



**PBIS  
SUCCESS**  
Next Exit

## **PBIS District Leadership Team**

How to get your district to arrive at effectiveness

Start



On the Road



Current Stop



Final  
Destination

# Introductions and Background



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Director of Student Discipline  
Fulton County Schools  
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Start

The flowchart is set against a background of a road stretching into the distance under a blue sky. It consists of four rectangular boxes connected by downward-pointing arrows. The first box is red and labeled 'Start'. The second box is orange and labeled 'On the Road'. The third box is grey and labeled 'Current Stop'. The fourth box is green and labeled 'Final Destination'.



On the Road



Current Stop



Final  
Destination

# Objectives

- Participants will take a journey through one district's experience
- Participants will learn about key elements to having success with a DLT
- Participant will leave with key next steps for successful DLT implementation

**Click your seatbelts and let's get ready to ride!!**

# Road travelled

Start



On the Road



Current Stop



Final Destination

Start



On the Road



Current Stop



Final Destination

Where FCS started on the PBIS journey

Stops along the way

Where we currently stand

District goal for PBIS framework



# Where we started

Start



On the Road



Current Stop

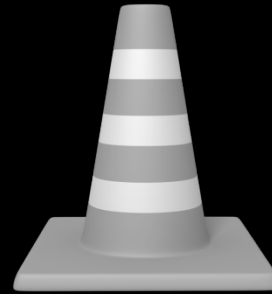


Final Destination



## Resources

- Personnel
- Funding for start ups and signage
- District Leadership Team was nonexistent



## Awareness

- Schools did not know what the framework was
- Impact was not fully understood
- Stigma: for schools with discipline issue



## Lack of Direction

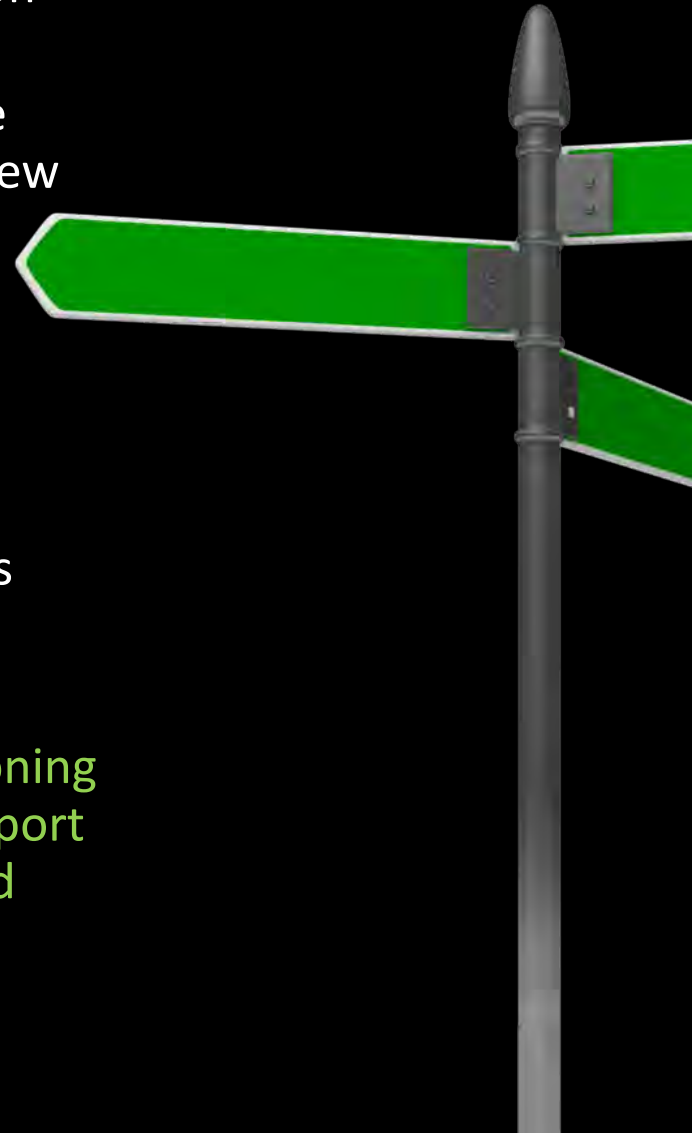
- Schools and Leadership did not fully understand the frameworks purpose and best practices
- Support was lacking



