

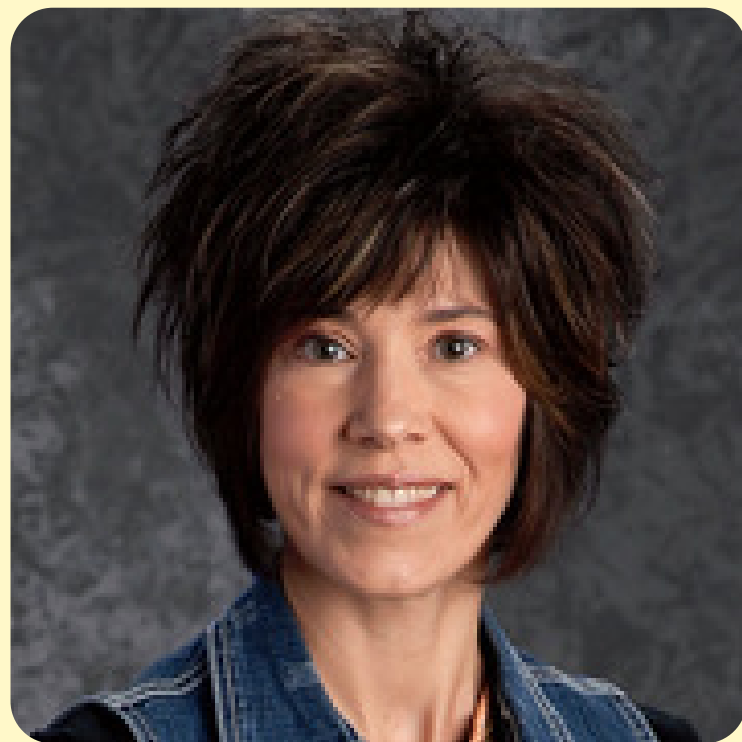
EMPOWERING POWERFUL PIRATES IN A RURAL SCHOOL

Design thinking is a way to solve problems by creating designs (or solutions) that are actually helpful for people. To be successful, we have to be curious, practice empathy, and work with people affected by the problem, so we can find a good solution together!

OUTCOMES:

- Attendees will identify the responsibilities of a Tier 1 Team.
- Attendees will learn to use Google sources to track Minors, Majors, and Positive Office Referrals.
- Attendees will learn how to create incentives for each month of the school year.

NORBORNE ELEMENTARY PBIS TEAM



Kyla Waters
Elementary
Principal



Teagan Brock
Librarian



Samantha Long
STEAM/Gifted

OUR SCHOOL



Wisconsin Department of Education
& Secondary Education
**DISTINCTION IN
PERFORMANCE AWAR**
2003-04 2004-05
2006-07 2007-08

NORBORNE ELEMENTARY

- 3-Year-Old PreSchool through 5th Grade
- Around 80-90 Students each year
- One-to-one classrooms
- 1 Principal, 8 Classroom Teachers, 2 Paras, 1 SPED Teacher, 1 TITLE Teacher, 1 Gifted/STEAM Teacher, 4 Shared Specials Teachers
- % Free and Reduced Lunch
- 16% receiving Title Services
- 18% receiving Special Education Services
- 18% receiving Gifted Services

CULTURE OF ENCOURAGEMENT AND CONSISTENT LANGUAGE

Big Idea:

PBIS is not a system of rewards. It's a system of relationships built on predictability, encouragement, and shared language.

What it's not:

- Empty praise ("Good job")
- Ignoring misbehavior
- Lowering expectations

What it is:

A culture where:

- Students hear positive specific feedback
- Effort is noticed, not just outcomes

