

El Dorado Springs
Elementary

Review Reflect Rejuvenate

Presented by:

Jeremy Barger-Principal

Ginger Nowak-Associate Principal

Kaitlyn Norman-Counselor

Kali Collins-PBIS Coordinator



Session 7G

Missouri SW-PBS Summer Institute 2025

Session Outcomes



Identify Benefits
of Upgrading
Current PBIS
Systems



Consider
Effectiveness of
Different Rewards
Systems for
Students



Identify Ways to
Improve Tier 1 and
Tier 2 Systems for
Students and Staff

About the Presenter

Jeremy Barger



- Elementary Principal
2021 to Present, El Dorado Springs R-2
- Athletic Director
2019-2021, El Dorado Springs R-2
- Middle School P.E. Teacher
2014-2019, El Dorado Springs R-2

About the Presenter

Ginger Nowak



- Associate Principal
2023-Present, El Dorado Springs R-2
- Title 1 Reading Teacher
2022-2023, El Dorado Springs R-2
- First Grade Teacher
2015-2022, El Dorado Springs R-2

About the Presenter

Kaitlyn Norman



- Elementary Counselor
2018-Present, El Dorado Springs R-2
- MS in Clinical Mental Health Counseling
- EdS in School Counseling

About the Presenter

Kali Collins



- PBIS Coordinator and Recovery Room Supervisor
2022-Present, El Dorado Springs R-2

El Dorado Springs Elementary



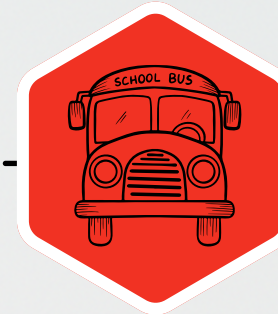
District Population

The total student population within our district is 1,139 with 571 of those students in Elementary.



Title 1 School

Our students qualify for free breakfast and lunch through a grant from Community Eligibility Provision (CEP).



Pre-K to 5th Grade

Enrollment:

P-K: 61

K: 77

1st: 79

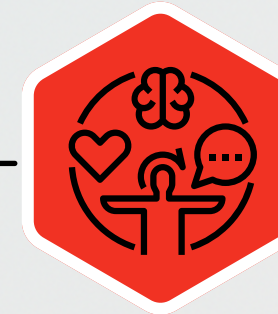
2nd: 95

3rd: 85

4th: 90

5th: 84

Total: 571



A PBIS School

Our school has implemented PBIS strategies for 14 years.

Our PBIS Journey

-Principal leaves, Assistant Principal becomes
new head Principal - May 2020
-New Assistant Principal - May 2020
-Major Staffing Changes - May 2020
-COVID Aftermath - May 2020

Implemented
Tier 2



Counselor
Change



Admin Change
(New Principal)



-Admin Change
(New Assistant
Principal)
-New School
Social Worker

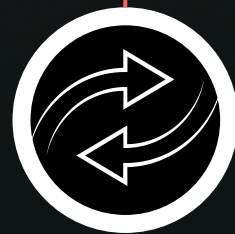


2011



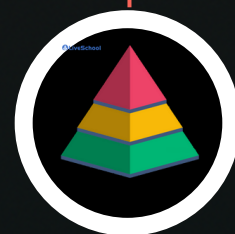
Began PBIS
Implementation

2016



PBIS
Coordinator
Change

2018

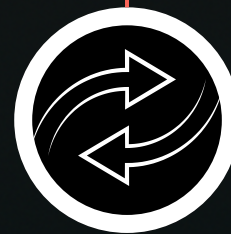


PBIS Team
Attends Summer
Institute

2020



2021



PBIS
Coordinator
Change

2022



PBIS
Coordinator
Change

2023



-PBIS Team Attends
Summer Institute
-Begin Implementing
Building Wide Changes

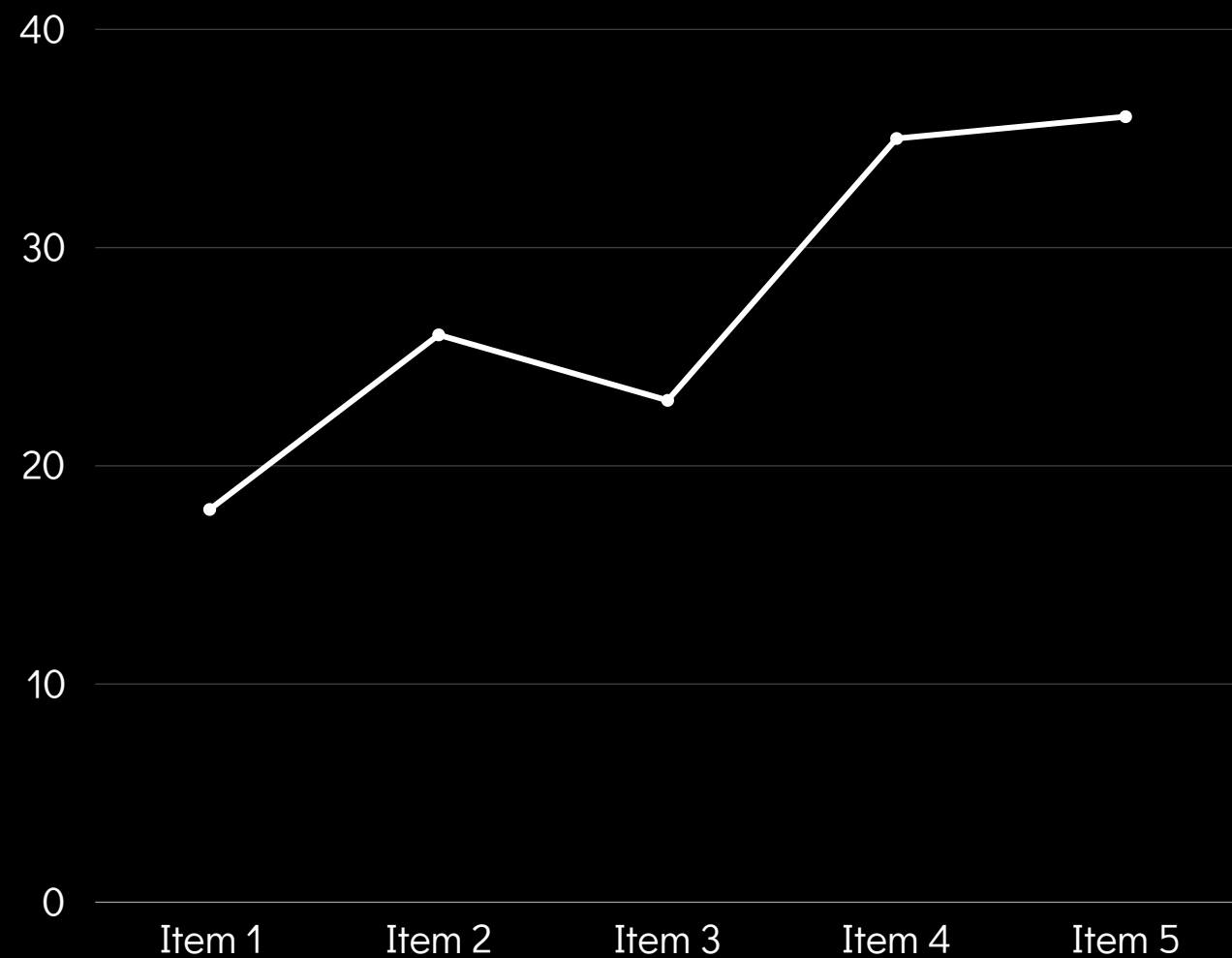
2024/2025

We were seeing progress year after year, but our systems were feeling stagnant and we were all on different pages on how PBIS should be implimented.



Commonly Heard Things:	Our Reaction
What is PBIS?	“Positive Behavioral Interventions and Supports”
Everyone is just going to want something for everything they do.	“Not really, we are reinforcing out students’ positive behaviors”
I’m doing all the things, but it’s not working in my room!	“Are you implementing with fidelity?”
They Know Better!	“Sometimes they don’t, so we need to reteach”
Wait, what is PBIS again?	“*slams head into wall”

REVIEW



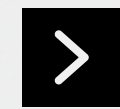
What works best?

Where can we improve?

**What works, but seems
tired?**

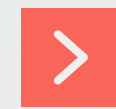
**Where are we going to
look to help guide us?**

Data Reviewed



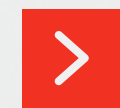
Big 5

The overall Who, What, Where, When, and Why from the last four years in SWIS.



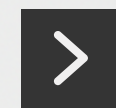
Self Assessment Survey

Self Assessment report from previous year.



Triangle Data

End of Year Triangle Data for the last four years from SWIS.

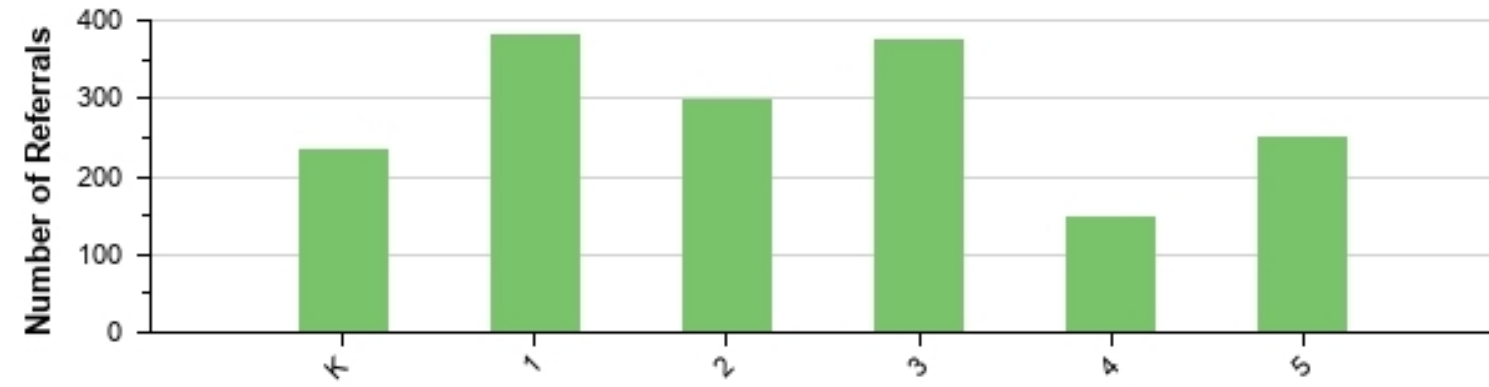


Student/Staff Climate

Asking Students and Teachers what they liked and didn't like about Tier 1 procedures throughout the school year. What would they keep/change?