# On the Road

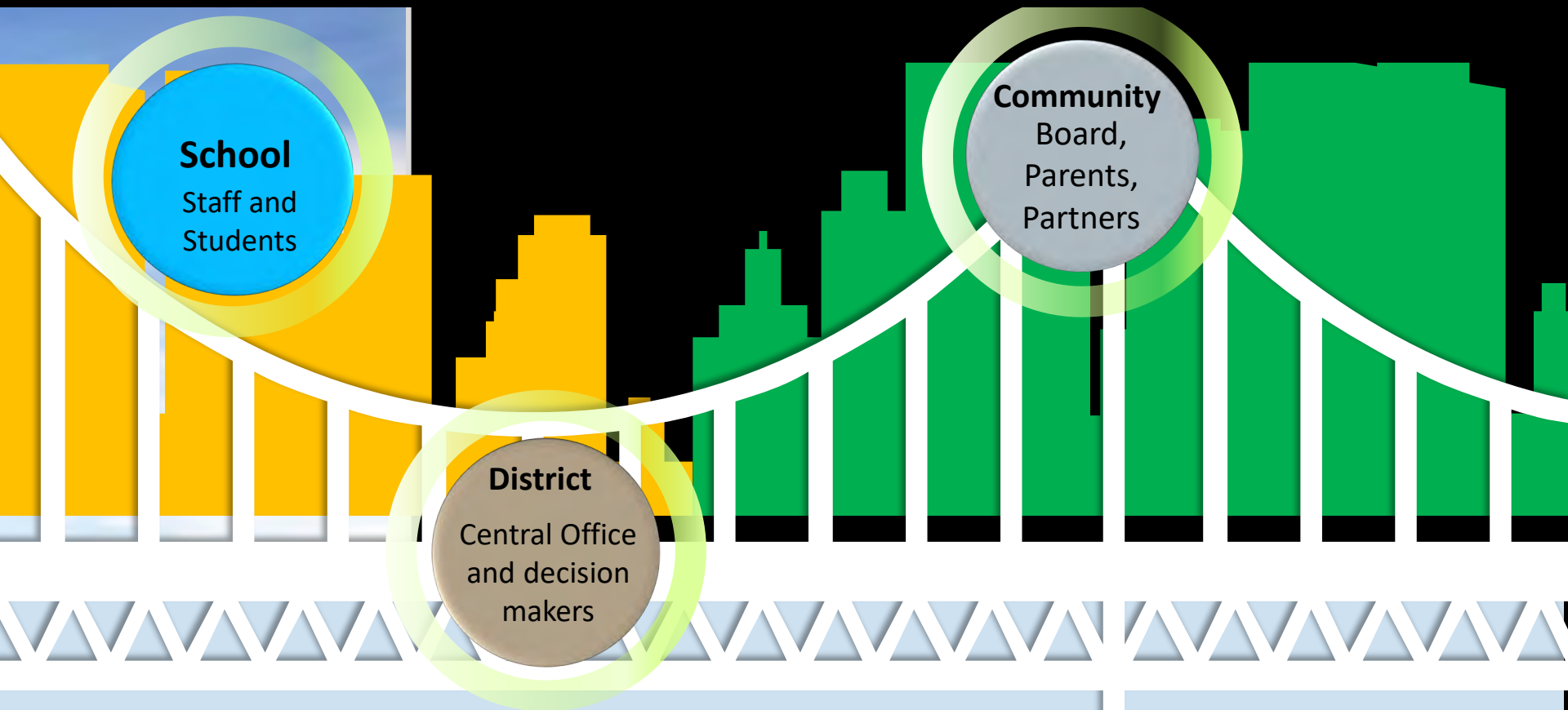
- More schools were coming on board
- The district began to provide fiscal support that created new expectations
- Schools needed more direct coaching and support
- The lack of DLT impeded movement at a district level
- Sustainability of coaches was difficult

