

Middle School
Metamorphosis:
A Journey toward Positive
Culture

William Matthew Middle School - Kirksville, MO
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Who we are

- 514 students. Grades 6, 7, and 8
- Student Demographics:
 - -Gender: 53% Male, 47% Female
 - -Race/Ethnicity: 79% white, 9.5% Black, 5% Hispanic, 3% Multiracial, 2% Asian, 1% Pacific Islander
 - -ELL: 26 students (5%)
 - -Free and Reduced lunch status: 39% Free, 15% Reduced (53.7% free and reduced lunch)
- -Kirksville: Median Household Income for parents of public school students: \$74,000.





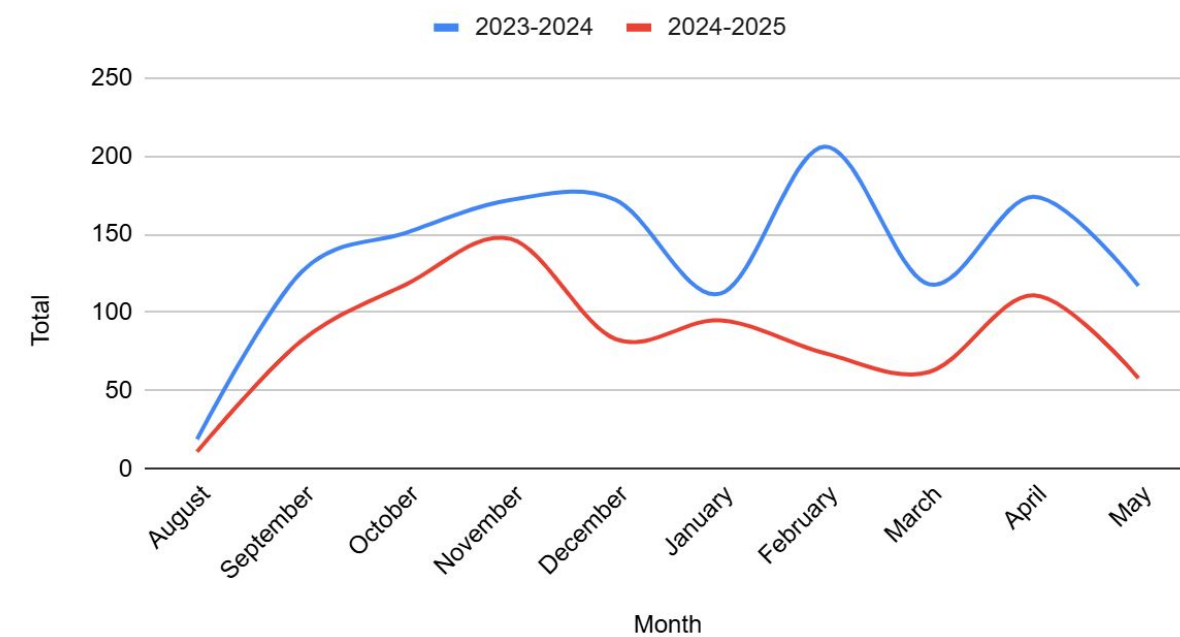
Where we started (23-24)

- 2023-2024 school year-No Formal PBIS structures
- 1,367 Total Office referrals. An average of 8.3 per day
- Problem behaviors of fights, disrespect, defiance.
- Started house system for 6th graders
- Teacher morale was low. Led to turnover and retirements.
- Meeting with the Superintendent about how to “Fix the Middle School”
- Added the Dean of Students position-emphasis on restorative practices

Progress in year 2 (24-25)

- 2024-2025: Implemented PBIS Tier 1 procedures.
- 841 total office discipline referrals.
 - (38% reduction from 23-24)

