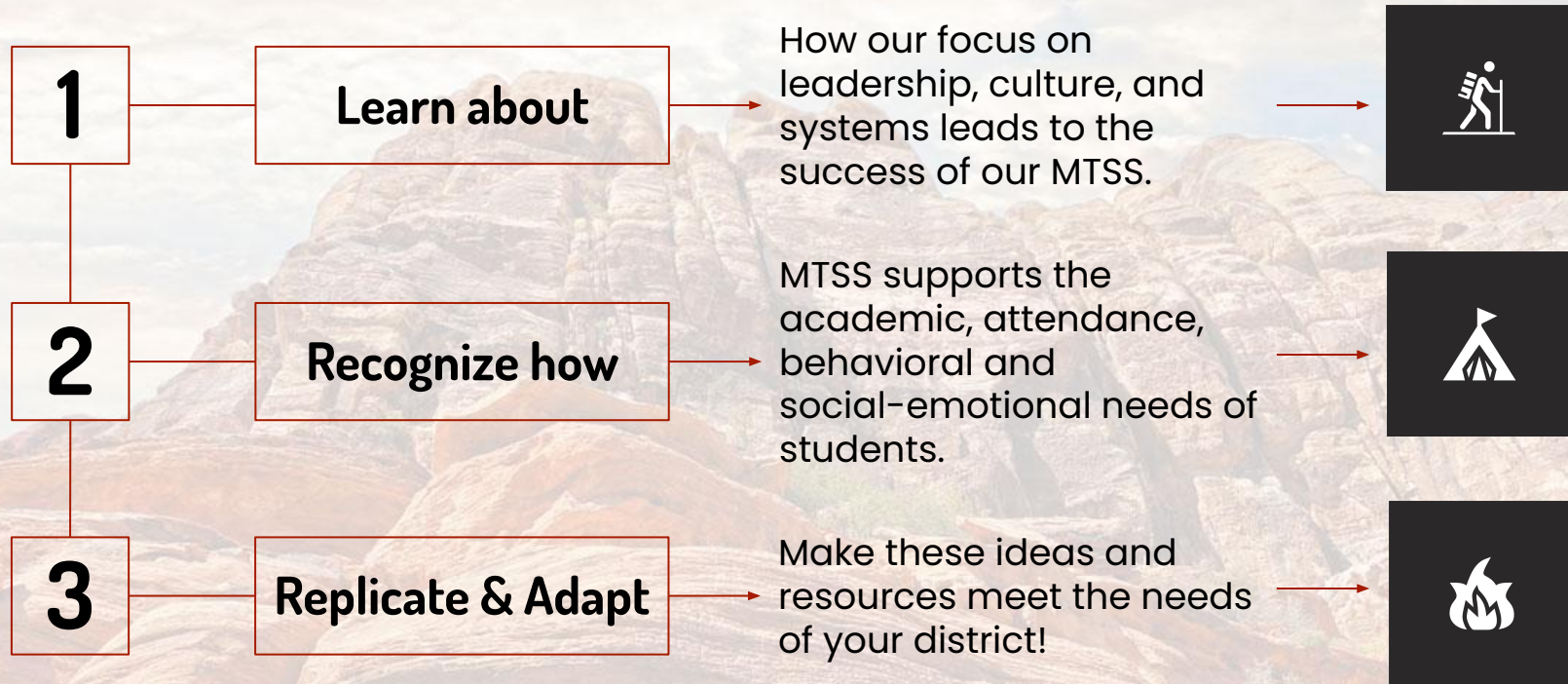


# Small School, BIG Impact

North Wood R-4 School District



# Session Outcomes





# Introductions

The background of the slide features a photograph of a person rappelling down a steep, reddish-brown rock face. The person is silhouetted against a bright, hazy sky. The rock face has distinct horizontal layers and textures. The overall tone of the image is adventurous and challenging.

- ***PBiS Leadership Team***

- James Flores- Principal
- Kristina Jackson- Counselor
- Nikki McMullin- Special Education 5-8
- Cathy Harris- Special Education K-4
- Ashley Schulke- 4th Grade
- Lauren Prugh- Kindergarten

# School Demographics

The background of the slide features a photograph of a person rappelling down a steep, layered red rock cliff. The person is silhouetted against a bright, hazy sky. The rock face shows distinct horizontal geological strata.