What was needed was a functioning District Leadership Team to support the work at the district level and trickle down to the local level





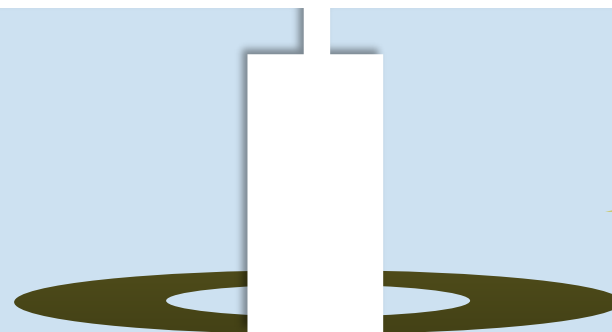
# On the Road and Connecting the Dots



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**We needed to connect the dots to bridge School, District, and community**

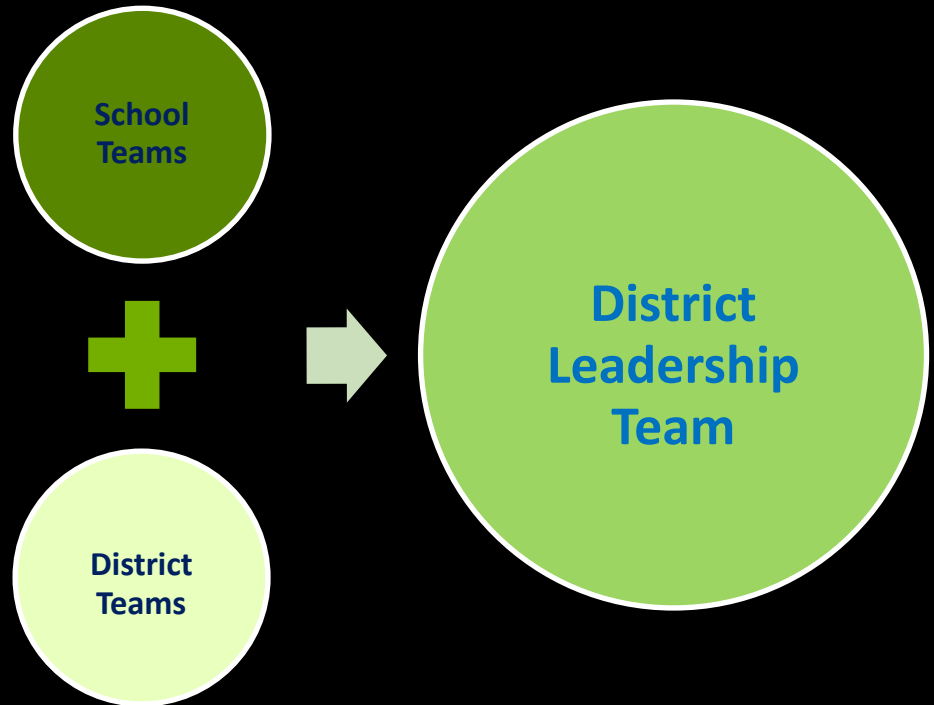
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## Who are the Influencers and Champions?

- We needed to bring champions who were successfully doing the work at the table.
- We needed Influential leaders who could make decisions at the district level





