



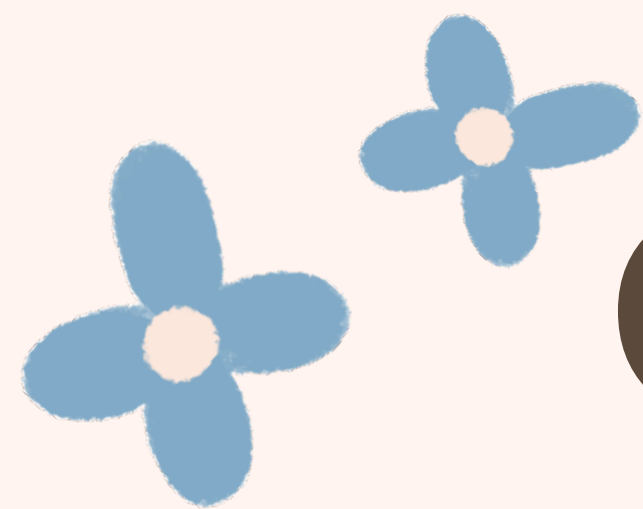
# Planning for success:

Implementing Tier 1 with staff  
and student buy-in



St Clair Edgar Murray  
Elementary





# Outcomes



- Attendees will gain skills in using data to inform instructional approaches, track student data, and address target areas; ensuring their teaching aligns with individual needs and student goals.
- Attendees will learn how to establish supportive professional learning networks and leave equipped to create collaborative structures that enhance teacher development
- + • Attendees will collaborate and strategize on effective ways to motivate staff and students to consistently follow school expectations.



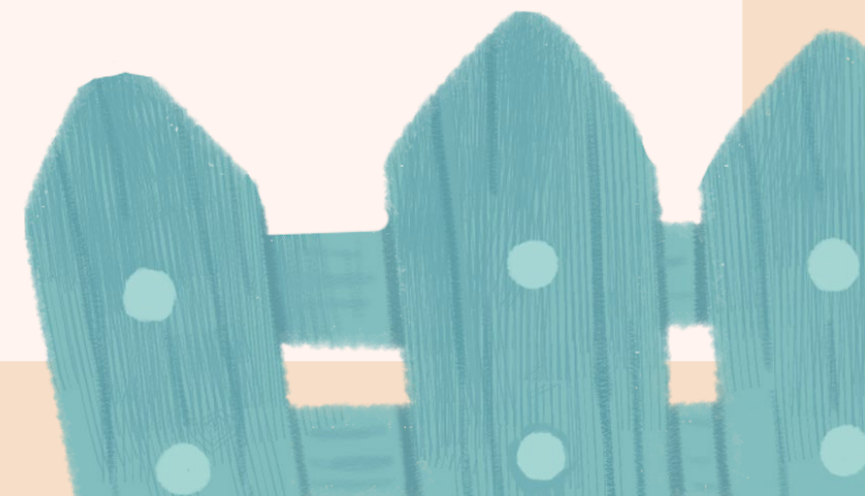


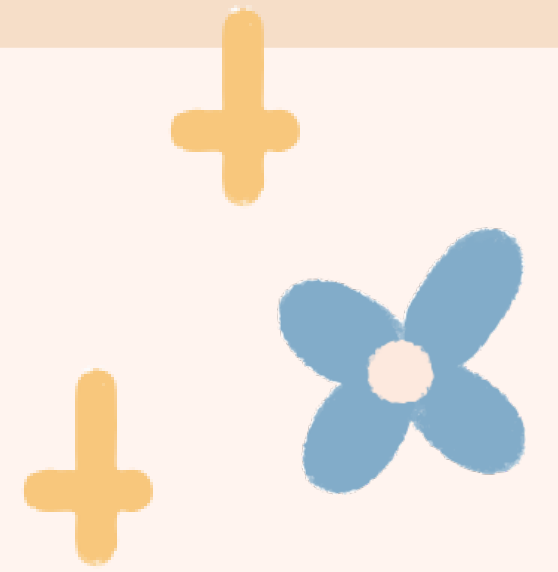
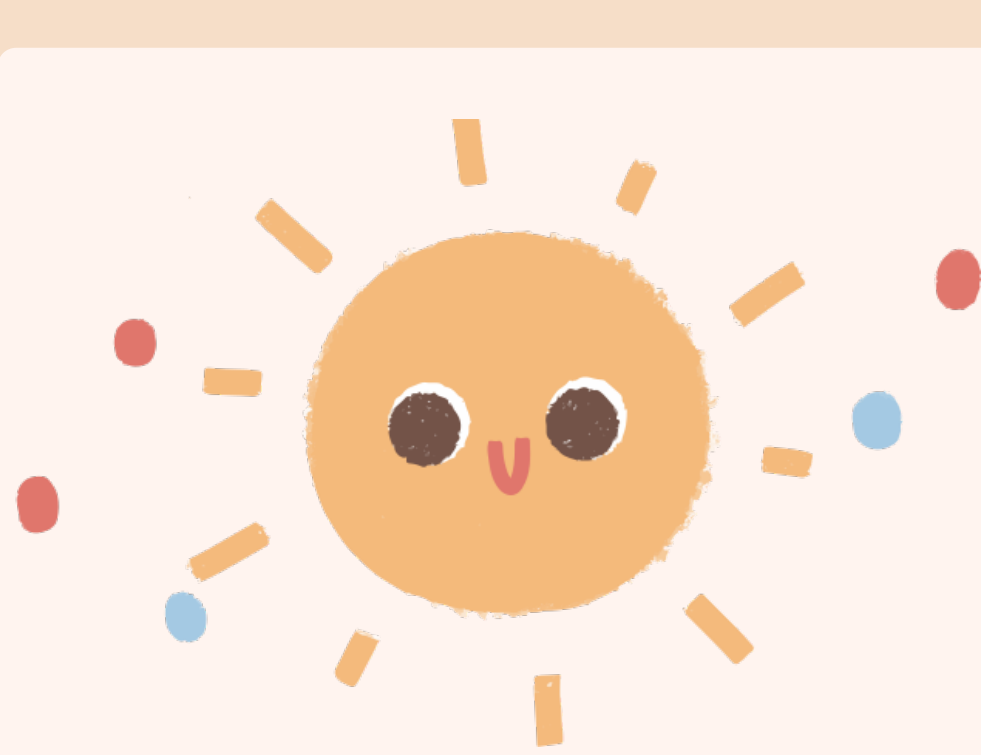
# Team Introduction



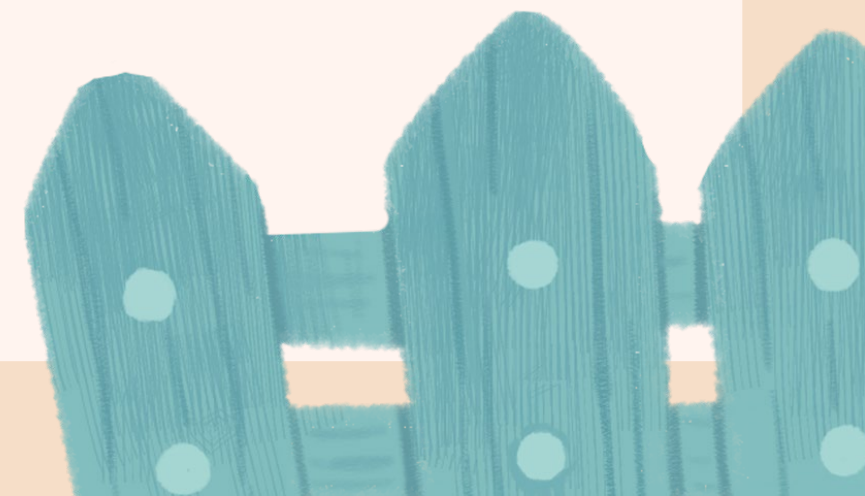
## Team Members

Kayla Bozada -----Life Skills  
Erin Murray -----3rd Grade  
Tanya Declue -----Special Education  
Davianne Phye -----4th Grade  
Claire DeMello -----4th Grade  
Elisa Duncan -----Counselor  
Dawn Kingston -----Instructional Coach  
Grace Fox -----5th Grade  
Kim Jobe -----Literacy Coach  
Taylor Woodcock -----Special Education  
Samantha Todisman -----Assistant Principal