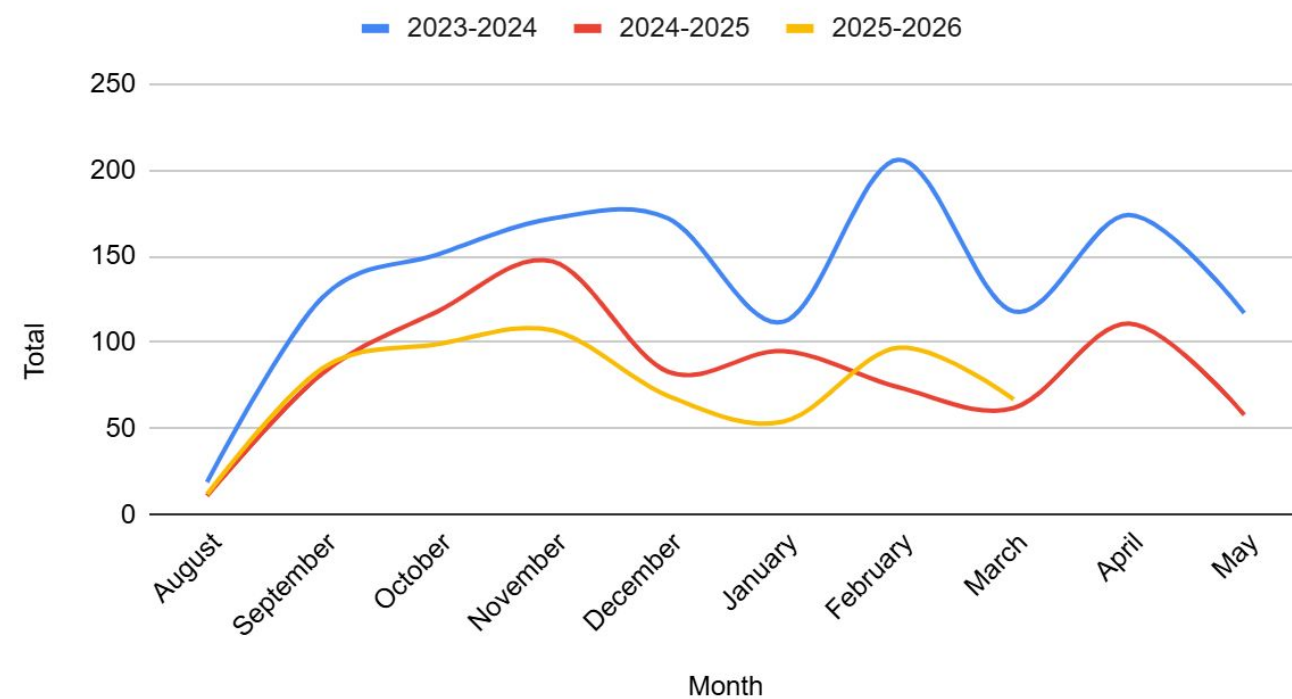
Total Office Discipline Referrals



More Progress in Year 3 (25-26)

