

**WE ARE... MARSHALL**

## PBIS: HOW TO USE ACKNOWLEDGEMENTS, REWARDS, & INCENTIVES FOR DISTANCE LEARNING



West Virginia  
Behavior/Mental Health  
Technical Assistance Center

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## Take Away



**Participants will leave with:**

- An understanding on how to acknowledge positive behavior through distant learning
- An understanding of how to implement rewards and incentives in conjunction with your Matrix
- How to set boundaries and provide consequences through distant learning
- Examples of acknowledgement and reward systems using your PBIS Matrix

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## Credits

- PBIS Rewards  
<https://www.pbisrewards.com/>
- Florida PBIS Project  
<http://flpbis.cbcs.usf.edu/>
- Center on Positive Behavior Interventions & Supports  
[www.pbis.org](http://www.pbis.org)

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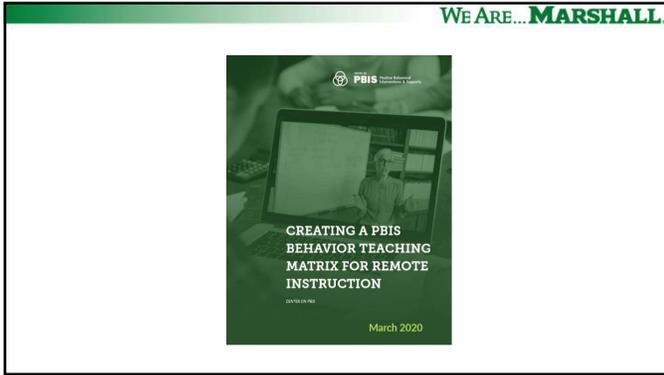
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Example Remote Learning Matrix - Elementary

We are...	Entering Class	Teacher-led Whole Group Instruction	One-on-One Instruction	Small-Group Activities (Breakout Rooms)
<b>Safe</b>	<ul style="list-style-type: none"> <li>Choose a distraction-free space</li> <li>Use equipment as intended</li> <li>Use kind words and faces</li> </ul>	<ul style="list-style-type: none"> <li>Ask in chat if you need help</li> <li>Use kind words and faces</li> </ul>	<ul style="list-style-type: none"> <li>Use kind words and faces</li> </ul>	<ul style="list-style-type: none"> <li>Use "top-leave-talk" when you hear disrespect</li> <li>Encourage others to participate</li> <li>Use kind words and faces</li> </ul>
<b>Respectful</b>	<ul style="list-style-type: none"> <li>Video on at all times</li> <li>Audio off</li> <li>Use chat with classmates for first 5 minutes</li> </ul>	<ul style="list-style-type: none"> <li>Video on at all times</li> <li>Audio off</li> <li>Answer questions in chat box on cue</li> <li>Answer polls promptly</li> </ul>	<ul style="list-style-type: none"> <li>Video on at all times</li> <li>Audio on</li> <li>Listen attentively</li> <li>Answer questions out loud on cue</li> </ul>	<ul style="list-style-type: none"> <li>Video on at all times</li> <li>Audio on</li> <li>One speaker at a time: wait or use chat to respond when others are talking</li> <li>Respect others' cultures, opinions, and viewpoints</li> </ul>
<b>Responsible</b>	<ul style="list-style-type: none"> <li>Be on time and ready to learn</li> <li>Start class charged or plugged in</li> <li>Have materials ready</li> </ul>	<ul style="list-style-type: none"> <li>Ask questions (voice or chat) when you have them</li> <li>Be present - avoid multitasking</li> </ul>	<ul style="list-style-type: none"> <li>Ask questions out loud when you have them</li> <li>Try your best</li> <li>Be present - avoid multitasking</li> </ul>	<ul style="list-style-type: none"> <li>Encourage each other to stay on topic</li> <li>Complete the work together</li> <li>Use 'Ask for Help' button if you have questions</li> <li>Be present - avoid multitasking</li> </ul>

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**Acknowledge & Reward**

*When we see or hear the expected behavior, let's acknowledge & reward to increase the likelihood of continued positive behavior within our online platform.*

**Incentive**

*Let's find fun ways to motivate students and continue building classroom community, even when you're not face to face.*



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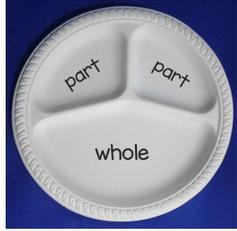
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### FIRST THINGS FIRST

Acknowledgements and feedback systems only work when they are part of the whole system.



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### WHAT ARE REWARDS, ACKNOWLEDGEMENTS, AND REINFORCERS?

