

63<sup>RD</sup> CONFERENCE ON EXCEPTIONAL CHILDREN

# Believing In Achieving

SHERATON FOUR SEASONS | KOURY CONVENTION CENTER | GREENSBORO, NC



## Improving School Culture Through Positive Problem Solving





# IMPROVING SCHOOL CULTURE THROUGH POSITIVE PROBLEM SOLVING

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**HOKE COUNTY SCHOOLS**  
*Becoming a 21st Century Learning System*



# Post your questions here...

- Insert link to live question site



# DEMOGRAPHICS

## Who Are We?

Hoke County High School



•General education students: 1489 (81.9%)

•EC students: 265 (14.5%)

•ESL students: 67 (3.7%)

Student Enrollment:  
1817



•Male 52.9%

•Female 47.1%

By Gender



•Free Lunch

•Reduced-Price Lunch:

•Combined: 60.45%

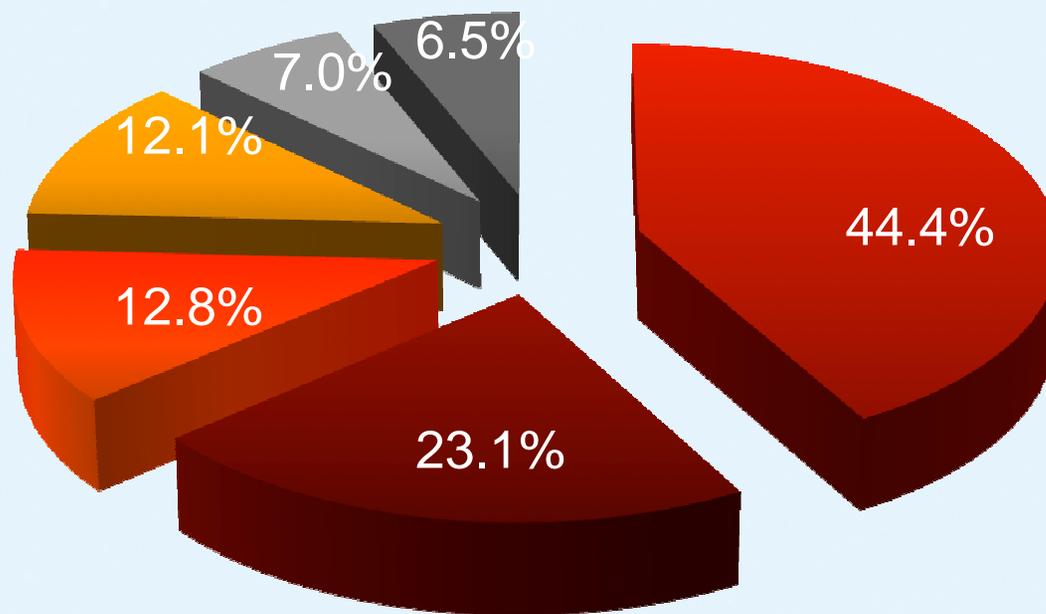
Free & Reduced





# DEMOGRAPHICS

## Ethnic Makeup Of The Students



- African American
- White
- American Indian
- Hispanic
- Asian
- Multi Racial



# Hoke County High School Information



Technology

2012 NC Innovator in Digital Learning

5 Mobile laptop carts

6 Computer labs

Wireless campus BYOD



Support Personnel

4 Counselors

1 Social worker

2 Drop out prevention specialists

2 Graduation interventionists

1 nurse



CTE & Electives

Career Technical Education program on site

Comprehensive Fine Arts Program

Foreign Languages

Physical education:



College & Career Ready

18 Advanced Placement Course offerings for college credit

College credit courses taught on campus by Sandhills Community College



# Our Challenges

Hoke County High School





# Other Challenges



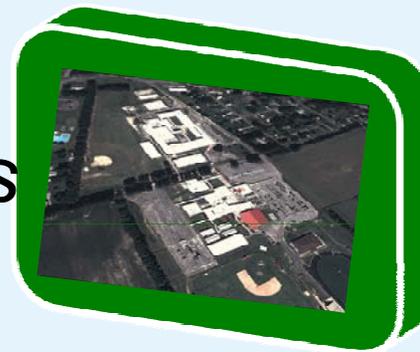
Community



Funding

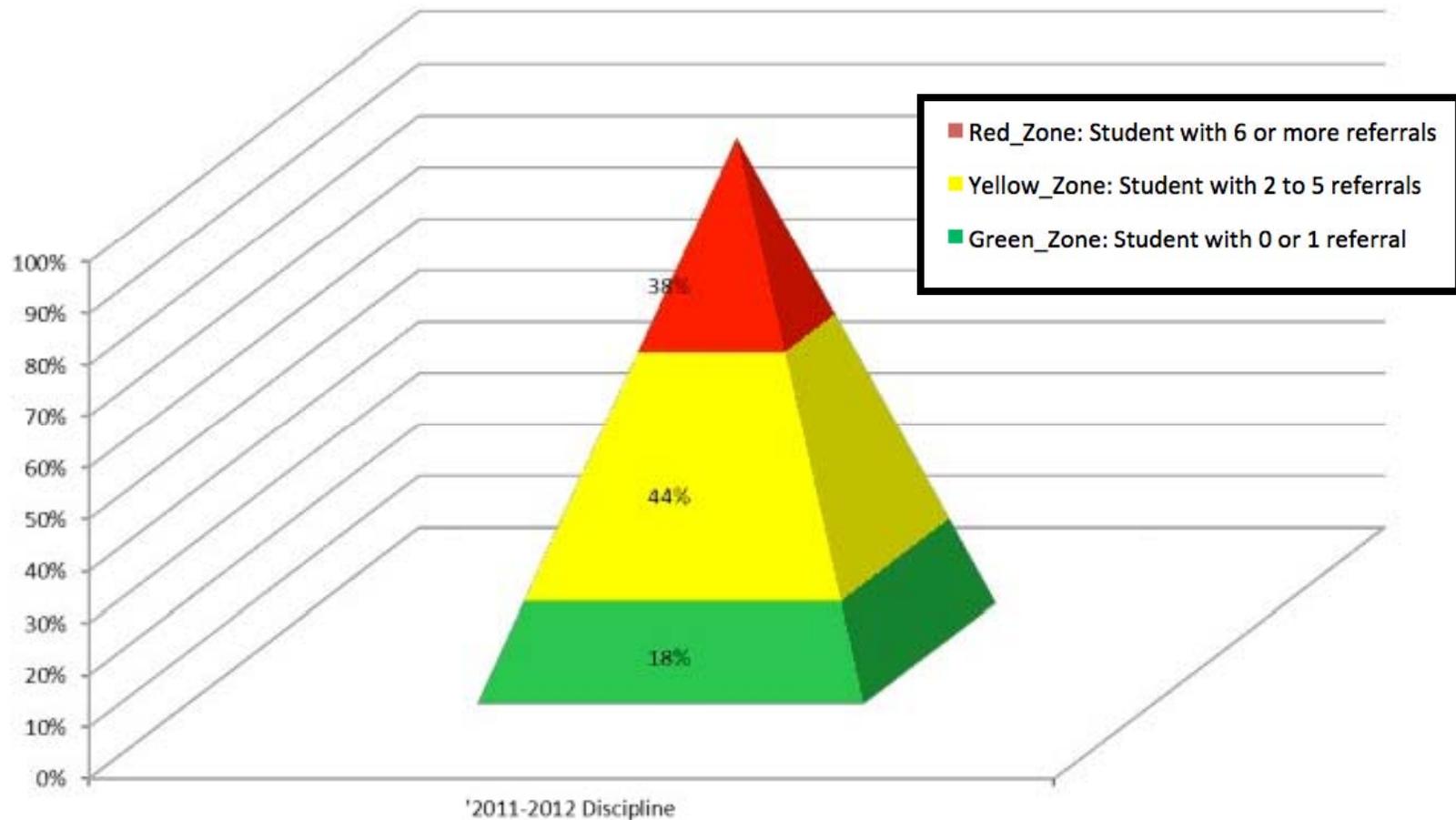


Neighborhood



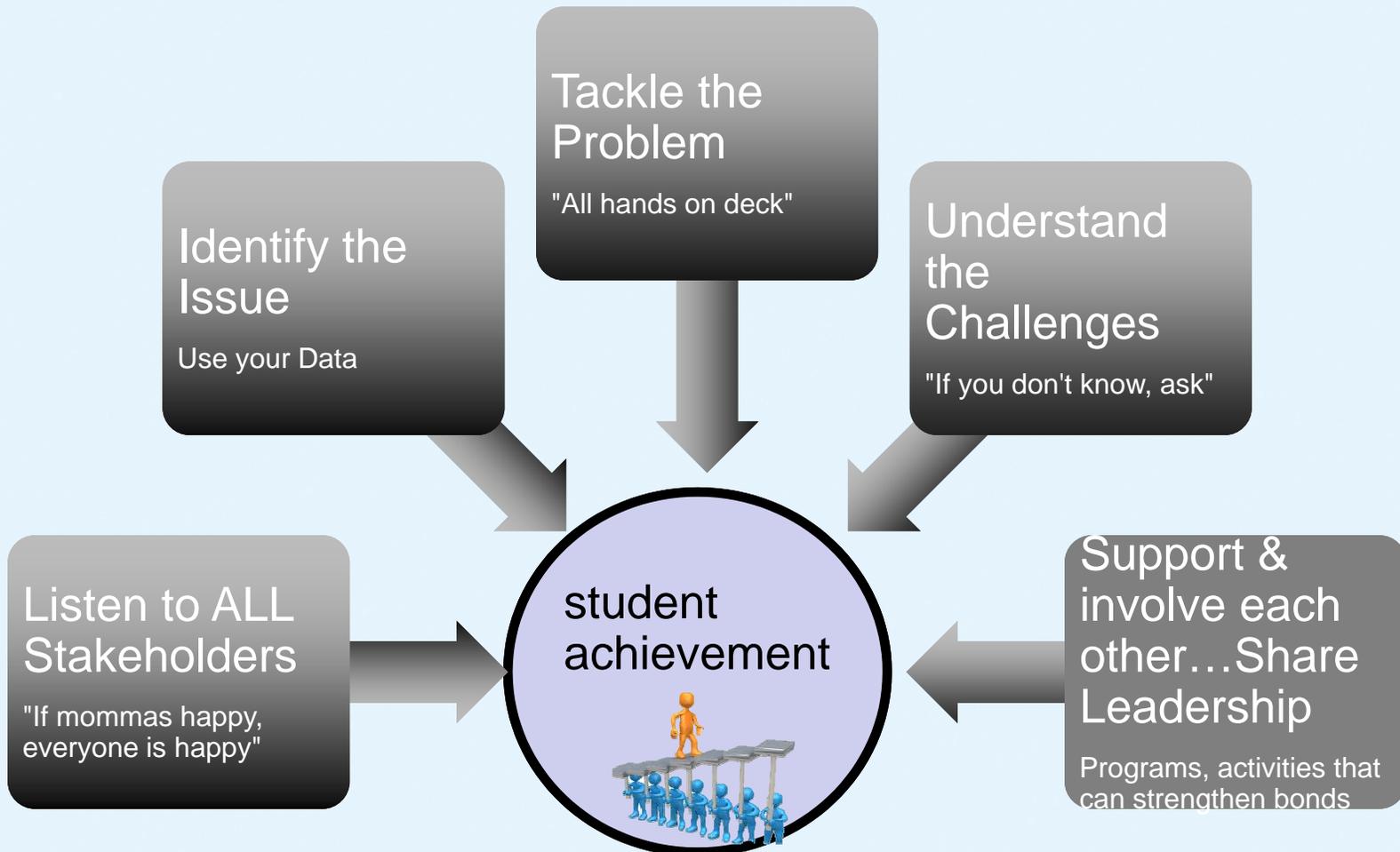
Campus

# Hoke County High School's 2011-2012 Triangle





What can a school community do to create a climate of continuous improvement so it positively impacts student achievement?





