



**EMPOWERING EXCELLENCE THROUGH  
SUSTAINING PBIS IN MIDDLE SCHOOL**

**CUBA MIDDLE SCHOOL  
2026 SW-PBIS SUMMER INSTITUTE**

# OUTCOMES

- Participants will understand systems needed to maintain PBIS in a middle school.
- Participants will understand various data collected to guide effective PBIS in Middle School(s).
- Participants will understand the connection between clear expectations and met expectations [incentives]

# INTRODUCTION

Sustaining PBIS in Middle School is unique in itself. It is vital to have a consistent plan to promote PBIS while exploring all the joys of Middle School life. Is it possible to empower excellence? Yes!



# PRESENTERS



01

Erica Williamson  
Assistant Principal



02

Jessica Lewis  
Middle School Behavior  
Support



# ACRONYMS

ISS - In School Suspension

ODR - Office Discipline Referral

SRO - School Resource Officer

ALC - Alternative Learning Center/Classroom

KAHFOOTY - Keep all hands, feet, other objects to yourself

SAS - Self-assessment survey [SAS scores]

SWIS - School Wide Information system [SWIS data]

AT - Advanced Tier

MTSS - Multi-Tiered Systems of Support

ABC Data - Antecedent, Behavior, Consequence

BIP - Behavior Intervention Plan

# WHAT DO WE WANT TO CONVEY?

## RESPECTFUL

- Take care of all property
- Listen and wait your turn in conversations
- KHFAOOTY
- Have a positive attitude
- Follow directions

## RELIABLE

- Come to class on time
- Have all supplies ready
- Take care of personal needs before class

## RESPONSIBLE

- Come to class prepared and ready to learn
- Turn in assignments on time
- Keep the classroom clean



# CMS STORY

This is Cuba Middle's 19<sup>th</sup> year PBIS implementation

2007

First year implementing PBIS. Only building in district to do so. Office Discipline Referrals (ODR's) were close to 2,000 a year. Something needed to change.

2021

PBIS helped everyone settle into the routine with clear expectations. Provided consistency with emphasis on unstructured time.

2023

Started to implement consistent restorative elements in ISS and ALC programs, through the increased use of the Opportunity Room (Focus Room).

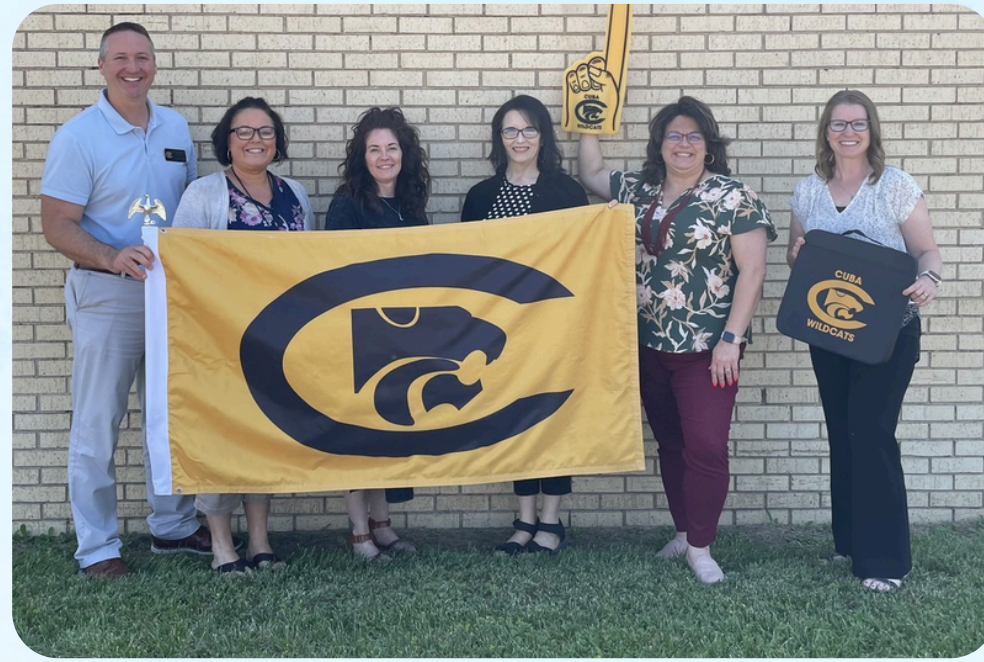
2025

Continued decrease of ODR's (744 in 2010 to 118 in Spring).

2026

Continued decrease of ODR's (55 as of February). PBIS is being implemented District Wide 25-26 school year.

# SUPPORT



Any structure with improper footing will not last. Support is a multi-tier system that requires:

- \*\*\*Support of Administration for Educators and PBIS program.
- Support of District for PBIS program.
- Support of Educators among Educators.
- Support of quality PBIS lessons to be shared among educators.
- Support of time within the schedule to allow for impactful PBIS lessons to be implemented with fidelity.

# SUPPORT: TRAININGS

- All new teachers, to the building, will attend the “My School is PBIS, what does that mean for me?” training presented by Regional PBIS team.
  - Ask your PBIS Regional Consultants if this is available for your region.
- Arrange for PBIS Regional consultants to observe Tier meetings for constructive feedback.
- Send Tier 1 and Advanced Tier team representatives:
  - Trainings - Summer [PBIS roundup].
  - Summer Institute.
  - Any additional training opportunities.
- District PD Menu Style Days.
  - Have district PBIS representatives present.
  - Call in your PBIS Regional Consultants to provide trainings for the district.

## **PBIS: Tier I School-Year Kickoff for Teams and Administrators**

This workshop is designed to help Tier 1 PBIS teams prepare everything they need to successfully implement PBIS throughout the new school year. Some of the topics to be covered are roles and responsibilities of all team members, easy ways to manage behavioral data, how to train staff and students on PBIS, and communication with all staff.

\*Bring all of your school's PBIS artifacts and be ready to roll up your sleeves and work on planning the school year.

**August 4, 2026 (1st Offering)**  
**August 13, 2026 (2nd Offering)**  
(Please Enroll in Only One Session)  
**9:00 am - 3:30 pm**  
**South Central RPDC - Rolla**



Presenters: Becky Rogge, Jessie Carry,  
Elisa Torres  
Workshop Fee: \$25  
Pre-registration required at  
<http://rpdcmst.edu>  
Registration & cancellation policy  
can be found on our website.