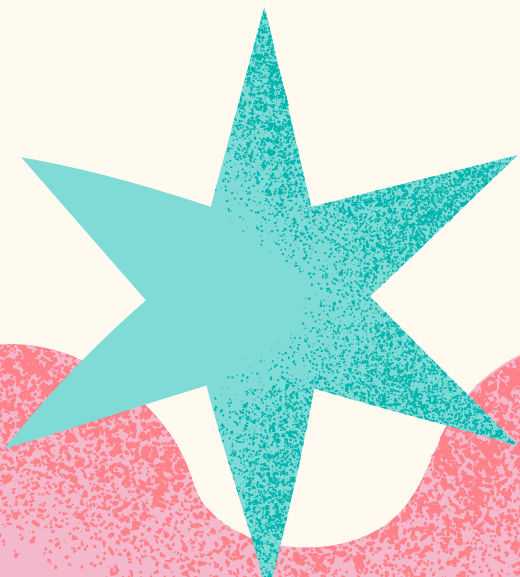
Why it matters:

- Students rise to what we consistently notice
- Encouragement develops an atmosphere of positive interactions.

GOLDEN TICKETS

REASON FOR THE GOLDEN TICKET

When a student has showcased a clear and consistent understanding of an expectation, we encourage our teachers to write that student a Golden Ticket. The ticket reinforces the expected behavior with both the student and their peers.

A yellow rectangular form titled "Positive Office Referral" with a pirate logo on the left and a logo with the letter "N" and the word "Pirates" on the right. The form contains the text "Be a Powerful Pirate!" followed by "Thank You!". Below this are three radio button options: "Be a Respectful Pirate", "Be a Responsible Pirate", and "Be a Safe Pirate". To the right of these options is a line for "Student Name". Below the options is a section for "Comments:" with two horizontal lines for writing. At the bottom, there are three lines for "Referring Staff:", "Date:", and "Admin:".

STEPS TO THE GOLDEN TICKET

1. Mark which of the 3 B's is being showcased by the student.
2. Leave a specific note about the behavior.
3. Present the Golden Ticket to the student while restating the expected behavior they are being rewarded for.
4. Student takes the golden ticket to the office to put their name in the drawing.

PINK TICKETS

Staff Tickets

----- has done
a wonderful job
implementing PBIS within
our school.

WHAT IS A PINK TICKET?

Pink Tickets are similar to Golden Tickets, but instead of being for the students, they are for the staff.

These are used as staff-to-staff encouraging notes. When someone sees another staff member doing something great, or they have helped them do something, then we write each other Pink Tickets.

WHY DO WE HAVE PINK TICKETS?

WHY ARE THEY IMPORTANT?

We all know that it is encouraging for the kids to receive praise for what they are doing. Staff members are the same. We all want to feel like we are doing a great job and that we are seen for what we are doing. These Pink Tickets are how we build staff moral and build each other up.



CLASS COMPLIMENTS

CLASS COMPLIMENT

Award to


For

From

WHAT ARE CLASS COMPLIMENTS?

As specials teachers and other staff members who do not see the students all day long, when we see students doing great, we want to be able to praise them as well. However, it is not effective to write an entire class a Golden Ticket. This is where a Class Compliment comes in. When a whole class is being great we reward them with Class Compliments.

STEPS FOR A CLASS COMPLIMENT:

1. Staff Member sees the behavior
 2. Staff Member writes out the Grade Level, reason for giving the class compliment, and then their name.
 3. Staff Member gives the Class Compliment to the class's teacher.
 4. The class's teacher then adds this to the ones they have. Each class celebrates Class Compliments in their own way. Some classes get a reward for each, and some collect up to 5 or 10 and receive a larger prize from their teacher.
- 

TRACKING GOLDEN TICKETS, PINK TICKETS, AND CLASS COMPLIMENTS

GOLDEN TICKETS

1. Receive a ticket with positive specific praise
2. Take the ticket to the office to get your name put in the drawing.
3. Our secretary makes a list throughout the day that is then put into our spreadsheet at the end of each day.

PINK TICKETS

1. Staff with complement tickets to one another.
2. The staff member takes the ticket to the office to put their name in the drawing for the week.
3. The ticket is read on the weekly ZOOM meeting to publicly acknowledge the complement.
4. At the end of the week if the staff members name is pulled from the drawing they receive a reward.

CLASS COMPLIMENTS

1. Receive a "Class Complement" from any member of the staff that notices classwide positive behavior.
2. The complement is displayed on the classrooms door.
3. The classroom teacher decided what the reward for any number of compliments.