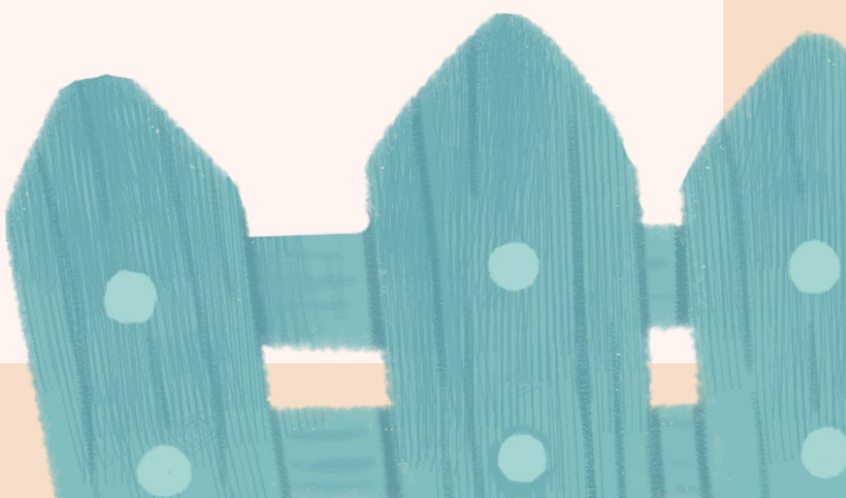
# Why PBIS?





# Staff Needs

## Staff expressed frustration with:

- Consistency with expectations for staff and students.
  - Consistency with consequences
  - Student Behaviors
- 
- 

# Creating your Team



# Take this time to think about which school members will be essential for this first phase?

Here are some things to think about:

- You need a team that will serve as a representation of your school and be the voice for your students
- Staff members that share the vision, mission, and values to help the team meet the expectations and changes you hope to see in your school
- Staff members who have a positive outlook and can encourage others to implement your PBIS program with fidelity!

**Take 5 minutes and brainstorm who you want on your team!**



# Start outlining your program!

It's important to think about the change you would like to see as a result of implementing PBIS!

Ask yourself these questions:

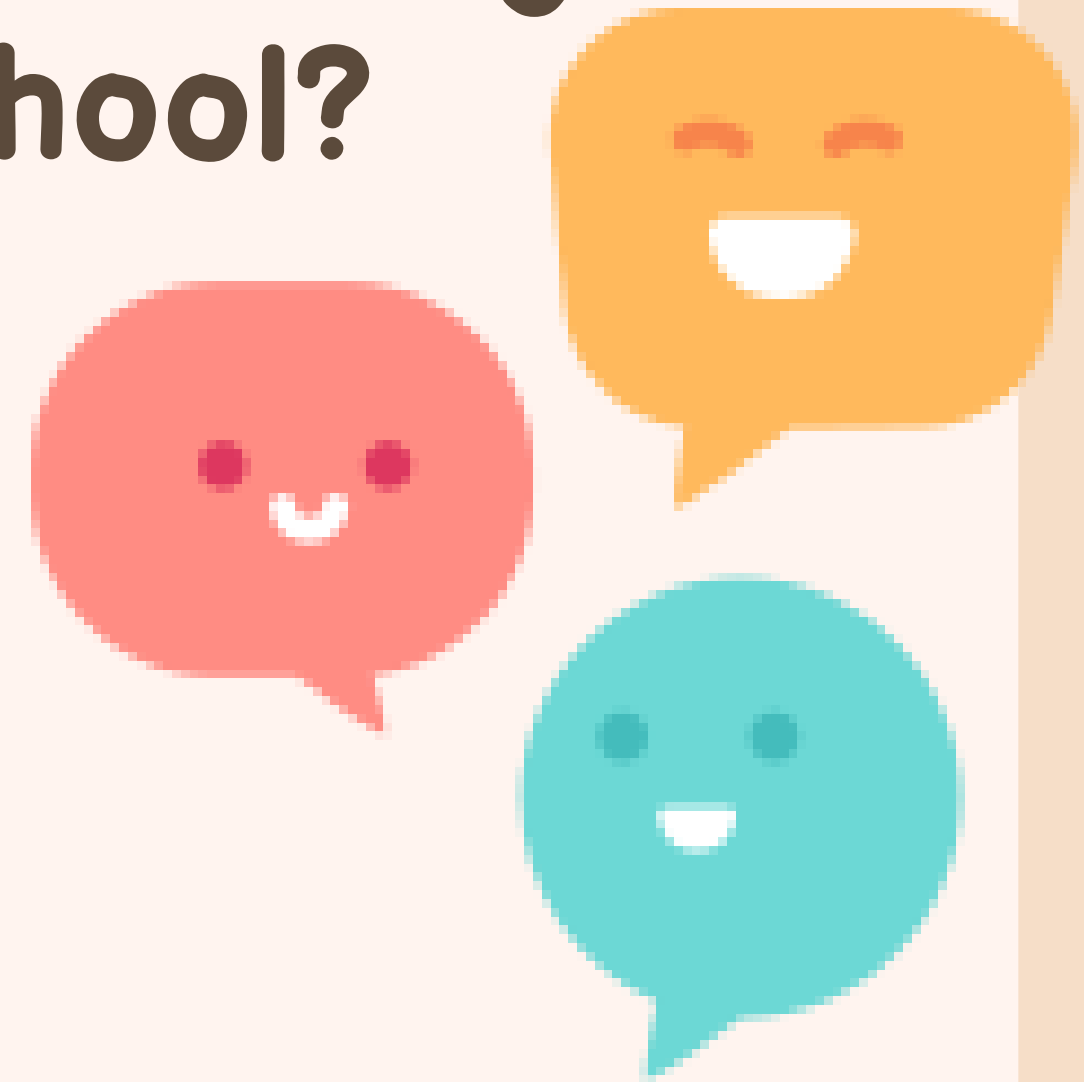
- What change do you want to see as a school?
  - In your students?
  - In your colleagues?
  - In yourself?
- If you could change one thing about your school, what would it be?

**\*\*Wave a magic wand and what would you wish for?\*\***

- This will help you determine the areas that your program can target!



**Take some time and outline what changes  
you hope to see at your school?**




**(Take 5 minutes and talk with your team)**



# Vision, Mission, and Values


## Vision

To create a learning environment that encourages active engagement and learning , positive social interaction and self motivation.

- Take care of ourselves and each other
  - Take care of our school and our world
  - For the success of our students.
  - So that students become productive members of society/ community
- 

## Mission

Through the implementation of Positive Behavioral Interventions and Supports (PBIS), we will create and sustain a positive learning environment in which all students can succeed academically, socially, and emotionally, by teaching, modeling, and recognizing positive behaviors and providing proactive support for all students.





A decorative header featuring a large red star, a small yellow plus sign, a blue star, and a green star in the top corners of the white content area.



# Values

- Be RESPECTFUL
- Be RESPONSIBLE
- Be SAFE





# Now, to get that buy-in...

1. Involve teachers in the planning process
  2. Demonstrate practical benefits- make it relevant
  3. Build trust and respect- transparency, professional
  4. Address concerns proactively- anticipate challenges
  5. Provide training and support- PD, Bootcamp
- 
- 