# Who do we call on and areas we need to address

Start



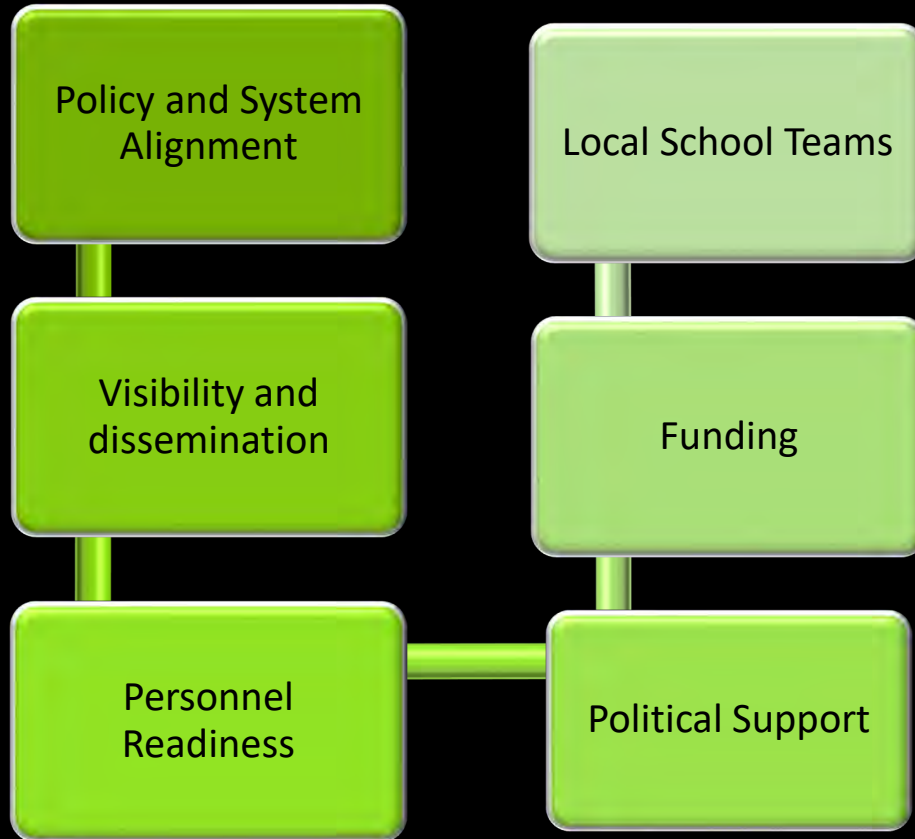
On the Road



Current Stop



Final Destination



An Effective District Leadership Team

# What this looked like for our District

Start



On the Road



Current Stop



Final Destination

We personally invited Leaders that impacted and make decisions for each of these areas

We asked them to commit to the work

We showed them valued their time by creating actual work session and provided them with a deliverable:

**FCS DISTRICT ACTION PLAN**

Area Executive Directors

Communication and Transportation

Principals and Support Services Leaders (SEC, CPSW)

School team leads who are doing the work well

Title 1

Assistant Superintendent for Support Services

The FCS District Leadership Team

# A tale of two DLTs



## Before the journey:

- Meetings were pulled together last minute with no real purpose and solely for state compliance
- Meeting purpose and expectations were unclear
- Role of the team members unknown
- Meetings were not data driven
- Meetings were sit and get
- Meetings were not Solution driven
- The wrong people were at the table

## After creating the Effective DLT:

- Meetings are prescheduled way in advance
- Hold tight and commitment from members
- Work Session Format
- Norms and Expectations set
- Follow up and Action plan provide to all
- Team is always updated on Status of action items
- Meetings are data driven
- Awareness and support has increased tremendously creating buy-in
- Effective decision making We have a Dream Team!
- Prescheduled twice a year
- Work is aligned with the PBIS Blueprint
- We have increased fidelity of implementation
- We have collective commitments from the team
- Data driven decision making
- Solution focused

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graph TD; Start[Start] --> OnTheRoad[On the Road]; OnTheRoad --> CurrentStop[Current Stop]; CurrentStop --> FinalDestination[Final Destination];
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Start