# What Did We Do?

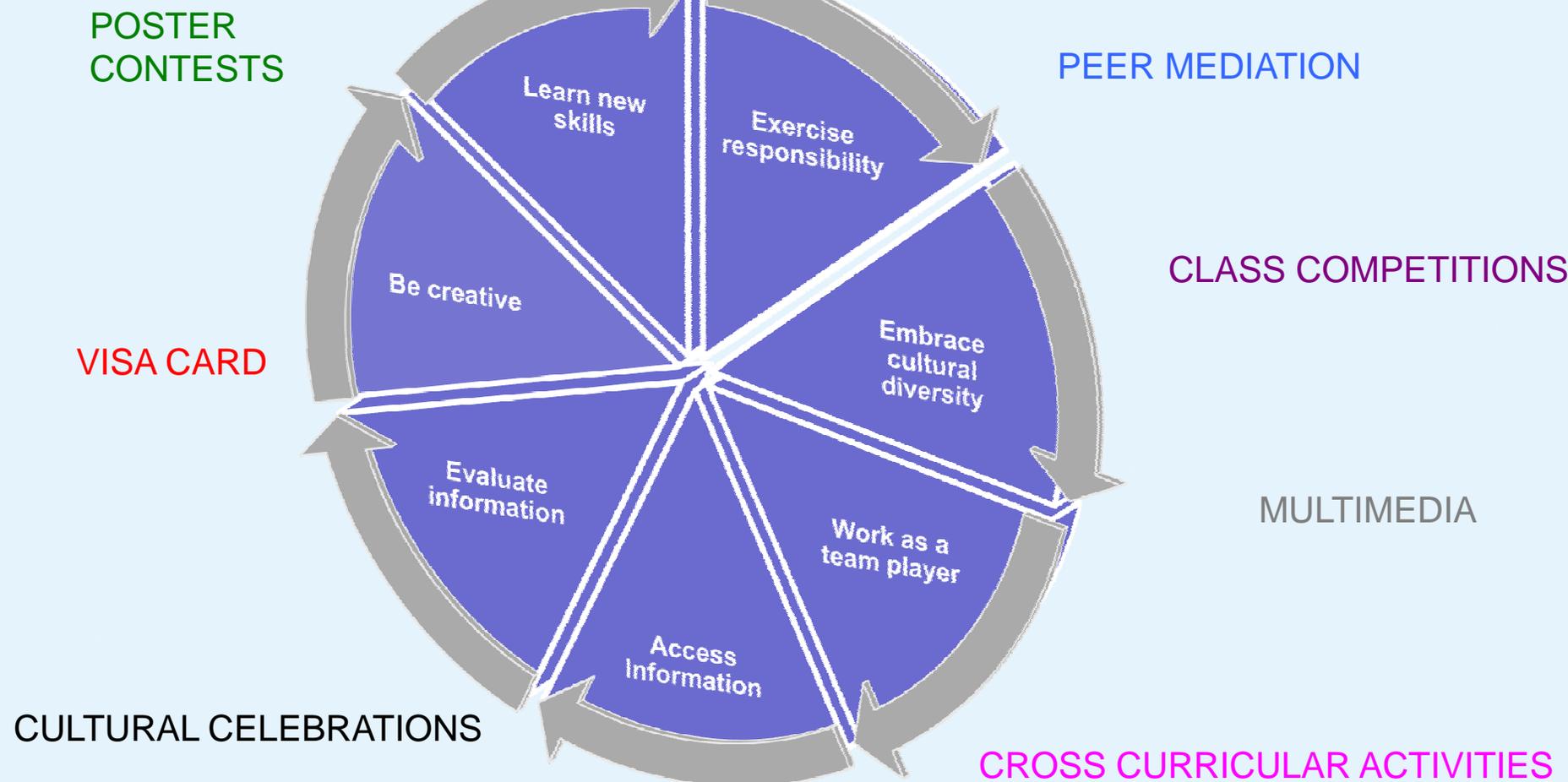
- We Implemented... PBIS

Hoke County  
High School





# 21st Century Skills And PBIS





# PBIS Expectations

Hoke County High School



Hoke County High School Positive Behavior Intervention & Support (PBIS) <i>School Wide Behavior Expectations Matrix</i>	
Expectations	Cafeteria
Be respectful.	Practice good manners.
Use good judgment.	Use appropriate classroom etiquette.
Contribute to a positive school environment.	Clean up after yourself.
Keep high expectations.	Use quiet indoor voice.
Stay focused.	Focus on eating.

Hoke County High School Positive Behavior Intervention & Support (PBIS) <i>School Wide Behavior Expectations Matrix</i>	
Expectations	Hallway
Be respectful.	Keep your hands to yourself
Use good judgment.	Use indoor voice
Contribute to a positive school environment.	Keep to the right and give others space
Keep high expectations.	Be courteous to others
Stay focused.	Focus on moving quickly

