

IN OUR PBI ERA

ELEVATING SCHOOL CULTURE THE VAN HORN WAY



HELLO!



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WHAT PBIS ERA ARE YOU IN?

DEBUT ERA (STARTING FROM SCRATCH) → PBIS EXPLORATION & BUY-IN

FEARLESS ERA → COMMITMENT & COURAGE

SPEAK NOW ERA → STAFF & STUDENT VOICE

RED ERA → TRIAL, ERROR, AND BIG FEELINGS

1989 ERA → SYSTEMS & CLARITY

REPUTATION ERA → ACCOUNTABILITY & REPAIR

LOVER ERA → RELATIONSHIPS & CLIMATE

FOLKLORE/EVERMORE ERA → REFLECTION & DEPTH

MIDNIGHTS ERA → PROBLEM-SOLVING & REFINEMENT

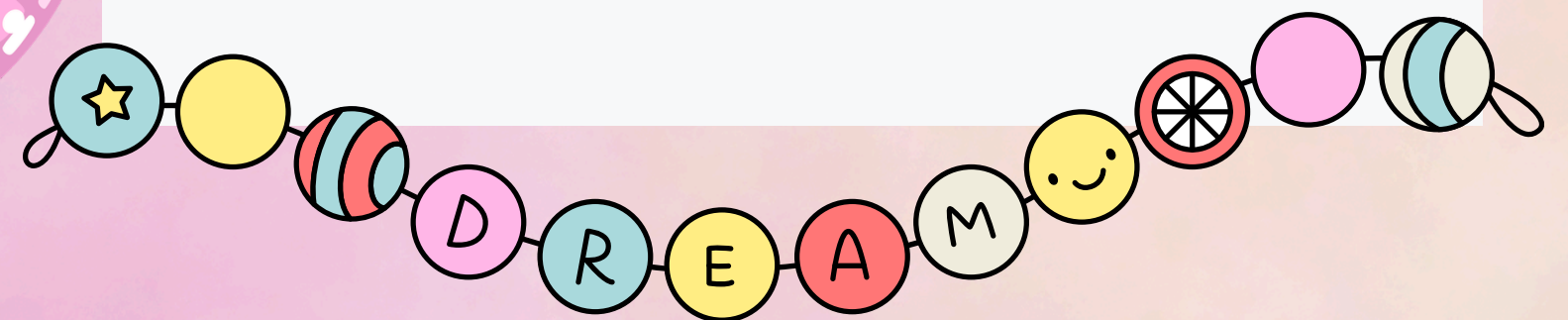
TORTURED POETS ERA → BURNOUT & RECOMMITMENT