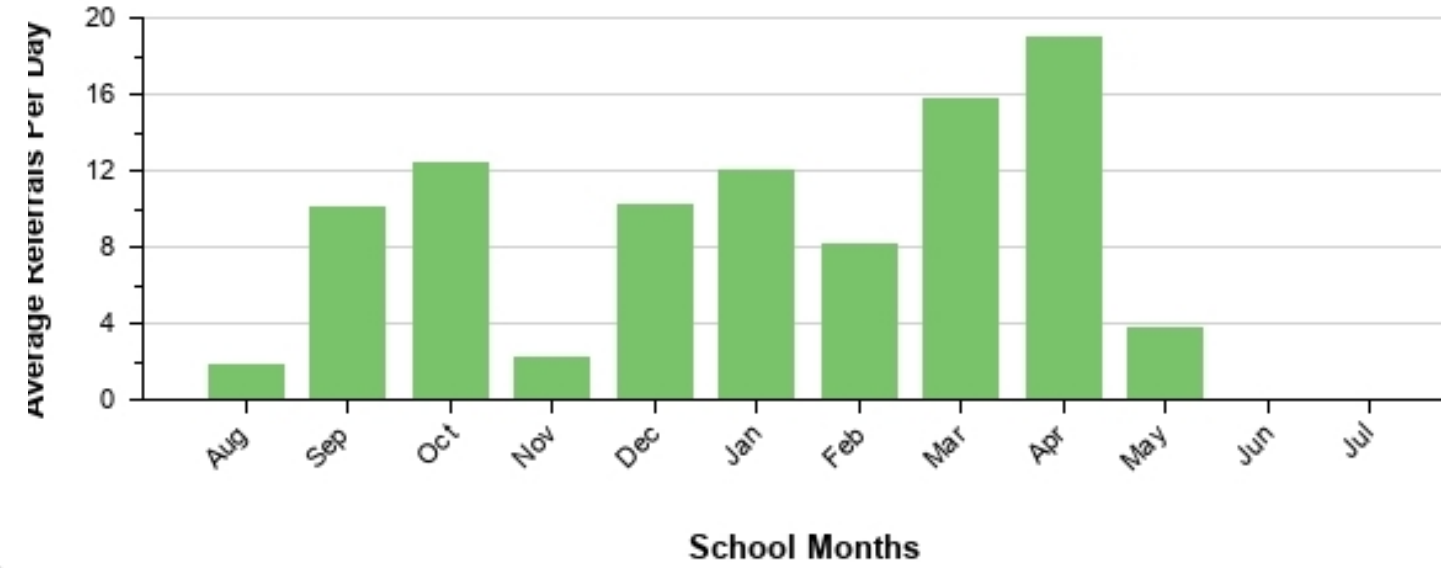
Referrals by Grade

All, Aug 1, 2020 - Jul 31, 2021



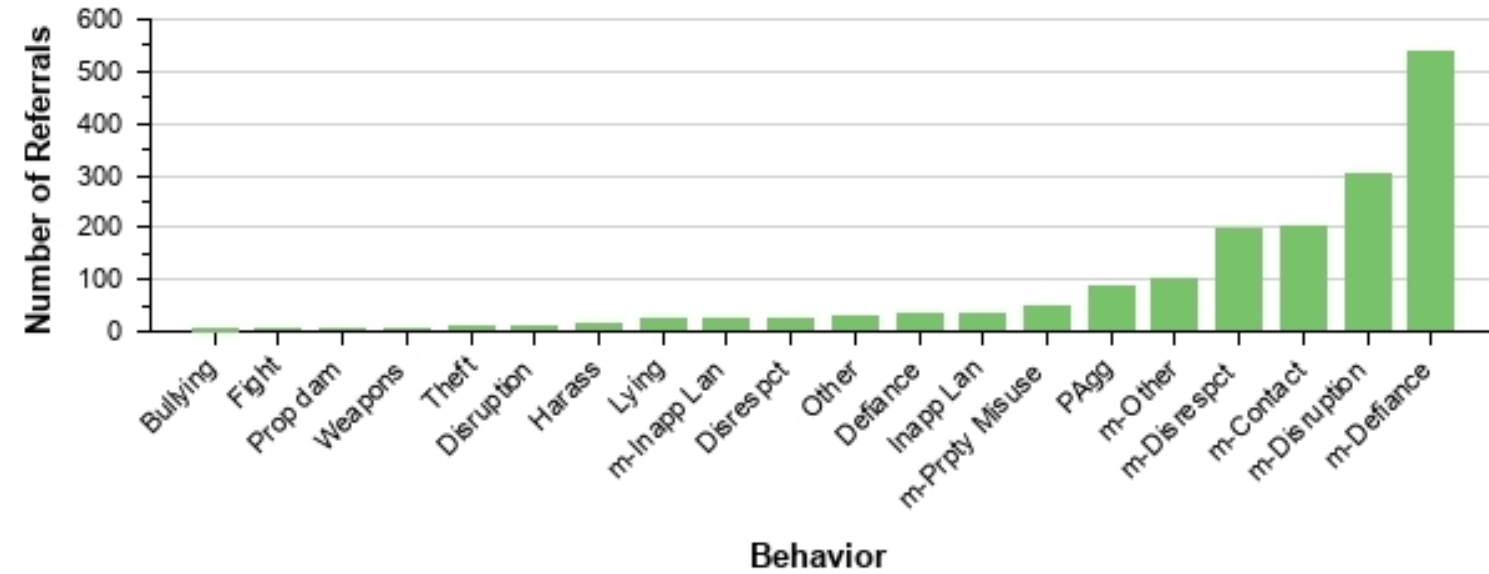
Average Referrals Per Day Per Month

All, 2020-21



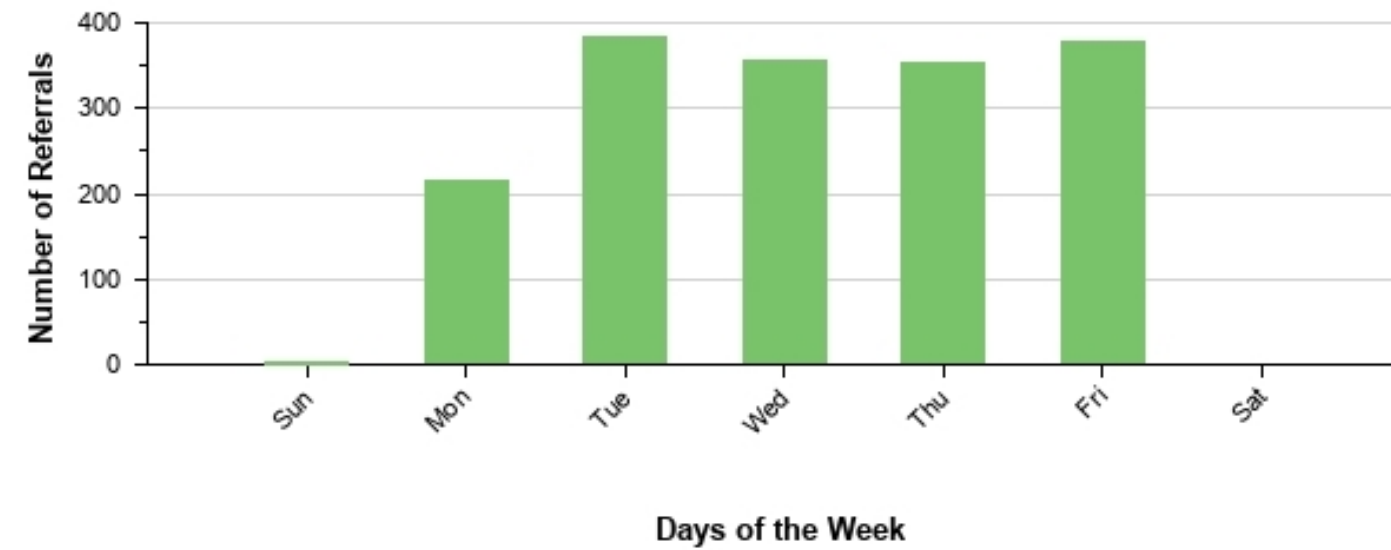
Referrals by Behavior

All, Aug 1, 2020 - Jul 31, 2021



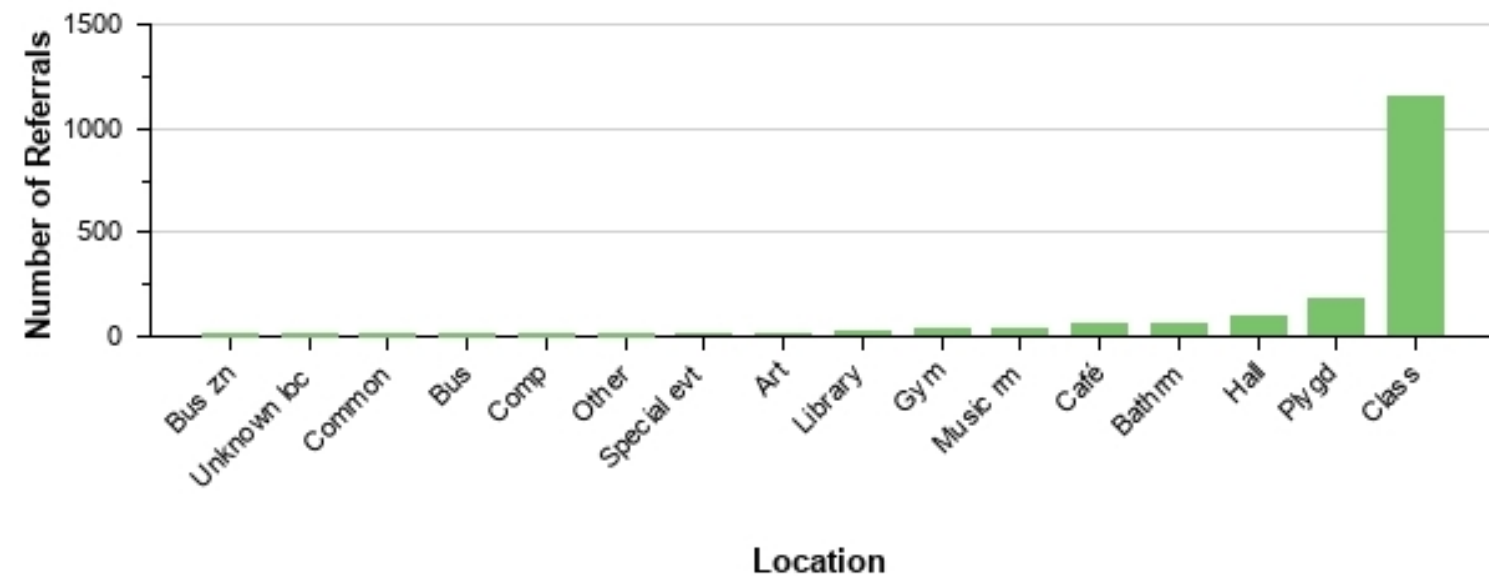
Referrals by Day Of Week

All, Aug 1, 2020 - Jul 31, 2021



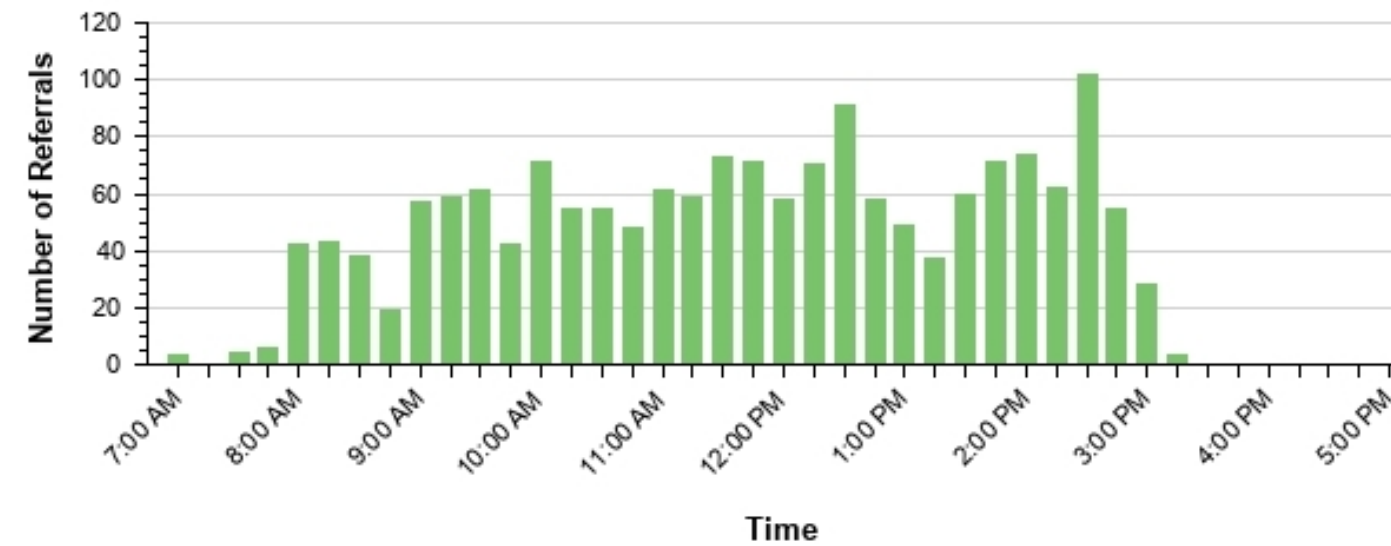
Referrals by Location

All, Aug 1, 2020 - Jul 31, 2021



Referrals by Time

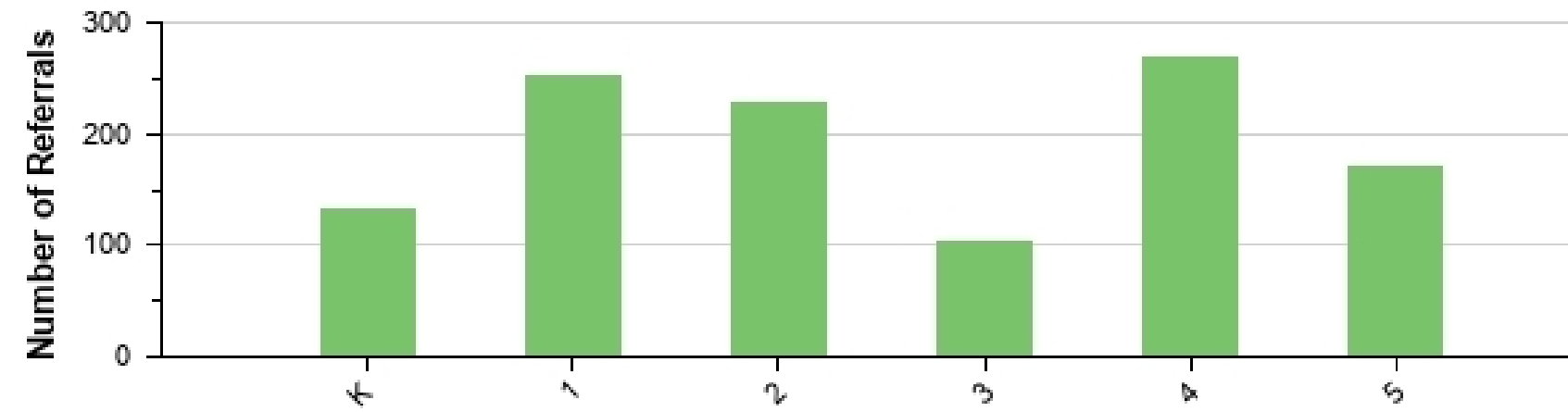
All, Aug 1, 2020 - Jul 31, 2021



2022.01

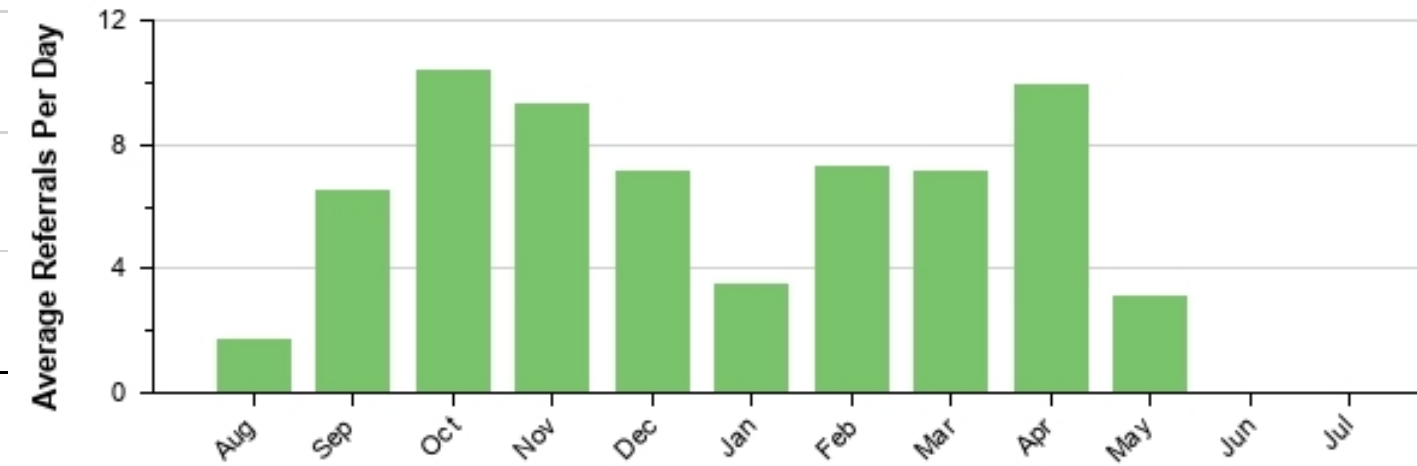
Referrals by Grade

All, Aug 1, 2023 - Jul 31, 2024