- ***Panther Country is:***
  - **PK-8**
  - **Salem, MO**
  - **38 Staff Members**
  - **175 students**
  - **64% Free and Reduced**



# Leadership



# Shared and Distributed Leadership



**PLC Team**



**Student**

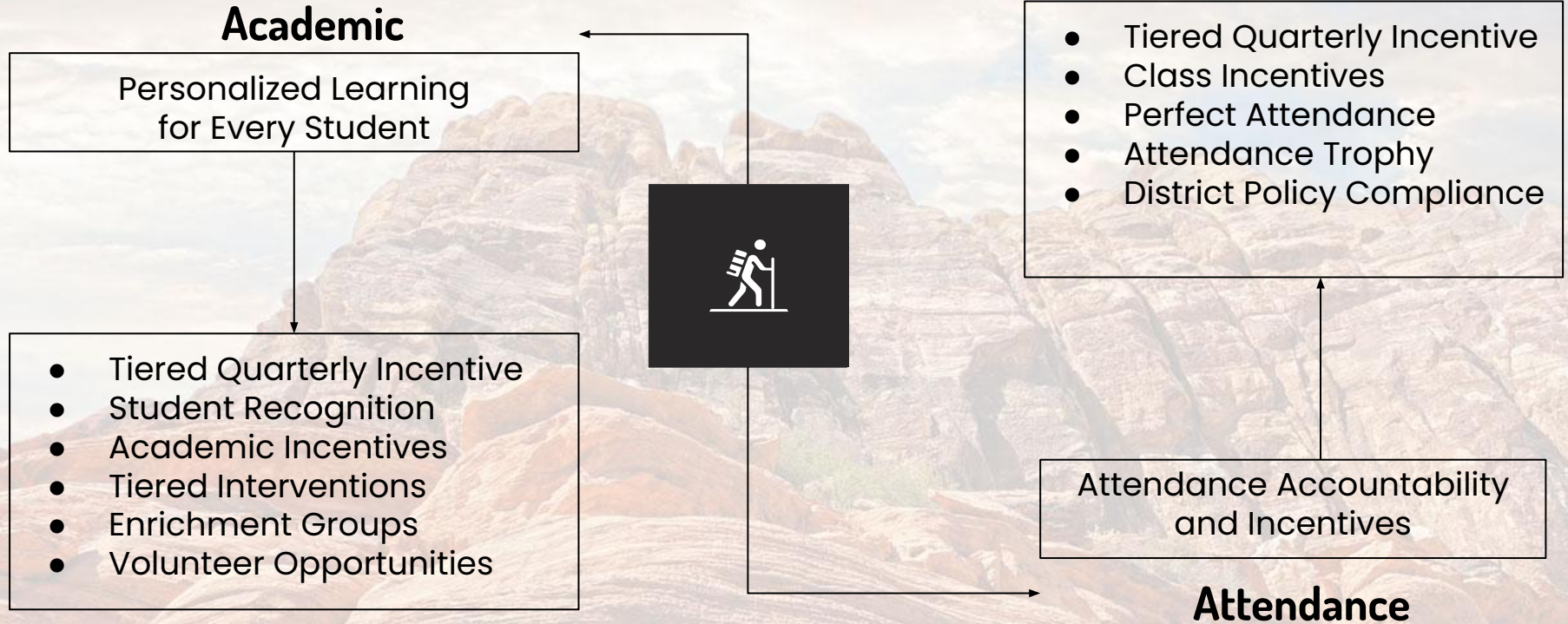


**PBiS Team**



	Academic	Behavior	Social-Emotional	Attendance
<b>Incentive/ Enrichment</b>	<ul style="list-style-type: none"> <li>• Tiered Quarterly Incentive</li> <li>• Honor Roll</li> <li>• I-Ready Incentive</li> <li>• AR rewards</li> <li>• MAP Fun Day</li> <li>• Family Fun Nights</li> <li>• MAP Awards</li> <li>• Enrichment Groups</li> <li>• Volunteering</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership Award</li> <li>• Class Incentives</li> <li>• Tiered Quarterly Incentive</li> <li>• PBIS Store</li> <li>• Schoolwide Challenges</li> <li>• Volunteering</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership Awards</li> <li>• Family Fun Nights</li> <li>• Athletic Programs</li> <li>• Archery</li> <li>• Quiz Bowl</li> <li>• Band Program</li> <li>• Panther Elite</li> <li>• Late Start Clubs</li> </ul>	<ul style="list-style-type: none"> <li>• Tiered Quarterly Incentive</li> <li>• Class Incentives</li> <li>• Monthly Perfect Attendance</li> <li>• Attendance Trophy</li> <li>• Volunteering</li> </ul>
<b>Tier 1</b>	<ul style="list-style-type: none"> <li>• Parent Contact</li> <li>• In-Class Tutoring</li> <li>• Small group</li> <li>• Extended time</li> <li>• Modified assignments</li> <li>• Working Lunch</li> <li>• Late Start Study Hall</li> <li>• Student Conference</li> <li>• Family Groups</li> </ul>	<ul style="list-style-type: none"> <li>• Parent Contact</li> <li>• PBIS Flow Chart</li> <li>• 4:1 Feedback</li> <li>• Focus Area</li> <li>• Student Conference</li> <li>• Minor Referral</li> <li>• Family Groups</li> </ul>	<ul style="list-style-type: none"> <li>• Parent