All Golden tickets, pink tickets, and class compliments are tracked in a Google sheet.



Click the Google Sheets Icon to see the example Tracking Sheet

WEEKLY ZOOMS AND LESSONS

ZOOMS

1. We host ZOOM meetings every Friday from 8:00-8:15.
 - a. During these meetings we:
 - i. Remind students of the prior weeks lesson
 - ii. Discuss this weeks lesson
 - iii. Celebrate any big announcements
 - iv. Discuss student and staff birthdays for the month
 - v. Host our PBIS drawing
2. The ZOOM meetings allow our admin a chance to be a direct participant in the PBIS process.

LESSONS

1. Weekly lessons are used to teach all of our school's expectations offer more indepth with examples and a chance to practice throughout the year.
2. We set up a general lesson plan guide for the school year and then adjust the lessons as needed based on the minors and majors we see within our tracking form.
3. All of the lessons connect directly back to our matrix and use our visual matrices to remind students of expected behaviors.
 - a. You will find an example of our visual matrix in all of our lessons.



Click the Zoom Icon to see the example weekly Zoom Agenda

TICKET DRAWINGS

WHAT IS DRAWN?

Every time a student gets a Golden Ticket, they take it to the office. While they are recorded for our data, the students write their names on a small piece of paper. This is then placed in the appropriate age bucket for drawings. When a teacher gets a pink ticket, the pink ticket is put into the staff bucket.

WHAT HAPPENS?

At the end of the Zoom, Mrs. Waters will pull out the buckets for drawings. Typically, we only draw one name per bucket. Sometimes we will draw more than one per bucket if it is close to Christmas or the end of the year, or close to a big break. As students are drawn and come down to the office, Mrs. Waters will let them draw the name from the other buckets for her.



FAMILY GROUPS



Family Groups are how we build a community within our school. Once a month, usually on the last Friday of the month, instead of having PBIS Zoom and Lesson in the regular classrooms, the students go to their Family Group classrooms. Family Groups have a mix of Pre-School through 5th Grade students. We occasionally have incentives that we do as Family Groups as well.

GOLDEN TRASH CAN



WHAT

1. The Golden Trash can is a small trash can that travels around our school.
2. At the end of the month the class that received it writes a thank you note and fill the trash can with goodies to return to the custodians.
 - a. This shows our staff how much we appreciate their hard work.

WHY

- What is it used for?
1. Incentive students to keep their classrooms clean.
 2. Encourage our students to show appreciation to their custodial staff.
- It also allows our custodians to have a part in our PBIS expectations.

HOW

Throughout the month our custodian pays close attention to the cleanliness of the students classrooms. At the end of the month they announce on our monthly ZOOM which class has received the trashcan.

MINORS AND MAJORS



Norborne Elementary School
PBIS Discipline Referral Form



Name: _____ Date: _____ Time: _____
 Classroom Teacher: _____ Class/Grade: PK K 1 2 3 4 5
 Referring Staff: _____ Parent Communication: P C E T M
 Special Services: Y or N (please circle) Area of Services: _____

Location of Incident: (please check)

<input type="checkbox"/> playground	<input type="checkbox"/> restroom	<input type="checkbox"/> library	<input type="checkbox"/> bathroom	<input type="checkbox"/> hallway
<input type="checkbox"/> cafeteria	<input type="checkbox"/> Bus area	<input type="checkbox"/> On bus	<input type="checkbox"/> classroom	<input type="checkbox"/> other

Others involved in incident: (please check)

<input type="checkbox"/> None	<input type="checkbox"/> Peers	<input type="checkbox"/> Staff	<input type="checkbox"/> Substitute	<input type="checkbox"/> Other
-------------------------------	--------------------------------	--------------------------------	-------------------------------------	--------------------------------

Reasons for the Referral: (Please attach details of the incident for documentation.)