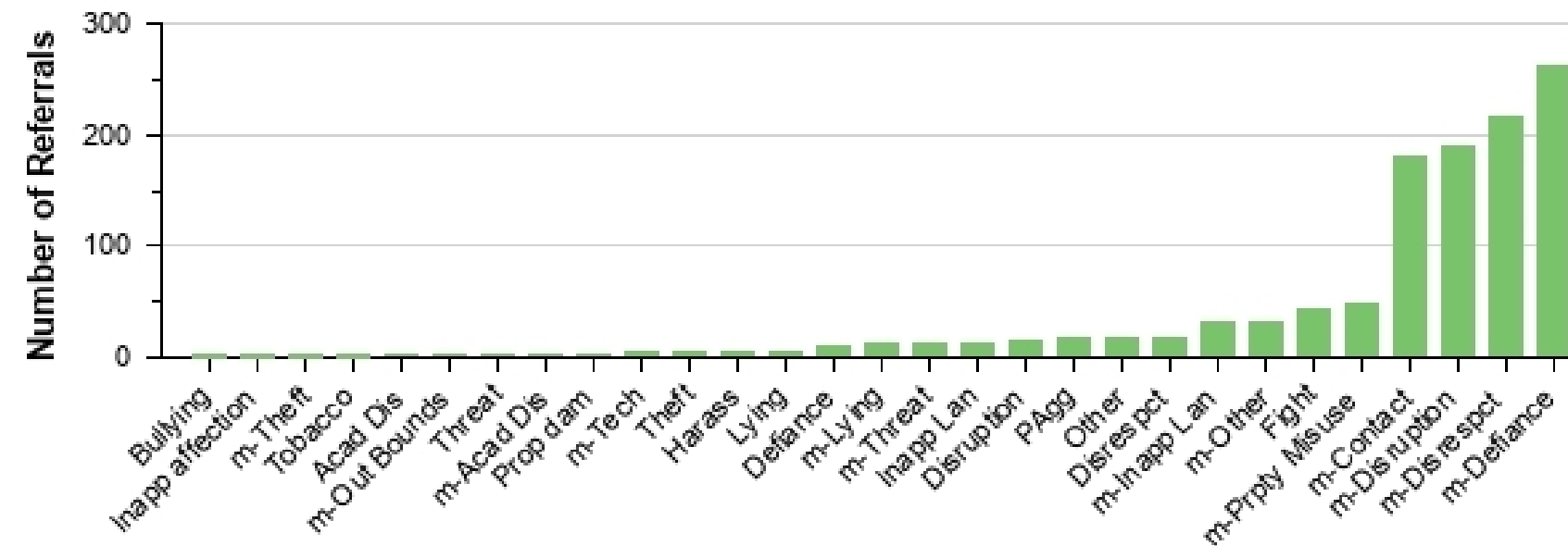
Average Referrals Per Day Per Month

All, 2023-24



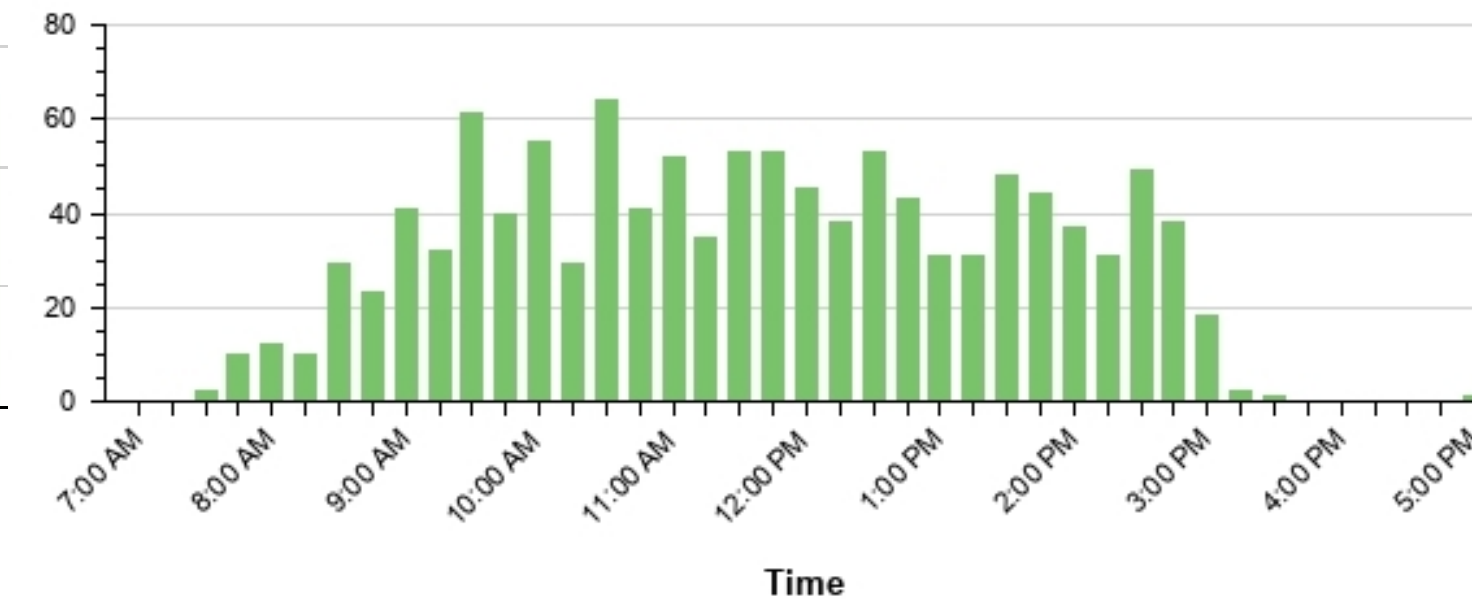
Referrals by Behavior

All, Aug 1, 2023 - Jul 31, 2024



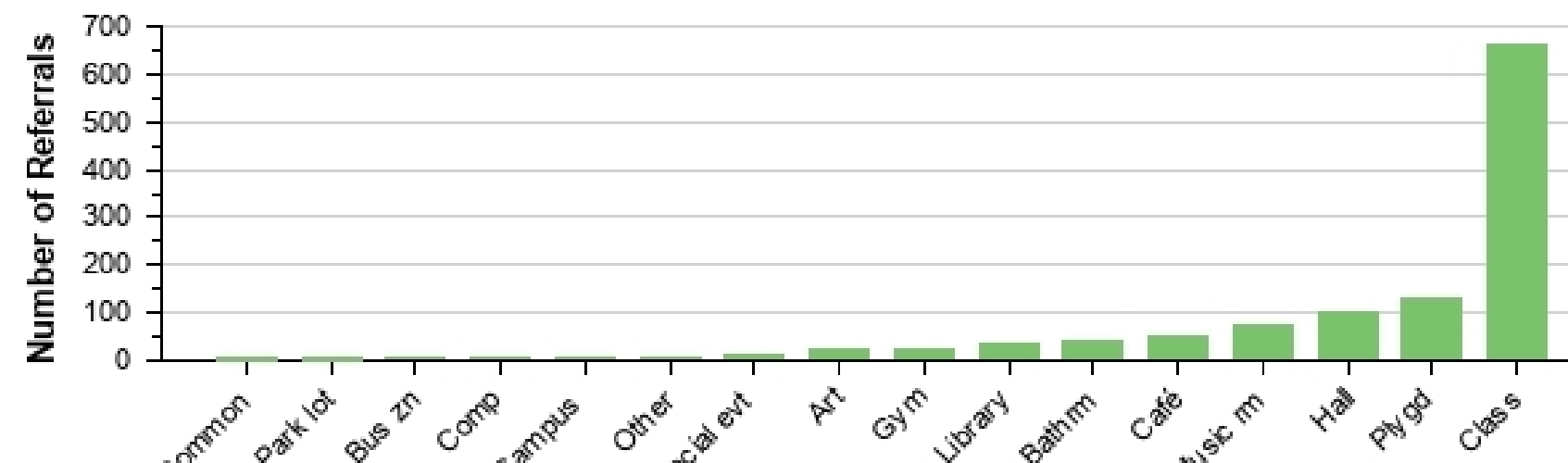
Referrals by Time

All, Aug 1, 2023 - Jul 31, 2024



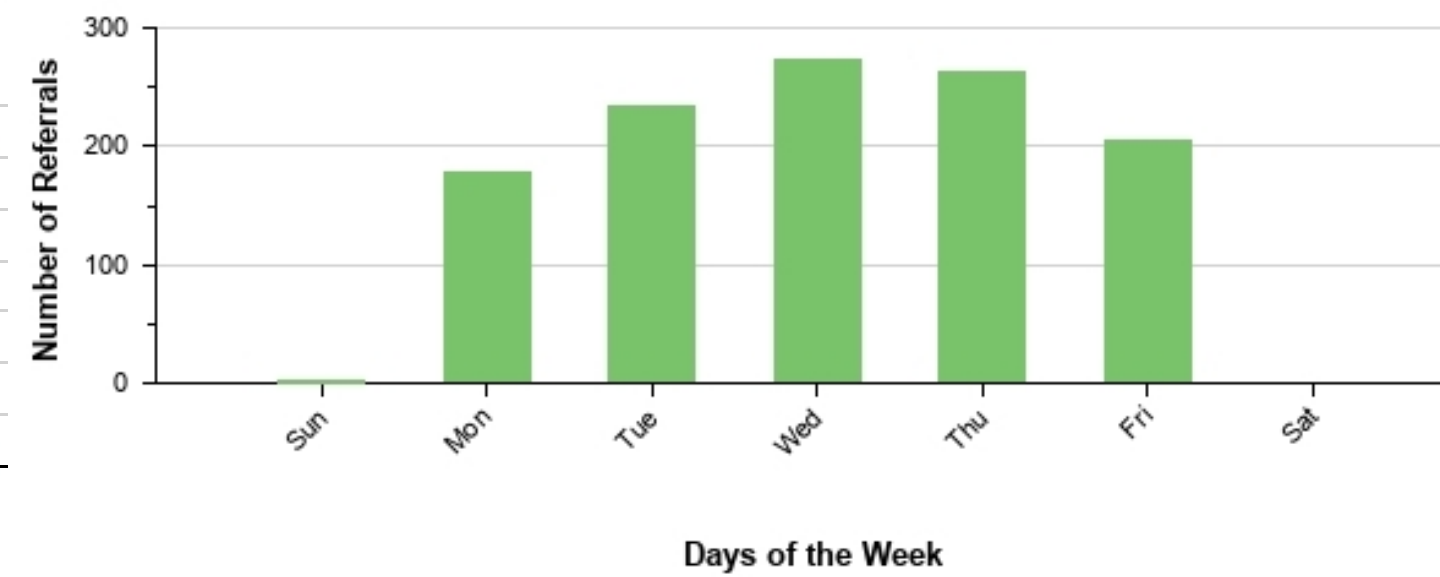
Referrals by Location

All, Aug 1, 2023 - Jul 31, 2024



Referrals by Day Of Week

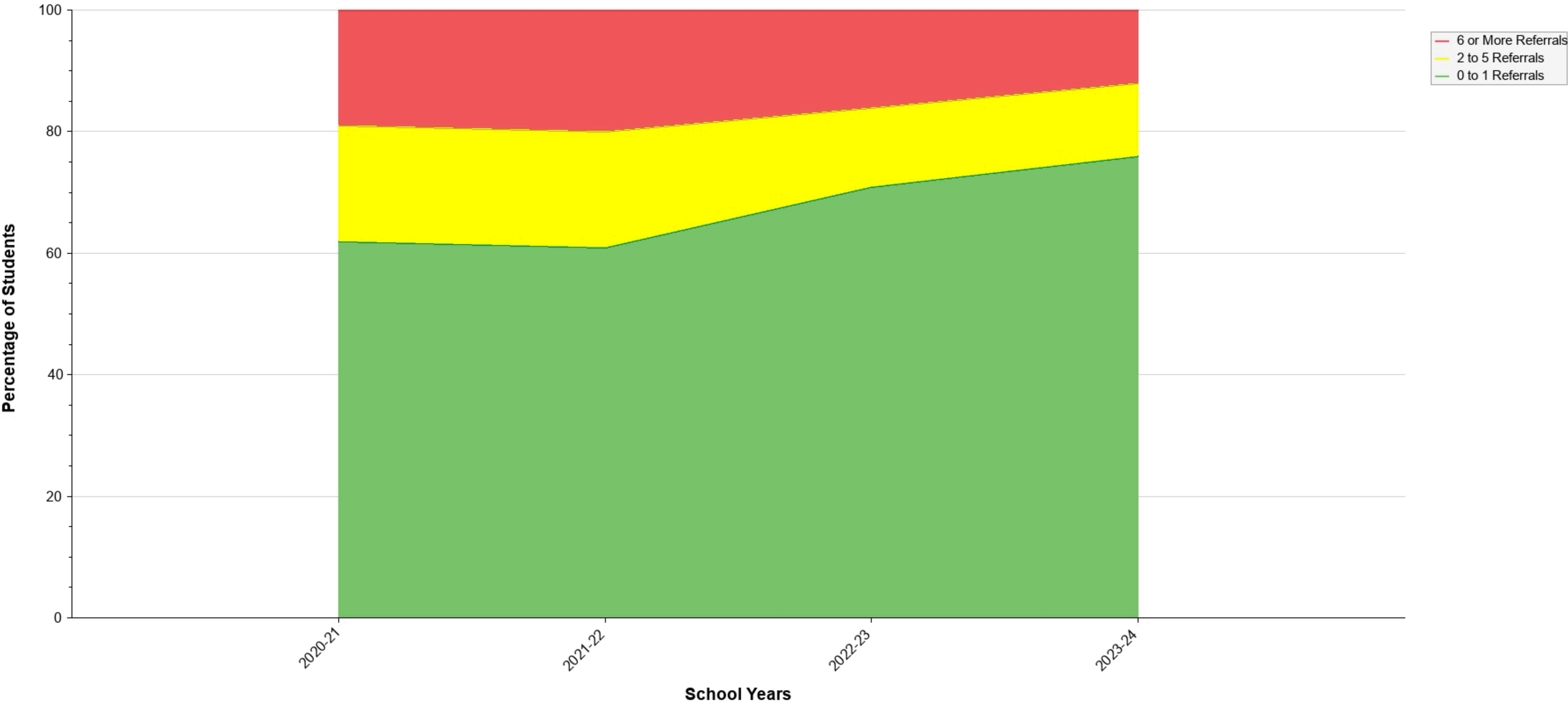
All, Aug 1, 2023 - Jul 31, 2024



2023-24

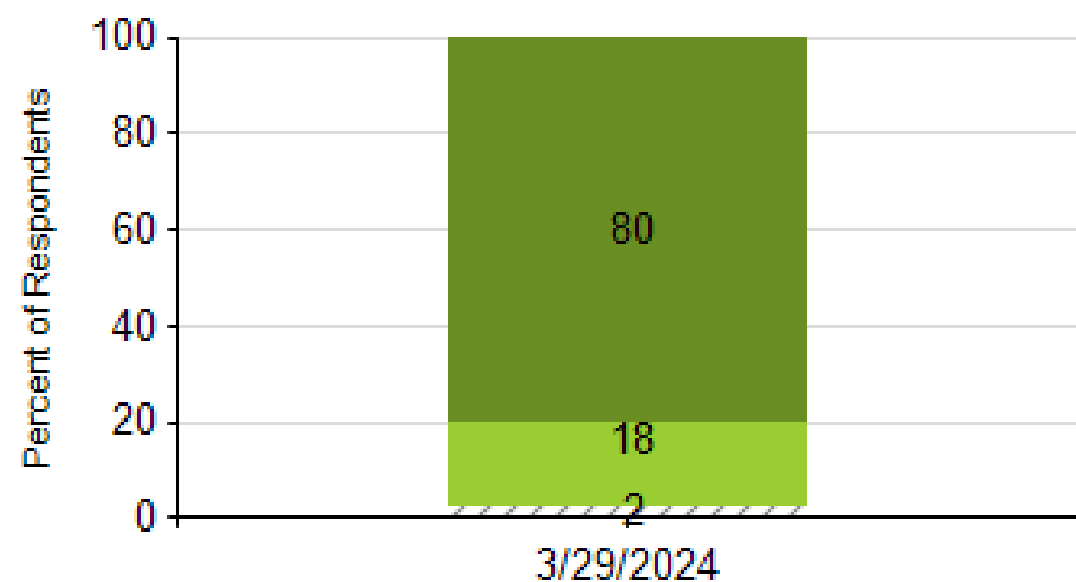
Triangle Data Report

All, 2020-21 - 2023-24

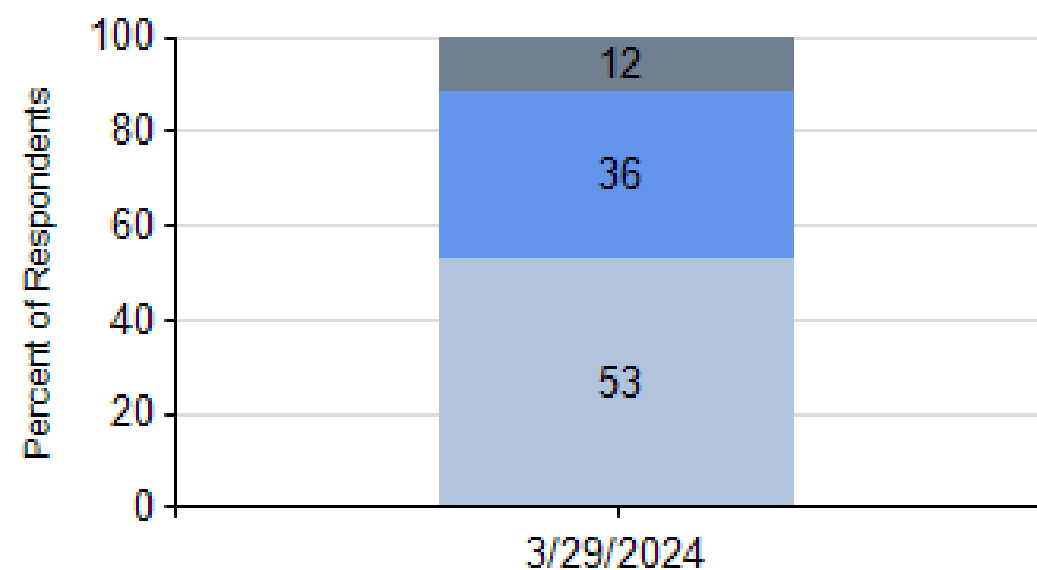


Self Assessment School Wide 2023-2024