Contact</li> <li>• Greet at door</li> <li>• Zones Check-In</li> <li>• Focus Area</li> <li>• Student Conference</li> <li>• SEL Lessons</li> <li>• Counseling/ Advisory Lessons</li> <li>• Family Groups</li> </ul>	<ul style="list-style-type: none"> <li>• Parent Contact</li> <li>• Student Conference</li> <li>• Individual Incentive</li> <li>• Family Groups</li> </ul>
<b>Tier 2</b>	<ul style="list-style-type: none"> <li>• Parent Meeting</li> <li>• Reteach Small Group</li> <li>• Reteach Large Group</li> <li>• After-School Work Completion Group</li> <li>• SAT Team Referral</li> <li>• Counselor/ Admin Watchlist</li> <li>• Reading Success Plan</li> </ul>	<ul style="list-style-type: none"> <li>• Parent Meeting</li> <li>• Focus Room</li> <li>• Major Referral</li> <li>• SAT Team Referral</li> <li>• Check-in/ Check-out</li> <li>• Counseling Small Groups</li> <li>• Counselor/ Admin Watchlist</li> </ul>	<ul style="list-style-type: none"> <li>• Parent Meeting</li> <li>• Counseling Small Group</li> <li>• Adult Check-In</li> <li>• SAT Team Referral</li> <li>• Counselor/ Admin Watchlist</li> </ul>	<ul style="list-style-type: none"> <li>• Parent Meeting</li> <li>• Attendance Letter</li> <li>• SAT Team Referral</li> <li>• Counselor/ Admin Watchlist</li> </ul>
<b>Tier 3</b>	<ul style="list-style-type: none"> <li>• Strategic After School Tutoring</li> <li>• Special Education Referral</li> <li>• Summer Transition</li> <li>• Retention</li> </ul>	<ul style="list-style-type: none"> <li>• Behavior Plan</li> <li>• J.O. Referral</li> <li>• Alternative Placement</li> </ul>	<ul style="list-style-type: none"> <li>• Counselor</li> <li>• Outside Agency Referral</li> <li>• Alternative Placement</li> <li>• Hotline Call</li> </ul>	<ul style="list-style-type: none"> <li>• Home Visit</li> <li>• Attendance Letter</li> <li>• Hotline Call</li> <li>• J.O. Referral</li> </ul>