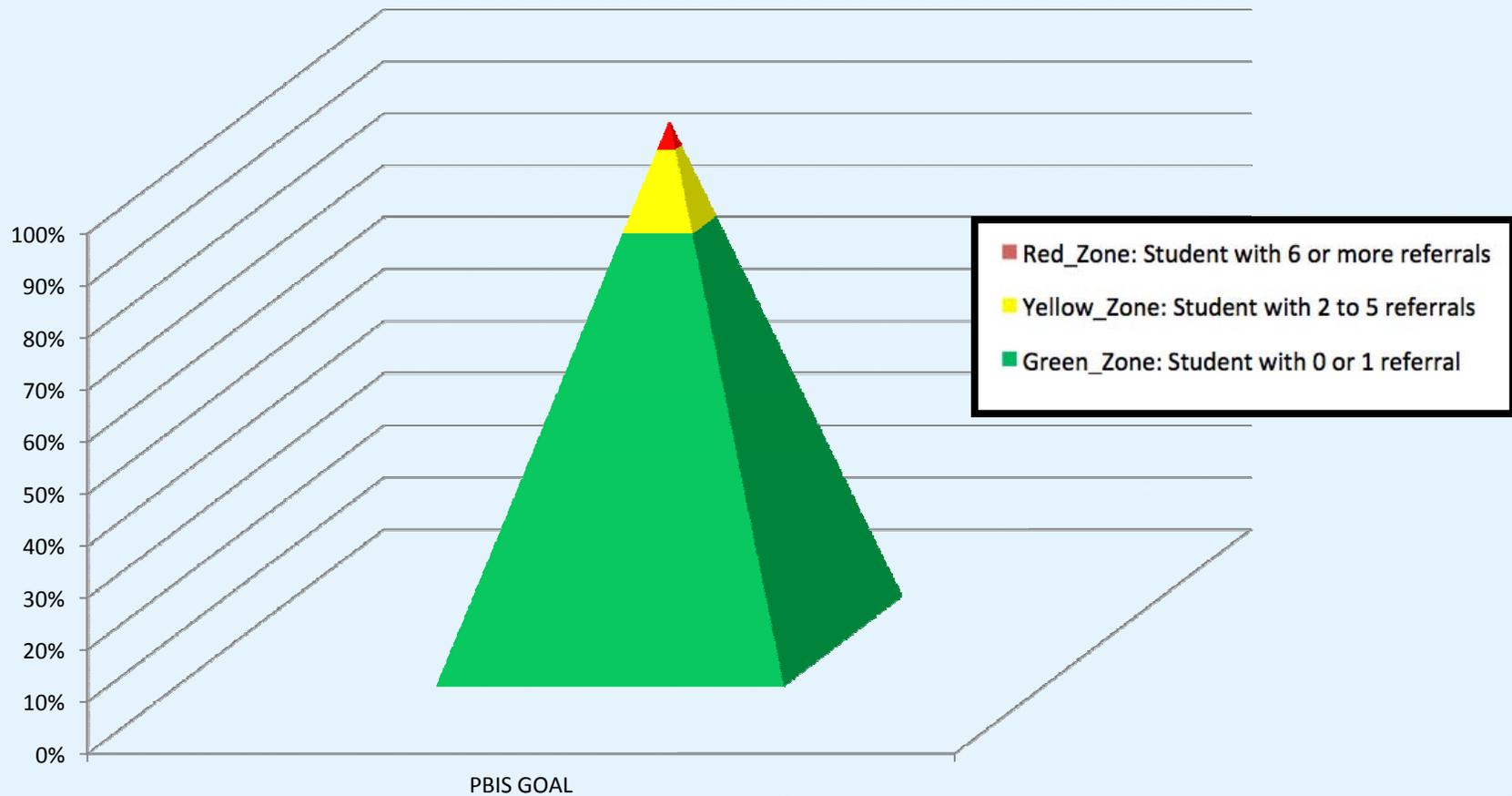


Hoke County High School

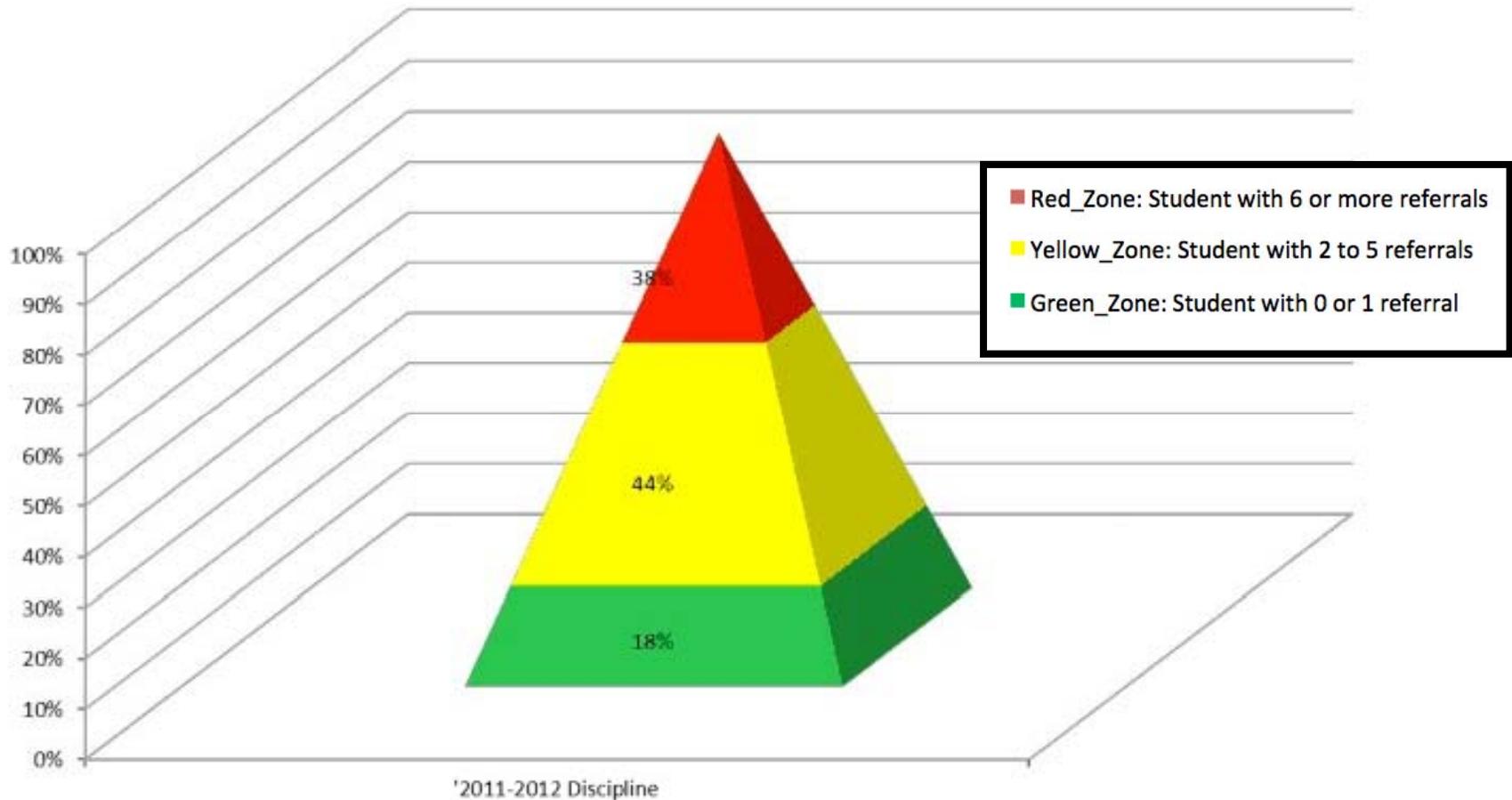


# PBIS Discipline Model Triangle

## 80%-15%-5%



# Hoke County High School's 2011-2012 Triangle

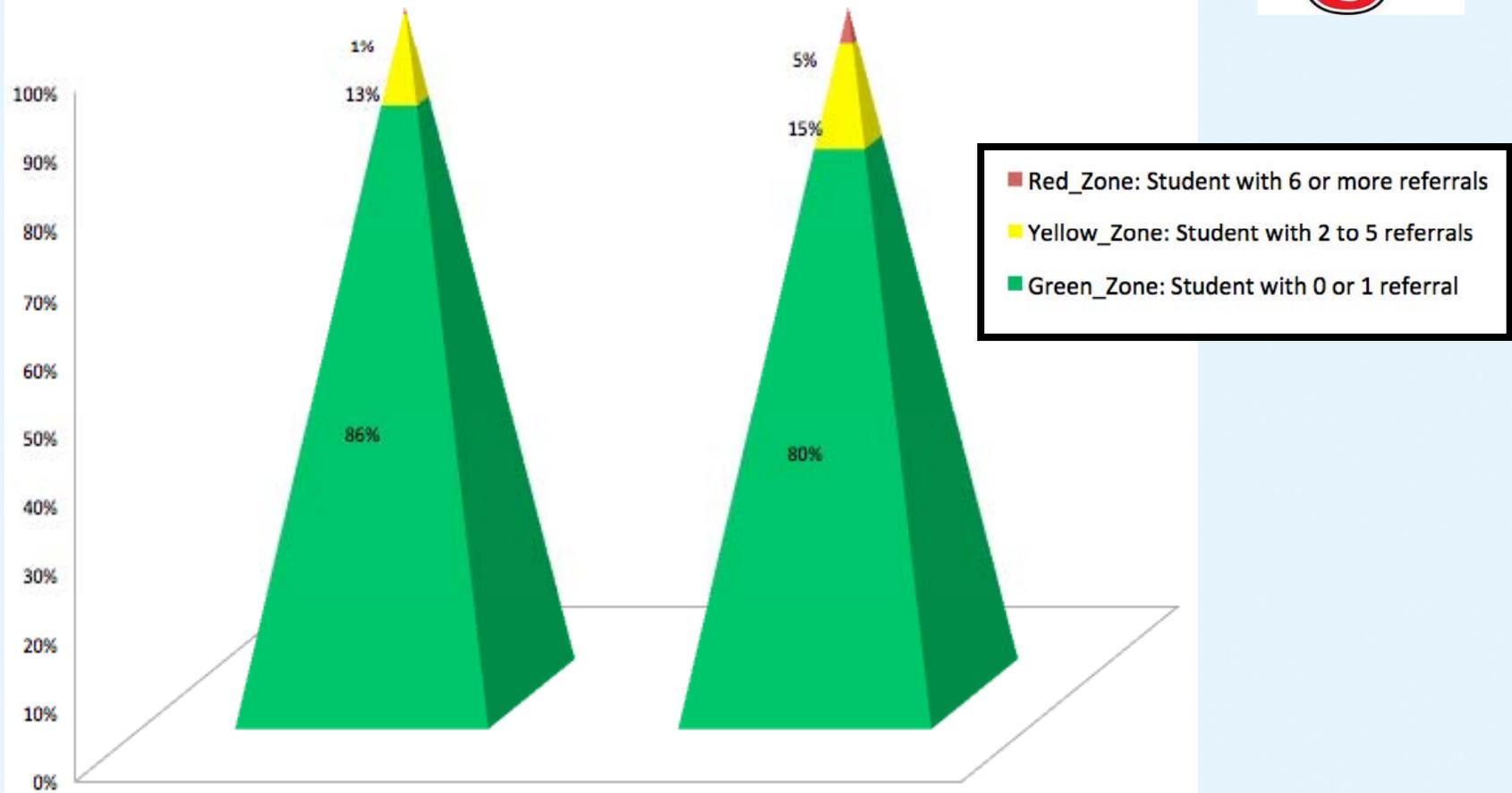