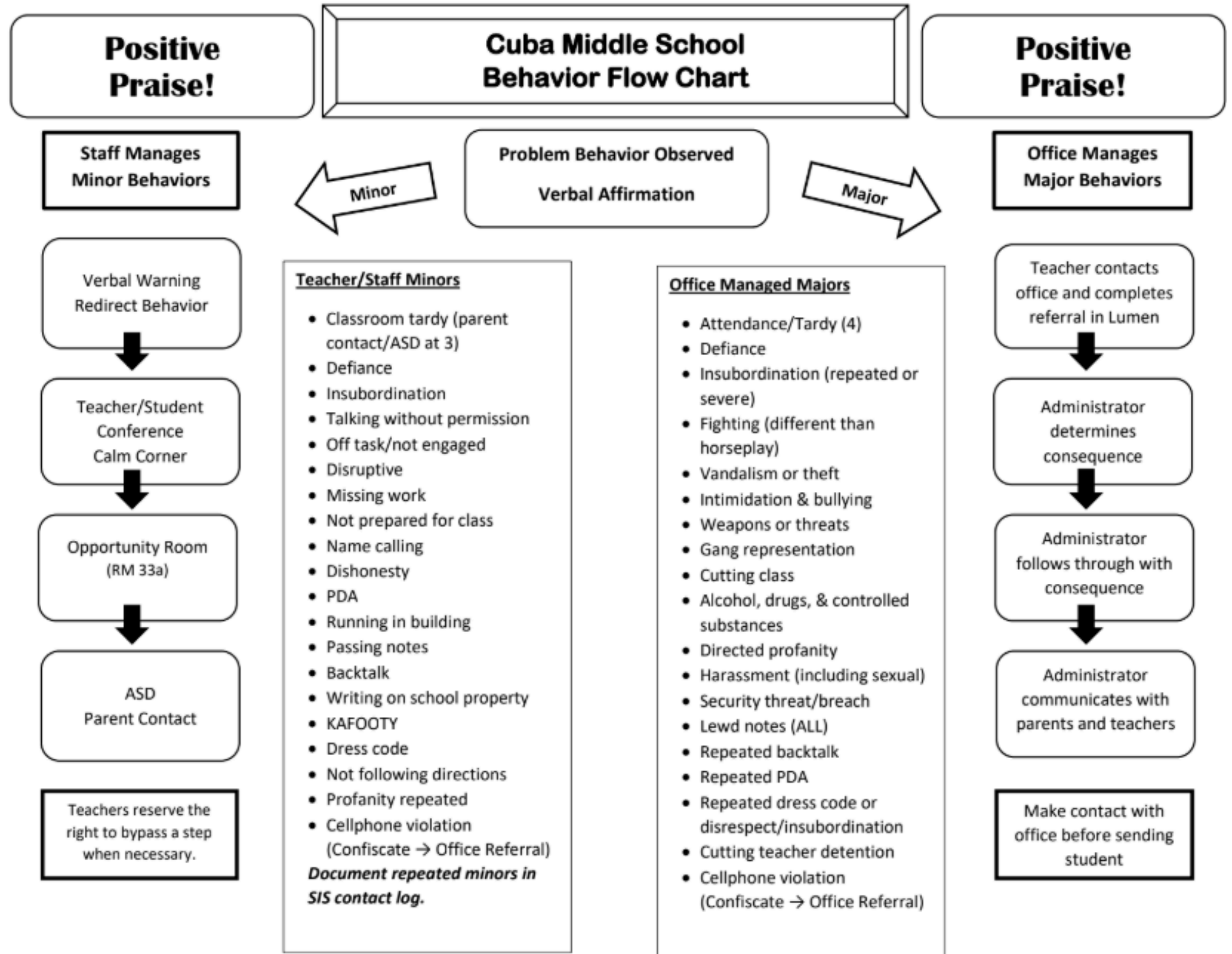


South Central Regional  
Professional Development Center  
1100 W. 10th St., Suite 2103  
(Phelps Health Annex)  
Rolla, MO 65409  
873-341-4818 | 800-667-0666  
rpdcmst.edu | rpdcmst.edu

# SUPPORT: SUBSTRUCTURE



- **Building Flowchart and Matrix.**
  - Reviewed yearly by Tier 1 team and adjusted accordingly based on interest, funding, etc.
    - Refer to handouts.
- **Tier 1 team.**
  - Team is comprised of a set group for the year: Administrators, Counselor, Behavior Support (ISS/ALC teacher), STUCO advisor, Special Education, Instructional Coach, etc
  - Clearly defined roles and responsibilities.
    - Facilitator, Recorder, Data Analysis, etc.
- **Community Involvement.**
  - Parent Volunteers.
  - Local Businesses. Ex. Christmas Service project to area Assisted/Nursing homes. Local grocer for donated items.



### Cuba Middle School PBS Expectation Matrix

2025 - 2026

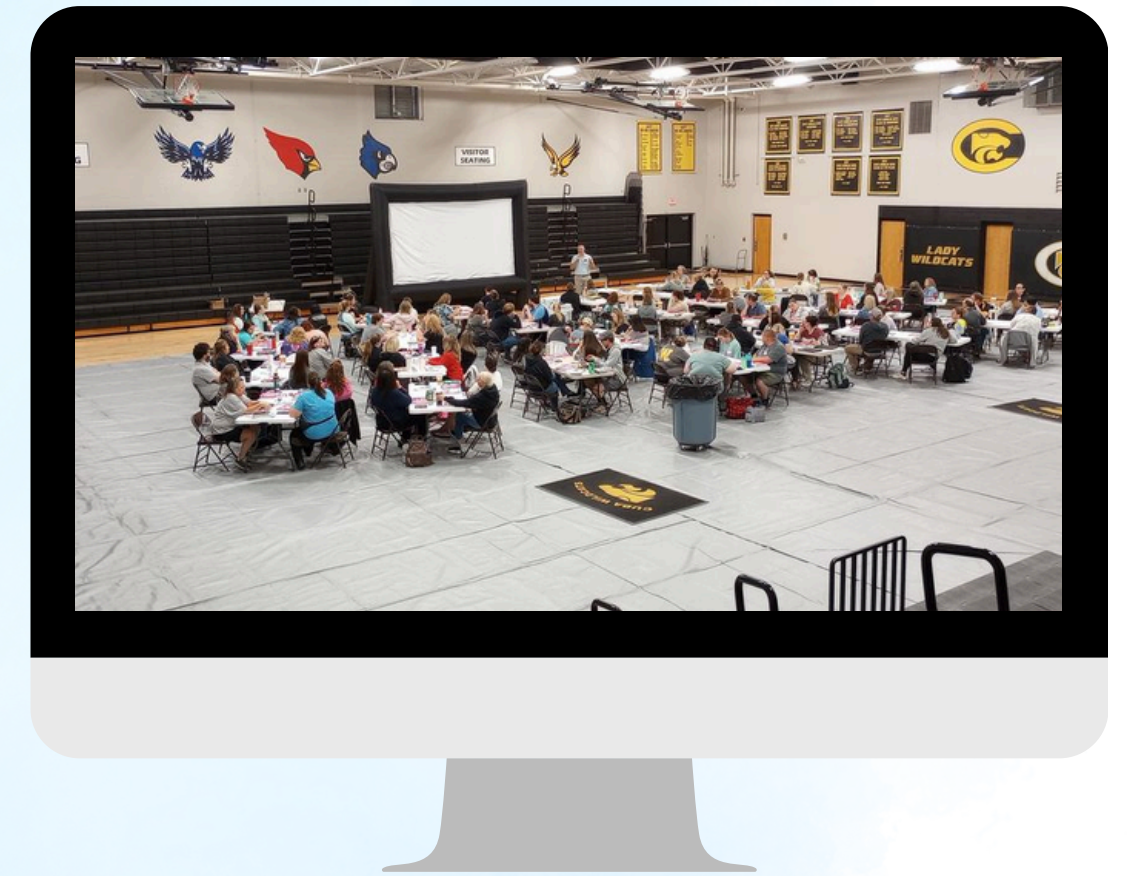
	Respectful	Responsible	Reliable
Classroom	<ul style="list-style-type: none"> <li>Take care of all property</li> <li>Listen and wait your turn in conversations</li> <li>KHFAOOTY</li> <li>Have a positive attitude</li> <li>Follow directions</li> </ul>	<ul style="list-style-type: none"> <li>Come to class prepared and ready to learn</li> <li>Turn in assignments on time</li> <li>Keep the classroom clean</li> </ul>	<ul style="list-style-type: none"> <li>Come to class on time</li> <li>Have all supplies ready</li> <li>Take care of personal needs before class</li> </ul>
Bus	<ul style="list-style-type: none"> <li>Stay in your seat</li> <li>Keep feet on floor</li> <li>Follow directions from bus driver</li> <li>KHFAOOTY</li> </ul>	<ul style="list-style-type: none"> <li>Use appropriate voice level</li> <li>Report problems</li> </ul>	<ul style="list-style-type: none"> <li>Be at stop on time</li> <li>Use headphones when listening to music</li> </ul>
Hallway	<ul style="list-style-type: none"> <li>Use appropriate language and voice level</li> <li>KHFAOOTY</li> </ul>	<ul style="list-style-type: none"> <li>Keep walkways open and stay to the right</li> <li>Keep moving</li> </ul>	<ul style="list-style-type: none"> <li>Be on time to class</li> <li>Be in your assigned hallway</li> </ul>
Restroom	<ul style="list-style-type: none"> <li>Clean up after yourself</li> <li>Respect privacy, school facilities, and honor personal space</li> <li>KHFAOOTY</li> </ul>	<ul style="list-style-type: none"> <li>Use your time wisely</li> <li>Keep your hands to yourself</li> <li>Return to class promptly</li> </ul>	<ul style="list-style-type: none"> <li>Flush the toilet</li> <li>Wash your hands</li> <li>Report problems</li> </ul>
Cafeteria	<ul style="list-style-type: none"> <li>Be patient and silent in line</li> <li>Use "restaurant voices" while seated-Level 1-2</li> <li>Keep your place in line</li> <li>KHFAOOTY</li> </ul>	<ul style="list-style-type: none"> <li>Clean the table and the area around you</li> <li>Pick up after yourself</li> </ul>	<ul style="list-style-type: none"> <li>Return your tray and eating utensils to appropriate areas</li> </ul>
Library	<ul style="list-style-type: none"> <li>Use "library voices" Level 1-2</li> <li>Keep feet on the floor</li> <li>KHFAOOTY</li> </ul>	<ul style="list-style-type: none"> <li>Return books on time</li> <li>Only visit approved websites</li> </ul>	<ul style="list-style-type: none"> <li>Know your student ID number to check out books</li> </ul>
Technology	<ul style="list-style-type: none"> <li>Treat laptop as if you bought it yourself</li> <li>Take PRIDE in what is loaned to you</li> </ul>	<ul style="list-style-type: none"> <li>Avoid and report inappropriate sites and unsafe use</li> <li>Use technology appropriately</li> <li>Use technology for intended purpose</li> <li>Safely store your laptop and charger</li> </ul>	<ul style="list-style-type: none"> <li>Make sure laptops are plugged in after usage</li> <li>Keep passwords private</li> <li>Phones are off and in your backpack/purse</li> <li>Always have laptop charger with you</li> </ul>