# PLC Leadership Team





# Student Leadership



**JAG Officers**



**Volunteer Friday**



**Family Groups**

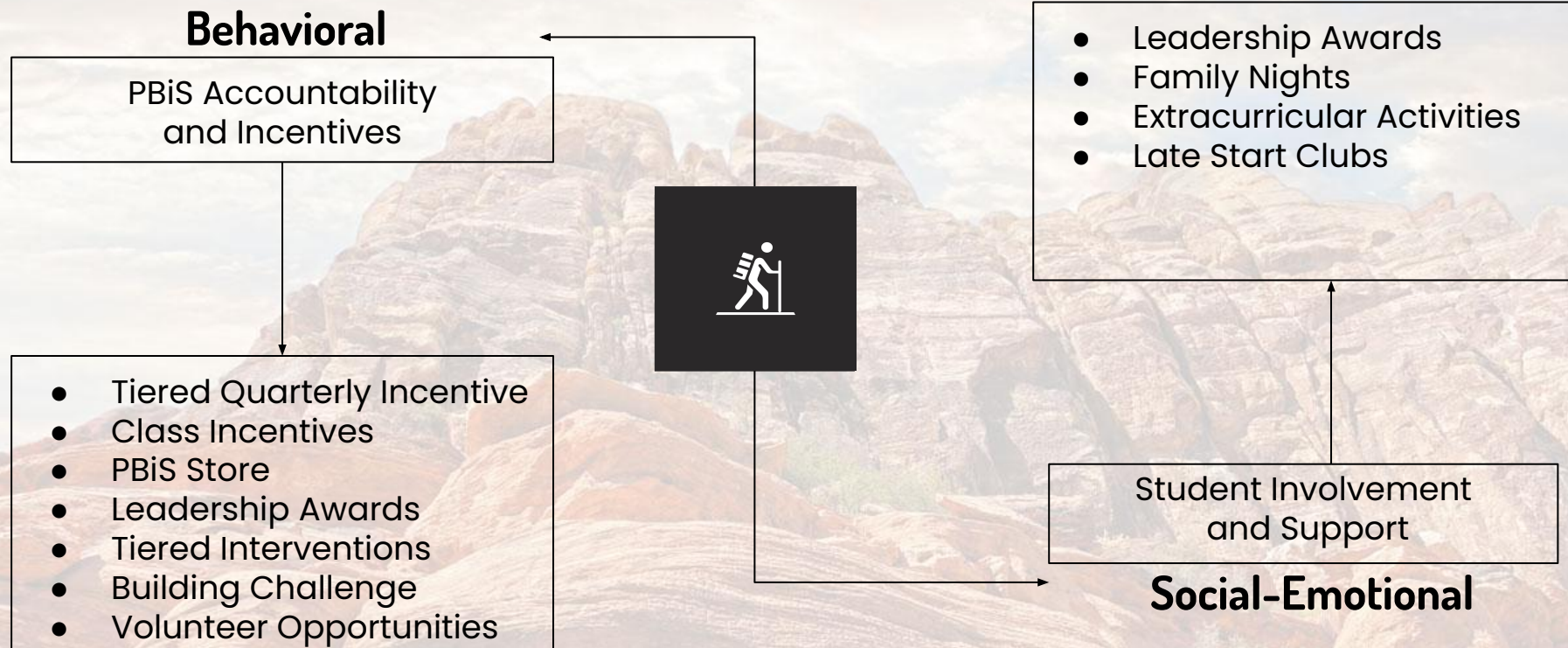


**Portrait of a Panther**





# PBiS Leadership Team





# Questions About Leadership?



# School Culture



# Collaborative Climate and Culture



Involvement



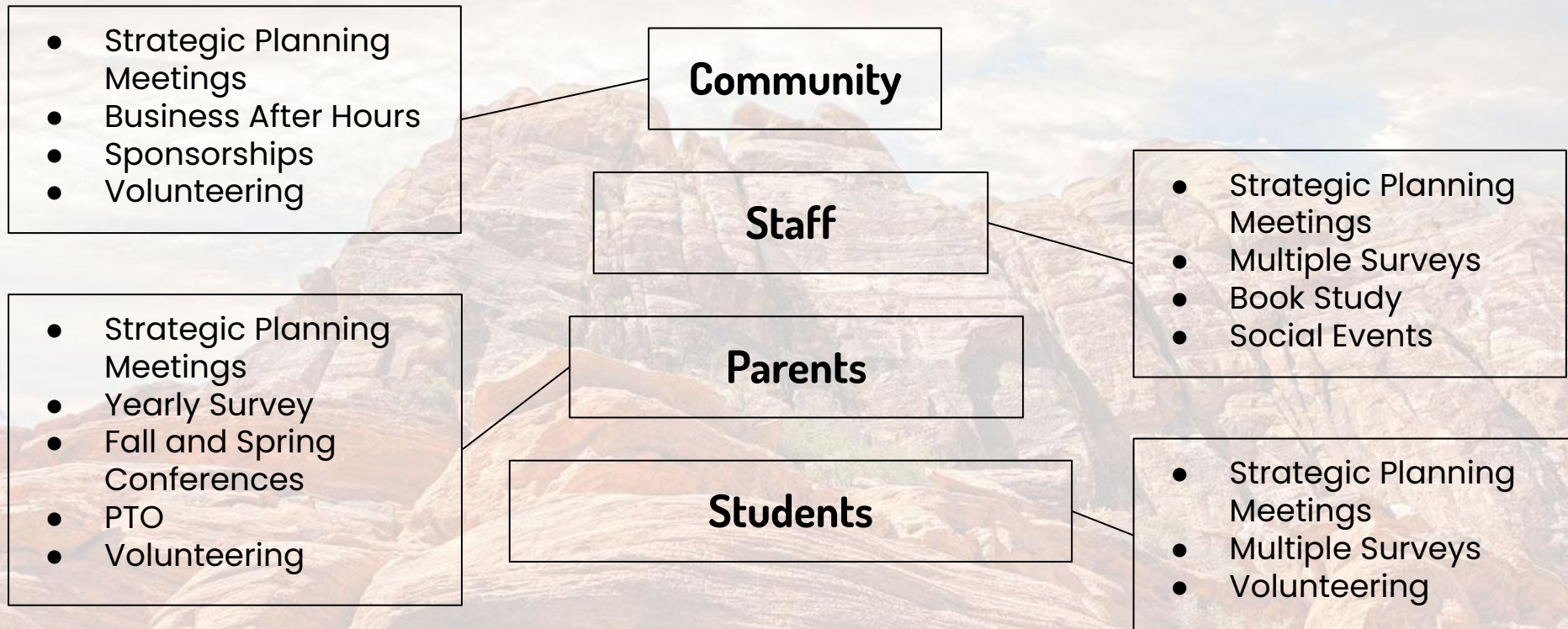
Staff



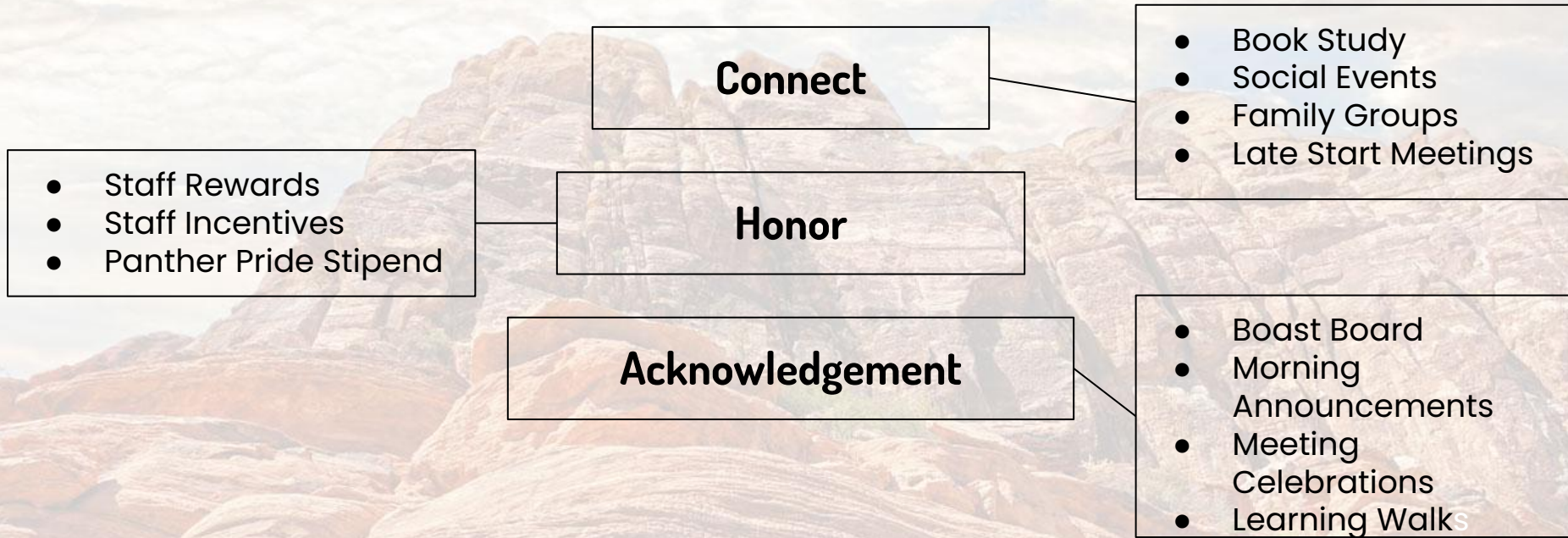
Student



# Stakeholder Involvement

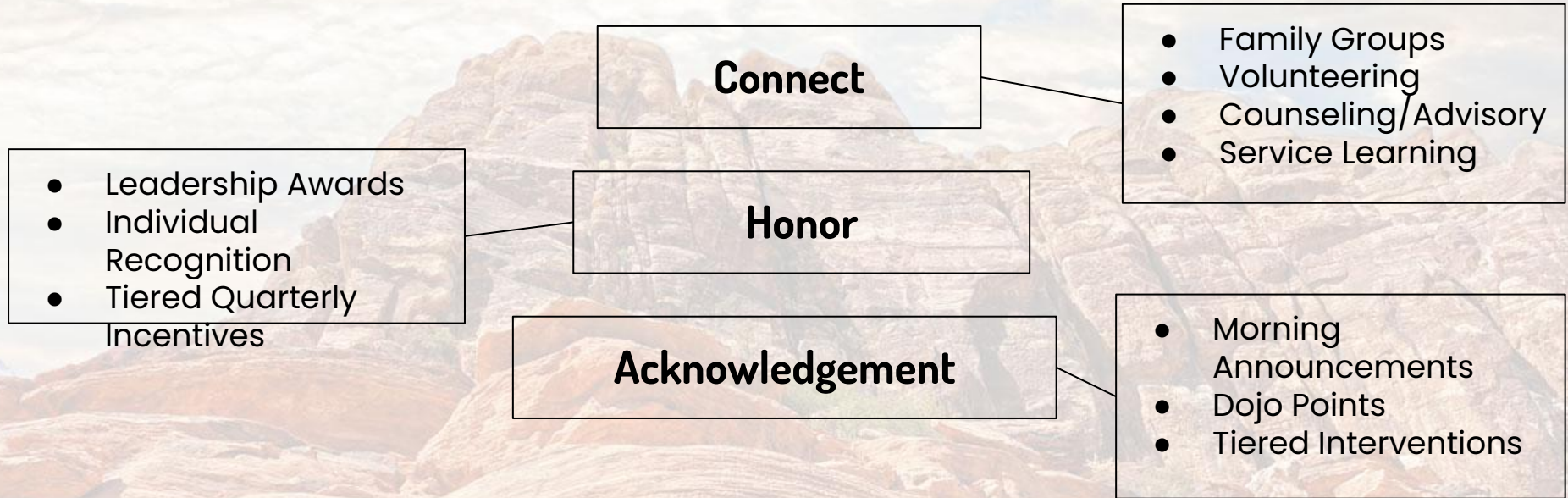


# Staff Climate and Culture





# Student Climate and Culture





# Questions About Culture?



