

P.B.I.S. in Queen Anne's County

Positive Behavior Initiatives in all Schools

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The mission of the PBIS newsletter is to:

- Recognize the great and important work being done in our schools.
- Create an atmosphere of collaboration among the PBIS teams.

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Brad Engel

One of the most enjoyable parts of my job as the Supervisor of Student Services is wearing the hat of the PBIS Coordinator for the entire county. This gives me an opportunity to facilitate the philosophy of PBIS which I believe in so strongly. PBIS has been in Maryland since the 1990's. It is based on the concept that we all learned in Psychology 101; that positive behavior, when it is recognized and acknowledged, will most likely be repeated. And the corresponding axiom says that when positive behavior is ignored or goes unnoticed, it may diminish.

I think a lot of us in education reflect on our own memories as students as we create our own teaching style. There were a few positive influences during my school years and I remember them fondly. Those teachers helped shape my character and made me feel that I was noticed and gave me that feeling of belonging. We all know how important that is.

In 2007, while I was an assistant principal at Kent Island High School, Principal Denise Hershberger asked me to lead the efforts as the PBIS team leader at the school. This was a very important moment in my career. I quickly learned the value of PBIS in helping to create a positive school climate. And I had lots of help. The staff at Kent Island High School, for the most part, embraced PBIS and supported our efforts to increase the positive behavior initiatives at the school.

But there are many great things going on in all of our schools and that is the purpose of this newsletter. We want to share the great news about each of our schools positive behavior initiatives. This is an opportunity for all of us to learn from each other and gain some insight into what works and maybe what doesn't work

PBIS: The Basics

What is PBIS? *

PBIS is a comprehensive, 3-tiered approach to implementing a positive and consistent student discipline system in schools. PBIS encourages a positive school climate by focusing systematically on the general school population, students at risk and students with intensive or chronic behavioral and emotional problems. PBIS also recognizes that responses to problem behavior need to be consistent across classroom and non-classroom settings.

* Source PBIS.org

PBIS Goals

- Increased instructional time.
- Reduction in number of days students are out of class due to suspensions and alternative placements.
- Increased academic achievement.
- Improvement in school climate.
- Reduction in suspensions and expulsions.
- Increase in graduation rates.



Why Focus on Behavior?

Behavior problems can impact a school

- Lost instructional time.
- Disrespect between staff and students.
- Negative school climate.
- Low academic achievement.
- Negative perception in the community.
- High teacher turnover.



Why PBIS?

Hundreds of studies have shown that negative responses to behaviors do not reduce chronic discipline problems.

PBIS is a different approach:

Prevention Behavior expectations are taught, encouraged, acknowledged, and celebrated in a systematic way throughout the school. Positive behavior is regularly reinforced and recognized.

Response The response to unwanted behavior is structured, systematic and consistent. The entire school community is on the same page with respect to behavioral expectations and the most effective response to problem behaviors.

Data-driven Discipline data is collected school wide. The data helps us understand when and where problem behavior is more likely to occur. Strategies to address behaviors in these situations are developed and the data then provides evidence for whether the strategies are working.

Process PBIS is *not* a packaged curriculum. PBIS provides a framework that guides schools through a process of addressing the specific behavioral issues at your school.

If you think you're too small to
make a difference, try sleeping in
a room with a mosquito.

--African Proverb



Anchor Point Academy (APA)

The adoption of PBIS practices on our campus began in the fall of 2010, under the direction of Mrs. Debra Lawrence. Mrs. Amy Hudock became the Program Director in January 2011, and we continued to build the program from its earlier conception. APA earned recognition as a Bronze School in the spring of 2011. Our campus is anchored in Readiness, Respect and Responsibility. Students demonstrate ten specific behaviors that address these three categories. The expectations are posted and reinforced in every classroom, via the use of individual student checklists that document demonstrated student performance. The students earn points for meeting the classroom expectations. As students accumulate points throughout the semester, the students transition from Tier One, which provides limited student autonomy and personal rewards, to Tier two which provides moderate autonomy and reward, to Tier three wherein the student is given the greatest amount of freedom and personal responsibility allowed on campus. Students on Tier Three have earned the prerequisite number of points required to begin the transition process back to their home school, based upon their demonstrated academic performance and positive social interactions with others on campus. Student recognition is an integral part of our philosophy.