# Artifacts

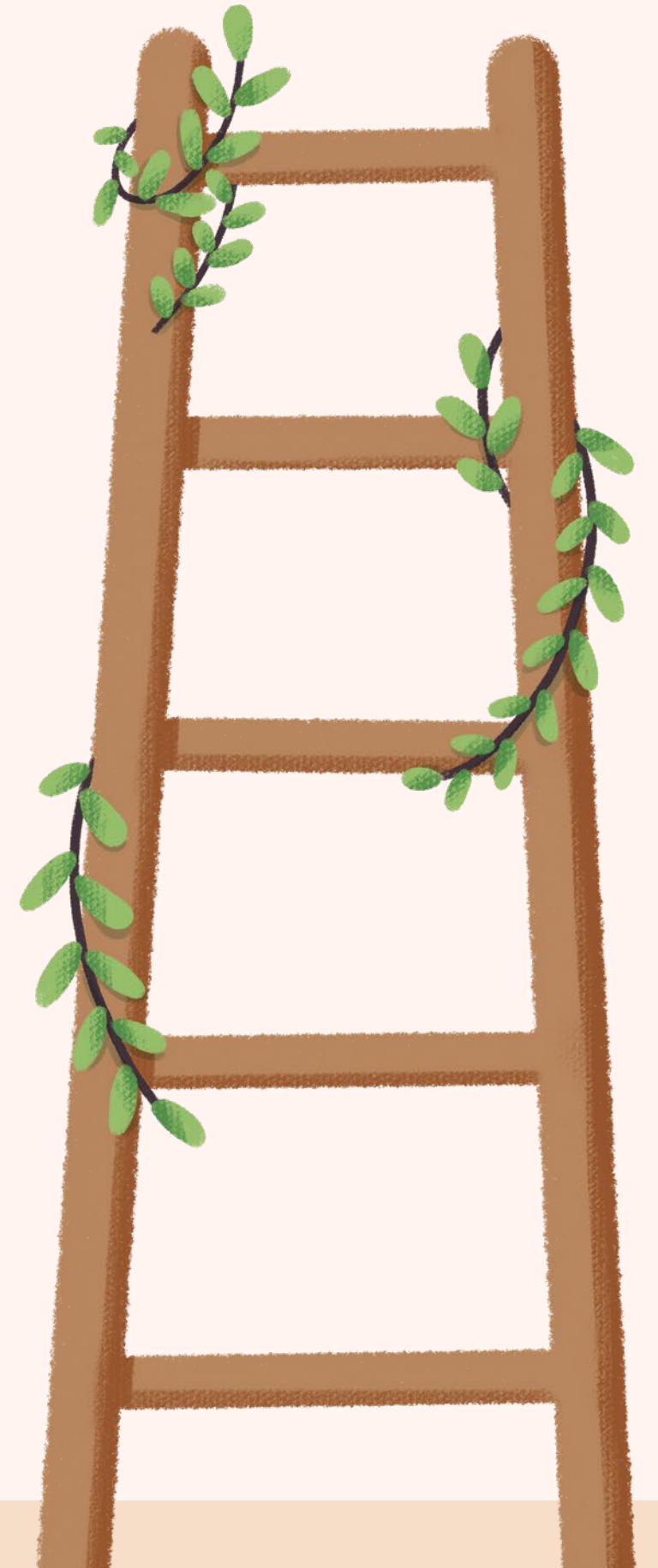
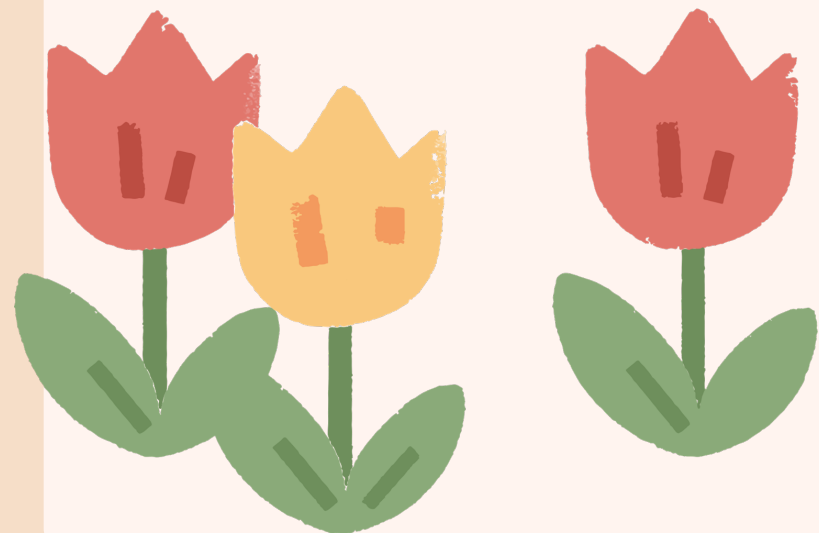
Matrix

Encouragement  
system

Social Skill Lessons

Discouragement  
system

Communication



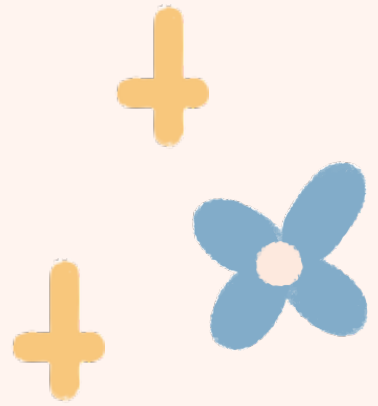
# Matrix



## THE BULLDOG WAY BE RESPECTFUL ♦ BE RESPONSIBLE ♦ BE SAFE

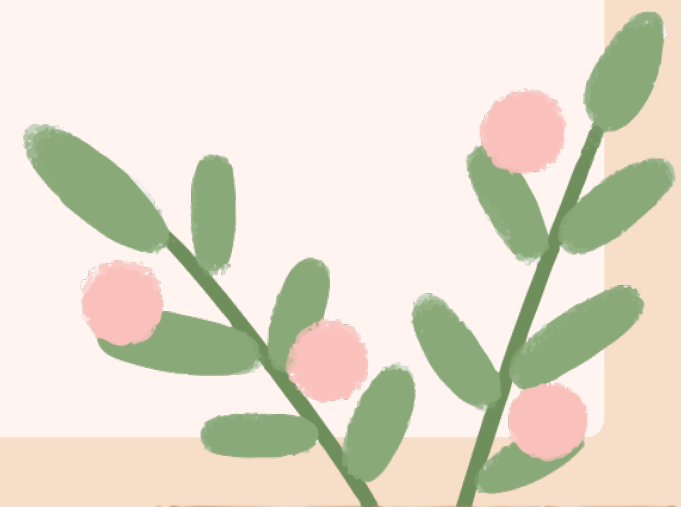
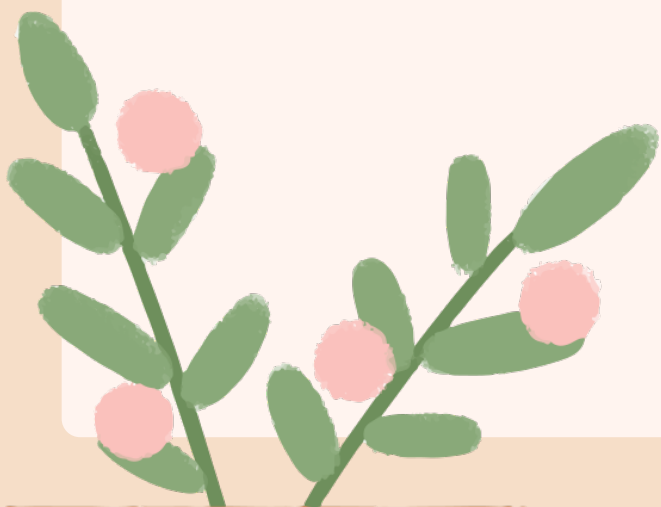


<u>EXPECTATION</u>	<u>HALLWAY</u>	<u>CAFETERIA</u>	<u>RESTROOM</u>	<u>PLAYGROUND</u>	<u>CLASSROOM</u>	<u>BUS</u>	<u>TECHNOLOGY</u>	<u>ASSEMBLY</u>
Voice Level	0-1	0-2	0-1	0-5	0-3	0-1	0	0-1
<b>Keep All Hands Feet &amp; Other Objects To Yourself (KAHFOOTY)</b>								
<b>Be Respectful</b>	Be attentive and listen to all directions Follow directions	Use good manners Say please and thank you. Only eat your food.	Help keep facility clean Wait your turn Allow for privacy	Include others Take turns Use kind words Listen to the teachers	Listen to the teacher or speaker Accept help Follow directions Use kind words	Follow driver and bus aid directions Use kind, appropriate words Keep the bus clean	Be a good cyber citizen Use school appropriate language in messages and emails Only use your account	Listen to the speaker Applaud the speaker when appropriate
<b>Be Responsible</b>	Be in the hall only with permission Return to class promptly Walk directly to your destination	Throw trash in the bins when dismissed Clean up your area Get all utensils and condiments before sitting down	Always flush Return to class promptly Put trash in trash cans. Use supplies responsibly Report concerns to an adult.	Play by the rules Line up quietly when the told Return playground equipment	Put things away Take care of school and personal property. Have materials ready to go	Stay seated until the driver stops at your stop Keep items in your backpack and gather all belongings before exiting the bus Report major problems to the driver at an appropriate time.	Device should be fully charged Handle device with care Report any issues immediately	Raise your hand when appropriate.
<b>Be Safe</b>	Walk on the green line on the right side of the hallway.	Stay seated until dismissed Walk in the cafeteria	Wash hands Use bathroom correctly	Use equipment as instructed Play carefully	Sit correctly Use materials appropriately	Stay seated the entire ride Seat to seat, back to back Keep all items and body in the bus	Keep personal information to yourself. Carry device with two hands Food and drinks are not allowed by device.	Sit in the assigned area with teacher.