Minor Behavior (Class/Teacher Managed)	Major Behavior (Office/Admin Managed)	Possible Motivation	Reason for Minor/Major (Please provide brief details.)
<input type="checkbox"/> Defiance/Disrespect <input type="checkbox"/> Disruption <input type="checkbox"/> Failure to follow directions <input type="checkbox"/> Improper Language <input type="checkbox"/> Incomplete schoolwork <input type="checkbox"/> Lack of fair play/Sportsmanship <input type="checkbox"/> Property misuse <input type="checkbox"/> Physical contact <input type="checkbox"/> Other _____	<input type="checkbox"/> Academic Dishonesty <input type="checkbox"/> Bullying/Harassment <input type="checkbox"/> Danger to self/others/Threats <input type="checkbox"/> Defiance/Disrespect <input type="checkbox"/> Disruption <input type="checkbox"/> Improper Language <input type="checkbox"/> Physical contact/Fighting <input type="checkbox"/> Property damage <input type="checkbox"/> Technology Violation <input type="checkbox"/> Weapons/Theft/Stealing <input type="checkbox"/> Repetitive Minors (3 or more) <input type="checkbox"/> Other _____	<input type="checkbox"/> Peer attention <input type="checkbox"/> Adult attention <input type="checkbox"/> Obtain items/activities <input type="checkbox"/> Avoid Peer(s) <input type="checkbox"/> Avoid Adult(s) <input type="checkbox"/> Avoid task/activity <input type="checkbox"/> Don't know <input type="checkbox"/> Other _____	
Teacher/Administrative Action			
<input type="checkbox"/> Student Conference <input type="checkbox"/> Parent Conference <input type="checkbox"/> Parent Contact <input type="checkbox"/> Individualized instruction	<input type="checkbox"/> In-School Suspension (How long? 1 day or 1/2 day) <input type="checkbox"/> Out of School Suspension (How long? _____)	<input type="checkbox"/> Detention <input type="checkbox"/> Loss of Privilege <input type="checkbox"/> Time in Office/Cool Down	<input type="checkbox"/> Behavior Contract <input type="checkbox"/> Restitution <input type="checkbox"/> PBIS Incentive (How long? 1/2 or whole) <input type="checkbox"/> Other _____

Teacher Signature: _____ Date: _____ Time: _____
 Parent Signature: _____ Date: _____ Time: _____
 (Parent Signature required for all #2-3 Minors and ALL Majors)
 Administrator Signature: _____ Date: _____ Time: _____

