



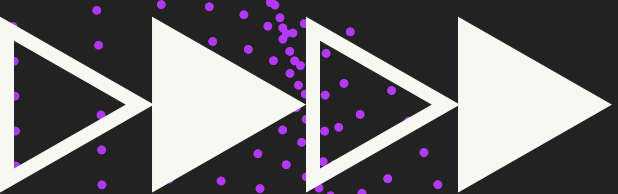
POSITIVE PANTHER PROGRAM

Implementing Tier I
At the High School Level

Park Hill South High School
Megan Palmer, Brad Jones

SESSION OUTCOMES

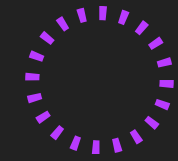
- Learn about the comprehensive implementation of Tier 1 systems and practices at the high school level
- Take away ideas and files of proven strategies and practices geared toward implementing SW-PBS in high school



AGENDA

5	Spotlight Video	21	Panther Perks
7	Expectations	22	Other Items
11	Panther Pass	23	FAQ
14	Panther Praise	24	Contact Info

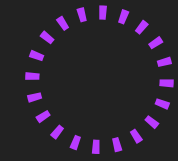
WHO WE ARE



Park Hill South High School
Riverside, MO (suburban Kansas City)



17 schools, 2 high schools
11,698 District Students



1887 Students
22.2% Free/Reduced Lunch
100+ Teachers plus 75+ Staff



DISTRICT SPOTLIGHT



Spotlight - Park Hill South High School

Park Hill School District



Watch on  YouTube

WHERE WE STARTED...

- Spring 2023: Had our GRIT matrix for expected student behavior and a small committee of admin/teachers
- Summer 2023: 5 of us attended the Summer Institute and got inspired
- August 2023: Hit the ground running with GRIT and Tier 1

G
Growth Mindset

R
Responsibility

I
Integrity

T
Trust

**ALL
SETTINGS**

- > Apply Learning Norms.
- > Pursue Learning.

- > Check Your Email Daily.
- > Promote Learning.

- > Use Kind And Inclusive Language And Actions.
- > Respect Property, Self, And Others.

- > Follow Technology Guidelines.
- > Follow Safety And Emergency Procedures.

CLASSROOM

- > Actively Participate
- > Push Yourself Throughout The Day

- > Be In The Classroom Prior To The Bell
- > Acknowledge And Respect The Individual Experiences Of Others.

- > Turn In Work Original To You.

- > Follow Classroom Procedures Specific To That Space.

**COMMON
AREAS**

- > Follow Adult Directions Promptly And Politely.

- > Be Responsible With Passing Time

- > Clean Up After Yourself

- > Utilize eHallpass To Access Non-Classroom Areas And Travel With Teacher Permission.

COMMUNITY

- > Get Involved.

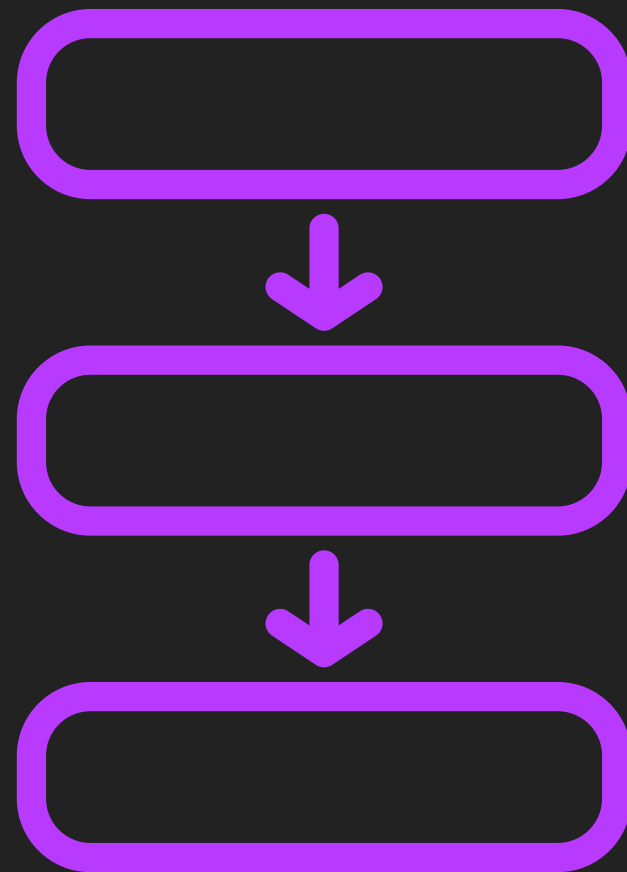
- > Be An Encouraging Supporter Of Your Classmates And Peers.