# SUPPORT: SUBSTRUCTURE CONTINUED

- **Counselor Involvement.**
  - Observations and Groups.
  - Wildcat Connections Monthly Newsletter.
    - Refer to handout.
- **Opportunity Room [Focus Room].**
  - Allows student to take responsibility, reset and try again. Encourages accountability, problem-solving skills and more.
  - Allows ISS teacher to build rapport with students to aid in regulation and understanding of their needs.
  - 370+ student check-in's this school year.
- **ISS program with restorative elements.**
  - Students are provided with Restorative Elements.
  - Accountability projects and self-reflection opportunities.
  - ISS teachers connects with Educators so no time is lost on academics.



# DISTRICT-WIDE SYSTEMS



- NEW! PBIS to some level district wide.
- Instructional Coach.
  - Monthly Newsletter.
  - Supports district educators especially first year in district.
- Kagan Training.
- Trauma Informed Training.
- Menu style district PD days [x2 a year].
- Conference attendance and extra PD opportunities [per request].
  - Restorative Practices - Kelvin Oliver.

# SUPPORT: PBIS LESSONS

- Consistently in lessons/topics across building:
  - Hardcopy assignment or easy access link provided.
  - Kagan ideas.
  - Game/activity idea.
  - Collaboration within lessons. Educators share ideas and support one another with resources google sheet.
- PBIS Lesson themes are generated based on prior month's data upon review at monthly Tier 1 meetings.
  - Look at Office Discipline Referrals.
- Counselor can attend a PBIS lesson(s) to support the teacher and class climate.
- Set consistent time for PBIS lessons and Exit Slip completion.
- Data on Exit Slip submission.



# 2025-2026 PBIS Lessons




Week	Lesson Topic	Link	Printables
September 3-6	Team Building	<a href="#">Option 1</a> Or <a href="#">Option 2</a>	none
September 10-13	Respect	<a href="#">Lesson</a>	none
September 17-18	Responsibility	<a href="#">Lesson</a>	none
September 24-27	Reliable	<a href="#">Lesson,</a> <a href="https://youtu.be/Hr9cJXqi1Dw">https://youtu.be/Hr9cJXqi1Dw</a>	none
October 1-4	Respect	<a href="#">Lesson</a>	Attached in Link
October 8-11	Responsibility	<a href="#">Lesson</a>	Attached in Link
October 15-18	Respectful	<a href="#">Lesson</a>	None
October 22-25	Red Ribbon Week	Show videos that Mrs. Clark emailed.	None
October 29 - November 1	Respect	<a href="#">Lesson</a>	None
November 5-8	Respect	<a href="#">Lesson</a>	<a href="#">Video</a>

Teacher Room #	01/15/26	1/21/26	2/3/26	2/17/26	2/24/26	3/13/26
1	1	1	1	1	1	1
2	1	1	1	1	1	1
3	1	1	1	1	1	1
4	1	1	1	1	1	1
5	1	1	1	1	1	1
6	1	1	1	1	1	1
7	1	1	1	1	1	1
8	1	1	1	1	1	1
9	1	1	1	1	1	1
10	1	1	1	1	1	1
11	1	1	1	1	1	1
12	1		1	1	1	1
13	1	1	1	1	1	1
14	1	1	1	1		1
15	1	1	1	1	1	1
16	1	1	1		1	1
17	1	1	1	1	1	1
18	1	1	1	1	1	1
19	1	1	1	1	1	
20	1	1	1	1	1	1
21	1	1		1	1	1
22	1	1	1	1	1	1
23	1	1		1	1	1
24						
25		1	1	1	1	1
26	1	1	1	1	1	1
% Complete	92.31%	92.31%	88.46%	92.31%	92.31%	92.31%

# BREAK OUT

## Weekly Planner

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday



15 minutes



# PBIS BINGO

EVERY PARTICIPANT WILL RECEIVE A BINGO CARD STATING QUESTIONS OR ELEMENTS OF PBIS.  
THE GOAL TO GET EACH BOX ANSWERED WITH ANOTHER PARTICIPANT'S CONTACT INFORMATION.  
YOU MAY ONLY HAVE TWO OTHER PARTICIPANTS FROM YOUR DISTRICT SIGN YOUR SHEET.  
LET'S SEE WHAT RESOURCES ARE AVIALABLE IN THIS ROOM!

# WORDS OF WISDOM

“I think the big reason why PBIS has been successful in the Middle School is that I’ve always made it a priority and PBIS became a part of who we are and what we do. Also, we have great staff who have seen the positive results of PBS and that helps with supporting and keeping it going in the building. If you implement the program with fidelity it will sustain and last through the years.”

- Mrs. Shoemaker, CMS Principal

\*\*CMS has been earned the Gold Star recognition for multiple years under Mrs. Shoemaker’s administration\*\*



# DATA

Data Options: Large scale and individualized

- Surveys.
- SAS scores.
- SWIS data.

