PBIS @ WEST

West Middle School
Plymouth-Canton Community Schools

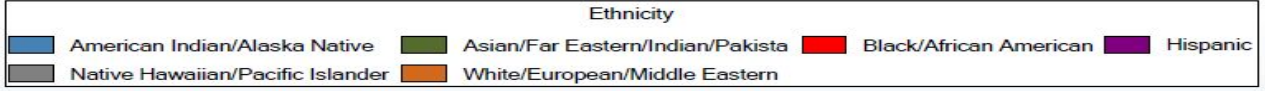
Presented By:

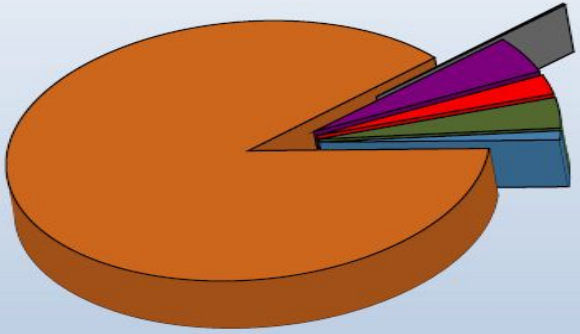
Rania Hammoud (Assistant Principal)
Marc Szalka (Math Teacher)
Anne Hedge (Special Ed. Teacher)

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





Ethnicity	Percentage
American Indian/Alaska Native	1.1 %
Asian/Far Eastern/Indian/Pakista	3.8 %
Black/African American	2.5 %
Hispanic	4.8 %
Native Hawaiian/Pacific Islander	0.2 %
White/European/Middle Eastern	87.5 %

WEST MIDDLE SCHOOL'S PBIS TEAM

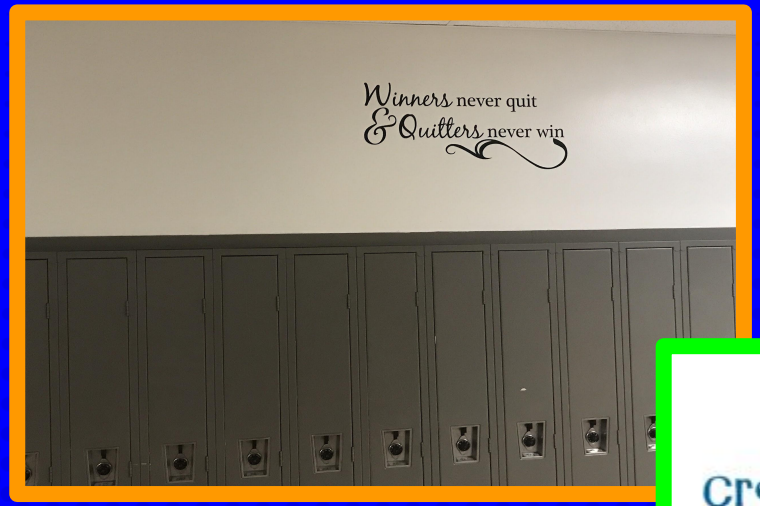
- ★ 11 staff members
  - Administrators, Special Ed., EL, Gen. Ed, and Elective teachers
- ★ Meets on a monthly basis:
  - Analyzing behavior data and identifying "hot spots"
  - Brainstorming ideas regarding the PBIS program
  - Planning quarterly rewards
  - Providing input and suggestions for maintaining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

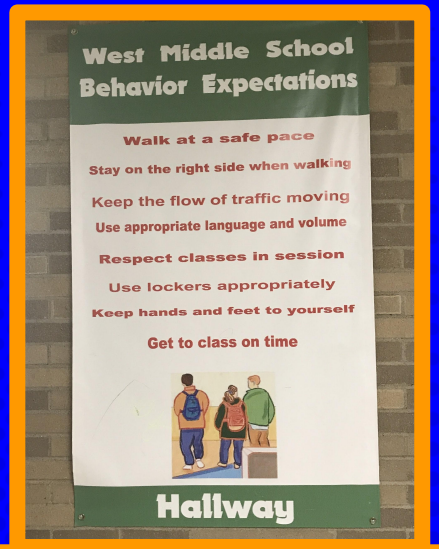
SUPPORTING STUDENTS

- ★ 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
Hallway

Creating an Environment
For children to thrive

Welcome to West Middle School
Home of the Bulldogs!

"If my mind can conceive it, and my heart can believe it -Then I can achieve it!"
Be Greater!
Everybody can be great because anybody can serve.
BE > YESTERDAY
Not everybody can be famous but everyone can be great, because greatness is determined by service."
-Martin Luther King Jr.

