



Rolling out PBIS Rewards with Transparency and Conviction

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Where We Began

Teacher Handbooks

Code
of Conduct

Grade Level
Expectations

6th
7th
8th



Where We Began

As in many districts and buildings, new initiatives derive from

- **change in personnel**
 - **feedback from surveys**
 - **ideas brought about through professional development opportunities**
 - **review of data and staff needs**
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Where We Began

Circa 2013

A Positive Behavior Interventions and Supports (PBIS) committee was formed and comprised of staff members at various grade levels.

A PBIS handbook for staff members was indoctrinated and used to inform and guide classroom and school-wide behaviors

Where We Began

Different grade levels necessitated different policies or expectations to accommodate their needs



Where We Began

6th

Steps System

7th

Bucks System

8th

Freebies System



What We Learned

- Opportunities for decision-making led to discrepancies among grade level teams
 - Difficulty for students to transition to new grade level policies
 - Difficulty for parents to interpret (three) different grade level policies
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Questions we Asked

- How can we deter the number of suspensions and school disciplinary issues?
 - How do we provide greater efficiency and transparency for building policies?
 - How do we enact collaboration and staff efficacy?
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Initiatives Sought

“Technology and tools are useful and powerful when they are your servant and not your master”

-- Stephen Covey

- Replaced our (traditional) paper detention forms with a Google Form where each staff member has access to the accommodating spreadsheet.





Getting Started

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- Among all others factors of starting a new academic year, how do we implement a school wide system that is seamless and efficient for all stakeholders?
 - How do we take a grassroots approach yet supportive for all staff?
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Getting Started

- **Allow staff the time and opportunity to become acquainted with the system before rolling it out to parents**
 - **Remain vigilant to ongoing professional development and troubleshooting**
 - **Ensure staff efficacy**
 - **Organic but supportive**
-

Getting Started

2nd
1st


Choose a point/expectation type below:

- 1-10 Number Scale: Select from 1-10 general points.
Points given will not have an expectation tied to them. Staff can award students any number of points.
- 1 Point per Expectation: Select 1 point, with each point being tied to an expectation.
Specify expectations your school will be rewarding points for, and staff will be able to reward students one point per expectation.
- 1-3 Points per Expectation: Select from 1-3 points, with each point value will be tied to an expectation.
Specify expectations your school will be rewarding points for, and staff will be able to reward students up to three points per expectation.


DISCREPANCIES IMPEDED OUR EFFICIENCY AND CURTAILED STAFF BUY-IN.

Getting Started



 Awarded Today: 0 Point Goal: 2

Reward Student

 **Jacob**
Current Balance: 65

1 2 3 **Respect**

1 2 3 **Responsibility**

1 2 3 **Trustworthy**

1 2 3 **Kind**

CLEAR

Comment (optional)

Characters Left: 150

1st



 Awarded Today: 0 Point Goal: 16

Reward Student

 Current Balance: 307

Viking Points

Viking Points

Viking Points

Viking Points

CLEAR

Comment (optional)

2nd

Getting Started

Send Staff Login

All Staff Selected Staff (Search below and add to queue)

SEND EMAIL

Email Address:

Password:

[Forgot Password](#)
[Setup New Account](#)

Remember me

SIGN IN

Or Sign In With:

AUTHORIZATION
CODE



CLASSLINK



CLEVER

Single Sign-on
allowed for more
efficient access

Pause and Reflect

Shift in Mindset and Culture

- Used a portion of our district PD day to reflect and discuss options
- Provided additional insight and training regarding PBIS Rewards





Pause and Reflect



PBIS
TRAINING

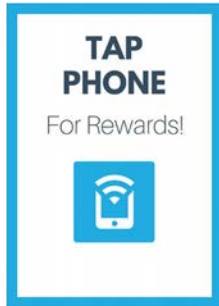
REGISTER TODAY!

PBIS Rewards
BOOTCAMP



- We allowed our grade level and team leaders to elicit feedback from staff on their needs regarding PBIS Rewards. **Strengths. Weaknesses. Solutions.**
 - Sent 4 staff members to attend PBIS Rewards BootCamp for additional training
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Continuing Staff Buy-In



- **Creating incentives for students and for staff**
- **Donations (parents/community)**
- **Reconsidering our pro bono offerings to students**
- **Alignment of grade level and school-wide events**
- **Fun Fridays**

Continuing Staff Buy-In



Begin Thinking Outside of the Box

- How do we promote a system while acquiring the interest and attention of students in 6th, 7th and 8th grade?
 - Who will be our advocates and support our school store with continued inventory?
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COVID-19



REMOTE



LEARNING

Summarizing Points

Analyze school expectations as aligned to your district's vision, mission and values

Look for opportunities that allow for seamless transparency

Assemble various stakeholders and meet regularly. Look for those who are vocal/leaders.

Look for ways to support your staff through continual professional development

Plan for quarterly events and look for ways to garner parental and community support



What We Learned

- **Meet regularly as a pulse check**
 - Organize a committee with various stakeholders

- **Allow transparency with staff.**
 - Communicate your vision, what is currently working, and where do we need support? Reconcile concerns with program objective

Where We Want to Be

- **Continue staff buy-in**
 - Celebrate successes and recognize staff

SCHOOL STORE

- **Parent App**
 - Encourage parents to download the parent app to monitor student points (and minor referrals)
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What We Learned

- **Implement in increments**
 - Begin with the basics
 - Support for mastery
 - Layers must align

CONTACT

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Where We Want to Be

- **Sponsorships**
 - Look for corporate sponsors, grants and community sponsorship(s) to aid funding
 - **Consistent with our culture**
 - CI/CO
 - Restorative Circles
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