


WE ARE... MARSHALL.

# 2020 PBIS Webinar Conference



West Virginia Behavior/Mental Health Technical Assistance Center

West Virginia DEPARTMENT OF EDUCATION

Autism Training Center

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## More than Posters & Parties: Fidelity & Expansion with PBIS




**BULLDOG PRIDE**  
playground expectations

BE CALM BE RESPECTFUL BE RESPONSIBLE DO YOUR BEST

West Virginia Behavior/Mental Health Technical Assistance Center

Jim Harris, Ed.D., LICSW



Autism Training Center

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## Start with Why



trends

(Sinek, 2011)

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And now this...



**COVID-19**  
CORONAVIRUS DISEASE 2019

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“Just give me things to do!”



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## First Things First

- State
- Story
- Strategies

(Robbins, 2013)

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What's your story?



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What's wrong with kids these days?

vs.

What do kids need these days?

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What is the goal?



Has it changed?

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What can you do about it?



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“For every complex problem there is an answer that is clear, simple, and wrong.”

H. L. Mencken –  
American Journalist

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**You can't hire or purchase your way out of inefficient systems.**

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Too much of a good thing is still too much!



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We're off to see the center...



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### Positive Behavior Interventions & Supports (PBIS)

#### BEHAVIOR SYSTEMS

**Tier 3: Intensive, Individualized Interventions & Supports (1 to 5%)**  
The most intensive instruction and intervention based on individual student need, in addition to and aligned with Tier 1 & 2 academic and behavior instruction and supports.

**Tier 2: Targeted, Supplemental Interventions & Supports (10 to 15%)**  
More targeted instruction/intervention and supplemental support, in addition to and aligned with the core academic and behavior curriculum.

**Tier 1: Core, Universal Instruction & Supports (80 to 85%)**  
General academic and behavior instruction and support provided to all students in all settings.



(Sugai & Simonsen, 2012)

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### Essential Features of PBIS

- Teaming
- Expectations
- Teaching Systems
- Discipline Procedures
- Professional Development
- Classroom Systems
- Feedback Acknowledgement
- Stakeholder Involvement
- Data Analysis & Planning



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## PBIS Outcomes

- Decreased Disciplinary Problem Behavior
- Increase Positive School Climate
- Improved Organizational Health
- Decreased Student Bullying
- Increased Academic Achievement

www.pbis.org

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## The Golden Corral Approach



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## More than a posters and parties...



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## Making it happen!

- What do you want to see?
- How and when will you check?
- Do you celebrate when you see it?



It's a DUCK!

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If you change the way  
you look at things, the  
things you look at change.

- Wayne Dyer

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Land the Plane!



Admiring vs. Solving Problems

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**Foundational Questions for Effective  
Behavior Support**

- Can I change something about the environment?
- What skills was the child lacking that keep them from being successful?



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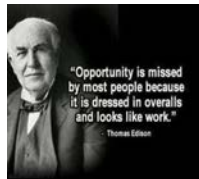
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**5 Common Fidelity Struggles**

- Teaming
- Data Systems
- Professional Development
- Teaching Systems
- Reinforcement & Feedback Systems



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## #1: Teaming

- Representative Group
- Monthly Meetings
- Agenda
- Minutes
- Living Action Plan



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## #2: Data Systems

- Anti-Social Discipline Data
- Office Discipline Referrals
- Reinforcement Data
- Community Data



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## Antisocial Discipline Data

- Time-out & Detention
- Suspension & Expulsion
- Exclusion from Activities
  - Reteach Rooms
  - Standing on the Wall



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## Office Discipline Referrals

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- Who
- What
- When
- Where
- How Often

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### Feedback & Reinforcement Data

- Who got it?
- Who gave it?
- For what?



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### Community Data

- SES Trends
- Family Structure
- Cultural Data
- Community Services



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### #3: Professional Development



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### How about your ducks?



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## Model School Visits



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## Coaching



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## Staff Assessments & Surveys



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## Traditional Professional Development



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# “Should”

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Skill vs. Motivation



“Is there anything else that you need to be successful?”