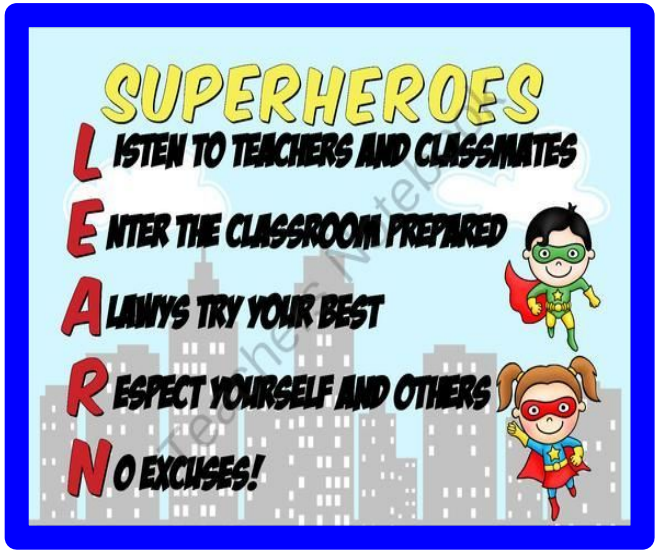
Kind words are the music of the world.
Meanness is a sign of weakness.
Don't be mean behind the screen!
Be big to make others feel small.
Stand up for others instead of standing alone.
Stand up for what you believe in.
Do the right thing, even when no one is looking.
Think Sheets
It's COOL to be KIND!
Everyone is Different
Respect the Differences

Attitude is a little thing that makes a BIG difference!

PBIS CARDS

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



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

West Middle School PBIS Card

Please keep this card in your Redbook at all times

In order to be your best, practice PBIS at West!

Student Name: John Smith _____ Grade: 8th _____ Date: _____

Teacher's Name: _____ Location: _____ Time: _____

_____ Running _____ Unprepared for Class _____ Tardy

_____ Inappropriate Language _____ Disruptive Classroom Behavior _____ Insubordination

_____ Dress Code _____ Physical Contact (Pushing/Shoving) _____ Misuse of Property

_____ Cell Phone/Electronic Device _____ Other Comment: _____

(Use back side if needed)

- 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.

West Middle School PBIS Card

Please keep this card in your Redbook at all times

In order to be your best, practice PBIS at West!

Student Name: _____ Grade: _____ Date: _____

Teacher's Name: _____ Location: _____ Time: _____

_____ Running _____ Unprepared for Class _____ Tardy

_____ Inappropriate Language _____ Disruptive Classroom Behavior _____ Insubordination

_____ Dress Code _____ Physical Contact (Pushing/Shoving) _____ Misuse of Property

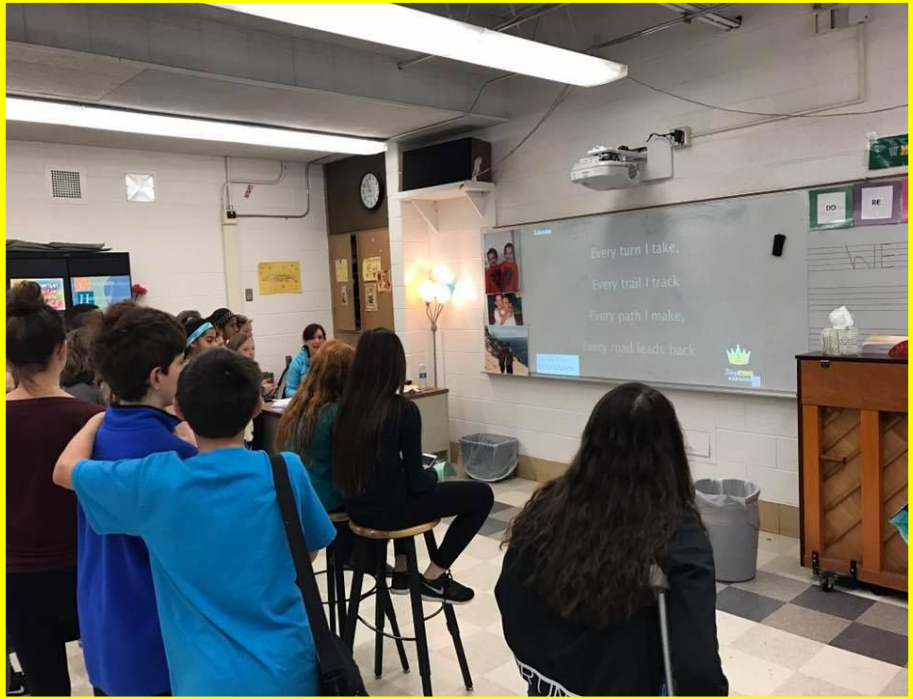
_____ Cell Phone/Electronic Device _____ Other Comment: _____