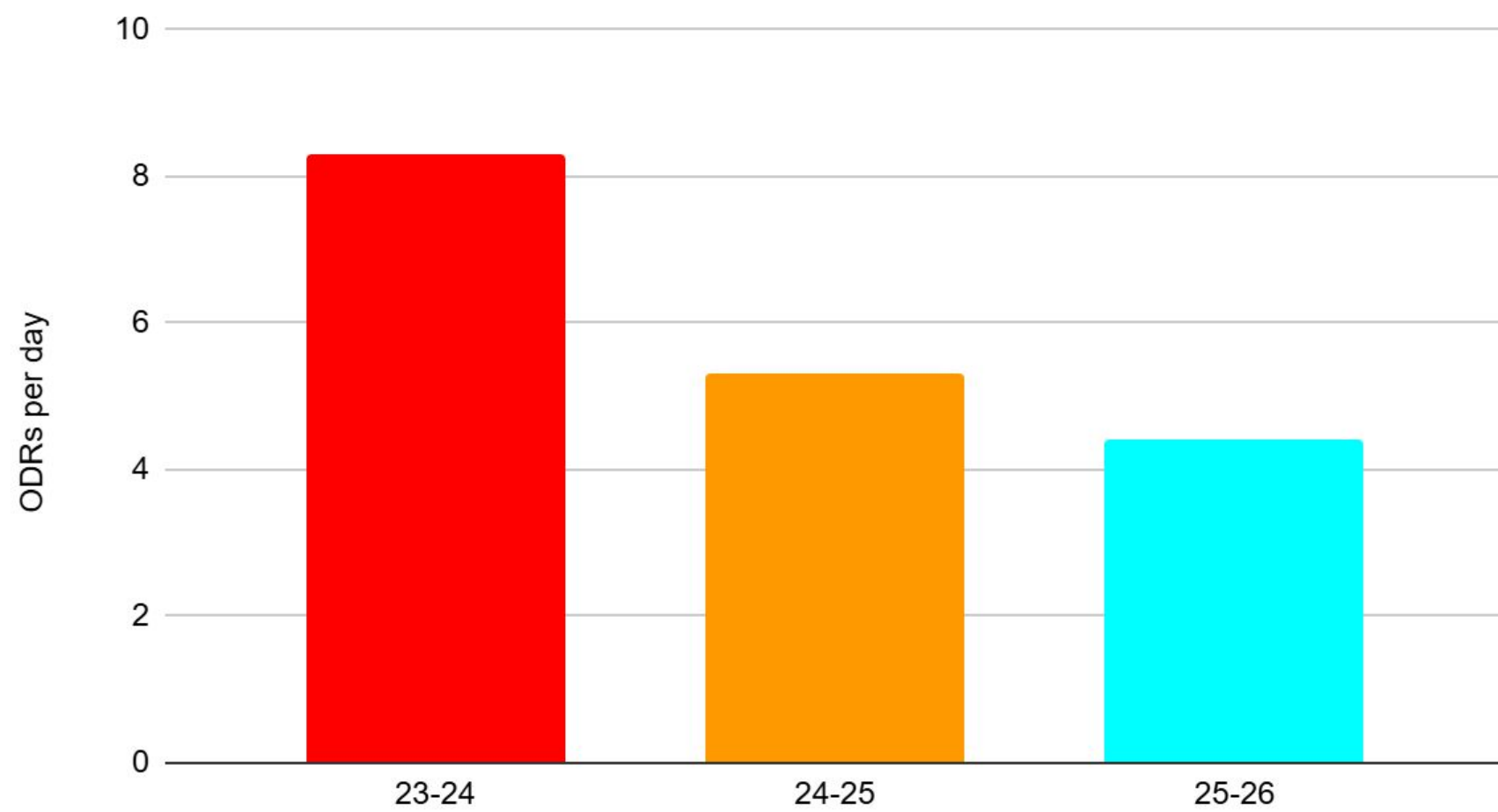
- Implemented Tier 1 and Tier 2 Interventions
- Started formal Check in Check out process with 20+ students
- Started social skills groups with another 20+ students
- Referrals have decreased another 12% from 24-25.