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## Identifying EXPECTATIONS

Select 3-5 behavior expectations

- BROADLY Stated
- Applies to ALL People in ALL Settings
- Positively Stated
- Aligned with Mission
- Specific Enough to Develop Guidelines



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**Moundville Middle School**



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## Setting Analysis

1. What do you want?
2. What works?
3. Inconsistencies
4. Challenges




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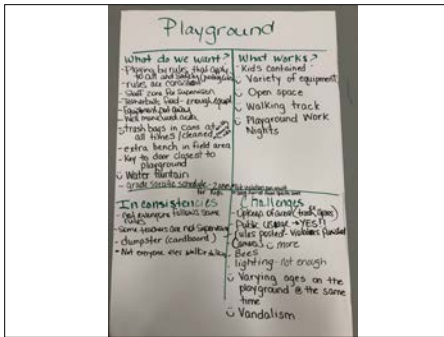
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## TEACHING IT

- Model (Monkey See)
  - Mirror Neurons
- Practice in Context
  - Neuro-Association
- Multiple Sensory Input
  - Integration




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## Lesson Plan Activity

1. Identify the area
2. Identify when to teach
3. Identify how to teach
4. Identify measure for effectiveness

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## Check-In/Check-Out



Social & Academic Skills Groups

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## #5: Feedback & Acknowledgement Systems



If it is important enough to teach & punish, it is important enough to acknowledge!

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More than pizza and a party...



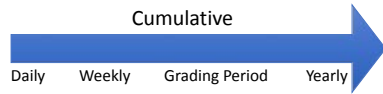
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## Continuum of Feedback



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## Acknowledgment Ideas Brainstorm

- No Cost
- Prosocial
- Short Interval



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## The Rational Optimist



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## Optimism



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Effort = Outcome



"My behavior matters..."

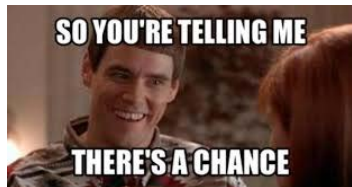
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Lloyd's Theory



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**The Question**

Are we doing the best we can to support positive behavior and social emotional growth for our students?

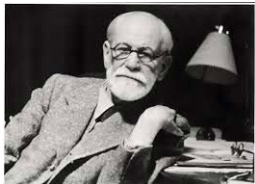
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Good or Great?



Good Enough?

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Regroup & Revise Regularly



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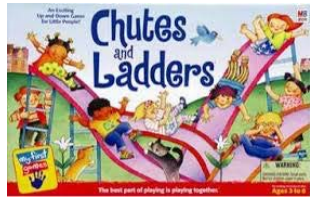
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Square One



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Life is 40% know how  
and 60% want to!

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Just make things  
a little better.

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## Upcoming Webinars

June 4, 2020 - 11am - 12:00 pm  
Michael Powell  
"Using PBIS to Enhance Learning"

June 9, 2020 - 11 am - 12 pm  
Meredith Deller  
"Big Building, Big Problems, and Big Solutions"

June 9, 2020 - 1pm -2pm  
Educational Managers from Kanawha County  
"Implementing and Utilizing TPOT in Practice Based Coaching"

June 11, 2020 - 11am-12pm  
Barb Tucker  
"Connections Matter"

June 11, 2020 - 1 pm -2pm  
Jeanie Harrison  
"Yoga and Meditation for a Happy Classroom"

June 16, 2020 - 11am -12pm  
Lost Creek Elementary  
"The Push of a Button: Using Class Dojo to Streamline School Data"

June 18, 2020 - 11 am - 12pm  
Jason Conway  
"Alternatives to Suspensions"

June 23, 2020 - 11am - 12 pm  
Cay County High School  
"Packing 10 Pounds into a 5 Pound Bag"

June 25, 2020 - 11am - 12pm  
JoDonna Burdoff  
"Optimizing PBIS in High Schools and Alternative Settings with OSLR: Challenging Students"

June 30, 2020 - 11am -12pm  
Coalton Elementary School  
"Tier 1 PBIS Model Schools: How We Got Where We Are"

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## Contact Us:

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