Hoke County High School



# 2012 PERFORMANCE VS PBIS EXPECTATION



**HCHS**

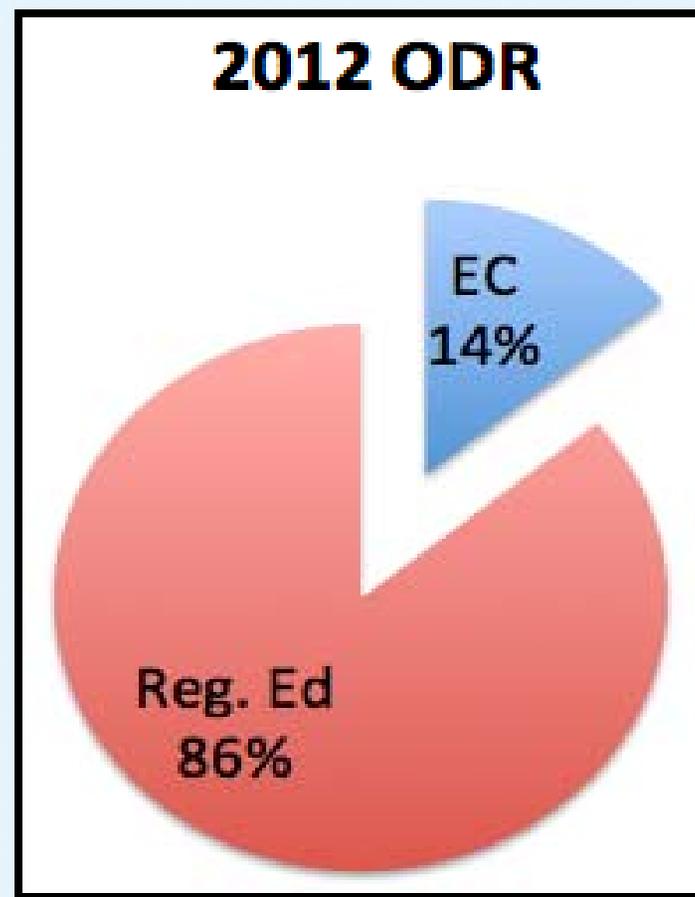
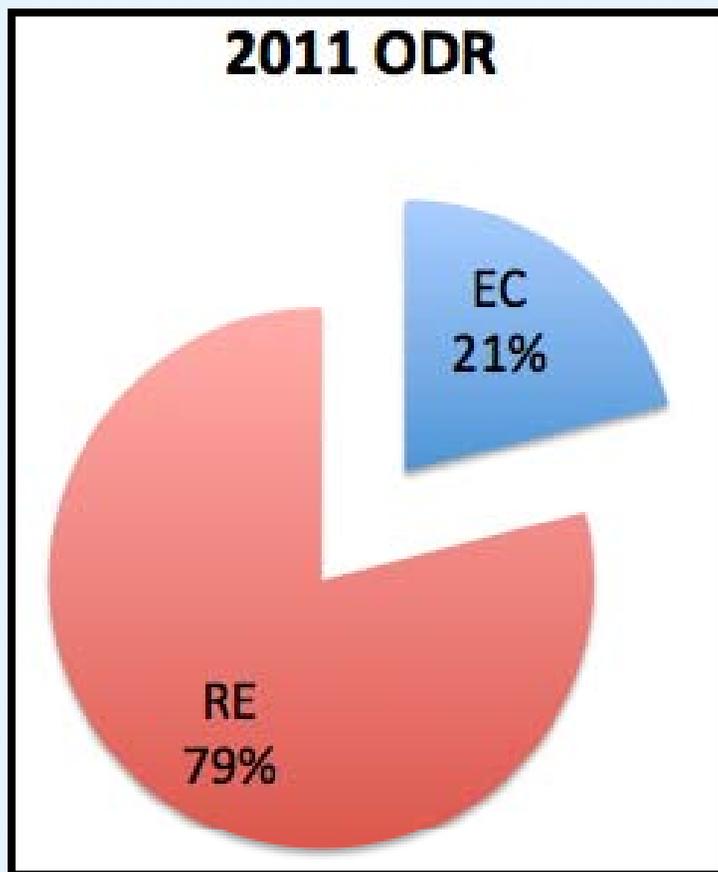
86 / 13 / 1

**PBIS**

80 / 15 / 5

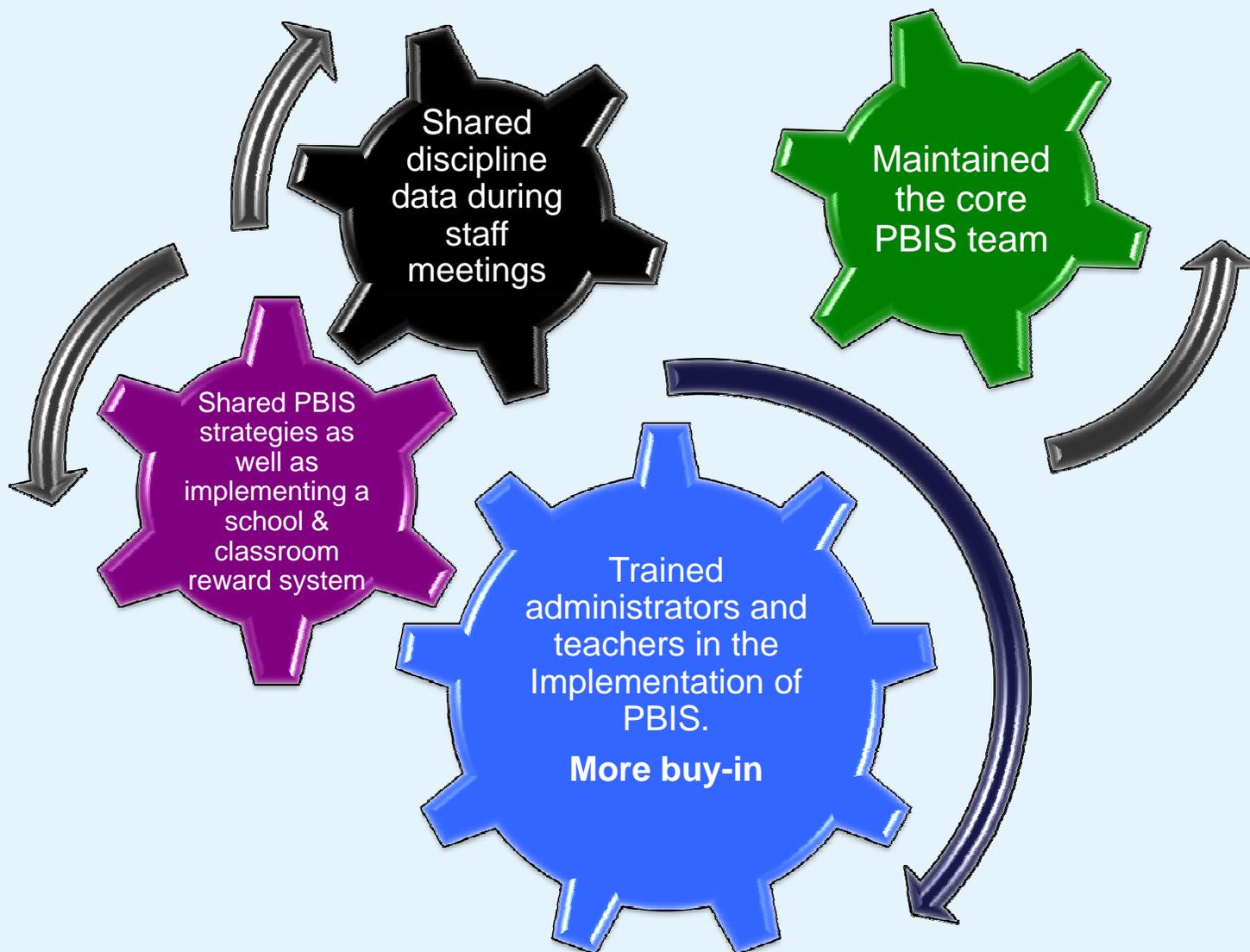


## EC vs. Reg. Ed % Decrease in Office Discipline Referrals (ODR)





## Steps To Success





# 1. Training



Visit LEA's that were implementing PBIS, focusing on high schools

Online training

During planning periods once a month for a semester

Two full days with PBIS state trainers (PBIS team)