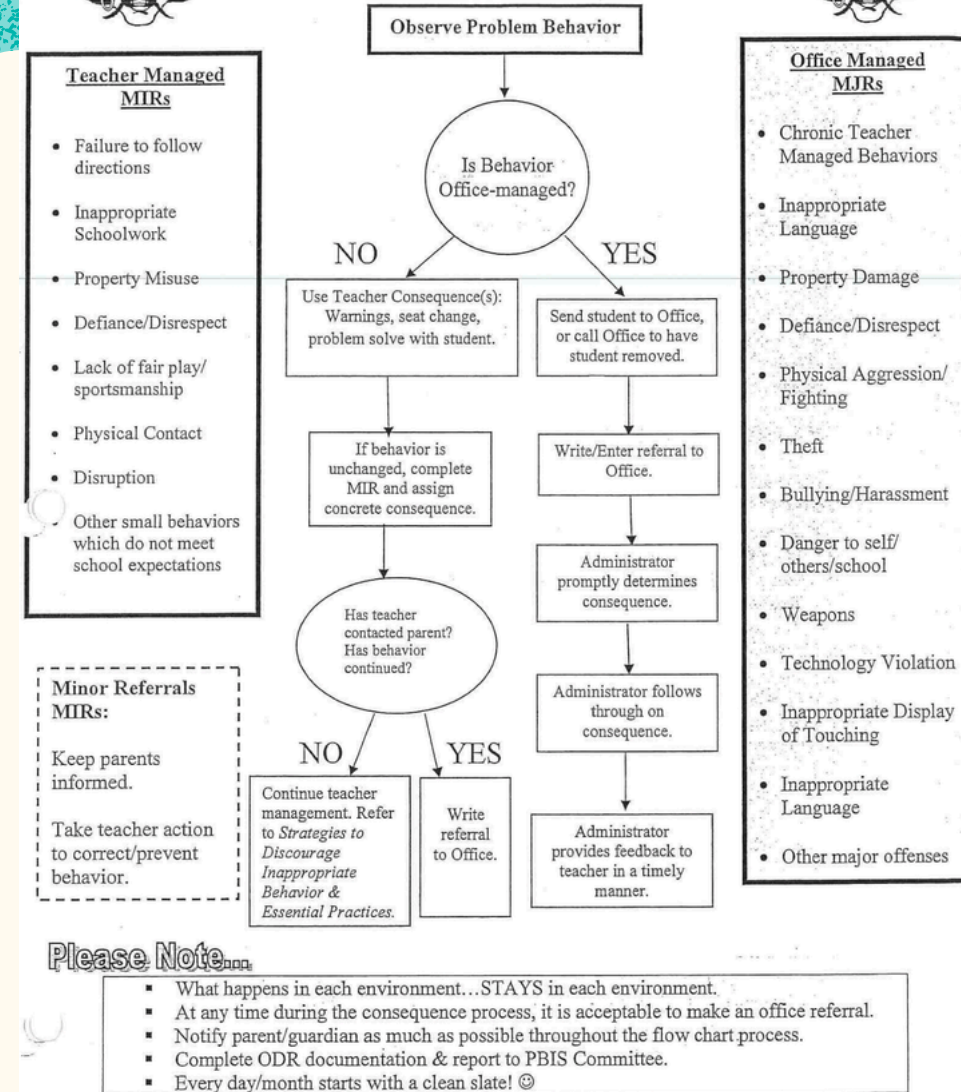
Norborne Elementary Restroom

Be Responsible	Be Respectful	Be Safe
<p>Flush Toilet and Keep area clean</p> <p>Keep Visit short</p>	<p>Wait your turn</p> <p>Use quiet voices</p> <p>Respect privacy of others</p>	<p>KAHFOOTY</p> <p>Wash your hands</p> <p>Use walking feet</p>