- > Attend PHS Events And Represent PHS Positively.

- > Follow Safety And Behavior Expectations At Each PHS Events.

SYSTEM FOR DISCOURAGING NEGATIVE BEHAVIOR

Major/Minor Flow Chart



- First draft created from student code of conduct and student handbook
- Staff helped define each behavior through Plan Period activities
- Revisions based on staff feedback; printed for all staff members

Student Behavior Guide

Park Hill South SW-PBS Behavior Guide For Students In And Out Of Your Classroom

MINOR 1

- > Classroom
- > Self Documentation
- > No Call Home
- > No Office Contact

MINOR 2

- > Classroom
- > Note In Contact Log
- > Call Home
- > No Office Contact

MAJOR 1

- > Class/Buddy Room
- > Note In Contact Log
- > Call Home
- > Office Referral

MAJOR 2

- > Office Via Escort
 - > Note In Contact Log*
 - > Call Home*
 - > Office Referral
- *Directed by Admin

- > Not Having Material
- > Loud Talking
- > Refusal To Work
- > Running
- > Small Disruption
- > Out Of Seat
- > Misuse Of Class Material
- > Elementary Name Calling
- > Elementary Aggression
- > Cell Phone/Electronic Device
- > Dress Code**

**Make use of admin as needed

- > Chronic Minor 1 Behaviors
- > Talking Back To Adult
- > Screaming/Yelling
- > Non-Compliance
- > Defiance
- > Disrespect
- > Inappropriate Conversation Language
- > Misuse Of eHallpass
- > Sleeping

- > Chronic Minor 2 Behaviors
- > Profanity Towards Adult
- > Theft
- > Vandalism
- > Bullying
- > Harassment
- > Chronic Refusal To Follow Rules
- > Academic Dishonesty
- > Use Of Electronic Device To Record/Publish/Display Unauthorized Content
- > Unauthorized Use Of Computer/Electronic Device
- > Truancy/Failure To Obey
- > Contributing To A Disruptive Environment

- > Inappropriate Touch
- > Bullying
- > Harassment
- > Student Assault or Fighting
- > Weapons/Firearms
- > Alcohol/Drugs
- > Tobacco/Vape
- > Language in Violation of the Harassment Policy
- > Extreme Disruption
- > Extreme Profanity
- > Threats
- > Pornography/Sexual Acts

A-E: Rob Milner

F-L Kristian Foster

M-R: Sarah McKenna

S-Z: Jacob Kelow

Diane Brennecke: x6626

Julie Lowe: x5508

Eric Cruse: x6033

Marcella Boehnke: x5607

SYSTEM FOR ENCOURAGING POSITIVE BEHAVIOR:

POSITIVE PANTHER PROGRAM

- Immediate: Panther Pass
- Delayed: Panther Praise
- Intermittent: Panther Perks

PANTHER PASS

Immediate recognition
for expected behaviors



STEPS:

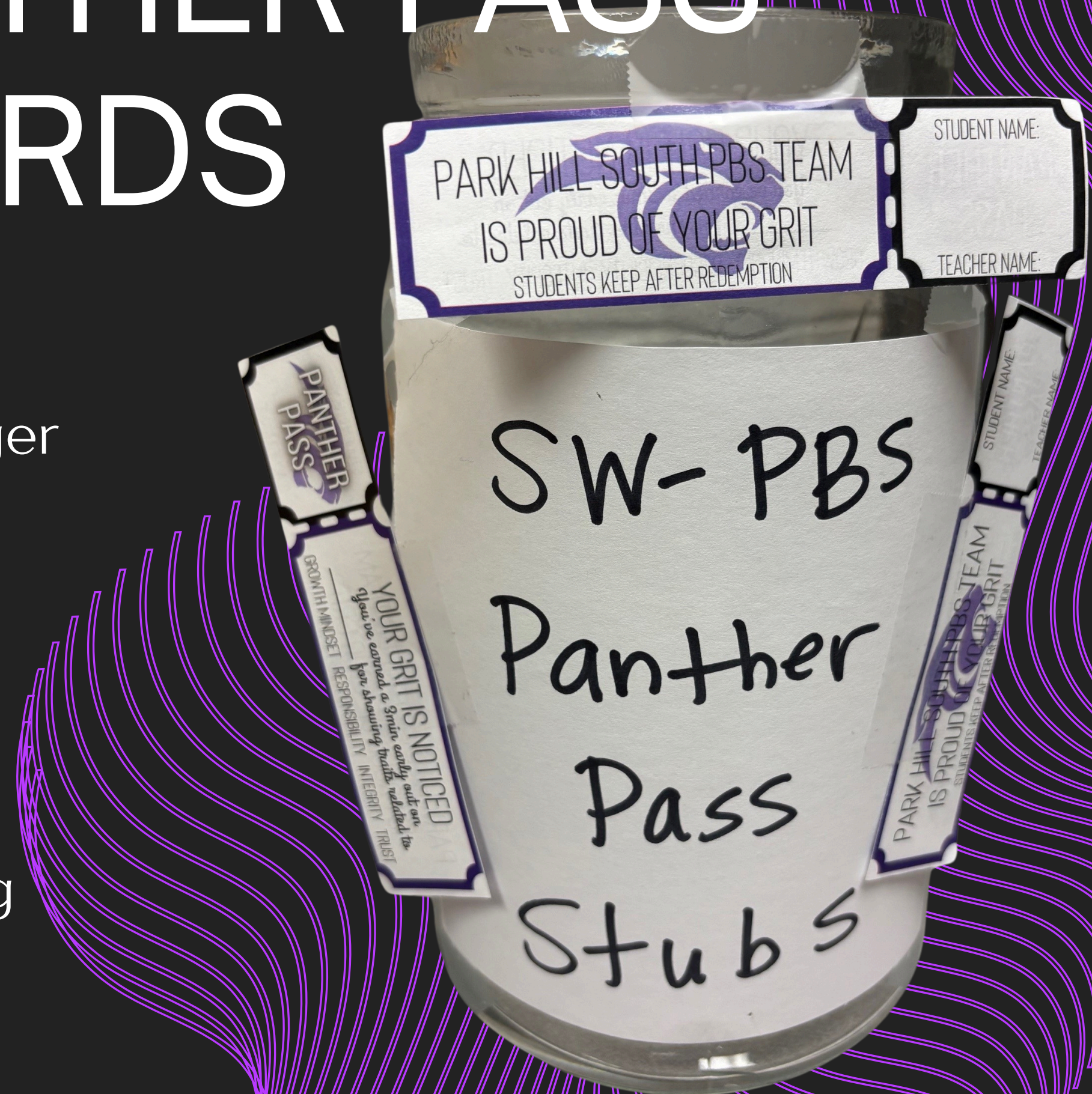
1	Teachers recognize behavior with a panther pass.
2	Students redeem during 4th block for a 3min early out.
3	Teachers turn in part of pass for the monthly drawing.
4	Student and teacher winners get to select a prize.



MONTHLY PANTHER PASS RAFFLE & AWARDS

FOUR TICKET STUBS DRAWN

- **Students** can choose between bigger prizes as a reward
- Examples:
 - Tickets to home games
 - Week-long 3 minute early pass
 - South gear
- **Teachers** also recognized for having written the Panther Passes chosen
- Select \$10 gift card as a reward





PANTHER PRIDE Fridays

Wear South Gear

**Get Out of 4th Block
3 MINUTES EARLY**

Show your spirit & get rewarded! Brought to you by PBS

ADDITIONAL PANTHER PASS INITIATIVES

PANTHER PRIDE FRIDAYS

-Students show spirit by wearing school colors and get out early

FOCUS WEEKS

-To encourage more Panther Pass use, PBS team sent out calendar invites with focused behavior for the week, principal announced focus over the intercom each Monday