Data: compare year to year and month to month to notice any trends.

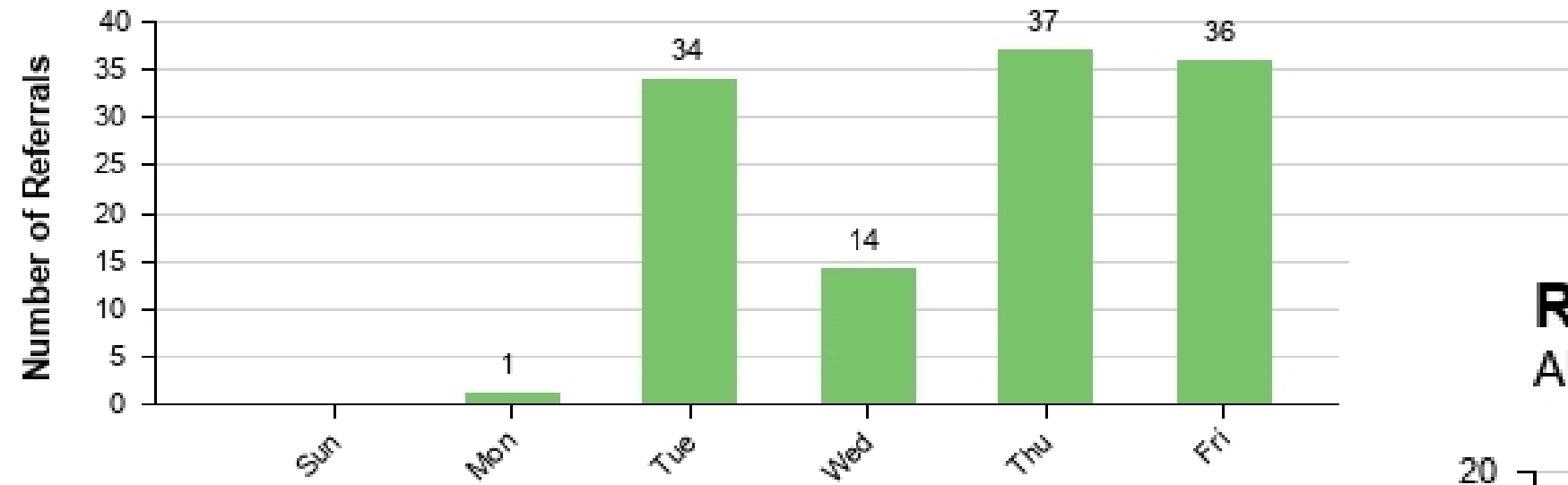
- Grade level.
- Reason of offense.
- Time of day.
- Day of week.
- Content area/staff personale
- Factors out of our control [sleep habits, etc]. Were basic needs met?

Next step, look into individual supports for students. If they are not on a tier great time to get the grade team to complete the FACTS nomination for Advanced Tiers.