# Teachers: 2011-2012 Round Robin

Hoke County High School



### Training

Dates	Who	Make up days
Aug. 10,17 (PPATs)	Mr. Walworth Mr. Corral Mr. Jacobs	Aug. 10,17 (AS) Aug. 20 (Saturday) PBIS Team
Oct. 19 (PPATs) Follow-up	Mr. Walworth Mr. Corral Mr. Jacobs	Oct. 19 (AS)
Feb. 22 (PPATs)	Mr. Walworth Mr. Corral Mr. Jacobs	Feb. 22 Feb. 25 (Sat) PBIS Team

Module 1

\*AS= After school

### Time line

Dates	Who	Expected Outcome
Aug.5 - 11	Teacher and students	Matrix, classroom expectations & incentives posted
Aug. 12	PBIS team	Feedback after walkthroughs
Oct. 14	Faculty and staff	Module 1 completed
Feb. 25	Faculty and Staff	Follow-up
Apr. 20	Faculty and Staff	PBIS Evaluation 1 <sup>st</sup> year



# PBIS Matrix

Hoke County High School



Hoke County High School

## Positive Behavior Intervention & Support (PBIS) *School Wide Behavior Expectations Matrix*

Expectations	Classroom	Hallway	Cafeteria	Bathroom	Assemblies	Parking Lot	Gym	Bus
<b>Be respectful.</b>	Address staff and peers with respect.	Keep your hands to yourself.	Practice good manners.	Keep restrooms clean.	Enter/Exit quietly.	Promptly enter and exit premises.	Use equipment properly.	Remain seated at all times.
<b>Use good judgment.</b>	Do your own work.	Use indoor voice.	Use appropriate classroom etiquette.	Throw trash in trash cans.	Remain silent and be a good listener.	Pay attention to others.	Share equipment.	Listen to bus driver's instructions.
<b>Contribute to a positive school environment.</b>	Listen and follow directions.	Keep to the right and give others space	Clean up after yourself.	This is a smoke free/drug free environment.	Sit quietly and respect the space of others.	Follow traffic laws and rules.	Take proper care of equipment.	Keep bus clean.
<b>Keep high expectations.</b>	Always have your materials ready.	Be courteous to others.	Use quiet indoor voice.	Use bathroom for intended purposes.	Give appropriate applause.	Use Seatbelts at All Times	Follow game rules.	Follow bus rules and procedures.
<b>Stay focused.</b>	Focus on learning.	Focus on moving quickly.	Focus on eating.	Focus on cleanliness.	Focus on listening.	Focus on traffic.	Focus on safety.	Focus on your own and others' safety.