# Think Abouts!

- Identify three to five core behavioral values for the school
- Think about all the locations in the school where expected behaviors are needed
- Determine in detail what the expectation is!
- Use positive language



# Examples

Mascot Junction

**R O A R**

	Respect	Ownership	Acceptance	Responsible
<b>Hallway</b>	<ul style="list-style-type: none"> <li>Keep hands and feet to self</li> <li>Stay quiet - classes are in progress</li> </ul>	<ul style="list-style-type: none"> <li>Go directly to your destination</li> <li>Set a good example</li> <li>During class have a pass</li> </ul>	<ul style="list-style-type: none"> <li>Follow directions</li> <li>Hold doors for others</li> </ul>	<ul style="list-style-type: none"> <li>Walk face forward</li> <li>Keep to the right</li> <li>Keep hallways clear and clean</li> </ul>
<b>Restroom</b>	<ul style="list-style-type: none"> <li>Respect privacy</li> <li>Use kind words and actions</li> <li>Use equipment and supplies properly</li> </ul>	<ul style="list-style-type: none"> <li>Throw trash in receptacle</li> <li>Use time wisely</li> </ul>	<ul style="list-style-type: none"> <li>Wait your turn</li> <li>Go, flush, wash</li> </ul>	<ul style="list-style-type: none"> <li>Wash hands</li> <li>Report problems to an adult</li> <li>Walk at all times</li> <li>Keep water in sink</li> </ul>
<b>Assembly</b>	<ul style="list-style-type: none"> <li>Listen and wait on speaker</li> <li>Participate</li> <li>Use appropriate equipment</li> </ul>	<ul style="list-style-type: none"> <li>Keep hands and feet to yourself</li> <li>Sit appropriately</li> </ul>	<ul style="list-style-type: none"> <li>Follow directions from adults</li> <li>Enter and exit quietly</li> </ul>	<ul style="list-style-type: none"> <li>Enter and exit quietly</li> <li>Walk at all times</li> <li>Stay in designated area</li> </ul>
<b>Playground</b>	<ul style="list-style-type: none"> <li>Take turns</li> <li>Use kind words and actions</li> </ul>	<ul style="list-style-type: none"> <li>Line up when you are called</li> <li>Set a good example</li> <li>Use equipment appropriately</li> </ul>	<ul style="list-style-type: none"> <li>Play by the rules</li> <li>Invite others to play</li> </ul>	<ul style="list-style-type: none"> <li>Stay in designated area</li> <li>Report problems to an adult</li> <li>Walk to and from building</li> </ul>
<b>Cafeteria</b>	<ul style="list-style-type: none"> <li>Respect other's space</li> <li>Use kind words and actions</li> </ul>	<ul style="list-style-type: none"> <li>Leave a clean table, chair and floor</li> </ul>	<ul style="list-style-type: none"> <li>Sit with feet under table</li> <li>Use an indoor voice</li> <li>Raise your hand for help</li> </ul>	<ul style="list-style-type: none"> <li>Follow directions from adults</li> <li>Walk at all times</li> <li>Eat only your food</li> </ul>
<b>Library</b>	<ul style="list-style-type: none"> <li>Take care of books and equipment</li> <li>Respect others trying to read and learn</li> </ul>	<ul style="list-style-type: none"> <li>Stay on task</li> <li>Put things away in their proper place</li> <li>Return materials on time</li> </ul>	<ul style="list-style-type: none"> <li>Be quiet</li> <li>Use time wisely</li> </ul>	<ul style="list-style-type: none"> <li>Follow directions from adults</li> <li>Walk at all times</li> </ul>
<b>Classroom</b>	<ul style="list-style-type: none"> <li>Use classroom materials appropriately</li> <li>Walk at all times</li> <li>Keep hands, feet and objects to yourself</li> </ul>	<ul style="list-style-type: none"> <li>Complete your work</li> <li>Organize</li> </ul>	<ul style="list-style-type: none"> <li>Be ready to learn</li> <li>Try your best</li> <li>Stay on task</li> <li>Participate</li> </ul>	<ul style="list-style-type: none"> <li>Pay attention to your teacher</li> <li>Follow instructions</li> <li>Use kind words and actions</li> <li>Raise your hand to speak</li> </ul>
<b>Bus</b>	<ul style="list-style-type: none"> <li>Stay seated face forward</li> <li>Watch for traffic when entering/exiting</li> <li>Keep hands and feet to yourself</li> </ul>	<ul style="list-style-type: none"> <li>Listen to bus driver</li> <li>No eating or drinking</li> <li>Keep track of your belongings</li> </ul>	<ul style="list-style-type: none"> <li>Keep your backpack closed</li> <li>Report problems to adult</li> </ul>	<ul style="list-style-type: none"> <li>Keep noise down</li> <li>Use kind words and actions</li> <li>Listen for your stop</li> <li>Remember your bus number</li> </ul>