## Referrals by Day Of Week

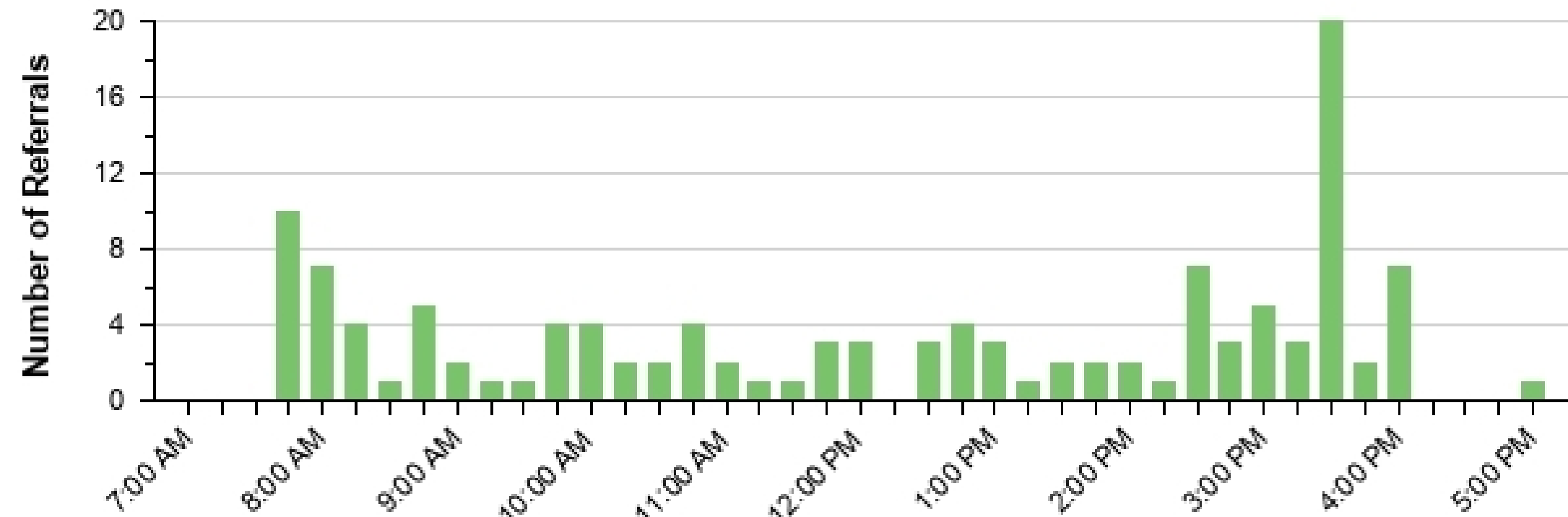
All, Aug 1, 2025 - Apr 3, 2026



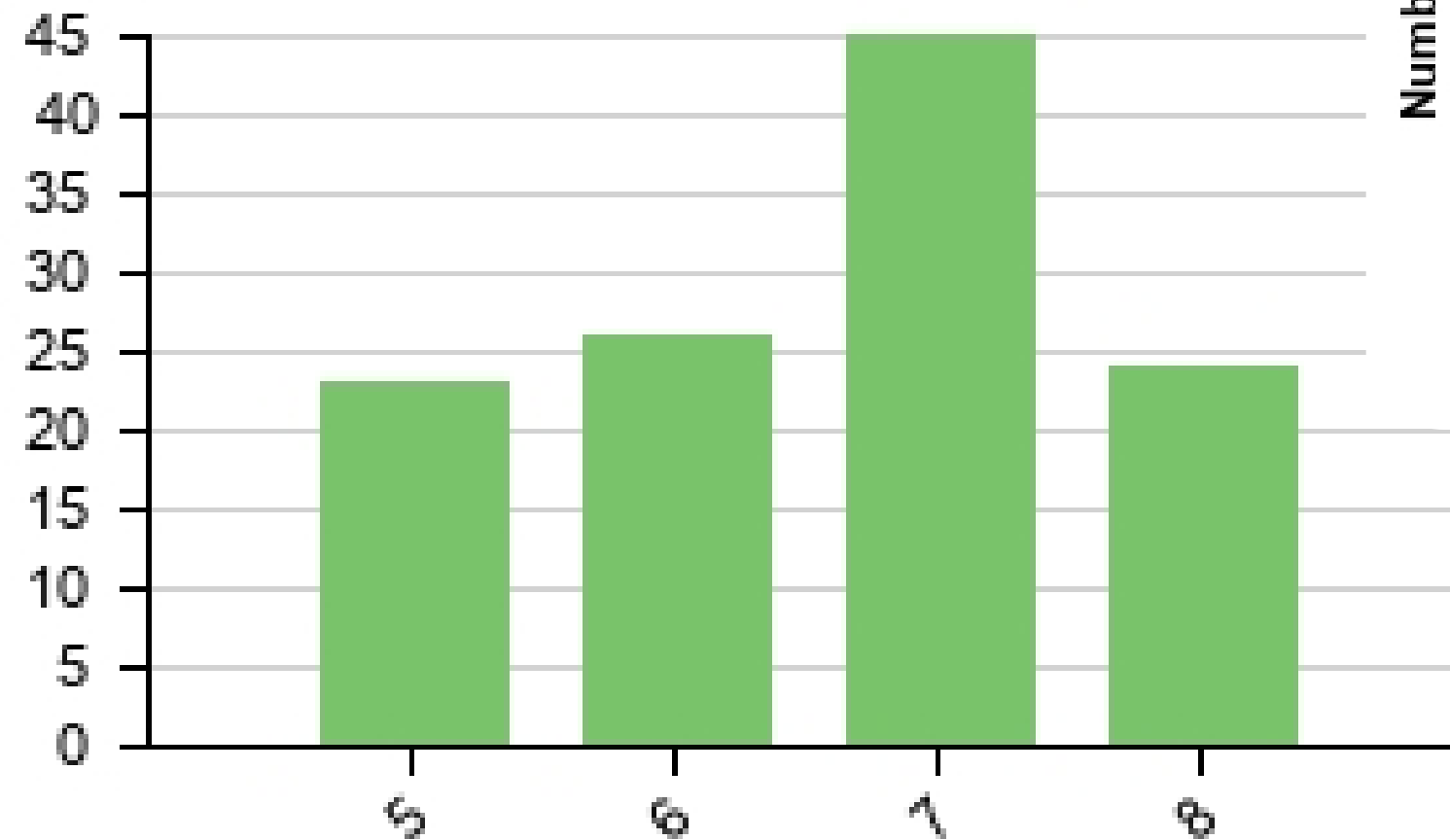
Days of the Week

## Referrals by Time

All, Aug 1, 2025 - Apr 3, 2026



Time

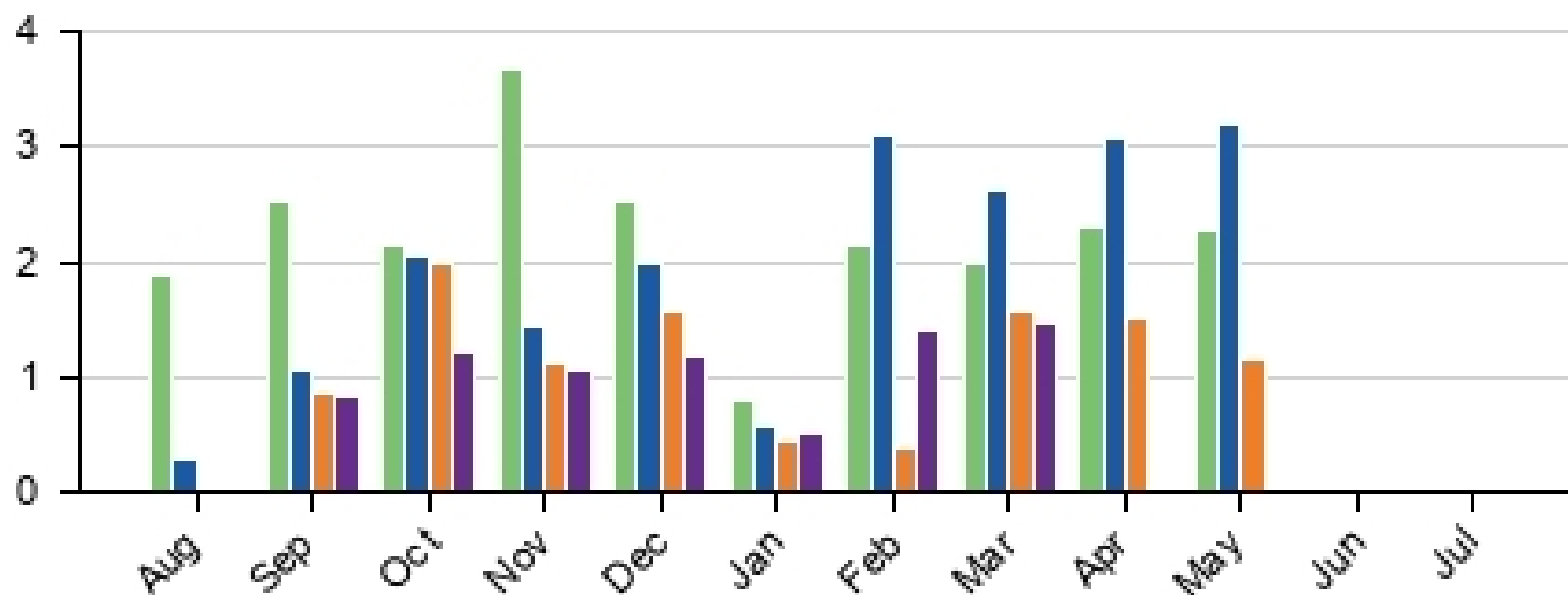


## Average Referrals Per Day Per Month - Multi-Year

All, 2022-23 - 2025-26



Average Referrals Per Day



School Months

# DATA INFLUENCERS

## Elements to consider:

- Change of staff [especially administrative roles].
- Years without ALC or ISS or loss of opportunity similar.
- District and/or community events [trauma].

## Data Collection:

- Consistent system and training for all those to implement.
- Accountability → Tier Meetings, Check-in's, etc.
- Educator Incentives:
  - Monthly Motivator.
  - Wildcat Buck Teacher drawing weekly.
  - Staff Lounge vs. Staff Workroom.
- Can you observe and measure what you are collecting data on?
  - "Angry" vs. hitting with closed fist.
  - "Tardy to school" and exact time of arrival.
  - Frequency/duration/clearly defined description that anyone would understand.
- Respond abjectly and consistently towards unexpected AND expected behavior.



# FIDELITY DATA

How to monitor fidelity [checks and balance]:

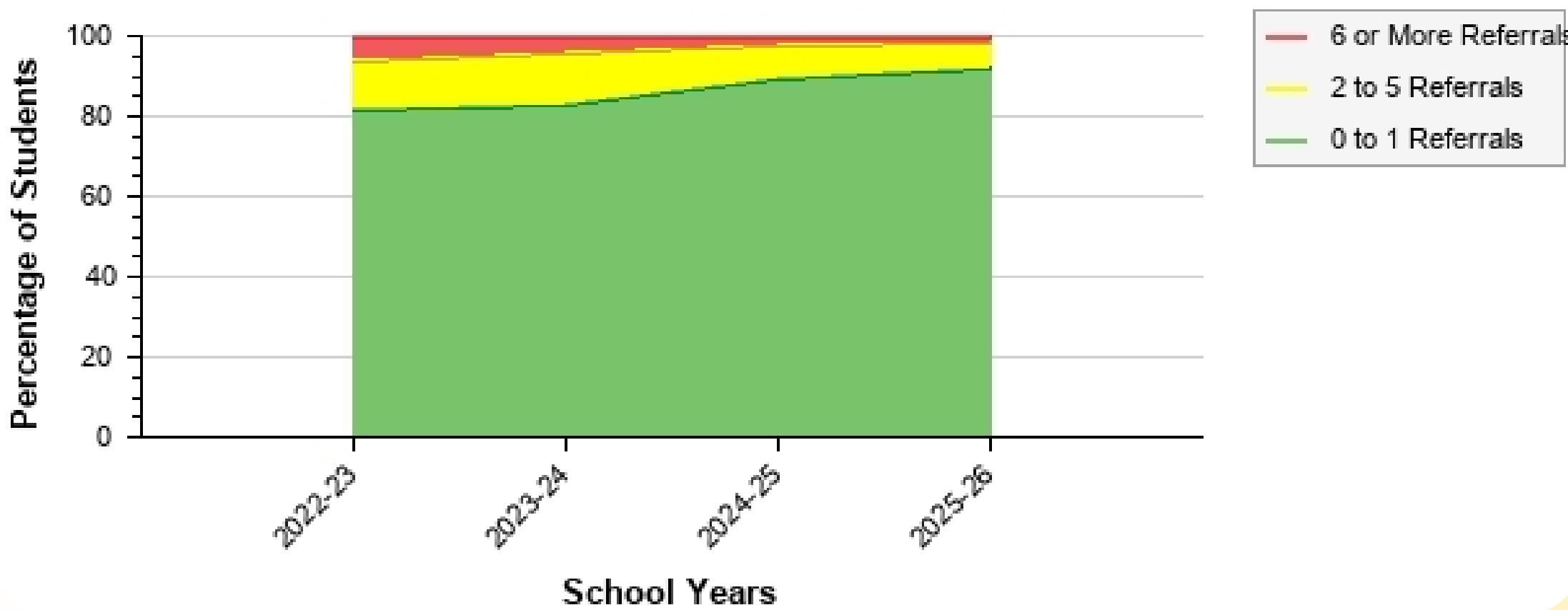
- PBIS Consultant Walkthroughs/class observations.
- PBIS Consultants to attend Tier meetings.
- Administration Evaluation of educators.
- Administration Walk Through.
- School Climate survey from Assistant Superintendent.
- PBIS Criteria Measures.
- Tier 1 meeting agenda and notes.
- Advanced Tiers meeting agenda and notes.
- ABC data [Antecedent, Behavior and Consequence].
- BIP data [Behavior Intervention Plan].
- Behavior Reflection/Restorative opportunities in ISS and ALC.
- Positive Office Referrals [documentation] and Student of the Month [documentation].
- Educator Wildcat Buck weekly drawing.



# CMS TRIANGLE DATA

## Triangle Data Report

All, 2022-23 - 2025-26



### 2024 - 2025:

- Student body: 334 students
- Tier 2: 7 students
- Tier 3: 4 students
- Monitor: 5 students
- Graduated [Faded]: 6 students

\*Data pulled from August 2024-March 2025

### 2025 - 2026:

- Student body: 389 students
- Tier 2: 11 students [current]
- Tier 3: 2 students
- Monitor: 2 students
- Graduated [Faded]: 1 students

\*Data pulled from August 2025-Feb. 2026

# BREAK OUT

## Weekly Planner

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Red sticky note						

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday

15 minutes



# THREE, TWO, ONE

3 STRATEGIES I CAN TRY TOMORROW:

2 BARRIERS I MIGHT FACE:

1 COMMITMENT I'LL MAKE:

EX.) "I WILL CELEBRATE EFFORT AS MUCH AS MASTERY — HELPING MY STUDENTS SEE THAT PROGRESS IS SUCCESS."

# INCENTIVES

- Expectations are clear, concise and repeated routinely.
  - 3 R's [Respectful, Responsible and Reliable].
- Met Expectations are incentivized.
- Understand the connection between clear expectations and met expectations. Avoid bribery and ensure incentives are earned.
  - Positive Behavior Specific Praise.
  - Praise/recognize in the moment.
- Incentives.
  - Educators are aware of student body interests/trends.
    - PBIS Cart items are reviewed early to determine if still appropriate and if dollar amount matches interest level.
      - \*Refer to handout.
  - Budget friendly options.
    - Earn to sit in teacher chair, hat day pass, class DJ, even the chance to lay their head on their desk!
    - Tangibles: Wildcat bucks, stickers [YES!]
    - 4:1 Positive praise or high fives.



# INCENTIVE EXAMPLES

- Wildcat Bucks to spend on Fridays [cart].
  - Ex. one class celebrated with a class party. It included a chocolate bar with all the goodies, games, costumes and a movie.
  - Teacher drawing for Wildcat Bucks that were issued that week
- Dances and Assemblies.
- Drawings.
  - Student drawing for gift cards. \*autonomy: student choice where to place their earned ticket.
- Attendance field trip [end of year].
- Positive Office Referrals.
- Student of the Month by grade level and Special Area nomination.
- Incentive Day.





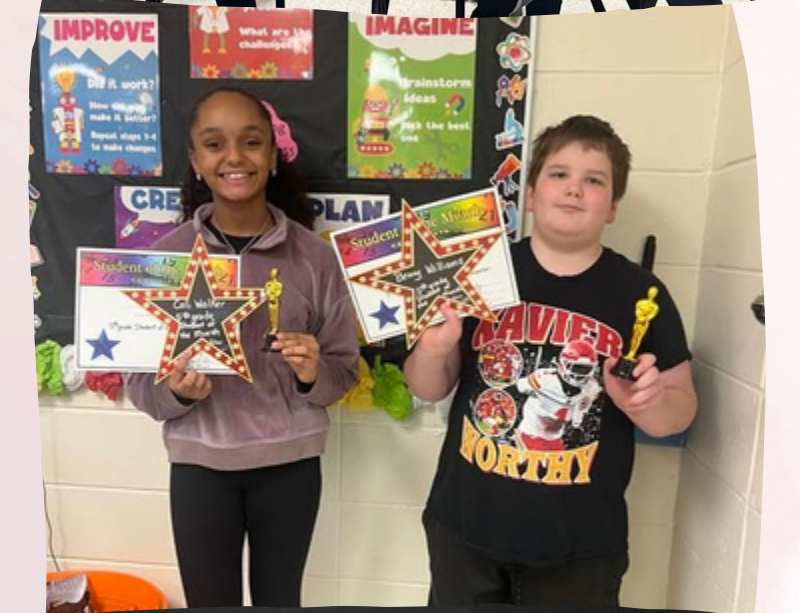
### PBS Wildcat Bucks Price List

<b>\$3</b>	<b>\$5</b>
<ul style="list-style-type: none"> <li>• Pencils</li> <li>• Pencil Top Erasers</li> <li>• Erasers</li> <li>• Novelty Toys</li> <li>• Temporary Tattoos</li> </ul>	<ul style="list-style-type: none"> <li>• Stress Sports Balls</li> <li>• Small Toys</li> <li>• Ink Pens</li> <li>• Mechanical Pencils</li> </ul>
<b>\$10</b>	<b>\$20</b>
<ul style="list-style-type: none"> <li>• Snacks/Chips</li> <li>• Pencil Lead</li> <li>• Microwave Popcorn</li> <li>• 3 Pieces of Candy</li> <li>• Notebooks</li> <li>• Markers</li> </ul>	<ul style="list-style-type: none"> <li>• Hat Pass-1 day</li> <li>• Fresh Air Pass- 1 day</li> <li>• Erase a Tardy</li> <li>• Earbuds</li> <li>• Water Bottles</li> <li>• Stickers</li> </ul>
<b>\$60</b>	<b>\$150</b>
<ul style="list-style-type: none"> <li>• Cruise with a cop (Once per quarter per student)-You choose a friend to come with you.</li> <li>• Ping Pong with Admin</li> <li>• Outdoor Classroom Time</li> <li>• Teacher Time</li> </ul>	<ul style="list-style-type: none"> <li>• Class Party-Date and hour agreed upon by the teacher you choose.</li> <li>• Gaming Time (Once per quarter per group of students-4 per group)</li> </ul>
<b>\$250</b>	CMS is always:
<ul style="list-style-type: none"> <li>• Team Time-Once per quarter per student-Student selects 9 other members to participate.</li> </ul>	<ul style="list-style-type: none"> <li>• Respectful</li> <li>• Responsible</li> <li>• Reliable</li> </ul>