Bayside Elementary School

PBIS continued to be successful at Bayside Elementary during the 2010-2011 school year. Our school was able to increase our community awareness about PBIS. Many businesses donated supplies and/or funds to support our program. At the school level we were able

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to incorporate the "Staff Star" in order to acknowledge the positive contributions of our staff members. A certificate was posted on a bulletin board explaining how the staff member had gone above and beyond his/her duties. They also were given a small token. To help keep PBIS fresh in everyone's minds, we secretly appointed two Bayside Buck officers. Their job was to randomly approach a staff member and ask if they had any Bayside Bucks. If the staff member produces a buck, that buck is entered into a raffle. Bayside Elementary was also awarded the Gold Award again last year.

Centreville Elementary School

At CES we take great pride in PBIS. Our staff created a matrix of desired behaviors in the areas of Caring, Use Safety, Be Responsible and Show Respect (CUBS). Our students earn "Cub Paws" for making positive choices throughout the day. Each class has a goal of "Cub Paws" that they are working toward for the month. The classes that earn the goal attend a thirty minute physically active incentive. Some examples include: freeze dance, musical four corners, relay races, making and flying kites, Dr. Seuss day and more. In addition, we give out positive referrals to recognize exceptional behaviors. Students who receive a positive referral receive a certificate, a pencil, a call home, and their picture in our "Cub Den" display case. We feel that Character Counts is naturally connected to PBIS. We are going to initiate a CC day each month. On this day teachers and students will wear the color that represents the pillar for the month. We are also going to begin giving CC awards monthly to our students. We have seen a great success in the positive feelings and behaviors in our school since the implementation of PBIS.

Centreville Middle School

CMS continues to implement its plan for the third year after receiving a second Bronze Award. The past year, some new incentives were "Positive Referrals" and "Quarterly Incentives"; which students could use their earned "Character Cash". Incentives included, "Pancake Breakfast", "Chew gum for a day", "MSA movie with popcorn" and "Picnic and a Popsicle".

As we head into the 2011 -2012 school year a new team has made a few adjustments to revive the PBIS Program. Our new motto is, "CMS has B.A.R.K". Bark stands for: Be prepared, Act Responsibly, Respect Others, KeeP Safety in Mind. Students will again be awarded for a variety of reasons with our new Retriever Rewards and Positive Referrals. Friday's are PBIS recognition day. Students may choose to use their earned Retriever Rewards at the PBIS store during lunch. Also during lunch, the students who have received a "Positive Reward" will be presented their certificate by an administrator. The new team will be meeting to brain-storm some new initiatives.

Church Hill Elementary School

Church Hill Elementary School during the 2010-2011 school year under the leadership of Ms Pauls, with the commitment of staff, the support of parents and the effort of students earned Gold PBIS recognition in only our second year. Our team achieved the desired outcomes of reducing the number of bus referrals, increasing parent involvement and seeking community support. We ended the year with prizes such as gift cards, savings bonds and collectible quarter sets. The grand finale was Fancy Friday. This included manners lessons, teachers serving lunch, a visit from an ice cream truck and a celebrity "Dancing With the Stars " competition. We look forward to another very positive year. We will continue to set high goals and cultivate parental involvement. PBIS has become an established, integrated element of community support.