On the Road

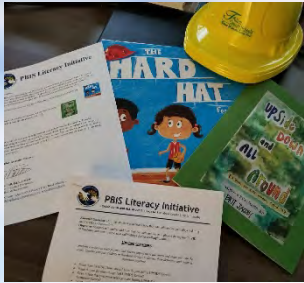
Current Stop

Final  
Destination

# Results

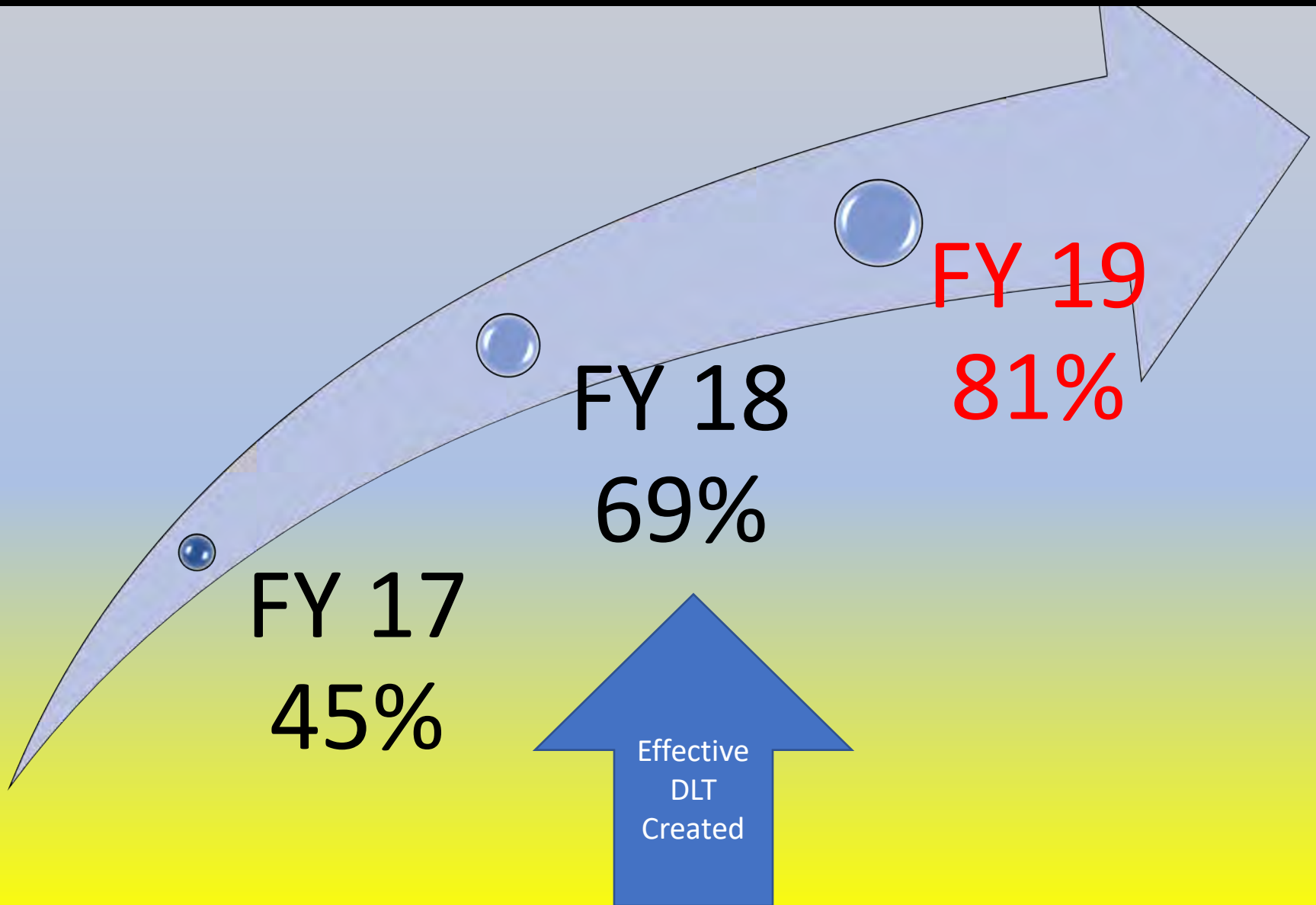
- Created buy-in from the district level
- Schools began to take the frameworks seriously and become more committed
- Attendance at Coaches meetings increased
- Tiered support and Coaching improved
- Increased funding/ Supplements for coaches
- Structured work sessions and commitments
- Data Driven and Shared decision-making process
- School Climate and Culture positively impacted
- Continued decrease in discipline referrals
- Increased funding- PBIS Coach Supplements
- Has become the norm- Universal Remote Handbook
- Now a part of the Districts Strategic Plan