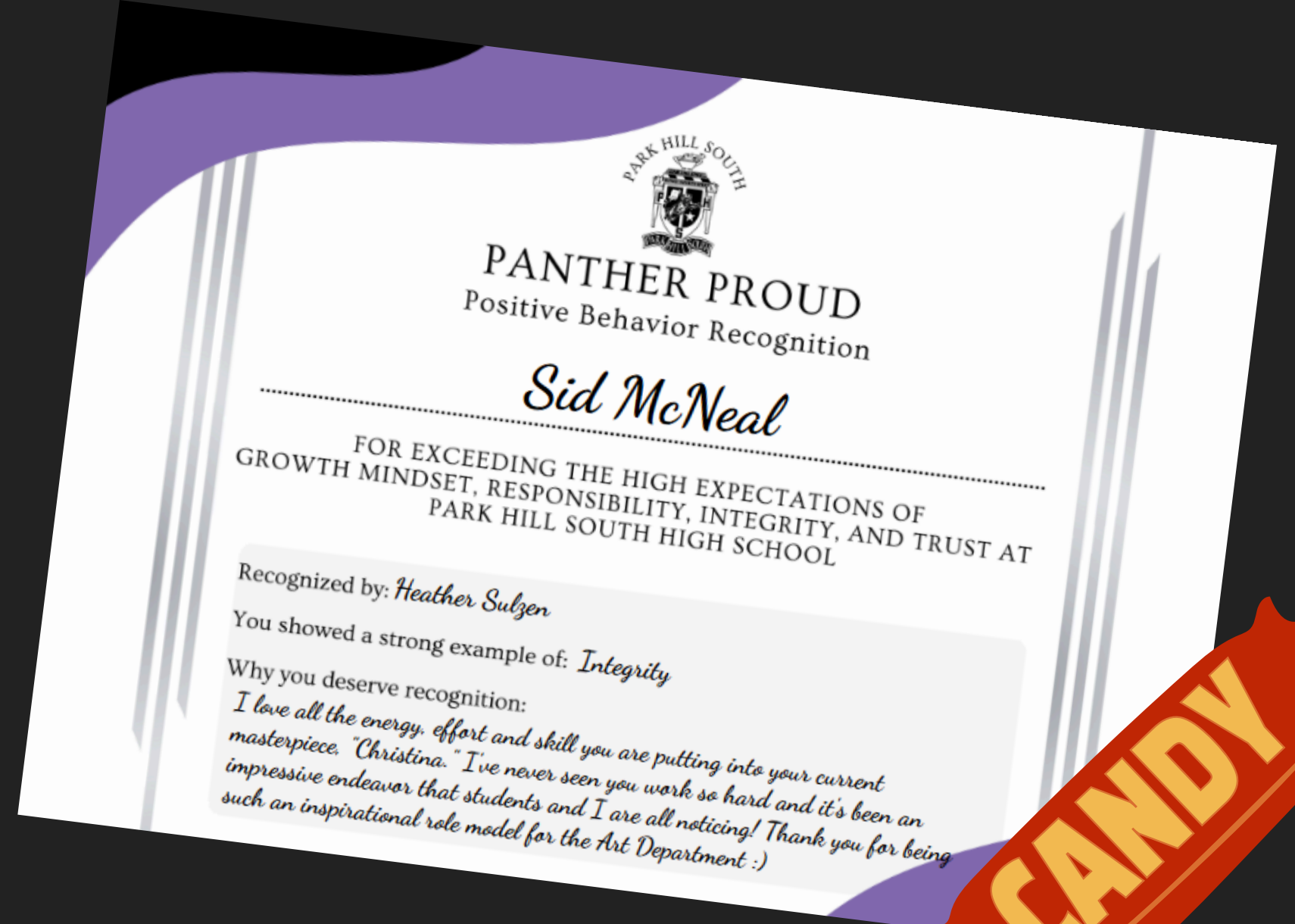
-Examples:

-Having computer charged during testing week

-Being on time to class after break

PANTHER PRAISE

We rebranded the Positive Referral and expanded beyond just a single certificate



STEPS:

1	Form Completed by Teacher
2	Printed & Delivered by Admin Mailed home by office
3	Students/Staff of the Month chosen from these



PANTHER PRAISE

This is our **delayed** positive reinforcement for exhibiting expected behaviors.