Kent Island Elementary School

For the 2011-2012 academic year, Kent Island Elementary School continues to proudly participate in our countywide PBIS program. KIES earned the Gold Banner for outstanding PBIS implementation last year and we maintain that level of excellence going forward. Our PBIS program includes the awarding of Snappy Cash to students as they comply with PBIS guidelines for behavior in the classroom, in the restroom, in the hallways, in the cafeteria, on the playground and on the daily bus ride. Once a month, students will redeem their accumulated Snappy Cash for prizes. In addition to the Snappy Cash awards, students who demonstrate

exceptional good deeds will also receive a KIES Crab. These crabs bear the student's name and are posted prominently on a large bulletin board in the central hallway. Once a month, a name is drawn from this group of students during morning announcements and the student whose name is drawn receives a special gift such as a KIES lunch insulated box. Our PBIS slogan is "Safe, Responsible, and Caring." These words are posted throughout our school and reviewed frequently by the teachers. At lunchtime in the cafeteria, administrators and teachers often ask the students to say out KIES PBIS guidewords. As of last year, virtually 100% of the students immediately respond with the correct three words. "Safe, Responsible, Caring" is also cited in our morning announcements to set the tone for appropriate school behavior and successful learning. The P.T.A. supports our PBIS program by frequently supplying the prizes we award and by manning the tables when Snappy Cash is being redeemed for prizes. Local companies and many individual parents also contribute prizes for our PBIS program. This community networking is invaluable to the success of our PBIS program and we look forward to continuing that partnership.

Grasonville Elementary School

Grasonville has many built in incentives to encourage positive behavior from our students. Our core incentive program consists of our Puppy Paws. Each month, teachers are given Puppy Paws to hand out to students who are making positive choices with their behavior. Students then collect their Puppy Paws throughout the year and have a choice each month on whether they want to cash them in for the predetermined prize or activity we have for that month. Students may also save them for the incentive of their choice. Incentives we have planned for this year are: extra recess, soccer games, sidewalk chalk creations, holiday shopping, talent show preview, puppy paw face paint, an egg hunt, kickball games and several raffles. As a whole school we are working towards earning 40,000 puppy paws by the end of the school year. If and when we reach that goal, we will celebrate as a school and the students will vote on what they want for a school wide celebration. We also recognize students who go above and beyond in positive behavior

to let their parents know about what they have done through Positive Behavior Referrals. Students are sent down to the office with their referrals and they receive a pencil, sticker and positive phone call home from the principal or guidance counselor. We offer many other incentives at our school. Some examples of our other incentives include: "Golden Trashcan" for the cleanest classrooms, "Caught Being Good" award for the classes who earn the most compliments from faculty members, the "Grasie Award" (our school mascot) for the class with the best attendance, "Specials Class of the Week" for the class with the best behavior in specials, and the B.U.G. award for the students who have brought up their grades on their report cards. Each of these incentives, have built in rewards to encourage positive behavior from all of our students. Our school has embraced our incentive programs and they work collaboratively to support the PBIS program.

Kent Island High School

PBIS is a strong behavior support program at Kent Island High School (KIHS). The students and staff continue to embrace the tenets of PBIS by working together in creating a positive atmosphere conducive to learning. The school PBIS team gathered input from staff and students about behavioral expectations and posted the PBIS matrix in strategic locations throughout the school. Routine commercials were developed and shown to the students (during morning announcements) that explicitly taught and highlighted wanted behaviors in our school. Aside from verbal reinforcement, the Positive Referral Certificate Program continues to be a driving force in the recognition of positive behaviors. During the 2010 - 2011 school year, nearly 3,000 Positive Referral Certificates were distributed to students. Additionally, KIHS supports the Starfish Award program, which encourages student-to-staff & staff-to-staff recognition. Nearly 500 Starfish Awards were distributed during the 2010 - 2011 school year. In general, the PBIS program continues to be a driving force in reducing the number of discipline referrals at KIHS, contributing to KIHS's stellar reputation of a high achieving school.

Kennard Elementary School

Kennard Elementary School is beginning its 6th PBIS year. We are proud to announce that we were awarded GOLD recognition for the 2010-2011 year. Our discipline data decreased from the previous school year. Our students enjoyed monthly incentives such as extra recess, a sock hop and a Pajama Day just to name a few. Our teachers participated in a survey to give our team feedback on what we may need to improve for the 2011-2012 school year. We are going green this school year and recycling the tickets that we use in our program after some encouragement from a group of very environmentally aware students. We will continue with monthly incentives and weekly drawings at lunch time. Discipline data will be shared with our staff on a monthly basis. Our team will meet to develop our incentives and discuss information that they each receive from their team members. We look forward to another GOLD year!