Schoolwide Current Status
El Dorado Springs Elementary School
3/29/2024

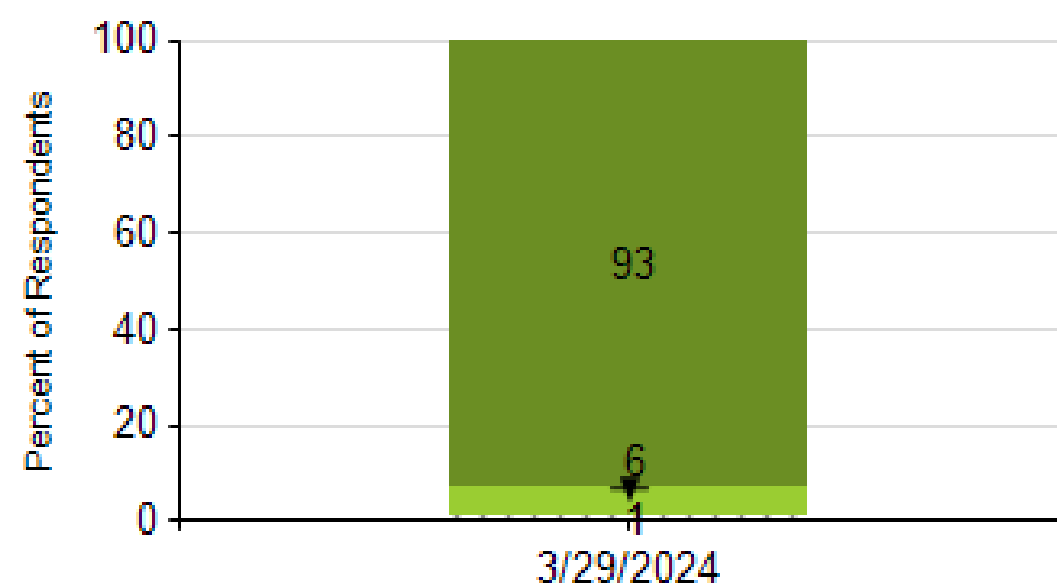


Schoolwide Priority for Improvement
El Dorado Springs Elementary School
3/29/2024

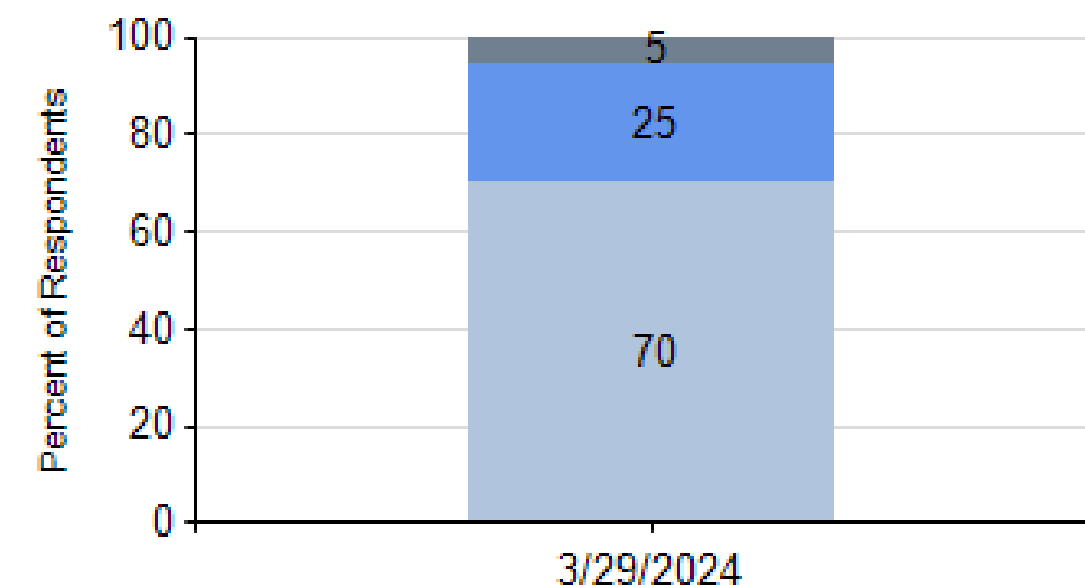


Self Assessment Classroom 2023-2024

Classroom Current Status
El Dorado Springs Elementary School
3/29/2024



Classroom Priority for Improvement
El Dorado Springs Elementary School
3/29/2024



**What would you like
to see change with
PBIS procedures?**

Do you like giving out/earning
Bulldog and Barger Bucks?

***What is confusing you about
Think Sheets?***

WOULD YOU PREFER DIGITAL

**Do you know how to nominate a
student for Tier 2?**