# Systems of Success



# Systems: How Our Teachers Are Successful



## Academic

- Aligned Curriculum & Resources
- Late Start Meetings
- Referral Process
- Student Data Tracking

## Behavior

- PBIS Program
- Portrait of a Panther
- Counseling & Advisory
- Family Groups



## Social/Emotional

- Family Groups
- Counseling & Advisory
- Morning Meetings
- JAG Program

## Attendance

- Policy
- Incentives
- Challenges
- Family Friendly Calendar





# Academic Systems

Aligned Curriculum & Resources	Late Start Meetings	Referral Process	Student Data Tracking
<ul style="list-style-type: none"><li>• Schoolwide Math, ELA, and Science Resource</li><li>• Pacing guides aligned to power standards</li><li>• Curriculum aligned to power standards</li></ul>	<ul style="list-style-type: none"><li>• 7:15 to 8:30</li><li>• Once a week, by grade level team</li><li>• All staff have roles</li><li>• Timed agendas</li><li>• Focus on students and data</li><li>• Personalized PD</li></ul>	<ul style="list-style-type: none"><li>• Referral Flow Chart</li><li>• SAT Referral Process integrated into MTSS</li></ul>	<ul style="list-style-type: none"><li>• Student Data Sheets</li><li>• Data Tracker</li><li>• Late Start Agendas</li></ul>