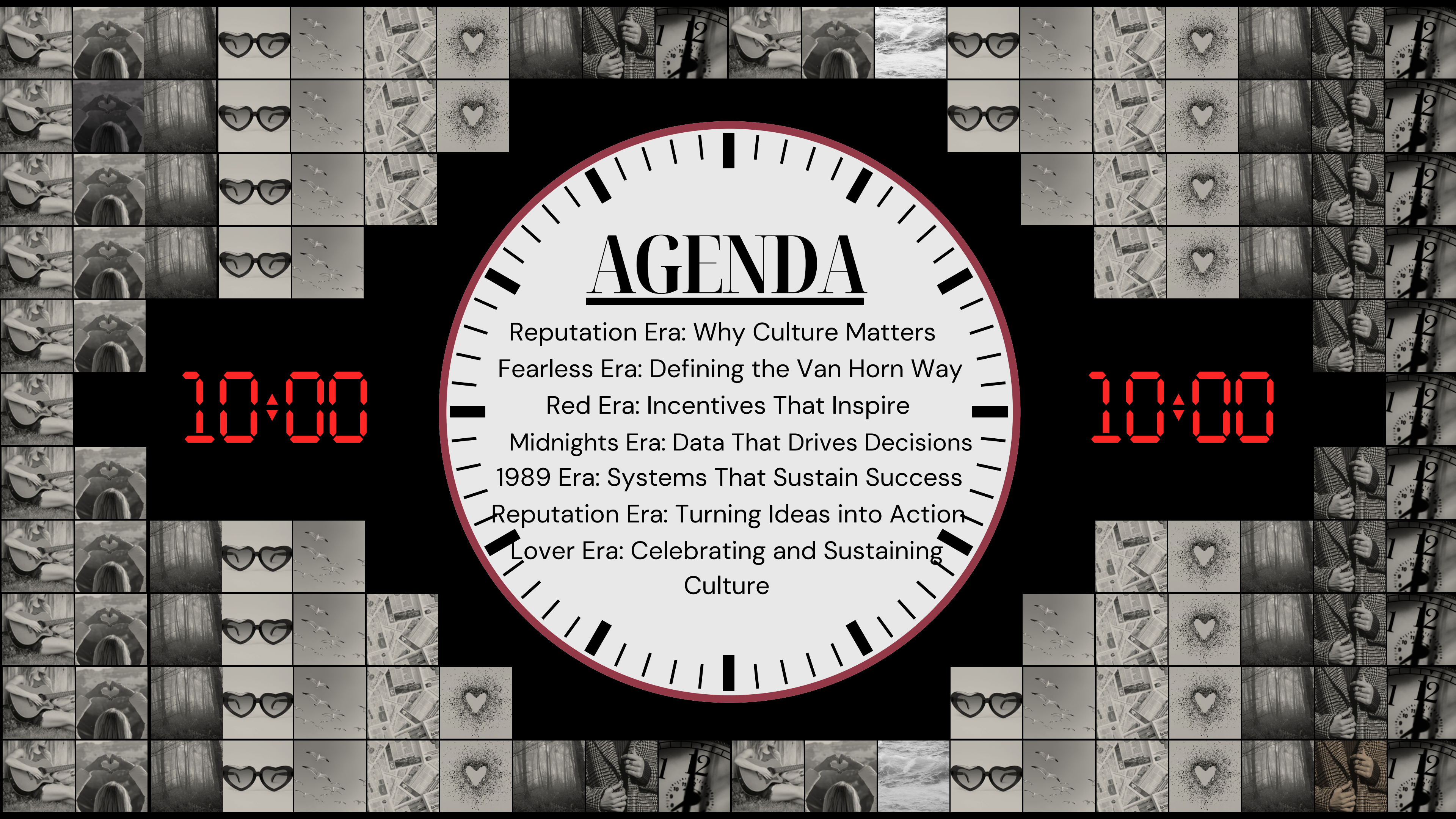


SESSION OUTCOMES



- Attendees will explore practical PBIS strategies that strengthen positive school culture and increase student engagement.
- Attendees will apply actionable tools and resources to enhance PBIS implementation and bring culture-building ideas back to their schools and districts.





