: Some people

Examples: Social skills groups, CICO, attendance interventions

Tier 3: A few people

Examples: Check & Connect, individual counseling

## Skill vs. Will

Missing skills require explicit teaching and consistent practice.

Lack of willingness requires an incentive to display or generalize behavior.

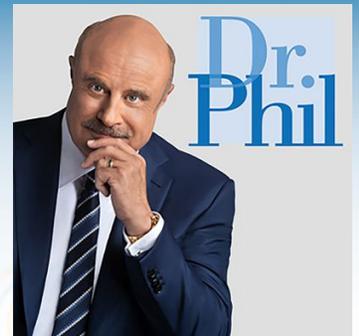
## Barriers to Change

We've always done it this way.

Shouldn't their parents...?

They should know by now...

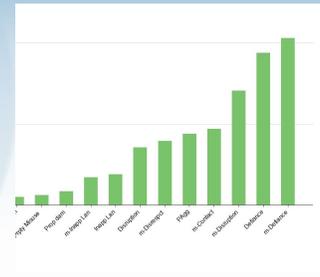
How's that working out for you?



A good question!



SWIS Data



### SEL Screeners (SSRS-IE)

#### Externalizing

- Steal
- Lie, cheat, sneak
- Behavior problem
- Peer rejection
- Low academic achievement
- Negative attitude
- Aggressive behavior

#### Internalizing

- Emotionally flat
- Shy, withdrawn
- Sad, depressed
- Anxious
- Lonely

### Resources

- [Assessment Tools \(CASEL\)](#)
- [A Multi-Tiered Approach to Supporting SEL \(Edutopia\)](#)
- [Process Improvement Overview](#)
- [Resources \(Panorama\)](#)

### Optimistic Closure

What ideas do you have about refining your schoolwide practices?  
How can you imagine implementing tiered interventions for SEL skills?



### Contact US



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