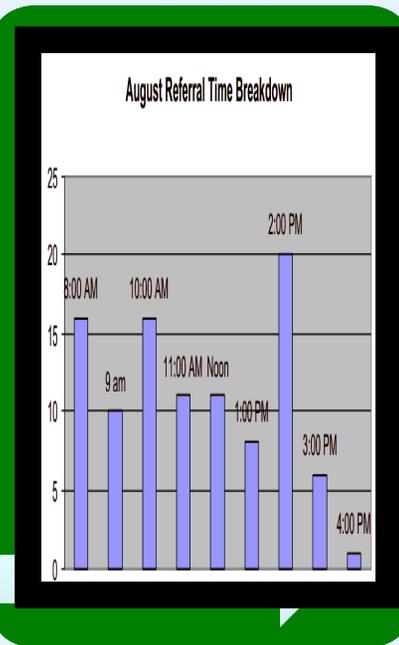
## 2. Share Data



5-10 min.  
per staff  
meeting

Pyramid

Incidents  
by  
description  
location, &  
time



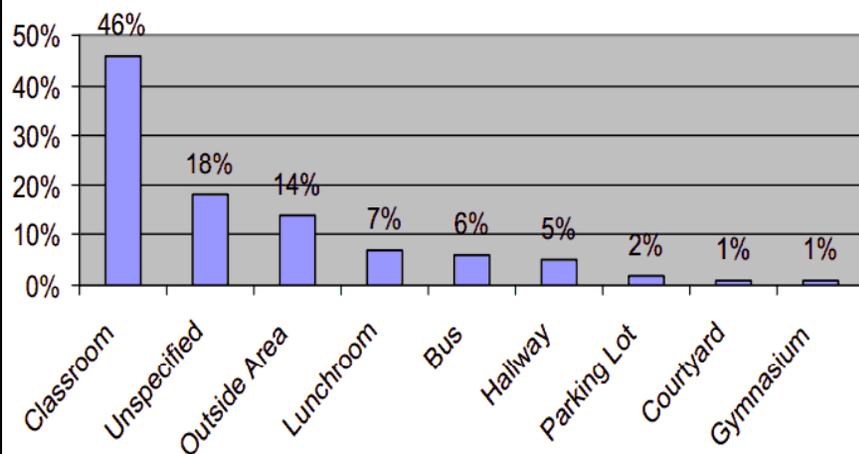


# Monthly Reports

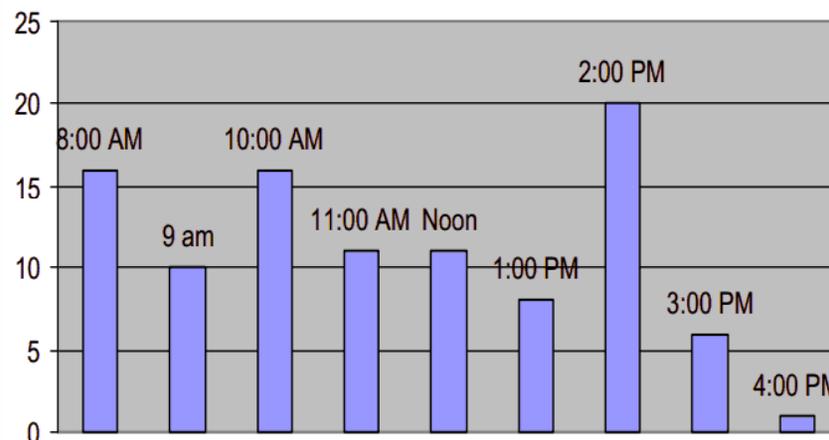
Hoke County High School



### August Referral Location



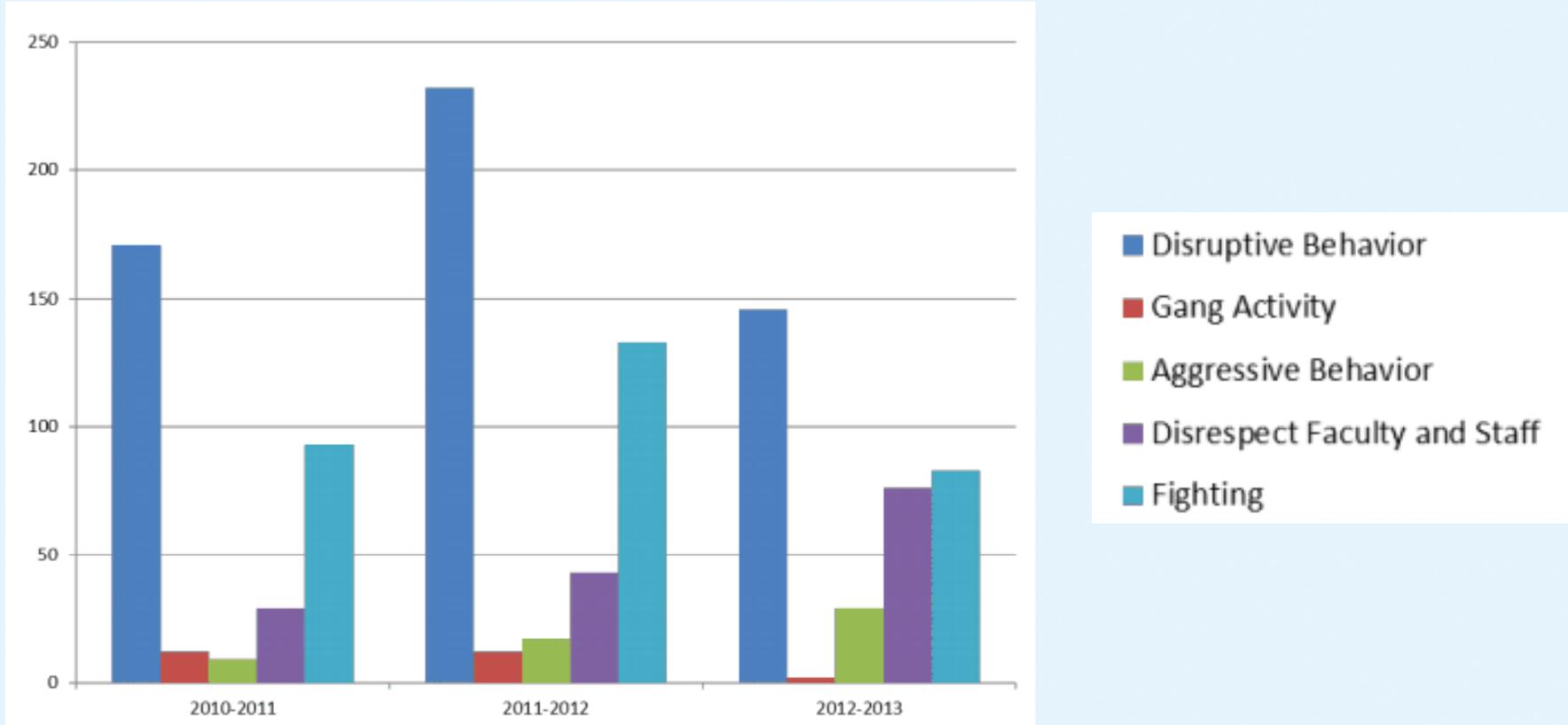
### August Referral Time Breakdown





# Aggressive Incidents Data

Hoke County High School





# Staff Buy-In



Buy-in	From	To	2014 Expectation
Administrators	16% in 2009	100% in 2013	100%
Teachers	13% in 2010	50% in 2013	70%



# ADVERTISE SUCCESS



STUDENTS OF THE MONTH  
STAFF MEMBERS OF THE MONTH  
COMMUNITY MEMBERS OF THE MONTH





# Share Strategies To Intervention



Employing technology to keep students' attention.

- ✧ Relationships
- ✧ Bouncing
- ✧ Proximity Control
- ✧ Pre-Corrects
- ✧ Area J
- ✧ Active Supervision vs. Monitoring



# School Wide Incentives

Hoke County High School



*Instant Recognition*



*Free Meals for Staff Member of the Month (STOM) at Mi Casita*



*Celebrations: Fall & Spring*



*Recognitions: Student of the Month (SOM) & (STOM)*



# School and Classroom Reward System



## Very Important Student Access (VISA) Card



Thank you  
Triton High  
School



# 4. Maintaining Core PBIS Team





IMPROVING SCHOOL  
CULTURE THROUGH  
POSITIVE PROBLEM  
SOLVING





## IMPROVING SCHOOL CULTURE THROUGH POSITIVE PROBLEM SOLVING

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# Sources



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- [wisegeek.org](http://wisegeek.org)
- [onlinelibrary.wiley.com](http://onlinelibrary.wiley.com)