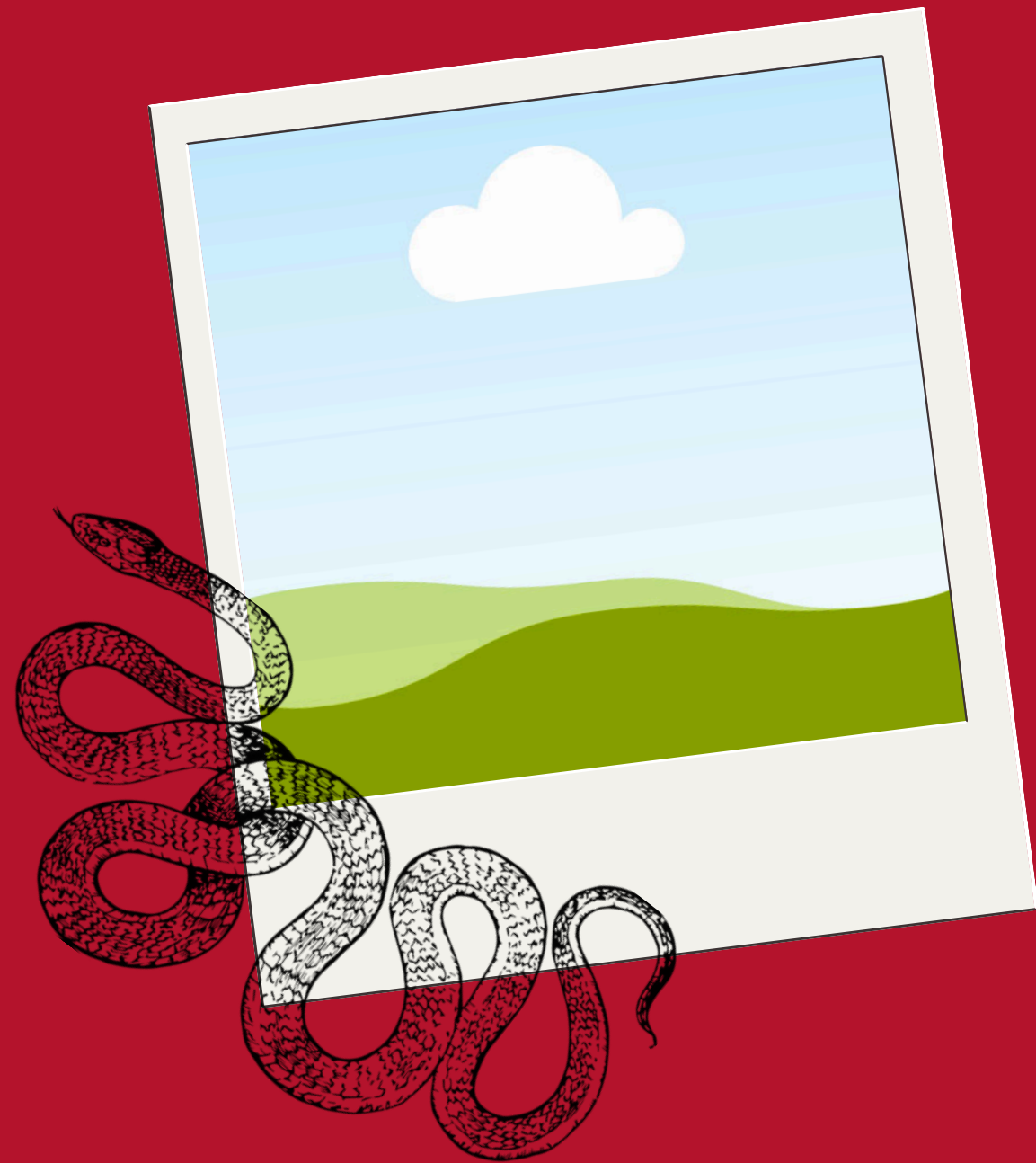
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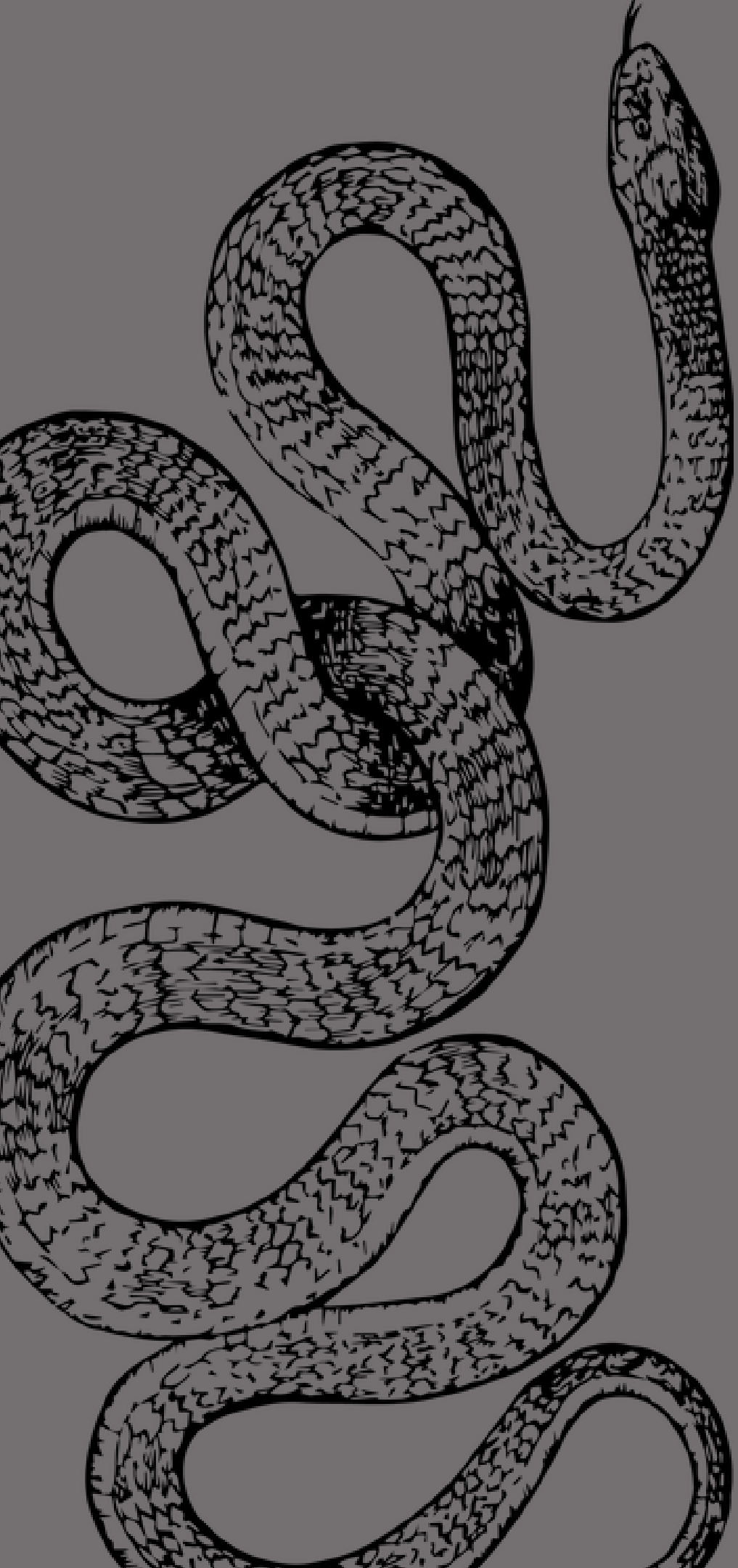
AGENDA