(Use back side if needed)

- 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

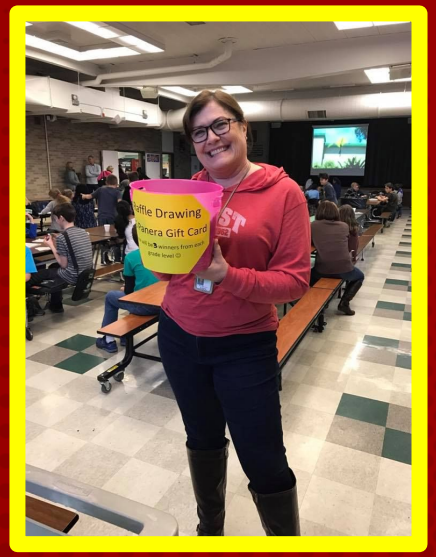
QUARTERLY REWARDS

- 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.


Raffle Drawing
Panera Gift Card

MICHIGAN
WOLVERINES
Jenga

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.

BULLDOG OF THE WEEK

- 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."

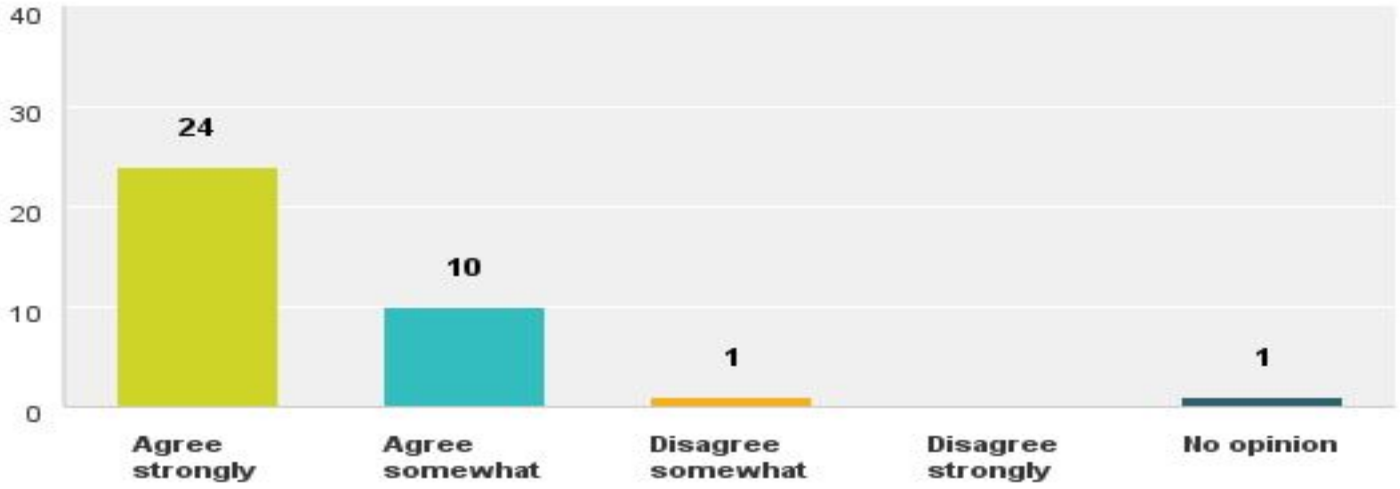
STAFF BUY IN

