PBIS:
GETTING STARTED

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Projected Outcomes:

- Reduction in referrals to the office
- Collection of discipline and behavior data to support effective decision making
- Creation of a positive school climate to support social and academic growth for all students
“Musts” for a Solid Foundation

- Enthusiastic support from principal and administrative team
- Reasonable support from student, staff and parent leadership groups
- Technology to support the SWIS system
- Alignment with the school’s strategic and school improvement plan.
Build Your Team

Core team members will make or break the change effort. Choose the team to assure:

• Representation from all subject areas
• Representation from all staff cohorts
• Inclusion of a trusted administrator, discipline guru, motivator
Get the Ball Rolling

• Make application
• Complete form E School Profile
• Register for summer training
• Complete Form F- EBS Survey
Gather Information

Constituencies

Students
Staff
Administration
Develop Consensus of Concern Areas

- Existing data
- Survey data
- Constituency issues
Marketing Strategy

• Integrate past school behavior plans
• Assure clarity of target areas
• Incorporate school colors or mascot
Tenets of Kenwood Pride

- **B**e there and prepared
- **L**ive responsibly
- **U**phold integrity
- **E**arn and give respect
Nuts and Bolts

- Brainstorm classroom vs. office managed behaviors
- Come to consensus on language to be used
- Agree on behaviors to list
It’s All About Process

• Brainstorm teacher reactions to classroom managed behaviors
• Develop a process for teacher student interaction for these behaviors
• Create a draft decision tree for classroom managed behaviors
Repeat the Process for Office Managed Behaviors

- Possible administrative relations to referrals
- Procedures for handling referrals
- Create a decision tree
Develop a Process Flow Chart

• Combine the two decision trees to create a process flow chart to guide all student behavior management.

• Keep it as simple as possible

• Keep it as clear as possible
Develop the Action Plan
Form H

• Make sure all goals are measurable-data-based
• Develop milestones and deadlines
• Stick to a few major goals
• Make someone responsible
Roll Up Your Sleeves and Get to Work

• The action plan will naturally lead to a list of tasks that need to be completed
• Assign responsibilities
• Develop timelines for task completion
• Plan for group presentations and feedback
• Don’t forget to schedule time to make revisions and present final versions for group approval
Before You Split Up Give Each Workgroup Guidelines

- Faculty Orientation Structure
- Student Orientation Structure
- Reward systems
- Forms and printing needs
- Form G- Committee and workgroups
- Matrices
- Planning and production budget
Production and Distribution

- Printing needs for marketing
  - Posters
  - Newsletters
  - Media
- Printing needs for staff orientation
  - Handouts
  - Overheads
Production and Distribution

- Printing needs for student orientation
  - Lesson plans
  - Handouts
  - Overheads
- Collation and distribution needs
  - Master sets
  - Teacher sets
  - Student sets
  - Presenter sets

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Implementation

Faculty Orientations

- Plan for small group, interactive lessons
- Include county and state PBIS personnel as presenters
- Allow plenty of time for Q & A
- Model PBIS concepts
- Be flexible and accept input
Student Orientations

• Be aware of the bell schedule

• Take the time that is needed in the first week of school

• Administrators should model positive interactions with teachers

• Teachers should model positive interactions with students

• Keep lessons simple, interactive and relevant

• Small groups work best
Tie Up Loose Ends

- Debrief orientations and feedback, make notes
- Develop a meeting schedule
- Get on the faculty meeting schedule for monthly data reports
- Complete forms A and B
- Store orientation materials for next year
- Create a notebook of all documentation
Wrap It Up

- Schedule on going staff development
- Assign responsibilities for ongoing support
  - Reward program
  - Data management
  - Generation and presentation of data
  - Staff development
  - Monthly reports
  - Summer committee work
  - Funding support
Keep In Mind

• You’re flying the plane while you build it
• Take it one step at a time, begin with what you can handle and work up to the rest
• Be flexible, open to suggestions
• Be team oriented
Keep in mind

• Keep notes on adjustments and changes that you want to make
• Develop a process for ongoing Q and A and open discussion
• Check your progress regularly and publish results-surveys
• Be sure principal and administrators are talking the talk and walking the walk
Keep In Mind

• Doggedly reinforce faculty implementation of program

• Utilize your department heads for ongoing leadership
PBIS High School Challenges

- Time for data entry of minor incident reports
- Flexibility of the SWIS entry and data configurations
- Difficulties with online operations
- Funding for reward programs and printing costs
- Tracking positive interactions
Final Thoughts

• The SWIS data program is better than anything we have done before
• The discipline record that includes the MIR data allows for great insight into student performance issues
• The PBIS program has established a more positive climate in the school
Final Thoughts

• The PBIS program provides a great framework for staff development and staff evaluation in management and human relations competencies.

• Students and staff have a better understanding of their responsibilities in the areas of conduct and role modeling.