



64TH CONFERENCE ON EXCEPTIONAL CHILDREN

WORKING TOGETHER TO ACHIEVE STUDENT SUCCESS

Session #47

Making School-wide Improvements Through the Use of PBIS

Presenters: Brian Hill and Zach Morrow

PUBLIC SCHOOLS OF NORTH CAROLINA
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Introduction

- Gamewell Middle School is a rural school nestled in the foothills of Western North Carolina near Lenoir. We serve students from the Gamewell community, Cahjans Mtn. community, and parts of Lenoir, NC





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Our Students

- We serve a diverse population of 629 students. Our school is a Title I school with more than 80% Free and Reduced Lunch
- We have the most diverse population of students of any school in our county with the majority being white (68%) followed by our Hispanic (17%), African-American (9%), Multiracial (6%), and Asian populations (less than 1%)
- We also provide services to students who have differing educational levels including inclusion courses, AIG classes, and classes for students who need more specialized services



Why did we choose to become a PBIS School?

- Disciplinary issues were a major problem
- Academic scores were low
- School climate and atmosphere needed significant improvements
- Lack of consistency in dealing with discipline
- Turnover rates for teachers was high

What has the PBIS program done for Gamewell Middle School?

- Provided students with consistent rules
- Decrease time administrators have to spend with excessive referrals
- Helped us to develop a safer, more pleasant climate to work and learn in
- Provided parents with clear expectations and rules
- Decreased our total number of referrals and students in ISS/OSS
- Helped us to increase our test scores on EOG's for five straight years before state re-norming
- Allowed us to receive positive recognition for lowering discipline and raising academic achievement for six consecutive school years with four years being exemplar level recognition

PBIS Around GMS

- If you walk around GMS, you will see many posters and signs that serve as reminders of the expectations that we have for our students

More signs for our students.



Awards for GMS's PBIS program



Unique Features of our PBIS program

- Beginning and mid-year trainings
- Breakfast in the classroom
- Google docs system
- Student consequence grid
- Check-in/Check-out
- School store ran by CIS program
- Holiday drawings
- Active administration and county support

Expectations Around the School

- **BRAVE Acronym**
- B - Be Responsible
- R - Respect
- A - Achieve
- V - Value
- E - Excel



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BEHAVIOR MATRIX



- Our behavior matrix was developed at the module 1 training in August 2007.
- We developed the matrix based on information that we had gathered by surveying our staff on the major problems that they noticed within our school.
- We focused on key the areas where most behavioral problems occurred then we clarified the types of behaviors that we wanted our students to exhibit.
- Copies of the Behavioral Matrix are displayed in all classrooms and throughout the whole school as reminders of what is expected of our students
- Lesson plans were developed by our PBIS committee for each area so teachers can teach desired behavior at the start of the school year

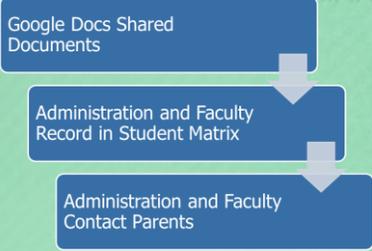
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Behavior Matrix

Expectations	Cafeteria	Movement	Classroom	Rest Rooms	Bus	Assemblies
Be Responsible	Have lunch number ready Maintain inside voice	Stay to the right Walk directly to appropriate destination	Have all materials needed for class Use a calm voice and appropriate body language and always raise your hand before speaking	Use facilities properly Treat doors, partitions, and sinks with care	Be at bus stop on time	Act appropriately to be a role model to others
Respect	Keep hands and feet to yourself Be polite to all Cafeteria staff and teachers	Walk quietly so others can continue to learn	Follow adult directions the first time Treat others as you would like to be treated Be honest	Allow the privacy of others	Follow driver directions and speak nicely	Applaud appropriately to show appreciation
Achieve	Follow directions and procedures	Follow directions and procedures without reminders Skirt during all practice drills	Listen with eyes and ears Give your best effort and make good choices Be aware of raised hand for silent queue	Flush toilet Wash hands	Go directly to your bus after school and promptly find your seat.	Remain seated and quiet Be alert for signal to be silent
Value	Keep lunch area clean	Keep all areas free of trash and litter	Keep track of your belongings Value the property of others	Report any vandalism	Report any vandalism to your driver	Be an active listener. Keep eyes and ears on presenters
Excel	Only one trip through lunch line Work toward "Free Seating Friday"	Be a role model to others Arrive on time	Set goals to make better grades	Complete task in a timely manner Use only at teacher appointed times	Keep bus clean	Appropriate behavior leads to more assemblies