STEP 1

A student does something above and beyond expectations



STEP 2

Teacher Fills out Panther Praise Google form



STEP 3

Administrator delivers certificate with candy to student in class



STEP 4

Certificate is printed and mailed home to student's parent

PANTHER PRAISE 24-25

For exceeding the high expectations of Growth Mindset, Responsibility, Integrity, and Trust at Park Hill South High School for the school year 2024-25... You make me proud to be a Panther!

Please remember what you type below goes directly into the certificate given to the student--try to avoid typos, spelling student names wrong and/or any information you don't want them to see!

palmerm@parkhill.k12.mo.us [Switch account](#)

* Indicates required question

Email *

Record palmerm@parkhill.k12.mo.us as the email to be included with my response

FIRST NAME *then* LAST NAME of the student you noticed being AWESOME *

Your answer

Grade of student *

Choose

You are an example of a PHS student with GRIT *

Timestamp	Email Address	FIRST NAME then LAST NAME	Grade of student	Why I feel you deserve recognition:
12/2/2024 15:06:59	palmerm@parkhill.k12.mo.us	Andy Dale	Faculty/ staff	Integrity Andy went above and beyond by writing
12/3/2024 13:50:28	palmerm@parkhill.k12.mo.us	Andy Dale	Faculty/ staff	Integrity After retaking a PBG, she graciously ste
12/3/2024 16:53:34	palmerm@parkhill.k12.mo.us	Abbey Dale	Faculty/ staff	Growth Mindset Abbey has worked diligently in Geometr
12/4/2024 11:27:55	palmerm@parkhill.k12.mo.us	Abbey Dale	Faculty/ staff	Responsibility Thank you for speaking to our students
12/4/2024 11:28:17	palmerm@parkhill.k12.mo.us	Abbey Dale	Faculty/ staff	Growth Mindset Callie has taken time out of her day to v
12/4/2024 11:28:53	palmerm@parkhill.k12.mo.us	Abbey Dale	Faculty/ staff	Responsibility Thank you for helping get AP Seminar a
12/4/2024 12:37:48	palmerm@parkhill.k12.mo.us	Abbey Dale	Faculty/ staff	Responsibility Angie showed a lot of responsibility at t
12/4/2024 12:40:47	palmerm@parkhill.k12.mo.us	Abbey Dale	Faculty/ staff	Responsibility Samiah was so helpful at track and field
12/6/2024 10:48:12	palmerm@parkhill.k12.mo.us	Abbey Dale	Faculty/ staff	Responsibility Gabriel has demonstrated growth mindse
12/7/2024 9:49:19	palmerm@parkhill.k12.mo.us	Abbey Dale	Faculty/ staff	Trust Harlo worked incredibly hard on her arg
12/7/2024 9:50:08	palmerm@parkhill.k12.mo.us	Abbey Dale	Faculty/ staff	Responsibility Reese has been going above and beyon
12/7/2024 9:51:13	palmerm@parkhill.k12.mo.us	Abbey Dale	Faculty/ staff	Growth Mindset Maddie has been getting super creative
12/7/2024 9:52:56	palmerm@parkhill.k12.mo.us	Abbey Dale	Faculty/ staff	Growth Mindset Grace is always prepared and kind. I lov
12/7/2024 9:53:35	palmerm@parkhill.k12.mo.us	Abbey Dale	Faculty/ staff	Responsibility Taelynn went out of her way to commur
12/9/2024 11:55:09	palmerm@parkhill.k12.mo.us	Abbey Dale	Faculty/ staff	Responsibility Julie helped me when a big issue arose
12/9/2024 15:00:36	palmerm@parkhill.k12.mo.us	Abbey Dale	Faculty/ staff	Responsibility Ashlyn Hines
12/9/2024 15:13:25	palmerm@parkhill.k12.mo.us	Abbey Dale	Faculty/ staff	Responsibility Joella is a ROCKSTAR for South. I can a
12/10/2024 15:31:29	palmerm@parkhill.k12.mo.us	Abbey Dale	Faculty/ staff	Trust I was proud of you when you stepped in
12/11/2024 10:03:51	palmerm@parkhill.k12.mo.us	Abbey Dale	Faculty/ staff	Trust I have been so impressed with Sam's
12/11/2024 15:52:06	palmerm@parkhill.k12.mo.us	Abbey Dale	Faculty/ staff	Trust Maddie, I'm re
12/11/2024 15:54:04	palmerm@parkhill.k12.mo.us	Abbey Dale	Faculty/ staff	Trust Maddie, I'm re