Weekly Wildcat Bucks Redeemed by Grade Level																	
1st/2nd Q	8/29	9/5	9/12	9/19	9/26	10/3	10/10	10/17	10/24	10/31	11/7	11/14	11/21	11/28	12/5	12/12	12/19
<b>5th/6th</b>																	
<b>Total</b>	0	24	0	24	1	0	0	105	0	67	0	121	29	0	54	45	113
<b>7th/8th</b>																	
<b>Total</b>	0	10	0	10	0	0	0	303	23	0	0	7	47	0	0	213	199
<b>Specials/Other</b>																	
<b>Total</b>	0	3	0	14	0	0	0	35	0	97	0	20	23	0	20	89	278
<b>Building Totals</b>																	
	0	37	0	48	1	0	0	443	23	164	0	148	99	0	74	347	590
<b>Month totals</b>	0		86				466			411			1011				

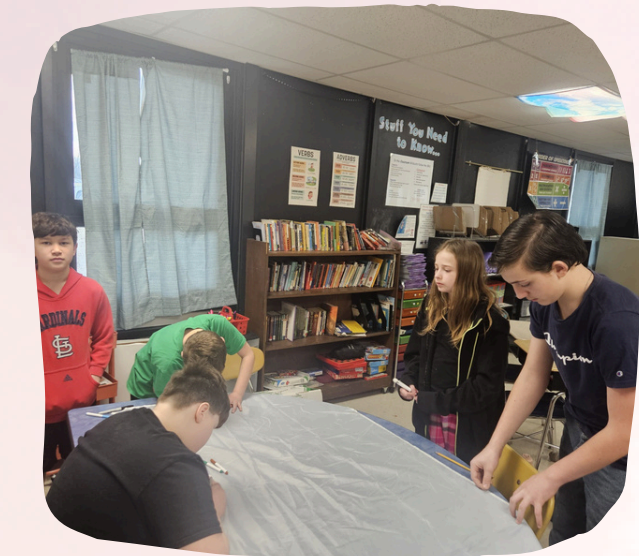
# INCENTIVES CONTINUED

- CMS held the 1st quarter attendance incentive. Students who missed no more than 2 days were invited to play Bingo for prizes. 117 students attended and 30 prizes were handed out! The kids had a great time!!
- To coordinate with theme; Students of the Month received an Oscar along with their certificate to mark their celebration.
- Students of the Quarter are recognized at the Board Meeting with a certificate, medal and by the building Administrators.
- You can see these celebrations and more at [https://www.ccr2.org/o/cms/live-feed?page\\_no=4](https://www.ccr2.org/o/cms/live-feed?page_no=4)



# POSITIVE OUTLETS

- Clubs encourage sense of belonging and community.
  - News in the Middle, Kindness Club, Creative Crafters, etc.
    - Kindness Club: placed mini bookmarks with kind words of affirmation in library books for CMS students to find.
- Family Time.
  - Credit - learned this idea at Summer Institute.
  - Allows students to collaborate and build community amongst grade levels.
  - Continues to grow trust in their school community and for students' talents and abilities to be recognized in a new light.



# PBIS IN THE MIDDLE

Video Link





# CONCLUSION

Through consistent support, routine data and implementing earned incentives with fidelity, PBIS can be successful in any Middle School.





**Q&A  
TIME**

THANK YOU VERY  
MUCH FOR YOUR  
PARTICIPATION!



FOR QUESTIONS:

ERICA WILLIAMSON – EWILLIAMSON@CCR2.ORG

JESSICA LEWIS – JELEWIS@CCR2.ORG

# PRESENTERS

01

Erica Williamson  
Assistant Principal



02

Mckenzie Clark  
Middle School  
Counselor



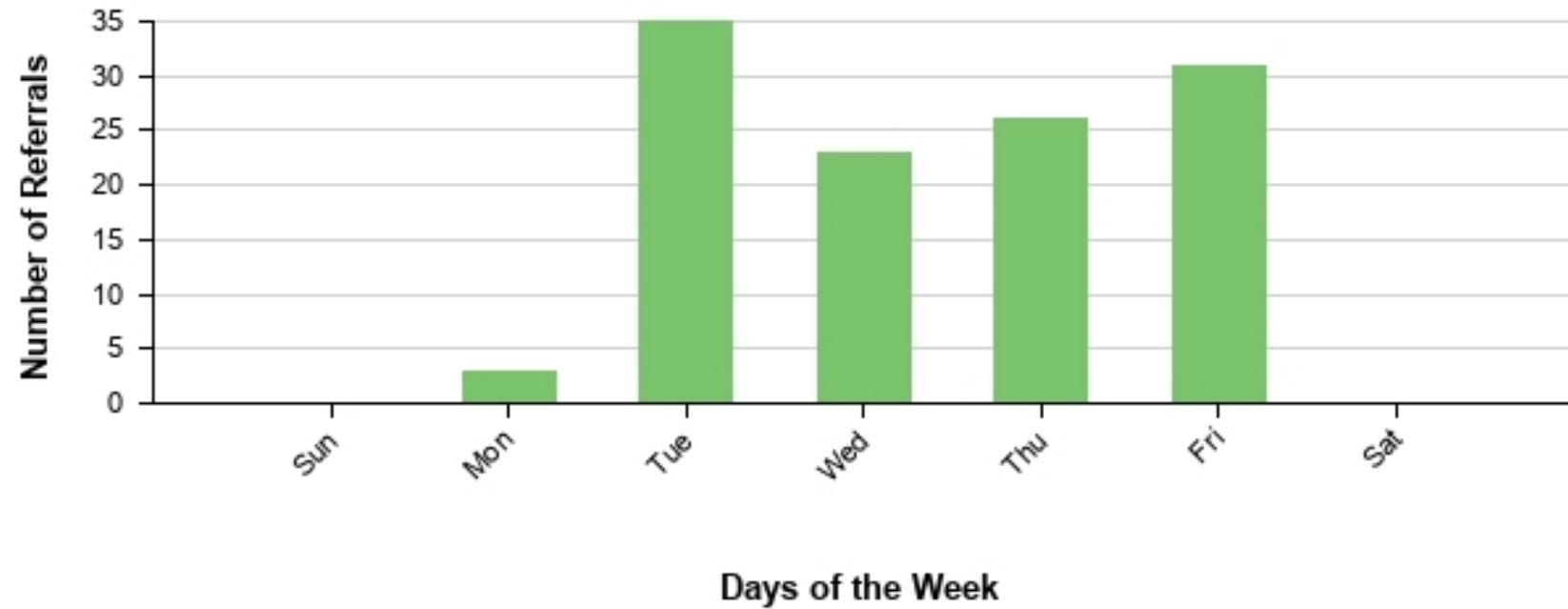
03

Jessica Lewis  
Middle School Behavior  
Support



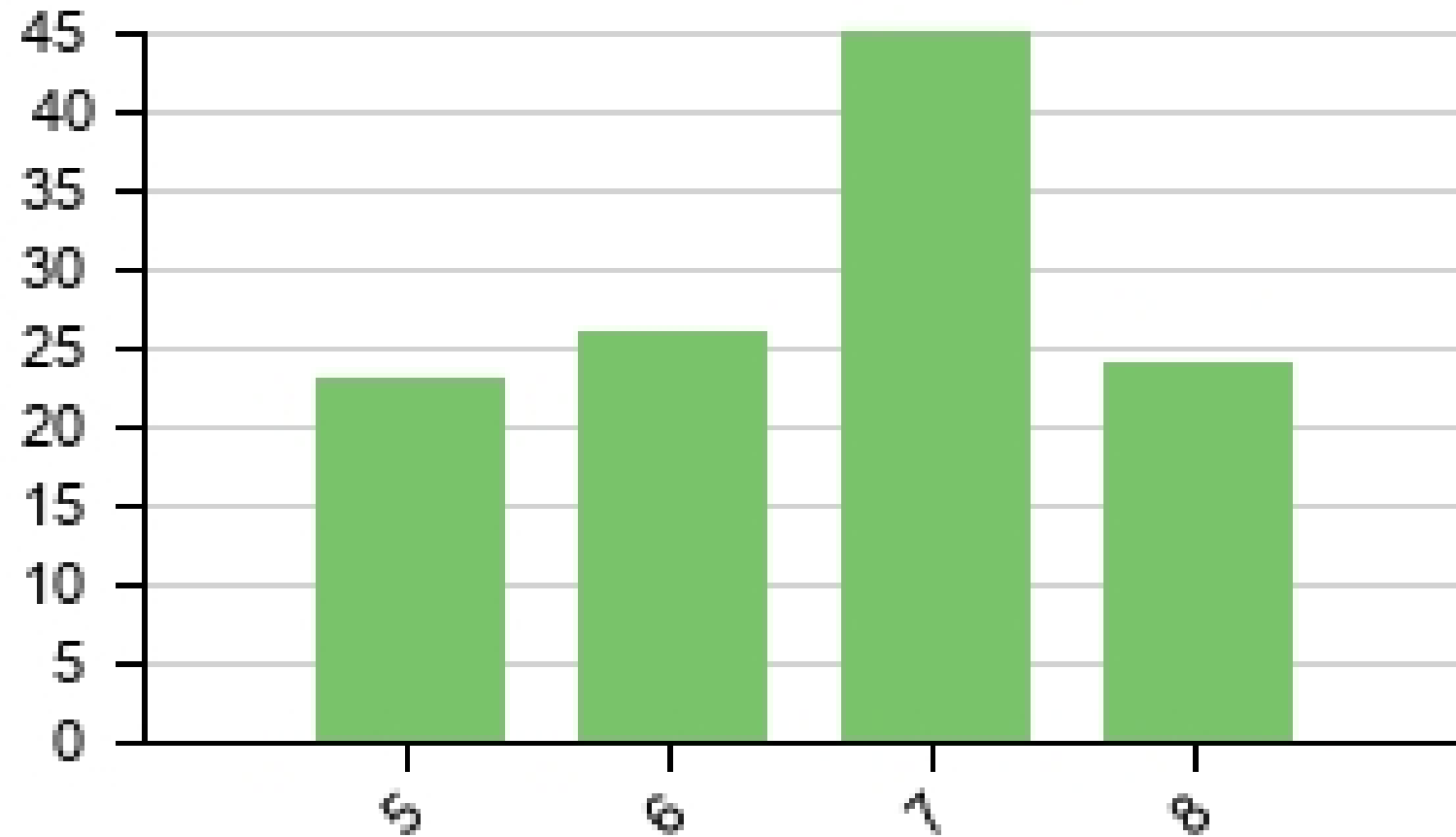
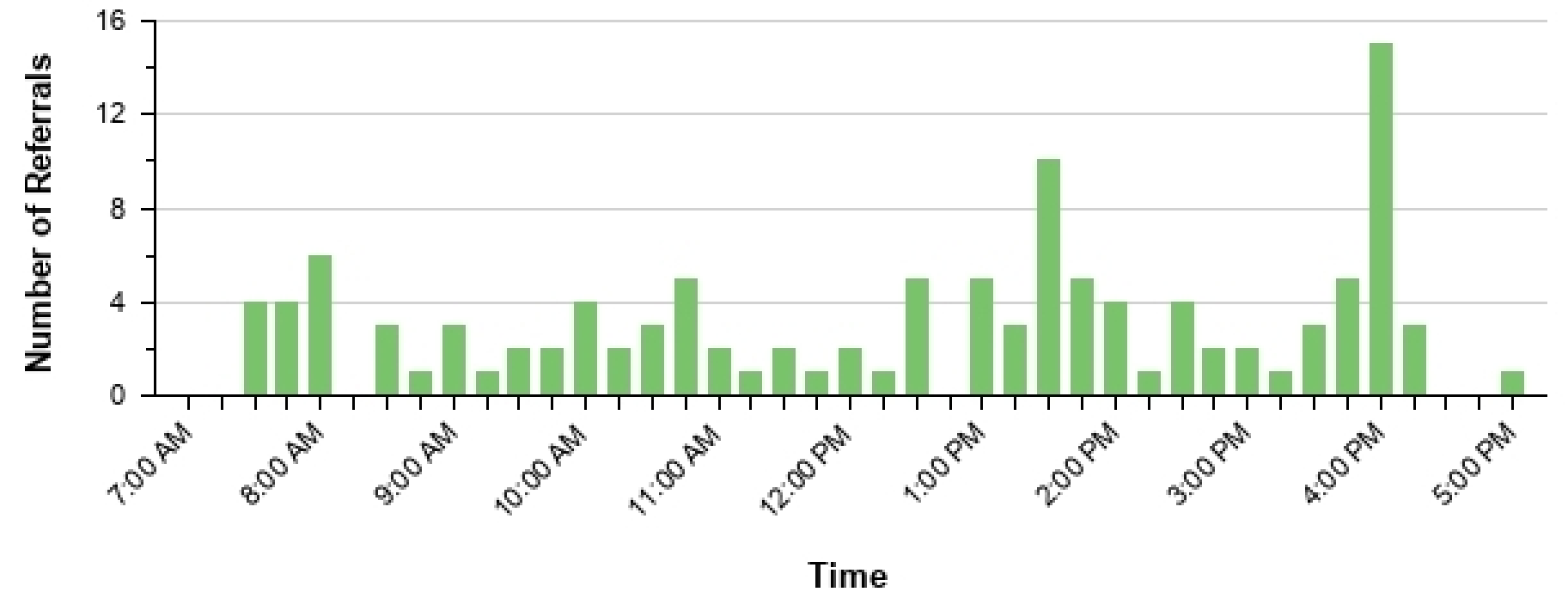
### Referrals by Day Of Week

All, Aug 1, 2024 - Apr 2, 2025



### Referrals by Time

All, Aug 1, 2024 - Apr 2, 2025



# WANTS AND NEEDS EXCHANGE

IN GROUPS, ALL ATTENDEES WILL LIST THEIR EXPERTISE ON THE BACK OF YOUR BINGO SHEET.

EX.) EMOTIONAL REGULATION, CHECK-IN/CHECK-OUT, SMALL GROUPS, DATA, ETC.

ATTENDEES WILL BE ALLOWED TO WALK AROUND AND SEEK TO FILL A "NEED."

QUESTION: WHAT IS A NEED IN OUR MIDDLE SCHOOL?

TIME IS PROVIDED TO COLLABORATE. – ALLOW A FEW MINUTES TO EXCHANGE CONTACT INFORMATION, RESOURCES AND CONNECT BEFORE FILLING THE NEXT NEED.

Scan me

Feedback: Cuba Middle