- Reputation Era: Why Culture Matters
- Fearless Era: Defining the Van Horn Way
- Red Era: Incentives That Inspire
- Midnights Era: Data That Drives Decisions
- 1989 Era: Systems That Sustain Success
- Reputation Era: Turning Ideas into Action
- Love Era: Celebrating and Sustaining Culture



WHY CULTURE MATTERS

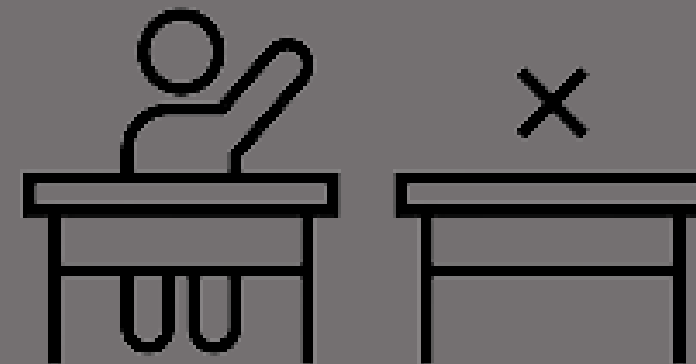
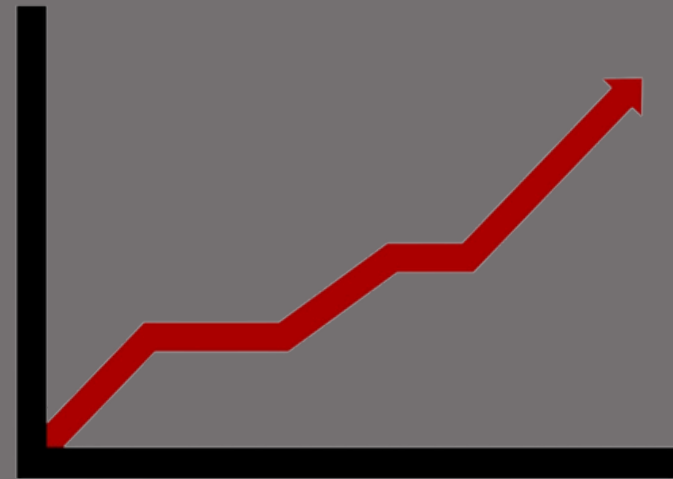
- Culture drives behavior
 - Accountability
 - Support
 - Respect
- Behavior impacts attendance
 - Avoidance
 - Disruptive
 - Disengaged
- Attendance impacts achievement
 - If you're not in class, you can't learn