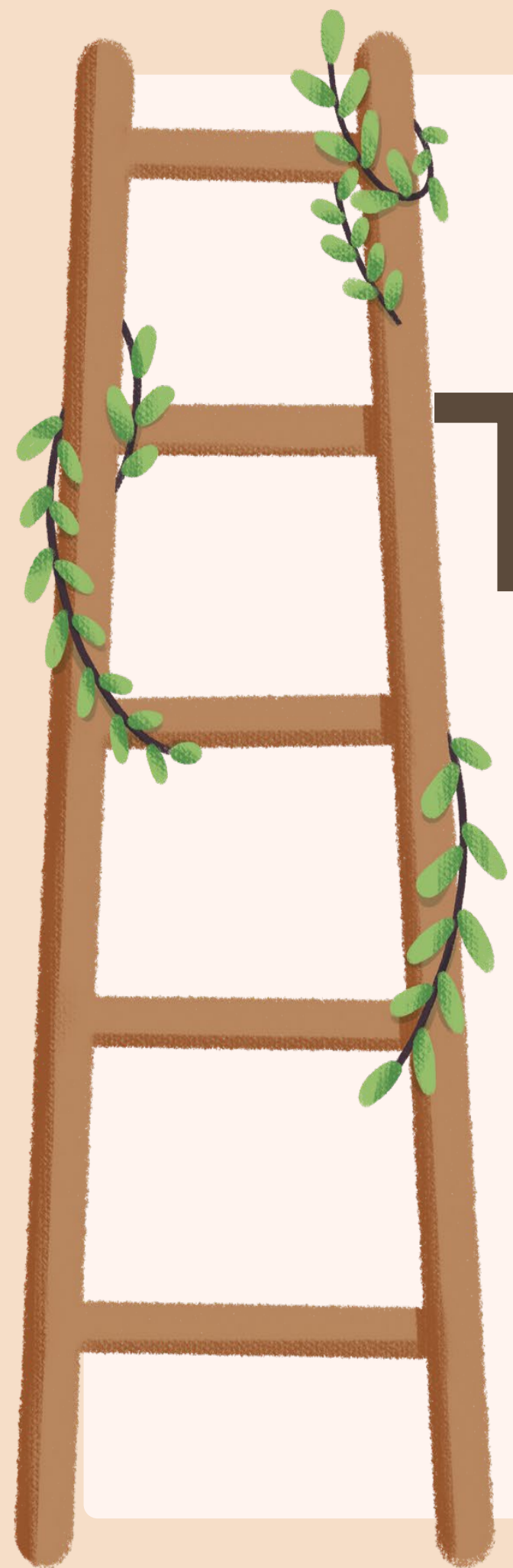
**The Wildcat Way**

	Classroom and Specialty	Hallways and Common Areas	Stairs	Cafeteria	Restrooms	Playground
<b>Respect</b>	<ul style="list-style-type: none"> <li>Walk quietly</li> <li>Follow directions</li> <li>Use kind words and actions</li> </ul>	<ul style="list-style-type: none"> <li>Follow directions</li> <li>Use kind words and actions</li> </ul>	<ul style="list-style-type: none"> <li>Follow directions</li> <li>Use kind words and actions</li> </ul>	<ul style="list-style-type: none"> <li>Follow directions</li> <li>Use kind words and actions</li> </ul>	<ul style="list-style-type: none"> <li>Follow directions</li> <li>Use kind words and actions</li> </ul>	<ul style="list-style-type: none"> <li>Follow directions</li> <li>Use kind words and actions</li> </ul>
<b>Ownership</b>	<ul style="list-style-type: none"> <li>Follow directions</li> <li>Use kind words and actions</li> </ul>	<ul style="list-style-type: none"> <li>Follow directions</li> <li>Use kind words and actions</li> </ul>	<ul style="list-style-type: none"> <li>Follow directions</li> <li>Use kind words and actions</li> </ul>	<ul style="list-style-type: none"> <li>Follow directions</li> <li>Use kind words and actions</li> </ul>	<ul style="list-style-type: none"> <li>Follow directions</li> <li>Use kind words and actions</li> </ul>	<ul style="list-style-type: none"> <li>Follow directions</li> <li>Use kind words and actions</li> </ul>
<b>Attitude</b>	<ul style="list-style-type: none"> <li>Follow directions</li> <li>Use kind words and actions</li> </ul>	<ul style="list-style-type: none"> <li>Follow directions</li> <li>Use kind words and actions</li> </ul>	<ul style="list-style-type: none"> <li>Follow directions</li> <li>Use kind words and actions</li> </ul>	<ul style="list-style-type: none"> <li>Follow directions</li> <li>Use kind words and actions</li> </ul>	<ul style="list-style-type: none"> <li>Follow directions</li> <li>Use kind words and actions</li> </ul>	<ul style="list-style-type: none"> <li>Follow directions</li> <li>Use kind words and actions</li> </ul>
<b>Responsibility</b>	<ul style="list-style-type: none"> <li>Follow directions</li> <li>Use kind words and actions</li> </ul>	<ul style="list-style-type: none"> <li>Follow directions</li> <li>Use kind words and actions</li> </ul>	<ul style="list-style-type: none"> <li>Follow directions</li> <li>Use kind words and actions</li> </ul>	<ul style="list-style-type: none"> <li>Follow directions</li> <li>Use kind words and actions</li> </ul>	<ul style="list-style-type: none"> <li>Follow directions</li> <li>Use kind words and actions</li> </ul>	<ul style="list-style-type: none"> <li>Follow directions</li> <li>Use kind words and actions</li> </ul>

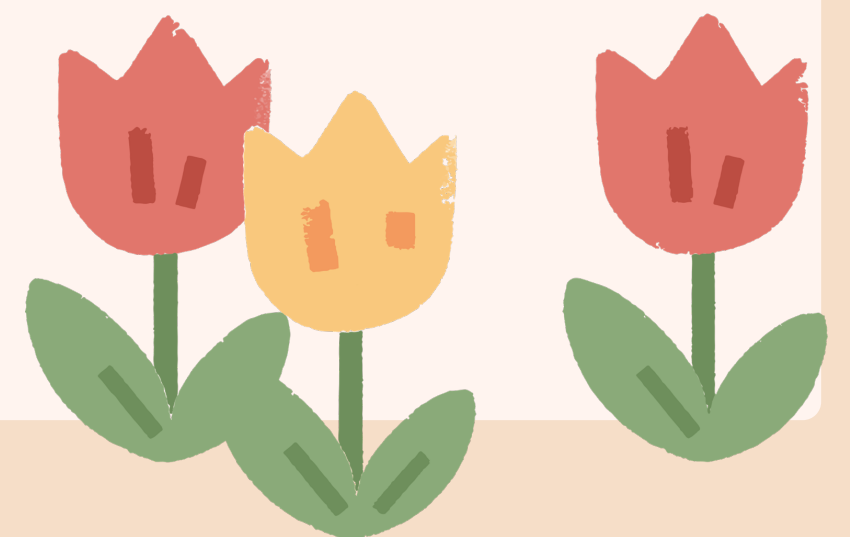
by Mascot Junction

**P A W S**

	Prepare	Act Responsible	Work and Play Safe	Show Respect
<b>Hallway</b>	<ul style="list-style-type: none"> <li>Go directly to your destination</li> <li>Set a good example</li> <li>During class have a pass</li> </ul>	<ul style="list-style-type: none"> <li>Follow directions</li> <li>Hold doors for others</li> </ul>	<ul style="list-style-type: none"> <li>Walk face forward</li> <li>Keep to the right</li> <li>Keep hallways clear and clean</li> </ul>	<ul style="list-style-type: none"> <li>Keep hands and feet to self</li> <li>Stay quiet - classes are in progress</li> </ul>
<b>Restroom</b>	<ul style="list-style-type: none"> <li>Throw trash in receptacle</li> <li>Use time wisely</li> </ul>	<ul style="list-style-type: none"> <li>Wait your turn</li> <li>Go, flush, wash</li> </ul>	<ul style="list-style-type: none"> <li>Wash hands</li> <li>Report problems to an adult</li> <li>Walk at all times</li> <li>Keep water in sink</li> </ul>	<ul style="list-style-type: none"> <li>Respect privacy</li> <li>Use kind words and actions</li> <li>Use equipment and supplies properly</li> </ul>
<b>Assembly</b>	<ul style="list-style-type: none"> <li>Keep hands and feet to yourself</li> <li>Sit appropriately</li> </ul>	<ul style="list-style-type: none"> <li>Follow directions from adults</li> <li>Enter and exit quietly</li> </ul>	<ul style="list-style-type: none"> <li>Enter and exit quietly</li> <li>Walk at all times</li> <li>Stay in designated area</li> </ul>	<ul style="list-style-type: none"> <li>Listen and wait on speaker</li> <li>Participate</li> <li>Use appropriate equipment</li> </ul>
<b>Playground</b>	<ul style="list-style-type: none"> <li>Line up when you are called</li> <li>Set a good example</li> <li>Use equipment appropriately</li> </ul>	<ul style="list-style-type: none"> <li>Play by the rules</li> <li>Invite others to play</li> </ul>	<ul style="list-style-type: none"> <li>Stay in designated area</li> <li>Report problems to an adult</li> <li>Walk to and from building</li> </ul>	<ul style="list-style-type: none"> <li>Take turns</li> <li>Use kind words and actions</li> </ul>



# Time to create a Matrix



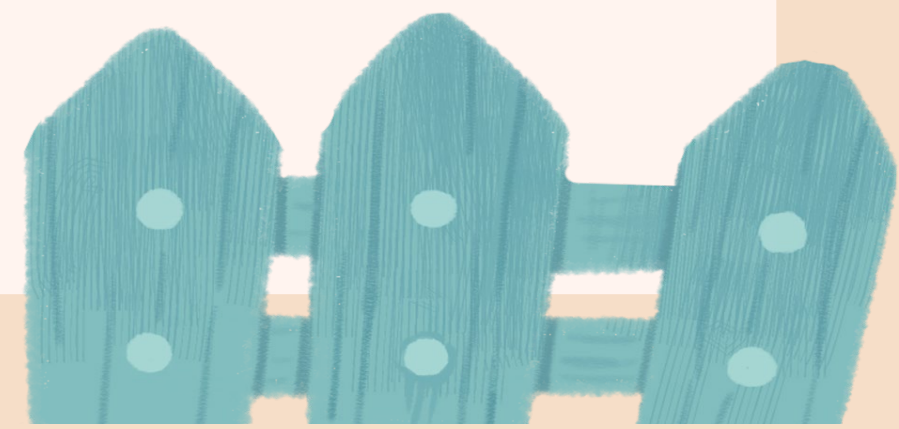
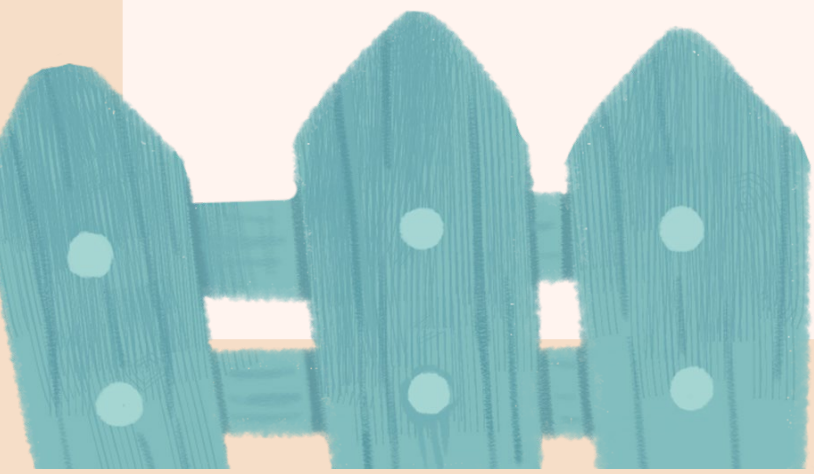
# Encouragement System