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THE UNIQUE PBIS TEAM COMMUNICATION TECHNIQUE



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    graph TD
      A[Google Docs Shared Documents] --> B[Administration and Faculty Record in Student Matrix]
      B --> C[Administration and Faculty Contact Parents]
    
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PBIS COMMUNICATION TOOLS

- Every student has a consequence grid that is accessed by any teacher or staff member in the school through Google.docs
- All teachers have the same expectations and consequences for each student = consistency in discipline.
- With consistency comes increased time on-task for students in the classroom = teachers work together
- Teachers are trained on this system at the start of the year and they can email parents/guardians a students consequence grid at any time during the school year

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Student Consequence Grid

- We developed the student consequence grid as a tool to develop **consistency** in student discipline in our school
- Students are given this sheet at the start of school so they know what behaviors will earn them a mark
- The matrix is not meant to be punitive! It's not a threat.
- Positive activities are rewarded with brave tickets while negative activities earn students a mark on their grid
- Every 9 weeks the number of marks starts at zero so students have an opportunity to correct behaviors that they were marked for in the previous 9 weeks
- Students can earn marks straight across the grid regardless of the offense. After each mark it is the teacher's responsibility to enforce the consequence (ex: parent contact or after school detention) and to make sure that the system works correctly
- 9 total marks results in a discipline referral
- Team revises consequence grid yearly based on staff input and data analysis
- https://docs.google.com/a/caldwellschools.com/spreadsheet/ccc?key=0AvmnJ2oXU-JidGFNOXktR0o1NGIBRE9tamFQN2RDN3c&usp=drive_web&gid=139

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Student Consequence Grids

Name: _____

	Verbal Warning	Verbal Warning	Student Conference	Short Lunch	Short Lunch	Call Parent/ Behavior Packet	After-school Detention	Parent Contact	Referral
Term 1									
Infraction category	Choose One	Choose One	Choose One	Choose One	Choose One	Choose One	Choose One	Choose One	Choose One
Consequence detail									
Term 2									
Infraction category	Choose One	Choose One	Out of seat	Choose One	Choose One	Choose One	Choose One	Choose One	Choose One
Consequence detail									
Term 3									
Infraction category	Choose One	Choose One	Choose One	Choose One	Choose One	Choose One	Choose One	Choose One	Choose One
Consequence detail									
Term 4									
Infraction category	Choose One	Choose One	Choose One	Choose One	Choose One	Choose One	Choose One	Choose One	Choose One
Consequence detail									
	Keep seat and at day	Send to office							
Call Phone	Yes?	Yes?							
CPST referral									
3 B sheet									
Tertiary interventions									

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After School Detention

Student Name _____
 Date _____
 Hour _____
 Teacher _____
 Detention Date _____
 Offense _____

Missing Assignments/Work
 Math _____
 Lang. Arts _____
 Soc. Studies _____
 Science _____

I am aware that my child has been assigned an After School Session for the date listed above. I understand that my child must be in the session area by 3:15 or they will be considered a NO SHOW and will receive a discipline referral if they are not there at that time. I also know that they must bring pencil, paper, and assignments to the After School Session and that I must be at the school by 4:30 to pick them up on the day of the After School Session.