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Reward	Acknowledgements	Reinforcement
<ul style="list-style-type: none"> <li>• a thing given in recognition of one's service, effort, or achievement.</li> <li>• make a gift of something to (someone) in recognition of their services, efforts, or achievements</li> </ul>	<ul style="list-style-type: none"> <li>• accept or admit the existence or truth of</li> <li>• of a body of opinion; recognize the fact or importance or quality of.</li> <li>• express or display gratitude for or appreciation</li> </ul>	<ul style="list-style-type: none"> <li>• The action or process of reinforcing or strengthening</li> <li>• The process of encouraging or establishing a belief or pattern of behavior especially by encouragement or reward</li> </ul>

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### IT'S NOT JUST FOR KIDS

- As an adult, what was the last thing you were acknowledged for?
- Did it work? Will you be back?

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### WE ARE ACKNOWLEDGED AS ADULTS



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### Why Acknowledge?

- To actively teach students what behaviors are expected of them
- To increase the likelihood students will engage in appropriate behavior
- To increase the opportunities to **build** and maintain positive adult-student **relationships**
- To encourage students to demonstrate positive social-emotional skills and behaviors
- To create a positive school climate and culture (virtually)
- To counteract negative peer influence
- To provide students feedback on how well they are following the expectations

12

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Research indicates that you can improve behavior by 80% just by pointing out what someone is doing correctly.

Laura Riffle

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### WHAT YOU FEED, GROWS!

- Belief drives practice
- Identify what you want to grow (school wide expectations, certain behaviors, etc)
- Provide specific positive feedback for it
- Watch it grow
- Example: When you compliment a kid and suddenly all 20 kids what you to see them doing it.



14

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### WE'RE NOT IN THE BUSINESS OF "TRAIN AND HOPE"

- What is the target behavior I want to see disappear?
- Think in terms of individual, class, school.
- What behavior would I like instead?
- How can I get from point A to point B, what things do I need to teach?
- Then...wait for it and reinforce, reinforce, reinforce.

15

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## Acknowledging

**Yes!** You can use acknowledgements systems even when they're in a virtual classroom environment!

- Remember to refer to your **matrix**
- Provide **behavior specific praise** both verbally and in the chat feature (see if your software will let you add stickers or emojis to your praise).
- Use polling software or other tools to **increase opportunities to respond**.

16

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## Greeting them



Try greeting your students positively when they log in, just as you would when they walk through the classroom door. Greet them by name & share a positive comment

17

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### Other Ideas to Acknowledge with Points and Comments When Students:

- Being on time for video lesson
- Participating in online discussions and/or working cooperatively with others online
- Completing and submitting digital learning activities on time
- Completing an activity or project that was not assigned
- Complete assignments before deadline
- Participate in photo or cooking challenges
- Complete an online visit to a museum or zoo
- Participate in a *Spirit Day* activity (check out our Spirit Week on Twitter), i.e.:
  - Elementary: Monday – wear pajamas, Tuesday – crazy hair, Wednesday – crazy socks, Thursday – dress like your teacher, Friday – hat day
  - Secondary: Monday – wear pajamas, Tuesday – wear school colors, Wednesday – crazy socks, Thursday – college gear, Friday – hat day

18

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## Rewards & Incentives

- Be creative & have fun!
- Make a digital version of the coupons you already use.
- Teacher Pay Teachers –Digital Learning Coupons (\$4.00)
- Snail Mail, Skip Pass, Show & Tell, Meet My Family Video, etc
- Each child could have a goal and earn a reward for reaching their individual goal
- You could have a class goal ("When we earn 50 points, we will...")
- You could offer a "menu" of rewards, some big, some small, that children can "buy" with points that they earn
- You could do a lottery-style drawing in which more entries = more chances to win

*Let's Look at Some Real-Life Examples!*

19

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### TEACHER REWARD GUIDE

individual rewards

Reward	Description
Would You Rather Question	Give students a fun 'Would You Rather' question, let them record a video response to share with classmates.
Meet My Family Video	Let students record a short video of themselves introducing their family members to class.
Share a Joke	Let students record a video of themselves sharing their favorite joke with classmates.
Read Aloud	Students will record a video of themselves reading a picture book aloud to share with the class.
Show & Tell	Students will record a 2 minute video of them doing a show & tell with an item from home.
Be the Teacher	Students can record a video of themselves teaching the class something - it could be academic or a hobby like drawing.
Talent Show	Let students record a short video of themselves sharing a talent.
Snail Mail	Students receive a digital note from your teacher, through snail mail.
Lunch with the Teacher	Set a date and time to have lunch together online.