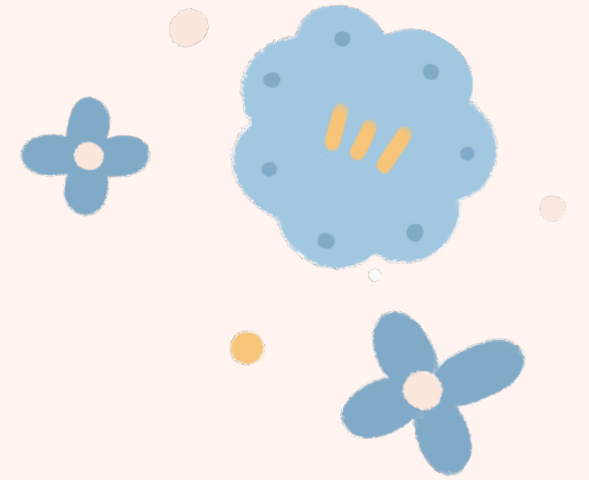


  
**Bulldog Buck**   
Student Name \_\_\_\_\_  
Circle one: Respectful Responsible Safe  
Teacher Initials \_\_\_\_\_  

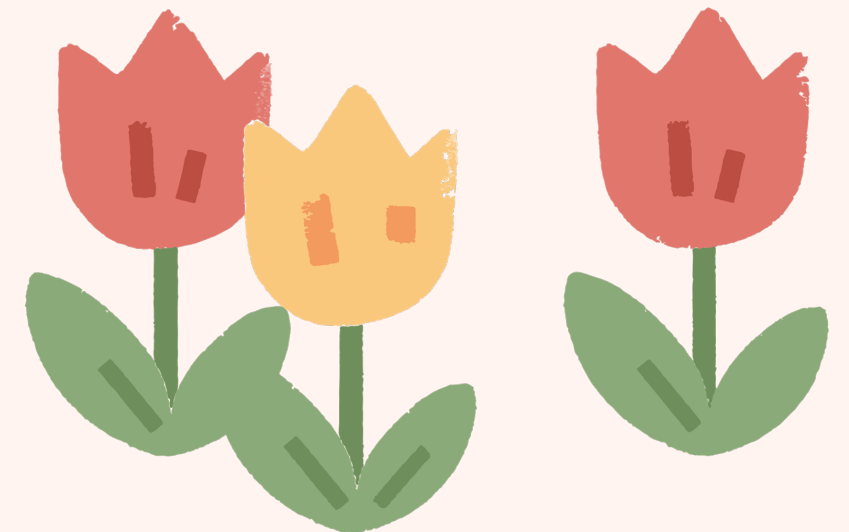
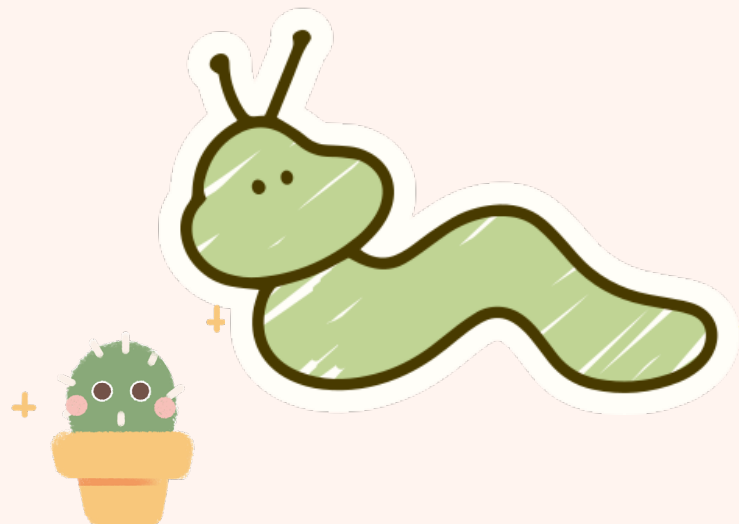



# Bulldog Store





**Discuss with your team what  
kind of reward system to you  
think you could have.**

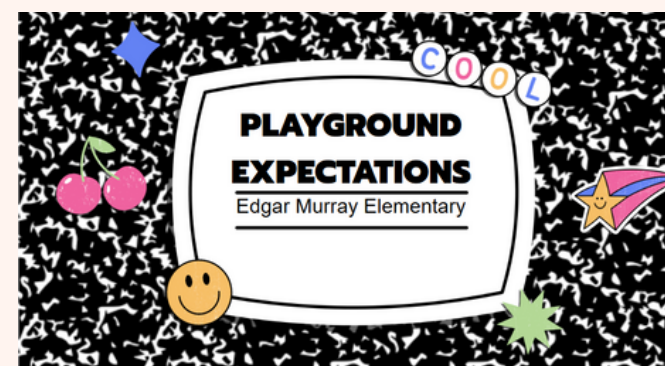


# Discouragement System

Classroom Managed Behaviors	Office Managed Behaviors
<b>Abusive language</b> - name calling, idiot, I hate you, etc.first, offense use of a curse word	<b>Profanity</b> - simulating sexual acts, making sexual references, repeated use of curse words, flipping off
<b>Minor threats</b> - raising fists, charging - no intent of harm	<b>Major Threats</b> - Verbal, written, or gesture mentioning killing someone, blowing something up, shooting, guns, etc. - possible intent of harm, safety concern.
<b>Technology violation</b> - open searches, games, accessing something without permission, changing background, etc.	<b>Technology violation</b> - media containing profanity or pornography
<b>Property Damage</b> - breaking pencils, ripping up papers, breaking items, writing on desk etc.	<b>Vandalism</b> - destroying property, breaking property
<b>Hands-on/Horseplay/Rough Play</b> - no injury	<b>Assault</b> - Physical force by one person with intent to do bodily harm. Injury: bruise, broken skin, bleeding, swelling, welt
<b>Cheating</b> - copying off someone, using resources without permission	<b>Fighting</b> - physical contact by all people involved with intent to do bodily harm.
<b>Disruption</b> - getting up out of seat, blurting, making noises, etc.	<b>Bullying</b> - reoccurring abusive language/assault/harassment/fighting/profanity to the same student.
<b>Electronic devices</b> - having a tablet, phone, calling, texting, gaming, music.	<b>Harassment</b> - gender specific hatred, racial slurs, etc.
<b>Insubordination</b> - being defiant, refusing to follow directions, refusing to do work, etc.	<b>Eloping</b> - running from a designated area, running out of school building, hiding at recess to avoid coming inside, hiding in the building, etc.
<b>Disrespect</b> - talking back, walking away from the teacher without permission, etc.	<b>Possession of a weapon</b> - gun, knife, box cutter, razor blades, hammers, screwdrivers, lighters, bullets, switchblade, pocket knife, etc.
<b>Lying</b>	<b>Possession of a Vape, Cigarettes, or Tobacco product</b>
<b>Hallway behavior</b> - not following hallway expectations, running, messing with bulletin boards and student work, yelling, etc.	<b>Possession of drugs</b>
<b>Toys</b> - having toys, stuffed animals, Pokemon cards, etc. out of backpack	<b>Use of a weapon</b>
<b>Forgery</b> - signing a parent/guardian's name	<b>Theft</b> - stealing property from student, teacher, or school