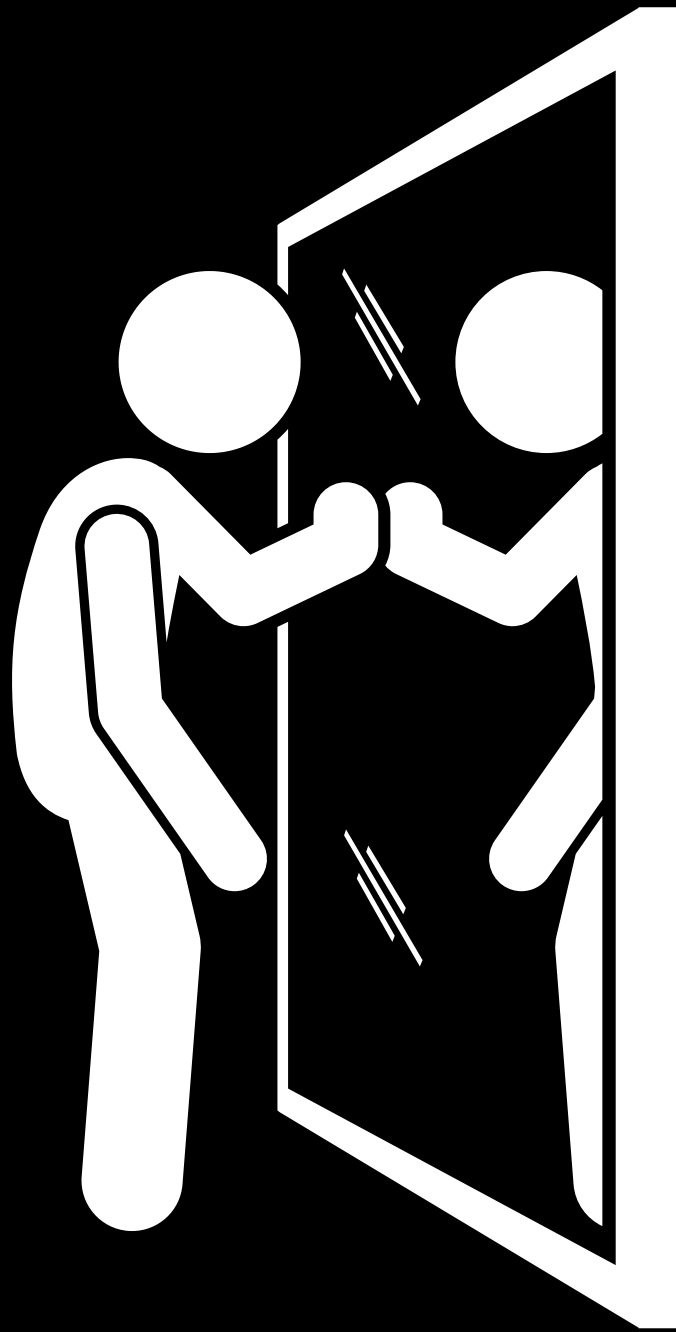
POINTS?

HOW DO YOU FEEL

**DO YOU THINK DISPLAYING
CLASS REWARD POINTS IN THE
CAFETERIA IS A DRIVING FORCE
TO MAKE GOOD CHOICES?**

**ABOUT THE
MATRIX? NO, NOT
THE MOVIE.**

REFLECT



How can we get more info and ideas?

How do we get unified teacher
buy-in?

How many of us have been fully,
formally trained in PBIS?

How can we best serve our students?

Our practices work, but they need updates!



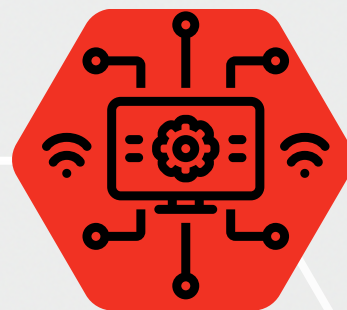
We NEED some fresh ideas.

Summer Institute?



We NEED continuity across the building.

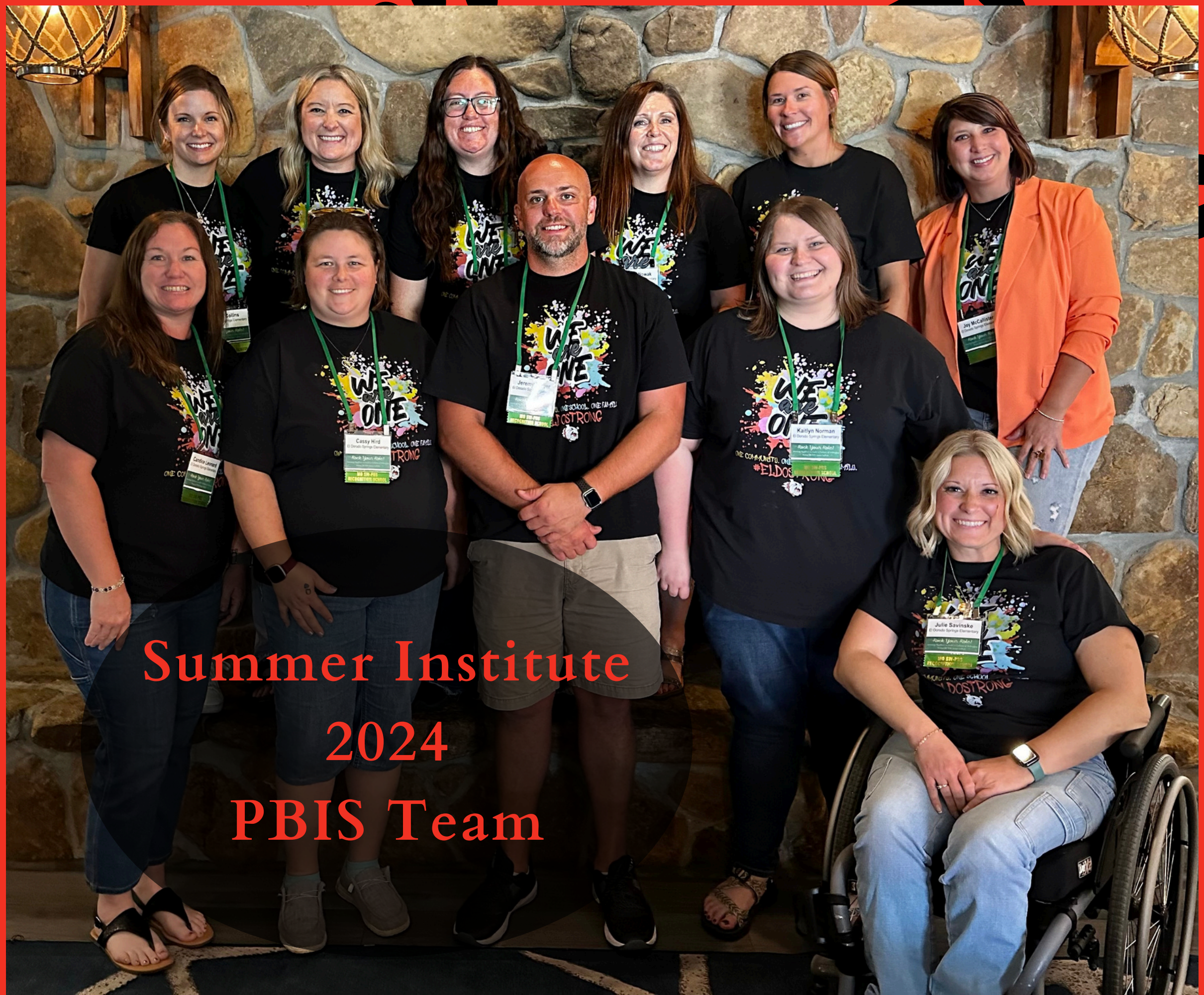
All staff needed PBIS refreshers or bootcamp!