Parent's Signature _____ Date _____

Telephone number to be reached after 4:30 _____

I agree to show up and participate in the After School Session on the date listed above.

Student's Signature _____ Date _____

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Breakfast in the Classroom

- Increased breakfast served to students (~x2)
- Cut down on discipline issues in high traffic areas



Data

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PBIS DATA



- The In-School Suspension (ISS) coordinator inputs data into the SWIS system on a daily basis.
- The PBIS Chairperson disaggregates data and presents it to both the PBIS team at their monthly meeting and at the monthly faculty meeting.
- Data is used to pinpoint time of day, location, and types of infractions for teacher and administrative use in correcting problem areas and times.
- Data is used to refer students for Secondary Interventions.

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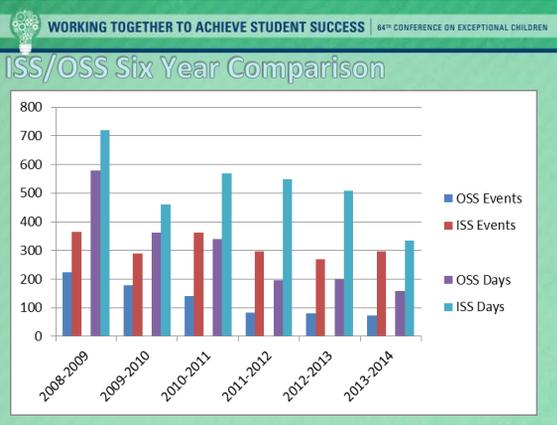
WHAT DOES THE DATA SHOW?

- OSS and/or ISS rates have decreased for 6 straight years
- EOG test scores improved for five straight years, went down due to state testing, then increased again last year
- The school climate has improved
- Total number of referrals has decreased in all but one school year since implementation
- Students are spending more time in the classroom
- Administration is having to spend less time dealing with behavioral problems
- Attendance rates have increased or stayed at the same level
- 2012-2013 we had 87.85% with 0 or 1 referral, 9.62% have 2-5 referrals, and 2.52% that have 6 or more referrals
- 2013-2014 we had 85.37% with 0 or 1 referral, 11.29% have 2-5 referrals, and 3.34% have 6 or more referrals

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ISS/OSS information

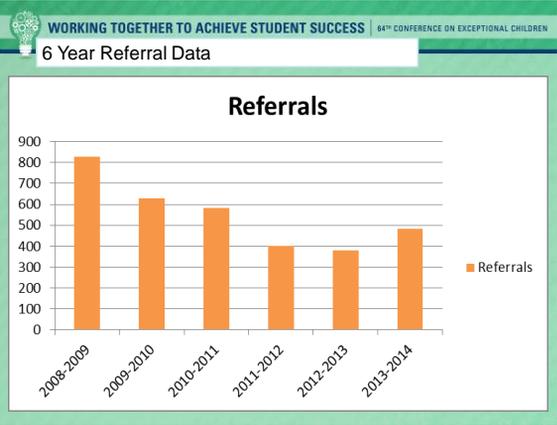
- Through the use of our PBIS program Gamewell Middle School saw a decrease in the number of days of out of school suspension. 2012-2013 students were out of school for 197.5 days and last year the number was 159. This lead to us saving 289 hours of classroom time for our students!
- Over the last three years we have saved over 5000 hours of class time for students through the use of PBIS
- Gamewell Middle also saw a decrease in the number of events that involved OSS by 8 events. We saw a decrease in ISS events by 26 and we decreased our number of days of ISS by 174-25. This lead to our students being in their regular classrooms for over 1306 hours.

