PBIS @ WEST

West Middle School
Plymouth-Canton Community Schools

Presented By:
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Information About West Middle School

★ Located in Plymouth Township
★ 800 students in grades 6–8
★ 2 administrators, 2 counselors, and 45 full time teachers
★ Year 3 of implementing the PBIS program
★ Deeply committed to Restorative Practices
  ○ Alternatives to Suspension
  ○ Restorative Conferences
West Middle School Demographics

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>American Indian/Alaska Native</td>
<td>1.1 %</td>
</tr>
<tr>
<td>Asian/Far Eastern/Indian/Pakista</td>
<td>3.8 %</td>
</tr>
<tr>
<td>Black/African American</td>
<td>4.8 %</td>
</tr>
<tr>
<td>Hispanic</td>
<td>2.5 %</td>
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<tr>
<td>Native Hawaiian/Pacific Islander</td>
<td>0.2 %</td>
</tr>
<tr>
<td>White/European/Middle Eastern</td>
<td>87.5 %</td>
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West Middle School’s PBIS Team

★ 11 staff members
  ○ Administrators, Special Ed., EL, Gen. Ed, and Elective teachers
★ Meets on a monthly basis:
  ○ Analyzing behavior data and identifying “hot spots”
  ○ Brainstorming ideas regarding the PBIS program
  ○ Planning quarterly rewards
  ○ Providing input and suggestions for maintaining a positive school culture
★ Collecting feedback from staff using surveys
★ Provides professional development to teachers during staff meetings
SUPPORTING STUDENTS

★ Include a teaching component with each consequence

○ Reflection assignments/learning packets by Advantage Press (sample)

○ Applying Restorative Practices:
  ■ Respond to challenging behavior through authentic dialogue, coming to an understanding, and giving students the opportunity to make things right.
  ■ Rather than simply punishing offenders, restorative practices holds offenders accountable for their actions by involving them in face-to-face encounters with the people they have harmed.

○ Using Alternatives to Suspension
PBIS CLASS MEETINGS

★ 20 minute monthly meetings with the Assistant Principal to share behavior data, school tips, and advice with students
★ Meetings are held during Homeroom
★ Student expectations are reviewed by referring to the West PBIS Matrix Chart
  ○ Topics are sometimes different for each grade level
★ Collect feedback from students about the school environment: Participating in surveys and sharing ideas on improving West
Winners never quit, & quitters never win.

West Middle School
Behavior Expectations

- Walk at a safe pace
- Stay on the right side when walking
- Keep the flow of traffic moving
- Use appropriate language and volume
- Respect classes in session
- Use lockers appropriately
- Keep hands and feet to yourself
- Get to class on time

Creating an Environment for children to thrive

Welcome to West Middle School
Home of the Bulldogs!
PBIS cards are used at West to track minor infractions:

- Running
- Inappropriate Language
- Dress Code
- Unprepared for Class
- Disruptive Classroom Behavior
- Physical Contact (Pushing/Shoving)
- Tardy
- Insubordination
- Misuse of Property
- Cell Phone/Electronic Device

**PBIS CARDS**

**SUPERHEROES**
- Listen to Teachers and Classmates
- Always Try Your Best
- Respect Yourself and Others
- No Excuses!
Major Infractions

- Major Infractions have immediate responses/consequences.
- Students involved in any of these infractions are not able to participate in the PBIS rewards:
  - Fighting
  - Disrespecting an Adult
  - Forgery/Plagiarism (2nd offense)
  - Persistent Disobedience
  - Harassment/Bullying
  - Smoking/Drug Use
  - Vandalism
  - Theft
  - Weapons
Each quarter, students are given a perforated green sheet which includes three PBIS cards. The student’s name and grade is included on the cards. With the exception of lunch/recess, students carry their PBIS cards at all times. If a teacher needs to issue a PBIS card and a student does not have his/her green sheet, a red card will be issued. The student will need to turn in a green card to replace the red one. If students lose their sheet, it costs them a card to reprint. PBIS cards are tracked on a Google Sheet which is shared with the staff. Students are able to redeem their cards for prizes during the quarterly reward events.
What happens if all three cards are issued before the end of the quarter?