THE REALITY

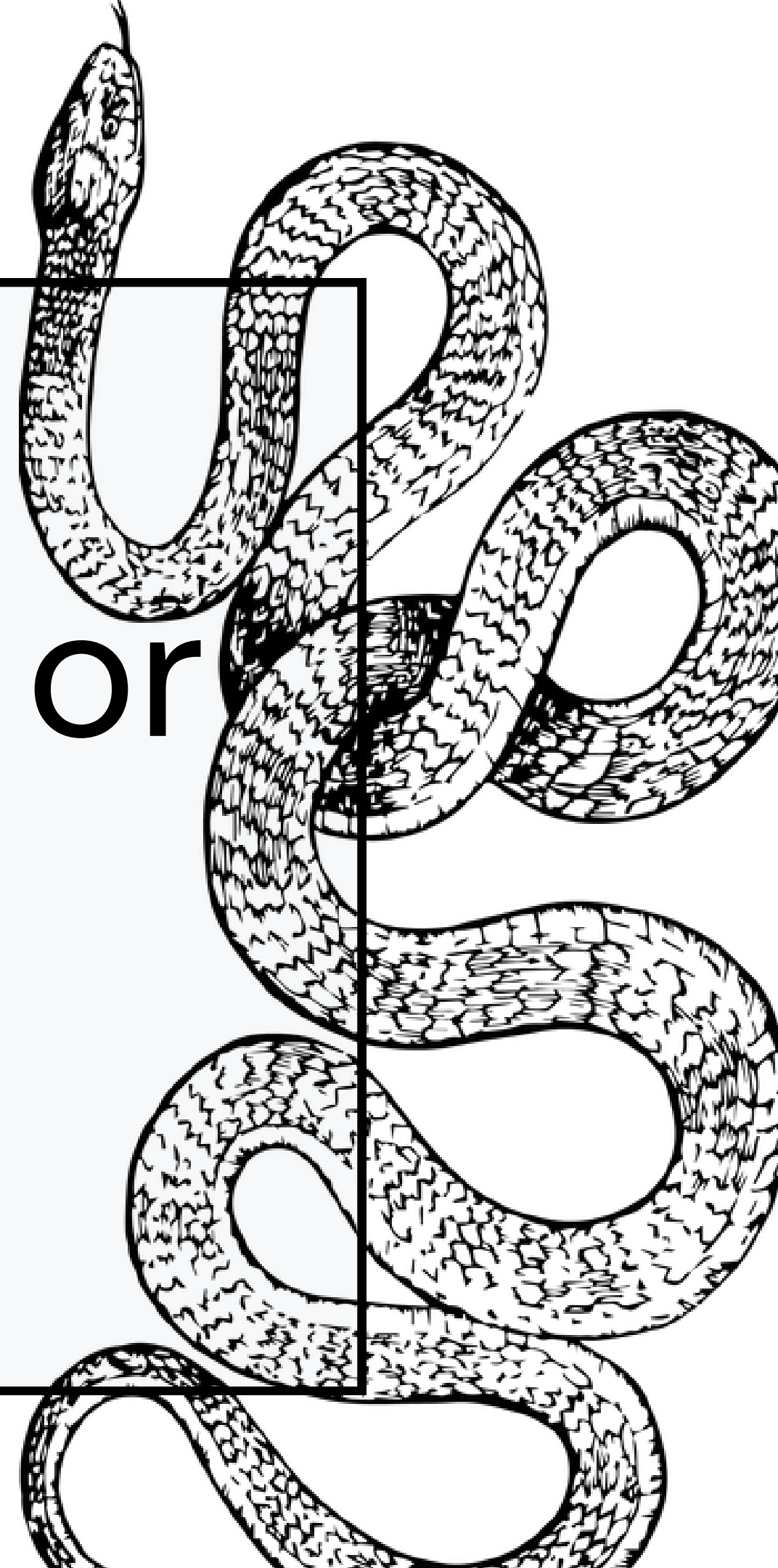
Schools across America are facing:

- Increased Behavioral Challenges
- Chronic Absenteeism
- Staff Burnout



THE CHALLENGE

What is your school or
district's biggest
barrier right now?



THE VAN HORN WHY

1955

Founded in Independence, Missouri on the site of "Honeywood", the house of former Civil War Era Kansas City Mayor, Robert T. Van Horn.

1956

Graduated it's first class as a part of Kansas City Public Schools. Was dubbed "The Factory" due to the building's metallic color.

1960

Ballooned to over 2000 students in the late 1960s. Showed another high school was needed to ease overcrowding. A measure was put on the ballot and passed for a new high school to be built, but the district ended up reallocating the funds.

1980

KCPS bussed students to VH from all parts of KC. Building and school spirit deteriorated, and academic performance declined. Time magazine conducted a story in which they called it one of America's "Dropout Factories."