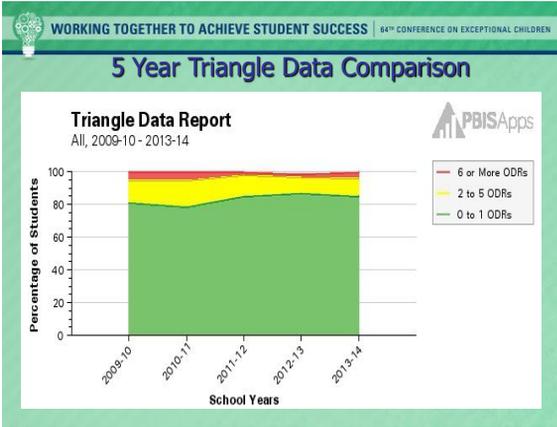


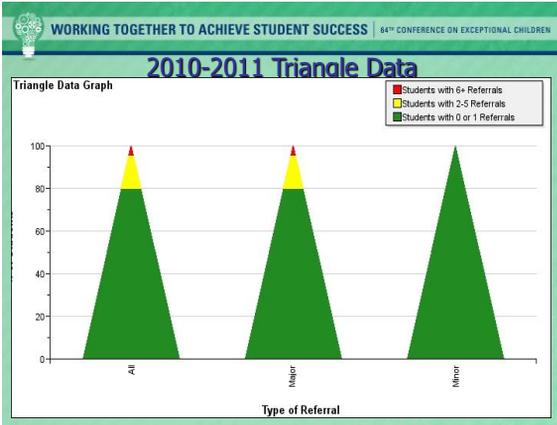
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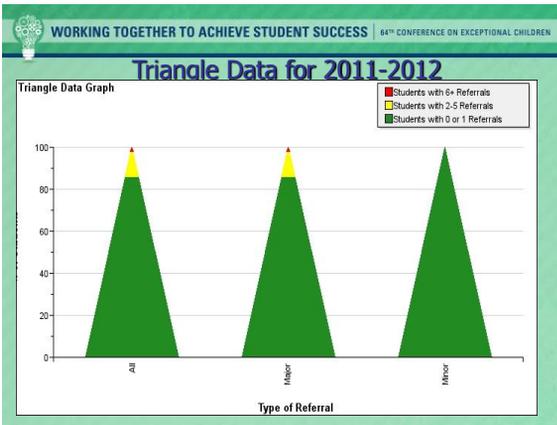
Referral Data

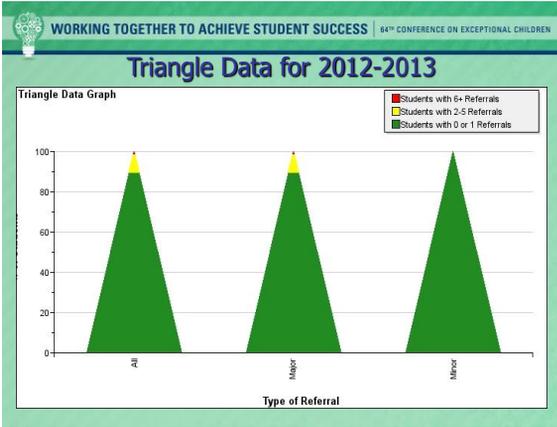
- Gamewell Middle school saw a decrease in the amount of referrals from 2010-2011 school year to 2011-2012 school year by **178** referrals
- Resulting in our principals saving **3560** minutes that they would have normally spend dealing with these referrals (Time based on 20 minutes per referral)
- Over the last three years because of a decrease in referrals our principals have saved **8540** minutes of time that they would have otherwise had to deal with referrals
- This translates to our administrators saving **142.3** hours of time or approximately **18** days (based on 8 hour workdays)