- Three green PBIS cards = Lunch or After School Detention & Learning Packet
- Red PBIS cards will then be issued if a student continues to make poor choices
  - Each time a student receives a red card, there will be a consequence
  - Before/After School Detention, Learning Packet, + Community Service
- Six Red PBIS cards = Behavior Contract, Parent Meeting, Community Service, and up to a One-Day Suspension
QUARTERLY REWARDS

• Students with remaining PBIS cards can redeem their cards each quarter and be rewarded!
• Some rewards include:
  • Special School Activities
  • Ice Cream Social
  • Staff & Student Talent Show
  • Pizza @ Lunch
  • “Minute to Win It” Games
  • Kona Ice Treat
  • School Carnival
  • Raffle Prizes
Pictures from one of our PBIS Events:

Students received hot chocolate and donuts. They had the opportunity to select several activities: open gym, karaoke, video games, board games, or watch a movie in the cafeteria.
CAUGHT YOU BEING AWESOME

- Staff members give out “Caught You Being Awesome” tickets when students are demonstrating random acts of kindness by helping others, stepping up to certain challenges, and/or going above and beyond in school.

- Students who receive these tickets will come down to the office to turn in their tickets and redeem a prize (school supplies, open gym passes, snacks, etc).

- Students who used all three of their PBIS cards but receive a “Caught You Being Awesome” ticket can turn in their ticket to receive an extra PBIS card.
  
  × This is a great motivator for Tier 2 & Tier 3 students.
At the end of each week, the “Caught You Being Awesome” tickets are entered in a weekly drawing for a $5 gift card, free lunch/treat from the cafeteria, or a free book.

One winner from each grade level is selected.

West also includes two staff members

Names are announced on the PA as our “Bulldogs of the Week.”
STAFF BUY IN

★ Implementation needs to be quick and easy
★ Support is constantly provided by all members of the PBIS Team
★ PBIS professional development is included in staff meetings: Topics include analyzing behavior data, increasing student engagement, classroom management, active supervision, building positive relationships with students, and restorative practices
★ Everyone using common language in the building
  ○ Defining each infraction and determining how to respond to negative behavior (PBIS Behavior Infractions – Definitions)
★ PBIS reminders/tips are sent periodically via email
★ Encouraging consistency across the board
★ Staff surveys administered several times during the year
YEAR-END STAFF PBIS SURVEY RESULTS 2016-17
Q6 I feel that PBIS contributes positively to the culture of our school.

Answered: 36  Skipped: 0
Q7 How would you rate the level of staff buy-in (actual participation) for PBIS in your school?

Answered: 36   Skipped: 0

- Strong - almost everyone participates: 15
- Most people are on board: 18
- So-so - about half of the staff implement: 2
- Weak - most people are not on board: 1
- Don't know: 0

(Bar chart showing the distribution of responses.)
Q8 How would you rate the administrative support for PBIS at your school?

Answered: 36  Skipped: 0

- Strong: 35
- Pretty good: 1
- So-so: 0
- Weak: 0
- Non-existent: 0
Q13 Do you favor continuing the PBIS program at your school next year?

Answered: 36   Skipped: 0

- Favor strongly: 26
- Favor somewhat: 9
- Disfavor somewhat: 1
- Disfavor strongly: 0
- No opinion: 0
STUDENT BEHAVIOR DATA
By having consistency and defining each infraction as a staff, ODRs for 3+ PBIS cards went down between 15-16 & 16-17.
Suspension rates before PBIS (2013-2014 School Year)
77 total suspensions

Suspension rates after 3 years of PBIS (2016-2017 School Year)
31 total suspensions

Rates dropped 60% in the last three years
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