# SUCCESSSES



- **Funding (Leveraged grant funds)**
  - 31 schools received grant for PBIS Rewards
  - \$2000 dollar supplement for every single PBIS coach
- **Visibility and dissemination-** Signage, Twitter, Teams Site
- **Policy and System** – Is a part of District's Strategic Plan and all areas support the work, Bussy Bee Transportation PBIS program
- **Political Support-** Board members acknowledgment and engagement
- **Personnel-** Money to pay for Subs and commitment by local schools to release employees
- **Local Schools:** All school will be PBIS schools by 2021

# Since we started our Journey: Improvements in Fidelity



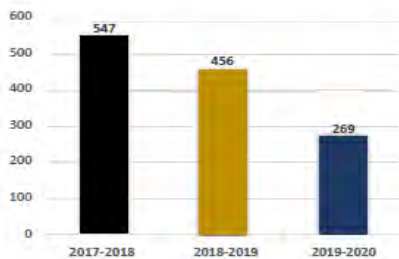


# So Proud!!!!

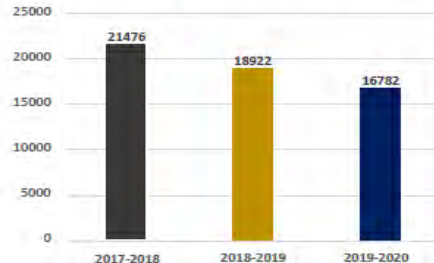
## Fulton County Schools: 2019-2020 Discipline Overview

Three Year Comparison (as of March 13th each year) of Discipline Hearing Referrals and Office Discipline Referrals (ODRs)

3- Year Comparison Hearing Referrals



3- Year ODRs Comparison



89 FCS Schools are  
PBIS State  
Recognized

FCS is home to 9  
schools with  
Distinguished level of  
implementation

94% of FCS Schools  
are implementing  
at emerging level  
or above



Parklano Elementary has been  
recognized by PBIS Rewards for  
their leadership and dedication  
to their students

Five esteemed leaders from  
Parklano were asked to be a part of  
a national webinar to share how to  
incorporate Check In/Check Out  
through PBIS rewards in virtual  
learning

## Short Term PEAK Interventions



208 students served with Short TermPeak

Approximately 9,000 hours of instructional time recouped

Approximately 375 instructional days recovered

More than 1 year of instructional time recaptured

## PEAK Academy (Alternative School)



- **294 students** served across 3 program sites in this year for Long Term/Expulsion Suspension
- **PEAK academy** has multiple parent, community and business leader engagement activities across the 3 program sites

## Professional Development Provided

- PBIS Coaching Sessions
- PBIS Tier 1
- PBIS Tier 2
- PBIS Classroom Modules
- Restorative Practice
- Restorative Practice for Leaders
- PBIS Rewards
- Discipline Dashboard
- Check and Connect
- Youth Mental Health First Aide
- Response Matters Discipline Training for School Leaders



Coming Soon: PPLD Pathway for Aspiring Leaders. Interested? Register in Frontline

"Everything rises and falls on leadership" (Maxwell, 1997). This Pathway will build your capacity and your skills as a leader to address the various needs of your students. Leaders will learn how to implement research (evidence based) strategies to address discipline in an equitable way. Leaders will build their knowledge on how to effectively support classroom management strategies and conduct thorough investigations.

Start



On the Road



Current Stop



Final  
Destination



## **Final Destination**

95% of our schools implementing at  
the distinguished level

# Strategic Goal

By the year 2022, 100% of our PBIS schools will be implementing the framework at the Operational level.