- ★ 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

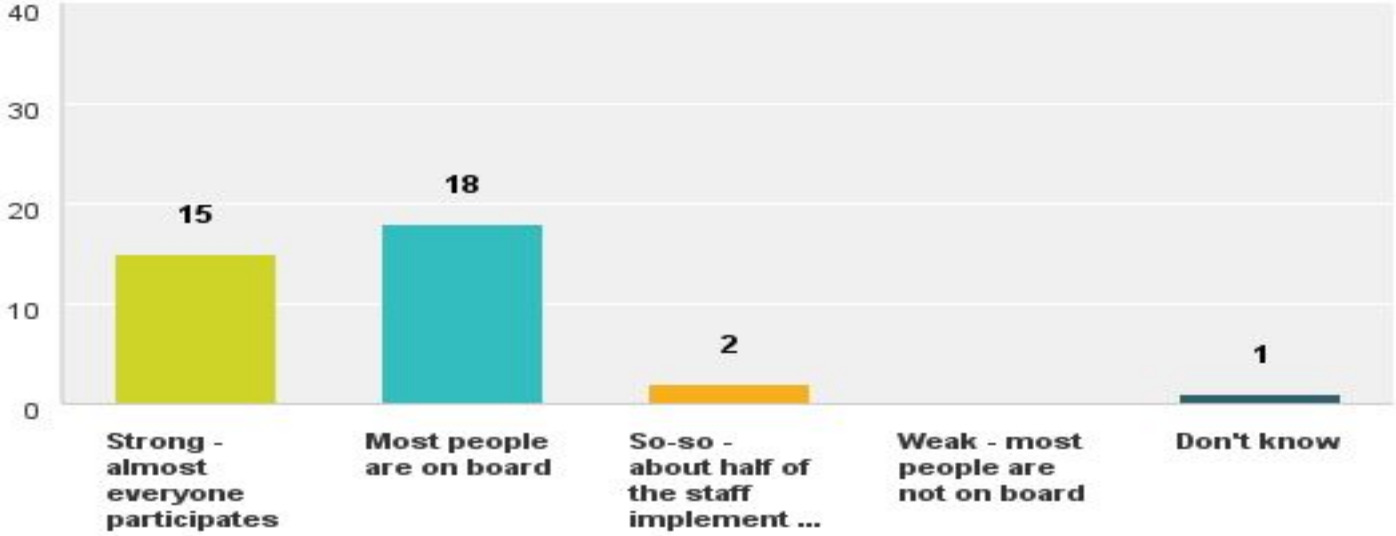
Q6 I feel that PBIS contributes positively to the culture of our school.

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

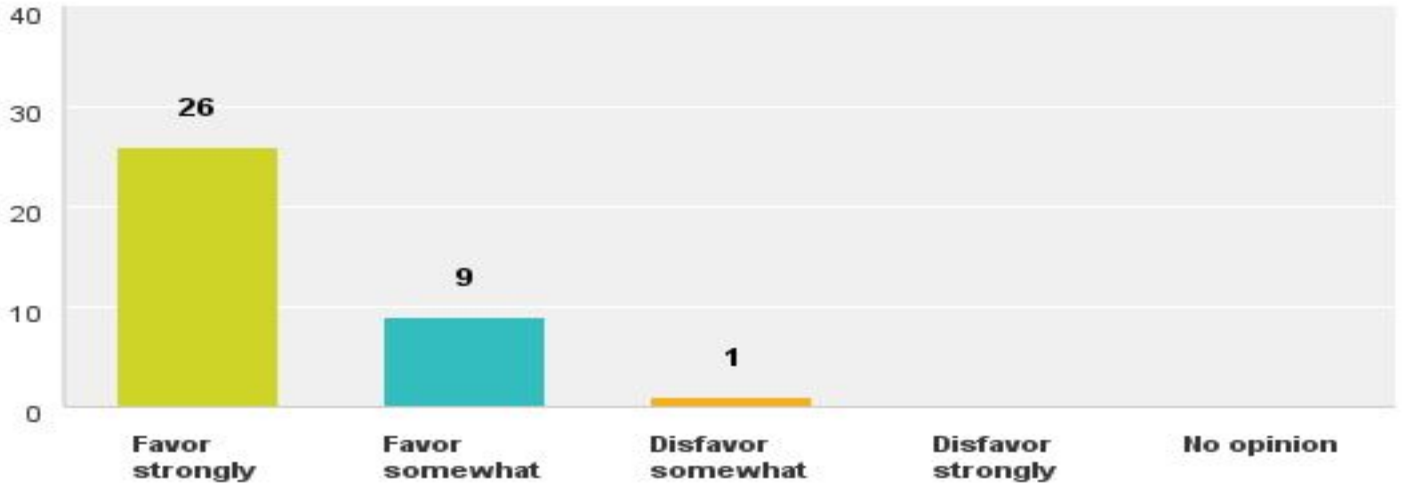


Q8 How would you rate the administrative support for PBIS at your school?

Answered: 36 Skipped: 0

Q13 Do you favor continuing the PBIS program at your school next year?