2007

Community voted for VH, it's feeder middle school, and 3 elementaries to join the ISD due to poor performance in KCPS. ISD won after an election and court battle.

2018

and Beyond...

ISD passed a no-tax increase bond issue. Built a brand new Field House, locker rooms, a concession stand, mezzanine, an industrial kitchen and metals shop. Next came a Football Stadium in 2021 made possible by another no-tax increase bond issue.

THE VAN HORN WHY

Student Population

Current enrollment is 1054 students.

- 38.9% Hispanic
- 32.8% White
- 15.8% Black
- 13.0% Multi-Racial
- 1.0% other races

Free/Reduced Lunch

Van Horn has 85.5% of students with Free or Reduced Lunch. Approx 900 students.



Other Stats

- Graduation Rate 24-25: 91.44%
- Attendance Percentage (Current): 73% of Students have 90% or above
- 13.5% ELD Status
- 13.3% IEP



THE VAN HORN WHY

WE NEEDED CONSISTENCY

WE NEEDED STUDENT BUY-IN

WE NEEDED SYSTEMS, NOT
SLOGANS



FEARLESS ERA

Defining the Van Horn Way

Every school tells a story.

Every classroom tells a story.


Students either see themselves in it—or they don't.

We create the experience

FEARLESS ERA:

Defining the Van Horn Way

VAN HORN HIGH SCHOOL THIS IS WHAT IT LOOKS LIKE TO SOAR!

	CLASSROOM	COMMON AREAS	COMMUTING	COMMUNITY
S BE SCHOLARLY	<ul style="list-style-type: none"> • Complete work beyond minimum expectations • Take initiative and persevere when tasks become challenging 	<ul style="list-style-type: none"> • Move with purpose to your destination • Be a positive role model despite peer pressure 	<ul style="list-style-type: none"> • Move with purpose to your destination • Be a positive role model despite peer pressure 	<ul style="list-style-type: none"> • Consistently do your best in all tasks • Model initiative and perseverance in the face of adversity
O TAKE OWNERSHIP	<ul style="list-style-type: none"> • Be on time and prepared • Be engaged in class • Only use electronic devices when allowed 	<ul style="list-style-type: none"> • Leave area better than you found it • Treat school property as you would your own • Keep our school safe - be a reporting culture 	<ul style="list-style-type: none"> • Be punctual to class despite peer pressure • Leave area better than you found it • Use appropriate volume 	<ul style="list-style-type: none"> • Be punctual • Model positive digital citizenship • Keep our community safe - be a reporting culture
A BE ACCOUNTABLE	<ul style="list-style-type: none"> • Model academic integrity and report academic dishonesty • Be accountable for your academics and behavior 	<ul style="list-style-type: none"> • Encourage others to do the right thing even when no one is looking • Keep our school safe - be a reporting culture 	<ul style="list-style-type: none"> • Encourage others to do the right thing even when no one is looking • Keep technology put away 	<ul style="list-style-type: none"> • Be accountable and learn from mistakes • Work and play hard, but fair and honorably
R BE RESPECTFUL	<ul style="list-style-type: none"> • Follow adult directions promptly and politely • Use positive and appropriate language • Treat others as you want to be treated 	<ul style="list-style-type: none"> • Follow adult directions promptly and politely • Be polite and courteous • Be aware of surroundings 	<ul style="list-style-type: none"> • Follow adult directions promptly and politely • Be polite and courteous • Be aware of surroundings 	<ul style="list-style-type: none"> • Follow directions from authority figures • Model sportsmanship • Represent Van Horn in a respectful manner outside of school

FEARLESS ERA

Expectations & Consistency

Things we do:

- Falcon Way Day
- Fidelity Checks

Inconsistency Kills Culture

Adult Behavior drives Student
Behavior

What we allow = What we expect







RED ERA:

Experiences that Inspire:

- Rewards/Incentives
- Student Needs
- Easy for Staff
- Clear Criteria

This card recognizes that



was caught SOARing at Van Horn!