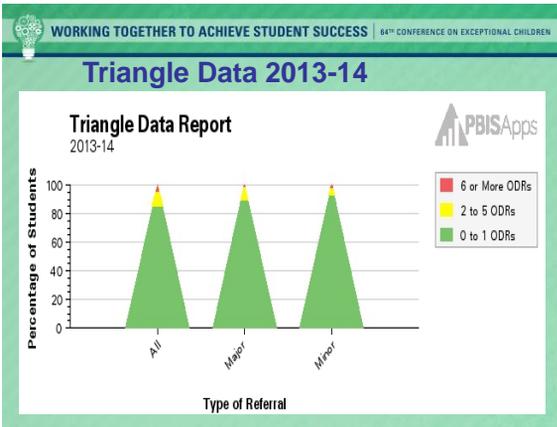








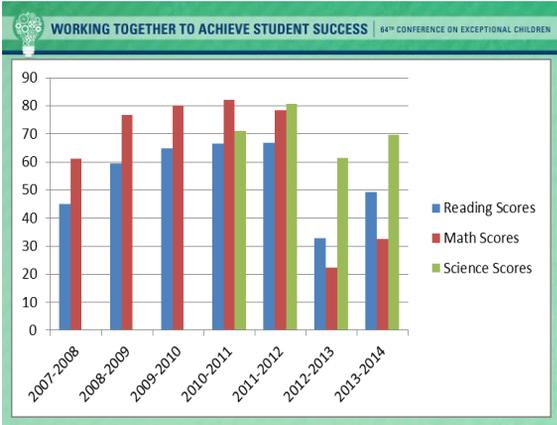




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Academic Achievement

- Through the use of our PBIS program we have also seen a positive increase in our students scores on EOG tests
- 2007-2008 Students at or above grade level: Reading 44.9 Math 61.1
- 2008-2009 Students at or above grade level: Reading 59.5 Math 76.8
- 2009-2010 Students at or above grade level: Reading 64.9 Math 80.23
- 2010-2011 Students at or above grade level: Reading 66.4, Math 81.98 Science 71.1
- 2011-2012 Students at or above grade level: Reading 66.94 Math 78.42 and our Science EOG scores were 80.28 percent
- 2012-2013 Due to the new state tests our schools' scores went down like most of the other schools in the state: Reading 32.9% Math 22.3% Science 61.4%
- 2013-2014 Students at or above grade level: Reading 49.34 Math 32.68 and Science EOG scores increased to 69.61 which enabled us to exceed expected growth



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Secondary Level

- Students at risk for more serious problem behavior and need a little more support
- Targeted group or individual plan (Check In/Check Out, Social Skills Group, etc.)
- Plan is based on behaviors and is evaluated on a regular basis by the Student Support Team (SST)
- School wide student concern list

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Check In/Check Out (CICO)

- Students problem behaviors are identified and goals are formulated
- Student identifies a mentor to check in/out with each day
- Progress is monitored by Be A Better Brave sheet
- Progress is monitored and outcomes evaluated by Student Support Team (Teacher, Administrator, Social Worker, Counselor, and Nurse)

Swimming Reward Trip



Reward System

- Brave Tickets are given on a daily basis by each staff member
- Students choose to either enter tickets in mid year and end of the year drawings, purchase items from the PBIS Store, which is ran by our Communities in Schools class, purchase free seating during lunch, or students with no marks for a two week period receive 20-25 minutes of free social time on Friday morning
- Students receiving no marks on their consequence grids for each 9-weeks can participate in field trips, dances, free athletic event tickets, and earn free social time
- All students who received no marks last year were given a certificate on awards day, and were invited to attend a swimming field trip/cookout
- This year we plan to take our students to Hickory Crawdads game and recognize them on awards day
- We have joined with the School-wide Rewards committee this year to recognize good behavior and reward students who are turning in their work

PBIS Reward Trip Cont.



Hickory Crawdads Reward Trip





Awards Day



CHRISTMAS DRAWING



- Each December Gamewell Middle School gets a visit from Santa Claus during our Christmas drawing. Santa brings many prizes for the students to try and win through ticket drawings during his visit.



PBIS Student/Teacher Basketball Game

- Teachers and students participated in a basketball game for to support our school and PBIS program.
- We had outstanding sportsmanship displayed and great community support.



Contact Information

- bhill@caldwellschools.com
- zmorrow@caldwellschools.com
- Call 754-6204 ext. 279 for Mr. Hill and ext. 239 for Mr. Morrow