Click the Visual Matrix to go to the folder with all of our visual matrices



Norborne Elementary School Behavior Management Flow Chart



Norborne Elementary PBIS Expectation Matrix



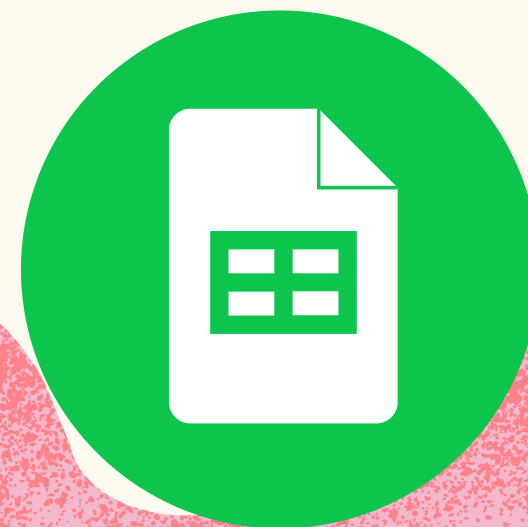
	All Setting	Classroom	Restroom	Assemblies	Cafeteria	Playground	Hallways	Bus
Be Responsible	<ul style="list-style-type: none"> • Be on time • Be prepared • Keep area clean • Accept outcomes of behavior • Follow directions 	<ul style="list-style-type: none"> • Take pride in your work • Allow others to learn • Accept outcomes of behavior • Leave area clean and materials put away • Be an active learner • Stay on task 	<ul style="list-style-type: none"> • Flush toilet • Throw away trash • Keep visit short 	<ul style="list-style-type: none"> • Focus on the program • Keep body to self • Stay with group or class 	<ul style="list-style-type: none"> • Clean your area • Close your milk • Put trash in trash cans • Get what you need the first time • Follow directions and listen 	<ul style="list-style-type: none"> • Collect and return equipment • Line up quickly and correctly 	<ul style="list-style-type: none"> • Go directly to your destination • Stay in your place in line • Return to class promptly 	<ul style="list-style-type: none"> • Keep belongings to yourself & in your backpack
Be Respectful	<ul style="list-style-type: none"> • Treat others the way you want to be treated • Use positive words • Use polite voice • Positive participation • Compliment and support others • Respond to greetings with kindness • Show your Pirate Pride 	<ul style="list-style-type: none"> • Raise hand when others are talking 	<ul style="list-style-type: none"> • Respect privacy of others • Use quiet voices • Wait your turn 	<ul style="list-style-type: none"> • Applaud appropriately to show appreciation • Listen to speaker • Use active listening behaviors • Walk your turn • Raise hand to share • Keep outcomes and questions on topic 	<ul style="list-style-type: none"> • Stay in your own space • Use friendly inside voices • Wait patiently in line 	<ul style="list-style-type: none"> • Take turns • Use appropriate verbal and body language • Respect nature 	<ul style="list-style-type: none"> • Use quiet voice wisely • Look only with your eyes instead of hands 	<ul style="list-style-type: none"> • Let driver focus • Listen to driver • Use a soft voice
Be Safe	<ul style="list-style-type: none"> • Keep bodies calm • Keep hands, feet, & other objects to yourself • Use walking feet • Ask permission to leave any setting 	<ul style="list-style-type: none"> • Make good choices • Use classroom materials carefully 	<ul style="list-style-type: none"> • Wash hands using soap • Use walking feet 	<ul style="list-style-type: none"> • Enter & exit in an orderly manner 	<ul style="list-style-type: none"> • Keep body to self • Find a seat quickly and remain seated 	<ul style="list-style-type: none"> • Report dangerous play and/or injuries • Use equipment as taught • Keep body and objects to self 	<ul style="list-style-type: none"> • Keep your eyes and feet forward • Pay attention • Always walk • Keep body to self 	<ul style="list-style-type: none"> • Remain seated • Keep body to self • Sit face-forward • Cross in front of the bus • Wait for the bus to completely stop • Enter and exit in appropriate manner



MINOR AND MAJOR TRACKING

When a *Minor* or *Major* is written, we fill out a Google Form for the incident. Then we use this tracking sheet to track the data each month. This helps us to see who is receiving minors and majors, how many, the area of concern, and the problem behaviors.

Click the Google Form Icon to see the example *Minor/Major* Google Form
Click the Google Sheets Icon to see the example Tracking Sheet from the Google Form.



MONTHLY INCENTIVES

WHEN

- Incentives are hosted monthly.
 - Ensures the kids remember what they are working towards.
 - If a student loses the incentive notification always goes home to the parent at latest the Thursday prior to the incentive.
- Always on the last full school day of the month.

HOW

- For a student to attend the incentive they must receive less than 3 minors or 1 major in a single month.
- Incentive flyers are posted in multiple locations in the school for the whole month leading up to the incentive.
- Students have the visual reminder of what they are working toward.

LUNCH IN THE PARK

AUGUST 29TH



AUGUST PBIS INCENTIVE



Dance Party and Popsicles!

PBIS Bootcamp Incentive
August 22nd



When: At Special
Where: Or playground
How: Com
PBIS Boot



TRICK OR TREAT THE PBIS STORE

WHEN: OCTOBER 31ST
WHERE: IN THE HALLWAY
HOW: NO MAJORS OR LESS THAN 3 MINORS



February PBIS Incentive



When: Feb 27th
What:



- Make birthday a hat
- President's Day video
- Cake and Punch
- Sing Happy Birthday



How: 3 or less minors
No majors



THANK F November PBIS Incentive Thanksgiving Feast!

When: November 25th

Where: Elementary Hallway

How: Less than 2 Majors or 4 Minors



PBIS FUNDRAISING OPPORTUNITIES

DANCE

1. We host a mother-daughter and father daughter dance in February.
 - a. Glow the night away with dancing, snacks, and good music.
2. This dance is a fundraiser for our PBIS incentives.