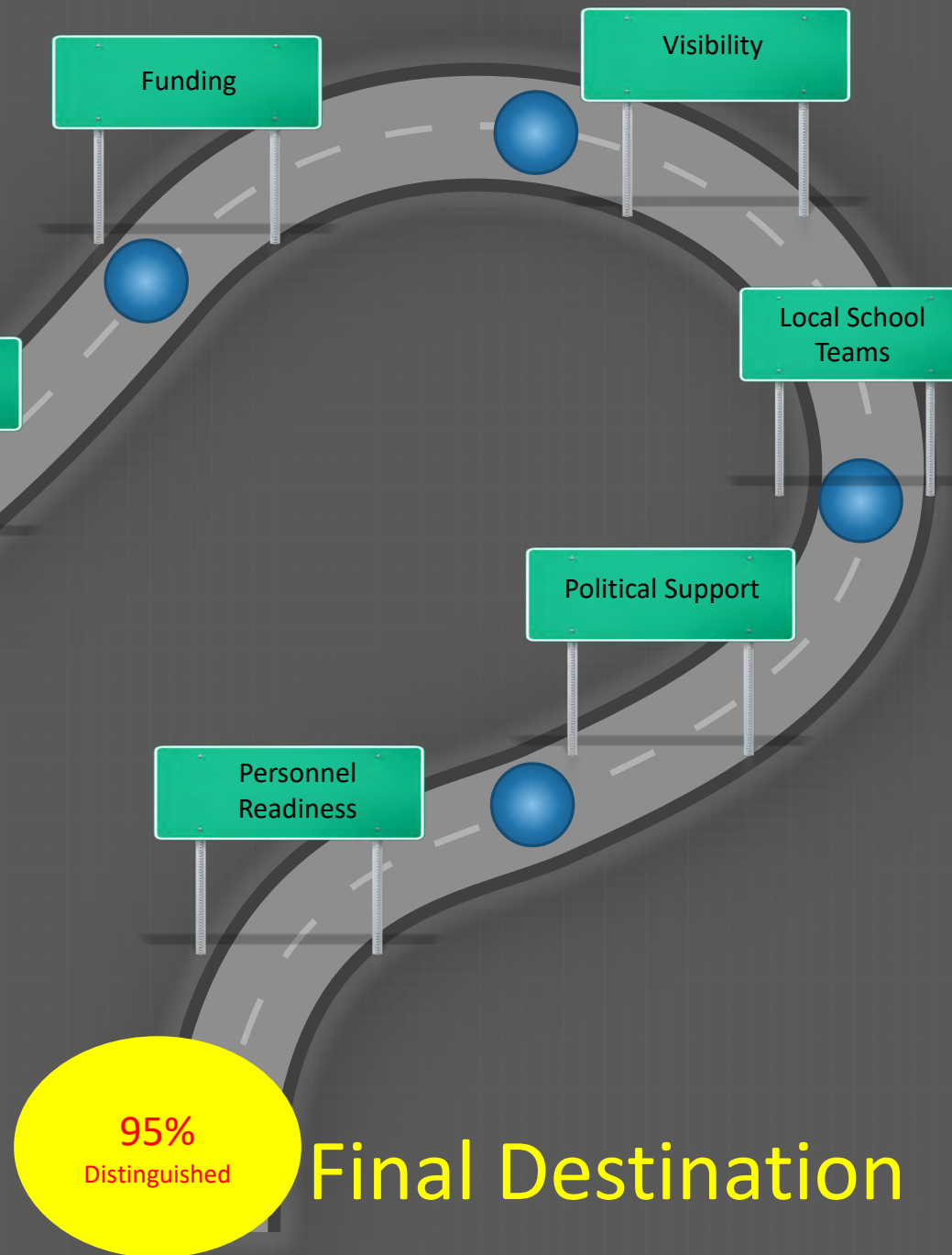
By the year 2022, 80% of all Fulton County PBIS Schools will score 80% on the Tiered Fidelity Inventory (TFI.)