Total Office Discipline Referrals



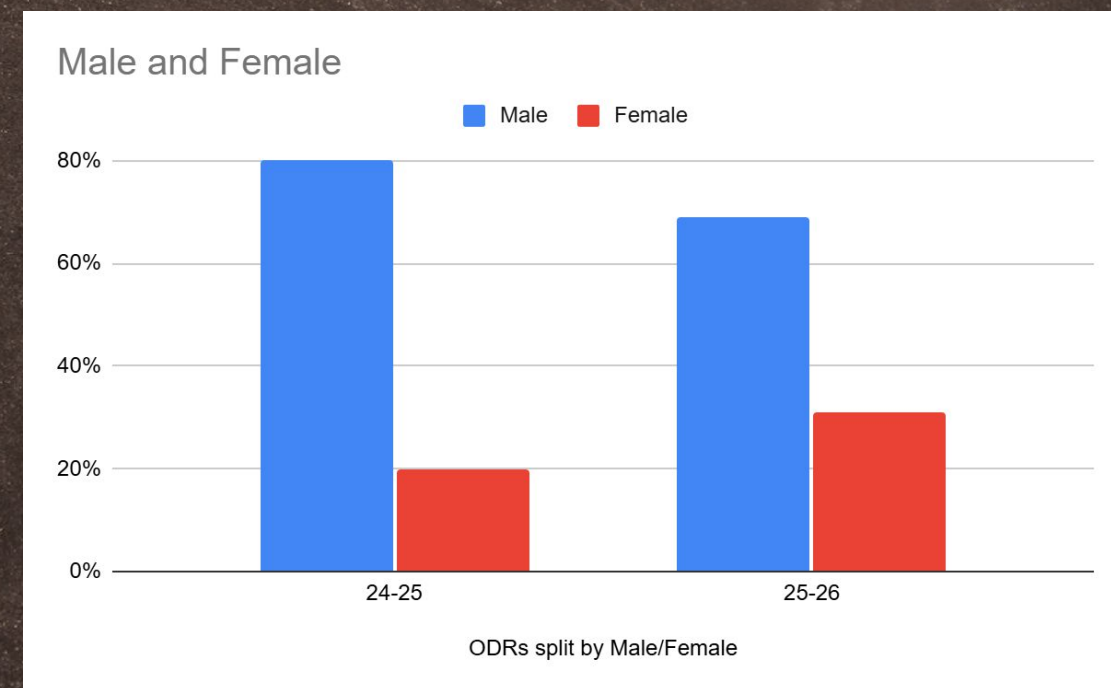
Average referrals per day

ODRs per day by year



Points of Emphasis

- Male vs. Female. Males made up 80% of all referrals in 2024-2025 school year.
- Implemented a mentoring program for 6th and 7th grade males
- Reduced the percentage to 69% male ODRs for 2025-2026 school year while still decreasing the total number of ODRs.



Positive Behavior Encouragements

Frequent Encouragements:

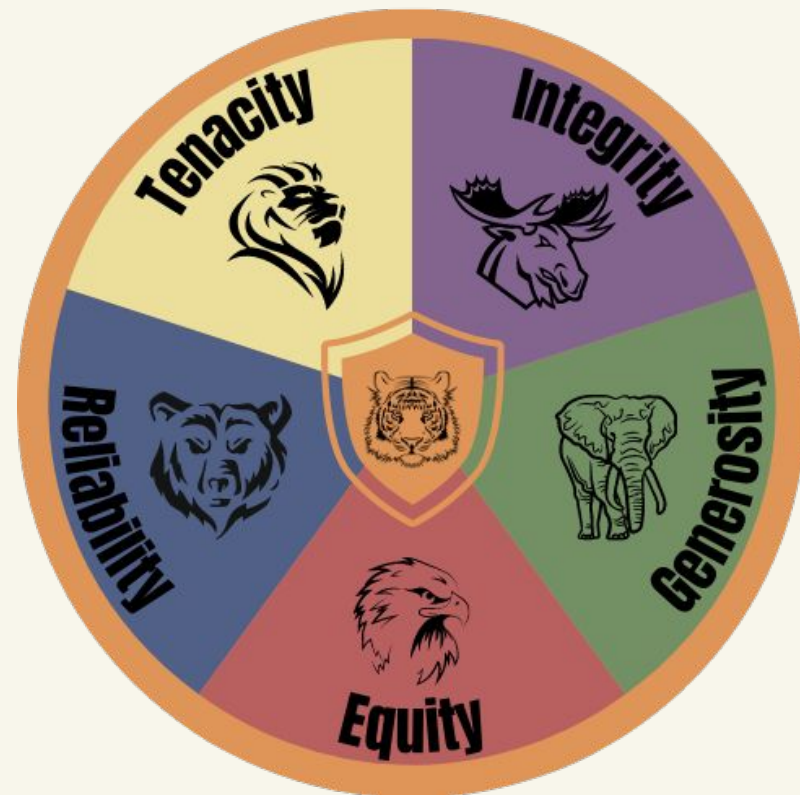
- House System/Points
- Student of the Week
- Fast Passes
- Positive Office Referrals
- Quarterly Fun Nights and dance-Based on attendance

Students of the Week



Positive Behavior Encouragement Examples

House System



Fast Passes

WMMS FAST PASS



**CONGRATULATIONS! YOU ARE WEARING YOUR ID!
USE THIS FAST PASS TO SKIP THE LUNCH LINE AND HEAD
OUTSIDE FIRST TODAY!**

Positive Office Referrals



WMMS Positive Office Referral

Student _____ Date _____
Grade _____ House _____
Staff Member _____

Please check all of the following that apply to this positive referral:

Respectful Responsible Safe
 Tenacity Integrity Generosity
 Equity Reliability Other: _____

Staff Comments:

Staff Signature: _____

Administrator's Signature: _____

Date Parent Contacted by phone/email/in-person: _____

Positive Behavior Encouragements

Occasional Encouragements:

