

WHAT'S HOT

&

WHAT'S NOT

Presented by  
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# MEET THE TEAM



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# OBJECTIVES:

- Identify the signs of “reinforcement fatigue”
- Explore practical strategies to renew student interest
- Explore structures for school-wide events

# AGENDA:

- »» The Case for Co-Creation...Avoid the Slump
- »» What's Hot and What's Not Toolkit
- »» Focus Protocol Simulation
- »» From Feedback to Action
- »» Wrap-up and Action Steps for Commitment

# CRAIG R-III ENROLLMENT & DEMOGRAPHICS

## » Enrollment

- » Total Number of Students Enrolled PK-12: 81
- » Number of African American Students:
- » Number of Asian/Pacific Islander Students:
- » Number of Latino Students: 4
- » Number of Multi-Racial Students: 6
- » Number of Native American Students: 1
- » Number of White Students: 71
- » Number of Students with IEPs: 8 + 1 speech
- » Number of Students Who Qualify for Free or Reduced Lunch: 81
- » Number of Administrators: 2
- » Number of Teachers: 16

# WHERE WE STARTED

- »» Lack of Interest from Students and Staff
- »» Behaviors Skyrocketing
- »» Kids not finding support
  - »» “It was always the same kids getting the nest notes!”
  - »» “They only pay attention to the kids that are being good!”
  - »» “It’s only used as a bribe. The kids aren’t learning from the behavior!”

# CASE OF CO-CREATION

- » How can we create an environment where students are taking responsibility for their behaviors?
- » How to boost student buy-in?
- » Examining why “reinforcement fatigue” can cause students and staff to lose interest over time.
- » Involving students - including little learners input
  - » Specific roles in PBiS team

# BUY-IN

## »» Understanding Student Buy-Ins

- »» Student Buy-Ins Happen when...
  - »» Students believe in the expectations and rewards
  - »» Feel their voice is valued
  - »» Motivated to participate in the system

## »» How to Build Buy-Ins

- »» Involve Students in Decisions
- »» Offer Choices in Rewards
- »» Use Student Language and Trends
- »» Celebrate Student Contributions

# REINFORCEMENT FATIGUE

- » Reinforcement Fatigue?
  - » Happens with Staff and Students when...
    - » Lose interest in rewards
    - » Stop responding to incentives
    - » Feels the system is repetitive and predictable
    - » Decrease in participation
    - » Increased problem behaviors
    - » Students say rewards are “boring”
    - » Staff stop consistently using the system

# REINFORCEMENT FATIGUE

- » How to Combat It
  - » Rotate rewards regularly
    - » Add student-selected incentives
    - » Use limited-time or “flash” rewards
    - » Introduce themes or seasonal ideas
    - » Gather feedback often

# WHAT'S HOT & WHAT'S NOT

- » Student Surveys
- » Student Focus Groups
- » Turning Case Studies into Action Steps
- » Toolkit
  - » What should you put inside?
  - » How to make it student led?

# TOOLKIT

- » Student Roles in PBiS
  - » Help Design Reward Menus
  - » Create Posters or Branding
  - » Model Expectations
- » Gather Student Voice
  - » Tools to Use:
    - » Quick Surveys (3-5 questions)
    - » Exit Tickets
    - » Focus Groups
    - » Informal Conversations

# TOOLKIT

- »» Identify Trends
  - »» Look for:
    - »» Common responses
    - »» Grade-level differences
    - »» New or trending interests
  - »» Take Action
    - »» Update reward menus
    - »» Add new incentives
    - »» Remove low-interest options
    - »» Pilot new ideas

# TOOLKIT

- »» Communicate Changes
  - »» Let students know their voice mattered
    - »» Highlight “You asked, we listened!”
    - »» Build excitement around updates

# FOCUS SIMULATION

- » Groups
  - » You were given a number 1-8, get into your numbered groups
- » Create 3-5 specific questions to ask your own students
- » Sample Questions:
  - » What rewards do you like right now?
  - » What rewards are getting old?
  - » What motivates you to do your best?
  - » What should we change or add?

# FEEDBACK TO ACTION

- » Review Examples
- » Empowering Students
- » Assuming Position in PBIS for students
- » Quick Implementation Plan
  - » Choose one method to gather student voice
  - » Ask 3-5 simple questions
  - » Review responses with your PBIS team
  - » Make 1-2 small changes
  - » Share results with students

# ACTION STEPS FORWARD

- Identify Key Takeaways
- High Impact Strategies
- Potential Struggles