# My District's Journey Activity

Start

## What you can do!

- Share the story and the data
- Let your leaders know you need their help to impact change
- Honor their time and suggestions
- Show them the impact that their decisions have made
- Be consistent with them





# PBIS DLT

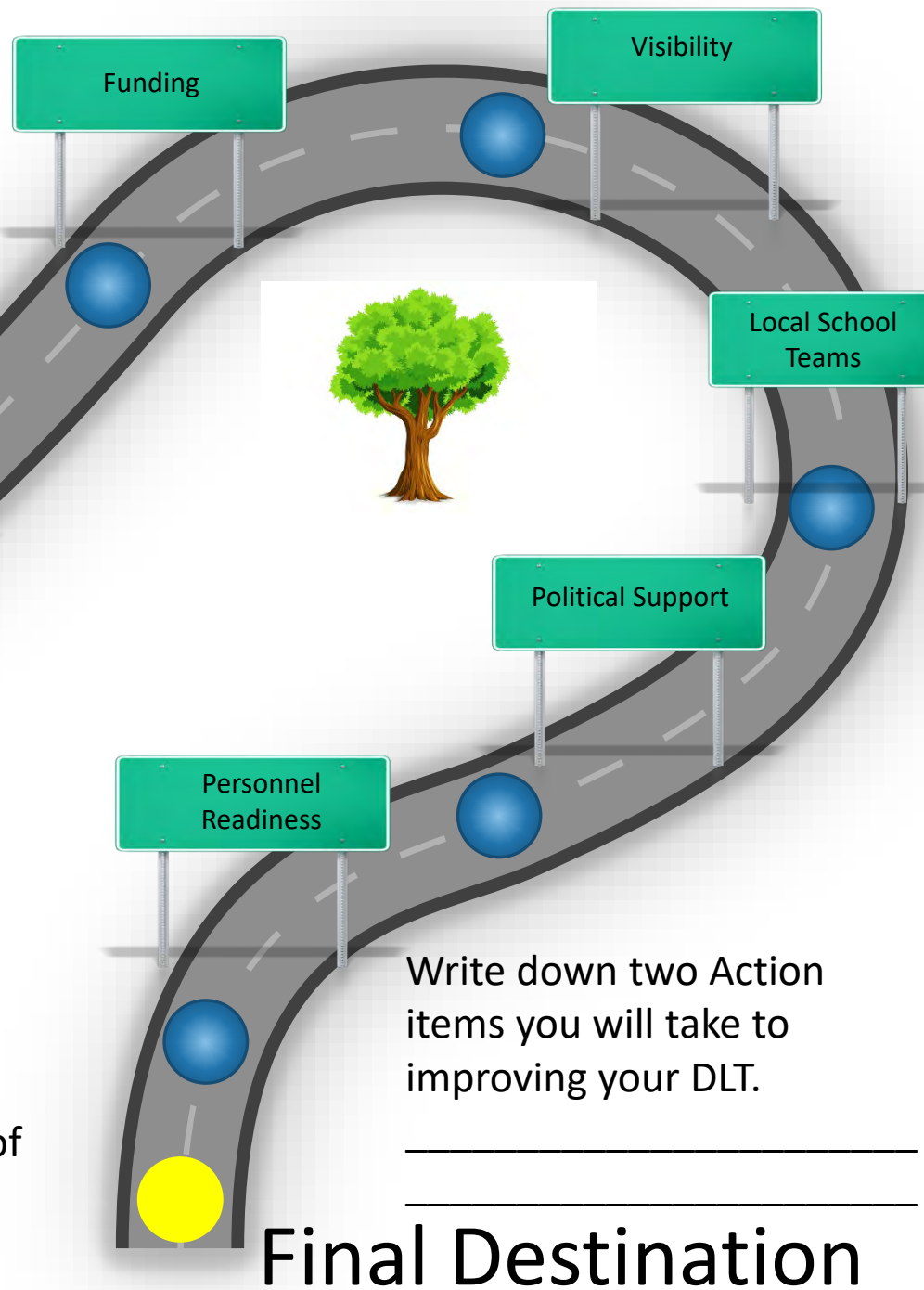
## Your journey Activity



Choose your car

## Start

1. On a scale of 1 to 5 (five being the best) how would you rate the effectiveness of your DLT? \_\_\_\_\_
2. Place a star next to the area your DLT is successful
3. Place an X next to the area that needs improvement
4. Identify the person at your table for each of the above areas. If you do not have a person who might it be?



Start



On the Road



Current Stop



Final  
Destination

# Questions? More Information?



**Contact Information**

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