

IMPLEMENTING PBIS:

The Woodlawn High School Model

OUR OVERVIEW

- Step 1:** Use the existing **Safe & Orderly Action Team** to begin creating support.
- Step 2:** Create **sub-committees** for concentrated and focused efforts.
- Attendance
 - PBIS
 - Behavior & Discipline (Record-keeping, Data Collection & Analysis)
 - Intramurals
 - Community Involvement
- Step 3:** Begin building capacity within the **PBIS sub-committee** in order to have a strong foundation of faculty and staff trained in implementing PBIS.
- Committee will work as PBIS “guides” to assist smaller groups of faculty and staff with implementing PBIS within the classrooms
 - Committee will assist with continuing Professional Development sessions.
 - Committee will meet regularly to ensure the fidelity of the implementation of PBIS throughout the school and within classrooms.
- Step 4:** Pre-school year **organization**.
- Begin researching and implementing **fundraising** efforts.
 - Create and compile print & electronic format **resource binders** for easy reference source for faculty
 - Prepare and schedule **professional development** sessions.
 - Begin compiling incentives.
 - **Visual reminders** of behavior expectations to be posted everywhere
- Step 5:** PBIS **Implementation:** Buy-in, Kick-offs, Educate
- Step 6:** **Follow-up** throughout the year
- Regularly **scheduled committee meetings** to evaluate progress
 - **Coordinate** with other Safe & Orderly sub-committees to maintain data and network.
 - **Quarterly check-ins** using anonymous surveying (surveymonkey.com)
 - Collect **student reactions**, adjust to meet student needs as necessary.
 - Continue to prepare and schedule **professional development** sessions as needed.
 - **Continue fundraising efforts** to make sure that funds exist for incentives.
 - **Visual reminders** of behavior expectations to be posted everywhere

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FINDING FUNDS

So you are going to implement PBIS; however, you don't have the funds to support such an initiative? Don't fret. Here are a few ideas we are currently using to maintain a consistent source of funds for incentives, etc.

SCHOOL HEART: www.schoolheart.com

- Online sales of "The hCard" (www.thehcard.com)
 - > a national discount card designed to support schools
- Find School Sponsors
- Offers a free webpage for the School and any sponsors

Contact: Bruce Spivey, bspivey@gramophone.com, for assistance or with any questions

DONATIONS

- Letters to local businesses asking for *incentive donations*
- Small businesses, local and those run by parents.

RUMMAGE SALE

- School-wide rummage sales can make a lot of money
- Ask for donations from faculty and students
- Price items low and advertise, advertise, advertise!

FOOD AND BEVERAGE SALES

- Parent/Teacher Conferences
- Back-to-School Nights
- After-school activities
 - >Pizza and soda tend to sell extremely well right after school.

FOR SAMPLE LETTERS to send to businesses or parents, email Shira Wetzler [swetzler@bcps.org].

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BUY - IN

We all know that in order for PBIS to work, we need faculty, parents, and student to buy into the program, but how can this be achieved?

PBIS PEER REVIEWS

Create a PBIS committee of teachers who are willing to informally observe the use of PBIS in other teachers' classrooms.

TEACHERS USING PBIS CORRECTLY SHOULD BE REWARDED

Incentives, including, but not limited to:

Certificates can be given during Faculty Meetings
Learning How gift certificates
Gift Cards to restaurants, movie theaters, etc.
Duty Day Pass, i.e. one day pass for exemption from a duty.
Discounts at games (entrance and/or concessions)
Free or discounted items from the school store
PBIS T-Shirts

LETTERS TO PARENTS

Parents must be informed about PBIS

- >What it is
- >How it is implemented
- >Why it is implemented

When a student is doing well, teachers should send home a congratulatory letter or postcard.

BEHAVIORAL EXPECTATIONS SHOULD BE POSTED EVERYWHERE!

Behavior Matrix

Desired behaviors as a reminder of how to earn incentives

STUDENTS

Incentives, including, but not limited to:

Letters home to parents when a student is doing well and meeting all expectations
Gift Cards
Half-off entry at school games
Permission to participate in activities, e.g. fun assemblies, concerts, homecoming activities, intramurals, bowling night
Quarterly ice cream socials for students with perfect attendance
Quarterly pizza parties for students on the honor roll
Permission to go to the Rec Room during lunch (TV, Games, Vending Machines)
> All teachers must sign-off on a form that the student deserves to go to the Rec Room; a student may lose or gain the privilege at any time.