FAMILY FUN NIGHT

1. This year we hosted a Family fun night.
2. This fun night will take place in April and will consist of several different outdoor based games.
 - a. Kickball
 - b. Dodge ball
 - c. Wiffle Ball
 - d. Concession stands
3. The event itself will be free but we will encourage concession use and donations.

Mother/Son and Father/Daughter Dance

Let's light up the night with music, movement & color!

FEBRUARY 28 | 6:00-8:00 PM

Norborne Cafeteria

Theme:

Neon Dance Party

Dress in neon, sparkle, or white, get ready to shine!

This is for all ages and anyone who wants to come, not just Norborne students.

Cost: \$10 per couple or \$15 for a group of 3 or more with one adult.

Proceeds go to help fund NES PBIS Incentives and Activities.

You are invited to
**FAMILY
ACTIVITY
NIGHT**

Gear up for game day with food, friends, and fun! We will have dodgeball, kickball, and wiffle ball for all to play!

SATURDAY, APRIL 18TH | **5:00-8:00 PM**

@ the school on the softball and football fields, weather permitting. In the gym if not.

PBIS will also be selling meals at the concession stand to help us raise money for PBIS Incentives and activities! So please come and enjoy food and fun!

**ALL AGES WELCOME!
DO NOT HAVE TO BE A NES STUDENT TO ATTEND.**

DODGEBALL

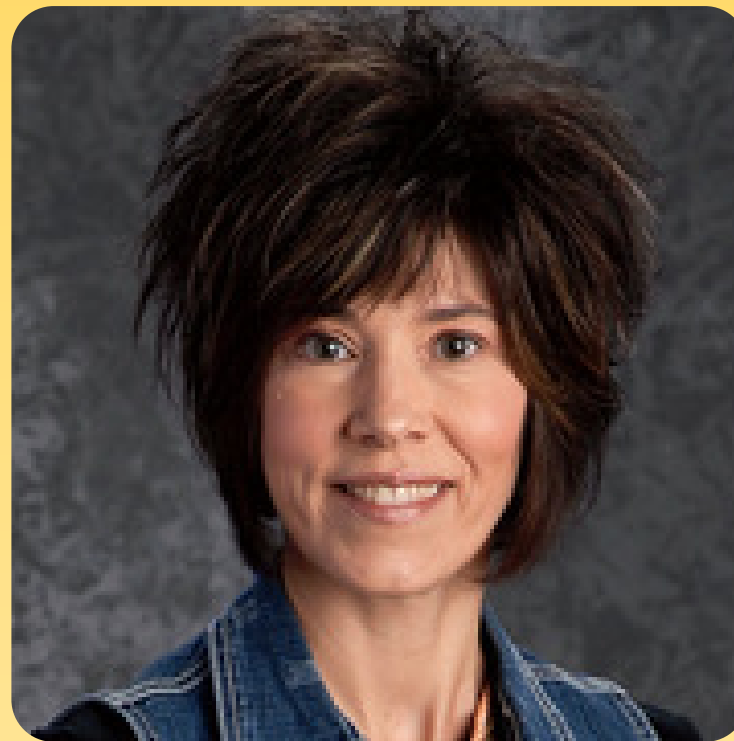
PBIS MEETINGS AND INCENTIVE CONVERSATIONS

Our team communicates regularly, but we hold biweekly formal PBIS meetings to review feedback from previous incentives and PBIS Friday lessons, and to determine any needed adjustments.

The Thursday before an incentive, the PBIS team meets with classroom teachers to discuss students who may not participate in part or all of the incentive, ensuring teacher input is included before decisions are made.

“PBIS meetings and incentive conversations only work when they are intentional, consistent, and focused on behavior—not rewards.”

PLEASE CONTACT US!



Kyla Waters
Elementary
Principal

kwaters@norborneschools.com



Samantha Long
STEAM/Gifted

slong@norborneschools.com



Teagan Brock
Librarian

teaganbrock@norborneschools.com



Click the Google Drive Icon to
access the full folder of all
things we discussed and more!