PARK HILL SOUTH

G.R.I.T.
STUDENT OF THE MONTH

shows excellence in

PA Growth Mindset

PARK HILL SOUTH

G.R.I.T.
STUDENT OF THE MONTH

shows excellence in

Responsibility

G.R.I.T.
STUDENT OF THE MONTH

shows excellence in

Integrity

G.R.I.T.
STUDENT OF THE MONTH

shows excellence in

Trust



PARK HILL SOUTH
GRIT
STUDENT OF THE MONTH
Kaitlyn [Name]

PARK HILL SOUTH
GRIT
STUDENT OF THE MONTH
Kaitlyn [Name]

PARK HILL SOUTH
GRIT
STUDENT OF THE MONTH
Madison [Name]
Integrity

PARK HILL SOUTH
GRIT
STUDENT OF THE MONTH
Bennett Terwilliger
Trust

PARK HILL SOUTH
G.R.I.T.
TEACHER OF THE MONTH
Laura Luty
SW-PBS

PARK HILL SOUTH

G
Growth Mindset

R
Responsibility

I
Integrity

T
Trust

Students
of the
Month

Growth Mindset

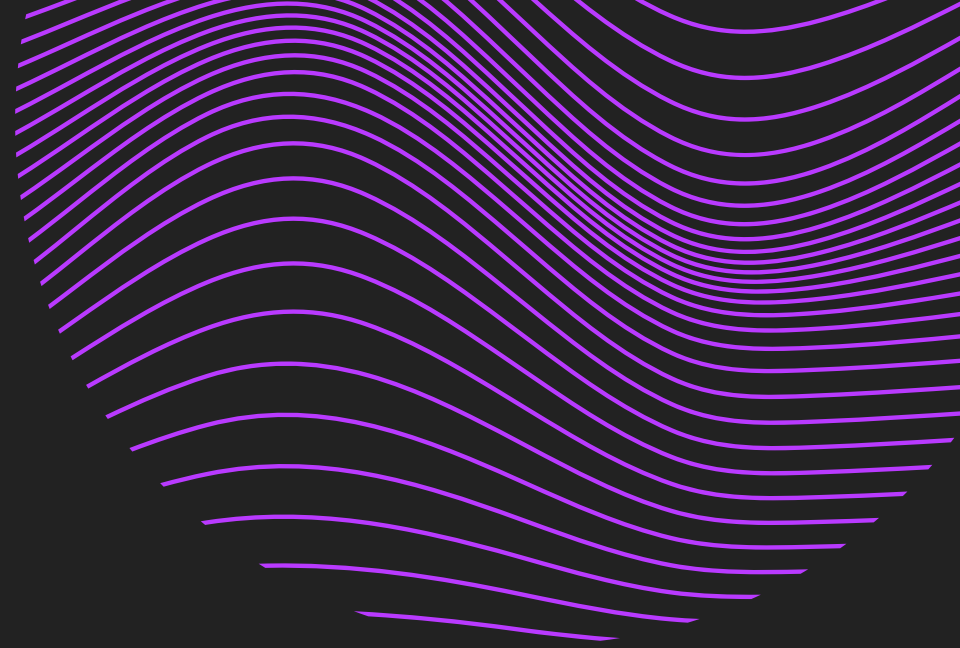
Responsibility

Integrity

Trust

PBS Teacher

Past
Months



PANTHER PERKS

These are our **intermittent** positive reinforcement for expected behaviors.