We NEED to streamline and modernize our practices to get everyone excited about PBIS again.

The Handbooks and Lessons need some TLC! Also, our token system could be updated to save time and sweat hours.

“Ummm...when was the last time anyone attended
Summer Institute?”



Summer Institute
2024
PBIS Team

“Ummm...when was the last time staff was formerly
trained as a whole?”



It's been 84 years...



Contacted our wonderful PBIS Consulting Team and we planned a two-hour training for ALL staff during our back-to-school professional development time.

“Are our handbooks and token system really that outdated?”





DEMO DAY!

We made a list of the musts that could be changed and implemented the quickest and got to work!

We took the heart of what had been working for years and morphed it into something fresh and new! That staff was excited about. We knew that excitement would pass on to our students as well!

REJUVENATE



Improve all visuals for teachers
and students.

Make the leap from paper tokens
to a digital system

Take the extra work and
planning out of PBIS Lessons
and streamline referrals.


Improve staff PBIS knowledge
and skills

Great info, but displeasing to the eye...

In the Cafeteria I am...

Safe:

- 1. Eat your food only
- 2. Stay seated
- 3. Walk



Learner:

- 4. Use quiet voices
- 5. Raise hand for help

Respectful:


- 6. Use good manners

Responsible:

- 7. Keep knees under table
- 8. Clean-up


El Dorado Springs R-2 Elementary Behavior Matrix


	All Settings	Assemblies	Hallway	Cafeteria	Restroom	Playground
Be Safe	1. Keep hands, feet and objects to yourself. 2. Stay in approved area.	1. Stay with your class. 2. Walk carefully on bleachers.	1. Face forward, hands to sides. 2. Stay to safe zone. 3. Be alert.	1. Eat your food only. 2. Stay seated. 3. Walk.	1. Wash hands. 2. Get in and out.	1. Stay in play areas. 2. Leave rocks on ground. 3. Try new games.
Be A Learner	3. Listen to adults. 4. Be positive.	3. Watch and learn.		4. Use quiet voices. 5. Raise hand for help.		
Be Respectful	5. Use kind words. 6. Follow directions. 7. Keep our school neat.	4. Clap appropriately. 5. Sit quietly.	4. Walk quietly.	6. Use good manners.	3. Flush toilet. 4. Give others privacy.	4. Use appropriate words. 5. Invite others to play. 6. Play fair.
Be Responsible	8. Keep track of your things. 9. Use materials correctly. 10. Use self control.	6. Pay attention.	5. Go directly where you are supposed to go.	7. Keep knees under table. 8. Clean-up.	5. Report problems. 6. Throw away trash.	7. Follow equipment rules. 8. Look when whistle blows.




We are the Bulldogs.
We are a team.
We are safe.
We are learners.
We are respectful and responsible.
Bulldog B.E.S.T.

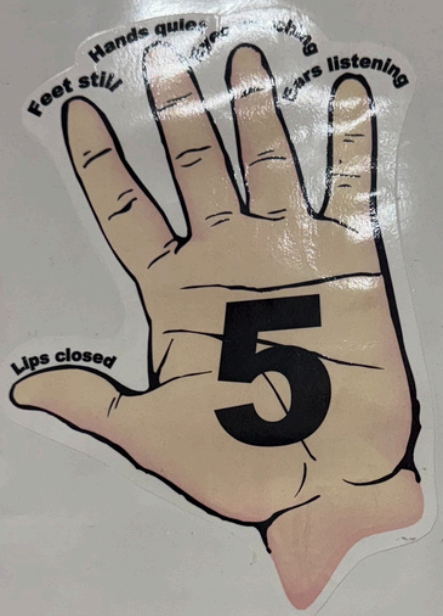
Thumb-o-Meter

 **Talking (inside voices)**

 **Quiet Talking (whisper)**

 **No Talking (silent)**

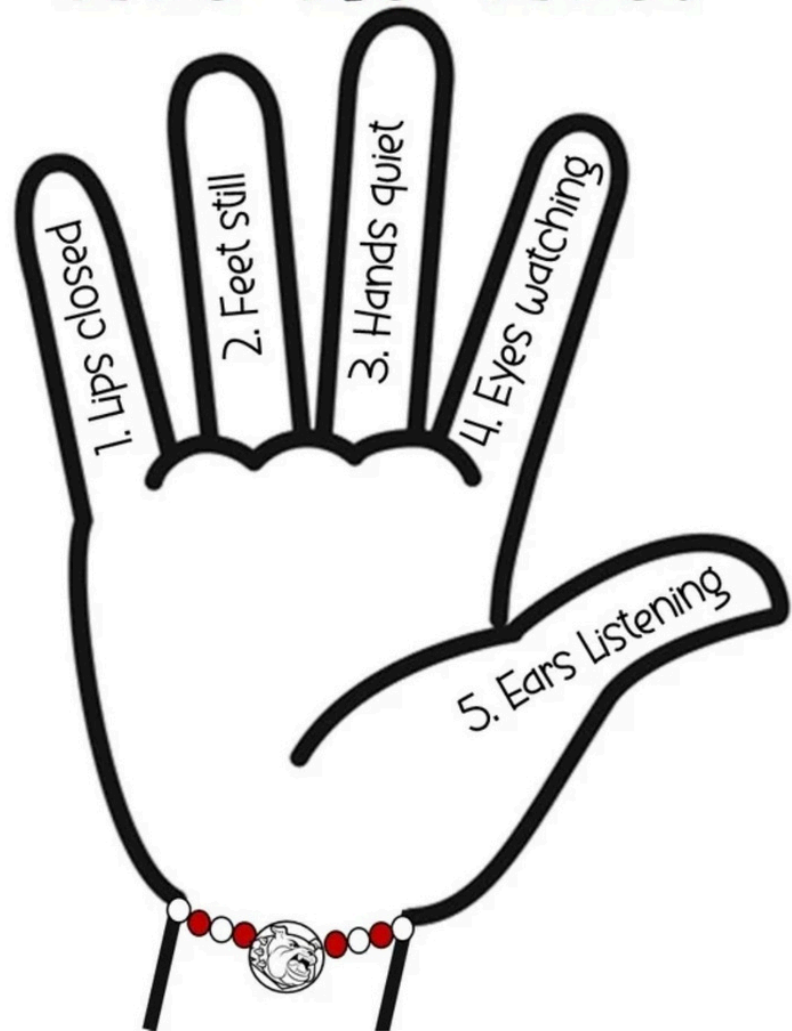
GIVE ME FIVE



**Lips closed
Feet still
Hands quiet
Eyes watching
Ears listening**

MUCH Better!!

Give Me Five!



Thumb-O-Meter



Talking
(inside voices)



Quiet Talking
(whisper)



No Talking
(silent)

BULLDOG PLEDGE

WE ARE THE BULLDOGS.
WE RESPECT OURSELVES AND
OTHERS.
OUR WORDS AND ACTIONS WILL BE
SAFE AND KIND.
WE ARE LOVED.
WE ARE GREAT AND NOTHING LESS.
WE ARE ONE.



EL DORADO SPRINGS R-2 ELEMENTARY BEHAVIOR MATRIX

	Be Safe	Be Respectful	Be Responsible
All Settings	1. Keep hands, feet, and objects to yourself. 2. Stay in approved area.	1. Use kind words. 2. Follow directions 3. Keep our school neat.	1. Keep track of your things. 2. Use materials correctly. 3. Be truthful.
Assemblies	3. Stay with your class. 4. Walk carefully on bleachers.	4. Clap appropriately. 5. Sit quietly.	4. Pay attention to the speaker.
Hallway	5. Face forward, hands to sides. 6. Stay in safe zone. 7. Be alert.	6. Walk quietly.	5. Go directly where you are supposed to go.
Cafeteria	8. Eat your food only. 9. Stay seated. 10. Walk, don't run.	7. Use good manners.	6. Keep knees under table. 7. Clean up after yourself.
Restroom	11. Wash hands. 12. Business only	8. Flush toilet. 9. Give others privacy.	8. Report problems. 9. Throw away trash.
Playground	13. Stay in play areas. 14. Leave rocks on ground.	10. Use appropriate words. 11. Invite others to play. 12. Play fair.	10. Follow equipment rules. 11. Look when whistle blows.