- Pop-up Rewards (based on grades/behavior/test scores)
- Student of the Month (hosted by teams during plan times; selection criteria based on House names and PBIS universals)



Positive Behavior Encouragement Examples

Pop-up Rewards

- SRP (Student Recognition Program)
 - A/B Honor Roll
- Advisory/Homeroom Rewards
- STAR/MAP Reward
- Monthly Assembly Participation

Student of the Month

WMMS STUDENT of the MONTH

(Month) Word of the Month:

(Word)

(Definition of Word)

I would like to nominate:

Because:

Nomination made by:

Teacher Assigned Consequences

- Parent contact/warning
- Parent contact & lunch detention
- Buddy Room
- Office Discipline Referral



New Structures

- Social Worker was brought in with ESSER funds and position was kept after funds ran out.
 - Helps manage attendance
 - Go-to person for CD referrals
 - Communicates with Juvenile Office
- Dean of Students
 - Manages Tier 1 and Tier 2 teams
 - Handles student interventions
 - Proactive behavior management
 - Conflict resolutions/restorative conversations





New Structures pt. 2

- Academic Lab restructured to address 5-10 students with high behavior needs
 - Separated ISS and Academic Lab classroom
 - Classroom economy system used to manage student performance.
 - Progress checked on a 3 week basis and classes can be added back if appropriate.
- Full Time Health teacher added to free up counselors and create a Project the Lead Way class.



Groups/Task Forces

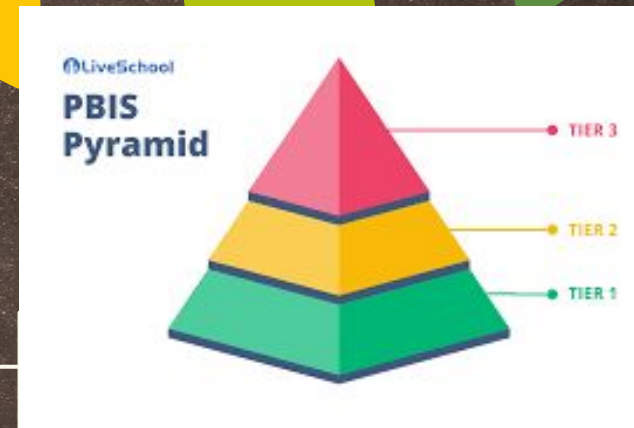


Principal Advisory Committee

1. One student from each advisory class
2. Grade level reps meet with principal once a month
3. Set goals for # of discipline referrals for following month
4. Feedback/discussion regarding any concerns in the building
5. Principal makes presentation (as needed) from feedback for students to present to peers (1 - 2 minutes)

Student Application - no student council members

Tier 1 Team



- Consists of Dean of Students, Principal, Counselor, and 4 teachers
- Meets each month to review ODR data
- Creates monthly success plans to address areas of concerns.
- Started a mentoring program with the Counseling Dept. and outside volunteers to address 6th and 7th grade boys with consistent behavior problems (defiance, disrespect, disruption)

Tier 2 Team



- Consists of Counseling Dept., Principal, Assistant Principal, Social Worker, Dean of Students, Special Education Process Coordinator, and 1 teacher.
- Meets bi-monthly
- Reviews behavioral data to sort students



Improving the Culture

Students

- Teaching Universals & Expectations
- Monthly PBIS Assemblies
 - Student of the Month
 - Games/Competitions
 - Monthly Goals
- House Assignments/Points
 - Quarterly House Party
- Intramurals
- Reward Days

Staff

- New Teacher Training (PBS)
- Staff Member of the Month
- Staff Get Togethers
- Holiday Fun/Games
- Secret Staff Dress Up Days
- Monthly social lunches

Resources

Principal Advisory Committee

[PAC Student Application](#)
[Monthly PAC Presentation Example](#)



Systems of Encouragement

- [Positive Office Referral](#)
- [Student of the Month Nomination Form](#)
- [Fast Passes](#)
- [Student of the Month Certificate Example](#)
- [Student of the Week Certificate Example](#)

Systems of Discouragement

[Buddy Room Referral Form](#)
[Buddy Room Think Sheet](#)
[Assign Lunch Detention Sheet \(Minor data\)](#)