SOAR CARDS

- Easy to Use
- “Currency” for Tangible Rewards

SCHOLARLY **O**WNSHIP **A**CCOUNTABLE **R**ESPECTFUL

Teacher's Name

Date

Teachers will be entered into a quarterly drawing



VARSITY GAMES DURING SCHOOL



- **Cost: Buses Only (\$1.45 per Student) \$75 per bus if traveling in-district**
- **Pros: Student Experience, Fundraiser due to Concessions being open**

STATE SOCCER WATCH PARTY



- **Cost: \$0**
- **# of Students who qualified: 312**
- **# of Students who attended: 160**
- **Pros: Students supporting students**

FALL MUSICAL PREVIEW



- **Cost: \$0**
- **# of Students who qualified: 315**
- **# of Students who attended: all present that day**
- **Pros: Student Experience, Dress Rehearsal**

VANTASIA (TALENT SHOW)



- **Cost: \$0**
- **# of Students who qualified: 160**
- **# of Students who attended: 160**
- **Pros: Students supporting students**

STAFF BUY-IN



- Keep it simple
 - Approve what makes it easy
- Make it visible
 - Handed to Students
 - Caught Soaring
 - Systems
- Celebrate staff too
 - Feathers



**WHAT INCENTIVES DO YOU
USE IN YOUR BUILDING?**

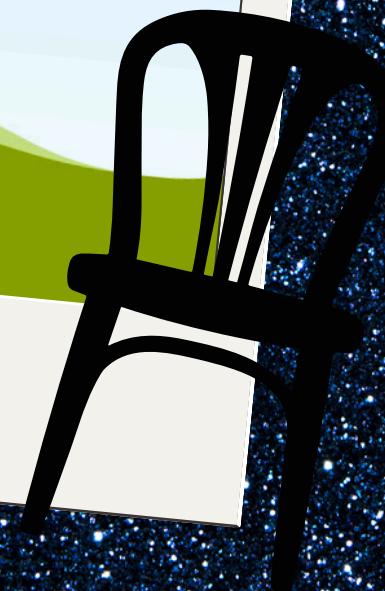


Midnight's Era:

Data that Drives Decisions

Why Data Matters:

- No guessing
- No assumptions
- Just patterns



Midnights Era:

Data that Drives Decisions

Year	Overall Attendance %	Year	% of Students with an F	Year	ISS	OSS	LTS
22-23	60%	22-23		22-23	785	183	65
23-24	62.4%	23-24	45.5%	23-24	701	320	36
24-25	64.69%	24-25	30.98%	24-25	605	279	34
25-26		25-26		25-26			

Total ODRs Decreased from 2,823 in 23-24 to 1,863 in 24-25

Midnight's Era:


Data that Drives Decisions



What We Look For:

- Time of day
- Locations
- Student groups

Fidelity Tools:

- Tiered Fidelity
Inventory
 - Building
Leadership
- 

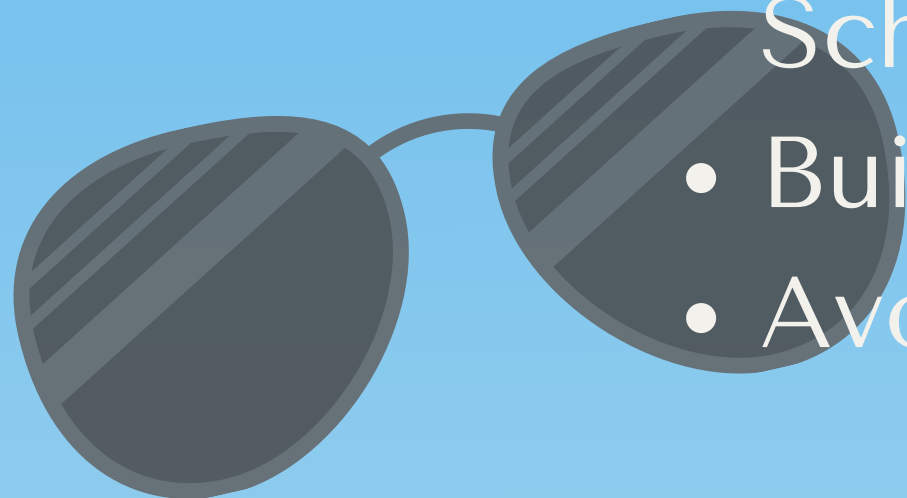
1989:

*Systems That
Sustain Success*

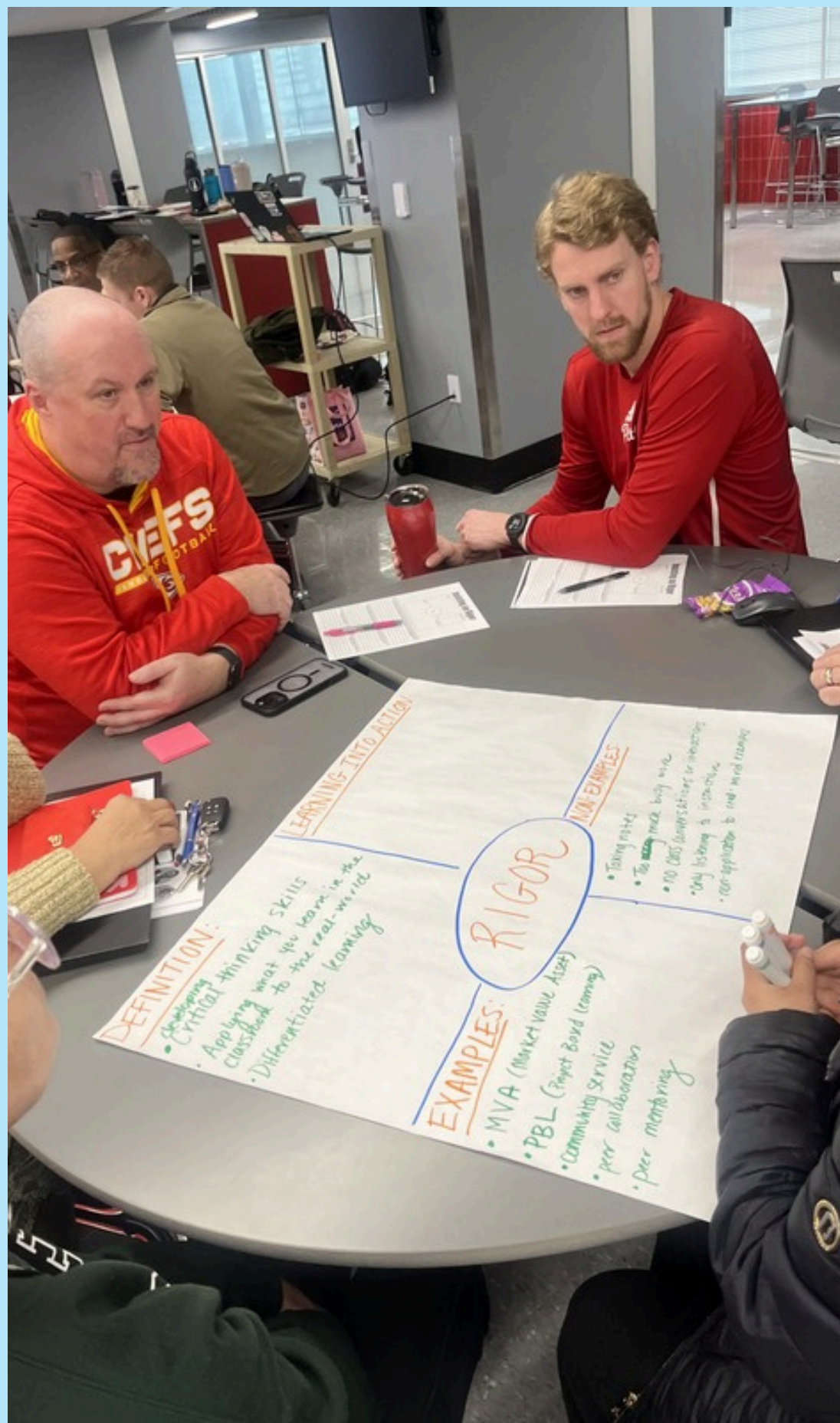


What Works for Us:

- PBIS Team (Meets regularly, Reviews data, Adjusts systems)
- Staff Communication (Monthly Staff Meetings, Email Follow-Ups, Reference Guide)
- Consistency (Big 5 Data, Weekly Event Updates, Morning and Afternoon Announcements, 5th Hour Schedule)
- Building-Wide Alignment
- Avoid Overload (Do What Works!)



CONSISTENCY CREATES CULTURE





Speak Now Era: Take Action





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3


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9

8

9

Are we creating experiences students want to be part of — or ones they have to comply with?





CREATE THE EXPERIENCE



Love Era :

Sustaining Systems

- Culture is daily
- Incentives must be intentional
- Data drives decisions
- Consistency wins



Thank You!

Don't Forget to take our survey in the guidebook app!



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