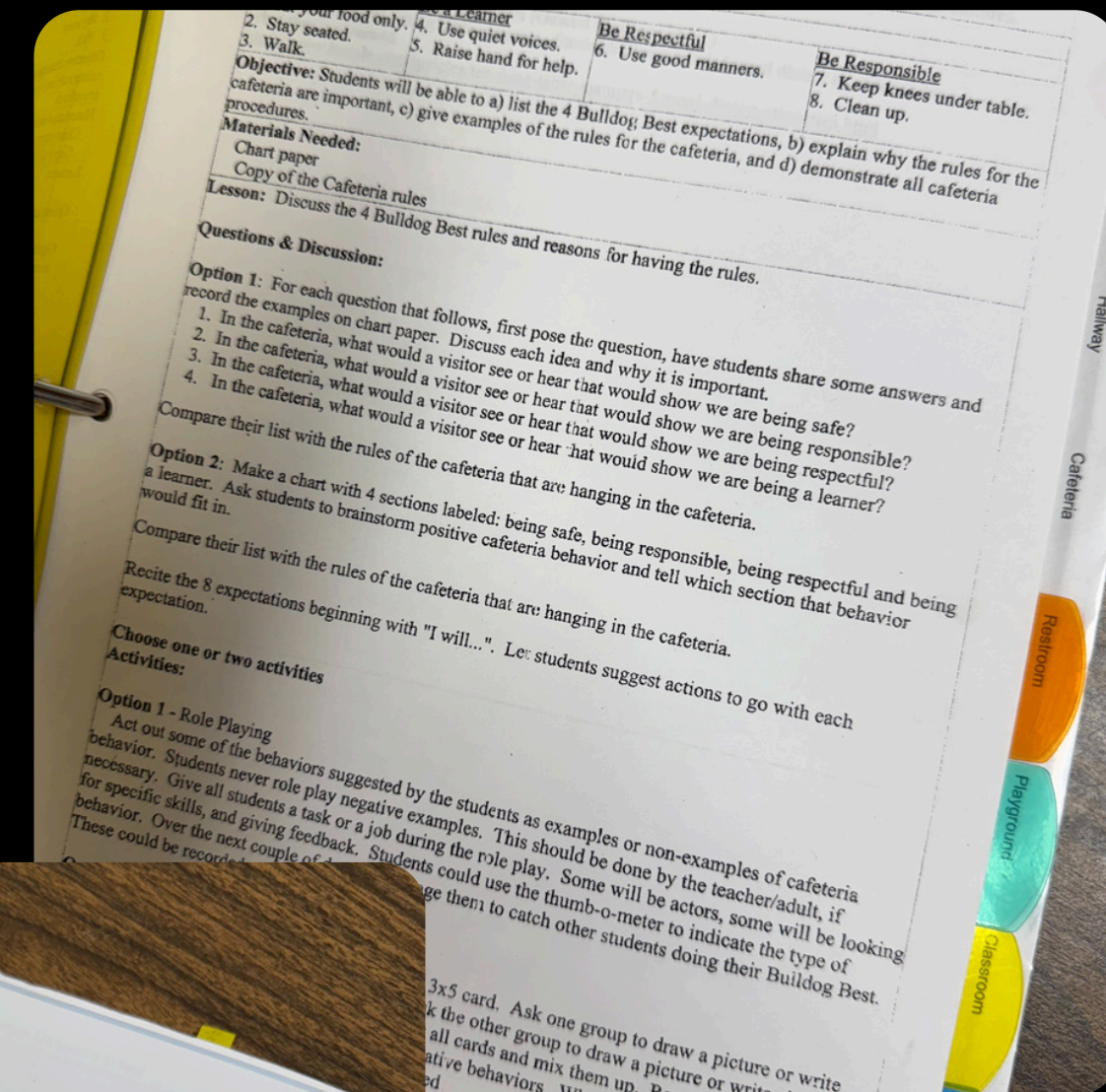
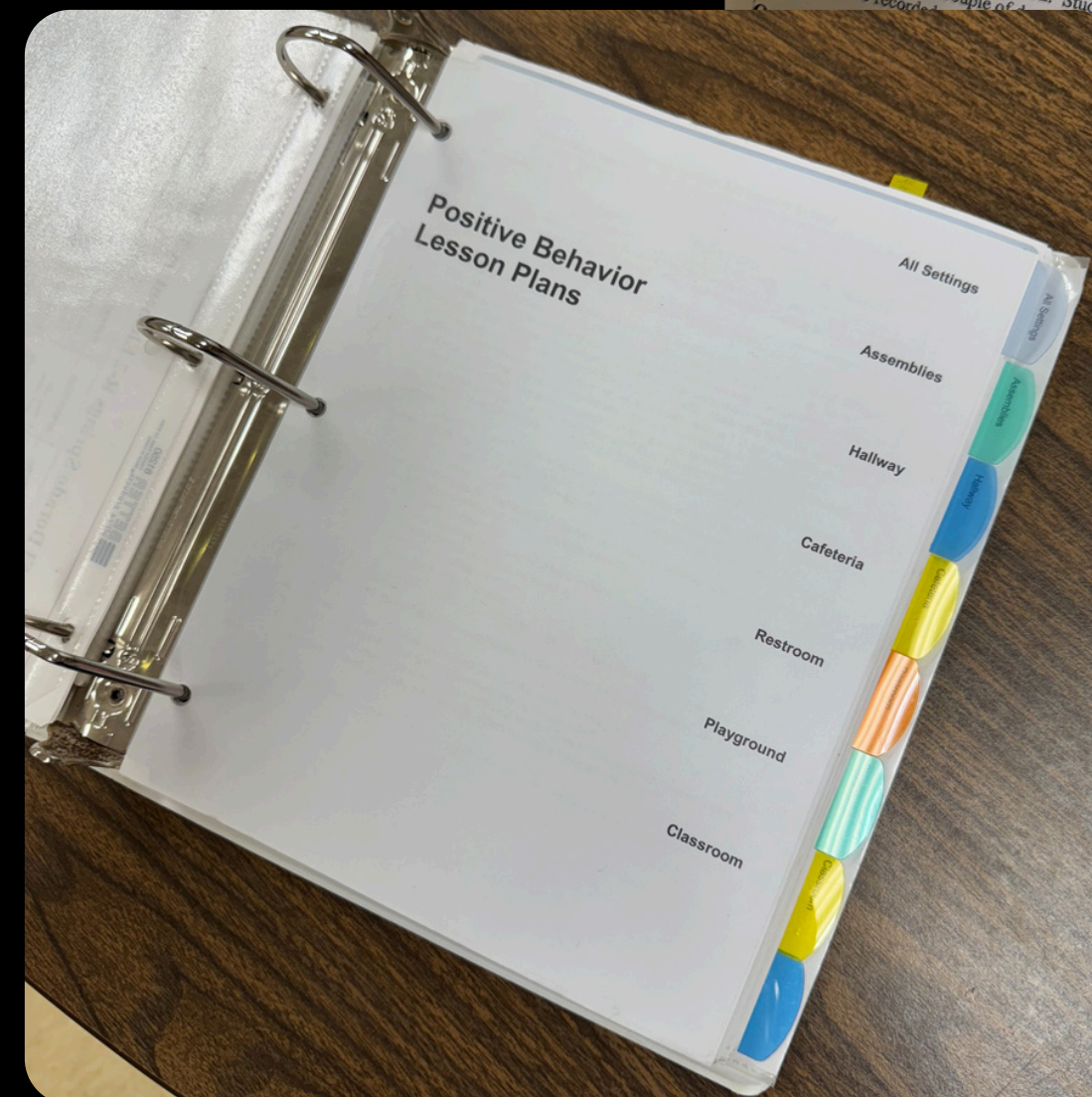
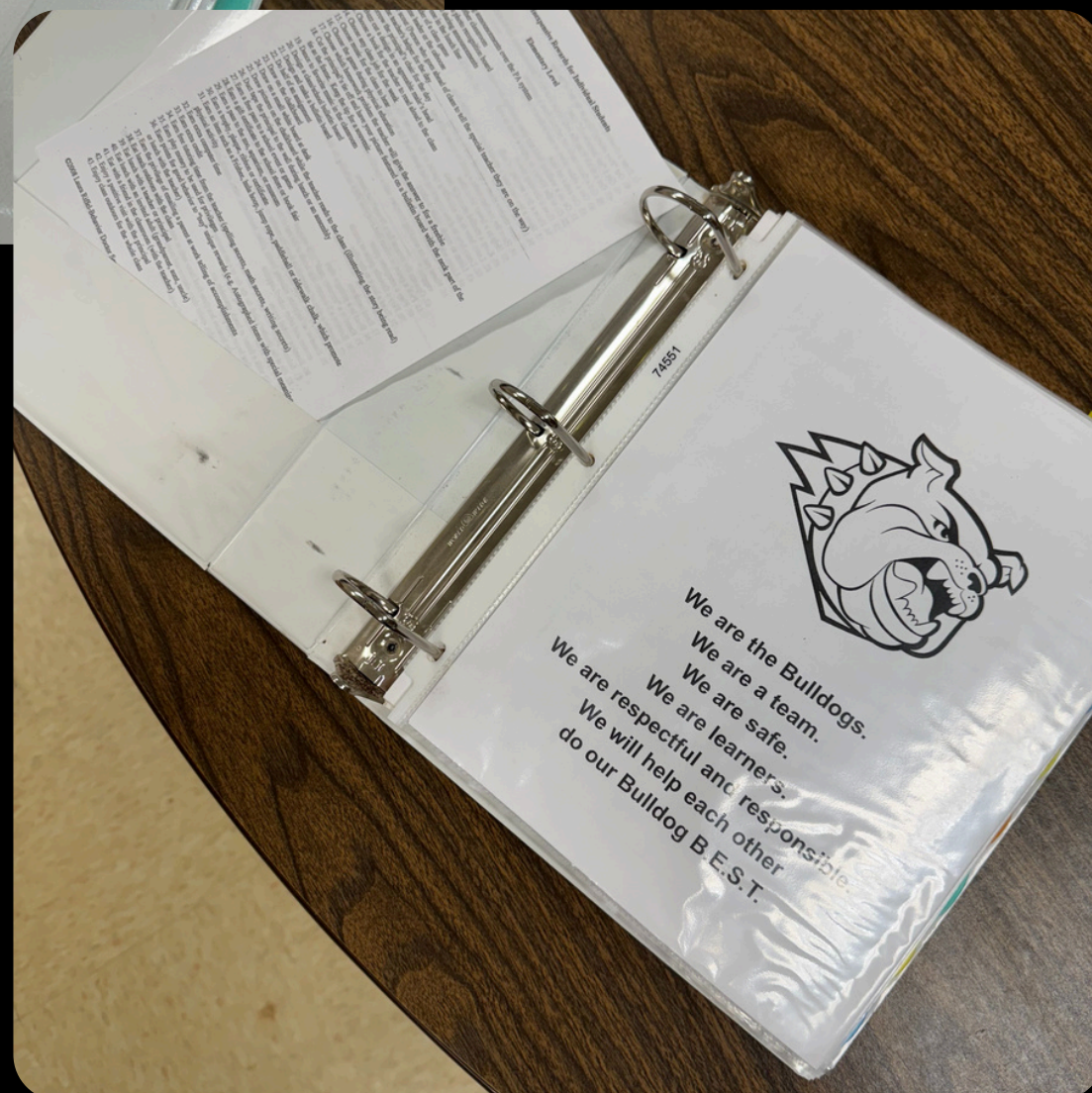
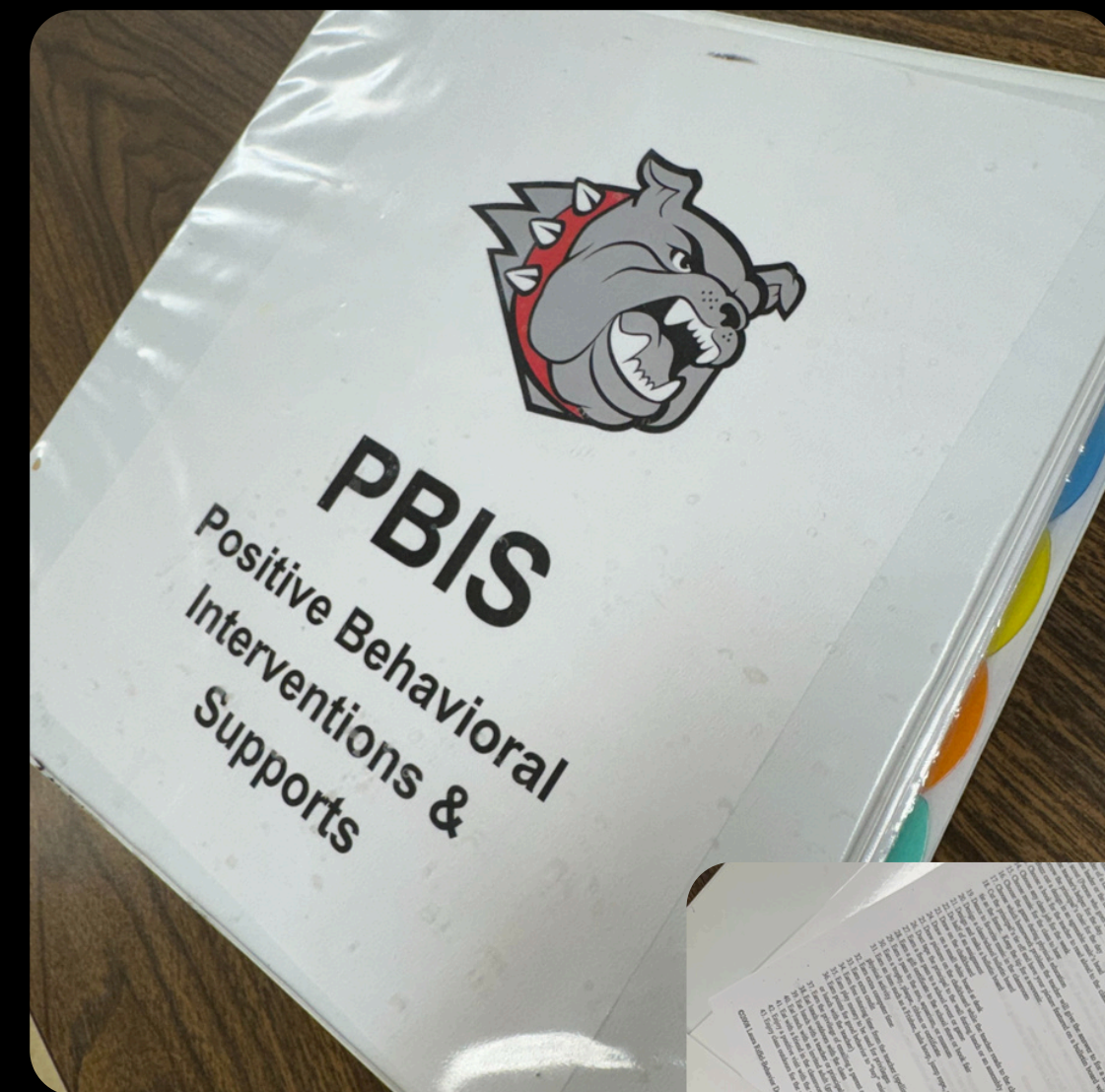
Old Token System: Braggin' Bone Bulldog Bucks