Matapeake Elementary School

Matapeake Elementary School is proud to announce the receipt of the Silver Award for the 2010-2011 school year. We have worked hard in creating a consistent and positive reinforcement program through our Anchor Awards system. We look forward to expanding this system in the 2011-2012 school year.

Matapeake Middle School

PBIS has been a fantastic program for Matapeake Middle School. During the 2010-2011 school year Matapeake Middle School received the Gold Banner for excellent behavior. For the entire school year MMS had less than 90 major infractions and our students earned over 500 positive referrals. Students were given front of the line passes, and had the opportunity to win multiple raffles, which encouraged students to exhibit positive behavior. MMS staff even got in on the action by the creation of PBIS Employee of the Month parking space.

Queen Anne's County High

During the 2010-2012 QACHS PBIS held Student of the Month Celebrations that recognized 220 students for their following the behavioral expectations of respecting self, others,

learning and property. Another positive way to let students know that we acknowledge their efforts was sending out over two hundred positive postcards to parents to keep them aware of what their child was doing in school. In addition to this the PBIS sponsored a Talent Show to Support our Anti-Bullying Initiatives. At this event which celebrated our efforts to promote a positive school climate for all students, approximately \$1,700 was raised. This year we are hoping to do even more to recognize student achievements, expand our acknowledgement system with the addition of positive referrals and continue with our ongoing successful programs.

Stevensville Middle School

We at Stevensville Middle School are proud to report that last year our school received the Gold Banner Award for the second year in a row with a 99% score. Being the school that we are, and never settling for less, we are out to accomplish 100% this year! At Stevensville we have many incentives for our students, from purchasing school supplies with Pirate Bucks at our student-run school store, to monthly incentive events. This month we are having our fourth annual pancake breakfast for the students. This always has a huge turnout. The teachers get to school early and make hundreds of pancakes served with hot maple syrup and orange juice. Next month we will be holding an outdoor event where the students and staff go head to head in competitive games of kickball and wiffle ball! Our positive referrals have been flying out the doors as well. We look forward to updating you with our PBIS happenings and look forward to hearing about what other schools in the county are doing!

Sudlersville Elementary School

The 2010-2011 school year was our first full year of implementation. We feel we were extremely successful in encouraging staff involvement and dedication to our S.O.A.R. program. Our Sudlersville Elementary staff and students earned the Silver Recognition award because of our school-wide initiative that helped us to drop classroom referral rates and promote Safety, Outstanding Behavior, Academic

Excellence, and Respect. The biggest accomplishment is that our students love to earn our SOAR awards, both daily and monthly. The students are encouraged by positive behavior and are excited to show off their excellence by proudly wearing the eagle sticker for peers, staff, and parents to see.

Sudlersville Middle School

The PBIS Team at Sudlersville Middle School is proud to have been awarded Gold-Level recognition for our implementation of PBIS! During SY 2010-2011, our team's theme was "Go for the Gold," and we are thrilled to have achieved our goal. We piloted a new incentive event, "Movie & Popcorn," with mixed success; and repeated the implementation of our popular annual incentive events, including our Pancake Breakfast, Holiday Happenings gift auction and May Madness carnival. We continued to experiment with various incentives designed to reward school attendance; such as King/Queen of the Day and homeroom competitions. Team member Nicole Conner, SMS School Counselor, became our school-based Coach and attended statewide professional trainings to further support our efforts. As our team enters year six as a PBIS school we will continue to plan, lead, and evaluate our "Thunderbucks" incentive program and related quarterly incentive events; making adjustments in response to team member, student and faculty feedback. Evolving beyond management of the implementation phase of PBIS; our team intends to spend more time this year dedicated to our system of identification of and intervention with "Yellow and Red Zone" students, and to revisit our approach to attendance incentives. We have also made some adjustments to our discipline hierarchy which we feel will further empower classroom teachers as managers of behavior. We are looking forward to our first incentive event of the year, the popular and delicious Pancake Breakfast!