Classroom Managed Behaviors	Logical Consequences	Restorative Measure <small>How to make amends, fix relationships, and fix the damage caused.</small>
Abusive language- * Name calling * I hate you, etc.	-Removal from victim/safe seat -Verbal/written apology	* Restorative Conversation between student and victim. -Act of service for the victim -Do something nice for the victim/draw a picture for them/etc.
Hands on behavior without injury/ horseplay/rough play	-Removal from victim/safe seat -Separation of students -Not allowed to play/sit together/etc. for a set time -Loss of privilege where the hands on behavior occurred. -Verbal or written apology	*Restorative Conversation involved -Act of service for the victim -Do something nice for the victim/draw a picture for them/etc.
Cheating	- Redo the assignment. Can be done during a fun activity -Apology to the teacher	*Restorative Conversation between student and teacher.
Disruption	-Removal from group room -Safe seat/buddy room/opportunity -Written or verbal apology -Loss of privileges -Sit alone at lunch (If you talk and disrupt now you will sit quietly during your social time at lunch.). -Complete work during recess (If you play now, you'll have to work during play time.)	*Restorative Conversation between student and teacher. -Apologize to all affected
Electronic devices	-Removal of the electronic device. -Device sent to the office to be picked up by a parent.	*Restorative Conversation time out of their day to come get the device -Apologize to the teacher
Technology violation- open searches, games, accessing something without permission, changing background, etc.	-Loss of Chromebook privilege 1st offense: one day 2nd offense: three days 3rd offense: one week 4th offense: two weeks 5th offense: administration discretion for long-term Chromebook suspension.	*Restorative Conversation -Apologize to the teacher
Hallway Behavior	-Resulting incomplete work will be made up during a fun activity. -Student will need to go back and "try it again" until they display the correct	*Restorative Conversation -Apologies to specific people for

# Social Skill Lessons





# Objectives

01

## First Objective

Identify and address  
student behavioral  
needs

02


## Second Objective

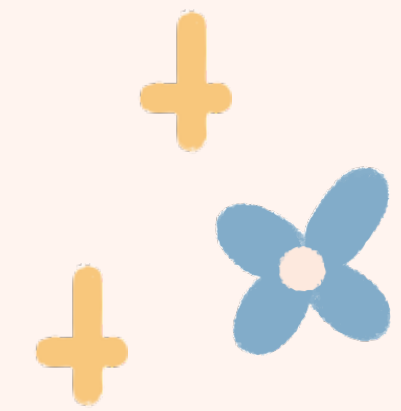
Track the  
effectiveness of the  
PBIS Intervention

03

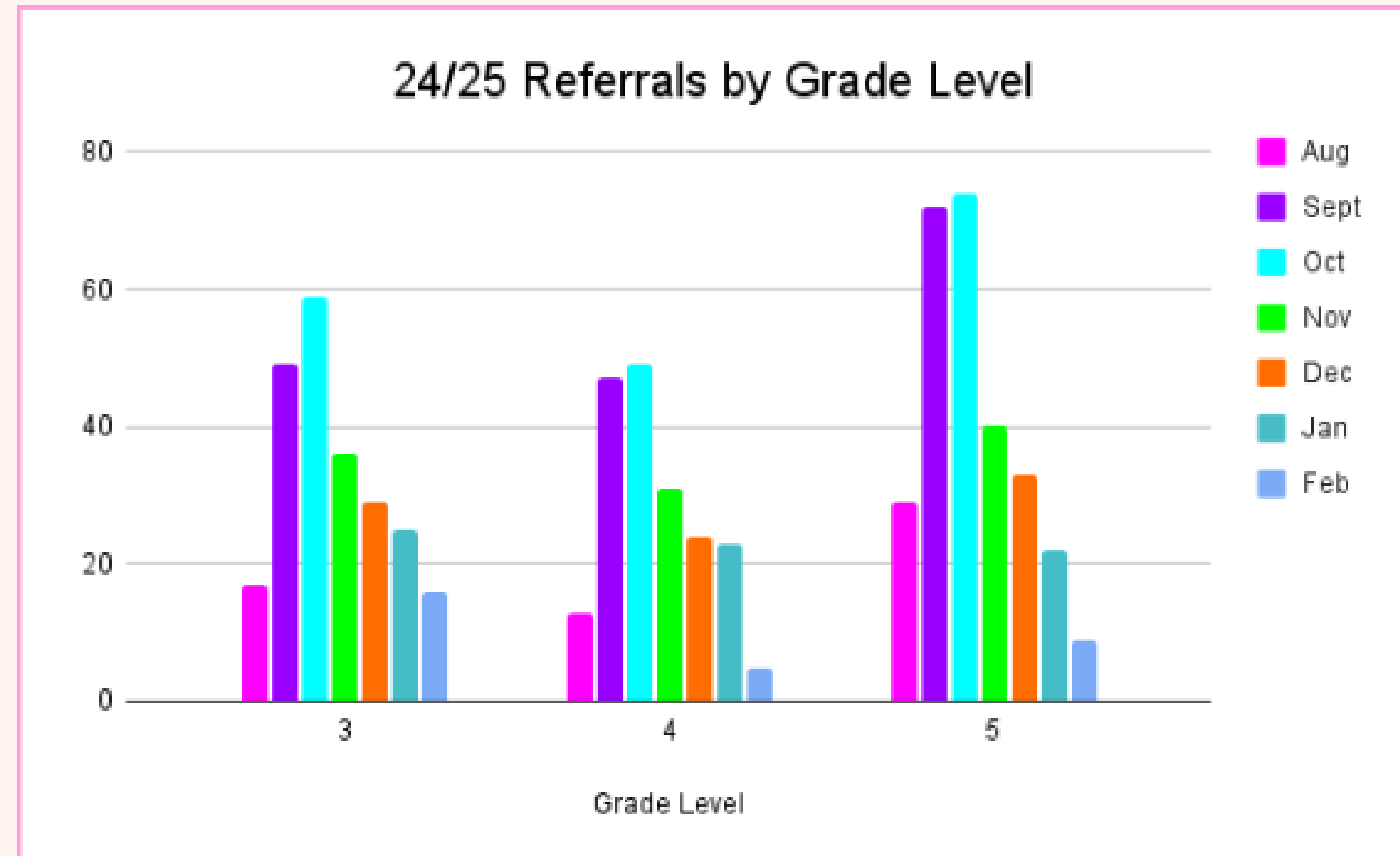
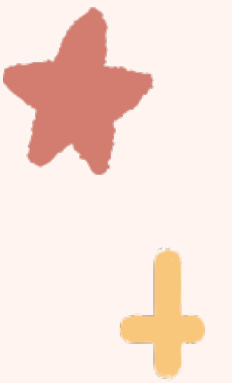
## Third Objective

Adjust PBIS Plans  
and make new  
lessons once we  
look over data





# Data Analysis Drives our Lesson Instruction each month!

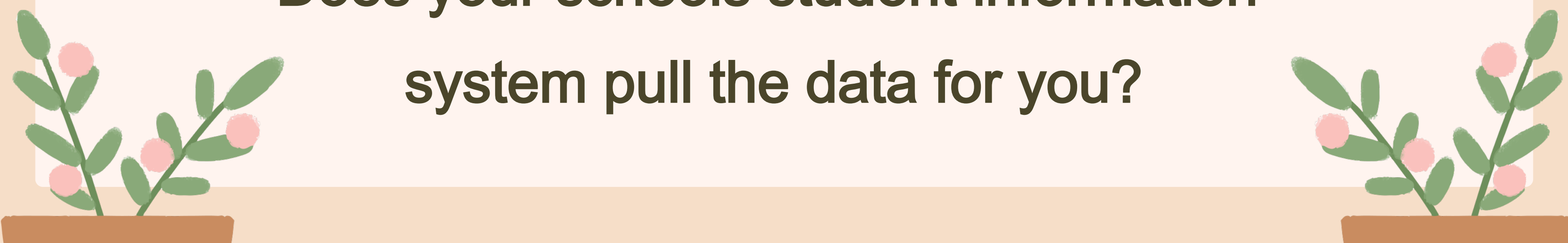




**Consider how your team will track data.**

- Weekly? Who on your team will
- Monthly? track and present the data?