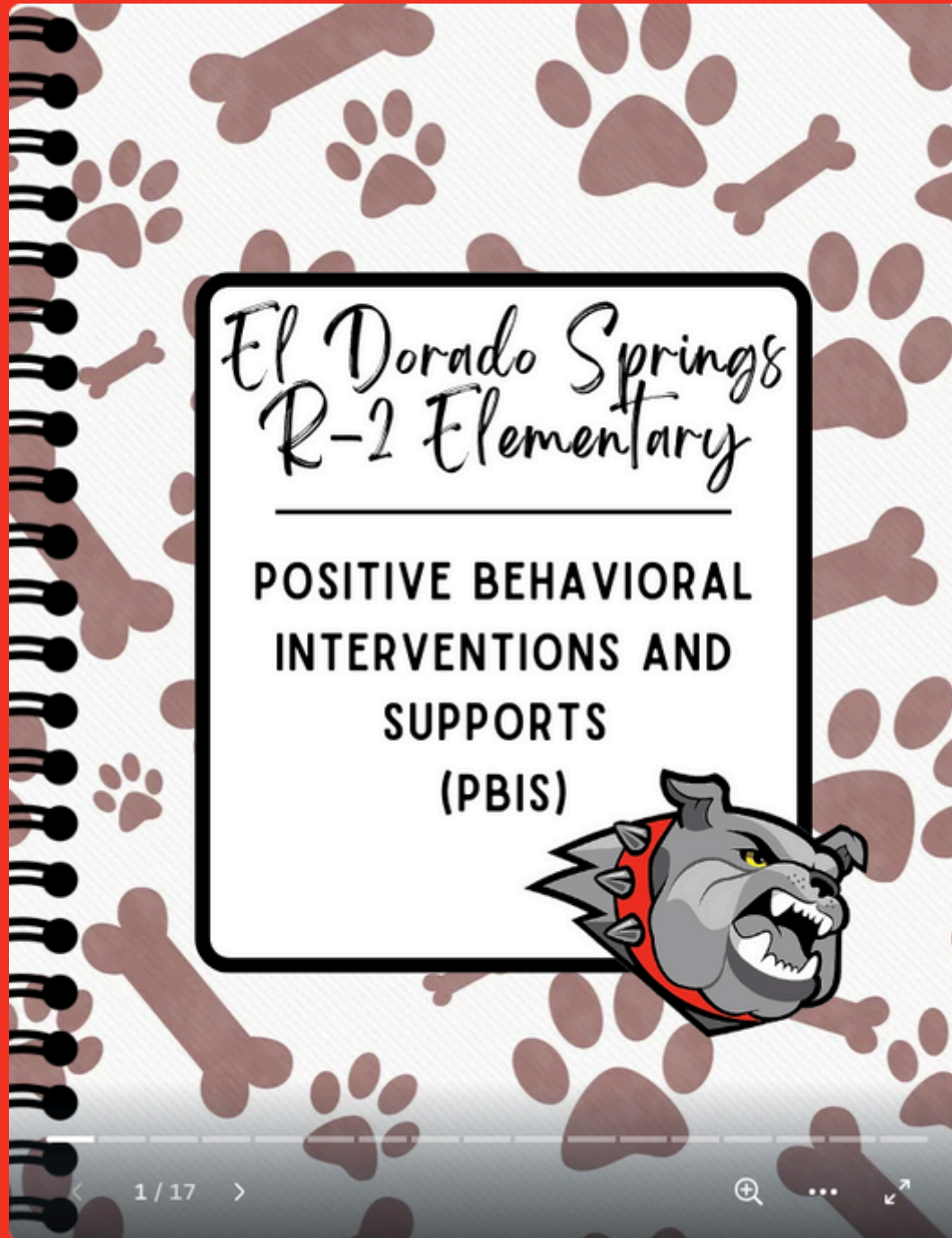
Class Dojo for the WIN!!!!



Handbooks & Lessons



NEW Handbooks & Lessons



CLICK HERE



RESULTS
to date:

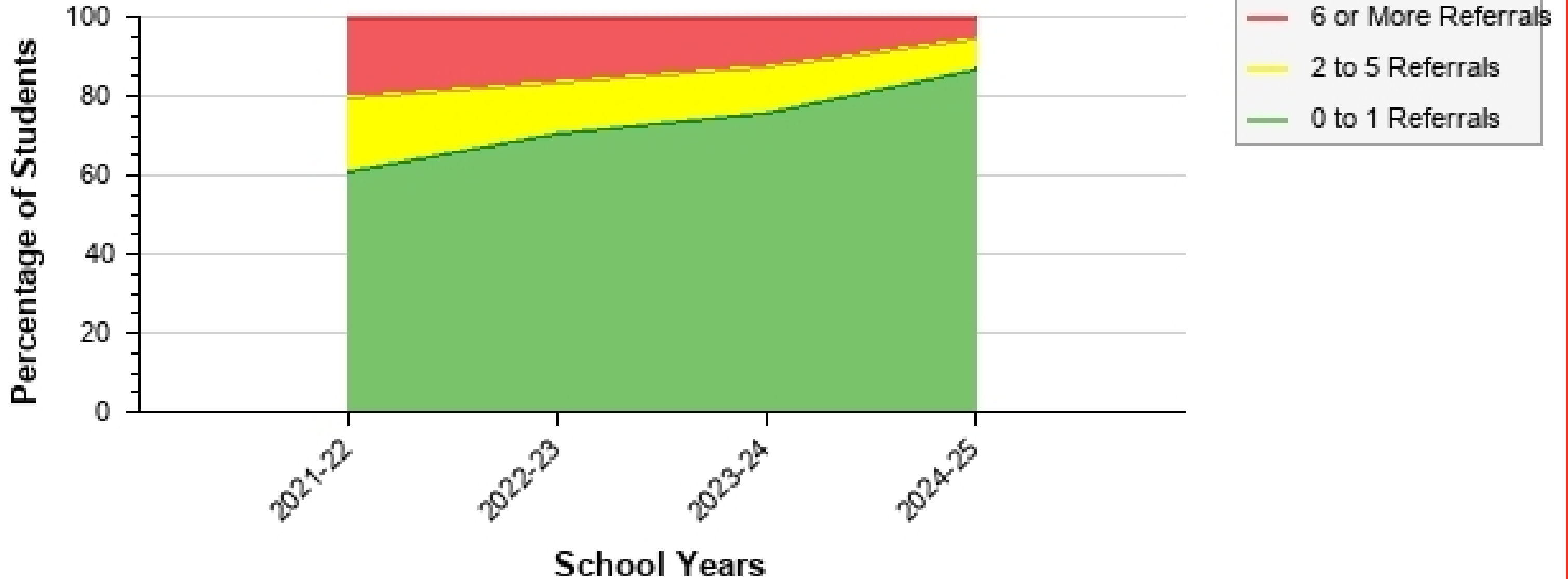


Did it
Work?!?!?!?

We'd Say So!!!

Triangle Data Report

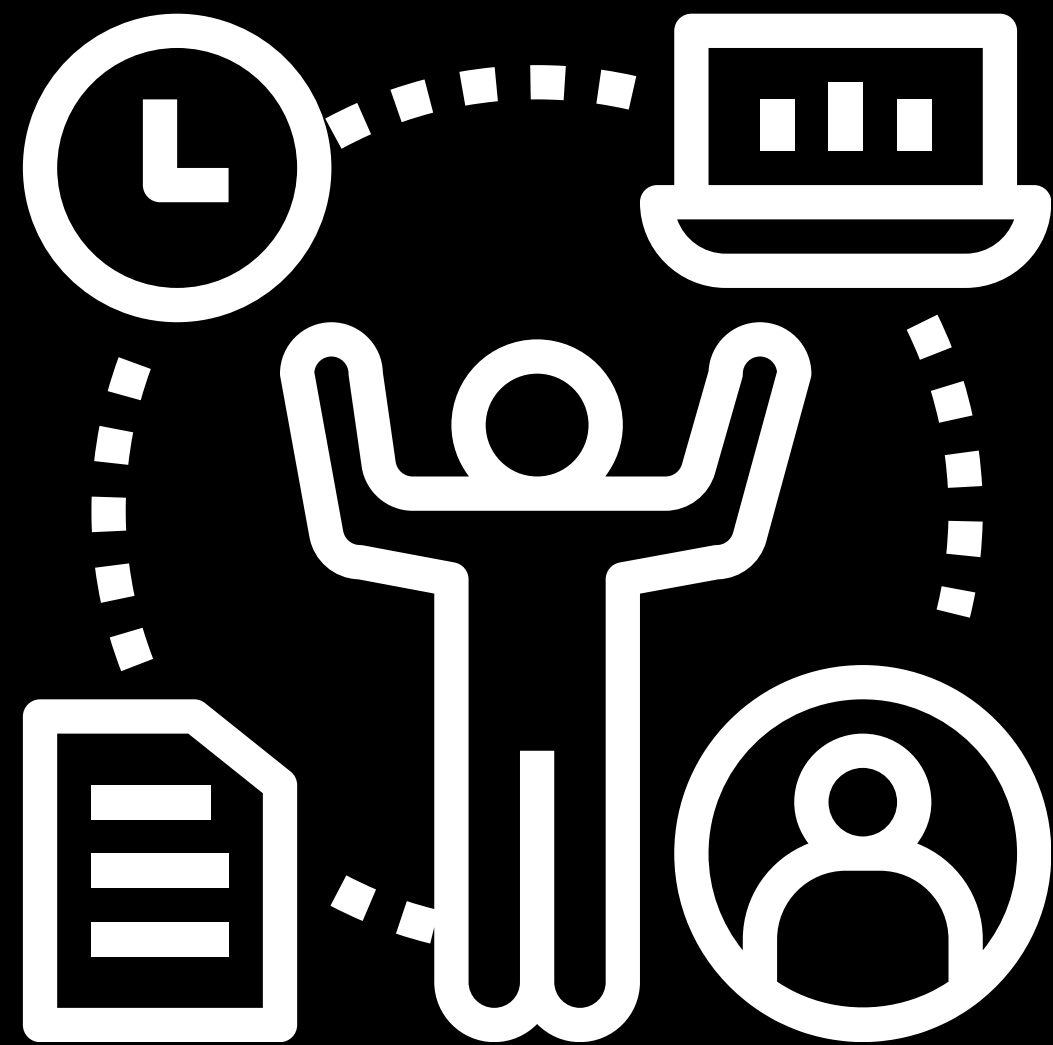
All, 2021-22 - 2024-25



We'd Say So!!!

Data Table										
School Y...	Enrollm...	0 Ref...	1 Ref...	2-5 Re...	6-8 Re...	9+ Re...	% 0-1 R...	% 2-5 R...	% 6+ R...	
2021-22	543	269	67	103	31	73	61.88%	18.97%	19.15%	
2022-23	584	339	76	78	27	64	71.06%	13.36%	15.58%	
2023-24	539	357	54	65	23	40	76.25%	12.06%	11.69%	
2024-25	599	501	26	44	11	17	87.98%	7.35%	4.67%	

RESOURCES



pbisapps.org
classdojo.com
canva.com

Thank You!



**Please remember to leave
feedback for this session in the
Guidebook app.**

Jeremy Barger	jbarger@eldok12.org
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