Answered: 36 Skipped: 0



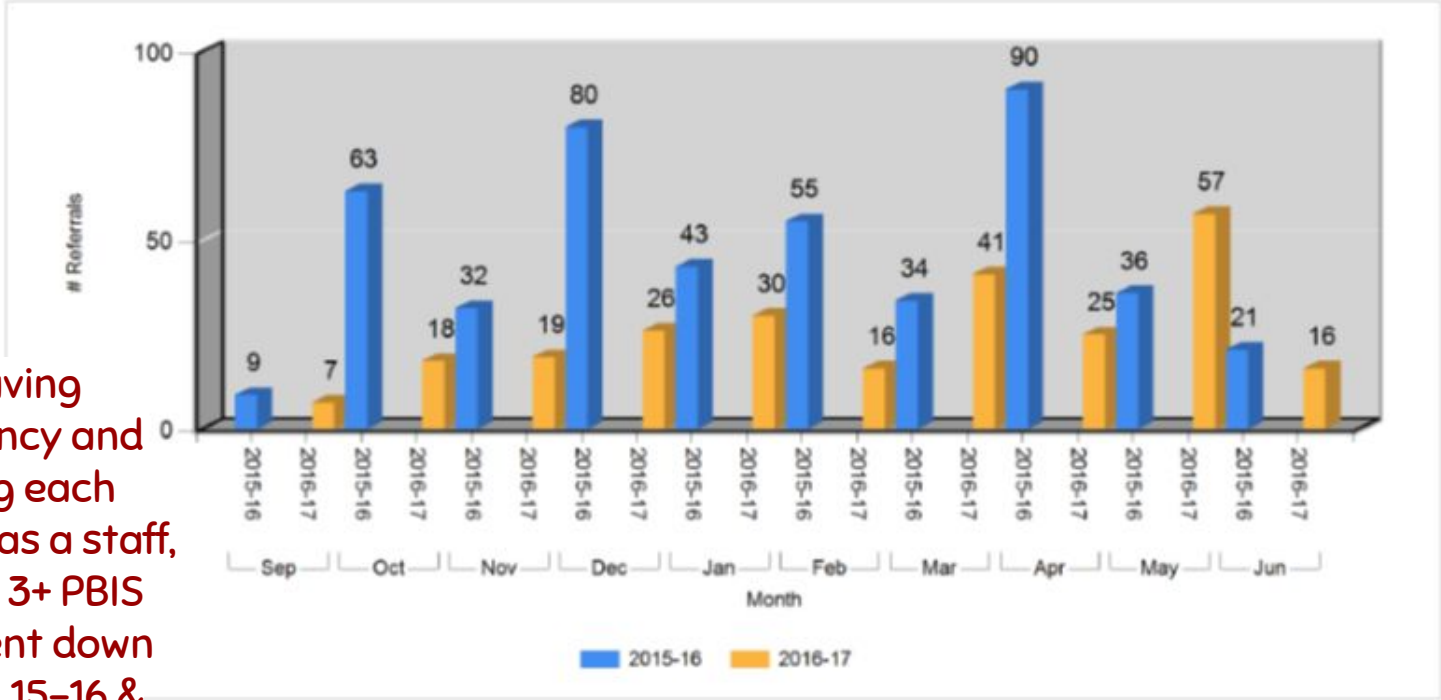
STUDENT BEHAVIOR DATA

Report Date: 6/20/2017
8:58:13 AM

West Middle School - Track: T

ODRs by Month from 09/08/2015 to 06/20/2017

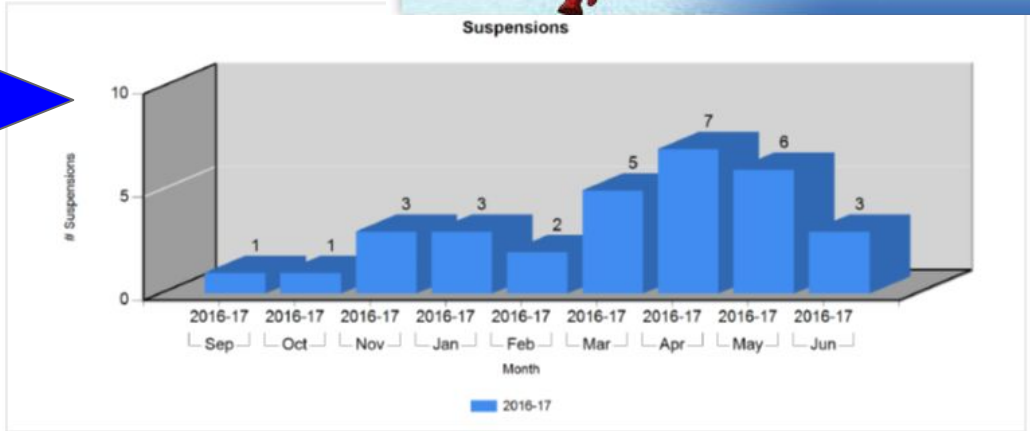
All Students



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

HOW TO CONTACT US

Rania Hammoud
rania.hammoud@pccsk12.com
(734) 416-7614

Marc Szalka
marc.szalka@pccsk12.com

Anne Hedge
anne.hedge@pccsk12.com

Q & A