# Behavior Systems

PBiS Program	Portrait of a Panther	Counseling and Advisory	Family Groups
<ul style="list-style-type: none"><li>• Tier 1/ Tier 2</li><li>• Building Theme</li><li>• Student Friendly Flow Charts</li><li>• DOJO tracking</li><li>• DOJO store</li><li>• School Challenge</li><li>• PBiS Assemblies</li><li>• Integrated into MTSS</li></ul>	<ul style="list-style-type: none"><li>• Created by Stakeholders</li><li>• PK-8</li><li>• Six Leadership Traits</li><li>• Grade level Look Fors and alignment</li><li>• PBiS Assembly Recognition</li></ul>	<ul style="list-style-type: none"><li>• Grades K-8</li><li>• Specials Rotation</li><li>• K-5 twice a week</li><li>• 6-8 weekly</li><li>• Responsive Lessons</li><li>• Portrait of a Panther Lessons</li></ul>	<ul style="list-style-type: none"><li>• Grades K-8</li><li>• Strategic student placement</li><li>• 2-3 times a month</li><li>• Everyone is involved</li><li>• SEL lessons</li><li>• Team building</li><li>• Fosters Relationships</li></ul>



# Social/Emotional Systems

Family Groups	Counseling and Advisory	Morning Meetings	JAG Program
<ul style="list-style-type: none"><li>• Grades K-8</li><li>• Strategic student placement</li><li>• 2-3 times a month</li><li>• Everyone is involved</li><li>• SEL lessons</li><li>• Team building</li><li>• Fosters Relationships</li></ul>	<ul style="list-style-type: none"><li>• Grades K-8</li><li>• Specials Rotation</li><li>• K-5 twice a week</li><li>• 6-8 weekly</li><li>• Responsive Lessons</li><li>• Portrait of a Panther Lessons</li></ul>	<ul style="list-style-type: none"><li>• Daily greeting of students, by teachers and peers</li><li>• Whole class experience</li><li>• Develops sense of belonging</li></ul>	<ul style="list-style-type: none"><li>• Core subject for all middle school</li><li>• Career Exploration</li><li>• Character Development</li><li>• Service Learning</li><li>• Student Leadership</li></ul>

# Attendance Systems

Policy	Incentives	Challenge	Family Friendly Calendar
<ul style="list-style-type: none"><li>• 3,5,7,10 day benchmarks</li><li>• Work with local Juvenile Officer for 7 &amp; 10 day</li><li>• Multiple forms of contact with parents</li></ul>	<ul style="list-style-type: none"><li>• Tiered Quarterly Incentive</li><li>• Classroom</li><li>• Perfect Attendance</li></ul>	<ul style="list-style-type: none"><li>• Grade Level</li><li>• School-wide</li><li>• Attendance Trophy and Pizza</li></ul>	<ul style="list-style-type: none"><li>• Staff PD BOY/ EOY</li><li>• Late Starts</li><li>• Built in Snow-days</li><li>• Fall/ Winter/ Spring Breaks</li></ul>



# Thank You

Complete the session  
feedback in the  
Guidebook App.



Google Drive  
Resources

- Contact Information:

- James Flores– Principal: [jamesflores@northwood.k12.mo.us](mailto:jamesflores@northwood.k12.mo.us)
- Kristina Jackson– Counselor: [kristinajackson@northwood.k12.mo.us](mailto:kristinajackson@northwood.k12.mo.us)
- Nikki McMullin– 5–8 Special Education: [nikkimcmullin@northwood.k12.mo.us](mailto:nikkimcmullin@northwood.k12.mo.us)
- Cathy Harris– K–4 Special Education: [cathyharris@northwood.k12.mo.us](mailto:cathyharris@northwood.k12.mo.us)
- Ashley Schulke– 4th Grade: [ashleyschulke@northwood.k12.mo.us](mailto:ashleyschulke@northwood.k12.mo.us)
- Lauren Prugh– Kindergarten: [laurenprugh@northwood.k12.mo.us](mailto:laurenprugh@northwood.k12.mo.us)