### UNLOCK THE REWARD

POINTS:	REWARD:
<b>50</b>	<b>Would You Rather</b>
<b>100</b>	<b>Share a Joke</b>
<b>150</b>	<b>Show &amp; Tell</b>
<b>200</b>	<b>Skip Pass</b>
<b>250</b>	<b>Talent Show</b>
<b>300</b>	<b>Game Day</b>
<b>350</b>	<b>Read Aloud</b>

Teaching with Briana Beverly  
The Simple Classroom

20

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### TEACHER REWARD GUIDE

class rewards

Reward	Description
Directed Drawing	You can lead students in a directed drawing activity or find one on YouTube for your class to follow!
EDNGO Game	Set a date & time to meet live online and play a EDNGO game together!
Spirit Day	Students can wear school colors or gear and post a photo of themselves. You can also join another theme - beach, camping, etc.
Virtual Field Trip	Find a fun virtual field trip online to let your students go anywhere together!
Compliment Chain	Students start a compliment chain of sharing a positive thing about the student who posted above them or record videos giving shout outs to classmates.
Skip Pass/Homework Pass	Students can select one assignment to "skip"
Crazy Hat Day/Crazy Hair Day	Students can take a photo of themselves with crazy hat or a hat and share it with the class.
Silly Teacher Video	The teacher will record and share a video of themselves doing something silly - a crazy dance, getting messy in the face, etc.

### UNLOCK CLASS REWARDS

POINTS:	REWARD:
<b>50</b>	<b>Crazy Hat Day</b>
<b>100</b>	<b>Compliment Chain</b>
<b>150</b>	<b>Spirit Day</b>
<b>200</b>	<b>Skip Pass</b>
<b>250</b>	<b>Virtual Field Trip</b>
<b>300</b>	<b>Game Day</b>
<b>350</b>	<b>Silly Teacher Video</b>

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The Simple Classroom

21

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**i-Ready REWARDS!**

HOW IT WORKS:

1. Fill up your Math or Reading i-Ready card  
(This means you have an even ten lessons passed, ex: 20, 30, 40, etc..)
2. Come back to this Group post and pick which reward you want.
3. Post to the discussion in this group - telling me you filled a card and what digital coupon you chose.
4. Follow directions on your digital card. If it is a video that I can share with the class, email it through Schoology or send to my email: jmurphy@k12.wv.us

Jaime Murphy – Norwood Elementary

22

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**WE ARE... MARSHALL**

**A LAYERED APPROACH**

- Individual
- Classroom
- Grade Level
- School



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**EXAMPLES:**

- Posting Ticket Winners on Social Media
- Highlighting Students who are Working Hard on Social Media
- Updating Dojo Points to Match Current Environment
- Fun Friday Competitions – Baking/STEAM/Read-a-Book

24

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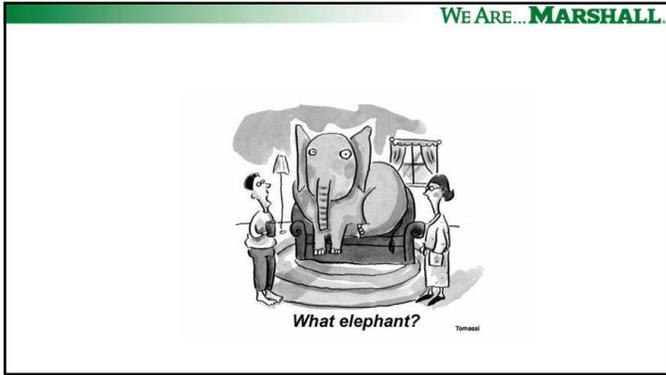
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### Responding to Problem Behavior

- Putting students on hold or sending them out of the room may be an option with your software. However, if you exclude a student, just as in real life, they may not return when you want them back.
- Consider the following alternatives to exclusionary discipline:
  - Correct behavior privately via a private chat message to the student.
  - Use the "praise around" strategy to acknowledge publicly those who are on track. Then, be ready to praise the student once they show expected behavior.
  - Remind students of incentives and rewards (points to be earned)
  - Use 1:1 or small group to re-teach expected behaviors & build stronger relationships
  - Try group contingencies like the Student/Teacher Game4, which is easily implemented online.

Center on PBIS

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### Things to consider

- New Normal is completely abnormal
- Misbehavior as Stress Behavior
- Provide Preventative strategies - Even more with those students who may have already been demonstrating problem behavior within the classroom at school.
- Give grace & have patience! We are all in this together!

27

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PLAN OF ACTION

- How will you teach this to your students?
- How will you share this with your staff?
- How will you share this with your parents?
- How can you ensure that it's being used across teachers?
- Share on Social Media!

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Questions?

- Let's talk. Write in the chat any questions you might have.
- How else can we help you?

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29

For more information please visit [www.wvpbis.org](http://www.wvpbis.org)

Upcoming Webinars

- Webinar #3 - April 21<sup>st</sup> - 11:00 am - 12:00 pm - Jen Everhart - PBIS Rewards and Acknowledgements in Distance Learning
- Webinar #4 - April 23<sup>rd</sup> - 11:00 am - 12:00 pm - Tiffany Hendershot -Trauma Informed Distance Learning: Supporting Vulnerable Students Remotely During COVID-19
- Webinar #5 - April 28<sup>th</sup> - 11:00 am - 12:00 pm - Teryl Jones - Self-Care During The Coronavirus Pandemic

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