PBS@PHS
STUDENT BINGO

G R I T GRIT LEADERSHIP
Growth Mindset Responsibility Integrity Trust

Kept phone put away in caddy all block	Made it to class on time all week	Met a personal or academic goal	No write-ups all week	Showed school spirit in some way
Helped a classmate understand something	Helped clean up in the lunchroom or other common space	Came to class prepared all week	Received a Panther Praise or SOTM	Showed support for another student or team/group
Received Specific Positive Feedback from a teacher	Can recite what GRIT stands for	FREE SPACE	Corrected behavior when asked	Cleaned up after yourself or others
Reinforced expectations after a transition	Zero missing assignments all week	Created own eHallpass for appropriate reasons	Received a Panther Pass for doing the right thing	Tutored or helped a student with an assignment
"Caught" being kind	Followed expectations without having to be reminded	Told the truth even when it was hard	Greeted your teacher or other staff at the door	Represented South positively in some way

Have a teacher or staff member sign off on each item you complete
TURN IN FROM C200 BY FRIDAY 3/27
Bingo = Snacks; * = Drink; ** = Both; Water Bottle



KEY FACTS:

1	Teacher and student-led
2	Different events/initiatives throughout the school year
3	Reinforces attendance/spirit

MARCH MADNESS **GRIT**

ALL
MARCH

EXTRA PANTHER PASS DRAWINGS

Students & teachers win bonus prizes from ticket stubs

MARCH
9-12

SPIRIT SCRATCHERS

Staff hands out scratch-off cards to students dressing up for spirit days

ALL WEEK

MARCH
20

NO TARDY PARTY

Students with NO Semester 1 Tardies or Truancies get a treat in the commons

TUTORIAL

MARCH
23-27

GRIT BINGO CARDS

Get a card from your Tutorial teacher & do positive things to win snacks/drinks

DUE 3/27

Brought to you by Park Hill South PBS Committee

ADDITIONAL PANTHER PERKS

MARCH MADNESS

-Committee came up with the idea to consolidate 4 perks into the month before spring break

PERKS

- Extra Panther Pass Drawings
- Scratchers to students dressed up for Spirit Week
- No Tardy Party for students with zero tardies or truancies (our biggest issue)
- GRIT Bingo Cards

PBS@PHS

STUDENT BINGO


G
Growth Mindset

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Responsibility

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Trust

GRIT LEADERSHIP

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TURN IN TO ROOM C200 BY FRIDAY 3/27

Bingo = Snack; X or + = Drink; Blackout = Both + Water Bottle

ADDITIONAL PANTHER PERKS

BINGO CARDS

-Committee came up with this idea for ways to encourage positive behavior and fun way to track it

PERKS

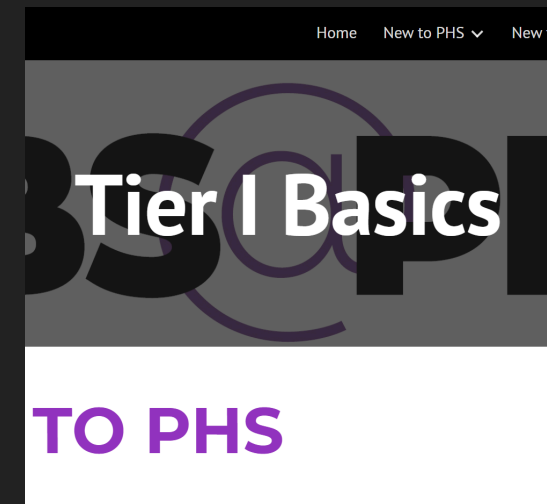
-Snacks, drinks and water bottles for different types of Bingos
-We also did this for staff before winter break!

OTHER TIER 1 ITEMS



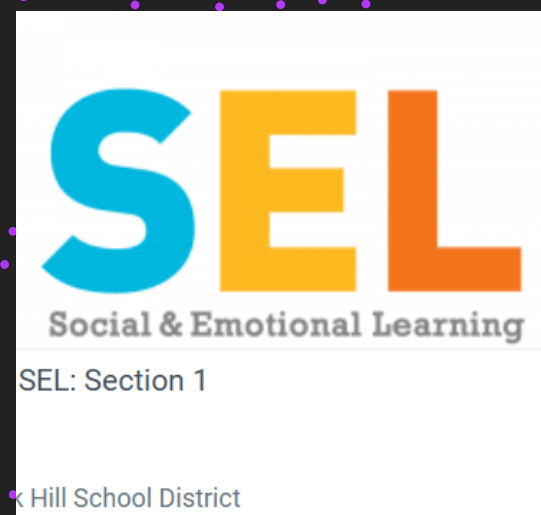
POSITIVE FEEDBACK

24-25 building initiative.