**Does your schools student information  
system pull the data for you?**

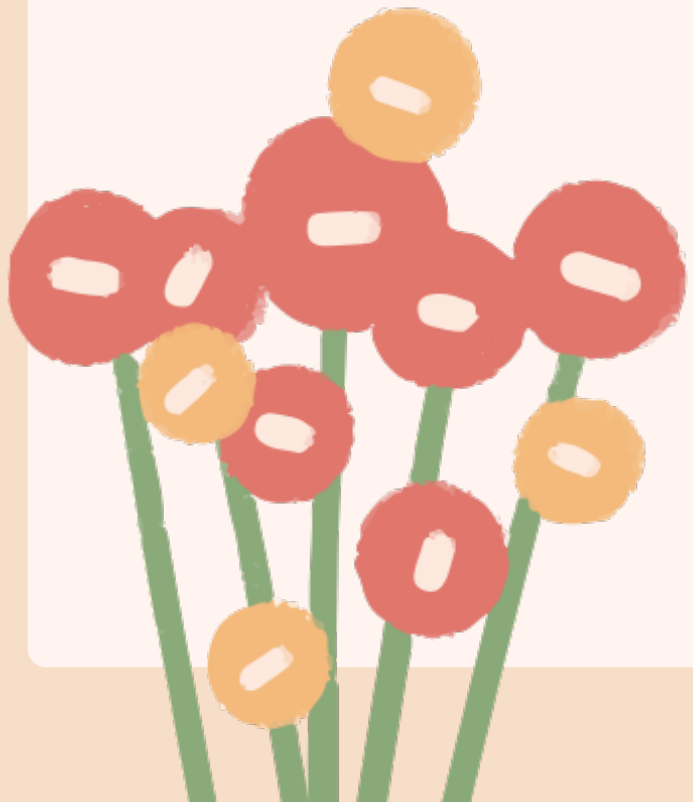




# Communication



- Teacher surveys
- Bulldog Way Parent Newsletter
- Bulldog Way Teacher Newsletter



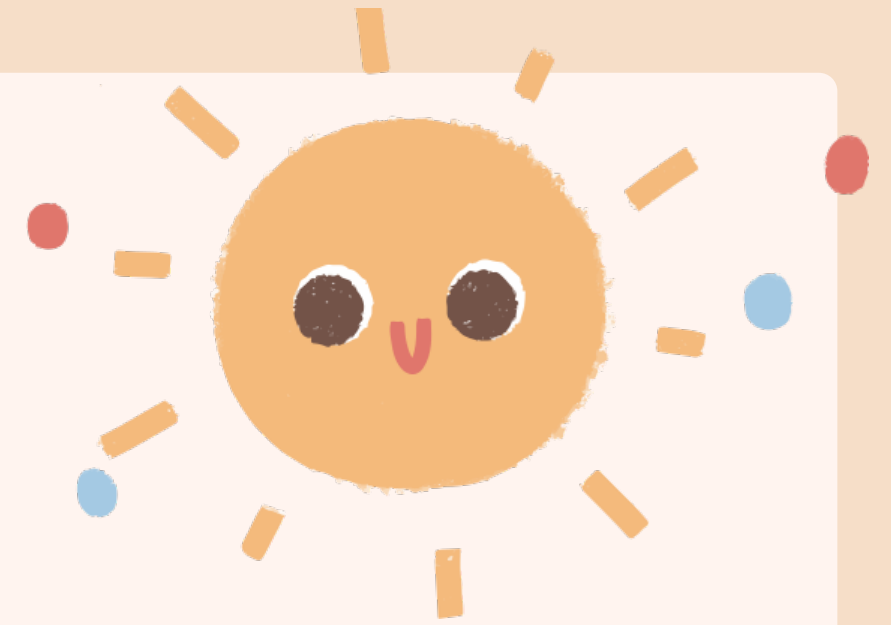


Parent letter



Teacher newsletter

# Conclusions

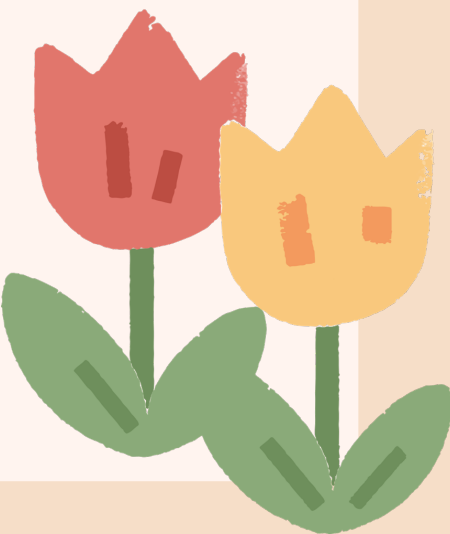


## Conclusion 1

Having the data driven instruction has been very important to see major and minors decrease.

## Conclusion 2

Teachers and students have mentions that they have enjoyed the lessons.

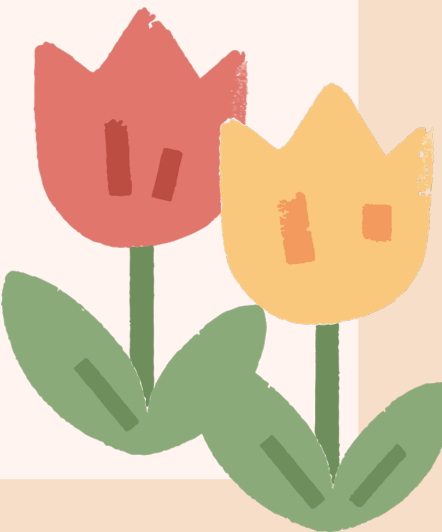




# PAWSative Pack

## AFTER SCHOOL CLUB

We are excited to offer the Bulldog PAWSitive Pack club to 4th and 5th grade Edgar Murray Elementary students this year! The Bulldog Way is a set of school wide expectations with the purpose of creating a safe and positive school environment. The club helps foster the PAWSitive school environment.





# Thank You!

How To Contact us:

Edgar Murray Elementary

1044 High School Dr.

St. Clair Mo. 63077

636-629-3500

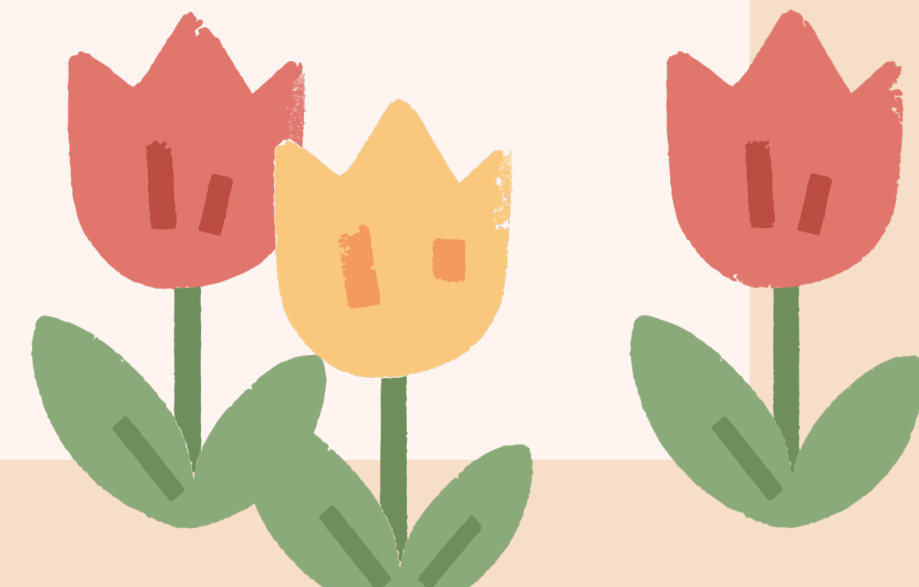
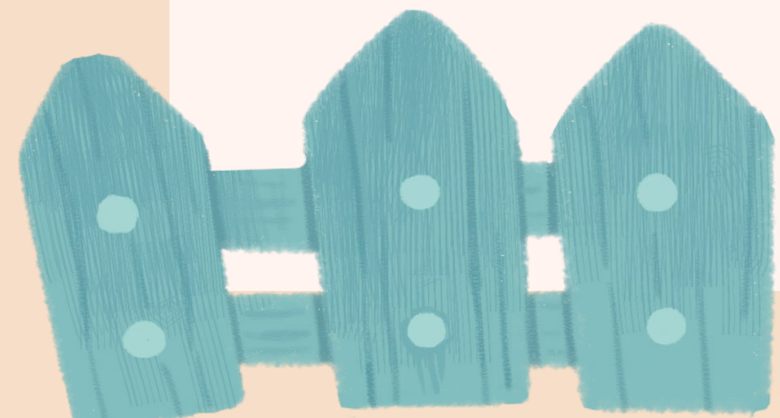
Email

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\*\*Remember to  
complete the session  
feedback survey in the  
Guidebook app\*\*



# Resource Page