WEBSITE

pbsatphs.com



FRIDAY LESSONS

Each room has a weekly lesson over several topics.



COMMUNICATION

Consistent, common, committee

FAQ

Three challenges most asked about:



TIME

How do we make the time to do all this for Tier 1?



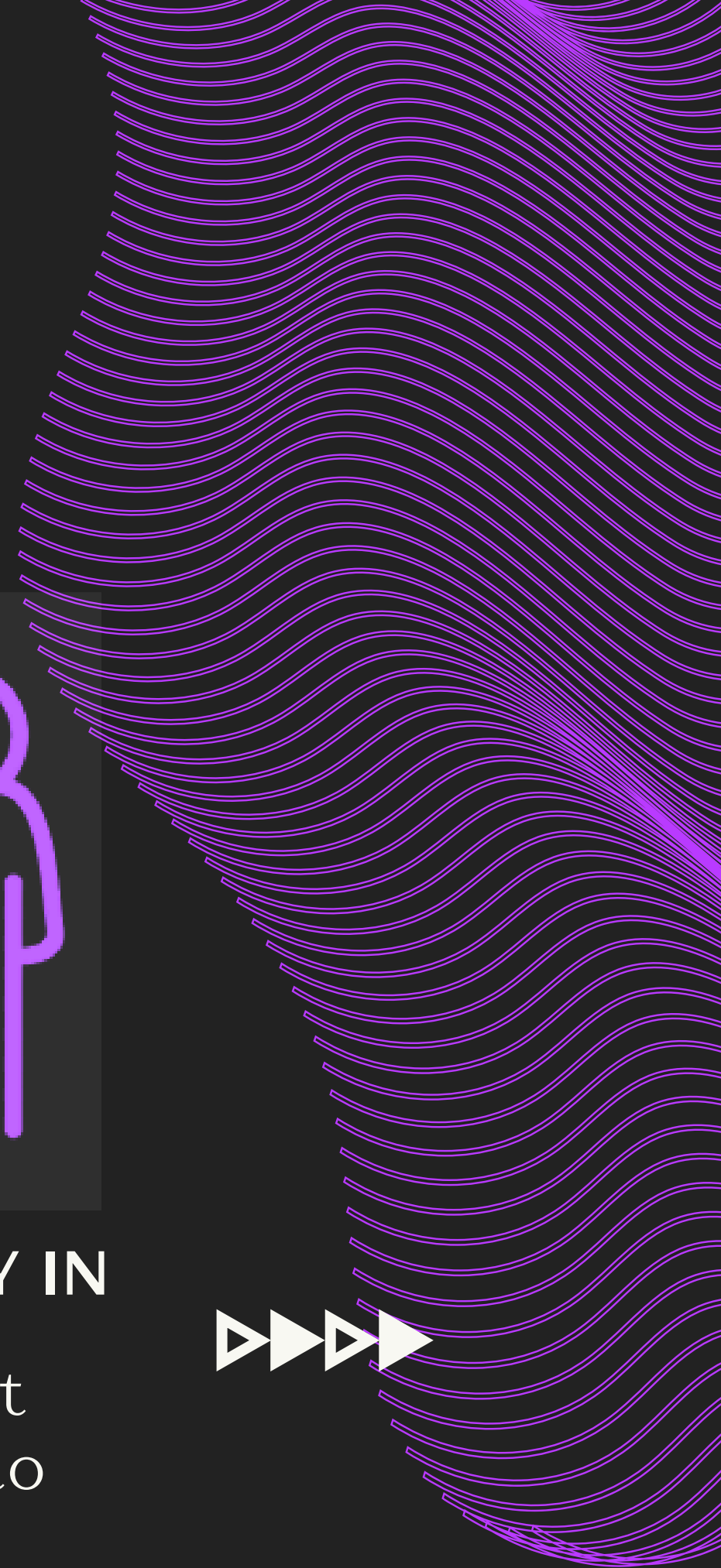
FUNDING

How do we pay for our prizes and other costs?



TEACHER BUY IN

How do we get our teachers to participate?



GOT QUESTIONS?

PBS@PHS

www.PBSatPHS.com

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Brad Jones jonesbra@parkhill.k12.mo.us